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Introducing Corning's
Technician Pipeline Program

May 2022

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Who is Corning Incorporated

Founded:

1851

Headquarters:

Corning, New York

Employees:

~50,000 worldwide

2020 Core Sales:







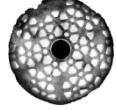




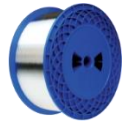
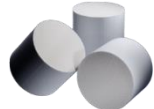














\$11.4 billion (at rate of 107
¥/\$)

Fortune 500 Ranking
(2020):

277

Corning Incorporated is one of the world's leading innovators in materials science. For 170 years, Corning has applied its unparalleled expertise in glass science, ceramic science, and optical physics to develop products and processes that have transformed industries and enhanced people's lives.

A Track Record of Innovation

1877 Railroad Signal Lenses 	1879 Glass Bulb for Edison's Electric Light 	1908 Colored Railroad Lenses 	1915 Heat-Resistant PYREX® Glass 	1934 High-Purity Fused Silica 	1935 Silicones 	1935 Hale Telescope Mirror 	1939 Television Picture Tube 	1952 Glass-Ceramics 	1961 Spacecraft Window Glass 	1964 Fusion Overflow Process 	1970 Low-Loss Optical Fiber 	1972 Ceramic Substrates for Catalytic Converters 	1982 Liquid Crystal Display Glass 
2000 Low-Density LCD Glass 	2004 Optical Connectors for FTTH 	2007 High Throughput Cell Culture Solutions 	Tough, Thin Cover Glass for Mobile Devices 	Ultra-Bendable Optical Fiber 	2012 Ultra-Thin Flexible Glass 	2013 All-Optical Converged Cellular & Wi-Fi Solution 	Antimicrobial Glass 	2015 Light, Tough Automotive Glass 	High-Transmission Light-Guide Plate for LCD Displays 	2016 Advanced Glass for Wearables 	Gasoline Particulate Filters 	2017 Damage-Resistant Pharmaceutical Glass Packaging 	

