



3.0 People	2020	2019	2018	2017	2016
<b>Overview</b>					
<b>Total Employees (#)</b>	8,765	9,172	8,700	8,231	7,452
<b>Total Employees - U.S. (#)</b>	8,365	8,720	8,200	7,850	7,075
New Hires (#)	1,189	2,008	2,049	2,049	1,266
Veterans Employed (Self-Identified)	526	555	599	587	548
Interns Hired	13	84	102	71	84
Operations & Sales Trainees Hired	16	23	51	28	25
Employee Training Hours	111,683	225,000	215,000	* data not available *	
<b>401(k) Employee Participation Rate (%)</b>	95.0	94.7	91.4	94.0	96.5
<b>Employees by Age (%)</b>					
>20	1	1	1	* data not available *	
20-29	17	18	16	* data not available *	
30-39	21	21	20	* data not available *	
40-49	22	23	23	* data not available *	
50-59	27	26	28	* data not available *	
60-69	11	10	11	* data not available *	
70+	1	1	1	* data not available *	
<b>Tenure</b>					
<b>Employee Turnover Rate</b>	16.9	19	21	* data not available *	
<b>Average Tenure (years)</b>	10.7	10.9	11.6	* data not available *	
<b>Employees by Tenure (%)</b>					
0-2	26	30	25	* data not available *	
2-5	21	19	20	* data not available *	
5-10	14	10	9	* data not available *	
10-20	18	21	24	* data not available *	
20+	21	20	22	* data not available *	



Diversity	2020	2019	2018	2017	2016
<b>Diversity of Workforce (%)</b>	37.2	37.5		* data not available *	
<b>Diversity of New Hires (%)</b>	36.5	38	39.2	* data not available *	
<b>Workforce Racial/Ethnic Diversity (%)</b>					
White	71.3	67.8	72	72	72
Hispanic/Latino	17.6	16.7	17	16	16
Black	9.1	9.3	10	10	10
Asian	1.1	1.2	1	1	1
Other/Not Reported	0.9	5	0	1	1
<b>Board Member Diversity (%)</b>	36	36	22	* data not available *	
<b>Salaried Non-Exempt Employees (#)</b>	1,143	1,183	1,157	1,112	1,039
Male (%)	47.7	47.8	47	47.5	46.8
Female (%)	52.3	52.2	53	52.5	53.2

Vulcan Materials Company generally reports ESG data on an annualized basis ending Dec. 31.

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