

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)
2022 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)**

EEOC Standard Form 100 (SF 100)
Revised 08/2023
OMB Control Number: 3046-0049
Expiration Date: 08/31/2024

SECTION A – TYPE OF REPORT
CONSOLIDATED REPORT

SECTION B – EMPLOYER IDENTIFICATION

OFS COMPANY ID
G020018

EMPLOYER NAME

SWEDISH MATCH NORTH AMERICA

ADDRESS

1021 EAST CARY STREET, SUITE 1600

CITY/TOWN

RICHMOND

STATE

VA

ZIP CODE

23219

SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)

HQ/ESTABLISHMENT-LEVEL UNIT ID

HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME

HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS

CITY/TOWN

STATE

ZIP CODE

SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)
621257378

SECTION E – EMPLOYER FILING ELIGIBILITY

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): UNAVAILABLE

YES (Single-Establishment Employer is Federal Contractor) YES (Multi-Establishment Employer is Federal Contractor)

YES (Headquarters is Federal Contractor) YES (Non-Headquarters Establishment is Federal Contractor)

YES (One or More Non-Headquarters Establishments is Federal Contractor)

SECTION G – NAICS INFORMATION

551114 - Corporate, Subsidiary, and Regional Managing Offices

SECTION H – WORKFORCE DEMOGRAPHIC DATA

JOB CATEGORIES	Race/Ethnicity														Row Total
	Hispanic or Latino		Not Hispanic or Latino												
			Male						Female						
	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	
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	1	1	60	5	0	4	0	0	51	7	0	1	0	1	131
Technicians	0	0	13	0	0	0	0	0	23	0	0	1	0	0	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	0	0	95	6	0	0	0	2	1	0	0	0	0	0	104
Operatives	2	1	237	35	0	0	1	1	141	36	0	0	1	1	456
Laborers and Helpers	0	0	44	6	0	0	0	1	22	5	0	0	0	0	78
Service Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CURRENT 2022 REPORTING YEAR TOTAL	35	7	871	90	1	13	2	10	401	67	0	5	1	6	1509
PRIOR 2021 REPORTING YEAR TOTAL	27	7	788	80	12	1	2	8	351	65	3	0	1	3	1348

SECTION I – WORKFORCE SNAPSHOT PERIOD
10/1/2022 - 10/31/2022

SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)

Not Applicable

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Expiration Date: 08/31/2024

SECTION K – OFFICIAL CERTIFICATION OF SUBMISSION

EMPLOYER IDENTIFICATION

OFS COMPANY ID
G020018

EMPLOYER NAME
SWEDISH MATCH NORTH AMERICA

ADDRESS

1021 EAST CARY STREET, SUITE 1600

CITY/TOWN

RICHMOND

STATE

VA

ZIP CODE

23219

CERTIFICATION COMMENTS (optional)

No Certification Comments Provided

CERTIFICATION STATEMENT

"I certify that the information, including any workforce demographic data, provided in this report is correct and true to the best of my knowledge and was prepared in conformity with the directions set forth in the form and accompanying instructions."

Knowingly and willfully false statements on this report are punishable by law, US Code, Title 18, Section 1001.

DATE OF CERTIFICATION

11/15/2023 11:11 AM [EST]

EMPLOYER'S CERTIFYING OFFICIAL

Name of Employer's Certifying Official

Avis Joy Everly

Title of Certifying Official

Vice President, HR & Administration

Email Address of Certifying Official

joy.everly@swedishmatch.com

Telephone Number of Certifying Official

270-313-5691

PRIMARY POINT OF CONTACT (POC) FOR EEO-1 COMPONENT 1 REPORTING

Name of Primary POC

Avis Joy Everly

Title and Employer of Primary POC

Vice President, HR & Administration
Swedish Match North America

Email Address of Primary POC

joy.everly@swedishmatch.com

Telephone Number of Primary POC

270-313-5691

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HEADQUARTERS REPORT

SECTION B – EMPLOYER IDENTIFICATION

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VA

ZIP CODE

23219

SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)

