

## Section D -- Employment and Compensation

This section presents data on the service and compensation of railroad employees covered under the railroad retirement and railroad unemployment insurance programs. Under the railroad retirement program, different maximums on compensation subject to retirement tax have been in effect since 1979 for tier I and tier II financing. Until 1985, the tier I maximum corresponded on a monthly basis to the annual maximum provided under current social security law. The tier II maximum is based on lower limits determined under pre-1977 social security law. In 2016, the tier I and tier II annual compensation maximums were \$118,500 and \$88,200, respectively. In 2017, the tier I limit increased to \$127,200 and the tier II limit rose to \$94,500. Under the unemployment program, the taxable earnings base was the first \$1,455 of each employee's monthly earnings in 2016 and \$1,545 in 2017. In these tables, creditable compensation, unless otherwise specified, refers to the tier I amount creditable under the Railroad Retirement Act. Except for table D1, tier I payroll excludes miscellaneous compensation taxable at the tier I tax rate.

The more important qualifications of the data are shown in footnotes to the tables.

Certain general observations about the figures and definitions of the terminology used are as follows:

1. Class of employer is based on classifications established for reporting to the Surface Transportation Board. The base year used in calculating revenue is 1991. Class I railroads in 1991 were those with operating revenues totaling \$250 million or more per year, class II railroads were those with less than \$250 million but at least \$20 million in operating revenues, and class III railroads were those with less than \$20 million in operating revenues and all switching and terminal companies regardless of their operating revenues. Current operating revenues are deflated by changes in the annual average Railroad's Freight Price Index developed by the Bureau of Labor Statistics for comparison with the established thresholds. For calendar year 2016, the deflator percent was 55.85.
2. The employer shown for employees reported by more than one employer is the last employer in the year.

3. A month of service is a month in which an employee performs any service, however slight, for which creditable railroad compensation is reported. Continuous service refers to service by an employee in one or more months of each year over a period of years. Completed years of service, on the other hand, are based on total months of service. Effective for earnings years 1985 and later, an employee who had an employment relation or was an employee representative in months in which he did not perform railroad service may be deemed to have additional railroad service months if his railroad earnings for the year exceed one-twelfth of the tier II yearly compensation maximum times the number of months actually worked in the calendar year. These deemed months are included in the calculation of completed years of service. One completed year of service represents service in 12 to 23 months; two completed years, service in 24 to 35 months, etc.
4. Data in the tables are based on reports of service and compensation made by employers and processed for inclusion in the Board's data processing records within 10 months after the end of the calendar year. Late reports were last included in 1987.

**Table D1.--Number of employees and their compensation, for all employers and class I railroads, 1937-2016**

| Calendar year | All employees      |                      |                         |                      |                  |         | Class I railroad employees |                      |                         |         |
|---------------|--------------------|----------------------|-------------------------|----------------------|------------------|---------|----------------------------|----------------------|-------------------------|---------|
|               | Number (thousands) |                      | Compensation (millions) |                      |                  |         | Number (thousands)         |                      | Compensation (millions) |         |
|               | Total              | Average <sup>2</sup> | Total                   | Taxable <sup>1</sup> |                  |         | Total                      | Average <sup>2</sup> | Total                   | Tier I  |
|               |                    |                      |                         | Aggregate tier I     | Percent of total | Tier II |                            |                      |                         |         |
| 1937.....     | 1,996              | 1,279                | \$2,294                 | \$2,264              | 98.7             | .....   | 1,758                      | 1,115                | \$1,985                 | \$1,959 |
| 1938.....     | 1,617              | 1,093                | 2,047                   | 2,008                | 98.1             | .....   | 1,404                      | 939                  | 1,746                   | 1,713   |
| 1939.....     | 1,666              | 1,151                | 2,180                   | 2,145                | 98.4             | .....   | 1,427                      | 988                  | 1,863                   | 1,833   |
| 1940.....     | 1,708              | 1,195                | 2,280                   | 2,248                | 98.6             | .....   | 1,453                      | 1,027                | 1,964                   | 1,936   |
| 1941.....     | 2,052              | 1,322                | 2,697                   | 2,657                | 98.5             | .....   | 1,762                      | 1,140                | 2,332                   | 2,297   |
| 1942.....     | 2,587              | 1,470                | 3,394                   | 3,302                | 97.3             | .....   | 2,209                      | 1,271                | 2,932                   | 2,853   |
| 1943.....     | 2,887              | 1,591                | 4,100                   | 3,944                | 96.2             | .....   | 2,391                      | 1,355                | 3,521                   | 3,387   |
| 1944.....     | 2,903              | 1,670                | 4,523                   | 4,301                | 95.1             | .....   | 2,325                      | 1,415                | 3,858                   | 3,669   |
| 1945.....     | 3,014              | 1,680                | 4,530                   | 4,340                | 95.8             | .....   | 2,414                      | 1,420                | 3,862                   | 3,700   |
| 1946.....     | 2,658              | 1,622                | 4,883                   | 4,639                | 95.0             | .....   | 2,198                      | 1,359                | 4,171                   | 3,963   |
| 1947.....     | 2,470              | 1,598                | 5,113                   | 4,750                | 92.9             | .....   | 2,072                      | 1,352                | 4,352                   | 4,036   |
| 1948.....     | 2,339              | 1,558                | 5,539                   | 4,952                | 89.4             | .....   | 1,984                      | 1,327                | 4,769                   | 4,233   |
| 1949.....     | 2,112              | 1,403                | 5,133                   | 4,609                | 89.8             | .....   | 1,802                      | 1,192                | 4,419                   | 3,926   |
| 1950.....     | 2,073              | 1,421                | 5,327                   | 4,704                | 88.3             | .....   | 1,772                      | 1,220                | 4,594                   | 4,042   |
| 1951.....     | 2,103              | 1,476                | 6,101                   | 5,111                | 83.8             | .....   | 1,796                      | 1,276                | 5,273                   | 4,409   |
| 1952.....     | 2,045              | 1,429                | 6,185                   | 5,046                | 81.6             | .....   | 1,733                      | 1,226                | 5,327                   | 4,333   |
| 1953.....     | 1,982              | 1,405                | 6,147                   | 4,989                | 81.2             | .....   | 1,679                      | 1,206                | 5,325                   | 4,282   |
| 1954.....     | 1,690              | 1,250                | 5,630                   | 4,707                | 83.6             | .....   | 1,424                      | 1,064                | 4,854                   | 4,016   |
| 1955.....     | 1,694              | 1,239                | 5,801                   | 4,925                | 84.9             | .....   | 1,433                      | 1,058                | 4,992                   | 4,214   |
| 1956.....     | 1,647              | 1,220                | 6,206                   | 5,060                | 81.5             | .....   | 1,388                      | 1,043                | 5,325                   | 4,307   |
| 1957.....     | 1,510              | 1,150                | 6,177                   | 4,859                | 78.7             | .....   | 1,278                      | 986                  | 5,358                   | 4,166   |
| 1958.....     | 1,321              | 984                  | 5,722                   | 4,246                | 74.2             | .....   | 1,115                      | 841                  | 4,930                   | 3,626   |
| 1959.....     | 1,242              | 949                  | 5,751                   | 4,377                | 76.1             | .....   | 1,050                      | 816                  | 4,986                   | 3,768   |
| 1960.....     | 1,177              | 909                  | 5,648                   | 4,404                | 78.0             | .....   | 995                        | 780                  | 4,894                   | 3,793   |
| 1961.....     | 1,082              | 836                  | 5,345                   | 4,076                | 76.3             | .....   | 911                        | 718                  | 4,624                   | 3,488   |
| 1962.....     | 1,033              | 815                  | 5,381                   | 3,991                | 74.2             | .....   | 869                        | 700                  | 4,662                   | 3,422   |
| 1963.....     | 1,011              | 790                  | 5,350                   | 3,955                | 73.9             | .....   | 852                        | 680                  | 4,630                   | 3,402   |
| 1964.....     | 990                | 775                  | 5,446                   | 4,211                | 77.3             | .....   | 827                        | 665                  | 4,698                   | 3,606   |
| 1965.....     | 969                | 753                  | 5,590                   | 4,140                | 74.1             | .....   | 799                        | 640                  | 4,793                   | 3,522   |
| 1966.....     | 955                | 741                  | 5,676                   | 4,719                | 83.1             | .....   | 793                        | 631                  | 4,879                   | 4,040   |

See footnotes at end of table.

