

***EO 162 – Workforce Utilization Report*
Job Classification Guide**

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| **EO-1 Job Group** | **Job Title/Description of Standard Occupational Classification (SOC)** | **Six-Level SOC****Job Code** | **Four-Digit Census Code** |
| Exec/Senior Offs & Mgrs. | Chief Executives \*\*\* (See Details in Bottom Note) | 11-1011 | 0010 |
| First/Mid Offs & Mgrs. | General and Operations Managers | 11-1021 | 0020 |
| First/Mid Offs & Mgrs. | Advertising and Promotions Managers | 11-2011 | 0040 |
| First/Mid Offs & Mgrs. | Marketing Managers | 11-2021 | 0050 |
| First/Mid Offs & Mgrs. | Sales Managers | 11-2022 | 0050 |
| First/Mid Offs & Mgrs. | Public Relations and Fundraising Managers | 11-2031 | 0060 |
| First/Mid Offs & Mgrs. | Administrative Services Managers | 11-3011 | 0100 |
| First/Mid Offs & Mgrs. | Computer and Information Systems Managers | 11-3021 | 0110 |
| First/Mid Offs & Mgrs. | Financial Managers | 11-3031 | 0120 |
| First/Mid Offs & Mgrs. | Industrial Production Managers | 11-3051 | 0140 |
| First/Mid Offs & Mgrs. | Purchasing Managers | 11-3061 | 0150 |
| First/Mid Offs & Mgrs. | Transportation, Storage, and Distribution Managers | 11-3071 | 0160 |
| First/Mid Offs & Mgrs. | Compensation and Benefits Managers | 11-3111 | 0135 |
| First/Mid Offs & Mgrs. | Human Resources Managers | 11-3121 | 0136 |
| First/Mid Offs & Mgrs. | Training and Development Managers | 11-3131 | 0137 |
| First/Mid Offs & Mgrs. | Farmers, Ranchers, and Other Agricultural Managers | 11-9013 | 0205 |
| First/Mid Offs & Mgrs. | Construction Managers | 11-9021 | 0220 |
| First/Mid Offs & Mgrs. | Education Administrators, Preschool and Childcare Center/Program | 11-9031 | 0230 |
| First/Mid Offs & Mgrs. | Education Administrators, Elementary and Secondary School | 11-9032 | 0230 |
| First/Mid Offs & Mgrs. | Education Administrators, Postsecondary | 11-9033 | 0230 |
| First/Mid Offs & Mgrs. | Education Administrators, All Other | 11-9039 | 0230 |
| First/Mid Offs & Mgrs. | Architectural and Engineering Managers | 11-9041 | 0300 |
| First/Mid Offs & Mgrs. | Food Service Managers | 11-9051 | 0310 |
| First/Mid Offs & Mgrs. | Funeral Service Managers | 11-9061 | 0430 |
| First/Mid Offs & Mgrs. | Gaming Managers | 11-9071 | 0330 |
| First/Mid Offs & Mgrs. | Lodging Managers | 11-9081 | 0340 |
| First/Mid Offs & Mgrs. | Medical and Health Services Managers | 11-9111 | 0350 |
| First/Mid Offs & Mgrs. | Natural Sciences Managers | 11-9121 | 0360 |
| First/Mid Offs & Mgrs. | Postmasters and Mail Superintendents | 11-9131 | 0430 |
| First/Mid Offs & Mgrs. | Property, Real Estate, and Community Association Managers | 11-9141 | 0410 |
| First/Mid Offs & Mgrs. | Social and Community Service Managers | 11-9151 | 0420 |
| First/Mid Offs & Mgrs. | Emergency Management Directors | 11-9161 | 0425 |
| First/Mid Offs & Mgrs. | Managers, All Other | 11-9199 | 0430 |
| First/Mid Offs & Mgrs. | Morticians, Undertakers, and Funeral Directors | 39-4031 | 4465 |
| Professionals | Agents and Business Managers of Artists, Performers, and Athletes | 13-1011 | 0500 |
| Professionals | Buyers and Purchasing Agents, Farm Products | 13-1021 | 0510 |
| Professionals | Wholesale and Retail Buyers, Except Farm Products | 13-1022 | 0520 |
| Professionals | Purchasing Agents, Except Wholesale, Retail, and Farm Products | 13-1023 | 0530 |

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| **EEO-1 Job Group** | **Job Title/Description of Standard Occupational Classification (SOC)** | **Six-Level SOC****Job Code** | **Four-Digit Census Code** |
| Professionals | Claims Adjusters, Examiners, and Investigators | 13-1031 | 0540 |
| Professionals | Insurance Appraisers, Auto Damage | 13-1032 | 0540 |
| Professionals | Compliance Officers | 13-1041 | 0565 |
| Professionals | Cost Estimators | 13-1051 | 0600 |
| Professionals | Human Resources Specialists | 13-1071 | 0630 |
| Professionals | Farm Labor Contractors | 13-1074 | 0630 |
| Professionals | Labor Relations Specialists | 13-1075 | 0630 |
| Professionals | Logisticians | 13-1081 | 0700 |
| Professionals | Management Analysts | 13-1111 | 0710 |
| Professionals | Meeting, Convention, and Event Planners | 13-1121 | 0725 |
| Professionals | Fundraisers | 13-1131 | 0726 |
| Professionals | Compensation, Benefits, and Job Analysis Specialists | 13-1141 | 0640 |
| Professionals | Training and Development Specialists | 13-1151 | 0650 |
| Professionals | Market Research Analysts and Marketing Specialists | 13-1161 | 0735 |
| Professionals | Business Operations Specialists, All Other | 13-1199 | 0740 |
| Professionals | Accountants and Auditors | 13-2011 | 0800 |
| Professionals | Appraisers and Assessors of Real Estate | 13-2021 | 0810 |
| Professionals | Budget Analysts | 13-2031 | 0820 |
| Professionals | Credit Analysts | 13-2041 | 0830 |
| Professionals | Financial Analysts | 13-2051 | 0840 |
| Professionals | Personal Financial Advisors | 13-2052 | 0850 |
| Professionals | Insurance Underwriters | 13-2053 | 0860 |
| Professionals | Financial Examiners | 13-2061 | 0900 |
| Professionals | Credit Counselors | 13-2071 | 0910 |
| Professionals | Loan Officers | 13-2072 | 0910 |
| Professionals | Tax Examiners and Collectors, and Revenue Agents | 13-2081 | 0930 |
| Professionals | Tax Preparers | 13-2082 | 0940 |
| Professionals | Financial Specialists, All Other | 13-2099 | 0950 |
| Professionals | Computer and Information Research Scientists | 15-1111 | 1005 |
| Professionals | Computer Systems Analysts | 15-1121 | 1006 |
| Professionals | Information Security Analysts | 15-1122 | 1007 |
| Professionals | Computer Programmers | 15-1131 | 1010 |
| Professionals | Software Developers, Applications | 15-1132 | 1020 |
| Professionals | Software Developers, Systems Software | 15-1133 | 1020 |
| Professionals | Web Developers | 15-1134 | 1030 |
| Professionals | Database Administrators | 15-1141 | 1060 |
| Professionals | Network and Computer Systems Administrators | 15-1142 | 1105 |
| Professionals | Computer Network Architects | 15-1143 | 1106 |
| Professionals | Computer User Support Specialists | 15-1151 | 1050 |
| Professionals | Computer Network Support Specialists | 15-1152 | 1050 |
| Professionals | Computer Occupations, All Other | 15-1199 | 1107 |

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| **EEO-1 Job Group** | **Job Title/Description of Standard Occupational Classification (SOC)** | **Six-Level SOC****Job Code** | **Four-Digit Census Code** |
| Professionals | Actuaries | 15-2011 | 1200 |
| Professionals | Mathematicians | 15-2021 | 1240 |
| Professionals | Operations Research Analysts | 15-2031 | 1220 |
| Professionals | Statisticians | 15-2041 | 1240 |
| Professionals | Mathematical Technicians | 15-2091 | 1240 |
| Professionals | Mathematical Science Occupations, All Other | 15-2099 | 1240 |
| Professionals | Architects, Except Landscape and Naval | 17-1011 | 1300 |
| Professionals | Landscape Architects | 17-1012 | 1300 |
| Professionals | Cartographers and Photogrammetrists | 17-1021 | 1310 |
| Professionals | Surveyors | 17-1022 | 1310 |
| Professionals | Aerospace Engineers | 17-2011 | 1320 |
| Professionals | Agricultural Engineers | 17-2021 | 1340 |
| Professionals | Biomedical Engineers | 17-2031 | 1340 |
| Professionals | Chemical Engineers | 17-2041 | 1350 |
| Professionals | Civil Engineers | 17-2051 | 1520 |
| Professionals | Computer Hardware Engineers | 17-2061 | 1400 |
| Professionals | Electrical Engineers | 17-2071 | 1410 |
| Professionals | Electronics Engineers, Except Computer | 17-2072 | 1410 |
| Professionals | Environmental Engineers | 17-2081 | 1420 |
| Professionals | Health and Safety Engineers, Except Mining Safety Engineers and Inspectors | 17-2111 | 1430 |
| Professionals | Industrial Engineers | 17-2112 | 1430 |
| Professionals | Marine Engineers and Naval Architects | 17-2121 | 1440 |
| Professionals | Materials Engineers | 17-2131 | 1450 |
| Professionals | Mechanical Engineers | 17-2141 | 1460 |
| Professionals | Mining and Geological Engineers, Including Mining Safety Engineers | 17-2151 | 1520 |
| Professionals | Nuclear Engineers | 17-2161 | 1530 |
| Professionals | Petroleum Engineers | 17-2171 | 1520 |
| Professionals | Engineers, All Other | 17-2199 | 1530 |
| Professionals | Animal Scientists | 19-1011 | 1600 |
| Professionals | Food Scientists and Technologists | 19-1012 | 1600 |
| Professionals | Soil and Plant Scientists | 19-1013 | 1600 |
| Professionals | Biochemists and Biophysicists | 19-1021 | 1610 |
| Professionals | Microbiologists | 19-1022 | 1610 |
| Professionals | Zoologists and Wildlife Biologists | 19-1023 | 1610 |
| Professionals | Biological Scientists, All Other | 19-1029 | 1610 |
| Professionals | Conservation Scientists | 19-1031 | 1640 |
| Professionals | Foresters | 19-1032 | 1640 |
| Professionals | Epidemiologists | 19-1041 | 1650 |
| Professionals | Medical Scientists, Except Epidemiologists | 19-1042 | 1650 |
| Professionals | Life Scientists, All Other | 19-1099 | 1650 |
| Professionals | Astronomers | 19-2011 | 1700 |

