FOA Open Forum Series

Return-to-Work Policies & Best Practices during Pandemic

July 8, 2020
<table>
<thead>
<tr>
<th>Time</th>
<th>Topic</th>
<th>Speaker</th>
</tr>
</thead>
<tbody>
<tr>
<td>11:00 – 11:05am</td>
<td>Welcome Remarks</td>
<td>Tom Salmon</td>
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<tr>
<td>11:05 – 11:15am</td>
<td>Survey Results</td>
<td>Tom Salmon</td>
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<tr>
<td>11:15 – 11:30am</td>
<td>Contact Tracing, HIPAA &amp; Privacy</td>
<td>Todd A. Bromberg, Wiley Rein LLP, Kevin B. Muhlendorf, Wiley Rein LLP, Oshinowo, Olaoluwaposi, Wiley Rein LLP</td>
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<tr>
<td>11:30 – 11:40am</td>
<td>Q&amp;A</td>
<td>Todd A. Bromberg, Wiley Rein LLP, Kevin B. Muhlendorf, Wiley Rein LLP, Oshinowo, Olaoluwaposi, Wiley Rein LLP</td>
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<tr>
<td>11:40am – 12:30pm</td>
<td>Open Forum</td>
<td>All</td>
</tr>
</tbody>
</table>
Device Maker Members

A dynamic, tight-knit group of 25+ device makers from 200mm and below semiconductor & MEMS fab companies

- am
- BROADCOM
- EVERSPIN TECHNOLOGIES
- GLOBALFOUNDRIES
- Honeywell
- HP
- Infineon
- MACOM
- Maxim Integrated
- Microchip
- MIT Lincoln Laboratory
- NXP
- ON Semiconductor
- Renesas
- Rogue Valley Microdevices
- Sandia National Laboratories
- Skywater
- Skyworks
- Teledyne Micralyne
- TowerJazz
- WD Western Digital
- Fab

☆ = New
Executive Summary


Highlights:

• 23 FOA Device Maker members participated in the survey.

• Respondents were a mix of fab managers, equipment engineers, EH&S and HR professionals.

• 100% of those who participated in the survey have travel restrictions in place.
FOA 2020 – Working thru the Pandemic

• Increase in Team Meetings
  • Equipment Engineering & Maintenance Managers, FDC, Industrial Engineering / Production Management, Facilities, EH&S, Human Resources, Inter-DM Tool Sales*

• Increase in Surveys

• Open Forum (DM-only) Series

• Planning Solution Provider Networking Opportunities

• Q4 at SkyWater Technology (Sep 30 – Oct 1)

*Online network
Virtual Housekeeping

- Please nominate one person to speak on behalf of your company
- All attendees on mute at the beginning of the meeting
- For Q&A and Open Forum – Please raise your hand & we will unmute
- Please mute your cell phones to keep distractions to a minimum
- Phoning in? → Please mute speaker & mic on computer

- All participants will have the opportunity to submit questions via the question box on go to webinar. FOA staff will do their best to capture the Q&A. If we run out of time, we will schedule a follow up via e-mail or phone for the specific questions.
Return to work criteria for employees

What Return to Work criteria do you require for employees that tested positive and are now recovered? (Check all that apply)

- Over 85% of participants need employees to have 3 days since resolution of fever without use of fever-reducing medicine AND 10 days since symptoms first appeared
- About 41% also needed a negative COVID test for those working on site.
Temperature screening on site

Is temperature screening implemented at your site?

Over 80% respondents reported to have temperature screening in place at their site.

Do you follow up with manual thermometer reading for high temperatures?

50% respondents have a process to follow up high temperature readings with a manual thermometer.

*Between 99.6 and 100.4 degrees Fahrenheit was the range reported as a fever at member sites.
On site return to work for employees not in fab

Are you planning on bringing non fab employees back on site?

About 70% of participants reported that they were planning on bringing non fab employees back on site.
Staggering shifts

Are shifts staggered at your site, for the non-fab employees working on site?

Close to 60% participants reported to have staggered shifts in place amid the pandemic.
Measures to prevent the spread of COVID-19 at your site

What measures have you implemented to prevent the spread of Covid-19 virus for the non-fab employees in your company? (check all that apply)

100% of the participants have increased social distancing guidelines, virtual meetings and increased janitorial support in place.
Policies in place for COVID-19 positive employees

Do you have policies in place, in the event one of your onsite employee tests positive for COVID-19?

Quarantine of those who test positive and those in close contact with them were the most common policies in place amongst survey participants.
Employee communication

How do you communicate about any positive test results at your site to employee population?

Over 80% participants reported to use e-mail to communicate to employees in the event any employee on site tests positive for COVID-19.
Social distancing in the cleanroom

Are you implementing/enforcing 6’ social distancing measures within the cleanroom?

50% of the participants reported to implementing social distancing in the cleanroom.
Testing as a criteria for onsite work

Is your company considering testing for COVID-19 as a criteria for on site work (fab and non-fab)?

Over 80% participants reported to not require a negative COVID-19 result as a criteria for on site work.
Reporting as a part of COVID-19 protocol

Has your company had to do county or state reporting as part of COVID-19 protocols?

Over 75% participants have not been required to do county or state reporting as part of protocol.
Educational tools used within your company

What educational tools has your company provided to employees on the prevention and spread of COVID-19?

E-mails, training, CDC data were the most commonly used tools for employee education around COVID-19
Information sources to assess site specific risk

What information does your company monitor to assess risk of infection or risk of transmission at a specific site? (Check all that apply)

Guidance from CDC and the local county were most commonly used by participants to assess site specific risk.
Logistics: Visitors and Field service engineers on site

Are visitors allowed at your site?

Over 60% participants reported to allow on site visitors.

Are field service engineers allowed on site?

Over 90% participants reported to allow field service engineers on site.
Field Service Engineers travelling from other countries or states

Are there restrictions on having field service engineers coming from other states/countries?

Over 90% participants reported to have restrictions on field service engineers travelling from another country or state.
Supply issues

Has your site experienced any parts or materials supply issues?

About 50% participants reported to have experienced supply issues. These issues have mainly involved masks and gloves. Spare parts from Asia were reported to have high lead times.
Policy for business travel

Only 3% of participants allowed business travel. 50% participants reported not allowing it.
Personal Travel

Has your organization made recommendations to workers about personal travel?

70% participants reported having recommendations in place for personal travel.
Communication between key parts of an organization

Is there structured communication between key parts of the organization? e.g. daily meetings involving HR, EHS and senior staff.

Over 80% participants reported having structured meetings between the various groups within an organization.
Protocol for maintenance of common areas

Is there protocol for maintaining common areas like breakrooms, cafeterias and stairwells?

Increased cleaning and spacing tables were the most common processes in place in common areas at sites.