

ADVANCED MICRO DEVICES INC
Form DEFA14A
October 07, 2008

UNITED STATES
SECURITIES AND EXCHANGE COMMISSION
Washington, D.C. 20549

SCHEDULE 14A INFORMATION

Proxy Statement Pursuant to Section 14(a) of the

Securities Exchange Act of 1934

(Amendment No. __)

Filed by the Registrant

Filed by a Party other than the Registrant

Check the appropriate box:

Preliminary Proxy Statement

Confidential, for Use of the Commission Only (as permitted by Rule 14a-6(e)(2))

Definitive Proxy Statement

Definitive Additional Materials

Soliciting Material Pursuant to §240.14a-12

ADVANCED MICRO DEVICES, INC.

(Name of Registrant as Specified In Its Certificate)

(Name of Person(s) Filing Proxy Statement, if other than the Registrant)

Payment of Filing Fee (Check the appropriate box):

No fee required.

Fee computed on table below per Exchange Act Rules 14a-6(i)(4) and 0-11.

(1) Title of each class of securities to which transaction applies:

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(1) Amount Previously Paid:

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(3) Filing Party:

(4) Date Filed:

Tierra

Web Exec Summary

Purpose: To be used as the introduction to the announcement of the deal on www.amd.com.

Headline: AMD and Advanced Technology Investment Company of Abu Dhabi to Create Leading-Edge Semiconductor Manufacturing Company

Subhead: Mubadala Development Company intends to increase investment in financially-stronger AMD, which is simultaneously unlocking the value of its manufacturing assets

On Oct. 7, 2008, AMD and the Advanced Technology Investment Company announced the intention to create a new global enterprise, The Foundry Company, to address the growing global demand for independent, leading-edge semiconductor manufacturing. There is a strong shift to foundries occurring particularly to foundries with the capacity to produce devices using leading-edge process technologies. With The Foundry Company, AMD will be able to unlock the value of its world-class manufacturing capability by making it available to a growing community of fabless semiconductor companies.

The Foundry Company: A U.S. Headquartered Global Enterprise

The Foundry Company will begin with key strengths needed to build a successful leading-edge manufacturing company: a history of manufacturing excellence through AMD, committed capital, talented workforce and intellectual capital, and a strong, long-term technology partnership with IBM.

To scale capacity, The Foundry Company intends to proceed with a planned capacity expansion in Dresden, Germany. In addition, the company plans, subject to the transfer of previously approved New York State incentives, to begin construction on a new state-of-the-art facility in Saratoga County, New York, creating more than 1,465 highly-skilled, advanced manufacturing jobs and stimulating the creation of thousands more local jobs. Once operational, the New York facility will be the only independently-managed leading-edge semiconductor manufacturing foundry in the United States.

AMD Delivers on Asset Smart to Become Financially Stronger and More Focused on Design and Development

With The Foundry Company, AMD will unlock the value of its manufacturing excellence to emerge financially stronger and more focused on the design and development of the next generation of innovation based on the Fusion of computing and graphics processing. AMD is the only company in the world with a proven track-record of innovation in both x86 CPU and graphics technologies. Upon closing of this transaction, AMD will be able to direct the company's intellectual energy to helping customers create differentiation and value.

Additional Information and Where to Find It

AMD will file a proxy statement pursuant to which AMD's board of directors will solicit proxies in connection with seeking AMD stockholder approval of the issuance of AMD shares and warrants pursuant to the Master Transaction Agreement with the Securities and Exchange Commission (the "SEC"). **Investors and security holders are urged to read the proxy statement when it becomes available and other relevant documents filed with the SEC because they will contain important information.** Security holders may obtain a free copy of the proxy statement, when AMD files it with the SEC in the coming

weeks, and other documents filed by AMD with the SEC at the SEC's web site at <http://www.sec.gov>. The proxy statement and other documents may also be obtained free of charge by contacting AMD Investor Relations at investor.relations@amd.com or by telephone: (408) 749-4000.