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| **EEO-1 Job Group** | **Job Title/Description of Standard Occupational Classification (SOC)** | **Six-Level SOC****Job Code** | **Four-Digit Census Code** |
| Professionals | Physicists | 19-2012 | 1700 |
| Professionals | Atmospheric and Space Scientists | 19-2021 | 1710 |
| Professionals | Chemists | 19-2031 | 1720 |
| Professionals | Materials Scientists | 19-2032 | 1720 |
| Professionals | Environmental Scientists and Specialists, Including Health | 19-2041 | 1740 |
| Professionals | Geoscientists, Except Hydrologists and Geographers | 19-2042 | 1740 |
| Professionals | Hydrologists | 19-2043 | 1740 |
| Professionals | Physical Scientists, All Other | 19-2099 | 1760 |
| Professionals | Economists | 19-3011 | 1800 |
| Professionals | Survey Researchers | 19-3022 | 1860 |
| Professionals | Clinical, Counseling, and School Psychologists | 19-3031 | 1820 |
| Professionals | Industrial-Organizational Psychologists | 19-3032 | 1820 |
| Professionals | Psychologists, All Other | 19-3039 | 1820 |
| Professionals | Sociologists | 19-3041 | 1860 |
| Professionals | Urban and Regional Planners | 19-3051 | 1840 |
| Professionals | Anthropologists and Archeologists | 19-3091 | 1860 |
| Professionals | Geographers | 19-3092 | 1860 |
| Professionals | Historians | 19-3093 | 1860 |
| Professionals | Political Scientists | 19-3094 | 1860 |
| Professionals | Social Scientists and Related Workers, All Other | 19-3099 | 1860 |
| Professionals | Substance Abuse and Behavioral Disorder Counselors | 21-1011 | 2000 |
| Professionals | Educational, Guidance, School, and Vocational Counselors | 21-1012 | 2000 |
| Professionals | Marriage and Family Therapists | 21-1013 | 2000 |
| Professionals | Mental Health Counselors | 21-1014 | 2000 |
| Professionals | Rehabilitation Counselors | 21-1015 | 2000 |
| Professionals | Counselors, All Other | 21-1019 | 2000 |
| Professionals | Child, Family, and School Social Workers | 21-1021 | 2010 |
| Professionals | Healthcare Social Workers | 21-1022 | 2010 |
| Professionals | Mental Health and Substance Abuse Social Workers | 21-1023 | 2010 |
| Professionals | Social Workers, All Other | 21-1029 | 2010 |
| Professionals | Health Educators | 21-1091 | 2025 |
| Professionals | Probation Officers and Correctional Treatment Specialists | 21-1092 | 2015 |
| Professionals | Community Health Workers | 21-1094 | 2025 |
| Professionals | Community and Social Service Specialists, All Other | 21-1099 | 2025 |
| Professionals | Clergy | 21-2011 | 2040 |
| Professionals | Directors, Religious Activities and Education | 21-2021 | 2050 |
| Professionals | Religious Workers, All Other | 21-2099 | 2060 |
| Professionals | Lawyers | 23-1011 | 2100 |
| Professionals | Judicial Law Clerks | 23-1012 | 2105 |
| Professionals | Administrative Law Judges, Adjudicators, and Hearing Officers | 23-1021 | 2100 |
| Professionals | Arbitrators, Mediators, and Conciliators | 23-1022 | 2100 |

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| **EEO-1 Job Group** | **Job Title/Description of Standard Occupational Classification (SOC)** | **Six-Level SOC****Job Code** | **Four-Digit Census Code** |
| Professionals | Judges, Magistrate Judges, and Magistrates | 23-1023 | 2100 |
| Professionals | Business Teachers, Postsecondary | 25-1011 | 2200 |
| Professionals | Computer Science Teachers, Postsecondary | 25-1021 | 2200 |
| Professionals | Mathematical Science Teachers, Postsecondary | 25-1022 | 2200 |
| Professionals | Architecture Teachers, Postsecondary | 25-1031 | 2200 |
| Professionals | Engineering Teachers, Postsecondary | 25-1032 | 2200 |
| Professionals | Agricultural Sciences Teachers, Postsecondary | 25-1041 | 2200 |
| Professionals | Biological Science Teachers, Postsecondary | 25-1042 | 2200 |
| Professionals | Forestry and Conservation Science Teachers, Postsecondary | 25-1043 | 2200 |
| Professionals | Atmospheric, Earth, Marine, and Space Sciences Teachers, Postsecondary | 25-1051 | 2200 |
| Professionals | Chemistry Teachers, Postsecondary | 25-1052 | 2200 |
| Professionals | Environmental Science Teachers, Postsecondary | 25-1053 | 2200 |
| Professionals | Physics Teachers, Postsecondary | 25-1054 | 2200 |
| Professionals | Anthropology and Archeology Teachers, Postsecondary | 25-1061 | 2200 |
| Professionals | Area, Ethnic, and Cultural Studies Teachers, Postsecondary | 25-1062 | 2200 |
| Professionals | Economics Teachers, Postsecondary | 25-1063 | 2200 |
| Professionals | Geography Teachers, Postsecondary | 25-1064 | 2200 |
| Professionals | Political Science Teachers, Postsecondary | 25-1065 | 2200 |
| Professionals | Psychology Teachers, Postsecondary | 25-1066 | 2200 |
| Professionals | Sociology Teachers, Postsecondary | 25-1067 | 2200 |
| Professionals | Social Sciences Teachers, Postsecondary, All Other | 25-1069 | 2200 |
| Professionals | Health Specialties Teachers, Postsecondary | 25-1071 | 2200 |
| Professionals | Nursing Instructors and Teachers, Postsecondary | 25-1072 | 2200 |
| Professionals | Education Teachers, Postsecondary | 25-1081 | 2200 |
| Professionals | Library Science Teachers, Postsecondary | 25-1082 | 2200 |
| Professionals | Criminal Justice and Law Enforcement Teachers, Postsecondary | 25-1111 | 2200 |
| Professionals | Law Teachers, Postsecondary | 25-1112 | 2200 |
| Professionals | Social Work Teachers, Postsecondary | 25-1113 | 2200 |
| Professionals | Art, Drama, and Music Teachers, Postsecondary | 25-1121 | 2200 |
| Professionals | Communications Teachers, Postsecondary | 25-1122 | 2200 |
| Professionals | English Language and Literature Teachers, Postsecondary | 25-1123 | 2200 |
| Professionals | Foreign Language and Literature Teachers, Postsecondary | 25-1124 | 2200 |
| Professionals | History Teachers, Postsecondary | 25-1125 | 2200 |
| Professionals | Philosophy and Religion Teachers, Postsecondary | 25-1126 | 2200 |
| Professionals | Graduate Teaching Assistants | 25-1191 | 2200 |
| Professionals | Home Economics Teachers, Postsecondary | 25-1192 | 2200 |
| Professionals | Recreation and Fitness Studies Teachers, Postsecondary | 25-1193 | 2200 |
| Professionals | Vocational Education Teachers, Postsecondary | 25-1194 | 2200 |
| Professionals | Postsecondary Teachers, All Other | 25-1199 | 2200 |
| Professionals | Preschool Teachers, Except Special Education | 25-2011 | 2300 |
| Professionals | Kindergarten Teachers, Except Special Education | 25-2012 | 2300 |

