

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)  
2024 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)**

EEOC Standard Form 100 (SF 100)  
Revised 08/2023  
OMB Control Number: 3046-0049  
Expiration Date: 11/30/2026

**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 | 1                  | 0      | 15                     | 1                         | 0     | 1   | 0                                | 1                 | 2      | 1                         | 0     | 0   | 0                                | 0                 | 22        |
| First/Mid-Level Officials and Managers        | 7                  | 2      | 164                    | 10                        | 0     | 2   | 0                                | 3                 | 50     | 7                         | 0     | 2   | 0                                | 0                 | 247       |
| Professionals                                 | 4                  | 3      | 78                     | 7                         | 0     | 7   | 0                                | 0                 | 64     | 9                         | 0     | 2   | 0                                | 2                 | 176       |
| Technicians                                   | 1                  | 1      | 14                     | 0                         | 0     | 1   | 0                                | 1                 | 23     | 1                         | 0     | 1   | 0                                | 0                 | 43        |
| Sales Workers                                 | 37                 | 7      | 299                    | 23                        | 0     | 9   | 1                                | 8                 | 102    | 5                         | 0     | 1   | 0                                | 3                 | 495       |
| Administrative Support Workers                | 1                  | 1      | 6                      | 3                         | 0     | 0   | 0                                | 1                 | 36     | 9                         | 0     | 0   | 0                                | 2                 | 59        |
| Craft Workers                                 | 0                  | 0      | 130                    | 4                         | 0     | 0   | 1                                | 2                 | 1      | 0                         | 0     | 0   | 0                                | 0                 | 138       |
| Operatives                                    | 5                  | 7      | 386                    | 50                        | 0     | 1   | 0                                | 4                 | 237    | 49                        | 0     | 2   | 1                                | 4                 | 746       |
| Laborers and Helpers                          | 0                  | 1      | 107                    | 9                         | 0     | 0   | 0                                | 2                 | 41     | 4                         | 0     | 0   | 0                                | 0                 | 164       |
| Service Workers                               | 0                  | 0      | 0                      | 0                         | 0     | 0   | 0                                | 0                 | 0      | 0                         | 0     | 0   | 0                                | 0                 | 0         |
| <b>CURRENT 2024 REPORTING YEAR TOTAL</b>      | 56                 | 22     | 1199                   | 107                       | 0     | 21  | 2                                | 22                | 556    | 85                        | 0     | 8   | 1                                | 11                | 2090      |
| <b>PRIOR 2023 REPORTING YEAR TOTAL</b>        | 45                 | 10     | 937                    | 91                        | 0     | 15  | 2                                | 13                | 447    | 73                        | 0     | 6   | 1                                | 9                 | 1649      |

**SECTION I – WORKFORCE SNAPSHOT PERIOD**  
10/1/2024 - 10/31/2024

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

Not Applicable

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)  
2024 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)**

EEOC Standard Form 100 (SF 100)  
Revised 08/2023  
OMB Control Number: 3046-0049  
Expiration Date: 11/30/2026

**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**

6/24/2025 4:11 PM [EST]

**EMPLOYER'S CERTIFYING OFFICIAL**

Name of Employer's Certifying Official

JOHN GOODMAN

Title of Certifying Official

Manager, P&C Systems

Email Address of Certifying Official

john.goodman@smpmi.com

Telephone Number of Certifying Official

804-787-5136

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

Name of Primary POC

JOHN GOODMAN

Title and Employer of Primary POC

Manager, P&C Systems  
Swedish Match North America

Email Address of Primary POC

john.goodman@smpmi.com

Telephone Number of Primary POC

804-787-5136

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)  
2024 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)**

EEOC Standard Form 100 (SF 100)  
Revised 08/2023  
OMB Control Number: 3046-0049  
Expiration Date: 11/30/2026

