U.S. EQUAL EMPLO 2022 EMPLOYER IN												OMB C	tandard F Revised ontrol Nu ation Dat	08/2023 mber: 30	46-0049
				TION A											
		SECT	FION E	B – EMP	LOYE	R IDEN									
OFS COMPANY ID G020018					S	WEDISI	H MAT		RTH AI	MERICA	A				
ADDRESS								ITY/TOV				STATE		ZIP CC	DDE
1021 EAST CARY STRE	ET, SU	JITE 16	600				RI	снмо	ND			VA		232	19
SECTION C – HI HQ/ESTABLISHMENT-LEVEL UNIT ID	EADQU	ARTE	<u>RS OR</u>			<b>MENT-I</b> QUARTE						able)			
HEADQUARTERS OR ESTABLISHME	ENT-LEV	'EL ADI	ORESS				C	ITY/TOW	VN			STATE		ZIP CO	DDE
	SECTI	ON D -	- EMPI	LOYER	IDEN 21257		TION N	UMBE	R (EIN	)					
<b>X YES</b> (Employer Is Eligible				• EMPL oyer Is N						NO LON	NGER	IN BUS	INESS		
				L CONT											
		Un	ique Er	ntity ID (	UEI):	UNAVA	ILABLE								
<b>YES</b> (Single-Establishm	ent Emp	loyer is	Federa	l Contra	ctor) X	YES (I	Multi-Es	tablishn	nent Em	ployer is	Federa	l Contra	ctor)		
<b>YES</b> (F	Ieadqua							-					actor)		
		S	ECTIC	ne or Mo	NAICS	INFOR	MATIC	DN			I Contra	actor)			
	551114 SE	4 - Cor	porate VH – V	, <mark>Subsic</mark> VORKF	liary, a ORCE	nd Reg	GRAPI	anagin HIC DA	g Office	es					
							Race/E								
		anic					Not	Hispar	nic or L	atino	_				
	or La	atino			IV	lale					Fer	nale			-
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JOB CATEGORIES				ican		an o	ian (	Sace		ical		an	ian (	Sace	Row
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	Male	Female	White	ck or Afric American	Asian	Havacifi	ska	Ŵ	White	Black or an Amer	Asian	Havacifi	can ska	Ŵ	
				Black or African American		Native Hawaiian or Other Pacific Islande	American Indian or Alaska Native	Two or More Races		Black or African American		Native Hawaiian or Other Pacific Islande	American Indian or Alaska Native	Two or More Races	
				B		Native Hawaiian or Other Pacific Islander	Am /	Ť		Af		Native Hawaiian or Other Pacific Islander	Am	Ť	
Executive/Senior Level Officials and Managers	0	0	15	1	0	1	0	1	2	0	0	0	0	0	20
First/Mid-Level Officials and Managers	4	2	142	10	0	2	0	2	48	8	0	3	0	0	221
Professionals Technicians	1	1 0	60 13	5 0	0	4	0	0	51 23	7 0	0	1	0	1	131 37
Sales Workers	28	2	260	23	1	6	1	3	78	4	0	0	0	2	408
Administrative Support Workers	0	1	5	4	0	0	0	0	35	7	0	0	0	2	54
Craft Workers Operatives	0	0	95 237	6 35	0	0	0	2	1 141	0 36	0	0	0	0	104 456
Laborers and Helpers	0	0	44	6	0	0	0	1	22	5	0	0	0	0	78
Service Workers CURRENT 2022 REPORTING YEAR TOTAL	0 35	0 7	0 871	0 90	0 1	0 13	0	0 10	0 401	0 67	0	0 5	0	0 6	0 1509
		_	700		10				054	05	•				10.10
PRIOR 2021 REPORTING YEAR TOTAL	27 S	7 SECTI	788 ON I –	80 WORK				8 PERIO	351 D	65	3	0	1	3	1348
SECTION J	– HEAI	DOUAI	RTERS			0/31/20 ISHME		VEL CO	OMME	NTS (op)	tional)				
Not Applicable		Q OIL		. 011 20					,	(op	lionul)				

	EMPLOYMENT OPPORTUNITY OYER INFORMATION REPORT		R OMB Con	ndard Form 100 (SF 100 Revised 08/2023 htrol Number: 3046-0049 tion Date: 08/31/2024
	SECTION K – OFFICIAL CH	ERTIFICATION OF SUBMISSION	1	
	EMPLOYER	IDENTIFICATION		
OFS COMPANY ID G020018		EMPLOYER NAME SWEDISH MATCH NORTH AMER	ICA	
ADD	DRESS	CITY/TOWN	STATE	ZIP CODE
	STREET, SUITE 1600	RICHMOND	VA	23219
				20210
	CERTIFICATION	COMMENTS (optional)	· · · ·	
No Certification Comments Provi	ded			
	CEDTIFICAT	ION STATEMENT		
"I contify that the information in	cluding any workforce demographic		at and true to the h	ast of my knowlad
	pared in conformity with the direction			
	illfully false statements on this repo			
Knowingry and w			, The Io, Section	1001.
