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Eastman Chemical Company

Investing In Our Future Workforce

Eastman **At-A-Glance**

- A global manufacturer of chemicals, plastics and fibers
- Leading producer of differentiated coatings adhesives, and specialty plastics products
- One of the world's largest manufacturer of PET polymers for packaging
- Leading supplier of cellulose acetate fibers
- 2006 sales revenue of \$7.5B
- Corporate headquarters in Kingsport, Tennessee



EASTMAN

We serve diverse markets and sell our products in all regions of the world

2006 Sales Revenue by Markets



2006 Sales Revenue by Region



EASTMAN

We have a **broad, global** presence

Global Manufacturing Locations



Eastman **Facts and Figures**

- Named 25th largest exporter in the U.S. for 2006 by Journal of Commerce
- Ships products to over 74 countries
- Employs over 11,000 globally
- Hires an estimated 300 - 400 new employees annually in Kingsport alone
- Spends over \$8M annually for training and development in North America

Future **Workforce Sustainability**

- Any organization's ability to grow is based on a prepared, educated and skilled workforce
- The best time to bring about change is before a crisis
- Anticipation of future skills needed to provide quality is critical

What Are We Doing **To Help**

- Focusing on improvement of math performance in PCF schools
- Improving the effectiveness of our teachers
- Quality teachers = Quality schools

Preparing the **Future Workforce**

➤ We can make an impact on education at a local site level

➤ What we've found locally...

- Math performance in Eastman's Putting Children First partnership schools was below state and national averages
- Local elementary and middle school teachers needed additional training in math (professional development)

Eastman's Educational Initiatives

- Investment vs. Donation
- Set clear objectives
- Aligned with business needs

Our Conclusion

- For Eastman to remain competitive in a global economy, we must recruit and retain quality engineering and science professionals
- If government, industries and educators work together we can:
 - Build skills in math and science
 - Encourage young people to pursue careers in all of the STEM areas