

**SPIL** 矽品精密  
Siliconware

## Company Profile

**Overseas employment  
Look up to future**

**- Join SPIL Joy Life**

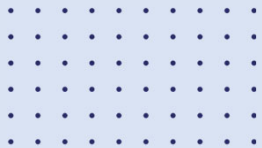
**Aug 14, 2024**

Product Engineering Manager – YAO YEN HAN

<https://www.spil.com.tw/>

# Outline

- Briefly Introduction of the semiconductor industry
- SPIL Friendly and Happy Workplace
- Recruiting Fields



## The average monthly salary of industries in Taiwan

Semiconductor industry is not only a key industry in Taiwan, but also a high-paying industry.



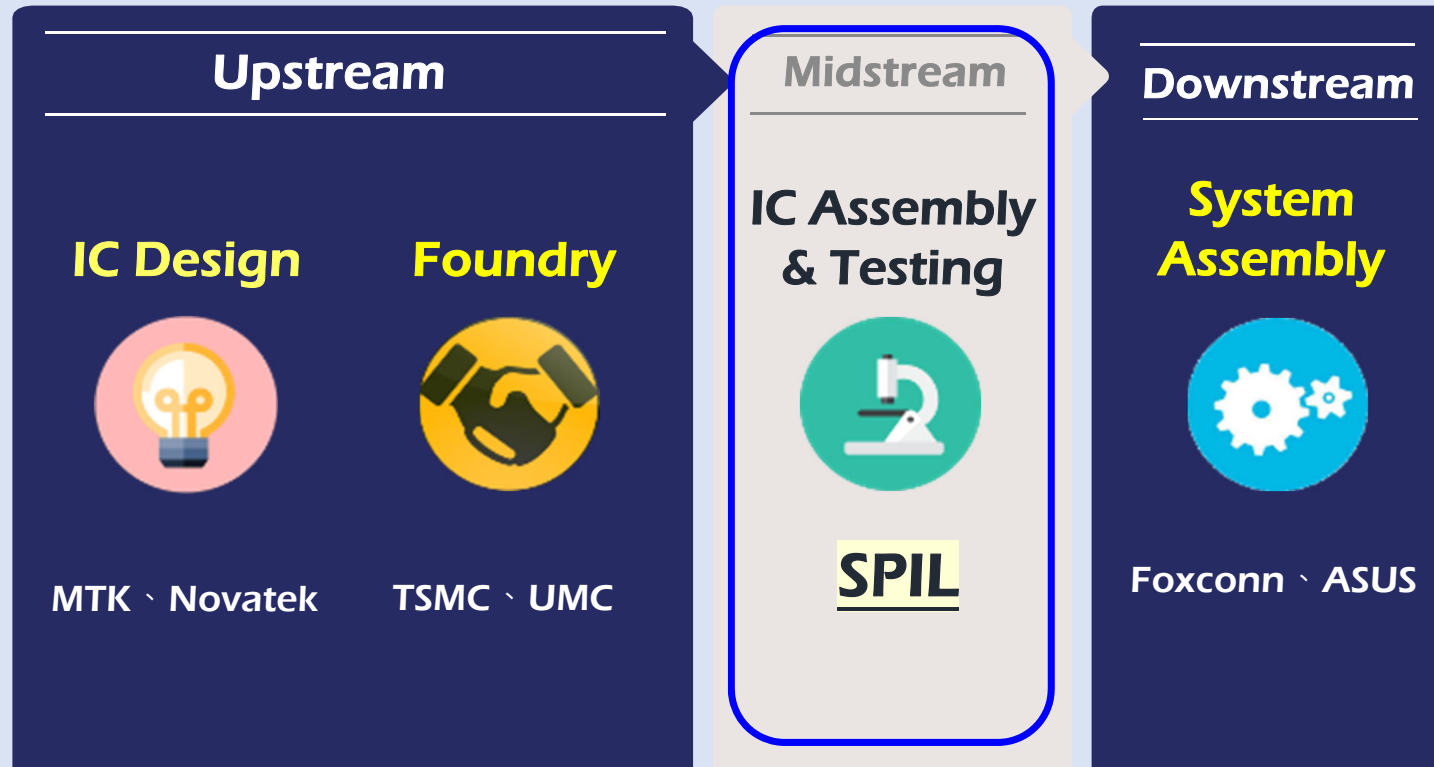
Industries	The average monthly salary of 2022 (NT\$)	The annual growth rate of 2022 (vs2021)
overall	43,570	3.7%
Computer and consumer electronics manufacturing industry	56,531	3.5%
<b>Semiconductor industry</b>	<b>54,729</b>	<b>4.7%</b>
Software and Internet Industry	50,895	2.2%
Optoelectronics and Optical industry	49,875	3.4%
Communications industry	47,636	3.7%