		CERTIFICATION		
	11/15/2023	11:11 AM [EST]		
	EMPLOYER'S C	ERTIFYING OFFICIAL		
Name of Employ	yer's Certifying Official		Certifying Official	
Avis	Joy Everly	Vice President,	HR & Administration	n
Email Address	s of Certifying Official	Telephone Num	ber of Certifying Official	1
iov.everlv@s	wedishmatch.com	270-3	313-5691	
,_,, <u>_</u>				
PI	RIMARY POINT OF CONTACT (POC	) FOR EEO-1 COMPONENT 1 REPO	ORTING	
Name o	f Primary POC		bloyer of Primary POC	
	Joy Everly		HR & Administration	n
AVIS	Joy Evoliy		ch North America	
Email Addre	ess of Primary POC	Telephone N	umber of Primary POC	
iov.everlv@s	wedishmatch.com	270-:	313-5691	
,0,000, 900		2101		

U.S. EQUAL EMPLO 2022 EMPLOYER IN												OMB C	Revised ontrol Nu	08/2023 mber: 30	46-0049							
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		SECT		B – EMP				ATION														
OFS COMPANY ID							EMPI	LOYER N														
G020018					S	WEDIS				MERIC	4											
ADDRESS								ITY/TOV				STATE										
1021 EAST CARY STRE								CHMO						232	19							
SECTION C – HI HQ/ESTABLISHMENT-LEVEL UNIT ID	EADQU	ARTE	RS OR			<b>MENT-I</b> DUARTE						able)										
G020018						WEDIS																
HEADQUARTERS OR ESTABLISHMI	ENT-LEV	EL ADI	ORESS					ITY/TOV				STATE		ZIP CC	DDE							
1021 EAST CARY STRE							RI	СНМО	ND			VA		232	19							
	SECTI	ON D -	- EMP	LOYER	IDEN		TION	NUMBE	CR (EIN	)			1									
<b>X YES</b> (Employer Is Eligible				- EMPL							NGER	IN BUS	INESS									
				L CON	-																	
				tity ID (					n uppne													
<b>YES</b> (Single-Establishm	ent Emp	oloyer is	Federa	l Contra	ctor) X	YES (	Multi-Es	stablishn	nent Em	ployer is	s Federa	l Contra	ctor)									
X YES (F	Ieadqua	rters is	Federal	Contrac	tor) 🗌	YES (N	Non-Hea	dquarter	s Establ	ishment	is Feder	ral Conti	actor)									
		X Y	ES (O	ne or Mo	ore Nor	-Headqu	uarters I	Establish	nments i	s Federa	l Contra	actor)										
		S	ECTIO	DNG-1	NAICS	INFOR	MATIC	ON														
				, Subsic						es												
	SE		NH-V	VORKF	ORCE			Ethnicit							1							
	Hisp	anic						Hispar		atino												
	or L	atino			N	lale				1	Fer	nale										
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				can		an o and	ve o	ace		can		and and	Row									
JOB CATEGORIES	ø	el	e	Afric	۲	/aiia c Isl	ndia lativ	e R	e	or neri	۲	/aiia	VA         23219           ble)         STATE         ZIP CODE           VA         23219           N BUSINESS         23219           N BUSINESS         Contractor)           al Contractor)         al Contractor)           al Contractor)         Jages anglian or           male         Yalaska Native Hawaiian or           Lasse and the Hawaiian or         Jages anglian or           male         Yalaska Native Hawaiian or           Lasse anglian or         Jages anglian or           Jages angli									
	Male	Female	White	ck or Afric American	Asian	Haw cific	an li ka N	Mor	White	Black or an Amer	Asian	-Lav cifio	an li ka N	Mor								
		ш	>	Black or African American	4	ve F Pa	nerican Indian Alaska Native	P	>	Black or African American	-	ve F Pa	erica	P								
				B		Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races		Afr		Vati	A M	Ň								
						- 0						- 0										
Executive/Senior Level Officials and Managers	0	0	8	0	0	1	0	1	2	0	0	0	0	•	12							
First/Mid-Level Officials and Managers Professionals	1 0	0	19 19	3 4	0	1	0	0	8 21	4 5	0				38 53							
Technicians	0	0	0	0	0	0	0	0	1	0	0				1							
Sales Workers Administrative Support Workers	0	0	5	0	0	0	0	0	5 3	0	0				10 9							
Craft Workers	0	0	0	0	0	0	0	0	0	0	0				0							
Operatives	0	0	0	0	0	0	0	0	0	0	0				0							
Laborers and Helpers Service Workers	0	0	0	0	0	0	0	0	0	0	0				0							
CURRENT 2022 REPORTING YEAR TOTAL	1	2	52	9	0	4	0	1	40	10	0				123							
PRIOR 2021 REPORTING YEAR TOTAL	1	1	47	9	2	0	0	1	44	12	2	0	0	1	120							
				WORK				PERIO														
						0/31/20																
SECTION J No Comments Provided	– HEA	DQUAI	RTERS	S OR ES	TABL	ISHME	NT-LE	VEL CO	OMME	NTS (op	tional)											
No comments i forded																						

U.S. EQUAL EMPLO 2022 EMPLOYER IN												OMB C	tandard F Revised ontrol Nu ration Dat	08/2023 mber: 30	46-0049
				<b>FION A</b> STABLI											
		SECT	TION H	B – EMP	LOYE	R IDEN	TIFIC	ATION							
OFS COMPANY ID G020018						WEDIS	EMPI	LOYER N		MERIC	4				
ADDRESS							C	ITY/TOV	VN			STATE		ZIP CC	DDE
1021 EAST CARY STRE	ET, SU	JITE 16	600				R	CHMO	ND			VA		232	19
