Dow Invests in Major Expansion at Louisiana Operations

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Our Annual Economic Impact
- $59.5 million in state and local taxes
- $312 million payroll
- More than $400 million in purchases from Louisiana companies

Our People
Our people are our greatest asset with over 6,000 Dow and contract employees across Louisiana.

Our Size and Scope
- Integrated manufacturing operations in six locations, spanning 4,000 acres
- Manufacturing more than 100 basic and specialty chemicals that are shipped worldwide
- Our sites offer numerous convenient transportation options, including marine, rail, truck and pipeline

Our Products
Dow facilities in Louisiana manufacture more than 100 basic and specialty chemicals that serve as building blocks for hundreds of everyday products. Our chemistry can be found in soaps, detergents, food additives, cosmetics, shampoos, pharmaceuticals, computers and electronic components, vehicle parts, adhesives, athletic shoes, disposable diapers and much, much more.

Our Environmental & Social Impact
- At each of our Louisiana locations, Dow is a part of the surrounding community, seeking to balance economic, environmental and social responsibility as we invest in our communities and encourage them to invest in themselves
- Through DowGives, corporate & employee contributions, grants and volunteerism, we contribute more than $1 million annually to enhance our communities
- Committed to the principles of sustainability and Dow’s 2015 Sustainability Goals

Our Company
Dow delivers a broad range of technology based products and solutions to customers in approximately 160 countries and in high growth sectors such as electronics, water, energy, coatings and agriculture.

In 2013, Dow had annual sales of $57 billion and employed approximately 53,000 people worldwide. The Company’s more than 6,000 products are manufactured at 201 sites in 36 countries.
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On the cover:
Jim Fitterling, Executive Vice President, visits the building site of the new Hydrocarbons control room which is part of Dow’s $1.06 billion investment in Louisiana Operations. Dow employees left to right: Dan Jones, Dan Jason, Jennifer Armstrong, Eduardo Do Val, Jim Fitterling, Dan Bowers, Christina Lacey, Jim Bordelon and Marcus Melancon. Photo credit: Tim Mueller Photography.
1. Grand Bayou Operations provides lunch for paddlers at the annual Paddle Bayou LaFourche event.

2. Dow employees and their families enjoy the Christmas Parade in Baton Rouge.

3. Team Dow participates in the annual Bridge Run hosted by United Way of St. Charles.

4. LAO site leadership participates in GLAD bocce ball tournament.

5. Employees from Weeks Island support a school beautification project at Couteau Elementary by providing mulch and volunteers.
6. Dow Sterlington receives A+ Award presented by Ouachita Parish Schools.

7. Dow Sterlington employee, Lori House, plants moss roses at the Sterlington welcome sign as part of the Great American Cleanup.

8. Dow Sterlington employees volunteer at the Great American Cleanup event.


10. St. Charles employees enjoy the Dow hospitality tent at YLC's Wednesday at the Square in New Orleans.
The next time you pull up next to someone on a Harley Davidson motorcycle, take a closer look. It just may be Johnny Chavez, the new St. Charles Operations (SCO) site leader. Johnny truly enjoys the freedom and fun of traveling on his bike. However, his travels throughout his Dow career have taken him much farther than a cruise on his Road King Classic bike.

After graduating from New Mexico State University with a master’s degree in chemical engineering, Johnny joined Dow in 1988 as a research engineer in the Polyurethanes Process R&D department. In 1990, he moved to manufacturing, which lead to a number of different roles and sites. His career and travels with Dow continued in 2004 when he moved to Antwerp, Belgium, to serve as director of Engineering for Europe, Middle East and Africa. In 2004, Johnny returned to Freeport, Texas, and since then has held various leadership positions in Dow’s Specialty Plastics and Epoxy businesses. Most recently, he was Responsible Care® leader and associate site director for Texas Operations.

“My history with Dow has been quite diverse, both in function and location. In 26 years, I’ve had the privilege of holding six different functions at five different locations,” says Johnny. “Each has helped form my views on leadership. I believe great leaders inspire results rather than demand them. I believe in doing one or two things at a time extremely well rather than many with mediocrity. And, I believe in people.”

Johnny is looking forward to working with everyone at SCO to make it the most productive and best site at Dow. He’s also looking forward to the fantastic fishing and renowned hospitality that defines Louisiana. When not working, he often enjoys hunting, winemaking and skiing, and, of course, spending time with his family.

Johnny has been married to his wife, Lisa, for 27 years. They have three children, Erica, Carley and Jake. Dow is now part of the Chavez family’s second generation. Erica, 23, works as a Human Resources manager in Freeport, Texas. And Carley, 20, is a mechanical engineering co-op at the Freeport Alyll Plant. It won’t be long before Jake, 17, makes his own education and career decisions. Maybe Dow will be a part of his future, too.

