



CORNING

Introducing Corning's Technician Pipeline Program

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Corning Incorporated

Fall 2018

A low-angle, upward-looking shot of a modern skyscraper with a glass facade. The building's structure is composed of a grid of dark metal frames and large glass panels, creating a strong geometric pattern. The perspective draws the eye towards the top of the building, which disappears into a clear, light blue sky. The overall color palette is dominated by various shades of blue, from deep cerulean to a pale, airy blue.

Introducing Corning Incorporated

CORNING

Founded:
1851

Headquarters:
Corning, New York

Employees:
~46,000 worldwide

2017 Core Sales:
\$10.3 billion (at rate of 107 ¥/\$)

Fortune 500 Ranking (2018):
293

Corning Incorporated is one of the world's leading innovators in materials science. For more than 165 years, Corning has applied its unparalleled expertise in glass science, ceramics, and optical physics to develop products and processes that have transformed industries and enhanced people's lives.

Business Segments That Lead Growth Industries



Display
Technologies

Optical
Communications



Environmental
Technologies



Life Sciences



Specialty Materials

A Robust New Business Pipeline

The Emerging Innovations Group connects our unique capabilities to new market opportunities – creating innovations that lead to new products and businesses



An Experienced Leadership Team



James P. Clappin
Executive Vice President
Corning Glass Technologies



Martin J. Curran
Executive Vice President &
Innovation Officer



Dr. Jeffrey Evenson
Senior Vice President &
Chief Strategy Officer



Lisa Ferrero
Senior Vice President &
Chief Administrative Officer



Clark S. Kinlin
Executive Vice President
Optical Communications



Lawrence D. McRae
Vice Chairman &
Corporate Development Officer



Dr. David Morse
Executive Vice President &
Chief Technology Officer



Eric S. Musser
Executive Vice President
*Corning Technologies &