HQ/ESTABLISHMENT-LEVEL UNIT ID

G020018

HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME

SWEDISH MATCH NORTH AMERICA

HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS

1021 EAST CARY STREET, SUITE 1600

CITY/TOWN

RICHMOND

STATE

VA

ZIP CODE

23219

SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)
621257378

SECTION E – EMPLOYER FILING ELIGIBILITY

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): UNAVAILABLE

YES (Single-Establishment Employer is Federal Contractor) YES (Multi-Establishment Employer is Federal Contractor)

YES (Headquarters is Federal Contractor) YES (Non-Headquarters Establishment is Federal Contractor)

YES (One or More Non-Headquarters Establishments is Federal Contractor)

SECTION G – NAICS INFORMATION

551114 - Corporate, Subsidiary, and Regional Managing Offices

SECTION H – WORKFORCE DEMOGRAPHIC DATA

JOB CATEGORIES	Race/Ethnicity														Row Total
	Hispanic or Latino		Not Hispanic or Latino												
			Male						Female						
	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	
Executive/Senior Level Officials and Managers	0	0	8	0	0	1	0	1	2	0	0	0	0	0	12
First/Mid-Level Officials and Managers	1	0	19	3	0	1	0	0	8	4	0	2	0	0	38
Professionals	0	1	19	4	0	2	0	0	21	5	0	1	0	0	53
Technicians	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1
Sales Workers	0	0	5	0	0	0	0	0	5	0	0	0	0	0	10
Administrative Support Workers	0	1	1	2	0	0	0	0	3	1	0	0	0	1	9
Craft Workers	0	0	0	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	0	0	0
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	1	2	52	9	0	4	0	1	40	10	0	3	0	1	123
PRIOR 2021 REPORTING YEAR TOTAL	1	1	47	9	2	0	0	1	44	12	2	0	0	1	120

SECTION I – WORKFORCE SNAPSHOT PERIOD
10/1/2022 - 10/31/2022

SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)

No Comments Provided

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)
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SECTION B – EMPLOYER IDENTIFICATION

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EMPLOYER NAME

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ADDRESS

1021 EAST CARY STREET, SUITE 1600

CITY/TOWN

RICHMOND

STATE

VA

ZIP CODE

23219

SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)

HQ/ESTABLISHMENT-LEVEL UNIT ID

N581823

HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME

SMNA-OTP-SOUTHERN REGION-SALES

HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS

5328 Lanier Islands Parkway, Suite 103

CITY/TOWN

BUFORD

STATE

GA

ZIP CODE

30518

SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)

621257378

SECTION E – EMPLOYER FILING ELIGIBILITY

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): UNAVAILABLE

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YES (Headquarters is Federal Contractor) YES (Non-Headquarters Establishment is Federal Contractor)

YES (One or More Non-Headquarters Establishments is Federal Contractor)

SECTION G – NAICS INFORMATION

424940 - Tobacco Product and Electronic Cigarette Merchant Wholesalers

SECTION H – WORKFORCE DEMOGRAPHIC DATA

JOB CATEGORIES	Race/Ethnicity														Row Total	
	Hispanic or Latino		Not Hispanic or Latino													
			Male						Female							
	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		
Executive/Senior Level Officials and Managers	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
First/Mid-Level Officials and Managers	1	0	16	2	0	0	0	0	3	0	0	0	0	0	0	22
Professionals	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	2
Technicians	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sales Workers	4	0	68	7	0	0	1	0	15	0	0	0	0	1	96	
Administrative Support Workers	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1	
Craft Workers	0	0	0	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	0	0	0	
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	

SECTION I – WORKFORCE SNAPSHOT PERIOD

10/1/2022 - 10/31/2022

SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)

No Comments Provided

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SECTION B – EMPLOYER IDENTIFICATION

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G020018

EMPLOYER NAME

SWEDISH MATCH NORTH AMERICA

ADDRESS

1021 EAST CARY STREET, SUITE 1600

CITY/TOWN

RICHMOND

STATE

VA

ZIP CODE

23219

SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)

HQ/ESTABLISHMENT-LEVEL UNIT ID

X470970

HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME

SMNA-OTP-EASTERN REGION-SALES

HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS

51 DUTILH ROAD, SUITE 220

CITY/TOWN

CRANBERRY TOWNSHIP

STATE

PA

ZIP CODE

16066

SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)
621257378

SECTION E – EMPLOYER FILING ELIGIBILITY

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): UNAVAILABLE

YES (Single-Establishment Employer is Federal Contractor) YES (Multi-Establishment Employer is Federal Contractor)

