

ESG Employee Demographic Table
As of 12/31/2022

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	6451	523	177	202	4	5	56	2607	468	183	148	4	6	37	2031
		8.11%	2.74%	3.13%	0.06%	0.08%	0.87%	40.41%	7.25%	2.84%	2.29%	0.06%	0.09%	0.57%	31.48%
Executive/Senior Managers	1196	116	24	41	1	1	5	486	96	34	31	2	1	5	353
		9.70%	2.01%	3.43%	0.08%	0.08%	0.42%	40.64%	8.03%	2.84%	2.59%	0.17%	0.08%	0.42%	29.52%
First/Mid-Level Managers	5255	407	153	161	3	4	51	2121	372	149	117	2	5	32	1678
		7.75%	2.91%	3.06%	0.06%	0.08%	0.97%	40.36%	7.08%	2.84%	2.23%	0.04%	0.10%	0.61%	31.93%
Professionals	14056	1474	415	365	8	10	139	3856	1934	651	430	20	10	149	4595
		10.49%	2.95%	2.60%	0.06%	0.07%	0.99%	27.43%	13.76%	4.63%	3.06%	0.14%	0.07%	1.06%	32.69%
Technicians	1403	82	130	51	5	1	14	578	74	113	25	2		11	317
		5.84%	9.27%	3.64%	0.36%	0.07%	1.00%	41.20%	5.27%	8.05%	1.78%	0.14%	0.00%	0.78%	22.59%
Sales Workers	2123	36	55	60	4	2	22	761	44	59	57	6	6	19	992
		1.70%	2.59%	2.83%	0.19%	0.09%	1.04%	35.85%	2.07%	2.78%	2.68%	0.28%	0.28%	0.89%	46.73%
Administrative Support Workers	932	3	14	3				55	20	107	69	1	2	13	645
		0.32%	1.50%	0.32%	0.00%	0.00%	0.00%	5.90%	2.15%	11.48%	7.40%	0.11%	0.21%	1.39%	69.21%
Craft Workers	1013	28	96	39	5		16	697	9	25	8	1		8	81
		2.76%	9.48%	3.85%	0.49%	0.00%	1.58%	68.81%	0.89%	2.47%	0.79%	0.10%	0.00%	0.79%	8.00%
Operatives	830	15	129	40	5		15	310	3	133	80		1	4	95
		1.81%	15.54%	4.82%	0.60%	0.00%	1.81%	37.35%	0.36%	16.02%	9.64%	0.00%	0.12%	0.48%	11.45%
Laborers	548	27	110	21			6	238	13	39	12	1		4	77
		4.93%	20.07%	3.83%	0.00%	0.00%	1.09%	43.43%	2.37%	7.12%	2.19%	0.18%	0.00%	0.73%	14.05%
Service Workers	29		3	3				18		1					4
		0.00%	10.34%	10.34%	0.00%	0.00%	0.00%	62.07%	0.00%	3.45%	0.00%	0.00%	0.00%	0.00%	13.79%
Grand Total	27385	2188	1129	784	31	18	268	9120	2565	1311	829	35	25	245	8837
		7.99%	4.12%	2.86%	0.11%	0.07%	0.98%	33.30%	9.37%	4.79%	3.03%	0.13%	0.09%	0.89%	32.27%

NB: The percentages in the table may not total 100 percent as a result of rounding. US data as of 12/31/2022. Excluding Non-Binary self-identified employees.