Table D1.--Number of employees and their compensation, for all employers and class I railroads, 1937-2016 - Continued

| Calendar year | All employees      |                      |                         |                      |                  |          | Class I railroad employees |                      |                         |         |
|---------------|--------------------|----------------------|-------------------------|----------------------|------------------|----------|----------------------------|----------------------|-------------------------|---------|
|               | Number (thousands) |                      | Compensation (millions) |                      |                  |          | Number (thousands)         |                      | Compensation (millions) |         |
|               | Total              | Average <sup>2</sup> | Total                   | Taxable <sup>1</sup> |                  |          | Total                      | Average <sup>2</sup> | Total                   | Tier I  |
|               |                    |                      |                         | Aggregate tier I     | Percent of total | Tier II  |                            |                      |                         |         |
| 1967.....     | 911                | 713                  | \$5,734                 | \$4,613              | 80.4             | .....    | 767                        | 610                  | \$4,934                 | \$3,954 |
| 1968.....     | 879                | 683                  | 5,878                   | 5,000                | 85.1             | .....    | 747                        | 591                  | 5,111                   | 4,338   |
| 1969.....     | 865                | 659                  | 6,092                   | 4,966                | 81.5             | .....    | 742                        | 578                  | 5,363                   | 4,354   |
| 1970.....     | 825                | 640                  | 6,281                   | 4,896                | 77.9             | .....    | 719                        | 566                  | 5,557                   | 4,319   |
| 1971.....     | 774                | 611                  | 6,602                   | 4,830                | 73.2             | .....    | 680                        | 544                  | 5,895                   | 4,300   |
| 1972.....     | 737                | 589                  | 7,156                   | 5,350                | 74.8             | .....    | 652                        | 527                  | 6,435                   | 4,792   |
| 1973.....     | 726                | 584                  | 7,936                   | 6,265                | 78.9             | .....    | 645                        | 524                  | 7,134                   | 5,635   |
| 1974.....     | 739                | 592                  | 8,399                   | 7,271                | 86.6             | .....    | 661                        | 533                  | 7,576                   | 6,570   |
| 1975.....     | 678                | 548                  | 8,346                   | 7,112                | 85.2             | .....    | 609                        | 497                  | 7,563                   | 6,478   |
| 1976.....     | 661                | 540                  | 9,262                   | 7,848                | 84.7             | .....    | 606                        | 496                  | 8,494                   | 7,238   |
| 1977.....     | 655                | 546                  | 10,038                  | 8,495                | 84.6             | .....    | 602                        | 503                  | 9,224                   | 7,854   |
| 1978.....     | 667                | 542                  | 10,938                  | 9,020                | 82.5             | .....    | 602                        | 491                  | 9,909                   | 8,203   |
| 1979.....     | 675                | 554                  | 12,472                  | 11,168               | 89.5             | \$10,120 | 610                        | 503                  | 11,300                  | 10,183  |
| 1980.....     | 636                | 532                  | 13,129                  | 11,870               | 90.4             | 10,520   | 568                        | 480                  | 11,784                  | 10,804  |
| 1981.....     | 603                | 503                  | 13,368                  | 12,402               | 92.8             | 10,849   | 545                        | 457                  | 12,106                  | 11,338  |
| 1982.....     | 555                | 440                  | 12,501                  | 11,797               | 94.4             | 10,332   | 498                        | 398                  | 11,354                  | 10,715  |
| 1983.....     | 497                | 395                  | 12,349                  | 11,724               | 94.9             | 10,257   | 428                        | 343                  | 10,797                  | 10,250  |
| 1984.....     | 474                | 395                  | 12,949                  | 12,346               | 95.3             | 10,783   | 411                        | 345                  | 11,421                  | 10,890  |
| 1985.....     | 452                | 372                  | 12,736                  | 12,117               | 95.1             | 10,807   | 384                        | 323                  | 11,138                  | 10,597  |
| 1986.....     | 423                | 342                  | 12,496                  | 11,958               | 95.7             | 10,687   | 358                        | 293                  | 10,830                  | 10,364  |
| 1987.....     | 400                | 320                  | 12,529                  | 11,881               | 94.8             | 10,481   | 335                        | 271                  | 10,707                  | 10,154  |
| 1988.....     | 374                | 312                  | 12,193                  | 11,660               | 95.6             | 10,264   | 306                        | 258                  | 10,260                  | 9,810   |
| 1989.....     | 355                | 308                  | 12,128                  | 11,513               | 94.9             | 10,262   | 288                        | 251                  | 10,057                  | 9,547   |
| 1990.....     | 341                | 296                  | 11,828                  | 11,377               | 96.2             | 10,221   | 275                        | 241                  | 9,696                   | 9,326   |
| 1991.....     | 327                | 285                  | 12,032                  | 11,560               | 96.1             | 10,328   | 265                        | 231                  | 9,918                   | 9,528   |
| 1992.....     | 318                | 276                  | 12,696                  | 11,896               | 93.7             | 10,573   | 256                        | 223                  | 10,453                  | 9,794   |
| 1993.....     | 310                | 271                  | 12,420                  | 11,716               | 94.3             | 10,490   | 248                        | 217                  | 10,189                  | 9,611   |
| 1994.....     | 305                | 266                  | 12,490                  | 11,884               | 95.1             | 10,664   | 245                        | 214                  | 10,210                  | 9,715   |
| 1995.....     | 298                | 265                  | 12,551                  | 11,913               | 94.9             | 10,641   | 238                        | 212                  | 10,200                  | 9,682   |
| 1996.....     | 290                | 257                  | 12,880                  | 12,221               | 94.9             | 10,851   | 231                        | 205                  | 10,474                  | 9,938   |

See footnotes at end of table.

**Table D1.--Number of employees and their compensation, for all employers and class I railroads, 1937-2016 - Continued**

| Calendar year     | All employees         |                      |                            |                      |                     |          | Class I railroad employees |                      |                            |          |
|-------------------|-----------------------|----------------------|----------------------------|----------------------|---------------------|----------|----------------------------|----------------------|----------------------------|----------|
|                   | Number<br>(thousands) |                      | Compensation<br>(millions) |                      |                     |          | Number<br>(thousands)      |                      | Compensation<br>(millions) |          |
|                   | Total                 | Average <sup>2</sup> | Total                      | Taxable <sup>1</sup> |                     |          | Total                      | Average <sup>2</sup> | Total                      | Tier I   |
|                   |                       |                      |                            | Aggregate<br>tier I  | Percent<br>of total | Tier II  |                            |                      |                            |          |
| <b>1997</b> ..... | 287                   | 253                  | \$13,149                   | \$12,505             | 95.1                | \$11,146 | 229                        | 201                  | \$10,669                   | \$10,146 |
| <b>1998</b> ..... | 295                   | 256                  | 14,062                     | 13,161               | 93.6                | 11,721   | 236                        | 205                  | 11,496                     | 10,760   |
| <b>1999</b> ..... | 291                   | 256                  | 14,170                     | 13,321               | 94.0                | 12,043   | 232                        | 204                  | 11,521                     | 10,830   |
| <b>2000</b> ..... | 283                   | 246                  | 14,014                     | 13,358               | 95.3                | 12,181   | 223                        | 194                  | 11,191                     | 10,667   |
| <b>2001</b> ..... | 271                   | 238                  | 13,704                     | 13,244               | 96.6                | 12,176   | 212                        | 186                  | 10,886                     | 10,521   |
| <b>2002</b> ..... | 263                   | 229                  | 13,562                     | 13,112               | 96.7                | 12,129   | 207                        | 179                  | 10,825                     | 10,467   |
| <b>2003</b> ..... | 255                   | 225                  | 13,877                     | 13,261               | 95.6                | 12,212   | 199                        | 175                  | 10,930                     | 10,445   |
| <b>2004</b> ..... | 259                   | 227                  | 14,603                     | 13,870               | 95.0                | 12,670   | 202                        | 176                  | 11,548                     | 10,969   |
| <b>2005</b> ..... | 263                   | 232                  | 15,416                     | 14,564               | 94.5                | 13,334   | 207                        | 181                  | 12,263                     | 11,586   |
| <b>2006</b> ..... | 269                   | 236                  | 16,152                     | 15,032               | 93.1                | 13,859   | 211                        | 185                  | 12,841                     | 11,951   |
| <b>2007</b> ..... | 267                   | 237                  | 16,839                     | 15,618               | 92.7                | 14,427   | 209                        | 185                  | 13,295                     | 12,331   |
| <b>2008</b> ..... | 265                   | 235                  | 17,898                     | 16,202               | 90.5                | 14,996   | 206                        | 183                  | 14,063                     | 12,731   |
| <b>2009</b> ..... | 251                   | 223                  | 16,211                     | 15,341               | 94.6                | 14,280   | 195                        | 172                  | 12,655                     | 11,977   |
| <b>2010</b> ..... | 247                   | 221                  | 16,258                     | 15,439               | 95.0                | 14,386   | 194                        | 172                  | 12,800                     | 12,155   |
| <b>2011</b> ..... | 258                   | 229                  | 17,857                     | 16,572               | 92.8                | 15,264   | 203                        | 179                  | 14,160                     | 13,141   |
| <b>2012</b> ..... | 259                   | 234                  | 19,523                     | 17,350               | 88.9                | 16,077   | 202                        | 183                  | 15,477                     | 13,755   |
| <b>2013</b> ..... | 260                   | 237                  | 18,717                     | 17,772               | 95.0                | 16,476   | 202                        | 184                  | 14,757                     | 14,011   |
| <b>2014</b> ..... | 270                   | 242                  | 20,698                     | 19,216               | 92.8                | 17,681   | 211                        | 187                  | 16,278                     | 15,112   |
| <b>2015</b> ..... | 272                   | 247                  | 21,355                     | 19,988               | 93.6                | 18,375   | 210                        | 190                  | 16,763                     | 15,691   |
| <b>2016</b> ..... | 253                   | 231                  | 19,493                     | 18,307               | 93.9                | 16,918   | 192                        | 174                  | 14,862                     | 13,958   |

<sup>1</sup> Tier I and Tier II taxable payrolls had equal monthly earnings bases through 1978. Bases became annual in 1985. Beginning in 1982, tier I payroll includes miscellaneous compensation.