For now, Johnny is extremely proud to be part of the SCO team. “I look forward to helping achieve our site goals and to being a leader who inspires excellence.”

For Phil Lucas, the new Greensburg site leader, Louisiana holds both good memories from the past and promises for the future. He still reminisces about his time as a co-op at St. Charles Operations, when he gained 25 pounds in three months thanks to the lunch trucks with their amazing crawfish étouffée. Now that his position with Amerchol, a subsidiary of The Dow Chemical Company, brings him back to the Pelican State, Phil is ready to put the weight of his experience to work for the company and site employees.

“My experience with Dow has taught me that the harder the path, the more you relish the results,” says Phil. “I want to help maintain Amerchol’s leadership position in the marketplace and make it the most competitive and efficient cationic hydroxyethylcellulose (HEC) producer in the world.”

Phil’s education and experience will help him reach those goals. He studied chemical engineering at Georgia Institute of Technology and earned a master’s degree in environmental engineering from Marshall University. He began his career at Dow’s West Virginia Operations, where he held a variety of manufacturing and engineering roles. His first leadership position was in Dow Microbial Control in the glutaraldehyde facilities. After that, Phil moved to Minneapolis and took on various positions of leadership in multiple areas of the company, including a position as leader of FilmTec’s Next Enterprise Architecture (NEA) Implementation team.

“I believe in the axiom ‘work hard, play hard.’ I like to work hard when I’m at work. And that makes it easier to enjoy my time away from work,” says Phil. “It’s a pleasure to be back in Louisiana and enjoy unique opportunities, like a long bike ride on the St. Tammany Trace and going to Jazz Fest.”

Together with his wife, Nicole, Phil appreciates the welcoming attitude and warm reception they’ve received since returning to Louisiana. “The Greensburg site is a tight-knit, talented group,” he says. “I am looking forward to leading the team.”
St. Charles Operations Leads Dow in 2013 Reliability Performance

SCO employees came together for a site-wide fish fry recently to honor their accomplishment and to energize employees to repeat the record performance in 2014.
Ah, the beauty of zero. In the world of Environment, Health & Safety (EH&S), zero means no one gets hurt. It means no loss of primary containment – nothing gets out of the pipes, the stacks or vessels that are a part of any manufacturing site. It means no process safety incidents – no unplanned event that might cause harm to people or the environment.

Ultimately, zero equates to Dow’s operating discipline ensuring plants consistently produce and deliver quality products, services and solutions that safely and reliably meet customer expectations.

At the foundation of this commitment to reliability is strong EH&S performance. In 2013, Dow’s six Louisiana manufacturing sites – Grand Bayou, Greensburg, Louisiana Operations, St. Charles Operations, Sterlington and Weeks Island – each delivered significant EH&S results.

Grand Bayou Operations (GBO)

In September, Grand Bayou Operations (GBO) achieved five years OSHA-free, meaning the site went more than 1,800 days without a recordable injury that required medical attention. GBO’s significant accomplishment broke the previous site record for the longest OSHA-free period and was one of several considerable achievements during 2013. They went two years incident-free, meaning every person who worked at GBO went home safely to their families the same way they came. They also went four years without a recordable or reportable environment, health or safety incident. And, they’ve gone 56 years without a single process safety event, an uncontrolled or unplanned breach of any chemical processing operating system.

Danny Craft, site leader and production leader for Brine Mining and Hydrocarbon Storage, says, “Everyone at GBO operations, maintenance, EH&S and the project team played a role in this significant achievement. We finished 2013 with excellent performance records including a five-year, record-breaking, longest run milestone. Our on-going success comes from personal ownership toward the goal of zero.”

Greensburg

In 2013, Dow subsidiary, Amerchol, also celebrated a record: three years OSHA injury free. Previous Site Leader Sandy Holden knows that significant progress in procedures was a driving force. “Our folks are diligent in their observations and intervention and my thanks go to everyone at the Greensburg site on this true team accomplishment.”

Louisiana Operations (LAO)

Energy Systems took home the “Best of the Best” cup for safety performance in 2013, and as production leader Paul Soileau says, “Louisiana Operations experienced ‘best of the best’ EH&S for the third year in a row, best show of reliability in the history of the site, and had a record-long streak of three years with zero Process Safety Incidents (PSIs). It was also a stellar year for contract
safety performance, proving that everyone on the Energy Systems team is making it a personal goal to do their job, helping Dow’s Energy business provide the company with safe and advantaged power and utilities, and doing it safely.”