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| **EEO-1 Job Group** | **Job Title/Description of Standard Occupational Classification (SOC)** | **Six-Level SOC****Job Code** | **Four-Digit Census Code** |
| Professionals | Elementary School Teachers, Except Special Education | 25-2021 | 2310 |
| Professionals | Middle School Teachers, Except Special and Career/Technical Education | 25-2022 | 2310 |
| Professionals | Career/Technical Education Teachers, Middle School | 25-2023 | 2310 |
| Professionals | Secondary School Teachers, Except Special and Career/Technical Education | 25-2031 | 2320 |
| Professionals | Career/Technical Education Teachers, Secondary School | 25-2032 | 2320 |
| Professionals | Special Education Teachers, Preschool | 25-2051 | 2330 |
| Professionals | Special Education Teachers, Kindergarten and Elementary School | 25-2052 | 2330 |
| Professionals | Special Education Teachers, Middle School | 25-2053 | 2330 |
| Professionals | Special Education Teachers, Secondary School | 25-2054 | 2330 |
| Professionals | Special Education Teachers, All Other | 25-2059 | 2330 |
| Professionals | Adult Basic and Secondary Education and Literacy Teachers and Instructors | 25-3011 | 2340 |
| Professionals | Self-Enrichment Education Teachers | 25-3021 | 2340 |
| Professionals | Teachers and Instructors, All Other | 25-3099 | 2340 |
| Professionals | Archivists | 25-4011 | 2400 |
| Professionals | Curators | 25-4012 | 2400 |
| Professionals | Museum Technicians and Conservators | 25-4013 | 2400 |
| Professionals | Librarians | 25-4021 | 2430 |
| Professionals | Audio-Visual and Multimedia Collections Specialists | 25-9011 | 2550 |
| Professionals | Farm and Home Management Advisors | 25-9021 | 2550 |
| Professionals | Instructional Coordinators | 25-9031 | 2550 |
| Professionals | Education, Training, and Library Workers, All Other | 25-9099 | 2550 |
| Professionals | Art Directors | 27-1011 | 2600 |
| Professionals | Craft Artists | 27-1012 | 2600 |
| Professionals | Fine Artists, Including Painters, Sculptors, and Illustrators | 27-1013 | 2600 |
| Professionals | Multimedia Artists and Animators | 27-1014 | 2600 |
| Professionals | Artists and Related Workers, All Other | 27-1019 | 2600 |
| Professionals | Commercial and Industrial Designers | 27-1021 | 2630 |
| Professionals | Fashion Designers | 27-1022 | 2630 |
| Professionals | Floral Designers | 27-1023 | 2630 |
| Professionals | Graphic Designers | 27-1024 | 2630 |
| Professionals | Interior Designers | 27-1025 | 2630 |
| Professionals | Merchandise Displayers and Window Trimmers | 27-1026 | 2630 |
| Professionals | Set and Exhibit Designers | 27-1027 | 2630 |
| Professionals | Designers, All Other | 27-1029 | 2630 |
| Professionals | Actors | 27-2011 | 2700 |
| Professionals | Producers and Directors | 27-2012 | 2710 |
| Professionals | Athletes and Sports Competitors | 27-2021 | 2720 |
| Professionals | Coaches and Scouts | 27-2022 | 2720 |
| Professionals | Umpires, Referees, and Other Sports Officials | 27-2023 | 2720 |
| Professionals | Dancers | 27-2031 | 2740 |
| Professionals | Choreographers | 27-2032 | 2740 |

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| **EEO-1 Job Group** | **Job Title/Description of Standard Occupational Classification (SOC)** | **Six-Level SOC****Job Code** | **Four-Digit Census Code** |
| Professionals | Music Directors and Composers | 27-2041 | 2750 |
| Professionals | Musicians and Singers | 27-2042 | 2750 |
| Professionals | Entertainers and Performers, Sports and Related Workers, All Other | 27-2099 | 2760 |
| Professionals | Radio and Television Announcers | 27-3011 | 2800 |
| Professionals | Public Address System and Other Announcers | 27-3012 | 2800 |
| Professionals | Broadcast News Analysts | 27-3021 | 2810 |
| Professionals | Reporters and Correspondents | 27-3022 | 2810 |
| Professionals | Public Relations Specialists | 27-3031 | 2825 |
| Professionals | Editors | 27-3041 | 2830 |
| Professionals | Technical Writers | 27-3042 | 2840 |
| Professionals | Writers and Authors | 27-3043 | 2850 |
| Professionals | Interpreters and Translators | 27-3091 | 2860 |
| Professionals | Media and Communication Workers, All Other | 27-3099 | 2860 |
| Professionals | Photographers | 27-4021 | 2910 |
| Professionals | Camera Operators, Television, Video, and Motion Picture | 27-4031 | 2920 |
| Professionals | Film and Video Editors | 27-4032 | 2920 |
| Professionals | Chiropractors | 29-1011 | 3000 |
| Professionals | Dentists, General | 29-1021 | 3010 |
| Professionals | Oral and Maxillofacial Surgeons | 29-1022 | 3010 |
| Professionals | Orthodontists | 29-1023 | 3010 |
| Professionals | Prosthodontists | 29-1024 | 3010 |
| Professionals | Dentists, All Other Specialists | 29-1029 | 3010 |
| Professionals | Dietitians and Nutritionists | 29-1031 | 3030 |
| Professionals | Optometrists | 29-1041 | 3040 |
| Professionals | Pharmacists | 29-1051 | 3050 |
| Professionals | Anesthesiologists | 29-1061 | 3060 |
| Professionals | Family and General Practitioners | 29-1062 | 3060 |
| Professionals | Internists, General | 29-1063 | 3060 |
| Professionals | Obstetricians and Gynecologists | 29-1064 | 3060 |
| Professionals | Pediatricians, General | 29-1065 | 3060 |
| Professionals | Psychiatrists | 29-1066 | 3060 |
| Professionals | Surgeons | 29-1067 | 3060 |
| Professionals | Physicians and Surgeons, All Other | 29-1069 | 3060 |
| Professionals | Physician Assistants | 29-1071 | 3110 |
| Professionals | Podiatrists | 29-1081 | 3120 |
| Professionals | Occupational Therapists | 29-1122 | 3150 |
| Professionals | Physical Therapists | 29-1123 | 3160 |
| Professionals | Radiation Therapists | 29-1124 | 3200 |
| Professionals | Recreational Therapists | 29-1125 | 3210 |
| Professionals | Respiratory Therapists | 29-1126 | 3220 |
| Professionals | Speech-Language Pathologists | 29-1127 | 3230 |

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| **EEO-1 Job Group** | **Job Title/Description of Standard Occupational Classification (SOC)** | **Six-Level SOC****Job Code** | **Four-Digit Census Code** |
| Professionals | Exercise Physiologists | 29-1128 | 3245 |
| Professionals | Therapists, All Other | 29-1129 | 3245 |
| Professionals | Veterinarians | 29-1131 | 3250 |
| Professionals | Registered Nurses | 29-1141 | 3255 |
| Professionals | Nurse Anesthetists | 29-1151 | 3256 |
| Professionals | Nurse Midwives | 29-1161 | 3258 |
| Professionals | Nurse Practitioners | 29-1171 | 3258 |
| Professionals | Audiologists | 29-1181 | 3140 |
| Professionals | Health Diagnosing and Treating Practitioners, All Other | 29-1199 | 3260 |
| Professionals | Animal Trainers | 39-2011 | 4340 |
| Professionals | Sales Engineers | 41-9031 | 4930 |
| Professionals | Agricultural Inspectors | 45-2011 | 6010 |
| Professionals | Construction and Building Inspectors | 47-4011 | 6660 |
| Professionals | Airline Pilots, Copilots, and Flight Engineers | 53-2011 | 9030 |
| Professionals | Commercial Pilots | 53-2012 | 9030 |
| Professionals | Transportation Inspectors | 53-6051 | 9410 |
| Technicians | Architectural and Civil Drafters | 17-3011 | 1540 |
| Technicians | Electrical and Electronics Drafters | 17-3012 | 1540 |
| Technicians | Mechanical Drafters | 17-3013 | 1540 |
| Technicians | Drafters, All Other | 17-3019 | 1540 |
| Technicians | Aerospace Engineering and Operations Technicians | 17-3021 | 1550 |
| Technicians | Civil Engineering Technicians | 17-3022 | 1550 |
| Technicians | Electrical and Electronics Engineering Technicians | 17-3023 | 1550 |
| Technicians | Electro-Mechanical Technicians | 17-3024 | 1550 |
| Technicians | Environmental Engineering Technicians | 17-3025 | 1550 |
| Technicians | Industrial Engineering Technicians | 17-3026 | 1550 |
| Technicians | Mechanical Engineering Technicians | 17-3027 | 1550 |
| Technicians | Engineering Technicians, Except Drafters, All Other | 17-3029 | 1550 |
| Technicians | Surveying and Mapping Technicians | 17-3031 | 1560 |
| Technicians | Agricultural and Food Science Technicians | 19-4011 | 1900 |
| Technicians | Biological Technicians | 19-4021 | 1910 |
| Technicians | Chemical Technicians | 19-4031 | 1920 |
| Technicians | Geological and Petroleum Technicians | 19-4041 | 1930 |
| Technicians | Nuclear Technicians | 19-4051 | 1930 |
| Technicians | Social Science Research Assistants | 19-4061 | 1965 |
| Technicians | Environmental Science and Protection Technicians, Including Health | 19-4091 | 1965 |
| Technicians | Forensic Science Technicians | 19-4092 | 1965 |
| Technicians | Forest and Conservation Technicians | 19-4093 | 1965 |
| Technicians | Life, Physical, and Social Science Technicians, All Other | 19-4099 | 1965 |
| Technicians | Audio and Video Equipment Technicians | 27-4011 | 2900 |
| Technicians | Broadcast Technicians | 27-4012 | 2900 |