<sup>2</sup> Average of 12 mid-monthly figures.

NOTE.--Compensation data revised to include delayed reports. Compensation for the past 5 years is revised to reflect updated reports from railroad employers. Average employment and total compensation based on Surface Transportation Board (STB) reports. For all employees, such data include estimates of employees and compensation not reported to the STB.

**Table D2.--Employees, by employment status, 1987-2016 (In thousands)**

| Year      | Number by employment status |         |                       |                              |              |            |
|-----------|-----------------------------|---------|-----------------------|------------------------------|--------------|------------|
|           | In service during year      |         | Separated during year | In service in following year | New entrants | Reentrants |
|           | Total <sup>1</sup>          | Females |                       |                              |              |            |
| 1987..... | 400                         | 31      | 47                    | 353                          | 8            | 12         |
| 1988..... | 374                         | 29      | 38                    | 335                          | 13           | 7          |
| 1989..... | 355                         | 27      | 32                    | 323                          | 14           | 6          |
| 1990..... | 341                         | 29      | 28                    | 313                          | 14           | 4          |
| 1991..... | 327                         | 28      | 23                    | 304                          | 10           | 4          |
| 1992..... | 318                         | 28      | 25                    | 293                          | 11           | 4          |
| 1993..... | 310                         | 27      | 23                    | 286                          | 13           | 4          |
| 1994..... | 305                         | 27      | 21                    | 283                          | 15           | 3          |
| 1995..... | 298                         | 26      | 22                    | 276                          | 12           | 3          |
| 1996..... | 290                         | 25      | 21                    | 268                          | 12           | 2          |
| 1997..... | 287                         | 25      | 19                    | 268                          | 17           | 2          |
| 1998..... | 295                         | 26      | 21                    | 274                          | 24           | 2          |
| 1999..... | 291                         | 24      | 23                    | 267                          | 15           | 3          |
| 2000..... | 283                         | 26      | 24                    | 259                          | 15           | 2          |
| 2001..... | 271                         | 25      | 21                    | 249                          | 10           | 2          |
| 2002..... | 263                         | 24      | 23                    | 240                          | 11           | 2          |
| 2003..... | 255                         | 23      | 20                    | 235                          | 13           | 2          |
| 2004..... | 259                         | 23      | 20                    | 239                          | 22           | 2          |
| 2005..... | 263                         | 23      | 19                    | 244                          | 23           | 2          |
| 2006..... | 269                         | 23      | 21                    | 248                          | 23           | 2          |
| 2007..... | 267                         | 23      | 22                    | 246                          | 18           | 2          |
| 2008..... | 265                         | 23      | 22                    | 244                          | 18           | 2          |
| 2009..... | 251                         | 23      | 19                    | 232                          | 6            | 1          |
| 2010..... | 247                         | 23      | 17                    | 230                          | 13           | 2          |
| 2011..... | 258                         | 23      | 19                    | 239                          | 25           | 2          |
| 2012..... | 259                         | 23      | 19                    | 240                          | 19           | 1          |
| 2013..... | 260                         | 24      | 19                    | 242                          | 19           | 1          |
| 2014..... | 270                         | 25      | 20                    | 250                          | 27           | 2          |
| 2015..... | 272                         | 25      | 27                    | 245                          | 20           | 1          |
| 2016..... | 253                         | 24      | (2)                   | (2)                          | 7            | 1          |

<sup>1</sup> Includes employees whose sex was not reported.

<sup>2</sup> Not available.

NOTE.--Employees separated represent employees (including those who died or retired) who worked in a year but not in the following year; new entrants are employees with no previous railroad service and reentrants are those who returned to railroad service after an absence of at least one calendar year.

**Table D3.--Employees and averages of months of service and creditable compensation, for all classes of employer and for class I railroads, 2007-2016**

|                                | All employees         |                                 |                                    |          | Employees with 12 months of service |                                    |          |
|--------------------------------|-----------------------|---------------------------------|------------------------------------|----------|-------------------------------------|------------------------------------|----------|
|                                | Number<br>(thousands) | Average<br>months of<br>service | Average creditable<br>compensation |          | Number<br>(thousands)               | Average creditable<br>compensation |          |
|                                |                       |                                 | Per month                          | In year  |                                     | Per month                          | In year  |
| <b>ALL CLASSES OF EMPLOYER</b> |                       |                                 |                                    |          |                                     |                                    |          |
| 2007.....                      | 267                   | 11.0                            | \$5,246                            | \$57,620 | 215                                 | \$5,377                            | \$64,525 |
| 2008.....                      | 265                   | 11.0                            | 5,497                              | 60,246   | 214                                 | 5,628                              | 67,542   |
| 2009.....                      | 251                   | 10.9                            | 5,525                              | 60,281   | 199                                 | 5,682                              | 68,186   |
| 2010.....                      | 247                   | 10.9                            | 5,652                              | 61,549   | 195                                 | 5,790                              | 69,477   |
| 2011.....                      | 258                   | 10.9                            | 5,845                              | 63,482   | 203                                 | 6,000                              | 72,001   |
| 2012.....                      | 259                   | 11.0                            | 5,986                              | 66,091   | 210                                 | 6,122                              | 73,461   |
| 2013.....                      | 260                   | 11.0                            | 6,134                              | 67,416   | 210                                 | 6,269                              | 75,228   |
| 2014.....                      | 270                   | 11.2                            | 6,493                              | 70,203   | 213                                 | 6,658                              | 79,894   |
| 2015.....                      | 272                   | 11.0                            | 6,631                              | 72,685   | 215                                 | 6,801                              | 81,616   |
| 2016.....                      | 253                   | 10.9                            | 6,524                              | 71,428   | 203                                 | 6,651                              | 79,814   |
| <b>CLASS I RAILROADS</b>       |                       |                                 |                                    |          |                                     |                                    |          |
| 2007.....                      | 209                   | 11.1                            | \$5,258                            | \$58,160 | 169                                 | \$5,373                            | \$64,479 |
| 2008.....                      | 206                   | 11.0                            | 5,507                              | 60,767   | 168                                 | 5,619                              | 67,425   |
| 2009.....                      | 195                   | 10.9                            | 5,532                              | 60,457   | 155                                 | 5,686                              | 68,226   |
| 2010.....                      | 194                   | 10.9                            | 5,666                              | 61,856   | 153                                 | 5,800                              | 69,598   |
| 2011.....                      | 203                   | 10.9                            | 5,879                              | 63,870   | 160                                 | 6,029                              | 72,349   |
| 2012.....                      | 202                   | 11.1                            | 6,036                              | 67,053   | 166                                 | 6,154                              | 73,852   |
| 2013.....                      | 202                   | 11.0                            | 6,188                              | 68,368   | 164                                 | 6,309                              | 75,703   |
| 2014.....                      | 211                   | 11.2                            | 6,543                              | 70,853   | 164                                 | 6,697                              | 80,368   |
| 2015.....                      | 210                   | 11.0                            | 6,685                              | 73,607   | 167                                 | 6,845                              | 82,141   |
| 2016.....                      | 192                   | 11.0                            | 6,533                              | 71,682   | 155                                 | 6,642                              | 79,708   |

