

## **CORPORATE MANAGEMENT**

### **Douglas S. Schatz**

Chairman, President, and Chief Executive Officer

### **Dennis A. Faerber**

Executive Vice President and Chief Operating Officer

### **Michael El-Hillow**

Executive Vice President and Chief Financial Officer

### **Scott B. Burton**

Senior Vice President, Worldwide Operations

### **James G. Guilmart**

Senior Vice President, Global Customer Operations

### **Charles S. Rhoades**

Senior Vice President and General Manager, Control Systems and Instrumentation

### **Brenda M. Scholl**

Senior Vice President and General Manager, Power Strategic Business Unit

### **Richard A. Scholl**

Senior Vice President and Chief Technology Officer

### **Robert R. Djokovich**

Vice President, Strategic Customer Quality

### **Mario A. Guerrero**

Vice President, Strategic Planning

### **Joseph P. Kovach**

Vice President and Chief Information Officer

### **Monica M. Moloney**

Vice President, Human Resources

### **Sam K. Twerefour**

Vice President, Quality

### **Thomas K. Werning**

Vice President, Finance and Corporate Controller

### **John P. Wagner**

President, IKOR Products

## BOARD OF DIRECTORS

**Douglas S. Schatz**, 57, is a co-founder of Advanced Energy and has been its Chairman, Chief Executive Officer and a director since its incorporation in 1981. Until July 1999, he also served as President. In March 2001, Mr. Schatz was reappointed as President. From September 2002 until February 2003, Mr. Schatz served as interim Chief Operating Officer. Since December 1995, Mr. Schatz has also served as a director of Advanced Power Technology, Inc., a company which provides high power, high voltage and high performance semiconductors and power modules. <sup>(1)</sup>

**Richard P. Beck**, 69, joined Advanced Energy in March 1992 as Vice President and Chief Financial Officer and became Senior Vice President in February 1998. He became a director of Advanced Energy in September 1995. In October 2001, Mr. Beck retired from the position of Chief Financial Officer, but remained as a Senior Vice President until May 2002. Mr. Beck is Chairman of the Board of Applied Films Corporation, a publicly held manufacturer of flat panel display equipment. He is also a director of Photon Dynamics, Inc., a publicly held manufacturer of flat panel display test equipment and is chairman of its audit committee. Mr. Beck is also a director of TTM Technologies, Inc., a publicly held manufacturer of printed circuit boards, and serves as chairman of its audit committee. <sup>(4)</sup>

**Trung T. Doan**, 44, has been employed by Micron Technology, Inc., a provider of semiconductor memory solutions, since 1988. He has served as Micron's Vice President of Process Development since July 1997. Mr. Doan was a director of Engineering Measurements Company, until it was acquired by Advanced Energy in January 2001. Mr. Doan also is a director of NuTool, Inc., a privately held semiconductor equipment manufacturer. <sup>(1, 3, 4)</sup>

**Arthur A. Noeth**, 67, retired in 1998. From 1993 to 1998, Mr. Noeth was president of the Implant Center, a provider of ion implant services to the electronics industry. <sup>(1, 2, 3)</sup>

**Elwood Spedden**, 65, has been the Chief Executive Officer of Photon Dynamics, Inc., a publicly held manufacturer of flat panel display test equipment, since January 2003. In January 2002, Mr. Spedden joined the Board of Directors of Photon. From July 1996 to June 1997, he was a vice president of KLA-Tencor Semiconductor, a manufacturer of automatic test equipment used in the fabrication of semiconductors. From 1989 through March 1996, Mr. Spedden 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. <sup>(1, 2, 3)</sup>

**Gerald Starek**, 61, joined the Board of Directors of Advanced Energy following its acquisition of RF Power Products. Mr. Starek had been a non-employee director of RF Power Products since February 1994. Mr. Starek founded 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 a director and serves on the compensation committee of AML Communications, Inc., a publicly held manufacturer of components for wireless communications systems. <sup>(1, 2, 4)</sup>

**Arthur W. Zafiropoulos**, 64, joined the AE board in October 1998, following AE's acquisition of RF Power Products, Inc. Mr. Zafiropoulos had been a non-employee director of RF Power Products since July 1992. Mr. Zafiropoulos is the founder of Ultratech Stepper, Inc., a publicly held company that develops, manufactures and markets photolithography equipment for the semiconductor industry. Mr. Zafiropoulos has been Chief Executive Officer and Chairman of the Board of Directors of Ultratech Stepper since March 1993. Mr. Zafiropoulos also served as president of Ultratech Stepper from March 1997 until April 1999, as he did from March 1993 to March 1996. Mr. Zafiropoulos is the vice chairman of SEMI (Semiconductor Equipment and Materials International), an international trade association.

<sup>(1)</sup> Member of the Nominating Committee

<sup>(2)</sup> Member of the Audit and Finance Committee

<sup>(3)</sup> Member of the Compensation Committee

<sup>(4)</sup> Member of the Governance Committee