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| **EEO-1 Job Group** | **Job Title/Description of Standard Occupational Classification (SOC)** | **Six-Level SOC****Job Code** | **Four-Digit Census Code** |
| Technicians | Radio Operators | 27-4013 | 2900 |
| Technicians | Sound Engineering Technicians | 27-4014 | 2900 |
| Technicians | Media and Communication Equipment Workers, All Other | 27-4099 | 2900 |
| Technicians | Medical and Clinical Laboratory Technologists | 29-2011 | 3300 |
| Technicians | Medical and Clinical Laboratory Technicians | 29-2012 | 3300 |
| Technicians | Dental Hygienists | 29-2021 | 3310 |
| Technicians | Cardiovascular Technologists and Technicians | 29-2031 | 3320 |
| Technicians | Diagnostic Medical Sonographers | 29-2032 | 3320 |
| Technicians | Nuclear Medicine Technologists | 29-2033 | 3320 |
| Technicians | Radiologic Technologists | 29-2034 | 3320 |
| Technicians | Magnetic Resonance Imaging Technologists | 29-2035 | 3320 |
| Technicians | Emergency Medical Technicians and Paramedics | 29-2041 | 3400 |
| Technicians | Dietetic Technicians | 29-2051 | 3420 |
| Technicians | Pharmacy Technicians | 29-2052 | 3420 |
| Technicians | Psychiatric Technicians | 29-2053 | 3420 |
| Technicians | Respiratory Therapy Technicians | 29-2054 | 3420 |
| Technicians | Surgical Technologists | 29-2055 | 3420 |
| Technicians | Veterinary Technologists and Technicians | 29-2056 | 3420 |
| Technicians | Ophthalmic Medical Technicians | 29-2057 | 3420 |
| Technicians | Licensed Practical and Licensed Vocational Nurses | 29-2061 | 3500 |
| Technicians | Medical Records and Health Information Technicians | 29-2071 | 3510 |
| Technicians | Opticians, Dispensing | 29-2081 | 3520 |
| Technicians | Orthotists and Prosthetists | 29-2091 | 3535 |
| Technicians | Hearing Aid Specialists | 29-2092 | 3535 |
| Technicians | Health Technologists and Technicians, All Other | 29-2099 | 3535 |
| Technicians | Occupational Health and Safety Specialists | 29-9011 | 3540 |
| Technicians | Occupational Health and Safety Technicians | 29-9012 | 3540 |
| Technicians | Athletic Trainers | 29-9091 | 3540 |
| Technicians | Genetic Counselors | 29-9092 | 3540 |
| Technicians | Healthcare Practitioners and Technical Workers, All Other | 29-9099 | 3540 |
| Technicians | Air Traffic Controllers | 53-2021 | 9040 |
| Technicians | Airfield Operations Specialists | 53-2022 | 9040 |
| Sales Workers | First-Line Supervisors of Retail Sales Workers | 41-1011 | 4700 |
| Sales Workers | First-Line Supervisors of Non-Retail Sales Workers | 41-1012 | 4710 |
| Sales Workers | Cashiers | 41-2011 | 4720 |
| Sales Workers | Gaming Change Persons and Booth Cashiers | 41-2012 | 4720 |
| Sales Workers | Counter and Rental Clerks | 41-2021 | 4740 |
| Sales Workers | Parts Salespersons | 41-2022 | 4750 |
| Sales Workers | Retail Salespersons | 41-2031 | 4760 |
| Sales Workers | Advertising Sales Agents | 41-3011 | 4800 |
| Sales Workers | Insurance Sales Agents | 41-3021 | 4810 |

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| **EEO-1 Job Group** | **Job Title/Description of Standard Occupational Classification (SOC)** | **Six-Level SOC****Job Code** | **Four-Digit Census Code** |
| Sales Workers | Securities, Commodities, and Financial Services Sales Agents | 41-3031 | 4820 |
| Sales Workers | Travel Agents | 41-3041 | 4830 |
| Sales Workers | Sales Representatives, Services, All Other | 41-3099 | 4840 |
| Sales Workers | Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products | 41-4011 | 4850 |
| Sales Workers | Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products | 41-4012 | 4850 |
| Sales Workers | Demonstrators and Product Promoters | 41-9011 | 4900 |
| Sales Workers | Models | 41-9012 | 4900 |
| Sales Workers | Real Estate Brokers | 41-9021 | 4920 |
| Sales Workers | Real Estate Sales Agents | 41-9022 | 4920 |
| Sales Workers | Telemarketers | 41-9041 | 4940 |
| Sales Workers | Door-to-Door Sales Workers, News and Street Vendors, and Related Workers | 41-9091 | 4950 |
| Sales Workers | Sales and Related Workers, All Other | 41-9099 | 4965 |
| Administrative Support Workers | Social and Human Service Assistants | 21-1093 | 2016 |
| Administrative Support Workers | Paralegals and Legal Assistants | 23-2011 | 2145 |
| Administrative Support Workers | Court Reporters | 23-2091 | 2160 |
| Administrative Support Workers | Title Examiners, Abstractors, and Searchers | 23-2093 | 2160 |
| Administrative Support Workers | Legal Support Workers, All Other | 23-2099 | 2160 |
| Administrative Support Workers | Library Technicians | 25-4031 | 2440 |
| Administrative Support Workers | Teacher Assistants | 25-9041 | 2540 |
| Administrative Support Workers | Medical Transcriptionists | 31-9094 | 3646 |
| Administrative Support Workers | First-Line Supervisors of Office and Administrative Support Workers | 43-1011 | 5000 |
| Administrative Support Workers | Switchboard Operators, Including Answering Service | 43-2011 | 5010 |
| Administrative Support Workers | Telephone Operators | 43-2021 | 5020 |
| Administrative Support Workers | Communications Equipment Operators, All Other | 43-2099 | 5030 |
| Administrative Support Workers | Bill and Account Collectors | 43-3011 | 5100 |
| Administrative Support Workers | Billing and Posting Clerks | 43-3021 | 5110 |
| Administrative Support Workers | Bookkeeping, Accounting, and Auditing Clerks | 43-3031 | 5120 |
| Administrative Support Workers | Gaming Cage Workers | 43-3041 | 5130 |
| Administrative Support Workers | Payroll and Timekeeping Clerks | 43-3051 | 5140 |
| Administrative Support Workers | Procurement Clerks | 43-3061 | 5150 |
| Administrative Support Workers | Tellers | 43-3071 | 5160 |

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| **EEO-1 Job Group** | **Job Title/Description of Standard Occupational Classification (SOC)** | **Six-Level SOC****Job Code** | **Four-Digit Census Code** |
| Administrative Support Workers | Financial Clerks, All Other | 43-3099 | 5165 |
| Administrative Support Workers | Brokerage Clerks | 43-4011 | 5200 |
| Administrative Support Workers | Correspondence Clerks | 43-4021 | 5350 |
| Administrative Support Workers | Court, Municipal, and License Clerks | 43-4031 | 5220 |
| Administrative Support Workers | Credit Authorizers, Checkers, and Clerks | 43-4041 | 5230 |
| Administrative Support Workers | Customer Service Representatives | 43-4051 | 5240 |
| Administrative Support Workers | Eligibility Interviewers, Government Programs | 43-4061 | 5250 |
| Administrative Support Workers | File Clerks | 43-4071 | 5260 |
| Administrative Support Workers | Hotel, Motel, and Resort Desk Clerks | 43-4081 | 5300 |
| Administrative Support Workers | Interviewers, Except Eligibility and Loan | 43-4111 | 5310 |
| Administrative Support Workers | Library Assistants, Clerical | 43-4121 | 5320 |
| Administrative Support Workers | Loan Interviewers and Clerks | 43-4131 | 5330 |
| Administrative Support Workers | New Accounts Clerks | 43-4141 | 5340 |
| Administrative Support Workers | Order Clerks | 43-4151 | 5350 |
| Administrative Support Workers | Human Resources Assistants, Except Payroll and Timekeeping | 43-4161 | 5360 |
| Administrative Support Workers | Receptionists and Information Clerks | 43-4171 | 5400 |
| Administrative Support Workers | Reservation and Transportation Ticket Agents and Travel Clerks | 43-4181 | 5410 |
| Administrative Support Workers | Information and Record Clerks, All Other | 43-4199 | 5420 |
| Administrative Support Workers | Cargo and Freight Agents | 43-5011 | 5500 |
| Administrative Support Workers | Couriers and Messengers | 43-5021 | 5510 |
| Administrative Support Workers | Police, Fire, and Ambulance Dispatchers | 43-5031 | 5520 |
| Administrative Support Workers | Dispatchers, Except Police, Fire, and Ambulance | 43-5032 | 5520 |
| Administrative Support Workers | Meter Readers, Utilities | 43-5041 | 5530 |
| Administrative Support Workers | Postal Service Clerks | 43-5051 | 5540 |
| Administrative Support Workers | Postal Service Mail Carriers | 43-5052 | 5550 |
| Administrative Support Workers | Postal Service Mail Sorters, Processors, and Processing Machine Operators | 43-5053 | 5560 |
| Administrative Support Workers | Production, Planning, and Expediting Clerks | 43-5061 | 5600 |