**SECTION A – TYPE OF REPORT**  
HEADQUARTERS REPORT

**SECTION B – EMPLOYER IDENTIFICATION**

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

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

|   |  |                    |                          |  |
|---|--|--------------------|--------------------------|--|
| HQ/ESTABLISHMENT-LEVEL UNIT ID<br>G020018   | HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME<br><b>SWEDISH MATCH NORTH AMERICA</b> |                    |                          |  |
| HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS<br><b>1021 EAST CARY STREET, SUITE 1600</b> | CITY/TOWN<br><b>RICHMOND</b>   | STATE<br><b>VA</b> | ZIP CODE<br><b>23219</b> |  |

**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 | 1                  | 0        | 7                      | 0                         | 0        | 1   | 0                                | 1                 | 2         | 1                         | 0        | 0   | 0                                | 0                 | 13         |
| First/Mid-Level Officials and Managers        | 1                  | 0        | 23                     | 3                         | 0        | 1   | 0                                | 2                 | 9         | 3                         | 0        | 1   | 0                                | 0                 | 43         |
| Professionals                                 | 1                  | 3        | 25                     | 4                         | 0        | 5   | 0                                | 0                 | 28        | 5                         | 0        | 2   | 0                                | 2                 | 75         |
| 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                | 1                  | 1        | 1                      | 2                         | 0        | 0   | 0                                | 0                 | 3         | 3                         | 0        | 0   | 0                                | 0                 | 11         |
| 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          |
| <b>CURRENT 2024 REPORTING YEAR TOTAL</b>      | <b>4</b>           | <b>4</b> | <b>56</b>              | <b>9</b>                  | <b>0</b> | <b>7</b>                                  | <b>0</b>                         | <b>3</b>          | <b>42</b> | <b>12</b>                 | <b>0</b> | <b>3</b>                                  | <b>0</b>                         | <b>2</b>          | <b>142</b> |
| <b>PRIOR 2023 REPORTING YEAR TOTAL</b>        | <b>0</b>           | <b>0</b> | <b>0</b>               | <b>0</b>                  | <b>0</b> | <b>0</b>                                  | <b>0</b>                         | <b>0</b>          | <b>0</b>  | <b>0</b>                  | <b>0</b> | <b>0</b>                                  | <b>0</b>                         | <b>0</b>          | <b>0</b>   |

**SECTION I – WORKFORCE SNAPSHOT PERIOD**

10/1/2024 - 10/31/2024

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

No Comments Provided

**SECTION A – TYPE OF REPORT**  
ESTABLISHMENT-LEVEL REPORT

**SECTION B – EMPLOYER IDENTIFICATION**

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

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

|  |   |                    |                          |  |
|--|---|--------------------|--------------------------|--|
| HQ/ESTABLISHMENT-LEVEL UNIT ID<br><b>M063181</b>                         | HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME<br><b>SMNA-OWENSBORO-PLANT</b> |                    |                          |  |
| HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS<br><b>1121 INDUSTRIAL DR</b> | CITY/TOWN<br><b>OWENSBORO</b>   | STATE<br><b>KY</b> | ZIP CODE<br><b>42301</b> |  |