International*



Christine M. Pambianchi
Senior Vice President
Human Resources



Lewis Stevenson
Senior Vice President &
General Counsel

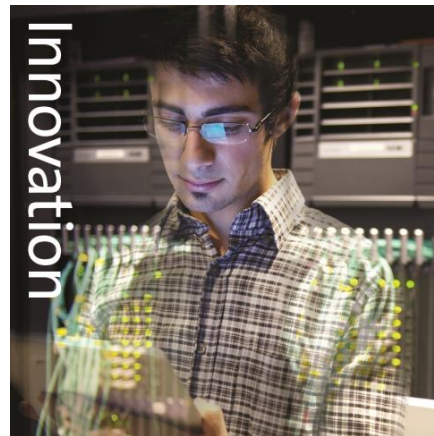


Tony Tripeny
Senior Vice President &
Chief Financial Officer

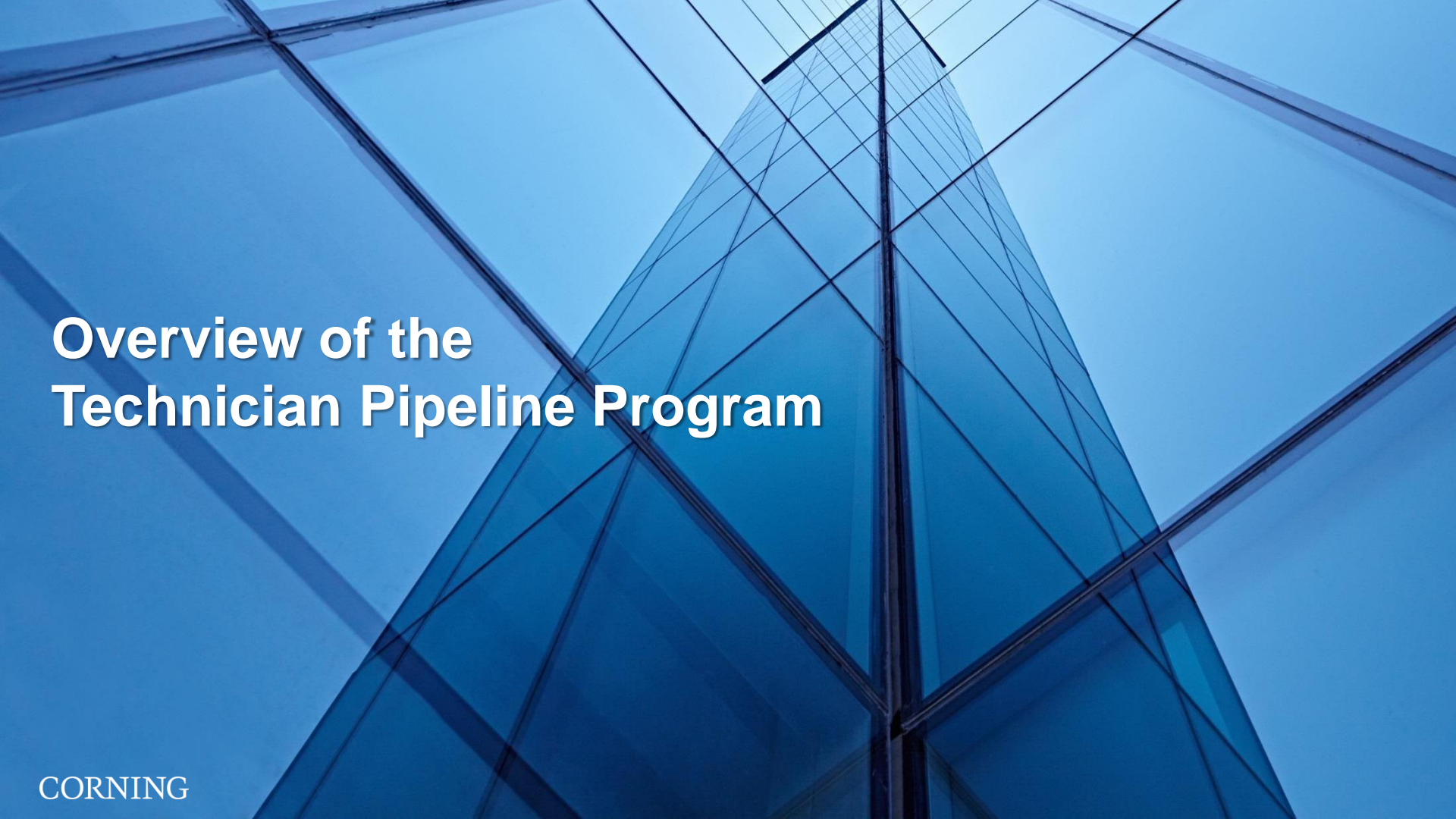


Wendell P. Weeks
Chairman &
Chief Executive Officer

A Clear Set of Corporate Values



All seven,
All the time,
All around the world.



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Overview of the Technician Pipeline Program

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Technician Pipeline Program (TPP)

- Motivation

- Support  scientist-to-technician ratio in R, D & E
- Support  in opportunities for under-represented minorities and women in technician roles



- Approach

-  # of qualified technicians by establishing our own, customized talent pipeline



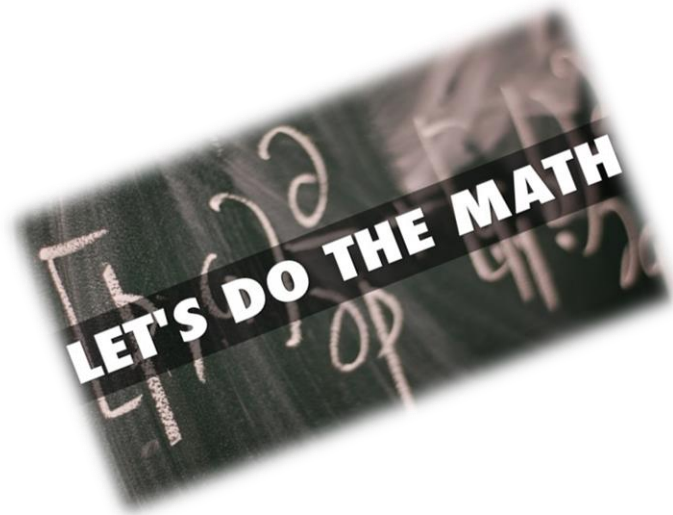
Technician Pipeline Program (TPP)

Program Features - Cohort members...

- Receive a full salary (currently \$25,000/yr→ increases significantly upon conversion to full time technician role after the AAS degree is completed) **PLUS** full financial and academic support for 2 years while earning an Associates degree in one of several technology programs at CCC or the Optical Systems Technology at MCC. (Note: Candidates are welcome to apply to both the CCC and MCCC cohorts but should keep in mind that those selected for the CCC cohort will attend school and work in the Corning, NY area while those selected for the MCC cohort will attend school and work in the Rochester, NY area)
- Are hired as full time PRO Unlimited contractors for their first 2 years (working 8 hr/wk during semesters but paid full time). Convert to full time Corning Incorporated technician roles after 2 years (i.e. upon degree completion).
- Agree to work for Corning Incorporated in technical role for 3 years *immediately* after completing your AAS degree and to actively participate in the TPP Professional Learning Community.

