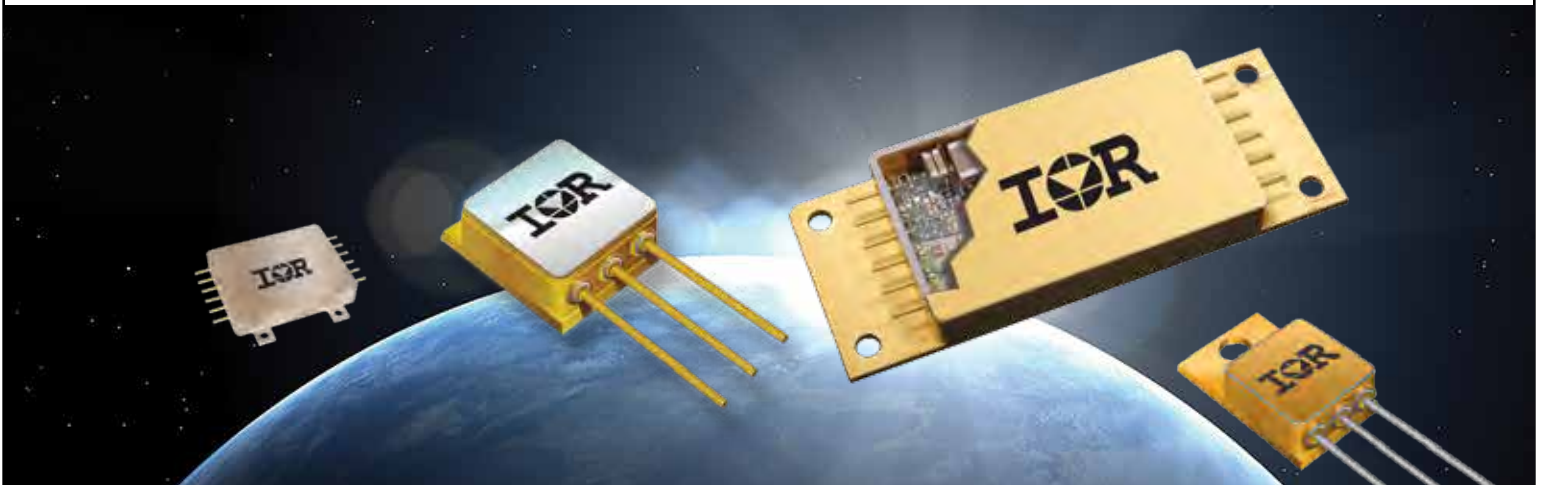


Supplier Requirements Manual

HiRel Business Unit



**Delivering Reliable Power Management
Products that Endure and Survive Harsh
and Critical Missions**

International
IOR Rectifier
THE POWER MANAGEMENT LEADER

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INTRODUCTION



International Rectifier (IR) continuously strives to be the leading manufacturer of reliable power management solutions that are capable of enduring and surviving harsh and critical missions.

To accomplish this mission we are committed to developing partnerships with Suppliers who consistently provide products and services of the highest levels of quality and reliability. International Rectifier will select and partner with Suppliers who are also committed to working together with us and their Suppliers toward common goals and share our commitment to meeting the mission critical needs of our Customers. To succeed, it is important that our relationships with Suppliers be based upon mutual goals and a clear communication of strategic goals. The development of this Supplier Requirements Manual, along with other documents identified herein, is to assist in the definition and communication of those goals.

The Supplier Requirements Manual defines the basic systems and procedures we fully expect Suppliers to adopt to ensure that their levels of Quality, Delivery, and Service enable us together to achieve and exceed the expectations of our Customers.

We recognize that our success is dependent upon the excellent performance efforts of our Suppliers. We intend to identify and distinguish our best Suppliers through an Annual Supplier Recognition and Award process. The intended result we aspire to achieve is the continuous growth and success of both IR and our Suppliers.

We look forward to your commitment and support in working together with us. Together we can provide the highest quality and reliability products and services needed to enable our Customers to achieve their missions. It is through the success of our Customers that we maintain the pathways for our mutual growth and success.

