



Douglas S. Schatz, 55, is an AE co-founder and has been its chairman, president, and chief executive officer since its incorporation in 1981 until 1999, when he transferred the title of president to Hollis Caswell. Mr. Schatz also co-founded Energy Research Associates, Inc. and served as its vice president of engineering from 1977 through 1980. He is a director of Advanced Power Technology, Inc., a publicly-held company.

Hollis L. Caswell, Ph.D., 69, joined the AE board in February 1997 and became its chief operating officer in June 1997. He became president in July 1999. From 1984 to 1990, Dr. Caswell served as senior vice president of Unisys Corporation, an information technology company, and president of its Computer Systems Group.

G. Brent Backman, 60, is a co-founder of AE and has been a director since its incorporation in 1981. Mr. Backman had been a vice president of AE since its incorporation until April 1998, when he became senior vice president, special projects, where he served until December 1998 when he retired. Prior to co-founding AE, Mr. Backman was a business manager at Ion Tech, Inc. and a laboratory administrator at Hughes Aircraft Company.

Richard P. Beck, 67, joined AE in March 1992 as vice president and chief financial officer and became senior vice president in February 1998. He became an AE director in September 1995. From 1987 to 1992, Mr. Beck served as executive vice president and chief financial officer of Cimage Corporation, a computer software company. He is a director of Applied Films Corporation, TTM Technologies and Photon Dynamics—all publicly-held technology companies.

Trung T. Doan, 42, joined the AE board in July 2000. He is currently the vice president of Process Development at Micron Technology, Inc., a world leader in the manufacturing of DRAM memory components. Mr. Doan has nearly 20 years of semiconductor industry experience, and is on the board of NuTool, a privately-held chip equipment company.

Arthur A. Noeth, 65, joined the AE board in July 1997. From 1993 to 1998, Mr. Noeth was president of the Implant Center, a provider of ion implant services to the electronics industry. From April 1987 to September 1993, he was president of A.N. Services, a business consulting service. ^(1,2)

Elwood Spedden, 63, joined the AE board in September 1995. Mr. Spedden was a senior vice president of Tencor Instruments, a manufacturer of automatic test equipment used in the fabrication of semiconductors, from July 1996 to June 1997. From 1990 through March 1996, he was with Credence Systems Corporation, a manufacturer of automatic test equipment used in the fabrication of semiconductors, in various senior management positions including president, chief executive officer, and vice chairman of the board of directors. ^(1,2)

Gerald Starek, 59, joined the AE board in October 1998, following AE's acquisition of RF Power Products. Mr. Starek had been a non-employee director of RF Power Products since February 1994. He was the founder of Silicon Valley Group, Inc., a supplier of automated wafer processing equipment for the semiconductor industry. He served as Silicon Valley Group's chairman from September 1984 to September 1991 and as vice chairman from September 1991 to April 1993. Mr. Starek is on the board of AML Communications, Inc., a publicly-held wireless communications products company. ⁽¹⁾

Arthur W. Zafiropoulo, 61, joined the AE board in October 1998, following AE's acquisition of RF Power Products, Inc. Mr. Zafiropoulo had been a non-employee director of RF Power Products since July 1992. Mr. Zafiropoulo is the founder of Ultratech Stepper, Inc., a company that develops, manufactures and markets photolithography equipment for the semiconductor industry. Mr. Zafiropoulo has been chief executive officer and chairman of the board of directors of Ultratech Stepper since March 1993. Mr. Zafiropoulo also has served as president of Ultratech Stepper since May 1997, as he did from March 1993 to March 1996. Mr. Zafiropoulo is a director of Semi/Sematech, an association of U.S.-owned suppliers of equipment, materials, and services to the semiconductor industry and SEMI (Semiconductor and Equipment Materials International), an international trade association. ⁽²⁾

(1) Member of the Audit Committee

(2) Member of the Compensation Committee

CORPORATE MANAGEMENT

Douglas S. Schatz, Chairman and Chief Executive Officer
 Hollis L. Caswell, Ph.D., President and Chief Operating Officer
 Richard P. Beck, Senior Vice President and Chief Financial Officer
 Richard A. Scholl, Senior Vice President and Chief Technology Officer
 Fred J. DeSantis, Senior Vice President, Assistant to the Chief Operating Officer
 James F. Gentilcore, Senior Vice President and President, EMCO
 James G. Guilmar, Senior Vice President, Sales
 Timothy A. Kerr, Senior Vice President, Engineering
 Joseph R. Monkowski, Ph. D., Senior Vice President, Business Development
 Joseph Stach, Ph.D., Senior Vice President, Special Assignment
 Fred B. Weaver, Senior Vice President, Operations
 Peter M. Adams, Vice President and General Manager, Noah
 James H. Benschhoof, Vice President and Chief Information Officer
 Monica M. Moloney, Vice President, Human Resources
 David K. Smith, Vice President and Corporate Controller
 Kevin J. Thomas, Vice President, Customer Satisfaction
 Ray Dils, Ph.D., President, Sekidenko
 Christopher Fergen, Vice President, General Manager, Tower Electronics
 William A. Ruff, President, AE Voorhees