SECTION C – HI	EADQU	ARTE	RS OR	ESTAB	LISHN	MENT-I	LEVEL	IDENT	'IFICA'	FION (i	f applica	able)			
HQ/ESTABLISHMENT-LEVEL UNIT ID N581823						QUARTE NA-OTF									
HEADQUARTERS OR ESTABLISHME	NTIEV		DESS		Sivil			ITY/TOV				STATE	-	ZIP CC	DE
5328 Lanier Islands Pa								BUFOR				GA		305 <sup>-</sup>	
					621257	378				)					
<b>X YES</b> (Employer Is Eligible				- EMPL							NCFR	IN RUS	INFSS		
			-	L CONT	-						ULK				
				ntity ID (					n appne	aute)					
<b>YES</b> (Single-Establishm	ent Emp	oloyer is	Federa	l Contra	ctor) 🔀	YES (	Multi-Es	stablishn	nent Em	ployer is	Federa	l Contra	ctor)		
X YES (F	leadqua	rters is l	Federal	Contrac	tor) X	YES (N	Non-Hea	dquarter	s Establ	ishment	is Feder	ral Contr	actor)		
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				DN G - 1		-				s i cucio	u conu				
4249	940 - To		Produ	ct and E VORKF		nic Ciga	arette N	lerchan	t Whole	esalers					
	SE		NH-V	VUKKF	OKCE			Ethnicit							
	Hisp	anic						Hispar	-	atino					
	or La	atino		1	M	lale	1	1		1	Fer	nale	1		
						r r	F	s		_		r ler	5	S	
				can		an c lanc	an c	ace		icar		an c lanc	an c	ace	Row
JOB CATEGORIES	e	ale	te	Afri can	Ľ	vaii c Is	Indi Vati	reF	te	ner	Ľ	vaii c Is	Indi Vati	reF	Total
	Male	Female	White	ck or Afric American	Asian	Hav	an   ka	ω	White	Black or an Amer	Asian	Hav	an   ka	Мо	
		ш	-	Black or African American		ive r På	American Indian or Alaska Native	o		Black or African American		ive r Pa	American Indian or Alaska Native	o or	
				B		Native Hawaiian or Other Pacific Islander	AmA	Two or More Races		Afi		Native Hawaiian or Other Pacific Islander	AmA	Two or More Races	
Executive/Senior Level Officials and Managers	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1
First/Mid-Level Officials and Managers Professionals	1	0	16 1	2 0	0	0	0	0	3 0	0	0	0	0	0	22 2
Technicians	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sales Workers Administrative Support Workers	4	0	68 0	7 0	0	0	1 0	0	15 1	0	0	0	0	1 0	96 1
Craft Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Operatives Laborers and Helpers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Service Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CURRENT 2022 REPORTING YEAR TOTAL	6	0	86	9	0	0	1	0	19	0	0	0	0	1	122
PRIOR 2021 REPORTING YEAR TOTAL	7	0	84	8	0	0	1	0	16	1	0	0	0	0	117
	5	SECTIO	ON I –	WORK		E SNAP 0/31/20		PERIO	D						
SECTION J No Comments Provided	– HEAI	DQUAI	RTERS					VEL CO	OMME	NTS (op	tional)				
No comments Fronded															

U.S. EQUAL EMPLO	YMEN	T OPI	PORT	UNITY	COM	IMISSI	ION (E	EOC)				EEOC S	tandard F Revised		(SF 100)
2022 EMPLOYER IN	FORM	ATIO											ontrol Nu ation Dat		
				<b>FION A</b> STABLI											
		SECT	FION E	3 – EMF	LOYE	R IDEN									
OFS COMPANY ID G020018					S	WEDIS		LOYER N CH NO		MERIC	4				
ADDRESS							С	ITY/TOV	VN			STATE		ZIP CC	DDE
1021 EAST CARY STRE	EET, SU	JITE 16	500				RI	CHMO	ND			VA		232	19
SECTION C – HI HO/ESTABLISHMENT-LEVEL UNIT ID	EADQU	ARTE	RS OR									able)			
HQ/ESTABLISHMENT-LEVEL UNIT ID X470970						QUARTE									
HEADQUARTERS OR ESTABLISHMI	ENT-LEV	EL ADI	ORESS					ITY/TOV			_	STATE		ZIP CC	DDE
51 DUTILH ROAD								RRY TO				PA		1606	66
					621257	7378				)					
X YES (Employer Is Eligible				- EMPL oyer Is N						NO LOI	NGER	IN BUS	INESS		
		F – FE	DERA	L CON	RACT	OR DE	SIGNA	TION (							
<b>YES</b> (Single-Establishm	ent Emr			n <u>tity ID (</u> 11 Contra					nent Em	plover is	s Federa	l Contra	ctor)		
¥ YES (H	-	-													
	1			ne or Mo				-							
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4243	SE	CTIO	NH-V	VORKE	ORCE	DEMO	GRAP	HIC DA	TA	5301015					
								Ethnicit	-						
		anic atino			N	lale	Not	Hispar	nic or L	atino	For	nale			
					IV						rei				
				c		Native Hawaiian or Other Pacific Islander	P	es		c.		Native Hawaiian or Other Pacific Islander	p	sec	
JOB CATEGORIES				Black or African American		Native Hawaiian or Other Pacific Islande	American Indian or Alaska Native	Two or More Races		Black or African American		Native Hawaiian or Other Pacific Islande	American Indian or Alaska Native	Two or More Races	Row
	Male	Female	White	ck or Afric American	Asian	iwai fic Is	Na <sup>†</sup>	ore	White	Black or an Amer	Asian	iwai fic Is	Nai	ore	Total
	Ma	Fen	٨	k or	Asi	Ha	can ska	ž	Å	slac an A	Asi	Ha	can ska	ГĂ	
				A		er P	Jeri Ala:	0		fric;		er P	neri Ala:	0 0	
				•		Oth Oth	An	× ⊥		Ā		Oth Oth	An	Τw	
Executive/Senior Level Officials and Managers	0	0	0	1	0	0	0	0	0	0	0	0	0	0	1
