



# Creating a Talent Pipeline for Semiconductor Growth – Veteran Focused

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- A personal calling:
- Help hire and house veterans
- Started a partnership with GEN (R) Paul Funk to hire veterans over 10 years ago
- We served together as young junior officers 39 years ago
- Developed a robust partnership while he commanded III Corps at Fort Cavazos
- Introduced the veteran talent pipeline to SEMI industry association which represents over 2000 companies



## UPCOMING SEMI WORKS™ ANNOUNCEMENTS:



### SEMI Connect Workforce Portal

A state-of-the-art web portal that enables matching between jobs, job seekers and training providers



### SEMI Career Map

An interactive tool for job seekers that leverages the SEMI Connect Workforce Portal database



### Curated Content Initiative

SEMI facilitated initiative to identify and catalog non-proprietary course content that can be used by member companies



### Veterans Training and Placement Program

Leverages SEMI's Industry Approved Apprenticeship Program and SEMI Works™ infrastructure to match returning service members with careers

# Tokyo Electron Limited (TEL)

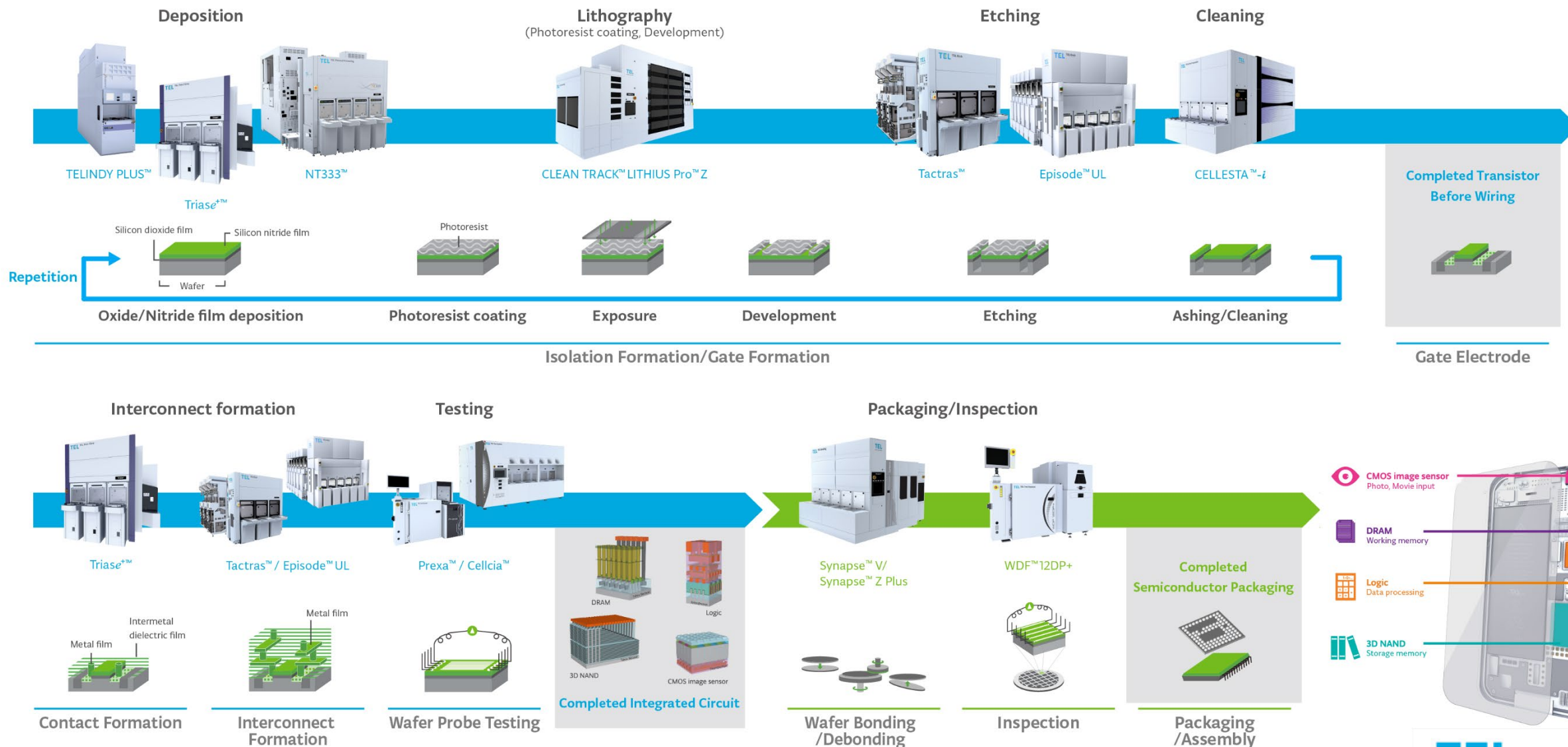


# Technology Enabling Life

“Technology Enabling Life” is our corporate message that expresses the Corporate Principles which consist of our Corporate Philosophy, Management Policies, Vision and TEL Values.

