Ichor Insights

2026









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Locations Map

Ichor Systems is a leader in the design, engineering, and manufacturing of critical fluid delivery subsystems and components for semiconductor capital equipment. Our product offerings include gas and chemical delivery systems and subsystems, collectively known as fluid delivery systems and subsystems, which are key elements of the process tools used in the manufacturing of semiconductor devices. Ichor Systems strives to go beyond quality manufacturing - ensuring customer needs are exceeded through support, responsiveness, service, and more.

Core Values

Our Core Values are foundational to our beliefs and guide the way we behave, act and make decisions. We exemplify these values when we interact with our customers, suppliers, and each other.

Innovation

We challenge ourselves to explore, innovate, and transform ideas into leading-edge products and best-in-class solutions

Collaboration

We operate with a disciplined and results-driven mindset, embracing each other's strengths, diverse backgrounds and experiences to create an environment of inclusion

Honesty

We promote a culture of mutual trust and respect and demonstrate integrity in all we do

Operational Excellence

We demonstrate an uncompromising commitment to safety and quality and cultivate a culture of continuous improvement

Reliability

We hold ourselves accountable to deliver results and meet our commitments

Life at Ichor

Our employees embody the values of innovation, collaboration, and honesty that allow Ichor to maintain the highest standards in employment regulatory compliance. It is our mission to create a healthy and productive work environment that encourages collaboration, innovation, and engagement among our employees, within their teams, and between teams across the organization.

Culture

Establishing and perpetuating a unified culture that represents our wide range of diverse employees is something we are always working toward. Onelchor, our global program dedicated to strengthening the cultural identity of our company across all our sites around the world.



"I believe in the innovative products and systems we produce here, but what has kept me here are the people. Ichor is a place where new ideas are well-received and the leadership empowers people to bring forth those new ideas and try without fear of failure or mistakes."

Demetriah Webster
Head of Corporate Social Responsibility

Safety Performance

We cultivate a safety-first culture by promoting open communication with our employees, beginning meetings with principles of safety, providing comprehensive education materials, and offering an incentive program to keep safety at the forefront of our company's focus.



"We firmly believe that every employee has the right to work in an environment that is safe and healthy, and we are fully committed to providing such an environment at all times."

Keith Nelson
Sr. Director of Facilities Management

Benefit Eligibility and Coverage

At Ichor Systems, we recognize the importance of providing our employees the opportunity to participate in a comprehensive and competitive benefits program. A competitive benefits program is key to our continued growth as an organization and we strive to offer a program that supports prevention and overall health. While we do not display all benefits on this summary, we hope you find this helpful when considering Ichor Systems for your employment. Key benefits Ichor Systems is proud to offer include:

- In-network preventive care covered at 100%
- Wellness Program assists employees in navigating critical work/life dynamics
- ESPP is available for employees to purchase shares at a discount with payroll deductions

As a new hire, coverage will be effective upon first day of employment. All elections made during the initial eligibility period will remain in effect for the remainder of the plan year, which ends December 31. As a benefit eligible employee, working at least 20 hours per week, you and your eligible dependents are eligible for benefits. Eligible dependents include: Spouse, Domestic Partner, Eligible Dependent Children.

Benefits Offered

- Medical, including prescription drugs
- Dental
- Vision
- Employer Paid Short-Term and Long-Term Disability
- Basic Life: 1.5x your base salary*
- Voluntary Life
- Spending Accounts
- Paid Company Holidays
- Paid Time Off
- Employee Stock Purchase Plan
- 401(k)
- Education Assistance

*Maximums apply

Medical Benefits

Ichor Systems offers two medical plans through UnitedHealthcare. Both plans cover preventive care at 100% when you remain in-network and both offer in and out-of-network coverage.

