

# D&I Quarterly Workforce Report Category Descriptions

(Includes active employees during that quarter.)

- > **Minorities:** Includes all EEO-1 ethnicity and race categories.
- > **Board of Directors:** Includes all elected individuals of the corporation's board.
- > **Executives:** Includes approximately 100 employees with an assistant vice president, general manager or general superintendent title or higher.
- > **People Managers:** Includes agreement and nonagreement employees who supervise people.
- > **Agreement:** Employees who work under a collective bargaining agreement and are represented by a labor union.
- > **Nonagreement:** Employees who do not work under a collective bargaining agreement, including most Union Pacific management.