

## Community Services

In addition to the organizational motivation that is created when employees gain confidence through being given the tools and opportunities to meet big challenges, we believe that the gracious spirit that is built through one-on-one service is critical to the unity and motivation of our employee base. In most instances of community service, the company donates funds matched by employees donating their personal time. A few examples are:

- TowerJazz has “adopted” youth from three youth clubs, assisting them by donating money for computers, furniture and other items, with our employees donating time for tutoring and other activities.
- For the past three years, TowerJazz has operated a computer class where students from different class-ages receive computer lessons from a TJ experienced ‘teacher’. TowerJazz donates the electronic equipment and, as well, sponsors the cost of a full time teacher for these classes.
- Our employees take part in community activities including: collaboration with nature environment organizations, retirement institutions, working on buildings requiring renovation, preparing food packages for families in need, and blood drives, among other activities.
- Key technical staff members volunteer as mentors and judges for mid-school and high school science fair projects. We view this as a prime value- to open and excite young minds to the miracles of natural laws.
- We fully fund and monitor an early primary education program in Migdal Haemek which identifies children with learning disabilities and then works with the children, their parents and their educators to correct or augment the learning style before a long term negative impact is realized in the child’s academic development. This is perhaps the single program where funds are given without a ‘matching’ contribution of our employees’ time.
- We have adopted a foster care secondary school with a combined Jewish, Druze and Arab population of 500 students, where we, as well, fund a yearly Global Awareness Investigation Action (GAIA) program.
- At all locations, we have an active University level Intern program, providing summer paid employment and thesis projects to students from top Universities within the respective location’s nation and most recently outreaching into Asia for internships within the Israeli design center.
- Our R&D teams, at all manufacturing locations, contribute to university graduate research by providing free of charge silicon processing, “MPW shuttles”, to multiple university research groups, in the US, Israel and Korea, where our management and research staff, additionally, contributes time and expertise as mentors and lecturers.



### Initiative for Academically Outstanding Arab Youth

In Israel, the Arab population constitutes 20% of the general population, but only 1-2% of the high-tech personnel. Many of the brightest Arab high school graduating students choose career fields within medicine and law, where they believe they may have greater control over their career progression, rather than within technical disciplines where they may be particularly gifted. In order to bring these young, extremely gifted Arab students into high-tech, TowerJazz began a program where we offered internships to the graduating class of top Arab high schools in Nazareth. The schools select their top ten students of which, after testing and interviews, we select four students who receive a paid internship and scholarship during all years of their undergraduate studies at the Technion, the #1 Israeli engineering university. Each intern is assigned a hand selected, top performing TowerJazz engineer as their work mentor and are cared for at all levels in the company, including frequent 1:1's with the CEO. The assigned area and mentor are changed yearly. This program is now in its third year and the results have been outstanding. Every second year a new group of interns enters the company.



*Recognition Ceremony  
Three of the TowerJazz Interns at ceremony with parents, high school administrators and mentors*

“The internship has helped us in many ways. The knowledge and insights that I have gained, could not have been had by solely studying electrical engineering as an undergraduate. Upon graduation, I will have direct experience and top references that should make me a valuable candidate for any high-tech job. Equally important, we have all made strong friends within, and gained an understanding of, a Jewish community that we , otherwise, would have had little contact with.” *Christina Nsier, Almutran High School, 2009; Technion Class of 2014*



*Presenting the internship program to the 2011 round of incoming applicants. Next steps will be parent accompanied tours at the Migdal Haemek facility*

**“Changing the world is good for those who want their names in books, but being happy – that is for those who write their names in the lives of others and hold the hearts of others as the treasure most dear” *Orson Scott Card***

***Dalit Dahan, Senior Vice President, Human Resources***