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Information

The African American Employee Group has over 200 members located primarily in AL, OH, LA, MI, NC, NJ, TX, VA, Germany, Belgium and Spain. To become an AAEG member simply send an email to aaeg@basf.com.

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AAEG news

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Feature Story

BASF'S REMARKABLE RELATIONSHIP WITH SOUTHERN UNIVERSITY IS SPELLING SUCCESS

As the 2015 summer ushers in a fresh autumn, the sun continues to shine brightly on Southern University. What began as a dream in 1880 is a living legacy of determination, commitment, and success. That dream began with twelve students who entered Southern University in 1881 to thousands of graduates who embody the values and ideals of this prestigious African American University System.



continued on page 3

CONGRATULATIONS TO THE NEWLY ELECTED 2016 AAEG SENIOR LEADERSHIP TEAM

- Christina Inman - President
- Roderick Hill - Vice President
- Brandy McBeth - Treasurer
- Itali Frasier - Secretary
- Letha Smith - Membership Chair
- Open - Mentorship Chair
- Stephanie Carouthers - Science Committee Chair
- Mark Staples - Career Development Committee Chair
- Mike Washington - Communications Chair
- Latasha Teemer - Scholarship Committee Chair

BASF AAEG National Communications Committee

Communications Chair: Mike Washington

Communication Team Members: Michele Williams-Harry, Regina Williams

SOUTHFIELD HOLDS SPEED NETWORKING EVENT

Southfield Site - Career Development Speed Networking Event - November 5th, 11:30 AM - 1:00 PM The Southfield AAEG geared up and conducted its first annual "Career Development Speed Networking Event" that was held in the CRC Atrium. The purpose of this event was to offer a unique way to promote open dialogue between employees and leadership (hiring managers) in an informal and innovative atmosphere. Our goal was to make this event beneficial to both the employees and the leadership team in the areas of:

- Career Development
- Mentor Opportunities

- Top sought after skills/qualifications
- Preliminary talent evaluation
- Business group/function overview

The format of the event was similar to "speed dating". The time commitment was 1.5 hours (includes lunch) where we rotated employees to individual manager stations to engage in a 5-7 minute one-on-one dialog. For additional information about this event, please contact Claudette Green at 248-304-5794.

AAEG MEMBERS RECRUITING AT NATIONAL CONFERENCES

2015 National Black MBA Conference



One of the many highlights of the 3rd quarter of 2015 was the involvement of AAEG members in the National Black MBA Conference in Orlando, Florida in September. The internal recruiting support was provided by AAEG members with a diverse array of backgrounds within BASF ranging from Human Resources,

Communications and Procurement to Engineering and Accounting/Finance. The team had the enormous challenge of identifying and screening 'high potential candidates' for consideration as BASF talent. This exhaustive effort of engaging hundreds of aspirants in 10-15 minute conversations each to determine current merit and future promise. It was important to examine the combination of scholastic performance as well as a candidate's raw talents and abilities. In other words, looking at what a candidate may be capable of doing in the future — "hiring for potential".

James Cotten, Diversity Programs & Recruiting, called the event an overall success and looks forward to all of the BASF 2015 recruiting events. Approximately 500-600 total candidates visited the BASF booth during the career fair to speak with current employees and learn more about BASF.

2015 National Society of Women Engineers Conference

An additional highlight of the 3rd quarter of 2015 was the involvement of AAEG members in the National Society of Women Engineers conference in Chicago, Illinois in October. Thank you to the AAEG members for your recruiting support and for helping to create an amazing Society of Women Engineers Conference! James Cotten, Diversity Programs & Recruiting, commented on how tremendous the event was and excited about the overall success of this event and looks forward to all of the BASF 2016 recruiting events.



AAEG at the National Black MBA Conference



AAEG at the National Society of Women Engineers

BASF Collaboration with Southern University *(cont. from p1)*

Southern University has a strong historical foundation, a proven record of achievement, and a fresh vision for the future that has been recognized by major corporate organizations that recruit at this university. The widespread and well known accomplishments of Southern University faculty and alumni have garnered the interest of global organizations such as BASF and have triggered them to take notice and make the commitment to invest in Southern University.

