

ASM

Request for Proposal – Talent Intelligence

May 2025

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About ASM

We are a global leading semiconductor equipment provider, with a focus on advanced deposition technologies.

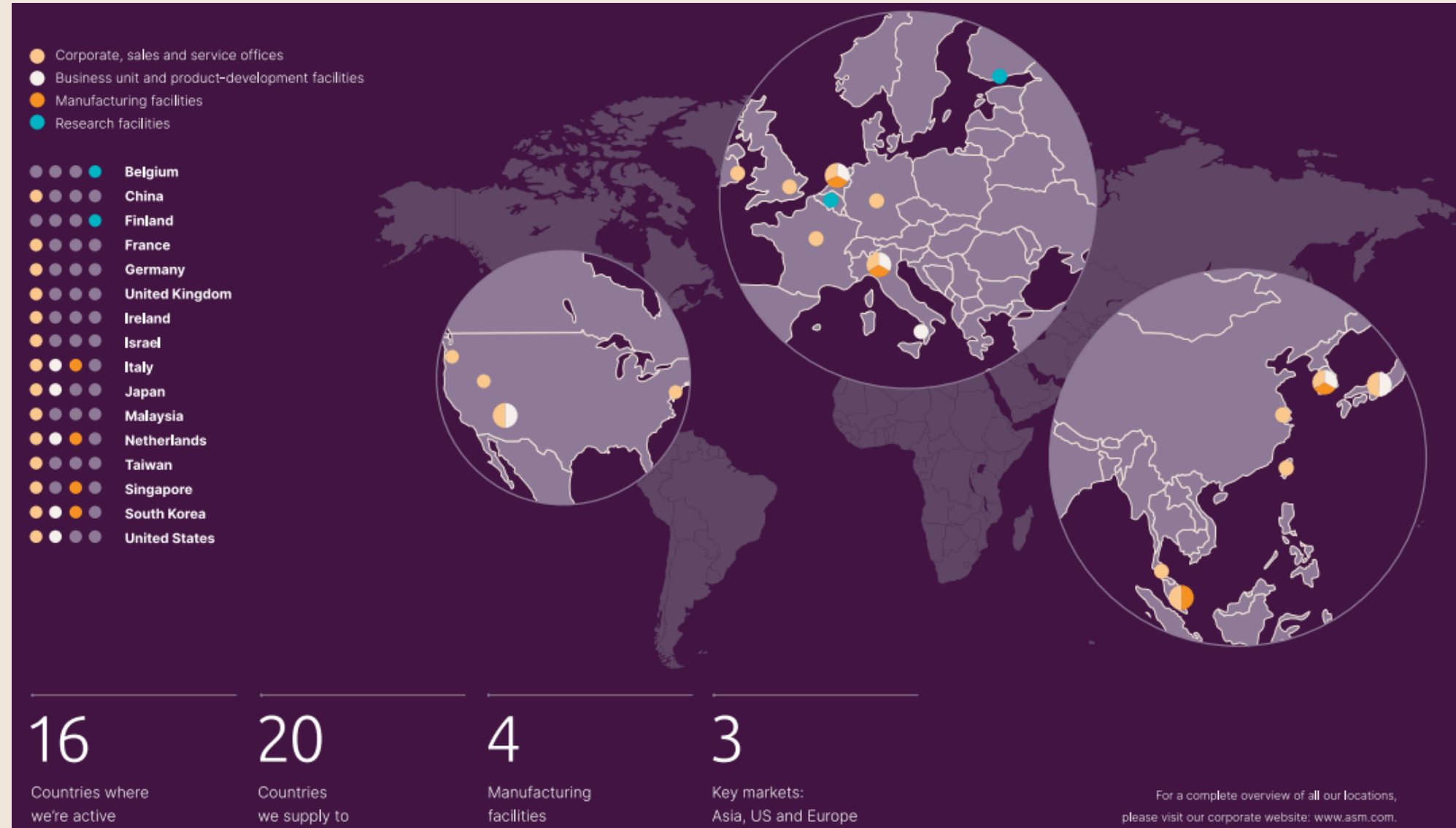


With the growth of the semiconductor industry, we want to further improve our Onboarding experience for both candidates and new employees as we grow at scale.

With 1000+ expected new hires per year globally, we need to ensure we are providing a consistent, positive experience to enable quick ramps of new employees and ease of management for managers and HR staff.

About ASM

Our Global footprint.



Our request

ASM is issuing a Request for Proposal, and invites you to:

1. Provide a demo of your Talent Intelligence platform and services;
2. Focus on the functionality that shows hiring analysis, talent search, filter capability, and compensation analysis.
3. Focus on the functionality that shows labor market analysis, talent availability including branding analysis and skill analysis
4. Focus on peer analysis (hiring trend, compensation, benefits, branding, and tools)
5. Demonstrate comprehensive talent data coverage globally, including Japan, Korea, Taiwan, and China where data tends to be scarcer within international platforms. The same goes for industry which is under semiconductors.
6. Showcase comprehensive reports to business leadership or People team leadership which gives strategic view
7. Recommend options how to best fit your Solution with the existing ASM IT landscape (see slide 8)
8. Provide an implementation approach, while ensuring a reliable solution and user adoption;
9. Explain how your sustainable partnership-model works for implementation and ongoing support;
10. Provide a competitive commercial proposal, with clear rationale for different components.
11. Provide reference companies & contacts - relevant to ASM context / peers.
12. Allow flexibility from ASM as we further refine our solution requirements
13. Provide plan of onboarding of TA folks

Our request

Success criteria:

- Labor market analysis (Location analysis, branding analysis, skill analysis)
- Hiring analysis, talent search, filter capability, compensation analysis
- Talent data coverage, especially those locations where LinkedIn presence is lesser
- Peer analysis (hiring trend, comp, benefits, branding, tools) and data coverage
- Comprehensive report (to business leaders / People leadership / TA)
- Support
- External review
- Peer usage
- Cost

Our timeline



Phase 1: Selection and contracting

- Demo / Scope / Plan
- Reference users
- External view
- MSA

Phase 2: Go Live and hyper care

- Familiarization with the tool
- Embed into TA process

Action	Date
Send/Receive Request for Proposal	20 th May
Submit clarifying questions and/ or do clarifying calls	21 st - 30 th May
Submit proposal to ASM	30 th May
Systems demo & ASM Panel review sessions	16 th - 27 th June

Success Criteria:
Good adoption (% of hires sourced, % of requisitions leveraging the platform)
Sufficient external market insights for hiring managers
External talent mapping

ASM final decision will be shared with service providers by **end June / early July**.

Contracting, planning and implementation will start immediately after partner selection.

TA Digital landscape

