

TI Corporate Citizenship Topic Brief



Employee recruitment and retention

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Why it matters

We depend on innovative and forward-thinking employees to develop and create technologies that will change the world. Our employees share a passion for discovery and a will to win. Our ability to grow and thrive depends on recruiting and retaining the top talent in the industry.



See Our employees to learn about TI's human resources:

- Management strategies
- Policies
- Grievance mechanisms
- Governance and accountability

The cost of recruiting, interviewing, hiring and developing new employees is considerable – as is the loss of institutional knowledge when they leave. That's why we offer an inspiring work environment, competitive compensation packages and benefits and extensive professional development programs.

Our approach

We continually seek diverse and innovative thinkers to join our team – people who are inspired to create game-changing technologies that better our world. We work hard to develop, reward and recognize our employees, and to help them effectively balance their personal and professional lives.

In some markets, however, we are challenged to find and keep qualified workers. In the U.S., women and ethnic minorities are underrepresented in engineering degree programs. In Asia, tech startups are highly attractive to some candidates. Although turnover rates are below industry and country averages, competition remains fierce for people who have strong backgrounds in science, technology, engineering and math.

Our goals

Our data shows that entry-level talent stay longer with TI. We utilize intern programs around the world as our primary source for entry-level talent, and aim to fill more than 60 percent of our entry-level positions with people who previously interned with TI.

We strive for 80 percent of these new college hires to participate in our Global Rotation Programs. These robust programs offer new graduates hands-on, meaningful experiences from the very first day on the job, and provide training and development opportunities to quickly make an impact at TI.

While we do not have specific retention goals, we aspire to operate below industry turnover averages in the markets where we operate.

Oversight

TI's human resource (HR) teams are responsible for implementing multi-faceted and tailored recruitment and retention programs, and for complying with site-specific employment laws. Global Recruiting, the vice president of Talent Management and the senior vice president of HR oversee our recruitment efforts. Overall employee retention is the responsibility of managers, with support from HR.

Our global employee tenure, on average, is 12 years, which exceeds the national average by more than seven years according to the U.S. Bureau of Labor Statistics.

Our strategies

Recruitment

Hiring top talent is everyone's responsibility at TI. We involve Tiers in recruitment events, career fairs, information sessions, tech talks and university programs. We also pay referral bonuses to encourage employees to refer candidates.

In the U.S., we offer customized programs, scholarships and internships to attract and retain candidates in partnership with universities and minority student associations. We also engage with RecruitMilitary to increase our outreach to veteran talent. Outside of the U.S., programs are unique by country and region, based on local needs.

We recruit from the states and countries where we operate, particularly for entry-level and managerial positions, and then train employees for more advanced or senior roles.

Retention

Retaining employees with institutional knowledge, technical and operating expertise, and extensive relationships is a top priority for TI. Our first step is to warmly welcome new hires into the company.

Our phased approach to new employee orientation provides the guidance and tools they need to accelerate their transition and excel in their new roles. We strive to make it easy for Tiers to connect with one another, understand their new environment, maximize their performance and secure necessary training.

Additionally, we offer 15 employee resource groups within the [TI Diversity Network](#). Members socialize, network, mentor and volunteer together to strengthen their connections to each other and our company.

Total rewards

TI offers compelling rewards that are designed to retain top talent, including:

- Management strategies
- Competitive compensation and rewards for high performers
- Strong medical and retirement benefits
- Professional development programs and resources
- Meaningful volunteer experiences
- Robust wellness and work-life programs that support both employees and their families

Evaluating our progress

Every year, our HR leadership team reviews key outcomes of the organization and determines areas of focus and opportunities for improvement. Data analytics allow us to track hiring, turnover and diversity patterns by region so we can tailor initiatives for improvement. We also participate in external organizations to share best practices and learn from others, regularly solicit employee feedback, and conduct quarterly reviews of metrics and priorities.