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| **EEO-1 Job Group** | **Job Title/Description of Standard Occupational Classification (SOC)** | **Six-Level SOC****Job Code** | **Four-Digit Census Code** |
| Administrative Support Workers | Shipping, Receiving, and Traffic Clerks | 43-5071 | 5610 |
| Administrative Support Workers | Stock Clerks and Order Fillers | 43-5081 | 5620 |
| Administrative Support Workers | Weighers, Measurers, Checkers, and Samplers, Recordkeeping | 43-5111 | 5630 |
| Administrative Support Workers | Executive Secretaries and Executive Administrative Assistants | 43-6011 | 5700 |
| Administrative Support Workers | Legal Secretaries | 43-6012 | 5700 |
| Administrative Support Workers | Medical Secretaries | 43-6013 | 5700 |
| Administrative Support Workers | Secretaries and Administrative Assistants, Except Legal, Medical, and Executive | 43-6014 | 5700 |
| Administrative Support Workers | Computer Operators | 43-9011 | 5800 |
| Administrative Support Workers | Data Entry Keyers | 43-9021 | 5810 |
| Administrative Support Workers | Word Processors and Typists | 43-9022 | 5820 |
| Administrative Support Workers | Desktop Publishers | 43-9031 | 5940 |
| Administrative Support Workers | Insurance Claims and Policy Processing Clerks | 43-9041 | 5840 |
| Administrative Support Workers | Mail Clerks and Mail Machine Operators, Except Postal Service | 43-9051 | 5850 |
| Administrative Support Workers | Office Clerks, General | 43-9061 | 5860 |
| Administrative Support Workers | Office Machine Operators, Except Computer | 43-9071 | 5900 |
| Administrative Support Workers | Proofreaders and Copy Markers | 43-9081 | 5910 |
| Administrative Support Workers | Statistical Assistants | 43-9111 | 5920 |
| Administrative Support Workers | Office and Administrative Support Workers, All Other | 43-9199 | 5940 |
| Craft Workers | First-Line Supervisors of Construction Trades and Extraction Workers | 47-1011 | 6200 |
| Craft Workers | Boilermakers | 47-2011 | 6210 |
| Craft Workers | Brickmasons and Blockmasons | 47-2021 | 6220 |
| Craft Workers | Stonemasons | 47-2022 | 6220 |
| Craft Workers | Carpenters | 47-2031 | 6230 |
| Craft Workers | Carpet Installers | 47-2041 | 6240 |
| Craft Workers | Floor Layers, Except Carpet, Wood, and Hard Tiles | 47-2042 | 6240 |
| Craft Workers | Floor Sanders and Finishers | 47-2043 | 6240 |
| Craft Workers | Tile and Marble Setters | 47-2044 | 6240 |
| Craft Workers | Cement Masons and Concrete Finishers | 47-2051 | 6250 |
| Craft Workers | Terrazzo Workers and Finishers | 47-2053 | 6250 |
| Craft Workers | Paving, Surfacing, and Tamping Equipment Operators | 47-2071 | 6300 |
| Craft Workers | Pile-Driver Operators | 47-2072 | 6320 |
| Craft Workers | Operating Engineers and Other Construction Equipment Operators | 47-2073 | 6320 |

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| **EEO-1 Job Group** | **Job Title/Description of Standard Occupational Classification (SOC)** | **Six-Level SOC****Job Code** | **Four-Digit Census Code** |
| Craft Workers | Drywall and Ceiling Tile Installers | 47-2081 | 6330 |
| Craft Workers | Tapers | 47-2082 | 6330 |
| Craft Workers | Electricians | 47-2111 | 6355 |
| Craft Workers | Glaziers | 47-2121 | 6360 |
| Craft Workers | Insulation Workers, Floor, Ceiling, and Wall | 47-2131 | 6400 |
| Craft Workers | Insulation Workers, Mechanical | 47-2132 | 6400 |
| Craft Workers | Painters, Construction and Maintenance | 47-2141 | 6420 |
| Craft Workers | Paperhangers | 47-2142 | 6430 |
| Craft Workers | Pipelayers | 47-2151 | 6440 |
| Craft Workers | Plumbers, Pipefitters, and Steamfitters | 47-2152 | 6440 |
| Craft Workers | Plasterers and Stucco Masons | 47-2161 | 6460 |
| Craft Workers | Reinforcing Iron and Rebar Workers | 47-2171 | 6500 |
| Craft Workers | Roofers | 47-2181 | 6515 |
| Craft Workers | Sheet Metal Workers | 47-2211 | 6520 |
| Craft Workers | Structural Iron and Steel Workers | 47-2221 | 6530 |
| Craft Workers | Solar Photovoltaic Installers | 47-2231 | 6765 |
| Craft Workers | Elevator Installers and Repairers | 47-4021 | 6700 |
| Craft Workers | Fence Erectors | 47-4031 | 6710 |
| Craft Workers | Hazardous Materials Removal Workers | 47-4041 | 6720 |
| Craft Workers | Highway Maintenance Workers | 47-4051 | 6730 |
| Craft Workers | Rail-Track Laying and Maintenance Equipment Operators | 47-4061 | 6740 |
| Craft Workers | Septic Tank Servicers and Sewer Pipe Cleaners | 47-4071 | 6765 |
| Craft Workers | Segmental Pavers | 47-4091 | 6765 |
| Craft Workers | Construction and Related Workers, All Other | 47-4099 | 6765 |
| Craft Workers | Derrick Operators, Oil and Gas | 47-5011 | 6800 |
| Craft Workers | Rotary Drill Operators, Oil and Gas | 47-5012 | 6800 |
| Craft Workers | Service Unit Operators, Oil, Gas, and Mining | 47-5013 | 6800 |
| Craft Workers | Earth Drillers, Except Oil and Gas | 47-5021 | 6820 |
| Craft Workers | Explosives Workers, Ordnance Handling Experts, and Blasters | 47-5031 | 6830 |
| Craft Workers | Continuous Mining Machine Operators | 47-5041 | 6840 |
| Craft Workers | Mine Cutting and Channeling Machine Operators | 47-5042 | 6840 |
| Craft Workers | Mining Machine Operators, All Other | 47-5049 | 6840 |
| Craft Workers | Rock Splitters, Quarry | 47-5051 | 6940 |
| Craft Workers | Roof Bolters, Mining | 47-5061 | 6940 |
| Craft Workers | Roustabouts, Oil and Gas | 47-5071 | 6800 |
| Craft Workers | Helpers--Extraction Workers | 47-5081 | 6940 |
| Craft Workers | Extraction Workers, All Other | 47-5099 | 6940 |
| Craft Workers | First-Line Supervisors of Mechanics, Installers, and Repairers | 49-1011 | 7000 |
| Craft Workers | Computer, Automated Teller, and Office Machine Repairers | 49-2011 | 7010 |
| Craft Workers | Radio, Cellular, and Tower Equipment Installers and Repairs | 49-2021 | 7020 |
| Craft Workers | Telecommunications Equipment Installers and Repairers, Except Line Installers | 49-2022 | 7020 |

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| **EEO-1 Job Group** | **Job Title/Description of Standard Occupational Classification (SOC)** | **Six-Level SOC****Job Code** | **Four-Digit Census Code** |
| Craft Workers | Avionics Technicians | 49-2091 | 7030 |
| Craft Workers | Electric Motor, Power Tool, and Related Repairers | 49-2092 | 7040 |
| Craft Workers | Electrical and Electronics Installers and Repairers, Transportation Equipment | 49-2093 | 7100 |
| Craft Workers | Electrical and Electronics Repairers, Commercial and Industrial Equipment | 49-2094 | 7100 |
| Craft Workers | Electrical and Electronics Repairers, Powerhouse, Substation, and Relay | 49-2095 | 7100 |
| Craft Workers | Electronic Equipment Installers and Repairers, Motor Vehicles | 49-2096 | 7110 |
| Craft Workers | Electronic Home Entertainment Equipment Installers and Repairers | 49-2097 | 7120 |
| Craft Workers | Security and Fire Alarm Systems Installers | 49-2098 | 7130 |
| Craft Workers | Aircraft Mechanics and Service Technicians | 49-3011 | 7140 |
| Craft Workers | Automotive Body and Related Repairers | 49-3021 | 7150 |
| Craft Workers | Automotive Glass Installers and Repairers | 49-3022 | 7160 |
| Craft Workers | Automotive Service Technicians and Mechanics | 49-3023 | 7200 |
| Craft Workers | Bus and Truck Mechanics and Diesel Engine Specialists | 49-3031 | 7210 |
| Craft Workers | Farm Equipment Mechanics and Service Technicians | 49-3041 | 7220 |
| Craft Workers | Mobile Heavy Equipment Mechanics, Except Engines | 49-3042 | 7220 |
| Craft Workers | Rail Car Repairers | 49-3043 | 7220 |
| Craft Workers | Motorboat Mechanics and Service Technicians | 49-3051 | 7240 |
| Craft Workers | Motorcycle Mechanics | 49-3052 | 7240 |
| Craft Workers | Outdoor Power Equipment and Other Small Engine Mechanics | 49-3053 | 7240 |
| Craft Workers | Bicycle Repairers | 49-3091 | 7260 |
| Craft Workers | Recreational Vehicle Service Technicians | 49-3092 | 7260 |
| Craft Workers | Tire Repairers and Changers | 49-3093 | 7260 |
| Craft Workers | Mechanical Door Repairers | 49-9011 | 7300 |
| Craft Workers | Control and Valve Installers and Repairers, Except Mechanical Door | 49-9012 | 7300 |
| Craft Workers | Heating, Air Conditioning, and Refrigeration Mechanics and Installers | 49-9021 | 7315 |
| Craft Workers | Home Appliance Repairers | 49-9031 | 7320 |
| Craft Workers | Industrial Machinery Mechanics | 49-9041 | 7330 |
| Craft Workers | Maintenance Workers, Machinery | 49-9043 | 7350 |
| Craft Workers | Millwrights | 49-9044 | 7360 |
| Craft Workers | Refractory Materials Repairers, Except Brickmasons | 49-9045 | 7330 |
| Craft Workers | Electrical Power-Line Installers and Repairers | 49-9051 | 7410 |
| Craft Workers | Telecommunications Line Installers and Repairers | 49-9052 | 7420 |
| Craft Workers | Camera and Photographic Equipment Repairers | 49-9061 | 7430 |
| Craft Workers | Medical Equipment Repairers | 49-9062 | 7430 |
| Craft Workers | Musical Instrument Repairers and Tuners | 49-9063 | 7430 |
| Craft Workers | Watch Repairers | 49-9064 | 7430 |
| Craft Workers | Precision Instrument and Equipment Repairers, All Other | 49-9069 | 7430 |
| Craft Workers | Maintenance and Repair Workers, General | 49-9071 | 7340 |
| Craft Workers | Wind Turbine Service Technicians | 49-9081 | 7630 |
| Craft Workers | Coin, Vending, and Amusement Machine Servicers and Repairers | 49-9091 | 7510 |
| Craft Workers | Commercial Divers | 49-9092 | 7630 |

