

ESG Employee Demographic Table
As of 12/31/2021

EMPLOYEE CATEGORY	Male								Female						
	Grand Total	Asian	Black	Hispanic	Amer Ind	Nat Haw Pac Isldr	Two or More	White	Asian	Black	Hispanic	Amer Ind	Nat Haw Pac Isldr	Two or More	White
Officials and Managers	6081	464	178	190	4	5	54	2527	396	167	133	4	3	27	1929
		7.63%	2.93%	3.12%	0.07%	0.08%	0.89%	41.56%	6.51%	2.75%	2.19%	0.07%	0.05%	0.44%	31.72%
Executive/Senior Managers	1142	106	28	33	1		6	471	78	31	25	2		5	356
		9.28%	2.45%	2.89%	0.09%	0.00%	0.53%	41.24%	6.83%	2.71%	2.19%	0.18%	0.00%	0.44%	31.17%
First/Mid-Level Managers	4939	358	150	157	3	5	48	2056	318	136	108	2	3	22	1573
		7.25%	3.04%	3.18%	0.06%	0.10%	0.97%	41.63%	6.44%	2.75%	2.19%	0.04%	0.06%	0.45%	31.85%
Professionals	13348	1373	376	317	9	11	120	3803	1747	566	386	18	11	144	4467
		10.29%	2.82%	2.37%	0.07%	0.08%	0.90%	28.49%	13.09%	4.24%	2.89%	0.13%	0.08%	1.08%	33.47%
Technicians	1502	91	129	45	3	1	20	610	80	123	26	3	1	13	357
		6.06%	8.59%	3.00%	0.20%	0.07%	1.33%	40.61%	5.33%	8.19%	1.73%	0.20%	0.07%	0.87%	23.77%
Sales Workers	2076	34	55	51	4	2	16	774	36	57	50	7	6	19	965
		1.64%	2.65%	2.46%	0.19%	0.10%	0.77%	37.28%	1.73%	2.75%	2.41%	0.34%	0.29%	0.92%	46.48%
Administrative Support Workers	955	2	9	3	1			50	26	105	64	1	2	18	674
		0.21%	0.94%	0.31%	0.10%	0.00%	0.00%	5.24%	2.72%	10.99%	6.70%	0.10%	0.21%	1.88%	70.58%
Craft Workers	1082	28	115	42	3		14	746	7	29	8	1		7	82
		2.59%	10.63%	3.88%	0.28%	0.00%	1.29%	68.95%	0.65%	2.68%	0.74%	0.09%	0.00%	0.65%	7.58%
Operatives	925	14	128	45	5		16	383	3	131	71	2		5	122
		1.51%	13.84%	4.86%	0.54%	0.00%	1.73%	41.41%	0.32%	14.16%	7.68%	0.22%	0.00%	0.54%	13.19%
Laborers	565	21	116	19			5	264	8	37	9	1		3	82
		3.72%	20.53%	3.36%	0.00%	0.00%	0.88%	46.73%	1.42%	6.55%	1.59%	0.18%	0.00%	0.53%	14.51%
Service Workers	33		2	3				22		1					5
		0.00%	6.06%	9.09%	0.00%	0.00%	0.00%	66.67%	0.00%	3.03%	0.00%	0.00%	0.00%	0.00%	15.15%
Grand Total	26567	2027	1108	715	29	19	245	9179	2303	1216	747	37	23	236	8683
		7.63%	4.17%	2.69%	0.11%	0.07%	0.92%	34.55%	8.67%	4.58%	2.81%	0.14%	0.09%	0.89%	32.68%

NB: The percentages in the table may not total 100 percent as a result of rounding. US data as of 12/31/2021.

