

# Precision under pressure

How ABM delivers speed, scale, and experience for the semiconductor industry

ABM



# Specialized operational support for the industry's most demanding environments

## Semiconductor operations run on precision. But keeping systems moving takes more than equipment alone.

It takes skilled people, coordinated execution, and proactive decisions. The right partner can step into complex operations without disrupting production, especially when facility leaders face the unexpected.

ABM specializes in end-to-end operational support and workforce solutions tailored to semiconductor manufacturing.

ABM now offers industry-leading workforce solutions and asset management with a team of 3,700 highly trained technicians.

From fab environments and equipment upgrades to global relocations and site shutdowns, we help facility leaders manage complex operational demands while protecting production, safety, and long-term performance.

In the case studies ahead, you'll see how ABM solutions for the semiconductor industry help manufacturers adapt quickly, solve problems efficiently, and maintain momentum in environments that never stop moving.




# Precision under pressure


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CLIENT SUCCESS STORY

# Bridging the skills gap: Turning automotive tech talent into fab technicians

**OFFERING:** Direct Hire & Training Services, NSOURCE & NFORM



## CHALLENGE

Semiconductor manufacturers in the Northwest continue to face growing competition for skilled technical talent, just as a significant portion of the experienced workforce approaches retirement.

In Idaho's rapidly expanding technology sector, traditional recruiting pipelines could not keep pace with demand for technicians and engineers capable of supporting high-volume manufacturing environments. Our client needed a more sustainable approach to identifying, developing, and retaining qualified talent without compromising operational readiness.

