

U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC) 2024 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)										EEOC Standard Form 100 (SF 100) Revised 08/2023 OMB Control Number: 3046-0049 Expiration Date: 11/30/2026						
SECTION A – TYPE OF REPORT CONSOLIDATED REPORT																
SECTION B – EMPLOYER IDENTIFICATION																
OFS COMPANY ID 0640563			EMPLOYER NAME COHU INC													
ADDRESS 12367 CROSTHWAITE CIRCLE						CITY/TOWN POWAY				STATE CA		ZIP CODE 92064				
SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)																
HQ/ESTABLISHMENT-LEVEL UNIT ID			HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME													
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS						CITY/TOWN				STATE		ZIP CODE				
SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN) 952487577																
SECTION E – EMPLOYER FILING ELIGIBILITY																
<input checked="" type="checkbox"/> YES (Employer Is Eligible to File) <input type="checkbox"/> NO (Employer Is Not Eligible to File) <input type="checkbox"/> EMPLOYER NO LONGER IN BUSINESS																
SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)																
Unique Entity ID (UEI): CRV1G64LDMJ9																
<input type="checkbox"/> YES (Single-Establishment Employer is Federal Contractor) <input checked="" type="checkbox"/> YES (Multi-Establishment Employer is Federal Contractor)																
<input checked="" type="checkbox"/> YES (Headquarters is Federal Contractor) <input type="checkbox"/> YES (Non-Headquarters Establishment is Federal Contractor)																
<input checked="" type="checkbox"/> YES (One or More Non-Headquarters Establishments is Federal Contractor)																
SECTION G – NAICS INFORMATION 334515 - Instrument Manufacturing for Measuring and Testing Electricity and Electrical Signals																
SECTION H – WORKFORCE DEMOGRAPHIC DATA																
JOB CATEGORIES	Race/Ethnicity															
	Hispanic or Latino		Not Hispanic or Latino													
			Male							Female						
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	Row Total	
Executive/Senior Level Officials and Managers	1	0	9	0	1	0	0	0	2	0	0	0	0	0	13	
First/Mid-Level Officials and Managers	6	2	66	2	14	0	0	2	25	1	6	0	0	1	125	
Professionals	16	7	113	6	26	1	0	1	14	0	14	2	0	0	200	
Technicians	3	0	21	1	9	1	1	1	1	0	2	0	0	0	40	
Sales Workers	1	0	7	0	1	0	0	0	2	0	0	0	0	0	11	
Administrative Support Workers	2	3	0	0	3	0	0	0	16	0	8	0	0	2	34	
Craft Workers	1	0	4	0	1	0	0	0	0	0	0	0	0	0	6	
Operatives	1	9	9	0	8	0	0	0	6	0	13	0	0	0	46	
Laborers and Helpers	0	0	0	1	0	0	0	0	0	0	0	0	0	0	1	
Service Workers	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	
CURRENT 2024 REPORTING YEAR TOTAL	31	21	230	10	63	2	1	4	66	1	43	2	0	3	477	
PRIOR 2023 REPORTING YEAR TOTAL	29	23	258	10	81	3	1	3	77	1	56	3	1	3	549	
SECTION I – WORKFORCE SNAPSHOT PERIOD 12/9/2024 - 12/27/2024																
SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)  Not Applicable																

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SECTION K – OFFICIAL CERTIFICATION OF SUBMISSION				
EMPLOYER IDENTIFICATION				
OFS COMPANY ID 0640563		EMPLOYER NAME COHU INC		
ADDRESS 12367 CROSTHWAITE CIRCLE		CITY/TOWN POWAY	STATE CA	ZIP CODE 92064
CERTIFICATION COMMENTS (optional)				
No Certification Comments Provided				
CERTIFICATION STATEMENT <i>"I certify that the information, including any workforce demographic data, provided in this report is correct and true to the best of my knowledge and was prepared in conformity with the directions set forth in the form and accompanying instructions."</i> <b>Knowingly and willfully false statements on this report are punishable by law, US Code, Title 18, Section 1001.</b>				
DATE OF CERTIFICATION 6/5/2025 8:56 PM [EST]				
EMPLOYER'S CERTIFYING OFFICIAL				
Name of Employer's Certifying Official JILL BARRES7814675327		Title of Certifying Official SR DIRECTOR HR		
Email Address of Certifying Official jill.barres@cohu.com		Telephone Number of Certifying Official 781-467-5327		
PRIMARY POINT OF CONTACT (POC) FOR EEO-1 COMPONENT 1 REPORTING				
Name of Primary POC JILL BARRES7814675327		Title and Employer of Primary POC SR DIRECTOR HR COHU INC		
Email Address of Primary POC jill.barres@cohu.com		Telephone Number of Primary POC 781-467-5327		

U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC) 2024 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)										EEOC Standard Form 100 (SF 100) Revised 08/2023 OMB Control Number: 3046-0049 Expiration Date: 11/30/2026					
SECTION A – TYPE OF REPORT HEADQUARTERS REPORT															
SECTION B – EMPLOYER IDENTIFICATION															
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ADDRESS 12367 CROSTHWAITE CIRCLE						CITY/TOWN POWAY				STATE CA		ZIP CODE 92064			
SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)															
HQ/ESTABLISHMENT-LEVEL UNIT ID 0640563			HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME DELTA DESIGN INC.												
