

The Fate of the American Dream:

Strengthening Our Education and Skills Pipeline

September 19-20, 2005 • Willard InterContinental Hotel • Washington, DC

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Ford Motor Company Fund

Education is the Ford Motor Company Fund's top priority, with a history of supporting innovative educational programs and initiatives that stretches back to its founding in 1949. The Fund focuses its educational giving on supporting the educational pipeline in communities all across the country.

Ford Motor Company Fund is a nonprofit corporation made possible by Ford Motor Company profits. It supports initiatives and institutions that enhance and improve opportunities for those who live in the communities where Ford Motor Company operates. In its first year, Ford Motor Company Fund contributions totaled \$1.4 million. In 2004 alone, the fund contributed more than \$70 million to philanthropic causes. Over half of this funding went to programs that support the education pipeline.

Ford Motor Company is one of the largest producers of cars and trucks in the world, and one of the largest providers of automotive financial services. Ford Motor Company employs about 325,000 people around the globe. Additional information can be found at www.ford.com.

Citigroup Foundation

Citigroup's legacy of innovation and achievement is nearly 200 years old. Over the years, it has succeeded because its leaders and its people take a long-term approach to their business. Like Citigroup, the Citigroup Foundation takes that same approach when it comes to its philanthropy.

The more than 2,900 grants made in 2004 show the range and scope of what the Citigroup Foundation and Citigroup's employees are doing every day to help create social and economic opportunity—opportunity that will strengthen communities around the world for years to come.

In 2004, giving by Citigroup businesses and the Citigroup Foundation surpassed \$100 million for the first time. Grants were made in 86 countries, with the Foundation's international (non-U.S.) grant making rising from \$13.2 million in 2001 to \$21.6 million in 2004. In addition, Citigroup employees volunteer their time and talent to work with hundreds of nonprofit organizations in their communities. In 2004, Citigroup announced a new volunteer program that will give employees a paid day off to volunteer for an organization of their choice.

Working with a global network of colleagues and partners, the Foundation gives grants focused in three main areas: Financial Education; Educating the Next Generation; and Building Communities and Entrepreneurs. Additional information can be found at www.citigroup.com/citigroup/corporate/foundation/index.htm.

Johnson & Johnson

Johnson & Johnson fulfills its responsibility to the community through a number of programs throughout the world, partnering with organizations to establish long-term support to the community. The company and its employees donate money, time, and supplies to organizations that work to improve life for those in need. Johnson & Johnson worked with hundreds of nonprofit U.S.-based and international organizations during 2004, making more than \$525 million in cash and product contributions.

Johnson & Johnson, which was founded in 1887, employs 113,800 people in 57 countries around the world. Its 200 operating companies produce thousands of products. Additional information can be found at www.jnj.com.

Aetna, Inc.

For more than 150 years, Aetna has sought to improve the quality of life in the communities where its employees and customers work and live. The Aetna Foundation, Aetna's independent philanthropic organization, has supported the company's efforts, contributing more than \$270 million since 1980.

Through the Aetna Foundation, Aetna has supported America's most compelling issues in its home state of Connecticut and nationally. The Aetna Foundation has strengthened disease prevention programs; helped revitalize neighborhoods; supported the arts, education and people in need; and listened to the voices of difference that shape our nation. Aetna and the Aetna Foundation are focused on building healthy communities by reducing the gap in health care among racial and ethnic populations. This issue continues to be one of the most compelling targets for health care improvements in the United States.

Aetna has developed a coordinated, multidimensional approach that includes research, education, data collecting, and supporting initiatives to enhance understanding of racial and cultural diversity and developing outreach programs in an effort to improve access to quality care. Additional information can be found at www.aetna.com/foundation/index.htm.

BellSouth Corporation

BellSouth Corporation is a Fortune 100 communications company headquartered in Atlanta, Georgia. BellSouth has joint control and 40 percent ownership of Cingular Wireless, the nation's largest wireless voice and data provider with more than 50 million customers.

BellSouth has a rich history of support for the community and established the BellSouth Foundation in 1986 with one purpose—improving the quality of education in the communities they serve. We recognized that strengthening the South's economy depended upon a highly skilled workforce, and that education was the cornerstone to building this future. Since its creation, the BellSouth Foundation has funded over 622 grants and operated numerous special initiatives, with a total investment of more than \$56 million.

BellSouth Foundation initiatives are built on the belief that they should do much more than just fund discreet programs and projects. They engage in partnerships with organizations aimed at

improving academic achievement for students and preparing them to meet the demands of our rapidly changing economy. Key workforce development initiatives include integrating technology effectively and e-Learning, support for high school re-design, and career development programs designed to link school and work. Additional information can be found at www.bellsouth.com.

Bristol-Myers Squibb Foundation

The mission of the Bristol-Myers Squibb Foundation is to create meaningful and sustainable improvements in health and education of people around the world, through partnerships and innovations that actively fulfill the Bristol-Myers Squibb Company mission—to extend and enhance human life. The Foundation actively engages partners to develop, execute, evaluate and promote strategic and innovative programs to advance the state of knowledge and practice in health and education around the world.

The Foundation supports programs in the areas are women's health, health education, science education, product donations, employee contributions and community grants, and unrestricted biomedical research. In 2004, the Bristol-Myers Squibb Company and its Foundation gave \$650 million in product donations, cash contributions and programs.

Bristol-Myers Squibb is a global pharmaceutical and related health care products company whose mission is to extend and enhance human life. By living the company's mission, Bristol-Myers Squibb's 43,000 employees are making a difference in the lives of millions of people worldwide.

Fidelity Human Resources Services Company

Fidelity Human Resources Services, a division of Fidelity Employer Services Company, provides integrated and stand-alone solutions in defined contribution, defined benefit, health and welfare, human resources, and payroll designed to meet the needs of industry leaders across the country.

Their extensive experience serving nearly 12 million employees uniquely positions them to respond to the benefits-delivery challenges of today's market—a market driven by higher employee expectations and rapidly evolving technology. Additional information may be found at www.fidelity.com/workplace.

The McGraw-Hill Companies

For more than one hundred years, The McGraw-Hill Companies has been a committed corporate citizen, dedicated to improving the communities where its employees live and work, and to helping people develop the skills they need to succeed in life.

Since 1958, when its formal philanthropic efforts began, its Community Partners programs have grown into a far-reaching network of services and support, both through direct grants and employees' volunteerism and community involvement.

Today, The McGraw-Hill Companies serves its customers, employees and shareholders alike, reaching across the globe, with a philanthropic mission that remains constant: to help people around the world learn, grow, acquire new skills, better their lives and, better their communities.

Founded in 1888, The McGraw-Hill Companies is a leading global information services provider meeting worldwide needs in the financial services, education, and business information markets through leading brands such as Standard & Poor's, McGraw-Hill Education and BusinessWeek. The Corporation has more than 300 offices in 40 countries. Additional information is available at www.mcgraw-hill.com.

Manpower Inc.

Manpower Inc. (NYSE: MAN) is a world leader in the employment services industry, offering customers a continuum of services to meet their needs throughout the employment and business cycle. The company specializes in permanent, temporary, and contract recruitment; employee assessment; training; and career transition and organizational consulting services. Manpower's worldwide network of 4,300 offices in 68 countries and territories enables the company to meet the needs of its 400,000 customers per year, including small and medium size enterprises in all industry sectors, as well as the world's largest multinational corporations.

In North America, Manpower staffing services include administrative, industrial, and contact center personnel, as well as the assignment of contract professionals in information technology, scientific, finance, engineering, telecommunications and other professional areas under the Manpower Professional brand. Additional information is available at www.manpower.com.