

# EEO-1 Report

The information below mirrors the annual submission to the U.S. Equal Opportunity Commission (EEOC) and reflects the demographics as of December 31, 2021. The EEOC report is reflective of a specific point in time, mandated job categories and includes both active and inactive employees. This report does not necessarily reflect how Union Pacific classifies its workforce.

## Equal Employment Opportunity Union Pacific Corporation - 2021 Employer Information Report

	Hispanic or Latino		Non-Hispanic or Latino												Overall Total
			*****Male*****						*****Female*****						
	Male	Female	White	Black or African American	Native Hawaiian or Pacific Islander	Asian	American Indian or Alaskan Native	Two or more Races	White	Black or African American	Native Hawaiian or Pacific Islander	Asian	American Indian or Alaskan Native	Two or more Races	
Exec/Sr Level Officials & Mgrs	6	0	54	7	0	5	0	0	24	4	0	1	0	0	101
1st/Mid Level Officials & Mgrs	38	5	530	34	1	70	1	8	147	9	0	18	0	1	862
Professionals	375	71	2580	261	1	126	13	65	604	115	1	54	4	22	4292
Technicians	46	0	275	23	0	3	2	2	3	0	0	0	0	0	354
Sales Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Administrative Support	49	44	134	39	1	11	1	4	147	90	2	5	2	4	533
Craft Workers	1511	2	6290	847	8	166	114	75	52	22	1	2	1	0	9091
Operatives	2410	37	11901	2492	20	107	339	109	192	76	0	0	3	7	17693
Laborers & Helpers	210	5	426	211	1	9	56	10	15	28	0	0	2	0	973
Service Workers	7	2	33	10	0	2	0	2	4	5	0	0	0	0	65
<b>Total</b>	<b>4652</b>	<b>166</b>	<b>22223</b>	<b>3924</b>	<b>32</b>	<b>499</b>	<b>526</b>	<b>275</b>	<b>1188</b>	<b>349</b>	<b>4</b>	<b>80</b>	<b>12</b>	<b>34</b>	<b>33964</b>
<b>Previous Report Total</b>	<b>4515</b>	<b>159</b>	<b>22761</b>	<b>3754</b>	<b>24</b>	<b>493</b>	<b>518</b>	<b>237</b>	<b>1260</b>	<b>353</b>	<b>4</b>	<b>76</b>	<b>12</b>	<b>33</b>	<b>34199</b>