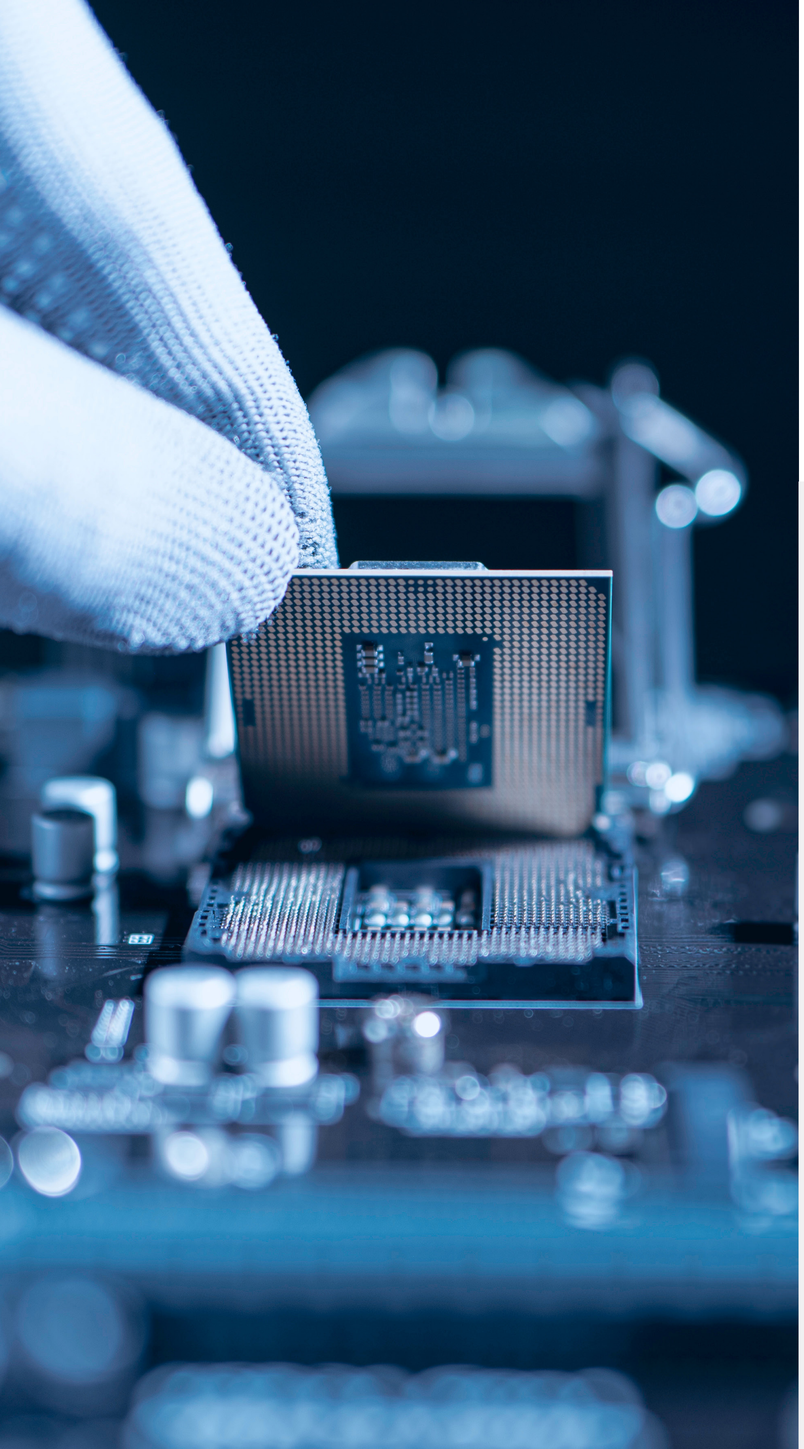
## SOLUTION

We partnered with our client to develop a non-traditional technical talent pipeline tailored to semiconductor manufacturing and OEM support roles. The strategy focused on graduates from a respected local automotive technology program whose mechanical aptitude, diagnostic training, and troubleshooting experience translated well to fab operations.

ABM teams managed the recruiting, training, and onboarding process, helping candidates quickly adapt to the precision, pace, and technical requirements of the semiconductor environment while supporting our client's immediate workforce needs.

## OUTCOMES

- Filled more than 12 open positions at our client's facility
- Stabilized staffing levels in a highly competitive labor market
- Created a repeatable model for developing new semiconductor talent from adjacent technical industries
- Strengthened local workforce development efforts by creating new career opportunities for graduates seeking long-term growth in advanced manufacturing and technology operations



CLIENT SUCCESS STORY

# Closing critical fab staffing gaps in less than one week

**OFFERING:** Direct Hire Services, NSOURCE

## CHALLENGE

A semiconductor manufacturer faced an urgent staffing gap that threatened ongoing fab operations and production continuity. Our client needed specialized technical personnel who could integrate quickly into a highly sensitive manufacturing environment with minimal ramp-up time. In an industry where delays can impact output, schedules, and operational stability, the need for experienced support became immediate.

## SOLUTION

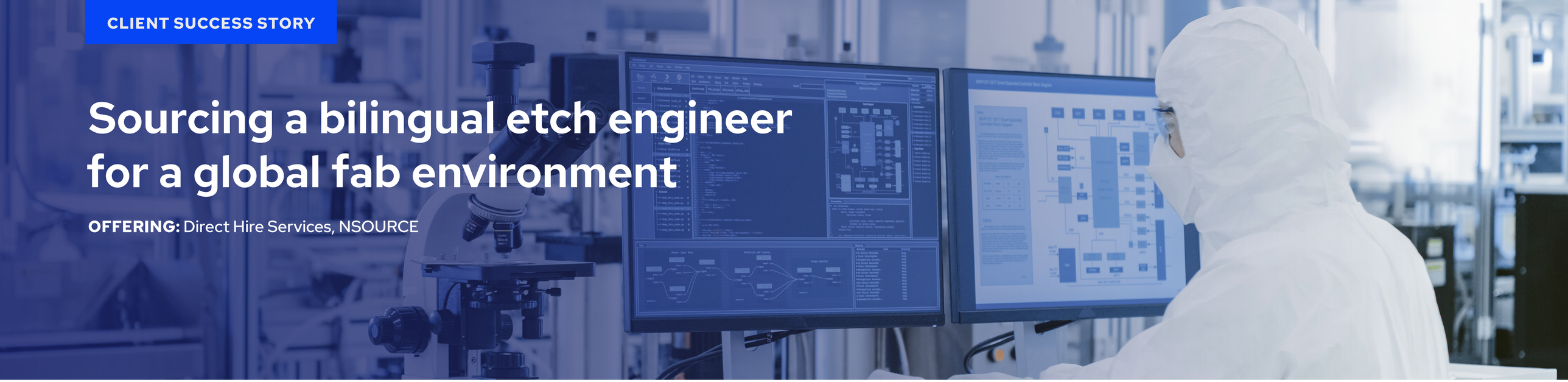
ABM leveraged its deep network of semiconductor-specific technical talent to rapidly identify and deploy qualified candidates for our client's operation. Using its industry-focused recruiting infrastructure and existing talent pipeline, our teams completed sourcing, screening, hiring, and onboarding in less than one week.