**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        | 1                  | 0        | 57                     | 1                         | 0        | 0   | 0                                | 0                 | 23         | 3                         | 0        | 0   | 0                                | 0                 | 85          |
| Professionals                                 | 1                  | 0        | 42                     | 3                         | 0        | 2   | 0                                | 0                 | 32         | 3                         | 0        | 0   | 0                                | 0                 | 83          |
| Technicians                                   | 1                  | 1        | 14                     | 0                         | 0        | 1   | 0                                | 1                 | 23         | 0                         | 0        | 1   | 0                                | 0                 | 42          |
| Sales Workers                                 | 0                  | 0        | 0                      | 0                         | 0        | 0   | 0                                | 0                 | 0          | 0                         | 0        | 0   | 0                                | 0                 | 0           |
| Administrative Support Workers                | 0                  | 0        | 4                      | 0                         | 0        | 0   | 0                                | 0                 | 29         | 3                         | 0        | 0   | 0                                | 2                 | 38          |
| Craft Workers                                 | 0                  | 0        | 114                    | 2                         | 0        | 0   | 1                                | 1                 | 1          | 0                         | 0        | 0   | 0                                | 0                 | 119         |
| Operatives                                    | 5                  | 7        | 370                    | 35                        | 0        | 1   | 0                                | 4                 | 233        | 25                        | 0        | 2   | 1                                | 4                 | 687         |
| Laborers and Helpers                          | 0                  | 1        | 104                    | 8                         | 0        | 0   | 0                                | 2                 | 41         | 3                         | 0        | 0   | 0                                | 0                 | 159         |
| Service Workers                               | 0                  | 0        | 0                      | 0                         | 0        | 0   | 0                                | 0                 | 0          | 0                         | 0        | 0   | 0                                | 0                 | 0           |
| <b>CURRENT 2024 REPORTING YEAR TOTAL</b>      | <b>8</b>           | <b>9</b> | <b>707</b>             | <b>49</b>                 | <b>0</b> | <b>4</b>                                  | <b>1</b>                         | <b>8</b>          | <b>382</b> | <b>37</b>                 | <b>0</b> | <b>3</b>                                  | <b>1</b>                         | <b>6</b>          | <b>1215</b> |
| <b>PRIOR 2023 REPORTING YEAR TOTAL</b>        | <b>6</b>           | <b>4</b> | <b>499</b>             | <b>33</b>                 | <b>0</b> | <b>3</b>                                  | <b>1</b>                         | <b>3</b>          | <b>284</b> | <b>27</b>                 | <b>0</b> | <b>1</b>                                  | <b>1</b>                         | <b>5</b>          | <b>867</b>  |

**SECTION I – WORKFORCE SNAPSHOT PERIOD**  
**10/1/2024 - 10/31/2024**

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

No Comments Provided

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)  
2024 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)**

EEOC Standard Form 100 (SF 100)  
Revised 08/2023  
OMB Control Number: 3046-0049  
Expiration Date: 11/30/2026

**SECTION A – TYPE OF REPORT**  
ESTABLISHMENT-LEVEL 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): Not Applicable

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        | 2                      | 0                         | 0        | 0   | 0                                | 0                 | 0         | 0                         | 0        | 0   | 0                                | 0                 | 2          |
| First/Mid-Level Officials and Managers        | 2                  | 1        | 32                     | 3                         | 0        | 0   | 0                                | 1                 | 4         | 0                         | 0        | 0   | 0                                | 0                 | 43         |
| Professionals                                 | 0                  | 0        | 3                      | 0                         | 0        | 0   | 0                                | 0                 | 0         | 0                         | 0        | 0   | 0                                | 0                 | 3          |
| Technicians                                   | 0                  | 0        | 0                      | 0                         | 0        | 0   | 0                                | 0                 | 0         | 0                         | 0        | 0   | 0                                | 0                 | 0          |
| Sales Workers                                 | 13                 | 3        | 129                    | 11                        | 0        | 2   | 0                                | 1                 | 44        | 5                         | 0        | 1   | 0                                | 1                 | 210        |
| Administrative Support Workers                | 0                  | 0        | 0                      | 0                         | 0        | 0   | 0                                | 0                 | 2         | 0                         | 0        | 0   | 0                                | 0                 | 2          |
| 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          |
| <b>CURRENT 2024 REPORTING YEAR TOTAL</b>      | <b>15</b>          | <b>4</b> | <b>166</b>             | <b>14</b>                 | <b>0</b> | <b>2</b>                                  | <b>0</b>                         | <b>2</b>          | <b>50</b> | <b>5</b>                  | <b>0</b> | <b>1</b>                                  | <b>0</b>                         | <b>1</b>          | <b>260</b> |
| <b>PRIOR 2023 REPORTING YEAR TOTAL</b>        | <b>11</b>          | <b>2</b> | <b>55</b>              | <b>3</b>                  | <b>0</b> | <b>2</b>                                  | <b>0</b>                         | <b>1</b>          | <b>19</b> | <b>4</b>                  | <b>0</b> | <b>1</b>                                  | <b>0</b>                         | <b>0</b>          | <b>98</b>  |