source of information: 2022 《104半導體人才白皮書》





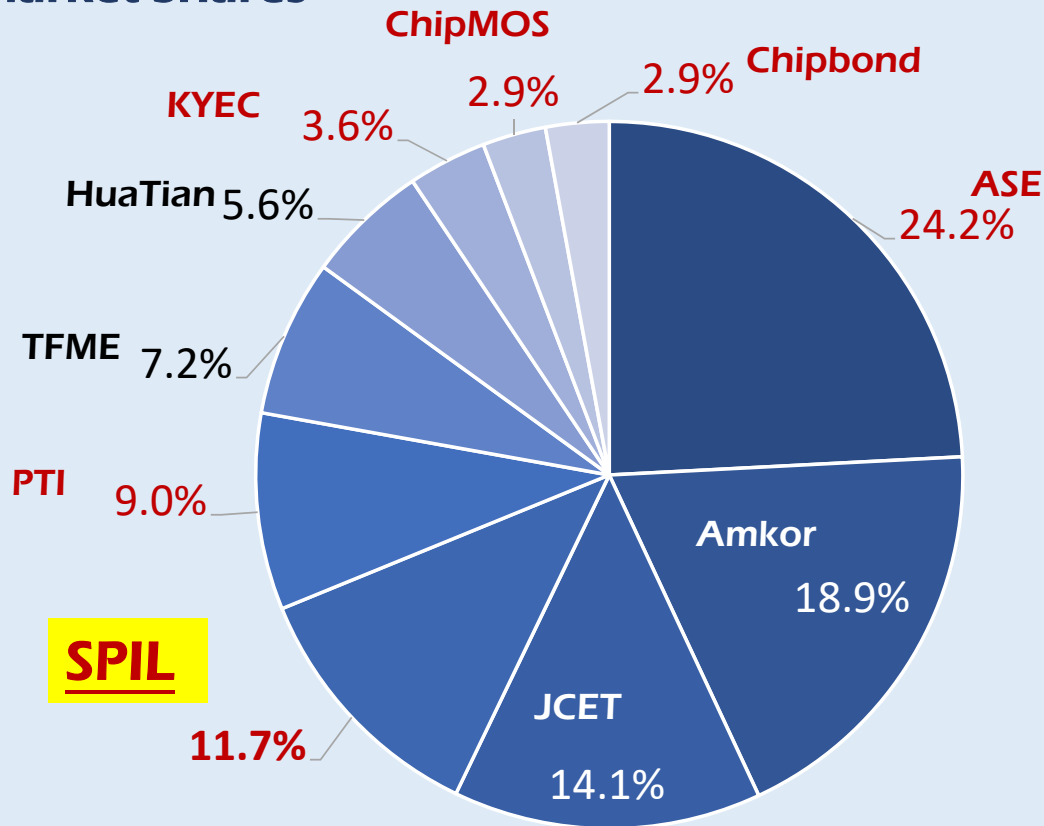
# Semiconductor Industry Chain





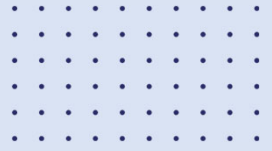
# The Global Ranking in IC Assembly & Testing Industry

- Market Shares



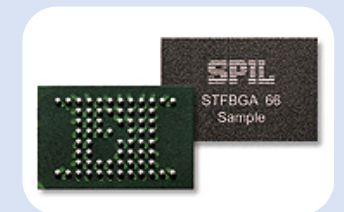
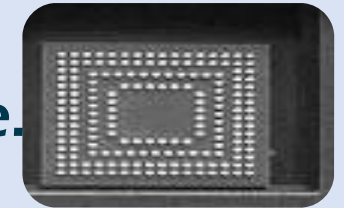
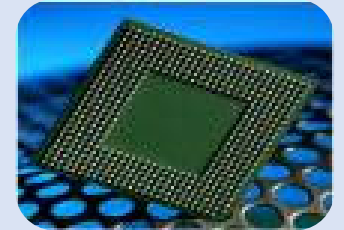
- Taiwan's IC Assembly & Testing Industry's account for 54% of the global market and are top-ranked.

