

HardWhere Americas

January — March 2009



Welcome to the inaugural edition of *HardWhere Americas*, a quarterly update from Russell Reynolds Associates' Hardware and Electronics Practice which highlights executive moves and other developments in the marketplace.

The semiconductor industry was hit hard by the worldwide economic contraction at the end of 2008, and sales and profits were down significantly again in the first quarter of 2009. Although hiring might be the last thought that comes to mind during times like these, some shrewd companies are quietly taking advantage of this dismal environment to hire "A+ players" who can impact the bottom line today and seize the moment when a recovery begins to take hold. Key focus areas include:

- End market, customer-centric **General Managers** who identify winning products and prune the development pipeline to deliver more winning products with fewer resources.
- Hard-nosed **Operations and Procurement** executives who drive down cost and keep inventory under control, whether in a fabless or IDM environment.
- Strategic, general management-minded **Sales** leaders who focus on solution selling, value-based pricing and cost-effective channel management.

This is a paradoxical recruiting market. Deflated stock prices have created opportunities to steal away great talent that otherwise might be untouchable. At the same time, conservatism has taken hold and some great candidates can be tough to pry loose and very difficult—if not impossible—to relocate. We are recommending that our clients consider making a select few key strategic upgrades, while also bolstering the succession bench below, because the very best players are definitely in demand.

HardWhere highlights January – March 2009

Aquantia

- Semiconductor executive **Faraj Aalaei**, former CEO of Centillium Communications, has been named the new President and CEO of Aquantia, a provider of Ethernet 10GBASET interconnect equipment.

Avago Technologies

- Avago Technologies announced that it has named **Boon C. (B.C.) Ooi** Senior Vice President of Global Operations. He previously served as Senior Vice President of Worldwide Operations and Business Process Reengineering at Xilinx Inc.

GlobalFoundries

- GlobalFoundries, the manufacturing entity spun off of Advanced Micro Devices, announced that it has appointed **Jim Kupec** as Senior Vice President, Sales and Marketing. Kupec was formerly President of UMC USA.
- Earlier, GlobalFoundries named **Douglas Grose** as CEO, **Bruce McDougall** as CFO, and **Jim Doran** as Senior Vice President and General Manager, Fab1.



Intel

- Intel Corporation has named **Ian Yang** as President of Intel China, the first Chinese executive to hold the position for the chip maker. Yang is the former Vice President of Intel's Sales and Marketing Group, and General Manager of Intel China. He will oversee all of Intel China's operations and strategy in his new role.

Lattice Semiconductor

- **Michael Potter** has been appointed CFO and Corporate Vice President of Lattice Semiconductor. Potter joins from Neophotonics, where he was CFO. Prior to that, he was responsible for finance at STATS ChipPAC Ltd.

MEMC Electronic Materials

- MEMC Electronic Materials announced that it has named **Ahmad Chatila** as President and CEO. Chatila joined MEMC from Cypress Semiconductor, where he most recently served as Executive Vice President of the Memory and Imaging Division, and Head of Global Manufacturing.

National Semiconductor

- National Semiconductor announced that it has promoted **Julie Wong** to CIO. Previously, she was Director, Information Services.

nVIDIA

- **David White** has been appointed CFO of nVIDIA. White joins from Sanmina-SCI, where he was Executive Vice President and CFO.
- nVIDIA announced that **Bill Dally**, the chairman of Stanford University's computer science department, will join the company as Chief Scientist and Vice President of NVIDIA Research.

NXP Semiconductor

- NXP Semiconductor announced the appointment of **Richard L. Clemmer** as President and CEO, succeeding Frans van Houten. Currently, Clemmer is a member of NXP's Supervisory Board and was most recently CEO of Agere Systems, the former semiconductor company of Lucent. Previously, he served as CFO of Quantum Corp. and spent 23 years at Texas Instruments in various leadership positions.

QuickLogic

- QuickLogic has promoted **Andy Pease** to President. Pease has been Vice President, Worldwide Sales since 2006. Prior to joining QuickLogic, he was Vice President, Worldwide Sales for Broadcom.

Spansion

- Memory chip maker Spansion appointed **John Kispert** CEO in early February, two days after the departure of Bertrand Cambou. Shortly following Kispert's appointment, the company laid off 3,000 workers and entered Chapter 11 bankruptcy. The company reports that it is in talks with multiple potential buyers for some or all of its assets. Kispert was previously the COO of KLA-Tencor.

