

We're a growing, thriving company

In May 2009, Hemlock Semiconductor Group was selected as one of the top economic development deals of the year by *Site Selection Magazine*, a national economic development publication.

Hemlock Semiconductor has invested more than \$4 billion in the past five years and has hired over 1,000 employees to increase our polysilicon manufacturing capacity.

As a part of Dow Corning, Hemlock Semiconductor is also recognized as an employer of choice:

- 100 Best Companies for Working Mothers
- Best Adoption-Friendly Workplaces

Learn more

Learn more about working at Hemlock Semiconductor and search open positions at hscpoly.com.

This document is a high-level overview of Hemlock Semiconductor Total Rewards for U.S.-based, full-time employees. Certain benefits or programs may have additional eligibility requirements or other terms of coverage that are not included in this overview. While every effort has been made to assure the accuracy of this document, it is not a contract for benefits. In the event of a dispute of coverage, the relevant plan document will prevail. It is Hemlock Semiconductor's intention that these programs shall be permanent; however, Hemlock Semiconductor 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 at +1 989 496 4772 or 800 440 0772.

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Hemlock Semiconductor Group and You



A RICHLY Rewarding Work Experience

- A place where you matter
- A company that cares about you
- The freedom to invent your own future
- A total rewards package with special and unique benefits



You will be an essential part of an amazing enterprise



We are innovative leaders
unleashing the power of silicon
to benefit everyone, everywhere.

At Hemlock Semiconductor Group, a Dow Corning joint venture, we're passionate about silicon-based technology – its versatility, its possibilities and its unique potential to improve the world we share.

Hemlock Semiconductor has been a leader in polysilicon manufacturing for nearly 50 years. Our experience and technology have allowed us to develop a safe, efficient, sustainable and cost-effective process to manufacture this highly critical material for the solar and semiconductor industries.

Solar energy is growing rapidly. And our objective is an exciting one – to help the solar industry become economically competitive with conventional energy sources and a sustainable energy option globally.

Contributing to the sustainability of our world

The work we do each day contributes to the sustainability of society, the economy and our environment.

- We listen, understand and act to meet our customers' needs, *exactly*.
- We partner with our communities to help make the places where we live, work and play better for all.
- We contribute to the education of tomorrow's generations.

We couldn't do any of this without the support of committed, energetic, empowered employees.



At Hemlock Semiconductor, people really matter

Employees are the source of all of our ideas, actions and performance. We value unique perspectives, educational backgrounds, experiences and ways of thinking.

So, just as we listen to our customers, we listen to employees.

We work hard to understand what employees need and provide flexible solutions that enable everyone to do and feel their best.

An open, relaxed atmosphere

As a Hemlock Semiconductor employee, you become part of a results-oriented family of people who sincerely care about one another and approach their work with pride, integrity and humility.

Hemlock Semiconductor is the kind of place where you can call everyone – across all levels of the company – by their first name ... where you can speak up, take risks and make a difference.

The freedom to invent your own future

At Hemlock Semiconductor, your future is not predetermined by us. It is invented by you.


This is a high-performing culture where talent and hard work matter. We encourage you to take on additional responsibilities, get out of your comfort zone and achieve your full potential.

You supply the ambition, and we'll supply the opportunities, including the coaching, mentoring and flexible work-life environment you need to succeed.

An award-winning place to work

Hemlock Semiconductor one of the world's best places to work.

Turn the page to learn what makes our Total Rewards Package so special.



Benefits that are special and unique

At Hemlock Semiconductor, we care about you and the people you care for.

In addition to a competitive total compensation package, including base pay and a unique goal-driven incentive pay program, you have access to a vast array of award-winning benefit and perk choices in the areas of health and well-being, finances, professional development and work-life balance.

This document highlights those benefits that make Hemlock Semiconductor Group special and unique.

There are so many benefits in Hemlock Semiconductor's U.S. Total Rewards Package it would be virtually impossible for you to take advantage of them all.

But we hope you'll try!

Did you know ...

If you were to "test drive" a different benefit in the Hemlock Semiconductor U.S. Total Rewards Package each day, it would take you more than 60 days to complete your journey!

HEALTHCARE COVERAGE

- Medical and dental preventive care coverage at 100%
- The ability to choose between traditional medical coverage or our new Consumer Driven Healthcare Plan with Health Savings Accounts that allow you to save pre-tax dollars for post-retirement medical expenses
- Developmental therapies coverage for children with special needs
- Dependent coverage until age 25, whether or not they are still in school
- Retiree coverage both pre- and post-age 65



HEALTH SCREENING, COACHING AND FITNESS

- Personal health coaching
- Incentives to participate in health and wellness programs
- On-site health screenings and health fairs
- An on-site fitness center



FINANCIAL PROGRAMS

- Both a pension *and* a 401(k) plan for all employees
- Reimbursement of adoption expenses up to \$5,000, or \$6,000 for a special needs adoption
- Referral bonuses when eligible candidates are hired
- Employee discounts on consumer goods and services
- Matching gifts for your charitable contributions to colleges, universities and cultural organizations
- Grants for your child care and non-profit community medical providers
- Pre-paid legal plan offering access to attorneys and coverage for legal services



Did you know ...

Dow Corning and Hemlock Semiconductor employees responded to recent disaster relief efforts around the world by raising nearly \$1 million.

PAID TIME AWAY FROM WORK

- More than three weeks of vacation your first full year on the job
- Extra week(s) of vacation after each five years of service
- Up to two weeks of paid time off for new dads
- Up to six weeks of paid time off for new adoptive parents
- Paid sick leave to care for immediate *and* extended family members whether or not they live with you

PROFESSIONAL DEVELOPMENT

- International assignments in Asia, Europe and South America
- Mentoring programs
- Cross-functional job rotations
- Community leadership involvement

WORK-LIFE BENEFITS

- Compressed work weeks and other flexible work arrangements
- Resources and referrals for financial, legal, parenting, child care, elder care and consumer issues; 24/7 access to experts for consultations
- Private, designated mothers' rooms for lactation
- Close-in worksite parking for expectant moms
- Subsidized in-home backup care for children and dependent adults