YES (Headquarters is Federal Contractor) YES (Non-Headquarters Establishment is Federal Contractor)

YES (One or More Non-Headquarters Establishments is Federal Contractor)

SECTION G – NAICS INFORMATION

424940 - Tobacco Product and Electronic Cigarette Merchant Wholesalers

SECTION H – WORKFORCE DEMOGRAPHIC DATA

JOB CATEGORIES	Race/Ethnicity														Row Total
	Hispanic or Latino		Not Hispanic or Latino												
			Male							Female					
	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	
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	0	1	16	0	0	0	0	0	4	0	0	0	0	0	21
Professionals	0	0	1	0	0	0	0	0	1	0	0	0	0	0	2
Technicians	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sales Workers	4	0	56	4	0	4	0	0	21	1	0	0	0	0	90
Administrative Support Workers	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1
Craft Workers	0	0	0	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	0	0	0
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

SECTION I – WORKFORCE SNAPSHOT PERIOD
10/1/2022 - 10/31/2022

SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)

No Comments Provided

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)
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SECTION B – EMPLOYER IDENTIFICATION

OFS COMPANY ID
G020018

EMPLOYER NAME

SWEDISH MATCH NORTH AMERICA

ADDRESS

1021 EAST CARY STREET, SUITE 1600

CITY/TOWN

RICHMOND

STATE

VA

ZIP CODE

23219

SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)

HQ/ESTABLISHMENT-LEVEL UNIT ID

Z798594

HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME

SMNA-OTP-WESTERN REGION-SALES

HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS

3300 DOUGLAS BOULEVARD, SUITE 435

CITY/TOWN

ROSEVILLE

STATE

CA

ZIP CODE

95661

SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)

621257378

SECTION E – EMPLOYER FILING ELIGIBILITY

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): UNAVAILABLE

YES (Single-Establishment Employer is Federal Contractor) YES (Multi-Establishment Employer is Federal Contractor)

YES (Headquarters is Federal Contractor) YES (Non-Headquarters Establishment is Federal Contractor)

YES (One or More Non-Headquarters Establishments is Federal Contractor)

SECTION G – NAICS INFORMATION

424940 - Tobacco Product and Electronic Cigarette Merchant Wholesalers

SECTION H – WORKFORCE DEMOGRAPHIC DATA

JOB CATEGORIES	Race/Ethnicity														Row Total
	Hispanic or Latino		Not Hispanic or Latino												
			Male						Female						
	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	
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	0	0	10	0	0	1	0	1	2	0	0	1	0	0	15
Professionals	0	0	2	0	0	0	0	0	0	0	0	0	0	0	2
Technicians	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sales Workers	10	1	34	1	1	1	0	2	11	0	0	0	0	1	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	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
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

SECTION I – WORKFORCE SNAPSHOT PERIOD

10/1/2022 - 10/31/2022

SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)

No Comments Provided

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)
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OFS COMPANY ID
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EMPLOYER NAME

SWEDISH MATCH NORTH AMERICA

ADDRESS

1021 EAST CARY STREET, SUITE 1600

CITY/TOWN

RICHMOND

STATE

VA

ZIP CODE

23219

SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)

HQ/ESTABLISHMENT-LEVEL UNIT ID

M063181

HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME

SMNA-OWENSBORO-PLANT

HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS

1121 INDUSTRIAL DR

CITY/TOWN

OWENSBORO

STATE

KY

ZIP CODE

42301

SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)

542046930

SECTION E – EMPLOYER FILING ELIGIBILITY

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): UNAVAILABLE

YES (Single-Establishment Employer is Federal Contractor) YES (Multi-Establishment Employer is Federal Contractor)

YES (Headquarters is Federal Contractor) YES (Non-Headquarters Establishment is Federal Contractor)

YES (One or More Non-Headquarters Establishments is Federal Contractor)

