

Military Support

Altria and its companies support active duty and returning military personnel by addressing veterans' rehabilitation needs, contributing to employment programs for veterans and providing mentoring opportunities for their children.

Altria and its companies' military support contributions totaled more than **\$1 million.**

Employee Involvement

Our "Contributing Together" programs encourage employees to get involved in their communities. This includes opportunities for employees to support non-profit organizations by donating, volunteering or serving on non-profit boards.



Altria Companies Employee Community Fund

The Altria Companies Employee Community Fund was founded in 2000* because employees wanted to be more involved in their local communities.

Since 2000, ACECF has awarded more than 1,450 grants totaling almost **\$40 million.**

The fund is a workplace-giving program managed directly by our companies' employees. Employees choose the fund's focus areas, and an employee committee selects the grant recipients.

*This program began at PM USA as the Philip Morris Employee Community Fund or PMECEF.

Altria Group makes an annual contribution to the fund, and our companies pay for its administrative costs. This ensures that every employee dollar raised goes directly to support local non-profit organizations.

ACECF awards grants in Central Virginia and in our manufacturing communities of Franklin Park, Ill.; Hopkinsville, Ky.; Limerick and King of Prussia, Pa.; and Nashville, Tenn.

ACECF's 2013 areas of giving were:

- Domestic Violence
- Emergency Services
- Homelessness
- Hunger Relief
- Senior Services (including adults with disabilities)
- Youth Services (including youth with disabilities)

Altria Volunteers

Our employees regularly participate in company-sponsored community service projects. Altria's companies partner with *HandsOn Network* to connect employees with volunteer opportunities in their communities.

In 2013, volunteer activities at the Altria family of companies generated more than **34,000** hours of service.

Matching Gifts

Many employees personally support their communities through donations independent from the company. Our Matching Gifts program increases the impact of employees' charitable giving. Altria contributes up to \$30,000 per year per employee to match employee donations to eligible non-profit organizations in the United States.

In 2013, Altria matched more than **\$1.2 million** in employees' charitable contributions.

Dollars for Doers

Our Dollars for Doers program contributes to non-profit organizations where our employees volunteer. Employees who volunteer 25 hours a year with an organization are eligible to earn a \$500 grant for that group. This program recognizes and encourages our employee volunteers' involvement.

Board Service

We encourage our executives to serve in our communities through board service with leading nonprofits and community organizations. Service opportunities are identified based on their alignment with the companies' giving areas, creating added value beyond the dollars we provide. In 2013, 50 executives across our companies served on 85 non-profit boards.



In Their Words



"Through my board service on the Thurgood Marshall College Fund, I am able to see the difference this organization makes for students attending historically black colleges and universities across the nation. It affords them leadership opportunities and resources that they may not have had without the support of TMCF. I am honored to be a member of this board – representing Altria."

– Neil Simmons
Vice President, Altria Client Services, serves on the Board of Directors for the Thurgood Marshall College Fund (TMCF)



"My board service with Higher Achievement is rewarding because the nonprofit works to close the opportunity gap during the middle school years, which supports Altria's Success360° focus. One of the greatest benefits is being able to watch the organization improve the communities where it operates."

– Mark DeBord
Vice President, Altria Client Services, serves on the Board of Directors for Higher Achievement.

