

# KEY METRICS TABLE

For additional information, please see Comerica's full [2020 Comerica Corporate Responsibility Report](#).

OUR COMPANY	2019	2020
Gross revenue (Millions \$) <sup>1</sup>	3,349	2,912
Market capitalization at year end (Millions \$) <sup>2</sup>	10,195	7,774
Common and preferred stock dividends (Millions \$)	398	391
Taxes (Millions \$)	336	220
Employee compensation and benefits (Millions \$)	1,020	1,019
Goods and services purchased (Millions \$)	709	751
Total loans at year end (Millions \$)	50,369	52,291
Renewable Energy Tax Credit Investments (Millions \$)	—	21

<sup>1</sup> Gross revenue is comprised of net interest income and noninterest income.

<sup>2</sup> Source: S&P Global Market Intelligence.

# KEY METRICS TABLE

CUSTOMERS	2019	2020
New small business loan commitments (Millions \$)	>1,000	810
SBA lending, including 7a and 504 loans (Millions \$)	128	123
Privacy & Protection		
Number of substantiated complaints received concerning breaches of customer privacy- complaints received from outside parties and substantiated by the organization <sup>3</sup>	2	1
Total number of identified leaks, thefts or losses of customer data	55	52
Innovation & Technology		
Real Time Payments average monthly volume (% Change) <sup>4</sup>	—	252
ACH average monthly volume (% Change) <sup>4</sup>	—	9
Wire transfers average monthly volume (% Change) <sup>4</sup>	—	17
Number of Mobile Banking Users (% Change) <sup>4</sup>	—	14
Click & Capture Mobile Deposits (% Change) <sup>4</sup>	—	39
Zelle transactions (% Change) <sup>4</sup>	—	96
Web Bill payment sent electronically (% Change) <sup>4</sup>	—	1
Checking statements sent electronically / month (% Change) <sup>4</sup>	—	7
Banker Connect (video teller) machines deployed (Total number of)	54	93
PPP loans closed accomplished by leveraging technology (Number of)	—	14,735
ESG-Related Lending & Investment		
See Environmentally Beneficial Lending Metrics- Environment Section		
See Community and Economic Development Loans and Tax Credit Investment Metrics- Community Section		
See Total in New Account Openings from Business Resource Group (BRG) Business Referrals Metric- Diversity, Equity & Inclusion Section		

<sup>3</sup> For 2020, the one substantiated complaint was also included in the total number of identified leaks, thefts or losses of customer data number.

<sup>4</sup> Revised year-end 2020 innovation and technology metrics (updated on 8/31/21)

# KEY METRICS TABLE

RESPONSIBLE BUSINESS	2019	2020
Anti-Corruption, Ethics and Countering Bribery		
Number of internal incidents of alleged corrupt behavior investigated	241	277
Number of cases where allegations were substantiated and/or employee admitted involvement	103	86
Number of legal rulings against Comerica or its employees for corruption	0	0
Colleague Annual Compliance Training (percent relevant employees who completed the required course)		
Anti-Money Laundering	99.6	99.9
Comerica Code of Business Conduct and Ethics for Employees	99.9	99.9
Fair Lending Anti-Discrimination	99.8	99.8
Information Privacy and Protection	99.9	99.9
Community Reinvestment Act	99.8	99.8
Financial Abuse of Elderly and Vulnerable Adults	99.9	99.9
Workplace Harassment	99.8	99.9
Information Lifecycle Management	99.9	99.9
Diversity	99.9	100.0
Sustainability	100.0	100.0
Public Policy & Government Relations		
Comerica PAC contributions to political candidates and committees (Thousands \$) <sup>5</sup>	135	376

<sup>5</sup> Comerica PAC contributions (Nov 1 previous year-Oct 31 reporting year)

# KEY METRICS TABLE

COLLEAGUES		2019	2020
Talent Attraction- Employee Demographics			
Total Employees	Full-time equivalents (FTE) <sup>6</sup>	7,747	7,681
	Total number of employees <sup>7</sup>	7,948	7,870
	Full-time	7,467	7,429
	% Female	64	64
	% Male	36	36
	Part-time	481	441
	% Female	85	83
	% Male	15	17
Employee Breakdown by Generations	% Traditionalist (Born prior to 1946)	<0.1	0
	% Baby Boomer (1946-1964)	31	26
	% Gen X (1965-1980)	36	39
	% Millennial (1981-2000)	33	35
	% Generation Z (After 2000)	<0.1	<1
Employee Breakdown by Length of Service	% 0-5 Years	45	45
	% 6-15 Years	23	24
	% 16-25 Years	17	17
	% 26+ Years	15	15

<sup>6</sup> As reported in Comerica's 2020 10-K (page F-116).

