

YWCA of Silicon Valley: Recognizing Executive Excellence

For the past 21 years, the YWCA of Silicon Valley has been recognizing women executives for their leadership and professional accomplishments. This year's Tribute to Women and Industry (TWIN) honor includes three leaders from KLA-Tencor: Lynn Stasi, Leslie Cross, and Lydia Young. Here's a look at their roles in helping our customers accelerate yield.



Lynne Stasi

VP and Chief Learning Officer

When Lynne Stasi joined KLA Instruments Corporation nine years ago, there were no corporate trainers, learning was tracked on multiple systems, and there were no online learning classes. Today, Stasi is Vice President and Chief Learning Officer at KLA-Tencor, overseeing KLA-Tencor's learning organizations, which are central to the corporate culture.

"We strive to keep our employees' skills current and sharp, so that what they give to customers is their best," says Stasi. "By having every KLA-Tencor employee work at his or her most optimal level, we can drive innovation into our tools and help our customers accelerate yield."

For her role in guiding the company's Corporate Learning Center, Stasi recently received a TWIN award.

"I'm very excited about this honor," says Stasi. "Being acknowledged in Silicon Valley is a big thrill, considering all of the innovation that goes on here. I also value having a senior management team who believes that learning creates our culture of innovation and strengthens our competitive advantage."

GIVING EMPLOYEES TOOLS TO TURN IDEAS INTO ACTION

KLA-Tencor's learning organizations offer many online and instructor-led classes globally. Topics range from high-tech speaking to deep ultraviolet (DUV) technology and optical alignment techniques—all customized for the company. Over the past few years, *Training Magazine* has named KLA-Tencor the fifth best provider of workforce development initiatives in the nation in its ranking of the top 100 companies.

Some other semiconductor companies, according to Stasi, just don't compare with their learning capabilities. "Other places have a different mentality, where classes are treated as events rather than as part of a strategic employee development process. At KLA-Tencor, the emphasis is not just on exposing our workforce to ideas, but to enable our employees to implement those ideas to produce a business result," she explains.

INVESTING IN INNOVATION

With bachelor's and master's degrees in learning and adult psychology from the University of Arizona, Stasi's resumé also includes similar roles at Varian's Semiconductor Division and Advanced Cardiovascular Systems, a subdivision of Guidant. At KLA-Tencor, a given day for Stasi is filled with back-to-back meetings. She generally assumes the role of a consultant, helping to find cost- and time-efficient ways to deliver relevant learning solutions. She also reads voraciously, keeping current on the topics that senior management has on their bookshelves.

From change initiatives and new processes to best known methods, KLA-Tencor's Corporate Learning Center continues to support and enable a variety of critical company objectives. Stasi and her team are understandably excited about the future. "Every time I talk with KLA-Tencor employees, I feel energized by their

2005 Tribute to Women and Industry

innovative ideas and desire to be on the cutting edge of technology,” says Stasi. “KLA-Tencor learning’s charter is to develop our employees to accomplish KLA-Tencor’s mission of enabling our customers to learn faster and yield higher.”



Leslie Cross

Sr. Director of Operations Patterning Solutions Group

Leslie Cross knows well the balance required to meet customers’ product needs and also keep corporate inventory levels as low as possible. As a Senior Director of Operations in the Patterning Solutions Group (PSG), Cross is responsible for ensuring that parts are available to build and deliver KLA-Tencor tools on time and to specifications, while also reducing operating costs.

“What customers need and when they need it can be very dynamic,” says Cross. “Our group maintains relationships with an array of suppliers who provide us with materials on flexible schedules as well as access to key technologies that we can incorporate into next-generation solutions. We also interact daily with Sales, Engineering, and Marketing to ensure that we deliver on our customers’ expectations.”

For her leadership in materials management, Cross was selected to receive a TWIN award. Says Cross, “I’m delighted to receive this acknowledgement, as it reflects my team’s real impact on the company’s bottom line and our customers’ satisfaction.”

QUALITY THROUGH BEST PRACTICES

Cross’s key responsibilities include purchasing, supply chain management, inventory control, outsourcing, and production control. A typical day for her may involve everything from expediting parts to setting the global sourcing strategy for a new PSG product.