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| **EEO-1 Job Group** | **Job Title/Description of Standard Occupational Classification (SOC)** | **Six-Level SOC****Job Code** | **Four-Digit Census Code** |
| Craft Workers | Fabric Menders, Except Garment | 49-9093 | 7630 |
| Craft Workers | Locksmiths and Safe Repairers | 49-9094 | 7540 |
| Craft Workers | Manufactured Building and Mobile Home Installers | 49-9095 | 7550 |
| Craft Workers | Riggers | 49-9096 | 7560 |
| Craft Workers | Signal and Track Switch Repairers | 49-9097 | 7630 |
| Craft Workers | Installation, Maintenance, and Repair Workers, All Other | 49-9099 | 7630 |
| Craft Workers | Structural Metal Fabricators and Fitters | 51-2041 | 7740 |
| Craft Workers | Machinists | 51-4041 | 8030 |
| Craft Workers | Model Makers, Metal and Plastic | 51-4061 | 8060 |
| Craft Workers | Patternmakers, Metal and Plastic | 51-4062 | 8060 |
| Craft Workers | Tool and Die Makers | 51-4111 | 8130 |
| Craft Workers | Prepress Technicians and Workers | 51-5111 | 8250 |
| Craft Workers | Print Binding and Finishing Workers | 51-5113 | 8256 |
| Craft Workers | Shoe and Leather Workers and Repairers | 51-6041 | 8330 |
| Craft Workers | Sewers, Hand | 51-6051 | 8350 |
| Craft Workers | Tailors, Dressmakers, and Custom Sewers | 51-6052 | 8350 |
| Craft Workers | Upholsterers | 51-6093 | 8450 |
| Craft Workers | Cabinetmakers and Bench Carpenters | 51-7011 | 8500 |
| Craft Workers | Furniture Finishers | 51-7021 | 8510 |
| Craft Workers | Model Makers, Wood | 51-7031 | 8550 |
| Craft Workers | Patternmakers, Wood | 51-7032 | 8550 |
| Craft Workers | Woodworkers, All Other | 51-7099 | 8550 |
| Craft Workers | Nuclear Power Reactor Operators | 51-8011 | 8600 |
| Craft Workers | Power Distributors and Dispatchers | 51-8012 | 8600 |
| Craft Workers | Power Plant Operators | 51-8013 | 8600 |
| Craft Workers | Stationary Engineers and Boiler Operators | 51-8021 | 8610 |
| Craft Workers | Water and Wastewater Treatment Plant and System Operators | 51-8031 | 8620 |
| Craft Workers | Jewelers and Precious Stone and Metal Workers | 51-9071 | 8750 |
| Craft Workers | Dental Laboratory Technicians | 51-9081 | 8760 |
| Craft Workers | Medical Appliance Technicians | 51-9082 | 8760 |
| Craft Workers | Ophthalmic Laboratory Technicians | 51-9083 | 8760 |
| Craft Workers | Etchers and Engravers | 51-9194 | 8910 |
| Craft Workers | Crane and Tower Operators | 53-7021 | 9510 |
| Craft Workers | Dredge Operators | 53-7031 | 9520 |
| Craft Workers | Excavating and Loading Machine and Dragline Operators | 53-7032 | 9520 |
| Craft Workers | Loading Machine Operators, Underground Mining | 53-7033 | 9520 |
| Operatives | Graders and Sorters, Agricultural Products | 45-2041 | 6040 |
| Operatives | First-Line Supervisors of Production and Operating Workers | 51-1011 | 7700 |
| Operatives | Aircraft Structure, Surfaces, Rigging, and Systems Assemblers | 51-2011 | 7710 |
| Operatives | Coil Winders, Tapers, and Finishers | 51-2021 | 7720 |
| Operatives | Electrical and Electronic Equipment Assemblers | 51-2022 | 7720 |

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| **EEO-1 Job Group** | **Job Title/Description of Standard Occupational Classification (SOC)** | **Six-Level SOC****Job Code** | **Four-Digit Census Code** |
| Operatives | Electromechanical Equipment Assemblers | 51-2023 | 7720 |
| Operatives | Engine and Other Machine Assemblers | 51-2031 | 7730 |
| Operatives | Fiberglass Laminators and Fabricators | 51-2091 | 7750 |
| Operatives | Team Assemblers | 51-2092 | 7750 |
| Operatives | Timing Device Assemblers and Adjusters | 51-2093 | 7750 |
| Operatives | Assemblers and Fabricators, All Other | 51-2099 | 7750 |
| Operatives | Bakers | 51-3011 | 7800 |
| Operatives | Butchers and Meat Cutters | 51-3021 | 7810 |
| Operatives | Meat, Poultry, and Fish Cutters and Trimmers | 51-3022 | 7810 |
| Operatives | Slaughterers and Meat Packers | 51-3023 | 7810 |
| Operatives | Food and Tobacco Roasting, Baking, and Drying Machine Operators and Tenders | 51-3091 | 7830 |
| Operatives | Food Batchmakers | 51-3092 | 7840 |
| Operatives | Food Cooking Machine Operators and Tenders | 51-3093 | 7850 |
| Operatives | Food Processing Workers, All Other | 51-3099 | 7855 |
| Operatives | Computer-Controlled Machine Tool Operators, Metal and Plastic | 51-4011 | 7900 |
| Operatives | Computer Numerically Controlled Machine Tool Programmers, Metal and Plastic | 51-4012 | 7900 |
| Operatives | Extruding and Drawing Machine Setters, Operators, and Tenders, Metal and Plastic | 51-4021 | 7920 |
| Operatives | Forging Machine Setters, Operators, and Tenders, Metal and Plastic | 51-4022 | 7930 |
| Operatives | Rolling Machine Setters, Operators, and Tenders, Metal and Plastic | 51-4023 | 7940 |
| Operatives | Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic | 51-4031 | 7950 |
| Operatives | Drilling and Boring Machine Tool Setters, Operators, and Tenders, Metal and Plastic | 51-4032 | 7960 |
| Operatives | Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic | 51-4033 | 8000 |
| Operatives | Lathe and Turning Machine Tool Setters, Operators, and Tenders, Metal and Plastic | 51-4034 | 8010 |
| Operatives | Milling and Planing Machine Setters, Operators, and Tenders, Metal and Plastic | 51-4035 | 8220 |
| Operatives | Metal-Refining Furnace Operators and Tenders | 51-4051 | 8040 |
| Operatives | Pourers and Casters, Metal | 51-4052 | 8040 |
| Operatives | Foundry Mold and Coremakers | 51-4071 | 8100 |
| Operatives | Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic | 51-4072 | 8100 |
| Operatives | Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic | 51-4081 | 8220 |
| Operatives | Welders, Cutters, Solderers, and Brazers | 51-4121 | 8140 |
| Operatives | Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders | 51-4122 | 8140 |
| Operatives | Heat Treating Equipment Setters, Operators, and Tenders, Metal and Plastic | 51-4191 | 8150 |
| Operatives | Layout Workers, Metal and Plastic | 51-4192 | 8220 |
| Operatives | Plating and Coating Machine Setters, Operators, and Tenders, Metal and Plastic | 51-4193 | 8200 |
| Operatives | Tool Grinders, Filers, and Sharpeners | 51-4194 | 8210 |
| Operatives | Metal Workers and Plastic Workers, All Other | 51-4199 | 8220 |
| Operatives | Printing Press Operators | 51-5112 | 8255 |
| Operatives | Laundry and Dry-Cleaning Workers | 51-6011 | 8300 |
| Operatives | Pressers, Textile, Garment, and Related Materials | 51-6021 | 8310 |
| Operatives | Sewing Machine Operators | 51-6031 | 8320 |