It brings the entire BASF AAEG Organization great joy to see that BASF has committed to proactive steps to nurture, further strengthen and solidify a relationship with Southern University. The University is one of two Historically Black Colleges and Universities (HBCUs) that have been officially added to the Official BASF University Recruiting List. The other HBCU is North Carolina A&T. Many AAEG members from the Geismar, Louisiana site continue to engage and support the Universities student development activities. However the largest, and most recent, of these proactive steps was the donation of funding for a new Multimedia Center at Southern University.

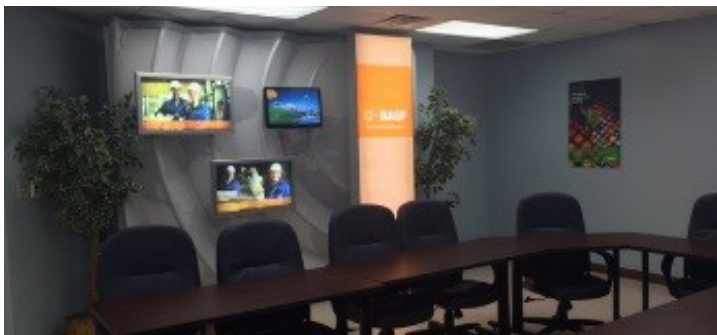
The BASF- Southern relationship has experienced almost exponential development largely because of the cultivating and dynamic work of both Southern University Administration, BASF Corporate Senior Management, AAEG (Southern Alumni) Members from the BASF Geismar site and BASF University Recruiting. However we would be remised if we did not recognize and distinguish that a large degree of the credit and acknowledgment should go to Southern University's Dynamic and Remarkable Director of Career Services, Mrs. Tamara Foster-Montgomery.

I recently had the pleasure of a candid conversation and interview with Mrs. Foster-Montgomery, Mr. Henry Tillman, Director of Communications and Dr. Ray Belton who is President and Chancellor of Southern University. In my conversation with Mrs. Foster-Montgomery, her tremendous level of commitment and passion became very apparent and visible almost immediately. She has been the cornerstone variable in terms of providing vision to Southern University and developing important partnerships with companies such as BASF.

As stated earlier, the latest milestone in this relationship has been the design and construction of a new Multimedia Center. The dedication and commissioning of this new Multimedia center was the newest embodiment of the collaborative efforts between BASF University Recruiting, BASF D&I, BASF Geismar Site Management and AAEG Members. A sum of \$25,000 was set aside for this new state-of-the-art media center which, according to Mrs. Foster-Montgomery, will be an integral part of student development at Southern University. The uses for the new media center are without limit. One can only look at the media center and summarize that it will be an instrumental piece for virtual communication between campuses, virtual interviews and workshops.

My interview with Mrs. Foster-Montgomery, Mr. Tillman and Dr. Belton revealed that the center represents more to Southern University than meets-the-eye. This center signifies new opportunities, heightened virtual capabilities, and technological advancement to the benefit of students and staff at Southern University as-well-as future potential BASF employees.

It is certainly well known that students and staff alike are very excited about this continued partnership and are 'raving' about BASF's commitment to the University. It is no understatement that BASF is motivated and dedicated in its efforts to not only recruit, but to develop and partner with the students and the University. One cannot help but to be impressed with the vibrant leadership and vision for professional and career development, led by Mrs. Foster-Montgomery, for Southern University Students.



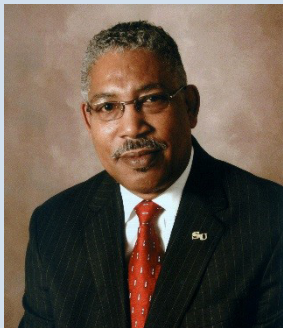
▲ New Multimedia Center at Southern University

▲ University administrators, students and BASF personnel

BASF Collaboration with Southern University *(cont. from p3)*

Q and A

with Dr. Ray Belton, Mrs Tamara Foster-Montgomery and Henry Tillman



◀ **Dr. Ray Belton**, President and Chancellor of Southern University

Q1: What is your approach to Career Development at Southern University and how do you envision new multi-purpose technology center?