International Rectifier HiRel
Supplier Management Team

IR HIREL COMPANY OVERVIEW

IR HiRel is dedicated to the development of products for high reliability and mission-critical applications. Our products, ranging from stand-alone discrete components to complex hybrid power module assemblies and rugged DC-DC converters, utilize leading-edge power technology which, together with demanding environmental specifications helps Aerospace and Defense engineers to meet their toughest design challenges. Our twenty years plus of heritage in high reliability applications signify IR's unwavering commitment to deliver nothing but the very best in power management solutions to the defense, aerospace, space and other industries with high reliability applications.

IR HiRel standard and radiation-hardened devices are recognized for their excellent reliability with unparalleled design heritage and are at the heart of systems powering mankind's most mission critical applications. You will find us throughout the world and above it, in

commercial and military aircraft, missiles, smart munitions, weapon systems, launch vehicles, LEO/MEO and GEO satellite systems.



IR Leominster



IR San Jose



IR Denmark

Our business goal is to be the recognized leading manufacturer of reliable power management solutions that endure and survive harsh and critical missions. Our business focus is power electronics with emphasis on power management and control applications that serves space, military, commercial aviation and rugged industrial market segments.

SPACE



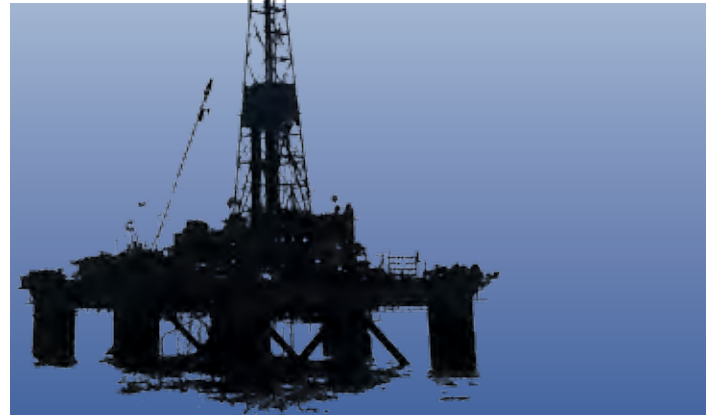
AEROSPACE AND DEFENSE



COMMERCIAL AIRCRAFT



HEAVY DUTY INDUSTRIAL



IR HIREL PRODUCT OVERVIEW

IR HiRel is a Business Unit of International Rectifier Corporation operating in three sites. The scope of ISO9001/AS9100 certification for HiRel products is as follows:

- Leominster, Massachusetts:
Design and manufacture of Power Semiconductors, Hybrid Microcircuits and Power Management Hardware for Commercial, Military and Space Applications. Cage Code 69210.
- San Jose, California:
Design and manufacture Hybrid Microcircuits, DC-DC Converters, Filters and Power Management Hardware for Commercial, Military and Space Applications. Cage Code 52467.
- Skovlunde, Denmark:
Design of PWB and Hybrid Microcircuit DC-DC Converters for Military and Space Applications.

LEOMINSTER, MA - MANUFACTURING

Power Modules & Hybrid Solutions



ULDO Voltage Regulators, Solid State Relays, MOSFET Modules, Motor Controllers, High Power IGBT Modules and custom solutions for space and high reliability applications.

Discrete Semiconductors and ICs



RADHard MOSFETs (GenIV, R5, R6, R7 Logic Level), Schottky Rectifiers, Gate Driver ICs used in space level DC-DC Converters and Motor Controller applications where exposure to severe ionizing radiation necessitates the use of radiation-hardened components.