AMD and its executive officers and directors may be deemed to be participants in the solicitation of proxies from AMD's stockholders with respect to the issuance of AMD shares and warrants pursuant to the Master Transaction Agreement. Information regarding such executive officers and directors is included in AMD's Proxy Statement for its 2008 Annual Meeting of Stockholders filed with the SEC on March 14, 2008, which is available free of charge at the SEC's web site at <http://www.sec.gov> and by contacting AMD Investor Relations at investor.relations@amd.com or by telephone: (408) 749-4000. Certain executive officers and directors of AMD have interests in the transaction that may differ from the interests of AMD stockholders generally. These interests will be described in the proxy statement when AMD files it with the SEC in the coming weeks.

FACT SHEET: The Foundry Company

The Foundry Company

AMD and the Advanced Technology Investment Company (ATIC) of Abu Dhabi have announced the creation of a U.S.-headquartered, leading-edge semiconductor manufacturing company to address growing demand for independent, leading-edge foundry production capabilities.

The new global company, to be temporarily called The Foundry Company, will serve this need by combining advanced process technology, industry-leading manufacturing facilities and aggressive plans to expand its global capacity footprint.

Doug Grose will relinquish his current role as AMD's senior vice president of manufacturing operations to become chief executive officer of The Foundry Company.

Hector Ruiz will relinquish his current role as AMD's executive chairman and chairman of the board to become chairman of The Foundry Company.

The Board of Directors of The Foundry Company will be equally divided between representatives of AMD and ATIC.

A New Global Company

Upon closing of the transaction, The Foundry Company will commence operations with approximately 3,000 employees who will transition into the new company from AMD facilities in Silicon Valley, New York, Dresden, and Austin. The new company's principal headquarters will be in Silicon Valley and its research and development and manufacturing leadership teams and ecosystems will be based in New York, Dresden, and Austin.

Dresden, Germany: With its award-winning manufacturing lines at Fab 36 and Fab 38, a total investment of more than \$6 billion to date and 2,800 world-class employees, Dresden, Germany is the cornerstone of The Foundry Company's manufacturing operations.

Saratoga County, NY: The Foundry Company plans to begin construction of the first 300mm semiconductor manufacturing facility designed for 32nm technologies at the Luther Forest Technology Campus (LFTC) in Saratoga County, New York, once transfer of previously approved New York State incentives is achieved.

East Fishkill, New York: The new foundry company will continue to invest in its industry-leading semiconductor process technology R&D at its Dresden and Sunnyvale locations as well as via the company's collaborative R&D partnership with IBM.

Austin, Texas: Along with advanced process technology, the new foundry company will continue to drive operational innovations to provide customers the most efficient, responsive and flexible manufacturing environment for their products through its dedicated Manufacturing Systems Technology organization.

Sunnyvale, California: The customer's experience, from first contact to delivery of the final product, is what differentiates the best companies in the industry. From design enablement to the final tangible product a customer receives, what separates The Foundry Company is the service it delivers along the way. 45nm SOI and 32nm Bulk design kits now available.

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For more information about The Foundry Company, visit www.newglobalfoundry.com October 2008

Upon closing, The Foundry Company will:

Have a total enterprise value of \$5.0 billion, consisting of AMD's contribution of manufacturing assets and intellectual property (including its fabrication facilities in Dresden), intellectual capital and employees valued together at \$2.4 billion; ATIC's contribution of \$1.4 billion in new capital; and \$1.2 billion of debt assumed by The Foundry Company from AMD;

Be consolidated with AMD for purposes of financial reporting;

Have a board of directors whose membership is equally divided between representatives of AMD and ATIC;

Have only AMD and ATIC as stockholders, each of which at the closing will have equal voting rights;

Be owned 44.4 percent by AMD and 55.6 percent by ATIC on a fully converted to common basis. ATIC's economic ownership will increase over time based on the differences in securities held by AMD and ATIC, and depending on whether AMD elects to invest proportionately with ATIC in future capital infusions to support The Foundry Company's growth;

