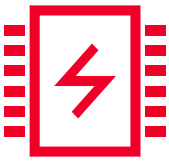
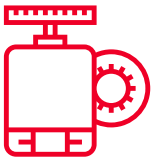


Electrical Engineering

At K&S, our electrical engineers design a wide range of electronic hardware and servo motion control systems using state-of-the-art CAD, modeling and analysis tools. Our electrical engineers are continually improving capability and performance while reducing system cost.

K&S Electrical Engineering would like you to know:

- We use direct application of theoretical knowledge to design the world's most sophisticated semiconductor equipment
- We use modeling to understand what is happening in the physical world
- You will acquire hands-on experience with the most challenging and complex technologies in the industry
- You will work with and be coached by the top talents in the semiconductor industry to develop your potential
- You will see the fruits of your labor; developing a product in its entirety and witnessing its impact on the society

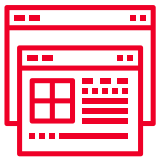


Mechanical Engineering

At K&S, our mechanical engineers perform engineering design and analysis for research and development of state-of-the-art semiconductor assembly equipment. Additionally, our mechanical engineers have the opportunity to support our current products that are in operation at semiconductor manufacturers and their subcontractors worldwide.

K&S Mechanical Engineering would like you to know:

- We develop highly complex machines requiring some of the highest performing mechanisms in the world. Our applications demand operating at very high speeds while also requiring sub-micron accuracy
- We are involved in all phases of product development, from initial concept through detailed design, final verification and test
- We seek engineers who are creative, hands-on and enjoy solving complex technical challenges



Software Engineering

At K&S, our software engineers design and implement software that controls high-speed and extremely accurate semiconductor assembly equipment like wire bonders and advanced packaging bonders. K&S wire bonders are used to manufacture more than 50% of the semiconductor devices in use. Our software engineers work in cross-functional teams to provide solutions to complex technical problems.

K&S Software Engineering would like you to know:

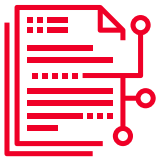
- We use state-of-the-art tools and methods for software development
- We interface with high speed electromechanical systems
- We work on real-time, multi-tasking, embedded system software
- We control a machine with axes that move at 18 G's with an accuracy of 1.75 micrometers
- We are challenged every day

Process Engineering

At K&S, our process engineers develop new product processes, work on sustaining and improving existing processes and perform process research for our global operations.

K&S Process Engineering would like you to know:

- We play a lead role in new product development while working in interdisciplinary teams
- We work closely in R&D collaboration with key customers
- Continuous improvement of the wire bonding process (improved accuracy, speed and reliability) is an important area of focus



Program & Systems Engineering

At K&S, our program and systems engineers teams work across the engineering disciplines and global business functions to specify, plan, integrate and deliver our product roadmap, including next-generation and customized equipment.

K&S Program & Systems Engineering would like you to know:

- Our project and program managers manage small and large R&D programs by aligning and driving resources
- We work across K&S global sites (Asia, Europe and US) and functions (engineering, marketing, sales and operations)
- We apply state-of-the-art simulation and analysis tools and test methods to predict, specify tradeoff and test high performance aspects of our equipment such as accuracy and throughput
- We work across engineering disciplines (mechanical, electrical, software, process and vision) to orchestrate delivery of optimized solutions to highly technical problems