Tamara Foster-Montgomery: Our approach to Career Development is about engagement doing all that we can to prepare students not only for the current work force, but the workforce 5 years from now. This engagement involves students, staff, industry and Southern University Alumni. Our official functional Business and Industry cluster works very effectively as an important piece in this engagement. Our partners reach down and conduct workshops, conduct mock interviews and provide feedback to staff and students. We, at Southern, have a listening ear to what they need to make that dynamic effective. I see the Utilization of Technology as an important piece of this approach thus the Media Center. I specifically requested that the design of the Media Center include a structure that fostered engagement and interaction among our students.

President Belton: (Echoing Mrs. Foster-Montgomery's thoughts). The Dean of College of Engineering and Computer Science is really engaged with industry locally and nationally to understand and manage expectations (of industry) as well as addressing curriculum needs to make sure that the needs of companies like BASF are met.

Q2: How has the Career Services and professional development process changed and evolved for students at Southern?

Tamara Foster-Montgomery: We recognize, at Southern University, that we have to start those key conversations early in the student's curriculum. We do not start at the Sophomore or Junior year. The engagement and development process starts during the Freshman year where we begin to focus on preparation as early as possible. We BEGIN WITH THE END IN MIND. This means going into the class room and taking industry people (our partners) along



◀ **Mrs. Tamara Foster-Montgomery**, Director of Career Services at Southern University and A&M College System

as part of this engagement process. Our students have to know that your most important year is your Freshman Year, and this it is how you start. The start, now, is crucial to their development.

In addition, it is import for our students to know how to use technology effectively and how to interview. Southern University created and has utilized, effectively, an APP (Southern APPP) to make sure that students are connected. We had to understand that today's students and generation live through their phones and we want to access them through those means as well. The Southern APP can be downloaded via the Apple store and allow students to connect to their respective schools career center. It allows students to get interview tips and access a steady feed of current information and events. They have scheduling possibilities and the ability to watch interviews live on line. This type of technology is being utilized and employed successfully at Southern University with our students. When I attend other conferences where other HBCUs are participating their information that take place. It is important because information sharing benefits the University and the Students as well.

Q3: At BASF we have mentoring programs for newer (younger) employees whether they are from another company or straight from the University and we (like other companies) are finding that we have to spend more time developing newer/younger employees on skill sets (soft skills or non-traditional) outside of their discipline (i.e. communication, writing, speaking effectively). Also consider that today's generation spends more time texting and emailing as opposed face-to-face communication and we have an aging generation of individuals across the board that will be retiring. How are you dealing with this growing phenomena with your students?

Tamara Foster-Montgomery: That is a good question and is a trend on campuses that we (I) have seen as well.

BASF Collaboration with Southern University *(cont. from p4)*

I, personally, started to see this many years ago and a trend that continues. From the start we force the student to communicate on various levels early and throughout their Southern experience. Our Career Services Center operates off of scheduling appointment however we don't just give them a pamphlet or career guide we have face-to-face engagement and communication with each student. There is no way for the student to avoid one-on-one verbal interaction. As I mentioned earlier each student has to schedule an appointment and the appointment has to last a minimum of 30 minutes. We want to engage students on how they make improvements. We also connect them with active members of our alumni organization (mentorship). Each time a student comes into the Career Services Center they have to engage, to engage the staff personal verbally and face-to-face. This is another reason for the design of the new Multimedia Center. It is specifically designed to force the students to have to communicate and interact with their peers, professors, and instructors. They have to receive and provide feedback in more intimate or formal settings. The Multimedia center will be an integral part of annual professional and leadership events at Southern University. We consistently use Southern University Graduates as guest speakers and the Graduates are an important part of the one-on-one engagement process.

President Belton: Just to add to what Mrs. Montgomery has stated so thoroughly. This phenomena is a National one that is also reflected in the writing of some of our students as well as verbal communication. We have seen, like other Universities, many students writing as if they are texting. The University (Southern) has recognized this and has developed an effective strategy to address this phenomena while they are here at the University. However, yes, it is a concern and we are hearing from other organizations that we work with as well.

Q4: The “bar” (and expectations) are increasing and we are seeing more and more where students are being asked, expected in some instances, if they have additional training, skill sets and experiences outside of their Engineering Degree. This typically gives them an edge over other students with similar degrees (i.e. foreign language, business courses/training, marketing classes, computers). How has the Career Services Group approached this growing trend?

