



**WE INVEST
FOR THE
FUTURE**

COMMITMENT 1 EXECUTIVE OWNER

“At Micron, we know diversity is a strength. It’s embedded in the way we do business and drives our innovation and our ability to remain a technology leader in the semiconductor industry.”

Scott DeBoer

Executive Vice President of Technology and Products



Building the US workforce of the future to benefit *all*

As Micron expands our global leading-edge manufacturing, research and development capabilities over the next decade, we have made significant commitments that will help build our diverse workforce for the future. This has been a centerpiece of Micron's plan for new advanced manufacturing fabrication plants in Boise, Idaho, and Central New York.

"From the very start of our U.S. expansion, we have prioritized investment and partnerships in Idaho and New York to cultivate the next generation of diverse talent, accelerate economic opportunities for underserved communities, support regional infrastructure and develop advanced skills across the regions to sustain leading-edge semiconductor manufacturing," said Scott Gatzemeier, corporate vice president of front end and U.S. expansion.



Scott Gatzemeier, Corporate Vice President, Front End and U.S. Expansion

In New York, we established an industry-first [Community Investment Framework](#), in partnership with state government. This framework reflects shared community priorities, including training and education programs to expand employment opportunities for women, people of color, veterans and other underrepresented communities. The \$500 million designated for the Community Investment Framework fund will support development of Central New York's community and workforce over the duration of the project. Micron will invest \$250 million to target education, community assets and organizations, child care and housing in underrepresented communities.

Micron has established education programs that expand both traditional and nontraditional workforce development pathways to make STEM careers accessible *for all*, particularly for individuals in underrepresented and underserved communities. Micron is working across Idaho to create a workforce development plan that will build a high-skilled talent pipeline. This effort includes targeted investments in Idaho's higher education institutions that share Micron's priorities in creating equitable access to diverse students and preparing students for the future workforce needs. As an industry partner to these schools, Micron is helping modernize existing curricula and developing new curricula. These partnerships will raise awareness about semiconductor careers and start students and job seekers on a path to success.

We have initiated partnerships and investments in Idaho and New York to bolster registered apprenticeships, military veteran outreach and women-focused programs. In addition, Micron invests in K-12 STEM programs across the U.S., including in underserved communities. We are also helping to establish the first STEAM (STEM plus arts) school in Central New York. Together, these efforts will inspire the next generation to pursue engineering and technical training at regional colleges and universities, leading to STEM careers.

As part of this growth, Micron is committed to identifying quality, affordable and accessible child care solutions for the direct workforce and broader community. Micron expects to open a world-class child care facility in Boise, operated by our local partners at the Treasure Valley Family YMCA. Located across from Micron's corporate headquarters, the center will provide STEM-based instruction and easy access for

parents and caregivers to interact with their children during the day and ease the transition for those returning to the workforce.

We are also prioritizing diversity across the New York megafab's construction workforce. We have partnered with local trade unions to promote employment opportunities for veterans and established a fund to boost minorities and women in the project's workforce. We are committed to designating substantial portions of our construction and operations spend to socially and economically disadvantaged businesses, in alignment with our supplier diversity commitment.

We are extremely proud of Micron's expansion in New York and Idaho, as well as of the investments we are making to support the communities where we work and live to accelerate opportunities *for all*.



Micron's new megafab development New York.
Preliminary illustration, subject to change.

Commitment 1

Increase representation of underrepresented groups¹

Following the August 2022 passage of the [CHIPS and Science Act](#), we proudly announced our intention to design and manufacture leading-edge memory in the U.S. We plan to invest [approximately \\$15 billion](#) through the end of the decade to construct a new fab for leading-edge memory manufacturing in our hometown of Boise, Idaho, and [up to \\$100 billion](#) over the next 20-plus years to construct a new megafab in Clay, New York.

We are committed to expanding responsibly, which includes a strategic focus on growing the science, technology, engineering and math (STEM) talent pipeline with people from historically underserved communities, and recruiting our fair share of talented and diverse people from those communities. We describe our efforts and progress throughout this report.

Our strategies to increase representation include deepening our relationships with post-secondary institutions that have strong programs to advance diversity and women in STEM, as well as with minority-serving institutions.

As part of our involvement with the [Alliance for Global Inclusion](#), we have committed to hiring 5% or more of our workforce from nontraditional pathways by 2030. This commitment includes investing in [apprenticeships](#) and programs focused on skills-based training and education.

Talent retention strategy

At Micron, the core of our success is our people. Building and maintaining our underrepresented group (URG) representation means placing equal effort not only into attracting diverse talent but also into retaining that talent once they're here.

We aspire and actively work to create an inclusive culture where everyone feels seen, heard, valued and respected. In addition, our leadership, mentors, employee resource groups (ERGs), wellbeing programs, volunteerism, and matching programs and development opportunities contribute to engaging all team members to perform at their best.

The table on the following page shows our URG retention for fiscal year 2022 (FY22). Note that FY21 was the first year we disclosed U.S. and global retention. FY22 is the first year we are including Singapore Malay in our URG definition, as our diversity, equality and inclusion (DEI) model matures to better reflect our global footprint.

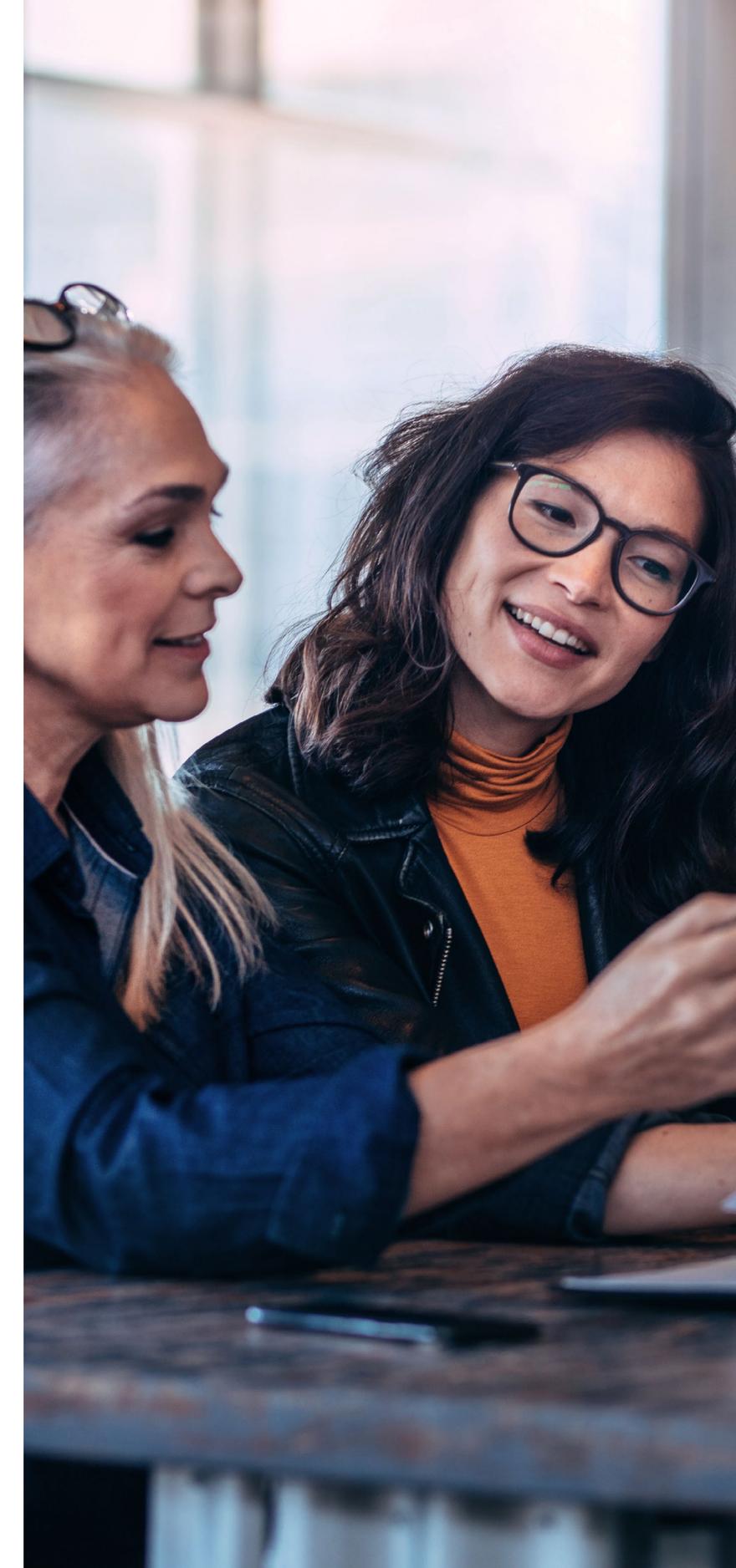
[A retention rate of 90% or greater is considered good.](#)

Our retention rate for Black team members increased by 1% to 93%, but the rate declined by 1% across most other URGs. Building retention takes time, and we will remain focused on monitoring our progress.