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS 12367 CROSTHWAITE CIRCLE						CITY/TOWN POWAY				STATE CA		ZIP CODE 92064			
SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN) 952487577															
SECTION E – EMPLOYER FILING ELIGIBILITY <input checked="" type="checkbox"/> YES (Employer Is Eligible to File) <input type="checkbox"/> NO (Employer Is Not Eligible to File) <input type="checkbox"/> EMPLOYER NO LONGER IN BUSINESS															
SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable) Unique Entity ID (UEI): CRV1G64LDMJ9 <input type="checkbox"/> YES (Single-Establishment Employer is Federal Contractor) <input checked="" type="checkbox"/> YES (Multi-Establishment Employer is Federal Contractor) <input checked="" type="checkbox"/> YES (Headquarters is Federal Contractor) <input type="checkbox"/> YES (Non-Headquarters Establishment is Federal Contractor) <input checked="" type="checkbox"/> YES (One or More Non-Headquarters Establishments is Federal Contractor)															
SECTION G – NAICS INFORMATION 334515 - Instrument Manufacturing for Measuring and Testing Electricity and Electrical Signals															
SECTION H – WORKFORCE DEMOGRAPHIC DATA															
JOB CATEGORIES	Race/Ethnicity														Row Total
	Hispanic or Latino		Not Hispanic or Latino												
			Male							Female					
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	
Executive/Senior Level Officials and Managers	1	0	6	0	1	0	0	0	2	0	0	0	0	0	10
First/Mid-Level Officials and Managers	4	2	30	1	6	0	0	2	8	0	4	0	0	1	58
Professionals	11	6	37	1	13	1	0	0	3	0	8	2	0	0	82
Technicians	3	0	14	1	7	1	1	1	0	0	1	0	0	0	29
Sales Workers	0	0	2	0	1	0	0	0	1	0	0	0	0	0	4
Administrative Support Workers	2	3	0	0	3	0	0	0	7	0	4	0	0	1	20
Craft Workers	1	0	3	0	1	0	0	0	0	0	0	0	0	0	5
Operatives	0	3	1	0	4	0	0	0	0	0	2	0	0	0	10
Laborers and Helpers	0	0	0	1	0	0	0	0	0	0	0	0	0	0	1
Service Workers	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1
CURRENT 2024 REPORTING YEAR TOTAL	22	14	94	4	36	2	1	3	21	0	19	2	0	2	220
PRIOR 2023 REPORTING YEAR TOTAL	22	13	93	3	41	3	1	2	25	0	23	3	1	2	232
SECTION I – WORKFORCE SNAPSHOT PERIOD 12092024 - 12272024															
SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional) -															

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SECTION A – TYPE OF REPORT ESTABLISHMENT-LEVEL REPORT															
SECTION B – EMPLOYER IDENTIFICATION															
OFS COMPANY ID 0640563			EMPLOYER NAME COHU INC												
ADDRESS 12367 CROSTHWAITE CIRCLE						CITY/TOWN POWAY				STATE CA		ZIP CODE 92064			
SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)															
HQ/ESTABLISHMENT-LEVEL UNIT ID AU48686			HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME CIS LLC ST PAUL												
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS 4444 CENTERVILLE ROAD SUITE 105						CITY/TOWN SAINT PAUL				STATE MN		ZIP CODE 55127			
SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN) 952487577															
SECTION E – EMPLOYER FILING ELIGIBILITY															
<input checked="" type="checkbox"/> YES (Employer Is Eligible to File) <input type="checkbox"/> NO (Employer Is Not Eligible to File) <input type="checkbox"/> EMPLOYER NO LONGER IN BUSINESS															
SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)															
Unique Entity ID (UEI): UNAVAILABLE															
<input type="checkbox"/> YES (Single-Establishment Employer is Federal Contractor) <input checked="" type="checkbox"/> YES (Multi-Establishment Employer is Federal Contractor)															
<input checked="" type="checkbox"/> YES (Headquarters is Federal Contractor) <input checked="" type="checkbox"/> YES (Non-Headquarters Establishment is Federal Contractor)															
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SECTION G – NAICS INFORMATION															