Technician Pipeline Program

Results to date



- 8 cycles are complete w/95% success (100% for URMs) and **100%** placement
- TPP has added 37 technicians to R, D and E since 2010
- TPP has become a key resource for URM technicians
- TPP is referenced as a model for other companies
- Cycles 9 and 10 are currently active and the selection process for cycle 11 is now in it's 3rd and final phase.

A low-angle, upward-looking shot of a modern glass skyscraper. The building's facade is composed of large glass panels held by a dark metal frame, creating a grid-like pattern. The perspective makes the building appear to converge towards the top of the frame. The sky is a clear, pale blue. The overall color palette is dominated by blues and greys.

Detailed review of the Selection Process and Requirements

Technician Pipeline Program (TPP)

Selection Process – Eligibility

You are eligible for this program provided you*:

- Are a US citizen or Green Card holder
- Are a High School graduate by June 30th in the year your cohort starts and will be at least 18 years old by December 31st that year as well
- Do not already have certain STEM degrees (since you can only have completed 14 college credits that would apply to the AAS degree as of June 1st in the year that your cohort starts)
- Are not already employed by Corning Incorporated in a technical role
- Are not prohibited from working for Corning Incorporated as a contractor or regular employee for any reason



** Additional eligibility requirements may also apply*

Technician Pipeline Program (TPP)

Getting into the program (at first you must...)

- Attend an information session and submit a completed, signed and dated candidate questionnaire. Sessions typically happen in the fall.
- Pass the Corning Incorporated Entrance Exam (Rochester cohort only)
- Apply for and get accepted into the predetermined technology programs at CCC or MCC.
- Take the college's Placement Test (**unless exempt**--in which case the college will have to provide confirmation that the exempt candidate will be able to take all of the required 1st semester classes for their major in the 1st semester)
- Complete a transfer credit audit for all college courses previously completed and any that will be completed by June 1 of the year the cohort starts
- Provide an updated resume, **all** high school and college transcripts (unofficial e-copies are OK) and a completed candidate essay to OfficeOfSTEM@corning.com

Technician Pipeline Program (TPP)

Getting into the program (then you must...)

- Be invited to interview
- Be selected for one of the seats in the new cohort
- Pass a comprehensive background check
- Pass a drug screen
- Learn more about the TPP's history here:
<https://www.youtube.com/watch?v=8SJCYHwk810>



Technician Pipeline Program (TPP)

Important notes

- **Application**

- Select one of the fields specified during the information session as your major on your college application. (This is just a place holder; you will be informed by the TPP what your actual major will be following the interview phase of the selection process.)
- Both CCC and MCC accept electronic applications (paper forms may also be accepted; check with the Office of Admissions)

- **Placement Test**

- At a minimum, your scores must permit you to enroll in MATH 1230 and ENG 1010 your first semester at CCC or MTH140 and ENG101 your first semester at MCC.
- Link to practice tests: <http://accuplacer.collegeboard.org/students>
- Be sure to check with the college regarding how often placement tests can be taken

- **Holds**

- If you have account holds (e.g. due to prior unsettled balances at the college) they will have to be settled before the college will grant you admission

Technician Pipeline Program (TPP)

Important notes (continued)

- **Additional Information**

- Corning Community College Office of Admissions

- Phone: 607-962-9151
- Email address: admissions@corning-cc.edu
- Apply online at <https://www.corning-cc.edu/application>

- Monroe Community College Office of Admissions

- Location: Building 1, Room 211
- Phone: (585) 292-2200
- Website: www.monroecc.edu/admissions/
- Email: admissions@monroecc.edu

Technician Pipeline Program (TPP)

Staying in the program (requires that you...)

- Attend and participate in **all** class/lab sessions (so if you have a long commute you may want to relocate!)
- Maintain a minimum GPA of 3.0 each semester (on probation if GPA falls below; must earn at least 3.0 the next semester or be exited from the TPP)
- Take as full a course load as possible (**but no fewer than 14 credit hours**); complete the Associates degree in 4 consecutive semesters
- Remain a student in good standing with the college
- Successfully meet all work requirements and successfully complete all assignments as detailed in your TPP contract

Corning's Mission:

Another 167 years
of Innovation and
Independence...

...and a world that
is better because
of our efforts

A low-angle, upward-looking shot of a modern skyscraper's glass facade. The image is dominated by a vibrant blue color palette, with the sky and the building's glass panels reflecting the same hue. The perspective creates a sense of height and scale, with the building's structural lines converging towards the top of the frame. The word "CORNING" is superimposed in the center in a white, classic serif font.

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