



Our Work Environment:

Since its beginning, Aflac has believed that the best way to succeed in our business is to value people. Treating employees with care, respect, dignity, and fairness are founding principles of Aflac. The company is committed to creating and sustaining a work environment where all employees of our diverse workforce can perform at their very best.

- Aflac has over 4,200 total employees.
- Women comprise nearly 70 percent of Aflac's entire workforce.
- Women account for over 51 percent of management (supervisory level and above).
- Approximately 40 percent of Aflac's workforce are minorities.

Workplace Amenities:

Yearly bonuses, on-site childcare, and employee appreciation celebrations are only a few of the reasons that make Aflac a great place to work. The company is committed to providing a healthy work-life balance and offering personal development and career development opportunities to employees. Aflac is also well-known for encouraging employee participation in its philanthropic efforts surrounding pediatric cancer research and treatment creating an environment with strong workforce camaraderie.

- Largest on-site child care facility in Georgia.
- The annual Employee Appreciation Week.
- A flexible work schedule including varying shifts and Tele-work.
- Free employee health and wellness screenings.
- Award-winning training classes.
- Employee Learning and Personal Development Courses.
- An on-site workout facility.
- On-site lactation rooms for new mothers.
- An on-site work and family resource center.
- Tuition reimbursement.
- Scholarship opportunities for children of employees.
- Community service programs encouraging employee volunteerism.

Distinctions

100 Best Companies to Work for in America

—*Fortune*

America's Most Admired Companies

—*Fortune*

Top 125 Companies

—*Training Magazine*

Top 50 Companies for Supplier Diversity

—*Hispanic Trends*

100 Best Companies for Working Mothers

—*Working Mother*

Top 100 Companies Providing the Most Opportunities to Hispanics

—*Hispanic Magazine*

35 Great Places to Work for African-America Women

—*Essence*

40 Best Companies for Diversity

—*Black Enterprise Magazine*

100 Best Companies to Work for in IT

—*Computerworld*

50 Best Companies for Hispanic Women to Work

—*LATINA Style*



Commitment to Diversity

Aflac's corporate culture is one that values and respects the importance of diversity. We understand that the company's success is directly tied to our ability to tap into the diverse talents, skills, backgrounds, viewpoints and perspectives of our employees.

- Women make up nearly 70 percent of Aflac's entire workforce.
- Women account for over 51 percent of all management positions (supervisory level and above).
- Women make up over 30 percent of Top Level executive positions (VPs and above).
- Approximately 42 percent of Aflac's workforce are minorities.
- In 2006, minorities accounted for 46 percent of the company's new hires.

Diversity Council

The Diversity Council is a select group of Aflac employees holding a variety of positions throughout the company, representing various ethnicities. The group oversees numerous events on diversity topics to engage the company's workforce. The Diversity Council is an employee-led committee that is designed to enhance Aflac's diversity initiatives. The committee serves as:

- A resource of information to strengthen employee recruitment and retention.
- A support system for enhancing the company's community involvement
- A source of information that helps to expand consumer markets
- A liaison for senior management

Celebrate Our Diversity Day

Since 2001, the Diversity Council has organized Aflac's annual Diversity Day celebration. This one-day celebration educates employees about different cultures through informational seminars, ethnic art and craft displays and cultural song, dance, and food. In recognition of the company's 50th Anniversary celebration in 2005, the day was extended to a weeklong celebration that included honoring working mothers and military veterans.

Community Involvement

Donated \$1 million to the Martin Luther King, Jr. National Memorial Project Foundation, a monument commemorating the life and work of Dr. King.

Donated \$1 million to the Smithsonian Institute for the creation of the National Museum of African-American History in Washington, D.C. The company became the first corporate citizen to contribute to this cause.

A supporter of the United Negro College Fund (UNCF), with over \$25,000 in scholarship donations given in 2006.

Supplier Diversity

Aflac's supplier diversity program is a strong supporter of minority business development. To help entrepreneurs grow their businesses and promote their product and service capabilities, Aflac offers a number of outreach programs including:

- An extensive education and training program for small, minority, and women business owners designed to help growing companies secure procurement opportunities.
- An online resource center with useful tips for entrepreneurs starting their new business.
- Sponsorship of small business networking events across the county, providing business advice for entrepreneurs.
- Mentor programs that provide structured expertise for small and minority-owned start-up operations.

Distinctions

50 Best Companies for Minorities
—*Fortune*

100 Best Companies for Working Mothers
—*Working Mother*

40 Best Companies for Diversity
—*Black Enterprise*

100 Best Companies for Working Mothers
—*Working Mother*

35 Great Places to Work for African-American Women
—*Essence*

Top 100 Companies Providing the Most Opportunities to Hispanics
—*Hispanic Magazine*

50 Best Companies for Hispanic Women to Work
—*LATINA Style*

Top 50 Company for Supplier Diversity
—*Hispanic Trends*



Corporate Philanthropy

At Columbus-based Aflac, philanthropy is an integral part of our philosophy. This philosophy is embedded throughout the corporate culture, extending from the boardroom into the company's workforce and sales force. The company's major philanthropic focus is pediatric cancer research and treatment.