The accelerated response enabled our client to quickly stabilize staffing levels without sacrificing technical qualifications or operational readiness.

## OUTCOMES

- Helped maintain expected production levels and avoid operational disruption inside the fab environment
- Exceeded client expectations for speed and quality of delivery
- Reinforced confidence in our ability to respond to urgent manufacturing demands
- Demonstrated how specialized semiconductor staffing support can help manufacturers remain agile, productive, and resilient under tight timelines

CLIENT SUCCESS STORY



# Sourcing a bilingual etch engineer for a global fab environment

**OFFERING:** Direct Hire Services, NSOURCE

## CHALLENGE

A semiconductor client needed a highly specialized process engineer with expertise in semiconductor etch operations, fluency in both Japanese and English, and at least five years of industry experience.

The role required strong technical knowledge as well as the ability to communicate effectively across global teams supporting fab operations.

Given the narrow talent pool and highly specific qualifications, identifying the right candidate within the required timeframe presented a significant recruiting challenge.

## SOLUTION

ABM quickly aligned its recruiting team around the technical requirements, operational environment, and communication needs of the position.

Using a targeted sourcing strategy that combined professional networks, industry outreach, and specialized recruiting channels, the team rapidly identified and screened qualified candidates.

Within two weeks, we successfully presented a candidate who met the technical and bilingual requirements, enabling our client to quickly move forward with onboarding and long-term placement planning.

