

## MEMORANDUM

To: Spring House Employees  
From: Dr. Catherine M. Baase, Global Director, Health Services  
Date: July 21, 2009  
Subject: Changes and Additions to Spring House Epidemiological Study

---

I appreciated the opportunity to meet and get to know many of you at the last epidemiology study update meeting in April. We have many priorities as a company going forward but none more important than employee health and safety. Since our meeting, we have been talking and listening to various groups, including the University of Minnesota and the Stakeholder Group, about improving and expanding how you are informed and engaged as the study progresses.

I would first like to offer my thanks for the time and dedication of the members of the Stakeholder Group in providing valuable perspective and support. The group has taken its mission and charter seriously, and we appreciate its service. I would particularly like to recognize the efforts and commitment of Dr. Richard W. Johnson, who has led the group over the past year.

As we move forward, we will make some process changes to broaden and more directly engage employees, as well as to align with Dow's health study procedures and to best support the University of Minnesota's study plans as it goes from its planning to assessment and analysis stage.

The University of Minnesota has told us that the study would benefit from an independent, outside panel of scientific experts in epidemiology, occupational medicine, and industrial hygiene, to provide ongoing peer review of its work. A Science Advisory Board, appointed by the University of Minnesota, will be formed to provide this oversight and expertise. That recruitment and selection process is underway now by the University of Minnesota. A copy of the University's announcement is attached.

Second, we will expand the stakeholder engagement process to more directly include all current and former employees, and will sunset the current Stakeholder Group. -Within the Dow Regional Health system, employees should know and feel free to communicate with a health professional known to the site about any health matter or concern. If there is a health study underway, the regional director will be knowledgeable about the study, and be able to answer questions about the study or receive information pertinent to it. Dr. Eileen Bonner, Delaware Valley Regional Health Director, will assume this role and can respond directly or take appropriate action to forward your questions and concerns to the University of Minnesota and/or the Science Advisory Board.

Third, we will communicate regularly via meetings, websites and written materials to provide updates and address questions. We also will continue to have an electronic mailbox on the website for anonymous questions, which will be managed by Dr. Bonner.

We are planning a more comprehensive communication update in September, involving the University of Minnesota and its Science Advisory Board.

In the meantime, if you have any questions about the study, please don't hesitate to contact - Dr. Bonner.