First/Mid-Level Officials and Managers Professionals	0	1 0	16 1	0	0	0	0	0	4	0	0	0	0	0	21 2
Technicians	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sales Workers Administrative Support Workers	4	0	56 0	4	0	4	0	0	21 1	1	0	0	0	0	90 1
Craft Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Operatives Laborers and Helpers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Service Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CURRENT 2022 REPORTING YEAR TOTAL	4	1	73	5	0	4	0	0	27	1	0	0	0	0	115
PRIOR 2021 REPORTING YEAR TOTAL	2	1	80	2	4	0	0	0	24	1	0	0	0	0	114
	5	SECTI	ON I –	WORK 10/1/2		E SNAP 0/31/20		PERIO	D						
SECTION J	– HEAI	DQUAI	RTERS					VEL CO	OMME	NTS (op	tional)				
No Comments Provided															

U.S. EQUAL EMPLO													tandard F Revised	08/2023	
2022 EMPLOYER IN	FORM	ATIO			-								ontrol Nu ration Dat		
				<b>FION A</b> STABLI											
		SECT	FION E	8 – EMP	PLOYE	R IDEN									
OFS COMPANY ID G020018					S	WEDIS		LOYER N CH NO		MERIC	Ą				
ADDRESS							C	ITY/TOV	VN			STATE		ZIP CO	DDE
1021 EAST CARY STRE								CHMO				VA		232	19
SECTION C – HI HQ/ESTABLISHMENT-LEVEL UNIT ID	EADQU	ARTE	RS OR			<b>MENT-I</b> JUARTE						able)			
Z798594					SM	INA-OT	P-WES	TERN	REGIO	N-SALE	ES				
HEADQUARTERS OR ESTABLISHME								ITY/TOW				STATE		ZIP CO	
3300 DOUGLAS BOULE				LOYER	IDEN'	TIFICA				)		CA		956	01
					621257	7378				·					
<b>X YES</b> (Employer Is Eligible										NO LOI	NGER	IN BUS	INESS		
SEC	CTION			L CONT ntity ID (					if applic	able)					
<b>YES</b> (Single-Establishm	ent Emp		-		· · · · · ·				nent Em	ployer is	s Federa	l Contra	ctor)		
X YES (F	Ieadqua	rters is	Federal	Contrac	tor) X	YES (N	lon-Hea	dquarter	s Establ	ishment	is Feder	ral Conti	actor)		
				ne or Mo		-			nments i	s Federa	al Contra	actor)			
4249	940 - To			DNG-1					t Whole	esalers					
				VORKF		DEMO	GRAP	HIC DA	TA						
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		atino		Т	N	lale	Not	Inopui		atino	Fer	nale	•	Γ	
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JOB CATEGORIES				ican		an c lanc	ian c ive	Race		icar		an c lanc	ian c ive	Race	Row
JOB CATEGORIES	Male	Female	White	Black or African American	Asian	awai fic Is	nerican Indian Alaska Native	ore	White	Black or African American	Asian	awai fic Is	nerican Indian Alaska Native	ore	Total
	Ŵ	Fen	N N	sk or Ame	As	e Ha Paci	ican Iska	r M	M	Blac	Asi	e Ha Pacij	ican ıska	r M	
				Blac		Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races		Afric		Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	
						2 g	4	F		-		2 g	4	F	
Executive/Senior Level Officials and Managers First/Mid-Level Officials and Managers	0	0	1 10	0	0	0	0	0	0	0	0	0	0	0	1 15
Professionals	0	0	2	0	0	0	0	0	0	0	0	0	0	0	2
Technicians Sales Workers	0 10	0	0 34	0	0	0	0	0	0 11	0	0	0	0	0	0 62
Administrative Support Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1
Craft Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Operatives Laborers and Helpers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Service Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CURRENT 2022 REPORTING YEAR TOTAL	10	1	47	1	1	2	0	3	13	0	0	1	0	2	81
PRIOR 2021 REPORTING YEAR TOTAL	6	1	37	1	2	1	0	3	10	0	1	0	0	1	63
	5	SECTI	ON I –	WORK 10/1/2		E SNAP 0/31/20		PERIO	D						
SECTION J	– HEAI	DQUAI	RTERS					VEL CO	OMME	NTS (op	tional)				
No Comments Provided															

U.S. EQUAL EMPLO	YMEN	T OPI	PORT	UNITY	<sup>7</sup> CON	IMISSI	ION (E	EOC)				EEOC S	tandard F Revised		(SF 100)							
2022 EMPLOYER IN			N REI	PORT (	EEO-	1 COM	PONE	NT 1)					ontrol Nu	mber: 30								
						E OF RI NT REF		1														
		SEC	FION H	B – EMP	PLOYE	R IDEN																
OFS COMPANY ID G020018					S	WEDIS		OYER N. CH NO		MERICA	4											
ADDRESS								ITY/TOV				STATE										
1021 EAST CARY STRE								СНМО						232	19							
SECTION C – HI HQ/ESTABLISHMENT-LEVEL UNIT ID	EADQU	ARTE	RS OR			<b>MENT-I</b> JUARTE						able)										
M063181						-	A-OWE															
HEADQUARTERS OR ESTABLISHME			DRESS									STATE										
			- FMP	OVER	IDFN'	TIFICA				D		KY		4230	)1							
				ę	542046	6930																
<b>X YES</b> (Employer Is Eligible										NO LOI	NGER	IN BUS	INESS									
SEC	CTION								if applic	able)												
<b>YES</b> (Single-Establishm	ent Emr		-						nent Em	ployer is	Federa	l Contra	ctor)									
	-	-																				
	_					-			nments i	s Federa	l Contra	actor)										
SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN) 542046930         SECTION E – EMPLOYER FILING ELIGIBILITY         X       YES (Employer Is Eligible to File)       NO (Employer Is Not Eligible to File)       EMPLOYER NO LONGER IN BUSINESS         SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable) Unique Entity ID (UEI):         Unique Entity ID (UEI):       UNAVAILABLE         YES (Single-Establishment Employer is Federal Contractor)       YES (Multi-Establishment Employer is Federal Contractor)         X       YES (Headquarters is Federal Contractor)       YES (Non-Headquarters Establishment is Federal Contractor)         X       YES (One or More Non-Headquarters Establishment is Federal Contractor)         SECTION G – NAICS INFORMATION 312230 - Tobacco Manufacturing         SECTION H – WORKFORCE DEMOGRAPHIC DATA         Race/Ethnicity         Hispanic       Not Hispanic or Latino         or Latino       Male																						
	SE	CTIO	N H – V	VORKF	ORCE	DEMO	GRAPI	HIC DA														
			1							- 11												
					N	lale	NOt	Hispar		atino	Fer	nale			-							
	USTRIAL DR       OWENSBORO       KY       4230         SECTION D - EMPLOYER IDENTIFICATION NUMBER (EIN)         542046930         SECTION E - EMPLOYER FILING ELIGIBILITY         igible to File)       NO (Employer Is Not Eligible to File)       EMPLOYER NO LONGER IN BUSINESS         SECTION F - FEDERAL CONTRACTOR DESIGNATION (if applicable)         Unique Entity ID (UEI):       UNAVAILABLE         Dishment Employer is Federal Contractor)       YES (Multi-Establishment Employer is Federal Contractor)         ES (Headquarters is Federal Contractor)         X YES (One or More Non-Headquarters Establishment is Federal Contractor)         X YES (One or More Non-Headquarters Establishments is Federal Contractor)         SECTION G – NAICS INFORMATION         312230 - Tobacco Manufacturing         SECTION H – WORKFORCE DEMOGRAPHIC DATA         Race/Ethnicity         Hispanic       Not Hispanic or Latino         ON Male																					
				ç		or	۲ ۵	sec		u		or	۲ ۵	ses								
JOB CATEGORIES		~		rica		iian slaı	dian	Ra		erica		iian slaı	dian	Ra	Row Total							
	ale	nalo	hite	r Af	ian	awa ific	n na	ore	hite	Ame	ian	VA       23219         cable)         STATE KY       ZIP CODE 42301         STATE 42301         SIN EUSINESS         al Contractor)         ractor)         arator)         STATE 42301         SIN EUSINESS         al Contractor)         ractor)         aratori (raginan or ration)         State Hageitig (raginan or ration)         Imme and and aratori (raginan or ration)         Imme and aratori (raginan or ration)         Imme and aratori (ration or ration)         Imme and aratori (ratin or ration)										
	Σ	Fer	N	Ame	As	e Ha	icar Iska	Ā	N	Blao an <i>i</i>	As	e Ha										
				3lac		ative ler F	ner Ala	00		fric		ative Ner F										
				-		ğ	A	₽		٩		ž Ş	A	Ļ								
Executive/Senior Level Officials and Managers First/Mid-Level Officials and Managers	0	0	2 47	0	0	0	0	0	0 23	0	0	-	-		2 75							
Professionals	0	0	33	1	0	2	0	0	24	2	0				63							
Technicians	0	0	10	0	0	0	0	0	22	0	0				33							
Sales Workers Administrative Support Workers	0	0	0	0	0	0	0	0	0 28	0	0				0 34							
Craft Workers	0	0	78	2	0	0	0	1	1	0	0	0			82							
Operatives Laborers and Helpers	2	1 0	221 41	20 4	0	0	1	1	135 22	11 4	0				394 72							
Service Workers	0	0	0	0	0	0	0	0	0	0	0				0							
CURRENT 2022 REPORTING YEAR TOTAL	2	1	435	30	0	2	1	3	255	22	0	1	1	2	755							
PRIOR 2021 REPORTING YEAR TOTAL	1	1	375	24	2	0	1	0	214	16	0	0	1	1	636							
	5	SECTI	ON I –			E SNAP 0/31/20		PERIO	D													
SECTION J No Comments Provided	– HEA	DQUA	RTERS	S OR ES	TABL	ISHME	NT-LEV	VEL CO	OMME	NTS (op	tional)											
1																						

U.S. EQUAL EMPLO 2022 EMPLOYER IN												OMB C	tandard F Revised ontrol Nu ration Dat	08/2023 mber: 30	46-0049
				<b>FION A</b> STABLI											
		SECT	FION F	B – EMF	PLOYE	R IDEN	TIFIC	ATION							
OFS COMPANY ID G020018					S	WEDIS		LOYER N CH NO		MERIC	Ą				
ADDRESS							С	ITY/TOV	VN			STATE		ZIP CC	DDE
1021 EAST CARY STRE								CHMO				VA		232	19
SECTION C – HI HQ/ESTABLISHMENT-LEVEL UNIT ID	EADQU	ARTE	RS OR			<b>MENT-I</b> QUARTE						able)			
JG93843					SN	/INA-OT	P-MID	WEST I	REGIO	N-SALE	S				
HEADQUARTERS OR ESTABLISHME 1201 NORTHWEST BRIARCLIF				E 345				ITY/TOV				STATE MO		ZIP CC 641	
	SECTI	ON D -	- EMP	LOYER	IDEN'		TION	NUMBE	CR (EIN	)					
