

RK Logistics Groups' SEACSS™ Team Helps Boost Silicon Valley Semiconductor Clients' Engineer Retention to Over 90%

RK's Semiconductor Engineering and Campus Support Services (SEACSS™) program boosts engineer productivity/job satisfaction, engineer retention, reducing costs.

SILICON VALLEY, CA, UNITED STATES, October 20, 2025 /EINPresswire.com/ -- [RK Logistics Group](#),

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Joe MacLean, Chairman and CEO, RK Logistics Group

a leading provider of Semiconductor Engineering and Campus Support Services (SEACSS™) with over 40 years of proven experience in semiconductor logistics and [Foreign Trade Zone \(FTZ\)](#) expertise, today announced record-breaking results from its in-house SEACSS™ team, with RK's clients achieving engineer retention rates exceeding 90%, a remarkable 10.2% increase from the previous fiscal year, dramatically outperforming Silicon Valley industry benchmarks.

“This achievement contrasts sharply with the broader semiconductor sector's engineer retention challenges,” says Joe MacLean, Chairman and CEO of RK Logistics

Group. “RK's SEACSS™ team streamlines engineers' work, allowing them to focus on high-level innovation tasks, while RK handles their low-value busywork tasks and other operational complexities, all at a lower cost and greater efficiency than their internal operations. So we actually enable our semiconductor clients to redirect resources more exclusively toward innovation and growth, which results in total operational cost reductions of 25-35% for our semiconductor clients, typically within the first year.”

INDUSTRY CONTEXT: THE SILICON VALLEY ENGINEER RETENTION CRISIS

According to comprehensive industry analysis, the technology sector faces a concerning 23% average software engineer turnover rate.[1] Each departing engineer costs organizations 1.5–2 times their annual salary in replacement, onboarding, lost productivity, and knowledge transfer requirements.[2] For organizations with significant engineering teams, poor engineer employee retention can represent millions of dollars in annual costs and substantially impact project timelines and product development capabilities. [3]

RK LOGISTIC GROUP'S SERVICES DRIVING SEMICONDUCTOR ENGINEER RETENTION RESULTS

"Partnering with RK Logistics is a win-win scenario for our semiconductor client engineers," says James Bryant, Chief Operating Officer at RK Logistics Group. "RK manages highly sensitive intellectual property on behalf of our customers' blue-chip end clients and provides direct shipping to their destinations, ensuring the utmost security and confidentiality throughout the process."

"In addition to providing engineering support to our end customer," Bryant adds, "RK is leveraging the Foreign Trade Zone (FTZ) between our engineering warehouses and campus operations to enable seamless movement of materials within subzones, eliminating the need for bonded transportation."

RK's UNIQUE SEMICONDUCTOR ENGINEERING AND CAMPUS SUPPORT SERVICES (SEACSS™) OFFERINGS:

- Engineering Support Services: Specialized logistics and operational support reducing internal resource requirements
- Campus Facilities Management: Complete operational support eliminating need for internal facilities teams
- Precision Equipment Logistics: Expert handling reducing equipment damage and downtime costs
- Supply Chain Optimization: End-to-end solutions improving efficiency while reducing total cost of ownership
- Scalable Workforce Solutions: Flexible staffing models providing cost predictability and operational flexibility
- Additional cost reductions: The transition of HR-related risks due to workers' comp and PAGA related claims

RK's CONTRIBUTION TO KEY ENGINEER RETENTION FACTORS:

- Meaningful Technical Challenges: Specialized logistics and operational support that enhance engineer engagement, satisfaction and professional development
- Compensation Alignment: Lower engineer turnover cost savings enable competitive compensation packages
- Management Excellence: Reduced administrative burden allows engineers to focus on technical leadership and what they love to do: innovation

MARKET LEADERSHIP AND FUTURE OUTLOOK:

In a rapidly growing semiconductor industry projected to reach \$1 trillion by 2030, retaining top engineering talent is paramount. RK Logistics's services have proved to be crucial for semiconductor companies looking to sustain growth, innovate, and maintain a competitive edge by ensuring their valuable engineers are optimally utilized and remain engaged in high-value activities.

By outsourcing non-core, yet critical, functions to RK, semiconductor companies can alleviate the

burden on their in-house engineering teams, allowing highly skilled engineers to focus on core innovation and development rather than being diverted to logistics challenges. This focus on core competencies, supported by RK's specialized services, directly contributes to better engineer employee retention.

ABOUT RK LOGISTICS GROUP:

Founded in California's Silicon Valley 35 years ago, RK Logistics Group leads the 3PL market with sustainable, innovative, engineered supply chain solutions for industries from semiconductor manufacturing equipment (FABs), electric vehicles (EV) and advanced batteries, to electronics, consumer products, and other high-tech industries. The company supports industry-specific logistics operations including line-side inbound materials sequencing, reverse logistics, specialty transportation, hazardous goods management, and comprehensive engineering support services. For more information, visit www.rklogisticsgroup.com.

References:

- [1] 2024 Stack Overflow Developer Survey
- [2] Society for Human Resource Management
- [3] SignalFire: State of Tech Talent Report 2025

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