

# Community Connection

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Keith Carey,  
Director of Information  
Technology

## Employee Spotlight: Honoring IT Director's 40 years of service

When Keith Carey began his career at Hemlock Semiconductor in 1981, he was one of the first two high school student co-ops in the company's history. A pioneer even then, Keith remains a trailblazer as HSC's Chief Information Officer, where he leads the development

and implementation of computing technology across the enterprise. Keith was recently honored for 40 years of distinguished service with Hemlock Semiconductor and Dow Corning.

Through four decades in the chemical industry, Keith truly has seen it all. He traveled the world to work on Dow Corning technology projects. When HSC spun off from Dow Corning as an independent company, he was there to build out the complex information

technology needed to support the new enterprise. More recently, he's led the adoption of game-changing innovations like cloud computing, artificial intelligence and machine learning to improve HSC's processes and products.

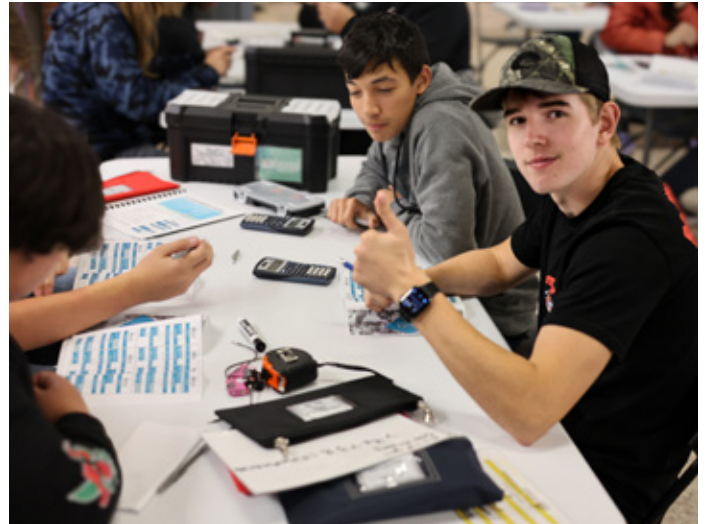
His favorite thing about working at HSC? Keith says it's the family-oriented culture: "We care for one another at HSC. We may have our differences at times, but we also have a common goal that binds us together and it's all hands on deck to achieve it. Hemlock is a place where people do things beyond what's expected of them. That's what makes it great. And it's on all of us to sustain that culture."

Keith notes that the most rewarding part of his job is seeing his team develop and grow and take ownership of their work. "I constantly remind myself to pause and to provide opportunity rather than give direction. It's my job to help every member of my team reach their full potential."

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# Mind Trekkers and MiCareerQuest highlight STEM opportunities

In September, HSC employees joined thousands of area high school students for **MiCareerQuest Middle Michigan**, a career exploration event organized by Michigan Works! that invites 10th graders from across the region to engage with professionals from a variety of industries and participate in hands-on learning activities that showcase various high-growth occupations in our community. This fall, HSC also joined forces with Michigan Tech for their **Mind Trekkers** STEM roadshow at the Saginaw Career Complex. “Unboxed Challenges” brought 160 students together to leverage their unique abilities, placing them in small groups while they raced to decipher scenarios and clues. This year’s challenges included a treasure hunt warm up and a natural disaster scenario for teams to navigate.



## Employee Spotlight: Honoring IT Director’s 40 years of service (cont.)

*His advice for young people considering a career in IT? “Go deep,” Keith says. “Get diverse experiences in multiple aspects of information technology, from infrastructure to application development, cyber security or data analytics. Don’t just specialize in one thing; rather, find your passion. It’s not about mastering new technology every two years. It’s about being proficient and building skill sets that will serve you throughout your career. Make yourself uncomfortable. Get out of your box and grow.”*

*Keith still lives in the area and in his spare time he and his wife enjoy raising, training and showing American Quarter Horses. They’re also keen on spending time with their first grandchild who lives in Texas but loves to visit virtually through Zoom calls. It’s just one more way that technology has enabled Keith Carey to connect and energize the world around him.*

## Stay Informed: Sign Up for Community Alerts

Keeping our neighbors informed if an emergency arises is very important to all of us at HSC. That’s why we encourage you to sign up for HSC’s NXT emergency text alert system so you can receive important notifications. Visit [hsc.onthealert.com](https://hsc.onthealert.com) to sign up today.