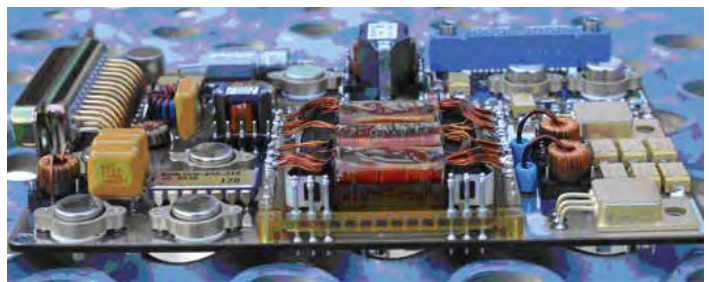
SAN JOSE, CA - MANUFACTURING

DC-DC Converter Hybrid Solutions



RF (EPC) High Power, General Purposes Rad-Tolerant, General Purposes Rad-Hard, Digital/Down Converter, RF Low Power, Point of Load (POL), HTA family of high temperature DC-DC converters for high power subsurface applications up to 185°C.

DC-DC Converter Solutions - Space Level Custom Design Platforms



PCB base DC-DC converter solutions for low noise amplifier (LNA), down converter (Do Con), transmitter, and receiver applications. Electronic power conditioners for solid state power amplifiers (SSPA) and high power amplifiers (HPA). DC-DC converters for digital signal processors, FPGA, ASIC, and other digital applications.

IR HIREL SUPPLIER MANAGEMENT PROGRAM

Achievement of our vision requires that we establish and maintain a supply chain of Suppliers committed to partner with us in providing world class products of the highest levels of quality, reliability, and value to our Customers. To accomplish this we have developed our Supplier Management Program. The program focuses on the five primary areas illustrated below.

The areas of focus are intended to work together in ensuring the quality of the materials, products, or services while enhancing an atmosphere of continuous improvement and risk reduction. As indicated in the illustration these areas of focus will involve synchronous efforts between IR HiRel, our Suppliers, and their Suppliers.



IR HIREL SUPPLIER MANAGEMENT PROGRAM

ASSESS, SELECT, AND QUALIFY SUPPLIERS AND PRODUCTS

A critical element of the Supplier Management Program is to select and/or develop the best Suppliers available to provide us with the components, materials, and services we need to produce the products we provide to our Customers. This typically involves an initial assessment of the Supplier’s quality system, technical, and operational capabilities, and the alignment of their management team with the vision and goals of IR HiRel.

Another critical element is the qualification of the products the Supplier will provide to IR HiRel. Qualification may involve coordinated efforts from both the Supplier and IR HiRel, and as necessary, third party test labs.

Supplier selection will be dependent upon the results of the assessment and qualification. Once a Supplier is selected they are placed on the Approved Supplier List. On-going assessments of approved Suppliers are performed by IR HiRel, as determined by the Supplier Management Team, based on the annual volume of business with the Supplier, the criticality of the Supplier and the products they provide, and Supplier performance. As well, additional qualifications may be performed on new products or as a result of changes made to existing products. Additional information is detailed in the Supplier Selection Process section in this manual.

COMMUNICATE REQUIREMENTS

We believe it is important to assure the requirements of IR HiRel and our Customers and regulatory authorities are clearly communicated to our Suppliers. Requirements are communicated through a variety of documents and means:

- Purchase Orders and Contracts
- General Component Specifications
- Source Control Drawings
- Referenced Specifications
- Quality Clauses
- Quality Agreements
- Quality Requirements Manual

Additional communications may be provided as needed such as the need for correction or improvements through CAPAs, Audit Reports, email, phone, and other means of communication. It is important to have and maintain two-way communications. It is essential that the Supplier asks questions when the communications are not clear and requests corrections when errors are detected in the communications.



IR HIREL SUPPLIER MANAGEMENT PROGRAM

MONITOR AND MANAGE CONTROLS

The third essential element of the program is to assure the proper quality, process, and business controls have been planned for and implemented; and that the controls are continuously monitored and managed. Evidence of adequate controls include, but are not limited to:

- A quality system is in place that is compliant to or exceeds the requirements of ISO 9001.
 - Evidence: 3rd party assessment and certification or IR HiRel assessment.
- Evidence that adequate process controls are in place:
 - Critical manufacturing processes have been identified and are capable of exceeding a PPK of 1.33 as evidenced by the use of tools such as:
 1. Process Control Plans established through PFMEA results
 2. Statistical monitoring and controls.
 - Continuous improvement programs such as 5S, Lean Manufacturing, and/or 6 Sigma.
- Changes in designs, processes, facilities, materials, and Suppliers are controlled and communicated to and approved by IR HiRel prior to implementation (Specific change control requirements are defined in the Change Notification and Approval section of this manual). Suppliers shall use IR HiRel's HBF-18-03 form for communicating change, deviation requests, and waivers. Rework processes must be communicated and approved by IR HiRel to ensure next stage conformance.