# Semiconductor Manufacturing Process

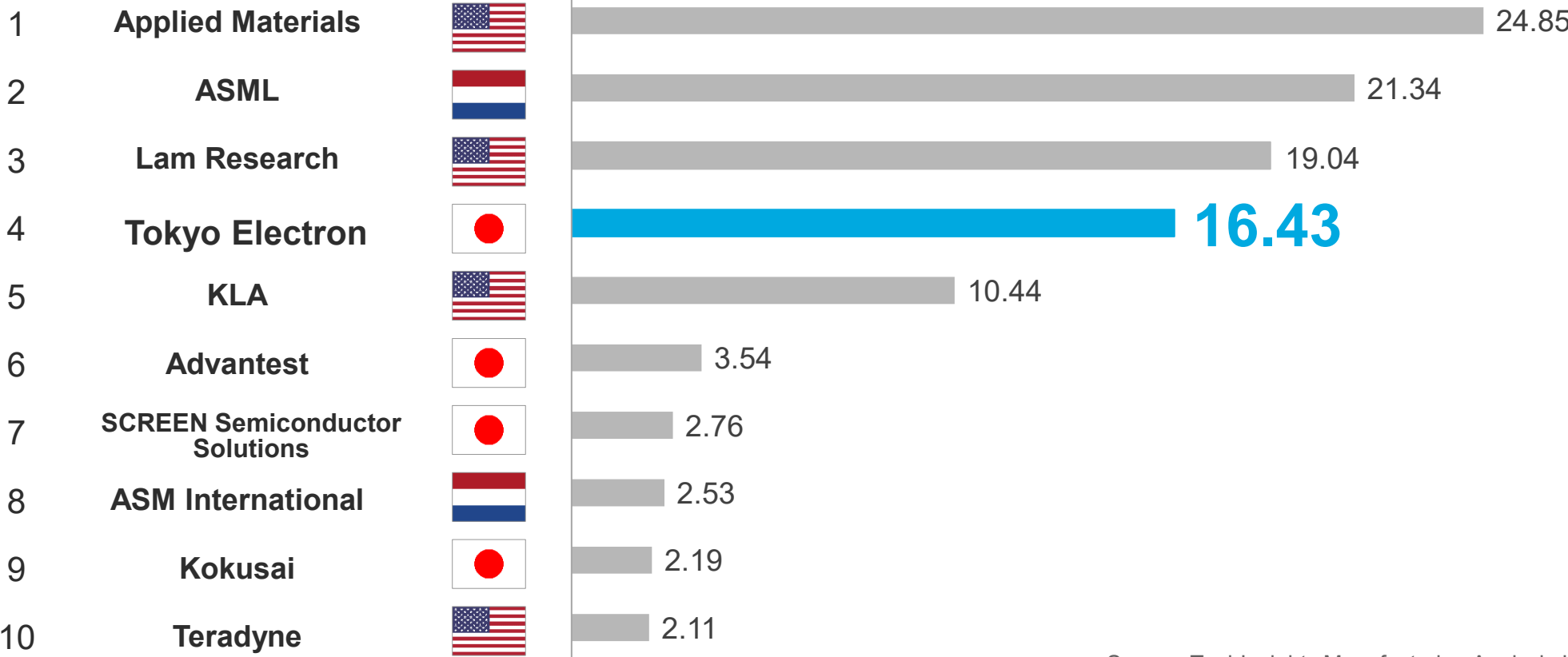
■ Wafer Process (Front-end)  
■ Assembly and Test process (Back-end)



