

**Jennifer Hogge, Director, Human Resources Business Partner &  
Brad Brougher, Managing Director of Manufacturing Operations**

Lam Research



**Jennifer Hogge** is a savvy HR leader with 20+ years of consulting in small to large organizations in over eight countries. Her expertise spans the gamut from start up, professional services, semiconductor to manufacturing with companies such as Intel, PriceWaterhouseCoopers, and WE Communications. Jennifer has engaged HR teams in multi-national corporations helping to develop agile, collaborative and pragmatic services which have transformed organizations. She is currently a Senior Human Resources Business Partner at Lam Research in Tualatin Oregon. In her current role, she focuses on strategic workforce development, global organization design and creation of organizational and employee performance management systems. Jennifer has an MS in Industrial Organizational Psychology, BS with a double major in Psychology and Fine Arts, and is an Insights, Booth 360, DiSC and Hogan Accredited Facilitator.

**Brad Brougher** is an operations and manufacturing professional where he has focused most of his career within high tech businesses such as aerospace, electronics, and the semiconductor industries. As Managing Director of the Tualatin operations Brad has been focused on driving a collaborative influence at improving operational costs and preparing the organization for future growth. Prior to joining Lam, Brad spent over 14 years supporting engineering, finance, manufacturing, and product management roles at GE (General Electric) Aviation. Brad is a certified Lean Six Sigma Master Black Belt where his focus enabled the development of new products and operational strategies that grew the business to over \$165B in annual sales managing over \$3B of inventory across 88 global locations. In addition to Brad's experience at

GE Aviation, Brad spent time leading Supply Chain and Operations with TE Connectivity, an automotive and transportation electrical connectors business. Brad has a BS in Mechanical Engineering and an MBA.

**Here Today, Gone Tomorrow:  
Sheltering Workforce Engagement under Volatile Manufacturing Demand ...  
And a Pandemic**

How do you drive high engagement and productivity when every 4 years you turn over an entire workforce by choice? Let's then add some fun mixing a temporary and full-time worker classification collaborating side by side during Indy 500 ramps and cliff diving downturns? And oh, while preparing this abstract a global pandemic explodes and deemed an essential business. Brad and Jennifer will engage the audience with this real time case study in how leading with empathy distinctly different workforces can deliver results by enforcing psychological and workplace safety. Lam Research is a leader in semiconductor equipment in which the industry is experiencing record breaking demand even post pandemic eruption, one of the tightest labor markets in history compounded by low unemployment of semiconductor skilled labor capped off by the reality of layoffs in response to market turns.