## OUTCOMES

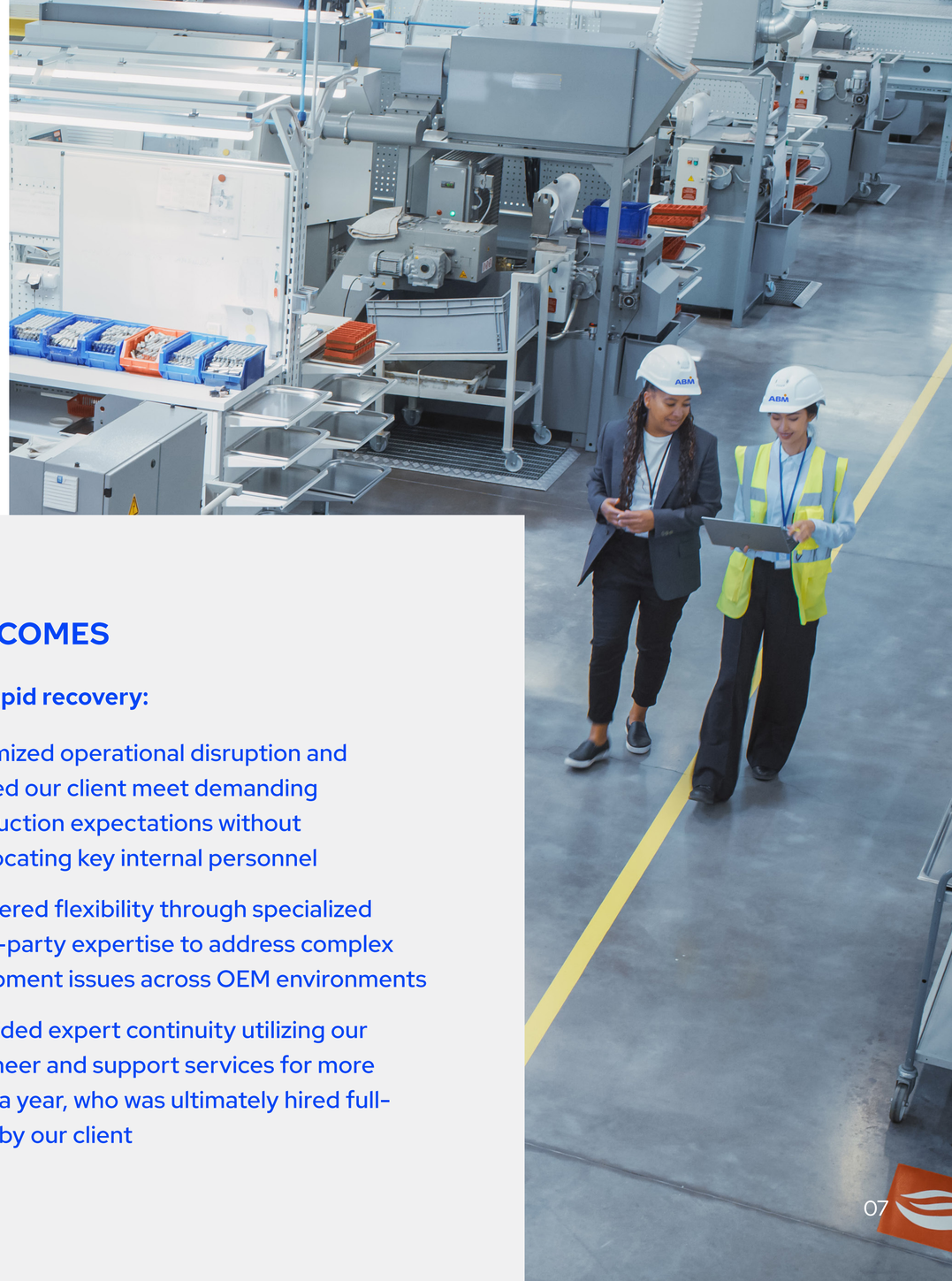
**The successful engineer placement:**

- Strengthened our ongoing relationship with our client while helping ensure continuity and coordination inside a complex global manufacturing environment
- Reduced operational risk by delivering a difficult-to-source engineering resource on an accelerated timeline, supporting communication across critical fab functions
- Demonstrated our team's ability to solve highly specialized semiconductor staffing challenges through focused recruiting and industry-specific talent networks

CLIENT SUCCESS STORY

# Supporting cross-vendor tool recovery without disrupting production

**OFFERING:** Equipment Services, NFAB




## CHALLENGE

Faced with a critical equipment downtime issue, a semiconductor manufacturer was facing threats to production schedules and operational continuity.

The affected tool had been manufactured by another OEM, adding complexity to both diagnosis and repair. Our client needed immediate access to specialized expertise to restore the tool to full operation without diverting internal engineering resources away from day-to-day production priorities.

## SOLUTION

Leveraging an existing client relationship, ABM teams quickly engaged its equipment services network to identify a subject matter expert with the right technical background for the cross-vendor repair.

The engineer was rapidly deployed to assess, troubleshoot, and resolve the issue. Within one week, the tool was returned to peak operating condition, helping restore production stability while allowing our client's internal teams to remain focused on broader fab operations.

## OUTCOMES

**The rapid recovery:**

- Minimized operational disruption and helped our client meet demanding production expectations without reallocating key internal personnel
- Delivered flexibility through specialized third-party expertise to address complex equipment issues across OEM environments
- Provided expert continuity utilizing our engineer and support services for more than a year, who was ultimately hired full-time by our client



CLIENT SUCCESS STORY

# Building an eight-person engineering team in just weeks

**OFFERING:** Managed Workforce Service, NVOLVE

## CHALLENGE

Our client urgently needed to expand support for ongoing fab operations by adding eight permanent technical roles. The request came with an accelerated timeline and required highly skilled talent capable of integrating quickly into a complex manufacturing environment.

In a competitive semiconductor labor market, sourcing and onboarding multiple qualified engineers within a compressed timeframe posed a significant operational and recruiting challenge.

## SOLUTION

ABM partnered closely with our client to define the technical requirements and operational priorities for each role. The recruiting team immediately launched a focused hiring initiative combining targeted outreach, industry advertising, and access to our large network of semiconductor-qualified talent.

Within just three days, a strong pipeline of vetted candidates was established with an expedited interview and onboarding process to support our client's production timeline.

## OUTCOMES

**Our accelerated recruiting and hiring approach:**

- Completed hiring and onboarding two weeks ahead of our client's original schedule
- Ensured fab production remained on track without disruption
- Reduced pressure on internal teams while providing our client with a stable, long-term technical workforce
- Reinforced our ability to rapidly scale semiconductor staffing solutions while maintaining the technical standards required

CLIENT SUCCESS STORY



# Supporting 100 global tool upgrades without expanding OEM headcount

**OFFERING:** NFAB, Equipment Support Services

## CHALLENGE

A major semiconductor OEM needed to execute the first significant redesign and upgrade of a legacy tool platform across client sites in the U.S. and Asia.

