

## Key Employees

### John Stover

After receiving his PhD in Electrical Engineering from Purdue, John started his career in a government lab studying light scatter metrology &ndash; a field he has never managed to leave.

On his way, he also taught at two universities, worked in the defense and semiconductor industries and was involved in two startup ventures.

He teaches a course for SPIE, has over ten published patents and is the author of over 100 papers and articles as well as chapters in three books.

His own book, Optical Scattering, is in its second edition from SPIE Press. He has been active in national and international standards work in ASTM and SEMI for over twenty years and is a SPIE Fellow.

Currently located in Tucson AZ, he owns and runs The Scatter Works, Inc, offering measurements, consulting and particle depositions to support light scatter metrology for a wide variety of applications.

### Len A. Anderson

Len majored in Biology at Miami University in Oxford, Ohio and then accepted a position with Cincinnati Milacron in their Silicon Materials division.

After relocating to Silicon Valley, Len was offered a manufacturing position with Galamar Industries, a subsidiary of Applied Materials.

He later joined the start up team at NBK Corporation and was instrumental in developing innovative processes for crystal growing, chemical-mechanical polishing and wafer cleaning.

Shortly after NBK was acquired by Kawasaki Steel, Len accepted a position in Sales for VLSI Standards, a subsidiary of KLA Tencor.

After a long tenure with VLSI Standards, Len accepted the position of Director of Sales for The Scatter Works in 2002.