

2018 Workforce Data Representation, Federal Reserve Bank of Minneapolis

### 2018 EEO-1 Consolidated Report

| 2018 EEO-1 Data<br>12/31/2018 | Hispanic<br>or Latino |           | Not Hispanic or Latino |                                 |  |           |   |                         |            |                                 |  |           | Overall<br>Total                          |                         |             |
|-------------------------------|-----------------------|-----------|------------------------|---------------------------------|--|-----------|---|-------------------------|------------|---------------------------------|--|-----------|---|-------------------------|-------------|
|                               |                       |           | Male                   |                                 |  |           |   | Female                  |            |                                 |  |           |   |                         |             |
| Job Categories                | Male                  | Female    | White                  | Black or<br>African<br>American | Native<br>Hawaiian<br>or Pacific<br>Islander | Asian     | American<br>Indian or<br>Alaska<br>Native | Two or<br>more<br>races | White      | Black or<br>African<br>American | Native<br>Hawaiian<br>or Pacific<br>Islander | Asian     | American<br>Indian or<br>Alaska<br>Native | Two or<br>more<br>races |             |
| Executives/Senior Mgrs        | 0                     | 0         | 4                      | 2                               | 0  | 1         | 0   | 0                       | 1          | 0                               | 0  | 1         | 0   | 0                       | 9           |
| First/Mid-level Mgrs          | 3                     | 2         | 82                     | 6                               | 0  | 3         | 2   | 2                       | 73         | 6                               | 0  | 6         | 0   | 1                       | 186         |
| Professionals                 | 20                    | 11        | 152                    | 14                              | 1  | 32        | 0   | 1                       | 195        | 10                              | 0  | 25        | 3   | 3                       | 467         |
| Technicians                   | 1                     | 0         | 30                     | 5                               | 0  | 3         | 1   | 0                       | 13         | 0                               | 0  | 0         | 0   | 0                       | 53          |
| Sales Workers                 | 0                     | 0         | 3                      | 0                               | 0  | 0         | 0   | 0                       | 0          | 0                               | 0  | 0         | 0   | 0                       | 3           |
| Administrative Support        | 6                     | 4         | 44                     | 7                               | 0  | 3         | 2   | 1                       | 116        | 20                              | 0  | 16        | 2   | 1                       | 222         |
| Craft Workers                 | 1                     | 0         | 12                     | 0                               | 0  | 0         | 1   | 0                       | 1          | 0                               | 0  | 0         | 0   | 0                       | 15          |
| Operatives                    | 0                     | 1         | 6                      | 0                               | 0  | 3         | 0   | 0                       | 6          | 4                               | 0  | 0         | 0   | 0                       | 20          |
| Laborers & Helpers            | 0                     | 0         | 0                      | 0                               | 0  | 0         | 0   | 0                       | 0          | 0                               | 0  | 0         | 0   | 0                       | 0           |
| Service Workers               | 1                     | 0         | 41                     | 2                               | 0  | 3         | 2   | 0                       | 7          | 0                               | 0  | 2         | 0   | 0                       | 58          |
| <b>Total</b>                  | <b>32</b>             | <b>18</b> | <b>374</b>             | <b>36</b>                       | <b>1</b>                                     | <b>48</b> | <b>8</b>                                  | <b>4</b>                | <b>412</b> | <b>40</b>                       | <b>0</b>                                     | <b>50</b> | <b>5</b>                                  | <b>5</b>                | <b>1033</b> |

