

第26屆國家磐石獎

The 26th National Award of
Outstanding SMEs



FitTech

惠特科技股份有限公司

Fittech Co., Ltd.



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



(左) 董事長 賴允晉先生
Chairman : Mr. La Yun-Chin

(右) 總經理 徐秋田先生
General Manager : Mr. Hus Chin Tien

負責人：賴允晉

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電話：04-23502319

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推薦單位：中小企業信用保證基金

玉山商業銀行

營業項目：1.光電、半導體產業測試、分選設備之研發、製造與代工服務。2.陶瓷、藍寶石等硬脆材料鑽孔/劃線/切割之雷射設備。3.金屬微細加工之雷射設備。

產品名稱：整合型LED晶粒/晶圓點測機、全自動LED高速晶粒分選機、雷射陶瓷鑽孔/劃線機、雷射金屬精密切割/焊接機

Owner : Lai, Yun-Chin (Hawk)

Address : No.3, 35th Road, Taichung Industrial Park, Taichung, Taiwan, R.O.C

Tel : +886-4-23502319

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Recommended by :

Small & Medium Enterprise Credit Guarantee Fund of Taiwan

E .Sun Commercial Bank

Business Items :

1. Optoelectronics, semiconductor industry probing, sorting system design, manufacturing and OEM services.
2. Laser cutting/drilling/scribing system for ceramics, sapphires and other hard/brittle materials.
3. Laser Micromachining System for metal processing.

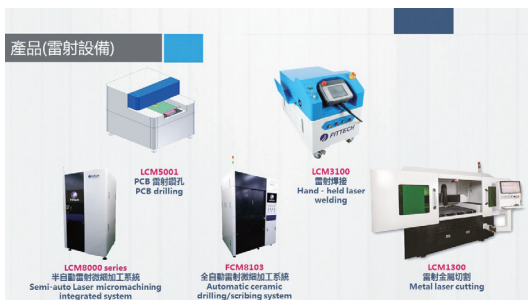
Products :

LED chip / wafer probing and testing system.

Fully automated production LED mapping sorter.

Laser ceramic drilling/scribing machine.

Laser metal cutting/welding machine.



公司產品 Product



公司大門全景

Company entrance panorama



點測機台組裝現場 Prober machine assembly

2004年藍光LED應用於照明市場初露曙光，為掌握此一商機，賴允晉董事長及徐秋田總經理，夥同幾位學有專精的同伴創立惠特科技，投入LED晶粒/晶圓點測機的開發，以優異的性能得到客戶的肯定也奠下惠特科技的基礎，隨後陸續完成LED封裝後點測機、太陽能功率測試機、全自動太陽能分類機、雷射鑽孔機、雷射切割機等，均獲得客戶極佳評價。

誠信負責 專注創新 追求卓越 持續改善

「誠信負責、專注創新、追求卓越、持續改善」是惠特的精神，同時也是經營理念、經營策略與品質政策。

惠特耕耘LED設備逾10年，累積智慧財富背景，透過銷售前充份溝通取得市場資訊，以高能量研發實力及生產力，迅速完成設備，銷售後由售服團隊提供完整的售後服務，以完善客戶需求。

為更能全方位滿足客戶需求及秉持國內設備業資源不重複投資，惠特以合作取代競爭，在互信的基礎下分別於2014、2016年與梭特、世錡公司進行策略連盟，運用良好品牌形象進行生產、銷售及售後服務，短短3年將




分選機台組裝現場 Sorter machine assembly

LED分選機的市佔推升到約70%，證明國內同業合作一起打市場是中小企業團結力量大的可行之路。

2015年採用自製設備跨足LED代工服務，同時投入LED全自動化無人工廠管理系統之研發，以兢兢業業的精神持續在產業界耕耘達永續經營之目標。

以自有品牌邁向全世界

惠特以自有品牌  從台灣走向中國、亞洲至全世界逐步邁進，立足台灣，深耕中國，邁向全世界需要服務的地方，在穩定經營團隊的帶領下，惠特除了有強健的財務結構，更具高精密度之機械設計、軟體自主開發整合、快速製造等能力，為加快服務客戶及貼近客戶需求，對LED市場在中國、日本、韓國、馬來西亞均有銷售代理商，更於中國蘇州、廈門設置售後服務據點，在雷射相關設備市場其銷售區域廣及全球，與程泰集團結盟展開全球推廣活動。



員工教育訓練 Employee training

E化管理 提升效率

身處於競爭激烈的微利時代，為提供一致性之作業平台使資訊正確、快速於部門間傳遞及運用，於2011年起陸續導入ERP、EasyFlow、PDM、HRM等E化管理系統，2012年建置內部控制制度，隔年導入並取得ISO9001品質管理系統認證，透過有效實施之內控制度、品質管理系統及E化系統資源的整合，提高經營績效加強財務管理及降低營運風險，又於2016年為使生產流程更健全與學術機構進行產學合作，藉由流程的改善不斷提升品質及生產力，以呼應持續改善之核心信念。

共榮 共享

經營層以平等開放的態度管理公司，實事求是、精益求精之精神維持部門間良性溝通、



合作伙伴運動會 Partner Games



2017台北國際工具機展 TIMTOS
2017 Taipei Int'l Machine Tool Show

協調及透明化的資訊交流，取得一致性資訊，一路走來秉持「員工是公司最大的資產，利潤共享」的信念，打造氛圍良好之工作環境及和諧勞資關係，更提供比一般業界更高的15%員工分紅與員工共榮、共享。