Rank	Company	2021Q3		
		Revenue (US\$ M)	Growth (%)	Market share (%)
1	日月光ASE	1,520	41.3%	24.2%
2	艾克爾Amkor	1,354	24.2%	18.9%
3	江蘇長電JCET	982	27.5%	14.1%
4	矽品SPIL	897	15.6%	11.7%
5	力成PTI	647	24%	9%
6	通富微電TFME	398	59.8%	7.2%
7	天水華天HuaTian	319	57.6%	5.6%
8	京元電KYEC	251	28.5%	3.6%
9	南茂ChipMOS	194	32.5%	2.9%
10	頤邦Chipbond	197	29.5%	2.9%



## The Purpose of IC Assembly

- Mechanical Support
- Connect & distribute signal.
- Protect die with gold wire, bronze wire and silver wire.
- Isolated from moisture, electrical interference effects.
- Heat dissipation



# Siliconware Precision Industries

**Established Date** 1984

**Headquarters**

No. 123, Dafeng E. 3rd St., Tanzi  
Dist., Taichung City

**Capital**

NT\$ 41 Billion

**Chairman**

[Chi-Wen Tsai](#)

**Employees**

23,000人

**Services**

Manufacturing, processing, and trading-related businesses.



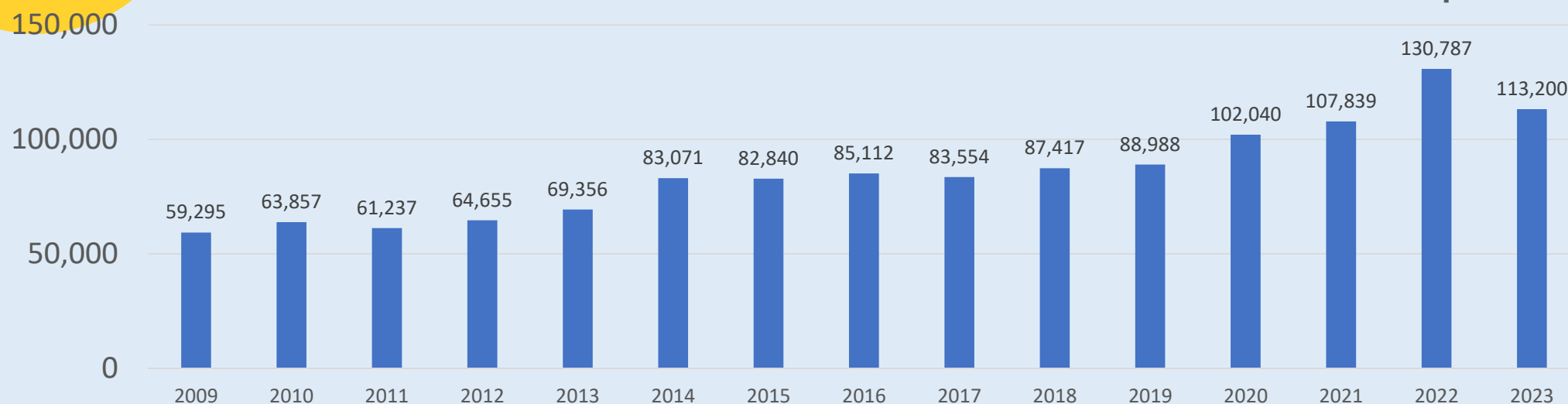
President and chief executive officer  
CEO



# Established for 40 years

## Overall revenue growth steadily

Unit : NT \$ Million






Year	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Rnk of Mfg	42	48	44	44	50	44	45	41	47	47	47	46	46	46	46
Employee	16,042	18,455	19,906	21,566	22,799	23,613	23,581	24,353	23,821	23,560	24,000	22,320	23,800	23,800	23,000
Revenue	59,295	63,857	61,237	64,655	69,356	83,071	82,840	85,112	83,554	87,417	88,988	102,040	107,839	130,787	113,200

# Service Overview

- PGM development & conversion
- LB/PC design service



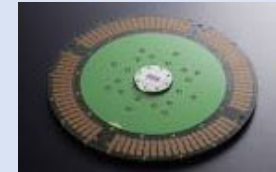
- Warehouse
- Auto label

 SPIL Partner  
 SPIL Group  
 SPIL Test

IC Design

Wafer Foundry

Wafer Bumping



- 6"/8"/12" pad wafer sort
- 8"/12" bump wafer sort
- Direct mount testing
- High/cold temperature

Wafer Sort



Assembly

Assembly

Drop Ship



Final Test

- Small/Large package test
- Change kit design
- Socket design
- High/cold temperature
- Burn-in, SLT Testing
- Marking, Tape & Reel

# Key Customers





# SPIL 矽品精密 Siliconware

## Global Network



Headquarters



Customer service



Manufacturing



TAICHUNG



HSINCHU



CHANGHUA

Customer Support

Manufacturing

Taiwan



SUZHOU

Manufacturing

China



MALAYSIA

Manufacturing

Malaysia



Y 2026

Coming soon!