Display Technologies

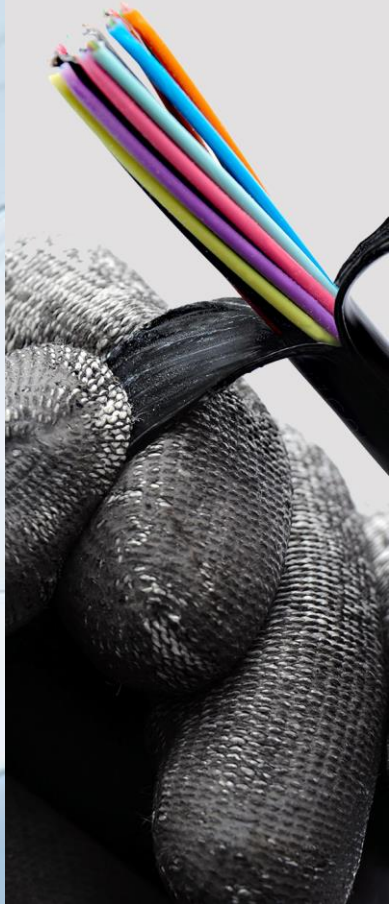
Optical Communications

Environmental Technologies

Specialty Materials

Life Sciences

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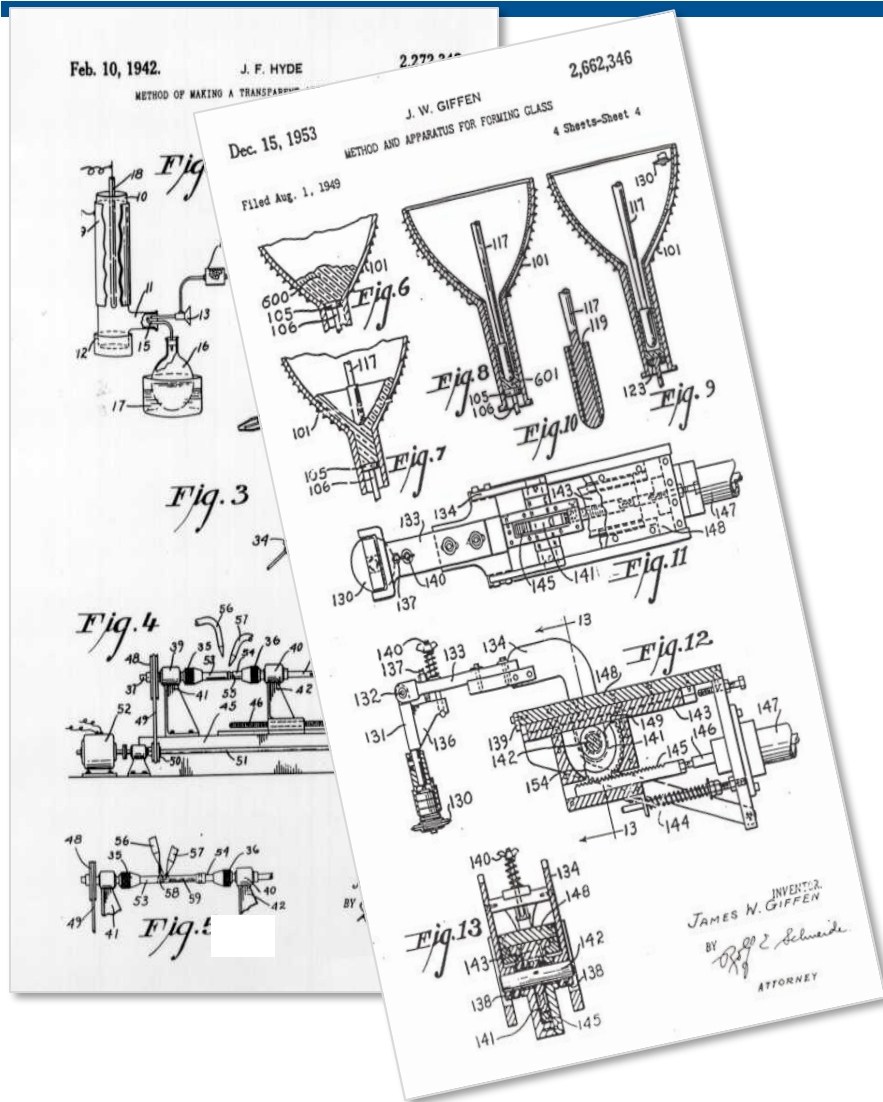
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A Robust New Business Pipeline

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



Strong Intellectual Property



In 2020, Corning was granted

~**480** patents in the U.S.

>**1,600** patents in countries outside the U.S.

At the end of 2020, Corning and its wholly-owned subsidiaries owned

>**11,500** unexpired patents

A Reputation for Achievement

Four-time winner of the National Medal of Technology

1994: Technological innovations which made possible entire new industries – lighting, television, and optical communications

1986: Invention of glass-ceramics, photosensitive glass, photochromic glass, and photo-etchable glass (*Stookey*)

2000: Invention of low-loss fiber optic cable (*Keck, Maurer, Schultz*)

2003: Design and manufacture of cellular ceramic substrate for catalytic converters (*Bagley, Lachman, Lewis*)

“Most Innovative Companies” (2019, 2013, 2008) and
“Innovation All-Star” (2010) by *Fast Company*

National Academy of Television Arts & Sciences Emmy Award (2016)

NBIC Best-of-the-Best for Corporate Diversity & Inclusion (2019, 2018, 2017, 2016)

‘Best Place to Work’ by American Association of People with Disabilities (2020, 2019, 2018)

“America’s Best Employers” by *Forbes* (2020, 2019)

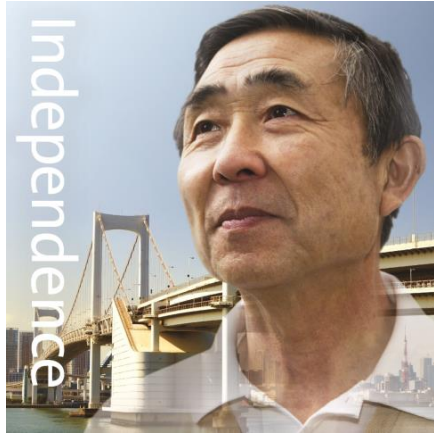
Thomson Reuters Top 100 Global Innovatorsm (2014, 2013, 2012, 2011)