積極育才 善盡企業社會責任

由於少子化趨勢，對於人才的培育更是積極，走進校園提供青年學子就業、實習及工讀機會、並提供學校至企業參訪，使人才不斷層。

惠特晉用身障員工、定期捐款於十方文教及博幼社福、參與公益路跑等活動，用實際行動關懷社會幫助弱勢族群，以善盡企業社會責任。

根留臺灣

惠特為將根基留在台灣、永續發展，每年投入約佔營業額的10%做為研發費用，透過不斷地技術提升，培養本土的研發人才，提高產品附加價值，將產品的價格競爭轉為價值競爭，擦亮MIT的招牌，為寶島台灣盡一份心力。▲

In 2004, Blue LED revealed the dawn of the illumination market. To keep up with the trends, Chairman Mr. LAI, YUN-CHIN(Hawk) and General Manager Mr. HUS, CHIU-TIEN(Max) cooperated with several proficient companions to start Fittech Co., Ltd., and invested in the research and development of LED chips / wafer probers, which performed excellently with affirmation from clients, and lay the foundation of Fittech. Successively, Fittech introduced the LED post-package prober, solar power tester, automatic solar sorter, laser driller, and laser cutting machine, etc., which were evaluated as excellent by clients.

Integrity, Innovation, Improvement, Quality

“Integrity, Innovation, Improvement, Quality” is the spirit of Fittech, and also the philosophy and strategy of management and quality policy.

Fittech Co., Ltd. has invested in LED equipment for more than a decade to accumulate intellectual assets and captured market information before sale through sufficient communication. By high quality R&D capability and executive power, Fittech produces equipment promptly, and serves customers with a customer service team to optimize requests of clients after sales.

In order to satisfy all the requests from clients and avoid repeating investment in domestic equipment industry resources, Fittech cooperated with SAULTECH (2014) and ShiQi (2016) to become a strategic alliance, with great brand images for the production, sales and post-sales service. Within 3 years, Fittech has pushed up sorter market share to approximately 70%. This proved that for the domestic industry to penetrate the market, cooperation of small and medium-sized enterprises is an option.

In 2015, Fittech started the OEM department, and meanwhile invested in the R&D of automatic unmanned factory systems to continuously to aim cautiously at sustainable development.

Step into the whole world with private brand

Fittech Co., Ltd. made it step by step into China, Asia and the whole world with our own brand. Based



專利、獎座及證書

Patents, Award and Certificates

in Taiwan with deep cultivation in China, we walk where our services are needed in the world. Under the leadership stability of the management team, in addition to a strong financial structure, Fittech also has more high-precision mechanical designs, development and independent integration of software, rapid manufacturing, and other capabilities. In order to speed up customer service and remain close to client needs, there are our sales agents in China, Japan, Korea, and Malaysia. Moreover, in Suzhou and Xiamen, China, there are even post-sales service bases. In the field of laser-related equipment, the sales areas are all over the world, so we especially cooperate with Goodway Group to launch global promotional activities.

E-Management, Improve Efficiency

In the highly competitive era of low-profit, to provide a consistent platform for the operation of the correct information to be quickly transmitted and used between departments, ERP, EasyFlow, PDM, HRM, and other E management systems have been introduced successively since 2011. The internal control system was built in 2012, and the ISO9001 quality management system certification was introduced and acquired the following year. Through the effective implementation of the internal control system, quality management system, and E system resource integration, Fittech improved business



公司員工旅遊 Company travel

performance to strengthen financial management and reduced operational risk. In 2016, to make the production process operate more soundly, Fittech cooperated with academic institutions for industry-university cooperation, through the improvement of the process to continuously improve the quality and productivity, to correspond the philosophy of continuous improvement.

We win together, We share together

Management groups run business with an equal and open attitude. They adopt the spirit of seeking truth from facts with excellence to maintain good communication between departments, coordination and transparency in the exchange of information to retain access to consistent information. Along the way, they have upheld the faith, "employees are the company's largest assets, so we should share profit together", to build a good working environment and harmonious labor relations and to provide 15% of dividends to staff, higher than the average industry, for common prosperity and sharing.

Active Training, Corporate Social Responsibility

As a result of the trend of fewer children, Fittech is more active on the cultivation of talents and goes into campuses to provide young students employment, internship and work opportunities, and to provide school-to-business visits for talents.

Fittech Co., Ltd. hires disabled staff, regularly donates to the SFang Cultural and Educational Foundation and BOYO social welfare foundation, participates in public welfare road running and other activities to use practical actions to help

disadvantaged groups and demonstrate good corporate social responsibility.

Based in Taiwan

In order to keep the foundation and sustainable development in Taiwan, about 10% of turnover is invested annually as R & D costs. Through continuous technological upgrades, training of local R & D personnel, and improving product appended values, Fittech replaces price competition with value competition to glorify the brand MIT and make an effort for Taiwan. ▴

綜合評語 Commentary

以技術、創新和策略聯盟方式，建立合理利潤的營運模式，管理制度完善，構成永續的基石。在台灣設立研發中心，培養在地人才，專注於高精度機械設計，搭配軟體整合及快速製造能力，建立核心競爭力與差異化，持續開發新產品，以自我品牌走向世界，具國際競爭優勢。

This company established the model of operations with reasonable profit through technology, innovation and strategic alliance. A viable management system remains the perpetual corner stone of this company. With its R&D center established in Taiwan, it helps train talents in Taiwan and commits its efforts in the design of precision machinery matching with software integration and the capacity of rapid manufacturing. It has established its core competency and differentiation for the sustainable development of new products. It presents its own brands to the world and has an edge in the international competition.