

# Community Connection

Spring 2024 / Issue 38



Steven Holty,  
HSC Sustainability Leader

Dear Neighbors:

Earth Day reminds us that we have only one planet to pass on to future generations. We need to get it right. Hemlock Semiconductor (HSC) is working hard to do just that. We're deeply dedicated to creating a more sustainable future for our company, our employees, the communities we call home, and the world we share.

Inside our plant, we're making measurable progress toward meeting the sustainability goals set forth in our 2022 Sustainability Report. Later this year, we'll release an updated report on company-wide efforts to reduce waste, become more energy efficient, secure cleaner energy sources, and optimize our production processes to minimize their environmental impact. From recycling cafeteria food waste to new energy-saving projects, we're all in to reduce our footprint.

Sustainability also means supporting the well-being of our people by creating a safe and supportive workplace

culture, where people feel like they belong, where their ideas are heard and their hard work is valued.

Beyond our facility, HSC employees volunteer thousands of hours each year supporting impactful activities and programs that make communities across the Great Lakes Bay Region more resilient. Our Community and Regional Empowerment (CARE) Fund provides financial support for nonprofits that work toward the same goal by uplifting people and places across the region.

Sustainability is everyone's business. We all have an important role to play in creating a healthier future for our people and planet. Earth Day is a great time to think about all the ways we can make a difference: recycling, installing energy efficient lighting, weatherizing your home, going electric, or even installing rooftop solar panels to generate renewable energy.

Let's all do our part – however big or small – to ensure a healthy planet for future generations.

A handwritten signature in black ink that reads "Steven A. Holty".

Steven Holty, Sustainability Leader

# Safety First: HSC welcomes new site security specialist

Safety is deeply ingrained in HSC's culture and values. It's a critical part of everything we do. It's also the reason we recently hired Ari Mantalvanos as our new Site Security Specialist. Ari comes to HSC after a 20-year career in law enforcement, most recently serving as a detective with the Saginaw Township Police Department.



*Ari Mantalvanos, Site Security Specialist*

He's responsible for ensuring the security of HSC's infrastructure and the safety of our employees, contractors, visitors and neighbors.

Ari notes that the best part of his job is the friendly work environment, where everyone is willing to help and where he can pitch ideas that will help HSC get to the next level of safety and security.

Ari also plays a key role in supporting HSC's partnerships with local first responders and the training exercises we hold at our facility. Last month, we hosted 35 local law enforcement partners, including the Saginaw County emergency services team, for a tour that helped them become more familiar with the physical layout of our Hemlock facility and plant operations.

We also recently hosted the Saginaw County Fire Academy for three training exercises. Twenty-two students from 15 area fire departments across three counties completed 33.5 hours of training, including hazmat awareness, operations and live fire training. In addition, we conduct regular training for HSC employees on various scenarios and topics, including an Emergency Medical Technician course. With trained EMTs on site, our team is ready and able to assist with medical emergencies both on our campus and throughout the community.



## HSC youth apprenticeships bolster skilled trades pipeline

Building a strong and sustained educational pipeline for our future workforce is a high priority for HSC, especially when it comes to the skilled trades. As a major manufacturer, we employ dozens of pipefitters, millwrights, HVAC-R technicians, instrumentation technicians and electricians. These are critical positions in the HSC workforce, yet they can be difficult jobs to fill due to a shortage in journey-level skilled trades professionals.

Encouraging young people across the Great Lakes Bay Region to pursue careers in the trades is the goal of a first-of-its-kind collaboration between HSC and the Saginaw Career Complex. Our new Youth Apprenticeship Program makes HSC the first company in the region to offer high school students unique opportunities that combine on-the-job training, professional mentorship and classroom studies that result in a skilled trades certification.



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# HSC youth apprenticeships bolster skilled trades pipeline

cont.



*HSC's Mary Boury and Brandon Calvert with WNEM-TV5 Anchor Meg McLeod at the Saginaw Career Complex*

"With the focus on bringing manufacturing back into the U.S., specifically in the semiconductor, solar and automotive supply chains, the demand for competent workers in the skilled trades will continue to grow," said HSC Maintenance Shops Team Leader Brandon Calvert. "HSC's Youth Apprenticeship Program will strengthen the skilled trades talent pipeline and offer competitive careers for people across the region."