Have its principal headquarters in Silicon Valley, and its research and development and manufacturing leadership teams and ecosystems in New York, Dresden, and Austin;

Have an exclusive supply agreement with limited exceptions to manufacture AMD processors and to manufacture, where competitive, certain percentages of other AMD semiconductor products;

Begin construction of the Fab 4X manufacturing facility in New York in the middle of 2009, directly employing more than 1,400 workers in Upstate New York when the facility is in full operation;

Expect to increase capacity through completing the 300mm conversion of a second state-of-the-art facility in Dresden in 2009;

Join the IBM technology development alliance for both SOI and bulk silicon technology, greatly expanding the addressable market of The Foundry Company;

After the upgrade and expansion in Dresden and the build-out of the New York facility, The Foundry Company envisions expanding its global manufacturing footprint over time, if commercially justified, to also include new fabrication facilities in Abu Dhabi; and

Announce its permanent corporate name and identity.

Additional Information and Where to Find It

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FACT SHEET: The Foundry Company and New York

The Foundry Company

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The new global company, to be temporarily called The Foundry Company, will serve this need by combining advanced process technology, industry-leading manufacturing facilities and aggressive plans to expand its global capacity footprint.

Doug Grose will relinquish his current role as AMD's senior vice president of manufacturing operations to become chief executive officer of The Foundry Company.

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The Fab at Luther Forest Technology Campus

The world's first 300mm fab designed for 32 nanometer technologies.

A 300mm wafer is 12 inches in diameter, with 2.25 times the wafer area of a 200mm wafer. When using a chip that is one square centimeter, a 300mm wafer includes approximately 706 chips. Additionally, 300mm wafers have higher clean room utilization efficiency and a reduced defect density, lowering die cost and ultimately making these wafers more cost-effective to manufacture. (*Semiconductor Industry Association*)

The new fab is planned to include four major building elements:

A 180,000 square-foot wafer fabrication clean room

Support buildings, including a spine and Bump-Test Facility (BTF)

Administrative office building

Central utility building (CUB) along with service yards and small support buildings

The Foundry Company will equip the fab with manufacturing tools and specialized equipment valued at approximately \$3.8 billion dollars; expenditures for building construction and infrastructure will be approximately \$800,000,000.

Creating Jobs for Upstate New York

The Foundry Company plans to start with a core team of locally-based employees and leverage the expertise from the highly successful Fab 36 and Fab 38 in Dresden, Germany. As the New York fab continues to increase production, The Foundry Company expects to draw the majority of the growing workforce from local communities.

The region's highly-skilled and educated local workforce is a major factor in why Luther Forest was selected as the ideal site for a new, leading-edge fab:

The project will create more than 1,400 new direct semiconductor manufacturing jobs once full scale production is achieved with an average annual salary of \$60,000 per year and an estimated annual payroll of more than \$88 million.

The project is expected to create an additional 5,000 indirect jobs in the region with a sustained estimated total payroll for both direct and indirect jobs of \$290 million per year.

An immediate stimulus to the regional economy through local expenditures of as much as \$800 million in the construction of the new manufacturing facility. Construction is expected to support about 1,600 jobs, with the potential for an additional 2,700 jobs added through economic multiplier effects. (*source: Manufacturing, Competitiveness and Technology Leadership in the Semiconductor Industry, by economist Dr. Everett M. Ehrlich, President, ESC Company, the full report is available at www.newglobalfoundry.com*)

The new fab is a key piece of New York's Tech Valley and the overall economic growth and future of a region that has seen significant downturns in recent years:

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In the past decade, New York has seen 30.6 percent of the state's manufacturing jobs lost. (*The Public Policy Institute of New York State, Inc.*)

Over the past year, New York State has seen a 3.3 percent decrease in manufacturing jobs or 18,300 jobs. (*The Public Policy Institute of New York State, Inc.*)

Key R&D, Innovation Partnership with IBM

The AMD-IBM alliance has emerged as the industry leader in high-performance SOI process technology driving faster, more power-efficient processors.