MIT’s list of disruptive innovators (2013)

ENERGY STAR® Partner of the Year (2020, 2019, 2018, 2017, 2016, 2015, 2014)



A Clear Set of Corporate Values



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

Sustainability



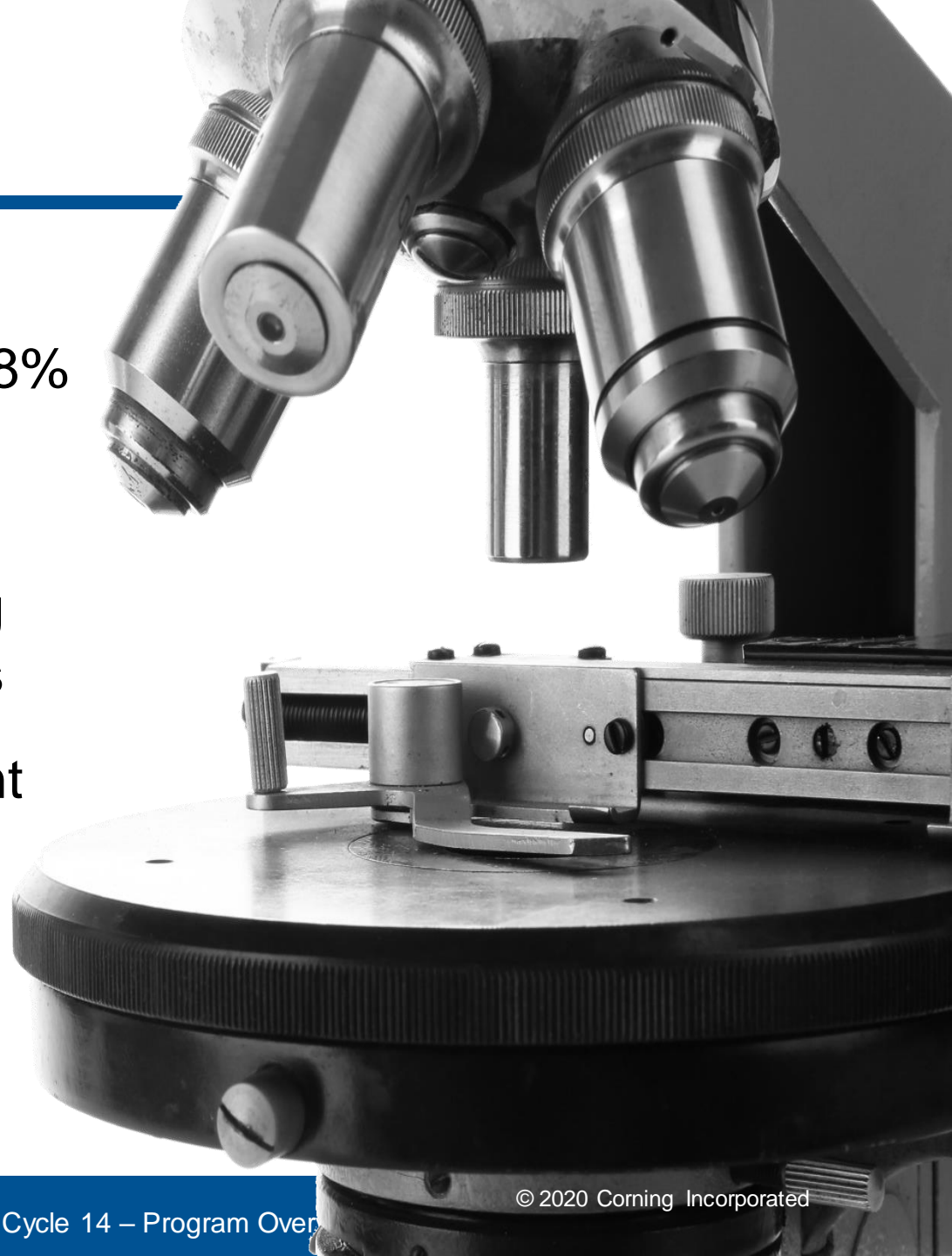
We strive every day to make a positive difference in the world by supporting our people and communities, preserving our environment, and engaging in responsible business and manufacturing processes.

