



# 益睿科技股份有限公司

YEAR ROUND Technology Corp.



董事長王寶珠和總經理白添發  
Chairman Ms. Jamie Wang & General Manager  
Pai, Tien-Fa

負責人：王寶珠

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推薦單位：台灣中小企業銀行化成分行

營業項目：鋅，鋁壓鑄金屬製品，塑膠射出，組立

產品名稱：光纖零組件、RF連接器

Owner : Jamie Wang

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Recommended by :

TAIWAN BUSINESS BANK HWA CHEN BRANCH

Business Items :

Zinc , Aluminum die casting part, plastic injection part, assembly part

Main Products :

Fiber Optics component housing,

RF Connector



公司全景 Company View



<http://www.yr.com.tw>



產品 Products



益睿科技成立於1980年，為國內光通訊傳輸模組外殼領導廠商。提供鋅、鋁合金壓鑄外殼、鈹金沖壓、機構件組立的整合服務，是全球少數能從客戶關係管理策略角度，提供機構件完整解決方案之業者。

從模具設計到模具製作、壓鑄、電鍍、塑膠射出、點膠、組裝、測試等，提供一貫化服務。行銷網路遍及全球，全球光纖傳輸器模組排名前10名企業，皆是益睿科技的客戶，並多次獲得客戶績優廠商肯定的殊榮。

### 緊貼客戶需求，製造業服務化

益睿成立初期，以客戶提供的圖面，設計製造壓鑄模具，再延伸至塑膠射出成型模具的設計製造。隨著產業結構快速轉變，初期董事長每週都親自到中研院、國科會、工研院上課，藉由實務案例解析，深入了解國際間各項產業的脈動與特性。也在此時看見光纖網路發展的未來性，於是積極進行企業轉型，並於



會議討論 Meeting

1992年跨足連接器及光纖零件的研發製造。

為了緊貼客戶需求，時常是早上由客戶提供規格資料，中午將設計圖完成，晚上動工製造，隔天早上即將經歷9個製程的樣品完成，經由國際快遞送到客戶手中。「為了協助客戶掌握商機，盡最大心力」這就是益睿的服務精神，也因此客戶間建立起良好口碑，奠基了立足國際的基礎。

### 創新研發 深耕產業

2006年為了解決客戶不斷提高的環境測試要求，益睿加速投入研發速度，不僅投入資金於表面處理製程，並與國內大學進行2年的產學研究合作，力求解決協力廠商無法解決的品質問題，以求做到更好。從模具製造業跨足表面處理製程，是一個很大的跳躍。資金風險及投入之研究心力難以與外人道，然而此舉亦是大大提升國際知名度的關鍵，因表面處理與客戶的產品品質息息相關，願將兩個不同領域串連起來思考的模具廠商微乎其微。客戶感受到益睿的用心與深耕產業的決心，且能緊貼光纖市



生產線運作情形  
Production Line  
Operation Situation





場的成長藍圖，更加願意將模具訂單持續提供給益睿。「我們把每一樣產品都當作LV精品」益睿對品質的堅持，也在各大光纖設修廠得到最實質的回應。

### 根留臺灣 堅持品質

回首8、9年前，臺灣產業因人力不足，經營成本高漲，許多企業紛紛將生產基地移轉至勞力充沛但成本較低的大陸及東南亞，而益睿卻選擇將「根」留在臺灣，因為臺灣是我們的家、我們的根。益睿也不願向低價妥協。我們深知生產基地若移轉到大陸，勢必要以價格作為競爭手段，難免要向品質低頭，這是我們不願意，也不希望看到的事。也因為如此，全力提升本身的製造水準成為最重要的事。除了強大的研發能量，益睿堅信人員、系統及流程的品質，亦是維持品質穩定及永續經營的要素。因此管理方面於2008年將ERP從廠內到顧客端做完整接軌，更通過 ISO9001、14001及 OHSAS18001的國際認證。

### 以人為本 營造良好工作環境

益睿重視以人為本的管理哲學，致力營造



生產線運作情形 Production Line Operation Situation

團隊互相支援的工作氛圍，總經理重視不驕不矜的處事態度，是部門之間能和諧溝通，公司能靈活機動運作的原素。對客戶則著重誠信，同時對同仁充分放權，針對不同的人才給予舞臺發揮所長。