MEASURE SUPPLIER PERFORMANCE

IR HiRel measures and tracks Supplier product quality and on-time delivery performance, along with response time to CAPA requests. Deficiencies in these areas will be communicated to Suppliers. Other areas may also be monitored for Suppliers that are considered Critical, as determined by the Supplier Management Team, such as response times for failure analysis requests, RFQs, RMA requests and other inquiries. The following are goals IR HiRel wants each Supplier to pursue:

- Provide products with zero defects.
- Provide 100% of specified shipping documentation with the required traceability.

- Provide a Certificate of Conformance containing the information required in IR HiRel specifications and quality clauses and which has been signed by the Supplier's Authorized Quality Representative.
- Provide on-time delivery: window is +/- 3 business days.
- Respond to CAPAs and failure analysis requests within 10 business days of receipt of request.
- Provide a corrective action plan in response to Audit Report findings within 30 calendar days of receipt of report, along with an estimated completion date for corrective action implementation.
- Provide response to RMA request within 3 business days.
- Respond to RFQs within 10 business days.
- Develop and maintain a quality culture of continuous improvement that reflects the principles outlined in this Quality Requirements Manual.

REVIEW AND PROVIDE FEEDBACK

International Rectifier evaluates the performance of Suppliers to ensure they are in alignment with IR HiRel expectations. Nonconformances, on-time delivery issues, and lack of responsiveness will be communicated to Suppliers. Repetitive or serious systemic problems will result in a CAPA request. IR will work with Suppliers in resolving issues, however, non-responsiveness to CAPAs will result in escalation to higher levels of Supplier Management until resolution is determined. Further lack in responsiveness may result in the Supplier being placed on restrictive status.



SUPPLIER SELECTION PROCESS



Additional feedback is provided to Critical Suppliers through Audit Reports, Business Reviews, Supplier Scorecards, and Supplier Recognition and Awards.

IR HiRel's Supplier Management Program begins with Supplier Selection. This process is a comprehensive evaluation and rating of proposed Suppliers and ensures that only the most qualified Suppliers are chosen to meet IR HiRel's needs.

SUPPLIER SELECTION

As part of the New Product Introduction Process (HBP-12), the Engineering Departments determine the need for new materials and/or alternate sources for existing components. The Engineering Department and the Supplier Management Team will determine if a Supplier in our current supply base has the capability to meet the demand for the required material. If it is determined that our current supply base cannot meet our needs, Engineering and the Supplier Management Team shall select a new Supplier.

SUPPLIER ASSESSMENTS

Once a Supplier is proposed, Supplier Quality Assurance shall evaluate the Supplier's Quality System by means of Supplier Assessments. These assessments are a quantitative method used by IR HiRel to determine if a Supplier meets our quality system requirements. Two types of assessment may be used: either on-site assessments or written self-assessments as determined by

the Supplier Management Team. Upon review of the Supplier Assessments, Suppliers will be rated as follows:

- **Approved** – There may be minor nonconformances and improvements in the Quality System the supplier needs to address. All other requirements for selection have been met. Supplier is approved for use.
- **Conditional** – There are one or more major nonconformances in the Quality System the supplier needs to address or other requirements for selection have not yet been met. May use with concurrence from Supplier Quality Assurance. May require risk mitigation plan be established prior to use.
- **Restricted** – Quality System is unacceptable. There are requirements for selection the supplier cannot or will not meet. The supplier may not be used unless there is concurrence from the Supplier Management Team and a risk mitigation plan is established prior to use.

Note: Supplier QMS assessments may not be required for suppliers with ISO 9001 or AS9100 certificates, to be determined by the Supplier Management Team.