The project involved completing approximately 100 upgrades within two years while avoiding increases to internal headcount and maintaining tight control over client costs. At the same time, the OEM needed to preserve direct ownership of our client relationship throughout the program.

## SOLUTION

ABM was selected to provide the specialized labor and project support required to execute the large-scale upgrade initiative.

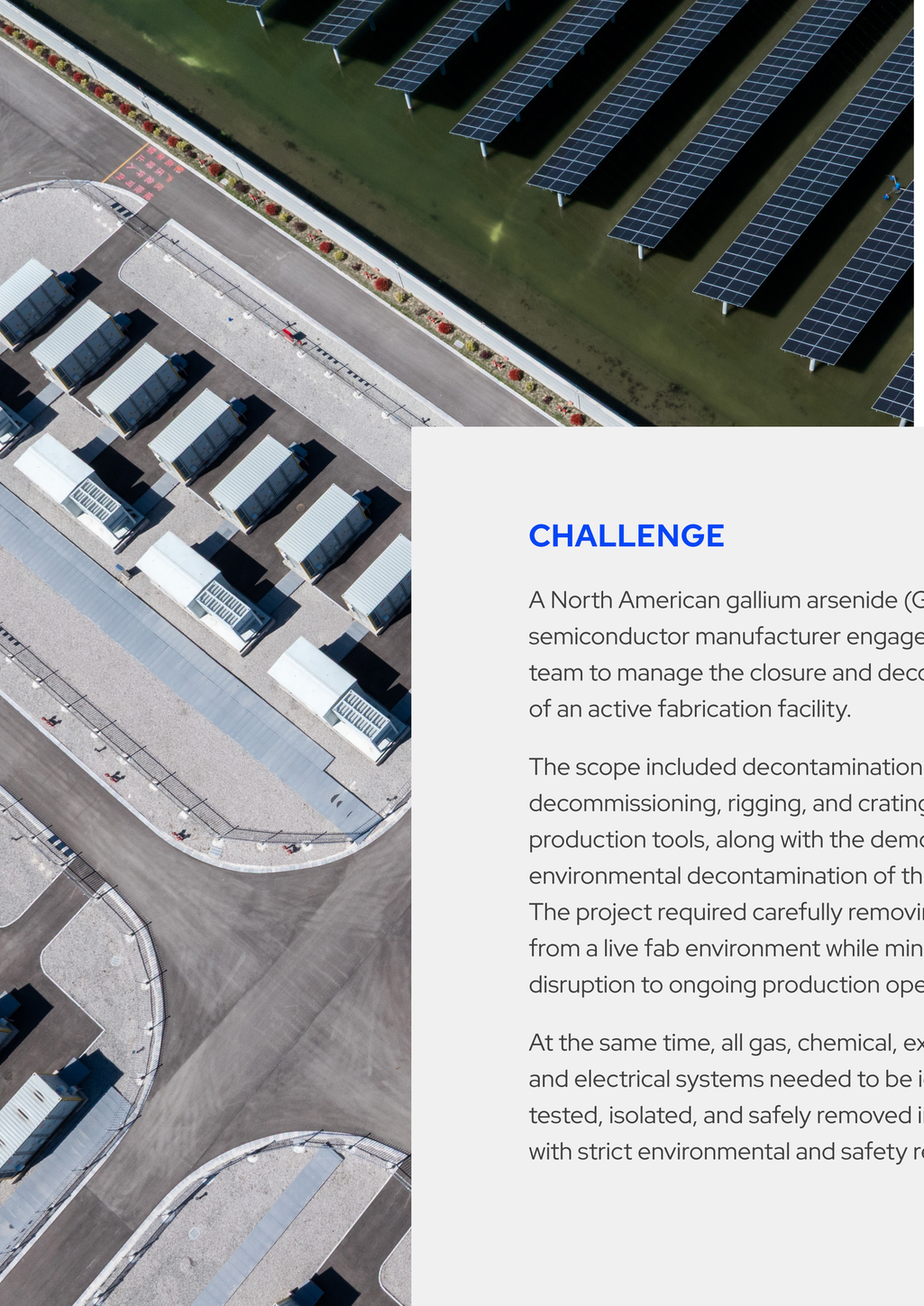
Working closely with the OEM, we developed deep technical expertise around the legacy tool platform. We managed the logistics, staffing, and field execution necessary to support deployments across multiple global locations.