Table D4.--All employees and employees age 60 or older, by completed years of service, 2007-2016 (In thousands)

|                                  | Completed years of service |         |                           |         |          |         |          |         |             |         |
|----------------------------------|----------------------------|---------|---------------------------|---------|----------|---------|----------|---------|-------------|---------|
|                                  | Total                      |         | Less than 10 <sup>1</sup> |         | 10 to 19 |         | 20 to 29 |         | 30 and over |         |
|                                  | Number                     | Percent | Number                    | Percent | Number   | Percent | Number   | Percent | Number      | Percent |
| <b>ALL EMPLOYEES</b>             |                            |         |                           |         |          |         |          |         |             |         |
| 2007.....                        | 267                        | 100     | 119                       | 45      | 47       | 18      | 43       | 16      | 58          | 22      |
| 2008.....                        | 265                        | 100     | 117                       | 44      | 53       | 20      | 37       | 14      | 58          | 22      |
| 2009.....                        | 251                        | 100     | 106                       | 42      | 56       | 22      | 32       | 13      | 57          | 23      |
| 2010.....                        | 247                        | 100     | 107                       | 43      | 58       | 23      | 29       | 12      | 54          | 22      |
| 2011.....                        | 258                        | 100     | 122                       | 48      | 59       | 23      | 27       | 10      | 49          | 19      |
| 2012.....                        | 259                        | 100     | 128                       | 50      | 60       | 23      | 26       | 10      | 44          | 17      |
| 2013.....                        | 260                        | 100     | 132                       | 51      | 63       | 24      | 26       | 10      | 39          | 15      |
| 2014.....                        | 270                        | 100     | 140                       | 51      | 68       | 26      | 28       | 10      | 35          | 13      |
| 2015.....                        | 272                        | 100     | 139                       | 51      | 74       | 27      | 29       | 11      | 29          | 11      |
| 2016.....                        | 253                        | 100     | 120                       | 48      | 78       | 31      | 31       | 13      | 24          | 9       |
| <b>EMPLOYEES AGE 60 OR OLDER</b> |                            |         |                           |         |          |         |          |         |             |         |
| 2007.....                        | 19                         | 100     | 2                         | 8       | 2        | 12      | 4        | 23      | 11          | 58      |
| 2008.....                        | 20                         | 100     | 2                         | 8       | 2        | 12      | 4        | 21      | 12          | 58      |
| 2009.....                        | 21                         | 100     | 2                         | 8       | 3        | 13      | 4        | 20      | 12          | 59      |
| 2010.....                        | 22                         | 100     | 2                         | 8       | 3        | 14      | 4        | 18      | 13          | 59      |
| 2011.....                        | 23                         | 100     | 2                         | 9       | 3        | 15      | 4        | 18      | 13          | 58      |
| 2012.....                        | 23                         | 100     | 2                         | 9       | 4        | 17      | 4        | 18      | 13          | 56      |
| 2013.....                        | 24                         | 100     | 2                         | 10      | 4        | 18      | 4        | 19      | 13          | 54      |
| 2014.....                        | 25                         | 100     | 2                         | 10      | 5        | 19      | 5        | 19      | 13          | 52      |
| 2015.....                        | 25                         | 100     | 2                         | 10      | 5        | 21      | 5        | 20      | 12          | 50      |
| 2016.....                        | 24                         | 100     | 2                         | 10      | 6        | 24      | 5        | 21      | 11          | 45      |

<sup>1</sup> Calendar year 2016 total includes approximately 52,000 employees with 5 or more years of service after calendar year 1995.

NOTE.--Detail may not add to totals due to rounding.



**Table D5.--Employees in 2016 and selected service and compensation data, by class of employer**

| Class of employer   | Number of employees            |         |         | Average months of service | Average creditable compensation per month of service |                                     | Number of employees by amount of average creditable compensation per month of service |                  |                  |                  |            |
|---|--------------------------------|---------|---------|---------------------------|--|-------------------------------------|---|------------------|------------------|------------------|------------|
|   | Total <sup>1</sup>             | Male    | Female  |                           | All employees  | Employees with 12 months of service | Under \$4,900   | \$4,900-5,999.99 | \$6,000-7,399.99 | \$7,400-9,874.99 | \$9,875.00 |
|   | <b>Class I railroads</b> ..... | 192,173 | 175,992 |                           | 16,143   | 11.0                                | \$6,533   | \$6,642          | 38,471           | 47,287           | 47,098     |
| <b>Class II railroads</b> .....   | 5,178                          | 4,729   | 355     | 10.9                      | 5,966  | 6,074                               | 1,712   | 1,322            | 1,066            | 790              | 288        |
| <b>Class III railroads and switching &amp; terminal companies</b> ..... | 46,158                         | 40,132  | 5,512   | 10.9                      | 6,561  | 6,757                               | 13,043  | 8,027            | 9,082            | 9,918            | 6,088      |
| <b>Car-loan companies</b> .....   | 2,195                          | 2,054   | 140     | 11.1                      | 5,508  | 5,622                               | 1,140   | 419              | 312              | 162              | 162        |
| <b>Miscellaneous employers</b> <sup>2</sup> .....                       | 7,248                          | 5,081   | 2,096   | 10.7                      | 6,767  | 6,959                               | 2,541   | 824              | 803              | 1,309            | 1,771      |
| <b>Total</b> .....  | 252,952                        | 227,988 | 24,246  | 10.9                      | \$6,524  | \$6,651                             | 56,907  | 57,879           | 58,361           | 57,461           | 22,344     |

<sup>1</sup> Includes employees whose sex was not reported.

<sup>2</sup> Includes labor organizations, lessor companies, employer associations, and miscellaneous carrier affiliates.

Table D6.--All employees, new entrants, employees qualified for RUIA benefits, and related data, by employer, 2016

| Class or name of employer                                   | All employees  |                                   |   |                             | New entrants |                             | Creditable Compensation (thousands) |                     |                    |
|---|----------------|-----------------------------------|---|-----------------------------|--------------|-----------------------------|-------------------------------------|---------------------|--------------------|
|   | Total          | With 12 months of service in 2016 | With sufficient service for RRA annuity | Qualified for RUIA benefits | Total        | Qualified for RUIA benefits | Tier I                              | Tier II             | RUIA               |
| <b>CLASS OF EMPLOYER</b>                                    |                |                                   |   |                             |              |                             |                                     |                     |                    |
| Class I railroads.....                                      | 192,173        | 154,587                           | 143,892                                 | 185,102                     | 3,171        | 1,727                       | \$13,775,322                        | \$12,942,499        | \$3,051,533        |
| Class II railroads.....                                     | 5,178          | 4,212                             | 3,419                                   | 4,841                       | 270          | 128                         | 335,541                             | 320,075             | 79,987             |
| Class III railroads and switching & terminal companies..... | 46,158         | 36,915                            | 31,978                                  | 43,498                      | 3,148        | 1,845                       | 3,300,740                           | 3,006,082           | 720,701            |
| Car-loan companies.....                                     | 2,195          | 1,803                             | 1,112                                   | 2,099                       | 221          | 165                         | 133,686                             | 127,302             | 35,120             |
| Miscellaneous employers <sup>1</sup> .....                  | 7,248          | 5,693                             | 4,486                                   | 6,582                       | 642          | 361                         | 522,568                             | 455,622             | 108,242            |
| <b>Total.....</b>   | <b>252,952</b> | <b>203,210</b>                    | <b>184,887</b>                          | <b>242,122</b>              | <b>7,452</b> | <b>4,226</b>                | <b>\$18,067,857</b>                 | <b>\$16,851,582</b> | <b>\$3,995,583</b> |
| <b>SELECTED EMPLOYERS</b>                                   |                |                                   |   |                             |              |                             |                                     |                     |                    |
| BNSF Railway Co.....  | 46,936         | 38,048                            | 33,553                                  | 45,576                      | 163          | 73                          | \$3,618,670                         | \$3,339,442         | \$750,364          |
| <b>Canadian National, U.S. Operations</b>                   |                |                                   |   |                             |              |                             |                                     |                     |                    |
| Bessemer and Lake Erie Railroad Co.....                     | 74             | 58                                | 48                                      | 72                          | 1            | 1                           | 5,007                               | 4,922               | 1,178              |
| Chicago Central and Pacific Railroad Co.....                | 280            | 215                               | 206                                     | 275                         | 9            | 8                           | 22,495                              | 20,210              | 4,465              |
| Grand Trunk Western Railroad Co.....                        | 812            | 627                               | 628                                     | 796                         | 16           | 16                          | 67,020                              | 59,933              | 12,708             |
| Illinois Central Railroad Co.....                           | 3,937          | 3,216                             | 2,936                                   | 3,834                       | 82           | 38                          | 315,270                             | 285,520             | 63,222             |
| Pittsburgh and Conneaut Dock Co.....                        | 42             | 23                                | 20                                      | 38                          | 1            | 1                           | 1,866                               | 1,866               | 607                |
| Wisconsin Central Transportation Corp.....                  | 2,110          | 1,719                             | 1,519                                   | 2,071                       | 32           | 15                          | 171,911                             | 157,882             | 34,073             |
| <b>Canadian Pacific, Soo Line Corporation</b>               |                |                                   |   |                             |              |                             |                                     |                     |                    |
| Dakota, Minnesota & Eastern Railroad Corp.....              | 678            | 537                               | 529                                     | 648                         | 7            | 6                           | 46,932                              | 44,405              | 10,384             |
| Delaware and Hudson Railway Co. Inc.....                    | 253            | 173                               | 185                                     | 248                         | .....        | .....                       | 15,690                              | 15,136              | 3,888              |
| Soo Line Railroad Co.....                                   | 2,385          | 1,797                             | 1,745                                   | 2,267                       | 47           | 18                          | 175,483                             | 160,064             | 36,350             |
| CSX Transportation Inc.....                                 | 28,487         | 22,169                            | 22,724                                  | 27,160                      | 144          | 80                          | 2,052,877                           | 1,944,454           | 445,137            |
| <b>Kansas City Southern Railway Co.....</b>                 |                |                                   |   |                             |              |                             |                                     |                     |                    |
| Gateway Eastern Railway Co.....                             | 10             | 10                                | 10                                      | 10                          | .....        | .....                       | 634                                 | 634                 | 175                |
| Texas Mexican Railway Co.....                               | 227            | 191                               | 140                                     | 214                         | 2            | 1                           | 17,750                              | 16,359              | 3,585              |
| National Railroad Passenger Corp. (Amtrak).....             | 22,424         | 17,890                            | 15,493                                  | 21,617                      | 1,376        | 890                         | 1,511,195                           | 1,414,614           | 357,824            |
| Norfolk Southern Corp.....                                  | 30,969         | 24,660                            | 23,594                                  | 29,372                      | 750          | 290                         | 1,993,552                           | 1,930,419           | 485,177            |
| Union Pacific Railroad Co.....                              | 49,504         | 40,731                            | 38,384                                  | 47,961                      | 451          | 236                         | 3,545,050                           | 3,343,035           | 793,447            |

<sup>1</sup> Includes labor organizations, lessor companies, employer associations and miscellaneous carrier affiliates.