- Aflac has donated over \$35 million to the Aflac Cancer Center and Blood Disorders Service of Children's Healthcare of Atlanta.
- In 2006, Aflac and the Aflac Foundation gave nearly \$6 million in gifts to various charities and organizations.
- In 2006, Aflac contributed over \$3.5 million to pediatric cancer treatment and research..

Aflac Cancer Center

In 1995, Aflac took a leadership role in the battle against childhood cancer with an initial pledge of \$3 million to Egleston Children's Hospital in Atlanta for the naming rights of the pediatric cancer center.

Aflac chairman and CEO Dan Amos, announced a \$10 million gift to the Cancer Center in December 2001 that still holds the record for the largest donation in Aflac's history and the largest corporate gift ever to Children's Healthcare of Atlanta.

The Aflac Cancer Center is one of the largest pediatric cancer facilities in the United States and treats more than 300 newly diagnosed cancer patients and over 1,000 sickle cell patients each year with high bone marrow transplant success rates.

In February 2007, Dan Amos was honored by the Starlight Starbright Children's Foundation of Atlanta with the Star Award for his commitment to seriously ill children.

Today, countless volunteer hours and over \$35 million has been given to the Aflac Cancer Center which has been named in *Child* magazine as one of the top five pediatric cancer facilities in the country.

A Philanthropic Symbol

The Aflac Duck has served as an advertising icon since the turn of the century. With the corporate spokesduck's popularity rising, its time is split between promoting Aflac insurance and stamping out pediatric cancer. In addition to its role as brand icon, the Aflac Duck has become a philanthropic symbol to childhood cancer patients worldwide through the successful Aflac Holiday Duck program established in 2001. Over 73,000 well-known Aflac plush ducks have sold on aflac.com. All of the proceeds benefit children's pediatric cancer.

Aflac's Holiday Duck

- In a holiday partnership with Macy's, specially-designed Aflac Holiday Ducks are sold in Macy's stores throughout the country and on aflac.com.
- One hundred percent of proceeds benefit 32 cancer hospitals across the country.
- More than \$1.6 million raised for childhood cancer research and treatment since the program's inception.

National Giving

Aflac All-American Baseball Classic

- Established in 2003, this premier baseball event for high school athletes brings national awareness to pediatric cancer research and treatment.
- All proceeds from the nationally televised game benefit pediatric cancer.
- The game has raised over \$355,000 for pediatric cancer since its inception.
- Since 2003, Aflac has raised over \$335,000 for pediatric cancer.
- Past honorary Aflac All-American Game Chairmen include Cal Ripken, Jr. and Reggie Jackson.

Aflac's Annual Family Baseball Nights

- Since 1996, Aflac has sponsored events inviting pediatric cancer patients and their families to attend Major League baseball games in their hometowns.
- This fun outlet for patients and their families are now held at Major League Baseball parks in 17 cities across the country.

National Infantry Museum

- The Aflac Foundation pledged \$1 million in 2007 to the National Infantry Museum to be constructed at Fort Benning, Ga.
- The museum complex will house a Soldier Memorial Garden honoring the 231-year legacy of fallen infantry soldiers.

National Museum of African-American History and Culture

- In 2005, Aflac became the first corporate citizen to make a contribution to the National Museum of African-American History and Culture.
- Aflac's \$1 million donation to the Smithsonian Institution will go toward the construction of the museum in Washington, D.C., which will honor the African-American experience throughout American history.

National Giving *(cont'd)*

Martin Luther King, Jr. National Memorial Project Foundation

- In 2005, Aflac donated \$1 million toward the construction of a national memorial commemorating the life and work of Dr. Martin Luther King, Jr.
- To be erected in Washington, D.C. between the Lincoln and Jefferson Memorials, the monument will serve as a tribute to Dr. King's untiring work for social change

Local Giving:

- Columbus Technical College
- Easter Seals
- United Way
- Habitat for Humanity
- United Negro College Fund

Additional Programs:

Employee Volunteerism

- Each month, Aflac employees travel to the Aflac Cancer Center in Atlanta where they participate in bingo games with patients and their families.
- Since 2005, penny drives have raised over \$7,000 in donations for various community service projects.

Agent Giving

- Aflac sales agents contribute nearly \$225,000 on a monthly basis from their commission-based salaries to the Aflac Cancer Center.
- Since 2001, Aflac sales agents have raised \$17 million for the Aflac Cancer Center.