<sup>7</sup> As reported in Comerica's 2020 10-K (page 11).

# KEY METRICS TABLE

COLLEAGUES			2019	2020
Talent Attraction- Employee Demographics				
Employee Breakdown by Age	Full-time	% <30 years	—	12
		% 30-50 years	—	48
		% >50 years	—	40
	Part-time	% <30 years	—	0
		% 30-50 years	—	53
		% >50 years	—	47
	Officials and Managers	% <30 years	—	16
		% 30-50 years	—	45
		% >50 years	—	39
	Professionals	% <30 years	—	12
		% 30-50 years	—	48
		% >50 years	—	40
New Hires By Gender	Female	Number of new hires	740	524
		% of Total	58	61
	Male	Number of new hires	525	337
		% of Total	42	39

# KEY METRICS TABLE

COLLEAGUES			2019	2020
Talent Attraction- Employee Demographics				
New Hires By Age	Under 30 Years Old	Number of new hires	565	389
		% of Total	45	45
	30-50 Years Old	Number of new hires	535	347
		% of Total	42	40
	Over 50 Years Old	Number of new hires	165	125
		% of Total	13	15
New Hires By Market	California	Number of new hires	271	181
		% of Total	21	21
	Florida	Number of new hires	17	7
		% of Total	1	1
	Michigan	Number of new hires	659	445
		% of Total	52	52
	Texas/Arizona	Number of new hires	317	227
		% of Total	25	26
	Other	Number of new hires	1	1
		% of Total	<1	<1
Talent Development				
Average hours of training per employee (mandatory and non-mandatory)			35	24
Percentage of colleagues who took advantage of non-mandatory, non-compliance skills training			74	96
Number of skills-based courses offered to Comerica colleagues			9,346	>6,900
Leadership Development Program (number of graduates) <sup>8</sup>			—	—
Emerging Leaders Program (number of graduates) <sup>8</sup>			44	—

<sup>8</sup> Comerica's Leadership Development Program and Emerging Leaders Program are offered on a bi-annual basis in alternating years. In 2020, Comerica's Leadership Development Program was anticipated to take place but was placed on hold due to the coronavirus pandemic.

# KEY METRICS TABLE

COLLEAGUES			2019	2020
Talent Retention				
Services provided through Comerica's Employee Assistance Program (# of instances)			3,054	2,892
Employees receiving tuition assistance (total number)			124	99
Value of tuition assistance received (\$)			444,332	418,361
Employee Awards (number of monetary awards to employees)			3,527	3,710
Value of Employee Awards (\$)			522,580	578,123
Employee Turnover Total	Number of		1,334	938
	Percent of Total Employees		16.8	11.6
Employee Turnover By Gender	Female	Number of	859	600
		% of Total	64	64
	Male	Number of	475	338
		% of Total	36	36
Employee Turnover By Age	Under 30 Years Old	Number of	368	292
		% of Total	28	31
	30-50 Years Old	Number of	581	347
		% of Total	44	37
	Over 50 Years Old	Number of	385	299
		% of Total	29	32

# KEY METRICS TABLE

COLLEAGUES			2019	2020
Talent Retention (Continued)				
Employee Turnover By Type and Market	Voluntary	Number of	974	771
		% of Total	73	82
		California %	25	20
		Florida %	1	2
		Michigan %	47	55
		Texas/Arizona %	27	22
	Involuntary	Number of	360	167
		% of Total	27	18
		California %	9	19
		Florida %	1	0
		Michigan %	60	63
		Texas/Arizona %	30	17