益睿認為亮麗的營運績效來自員工的貢獻與努力，為感謝員工，除提供舒適宜人的工作環境，投入大筆經費優化工廠的通風設備，讓整座廠房幾乎聞不到一絲絲異味，並每年調高薪資；發放獎金與紅利，更固定提撥金額為員工子女獎學金，促使全體員工與公司共同努力，讓公司成為臺灣的幸福企業，並達成永續成長的願景。 ■



生產線運作情形 Production Line Operation Situation



Year Round Technology was established in 1980 as a leading founder for fiber optical transceiver shells. We provide integrated service of zinc, aluminum die-casting shells, sheet metal and assembly which Year Round offers a total solution to the unique manufacturing demands and also solve complex problems to meet today's rapid requirement.

From tooling design to tooling fabrication, die-casting, plating, plastic injection, dispensing and assembling, Year Round provides total service from the beginning to the end. Our selling network distributes throughout the world with top 10 global fiber optical companies as our major customer and being rewarded as excellent supplier by several customers for several times.

### **Targeting Customer's Specific Design to Make Custom Service**

Year Round began our business as making tooling according to custom design and further extended to plastic injection molding fabrication. Our president has studied in Academia Sinica, National Science Council and Industry of Technology regularly and with rapid changes of the industry, he has seen the growing future of fiber optical field. In year 1992, Year Round has stepped in the industry of fiber optical transceiver design and production.

In order to achieve customer's demand, we often receive the specification in the morning, finish the custom design at noon, start fabricate tooling in the evening and deliver to customer in next day morning through express. Our service spirit of "Being supportive for customer's business" has gradually earned well reputation and set a milestone nationally.

### **Innovated Design and rooted in Industry**

In the year of 2006, Year Round has invested in surface treatment processing and corporate with two domestic universities in order to achieve customers' growing reliability tests requirements and quality matters which others can't solve. The risks and costs for extending from tooling fabrication to surface treatment processing are very high which can't be easily evaluated. However, our big step has further



卓越事蹟 Outstanding Performance

opened our reputation internationally because surface treatment is very closely related to product quality which not many tooling supplier is willing to connect two separate fields of production together. Our genuine heart and determination has earned many customers' confidence and support and Year Round will treat each product as "precious LV" and hold our quality standard in the future growing market.

### **Root in Taiwan and Maintain High Quality standard**

Looking back in the past 8 or 9 years, a lot of companies have gradually moved the factory out to China or South East due to cheaper labor and costs. However, Year Round insists rooting in Taiwan because Taiwan is our home. We do not compromise with lower price. We understand transferring to China may need to compromise with price and quality which we do not want to give up either. As a result, continuing development and improvement has become our main target. With strong development team and high quality system and process, quality stability is also one of our factors for eternal business. On the management side, Year Round has adopted ERP system for better and smoother system and also obtained ISO 9001 & ISO 14001 and OSH18001 national certifications.

### **Labor Base and Building for better Working Environment**

Year Round values worker and devotes to corporative team work. Top management promotes modest attitude and communication between each department for company to operate with flexibility.





員工旅遊 Company Staff Tour

We take customers' trust seriously but also trust our workers with a lot of authority at the same time. We provide suitable platform for specific talented workers in each department.

Year Round believes good business achievement comes from workers' contribution and hard work. In order to provide better environment, we have invested for better working factory condition and ventilation system to eliminate uncomfortable smells in the working area. Year Round further provides bonuses, yearly salary adjustment and rewards to workers even workers' children for all workers to continuing contribute along with the company to achieve eternal business future.



職工福利-獎學金 Employee Welfare Scholarship



## 綜合評語 Commentary

將模具開發、壓鑄、電鍍到塑膠射出產線做垂直整合，成本和市場均相當具有競爭力。健全的品保制度維持品質穩定，並以資訊化管理為基礎，建立經營優勢。與世界級大廠建立產銷研合作夥伴關係，長期以來備受客戶信賴。公司財務結構強且經營穩健度高，且能持續投資臺灣，對臺灣經濟繁榮具有貢獻。

Year Round reduces cost and raises market competitiveness by vertically integrating mold development, die casting, electroplating, and plastic injection. It also maintains quality stability with a sound quality assurance system and develops operational strength with e-management. By establishing production-marketing-research partnerships with world-leading suppliers, Year Round has won trust and credits from customers. With solid financial structure and steady operations, Year Round continuously invests in Taiwan to thrive its nation.