



Altria

CAN'T BEAT THE EXPERIENCE.COM™

**WE THINK YOU HAVE
WHAT WE'RE
LOOKING FOR.**

AND VICE VERSA.

At Altria, we are leaders in a challenging, changing industry. That means we've got plenty of work to do—to stay on top of today and lead the way in the future. That's where you come in.

WE'RE ALWAYS LOOKING FOR SMART, CAPABLE PEOPLE WHO WANT REAL RESPONSIBILITY FROM DAY ONE... WHO WANT TO LEAD.



OUR CULTURE

It's part of our corporate mission to challenge our people with hands-on responsibility and help develop their leadership skills.

FINANCIAL STRENGTH

We're a consistent industry leader. From 2009 to 2014, we've produced total shareholder returns of approximately 230 percent, more than twice the return of the S&P 500.



COMPENSATION

We benchmark against peer companies to ensure our people receive top-notch salaries, benefits and bonuses.

In pursuing our Mission, we have established the following

Invest in Leadership

We will invest in excellent people, leading brands and external stakeholders important to our businesses' success.

Align with Society

We will actively participate in resolving societal concerns that are relevant to our businesses.

RESPONSIBILITY

Our employees make a big difference in their communities. And our Contributing Together program supports their efforts with many volunteer and charitable giving opportunities.



OUR MISSION AND VALUES

When you take a look at us, you'll find that how we conduct business is as important as the results we achieve. We incorporate our Mission and Values into every aspect of our business.

Our Mission is to own and develop financially disciplined businesses that are leaders in responsibly providing adult tobacco and wine consumers with superior branded products.

Our Values guide our behavior as we pursue our Mission and business strategies. We believe in:

Operating With Integrity

Demonstrating a Passion to Succeed

Executing With Quality

Driving Creativity Into Everything We Do

Sharing With Others

Following are our strategic goals for Altria and its subsidiary companies:

Satisfy Adult Consumers

We will convert our deep understanding of adult tobacco and wine consumers into better and more creative products that satisfy their preferences.

Create Substantial Value for Shareholders

We will execute our business plans to create sustainable growth and generate substantial returns for shareholders.

OUR COMPANIES

Altria, a Fortune 200 company, owns some of the most enduring names in American business like Philip Morris USA, manufacturer of Marlboro cigarettes; U.S. Smokeless Tobacco Company, manufacturer of Copenhagen and Skoal; John Middleton, manufacturer of Black & Mild cigars; NuMark, which makes MarkTen® e-vapor products; and Ste. Michelle Wine Estates, which makes Chateau Ste. Michelle.

PhilipMorrisUSA
an Altria Company

U.S. Smokeless
TOBACCO CO.
an Altria Company

Ste. Michelle
WINE ESTATES
an Altria Company

PHILIP MORRIS
CAPITAL CORPORATION
an Altria Company

John Middleton
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NuMark
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Philip Morris USA
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