Tamara Foster-Montgomery: For this reason, the various colleges are encouraged to be diverse and to have a diverse approach to education. For example the College of Engineering is now the College of Engineering and Computer Science. Our staff counsels and encourages students to diversify their academic experiences by taking additional

classes in marketing, supply chain, writing and/or foreign language. Our general philosophy is: The things that you fear the most are the things you need to do the most. So if public speaking is something that you need to work on, we develop programs to place you in front of an audience. We heavily recognize, promote and encourage multi-talented and multi-functional development.

Q5: Look into your Crystal Ball and tell me what you foresee changing in development, recruiting and hiring techniques from your perspective.

Tamara Foster-Montgomery: Innovation and technology. The BASF Multimedia Room is one example of those changes. It will be important for students and staff to know and understand that technology is a key component and will continue to be so in career services and personal development. We, at Southern, recognize that technology is a key component and will continue to evolve and it is our role to help better prepare (students) for the changing world. They (students) more so than any other will have to know the role of technology in their development and career. We, as administrators, don't take that role lightly.

Q6: How can BASF continue to foster support for Southern in terms of nurturing and preparing future graduates to enter business, technical, and scientific careers?

Tamara Foster-Montgomery: The Geismar team is doing a phenomenal job by remaining dedicated and committed definitely to supporting Southern. We truly appreciate the team. We consider them family and we will do whatever it takes to make sure that they have what they need whenever they come to the campus. We definitely hope that the relationship continues to grow and would hope that they are able to maintain that commitment. BASF has been effective in supporting life training, or resume writing seminars, and they have been doing this consistently over time. During Southern's final exam week BASF was out there encouraging students. The Geismar leadership team and AAEG/BASF Southern Alumni team is always engaging and taking steps, not just to help students get a job, but to help the Student SUCCEED and that means so much to the University.

Henry Tillman: The BASF partnership is very vital and one of our most rewarding corporate partnerships. It helps provide industry support, resources and empowerment to help them (Students) meet their goals. The Media Center is definitely the direction that this relationship should proceed...

Charlotte Chapter's School Tool Drive a Huge Success

Annually, the Charlotte Chapter of the AAEG organizes the site's school tool collection drive to benefit Classroom Central, an area non-profit that allows teachers from schools with a minimum of 50% students on free or reduced lunch to shop for free school supplies. This year the Charlotte AAEG Chapter partnered with the newly reconstituted Charlotte AllChemie Chapter to champion the annual challenge.

This year's theme was "The BASF 15.0 vs Clariant – The Big Payback". Volunteers from the AAEG and ALLChemie starred in a two-part video based on the Ocean's Trilogy. The film follows Dani and her Crew as they plan and execute the largest pencil heist the area has seen! The two-week collection drive lasted from August 10 to August 21. During that time there were two film premieres, mad dashes to buy hundreds of dollars' worth of pencils, and in the end, together with Clariant, we delivered over 70,000 pencils to Classroom Central.

The CTC Chapter of the AAEG would like to thank everyone who donated pencils and funds to support this cause. We would like to extend a special thanks to our

actors, directors, and film crew for all their hard work! Volunteers are pictured below with a small fraction of the pencils collected. Left to Right (front): Irma Blocker, Kimberly Morse, Jeanette Gilliam, Julio Cuellar, Rebecca Mundrane; (back) Michelle Kesel-Giancola, Andrew Renfield, David Nations, Alicia Jenkins, Jonathan Crisco, Noel Pipkin, Crystal Johnson. (Not pictured: Ken Blankenship Jr, Cassandra Hughes, Erron Mack, Phillip Morris, Itali Frasier, and Stephanie Carouthers).



Huntsville Hits Homerun with October Activities

In the month of October, the BASF Huntsville AAEG participated in two great events: the 12th Annual Liz Hurley Breast Cancer 5K Walk/Run and the 7th Annual Girls in Science & Engineering Day at the University of Alabama, Huntsville.