	HDHP	Core Plan
Calendar Year Deductible (CYD)	(amount paid by participant and accumulates from 01/01 - 12/31)	
Individual in a Family[1] / Family	$3,400[1] / $4,500	$1,000 / $2,000
Coinsurance	20%	20%
Calendar Year Out of Pocket Maximum	(amount paid by participant and accumulates from 01/01 - 12/31)	
Individual in a Family[2] / Family	$5,000[2] / $9,000	$4,000 / $8,000

Kaiser plans are also offered to Oregon and California employees.	Oregon HMO In-Network Only	California HMO In-Network Only
Calendar Year Deductible (CYD)	(amount paid by participant and accumulates from 01/01 - 12/31)	
Individual / Family	$500 / $1,000	$500 / $1,000
Coinsurance	20%	20%
Calendar Year Out of Pocket Maximum	(amount paid by participant and accumulates from 01/01 - 12/31)	
Individual / Family	$2,500 / $5,000	$2,500 / $5,000

Health Savings Account (HSA)

For employees who enroll in the High Deductible Health Plan (HDHP) only, Ichor provides access to a Health Savings Account (HSA) administered through Optum Bank. An HSA lets you set aside money on a pre-tax basis to pay for eligible healthcare expenses such as doctor visits, prescriptions, and dental and vision care. **New in 2026, Ichor is excited to contribute $50 per month, up to $600 per year.** The HSA balance rolls over from year to year and remains yours to keep, even if you change plans or leave the company.

Dental Benefits

Ichor Systems offers two plan options – a PPO Core Plan and a PPO Enhanced Plan, both through Delta Dental. Both plans offer a broad network which includes in and out-of-network coverage.

	Core	Enhanced
Benefits & Covered Services	PPO Dentists | Premier Dentists | Non-Delta Dental Dentists	PPO Dentists | Premier Dentists | Non-Delta Dental Dentists
Deductible	No Deductible	$50 per person / $150 per family each calendar year
Maximums	$2,000 per member, per calendar year	$3,000 per member, per calendar year

Vision Benefits

Ichor Systems offers vision coverage, through VSP. Choose from thousands of independent and retail providers to find the one that best fits your needs.

Vision Care Services	Member Cost In-Network
Exam	$10 copay
Frames	$200 allowance*, 20% of balance over $200
Standard Plastic Lenses Single Vision, Bifocal, Trifocal	$25 copay
Frequency Examination, Lenses or Contact Lenses, Frames	Once every calendar year

Life and Disability

Basic life insurance, accidental death & dismemberment (AD&D), short-term disability, and basic long-term disability are 100% employer paid.

Elective Benefits

Our elective benefits include voluntary life insurance, spousal life insurance, child life insurance, additional long-term disability, and legal support.

Wellness Program

Ichor Systems has partnered with Spring Health to provide personalized mental health support to its members, offering free therapy and coaching. This initiative ensures convenient access to mental health care and resources, including 24/7 crisis support.

Tax Savings Opportunities

Maximize tax savings with a Health Savings Account (HSA), Flexible Spending Account FSA, and Dependent Care FSA options.

401(k)

Upon becoming eligible, you will be enrolled in the Ichor Systems 401(k) Plan automatically, with a pre-tax contribution rate of 3%. Ichor Systems will match 50% of your contributions, maximum of 8% of your annual salary. Vesting is immediate, ensuring you have full ownership of both your contributions and the matching funds from the company.

ESPP

Employees can invest in Ichor Systems stock through the Employee Stock Purchase Plan (ESPP). You can choose to deduct anywhere from 1% to 10% of your earnings for investment, with the added benefit of a 15% discount on the purchase price of the stock. This allows you to potentially grow your investment more effectively. Open Enrollment periods: 6/1-6/15 and 12/1-12/15.

Education Assistance

Ichor believes in the mutual benefits of enhancing your job-related skills and knowledge through academic pursuits. As a regular full-time employee in good standing, you have access to educational assistance from Ichor Systems. We offer reimbursement up to $7,500 annually to support your continued growth and development.

Time Off

Ichor Systems prioritizes the well-being of its employees and understands the significance of maintaining a healthy work-life balance. As part of our dedication to supporting our team members, we offer generous Paid Time Off (PTO) and leave benefits.

Paid Company Holidays

Upon your date of hire as a full-time or regular part-time employee, you are eligible to be paid for the following company holidays:

- President's Day
- Memorial Day
- Independence Day
- Labor Day
- Thanksgiving Day
- Day after Thanksgiving
- Christmas Eve Day
- Christmas Day
- New Year's Day
- One (1) Floating Holiday

Strategically Located Across the Globe



Headquarters
Manufacturing
Engineering
R&D
Sales
Marketing
Operations Mgt

Ichor Corporate

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