# KEY METRICS TABLE

COLLEAGUES	2019	2020
Employee Engagement		
Number of Diversity-Related Employee Resource Network Group (ERNG) categories	7	10
Number of Diversity-Related ERNG chapters within our markets	13	18
Number of Local Diversity Awareness Roundtable Teams	5	6
Number of Green Office Teams	9	9
Number of employees participating in Financial Education Brigade	183	753
Colleagues enrolled in Comerica's Master of Diversity Awareness (MDA) Program (Percent) <sup>9</sup>	84	86
Bronze-level certified colleagues (number of)	4,807	4,823
Silver-level certified colleagues (number of)	3,905	4,016
Gold-level certified colleagues (number of)	3,190	3,318
Platinum-level certified colleagues (number of)	1,928	2,012
Colleagues enrolled in Comerica's Master of Sustainability Awareness (MSA) Program (Number of) <sup>9</sup>	482	515
Seedling-level certified colleagues (number of)	69	77
Sapling-level certified colleagues (number of)	13	14
Mighty Oak-level certified colleagues (number of)	5	4

<sup>9</sup> MDA/MSA level listings are cumulative. If a colleague has been certified at the highest level, employee is also counted in the lower certification levels.

# KEY METRICS TABLE

DIVERSITY, EQUITY & INCLUSION	2019	2020
Diversity, Equity & Inclusion- Internal		
Women employees (Percent of total employees)	65	65
Women Officials and Managers (total number) <sup>10</sup>	684	688
Women Professionals (total number) <sup>10</sup>	1,517	1,545
Women Other (Administrative Support, Sales Worker, and Service Worker) (total number) <sup>10</sup>	2,954	2,844
Racial/Ethnic Minority Population employees (Percent of total employees)	40	41
Racial/Ethnic Minority Officials and Managers (total number) <sup>10</sup>	356	375
Racial/Ethnic Minority Professionals (total number) <sup>10</sup>	932	947
Racial/Ethnic Minority Other (Administrative Support, Sales Worker, and Service Worker) (total number) <sup>10</sup>	1,882	1,867
For more employee diversity metrics, please refer to the <a href="#">Key Metrics - Talent Attraction</a> .		
Diversity, Equity & Inclusion- External		
Reaching Diverse Customers		
Number of Comerica Business Resource Groups (BRG) teams	19	19
Total in new account openings from BRG business referrals (Millions \$)	>160	383
Supplier Diversity		
Total Diverse Supplier Spend (Millions \$) <sup>11</sup>	52	42
Total Diverse Supplier Spend Goal (Millions \$)	47	45
Tier 1 Diverse Supplier Spend (Million \$)	35	33
Tier 2 Diverse Supplier Spend (Million \$)	17	9

<sup>10</sup> EEO-1 categories used for breakdown of Women and Racial/Ethnic Minority employee numbers. Additional Diversity, Equity & Inclusion metrics are included within Comerica's [Most Recent Diversity, Equity & Inclusion Progress Report](#).

<sup>11</sup> Total Diverse Supplier Spend includes Tier 1 and Tier 2 spending

# KEY METRICS TABLE

DIVERSITY & INCLUSION	2019	2020
Diversity, Equity & Inclusion- External (Continued)		
Supplier Diversity		
Percent of RFPs tracked which included diverse suppliers <sup>12</sup>	56	89
Percent of contracts awarded to diverse suppliers for relevant RFPs <sup>13</sup>	34	35
Board Diversity		
Number of Board Directors	11	11
% Independent Directors	91	91
% Racial/Ethnic Minority Directors <sup>14</sup>	27	27
% Female Directors <sup>14</sup>	27	27
% Directors <30 years age	—	0
% Directors 30-50 years age	—	9
% Directors >50 years age	—	91

<sup>12</sup> Our process to collect diverse supplier sourcing project data moved from a manual process to an automated process, which now consolidates data from our online supplier sourcing platform. As such, the process of data collection in 2020 is considered to be more accurate than the manual data collection process in 2019 and the two years of data may not be truly comparable.

<sup>13</sup> Percentage of projects that included diverse suppliers that were sourced to diverse suppliers

<sup>14</sup> In 2020, a racial/ethnic minority Director held a key Board leadership position (Enterprise Risk Committee chair) and female Directors held key Board leadership positions (Independent Facilitating Director and Governance, Compensation and Nominating Committee chair)