Texas Instruments

- Texas Instruments promoted **Kent Novak** to Senior Vice President and General Manager, DLP Products Division. Novak joined Texas Instruments in 2003. Most recently, he served as Vice President of the Medical and High Reliability Division.

Xilinx

- In addition to his responsibilities as corporate vice-president and global CIO, **Kevin Cooney** has been appointed Corporate Vice-President and Managing Director of Xilinx Europe, the Middle East and Africa (EMEA). Prior to his current roles, Cooney was Xilinx's senior director of information technology and business development for EMEA.

Board Changes

Advanced Micro Devices (AMD)

- AMD announced the appointment of **Bruce Clafin** as Chairman of its Board of Directors. He replaces Hector Ruiz, who resigned from the board to become Chairman of GlobalFoundries. Clafin has 33 years of experience in senior positions at technology companies. Most recently, he was President and CEO of 3Com from 2000 to 2004.
- AMD also appointed **Waleed Al Mokarrab** to the board. Al Mokarrab is Chief Operating Officer of Mubadala Development Company. Previously, he was with the UAE Offsets Group and McKinsey & Company.

Amkor Technology

- Amkor Technology announced that **Stephen G. Newberry** has been appointed to the company's Board of Directors. Newberry currently serves as President and CEO of Lam Research.

ASM International NV (ASMI)

- Dutch chip equipment maker ASMI nominated **Gert-Jan Kramer** and **Jan Lobbezoo** as members of its Supervisory Board. Kramer, former CEO of engineering consultancy Fugro NV, will succeed the retiring Paul van den Hoek as Chairman. Lobbezoo, a former member of the executive board of Royal Philips Electronics NV, will take over the duties of Leon van den Boom, who is resigning over diverging views about the company's policy.

Fairchild Semiconductor

- Fairchild Semiconductor announced the appointment of **Randy W. Carson** to the company's Board of Directors. Currently, Carson is CEO of Eaton Corporation and will retire at the end of April 2009.

Intel

- Intel announced two additions to its Board of Directors, **John J. Donahoe** and **Frank D. Yeary**. John Donahoe is currently President and CEO of eBay Inc., a position he has held since 2008. He joined the company in 2005 and oversaw core business areas including eBay's global e-commerce businesses. Prior to joining eBay, he was with Bain & Company for 20 years, serving last as CEO. Frank Yeary is vice chancellor of the University of California Berkeley (UC Berkeley). Prior to his current role, Yeary retired as global head of mergers and acquisitions for Citigroup after nearly 25 years in finance.
- In addition, Intel announced that its chairman, Craig Barrett, will retire in May. Barrett joined Intel in 1974 and has served in many capacities, including CEO from 1998 to 2005. The company said that independent director Jane Shaw, who joined the Intel board in 1993, has been elected to replace Barrett as non-executive chairman beginning in May.

ON Semiconductor

- **Daryl Ostrander** has been elected to the Board of Directors of ON Semiconductor. Ostrander formerly served as Senior Vice President of Manufacturing and Technology, Microprocessor Solutions Sector for Advanced Micro Devices (AMD). In that role, Ostrander managed worldwide fab operations in Dresden and Singapore, assembly/test operations in Penang, Singapore and Suzhou, and technology development operations in New York. He retired from AMD in February 2008.

Power Integrations

- **Dr. William L. George** has been appointed to the Board of Directors of Power Integrations, a maker of high-voltage integrated circuits for energy-efficient power conversion. George was Senior Vice President, Operations at ON Semiconductor from 1999 to 2007.

Xilinx

- Xilinx, Inc. announced that its Board of Directors has elected **Philip T. Gianos** to succeed Willem P. Roelandts as Chairman. Gianos has served on the Board of Directors of Xilinx since 1985 and is currently a General Partner of InterWest Partners.

About Russell Reynolds Associates

Leadership. In today's ever-changing global business environment, success is driven by the talent, vision and leadership capabilities of senior executives.

Russell Reynolds Associates is a leading global executive search and assessment firm with more than 300 consultants based in 39 offices worldwide. Our consultants work closely with public and private organizations to identify, assess and recruit senior executives and board members to drive long-term growth and success. We value teamwork, serving our clients with a collaborative approach that spans our international network of sector and functional experts.

Our in-depth knowledge of major industries and our clients' specific business challenges, combined with our understanding of who and what makes an effective leader ensure that our clients secure the best leadership teams for the ongoing success of their businesses. For more information, please visit us at www.russellreynolds.com.