SECTION G – NAICS INFORMATION

312230 - Tobacco Manufacturing

SECTION H – WORKFORCE DEMOGRAPHIC DATA

JOB CATEGORIES	Race/Ethnicity														Row Total
	Hispanic or Latino		Not Hispanic or Latino												
			Male						Female						
	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	
Executive/Senior Level Officials and Managers	0	0	2	0	0	0	0	0	0	0	0	0	0	0	2
First/Mid-Level Officials and Managers	0	0	47	3	0	0	0	0	23	2	0	0	0	0	75
Professionals	0	0	33	1	0	2	0	0	24	2	0	0	0	1	63
Technicians	0	0	10	0	0	0	0	0	22	0	0	1	0	0	33
Sales Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Administrative Support Workers	0	0	3	0	0	0	0	0	28	3	0	0	0	0	34
Craft Workers	0	0	78	2	0	0	0	1	1	0	0	0	0	0	82
Operatives	2	1	221	20	0	0	1	1	135	11	0	0	1	1	394
Laborers and Helpers	0	0	41	4	0	0	0	1	22	4	0	0	0	0	72
Service Workers	0	0	0	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

SECTION I – WORKFORCE SNAPSHOT PERIOD

10/1/2022 - 10/31/2022

SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)

No Comments Provided

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)
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RICHMOND

STATE

VA

ZIP CODE

23219

SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)

HQ/ESTABLISHMENT-LEVEL UNIT ID

JG93843

HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME

SMNA-OTP-MIDWEST REGION-SALES

HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS

1201 NORTHWEST BRIARCLIFF PARKWAY, SUITE 345

CITY/TOWN

KANSAS CITY

STATE

MO

ZIP CODE

64116

SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)

621257378

SECTION E – EMPLOYER FILING ELIGIBILITY

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): UNAVAILABLE

YES (Single-Establishment Employer is Federal Contractor) YES (Multi-Establishment Employer is Federal Contractor)

YES (Headquarters is Federal Contractor) YES (Non-Headquarters Establishment is Federal Contractor)

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SECTION G – NAICS INFORMATION

424940 - Tobacco Product and Electronic Cigarette Merchant Wholesalers

SECTION H – WORKFORCE DEMOGRAPHIC DATA

JOB CATEGORIES	Race/Ethnicity														Row Total	
	Hispanic or Latino		Not Hispanic or Latino													
			Male						Female							
	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		
Executive/Senior Level Officials and Managers	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
First/Mid-Level Officials and Managers	0	1	11	2	0	0	0	0	2	0	0	0	0	0	0	16
Professionals	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
Technicians	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sales Workers	2	0	52	8	0	1	0	1	12	1	0	0	0	0	0	77
Administrative Support Workers	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
Craft Workers	0	0	0	0	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	0	0	0	0
Laborers and Helpers	0	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	0
CURRENT 2022 REPORTING YEAR TOTAL	2	1	65	10	0	1	0	1	15	1	0	0	0	0	0	96
PRIOR 2021 REPORTING YEAR TOTAL	2	1	57	9	2	0	0	1	13	0	0	0	0	0	0	85

SECTION I – WORKFORCE SNAPSHOT PERIOD

10/1/2022 - 10/31/2022

SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)

No Comments Provided

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)
2022 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)**

EEOC Standard Form 100 (SF 100)
Revised 08/2023
OMB Control Number: 3046-0049
Expiration Date: 08/31/2024

SECTION A – TYPE OF REPORT
ESTABLISHMENT REPORT

SECTION B – EMPLOYER IDENTIFICATION

OFS COMPANY ID
G020018

EMPLOYER NAME

SWEDISH MATCH NORTH AMERICA

ADDRESS

1021 EAST CARY STREET, SUITE 1600

CITY/TOWN

RICHMOND

STATE

VA

ZIP CODE

23219

SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)

HQ/ESTABLISHMENT-LEVEL UNIT ID

X202990

HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME

SMNA-DOTHAN PLANT

HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS

700 COLUMBIA HWY

CITY/TOWN

DOTHAN

STATE

AL

ZIP CODE

36301

SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)

541925318

SECTION E – EMPLOYER FILING ELIGIBILITY

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): UNAVAILABLE

YES (Single-Establishment Employer is Federal Contractor) YES (Multi-Establishment Employer is Federal Contractor)

YES (Headquarters is Federal Contractor) YES (Non-Headquarters Establishment is Federal Contractor)

