

*We help you
invent the future.™*

DOW CORNING

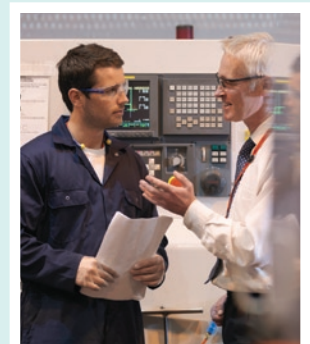
dowcorning.com

Dow Corning and You Korea



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're an essential part of an amazing enterprise

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

The products we manufacture – and the way we manufacture them – make the world a better place.

We make houses last longer, cars safer, industry more efficient and patients more comfortable. Our leading-edge science literally helps save lives. And our next-generation solutions are helping solar power become an accessible, self-sustaining energy alternative.

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.*



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





At Dow Corning, you really matter

You're the source of all of our ideas, actions and performance. We value your unique perspective, educational background, experiences and ways of thinking.

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

We work hard to understand what you need and provide you with flexible solutions that will enable you to do and feel your best.

An open, inspiring atmosphere

As a Dow Corning employee, you're part of a results-oriented global family of people who sincerely care about one another and approach their work with pride, integrity and humility.

We may be a global company, but we have a unique, small-town feel. It's 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 Dow Corning, your future is not predetermined by us. It is invented by you.

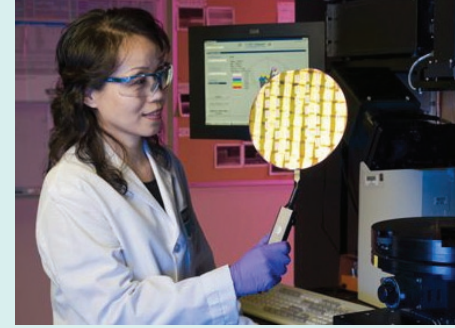
This is a high-performing culture where talent and hard work matter. We encourage you to take on additional responsibilities, get out of your comfort zone and achieve your full potential.

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

Dow Corning is recognized around the globe as one of the world's best places to work.

Keep reading to learn what makes Dow Corning's Total Rewards Package so special.





Benefits that are special and unique

At Dow Corning, we care about you and the people you care for.

Did you know ...

If you were to “test drive” a different benefit in the Dow Corning Korea Total Rewards Package each day, it would take you more than 60 days to complete your journey!

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 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 Dow Corning special and unique.

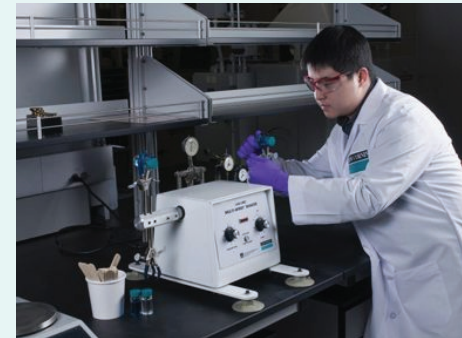
There are so many benefits in Dow Corning’s Korea Total Rewards Package it would be virtually impossible for you to take advantage of them all.

But we hope you’ll try!



HEALTHCARE COVERAGE

- 50% reimbursement of actual medical expenses, including dental treatment, for the employee, spouse and children
- Company-provided employee health insurance that covers a large portion of expenses not covered by national health insurance
- Medical check-up programs for the employee and spouse





FINANCIAL PROGRAMS

- Referral bonuses when eligible candidates are hired
- Housing loan with a low interest rate and long repayment schedule for employees who purchase or rent
- Provision for employee's contribution to the required national pension premium
- Tuition subsidy for dependent children for regular schooling through university
- Financial support for specified condolences and congratulations at 15 or 30 days of base salary rate, plus special leaves
- Domestic or overseas trip given as recognition for 20 years of service

PAID TIME AWAY FROM WORK

- Special paid leave for long-service employees
- Three additional paid leave days for summer vacation
- Holidays for Company Foundation Day, Labor Day
- Paid time away from work for non-occupational personal disease and injury

PROFESSIONAL DEVELOPMENT

- International assignment opportunities in Asia, Europe and South America
- Mentoring program
- Cross-functional job assignments
- Education assistance program

WORK-LIFE BENEFITS

- Flexible work arrangements that meet various personal needs and business demands
- Resources and referrals for financial, parenting, child care, elder care, mental/emotional health, marital issues and work-related challenges; 24/7 access to experts for consultations (Work-life coaching program)
- Child care leave
- Recreational and hobby club support through matching funds between employees and Dow Corning
- Local family resort membership available



*Did you know ...
Dow Corning and its
employees responded
to recent disaster
relief efforts around
the world by raising
nearly \$1 million.*



Award-winning workplaces

Dow Corning is recognized globally as an employer of choice:

- Best Employers in Korea
- Best Employers in Asia
- China's Top Employers
- *Great Place to Work*® Institute's *Best Companies to Work For* in America, Australia, Belgium, Brazil, Europe, Germany and the United Kingdom
- 100 Best Companies for Working Mothers
- Best Adoption-Friendly Workplaces
- American Chemistry Council's *Responsible Care*® Energy Efficiency Award (Dow Corning Midland and Carrollton Sites)
- Global Specialty Chemicals Corporate Leadership Green Excellence Award
- MIOSHA MVPP Star Worksite Award for exemplary safety and health management systems (Dow Corning Auburn Site)
- NACE Innovative Excellence Award, Diversity Category

Learn more

Learn more about the rich rewards that can be yours at Dow Corning. Visit “Dow Corning & Me” and click on “Manage My Compensation & Benefits.” Or contact the Dow Corning Human Resource Service Center at +82 2 6411 7604 (Seoul) / +82 43 539 1212 (Jincheon).

This document is a high-level overview of Dow Corning's Total Rewards Package for Korea-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 Dow Corning's intention that these programs 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 at +82 2 6411 7604 (Seoul) / +82 43 539 1212 (Jincheon).

Images: Page 1 - AV13645, AV12887, AV12893, AV12991, Page 2 - AV12882, Page 3 - AV12884, AV12457, AV12898, Page 4 - AV12892, AV12888, AV12543, AV10214, Page 5 - AV13644, AV13643, AV12885, Page 6 - AV12890

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