Dramatically rising R&D costs are making leading-edge manufacturing prohibitive for players that lack scale or partners.

Best of both worlds: The Foundry Company will be founded on the process technology leadership of the AMD-IBM alliance, and AMD's world-class manufacturing capability.

The new facility in Upstate NY, in alliance with IBM's R&D facilities in Fishkill, NY, plays an integral role in establishing the region as a global semiconductor and nanotech leader.

East Fishkill

78 Foundry Company employees at IBM Research Facility (Yorktown, NY) and IBM 300mm Development Facility (East Fishkill, NY).

Developing the 32nm technology for production in Fab36 in 2010.

The research areas are focused on 22nm technology which is slated for 2011 production.

Benefits for The Foundry Company

Access to industry-leading high-performance SOI and bulk silicon technology critical to serving a growing market with advanced manufacturing capabilities

A world-class R&D team comprising AMD, IBM and alliance partners and capital dedicated to the development of leading-edge core process technology

Access to IBM alliance partners who could potentially utilize The Foundry Company for their manufacturing needs

Ability for advanced technology innovation by leveraging IBM's involvement in Albany Nanotech Complex

Benefits for IBM

A well-capitalized, high-volume manufacturing partner to drive IBM's industry-standard bulk technology

Significant technology innovation opportunities for the IBM alliance

Leading-edge designs to drive faster time-to-yields for both high-performance SOI and bulk technology

Significant business growth opportunities for the IBM alliance

The relationship has been extended through 2015, including 22nm node development and other technology development activities

A highly skilled and financially committed partner for the IBM Alliance's R&D programs

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For more Information about The Foundry Company, visit www.newglobalfoundry.com October 2008

FACT SHEET: The Foundry Company and Dresden, Germany

The Foundry Company

AMD and the Advanced Technology Investment Company (ATIC) of Abu Dhabi have announced a new, U.S.-headquartered, semiconductor manufacturing company initially called The Foundry Company.

The Foundry Company will combine ATIC's long-term vision and patient capital with AMD's manufacturing leadership, innovation, and highly-skilled workforce.

The Foundry Company plans to begin construction of the first 300mm semiconductor manufacturing facility designed for 32nm technologies at the Luther Forest Technology Campus (LFTC) in Saratoga County, New York, once transfer of previously approved New York State incentives is achieved.

Fab 36 and Fab 38 Background:

The Foundry Company's Dresden Manufacturing operations will include two semiconductor manufacturing facilities, or fabs, which consistently rank among the best in the world on productivity and advanced technology capabilities. In its first 300mm wafer manufacturing facility, Fab 36, AMD produces leading-edge microprocessors using advanced 45nm and 65nm technologies. The former Fab 30 200mm facility is currently being transformed into the state-of-the-art, Fab 38 300mm facility, which is planned to start production in 2009.

The Dresden site is one of the largest international investments in Germany in more than a decade, employing approximately 2,800 highly trained engineers, technicians and specialists. Total investment in the two manufacturing facilities alone is approximately \$6 billion to-date. The site has helped establish the Dresden region as Europe's leading center of leading-edge electronics with more than 44,000 employees at 1,200 companies.

The Foundry Company will also be a principal member of two industry-leading efforts in the Dresden area as well: The Advanced Mask Technology Center (AMTC) joint venture and The Center of Nanoelectronic Technology (CNT) cooperation. AMTC focuses on the development and pilot production of next-generation lithographic masks. CNT develops process technology solutions based on 300mm wafer manufacturing.

The Dresden site has been the cornerstone for AMD's microprocessor manufacturing operations for more than a decade and we believe it is poised to be the manufacturing cornerstone of The Foundry Company for years to come.

