

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)
2023 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)**

EEOC Standard Form 100 (SF 100)
Revised 08/2023
OMB Control Number: 3046-0049
Expiration Date: 11/30/2026

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 Northwest

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	20	3	1	0	0	1	4	0	1	0	0	0	30
First/Mid-Level Officials and Managers	9	2	211	26	9	1	1	3	58	15	2	0	0	0	337
Professionals	83	29	2164	490	141	5	11	50	354	326	75	0	1	15	3744
Technicians	8	2	231	73	3	0	1	5	52	49	0	0	0	5	429
Sales Workers	2	0	28	1	1	0	0	0	14	2	0	0	0	1	49
Administrative Support Workers	3	9	93	61	0	0	0	1	77	179	2	0	1	4	430
Craft Workers	136	2	6571	817	32	2	51	36	77	27	0	0	0	1	7752
Operatives	159	6	5064	1238	70	2	27	119	125	66	9	0	1	6	6892
Laborers and Helpers	20	0	576	135	3	1	1	11	15	5	0	0	0	0	767
Service Workers	11	0	94	18	0	0	0	2	9	4	0	0	0	0	138
CURRENT 2023 REPORTING YEAR TOTAL	431	50	15052	2862	260	11	92	228	785	673	89	0	3	32	20568
PRIOR 2022 REPORTING YEAR TOTAL	380	44	14369	2474	202	9	87	191	750	611	62	0	1	32	19212

SECTION I – WORKFORCE SNAPSHOT PERIOD

12/1/2023 - 12/31/2023

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

Not Applicable