



## More Opportunities for People with Disabilities

### Dow and MyHandicap Foundation strengthen cooperation

***Horgen/Schwalbach, October 19th, 2012: 'Providing people with disabilities with more and better prospects in the job market– this is the objective of Dow and the MyHandicap Foundation. To that aim, the two organizations signed a contract on October 18<sup>th</sup> at Dow's European headquarters in Horgen near Zurich, Switzerland. The contract strengthens the long-term, successful cooperation that started in 2010. Dow supports the foundation financially and participates in a number of projects such as job application training for people with disabilities.***

"We enjoy working with MyHandicap and are pleased about the first results that we achieved together. As a global company, we stand for fairness and equality. Dow thrives on diversity, on the creativity and competence of all employees", commented Heinz Haller, Dow's Chief Commercial Officer and President of Dow Europe, Middle East and Africa, at the signing of the contract.

Dr. Albert Frieder, CEO of the foundation MyHandicap, is looking forward to the ongoing cooperation: "We are on a good path. Dow is exemplary in integrating people with disabilities. This company truly stands for equality which is also reflected in the multitude of nationalities and cultures of its workforce.

Since 2010 Dow and MyHandicap have held three workshops for people with disabilities – two in Horgen and one at the Dow site Schkopau/Central Germany. In these workshops the participants were coached on how to write a professional and individual job application and how to best prepare for job interviews. The workshops included role plays for job interviews which were then commented on by Dow experts. One of these workshops led to permanent employment at Dow in Horgen for one of the participants.

In the future, the plan is to expand the cooperation Dow/MyHandicap to other European countries. Workshops at other German Dow sites being prepared, and Dow leaders will be coached in promoting and integrating people with disabilities.

A positive example for successful integration is Deborah Stettler, a 26-year-old Swiss-American, but it has been a long, hard road for her. She was born with "Roberts Syndrome". After vocational training in administration, she honed her language skills abroad, but in spite of all her qualification she did not find employment.

Having grown up in Horgen, Deborah Stettler knew Dow and finally applied for a job with the company. At the same time, she learned about the foundation MyHandicap and was one of the participants in an application training workshop at Dow in Horgen. "That was my chance", she says. She enjoyed being treated without prejudice in the workshop: "Dow looks at the skills of people, not at their disability."

Three months after the workshop, Deborah Stettler was offered a fixed term contract, and shortly afterwards a permanent full time job in accounting. Today she is happy that she never gave up and that she can contribute to the success of Dow. "I'm very happy here", she says. "The cooperation between Dow and MyHandicap is a very good thing and unique in Switzerland."

### **About MyHandicap**

The non-profit foundation MyHandicap with headquarters in Wil near St. Gallen aims to facilitate a self-determined life according to their ideas and skills for people with disabilities and grave illnesses. MyHandicap was founded in 2004 by the internet entrepreneur Joachim Schloss, who had lost an arm and a leg in a car accident. MyHandicap provides information, counsel and motivation for handicapped people, mainly via the internet. The internet portals [www.myhandicap.ch](http://www.myhandicap.ch), [www.myhandicap.de](http://www.myhandicap.de) and [www.myhandicap.com](http://www.myhandicap.com) are huge communications platforms on disability and illness.

### **About Dow**

Dow (NYSE: Dow) combines the power of science and technology with the "Human Element" to passionately innovate what is essential to human progress. The Company connects chemistry and innovation with the principles of sustainability to help address many of the world's most challenging problems such as the need for clean water, renewable energy generation and conservation, and increasing agricultural productivity. Dow's diversified industry-leading portfolio of specialty chemical, advanced materials, agrosociences and plastics businesses 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 2011, Dow had annual sales of \$60 billion and employed approximately 52,000 people worldwide. The Company's more than 5,000 products are manufactured at 197 sites in 36 countries across the globe. References to "Dow" or the "Company" mean The Dow Chemical Company and its consolidated subsidiaries unless otherwise expressly noted. More information about Dow can be found at [www.dow.com](http://www.dow.com)