We also actively monitor our hiring of experienced talent and new college graduates (NCGs) among URGs. While the number of our experienced hires increased for the second year in a row, the number of NCG hires reflects a slight downturn. To directly address this shift, we are broadening our recruitment even more to hire from historically diverse institutions. Learn more about our [inclusive hiring initiatives](#).

Global onboarding program

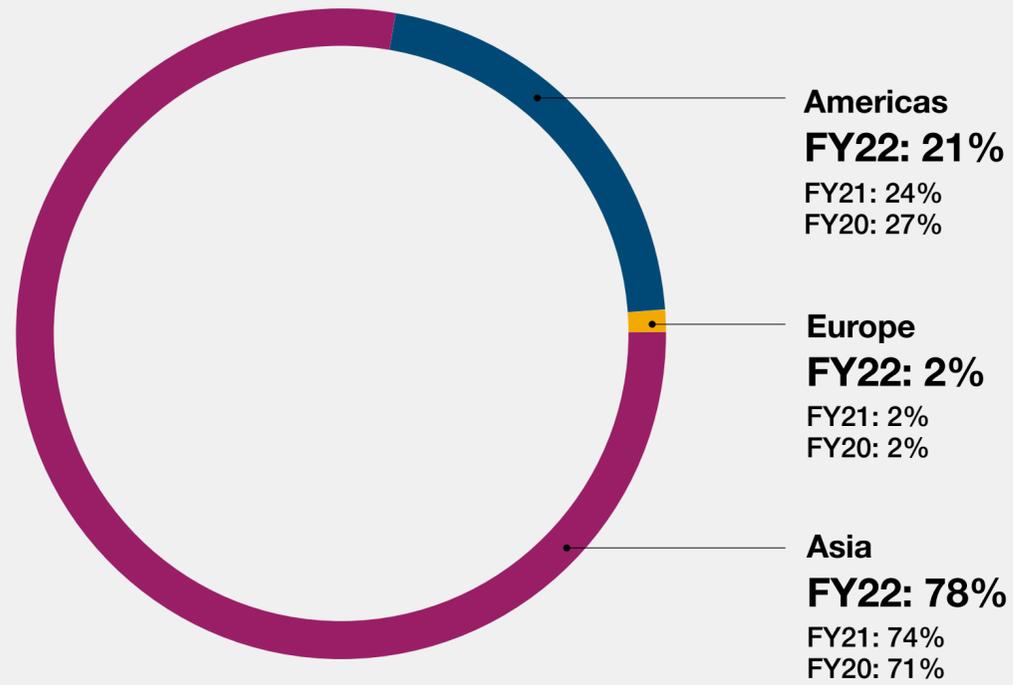
In FY23, as part of our retention strategy, we are enhancing our global onboarding program. We know one important factor to ensuring retention is creating an exceptional onboarding experience that lasts beyond the first day on the job. According to research conducted by [Glassdoor](#), organizations with a strong onboarding process can improve the retention of new hires by 82% and boost productivity by 70%. Our new program will leverage our DEI, wellbeing and other programs to foster cultural engagement and accelerate our team members' productivity at all sites around the world.



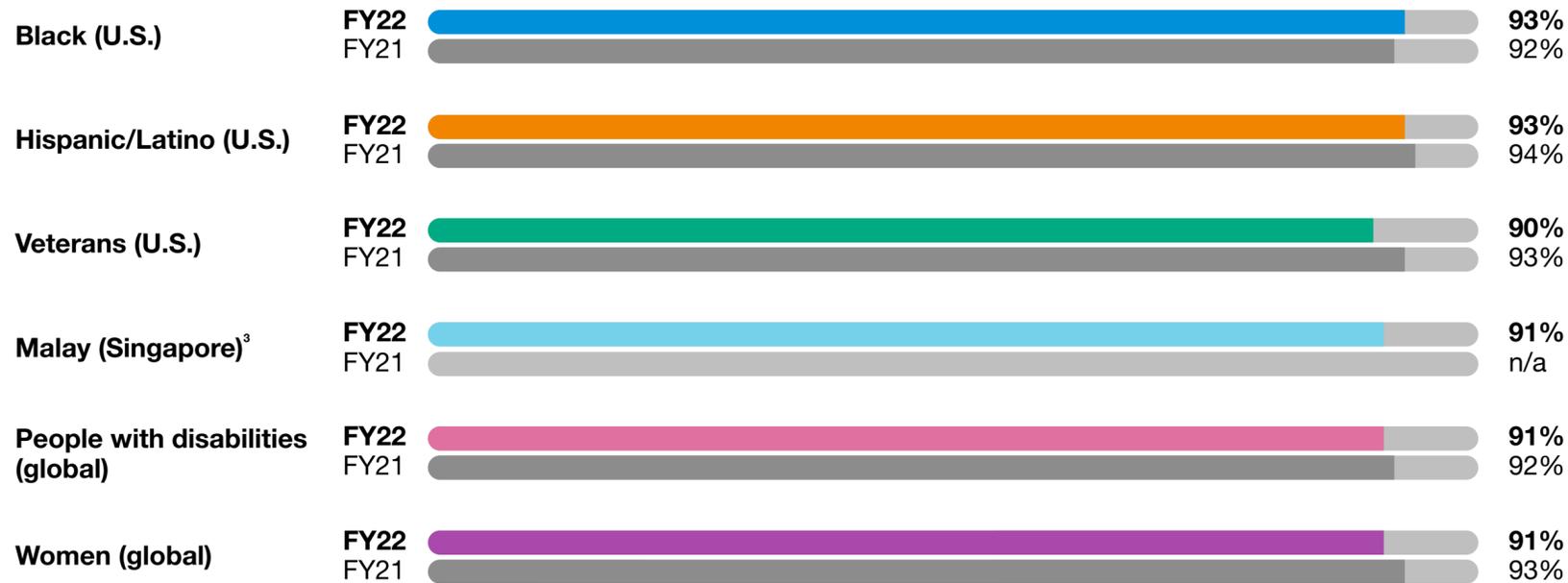
¹ This commitment is to ensuring the representation of our workforce reflects the global community. We want to build a diverse slate and hire the best talent.

This aspirational commitment goal does not influence or involve employment selection decisions. Micron will never compromise on our goal to hire only the best candidate for a given position.

