

Corporate Management

DOUGLAS S. SCHATZ

Chairman, President, and Chief Executive Officer

JAMES F. GENTILCORE

Executive Vice President and Chief Operating Officer

MICHAEL EL-HILLOW

Senior Vice President, Finance and Administration,
and Chief Financial Officer

RICHARD A. SCHOLL

Senior Vice President and Chief Technology Officer

RICHARD P. BECK

Senior Vice President

JAMES G. GUILMART

Senior Vice President of Global Sales

TIMOTHY A. KERR

Senior Vice President and General Manager,
Thermal Products

JOSEPH R. MONKOWSKI, PH. D.

Senior Vice President, Business Development

JOSEPH STACH, PH.D.

Senior Vice President

FRED B. WEAVER

Senior Vice President, Operations

JAMES H. BENSHOOF

Vice President and Chief Information Officer

CURTIS C. CAMUS

Vice President and General Manager, Source Products

RALPH H. CASTAIN

Vice President and General Manager,
Integrated Control Products

MONICA DEMARCO

Vice President, Supplier Quality

RAY R. DILS

Senior Vice President and Chief Technical Officer,
Thermal Products

JAMES R. GORDLEY

Vice President and General Manager, Flow Products

MARIO A. GUERRERO

Vice President, Strategic Planning

MONICA M. MOLONEY

Vice President, Human Resources

COLIN QUINN

Vice President and General Manager, Source Products

WILLIAM A. RUFF

Vice President and General Manager, RF Products

BRENDA M. SCHOLL

Vice President and General Manager, DC Products

DAVID K. SMITH

Vice President, Finance, and Controller

KEVIN J. THOMAS

Vice President, Customer Satisfaction

See page 44 for the list of directors.

Board of Directors

DOUGLAS S. SCHATZ, 56, is an AE co-founder and has been its chairman, chief executive officer, and a director since its incorporation in 1981. Until July 1999 he also served as president and resumed that role in March 2001. Mr. Schatz also co-founded Energy Research Associates, Inc. and served as its vice president of engineering from 1997 through 1980. Mr. Schatz is a director of Advanced Power Technology, Inc., a publicly held manufacturer of high power, high voltage, and high performance semiconductors and power modules. He is also a director and advisor to several private technology companies.

G. BRENT BACKMAN, 61, 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. He served in that position until December 1998, when he retired from Advanced Energy. Prior to co-founding AE, Mr. Backman was a business manager at Ion Tech, Inc. and a laboratory administrator at Hughes Aircraft Company.⁽¹⁾

RICHARD P. BECK, 68, 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. In October 2001, Mr. Beck retired from the position of chief financial officer, but remains as a senior vice president. Mr. Beck is chairman of the board of Applied Films Corporation, a publicly held manufacturer of flat panel display equipment. He is a director of Photon Dynamics, a publicly held manufacturer of flat panel display test equipment, and serves on 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.

TRUNG T. DOAN, 43, has been employed by Micron Technology, Inc., a provider of semiconductor memory solutions, since 1988, and has served as its vice president of Process Development since July 1997. Mr. Doan was a director of Engineering Measurements Company (EMCO), until it was acquired by Advanced Energy in January 2001. He is also a director of NuTool, Inc., a privately held semiconductor equipment manufacturer.⁽¹⁾

ARTHUR A. NOETH, 66, 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.^(1,2,3)

ELWOOD SPEDDEN, 64, joined the AE board in September 1995. Mr. Spedden was a vice president of KLA-Tencor Semiconductor, 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. In January 2002, Mr. Spedden joined the board of directors of Photon Dynamics, Inc., a publicly held manufacturer of flat panel display test equipment. From 1996 to 2001, Mr. Spedden was a director of Insight Objects, a privately held software company.^(1,2,3)

GERALD STAREK, 60, joined the AE board in October 1998, following the AE's acquisition of RF Power Products, Inc. Mr. Starek had been a non-employee director of RF Power Products since February 1994. He 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.^(1,2)

ARTHUR W. ZAFIROPOULO, 63, 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 served as president of Ultratech Stepper from March 1997 until April 1999, as he did from March 1993 to March 1996. Mr. Zafiropoulo is the vice chairman of SEMI (Semiconductor Equipment and Materials International), an international trade association.^(1,3)

⁽¹⁾ Member of the Nominating Committee

⁽²⁾ Member of the Audit and Finance Committee

⁽³⁾ Member of the Compensation Committee