After the Supplier has been assessed and it is determined that the Supplier meets IR HiRel's needs, the Supplier will be placed on the Approved Supplier List (ASL) and the Supplier Management Team will initiate the Product Qualification Process, as required.

GENERAL SUPPLIER REQUIREMENTS

QUALITY SYSTEM REQUIREMENTS

The Supplier shall develop, implement, and maintain a documented quality system that meets the requirements of ISO 9001:2000. This quality system shall be a means of ensuring that product conforms to specified procedures. The Supplier can provide a copy of their third party certificate as evidence of meeting this requirement. IR HiRel will need a copy of the new certificate when it is updated.

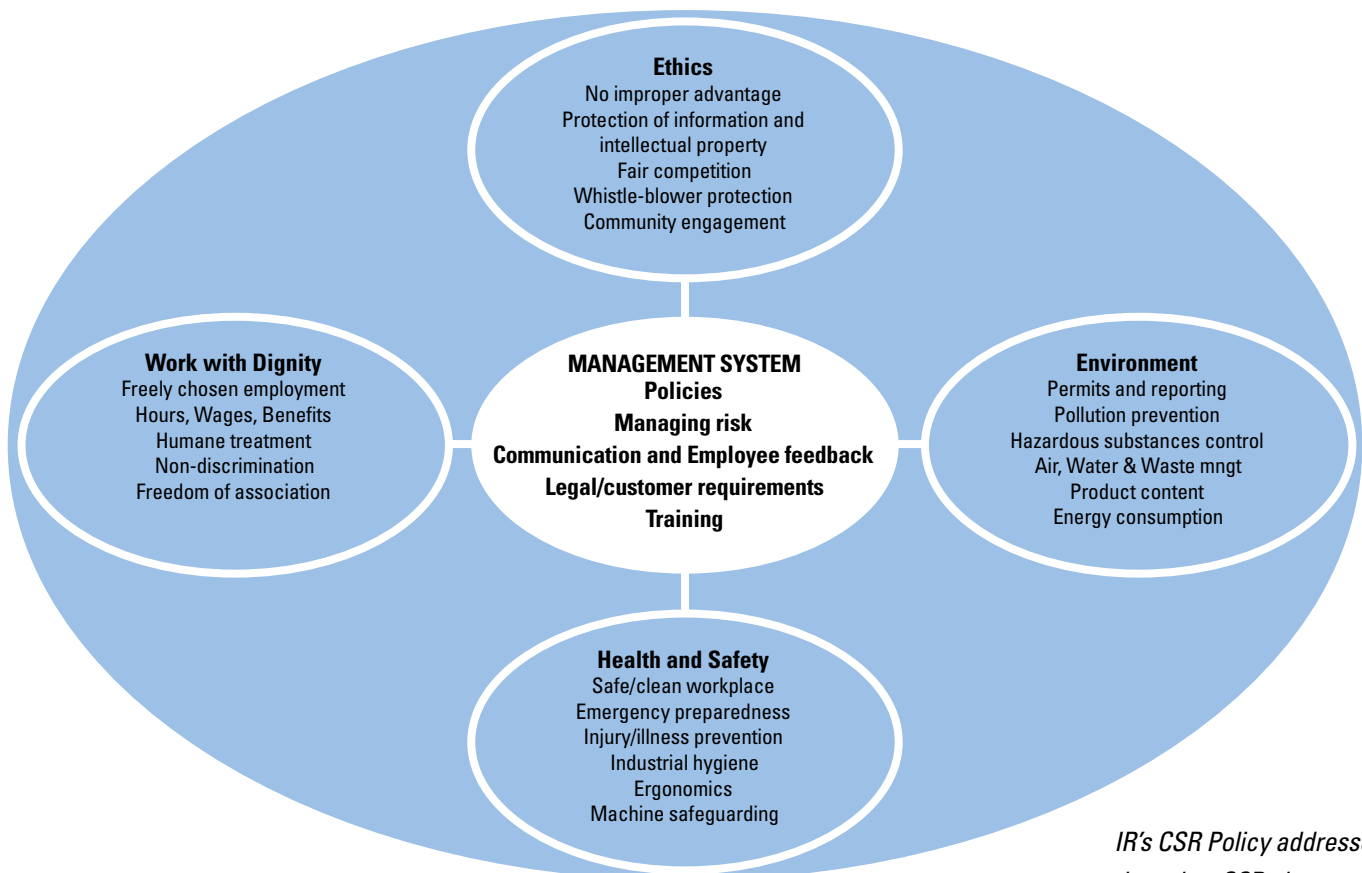
Suppliers that do not presently have third party certification are expected to have a plan in place, including a timeline, for obtaining it. Suppliers without third party certification will be assessed by IR HiRel to assure the quality system is capable of meeting minimum requirements.

