



Date: September 20, 2019

RE: *Internship Completion Letter*

To Mr. Dohm, Poway High School:

Ethan Champion has successfully completed Palomar's High School Internship Program. Mr. Champion was an absolute delight to have work for us this past summer. The team was impressed with his true desire to learn about a profession that he plans on pursuing in college and hopefully beyond.

The program is designed to provide high school students with interests in the technical/STEM fields with real-life experience while exposing them to potential fields of career interest. The *All-Around Engineering Internship* that Mr. Champion participated in consisted of a rotation between various engineering related departments at Palomar. He was able to perform tasks in mechanical design department, manufacturing engineering department and experienced how our finished systems produced parts for various customers in our Innovation Center.

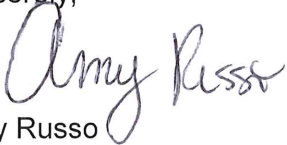
I spoke with each of the groups after the internship ended in mid- August. Under the direction of Jefferey Gutterud, Mechanical Engineering Manager, Mr. Champion created an easily configurable spreadsheet that allows the team of engineers to swiftly determine pneumatic fittings to use on their designs. He also had a chance to design and draft an adapter plate for attaching a barcode reader to a Palomar 3880 bonder. Again the group was very impressed with his skills and understanding of design.

In the manufacturing engineering department under the supervision of Hector Barboza, Mr. Champion was able to assist the manufacturing engineers with everyday manufacturing processes such as researching suppliers, identifying suitable replacement parts due to existing quality or obsolete issues, and creating and updating shipping checklists for different bonders. He also efficiently completed several sub-assemblies and generated assembly procedures for undocumented processes in order to reduce quality issues during the build process. Overall he did a fantastic job.

Lastly, Mr. Champion assisted the team in Palomar's Innovation Center where parts are being built using the capital equipment that is assembled in on the manufacturing floor. The team would have liked him to stay on longer. He was a fast learner and was able to be exposed to multiple things in a short period of time. Dan Martinez and the rest of the group exposed him to the operation of "pick and Place" and robotic machine and vision assisted cameras as well as the operation of a wire bonder and camera. He now has an understanding of micro-electronics assembly packaging and assembly drawings. He also had the opportunity to use metrology equipment and do final inspections of die attach and wire bond processes.

Palomar truly wishes Ethan Champion great success in his future endeavors. With his enthusiasm to learn and work hard we are confident he will achieve his goals. If you have any questions or I can provide more background please don't hesitate to reach out to me. I can be reached directly (858) 750-0814 or via email at arusso@bonders.com.

Sincerely,

A handwritten signature in black ink that reads "Amy Russo". The signature is written in a cursive, flowing style.

Amy Russo
Human Resources Manager
Palomar Technologies, Inc.