NOTE.--Tier I compensation excludes miscellaneous compensation taxable at the tier I tax rate.

**Table D7.-- Employees in 2016, by class of employer and amount of creditable compensation**

| Class of employer  | Amount of creditable compensation |                |                 |                 |                 |                 |                 |                 |                 |                 |                  |                   |           |
|--|-----------------------------------|----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|------------------|-------------------|-----------|
|  | Total                             | Under \$27,500 | \$27,500-47,499 | \$47,500-56,499 | \$56,500-61,499 | \$61,500-65,999 | \$66,000-71,499 | \$71,500-77,499 | \$77,500-83,999 | \$84,000-91,999 | \$92,000-101,999 | \$102,000-118,499 | \$118,500 |
| <b>Class I railroads.....</b>  | 192,173                           | 14,518         | 14,927          | 15,215          | 16,545          | 18,142          | 17,592          | 16,631          | 16,743          | 17,628          | 17,467           | 15,446            | 11,319    |
| <b>Class II railroads.....</b>   | 5,178                             | 512            | 531             | 679             | 547             | 463             | 536             | 422             | 363             | 325             | 291              | 268               | 241       |
| <b>Class III railroads and<br/>switching &amp; terminal companies.....</b> | 46,158                            | 5,171          | 4,680           | 4,039           | 2,810           | 2,902           | 3,436           | 3,407           | 3,136           | 3,352           | 3,361            | 4,288             | 5,576     |
| <b>Car-loan companies.....</b>   | 2,195                             | 188            | 342             | 569             | 215             | 159             | 148             | 129             | 111             | 66              | 61               | 60                | 147       |
| <b>Miscellaneous employers<sup>1</sup>.....</b>                            | 7,248                             | 1,027          | 898             | 782             | 398             | 278             | 320             | 315             | 238             | 339             | 391              | 648               | 1,614     |
| <b>Total.....</b>  | 252,952                           | 21,416         | 21,378          | 21,284          | 20,515          | 21,944          | 22,032          | 20,904          | 20,591          | 21,710          | 21,571           | 20,710            | 18,897    |

<sup>1</sup> Includes labor organizations, lessor companies, employer associations and miscellaneous carrier affiliates.

**Table D8.--Employees in 2016, by class of employer and months of service**

| Class of employer  | Total   | Number of months of service |       |       |       |       |       |       |       |       |       |       |       |
|--|---------|-----------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
|  |         | 12                          | 11    | 10    | 9     | 8     | 7     | 6     | 5     | 4     | 3     | 2     | 1     |
| <b>Class I railroads.....</b>  | 192,173 | 154,587                     | 6,386 | 4,496 | 3,622 | 3,243 | 3,160 | 3,079 | 2,460 | 2,647 | 2,662 | 2,490 | 3,341 |
| <b>Class II railroads.....</b>   | 5,178   | 4,212                       | 121   | 86    | 67    | 69    | 96    | 75    | 55    | 82    | 101   | 114   | 100   |
| <b>Class III railroads and<br/>switching &amp; terminal companies.....</b> | 46,158  | 36,915                      | 1,353 | 983   | 929   | 765   | 766   | 751   | 721   | 699   | 803   | 740   | 733   |
| <b>Car-loan companies.....</b>   | 2,195   | 1,803                       | 75    | 37    | 33    | 35    | 25    | 40    | 25    | 32    | 39    | 29    | 22    |
| <b>Miscellaneous employers<sup>1</sup>.....</b>                            | 7,248   | 5,693                       | 148   | 133   | 109   | 114   | 139   | 145   | 145   | 136   | 162   | 130   | 194   |
| <b>Total.....</b>  | 252,952 | 203,210                     | 8,083 | 5,735 | 4,760 | 4,226 | 4,186 | 4,090 | 3,406 | 3,596 | 3,767 | 3,503 | 4,390 |

<sup>1</sup> Includes labor organizations, lessor companies, employer associations and miscellaneous carrier affiliates.

Table D9.--Employees in 2016, by amount of creditable compensation and by sex or completed years of service

| Creditable compensation        | Total Number <sup>1</sup> | Sex            |               | Completed years of service |                            |               |               |               |               |               |
|--------------------------------|---------------------------|----------------|---------------|----------------------------|----------------------------|---------------|---------------|---------------|---------------|---------------|
|                                |                           | Male           | Female        | Less than 5                | 5 to 9                     | 10 to 14      | 15 to 19      | 20 to 24      | 25 to 29      | 30 and over   |
| Under \$10,000.00.....         | 9,075                     | 7,441          | 1,126         | 7,260                      | 709                        | 410           | 219           | 144           | 86            | 247           |
| \$10,000.00-\$19,999.99.....   | 7,300                     | 6,286          | 941           | 4,923                      | 664                        | 448           | 280           | 194           | 110           | 681           |
| \$20,000.00-\$29,999.99.....   | 6,824                     | 5,824          | 962           | 4,319                      | 825                        | 492           | 352           | 189           | 118           | 529           |
| \$30,000.00-\$39,999.99.....   | 8,870                     | 7,502          | 1,345         | 5,439                      | 1,280                      | 694           | 471           | 230           | 157           | 599           |
| \$40,000.00-\$44,999.99.....   | 6,693                     | 5,679          | 1,001         | 3,678                      | 1,069                      | 610           | 404           | 225           | 151           | 556           |
| \$45,000.00-\$49,999.99.....   | 8,837                     | 7,502          | 1,324         | 4,352                      | 1,753                      | 1,012         | 575           | 320           | 230           | 595           |
| \$50,000.00-\$54,999.99.....   | 12,056                    | 10,339         | 1,709         | 4,942                      | 2,640                      | 1,517         | 1,065         | 589           | 424           | 879           |
| \$55,000.00-\$57,499.99.....   | 7,657                     | 6,658          | 994           | 2,540                      | 1,827                      | 1,124         | 701           | 451           | 334           | 680           |
| \$57,500.00-\$59,999.99.....   | 9,532                     | 8,397          | 1,133         | 2,678                      | 2,385                      | 1,662         | 990           | 589           | 436           | 792           |
| \$60,000.00-\$62,499.99.....   | 13,132                    | 12,001         | 1,127         | 3,185                      | 3,310                      | 2,591         | 1,455         | 977           | 615           | 999           |
| \$62,500.00-\$64,999.99.....   | 12,208                    | 11,243         | 962           | 2,964                      | 3,098                      | 2,443         | 1,436         | 791           | 495           | 981           |
| \$65,000.00-\$67,499.99.....   | 10,671                    | 9,777          | 892           | 2,696                      | 2,739                      | 2,119         | 1,221         | 653           | 444           | 799           |
| \$67,500.00-\$69,999.99.....   | 10,005                    | 9,157          | 844           | 2,393                      | 2,687                      | 2,001         | 1,131         | 615           | 440           | 738           |
| \$70,000.00-\$72,499.99.....   | 9,317                     | 8,551          | 763           | 2,099                      | 2,444                      | 2,008         | 1,081         | 601           | 385           | 699           |
| \$72,500.00-\$74,999.99.....   | 8,834                     | 8,108          | 725           | 1,851                      | 2,342                      | 1,900         | 1,096         | 628           | 350           | 667           |
| \$75,000.00-\$77,499.99.....   | 8,462                     | 7,825          | 636           | 1,634                      | 2,199                      | 1,960         | 1,045         | 630           | 341           | 653           |
| \$77,500.00-\$79,999.99.....   | 8,237                     | 7,645          | 590           | 1,462                      | 2,131                      | 1,886         | 1,123         | 639           | 343           | 653           |
| \$80,000.00-\$82,499.99.....   | 7,933                     | 7,440          | 492           | 1,245                      | 1,995                      | 1,884         | 1,126         | 631           | 365           | 687           |
| \$82,500.00-\$84,999.99.....   | 7,395                     | 6,913          | 482           | 1,070                      | 1,811                      | 1,872         | 1,142         | 595           | 290           | 615           |
| \$85,000.00-\$87,499.99.....   | 6,923                     | 6,448          | 473           | 914                        | 1,634                      | 1,778         | 1,114         | 593           | 329           | 561           |
| \$87,500.00-\$89,999.99.....   | 6,787                     | 6,346          | 438           | 805                        | 1,582                      | 1,755         | 1,170         | 598           | 331           | 546           |
| \$90,000.00-\$92,499.99.....   | 6,237                     | 5,798          | 439           | 656                        | 1,431                      | 1,614         | 1,115         | 601           | 286           | 534           |
| \$92,500.00-\$94,999.99.....   | 5,741                     | 5,339          | 400           | 601                        | 1,241                      | 1,413         | 1,077         | 612           | 301           | 496           |
| \$95,000.00-\$97,499.99.....   | 5,542                     | 5,143          | 399           | 583                        | 1,062                      | 1,397         | 1,074         | 603           | 283           | 540           |
| \$97,500.00-\$99,999.99.....   | 5,338                     | 4,986          | 351           | 482                        | 1,018                      | 1,307         | 1,032         | 646           | 293           | 560           |
| \$100,000.00-\$104,999.99..... | 8,600                     | 7,971          | 628           | 741                        | 1,592                      | 1,946         | 1,696         | 1,070         | 546           | 1,009         |
| \$105,000.00-\$109,999.99..... | 6,803                     | 6,311          | 492           | 535                        | 1,204                      | 1,480         | 1,325         | 855           | 456           | 948           |
| \$110,000.00-\$118,499.99..... | 9,046                     | 8,199          | 844           | 700                        | 1,341                      | 1,777         | 1,670         | 1,268         | 781           | 1,509         |
| \$118,500.00.....              | 18,897                    | 17,159         | 1,734         | 1,235                      | 2,218                      | 3,146         | 3,495         | 2,645         | 1,932         | 4,226         |
| <b>Total.....</b>              | <b>252,952</b>            | <b>227,988</b> | <b>24,246</b> | <b>67,982</b>              | <sup>2</sup> <b>52,231</b> | <b>46,246</b> | <b>31,681</b> | <b>19,182</b> | <b>11,652</b> | <b>23,978</b> |