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How we succeed

Strong Investment in RD&E

- We invest, on average, ~8% of annual sales in RD&E
- We innovate for today's businesses while creating tomorrow's growth drivers
- We sustain our investment in good times and bad



Best-in-the-World Capabilities

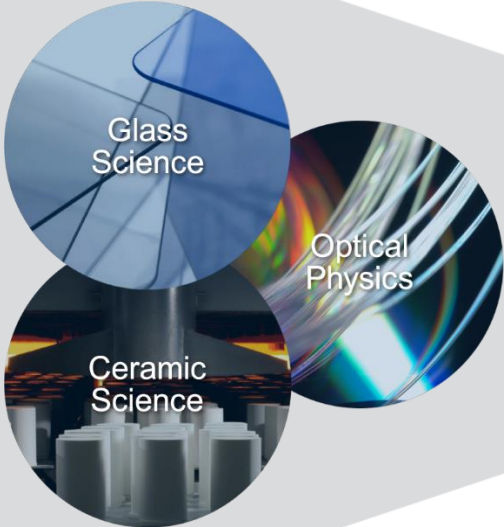


Best-in-the-World Capabilities

3 Core Technologies

4 Manufacturing & Engineering Platforms

5 Market-Access Platforms






Focus >80% of resources on opportunities that leverage capabilities from at least two of three columns

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Introducing the Technician
Pipeline Program

Technician Pipeline Program (TPP)

- Motivation
 - Support  # of technicians across the corporation
 - Support  # of women and under-represented minorities in technician roles
- Approach
 -  # of qualified technicians by establishing our own, customized talent pipeline



Technician Pipeline Program (TPP) Features

Cohort members...

- Receive a \$30,000/year salary (*to work an average of 8hrs./week when not in class*) **PLUS** full financial and academic support for 2 years while earning an Associates degree in a specified Technology programs at one of our partner schools.
- Are hired as full time contractors on assignment at Corning Incorporated and reporting to the TPP program manager for the first 2 years (working 8 hr/wk during semesters but paid full time). Convert to full time Corning roles after 2 years (upon AAS completion).
- Agree to work for Corning in a technical role in your host group for at least 3 years after completing the AAS degree and to actively participate in the TPP Professional Learning Community.

Technician Pipeline Program (TPP) Features

Corning Locations, Partner Schools and Programs...

- Concord, NC (South Piedmont Comm Coll, Mechatronics Eng'g Tech)
- Corning and Big Flats, NY (Corning Comm Coll, Chemical Tech and Mechanical Tech)
- Durham, NC (Durham Technical Comm Coll, Electronics Eng'g Tech)
- Fairport, NY (Monroe Comm Coll, Mechanical Tech & Optical Systems Tech)
- Hickory and Newton, NC (Catawba Valley Comm Coll, Mechatronics Eng'g Tech)
- Kennebunk, ME (Central Maine Comm Coll, Electro-Mechanical Eng'g Tech)
- Oneonta, NY (Broome Comm Coll, Manufacturing Tech)
- Wilmington, NC (Cape Fear Comm Coll, Mechatronics Eng'g Tech)
- Winston Salem, NC (Forsythe Technical Comm Coll, Mechatronics Eng'g Tech)

Technician Pipeline Program

Results to date



- 11 cycles are complete w/92% success (100% for URMs) and **100%** placement
- TPP has added 49 technicians to R, D, MTE and AO since 2010
- TPP has become a key resource for URM technicians
- TPP is referenced as a model for other companies
- Cycles 12 (3 seats) and 13 (16 seats) are currently active and Cycle 14 selections are underway (44 seats)

Technician Pipeline Program (TPP)

Selection Process – Eligibility* * Additional eligibility requirements may also apply



You are eligible for Cycle 14 of this program provided you*:

- Are a US citizen or Green Card holder
- Are a High School graduate / complete the GED by June 30 2022
- Will be at least 18 years old by December 31, 2022 (if you are 17 when selected, you will need to provide Working Papers)
- Will not have completed more than 16 credits that would apply to the particular AAS degree by May 31, 2022
- Are not already employed by Corning Incorporated in a technical role (note: contractors working for Corning, even in technical roles, **are** eligible)
- Are not prohibited from working for Corning Incorporated as a contractor or regular employee for any reason

Technician Pipeline Program (TPP)

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

- Confirm your eligibility
- Apply for and get accepted into the technology program(s) at one of our partner schools.
- Submit your signed **candidate essay** and **questionnaire** along with your **resume** and unofficial copies of your **high school and college transcripts** (for all college courses) as well as the official results of your **placement tests** (if applicable---for example NC colleges don't require placement tests) and **transfer credit audit** (for any college course you've completed).