FY22 headcount by region¹

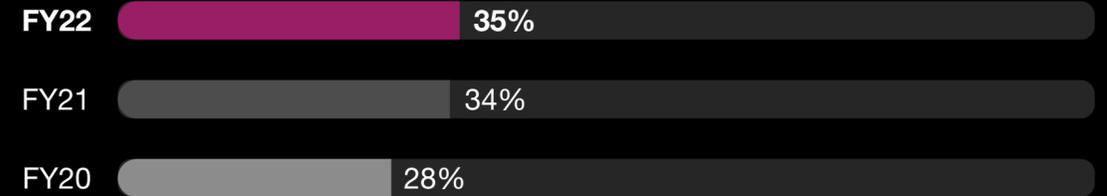


FY22 retention²

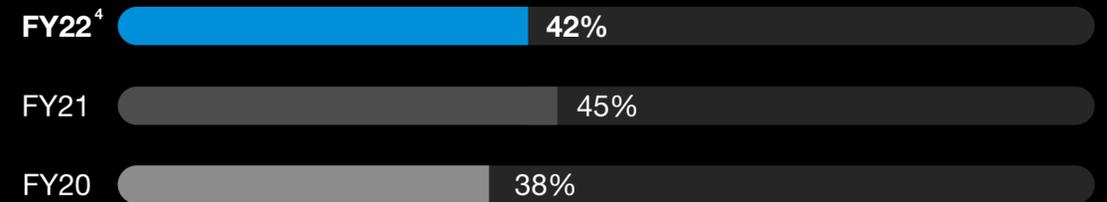


Global hiring from underrepresented groups²

↑ Experienced hires up 1%



↓ New college graduates down 3%



¹ Percentage may not total 100 due to rounding.

² Find data definitions in the data dictionary.

³ Singapore Malay not tracked in FY20 and FY21.

⁴ Now includes Singapore Malays.

SPOTLIGHT

One voice can impact accessibility

Micron engineer Jerry Chong has lived with cerebral palsy since birth. The condition is caused by abnormal brain development that controls movement, balance and posture. “I’m very fortunate in that I’m not too badly affected,” he said. “My left lower limb is not as flexible as my right limb.”

The condition affects his ability to control his left leg, but thanks to care he received as a child, he can walk independently and perform all of his job functions in Micron’s Singapore fab. Team members who work in a Micron cleanroom are required to wear smocks to keep the manufacturing environment sterile. After years of having to sit down to put on the two-piece, bottom-up smock, Chong used his ingenuity to identify a new top-down smock design that made the dressing process easier.

“I did research and learned there was a different design available. I saw Fu Wei, the leader of the global Capable employee resource group, and shared my idea,” he said.

Chong documented the design for Tong Ling, Singapore Capable lead, who took the proposal to leadership and helped navigate approvals. Chong says the new design makes smocking up much less of a burden. Instead, it’s equitable to the smocking up experience of his coworkers. He says he has learned the importance of speaking up not only for yourself, but also for others, “Have the courage and the faith that your voice will have a positive impact. Don’t just follow. Be the one to make the change.”

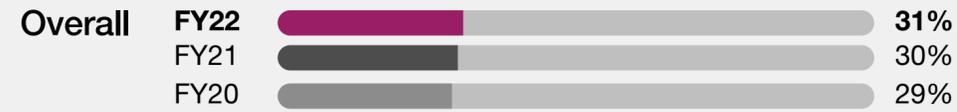


Jerry Chong, Micron Singapore engineer who identified a more accessible smock that's now in use in Singapore and will soon be shared globally

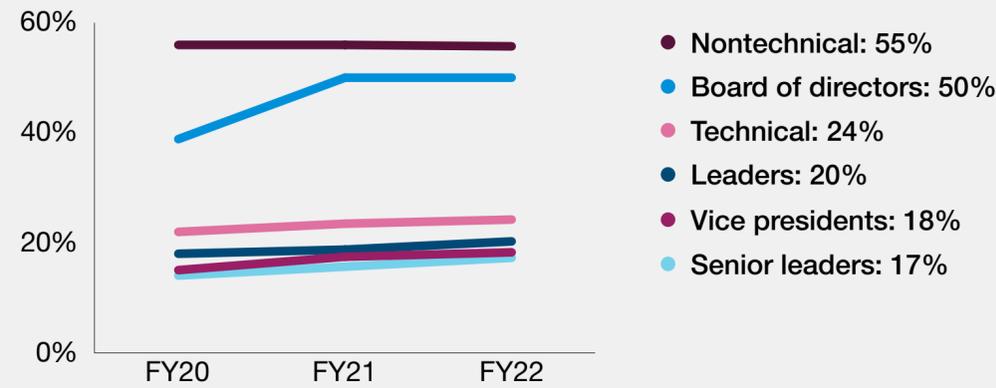
Women's representation strategy

For four consecutive years, Micron's global percentage of women has increased. Women now represent 31% of our overall workforce. According to the Accenture/Global Semiconductor Alliance's ["Doubling Women in Semiconductor Leadership"](#) report, the median for representation of women in the total semiconductor workforce lies in the 20% to 25% range. We are above the industry standard but far from satisfied. For this reason, we are recommitting to helping women thrive inside and outside Micron by adding gender to our DEI advocacy commitment.

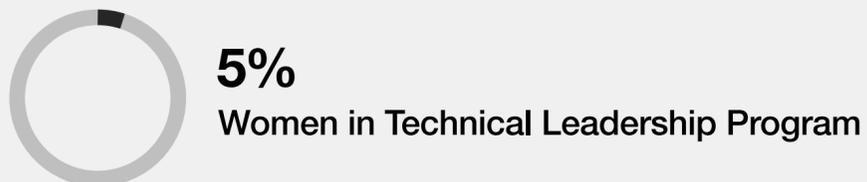
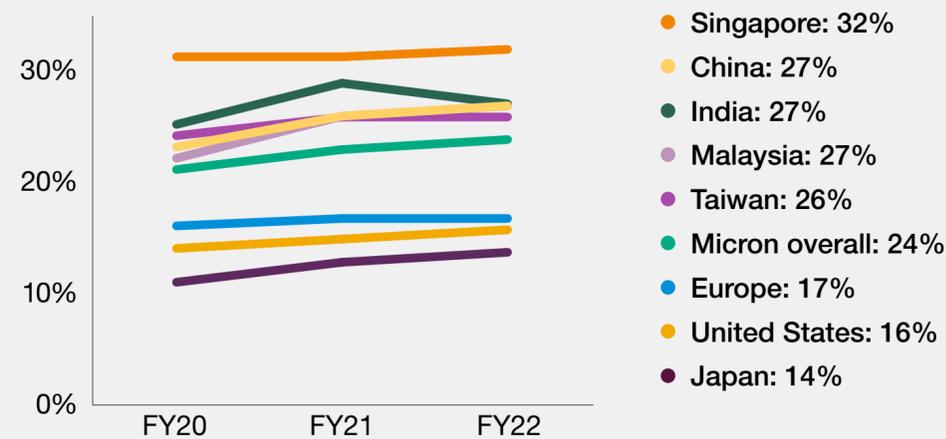
Global percentage of women¹