**SECTION I – WORKFORCE SNAPSHOT PERIOD**

10/1/2024 - 10/31/2024

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

No Comments Provided

**SECTION A – TYPE OF REPORT**  
ESTABLISHMENT-LEVEL REPORT

**SECTION B – EMPLOYER IDENTIFICATION**

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

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

|  |  |                    |                          |  |
|--|--|--------------------|--------------------------|--|
| HQ/ESTABLISHMENT-LEVEL UNIT ID<br>X202990                              | HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME<br><b>SMNA-DOTHAN PLANT</b> |                    |                          |  |
| HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS<br><b>700 COLUMBIA HWY</b> | CITY/TOWN<br><b>DOTHAN</b>   | STATE<br><b>AL</b> | ZIP CODE<br><b>36301</b> |  |

**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): [Not Applicable](#)

**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        | 6                      | 0                         | 0        | 0   | 0                                | 0                 | 5         | 1                         | 0        | 0   | 0                                | 0                 | 0         | 12        |
| Professionals                                 | 1                  | 0        | 5                      | 0                         | 0        | 0   | 0                                | 0                 | 3         | 1                         | 0        | 0   | 0                                | 0                 | 0         | 10        |
| Technicians                                   | 0                  | 0        | 0                      | 0                         | 0        | 0   | 0                                | 0                 | 0         | 1                         | 0        | 0   | 0                                | 0                 | 0         | 1         |
| Sales Workers                                 | 0                  | 0        | 0                      | 0                         | 0        | 0   | 0                                | 0                 | 0         | 0                         | 0        | 0   | 0                                | 0                 | 0         | 0         |
| Administrative Support Workers                | 0                  | 0        | 0                      | 1                         | 0        | 0   | 0                                | 0                 | 0         | 3                         | 0        | 0   | 0                                | 0                 | 0         | 4         |
| Craft Workers                                 | 0                  | 0        | 15                     | 2                         | 0        | 0   | 0                                | 1                 | 0         | 0                         | 0        | 0   | 0                                | 0                 | 0         | 18        |
| Operatives                                    | 0                  | 0        | 5                      | 11                        | 0        | 0   | 0                                | 0                 | 3         | 24                        | 0        | 0   | 0                                | 0                 | 0         | 43        |
| Laborers and Helpers                          | 0                  | 0        | 0                      | 0                         | 0        | 0   | 0                                | 0                 | 1         | 0                         | 0        | 0   | 0                                | 0                 | 0         | 1         |
| Service Workers                               | 0                  | 0        | 0                      | 0                         | 0        | 0   | 0                                | 0                 | 0         | 0                         | 0        | 0   | 0                                | 0                 | 0         | 0         |
| <b>CURRENT 2024 REPORTING YEAR TOTAL</b>      | <b>1</b>           | <b>0</b> | <b>32</b>              | <b>14</b>                 | <b>0</b> | <b>0</b>                                  | <b>0</b>                         | <b>1</b>          | <b>11</b> | <b>31</b>                 | <b>0</b> | <b>0</b>                                  | <b>0</b>                         | <b>0</b>          | <b>0</b>  | <b>90</b> |
| <b>PRIOR 2023 REPORTING YEAR TOTAL</b>        | <b>0</b>           | <b>0</b> | <b>34</b>              | <b>14</b>                 | <b>0</b> | <b>0</b>                                  | <b>0</b>                         | <b>1</b>          | <b>14</b> | <b>28</b>                 | <b>0</b> | <b>0</b>                                  | <b>0</b>                         | <b>0</b>          | <b>0</b>  | <b>91</b> |