				- EMPL	OYER	FILING									
<b>YES</b> (Employer Is Eligible				-	-						NGER	IN BUS	INESS		
SEC	CTION			L CONT ntity ID (					if applic	able)					
<b>YES</b> (Single-Establishm	ent Emp		-		· · · · · ·				nent Em	ployer is	s Federa	l Contra	ctor)		
X YES (F	Ieadqua	rters is 1	Federal	Contrac	tor) X	YES (N	Non-Hea	dquarter	s Establ	ishment	is Feder	ral Conti	actor)		
				ne or Mo		-			nments i	s Federa	al Contra	actor)			
4249	040 - To			DNG-1					t Whole	salars					
4240				VORKF						5301013					
								Ethnicit							
	Hisp	anic atino			N	lale	Not	Hispar	nic or L	atino.	Fer	nale			-
	01 20														-
				an		Native Hawaiian or Other Pacific Islander	n or e	Two or More Races		can		Native Hawaiian or Other Pacific Islander	n or 'e	Two or More Races	Row
JOB CATEGORIES	a	le	e	Black or African American	۲	/aiia c Isla	American Indian or Alaska Native	e R	e	Black or African American	۲	/aiia c Islá	American Indian or Alaska Native	e R	Total
	Male	Female	White	or /	Asian	Haw Icific	an li ka N	Mor	White	Black or an Amer	Asian	Haw Icific	an li ka N	Mor	
		Ľ.	_	ack An		l ve l	eric Iasl	o o	_	BI		ive I r Pa	eric Iasl	or	
				B		Nat Othe	AmA	Two		Afi		Nat Othe	AmA	Two	
Executive/Senior Level Officials and Managers	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1
First/Mid-Level Officials and Managers Professionals	0	1 0	11	2	0	0	0	0	2	0	0	0	0	0	16 1
Technicians	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sales Workers Administrative Support Workers	2	0	52 0	8	0	1	0	1	12 1	1	0	0	0	0	77 1
Craft Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Operatives Laborers and Helpers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Service Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CURRENT 2022 REPORTING YEAR TOTAL	2	1	65	10	0	1	0	1	15	1	0	0	0	0	96
PRIOR 2021 REPORTING YEAR TOTAL	2	1	57	9	2	0	0	1	13	0	0	0	0	0	85
	5	SECTIO	ON I –	WORK 10/1/2		E SNAP 0/31/20		PERIO	D						
SECTION J	– HEAI	DQUAI	RTERS					VEL CO	OMME	NTS (op	tional)				
No Comments Provided															

U.S. EQUAL EMPLO	YMEN	T OPI	PORT	UNITY	COM	IMISSI	ION (E	EOC)					<u>tandard F</u> Revised	08/2023	
2022 EMPLOYER IN	FORM	ATIO											ontrol Nu ration Dat		
				TION A STABLI											
		SECT	TION E	B – EMP	LOYE	R IDEN									
OFS COMPANY ID G020018					S	WEDIS		OYER N		MERIC	Δ				
ADDRESS								ITY/TOV				STATE		ZIP CC	DDE
1021 EAST CARY STRE	EET, SU	JITE 16	600				R	CHMO	ND			VA		232	19
SECTION C – HI HQ/ESTABLISHMENT-LEVEL UNIT ID	EADQU	ARTE	RS OR	ESTAB		MENT-I	LEVEL	IDENT	'IFICA'	<b>ΓΙΟΝ</b> (i Γ-LEVEL	f applica	able)	•		
X202990					ΠΕΑΟ						NAME				
HEADQUARTERS OR ESTABLISHMI			DRESS				C	ITY/TOV	VN			STATE		ZIP CC	DDE
700 COLUMBI								DOTHA				AL		3630	01
	SECTI	ON D -	- EMPI				TION	NUMBE	CR (EIN	)					
												DI DUG	DIFEG		
				-							NGER	IN BUS	INESS		
554									n appire	able)					
	-	-													
X YES (F	Ieadqua							-					ractor)		
						-			iments i	s Federa	l Contra	actor)			
			3122	230 - To	bacco	Manufa	acturing	1							
	SE	CTION	N H – V	VORKF	ORCE										
										atino.	_	-			
	SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN) 541925318         SECTION E – EMPLOYER FILING ELIGIBILITY         ligible to File)       NO (Employer Is Not Eligible to File)       EMPLOYER NO LONGER IN BUSINESS         SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable) Unique Entity ID (UEI): UNAVAILABLE         bilshment Employer is Federal Contractor)       X YES (Multi-Establishment Employer is Federal Contractor)         SECTION G – NAICS INFORMATION 312230 - Tobacco Manufacturing         SECTION H – WORKFORCE DEMOGRAPHIC DATA         Race/Ethnicity         Hispanic or Latino       Yes (Not Hispanic or Latino         Very and a start is a start is start is start is not in the intervent is start is not intervent in the intervent is intervent in the intervent is intervent in the intervent is not intervent in the intervent is not hispanic or Latino         Very and a start is not intervent in the intervent in the intervent is not intervent in the intervent is not intervent in the intervent in the intervent is not intervent in the intervent in the intervent is not intervent in the intervent in the intervent is not intervent in the intervent in the intervent is not intervent in the intervent														
				Ē		n or nder	o d	ces		ue		n or nder	o	ses	
JOB CATEGORIES		e		frica an	_	aiian Islaı	dian ativ€	e Ra		or eric:	_	aiian Islaı	dian ative	e Ra	Row Total