# World Top 10 SPE Makers

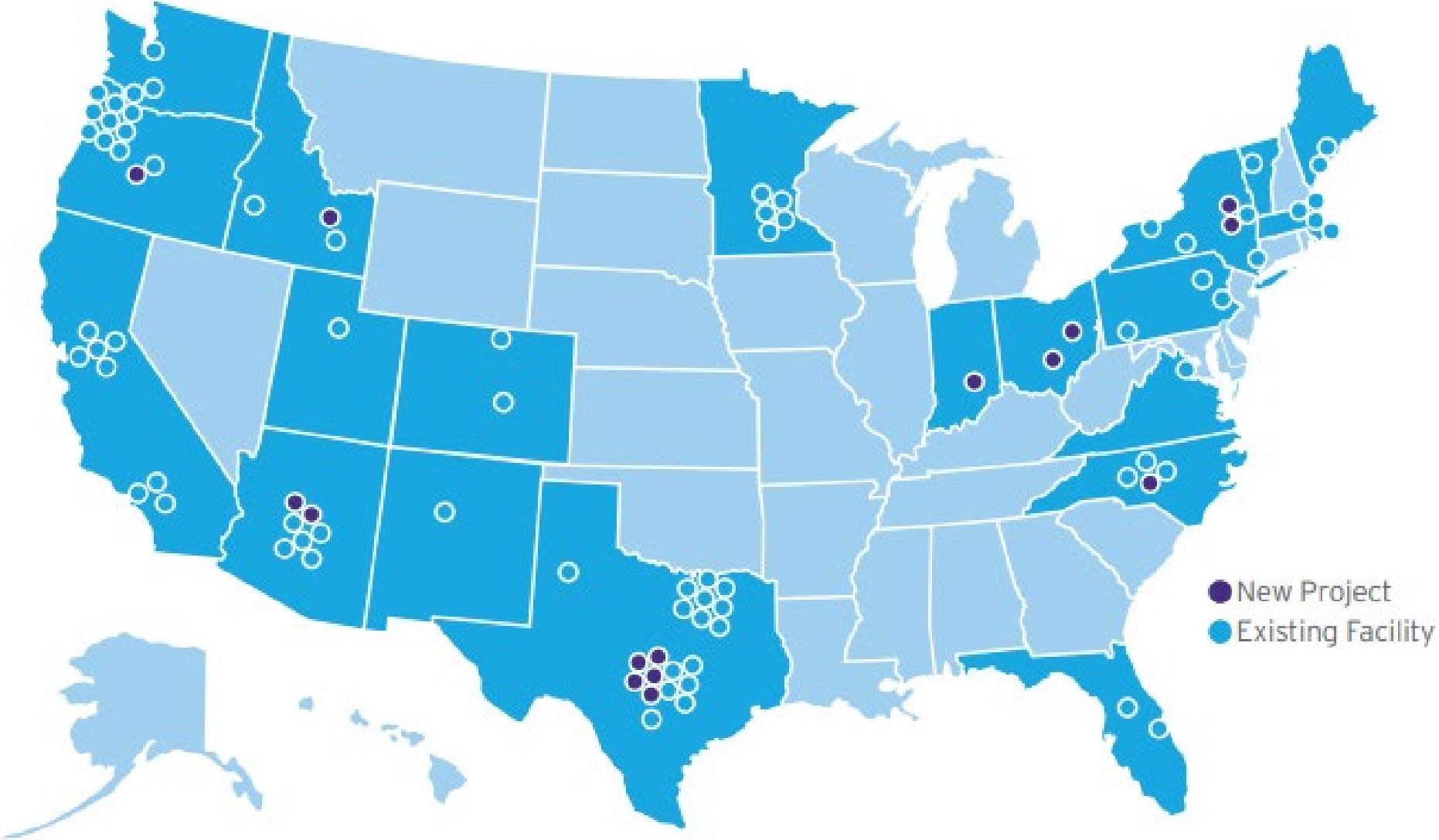
## CY2022 Revenue Ranking

(Billions of US\$)



Source: TechInsights Manufacturing Analysis Inc., May 2023

# Billions in Upcoming Capital Investments





# Opportunity

Semiconductor industry will require up to 100K jobs as a result of the market and CHIPS ACT incentives over the next five years

150-200K service members leave each year



***Increase awareness of the semiconductor industry to veterans and develop the training capacity to hire 20,000 veterans within the next five years***

# Why Hire Veterans?

## Attributes

**Attention to Detail** — ability to focus on details and thorough in completing work tasks.

**Dependability** —reliability, responsibility, and fulfilling obligations.

**Initiative** —willingness to take on responsibilities and challenges.

**Cooperation** — teamwork and inclusion

**Independence** — take initiative to get things

**Diverse pool**

## Transferable Training & Certification

### First Responder



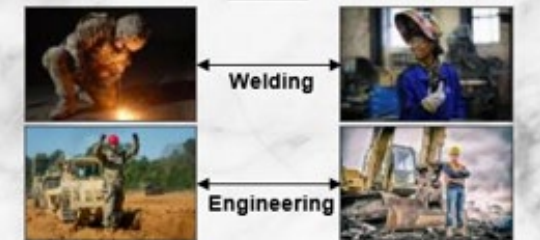
### Logistics



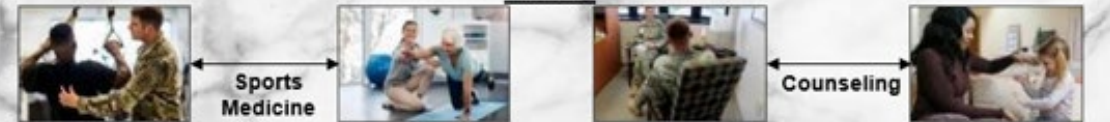
### Communications



### Trades



### Medical



# YOUR SKILLSET IN THE MILITARY



on-site service, repair, and modifications of semiconductor  
ing equipment at customer facilities.

e's performed in a clean room environment and duties include  
al assistance, status reporting, and customer interaction.