# Expansion project aims for April 2024 completion

Staying on the cutting edge of polysilicon technology means HSC must invest in new facilities and equipment that keep us ahead of the competition and provide our global semiconductor and solar customers with best-in-class products. That's why our Next Generation Finishing (NGF) project is so important to HSC's future success. Project leaders Josh Mueller and Todd Graham report that electrical equipment has now been energized to

provide permanent power to the new facility. Installation of the main production equipment began in November and most major equipment has now been delivered to the site, reducing construction-related truck traffic on local roads. Inside the ultra-high-tech facility, commissioning activities will start in the first quarter of the new year with project completion expected by the end of April 2024.

## Rural mental health services get HSC CARE grant boost

Access to mental health services in rural areas of Midland County will see improvements through a new partnership between **Family and Children's Services of Mid-Michigan** and Greater Midland's Coleman Family Center. With support from an HSC CARE grant, this innovative collaboration aims to remove barriers such as affordability, transportation and stigma to improve access to mental health treatment. Counseling support and treatment improves lives by decreasing a multitude of mental health issues, including depression, anxiety, substance abuse and family issues. People also perform better at their jobs when their personal lives are fulfilled and they have quality mental well-being.

Investing in programs that improve the quality of life across the Great Lakes Bay Region is a key goal of HSC's Community and

Regional Empowerment (CARE) Fund. Awarded three times each year, HSC CARE grants make a difference by providing vital funding for organizations and initiatives that work to build resilient, sustainable communities.

In the latest round of CARE grants, HSC also is helping **The WELL of Saginaw** fulfill their mission to support homeless men by providing job-related skills for the residents of the organization's Men's Shelter. The WELL will use the funds to purchase a large storage shed, organization for the shed and lawn equipment. The shed will provide storage for lawn equipment to maintain the property and a secure place to store tools and equipment for team-building activities such as landscaping and gardening, as well as volunteer projects across the community.

Additional HSC CARE grants were

awarded to the following four organizations:

- **Affordable Housing Alliance of Midland County** – New Funding Model
- **YWCA Great Lakes Bay Region** – InterACT for All
- **City of Bay City** – Carroll Park Concrete Gaming Zone
- **Saginaw County Business and Education Partnership** – Community Workforce Success Partnership

Schools, government units and local groups with 501(c)(3) designation may apply for the first round of 2024 HSC CARE grants through the Bay Area Community Foundation, Midland Area Community Foundation or Saginaw Community Foundation. Applications will be accepted until January 31, 2024. For more information about HSC CARE grants and how to apply, visit [hscpoly.com/CARE](https://hscpoly.com/CARE).

# HSC employees give back through United Way

HSC is proud to partner with United Way each year to fulfill our shared mission of bringing people together and building strong, equitable communities where everyone can thrive. We completed our 2023 United Way fundraising campaign in early November and our employees raised \$116,385, which was matched in its

entirety by HSC. This year's United Way Committee found creative ways to raise funds, from selling company swag and gift baskets made by the HSC Executive Leadership Team to ice cream donated by Great Lakes Ice Cream Company. They even auctioned off parking spaces!



Winners of this year's HSC Ultimate Bakeoff for the United Way: Maximilian Olivarez, Talaya Schilb, and Lisa Stroebel

The funds raised from this campaign will return to the community through dozens of United Way affiliated organizations. HSC's 2023 United Way Committee includes co-chairs Mike Wazny and Lacey Cameron; committee members Phil Alaniz, Tiffany Buszka, Josh Galus, Robert Johnston, Kristy LeVasseur, Jaime Modolo, Van Montbriand, Laura Nitz, Kurt Pudvay, Chris Robinson, Chris Roka, Jack Schaller, Talaya Schilb, Kaylyn Stevens, Chenita Tellis and Madison Wertz; and sponsor Brooke Beebe. Thanks to all for taking the time to give back.

## Township infrastructure work wraps up

After an extended closure that required HSC to reroute truck traffic between our Hemlock and Midland facilities, we're relieved that Geddes Road is finally back open to local traffic. The road closure was necessary to accommodate the construction of a new sewer pump station and expanded sewer capacity that will support HSC's expanded facilities along with other new commercial and residential developments in the area. We're grateful to our partners at Thomas Township, who did an excellent job managing the project, and to our neighbors for their patience and understanding.

## HSC grants support local first responders

Our top priority is keeping our employees and the surrounding community safe. That's why we provide resources each year to first responders across the region through our Fire Safety Training Grant program. This year's grant awardees include fire departments in Saginaw, Midland, Gratiot and Bay counties, who will use their HSC grants to send the next generation of firefighters to the Fire Academy, and hone their team skills on live burns, tactical thermal imaging and forcible entry into structures. HSC is proud to support those who work hard every day to keep us safe.