	Male	emal	Vhite	or A	Asiar	-Tawa cific	an In Ka N	More	Vhite	ack Am	Asiar	- Lawa cific	an In Ka N	More	, ota
	_	щ	>	ack Am	4	ive H r Pa	erica	or	>	Bl	4	ive H r Pa			
				B		Nat Othe	Am	Two		Afi		Nat	Am	Two	
Executive/Senior Level Officials and Managers	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1
First/Mid-Level Officials and Managers Professionals	0	0	7	0	0	0	0	0	5 5	2	0	0	0	0	14 7
Technicians	0	0	3	0	0	0	0	0	0	0	0	0	0	0	3
Sales Workers Administrative Support Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Craft Workers	0	0	16	4	0	0	0	1	0	0	0	0	0	0	21
Operatives Laborers and Helpers	0	0	6 0	11 1	0	0	0	0	5 0	25 1	0	0	0	0	47 2
Service Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CURRENT 2022 REPORTING YEAR TOTAL	0	0	36	18	0	0	0	1	15	31	0	0	0	0	101
PRIOR 2021 REPORTING YEAR TOTAL	1	0	34	18	0	0	0	2	15	33	0	0	0	0	103
	5	SECTIO	DN I –	WORK		E SNAP 0/31/20		PERIO	D						
SECTION J	– HEAI	DQUAI	RTERS					VEL CO	OMME	NTS (op	tional)				
No Comments Provided															

U.S. EQUAL EMPLOY 2022 EMPLOYER INF												OMB C	tandard F Revised ontrol Nu ration Dat	08/2023 mber: 30	46-0049
						E OF R									
		SECT				R IDEN		ATION							
OFS COMPANY ID G020018						WEDIS	EMPI	LOYER N		MERIC	Ą				
ADDRESS							С	ITY/TOV	VN			STATE		ZIP CC	DDE
1021 EAST CARY STRE								CHMO				VA		232	19
SECTION C – HE. HQ/ESTABLISHMENT-LEVEL UNIT ID	ADQU	ARTE	RS OR			QUARTE	RS OR E	STABLIS	SHMEN	Γ-LEVEL		able)			
Z798615						ОТ		UGHTC		RM					
HEADQUARTERS OR ESTABLISHMEN 205 INDUSTRIA			DRESS					ITY/TOV OUGH1				STATE WI		ZIP CC 5358	
S	SECTIO	ON D -	EMPI		IDEN' 511141	FIFICA	TION	NUMBE	CR (EIN	)					
<b>X YES</b> (Employer Is Eligible t						FILIN(					NGER	IN BUS	INESS		
			_	-		OR DE					UOEN	IT DOD.			
		Un	ique Er	tity ID (	<u>UEI)</u> :	UNAVA	ILABLE	=							
<b>YES</b> (Single-Establishme	-	-													
X YES (He	eadquar							-					ractor)		
						n-Headqu			nments i	s Federa	al Contra	actor)			
		493	110 - 0	Genera	Warel	INFOR housing	and St	orage							
	SE	CTION	N H – V	VORKF	ORCE	DEMO									1
-	Hispa	anic	1					Ethnicit Hispar		atino					-
_	or La				N	lale					Fer	nale			1
JOB CATEGORIES	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	Row Total
Executive/Senior Level Officials and Managers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
First/Mid-Level Officials and Managers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Professionals Technicians	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sales Workers Administrative Support Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Craft Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Operatives Laborers and Helpers	0	0	2	0	0	0	0	0	0	0	0	0	0	0	2
Service Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CURRENT 2022 REPORTING YEAR TOTAL	0	0	2	0	0	0	0	0	0	0	0	0	0	0	2
PRIOR 2021 REPORTING YEAR TOTAL	0		2			0 E SNAP			0	0	0	0	0	0	2
	3	DECIN	JN 1 -			0/31/20		PERIO	D						
SECTION J - No Comments Provided	- HEAD	DQUAI	RTERS	S OR ES	TABL	ISHME	NT-LE'	VEL CO	DMME	NTS (op	tional)				

U.S. EQUAL EMPLO	YMEN	T OPI	PORT	UNITY	COM	IMISSI	ON (E	EOC)				EEOC S	tandard F Revised		(SF 100)							
2022 EMPLOYER IN	FORM	ATIO						-					ontrol Nu ation Dat									
				FION A STABLI																		
		SECT	TION E	B – EMP	LOYE	R IDEN																
OFS COMPANY ID G020018					S	WEDIS		.0YER N CH NO		MERIC	4											
ADDRESS								ITY/TOV				STATE										
1021 EAST CARY STRE								СНМО				VA		232	19							
SECTION C – HI HO/ESTABLISHMENT-LEVEL UNIT ID	EADQU	ARTE	RS OR	ESTAB	BLISHN HEAD(	MENT-I QUARTE	LEVEL	IDENT	TIFICA'	<b>FION</b> (i f-levei	f applica	able)										
N581814						INA-OT																
HEADQUARTERS OR ESTABLISHME			ORESS					ITY/TOW				STATE										
541 Silicon Drive,			- EMP	LOYER				NUMBE		)		IX		760:	92							
	5	SECTIO	ON E -	EMPL	621257 OYER		G ELIG	IBILIT	Y													
<b>X YES</b> (Employer Is Eligible										NO LOI	NGER	IN BUS	INESS									
SEC	CTION			L CONT tity ID (					if applic	able)												
<b>YES</b> (Single-Establishm	ent Emp		-						nent Em	ployer is	Federa	l Contra	ctor)									
X YES (F	Ieadqua	rters is l	Federal	Contrac	tor) X	YES (N	Jon-Hea	dquarter	s Establ	ishment	is Feder	ral Contr	actor)									
				ne or Mo		-			nments i	s Federa	l Contra	actor)										
4249	940 - To	bacco	Produ	DNG-1 ct and E	Electro	nic Ciga	rette N	lerchan	t Whole	esalers												
	SE	CTION	N H – V	VORKF	ORCE										1							