# KEY METRICS TABLE

ENVIRONMENT	2012	2019	2020
Energy			
Employee Numbers for Intensity Metrics			
Annual Report-based employee FTEs - used for travel intensity-based metrics <sup>15</sup>	9,035	7,747	7,681
Human Resources-based employee FTEs - used for real estate intensity-based metrics <sup>15</sup>	—	7,600	7,536
Total Workers (including employees and contingent workers within our buildings, on FTE basis)- used for real estate intensity-based metrics <sup>15</sup>	—	8,422	8,210
Energy Use (MWh)			
Total direct and indirect energy use- real estate and transport (MWh)	153,210	105,699	95,286
Total direct and indirect energy use- real estate and transport (Billion Joules)	551,556	380,407	343,029
Total direct and indirect energy use- real estate only (MWh) <sup>16</sup>	148,266	102,438	93,662
Direct energy use- fossil fuels (MWh)	30,966	27,646	24,378
Indirect energy use- purchased electricity, steam, chilled water in metered buildings (MWh)	93,779	56,960	53,689
Indirect energy use- estimated electricity use in leased (and unmetered) buildings (MWh)	28,465	13,623	12,048
Energy Intensity			
Total direct and indirect energy use- real estate (MWh) per square foot at year end	0.0267	0.0253	0.0218
Total direct and indirect energy use- real estate (MWh) per square foot - average square feet over four quarters	—	0.0234	0.0216
Total direct and indirect energy use (MWh) per full time employee (FTE)	—	13.90	12.64

<sup>15</sup> Our Human Resources (HR)-generated FTE number uses a slightly different calculation than the Annual Report FTE number and allows us to break down workers by individual locations. This allows for intensity metrics to be generated at the facility level. We use the HR-based FTE number for our real estate-related intensity-based metrics and Annual Report employee FTE for the travel-intensity metrics (from 2020 Annual Report, Page F-116).

<sup>16</sup> Total direct and indirect energy use- real estate only includes Natural Gas, Diesel Fuel, Metered and Estimated Electricity, Estimated Natural Gas and Propane Gas for heat, Steam and/or Chilled Water.

# KEY METRICS TABLE

ENVIRONMENT	2012	2019	2020
<b>Climate Change and Greenhouse Gas (GHG) Emissions</b>			
Total GHG Emissions from Scopes 1 & 2 Real Estate and Scope 1 Travel (Metric tons of CO <sub>2</sub> e)	81,735	42,621	38,354
GHG emissions- Scopes 1 and 2 Real Estate only- (Metric tons of CO <sub>2</sub> e)	80,533	41,828	37,954
Emissions intensity- real estate (metric tons of CO <sub>2</sub> e per square foot at year end) within organization	0.0145	0.0096	0.0088
Emissions intensity- real estate (metric tons of CO <sub>2</sub> e per square foot- average square feet over four quarters) within organization	—	0.0096	0.0088
Percent Cumulative Scope 1 & 2 Real Estate GHG reduction from 2012 base year (Goal= 20 percent GHG reduction from base year by 2020)	—	48	53
GHG emissions- Scope 1 transport only	1,201	793	400
<b>Breakdown by Scope<sup>17</sup></b>			
Scope 1 GHG emissions- natural gas, jet fuel, diesel, gasoline, and refrigerants	6,950	6,304	5,401
Scope 2 GHG emissions- electricity, steam, and chilled water in company-controlled buildings	74,784	36,316	32,953
<b>Scope 3 GHG Emissions (Metric tons of CO<sub>2</sub>e)- Supply Chain and Transport</b>			
<b>Purchased Goods and Services</b>			
Total lifecycle paper emissions <sup>18</sup>	3,055	4,560	4,758
Life cycle emissions-office copy paper use <sup>18</sup>	1,270	1,662	957
Life cycle emissions-other office paper use <sup>18</sup>	1,563	2,721	3,643
Life cycle emissions-marketing paper use <sup>18</sup>	222	176	159
Total lifecycle computer emissions	520	2,816	1,265
Total lifecycle carpeting emissions	137	504	157

<sup>17</sup> Comerica utilizes the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition) for purposes of calculating its greenhouse gas (GHG) emissions. Specific methodologies for estimating Scope 1, Scope 2, and Scope 3 emissions, including activity data sources, estimation techniques, global warming potentials, and emission conversion factors, are disclosed in [Comerica's CDP Climate Change Response](#).

<sup>18</sup> Paper Emissions in 2019-2020 were calculated using Environmental Paper Network Paper Calculator Version 4.0. 2012 Paper Emissions were calculated using Environmental Paper Network Paper Calculator Version 3.2.