**St. Charles Operations (SCO)**

In 2013, SCO was the number one site across all of Dow in Product Supply Reliability. This means the site consistently and reliably supplied product to its customers on time and according to specification. Maintaining top quartile reliability goes hand-in-hand with strong EH&S and Process Safety performance. To ensure safe and reliable operations, SCO proactively monitors and inspects the equipment at each of its plants to ensure integrity. This allows facilities to repair or replace equipment before there are problems. After all, a site that runs reliably is like a well-oiled machine and this reduces the potential for unplanned EH&S events or PSIs. Laura Ambrose, former SCO site leader and now Dow’s global director of EH&S Operations, is understandably proud of the site’s commitment to safe and reliable operations, saying, “Every person every day makes a difference to the company’s performance and SCO continues to be featured as a premier site within Dow.”

St. Charles Operations was one of three companies recognized with the Award of Honor for its outstanding safety performance in 2013, by the South Louisiana Chapter of the National Safety Council (NSC). The site also recognized all SCO employees for these accomplishments at a fish fry celebration in April (see page 7 for Fish Fry photos).

**Sterlington**

2013 was a milestone year for Dow’s Sterlington site. The site went four years without a PSI and reduced Global Unplanned Events by 60 percent since 2010. Several production facilities also achieved “triple zero,” meaning no material was lost to the environment, no one was injured, and no significant negative process incidents occurred. Applauding employees for their positive results, Site Leader Ernest Green says, “As a team, we have implemented new tools that drive a series of rigorous checks against procedures, which ultimately made a difference in our performance. Achieving four years without a PSI is a cornerstone of sustaining our right to operate and is fundamental to our vision of zero.”

**Weeks Island**

The team at Dow’s Weeks Island facility went 365 days injury-free, a record that began in mid-2012. “Our emphasis always begins with the assumption that we will only do a job, perform a task, or engage in activity if we can do it safely. This is something we never negotiate, and our 2013 record bears out the importance of this commitment to personal safety. Here’s to another injury free year in 2014,” says Site Leader and Manufacturing Leader Mark Cresanti.
Expansion activity is underway at Dow’s Louisiana Operations (LAO) after the company’s 2013 announcement of a major investment at the site that will bring new jobs to the region and strengthen the local economy.

Last year, Louisiana Gov. Bobby Jindal joined Kim Ann Mink, Dow business president of Elastomers, Electrical and Telecommunications, and LAO Site Director Eduardo Do Val to announce that Dow will invest $1.06 billion to expand Louisiana Operations. The expansion includes a pair of new polyolefins plants designed to produce next generation synthetic rubber and high-performance polyethylene. There are also plans to boost LAO’s ethylene capacity.

Louisiana Operations is Dow’s largest plant in the state and one of the largest petrochemical facilities in Louisiana. Home to most of Dow’s global businesses, the 3,000-acre integrated manufacturing site produces more than 50 different basic and specialty chemical products.

At the announcement, Governor Jindal praised Dow, saying, “Louisiana Operations here in Plaquemine was Dow’s first investment in the state 57 years ago, and we’re continuing to see the fruits of billions of dollars of investments.”

Governor Bobby Jindal visits Louisiana Operations for Dow’s major investment announcement.

Iberville Chamber of Commerce Executive Director Hank Grace agreed. In a statement, he wrote, “Dow’s Louisiana Operations continues to be a leader in economic development in the state of Louisiana and the Capital Region. The Iberville Chamber of Commerce is proud to partner with Louisiana Operations in bringing not only new capital investment to the area, but quality jobs for our people.”

“This is an exciting event for all of us and for our community,” says LAO site director Eduardo Do Val. “The great people of Dow’s Louisiana Operations deserve this win. They have run this site safely and reliably for many years. With the support of our state and local government and the community in which we operate, we all get to celebrate this win today.”

The Big Picture: Dow’s Comprehensive Plan

The LAO expansion is part of a comprehensive plan Dow announced in 2011 to increase the company’s ethylene and propylene production, an effort representing a $4 billion investment in the company’s Gulf Coast operations (at the company’s Louisiana and Texas manufacturing sites). The increased production will be used to strengthen high-growth, high-margin businesses, including Performance Plastics, Performance Materials and Advanced Materials. The level of investment comes as a result of historical growth of natural gas production from shale basins. Hydraulic fracturing (“fracking”) and horizontal drilling has made it possible to recover gas trapped in shale rock, leading to major increases in reserves of U.S. natural gas in the last 15 years. To put the growth in perspective, shale production is projected to increase from 23 percent of total U.S. gas production in 2010 to nearly 50 percent by 2035.

