



Benefits Summary – College Recruitment 2009-2010

Holidays

U.S. locations have eight paid holidays per year.

Vacation

Regular vacation for the year of hire is based on the month of hire:

<u>Month of Hire</u>	<u>Year of Hire</u>
January	40 hours
February	36 hours
March	32 hours
April	32 hours
May	28 hours
June	24 hours
July	20 hours
August	16 hours
September	12 hours
October	12 hours
November	8 hours
December	8 hours

Regular Vacation: Beginning on January 1st of your first full calendar year of employment with Dow Corning, and in subsequent calendar years, Regular Vacation is earned on a prorated basis for each month worked at Dow Corning. For example, in your first full calendar year of employment, you will earn 128 hours/12 months or 10 2/3 hours each month. Vacation outside of this schedule must have approval from the hiring manager and Human Resources.

1 st & 2 nd	128 hours
3 rd and 4 th	136 hours
5 th through 9 th	160 hours
10 th through 19 th	168 hours
20 th and above	184 hours

Service Vacation: Beginning on January 1st of the year when your 5th anniversary falls, and during subsequent 5-year periods of employment commencing on January 1st, you will earn hours of Service Vacation on a prorated basis for each month worked. For example, if your adjusted service date is July 2004, you will earn 40 hours of Service Vacation gradually between January 1, 2009 and December 31, 2013. Service Vacation is earned according to the number of years of service you have accrued with Dow Corning.

Parental Leave

Dow Corning’s Parental Leave allows a male employee to take up to 80 hours (2 weeks) of paid time off. This benefit is intended to provide time to bond with a birth child. See Adoption Assistance Program for paid leave benefits related to an adoptive child.

Flexible Work Arrangements

Flexible work arrangements are offered based upon business and operational needs.

Short-Term Sick Leave

Up to 80 hours per year is granted for short term illnesses. During your first year of employment, short-term sick leave is pro-rated based on your hire date.

Short-Term Disability

Short-Term Disability is offered for injuries, illness or chronic medical conditions lasting more than 10 days. The length of your paid sick leave is based upon medical necessity and follows a schedule determined by your service time.

Long-Term Disability

The Long-Term Disability (LTD) Income Protection Plan may provide income for you in the event an illness or injury prevents you from working six months or more

Annual Variable Incentive Plan

Annual Variable Incentive Plan (AVIP) is a short-term incentive compensation plan. The purpose of the Plan is to provide eligible employees with a competitive short-term compensation component that creates a sense of company ownership. The plan is designed to align with, and support Dow Corning's growth strategy by rewarding efforts that directly impact the company's financial goals.

Investment Program

Employees are eligible to invest up to 75 percent of base salary in either an after-tax savings plan, a pre-tax deferred 401(k) savings plan, or a combination of both immediately upon hire. Employee-directed investments can be in either a fixed income fund or various funds. If employee participates, the corporation will match 100% of the first three percent you contribute and 50% of the next four percent you contribute, for a total company match of 5 percent.

Flexible Benefits Program

Upon date of hire you are eligible to select from a number of benefit programs. Employees choose benefits specifically tailored to fit their personal and family needs including domestic partners. Benefits menu includes traditional medical plans plus HMO options in locations where available, Health Savings Account, dental plans, a vision plan, a legal plan, plus a variety of life insurance, long term disability, and accident insurance options. Employees are given an opportunity to change benefits options each year during an annual open enrollment period, or if the employee has a qualifying life event.

Pension Plan

Competitive pension plan based on length of service and compensation, fully funded by the corporation. You are fully vested in this plan after 5 years of employment.

Employee Assistance Program

Confidential employee and family counseling for life problems – marital, emotional, substance abuse – at no cost for up to six visits per year.

Educational Assistance

Dow Corning values and supports education -- both at work and outside of the work environment by offering Company-Sponsored Educational Programs, Educational Assistance Programs and Higher Education Scholarships for employee dependents. The Educational Assistance Program is an Education Reimbursement Program for approved course work that will enhance job performance, maximize career potential, and bring value to Dow Corning.

Sick Dependent Care

When either your dependent or their normal care provider becomes ill, Dow Corning will subsidize the cost of a temporary care provider to come to your home, up to a maximum of 80 hours per year.

Flexible Spending Accounts

Employees can create a Dependent Day Care flexible spending account of up to \$5,000 from pre-tax earnings or a Health Care flexible spending account of up to \$3,500 from pre-tax earnings.

Adoption Assistance Program

This program is designed to provide reimbursement for a portion of the expense associated with the adoption process. The Adoption Assistance Program reimburses employees up to \$5,000 per child (up to \$6,000 for a child with special needs) with a \$12,000 lifetime maximum. Dow Corning's Adoption Assistance Program also allows the primary caregiver to take up to 240 hours (6 weeks) of paid time off. This benefit is intended to provide time to bond with an adoptive child.

Talent Matters Employee Referral Program

Employees can earn a bonus by referring candidates as defined by the program guidelines. All Employees are eligible (and encouraged!) to participate.

It is Dow Corning's intention that these plans shall be permanent. However, Dow Corning reserves the right to terminate or amend any of these plans, in any respect, at any time. For further information, please contact our Human Resource Service Center 989-496-4772 or 800-440-0772