YES (One or More Non-Headquarters Establishments is Federal Contractor)

SECTION G – NAICS INFORMATION

312230 - Tobacco Manufacturing

SECTION H – WORKFORCE DEMOGRAPHIC DATA

JOB CATEGORIES	Race/Ethnicity														Row Total	
	Hispanic or Latino		Not Hispanic or Latino													
			Male						Female							
	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		
Executive/Senior Level Officials and Managers	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
First/Mid-Level Officials and Managers	0	0	7	0	0	0	0	0	5	2	0	0	0	0	0	14
Professionals	0	0	2	0	0	0	0	0	5	0	0	0	0	0	0	7
Technicians	0	0	3	0	0	0	0	0	0	0	0	0	0	0	0	3
Sales Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Administrative Support Workers	0	0	1	2	0	0	0	0	0	3	0	0	0	0	0	6
Craft Workers	0	0	16	4	0	0	0	1	0	0	0	0	0	0	0	21
Operatives	0	0	6	11	0	0	0	0	5	25	0	0	0	0	0	47
Laborers and Helpers	0	0	0	1	0	0	0	0	0	1	0	0	0	0	0	2
Service Workers	0	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	0	101
PRIOR 2021 REPORTING YEAR TOTAL	1	0	34	18	0	0	0	2	15	33	0	0	0	0	0	103

SECTION I – WORKFORCE SNAPSHOT PERIOD

10/1/2022 - 10/31/2022

SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)

No Comments Provided

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)
2022 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)**

EEOC Standard Form 100 (SF 100)
Revised 08/2023
OMB Control Number: 3046-0049
Expiration Date: 08/31/2024

SECTION A – TYPE OF REPORT
ESTABLISHMENT REPORT

SECTION B – EMPLOYER IDENTIFICATION

OFS COMPANY ID
G020018

EMPLOYER NAME

SWEDISH MATCH NORTH AMERICA

ADDRESS

1021 EAST CARY STREET, SUITE 1600

CITY/TOWN

RICHMOND

STATE

VA

ZIP CODE

23219

SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)

HQ/ESTABLISHMENT-LEVEL UNIT ID

Z798615

HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME

OTP STOUGHTON-FARM

HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS

205 INDUSTRIAL CIR

CITY/TOWN

STOUGHTON

STATE

WI

ZIP CODE

53589

SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)

61141142

SECTION E – EMPLOYER FILING ELIGIBILITY

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): UNAVAILABLE

YES (Single-Establishment Employer is Federal Contractor) YES (Multi-Establishment Employer is Federal Contractor)

YES (Headquarters is Federal Contractor) YES (Non-Headquarters Establishment is Federal Contractor)

YES (One or More Non-Headquarters Establishments is Federal Contractor)

SECTION G – NAICS INFORMATION

493110 - General Warehousing and Storage

SECTION H – WORKFORCE DEMOGRAPHIC DATA

JOB CATEGORIES	Race/Ethnicity														Row Total	
	Hispanic or Latino		Not Hispanic or Latino													
			Male							Female						
	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		
Executive/Senior Level Officials and Managers	0	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	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Technicians	0	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	0
Administrative Support Workers	0	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	0
Operatives	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	2
Laborers and Helpers	0	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	0
CURRENT 2022 REPORTING YEAR TOTAL	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	2
PRIOR 2021 REPORTING YEAR TOTAL	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	2

SECTION I – WORKFORCE SNAPSHOT PERIOD

10/1/2022 - 10/31/2022

SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)

No Comments Provided

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)
2022 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)**

EEOC Standard Form 100 (SF 100)
Revised 08/2023
OMB Control Number: 3046-0049
Expiration Date: 08/31/2024

SECTION A – TYPE OF REPORT
ESTABLISHMENT REPORT

SECTION B – EMPLOYER IDENTIFICATION

OFS COMPANY ID
G020018

EMPLOYER NAME

SWEDISH MATCH NORTH AMERICA

ADDRESS

1021 EAST CARY STREET, SUITE 1600

CITY/TOWN

RICHMOND

STATE

VA

ZIP CODE

23219

SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)