This increased production has presented Dow with a sizable opportunity because the company is a heavy user of natural gas feedstocks as raw materials – namely ethylene and propylene – in many of its product lines.

Back in 2011, Jim Fitterling, Dow executive vice president, summed up the company’s opportunity this way: “The improved outlook for U.S. natural gas supply from shale brings the prospect of competitively priced ethane and propane feedstocks to Dow,” which, when used to make Dow products, will “strengthen the competitiveness of our Performance Plastics, Performance Products and Advanced Materials businesses.”

Dow expects the new operations at LAO to start up by the end of 2016.
Residents of Louisiana are no strangers to emergencies. Every hurricane season brings the possibility of power outages, evacuations and flooding, major concerns for homeowners and businesses. For St. Charles Parish, it also means maintaining emergency response for its more than 20 industrial facilities.

Until recently, the St. Charles Emergency Operations Center – the only 24-hour emergency operations center in the New Orleans area – was tucked away in a cramped, 2,500 sq. ft., Cold War-era nuclear bomb shelter in the basement of the Parish courthouse. That is, until a public-private partnership between Dow and St. Charles Parish established a new, state-of-the-art, 13,000 sq. ft. Emergency Operations Center (EOC).

Getting Out of the Basement

“At Dow we talk a lot about community success,” says Tommy Faucheux, government affairs leader for Dow in Louisiana. “How do we work with our people to volunteer and to help the community take its dreams to the next level? How do we set up the community for success?”

Here’s one answer to those questions: help St. Charles Parish move its emergency operations center out of the basement bunker, where it’s been located since the 1970s.

After Hurricane Katrina in 2005, local officials realized the facility was becoming a liability. By 2011, with plans for a new facility in hand, the parish began acquiring funds for a new center. It received $2.8 million in federal funds and came up with about $2.2 million in additional funds. Dow contributed the remaining amount, a donation the Parish didn’t expect but one that Dow was happy to make.

Caring for Residents at Work and at Home

Located across the street from the courthouse, the new EOC opened in November 2013. Built to withstand winds in excess of 200 mph, the site is equipped with satellite technology that can be used during power outages, new audio/visual equipment that provides real-time assessment of images and maps, diesel generators capable of powering the entire facility in an outage, a commercial-grade kitchen and dormitory-style quarters to accommodate up to 40 people.

“Dow stepped up to the plate in a magnificent way and allowed us to be standing in this (facility) today,” says Ron Perry, director of emergency preparedness for St. Charles Parish. “This building is built to withstand 200 mile-per-hour winds, if you can imagine that. We have the capability to communicate with 25 state agencies, in fact, statewide communications.”

With enough meeting space for large groups, the facility also houses dedicated communications, operations and conference rooms. St. Charles Parish residents can be assured the new EOC will help officials maintain communications and contact with media outlets, parish officials and first responders in times of crisis.

“Over 50 percent of our employees live in St. Charles Parish,” says Tommy. “Dow’s involved in a project that’s going to benefit their whole lives. When you’re not at work, you’re at home. And when you’re not at home, you’re at work. We’ve invested in a project in St. Charles Parish that will take care of all that.”
This spring Dow announced a new partnership with Knock Knock Children’s Museum and sponsorship of their Fish Tales Learning Zone. Coming soon to Baton Rouge, Knock Knock Children’s Museum will provide opportunities for young children, birth to age eight, their families and their caretakers to connect play with learning and education. Expected to be nearly 30,000 square feet, this best-in-class children’s museum will deliver creative hands-on interactive learning experiences in a unique and playful education environment.

“BREC (East Baton Rouge Parish agency operating parks and recreation facilities and programs) and Knock Knock strongly believe quality play experiences are not only an essential part of childhood, but also a key public responsibility and an expression of our shared social obligation for all children within our community,” says Carolyn McKnight, BREC Superintendent. “For this reason, BREC is providing the site for the children’s museum atop a hill at City-Brooks Community Park.”

**Fish Tales Learning Zone**

There is a long tradition of Louisiana children and their parents going fishing, being together near the water, sharing an experience in nature, practicing patience and waiting. Traditionally, fishing has been one of the ways children are introduced to nature, offering a way for them to learn about their role as stewards of the environment. In addition, Fish Tales will provide hands-on learning for children to:

- Explore using their senses, discovering various colors and textures
- Enjoy gross motor activity by catching a variety of Louisiana fish
- Develop early literacy by reading text, observing pictures and/or environmental cues
- Heighten STEM (science, technology, engineering and mathematics) literacy development through measurements, weights, etc.
- Engage in play patterns that incorporate invention, creation, leadership and cooperation
“At Dow, we believe that an engaged, hands-on learning approach is the foundation to build the education system and workforce of the future,” says Abby Cook, Public Affairs manager for Dow Louisiana Operations. “Knock Knock’s Fish Tales Learning Exhibit will help us to do just that.”

