



Texas Instruments Community Impact Report

CHIPS incentives, paired with Texas Instruments' investment of more than \$18 billion through the end of the decade to construct three new state-of-the-art facilities, including two in Texas and one in Utah, are estimated to create over 2,000 manufacturing jobs and thousands of construction jobs over time.

As part of its projects, Texas Instruments (TI) has committed to fostering sustainable growth and creating quality, family-sustaining jobs. These commitments align with the Good Jobs Principles published by the Departments of Commerce and Labor, including recruitment and hiring practices, pay and benefits, job security and working conditions, worker empowerment, skills and career advancement, and organizational culture. The company will report on their progress in fulfilling these commitments to the Department. These commitments, as well as Texas Instruments' own proactive efforts, reflect the company's dedication to fostering a healthy, skilled workforce.

More information about the commitments included in the Texas Instruments award, as well as Texas Instruments' other efforts to invest in workers and communities, can be found below.

Workforce and Community Investments

By the end of the decade, Texas Instruments' (TI) projects are estimated to create over 2,000 manufacturing jobs and thousands of construction jobs. TI is committed to building a future-ready workforce, and invests in enhancing the skills of current employees, expanding internships, and creating pipeline programs with a focus on building electronic and mechanical skills. TI has robust engagements with 40 community colleges, high schools, and military institutions across the U.S. to develop future semiconductor talent.

The Department of Commerce is also investing \$10 million dedicated to workforce development as part of the overall incentives package, which will be invested through a workforce intermediary. Through the intermediary model, the Department of Commerce is working with companies to help them identify and utilize strategic partners to mobilize the regional workforce ecosystems necessary to support both the construction and facility workforces of large-scale semiconductor investments. Workforce intermediaries are required to consult with stakeholders across a region's workforce ecosystem, which must include education and training providers (such as high schools, career and technical education providers, community colleges, higher education institutions), labor unions, state and local workforce development boards, child care organizations, and community-based organizations. By collaborating with a variety of strategic partners, intermediaries will create recruiting pipelines and pathways to good jobs for the surrounding communities, especially for economically disadvantaged individuals.

Texas Instruments has pledged to work with the North Texas Semiconductor Institute as its workforce intermediary to identify and utilize strategic partners to invest the workforce funding and mobilize the regional workforce ecosystems necessary for supporting both the construction and facility workforces for this historic investment. TI's workforce development program will include a combination of



outreach and recruitment efforts, upskilling, training, education assistance, partnerships across K-12, community colleges, universities and veteran hiring programs.

Facilities Workforce

TI has made several commitments to support training and education programs for its facilities workforce:

- **TI is investing in Texas and Utah** to fund education and training infrastructure and resources and support workforce outreach and marketing initiatives across various education-related areas.
- **TI has pledged to expand internship opportunities** for engineers, technicians, and production specialists.
- **TI will expand partnerships with local community colleges and industry** to enhance K-12 offerings.
- **TI will continue to comply with federal labor law as a condition of its CHIPS award.** Like all recipients of CHIPS funds, TI will be required to make representations to the Department of Commerce on a periodic basis affirming that it is in compliance with federal laws, including federal labor law.

Construction Workforce

TI is making the following commitments to its construction workforce:

- **TI will, consistent with the statutory requirements of the CHIPS Act, include terms in its construction contracts requiring all construction contractors and subcontractors to comply with Davis Bacon and Related Acts.** In addition, the Department of Commerce is building a best-in-class Davis Bacon compliance program to ensure that recipients of CHIPS funding comply with the law.
- **TI has committed to undertake efforts to utilize registered apprenticeships on the construction sites.**
- **TI will expand access and services for construction workers** by undertaking efforts to work with contractors that **support apprenticeship programs**, have goals of providing opportunities to **candidates from economically disadvantaged populations**, and provide **health and safety services and benefits to employees.**

Worker Safety Commitments

As part of its award, TI is making the following worker safety commitments:

- **TI has committed to maintain a worker safety committee** at each project site **comprised of workers and management** that meets regularly and is authorized to address any health and safety concerns.
- **TI will review occupational health and safety chemical exposure limits and incorporate the most protective limits available based on published standards** (e.g., by the National Institute for Occupational Safety and Health (NIOSH) and American Conference of Governmental Industrial Hygienists (ACGIH)), in the development of TI's safety procedures.
- **TI will commission semiconductor manufacturing process equipment** in accordance with internationally recognized safety standards.



- **TI will oversee efforts to decontaminate semiconductor manufacturing equipment** in accordance with internationally recognized safety standards.

Environmental Commitments

In connection with the award, TI continues to commit to environmentally responsible manufacturing and operations for its projects, including:

- **TI will undertake efforts to procure renewable electricity equal to 100% of the projects' usage on an annual basis** by the end of 2026.
- **TI will undertake efforts to design and construct water reuse strategies, endeavoring to achieve a 70% water reuse capability** by the end of 2026.
- **TI will prioritize mitigation of PFAS in the environment**, which shall include measures such as measurement, segregation, waste management, and abatement.
- **TI will undertake efforts to abate greenhouse gas (GHG) emissions**, including emissions of N₂O and fluorinated gases.
- **TI will publicly disclose on its company webpage its progress toward environmental responsibility goals** and annually report on progress in achieving these goals with appropriate metrics. These disclosures will focus on key metrics such as:
 - Energy used and saved through conservation programs, and produced from clean energy sources.
 - Water used, conserved, and recycled.
 - Total waste generated and percentage total hazardous and nonhazardous waste destined for a landfill, incinerator, recycling facility, or treatment facility.

Child Care Commitments

The company will provide employees with a range of child care offerings. This includes:

- **Support for working caregivers** with offerings such as Dependent Care Flexible Spending Accounts, tuition discounts with partner providers, and paid parental leave.
- **Childcare navigation services** to give employees personalized support in finding both long-term and back-up care options.
- **Partnership with child care organizations** to expand local provider supply and capacity near their facilities.

Support for Small Businesses

As part of its CHIPS award, TI is committing to make efforts to promote outreach to and participation of women-owned, minority-owned, and veteran-owned small businesses. These efforts may include measures such as: setting annual spending goals with respect to local businesses in the nearby areas; tracking and monitoring awards and solicitations; including small businesses on solicitation lists; encouraging the solicitation of such businesses where practical; and maintaining public facing webpages describing community investments and opportunities in the region.