Joint training and shared operational planning helped align both organizations around consistent quality standards, controlled costs, and efficient project delivery.

## OUTCOMES

**Our advanced outsourced technical workforce model:**

- Enabled the OEM to successfully complete its upgrade program without adding permanent internal headcount or increasing long-term labor overhead
- Provided greater flexibility in managing client requests, scope changes, and scheduling demands throughout the project lifecycle
- Expanded to apply our growing expertise with the legacy platform to support clients globally through ongoing field service and technical support



CLIENT SUCCESS STORY

# Decommissioning a North American GaAs fab safely and on schedule

**OFFERING:** NSURE, Equipment Relocation & Asset Management Services

## CHALLENGE

A North American gallium arsenide (GaAs) semiconductor manufacturer engaged our team to manage the closure and decommissioning of an active fabrication facility.

The scope included decontamination, decommissioning, rigging, and crating of 160 production tools, along with the demolition and environmental decontamination of the entire site. The project required carefully removing equipment from a live fab environment while minimizing disruption to ongoing production operations.

At the same time, all gas, chemical, exhaust, drain, and electrical systems needed to be identified, tested, isolated, and safely removed in compliance with strict environmental and safety requirements.

## SOLUTION

We assembled a cross-functional team of decommissioning specialists, facility engineers, decontamination experts, and field technicians to manage the project across the fab and sub-fab environments.

Working in coordinated phases, the team systematically tested, decontaminated, certified, dismantled, and removed equipment and infrastructure, while maintaining alignment with operational schedules and regulatory standards. Contaminated materials were safely transported to ABM's specialized processing facility for final cleaning and disposal.

## OUTCOMES

**Our integrated process:**

- Completed the large-scale decommissioning on time and on budget
- Minimized operational disruption through a phased approach during active production
- Crated 160 production tools
- Maintained strict environmental and safety compliance throughout the shutdown process
- Delivered the technical expertise, flexibility, and operational control required in decommissioning and decontaminating

CLIENT SUCCESS STORY

# Mobilizing installation support for an underserved region in six days

**OFFERING:** NFAB, Equipment Support Services



## CHALLENGE

A client required urgent installation support in a remote region where local technical infrastructure and skilled labor resources were limited. An experienced team to support complex equipment installation was needed to meet end-client demands and maintain project momentum, all under a tight timeline.

Identifying and mobilizing qualified semiconductor talent to a difficult-to-service location on short notice created a significant operational challenge.

## SOLUTION

Our team leveraged our global footprint and industry-specific network of semiconductor engineers and technicians to quickly identify qualified personnel for the assignment.

Drawing from our specialized talent database and international deployment capabilities, ABM assembled and mobilized a technical support team to our client site within six days.

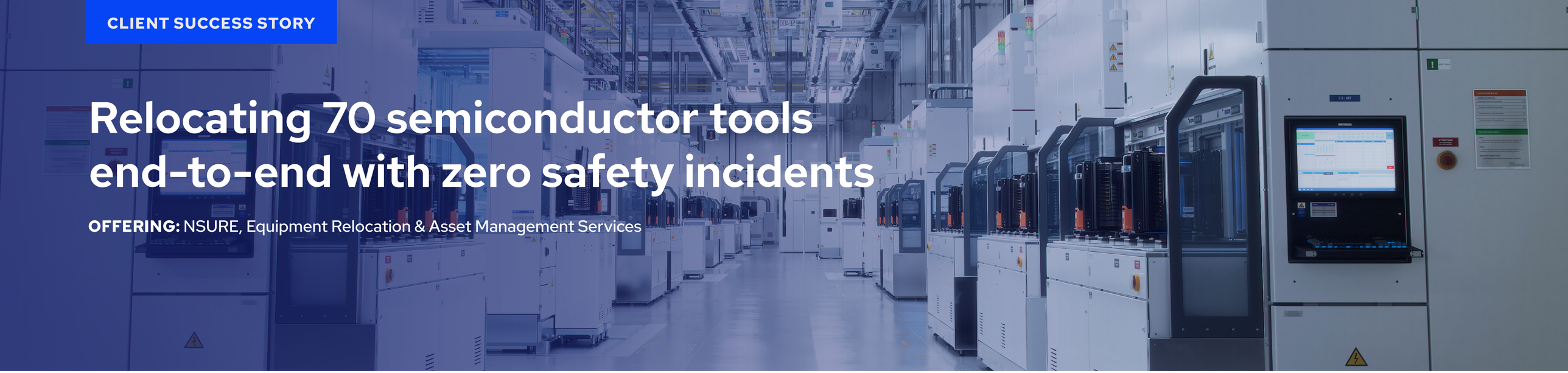
The rapid response enabled our client to overcome regional workforce limitations without delaying installation schedules or disrupting client commitments.