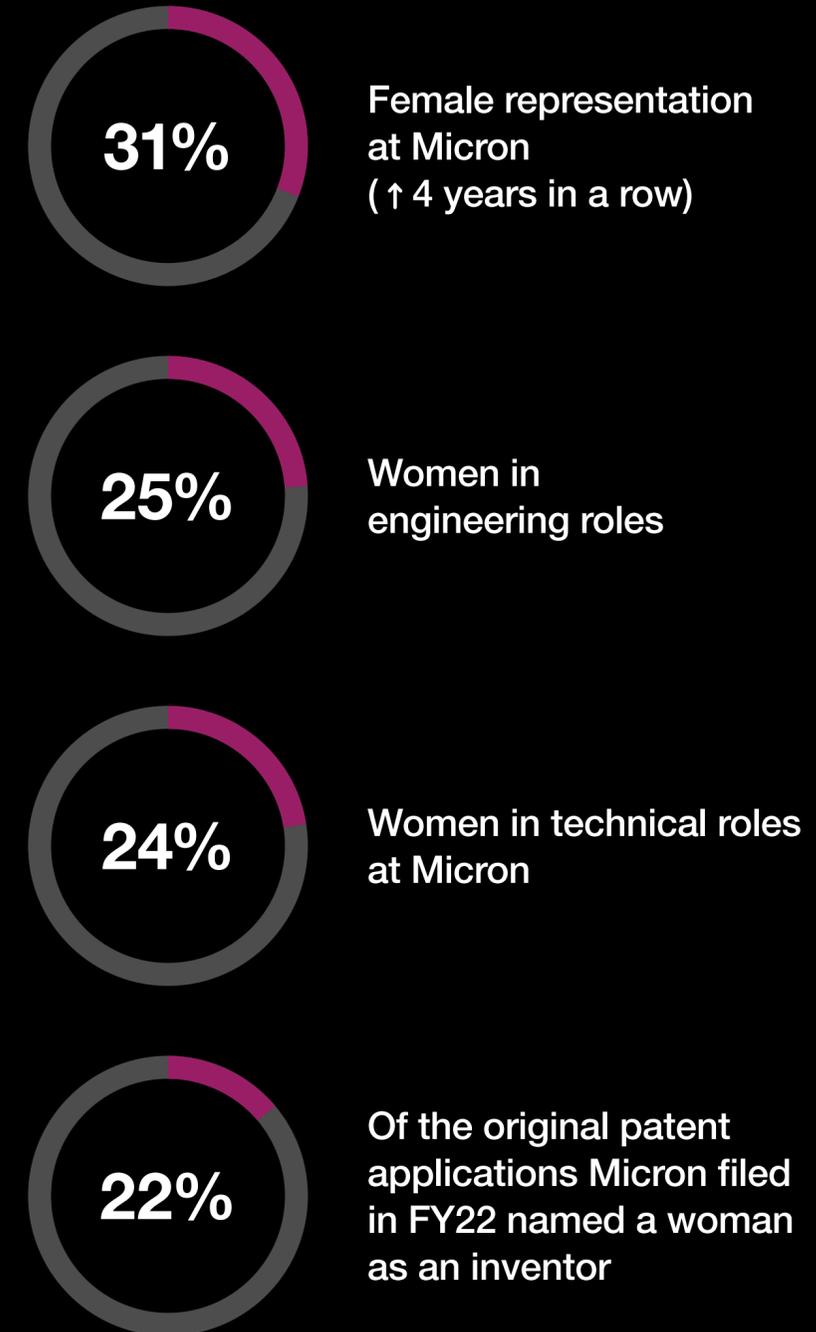
By group¹



Women in technical roles by region¹



Key wins for women in FY22



¹ Find data definitions in the data dictionary.

SPOTLIGHT

Number of Micron female inventors up 10% from FY21

“Micron’s female inventors helped us achieve our 52,000-plus lifetime patents.”

– Sanjay Mehrotra, Micron President and CEO

As an innovation company, Micron is proud to have achieved more than 52,000 lifetime patents in our 44-year history. And we’re equally proud of our commitment to increasing our number of female inventors. More than 22% of the original patent applications Micron filed in FY22 named a woman as an inventor. That’s 182 female team members named as inventors on those applications — an increase of 10% over FY21. Take Bhumika Chhabra, senior manager of the DRAM product engineering group and a Micron inventor. Chhabra is a leader in the Micron Women Innovate (WIN) program, a partnership between the Micron Women’s Leadership Network ERG and Micron’s patent team. Through diverse group sessions with patent mentors and innovation allies, the program is helping more women achieve their dream of being named inventors. “These individuals can be called upon to provide insight to help teams through sticky points in the innovation and disclosure process,” Chhabra explains. “They are subject matter experts across multiple areas and can offer both technical and procedural feedback.” This action-based allyship is making a difference for women at Micron.



*Bhumika Chhabra, senior manager
DRAM product engineering group*

Developing an inclusive talent strategy

At Micron, we consider professional development an investment and not an expense. Giving team members the opportunity to strengthen skill sets, learn ways to perform more effectively, raise awareness about aspects of organizational culture and enhance leadership skills helps to grow capacity and core competencies.

Mentoring at Micron

Micron’s mentorship program champions a growth mindset — to thrive on challenges and learn from them. We believe this is essential to empowering women to succeed and advance their careers. Micron offers mentoring for all team members because we believe it is critical to everyone’s success. Mentoring promotes culture, increases knowledge sharing, drives performance and expands the global network of relationships that nurture innovation and interconnectivity.

We also offer a targeted program — the Technical Leadership Program (TLP) — for mentoring technical team members and accelerating their growth. Our TLP members are highly experienced technical experts with strong track records of innovation, collaboration and performance. Such programs help advance all our technical leaders.

New sponsorship and mentoring programs coming in FY23

Micron’s Inclusive Sponsorship Program (MISP)¹ will include a cohort of 25 to 30 diverse and high-potential senior leaders to be partnered with Micron executive sponsors, who will serve as their coaches and champions. The relationship will last nine months to one year and includes training, job shadowing, feedback and special projects. Research from the [Center for Work-Life Policy](#) shows sponsorship provides a statistical benefit of up to 30% when it comes to stretch assignments, promotions and pay raises.

Mentoring the future female STEM workforce

Micron continues to invest in the Global Women’s Mentorship Program, a unique opportunity for talented, emerging women in STEM to build meaningful relationships with professional technical women. Micron’s female leaders raise awareness about our company and opportunities in the semiconductor field for young women around the world. In FY22, 46 Micron female mentors supported 193 female STEM students from 11 countries and 110 different universities.

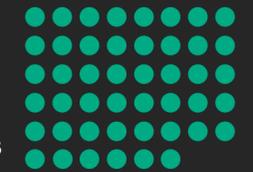
¹ As part of Micron’s commitment to diversity, Micron does not discriminate against any employee, applicant for employment, supplier, client, or customer because of race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, genetic information, or any other trait protected by law. In addition, Micron is fully committed to taking affirmative action to ensure that Micron treats all persons without regard to their race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, genetic information, or any other trait protected by law.



Boise, Idaho

Fast facts: Mentoring females in STEM

46
female mentors



193
female STEM students

11
countries



110
different universities

Supporting women around the world

Women Automotive Summit

Because Micron has one of the industry's [largest portfolios of automotive-compliant memory and storage solutions](#), supporting the advancement of women in the automotive field is second nature to us.

In June, Micron sponsored the [Women Automotive Summit](#) where more than 500 attendees from 40 countries gathered online for two days of networking, learning and inspiration. One workshop featured two Micron team members — Alice Bennati, an automotive senior manager, and Daniela Ruggeri, a product application engineering senior manager — who gave a presentation titled “Be innovative in automotive! Be women in automotive!”

The [International Labour Organization](#) cites a significant opportunity for women in the industry. For example, in European Union member states alone, there are three times as many men as women in the automotive sector.



Alice Bennati, an automotive senior manager



Daniela Ruggeri, a product application engineering senior manager

“The bias that the automotive industry is male dominated persists; however, there are women that day after day contribute to overcoming it with their professional competencies and commitment. These women also enrich the automotive industry with their creativity and empathy. I am proud to be one of them,” said Ruggeri.

Women’s Leadership Initiative sponsorship

Micron is proud to be a Champion of Women sponsor of the [Women’s Leadership Initiative](#), a program of the Global Semiconductor Alliance. Through our sponsorship, we seek to significantly increase the number of women entering the semiconductor market and to elevate their participation both on boards and in leadership positions. Micron’s Hui Zhao was featured on [LinkedIn](#) where she shared her journey from interning at Micron 29 years ago to participating in the launch of Micron’s Shanghai Design Center. She is now a senior manager helping with the start-up of our Atlanta Design Center in Atlanta, Georgia.



Hui Zhao, workforce development senior manager

Micron’s legal department achieves Mansfield Rule certification

Micron’s legal department is proud to have achieved [Mansfield Rule](#) certification, following an intensive two-year process that began in 2020 when the legal department joined the Mansfield Rule: Legal Department Edition 2.0 program. The program is named after Arabella Mansfield, who in 1869 became the first woman admitted to practice law in the U.S. The program provides in-house legal departments a standard for measuring DEI efforts. To earn certification, Micron’s legal department had to consider at least 50% historically underrepresented lawyers for 70% or more of the department’s significant leadership roles and activities, including its hiring opportunities, high-visibility opportunities, internal promotions, written and transparent job responsibilities and processes for advancement, and outside counsel representation during the two-year period.