	Hisn	anic						Ethnicit Hispar	-	atino					-							
		atino			Μ	lale					Fer	nale										
						r r	۲.	s				e r	<u>ب</u>	s								
				can		an o land	an o ve	lace		ican		an o land	an o ve	lace	Row							
JOB CATEGORIES	Male	Female	ite	ck or Afric American	Asian	waii ic Is	nerican Indian Alaska Native	ore F	ite	Black or an Amer	Asian	waii ic Is	Indi Nati	ore F	Total							
	Ма	Ferr	White	k or	Asi	e Ha acif	can ska	Ĕ	White	3lac an A	Asi	e Ha acif	VA       23219         ble)       STATE       ZIP CODE         TX       76092         N BUSINESS       76092         N BUSINESS       Alage Hamaiian         Contractor)       al Contractor)         al Contractor)       al Contractor)         al Contractor)       Jage Hamaiian or         Alage Hamaiian or       Jage Hamaiian or         Lass Antire Hamaii or       Jage Hamaii or         Lass Antire Hamaii or       Jag									
				Black or African American		Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races		Black or African American		ative her P	meri Ala	0 0 0								
						zğ	A	ŕ				zğ	A	Ţ								
Executive/Senior Level Officials and Managers First/Mid-Level Officials and Managers	0	0	1 12	0	0	0	0	0	0	0	0	-	-		1 16							
Professionals	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1							
Technicians Sales Workers	0	0	0 45	0	0	0	0	0	0 14	0	0				0 73							
Administrative Support Workers	0	0	40	0	0	0	0	0	14	0	0				1							
Craft Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0							
Operatives Laborers and Helpers	0	0	0	0	0	0	0	0	0	0	0				0							
Service Workers	0	0	0	0	0	0	0	0	0	0	0				0							
CURRENT 2022 REPORTING YEAR TOTAL	10	1	59	3	0	0	0	1	16	2	0	0	0	0	92							
PRIOR 2021 REPORTING YEAR TOTAL	7	2	58	2	0	0	0	1	14	2	0	0	0	0	86							
	5	SECTIO	ON I –	WORK 10/1/2		E SNAP 0/31/20		PERIO	D													
SECTION J No Comments Provided	– HEAI	DQUAI	RTERS					VEL CO	OMME	NTS (op	tional)											

U.S. EQUAL EMPLO													tandard F Revised ontrol Nu	08/2023	
2022 EMPLOYER IN	FORM	AHO			-								ation Dat		
				<b>FION A</b> STABLI											
		SECT	FION E	B – EMF	PLOYE	R IDEN									
OFS COMPANY ID G020018					S	WEDIS		LOYER N CH NO		MERIC	4				
ADDRESS							С	ITY/TOV	VN			STATE		ZIP CC	DDE
1021 EAST CARY STRE								CHMO				VA		232	19
SECTION C – HI HQ/ESTABLISHMENT-LEVEL UNIT ID	EADQU	ARTE	RS OR							<mark>ΓΙΟΝ</mark> (i Γ-LEVEL		able)			
Z798606						-				HOUSE					
HEADQUARTERS OR ESTABLISHME		EL ADI	ORESS					ITY/TOV				STATE		ZIP CC	DDE
1170 EWING								/ENSBC				KY		4230	01
	SECTI	ON D -	-EMP	LOYER	IDEN 611141		TION N	NUMBE	R (EIN	)					
X YES (Employer Is Eligible				- EMPL							NCED	IN BUS	INESS		
				L CON							UER		11255		
		Un	ique Er	ntity ID (	<u>UEI)</u> :	UNAVA	ILABLE	Ξ							
<b>YES</b> (Single-Establishm	-	-													
X YES (F	Ieadqua							-					actor)		
				ne or Mo		-			iments i	s Federa	ll Contra	actor)			
		493	3110 -	Genera	l Warel	housing	and St	torage							
	SE	CTION	N H – V	VORKF	ORCE			HIC DA Ethnicit							
		anic						Hispar		atino					-
	or La	atino			N	lale	1				Fer	nale			
				-		or der	ŗ	es		L		or der	ŗ	es	
JOB CATEGORIES				ricar		iian slan	lian tive	Rac		r erica		iian slan	lian tive	Rac	Row
	Male	Female	White	ck or Afric American	Asian	awa ific I	n Inc a Na	lore	White	Black or an Amer	Asian	awa ific I	n Inc a Na	lore	Total
	Σ	Fel	>	Black or African American	As	/e H Pac	nerican Indian Alaska Native	or N	>	Black or African American	As	/e H Pac	nerican Indian Alaska Native	or N	
				Bla		Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races		Afri		Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	
Executive/Senior Level Officials and Managers	0	0	0			-0	0	Ľ.		0	0	-0			
First/Mid-Level Officials and Managers	0	0	4	0	0	0	0	0	0	0	0	0	0	0	4
Professionals Technicians	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sales Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Administrative Support Workers Craft Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Operatives	0	0	8	4	0	0	0	0	1	0	0	0	0	0	13
Laborers and Helpers	0	0	3	1	0	0	0	0	0	0	0	0	0	0	4
Service Workers CURRENT 2022 REPORTING YEAR TOTAL	0	0	0 16	0 5	0	0	0	0	0	0	0	0	0	0	0 22
CORRENT 2022 REPORTING TEAR TOTAL	U	U	10	5	0	U	U	0	1	U	0	U	0	0	22
PRIOR 2021 REPORTING YEAR TOTAL	0		14	7 WORK		0 E SNAD			1	0	0	0	0	0	22
	2	SECTI	UNI-			0/31/20		PERIO	U						
SECTION J No Comments Provided	– HEAI	DQUAI	RTERS	S OR ES	TABL	ISHME	NT-LE	VEL CO	OMME	NTS (op	tional)				