YOUR SERVICE



# TRANSLATES WELL AT TEL

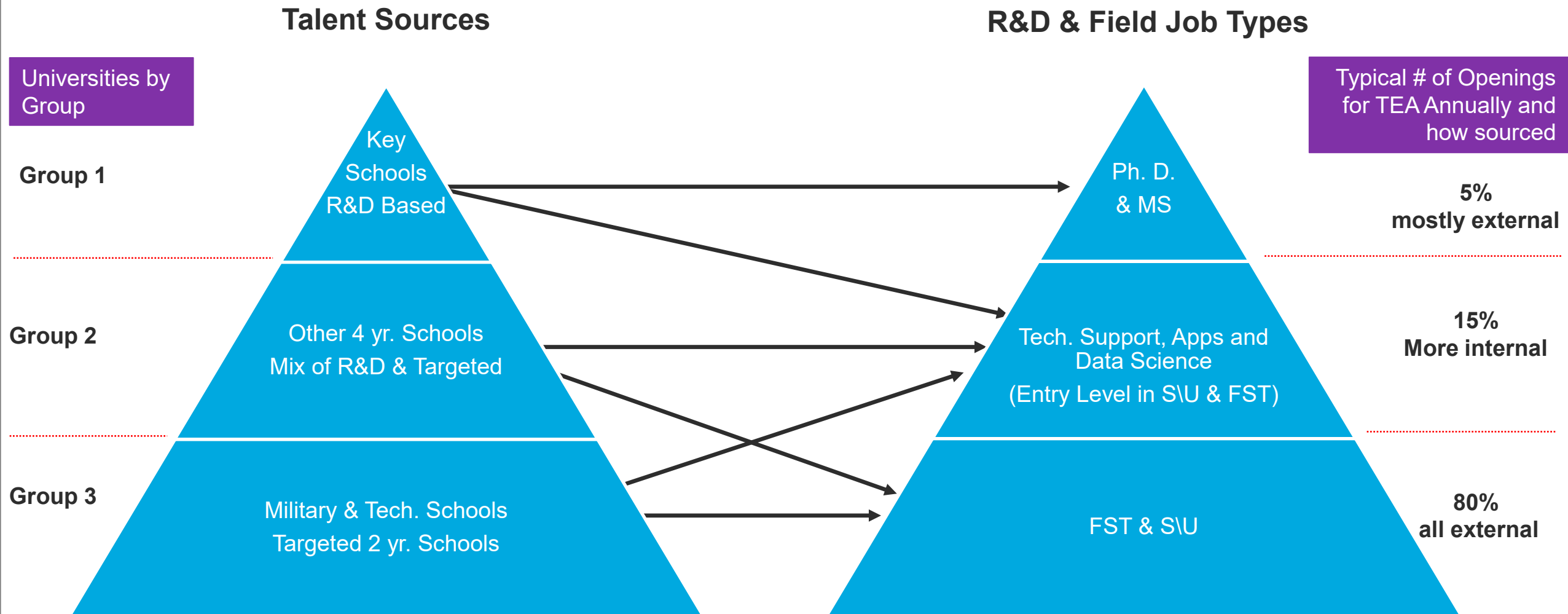
Electro-mechanical, maintenance, electronics, mechanical, pneumatics,  
RF/microwave, avionics, communications equipment background.

Perform  
process

The role  
technic

THANK YOU, FOR CONTINUING

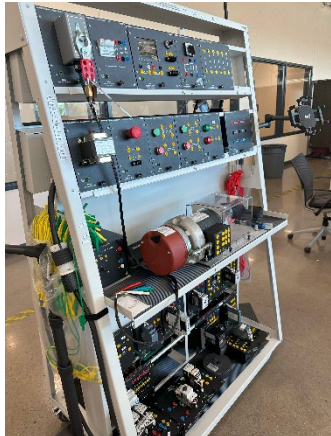
# Talent Source by Job Type and “Typical” Needs



# Participating Companies



# Technician Trainers



Classroom set up for 12 students ~\$2M

# Key Objectives

- Establish a training center within 12-18 months in Central Texas that is based on the current Foundations course at Austin Community College.
- Consider integrating a semiconductor foundations course across from Fort Cavazos that replicates the current Cyber Security and CDL programs
- Elevate the semiconductor industry within the US Chamber of Commerce (Hire our Heroes)
- Educate and bring the SEMI ecosystem into the brand awareness, internships through TAPS, Skillbridge, and recruiting process at military installations
- Help SEMI secure EPP distinction and partnership with the Department of Labor's VETS team

# Thank You