<sup>1</sup> Includes employees whose sex was not reported.

<sup>2</sup> Includes 52,148 employees with 5 or more years of railroad service after calendar year 1995.

Table D10.--Employees in 2016, by amount of creditable compensation or sex and by age

| Creditable compensation       | Total number <sup>1</sup> | Age on birthday in 2016 |              |               |               |               |               |               |               |               |               |              |              |
|-------------------------------|---------------------------|-------------------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|--------------|--------------|
|                               |                           | Under 20                | 20 to 24     | 25 to 29      | 30 to 34      | 35 to 39      | 40 to 44      | 45 to 49      | 50 to 54      | 55 to 59      | 60 to 64      | 65 to 69     | 70 and older |
| Under \$10,000.00.....        | 9,075                     | 179                     | 1,232        | 1,637         | 1,417         | 1,074         | 860           | 672           | 481           | 409           | 434           | 124          | 44           |
| \$10,000.00-\$19,999.99.....  | 7,300                     | 57                      | 1,012        | 1,278         | 1,081         | 878           | 614           | 511           | 407           | 393           | 757           | 196          | 42           |
| \$20,000.00-\$29,999.99.....  | 6,824                     | 24                      | 712          | 1,253         | 1,077         | 839           | 661           | 576           | 452           | 399           | 615           | 147          | 31           |
| \$30,000.00-\$39,999.99.....  | 8,870                     | 15                      | 884          | 1,642         | 1,453         | 1,147         | 873           | 727           | 606           | 588           | 684           | 187          | 41           |
| \$40,000.00-\$44,999.99.....  | 6,693                     | 5                       | 539          | 1,102         | 1,089         | 874           | 667           | 582           | 510           | 493           | 642           | 151          | 26           |
| \$45,000.00-\$49,999.99.....  | 8,837                     | 6                       | 556          | 1,406         | 1,496         | 1,173         | 978           | 881           | 710           | 707           | 707           | 177          | 29           |
| \$50,000.00-\$54,999.99.....  | 12,056                    | 6                       | 586          | 1,714         | 1,856         | 1,619         | 1,383         | 1,347         | 1,118         | 1,235         | 928           | 223          | 32           |
| \$55,000.00-\$57,499.99.....  | 7,657                     | 2                       | 279          | 878           | 1,138         | 1,031         | 912           | 917           | 781           | 942           | 611           | 124          | 37           |
| \$57,500.00-\$59,999.99.....  | 9,532                     | ...                     | 284          | 1,027         | 1,343         | 1,385         | 1,183         | 1,212         | 1,018         | 1,214         | 700           | 138          | 26           |
| \$60,000.00-\$62,499.99.....  | 13,132                    | 1                       | 268          | 1,303         | 1,751         | 1,831         | 1,761         | 1,742         | 1,537         | 1,755         | 952           | 196          | 31           |
| \$62,500.00-\$64,999.99.....  | 12,208                    | 2                       | 236          | 1,196         | 1,690         | 1,810         | 1,611         | 1,653         | 1,317         | 1,669         | 809           | 180          | 32           |
| \$65,000.00-\$67,499.99.....  | 10,671                    | ...                     | 227          | 1,044         | 1,564         | 1,599         | 1,527         | 1,423         | 1,207         | 1,231         | 681           | 148          | 17           |
| \$67,500.00-\$69,999.99.....  | 10,005                    | 1                       | 211          | 962           | 1,455         | 1,600         | 1,395         | 1,338         | 1,102         | 1,150         | 645           | 125          | 17           |
| \$70,000.00-\$72,499.99.....  | 9,317                     | ...                     | 172          | 862           | 1,358         | 1,493         | 1,319         | 1,352         | 1,002         | 1,036         | 572           | 127          | 21           |
| \$72,500.00-\$74,999.99.....  | 8,834                     | ...                     | 145          | 784           | 1,243         | 1,371         | 1,371         | 1,223         | 1,030         | 994           | 537           | 125          | 10           |
| \$75,000.00-\$77,499.99.....  | 8,462                     | ...                     | 110          | 627           | 1,149         | 1,389         | 1,359         | 1,210         | 958           | 1,040         | 497           | 104          | 18           |
| \$77,500.00-\$79,999.99.....  | 8,237                     | ...                     | 90           | 614           | 1,122         | 1,293         | 1,258         | 1,253         | 989           | 970           | 538           | 97           | 11           |
| \$80,000.00-\$82,499.99.....  | 7,933                     | ...                     | 76           | 529           | 1,004         | 1,299         | 1,265         | 1,189         | 1,014         | 959           | 478           | 106          | 13           |
| \$82,500.00-\$84,999.99.....  | 7,395                     | ...                     | 65           | 436           | 936           | 1,172         | 1,214         | 1,232         | 865           | 941           | 436           | 83           | 15           |
| \$85,000.00-\$89,999.99.....  | 13,710                    | ...                     | 78           | 787           | 1,633         | 2,187         | 2,211         | 2,240         | 1,836         | 1,702         | 833           | 172          | 26           |
| \$90,000.00-\$94,999.99.....  | 11,978                    | ...                     | 48           | 565           | 1,343         | 1,822         | 1,968         | 2,050         | 1,628         | 1,612         | 794           | 130          | 16           |
| \$95,000.00-\$99,999.99.....  | 10,880                    | ...                     | 46           | 445           | 1,075         | 1,604         | 1,821         | 1,909         | 1,496         | 1,514         | 808           | 143          | 18           |
| \$100,000.00-\$104,999.99.... | 8,600                     | ...                     | 29           | 291           | 769           | 1,171         | 1,390         | 1,514         | 1,221         | 1,334         | 717           | 144          | 19           |
| \$105,000.00-\$109,999.99.... | 6,803                     | ...                     | 15           | 200           | 582           | 852           | 1,075         | 1,231         | 984           | 1,127         | 583           | 140          | 14           |
| \$110,000.00-\$118,499.99.... | 9,046                     | ...                     | 15           | 199           | 614           | 1,035         | 1,343         | 1,588         | 1,483         | 1,624         | 897           | 216          | 29           |
| \$118,500.00.....             | 18,897                    | ...                     | 8            | 208           | 885           | 1,777         | 2,461         | 3,376         | 3,286         | 3,771         | 2,413         | 594          | 113          |
| <b>ALL EMPLOYEES</b>          |                           |                         |              |               |               |               |               |               |               |               |               |              |              |
| Male.....                     | 227,988                   | 238                     | 7,007        | 20,762        | 29,376        | 32,304        | 31,591        | 31,730        | 25,769        | 27,629        | 17,302        | 3,678        | 594          |
| Female.....                   | 24,246                    | 60                      | 916          | 2,227         | 2,747         | 3,021         | 2,889         | 3,218         | 3,269         | 3,180         | 1,966         | 619          | 134          |
| <b>Total<sup>1</sup>.....</b> | <b>252,952</b>            | <b>298</b>              | <b>7,923</b> | <b>22,989</b> | <b>32,123</b> | <b>35,325</b> | <b>34,480</b> | <b>34,948</b> | <b>29,038</b> | <b>30,809</b> | <b>19,268</b> | <b>4,297</b> | <b>728</b>   |

<sup>1</sup> Includes employees whose sex and/or age was not reported.

