



**The Dow Chemical Company**

USA

HR Talent Acquisition

10/08/2020

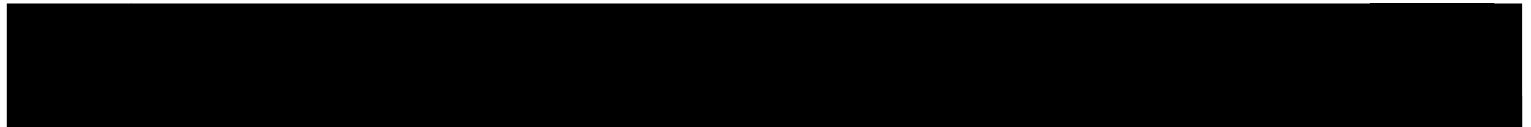
Muhammad Shafique



Dear Muhammad:

THE DOW CHEMICAL COMPANY "the Company" is pleased to offer you a position as a(n) SC Rotational Program Specialist in the SC Rotational Program Department located in Midland (MI, USA) at a starting salary of [REDACTED] per year [REDACTED]. We currently anticipate your start date to be 06/14/2021. However, the Company reserves the right to modify the start date as needed.

**Signing Bonus**



The components of your cash compensation package, if you accept the Company's offer of employment, are listed below.

**Cash Compensation**

Annualized Base Salary



Annual Performance Award Target Percent\*



Annual Performance Award Target Amount\*

