

# News Release

## **BASF production operator first to complete apprenticeship program at Sparta, Tennessee site**

SPARTA, TN, July 19, 2023 – Helen Austin Hayes recently became the first person to complete BASF’s apprenticeship program at the company’s Sparta, Tennessee site, wrapping up 18 months of on-the-job training and education. The program is part of BASF’s North American Apprenticeship Development Program, which aims to meet future talent needs for a skilled and diverse technician workforce while attracting more females and other under-represented groups to industry roles. Upon completion of the program, Hayes was offered and accepted a full-time production operator role at BASF’s Sparta site.

“The apprenticeship gave me great insight into manufacturing and provided me the opportunity to connect in-class learning with my job responsibilities,” said Hayes. “I appreciate BASF and Motlow State Community College for supporting me through this process and I’m excited about beginning my career at BASF.”

The Sparta site launched the apprenticeship program in August 2022 in partnership with Motlow State Community College. The program pays apprentices a full-time wage for time spent on the job and in the classroom. In addition to paying a competitive salary, BASF offers full medical, dental and vision benefits, paid vacation and covers the cost of tuition, books and fees associated with earning a certificate in Advanced Manufacturing. At the end of the program, apprentices have the skills and credentials for an opportunity to be placed in positions with annual merit increases and bonuses.

“I’m proud of Helen for not only being the first apprentice at the Sparta site, but for seeing it through and completing the program,” said Andy Schmitt, Site Director at BASF’s Sparta site. “She has set the tone for all other apprentices who join the program and will be a great resource to everyone who follows in her path.”

According to the U.S. Department of Labor, apprenticeship programs bring about many benefits, including enhanced employee retention, a safer workplace, a stable and reliable pipeline of qualified workers and a systematic approach to training, which ensures that employees are prepared and certified to produce at the highest skill levels required.

There are currently three apprentices expected to join the Sparta site in maintenance and production roles. To learn more about the program and apply for future opportunities, visit [www.basf.us/apprentice](http://www.basf.us/apprentice).

#### **About BASF**

BASF Corporation, headquartered in Florham Park, New Jersey, is the North American affiliate of BASF SE, Ludwigshafen, Germany. BASF has approximately 16,000 employees in North America and had sales of \$25.7 billion in 2022. For more information about BASF’s North American operations, visit [www.basf.com/us](http://www.basf.com/us).

At BASF, we create chemistry for a sustainable future. We combine economic success with environmental protection and social responsibility. More than 111,000 employees in the BASF Group contribute to the success of our customers in nearly all sectors and almost every country in the world. Our portfolio comprises six segments: Chemicals, Materials, Industrial Solutions, Surface Technologies, Nutrition & Care and Agricultural Solutions. BASF generated sales of €87.3 billion in 2022. BASF shares are traded on the stock exchange in Frankfurt (BAS) and as American Depositary Receipts (BASFY) in the United States. Further information at [www.basf.com](http://www.basf.com).