## OUTCOMES

**Our ability to quickly deploy an experienced technical team:**

- Maintained project timelines with fast response to end-client requirements
- Demonstrated the value of flexible global workforce support in regions where semiconductor infrastructure and specialized labor availability are limited
- Protected operational continuity through qualified installation resources under tight deadlines

CLIENT SUCCESS STORY



# Relocating 70 semiconductor tools end-to-end with zero safety incidents

**OFFERING:** NSURE, Equipment Relocation & Asset Management Services

## CHALLENGE

A leading integrated device manufacturer (IDM) needed to decommission, transport, and reinstall 70 semiconductor process tools into a new production facility. The large-scale relocation involved disconnecting, decontaminating, packaging, shipping, reinstalling, and requalifying highly sensitive equipment across international locations and operating environments.

At the same time, installation activities needed to take place within a live production environment, where unplanned downtime could significantly disrupt output and schedules.

## SOLUTION

A customized end-to-end relocation strategy plan was developed using our NSURE equipment relocation services to manage every phase of the project.

The team coordinated decommissioning, crating, shipping, installation, and startup activities while maintaining strict operational and safety controls throughout the move.

To reduce variability and preserve continuity, we utilized the same core technical team for both deinstallation and reinstallation activities. The team was reinforced by locally sourced engineering support to improve efficiency and control project costs.

## BENEFIT

The successful relocation enabled our client to integrate the transferred tools directly into the new production environment without causing major fab disruption or shutdowns. Reusing existing equipment also helped reduce capital expenditures associated with purchasing new tools.

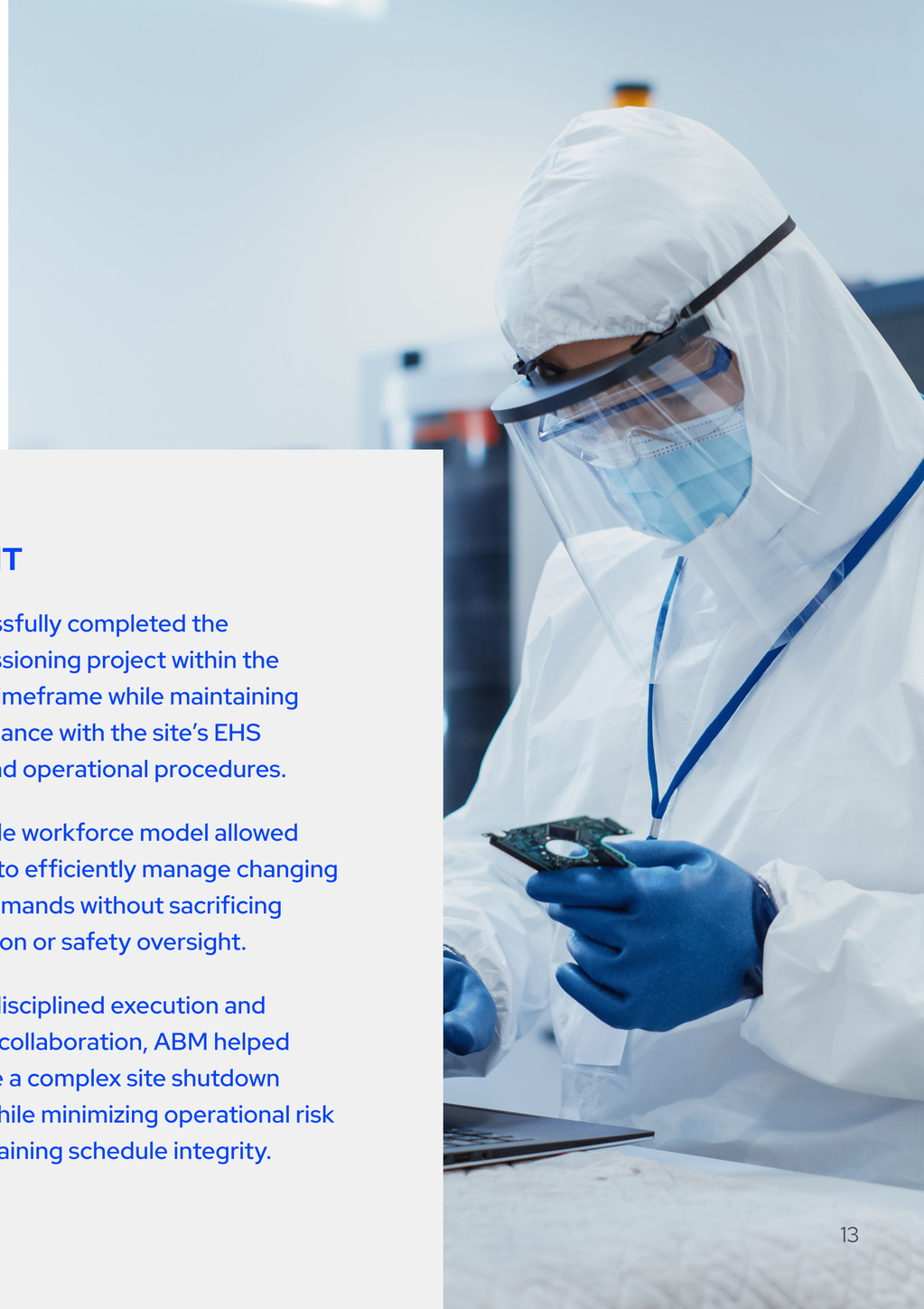
The project was completed with zero safety incidents and earned our client's Appreciation Award for outstanding execution and operational performance.