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| **EEO-1 Job Group** | **Job Title/Description of Standard Occupational Classification (SOC)** | **Six-Level SOC****Job Code** | **Four-Digit Census Code** |
| Operatives | Shoe Machine Operators and Tenders | 51-6042 | 8340 |
| Operatives | Textile Bleaching and Dyeing Machine Operators and Tenders | 51-6061 | 8400 |
| Operatives | Textile Cutting Machine Setters, Operators, and Tenders | 51-6062 | 8400 |
| Operatives | Textile Knitting and Weaving Machine Setters, Operators, and Tenders | 51-6063 | 8410 |
| Operatives | Textile Winding, Twisting, and Drawing Out Machine Setters, Operators, and Tenders | 51-6064 | 8420 |
| Operatives | Extruding and Forming Machine Setters, Operators, and Tenders, Synthetic and Glass Fibers | 51-6091 | 8460 |
| Operatives | Fabric and Apparel Patternmakers | 51-6092 | 8460 |
| Operatives | Textile, Apparel, and Furnishings Workers, All Other | 51-6099 | 8460 |
| Operatives | Sawing Machine Setters, Operators, and Tenders, Wood | 51-7041 | 8530 |
| Operatives | Woodworking Machine Setters, Operators, and Tenders, Except Sawing | 51-7042 | 8540 |
| Operatives | Chemical Plant and System Operators | 51-8091 | 8630 |
| Operatives | Gas Plant Operators | 51-8092 | 8630 |
| Operatives | Petroleum Pump System Operators, Refinery Operators, and Gaugers | 51-8093 | 8630 |
| Operatives | Plant and System Operators, All Other | 51-8099 | 8630 |
| Operatives | Chemical Equipment Operators and Tenders | 51-9011 | 8640 |
| Operatives | Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Tenders | 51-9012 | 8640 |
| Operatives | Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders | 51-9021 | 8650 |
| Operatives | Grinding and Polishing Workers, Hand | 51-9022 | 8650 |
| Operatives | Mixing and Blending Machine Setters, Operators, and Tenders | 51-9023 | 8650 |
| Operatives | Cutters and Trimmers, Hand | 51-9031 | 8710 |
| Operatives | Cutting and Slicing Machine Setters, Operators, and Tenders | 51-9032 | 8710 |
| Operatives | Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders | 51-9041 | 8720 |
| Operatives | Furnace, Kiln, Oven, Drier, and Kettle Operators and Tenders | 51-9051 | 8730 |
| Operatives | Inspectors, Testers, Sorters, Samplers, and Weighers | 51-9061 | 8740 |
| Operatives | Packaging and Filling Machine Operators and Tenders | 51-9111 | 8800 |
| Operatives | Coating, Painting, and Spraying Machine Setters, Operators, and Tenders | 51-9121 | 8810 |
| Operatives | Painters, Transportation Equipment | 51-9122 | 8810 |
| Operatives | Painting, Coating, and Decorating Workers | 51-9123 | 8810 |
| Operatives | Semiconductor Processors | 51-9141 | 8965 |
| Operatives | Photographic Process Workers and Processing Machine Operators | 51-9151 | 8830 |
| Operatives | Adhesive Bonding Machine Operators and Tenders | 51-9191 | 8850 |
| Operatives | Cleaning, Washing, and Metal Pickling Equipment Operators and Tenders | 51-9192 | 8860 |
| Operatives | Cooling and Freezing Equipment Operators and Tenders | 51-9193 | 8965 |
| Operatives | Molders, Shapers, and Casters, Except Metal and Plastic | 51-9195 | 8920 |
| Operatives | Paper Goods Machine Setters, Operators, and Tenders | 51-9196 | 8930 |
| Operatives | Tire Builders | 51-9197 | 8940 |
| Operatives | Production Workers, All Other | 51-9199 | 8965 |
| Operatives | Aircraft Cargo Handling Supervisors | 53-1011 | 9000 |
| Operatives | First-Line Supervisors of Helpers, Laborers, and Material Movers, Hand | 53-1021 | 9000 |
| Operatives | First-Line Supervisors of Transportation and Material-Moving Machine and Vehicle Operators | 53-1031 | 9000 |

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| **EEO-1 Job Group** | **Job Title/Description of Standard Occupational Classification (SOC)** | **Six-Level SOC****Job Code** | **Four-Digit Census Code** |
| Operatives | Flight Attendants | 53-2031 | 9050 |
| Operatives | Ambulance Drivers and Attendants, Except Emergency Medical Technicians | 53-3011 | 9110 |
| Operatives | Bus Drivers, Transit and Intercity | 53-3021 | 9120 |
| Operatives | Bus Drivers, School or Special Client | 53-3022 | 9120 |
| Operatives | Driver/Sales Workers | 53-3031 | 9130 |
| Operatives | Heavy and Tractor-Trailer Truck Drivers | 53-3032 | 9130 |
| Operatives | Light Truck or Delivery Services Drivers | 53-3033 | 9130 |
| Operatives | Taxi Drivers and Chauffeurs | 53-3041 | 9140 |
| Operatives | Motor Vehicle Operators, All Other | 53-3099 | 9150 |
| Operatives | Locomotive Engineers | 53-4011 | 9200 |
| Operatives | Locomotive Firers | 53-4012 | 9200 |
| Operatives | Rail Yard Engineers, Dinkey Operators, and Hostlers | 53-4013 | 9200 |
| Operatives | Railroad Brake, Signal, and Switch Operators | 53-4021 | 9230 |
| Operatives | Railroad Conductors and Yardmasters | 53-4031 | 9240 |
| Operatives | Subway and Streetcar Operators | 53-4041 | 9260 |
| Operatives | Rail Transportation Workers, All Other | 53-4099 | 9260 |
| Operatives | Sailors and Marine Oilers | 53-5011 | 9300 |
| Operatives | Captains, Mates, and Pilots of Water Vessels | 53-5021 | 9310 |
| Operatives | Motorboat Operators | 53-5022 | 9310 |
| Operatives | Ship Engineers | 53-5031 | 9300 |
| Operatives | Bridge and Lock Tenders | 53-6011 | 9420 |
| Operatives | Parking Lot Attendants | 53-6021 | 9350 |
| Operatives | Traffic Technicians | 53-6041 | 9420 |
| Operatives | Transportation Attendants, Except Flight Attendants | 53-6061 | 9415 |
| Operatives | Transportation Workers, All Other | 53-6099 | 9420 |
| Operatives | Conveyor Operators and Tenders | 53-7011 | 9560 |
| Operatives | Hoist and Winch Operators | 53-7041 | 9560 |
| Operatives | Industrial Truck and Tractor Operators | 53-7051 | 9600 |
| Operatives | Packers and Packagers, Hand | 53-7064 | 9640 |
| Operatives | Gas Compressor and Gas Pumping Station Operators | 53-7071 | 9650 |
| Operatives | Pump Operators, Except Wellhead Pumpers | 53-7072 | 9650 |
| Operatives | Wellhead Pumpers | 53-7073 | 9650 |
| Operatives | Mine Shuttle Car Operators | 53-7111 | 9750 |
| Operatives | Tank Car, Truck, and Ship Loaders | 53-7121 | 9750 |
| Operatives | Material Moving Workers, All Other | 53-7199 | 9750 |
| Labors and Helpers | First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers | 37-1012 | 4210 |
| Labors and Helpers | Landscaping and Groundskeeping Workers | 37-3011 | 4250 |
| Labors and Helpers | Pesticide Handlers, Sprayers, and Applicators, Vegetation | 37-3012 | 4250 |
| Labors and Helpers | Tree Trimmers and Pruners | 37-3013 | 4250 |
| Labors and Helpers | Grounds Maintenance Workers, All Other | 37-3019 | 4250 |
| Labors and Helpers | Nonfarm Animal Caretakers | 39-2021 | 4350 |

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| **EEO-1 Job Group** | **Job Title/Description of Standard Occupational Classification (SOC)** | **Six-Level SOC****Job Code** | **Four-Digit Census Code** |
| Labors and Helpers | First-Line Supervisors of Farming, Fishing, and Forestry Workers | 45-1011 | 6005 |
| Labors and Helpers | Animal Breeders | 45-2021 | 6050 |
| Labors and Helpers | Agricultural Equipment Operators | 45-2091 | 6050 |
| Labors and Helpers | Farmworkers and Laborers, Crop, Nursery, and Greenhouse | 45-2092 | 6050 |
| Labors and Helpers | Farmworkers, Farm, Ranch, and Aquacultural Animals | 45-2093 | 6050 |
| Labors and Helpers | Agricultural Workers, All Other | 45-2099 | 6050 |
| Labors and Helpers | Fishers and Related Fishing Workers | 45-3011 | 6100 |
| Labors and Helpers | Hunters and Trappers | 45-3021 | 6100 |
| Labors and Helpers | Forest and Conservation Workers | 45-4011 | 6120 |
| Labors and Helpers | Fallers | 45-4021 | 6130 |
| Labors and Helpers | Logging Equipment Operators | 45-4022 | 6130 |
| Labors and Helpers | Log Graders and Scalers | 45-4023 | 6130 |
| Labors and Helpers | Logging Workers, All Other | 45-4029 | 6130 |
| Labors and Helpers | Construction Laborers | 47-2061 | 6260 |
| Labors and Helpers | Helpers--Brickmasons, Blockmasons, Stonemasons, and Tile and Marble Setters | 47-3011 | 6600 |
| Labors and Helpers | Helpers--Carpenters | 47-3012 | 6600 |
| Labors and Helpers | Helpers--Electricians | 47-3013 | 6600 |
| Labors and Helpers | Helpers--Painters, Paperhangers, Plasterers, and Stucco Masons | 47-3014 | 6600 |
| Labors and Helpers | Helpers--Pipelayers, Plumbers, Pipefitters, and Steamfitters | 47-3015 | 6600 |
| Labors and Helpers | Helpers--Roofers | 47-3016 | 6600 |
| Labors and Helpers | Helpers, Construction Trades, All Other | 47-3019 | 6600 |
| Labors and Helpers | Helpers--Installation, Maintenance, and Repair Workers | 49-9098 | 7610 |
| Labors and Helpers | Helpers--Production Workers | 51-9198 | 8950 |
| Labors and Helpers | Automotive and Watercraft Service Attendants | 53-6031 | 9360 |
| Labors and Helpers | Cleaners of Vehicles and Equipment | 53-7061 | 9610 |
| Labors and Helpers | Laborers and Freight, Stock, and Material Movers, Hand | 53-7062 | 9620 |
| Labors and Helpers | Machine Feeders and Offbearers | 53-7063 | 9630 |
| Labors and Helpers | Refuse and Recyclable Material Collectors | 53-7081 | 9720 |
| Service Workers | Home Health Aides | 31-1011 | 3600 |
| Service Workers | Psychiatric Aides | 31-1013 | 3600 |
| Service Workers | Nursing Assistants | 31-1014 | 3600 |
| Service Workers | Orderlies | 31-1015 | 3600 |
| Service Workers | Occupational Therapy Assistants | 31-2011 | 3610 |
| Service Workers | Occupational Therapy Aides | 31-2012 | 3610 |
| Service Workers | Physical Therapist Assistants | 31-2021 | 3620 |
| Service Workers | Physical Therapist Aides | 31-2022 | 3620 |
| Service Workers | Massage Therapists | 31-9011 | 3630 |
| Service Workers | Dental Assistants | 31-9091 | 3640 |
| Service Workers | Medical Assistants | 31-9092 | 3645 |
| Service Workers | Medical Equipment Preparers | 31-9093 | 3655 |
| Service Workers | Pharmacy Aides | 31-9095 | 3647 |

