

| EMPLOYMENT DATA    | ETHNICITY  |             | RACE        |            |             |           |           |            |             |             |             |           |            |            | Total        |
|--------------------|------------|-------------|-------------|------------|-------------|-----------|-----------|------------|-------------|-------------|-------------|-----------|------------|------------|--------------|
|                    | MALE       | FEMALE      | MALE        |            |             |           |           |            | FEMALE      |             |             |           |            |            |              |
|                    | HISP       | HISP        | WHITE       | BLACK      | ASIAN       | NHOPI     | NAT AM    | 2+RACE     | WHITE       | BLACK       | ASIAN       | NHOPI     | NAT AM     | 2+RACE     |              |
| EXEC/SENIOR MGRS   | 5          | 2           | 51          | 3          | 11          | 0         | 0         | 2          | 30          | 1           | 5           | 0         | 0          | 0          | 110          |
| FIRST/MID-LVL MGRS | 87         | 124         | 861         | 87         | 300         | 5         | 2         | 14         | 911         | 133         | 218         | 3         | 4          | 15         | 2764         |
| PROFESSIONALS      | 226        | 216         | 1571        | 188        | 1086        | 4         | 9         | 50         | 1487        | 273         | 683         | 6         | 7          | 59         | 5865         |
| TECHNICIANS        | 0          | 0           | 0           | 0          | 0           | 0         | 0         | 0          | 0           | 0           | 0           | 0         | 0          | 0          | 0            |
| SALES WORKERS      | 3          | 1           | 10          | 0          | 1           | 0         | 0         | 0          | 13          | 0           | 0           | 0         | 0          | 0          | 28           |
| ADMIN SUPPORT      | 474        | 1507        | 1202        | 390        | 49          | 14        | 23        | 90         | 4195        | 2100        | 141         | 65        | 93         | 359        | 10702        |
| CRAFT WORKERS      | 0          | 0           | 0           | 0          | 0           | 0         | 0         | 0          | 0           | 0           | 0           | 0         | 0          | 0          | 0            |
| OPERATIVES         | 0          | 0           | 0           | 0          | 0           | 0         | 0         | 0          | 0           | 0           | 0           | 0         | 0          | 0          | 0            |
| LABORERS & HELPERS | 0          | 0           | 3           | 0          | 0           | 0         | 0         | 0          | 1           | 0           | 0           | 0         | 0          | 0          | 4            |
| SERVICE WORKERS    | 0          | 0           | 0           | 0          | 0           | 0         | 0         | 0          | 0           | 0           | 0           | 0         | 0          | 0          | 0            |
| <b>TOTAL</b>       | <b>795</b> | <b>1850</b> | <b>3698</b> | <b>668</b> | <b>1447</b> | <b>23</b> | <b>34</b> | <b>156</b> | <b>6637</b> | <b>2507</b> | <b>1047</b> | <b>74</b> | <b>104</b> | <b>433</b> | <b>19473</b> |

## 2022 EEO-1 Survey Data

An independent report like this is an important indicator of the progress of our DE&I initiatives. This data has been collected and reported as required by federal law.\* The following chart represents a racial and gender data snapshot as of 12/31/2022 across all levels of our organization.

### Additional Non-binary Employee Data

1 First/Mid Level Officials; Hispanic or Latino  
 3 Professionals; White (Not Hispanic or Latino)  
 35 Administrative Support Workers

**By Ethnicity:**  
 3 Hispanic or Latino

**By Race (Not Hispanic or Latino):**  
 1 American Indian or Alaska Native  
 2 Asian  
 2 Black or African American  
 2 Native Hawaiian or Other Pacific Islander  
 2 Two or More Races  
 23 White

### Abbreviations

**HISP:** Hispanic or Latino  
**Black:** Black or African American  
**NHOPI:** Native Hawaiian or Other Pacific Islander  
**NAT AM:** American Indian or Alaska Native  
**2+RACE:** Two or More Races

\* Federal regulations require all individuals be included in this report. In cases where individuals have not self-identified, we have published visual survey results.