



The Dow Chemical Company
Midland, Michigan 48667

Mr. James Houck
Workforce Transition Unit
Michigan Department of Career Development
201 North Washington Square
Victor Building – 5th Floor
Lansing, Michigan 48913

Dear Mr. Houck:

The Dow Chemical Company has developed tentative plans to implement a workforce reduction among certain employees working at the Company's Michigan Operation site located in Midland, Michigan. Consistent with these plans, employment separations are expected to commence on or about October 1, 2001. We anticipate that these changes, when finalized, would be permanent.

At this time, the Company anticipates that a group of affected employees will be laid off or have their employment terminated during a 14-day period commencing on October 1, 2001. A list of job titles and the number of employees currently holding affected positions accompany this letter as Attachment A. This announcement and the above timetable are based on the best information currently available. However, various factors may still affect the timing of any employment terminations. You will be informed of any significant changes in these plans as additional information becomes available.

The United Steelworkers of America on behalf of Local 12075 represents some of the employees who will be affected by the Company's plans. By separate letter, the Company has described its plans to Leo W. Gerard, International President, United Steelworkers of America, Five Gateway Center, Pittsburgh, PA 15222 and William L. Laney, Jr., President, Local 12075, Untied Steelworkers of America, 321 South Saginaw Rd, Midland, MI 48640. Any bumping rights for affected union-represented employees would be governed by union agreements.

To the extent that the above actions constitute a covered event under the Worker Adjustment and Retraining Notification Act, this letter is intended to fulfill any requirements imposed under the Act. By providing this information, the Company does not concede that the Act applies or that notice is otherwise required.

If you have any questions or desire any additional information, please contact Darrell Debenham, Labor Relations Manager, The Dow Chemical Company, 47 Building, Midland, MI 48667, (989) 636-5049.

Very truly yours,

The Dow Chemical Company

By 
Darrell Debenham
Labor Relations Manager

RECEIVED
MDCD-OWD

AUG - 1 2001

WORKFORCE TRANSITION



The Dow Chemical Company
Midland, Michigan 48667

MICHIGAN OPERATIONS
October 23, 2001

Mr. Jim Remensnyder
Workforce Consultant
Michigan Department of Career Development
201 N. Washington Square
Victor Office Center
7th Floor
Lansing, MI 48913

RECEIVED
MDCD-OWD

OCT 24 2001

WORKFORCE TRANSITION

RE: RAPID RESPONSE TEAM INTERVENTION REPORT FROM AUGUST 31, 2001 MEETING

Dear Mr. Remensnyder:

Per your letter of October 5, 2001, please note a few changes to the report from the subject meeting at Dow's Michigan Operations site.

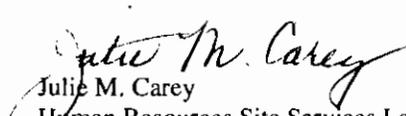
First, as explained in that meeting, our workforce reduction plan was designed with 3 phases: 1) voluntary retirements, 2) voluntary separations, and 3) layoffs if our 2001 goal of 260 employee reductions was not achieved from phases 1 and 2.

Fortunately, our site achieved this goal, hence there will be no layoffs during 2001. However, to further achieve necessary cost competitiveness, our site reduction plan also includes a projection of an additional 140 employee reductions during 2002.

Secondly, on Page 2, the second line in the last paragraph should be revised to state: "Approximately 85% of the employees are male; employees have **at least** a high school diploma and **several have some college or college degrees;**"

Thank you for your assistance. Please contact me if you have further questions.

Sincerely,


Julie M. Carey
Human Resources Site Services Leader
47 Building

cc: Darrell Debenham, The Dow Chemical Company
Kathy Rasette, The Dow Chemical Company