Youth apprentices will be registered within our program through the U.S. Department of Labor and the typical commitment is four years to complete an apprenticeship. Participating students will be direct employees of HSC as part-time high school student co-ops with earnings that could exceed \$15/hour up to 24 hours/week. For more information, visit [hscpoly.com/YAP](https://hscpoly.com/YAP).

## HSC investments strengthen local communities

Lifting up people and places across the Great Lakes Bay Region is the goal of HSC's Community and Regional Empowerment (CARE) Fund, which provides financial support for nonprofit organizations whose work aligns with our mission to create more resilient, sustainable communities.

Our latest round of CARE grants will help the **Saginaw Community Food Club and Kitchen** launch an innovative new approach to emergency food assistance that allows its members to shop with dignity and autonomy in a grocery store setting while benefiting from significantly reduced prices. The program includes a commercial grade kitchen to provide hands-on nutrition education.

The **Midland Soil & Water Conservation District** will use its CARE grant to create outreach

and educational programs at the **Tomlinson Barn Education Center**, where outdoor play areas, a greenhouse and community garden, and interpretive trails for plant and tree identification will help community members of all ages learn more about protecting and conserving our natural resources.

Advancing their mission to overcome barriers to student learning, **Midland's Legacy Center for Community Success** will use its CARE grant to meet growing demand for tutoring programs for children and adults who are significantly below typical levels for their age or grade in reading, math and English as a second language. TLC's tutoring services began in 2010 and have fostered a brighter future for countless residents in Midland, Bay City and surrounding communities.

### Additional nonprofit organizations that received an HSC CARE grant in the current round:

- Lead (formerly Self Love Beauty) – *2024 Family Program Scholarships*
- Midland Montessori School – *Gym Materials*
- Little League Baseball – *Safety Improvements/Flood Recovery*
- Chippewa Nature Center – *Outdoor Education Materials/ Picnic Tables*
- Saginaw County Parks and Recreation – *Shade for Haithco Splash Pad*
- Saginaw Valley State University – *Public Art Passport*
- Historic Masonic Temple of Bay City – *Audio Production Equipment*

# Student interns and co-ops are making a difference

Hemlock Semiconductor is proud to be the first stop for many young people exploring their future career options through internships, co-ops and first job experiences. Students gain access to professional mentorship and inclusion in a team that directly impacts the work being done at HSC. Working at HSC opens doors to the manufacturing and sustainability world that may not otherwise be available.



*HSC co-ops at MiCareerQuest Mid-Michigan*

Unlike many other internships or co-ops, HSC makes sure students gain practical knowledge and skills through meaningful hands-on experiences. This year, students have worked to study the strength and purity of polysilicon products, standardized procedures



*HSC interns show off their hard work at Project Runway showcase*

within HSC that have led to hundreds of thousands of dollars in savings and solved a variety of bottlenecks and reliability issues. For interns, their work with HSC culminates in “Project Runway,” an expo-style presentation where interns share the projects they’ve worked on during their time at HSC.

Time and again, we hear from our students that their experiences set the stage for their careers – and many choose to continue those careers right here at HSC.

If you know a young person interested in joining the HSC team as a student intern or co-op, please direct them to **[hscpoly.com/student-opportunities](https://hscpoly.com/student-opportunities)**.

## Next Generation Finishing facility nears completion

We're pleased to report that HSC's Next Generation Finishing Facility is nearing completion. The new facility will help us increase the purity of polysilicon that powers the world's most advanced microchips. Our goal is to provide sample products to HSC customers around the world by the end of the year. On the project site, the number of construction workers is starting to reduce as the number of operations people

ramps up. “It is exciting to begin the startup of this incredible high-tech production facility,” said project co-leader Josh Mueller. “A successful product launch later this year will continue to solidify HSC’s position as a leading polysilicon provider to a digital world.” Construction activities are expected to wrap up next month and the commissioning process has started for many of the facility’s internal operating systems.