SAN JOSE

Customer Support

USA



HUNTINGTON  
BEACH

Customer Support

USA

USA



TEMPE

Customer Support



SAN DIEGO

Customer Support

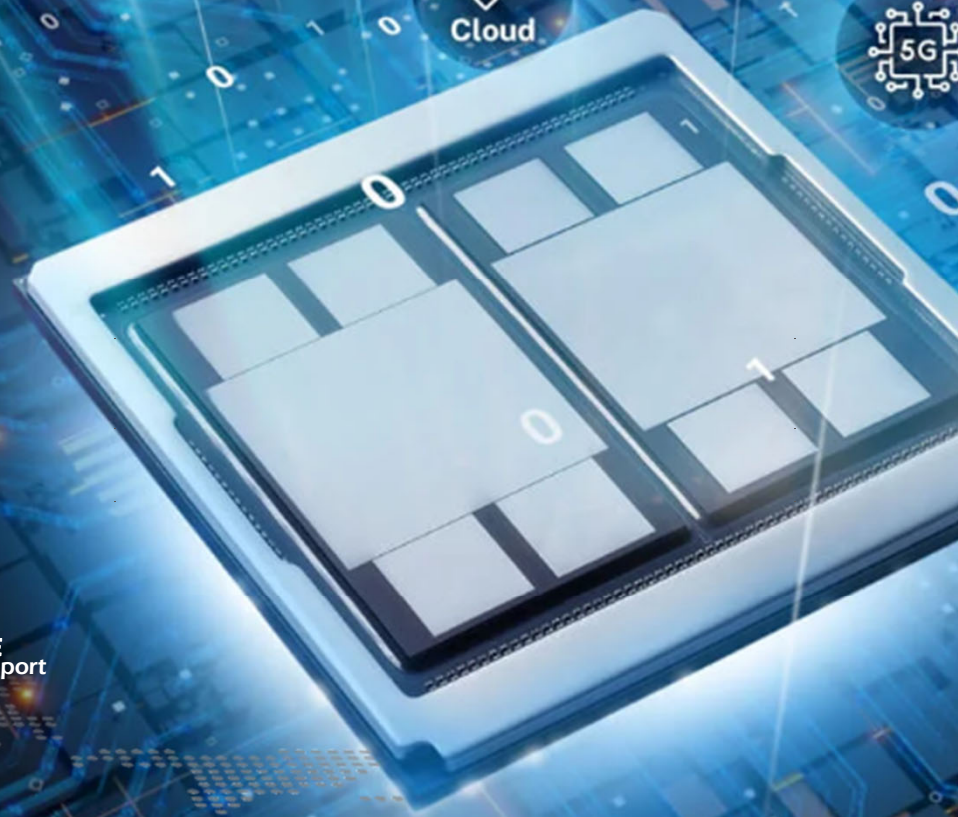
USA

USA



LEWISVILLE

Customer Support





# SPIL 矽品精密 Siliconware



Factory Photos





# Happy Workplace

## Harmonious labor relationship

Diverse communication channels  
Create a good working atmosphere

## Sustainable career development

Encourage training and further education  
Assist colleagues in their career development

## Healthy Workplace

Value the employee's physical and mental health

## Inclusive and barrier-free workplace

promote gender equality  
Assist specific target workers to participate in public welfare

## Friendly Labor System

Profit Sharing Compensation System  
Family-friendly measures and subsidies



- ✓ Taichung City Government Labor Affairs Bureau selected as 「Friendly and Happy Workplace」
- ✓ Changhua County Government selected as 「Friendly and Happy Corporation」
- ✓ 1111 Job street selected as 「Office workers across the country voted the happiest companies in the technology industry」



# Welfare & Salary



## Welfare Fund

Tickets for  
Movie /Restaurant /Department  
store/Swimming Pool...etc

## Employee Club

Basketball /Cycling /Yoga  
/Volunteer/Camping/Dragon  
Boat Club...

## Child- Raising Allowance

NT\$5000 per month

Wedding or Funeral  
Condolences  
Emergency Relief Fund  
Disability Allowance

# Dormitory Environment



- 24 hours Dormitory Management



- Dormitory



- KTV



- GYM



We also have gym, yoga classroom, table tennis room, billiards room, KTV and reading area in our dormitory or factory!

# SPIL

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## SPIL Position

**HOT**

### Process Engineer

- Production Maintenance
- Process Analysis

**HOT**

### Manufacture Quality Engineer

- Production line exception handling

**HOT**

### Equipment Engineer

- Maintain the normal operation of equipment

**HOT**

### Design Engineer

- Execute routine and standardize design of layout.

**HOT**

### Process Integration Engineer

- Tooling preparation, engineering batch try run, abnormal monitoring response/disposal.

Contact Taiwan



104 Job bank







# THANK YOU

*Any Questions?*

**Please scan the QR code to fill out the survey form and provide feedback for the event.  
The survey will only take 1-2 minutes to complete.  
Thank you for your participation!**