“The Mansfield Rule certification process affirmed our ongoing commitment to diversity, equality and inclusion and helped advance our goal of promoting DEI in the legal profession and in our company. We will continue



Anne-Marie Dega, Micron assistant general counsel

to build on our progress and work toward meaningful change,” said Anne-Marie Dega, Micron’s assistant general counsel who championed the process.

Micron believes that attorneys from underrepresented groups bring deep broad experiences, cultural perspectives and backgrounds that inspire creative, innovative solutions. By building diversity and inclusion into talent decisions, our legal department demonstrates to team members, candidates and partners how DEI issues are a top priority for Micron.

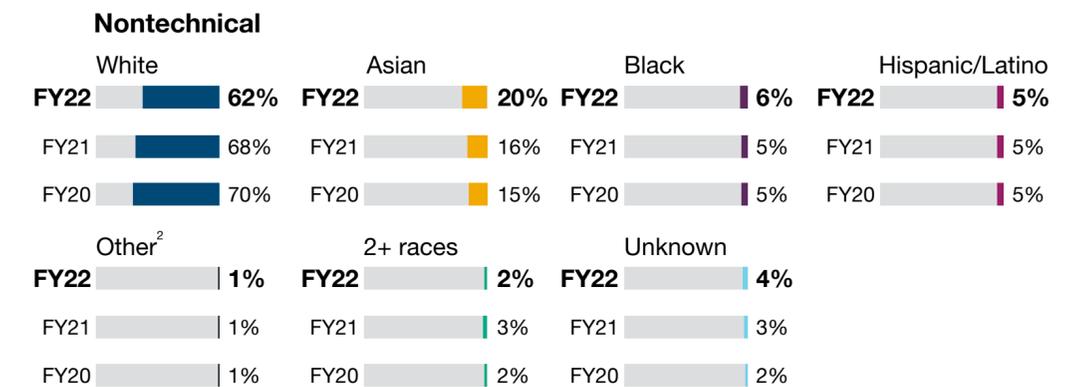
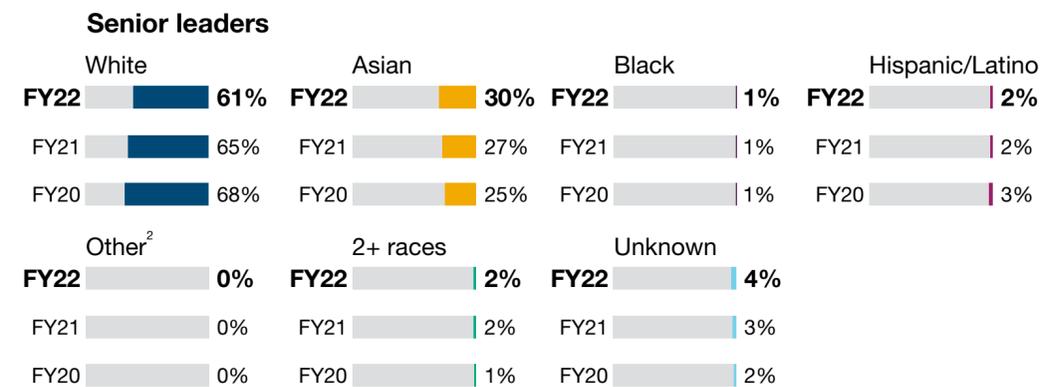
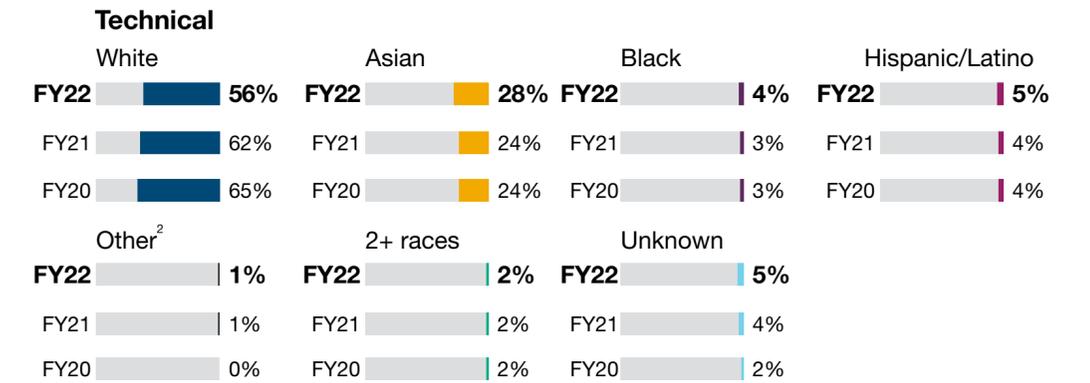
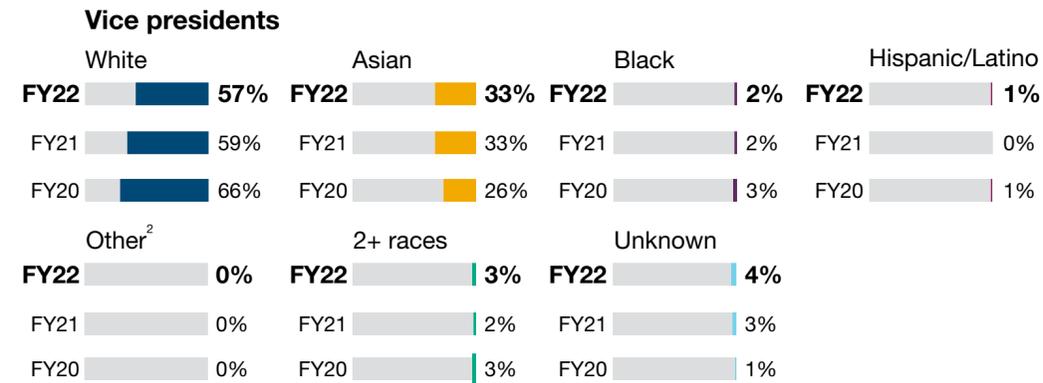
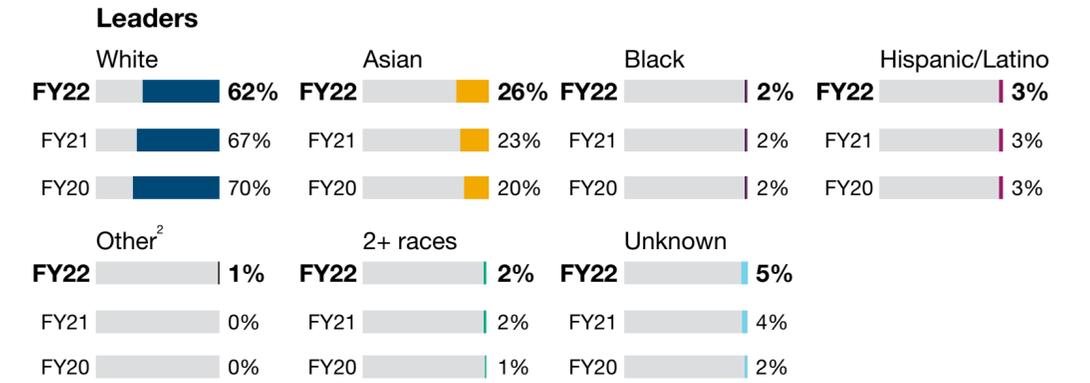
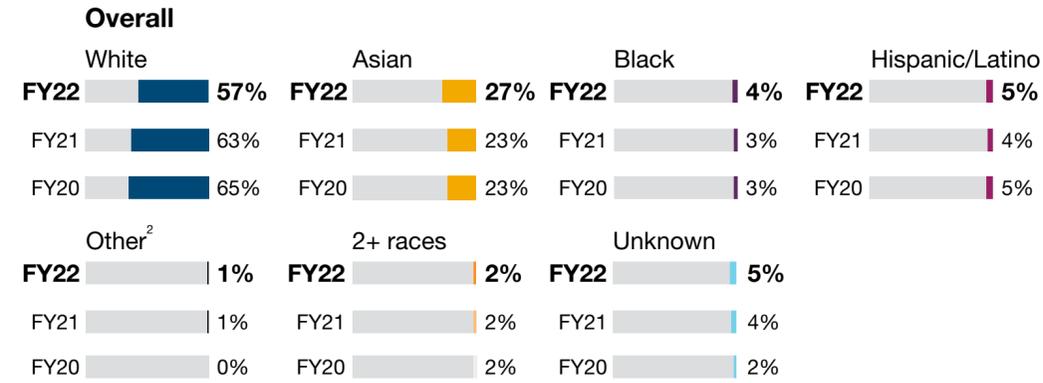
As Rob Beard, Micron’s senior vice president, general counsel and corporate secretary, recognized, “Micron’s Mansfield Rule certification led to significant and intentional advancements in our consideration and hiring of diverse and underrepresented individuals to fill important roles on the legal team and to serve as outside counsel on critical matters. Micron recognizes that diverse teams lead to better results, and we are committed to continuing to lead by example, both in the legal team and across the company.”