**SECTION I – WORKFORCE SNAPSHOT PERIOD**  
10/1/2024 - 10/31/2024

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

No Comments Provided

**SECTION A – TYPE OF REPORT**  
ESTABLISHMENT-LEVEL REPORT

**SECTION B – EMPLOYER IDENTIFICATION**

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

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

|   |  |                    |                          |  |
|---|--|--------------------|--------------------------|--|
| HQ/ESTABLISHMENT-LEVEL UNIT ID<br><b>X470970</b>                                | HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME<br><b>SMNA-OTP-EASTERN REGION-SALES</b> |                    |                          |  |
| HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS<br><b>51 DUTILH ROAD, SUITE 220</b> | CITY/TOWN<br><b>CRANBERRY TOWNSHIP</b>   | STATE<br><b>PA</b> | ZIP CODE<br><b>16066</b> |  |

**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): **Not Applicable**  
 **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        | 1                      | 1                         | 0        | 0   | 0                                | 0                 | 0         | 0                         | 0        | 0   | 0                                | 0                 | 0          | 2 |
| First/Mid-Level Officials and Managers        | 2                  | 1        | 27                     | 3                         | 0        | 0   | 0                                | 0                 | 8         | 0                         | 0        | 0   | 0                                | 0                 | 41         |   |
| Professionals                                 | 1                  | 0        | 1                      | 0                         | 0        | 0   | 0                                | 0                 | 1         | 0                         | 0        | 0   | 0                                | 0                 | 3          |   |
| Technicians                                   | 0                  | 0        | 0                      | 0                         | 0        | 0   | 0                                | 0                 | 0         | 0                         | 0        | 0   | 0                                | 0                 | 0          |   |
| Sales Workers                                 | 9                  | 2        | 128                    | 11                        | 0        | 4   | 1                                | 2                 | 42        | 0                         | 0        | 0   | 0                                | 1                 | 200        |   |
| Administrative Support Workers                | 0                  | 0        | 0                      | 0                         | 0        | 0   | 0                                | 0                 | 2         | 0                         | 0        | 0   | 0                                | 0                 | 2          |   |
| 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          |   |
| <b>CURRENT 2024 REPORTING YEAR TOTAL</b>      | <b>12</b>          | <b>3</b> | <b>157</b>             | <b>15</b>                 | <b>0</b> | <b>4</b>                                  | <b>1</b>                         | <b>2</b>          | <b>53</b> | <b>0</b>                  | <b>0</b> | <b>0</b>                                  | <b>0</b>                         | <b>1</b>          | <b>248</b> |   |
| <b>PRIOR 2023 REPORTING YEAR TOTAL</b>        | <b>4</b>           | <b>1</b> | <b>72</b>              | <b>5</b>                  | <b>0</b> | <b>3</b>                                  | <b>0</b>                         | <b>2</b>          | <b>30</b> | <b>0</b>                  | <b>0</b> | <b>0</b>                                  | <b>0</b>                         | <b>0</b>          | <b>117</b> |   |

**SECTION I – WORKFORCE SNAPSHOT PERIOD**  
**10/1/2024 - 10/31/2024**

**SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)**  
 No Comments Provided

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)  
2024 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)**

EEOC Standard Form 100 (SF 100)  
Revised 08/2023  
OMB Control Number: 3046-0049  
Expiration Date: 11/30/2026

**SECTION A – TYPE OF REPORT**  
ESTABLISHMENT-LEVEL 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

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): [Not Applicable](#)