Site Assets and Impact

Two leading-edge 300mm semiconductor manufacturing facilities:

Fab 36: currently produces 25,000 wafers per month, delivering a full range of AMD's successful processor families

Fab 38 (former 200 mm Fab 30): expected to start production in 2009 with a planned capacity of 25,000 wafer starts per month

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Co-located Bump Test Facility preparing wafers for final assembly

Dresden Design Center (DDC)

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Two industry-leading efforts:

Advanced Mask Technology Center (AMTC), a joint venture of AMD Inc., Qimonda AG and Toppan Photomasks Inc.

Center of Nanoelectronic Technology (CNT), a public-private partnership of AMD Inc., Fraunhofer Gesellschaft and Qimonda AG

Highly integrated manufacturing and R&D lines

Close cooperation with regional universities and research centers

Member of the Federal Top Cluster Initiative (Joint Saxony Project - Cool Silicon)

Creation of indirect high tech employment in the Dresden region (ratio: 1.5 indirect jobs per AMD employee)

Awards

Fab of the Year 2001 (for Fab 30) - Semiconductor International

Best Employer 2006 - Hewitt Associates

Trendence Top Employer Award 2006-2007 and 2008-2009

Trendence Top Employer Award Information Technology 2008-2009

Cogeneration Plant of the Year 2007 from the German federal association for combined heat and power (BHKW)

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Q&As H.R. FoundryCo and AMD (global)

EMPLOYEE TRANSITION

Q: Who will be part of The Foundry Company?

A: As announced, AMD is contributing its Wafer Fab manufacturing operations to a newly formed company (The Foundry Company), which will be a joint venture between AMD and **Advanced Technology Investment Company (ATIC)**. As part of this reorganization, the manufacturing operations and support functions in Dresden will become part of The Foundry Company. In addition, approximately 300 AMD employees in the U.S. mainly from manufacturing technology development will join The Foundry Company.

Q: What is the total number of employees for The Foundry Company and where are they located?

A: Upon closing of the transaction, the new company will have a little over 3000 employees around the world, with the majority in Dresden, Germany. Other significant offices for manufacturing operations will be in Austin, Texas, Sunnyvale, California and East Fishkill, New York.

Q: Will The Foundry Company employees maintain their years of service or will they be considered new employees?

A: The Foundry Company employees' AMD service time will be carried over to The Foundry Company and will count for purposes of earning vacation, etc. under the applicable policies.

Q: Will jobs be eliminated as a result of this new structure of The Foundry Company?

A: The creation of The Foundry Company is about innovation and growth in the long run for both companies in targeted industry sectors. This new venture will only work with you highly skilled and qualified employees. At the same time changes like this also require flexibility and readiness for change. AMD and The Foundry Company both intend to maintain and develop lean organizations that are highly efficient with a strong focus on performance.

Q: What was the rationale used to determine which company (AMD or The Foundry Company) an employee will be a part of?

A: Employees will be assigned to a company based on their current job responsibilities and the part of the business that he/she supports and/or is located within.

Q: What if an employee doesn't want to transfer to The Foundry Company or remain with AMD?

A: The assignment decisions were made carefully by management, taking many factors into account to ensure the future success of both companies. Generally, an employee's job and regular responsibilities will not change significantly and they will continue to be a part of the same team with limited impact to daily responsibilities.

Tierra HR Q&A

Q: Are employees able to transfer between organizations?

A: Both organizations will operate as separate entities and will have protocols in place for hiring. Transfers between these entities will be handled like external hires in the future.

Q: What happens with employees who are on expat assignments that cross the two organizations?

A: Each situation will be addressed individually to determine the most appropriate plan going forward to meet the needs of the employee and the overall business.

Q: How will HR policies change for The Foundry Company?