The Liz Hurley Breast Cancer 5K Walk/Run supports ongoing research to find a cure for breast cancer. Many BASF Huntsville AAEG members have participated for many years, and walk in remembrance or in honor of a loved one, and even themselves. This is a great chance for fellowship with each other, while enjoying the brisk early morning fall weather and embracing the opportunity to wear lots and lots of pink!

The Girls in Science & Engineering Day exposes young ladies in grades 3 – 5 to careers in science and engineering. The young ladies attend four different sessions throughout the day. Many of these sessions are sponsored by local businesses, local colleges and universities. BASF Huntsville does the *You Be The Chemist Challenge* and AAEG members, will be running a session on Goofy Putty and Liquid Nitrogen Ice Cream. These are definite favorites among the returning young ladies, and it's exciting to see their minds expand with the thoughts that they can be involved in fun chemistry careers!



LATIN AMERICAN EMPLOYEE GROUP LAUNCHES CHAPTER IN FREEPORT, TEXAS

The AAEG community would like to pass on its congratulations to the Newest Latin American Employee Group (LAEG) which had its inaugural kick-off event. The Latin American Employee Group founded a new chapter in Freeport, Texas on Sept 17. A kick-off event titled 'What Is "Dia De Los Muertos" Celebration?' was held on Monday, Nov. 2 from 11 am - 12 pm in the 611 Conference Center at Freeport, Texas. Congratulations again LAEG and we look forward to future collaborations and acknowledgments of you milestones.

HOUSTON VET ORGANIZATION LAUNCHES NEW CHAPTER IN THE GREATER HOUSTON AREA

The AAEG community would like to pass on its congratulations to the Newest VET Employee Group which has its inaugural kick-off event in November.

Events:

November 11, Freeport and Houston VET ERG hosted Veteran's Day breakfast, parade and program in Angleton. They will have a float entered in the Veterans Day Parade.

November 12, Freeport and Houston VET ERG participated in the Hiring Red, White and You Job Fair at Minute Maid Park.



HOUSTON VETS GROUP KICK OFF DONUT PARTY!



WHO: EVERYONE!

WHAT: COME CELEBRATE VETERAN'S DAY AND THE KICK OFF OF THE HOUSTON CHAPTER VETS GROUP WITH SOME DONUTS!

WHERE: SUITE 300 KITCHEN

WHEN: NOV 11, 0730 – 0800 (VETERAN'S DAY)

WHY: LEARN MORE ABOUT THE GROUP, NETWORK AND BECOME AN ALLY ON VETERANS ISSUES

If you cannot attend and are still interested in learning more about the group, please contact Bradley.Bromlow@basf.com or Austin.Merlo.Spina@basf.com



WHO'S NEW TO BASF AND PROMOTIONS

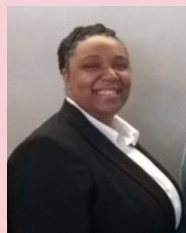


Congratulations to **Tammy Grays** who accepted the position of Human Resources Manager supporting the NCE organization in Houston, TX effective September 16, 2015.

In her role as HR Generalist, Tammy was responsible for employee relations, talent acquisition, payroll, training, compensation, policy interpretation and performance management for the NCE organization in Houston. She also provided local HR support to the businesses sitting in Houston Hayes Road (G-EVG/G, NTP/I) and Cross Point sites (N-PMN). In her new role, Tammy will continue to provide local HR support to the business and functions located at both of those sites.

Tammy joined BASF in 2003 through the Foam Enterprises, Inc. acquisition. She holds an MBA from the University of Phoenix and a Bachelor's Degree in Business Administration (Management) from Texas Southern University. Tammy will report to Rocio Fernandez.

Please join me and the rest of AAEG in wishing Tammy much success in her new role!



The AAEG Community would like to wish a hardy welcome to our two newest PDPS who started in September.

Jolisa Harris, a Mechanical Engineering graduate from Southern University at the Freeport Site.



Sheldon-Wayne Fulton, a Mechanical Engineering graduate from North Carolina A&T at Geismar Site. He has been a PDP Intern with BASF for the past two summers.

Off and Running with YBTC (You Be The Chemist)

The You Be The Chemist Challenge® is a national academic contest that encourages grade 5-8 students to explore important chemistry and STEM concepts and their real-world applications. The students compete in successive quiz-bowl style challenges starting at the local level, and culminates with a free-trip to Philadelphia to compete in the National YBTC Challenge.

