

Altechna

Custom Laser Optics

EPIC Workshop: Hiring in North America

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Highlights

Company revenue

**16.7 M €
@ 2023**

Our business is built on a five-pillar strategy that focuses on sales, development, our supply chain, coatings and our people. Each of these is fine-tuned to focus on the two most important aspects: our customers and employees.

+ ARO

**22.2 M €
@ 2023**

- 4-5 x Capacity
- Vertical Integration
- ~40 mln. EUR RV CAP without additional investment
- 3X Revenue in 5 years

Facts

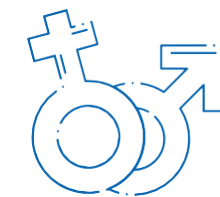
~90% +

Export

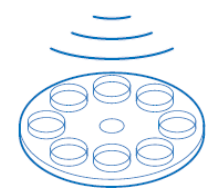


50:50

Male to female ratio



In-house coating technologies



E-beam, IAD, IBS, MS

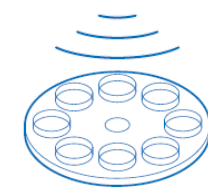
135

Employees



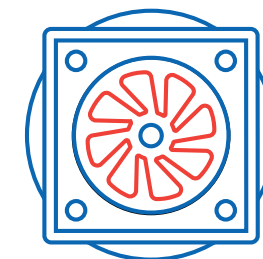
60% have degree in Physics, Engineering

In-house polishing



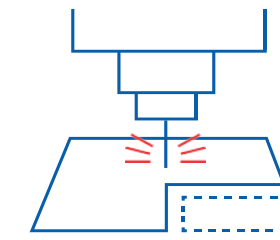
Vertical integration for final product

In-house module production

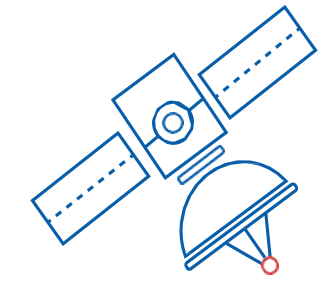


ISO 6 Cleanroom

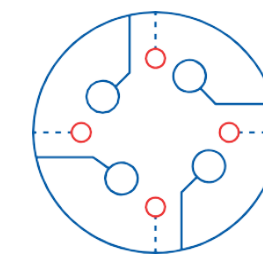
Target markets – 90% business



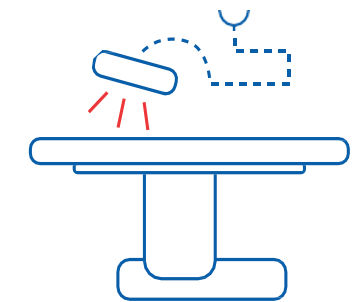
Industry - OEM



Security & Sensing



Semicon

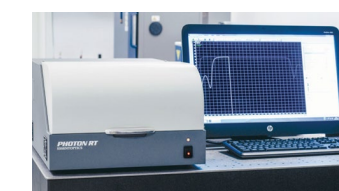
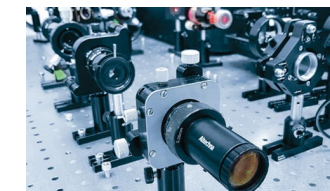
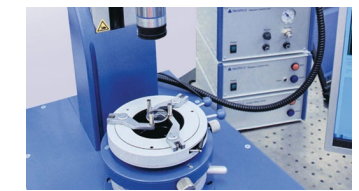
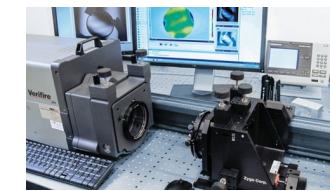


Medical & Bio



Establishing a US Presence in Photonics

- Focus on overall market and deep dive on companies that pass criteria
- High value on location
- Accretive technologies and customers
- History of profitability
- Cultural fit
- Infrastructure
- Fair market value
- Employees!



US Optics Communities and Observations

- The US photonics market (particularly optics) is mainly focused in three main, and four lesser regions of the US
- All the main regions have excellent technical schools, industry support and local photonics cluster organizations
- Direct labor resourcing is critical in these regions
- Intern/Apprentice programs are developing in key regions
- National/International photonics organizations are also very helpful
- US Federal and State governments are open to engaging with foreign entities wishing to enter the US market



Resources Available and Best Practices

- Research on local salary/hourly rates for specific photonics position(s)
- HR professional with industry knowledge very important
- Support local community college, photonics programs & internship/apprentices
- Post locally for all positions first
- Engage recruiter network
- Post hard to find roles globally & with photonics associations
- Keep the interview process short and act fast!



Thank you!

Altechna

www.altechna.com