Support of the Fish Tales Learning Zone aligns with Dow’s vision to advance interest in, access to, and quality of science, technology, engineering and mathematics education. Dow’s support will pave the way for Knock Knock to establish extraordinary hands-on learning experiences and programs educating children and their families about Louisiana’s natural environment, native species and wildlife conservation.

“Dow’s gift is significant in that it not only funds best-in-class early education at Knock Knock, but also demonstrates Dow’s corporate commitment to innovation in action,” says Staci Deumite Duhe, Knock Knock board chair. “Knock Knock is very proud to partner with Dow to kick-off our Learning Zone Campaign.”

Children participate in an art-science activity called Gyotaku, the art of Japanese fish painting, that encourages exploration of senses and discovery of various colors and textures.

Louisiana Operations employee, Stacey Heidbrink, helps daughter Abigail paint a fish at The Big Catch announcement.

Members of Dow’s Women’s Innovation Network and their children help celebrate Dow’s partnership with Knock Knock Children’s Museum.
First, someone issues a friendly challenge. Then we set goals, log training miles and meet at the starting line — hoping to reach the finish line and, most important, meet our personal exercise goals.

With the help of Dow Health Services, whose enthusiasm and encouragement is contagious, employees have a motivator and physical fitness champion. Health Services helps employees get moving by actively promoting healthy lifestyles.

Dow recently helped sponsor two major “get fit” events, the “Bike MS: Louisiana” MS-150 benefiting the Multiple Sclerosis Society and the Louisiana Marathon. With Dow’s sponsorship and the enthusiasm of Dow employees, Team Dow made a big impact at both events.

**MS-150: Team Dow Raises Record Funds**

The 150-mile bike ride proved to be a record breaker for Dow, now in its 15th year of participation at the event.

“With 54 riders, Team Dow had the most riders of any team. And we had the most first-time riders ever,” says Greg Barbay, Team Dow captain for the 2013 event. “We had employees from all over Louisiana and even from other states.”

Team members raised $43,600 during the 2013 MS-150, up $7,500 from 2012. This is the highest amount raised in more than 15 years of Team Dow participation.

Starting at Southeast Louisiana University in Hammond, La., the bike route went 75 miles to an overnight stop in Percy Quin State Park in McComb, Miss., before returning to campus the next day — for a total of 150 miles.

Coworkers set the challenge. Greg says a coworker convinced him to ride in the MS-150 in 2006 and he has been hooked since. “I chose to ride that first year just to prove that I could do it,” says Greg, senior research technologist for the Hydrocarbons Business at Dow Louisiana Operations.

Running vs. biking. For one avid runner, biking was a fun new challenge. Heidi Holmes, optimization engineer for Energy Systems at Dow Louisiana Operations and St. Charles Operations (SCO), says, “Riding in hot temperatures is way better than running in hot temperatures, and it mixes up the fitness routine so it doesn’t become boring. The MS-150 was hard, but awesome. My husband and sister joined me, and they had a great time as well.”

Team spirit and sweat. “Team camaraderie and the personal physical challenge are good reasons to participate in a fitness event,” says Bonnie Shawver, Team Dow co-captain and plant engineer, SCO Logistics. “It is one of the greatest parts of Dow: employees sharing interests outside of work. It enhances relationships at work and the work environment.”

Follow Our Lead

Dow Employees Encourage Others to Join Healthy Events

Team Dow is looking great at the “Bike MS: Louisiana” MS-150 ride, thanks to jerseys from Dow and matching biking shorts from LPL Financial and Gilbert Briseno, CFS. At the end of the first day, LPL Financial welcomed Team Dow to Percy Quin State Park by providing a large tent with tables and chairs, two massage therapists, and a big pot of jambalaya and soft drinks. Team Dow thanks all of our sponsors!
Louisiana Marathon: Weekend of Fun

More than 200 Dow employees, family and friends participated in the third annual Louisiana Marathon in January 2014. The community event included a kids’ run, 5K run, half marathon and full marathon, as well as a “finish festival” that included jambalaya and other refreshments.

Like father, like son. Mike Albano, lead director, Reliability & Maintenance, Dow Louisiana Operations, experienced his own version of “like father, like son.” He ran the 5K event and then watched his 11-year-old son, Mark, run the kids’ one-mile race.

“It was his first race and my first race. What a thrill to compete in an athletic event, and Mark loved it,” says Mike.

