

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)
2022 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)**

EEOC Standard Form 100 (SF 100)
Revised 08/2023
OMB Control Number: 3046-0049
Expiration Date: 08/31/2024

SECTION A – TYPE OF REPORT
CONSOLIDATED REPORT

SECTION B – EMPLOYER IDENTIFICATION

OFS COMPANY ID
G111713

EMPLOYER NAME

NORFOLK SOUTHERN CORPORATION

ADDRESS

650 West Peachtree Street, NW

CITY/TOWN

ATLANTA

STATE

GA

ZIP CODE

30308

SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)

HQ/ESTABLISHMENT-LEVEL UNIT ID

HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME

HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS

CITY/TOWN

STATE

ZIP CODE

SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)

521188014

SECTION E – EMPLOYER FILING ELIGIBILITY

YES (Employer Is Eligible to File) NO (Employer Is Not Eligible to File) EMPLOYER NO LONGER IN BUSINESS

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): G5K3LBGJEV89

YES (Single-Establishment Employer is Federal Contractor) YES (Multi-Establishment Employer is Federal Contractor)

YES (Headquarters is Federal Contractor) YES (Non-Headquarters Establishment is Federal Contractor)

YES (One or More Non-Headquarters Establishments is Federal Contractor)

SECTION G – NAICS INFORMATION

482111 - Line-Haul Railroads

SECTION H – WORKFORCE DEMOGRAPHIC DATA

JOB CATEGORIES	Race/Ethnicity														Row Total
	Hispanic or Latino		Not Hispanic or Latino												
			Male						Female						
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	
Executive/Senior Level Officials and Managers	0	0	17	3	0	0	0	1	4	0	1	0	0	0	26
First/Mid-Level Officials and Managers	7	1	195	26	7	1	0	3	53	15	2	0	0	0	310
Professionals	73	26	2007	422	120	5	12	42	349	286	57	0	0	16	3415
Technicians	7	1	214	53	2	0	1	4	49	41	0	0	0	4	376
Sales Workers	0	0	28	2	0	0	0	0	10	3	0	0	0	3	46
Administrative Support Workers	3	7	95	64	1	0	0	1	84	180	1	0	0	5	441
Craft Workers	120	2	6225	753	24	1	44	26	66	26	0	0	0	1	7288
Operatives	148	7	5035	1031	45	2	30	105	114	54	1	0	1	3	6576
Laborers and Helpers	12	0	460	104	3	0	0	7	12	4	0	0	0	0	602
Service Workers	10	0	93	16	0	0	0	2	9	2	0	0	0	0	132
CURRENT 2022 REPORTING YEAR TOTAL	380	44	14369	2474	202	9	87	191	750	611	62	0	1	32	19212
PRIOR 2021 REPORTING YEAR TOTAL	339	37	13809	2146	149	4	82	141	759	538	52	0	2	28	18086

SECTION I – WORKFORCE SNAPSHOT PERIOD

12/1/2022 - 12/31/2022

SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)

Not Applicable

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SECTION K – OFFICIAL CERTIFICATION OF SUBMISSION

EMPLOYER IDENTIFICATION

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EMPLOYER NAME
NORFOLK SOUTHERN CORPORATION

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CITY/TOWN
ATLANTA

STATE
GA

ZIP CODE
30308

CERTIFICATION COMMENTS (optional)

No Certification Comments Provided

CERTIFICATION STATEMENT

"I certify that the information, including any workforce demographic data, provided in this report is correct and true to the best of my knowledge and was prepared in conformity with the directions set forth in the form and accompanying instructions."

Knowingly and willfully false statements on this report are punishable by law, US Code, Title 18, Section 1001.

DATE OF CERTIFICATION

10/31/2023 2:28 PM [EST]

EMPLOYER'S CERTIFYING OFFICIAL

Name of Employer's Certifying Official

Susan Decker

Title of Certifying Official

EEO Compliance & Reporting Manager

Email Address of Certifying Official

eeo@nscorp.com

Telephone Number of Certifying Official

470-463-6342

PRIMARY POINT OF CONTACT (POC) FOR EEO-1 COMPONENT 1 REPORTING

Name of Primary POC

Susan Decker

Title and Employer of Primary POC

EEO Compliance & Reporting Manager
Norfolk Southern Corporation

Email Address of Primary POC

eeo@nscorp.com

Telephone Number of Primary POC

470-463-6342