



3.0 People	2019	2018	2017	2016	2015
<b>Overview</b>					
<b>Total Employees (#)</b>	9,172	8,700	8,231	7,452	6,898
<b>Total Employees - U.S. (#)</b>	8,720	8,200	7,850	7,075	6,748
New Hires (#)	2,008	2,049	2,049	1,266	1,275
Veterans Employed (Self-Identified)	555	599	587	548	547
Interns Hired	84	102	71	84	42
Operations & Sales Trainees Hired	23	51	28	25	19
Employee Training Hours	225,000	215,000	* data not available *		
<b>401(k) Employee Participation Rate (%)</b>	94.7	91.4	94	96.5	93.1
<b>Employees by Age (%)</b>					
>20	1	1	* data not available *		
20-30	18	16	* data not available *		
30-40	21	20	* data not available *		
40-50	23	23	* data not available *		
50-60	26	28	* data not available *		
60-70	10	11	* data not available *		
<b>Tenure</b>					
<b>Employee Turnover Rate</b>	19	21	* data not available *		
<b>Average Tenure (years)</b>	10.9	11.58	* data not available *		
<b>Employees by Tenure (%)</b>					
0-2	30	25	* data not available *		
2-5	19	20	* data not available *		
5-10	10	9	* data not available *		
10-20	21	24	* data not available *		
20+	20	22	* data not available *		
<b>Diversity</b>					
<b>Diversity of Workforce (%)</b>	37.5	* data not available *			
<b>Diversity of New Hires (%)</b>	38	39.2	* data not available *		
<b>Workforce Racial/Ethnic Diversity (%)</b>					
White	67.8	72	72	72	72
Hispanic/Latino	16.7	17	16	16	16
Black	9.3	10	10	10	10
Asian	1.2	1	1	1	1
Other/Not Reported	5	0	1	1	1
<b>Board Member Diversity (%)</b>	36	22	* data not available *		
<b>Salaried Non-Exempt Employees (#)</b>	1,183	1,157	1,112	1,039	993
Male (%)	47.8	47	47.5	46.8	47.2

Female (%)	52.2	53	52.5	53.2	52.8
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Vulcan Materials Company generally reports ESG data on an annualized basis ending Dec. 31.  
Please visit [csr.vulcanmaterials.com](http://csr.vulcanmaterials.com) for the most current information.