334515 - Instrument Manufacturing for Measuring and Testing Electricity and Electrical Signals															
SECTION H – WORKFORCE DEMOGRAPHIC DATA															
JOB CATEGORIES	Race/Ethnicity														
	Hispanic or Latino		Not Hispanic or Latino												
			Male							Female					
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	Row Total
Executive/Senior Level Officials and Managers	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1
First/Mid-Level Officials and Managers	0	0	8	0	1	0	0	0	7	0	1	0	0	0	17
Professionals	0	1	9	0	2	0	0	0	1	0	3	0	0	0	16
Technicians	0	0	1	0	1	0	0	0	1	0	0	0	0	0	3
Sales Workers	1	0	0	0	0	0	0	0	1	0	0	0	0	0	2
Administrative Support Workers	0	0	0	0	0	0	0	0	3	0	0	0	0	1	4
Craft Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Operatives	0	0	0	0	2	0	0	0	1	0	1	0	0	0	4
Laborers and Helpers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Service Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CURRENT 2024 REPORTING YEAR TOTAL	1	1	19	0	6	0	0	0	14	0	5	0	0	1	47
PRIOR 2023 REPORTING YEAR TOTAL	1	2	23	1	8	0	0	0	17	0	5	0	0	1	58
SECTION I – WORKFORCE SNAPSHOT PERIOD 12092024 - 12272024															
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OFS COMPANY ID 0640563				EMPLOYER NAME COHU INC											
ADDRESS 12367 CROSTHWAITE CIRCLE						CITY/TOWN POWAY				STATE CA		ZIP CODE 92064			
SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)															
HQ/ESTABLISHMENT-LEVEL UNIT ID AU48703				HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME EVERETT CHARLES TCHNOLOGIES											
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS 6 COURT STREET						CITY/TOWN LINCOLN				STATE RI		ZIP CODE 02865			
SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN) 952487577															
SECTION E – EMPLOYER FILING ELIGIBILITY															
<input checked="" type="checkbox"/> YES (Employer Is Eligible to File) <input type="checkbox"/> NO (Employer Is Not Eligible to File) <input type="checkbox"/> EMPLOYER NO LONGER IN BUSINESS															
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Unique Entity ID (UEI): UNAVAILABLE															
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SECTION G – NAICS INFORMATION 334515 - Instrument Manufacturing for Measuring and Testing Electricity and Electrical Signals															
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JOB CATEGORIES	Race/Ethnicity														Row Total
	Hispanic or Latino		Not Hispanic or Latino												
			Male							Female					
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	
Executive/Senior Level Officials and Managers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
First/Mid-Level Officials and Managers	0	0	3	0	0	0	0	0	2	0	0	0	0	0	5
Professionals	0	0	4	0	0	0	0	0	1	0	0	0	0	0	5
Technicians	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sales Workers	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1
Administrative Support Workers	0	0	0	0	0	0	0	0	3	0	1	0	0	0	4
Craft Workers	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1
Operatives	0	6	7	0	1	0	0	0	5	0	10	0	0	0	29
Laborers and Helpers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Service Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CURRENT 2024 REPORTING YEAR TOTAL	0	6	16	0	1	0	0	0	11	0	11	0	0	0	45
PRIOR 2023 REPORTING YEAR TOTAL	0	6	17	0	1	0	0	0	11	0	13	0	0	0	48
SECTION I – WORKFORCE SNAPSHOT PERIOD 12092024 - 12272024															
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SECTION A – TYPE OF REPORT ESTABLISHMENT-LEVEL REPORT															
SECTION B – EMPLOYER IDENTIFICATION															
OFS COMPANY ID 0640563				EMPLOYER NAME COHU INC											
ADDRESS 12367 CROSTHWAITE CIRCLE						CITY/TOWN POWAY				STATE CA		ZIP CODE 92064			
SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)															