A family volunteers together. Kevin Strzynski and his family volunteered at the Dow tent on Saturday, serving beverages and cleaning up on Sunday.

“My goal was to meet new people because we recently relocated from Michigan,” says Kevin, turnaround manager, Energy Systems Maintenance, Louisiana Operations. “My family really enjoyed themselves. And Dow’s sponsorship of this event shows it actively supports the community.”

Reaching goals after recovery. During this event, Clint LaBorde finished his first full marathon. Two years ago, he was in an automobile accident and injured his neck. He started swimming for physical therapy.

“It was tough pushing through the pain, but I was able to get most of my mobility back,” says Clint, EH&S maintenance delivery technician, Louisiana Operations. “Then I started running and improved to where I am today. Dow’s fitness program gave me the opportunity to make a dream a reality.”

Clint says a high point was seeing some of his family members complete a half marathon and watching his coworkers cross the finish line for the first time.

Distance running. “Going the distance” doesn’t always mean the distance of the run. Dow employees came from all over the state to participate in the event. For example, Adrienne Sharp, production engineer, ANGUS Chemical Company in Sterlington, La., brought two coworkers with her, Lindsay McNair and Crystal Strunk.

“We had a great time and have really talked it up at our site,” says Adrienne. “All three of us will be back – and we will try to bring others!”
As a global leader in technology and innovation, Dow has long relied on a skilled and educated workforce to develop and produce its products, particularly here in Louisiana where the company manages six manufacturing sites. The relationship between Louisiana and Dow goes back nearly 60 years. It’s been successful because the people of this state have consistently brought their talent, their skills, and their education to the company.

To continue to provide skilled operators, engineers and researchers for the entire region, Dow invests in science, technology, engineering and mathematics (STEM) education programs around the world and here in Louisiana.

Why STEM?

STEM education is an economic imperative. By focusing expertise and resources on STEM and related careers, Dow hopes to increase the number of professionals and educators around the world and in strategically important manufacturing hubs like Louisiana. Dow’s national STEM strategy is built on four pillars: supporting teachers, engaging students, preparing workers and advocating in the community for STEM education. This Teach/Learn/Work/Advocate model recognizes that meeting the STEM challenges of tomorrow requires action now on many levels.

“New science teachers need and deserve our support as they go about the important work of bringing science to life in our schools,” says Rob Vallentine, global director of STEM Education at Dow. “Teachers are the multiplier effect on our young people, serving as an important conduit between the love of science and the connection to a career in these fields.”

Building a Career

Corporations and universities have increasingly expanded their partnerships to address the need for STEM graduates. Over the past few years Dow Louisiana has invested $4 million to state universities through its charitable foundation. Two of those $1 million contributions were announced this year at strategic recruiting universities: Louisiana State University and Louisiana Tech University.

Most recently, Dow has aligned with LSU’s College of Engineering to cultivate a 21st century workforce by supporting students in leadership development, educational innovation and research solutions. In July, LSU’s College of Engineering announced Dow’s commitment to establish a student leadership center in the renovated Patrick F. Taylor Hall. This additional $1 million gift augments Dow’s prior $1 million contribution to establish a unit operations laboratory in the chemical engineering addition.

“At Dow, we have built a company on innovation. It is the foundation of everything we do. That is why Dow has a long-standing commitment to improving Science, Technology, Engineering and Mathematics (STEM) education. Having the world’s best and brightest scientists, chemists and engineers is imperative as Dow works to connect chemistry and innovation to solve the world’s most pressing challenges,” says David Mongrue, vice president of operations for Advance Materials and Dow’s LSU executive sponsor.
The student leadership center will house up to 15 engineering student organizations locally, allowing LSU engineering students to develop leadership skills, work in a team environment and perpetuate a spirit of service through volunteerism. Student organizations occupying the center will be asked to support their community through outreach activities and service projects that support STEM education.

“As a top employer of our graduates, Dow and LSU’s College of Engineering have enjoyed a long, mutually beneficial relationship,” says Rick Koubek, dean, and Bert S. Turner, chair, in the College of Engineering.

Dow’s contribution will receive a one-to-one state match provided by the state of Louisiana under the agreement between the state and LSU to expand its engineering facilities.

**Investing Today, For Tomorrow**

In January, the Dow Foundation announced a $1 million gift to Louisiana Tech University in support of its campaign to construct a new Integrated Engineering and Science Education Building which will expand classroom, laboratory and faculty office space for the College of Engineering and Science.

Featuring new active learning class labs, shops, and meeting rooms for engineering, math and science classes, the facility will provide an additional 60,000 square feet of educational space to serve not only academic needs, but also to aid in student and faculty recruitment, and to help further advance the university’s reputation as a national leader in engineering and science education.