### Percentage Representation within EEO-1 Job Categories

| 2018 EEO-1 Data<br>12/31/2018 | Hispanic<br>or Latino |             | Not Hispanic or Latino |                                 |  |             |   |                         |              |                                 |  |             | Overall<br>Total                          |                         |             |
|-------------------------------|-----------------------|-------------|------------------------|---------------------------------|--|-------------|---|-------------------------|--------------|---------------------------------|--|-------------|---|-------------------------|-------------|
|                               |                       |             | Male                   |                                 |  |             |   | Female                  |              |                                 |  |             |   |                         |             |
| Job Categories                | Male                  | Female      | White                  | Black or<br>African<br>American | Native<br>Hawaiian<br>or Pacific<br>Islander | Asian       | American<br>Indian or<br>Alaska<br>Native | Two or<br>more<br>races | White        | Black or<br>African<br>American | Native<br>Hawaiian<br>or Pacific<br>Islander | Asian       | American<br>Indian or<br>Alaska<br>Native | Two or<br>more<br>races |             |
| Executives/Senior Mgrs        | 0.0%                  | 0.0%        | 44.4%                  | 22.2%                           | 0.0%   | 11.1%       | 0.0%                                      | 0.0%                    | 11.1%        | 0.0%                            | 0.0%   | 11.1%       | 0.0%                                      | 0.0%                    | 9           |
| First/Mid-level Mgrs          | 1.6%                  | 1.1%        | 44.1%                  | 3.2%                            | 0.0%   | 1.6%        | 1.1%                                      | 1.1%                    | 39.2%        | 3.2%                            | 0.0%   | 3.2%        | 0.0%                                      | 0.5%                    | 186         |
| Professionals                 | 4.3%                  | 2.4%        | 32.5%                  | 3.0%                            | 0.2%   | 6.9%        | 0.0%                                      | 0.2%                    | 41.8%        | 2.1%                            | 0.0%   | 5.4%        | 0.6%                                      | 0.6%                    | 467         |
| Technicians                   | 1.9%                  | 0.0%        | 56.6%                  | 9.4%                            | 0.0%   | 5.7%        | 1.9%                                      | 0.0%                    | 24.5%        | 0.0%                            | 0.0%   | 0.0%        | 0.0%                                      | 0.0%                    | 53          |
| Sales Workers                 | 0.0%                  | 0.0%        | 100.0%                 | 0.0%                            | 0.0%   | 0.0%        | 0.0%                                      | 0.0%                    | 0.0%         | 0.0%                            | 0.0%   | 0.0%        | 0.0%                                      | 0.0%                    | 3           |
| Administrative Support        | 2.7%                  | 1.8%        | 19.8%                  | 3.2%                            | 0.0%   | 1.4%        | 0.9%                                      | 0.5%                    | 52.3%        | 9.0%                            | 0.0%   | 7.2%        | 0.9%                                      | 0.5%                    | 222         |
| Craft Workers                 | 6.7%                  | 0.0%        | 80.0%                  | 0.0%                            | 0.0%   | 0.0%        | 6.7%                                      | 0.0%                    | 6.7%         | 0.0%                            | 0.0%   | 0.0%        | 0.0%                                      | 0.0%                    | 15          |
| Operatives                    | 0.0%                  | 5.0%        | 30.0%                  | 0.0%                            | 0.0%   | 15.0%       | 0.0%                                      | 0.0%                    | 30.0%        | 20.0%                           | 0.0%   | 0.0%        | 0.0%                                      | 0.0%                    | 20          |
| Laborers & Helpers            | 0.0%                  | 0.0%        | 0.0%                   | 0.0%                            | 0.0%   | 0.0%        | 0.0%                                      | 0.0%                    | 0.0%         | 0.0%                            | 0.0%   | 0.0%        | 0.0%                                      | 0.0%                    | 0           |
| Service Workers               | 1.7%                  | 0.0%        | 70.7%                  | 3.4%                            | 0.0%   | 5.2%        | 3.4%                                      | 0.0%                    | 12.1%        | 0.0%                            | 0.0%   | 3.4%        | 0.0%                                      | 0.0%                    | 58          |
| <b>Total</b>                  | <b>3.1%</b>           | <b>1.7%</b> | <b>36.2%</b>           | <b>3.5%</b>                     | <b>0.1%</b>                                  | <b>4.6%</b> | <b>0.8%</b>                               | <b>0.4%</b>             | <b>39.9%</b> | <b>3.9%</b>                     | <b>0.0%</b>                                  | <b>4.8%</b> | <b>0.5%</b>                               | <b>0.5%</b>             | <b>1033</b> |

Totals may not equal 100 due to rounding. Bank EEO-1 report as of December 31, 2018 as submitted to EEOC.