

# Benefits Summary

## Summer Intern

### Salaries

Salary rates are based on your academic discipline and year in school. Salaries are proportional to and competitive with the industry rates offered to current college graduates.

### Vacation

Vacation is a benefit intended to give employees time away from work for rest and relaxation or to meet personal needs. Two vacation days will be earned during the summer.

### Holidays

You will receive regular paid hours for holidays that fall during the work term.

### Sick Leave

Attendance is a major determination of overall job performance. Every employee must use good judgment in determining when time off for illness is needed. Any paid sick leave will be left to your supervisor's discretion, up to a maximum of two days per work term.

### Funeral Leave

You will be granted time off with pay when there is a death in your immediate family.

### Business Travel Insurance

If you travel away from your normal work location on company business, you are automatically insured for 10 times your annual salary (to a maximum of \$100,000) for any type of accident that results in death or total disability.

### Housing

Dow Corning offers furnished student housing at a reasonable cost. Rent is automatically deducted from your paycheck on a bi-weekly basis.

### Company-Sponsored Training

Dow Corning sponsors a wide range of career-related courses that can be taken during your internship.

### Credit Union

You are eligible to join the Dow Chemical Employees' Credit Union.

### Service Time Accumulation

The service time accumulated during each work term will be factored into your service date if you join Dow Corning permanently upon graduation. This means earlier eligibility for certain Dow Corning benefits and vacation.

*For further information, please contact HR Service Center (HRSC) 989-496-4722 or 800-440-0772*