“Our valued relationship with Dow has existed for decades,” says Louisiana Tech President Les Guice. “Dow is making positive impacts throughout the state. Their generosity in support of our engineering and science building campaign is greatly appreciated. We are grateful for their continued support of Louisiana Tech and look forward to working together to create new growth opportunities for Louisiana and the region.”

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**Women in Welding**

With wages rising and the need for more welders, women are stepping up to fill the void. With support from Dow, Baton Rouge Community College (BRCC) recently began a new “Women in Welding” program. Students who participate will receive craft training and mentoring from experienced women welders. Dow has been a major supporter of the new BRCC Westside college, having made a $1 million donation towards the construction of the new facility in 2011.

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*From left: Louisiana Tech Vice President for Research & Development Dr. Stan Napper, Dow’s Stacy Chiasson, Louisiana Tech Engineering and Science Foundation President Sandy Johnson, Louisiana Tech President Les Guice.*
The You Be The Chemist Challenge® aims to engage grade 6-8 students in chemistry through a dynamic quiz bowl format which covers knowledge of chemistry concepts, important discoveries and chemical safety awareness. As a national sponsor of the Chemical Educational Foundation’s You Be The Chemist Challenge®, Dow was proud to bring The Challenge to Iberville, West Baton Rouge, and St. Charles Parishes for the first time. Congratulations to all students who participated.
Consider the world in 1964. It bears little resemblance to our world today. We’ve inaugurated presidents from Johnson to Obama; switched channels from Perry Mason to Breaking Bad; and accessed the world through antennas and the internet.

2014 is a world of progress, of learning and change, but occasionally we are reminded that there is untold value in the familiar and the constant. That is the essence of John Williams, or “Mr. John” as he is affectionately known at Dow’s Louisiana Operations (LAO).

John joined Dow in 1964, just eight years after the company started operations in Louisiana. His remarkable 50-year career was celebrated in February and was an opportunity for coworkers, past and present, to share stories and reflect on the tremendous impact this man has had on the people and the site.

‘A Little Extra Mileage’

John says he’s a man “with a little extra mileage” and his journey so far has been memorable. He began his Dow career as an operations technician and has held a variety of roles that included working on advanced control systems. He is widely regarded as a subject matter expert on many technologies within his business.

But there is another side to John, one that has shaped who he is and how he connects with people. John the family man has been married to Mona Faye “Sugar” Williams for 41 years and the couple has eight children, 19 grandchildren and 21 great-grandchildren. If you ask John his philosophy as a parent, his views are consistent with the way he leads his life: “Honor your commitments, be responsible for your actions and consider the consequences.”
“Dow has been part of my life for a half-century, so it’s certainly had an impact – the biggest being the variety of people I have met,” says Mr. John. “I love being around the folks here, there is a kindred spirit among us. Every day brings a fresh challenge and at this stage of my career, work is more like a hobby. I do look forward to retirement and being with the family, but there are still lots of things I want to accomplish. I’ll be here for a while yet.”

Judging by comments such as these from John’s coworkers, it’s clear that he’s much more than a subject matter expert in chlor-alkali. He’s an expert in life.

With five decades of dedicated service, John remains at the heart of LAO. His expertise in technology continues to provide a strong foundation for safe and reliable operations. He has become a subject matter expert on many technologies within chlor-alkali, but more than that, he is a respected co-worker, friend and mentor.

Eduardo do Val, Louisiana Operations site director

I’ve been here for only one year, but have been greatly impacted by Mr. John. He expects a lot from everyone but will go out of his way to help you. He has taught me that continual learning is the key to success.

Bryan Spragis, 1 year with Dow

Mr. John has taught me so much over the years, from how to program complex computer calculations on 30-year-old systems down to the best way to back flush a clarifier pump. When you’re talking about Mr. John, to say he’s impressive is an understatement. His willingness to share his knowledge is nothing short of awesome. You can truly always count on this man to help you in any way he can.

Daryn Meyers, Process Automation Technologist

In recognition of John’s contribution to LAO, he is presented with a bicycle and a copy of the revised LAO ‘Tri-cycle’ Policy: “One temporary exception to the allowable cycles is made, effective 2/05/2014 in order to allow individuals with 50 years of Dow service or more to own and operate a bicycle based on their experience level.”

20 years with Dow

John has dedicated his career at Dow in the same way he lives his life, as a caring and selfless individual. To give you a sense of the man, every Sunday morning he brings cinnamon rolls to the operators on shift and sees how they are doing. He has tenacity for learning and an incredible talent for teaching his colleagues.

