

Thomas R. McCormick
Director, Global Ethics and Compliance
The Dow Chemical Company

Thomas R. McCormick is Director of Global Ethics and Compliance for The Dow Chemical Company, located in Midland, Michigan. Reporting to the Chairman and CEO, he manages the Office of Global Ethics and Compliance and advises senior management on the most effective ways to maintain compliance with legal requirements and company values and policies. In this position, he directs and coordinates all aspects of the company's ethics and compliance effort including oversight of Dow's geographic ethics and compliance committees in Latin America, North America, Europe, Middle East/Africa, and Asia as well as affiliated companies.

Primary responsibilities include:

- (1) Assisting the Chairman/CEO, Board of Directors and executive management in setting and effectively disseminating throughout the organization a values and ethics based leadership tone promoting an organizational culture that demands ethical conduct and a commitment to compliance with the law.
- (2) Collaborating with senior leaders to help facilitate their roles in ensuring the effectiveness of the ethics and compliance program.
- (3) Helping to ensure that the Company's performance management, compensation and leadership development process operate to consistently and effectively reward behaviors that promote ethical business conduct, and hold people appropriately accountable for behaviors that do not.
- (4) Reporting to the Chairman/CEO and Board of Directors regarding the status and effectiveness of the ethics and compliance program, including identification of risks, trends and improvement opportunities.
- (5) Leading the Office of Global Ethics and Compliance in its implementation of the Company's values based program, including the Code of Business Conduct, training, communications, internal investigations, risk management, monitoring and auditing.

McCormick joined Dow's Legal Department in 1986 after several years in private law practice. Over the years he has held a variety of legal department management positions, including litigation, environment, health and safety, operations and labor and employment.

In 1998, he developed and led the establishment of Dow's global ethics and compliance program. In 2004, he was also named Associated General Counsel in the Legal Department.

McCormick earned a Bachelor of Arts Degree from Michigan State University in 1974 and a Juris Doctor Degree from the Arizona State University School of Law in 1978. He is a member of the American Bar Association, the Michigan Bar Association, the Ethics and Compliance Officer Association, the Ethics Resource Center Fellows Program and a number of other ethics and compliance professional organizations.