Table D11.--Employees in 2016, by age or sex and by completed years of service

| Age on birthday<br>in 2016      | Completed years of service |         |                      |         |          |         |          |         |          |         |          |         |             |         |
|---------------------------------|----------------------------|---------|----------------------|---------|----------|---------|----------|---------|----------|---------|----------|---------|-------------|---------|
|                                 | Total                      |         | Less than 10         |         | 10 to 14 |         | 15 to 19 |         | 20 to 24 |         | 25 to 29 |         | 30 and over |         |
|                                 | Number                     | Percent | Number               | Percent | Number   | Percent | Number   | Percent | Number   | Percent | Number   | Percent | Number      | Percent |
| <b>Under 20</b> .....           | 298                        | 100     | 298                  | 100     | .....    | ...     | .....    | ...     | .....    | ...     | .....    | ...     | .....       | ...     |
| <b>20 to 24</b> .....           | 7,923                      | 100     | 7,923                | 100     | .....    | ...     | .....    | ...     | .....    | ...     | .....    | ...     | .....       | ...     |
| <b>25 to 29</b> .....           | 22,989                     | 100     | 22,760               | 99      | 229      | 1       | .....    | ...     | .....    | ...     | .....    | ...     | .....       | ...     |
| <b>30 to 34</b> .....           | 32,123                     | 100     | 26,365               | 82      | 5,674    | 18      | 84       | (1)     | .....    | ...     | .....    | ...     | .....       | ...     |
| <b>35 to 39</b> .....           | 35,325                     | 100     | 20,903               | 59      | 10,673   | 30      | 3,621    | 10      | 128      | (1)     | .....    | ...     | .....       | ...     |
| <b>40 to 44</b> .....           | 34,480                     | 100     | 14,859               | 43      | 9,173    | 27      | 7,389    | 21      | 2,978    | 9       | 81       | (1)     | .....       | ...     |
| <b>45 to 49</b> .....           | 34,948                     | 100     | 11,689               | 33      | 7,821    | 22      | 7,615    | 22      | 5,620    | 16      | 2,168    | 6       | 35          | (1)     |
| <b>50 to 54</b> .....           | 29,038                     | 100     | 7,671                | 26      | 6,035    | 21      | 5,653    | 19      | 4,492    | 15      | 3,701    | 13      | 1,486       | 5       |
| <b>55 to 59</b> .....           | 30,809                     | 100     | 4,634                | 15      | 4,052    | 13      | 4,165    | 14      | 3,334    | 11      | 3,151    | 10      | 11,473      | 37      |
| <b>60 to 64</b> .....           | 19,268                     | 100     | 1,842                | 10      | 1,984    | 10      | 2,386    | 12      | 1,988    | 10      | 1,981    | 10      | 9,087       | 47      |
| <b>65 to 69</b> .....           | 4,297                      | 100     | 453                  | 11      | 525      | 12      | 664      | 15      | 564      | 13      | 500      | 12      | 1,591       | 37      |
| <b>70 and older</b> .....       | 728                        | 100     | 101                  | 14      | 74       | 10      | 100      | 14      | 77       | 11      | 70       | 10      | 306         | 42      |
| <b>Median age</b>               | 43                         |         | 35                   |         | 43       |         | 48       |         | 50       |         | 54       |         | 59          |         |
| <b>ALL EMPLOYEES</b>            |                            |         |                      |         |          |         |          |         |          |         |          |         |             |         |
| <b>Male</b> .....               | 227,988                    | 100     | 106,486              | 47      | 42,764   | 19      | 28,401   | 12      | 17,602   | 8       | 10,245   | 4       | 22,490      | 10      |
| <b>Female</b> .....             | 24,246                     | 100     | 13,019               | 54      | 3,476    | 14      | 3,277    | 14      | 1,579    | 7       | 1,407    | 6       | 1,488       | 6       |
| <b>Total</b> <sup>2</sup> ..... | 252,952                    | 100     | <sup>3</sup> 120,213 | 48      | 46,246   | 18      | 31,681   | 13      | 19,182   | 8       | 11,652   | 5       | 23,978      | 9       |

<sup>1</sup> Less than 0.5 percent.

<sup>2</sup> Includes employees whose age and/or sex was not reported.

<sup>3</sup> Includes 52,148 employees with 5 or more years of railroad service after calendar year 1995.

NOTE.-- The median age was 43 years for male employees and 45 years for female employees.

**Table D12.--Employees in 2016, by sex and completed years of service**

| Completed years<br>of service | All employees <sup>1</sup> |                       | Male    |                       | Female |                       |
|-------------------------------|----------------------------|-----------------------|---------|-----------------------|--------|-----------------------|
|                               | Number                     | Cumulative<br>percent | Number  | Cumulative<br>percent | Number | Cumulative<br>percent |
| <b>30 and over</b> .....      | 23,978                     | 9                     | 22,490  | 10                    | 1,488  | 6                     |
| <b>25 to 29</b> .....         | 11,652                     | 14                    | 10,245  | 14                    | 1,407  | 12                    |
| <b>20 to 24</b> .....         | 19,182                     | 22                    | 17,602  | 22                    | 1,579  | 18                    |
| <b>15 to 19</b> .....         | 31,681                     | 34                    | 28,401  | 35                    | 3,277  | 32                    |
| <b>10 to 14</b> .....         | 46,246                     | 52                    | 42,764  | 53                    | 3,476  | 46                    |
| <b>9</b> .....                | 9,974                      | 56                    | 8,984   | 57                    | 987    | 50                    |
| <b>8</b> .....                | 9,983                      | 60                    | 8,882   | 61                    | 1,093  | 55                    |
| <b>7</b> .....                | 6,201                      | 63                    | 5,455   | 64                    | 728    | 58                    |
| <b>6</b> .....                | 9,882                      | 67                    | 8,839   | 67                    | 1,035  | 62                    |
| <b>5</b> .....                | 16,191                     | 73                    | 14,813  | 74                    | 1,359  | 68                    |
| <b>4</b> .....                | 13,195                     | 78                    | 11,799  | 79                    | 1,379  | 73                    |
| <b>3</b> .....                | 12,948                     | 83                    | 11,479  | 84                    | 1,411  | 79                    |
| <b>2</b> .....                | 16,960                     | 90                    | 15,147  | 91                    | 1,720  | 86                    |
| <b>1</b> .....                | 15,836                     | 96                    | 13,910  | 97                    | 1,774  | 94                    |
| <b>Less than 1</b> .....      | 9,043                      | 100                   | 7,178   | 100                   | 1,533  | 100                   |
| <b>Total</b> .....            | 252,952                    | 100                   | 227,988 | 100                   | 24,246 | 100                   |

<sup>1</sup> Includes employees whose sex was not reported.



Table D13.--All employees, new entrants, employees qualified for RUIA benefits, and related data, by state, 2016