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        | 2                      | 0                         | 0        | 0   | 0                                | 0                 | 0         | 0                         | 0        | 0   | 0                                | 0                 | 2          |
| First/Mid-Level Officials and Managers        | 1                  | 0        | 15                     | 0                         | 0        | 1   | 0                                | 0                 | 1         | 0                         | 0        | 1   | 0                                | 0                 | 19         |
| 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                                 | 15                 | 2        | 42                     | 1                         | 0        | 3   | 0                                | 5                 | 16        | 0                         | 0        | 0   | 0                                | 1                 | 85         |
| Administrative Support Workers                | 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          |
| 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          |
| <b>CURRENT 2024 REPORTING YEAR TOTAL</b>      | <b>16</b>          | <b>2</b> | <b>61</b>              | <b>1</b>                  | <b>0</b> | <b>4</b>                                  | <b>0</b>                         | <b>6</b>          | <b>17</b> | <b>0</b>                  | <b>0</b> | <b>1</b>                                  | <b>0</b>                         | <b>1</b>          | <b>109</b> |
| <b>PRIOR 2023 REPORTING YEAR TOTAL</b>        | <b>11</b>          | <b>0</b> | <b>50</b>              | <b>3</b>                  | <b>0</b> | <b>2</b>                                  | <b>0</b>                         | <b>3</b>          | <b>13</b> | <b>0</b>                  | <b>0</b> | <b>1</b>                                  | <b>0</b>                         | <b>0</b>          | <b>83</b>  |

**SECTION I – WORKFORCE SNAPSHOT PERIOD**

10/1/2024 - 10/31/2024

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

No Comments Provided

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)  
2024 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)**

EEOC Standard Form 100 (SF 100)  
Revised 08/2023  
OMB Control Number: 3046-0049  
Expiration Date: 11/30/2026

**SECTION A – TYPE OF REPORT**  
ESTABLISHMENT-LEVEL REPORT

**SECTION B – EMPLOYER IDENTIFICATION**

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

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

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

**SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)**  
**611141142**

**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): **Not Applicable**

**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        | 1                      | 0                         | 0        | 0   | 0                                | 0                 | 0        | 0                         | 0        | 0   | 0                                | 0                 | 0         | 1         |
| Craft Workers                                 | 0                  | 0        | 1                      | 0                         | 0        | 0   | 0                                | 0                 | 0        | 0                         | 0        | 0   | 0                                | 0                 | 0         | 1         |
| Operatives                                    | 0                  | 0        | 9                      | 4                         | 0        | 0   | 0                                | 0                 | 1        | 0                         | 0        | 0   | 0                                | 0                 | 0         | 14        |
| 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         |
| <b>CURRENT 2024 REPORTING YEAR TOTAL</b>      | <b>0</b>           | <b>0</b> | <b>18</b>              | <b>5</b>                  | <b>0</b> | <b>0</b>                                  | <b>0</b>                         | <b>0</b>          | <b>1</b> | <b>0</b>                  | <b>0</b> | <b>0</b>                                  | <b>0</b>                         | <b>0</b>          | <b>0</b>  | <b>24</b> |
| <b>PRIOR 2023 REPORTING YEAR TOTAL</b>        | <b>0</b>           | <b>0</b> | <b>14</b>              | <b>5</b>                  | <b>0</b> | <b>0</b>                                  | <b>0</b>                         | <b>0</b>          | <b>1</b> | <b>0</b>                  | <b>0</b> | <b>0</b>                                  | <b>0</b>                         | <b>0</b>          | <b>0</b>  | <b>20</b> |

**SECTION I – WORKFORCE SNAPSHOT PERIOD**

**10/1/2024 - 10/31/2024**

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

No Comments Provided

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)  
2024 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)**

EEOC Standard Form 100 (SF 100)  
Revised 08/2023  
OMB Control Number: 3046-0049  
Expiration Date: 11/30/2026

**SECTION A – TYPE OF REPORT**  
ESTABLISHMENT-LEVEL 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): Not Applicable

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 |
| <b>CURRENT 2024 REPORTING YEAR TOTAL</b>      | 0                  | 0      | 2                      | 0                         | 0     | 0   | 0                                | 0                 | 0      | 0                         | 0     | 0   | 0                                | 0                 | 0         | 2 |
| <b>PRIOR 2023 REPORTING YEAR TOTAL</b>        | 0                  | 0      | 2                      | 0                         | 0     | 0   | 0                                | 0                 | 0      | 0                         | 0     | 0   | 0                                | 0                 | 0         | 2 |

**SECTION I – WORKFORCE SNAPSHOT PERIOD**

10/1/2024 - 10/31/2024

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

No Comments Provided