A: Policies will remain essentially the same immediately after the transaction closes. Soon thereafter, Foundry Co will start to adapt The Foundry Company HR programs and policies in accordance with its future HR strategy, business model, employee needs and competitive practices. The Foundry Company intends to keep the overall value comparable but the mix of how the value from HR programs and policies is delivered might change. Possible updates will be posted on the The Foundry Company [internal website](#) and communicated as appropriate.

Q: Will there be any changes to how HR provides support for both organizations?

A: There will be Service Level Agreements in place between the two organizations to ensure consistent HR services through HR resources, tools and systems. Immediately after the transaction closes, The Foundry Company will have access to all AMD HR systems and online tools and resources. In 2009, the The Foundry Company HR team will begin implementing systems and tools that support and align to the needs of The Foundry Company, with transitional support from AMD.

Q: Will there be any changes to employee numbers/email addresses/NT IDs for The Foundry Company employees?

A: Immediately after the closing of the transaction we expect that all of the above will remain unchanged. In 2009, as The Foundry Company establishes its own systems, changes are likely. All changes will be communicated well in advance to ensure minimal disruption or impact to employees and business operations.

Tierra HR Q&A

Q: Where do The Foundry Company employees go to get information about the company, its strategy, vision, leadership, values, etc. and will The Foundry Company have its own site for employees to reference as things change or are updated?

A: There will be a section of AMD Central that will focus on all The Foundry Company information including its vision and mission, extensive Q&A and regular updates on decisions being made and processes being established. In the longer term this section will transition to an independent web site as The Foundry Company establishes its own systems and processes.

Rewards Philosophy and Direction / Compensation & Benefits

Q: What will The Foundry Company's approach to Total Rewards be in the future?

A: The Foundry Company will provide a comprehensive market-competitive reward program to:

Align with the company's pioneering mission to grow a world class organization unique in the industry

Attract, retain and engage a best-in-class global workforce that collaborates globally to deliver service, quality and value to its customers

Drive a high performance culture that delivers manufacturing excellence and maintains a sharp focus on its customers

While the Foundry Company does not intend to make changes to its plans simply for the sake of making changes, it will look to more closely support the mission, vision and values of the new organization through its Total Reward offerings.

Q: How does becoming a private company that is separate from AMD affect our Total Rewards programs?

A: Programs like the Employee Stock Purchase Plan (ESPP) and other stock programs no longer work in a private company environment. The Foundry Company intends to keep overall compensation opportunities comparable but the mix of how the opportunities are delivered will likely change. And as The Foundry Company moves toward a long-term focus on building a global organization, we want to deliver incentive programs that reward the behaviors that will enable success. On the benefits side, The Foundry Company may make small adjustments in its plan design and vendor contracts to make sure they are competitive and in line with our future growth plans and global footprint.

Q: Who is responsible for creating our new Total Reward philosophy?

A: The executive leadership team of The Foundry Company has been working together to chart the course for the new organization, including creating the company's mission and vision and supporting Total Reward philosophies.

Tierra HR Q&A

Q: How will you be communicating changes to employees before and after close?

A: The management of The Foundry Company wants to build your trust by frequently informing you and your colleagues. The Foundry Company management will provide avenues for employees' feedback and will keep updating information on the The Foundry Company section of AMD Central (later on an independent The Foundry Company Site) as decisions are made. When the Total Reward programs have been finalized after the transaction closes, The Foundry will plan a launch that includes manager and employee training and provide content as appropriate.

Q: How will moving to The Foundry Company affect my compensation programs? Will my base pay change?

A: The Foundry Company management team intends to keep your overall compensation opportunity comparable but the mix of how the opportunity is delivered will likely change. Your current base pay will not change as a result of this move.

Q: Will payroll period, payroll cutoff dates and pay dates remain the same for The Foundry Company employees?

A: Yes, they will remain the same until further notice.

Q: What will happen to the merit increase I just received for 2008? What is the timing for merit increases when we move to The Foundry Company?

A: Any merit increase you received for the 2008 cycle will be applied to your salary at The Foundry Company. Information about process and timing for future merit increases will be communicated as part of your overall compensation communication.

