**Thomas E. Legere**

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**VP/GM Manufacturing Operations, Engineering & SCM**

Technology Executive – Led multisite R&D and specialty production foundry operations to profitability

Manufacturing Leader – Reengineered a fab and grew revenue from $300 to $600 million/year

Supply Chain Expert – Launched a biometric company startup with a turnkey global supply chain

Startup Leader – Built and qualified a state-of-the-art semiconductor factory on time and under budget

Turnaround Agent – Improved gross margin from 30% to 50% in a mature operation

Professional Experience

eSolar, Burbank, CA – *utility-scale, solar thermal electricity generation technology* 2012-present

**Director, Supply Chain**

Consulted in 2010 and then recruited after the company received funding from General Electric.

* Introduced concurrent engineering with sub-suppliers that is improving DFM, DFA and time-to-market
* Meeting design to cost targets with a localization-friendly supply chain

SVTC Technologies, San Jose, CA – *multisite* *R&D and* *specialty production foundry business* 2010-2012

**Vice President, Operations and Engineering Services**

Led multisite operations including two ISO-13485 medical device certified wafer fabs and an ITAR registered site. Responsible for 175 people in engineering, manufacturing, quality systems, IT, SCM, EHS and facilities. Commercialized technology applications for semiconductor, MEMS, life sciences and A&D clients.

* Grew revenue from consultative engineering services from $2 to $3 million per quarter
* Turned around the Texas operation from negative $1M to positive $1.6M operating income per quarter

Why Not Solutions, LP, Austin, TX – *boutique* *management consulting partnership* 2008-2010

**General Partner**

Director, Supply Chain(contract),eSolar – *concentrated solar power*, *2010*

* Hands-on transitioned the supply chain from consignment to productized contract manufacturing
* Improved cash flow and bankability with this customer direct, Tier 1 EMS business model

COO (contract), Aurora Semiconductor – *niche wafer fab foundry startup*, *2008-2009*

* Created a business plan, actively engaged in fundraising and partnered with three private equity firms
* Performed due diligence on five acquisition prospects in the $20-$150 million deal range

Cypress Semiconductor, San Jose, CA - *$1B semiconductor and solar energy firm* 2006-2008

**Managing Director**,Cypress-Texas, Inc.

Recruited to guide this subsidiary through spin-out or asset sale. With 300 people and an annual budget of $45 million, this TS-16949 automotive certified fab and test facility produced optical MEMS, BiCMOS and mixed signal devices and supplied unique PV sensors to SunPower.

* Launched a new, semi-custom foundry business that improved spin-out valuation by $10 million
* Loaded a sales pipeline and attracted purchase offers from private equity-backed buyers
* Cut cost per activity by 20% in two years while volume declined

Validity Sensors, Phoenix, AZ - *privately held, fabless fingerprint sensor firm* 2004-2006

**Vice President of Operations**

Responsible for biometric test engineering, quality systems and contract manufacturing. Co-developed a custom coloring process for COF (chip-on-flex) and wear testing standards that enabled commercialization.

* Launched the first volume production to the first customer
* Reengineered the supply chain to include world class suppliers, e.g. 3M, and slashed cost by 54%

Legere Consulting, Southlake, TX - *independent consultancy* 2003-2004

**Principal Consultant**

Marketing Consultant, Applied Materials – *top tier semiconductor equipment manufacturer*, *2003-2004*

* Contributed to a new services model, a strategic initiative cited in the client’s 10k report.
* Presented the client’s advanced process control program, *eDiagnostics*, at Semicon’03.

Manufacturing Consultant, Clarisay – *SAW (surface acoustic wave) filter technology firm*, *2003*

* Drafted a factory startup pro forma for a Series C funding round.

Atmel Corp., Texas and Colorado - *$350 million to $2.3 billion semiconductor manufacturer* 1994-2003

**General Manager**, Atmel-Texas (2000-2003)

Led the ‘brown field’ construction and startup of a SMIF automated, state-of-the-art, 200 mm wafer fab. Qualified this 620K ft² plant for production and staffed it to 350 people on time and under budget.

* Achieved first pass yield ten months after the site was acquired
* Negotiated a tax reduction from $5.4 to $3.0 million with local and state government officials
* Qualified and transferred the latest technologies as the company retrenched

**Director of Fab Operations**,Atmel-Colorado (1994-1999)

Deployed six sigma and lean manufacturing in a 150mm wafer fab and site wafer probe operations with an annual budget of $120 million. Led the transition from commodity memory to custom ASIC products and improved gross margin from 30% to 50%. This fab continues to operate profitably in 2012.

* Ramped this mature fab operation from $300 to $600 million annual revenue generation
* Expanded the fab and reengineered technical capability from 0.60 um to 0.35 um photolithography

Xicor, Milpitas, CA - *$100M EEPROM manufacturer for military, automotive and OEM markets* 1988-1994

**Operations Manager,** Worldwide Assembly & Test (1991-1994)

Led a global outsourcing initiative and cut backend cost by 50%. Managed assembly engineering and multisite operations – internal (USA), captive line (Taiwan) and contract A&T (Korea, Thailand).

**Manufacturing Engineering Manager** (1988-1991)

Responsible for frontend and backend ME/IE. Ramped fab capacity from 2,000 to 4,000 wafers/week and cut test cycle time by 10 days with cellular manufacturing and Toyota Production System methodology.

Prior Professional Experience

* Production Manager, National Semiconductor – world class productivity per Philip Crosby Associates
* Section Manager, General Instrument – wafer fab engineering and manufacturing
* Process Engineer, Fairchild Semiconductor – photolithography

Education

MBA,Technology Management,University of Colorado at Colorado Springs, CO, 1997

BA**,** Economics,Saint Mary’s College of California, Moraga, CA

Economics/Mathematics degree program, 92 credit hours, Amherst College, Amherst, MA

M.ENG degree candidate, 12 of 30 credit hours, University of Colorado at Colorado Springs