All materials must be submitted to

OfficeOfSTEM@corning.com by February 25, 2022*.

*May 31, 2022 for the Concord, Corning, Hickory, Kennebunk, Newton, Oneonta and Winston-Salem sections *

Technician Pipeline Program (TPP)

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

- Be invited to interview
- Be selected for one of the seats in the 10 sections of the Cycle 14 cohort
 - Corning / Big Flats, NY (19 seats)
 - North Carolina (6 sections, 13 seats)
 - Kennebunk, ME (2 seats)
 - Oneonta, NY (4 seats)
 - Fairport, NY (6 seats)
- Pass a comprehensive background check
- Pass a drug screen



PLEASE NOTE

Even if you're not selected for the TPP you are encouraged to go ahead and get the AAS. There are A LOT of STEM jobs just waiting for you!!!

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Important Notes

Technician Pipeline Program (TPP)

Important notes

- **Application**

- On your college application, select the major associated with the school as indicated previously.

- **Placement Tests (if required by the college)**

- At a minimum, your scores must permit you to enroll in all 1st semester courses as prescribed by the program of study
- Practice tests: <http://accuplacer.collegeboard.org/students>
- Placements tests can often be taken more than once. Confirm details with the school.

- **Holds**

- If you have account holds with the school they will have to be settled **before the submission deadline.**

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, unweighted GPA of 3.0 each semester (you'll be placed on probation if GPA falls below 3.0 and must earn at least 3.0 the next semester or be exited from the TPP). Automatically exited if a semester GPA is ever 2.0 or lower.
- Take as full a course load as possible (**but no fewer than 14 credit hours**); complete the Associates degree in 4 consecutive semesters (5 if summer classes are required as part of the regular AAS program)
- Remain a student in good standing with the college
- Successfully meet all work requirements and successfully complete all assignments as detailed in your contract

Note: *If selected, your placement will begin 2-3 weeks after you're notified, working full time until the fall semester begins and then switching to 8 - 12 hours / week onsite at work (but full time during breaks). You're paid full time, though, even when working just 8hrs.*

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Frequently asked questions:

- What is a day in the life of a technician like?
- If I don't get selected for this cycle can I apply again?
- What if I have too many college credits already?
- How hard is the background check?

Technician Pipeline Program (TPP)

Frequently Asked Questions

- **What is a day in the life of a technician like?**
 - Technicians spend their days doing everything from setting up, running and collecting data from experiments to processing precision pieces of glass to managing hi-tech equipment to creating models and simulations...and more!
- **If I don't get selected for this cycle can I apply again?**
 - Absolutely! You can also proceed to work with the college to enroll in the AAS program without being in the TPP. Once you have the degree, job opportunities will be plentiful (and not just at Corning)!
- **What if I have too many college credits already?**
 - We allow up to 16 credits to transfer *into the major*. You may have lots of credits but not all of them will necessarily apply to the particular major. The college will complete an assessment and let you know.
- **How hard is the background check?**
 - Everyone who works for Corning Incorporated (as a contractor or employee) must complete a background check and drug screen. The key to the background check is to just answer all questions honestly, really.

Don't forget the **2/25/22*** deadline!

By February 25th *

- Confirm that you're eligible
- Apply for and get accepted into the indicated program at a partner school
- Take the college's Placement Test if required
- Complete a transfer credit audit for all college courses you've completed
- Email your updated resume, **all** high school transcripts and **all** college transcripts, your candidate essay and your placement test and transfer credit audit results to **OfficeOfSTEM@corning.com**



** May 31, 2022 for the Concord, Corning, Hickory, Kennebunk, Newton, Oneonta and Winston-Salem sections.*



Our Mission:

Another 170+ years
of Innovation and
Independence...

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



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Thanks!