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, 2024.
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 - 2024 Employer Information Report

	Hispanic or Latino		Non-Hispanic or Latino												Overall
			*****Male*****						*****Female*****						
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Pacific Islander	American Indian or Alaskan Native	Two or more Races	White	Black or African American	Asian	Native Hawaiian or Pacific Islander	American Indian or Alaskan Native	Two or more Races	
Exec/Sr Level Officials & Mgrs	6	0	58	6	4	0	0	2	23	2	2	0	0	0	103
1st/Mid Level Officials & Mgrs	37	6	478	35	66	1	1	10	148	10	17	0	0	3	812
Professionals	366	73	2370	267	139	1	11	57	547	97	57	1	3	20	4009
Technicians	45	0	273	21	3	0	2	3	2	0	0	0	0	0	349
Sales Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Administrative Support	60	29	120	42	11	1	2	5	116	64	6	4	2	6	468
Craft Workers	1512	1	5650	748	119	12	101	79	46	11	1	1	1	0	8282
Operatives	2894	52	11841	3113	115	37	328	241	233	123	1	2	8	14	19002
Laborers & Helpers	214	4	447	174	10	0	43	12	11	8	0	0	1	1	925
Service Workers	29	0	67	10	3	0	1	3	6	7	0	0	0	0	126
Total	5163	165	21304	4416	470	52	489	412	1132	322	84	8	15	44	34076
Previous Report Total	5136	180	21915	4545	509	42	438	392	1200	416	86	7	14	43	34923