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| **EEO-1 Job Group** | **Job Title/Description of Standard Occupational Classification (SOC)** | **Six-Level SOC****Job Code** | **Four-Digit Census Code** |
| Service Workers | Veterinary Assistants and Laboratory Animal Caretakers | 31-9096 | 3648 |
| Service Workers | Phlebotomists | 31-9097 | 3649 |
| Service Workers | Healthcare Support Workers, All Other | 31-9099 | 3655 |
| Service Workers | First-Line Supervisors of Correctional Officers | 33-1011 | 3700 |
| Service Workers | First-Line Supervisors of Police and Detectives | 33-1012 | 3710 |
| Service Workers | First-Line Supervisors of Fire Fighting and Prevention Workers | 33-1021 | 3720 |
| Service Workers | First-Line Supervisors of Protective Service Workers, All Other | 33-1099 | 3730 |
| Service Workers | Firefighters | 33-2011 | 3740 |
| Service Workers | Fire Inspectors and Investigators | 33-2021 | 3750 |
| Service Workers | Forest Fire Inspectors and Prevention Specialists | 33-2022 | 3750 |
| Service Workers | Bailiffs | 33-3011 | 3800 |
| Service Workers | Correctional Officers and Jailers | 33-3012 | 3800 |
| Service Workers | Detectives and Criminal Investigators | 33-3021 | 3820 |
| Service Workers | Fish and Game Wardens | 33-3031 | 3840 |
| Service Workers | Parking Enforcement Workers | 33-3041 | 3840 |
| Service Workers | Police and Sheriff's Patrol Officers | 33-3051 | 3850 |
| Service Workers | Transit and Railroad Police | 33-3052 | 3850 |
| Service Workers | Animal Control Workers | 33-9011 | 3900 |
| Service Workers | Private Detectives and Investigators | 33-9021 | 3910 |
| Service Workers | Gaming Surveillance Officers and Gaming Investigators | 33-9031 | 3930 |
| Service Workers | Security Guards | 33-9032 | 3930 |
| Service Workers | Crossing Guards | 33-9091 | 3940 |
| Service Workers | Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers | 33-9092 | 3955 |
| Service Workers | Transportation Security Screeners | 33-9093 | 3945 |
| Service Workers | Protective Service Workers, All Other | 33-9099 | 3955 |
| Service Workers | Chefs and Head Cooks | 35-1011 | 4000 |
| Service Workers | First-Line Supervisors of Food Preparation and Serving Workers | 35-1012 | 4010 |
| Service Workers | Cooks, Fast Food | 35-2011 | 4020 |
| Service Workers | Cooks, Institution and Cafeteria | 35-2012 | 4020 |
| Service Workers | Cooks, Private Household | 35-2013 | 4020 |
| Service Workers | Cooks, Restaurant | 35-2014 | 4020 |
| Service Workers | Cooks, Short Order | 35-2015 | 4020 |
| Service Workers | Cooks, All Other | 35-2019 | 4020 |
| Service Workers | Food Preparation Workers | 35-2021 | 4030 |
| Service Workers | Bartenders | 35-3011 | 4040 |
| Service Workers | Combined Food Preparation and Serving Workers, Including Fast Food | 35-3021 | 4050 |
| Service Workers | Counter Attendants, Cafeteria, Food Concession, and Coffee Shop | 35-3022 | 4060 |
| Service Workers | Waiters and Waitresses | 35-3031 | 4110 |
| Service Workers | Food Servers, Nonrestaurant | 35-3041 | 4120 |
| Service Workers | Dining Room and Cafeteria Attendants and Bartender Helpers | 35-9011 | 4130 |
| Service Workers | Dishwashers | 35-9021 | 4140 |

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| **EEO-1 Job Group** | **Job Title/Description of Standard Occupational Classification (SOC)** | **Six-Level SOC****Job Code** | **Four-Digit Census Code** |
| Service Workers | Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop | 35-9031 | 4150 |
| Service Workers | Food Preparation and Serving Related Workers, All Other | 35-9099 | 4130 |
| Service Workers | First-Line Supervisors of Housekeeping and Janitorial Workers | 37-1011 | 4200 |
| Service Workers | Janitors and Cleaners, Except Maids and Housekeeping Cleaners | 37-2011 | 4220 |
| Service Workers | Maids and Housekeeping Cleaners | 37-2012 | 4230 |
| Service Workers | Building Cleaning Workers, All Other | 37-2019 | 4220 |
| Service Workers | Pest Control Workers | 37-2021 | 4240 |
| Service Workers | Gaming Supervisors | 39-1011 | 4300 |
| Service Workers | Slot Supervisors | 39-1012 | 4300 |
| Service Workers | First-Line Supervisors of Personal Service Workers | 39-1021 | 4320 |
| Service Workers | Gaming Dealers | 39-3011 | 4400 |
| Service Workers | Gaming and Sports Book Writers and Runners | 39-3012 | 4400 |
| Service Workers | Gaming Service Workers, All Other | 39-3019 | 4400 |
| Service Workers | Motion Picture Projectionists | 39-3021 | 4410 |
| Service Workers | Ushers, Lobby Attendants, and Ticket Takers | 39-3031 | 4420 |
| Service Workers | Amusement and Recreation Attendants | 39-3091 | 4430 |
| Service Workers | Costume Attendants | 39-3092 | 4430 |
| Service Workers | Locker Room, Coatroom, and Dressing Room Attendants | 39-3093 | 4430 |
| Service Workers | Entertainment Attendants and Related Workers, All Other | 39-3099 | 4430 |
| Service Workers | Embalmers | 39-4011 | 4460 |
| Service Workers | Funeral Attendants | 39-4021 | 4460 |
| Service Workers | Barbers | 39-5011 | 4500 |
| Service Workers | Hairdressers, Hairstylists, and Cosmetologists | 39-5012 | 4510 |
| Service Workers | Makeup Artists, Theatrical and Performance | 39-5091 | 4520 |
| Service Workers | Manicurists and Pedicurists | 39-5092 | 4520 |
| Service Workers | Shampooers | 39-5093 | 4520 |
| Service Workers | Skincare Specialists | 39-5094 | 4520 |
| Service Workers | Baggage Porters and Bellhops | 39-6011 | 4530 |
| Service Workers | Concierges | 39-6012 | 4530 |
| Service Workers | Tour Guides and Escorts | 39-7011 | 4540 |
| Service Workers | Travel Guides | 39-7012 | 4540 |
| Service Workers | Childcare Workers | 39-9011 | 4600 |
| Service Workers | Personal Care Aides | 39-9021 | 4610 |
| Service Workers | Fitness Trainers and Aerobics Instructors | 39-9031 | 4620 |
| Service Workers | Recreation Workers | 39-9032 | 4620 |
| Service Workers | Residential Advisors | 39-9041 | 4640 |
| Service Workers | Personal Care and Service Workers, All Other | 39-9099 | 4650 |

\*\*\* NOTE: Executive/Senior Level Officials and Managers include individuals who plan, direct and formulate policies, set strategy and provide the overall direction of enterprises/organizations for the development and delivery of products or services, within the parameters approved by boards of directors or other governing bodies. Residing in the highest levels of organizations, these executives plan, direct or coordinate activities with the support of subordinate executives and staff managers. They include, in larger organizations, those individuals within two reporting levels of the CEO. Examples of these kinds of managers are: chief executive officers, chief operating officers, chief financial officers, line of functional areas or operating groups, chief information officers, chief human resources officers, chief marketing officers, chief legal officers, management directors and managing partners.