

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, 2023. 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 - 2023 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	8	0	58	5	4	0	0	2	22	2	2	0	0	0	103
1st/Mid Level Officials & Mgrs	37	4	486	35	69	1	1	11	148	10	17	0	0	2	821
Professionals	375	75	2468	276	133	0	11	57	592	116	59	1	4	22	4189
Technicians	44	0	285	20	3	0	2	3	2	0	0	0	0	0	359
Sales Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Administrative Support	60	39	120	42	13	2	0	7	135	91	6	4	1	4	524
Craft Workers	1551	3	6013	846	157	10	102	82	43	26	2	1	0	0	8836
Operatives	2794	52	11958	3096	117	29	282	213	235	135	0	1	8	15	18935
Laborers & Helpers	243	7	460	212	8	0	40	14	18	30	0	0	1	0	1033
Service Workers	24	0	67	13	5	0	0	3	5	6	0	0	0	0	123
Total	5136	180	21915	4545	509	42	438	392	1200	416	86	7	14	43	34923
Previous Report Total	5068	181	22408	4347	525	40	526	332	1233	409	80	7	13	50	35219