Q: What will happen to the current AMD Bonus Plan?

A: For the 2H/2008 eligible employees will continue to participate in the AMD Corporate Bonus Plan. For 2009, The Foundry Company will design its incentive plans to align with its new organization and accordingly reward and recognize the behaviors that will help it build a strong global organization.

Q: Who will be eligible for the The Foundry Company Incentive (Bonus) Plans?

A: The Foundry Company wants to ensure that its plans are appropriate to various levels and locations in its organization and are in the process of determining eligibility.

Q: What will happen to the Profit Sharing program when we move to The Foundry Company?

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- A:** To build our future together, The Foundry Company plans to deliver incentive plans that reward behaviors like global collaboration, innovation, intense customer focus, manufacturing excellence and value creation. As we become The Foundry Company, our incentive plans will be designed to more closely recognize these behaviors.

Page 4

Tierra HR Q&A

Q: What will happen to the AMD Employee Stock Purchase Plan (ESPP)? Can The Foundry Company employees still participate in the AMD plan? Will The Foundry Company establish an ESPP of its own?

A: The AMD Employee Stock Purchase Plan was suspended as of the purchase period ending October 31, 2007. AMD will review business conditions and determine if the suspension will end before December 31, 2008. After the transaction closes, The Foundry Company will not have an ESPP program nor will The Foundry Company employees be eligible to participate in the AMD ESPP should it reopen.

Q: What will happen to any vested/unvested stock options and/or RSUs for The Foundry Company employees?

A: All vested RSUs are owned by the employees and those will not be impacted by the transaction. You will also continue to keep your E-Trade account for managing those. For unvested RSUs and stock options we are in the process of determining the details and will provide ongoing communication as information becomes available.

Q: What will happen to vacation that The Foundry Company employees already accrued at AMD?

A: Accrued vacation will automatically transfer to The Foundry Company with the employee.

Q: What are the The Foundry Company health/wellness benefits? Will they differ from the AMD benefits available to employees?

A: Even with a smaller employee population in the U.S. The Foundry Company will establish a comparable, competitive Employee Benefits program in the U.S. For more detail, please see U.S.-specific Q&A. In Dresden, employee benefits will remain the same.

Job, Career and Development, Performance Management

Q: Will the AMD leadership development programs be available to The Foundry Company leaders?

A: In order to be successful, The Foundry Company needs to identify and develop talent across the organization. In early 2009, the The Foundry Company HR, Executive & Leadership teams will identify the key leadership competencies required for success at The Foundry Company and will develop programs in order to give talented employees the opportunity to grow organically within the organization.

Q: Will there be opportunities to develop and advance my career within The Foundry Company? Within AMD?

A: The transition to two stand-alone companies creates opportunities for job enrichment and development for both organizations. Employees will be given the opportunity to take on new challenges and learn new and valuable skills in the future. The HR team will work with managers to continually review staffing and development practices and will encourage constructive feedback that will help employees with their career path.

Tierra HR Q&A

Q: Will my job level and title remain the same with The Foundry Company?

A: Based on The Foundry Company's future HR strategies, The Foundry Company will develop its own career framework that aligns to the organization's requirements and industry benchmarks. As a result individual job levels and titles may change in alignment with the new career framework.

Q: How will our performance management process change? Will I have new goals and objectives? What will happen to my current goals and objectives?

A: The Foundry Company will establish guidelines for executing the performance management process. More details on this will be communicated when these are finalized. Please work with your direct Manager on your goals and objectives to ensure they are aligned with the current priorities.

Q: Will I get a new manager as a result of the creation of The Foundry Company?

A: It is possible that you will be assigned a new manager. If so, your new manager and former manager will work closely together to ensure a smooth transition. The new manager will work with you and help you to develop goals, objectives and a development plan aligned to both your success and the success of The Foundry Company/ AMD.

Additional Information and Where to Find It

AMD will f