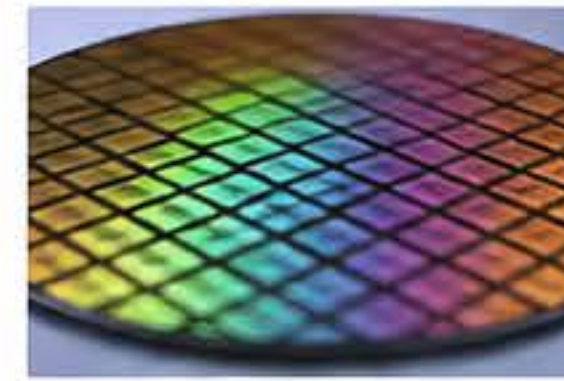




Semiconductors
Power a Brighter World

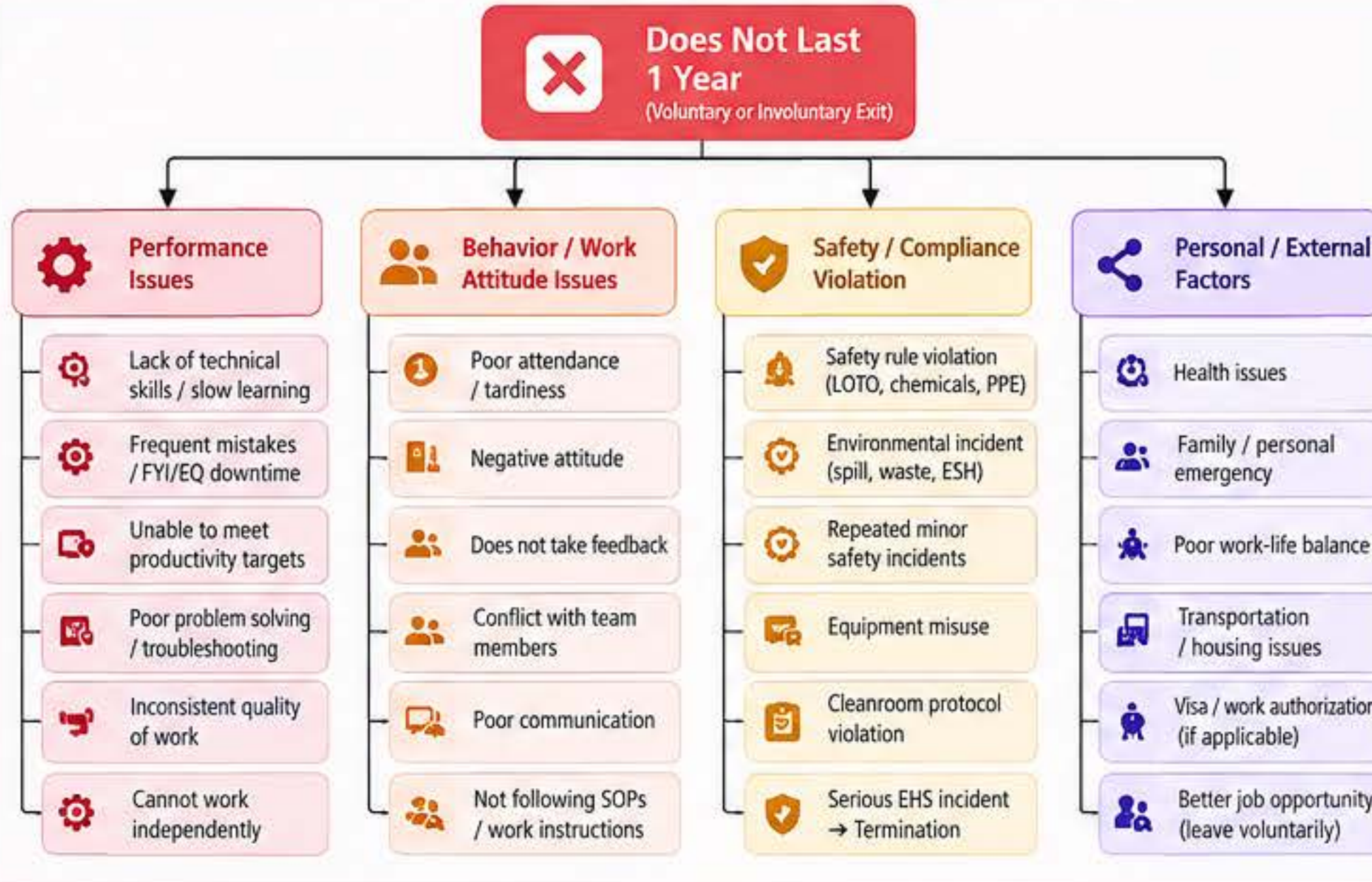
Role Overview – CMP Technician 2

- Location:** Samsung Austin Semiconductor (SAS)
- Department:** CMP (Chemical Mechanical Planarization)
- Level:** Technician 2 (Entry to Mid-Level)
- Goal:** Survive, Perform, and Thrive for 1 Year
- Key Outcome:** Become a reliable, independent, + Valuable team member

FAULT TREE ANALYSIS (Failure Scenario)