# KEY METRICS TABLE

ENVIRONMENT	2012	2019	2020
Climate Change and Greenhouse Gas (GHG) Emissions (Continued)			
Scope 3 GHG Emissions (Metric tons of CO <sub>2</sub> e)- Supply Chain and Transport (Continued)			
<b>Capital Goods</b>			
Total lifecycle furniture emissions	—	989	832
<b>Fuel-and-energy related activities</b>			
Electricity transmission/distribution loss emissions	—	1,708	1,657
<b>Upstream Transportation and Distribution</b>			
Shipping emissions <sup>19</sup>	—	195	—
Armored vehicle emissions	—	69	463
<b>Waste Generated in Operations</b>			
Scope 3 lifecycle emissions associated with landfilled mixed solid waste	2,052	505	412
<b>Business Travel</b>			
Employee business travel by air and car	4,431	3,515	1,108
Emissions intensity- Employee business travel emissions (metric tons of CO <sub>2</sub> e) per full-time employee (FTE)	—	0.46	0.14
<b>Employee Commuting</b>			
Employee commuting emissions	—	25,837	12,918

<sup>19</sup> We have been informed by our shipping supplier that their emissions reporting platform, which we have used to estimate Comerica's previous years' shipping-related GHG emissions, is not available for estimating 2020 shipping-related emissions.

# KEY METRICS TABLE

ENVIRONMENT	2012	2019	2020
Climate Change and Greenhouse Gas (GHG) Emissions (Continued)			
<b>Downstream Leased Assets</b>			
Total Downstream Leased Assets	1,257	629	419
Subleased metered electricity	726	397	271
Subleased estimated electricity	423	12	10
Subleased natural gas	81	71	65
Subleased steam	28	0	0
Subleased estimated heat-natural gas	—	0	5
Subleased corporate jet emissions	—	149	68
<b>Other Downstream</b>			
CBRE Business Travel on Comerica Account	—	171	241
Comerica Leased Fleet <sup>20</sup>	—	—	84
Real Estate Square Footage (Square feet at year end)			
Total metered and unmetered square feet at year end	5,545,466	4,350,468	4,305,584
Total subleased square feet at year end	137,637	63,375	62,725
Real Estate Square Footage (Average square feet over four quarters)			
Average metered and unmetered square feet over four quarters	—	4,370,816	4,332,328
Average subleased square feet over four quarters	—	66,099	63,178

<sup>20</sup> In early 2020, we transferred much of our corporate fleet vehicles from Scope 1 to Scope 3 as we no longer own the vehicles (our security vendor now owns and manages the vehicles).

# KEY METRICS TABLE

ENVIRONMENT	2012	2019	2020
Environmental Resource Management			
<b>Waste</b>			
Landfilled employee waste (short tons)	2,086	1,455	1,332
Percent Cumulative reduction from 2012 base year (Goal=20 percent Landfilled Waste Reduction by 2020)	—	30.3	36.1
Total recycled/re-purposed waste (short tons)	3,372	2,184	1,423
Recycled office paper	3,108	1,928	1,212
Recycled/repurposed electronic equipment	149	87	42
Recycled operational waste	110	154	157
Recycled cardboard bailer waste	—	3	1
Recycled pallets	—	2	8
Universal waste	3	10	3
Total waste diverted from landfill (Percent)- including recycled office paper, recycled/repurposed electronic equipment, recycled employee waste, and universal waste	62	60	52
<b>Paper</b>			
Total paper consumption (tons)	1,266	602	607
Office copy paper consumption (tons)	560	245	140
Other office paper consumption (tons)	618	336	447
Marketing paper consumption (tons)	88	22	20
Paper Intensity metrics (pounds consumed per FTE)			
Total office paper (office copy and other office paper) consumption in pounds per FTE	—	152.72	172.51
Office copy paper consumption in pounds per FTE	—	64.38	76.70
Percent Cumulative reduction from 2012 base year (Goal=50 percent Office Copy Paper Reduction by 2020)	—	56.3	75.0