HQ/ESTABLISHMENT-LEVEL UNIT ID FM53546				HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME XCERRA CORPORATION											
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS 825 UNIVERSITY AVENUE						CITY/TOWN NORWOOD				STATE MA		ZIP CODE 02062			
SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN) 952487577															
SECTION E – EMPLOYER FILING ELIGIBILITY															
<input checked="" type="checkbox"/> YES (Employer Is Eligible to File) <input type="checkbox"/> NO (Employer Is Not Eligible to File) <input type="checkbox"/> EMPLOYER NO LONGER IN BUSINESS															
SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)															
Unique Entity ID (UEI): UNAVAILABLE															
<input type="checkbox"/> YES (Single-Establishment Employer is Federal Contractor) <input checked="" type="checkbox"/> YES (Multi-Establishment Employer is Federal Contractor)															
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JOB CATEGORIES	Race/Ethnicity														Row Total
	Hispanic or Latino		Not Hispanic or Latino												
			Male							Female					
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	
Executive/Senior Level Officials and Managers	0	0	2	0	0	0	0	0	0	0	0	0	0	0	2
First/Mid-Level Officials and Managers	2	0	19	0	5	0	0	0	7	1	0	0	0	0	34
Professionals	4	0	48	5	5	0	0	1	7	0	2	0	0	0	72
Technicians	0	0	5	0	0	0	0	0	0	0	1	0	0	0	6
Sales Workers	0	0	2	0	0	0	0	0	0	0	0	0	0	0	2
Administrative Support Workers	0	0	0	0	0	0	0	0	3	0	2	0	0	0	5
Craft Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Operatives	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1
Laborers and Helpers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Service Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CURRENT 2024 REPORTING YEAR TOTAL	6	0	77	5	10	0	0	1	17	1	5	0	0	0	122
PRIOR 2023 REPORTING YEAR TOTAL	4	0	85	5	16	0	0	1	20	1	5	0	0	0	137
SECTION I – WORKFORCE SNAPSHOT PERIOD 12092024 - 12272024															
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ADDRESS 12367 CROSTHWAITE CIRCLE						CITY/TOWN POWAY				STATE CA		ZIP CODE 92064			
SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)															
HQ/ESTABLISHMENT-LEVEL UNIT ID M031656			HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME XCERRA MILPITAS												
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS 880 N MCCARTHY BLVD SUITE 100						CITY/TOWN MILPITAS				STATE CA		ZIP CODE 95035			
SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN) 952487577															
SECTION E – EMPLOYER FILING ELIGIBILITY															
<input checked="" type="checkbox"/> YES (Employer Is Eligible to File) <input type="checkbox"/> NO (Employer Is Not Eligible to File) <input type="checkbox"/> EMPLOYER NO LONGER IN BUSINESS															
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JOB CATEGORIES	Race/Ethnicity														Row Total
	Hispanic or Latino		Not Hispanic or Latino												
			Male							Female					
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	
Executive/Senior Level Officials and Managers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
First/Mid-Level Officials and Managers	0	0	6	1	2	0	0	0	1	0	1	0	0	0	11
Professionals	1	0	15	0	6	0	0	0	2	0	1	0	0	0	25
Technicians	0	0	1	0	1	0	0	0	0	0	0	0	0	0	2
Sales Workers	0	0	2	0	0	0	0	0	0	0	0	0	0	0	2
Administrative Support Workers	0	0	0	0	0	0	0	0	0	0	1	0	0	0	1
Craft Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Operatives	1	0	0	0	1	0	0	0	0	0	0	0	0	0	2
Laborers and Helpers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Service Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CURRENT 2024 REPORTING YEAR TOTAL	2	0	24	1	10	0	0	0	3	0	3	0	0	0	43
PRIOR 2023 REPORTING YEAR TOTAL	2	2	40	1	15	0	0	0	4	0	10	0	0	0	74
SECTION I – WORKFORCE SNAPSHOT PERIOD 12092024 - 12272024															
SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional) -															