Additional support services, including QR-based asset tracking, daily reporting, and compliant disposal coordination, provided our client with greater visibility and control throughout the relocation process.

CLIENT SUCCESS STORY

# Flexible decommissioning support under tight shutdown timelines

**OFFERING:** Equipment Services



## CHALLENGE

A semiconductor tool broker engaged ABM to support the decommissioning of multiple 150mm production tools under aggressive project deadlines.

The site presented several operational challenges, including strict Environmental, Health, and Safety (EHS) requirements, rigid handoff procedures, and the need to maintain ongoing access for prospective equipment buyers throughout the project.

Coordinating safe and efficient tool removal while accommodating shifting schedules and multiple stakeholders created a highly dynamic operating environment.

## SOLUTION

We rapidly assembled a flexible team of specialized decommissioning engineers capable of supporting multiple tool platforms simultaneously. Working on a time-and-materials basis, the team adapted manpower levels and scheduling as project conditions evolved.

Detailed planning, continuous communication, and strict adherence to site safety requirements allowed us to balance tight removal schedules, buyer access needs, and operational compliance without compromising quality or safety performance.

## BENEFIT

We successfully completed the decommissioning project within the required timeframe while maintaining full compliance with the site's EHS policies and operational procedures.

The flexible workforce model allowed our client to efficiently manage changing project demands without sacrificing coordination or safety oversight.

Through disciplined execution and proactive collaboration, ABM helped streamline a complex site shutdown process while minimizing operational risk and maintaining schedule integrity.

# Precision and partnership to keep operations moving

As the semiconductor industry continues to evolve, the operational demands placed will only intensify. ABM's semiconductor solutions are designed to meet and exceed these challenges:

- **Meeting accelerated project timelines**
- **Managing constant pressure for uptime**
- **Navigating greater technical complexity**
- **Adapting operations without critical disruption**

The success stories in this eBook reflect how semiconductor manufacturers partner with ABM teams to navigate operational challenges with precision and speed. Have a challenge like one of these or even greater? Send it our way.

Visit **ABM.com/semiconductor** or call **866.624.1520**.



ABM

FACILITY
ENGINEERING &
INFRASTRUCTURE
**SOLUTIONS**

ABM drives possibility through facility, engineering, and infrastructure solutions across a wide range of industries. Our inclusive teams work together to advance a healthier, more sustainable, ever-changing world. Under our care, systems perform, businesses prosper, and occupants thrive. Every day, over 100,000 of us work together with our clients to care for the people, places, and spaces important to you. We are making spaces smarter, modernizing infrastructure, and transforming facilities to become more resilient.

Driving possibility, together.

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