The Supplier's quality manual shall include references to the quality system procedures and outline the documentation structure used in the quality system. In addition, the procedures shall be consistent with the requirements of this Supplier Requirements Manual.

SOCIAL RESPONSIBILITY

IR HiRel is a member of the Electronic Industry Citizenship Coalition (EICC) and has adopted the EICC Code of Conduct. The EICC Code of Conduct provides a common framework for all of us to ensure a safe and healthy workplace, environmental responsibility for our products and processes, work with dignity for our employees, and business ethics and integrity. We, at International Rectifier, feel that these basic building blocks of responsible manufacturing should be the standard for all companies. As a condition of our membership in the EICC, IR HiRel is committed to engage Suppliers to adopt the EICC Code of Conduct and expects its business partners to demonstrate a commitment to social responsibility.

The IR Corporate Social Responsibility (CSR) Plan defines the policies, programs, procedures, and management methods needed to implement an effective social responsibility program both at the Corporate and Site levels to cover Labor, Ethics, Environmental, Health and Safety.



Suppliers can review detailed information concerning IR HiRel's CSR Policy on the IR HiRel website at <http://www.irf.com/aboutir-info/csr>.

GENERAL SUPPLIER REQUIREMENTS

PROCESS CONTROLS

The Supplier shall assure and be able to provide evidence that adequate process controls are in place throughout the production areas to assure that product is in conformance to specified requirements. Quality Control plans should include details on the processing sequence, method, and equipment used at each station including inspection and repair/rework stations.

The Supplier shall inspect and test the product as required by the Quality Control Plan and/or documented procedures.

Critical and Special processes need to be identified, analyzed, and monitored to minimize process variation and assure they are capable.

New or revised product must be communicated and submitted to IR HiRel in order to ensure that the Supplier's material and processes are capable of adoption and transfer to the next stage processing. Qualification is specific for each component and may require additional testing be performed by the Supplier. Qualification is required prior to the first production shipment in the following situations:

- New Suppliers;
- New parts or materials that were not previously supplied to IR HiRel;
- Modifications driven by engineering change notifications;
- Material that requires re-qualification due to major quality problem or production delivery time lapse;
- And any change in the manufacturing process or handling of the part or material.

In the event that qualification is required, IR HiRel shall communicate all sample and data requirements and shall provide final notification of approval to the Supplier.

Prior to placing a contract with new Suppliers to produce and/or deliver product, the Supplier will confirm the manufacturing feasibility of the proposed products. This feasibility is an assessment of the design, manufacturing capability, technical ability, and material specifications necessary to meet IR HiRel's material requirements

NON-DISCLOSURE AGREEMENT

IR HiRel requires that non-disclosure agreements are in place with Suppliers prior to the exchange of Confidential Information. Confidential Information is defined as any information that is disclosed by IR HiRel to the Supplier that is in written or other tangible form, or disclosed in any other manner. This information may include product specifications, drawings, prototypes, manufacturing processes, pricing, business plans, or other valuable information of whatever nature. If in written or other tangible form, it shall be identified as Confidential Information by appropriate means. This non-disclosure agreement serves to protect both IR HiRel and the Supplier.

The IR Corporate Social Responsibility (CSR) Plan defines the policies, programs, procedures, and management methods needed to implement an effective social responsibility program both at the Corporate and Site levels to cover Labor, Ethics, Environmental, Health and Safety.



