



What is Talent 101's "CIRCUIT"?

A common question Talent 101 staff gets asked from our client managers is, *"Do you use your own employees or do you recruit resources when you need them?"* The answer is both. Talent 101 developed and manages a "CIRCUIT" of semiconductor resources and certified sub-contractors. Our "CIRCUIT" started with people trusting people, just like engaged and productive employees wanting to work for companies who they knew, liked and trusted. This is an easy concept, but hard to execute and Talent 101 with its "CIRCUIT" platform has mastered this concept in the semiconductor industry. The great people on our "CIRCUIT" provide solutions from one project to another for our clients around the globe.

Talent 101's "CIRCUIT" platform has a long established reputation as being the facilitator between communities of semiconductor industry resources in helping them secure meaningful projects geared towards their specific needs and skills and our semiconductor clients' projects. This reputation, along with continuous efforts to build longterm relationships, has helped us assemble a reliable and ready workforce for our client projects when they need it the most.

We focus efforts to foster ongoing relationships with resources on our "CIRCUIT." We are not recruiters who warehouse the candidate data in vast storage containers, servers, and file cabinets only to be activated when a position is open. Resources on our "CIRCUIT" are guaranteed a collaborative hiring and availability process where their needs are just as important as our client's. We simply act as their "talent agent" to facilitate the best match possible and ensure a win-win situation for all involved.

On Talent 101's "CIRCUIT," hundreds of our employees and sub-contractors are engaged in projects. Additionally, we have standing relationships with thousands of qualified semiconductor resources and industry specialist who are ready to be engaged. We employ and represent all levels of expertise from recent college grad to Ph.D. professionals and have the capability for global deployment of this workforce.

Talent 101's "CIRCUIT" is built on the foundation of establishing value, building relationships and having conversations. It is all about a "Collaborative" and "Facilitating" hiring process. This value represents what makes Talent 101, Inc. such an invaluable resource for our employees, semiconductor specialists, and client managers.