

## WIRE HARNESS DESIGN ENGINEERING SCORECARD

### FUNCTION:

Wire harness design engineers **design electrical systems** and the corresponding wire harness assemblies that are used in other Protomet products or sold directly to external customers. Engineers in this role are heavily involved in the sales process and must **develop relationships** with external clients to be successful. Protomet's wire harness manufacturing process is aided by state-of-the-art software and equipment and electrical design engineers must **develop intimate knowledge of our manufacturing processes** to leverage those capabilities in designs.

### OUTCOMES:

- Find one **2 second improvement** (fix what bugs you) every day and share with the rest of the engineering team via photo or video.
- Make at least one improvement a week that **makes life better** for the production team.
- Attend every **daily production huddle** for the wire harness department.
- Assemble the **first prototype** of every assembly you design.
- **Eliminate changeovers** and the use of hand tools on new projects.
- Maintain engineering data on all components in the **electrical design library** and ensure 100% accuracy prior to the start of production.
- **Design assembly/test fixtures** for all new harnesses.
- **Hand-deliver** >75% of prototypes to customers within driving distance and >50% overall.
- Develop a **new project checklist** encompassing tasks for design, supply chain and production and implement within first 6 months on the job.
- Respond to all **communication from external customers** within 4 work hours
- **Visit customers' facilities** or host them for a tour (with approval) at least 12 times a year
- **100% Bill of Materials accuracy** on all projects prior to the start of production.
- **Understand ABYC standards** relating to electrical systems and ensure compliance of all new marine projects.
- Research, book and attend one industry **Expo or Conference** every year.

## COMPETENCIES:

### Cultural

Fulfillment at work most often occurs when personal values align with those of the organization. Protomet associates it's collective character with the following traits:

- **Second Mile**  
The first mile is mandatory. The second mile is voluntary; we do it for our own growth. Outsized benefits are realized in the second mile.
- **Don't Touch the Marshmallow**  
The strength to reject short term gratification in favor of a larger reward later. We err towards celebrating later, not sooner.
- **Abundance Mindset**  
Life is not a zero-sum game. We strive to reject scarcity mindsets and instead "grow the pie". Example – does a new "A" player on your team pose a threat (scarcity) or an opportunity to grow as a team?
- **Skills Beat Credentials**  
What you can do is all that matters. Credentials alone won't get you anywhere at Protomet.
- **That's Hard...Good**  
Growth happens the most in the face of challenges. We recognize it is difficult to grin as you are being tested, but it's possible, and we're getting better at it.

### Functional

- **High Standards**  
Expects personal and team performance to be nothing short of the best.
- **Attention to Detail**  
Mistakes are encouraged but must perform world-class work consistently to succeed. Details matter.
- **Humility**  
Low focus on self, confidence to admit mistakes, listens to others and an accurate (not over- or underestimated) sense of accomplishments and worth
- **Mental Bandwidth**  
Will be tasked with managing multiple ongoing projects in a fast-paced culture. It's not for everyone.
- **Servant Leadership**  
Values and respects people
- **Innovation**  
Practical intelligence, curiosity, and an aptitude for learning combined with the spirit of testing and change that leads to innovation