# KEY METRICS TABLE

ENVIRONMENT	2012	2019	2020
Environmental Attributes of Paper			
Total FSC-certified office paper (Percent of total)	47	43	24
Total FSC-certified marketing paper (Percent of total)	64	100	100
Office copy paper >= 30 percent post-consumer recycled content (Percent of total office copy paper)	97	96	95
All other papers (excluding office copy paper) >=10 percent post-consumer recycled content (Percent of total papers except office copy paper)	14	9	26
Total post-consumer recycled content by weight (Percent of total paper consumption)	14	13	7
Water Stewardship			
Total water consumption (cubic meters) <sup>21</sup>	451,532	301,369	298,125
Intensity metric- Water consumption (cubic meters per Total Employee FTE)	—	39.65	39.56
Intensity metric- Water consumption (cubic meters per Total Worker FTE)	—	35.78	36.31
Percent Cumulative reduction from 2012 base year (Goal= 30 percent Water Reduction by 2020)	—	33.3	34.0
Environmentally-Beneficial Loans (part of ESG-Related Lending and Investment Impact Topic)			
Loan commitments (Billions \$)	1.0	0.9	1.2
Loan commitments (number of companies)	127	82	120

<sup>21</sup> Our “direct billed” water consumption includes all properties for which Comerica receives and pays water bills directly via our utility bill payment and management system. Leased properties controlled by our landlords are not included in these totals.

# KEY METRICS TABLE

ENVIRONMENT	2012	2019	2020
Supplier Sustainability Engagement			
Percentage of top spend screened every three years for environmental sustainability	30	39	39
Percent of spend dollars with suppliers screened for sustainability with a score of A through C	—	55	66
Percent change in average sustainability score of suppliers (Round 3 scoring vs. Round 2 scoring)	—	-1	-1
Percentage of carpet purchases that were NSF 140 Gold rated <sup>22</sup>	99	100	100
Percentage of flooring purchases, including carpet and vinyl flooring, that were Cradle-to-Cradle silver certified <sup>22</sup>			
Percentage of flooring purchases, including carpet and vinyl flooring, that contained recycled content <sup>22</sup>	—	97	86
Percentage of computers and displays purchased that carried an EPEAT rating <sup>23</sup>	—	99	100
Percentage of furniture purchases that were BIFMA level® certified <sup>24</sup>	—	83	94
Percentage of office supplies purchased from Office Depot that contained post-consumer recycled content	—	18	19
Percentage of office supplies purchased from Office Depot that were at least "light green" in Office Depot's GreenerOffice™ Eco-Rating System	57	24	24

<sup>22</sup> Inclusive of Shaw purchases, representing 95% of all 2020 flooring purchases.

<sup>23</sup> EPEAT certified computers/displays for 2020 (39.4% silver and 60.3% gold)

<sup>24</sup> 2020 data not directly comparable to 2019 as purchase and BIFMA certification data was not available from all 2020 furniture vendors.

# KEY METRICS TABLE

COMMUNITY	2019	2020
Financial Inclusion & Financial Education		
Number of ATMs	577	584
Number of U.S. banking centers	435	432
Comerica Secured Credit Cards (Number of) for low- and moderate-income customers <sup>25</sup>	770	823
Number of Access Checking Customers (low- and moderate-income) <sup>25/26</sup>	8,819	6,822
Access Checking Balances (Millions \$) (low- and moderate-income customers) <sup>25/26</sup>	28	23
Number of low- and moderate-income individuals reached through Comerica-sponsored financial education events with nonprofit partners	35,766	35,765
Community Investment & Development		
Community and economic development loans (Millions \$)	327	1,233
Low-income housing tax credit investment deals (Millions \$)	81	75
New market tax credit investment deals (Millions \$)	—	10
Percentage of projects that benefited from Comerica's tax credit investments that were LEED-certified housing projects (Percent)	4	5
Number of micro-enterprise loan funds supported	28	28

<sup>25</sup> Tailored retail banking products within our CRA Assessment areas in Arizona, California, Florida, Michigan and Texas

<sup>26</sup> Access Checking account has no monthly fee with direct deposit.

# KEY METRICS TABLE

<b>COMMUNITY (Continued)</b>	<b>2019</b>	<b>2020</b>
Volunteerism & Philanthropy		
Charitable gifts and corporate contributions (Millions \$)	8.4	13.2
Employee United Way contributions (Millions \$)	1.7	1.6
Employee time volunteered (hours)	71,376	39,368
Corporate-wide employee volunteer goal (hours) <sup>27</sup>	64,000	64,000
Number of employee volunteers	2,490	1,892
Approximate worth of employee volunteer time (Millions \$)	1.8	1.0

<sup>27</sup> Annual corporate-wide employee volunteer goal is equivalent to approximately eight hours per employee