

AFLAC

AFLAC

AFLAC INCORPORATED'S COMMUNITY INVESTMENTS

AFLAC Incorporated (headquarters: Columbus, GA) is fully committed to creating economic opportunities. To that end, AFLAC has partnered with a number of government entities and others to assist in the development of human capital. The company's investments in people are not limited to specific geographical areas, but rather are focused on programs that will bring the economic expansion to all segments of the population. In 1998, AFLAC made a major commitment to two such programs, Connections to Work and ICAPP, in addition to its ongoing corporate philanthropy efforts.

New Connections to Work. The program is designed to provide individuals with the necessary job skills to help them transition from welfare to self-sufficiency. Its mission is synchronized with the goals of the Clinton Administration's efforts to move people from welfare to work. AFLAC helps develop the curriculum, evaluate the program's effectiveness and train the participants. Day care services are provided while the participants attend the training program. The company's human resources department provides weekly instruction on subjects including ethics, professional dress and conduct, the employment application process and interview skills. More than 400 people have participated in the program, with nearly 75% of those being hired either by AFLAC or other area companies. AFLAC's partners in the program are the Georgia Department of Labor, the Georgia Department of Family and Children Services and Columbus Technical Institute.

Women Work!, The National Network for Women's Employment, recognized AFLAC for its involvement in the program.

ICAPP. In 1998, AFLAC announced plans to create 200 new technology jobs through a specially designed training program in information technology. The Intellectual Capital Partnership Program is designed to train individuals for high-demand jobs in the area of Information Technology. Existing company employees continue to receive a salary and benefits while enrolled in the courses. The program is also open to non-AFLAC personnel who receive a \$10,000 loan to cover the six-month training period. The loan is forgiven at a rate of \$2,500 per year over four years if the student works in an information technology job in Georgia. Many of the students previously held positions as secretaries or in customer service functions.

AFLAC's commitment to the program represents a \$4.9 million investment in the community. According to a University of Georgia System study, the program nets a 15-to-1 return on investment through higher-paying jobs, increased corporate profits and increased tax revenues.

AFLAC co-sponsors the ICAPP program with another Columbus company, Total System Services. It was designed in conjunction with Columbus State University, the Georgia Department of Industry and the Columbus Chamber of Commerce.

CORPORATE PHILANTHROPY. AFLAC also makes significant contributions in the area of health and human services. The largest amount of annual support is for the AFLAC Cancer Center at Egleston Children's Hospital in Atlanta, Georgia. Roughly 50% of the patients treated at Egleston are indigent. More than 250 newly diagnosed children will turn to the AFLAC Cancer Center for care this year, in addition to the 4,000 outpatient visits each year. In addition, the center has successfully pioneered the use of bone marrow transplants for the treatment of serious blood disorders such as sickle cell anemia. Children from all parts of Georgia are referred to the cancer center.

AFLAC has long been a supporter of a number of community-based organizations. They represent a broad spectrum, but include many programs that benefit the disadvantaged or under served populations in our community. Some examples include: United Way, the Valley Rescue Mission, the House of Mercy, Girls, Inc., city-wide career fairs for all school district 5th graders, Twin Cedars Youth Home, the American Red Cross, Morehouse University Medical School, and many more. AFLAC has participated with scholarship support with the Inner City Scholarship Fund in Boston and the Mother Mary Mission School in rural Russell County, Alabama.