To effectively manage changing customer and business needs, her team relies on best practices in supply/demand management, vendor relationship building, contract negotiation, and material flow techniques. “We help our customers accelerate their yield by making sure that we deliver quality tools on time, which we accomplish by sourcing the highest quality parts and making them available at the right time.”

CUSTOMER FOCUS BREEDS SUCCESS

In nearly eight years at KLA-Tencor, Cross has progressed up the materials management career path. She started out as a materials manager, working on master scheduling for the Wafer Inspection Division (WIN). Before joining PSG, Cross was responsible for supply/demand processes at the corporate level.

Together with her team, Cross will continue to focus on cost reduction, keeping inventory levels low and, of course, promoting quality. For women who are making their start in the business world, she offers this advice: “Don’t worry about gender. Instead, understand how you can bring value to your company, and tie your efforts to helping the company make money and meet customer needs.”



Lydia Young

Program Manager E-beam Review and Classification Division

As a child, Lydia Young didn't necessarily know what engineering was, but she knew she enjoyed taking things apart to figure out how they worked. Today, Young applies her innate curiosity toward the development of electron beam-based technologies, as Program Manager for the E-beam Review and Classification (EBRC) Division at KLA-Tencor.

Over the years, Young has applied her technical savvy to many product areas in the company. Prior to joining EBRC, she was Director of Engineering and Program Manager in KLA-Tencor's E-beam Center of Excellence in the Patterning Solutions Group (PSG). *At the E-beam Center of Excellence, cross-divisional engineers collaborate on the development of standardized technologies in the areas of electron optics and platform. Young led the electron optics group, which oversees the electron-optics subsystem for multiple e-beam based wafer metrology and film tools. The next-generation automated CD SEM metrology tool and the next-generation SEM review tool are two of the latest products that will incorporate the fruits of their work.

Through her career at KLA-Tencor, Young has also served as Director of Engineering and Program Manager for the Viper 2430 automated macro defect inspection system and as Program Manager for the 2360 patterned wafer inspection tool. Her leadership in the 15-month development and release of the 2360 system led to her recognition with a 2005 TWIN award.

"I'm very grateful and appreciative of receiving this external recognition," Young says. "Over the years, I've had excellent staff members and have tried hard to help them grow as individuals and in teams. By far, the big-

gest reward comes from watching individuals or teams increase their confidence, finally succeed in reaching a goal, and realize, often with surprise, "We did it!"

COMMITTED TO EXCELLENCE IN E-BEAM OPTICS

Seeking a well-rounded education, Young earned her bachelor's degree in physics from Mount Holyoke College in South Hadley, Massachusetts. Along with a solid scientific background, her program also enabled her to explore the arts and humanities. For her graduate work, Young earned an M.S. degree in applied physics and a Ph.D. in nuclear science and engineering, both from Cornell University in Ithaca, New York.

She is currently the recipient of 11 patents—with several pending—in the fields of e-beam lithography, chemical vapor deposition, very low k (VLK) dielectrics, and wafer inspection technologies. Some of the biggest challenges that she tackled with her team at the E-beam Center of Excellence related to the nature of e-beam technology.

As Young explains, yield-impacting defects are becoming smaller, so the signal will drop for the fixed beam current. But an increase in beam current risks destroying the defect of interest with too much energy, or washing out the image due to charging. As charged particles, electrons can be steered to analyze materials or provide contrast in images. However, if there are insulating materials in the area where the electrons are steered, the e-beam can be misdirected. As a result, the e-beam delivery system must always remain very clean.

"Our challenge was to provide electron optics subsystems that deliver a beam where we wanted it, whenever we wanted it," says Young. "Simply put, these subsystems must meet product requirements for beam quality, remaining highly stable over time."

As Young and her team strived to meet these beam quality requirements, the end result is clear: Better technologies provided to the product divisions, to integrate into tool platforms that ultimately help customers accelerate their yield.

**At press time, the E-beam Center of Excellence was merged into an overall engineering organization supporting several related product divisions.*