

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, 2020. 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 - 2020 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	7	0	65	3	0	3	0	1	19	4	0	0	0	0	102
1st/Mid Level Officials & Mgrs	35	4	517	36	1	60	0	7	150	7	0	13	0	1	831
Professionals	357	69	2619	245	0	125	13	55	637	114	1	56	3	21	4315
Technicians	40	0	286	22	0	4	2	2	2	0	0	0	0	0	358
Sales Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Administrative Support	52	39	150	47	1	13	1	4	154	103	2	5	2	3	576
Craft Workers	1494	3	6513	813	5	173	115	61	56	23	1	2	1	1	9261
Operatives	2280	38	12093	2349	16	103	321	96	218	71	0	0	4	7	17596
Laborers & Helpers	238	5	469	225	1	9	66	9	19	26	0	0	2	0	1069
Service Workers	12	1	49	14	0	3	0	2	5	5	0	0	0	0	91
Total	4515	159	22761	3754	24	493	518	237	1260	353	4	76	12	33	34199
Previous Report Total	5038	184	26074	4182	30	554	593	273	1427	409	4	80	13	32	38893