PARTS PACKING AND SHIPPING SPECIFICATIONS

The parts packaging and shipping plan shall be included in the IR HiRel materials quote and purchase order. It will specify any special container information and labeling instructions.

CHANGE NOTIFICATION AND APPROVAL

Prior to implementing a product or process change, the Supplier shall submit a change notification to IR HiRel as follows:

Changes related to IR HiRel specific product: All changes must be communicated and approved by IR HiRel prior to its implementation. This includes changes to processes, manufacturing documentation, manufacturing/fabrication equipment, inspection and/or test methods, facility layout, product marking, packaging, labeling, shipping, software, or materials that may affect products shipped to IR HiRel in regards to form, fit, function, performance, chemical characteristics, life, quality/reliability, safety, or environmental compatibility, and includes any changes resulting from the implementation of corrective and preventive actions.

IR HiRel form HBF-18-03 – Supplier Request for Product or Process Change, shall be completed and used to communicate the details regarding the proposed change and other appropriate information as requested by IR HiRel, along with supporting data. Samples of the affected product shall be provided for qualification purposes. Product Change requests shall be submitted to IR HiRel a minimum of sixty (60) days prior to Supplier’s proposed date of implementation for change, or earliest possible time. Supplier shall NOT implement any change without IR’s prior written approval.



GENERAL SUPPLIER REQUIREMENTS

In addition, if Supplier desires to make any change to the Supplier’s manufacturing location, Supplier shall provide prior written notice to IR HiRel (12) months prior to Suppliers proposed date of implementation of the change, including the details regarding the proposed change of location and any other information requested by IR. Supplier shall not implement any change in the manufacturing location of any product specifically manufactured for IR without IR HiRel’s prior written approval.

Rework shall be considered a process change unless qualified and approved by IR. Approved rework is considered a Special Process and requires documentation, traceability, controls and rework limitations.

Changes related to non-IR HiRel specific product: Any changes to the design, materials, process, or fabrication that may impact the fit, form, or function of product must be communicated to IR HiRel sixty (60) days prior to implementation. The change notification shall include at minimum:

- The description of the change;
- Part numbers affected;
- An explanation of the reason(s) for the change, including any benefits to IR HiRel;
- A proposed timeline for the implementation of the change;
- Supporting data such as: records of results, conclusions from the Supplier site

Changes to the Supplier’s location of manufacturing must be communicated in writing to IR HiRel twelve (12) months in advance of the planned move date.

Distributor flow down to Suppliers: Distributors shall assure these change control and notification requirements are flowed down to the manufacturer.

SUPPLIER QUALITY CLAUSES – HBF-18-01

HBF-18-01 is imposed by IR HiRel on all purchase orders and defines the IR HiRel Quality Clauses flowed down to Suppliers. It is important that Suppliers assure they have the most current revision of the document; have reviewed it; and have incorporated its requirements for all product provided to IR HiRel. The current revision can be obtained from IR HiRel Purchasing.

CRITICAL SUPPLIERS

Critical Suppliers are classified as critical to the success of the company and are recognized for their technology, performance commitment and data exchange. We recognize the importance of developing strong relationships with our Critical Suppliers to facilitate the following goals:

- Develop effective communications between IR HiRel and Suppliers.
- Ensure IR HiRel clearly defines our requirements and expectations.
- Perform periodic assessments to assure compliance to specified requirements.
- Establish strategic alignment along common goals.
- Develop a strong culture of mutual cooperation and continuous improvement.
- Provide feedback to Suppliers concerning their performance to IR HiRel requirements and expectations.
- Recognize those Suppliers who have exhibited the most exceptional performance and demonstrated the highest levels of commitment to exceeding expectations.

To achieve these goals IR HiRel has committed resources to the following:

SUPPLIER QUALITY AGREEMENT

IR HiRel has developed a Supplier Quality Agreement to clearly define requirements and expectations to our Critical Suppliers. We need the commitment of Critical Suppliers to develop, establish, and maintain the internal quality and control systems to assure their capability to consistently meet or exceed those expectations. The Quality Agreement will be signed and dated by both the Supplier and IR HiRel.