US race and ethnicity

At Micron, our DEI commitment to increasing representation for underrepresented groups is unwavering. We believe that all aspects of diversity drive the innovation our customers need every day. With this in mind, in FY22, we saw an increase at the vice president level for people who identify as two or more races or as Hispanic/Latino. In addition, the percentage of people who identify as Black increased at all levels except in the role of vice president.

While we're encouraged by this progress, we know we must do more if we're to achieve our desire to meet or exceed the percentage of underrepresented talent available. To succeed, we are evolving our [inclusive hiring strategies](#). In the meantime, we continue our transparency by disclosing our data, which helps Micron and our stakeholders understand our opportunities for action and improvement.

US race/ethnicity by group¹



¹ Find data definitions in the data dictionary. Percentages may not total 100 due to rounding.

² Other underrepresented races/ethnicities.

Commitment to a comprehensive view of US race and gender

Micron has reported on the intersectionality of race and gender in the U.S. since FY19. Social categorizations such as race and gender can create overlapping and interdependent systems of disadvantage. By monitoring representation based on more than one factor, we can better fine-tune our understanding of our population and address their unique needs more specifically.

Micron’s ERGs are increasingly addressing intersectional considerations through their programs. For example, our Asian American Pacific Islander (AAPI) Network ERG partnered with members from our Capable ERG to host a powerful conversation about being Asian and having disabilities. And our PRIDE+Allies ERG partnered with our Black Employee Network (BEN) ERG to host a program on being Black and a member of the LGBTQ+ community.

During the Micron Women’s Leadership Network (MWLN) Growth Summit, Fran Dillard, Micron’s vice president and chief diversity inclusion officer, shared how Micron is a pay equity leader. For example, the company takes a global intersectional view and considers factors besides gender, such as disability, race/ethnicity and veteran status, to ensure our pay is equitable around the world.



<p>White</p> <p>● Women FY22: 10% FY21: 10% FY20: 10%</p> <p>● Men FY22: 48% FY21: 53% FY20: 55%</p>	<p>Hispanic/Latino</p> <p>● Women FY22: 1% FY21: 1% FY20: 1%</p> <p>● Men FY22: 4% FY21: 3% FY20: 4%</p>	<p>Asian</p> <p>● Women FY22: 7% FY21: 6% FY20: 6%</p> <p>● Men FY22: 20% FY21: 17% FY20: 17%</p>
<p>Unknown</p> <p>● Women FY22: 1% FY21: 1% FY20: 0%</p> <p>● Men FY22: 4% FY21: 4% FY20: 2%</p>	<p>Black</p> <p>● Women FY22: 1% FY21: 1% FY20: 1%</p> <p>● Men FY22: 3% FY21: 3% FY20: 2%</p>	<p>2+ races</p> <p>● Women FY22: 0% FY21: 0% FY20: 0%</p> <p>● Men FY22: 2% FY21: 2% FY20: 2%</p>
<p>Other underrepresented races/ethnicities</p> <p>○ Women FY22: 0% FY21: 0% FY20: 0%</p> <p>● Men FY22: 1% FY21: 0% FY20: 0%</p>		

¹ Find data definitions in the data dictionary. Percentages may not total 100 due to rounding.

“We’re all guilty of relying on our own assumptions, but we need to step out of our comfort zone and learn about people’s different experiences. It makes us stronger as leaders, advocates and allies.”

Fran Dillard
Vice President and Chief Diversity Inclusion Officer

US veterans

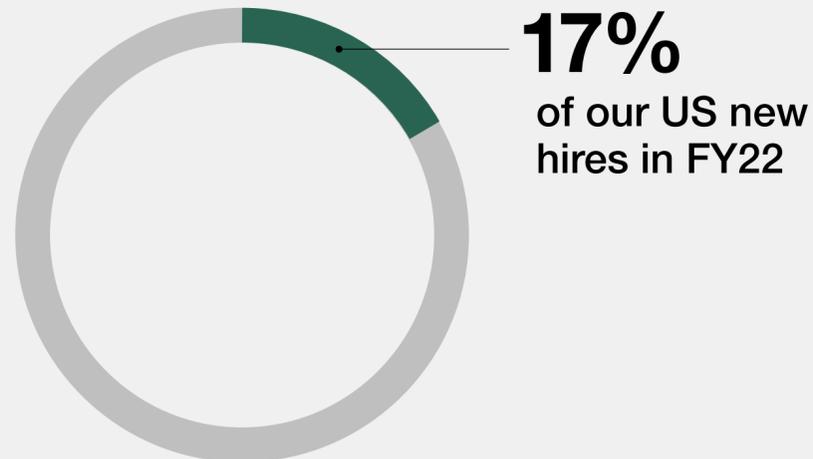
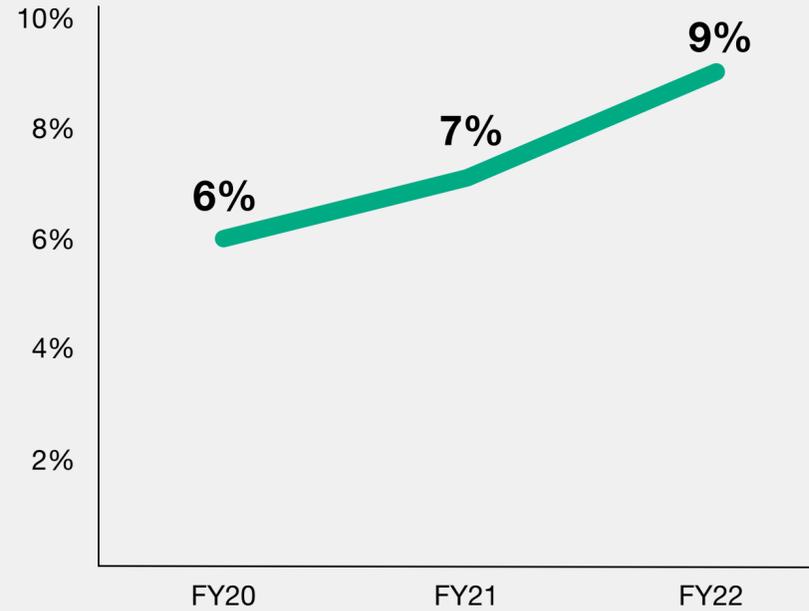
Micron recognizes and honors the sacrifices our U.S. veterans make in service of their country — from placing their lives on the line to being away from their families for months at a time. Once their service is complete, they may have difficulty transitioning to a civilian career. At Micron, we acknowledge and value the experience of veterans and we are focused on the veteran community as we develop our hiring strategies and partnerships. Our veterans also play an important role through the Veterans Employee Resource Group (VERG) in identifying veteran-owned diverse suppliers.

For four consecutive years, our veteran representation has continued to increase and now comprises nearly 9% of our U.S. workforce. In FY22, veterans represented more than 17% of our U.S. new hires, excluding interns.