At the sites listed in the table below, we are recruiting 5th-8th grade students to participate in the Challenge. In addition, volunteers are needed to help with recruiting, planning, and at the events in the Spring of 2016. If you are interested in volunteering or if you have a student interested in participating in the Challenge please reach out to the organizer listed in your state. If you would like to organize a Challenge in your area, please contact Stephanie. Carouthers@BASF.com.



Daniel Lu, the 2015 National You Be The Chemist Challenge® winner.

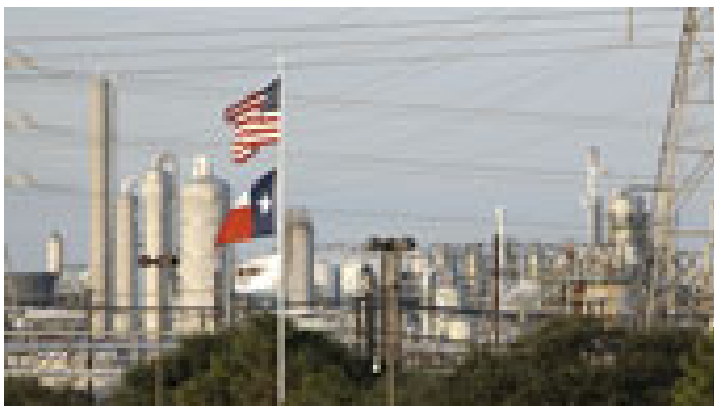
Participating Site(s)	Contact
Hunsville	Ginger Sanchez
Florham Park & Iselin	Molly Borst & Molly Birman
Peekskill, Tarrytown, East Setauket	Anthony Washington, Susan Vittorio, Shakir Ratani, Zheyuan Guo, Malina Santora
Evans City	Joanie Daye
Suffolk	Beverly Nedab & Joyce Riddick
Iselin	Shantel Johnson & Robert Wright
Malcolm	Dawn Hamilton & Andy Schuster
Charlotte Technical Center	Stephanie Carouthers
Geismer – New 2015-2016 Site	Reginald Robbins
Chattanooga – New 2015-2016 Site	Anthony Robinson
Port Arthur – New 2015-2016 Site	Sarah Ramirtha
Houston – New 2015-2016 Site	Brandy McBeth

Freeport BIG DIVERSITY DAY!!

On September 10, 2015, the Freeport site hosted a Diversity Day Expo. During this expo employees had the opportunity to visit each of the seven employee resource groups (AAEG, ABC, Allchemie, EP&F, LAEG, VETs and WIB) that are represented at the Freeport and surrounding sites. In order to add flavor to this event, the food options were representative of the cultures of several of the ERGs. Additionally, employees had the opportunity to listen to and

participate in the Q&A panel discussion that was led by members from the Diversity Council.

Members from the Port Arthur AAEG chapter were present for the expo and joined the Freeport team for a picture. The group was led by Ms. Shawnte Jones who explained that this was a tremendous experience that is highly supported by the site.



AAEG Partners with NTU

On September 15, 2015, The African American Employees Group (AAEG) hosted a networking discussion with Leaders of NTU (North America's EH&S Organization). The purpose of the discussion was twofold: for The NTU Team to introduce their organization to the AAEG and talk about job openings they have; and secondly, for AAEG Members to learn about careers in NTU.

“Working with the AAEG provides greater opportunity for attracting African American talent to NTU” says Tom O’Rourke, Vice President, North America Sites EH&S Services. “Leveraging this opportunity will help us move in the direction of achieving our objectives.”

This discussion is a first step of a partnership being cultivated between the two teams, as we look for ways

to continue to enhance diversity & inclusion within BASF, with the longer, strategic goal of recruitment and retention of talent, and forming the best teams.

“This partnership enables AAEG Members to not only learn more about what a career in NTU looks like, it also exposes members to current opportunities within NTU, as well as enhances diversity and inclusion for the NTU Team,” says Ifeanyi Okonkwo, President of the AAEG.



Thomas O'Rourke,
Vice President
North America
EH&S Services