Steve Ledoux, LAO Chlor-Alkali production leader

John is a resource for all and instills in others the idea that there are no limitations to what you can accomplish. He teaches that it’s only your determination and effort that are required to achieve success. John truly leads by example.

Ken Armstrong, shift captain (for a shift at Chlorine), 25 years with Dow
Around the World

Did you know that Dow has sites in 36 countries? Dow’s six sites across Louisiana are a part of the Company’s 201 sites across the world. From Pennsylvania to the Netherlands… from Turkey to Thailand… each day, Dow employees are making an impact in their local communities. In this edition, read about Dow’s partnership with NASCAR.

NASCAR: Dow Diamond Debuts on No. 3

This year’s Daytona 500 – the season opener of the 2014 NASCAR Sprint Cup Series – saw something race fans weren’t sure they’d ever see again. The No. 3 car was back. That iconic number hadn’t been seen in the Sprint Cup since this same race in 2001, when the beloved Dale Earnhardt was killed in a crash on the final lap.

Richard Childress Racing (RCR), owner of the No. 3, held on to the number, waiting to see if the time would ever be right to bring it back. In recent years, the answer became clear. Richard Childress’ grandson, Austin Dillon, was a rising star, winning the 2011 NASCAR Camping World Truck Series (the youngest champion at age 21) and then winning the 2013 NASCAR Nationwide Series championship. Oddly enough, Austin, with his trademark cowboy hat, had always raced a No. 3. Could he use it when he moved up to the premier Sprint Cup?

With the blessings of the Earnhardt family and with a Dow sponsorship, Austin is running his first full Sprint Cup...
Series season in 2014 the No. 3 Dow Chevy. He started out right by winning the Daytona 500 pole position with the fastest qualifying lap. Emblazoned with a huge Dow Diamond on the hood, the No. 3 rolled under the black-and-white checkered flag in ninth position. (Dale Earnhardt Jr. won the race.) That first race and every one since suggest that Austin has a serious chance at earning Rookie of the Year.

**Dow and RCR Partnership**

“We’re excited to have Austin represent our company and employees. He’s a proven champion, a great person and articulate spokesperson,” says Dow’s Greg Baldwin, business communications director. “But it’s more than just Austin. It’s the entire RCR organization, which is a first-rate company that shares many of the same goals and values as Dow. Both companies are focused on technology and on pursuing winning solutions.”

This partnership is a continuation of a relationship that’s grown in recent years. Dow began working with RCR in 2010, testing Dow technology like lubricants and carbon fiber materials, and the research and development partnership has expanded to include more business opportunities for Dow. Dow will be the primary sponsor of the No. 3 for select races in 2014.

But the Dow Diamond on the hood is only a side benefit. “This partnership expands our technical relationship with all of the RCR teams, allowing us to test Dow products under the most challenging conditions,” says Greg. “This will translate into proven new solutions that can benefit all Dow Automotive customers.”

Follow the No. 3 Dow Chevy at [racing.dow.com](http://racing.dow.com).

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**What’s Behind Door #3?**

Advanced foam from Dow is hidden inside both panels of NASCAR race cars. If you watch enough NASCAR wrecks and see the metal peeled off the doors, you might see the blue IMPAXX™ Energy Absorbing Foam, which is a cousin of STYROFOAM™ Brand Foam Insulation. But IMPAXX Foam isn’t there to save on the heating bills. It’s helping improve driver safety during side impacts.

One way to reduce driver injuries in a side-impact crash is to dissipate the kinetic energy before it reaches the driver. That's especially true for NASCAR drivers who often come into turns in excess of 200 mph. As the sport gets faster and faster, NASCAR has continuously added safety improvements on the tracks and in the cars.

With help from the Dow Automotive technical team, NASCAR scientists tested more than 200 foams before choosing IMPAXX Foam. This 100 percent recyclable, extruded thermoplastic foam dissipates energy differently than other foams. It deforms in three planned steps: compressing, buckling and then breaking apart into pieces. Each of these steps absorbs energy before it’s transmitted to the driver.

The international industry recognized the advance. IMPAXX Energy Absorbing Foam was recognized with a 2008 Premier Automotive Supplier’s Contribution to Excellence (PACE) Award, one of the auto industry’s highest global honors; a 2007 R&D 100 Award innovation winner; and the 2007 Safety Innovation of the Year Award from the Professional MotorSport World Expo.

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2. INVERTER
   - Converts the direct current (DC) to usable alternating current (AC), which powers the home.

3. MONITORING
   - Real-time readouts show how much energy your system is creating and how much your home is using.

4. NET METERING
   - Receive credit for the energy you create.

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