PERIODIC ASSESSMENTS

Periodic on-site assessments will be scheduled with Critical Suppliers to assure their compliance to the requirements defined in the Supplier Quality Agreement; Supplier Quality Clauses; and purchasing specifications and associated documents (Product drawings, Product specifications, Military Standards and/or specifications, statements of work, standards of workmanship, etc.). The frequency and scope of the assessments will be determined by the Supplier Management Team at IR HiRel and will take into consideration the criticality of the parts provided by the Supplier;

the complexity of the Supplier's processes and the adequacy of the control systems in place; the performance and responsiveness of the Supplier; previous audit results; and the requirements of our customers and regulatory authorities.

An Audit Report will be provided to identify any non-conformance findings detected during the assessment and any recommended improvements. The report will also provide comments on noted areas of excellence. The audit results will be rated as Green (Low Risk), Yellow (Moderate Risk), and Red (High Risk).

SUPPLIER SCORECARDS

Supplier Scorecards provide a snapshot of the Supplier's performance during the previous period and concludes with the Suppliers overall performance rating and business risk. Scorecards will be considered in the determination of those Suppliers that will be recognized in our Annual Supplier Recognition and Award process. Scorecard frequency will be determined by the Supplier Management Team. The Scorecard provides feedback on the following key metrics:

- Quality Performance Score – 25% of score
 - Lot acceptance
 - Previous quality audit results
 - Quality system certification
 - Change management
 - CAPAs / NMRs
 - Responsiveness
 - Supplier requirements agreement
 - Quality Culture (continuous improvement)
- Purchasing Performance Score – 25% of score
 - On-time delivery
 - Cost savings
 - Inventory management program
 - Flexibility
 - Responsiveness

CRITICAL SUPPLIERS

- Technical Performance Score – 25% of score
 - Previous process audit results
 - Use of PFMEAs
 - Use of process control plans
 - Use of statistical controls
 - Engineering capability
 - Test capability
- Business Performance Score – 25% of score
 - Achievement of Business Improvement Plan Goals



The Risk Rating for each Supplier will be determined on the total score as follows:

- Green (Low Risk) – overall Supplier performance > 95%
- Yellow (Moderate Risk) – overall Supplier performance >80% and <94%
- Red (High Risk) – overall Supplier performance <79%.

QUALITY CULTURE DEVELOPMENT

Quality Culture is the degree of commitment of our Suppliers to IR HiRel business values and quality principles as demonstrated by their alignment to the values and principles outlined in the IR HiRel Supplier Quality Clauses; Supplier Quality Agreement; and Supplier Requirements Manual and the level of commitment to continuous improvement activities. Quality Culture development is important to IR HiRel and is one of the areas considered in the preparation of the Supplier Scorecards.

- Facilitate discussions on new products; process developments; and future business direction and opportunities
- Review progress on Business Improvement Plan Goals
- Establish and/or update the Business Improvement Plan to identify and prioritize goals for the upcoming period to drive continuous improvement at both IR HiRel and the Supplier and strengthen the IR HiRel/Supplier partnership

PERIODIC BUSINESS REVIEWS

Business Reviews provide an opportunity for the IR HiRel Supplier Management Team to meet with each Critical Supplier face to face for the purpose of establishing and strengthening the IR HiRel / Supplier relationship. These meetings will be used to:

- Review the Suppliers overall performance and compare it to prior reviews
- Enable the Supplier to provide feedback on IR HiRel’s performance

SUPPLIER RECOGNITION AND AWARDS

IR HiRel greatly appreciates the efforts and contributions made by our Suppliers and we believe it is important to formally recognize the essential contribution our best suppliers have made to our success as a company. As such we have established a process to annually review the performance records of our Critical Suppliers and determine which one has provided IR HiRel the greatest contributions and have distinguished themselves as the Supplier of the Year. This Supplier will be officially recognized in an Annual Award Ceremony. Other Suppliers may also be selected for special recognition for extraordinary contributions made during that same year.