Top Event: New Hire Does Not Last 1 Year as CMP Technician 2

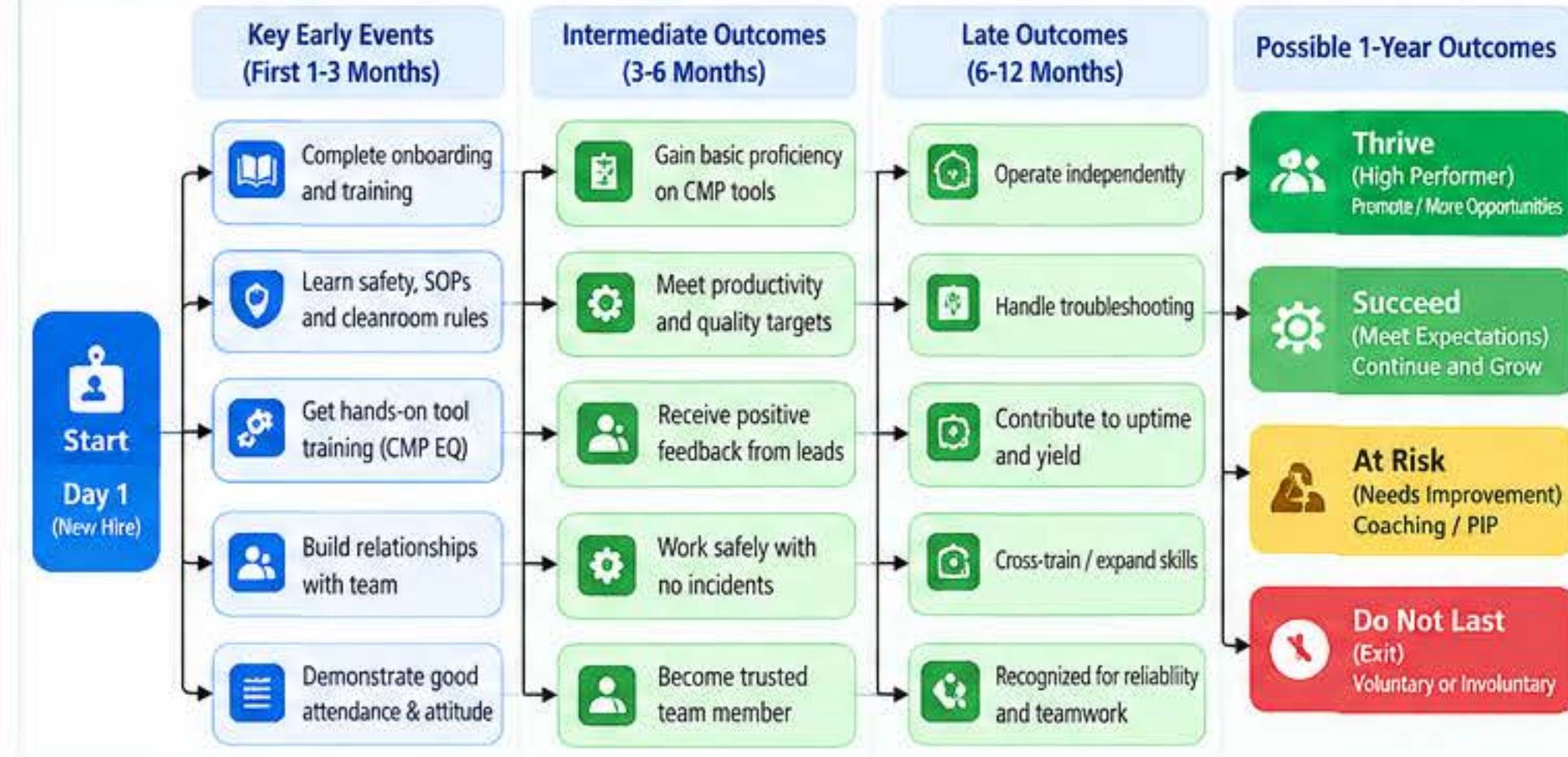
Find the root causes that can lead to early exit (voluntary or involuntary).



EVENT TREE ANALYSIS (Success Scenario)

From New Hire to 1-Year Success – Multiple Possible Outcomes

Shows how early decisions and events lead to different outcomes over time.



Common Risk Indicators (Watch Early)

- Repeated absences or tardiness
- Multiple coaching events
- Safety near-misses
- Low productivity or high error rate
- Negative attitude or team conflict
- Not adapting after 3-6 months

Mitigation Factegies (What Good Looks Like)

- Arrives on time, ready to work
- Follows safety and cleanroom protocols
- Learns quickly and asks questions
- Meets or exceeds productivity and quality targets
- Positive attitude and teamwork
- Takes ownership and shows initiative
- No safety or compliance issues
- Reliable and consistent performance

1-Year Success Metrics (Examples)

- 0 safety violations
- Meets tool uptime and quality targets
- Positive performance review
- Cross-trained on multiple CMP tools
- Recognized by team / lead
- Eligible for promotion or expanded role



"Discipline today builds the career you want tomorrow."



Safety



People



Process



Product



Pride



1 Year = Foundation for a Long and Rewarding Career