HQ/ESTABLISHMENT-LEVEL UNIT ID

N581814

HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME

SMNA-OTP-CENTRAL REGION-SALES

HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS

541 Silicon Drive, Suite 100

CITY/TOWN

SOUTHLAKE

STATE

TX

ZIP CODE

76092

SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)

621257378

SECTION E – EMPLOYER FILING ELIGIBILITY

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): UNAVAILABLE

YES (Single-Establishment Employer is Federal Contractor) YES (Multi-Establishment Employer is Federal Contractor)

YES (Headquarters is Federal Contractor) YES (Non-Headquarters Establishment is Federal Contractor)

YES (One or More Non-Headquarters Establishments is Federal Contractor)

SECTION G – NAICS INFORMATION

424940 - Tobacco Product and Electronic Cigarette Merchant Wholesalers

SECTION H – WORKFORCE DEMOGRAPHIC DATA

JOB CATEGORIES	Race/Ethnicity														Row Total	
	Hispanic or Latino		Not Hispanic or Latino													
			Male						Female							
	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		
Executive/Senior Level Officials and Managers	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
First/Mid-Level Officials and Managers	2	0	12	0	0	0	0	1	1	0	0	0	0	0	0	16
Professionals	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
Technicians	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sales Workers	8	1	45	3	0	0	0	0	14	2	0	0	0	0	0	73
Administrative Support Workers	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
Craft Workers	0	0	0	0	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	0	0	0	0
Laborers and Helpers	0	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	0
CURRENT 2022 REPORTING YEAR TOTAL	10	1	59	3	0	0	0	1	16	2	0	0	0	0	0	92
PRIOR 2021 REPORTING YEAR TOTAL	7	2	58	2	0	0	0	1	14	2	0	0	0	0	0	86

SECTION I – WORKFORCE SNAPSHOT PERIOD

10/1/2022 - 10/31/2022

SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)

No Comments Provided

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)
2022 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)**

EEOC Standard Form 100 (SF 100)
Revised 08/2023
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Expiration Date: 08/31/2024

SECTION A – TYPE OF REPORT
ESTABLISHMENT REPORT

SECTION B – EMPLOYER IDENTIFICATION

OFS COMPANY ID G020018	EMPLOYER NAME SWEDISH MATCH NORTH AMERICA			
ADDRESS 1021 EAST CARY STREET, SUITE 1600	CITY/TOWN RICHMOND	STATE VA	ZIP CODE 23219	

SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)

HQ/ESTABLISHMENT-LEVEL UNIT ID Z798606	HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME SMNA-OWENSBORO-WAREHOUSE			
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS 1170 EWING RD	CITY/TOWN OWENSBORO	STATE KY	ZIP CODE 42301	

SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)
61141142

SECTION E – EMPLOYER FILING ELIGIBILITY

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): **UNAVAILABLE**

YES (Single-Establishment Employer is Federal Contractor) **YES** (Multi-Establishment Employer is Federal Contractor)
 YES (Headquarters is Federal Contractor) **YES** (Non-Headquarters Establishment is Federal Contractor)
 YES (One or More Non-Headquarters Establishments is Federal Contractor)

SECTION G – NAICS INFORMATION

493110 - General Warehousing and Storage

SECTION H – WORKFORCE DEMOGRAPHIC DATA

JOB CATEGORIES	Race/Ethnicity														Row Total	
	Hispanic or Latino		Not Hispanic or Latino													
			Male							Female						
	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		
Executive/Senior Level Officials and Managers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
First/Mid-Level Officials and Managers	0	0	4	0	0	0	0	0	0	0	0	0	0	0	0	4
Professionals	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Technicians	0	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	0
Administrative Support Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Craft Workers	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
Operatives	0	0	8	4	0	0	0	0	1	0	0	0	0	0	0	13
Laborers and Helpers	0	0	3	1	0	0	0	0	0	0	0	0	0	0	0	4
Service Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CURRENT 2022 REPORTING YEAR TOTAL	0	0	16	5	0	0	0	0	1	0	0	0	0	0	0	22
PRIOR 2021 REPORTING YEAR TOTAL	0	0	14	7	0	0	0	0	1	0	0	0	0	0	0	22

SECTION I – WORKFORCE SNAPSHOT PERIOD

10/1/2022 - 10/31/2022

SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)

No Comments Provided