Military to civilian skills translator

For FY23, we are working closely with [Military.com](#) to enhance the experiences of military veterans who are seeking jobs. This effort allows veterans and Micron recruiters to articulate how military skills translate to civilian careers. Our work with Military.com includes creating a skills translator tool to attract and help former servicemembers accurately connect their skills and secure semiconductor careers with Micron.

US veterans¹ **↑ 3%**
since FY20



¹ Find data definitions in the data dictionary.



Other diversity dimensions now measured globally

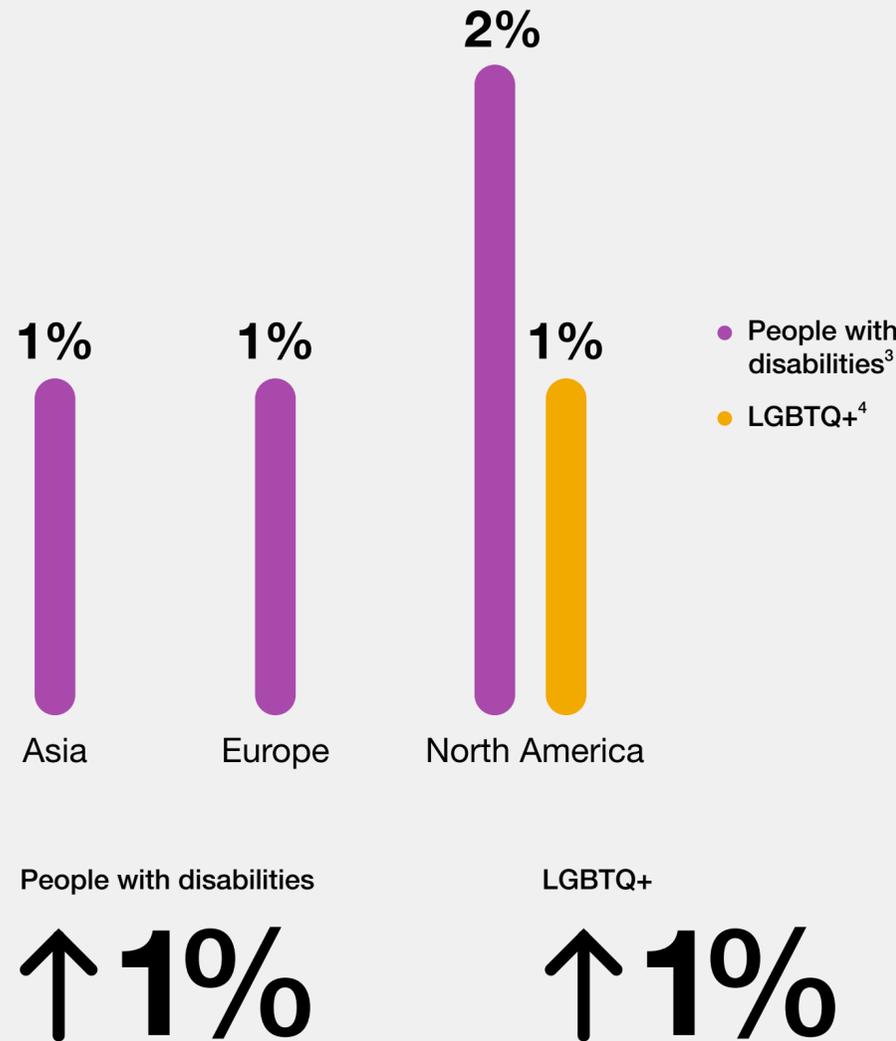
Each year, Micron conducts a campaign to encourage team members to disclose their diversity dimensions, as it helps the company better understand how to create programs that support them. As of FY22, 66%¹ of global team members disclosed their diversity dimensions.² We follow rigorous security and privacy protections to ensure the information provided is not disclosed to team members' leaders without their consent.

Micron does analyze the data in aggregate form to foster a better understanding of our population, and the DEI team may reach out to team members to offer unique programs based on their diversity dimensions, unless they opt out of being contacted.

In mid-2021, Micron transitioned to a new human resources information system. As a result, for FY22, we are resetting our baseline to our new system, where we now have a full year of global data for people who identify as having a disability or belonging to the LGBTQ+ community.²

Our data for FY22 reflects self-reporting by our global population, where data from FY20 and FY21 reflects only our U.S. population. We will continue our global comparison moving forward with FY22 as our baseline.

FY22 global people with disabilities and LGBTQ+ representation by region²



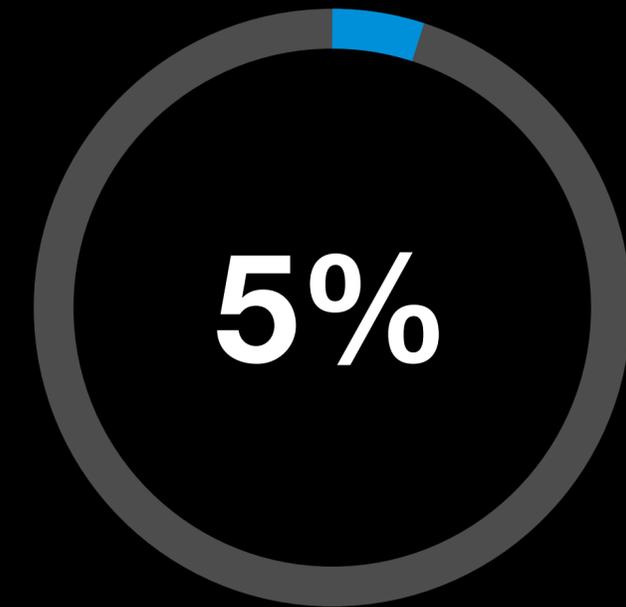
¹ Excludes biological sex and date of birth.

² Find data definitions in the data dictionary. FY22 numbers are different from earlier reports because — new this year — we are using HRIS global data instead of U.S. Great Place to Work survey data.

³ Micron does not generally make disability-related inquiries of applicants for employment, nor does Micron make disability-related inquiries of employees unless such inquiries are job-related and consistent with business necessity. To comply with its obligations as a federal contractor, Micron invites applicants and employees to voluntarily self-identify as individuals with disabilities.

⁴ LGBTQ+ data is not collected in Europe and Malaysia due to region and country laws.

Singapore race and ethnicity²



As a global organization, Micron is equally committed to DEI wherever we operate around the world. To that end, in FY22, we included Singapore Malay as an underrepresented group and are disclosing our data for the first time. The Singapore Malay diversity dimension is also included in our measures for URG hiring and in our pay equity. We will continue to evaluate opportunities to broaden our dimensions of race and ethnicity around the world.

Micron's inclusive hiring practices

Micron aims to improve our recruitment of diverse talent by enhancing our inclusive hiring practices and building an inclusive slate of candidates. In addition to using artificial intelligence to ensure we draft inclusive job descriptions and remove identifiable information in the initial resume review process, we leverage candidate allies from our ERGs around the world to participate in the interview process and represent Micron's culture and values. Our candidate allies not only interview candidates, but they actively participate in post-interview discussions to listen for and help us avoid unconscious bias. We continue rewarding diverse referrals with a focus on new college graduates from institutions that serve historically marginalized communities. In FY22, we grew our diverse hiring teams around the world to ensure we have the right talent in place to help us identify and attract a diverse slate of candidates.

Creating academic partnerships

Micron is developing extensive relationships with minority-serving institutions across the country. As part of our strategy, we help engineering students gain access to summer training programs and fellowships. We are committed to ensuring the science and technology programs at these institutions have equitable access to the resources they need to develop the next generation of semiconductor talent.

In FY23, we are helping to increase the pipeline and hiring of diverse top talent by developing regional university networks, so that institutions serving historically marginalized communities and rural areas can

collaborate in support of the important work of faculty, staff and students. This will include targeted outreach through network schools to Indigenous communities.

Investing in future education

“Working together, the business community, academia and the public sector can create new pathways to careers for students from traditionally underrepresented backgrounds.” – Senior Vice President, Chief People Officer and President of the Micron Foundation April Arzen.

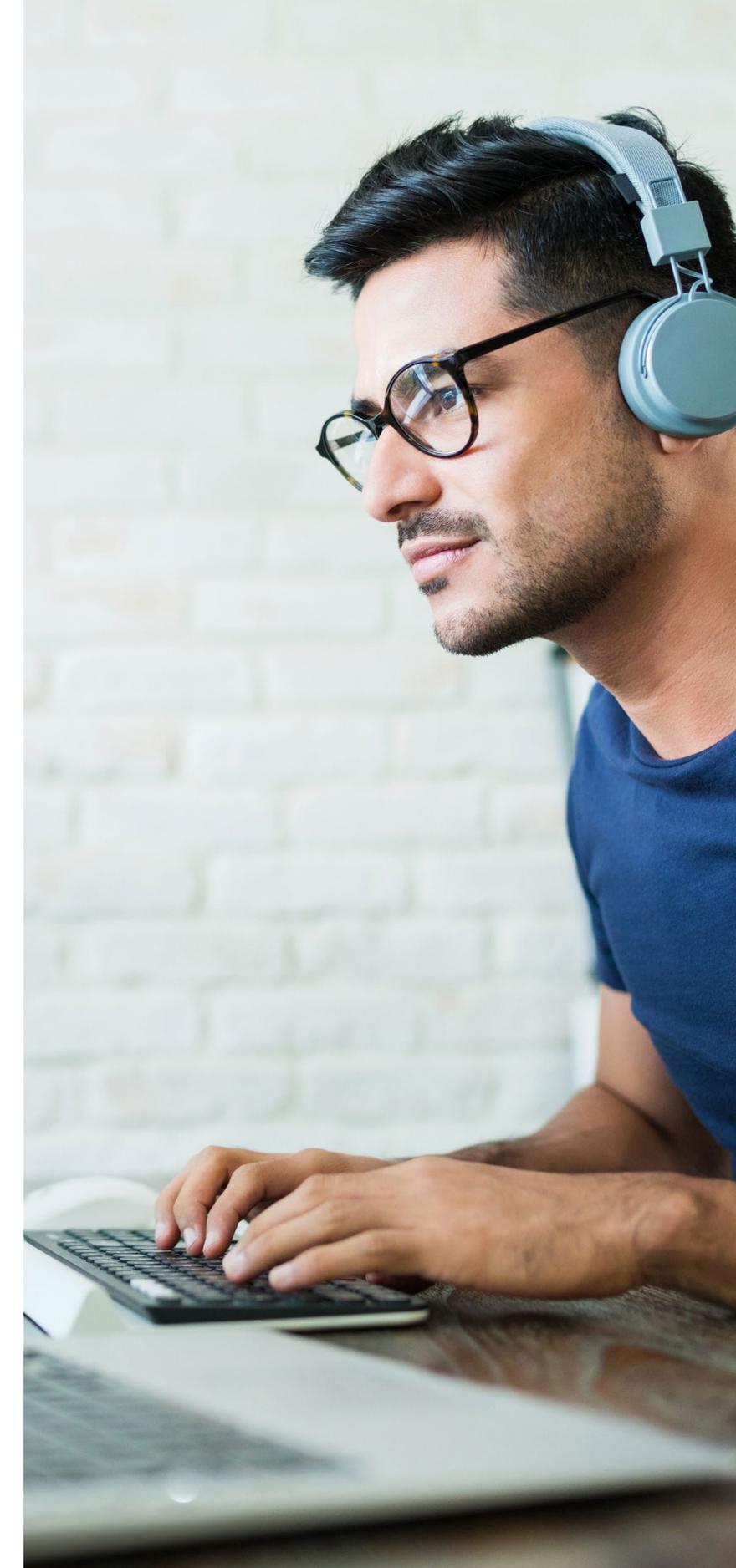
Another way we will prepare a broader group of students for our workforce is by entering into a \$10 million partnership with the National Science Foundation (NSF) fund and developing semiconductor curricula in colleges and universities across the country. In 2022, the Micron Foundation also announced a future investment of \$5 million over the next five years to help accelerate the preparation, training and retention of new and existing STEM educators to advance the overall aim of increasing diversity and equity in the STEM teacher workforce. This includes people of color, women, veterans and rural residents. In addition, we will partner with the NSF to identify programs, including the NSF's Robert Noyce Teacher Scholarship Program (Noyce), to help increase the number of STEM K-12 teachers who are both interested in and prepared to teach individuals of all races, ethnicities and backgrounds across the nation — including in some of the most distressed and under-resourced K-12 schools.

Hiring veterans

With Micron's U.S. expansion, we need people who possess both the values and technical skills to help us succeed. Our experience is that former service members demonstrate our values, such as collaboration, innovation and tenacity, so recruiting from this population is imperative to building our U.S. manufacturing workforce.

Micron's talent acquisition team already has strong partnerships with [Mission 43](#) and the [Mountain Home Air Force Base](#) and will continue those relationships as we expand in Idaho. We also have a solid partnership with the Department of Defense [Skillbridge](#) program, which gives active-duty service members valuable civilian work experience and has been a solid partner with us in Virginia.

Moving forward, we are excited to announce our new partnership with Syracuse University's [D'Aniello Institute for Veteran and Military Families](#), higher education's first interdisciplinary academic institute for this population. The organization is focused on advancing the post-service lives of the nation's military veterans and their families, and this relationship will play an integral role in helping us source candidates as we develop a world-class semiconductor manufacturing facility in Clay, New York, and aspire to hire more than 1,500 veterans in Central New York over the next two decades.



SPOTLIGHT

Meet Showna Price, director of early career talent acquisition

To meet or exceed our goal of attracting underrepresented talent from around the world, Micron is investing in experienced talent acquisition leaders like Showna Price whose proven strategies deliver results. As director of talent acquisition, Price is building a cadre of recruiting professionals laser focused on developing our relationships with organizations and institutions committed to developing STEM talent from all communities, including veteran organizations, the Society of Women Engineers, the National Society of Black Engineers, the Society of Hispanic Professional Engineers and Out in STEM. Her team, partnering with the Micron Foundation's university relations team, is building deeper, stronger and bolder relationships with key institutions that are aligned to Micron's diverse talent efforts, including students and professors at historically Black colleges and universities and Hispanic-serving institutions.

“Micron's future workforce will require us to invest in and increase the pipeline of people from all backgrounds and experiences in the workplace,” said Price. “We recognize the market for top talent is competitive and we are committed to early education about the semiconductor industry, early investment in key STEM programs and early career talent opportunities to build the technology workforce of the future. In the next few decades, the students in STEM programs today will be creating the innovations of the future that will fuel Micron's technology advancements.”



Showna Price, director of talent acquisition



This report contains forward-looking statements that involve a number of risks and uncertainties. Such forward-looking statements may be identified by words such as “goal,” “commitment,” “anticipate,” “expect,” “intend,” “pledge,” “committed,” “plans,” “opportunities,” “future,” “believe,” “target,” “on track,” “estimate,” “continue,” “likely,” “may,” “will,” “would,” “should,” “could,” and variations of such words and similar expressions. However, the absence of these words or similar expressions does not mean that a statement is not forward-looking. Specific forward-looking statements include, but are not limited to, statements such as those related to our DEI commitments and our plans to achieve those commitments. These forward-looking statements are subject to a number of risks and uncertainties that could cause actual events to differ materially. Please refer to the documents we file with the SEC, including our most recent Annual Report on Form 10-K and our Quarterly Report on 10-Q. These documents contain and identify important factors that could cause our actual results to differ materially from those contained in the forward-looking statements. Although we believe that the expectations reflected in the forward-looking statements are reasonable, we cannot guarantee future results, levels of activity, performance, or achievements. We are under no duty to update any of the forward-looking statements to conform these statements to actual results.

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