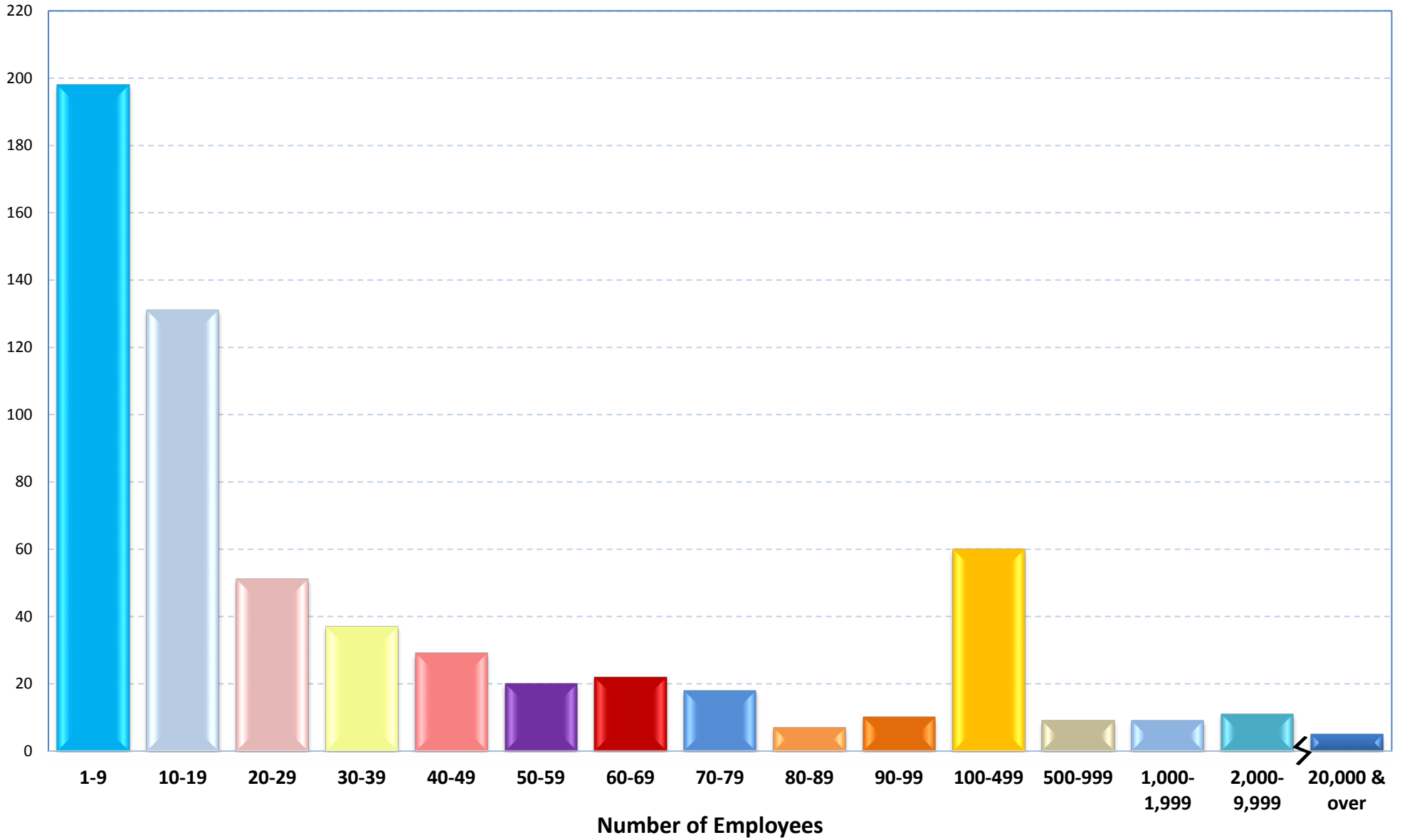
| State              | All employees |                           |                                   |   |                             | New entrants |                             | Creditable Compensation |           |          | Average tier I in year |
|--------------------|---------------|---------------------------|-----------------------------------|---|-----------------------------|--------------|-----------------------------|-------------------------|-----------|----------|------------------------|
|                    | Total         | Average months of service | With 12 months of service in 2016 | With sufficient service for RRA annuity | Qualified for RUIA benefits | Total        | Qualified for RUIA benefits | (thousands)             |           |          |                        |
|                    |               |                           |                                   |   |                             |              |                             | Tier I                  | Tier II   | RUIA     |                        |
| Alabama.....       | 3,922         | 10.8                      | 3,080                             | 2,966                                   | 3,713                       | 99           | 41                          | \$260,027               | \$250,622 | \$61,062 | \$66,300               |
| Alaska.....        | 108           | 10.1                      | 75                                | 67                                      | 98                          | 13           | 11                          | 5,367                   | 5,153     | 1,153    | 49,692                 |
| Arizona.....       | 3,277         | 11.1                      | 2,680                             | 2,595                                   | 3,149                       | 39           | 19                          | 247,842                 | 226,986   | 52,462   | 75,631                 |
| Arkansas.....      | 3,792         | 11.1                      | 3,162                             | 2,863                                   | 3,687                       | 37           | 23                          | 253,593                 | 243,640   | 61,095   | 66,876                 |
| California.....    | 13,073        | 11.1                      | 10,767                            | 9,612                                   | 12,595                      | 287          | 152                         | 914,542                 | 854,543   | 209,196  | 69,957                 |
| Colorado.....      | 3,373         | 10.3                      | 2,401                             | 2,370                                   | 3,142                       | 75           | 41                          | 231,373                 | 215,916   | 50,077   | 68,596                 |
| Connecticut.....   | 2,810         | 11.2                      | 2,375                             | 2,033                                   | 2,712                       | 165          | 109                         | 229,624                 | 204,127   | 45,565   | 81,717                 |
| Delaware.....      | 1,538         | 11.1                      | 1,268                             | 1,140                                   | 1,486                       | 63           | 42                          | 106,654                 | 100,774   | 24,789   | 69,346                 |
| Washington DC..... | 340           | 10.8                      | 260                               | 182                                     | 318                         | 45           | 26                          | 24,131                  | 21,811    | 5,301    | 70,975                 |
| Florida.....       | 7,677         | 10.9                      | 6,198                             | 5,458                                   | 7,308                       | 311          | 168                         | 574,211                 | 521,333   | 120,900  | 74,796                 |
| Georgia.....       | 8,533         | 10.8                      | 6,776                             | 6,251                                   | 8,120                       | 342          | 184                         | 569,224                 | 543,513   | 133,683  | 66,709                 |
| Hawaii.....        | 17            | 8.6                       | 6                                 | 9                                       | 14                          | .....        | .....                       | 959                     | 899       | 211      | 56,422                 |
| Idaho.....         | 1,608         | 10.8                      | 1,216                             | 1,156                                   | 1,559                       | 22           | 17                          | 108,766                 | 103,570   | 25,067   | 67,640                 |
| Illinois.....      | 18,816        | 11.0                      | 15,259                            | 13,579                                  | 18,104                      | 611          | 370                         | 1,336,991               | 1,256,516 | 299,519  | 71,056                 |
| Indiana.....       | 8,602         | 10.9                      | 6,883                             | 6,296                                   | 8,224                       | 260          | 145                         | 577,572                 | 552,896   | 135,836  | 67,144                 |
| Iowa.....          | 3,634         | 11.0                      | 2,898                             | 2,858                                   | 3,514                       | 60           | 45                          | 267,277                 | 249,749   | 57,538   | 73,549                 |
| Kansas.....        | 5,780         | 11.1                      | 4,778                             | 4,312                                   | 5,598                       | 123          | 74                          | 415,728                 | 388,763   | 92,858   | 71,925                 |
| Kentucky.....      | 4,154         | 10.6                      | 3,115                             | 3,391                                   | 3,912                       | 65           | 40                          | 270,956                 | 261,960   | 63,573   | 65,228                 |
| Louisiana.....     | 3,847         | 11.0                      | 3,141                             | 2,723                                   | 3,702                       | 99           | 66                          | 264,298                 | 250,864   | 61,265   | 68,702                 |
| Maine.....         | 605           | 11.1                      | 488                               | 453                                     | 586                         | 20           | 14                          | 39,204                  | 37,870    | 9,631    | 64,800                 |
| Maryland.....      | 4,528         | 11.0                      | 3,679                             | 3,219                                   | 4,365                       | 207          | 145                         | 326,693                 | 302,470   | 72,330   | 72,149                 |
| Massachusetts..... | 3,576         | 10.9                      | 2,843                             | 2,534                                   | 3,393                       | 278          | 146                         | 268,216                 | 245,187   | 56,337   | 75,004                 |
| Michigan.....      | 3,704         | 10.9                      | 2,933                             | 2,709                                   | 3,560                       | 104          | 55                          | 258,150                 | 243,344   | 58,307   | 69,695                 |
| Minnesota.....     | 5,033         | 10.9                      | 3,990                             | 3,431                                   | 4,835                       | 68           | 31                          | 357,493                 | 336,167   | 79,062   | 71,030                 |
| Mississippi.....   | 2,203         | 11.1                      | 1,817                             | 1,630                                   | 2,131                       | 56           | 27                          | 158,613                 | 148,874   | 35,268   | 71,998                 |
| Missouri.....      | 8,569         | 11.0                      | 6,940                             | 6,183                                   | 8,242                       | 105          | 53                          | 594,233                 | 564,398   | 136,144  | 69,347                 |
| Montana.....       | 3,456         | 11.1                      | 2,787                             | 2,373                                   | 3,368                       | 35           | 15                          | 254,415                 | 238,219   | 54,612   | 73,615                 |
| Nebraska.....      | 12,604        | 11.0                      | 10,210                            | 9,506                                   | 12,244                      | 232          | 134                         | 928,480                 | 859,462   | 201,521  | 73,665                 |
| Nevada.....        | 723           | 11.1                      | 592                               | 590                                     | 702                         | 3            | 1                           | 55,271                  | 51,318    | 11,623   | 76,447                 |
| New Hampshire..... | 464           | 10.8                      | 367                               | 330                                     | 432                         | 29           | 9                           | 35,021                  | 31,858    | 7,123    | 75,477                 |
| New Jersey.....    | 8,548         | 11.3                      | 7,204                             | 6,497                                   | 8,354                       | 206          | 139                         | 657,659                 | 604,109   | 139,771  | 76,937                 |
| New Mexico.....    | 1,908         | 11.0                      | 1,514                             | 1,352                                   | 1,850                       | 32           | 20                          | 141,542                 | 130,382   | 30,250   | 74,184                 |

Table D13.--All employees, new entrants, employees qualified for RUIA benefits, and related data, by state, 2016 - Continued

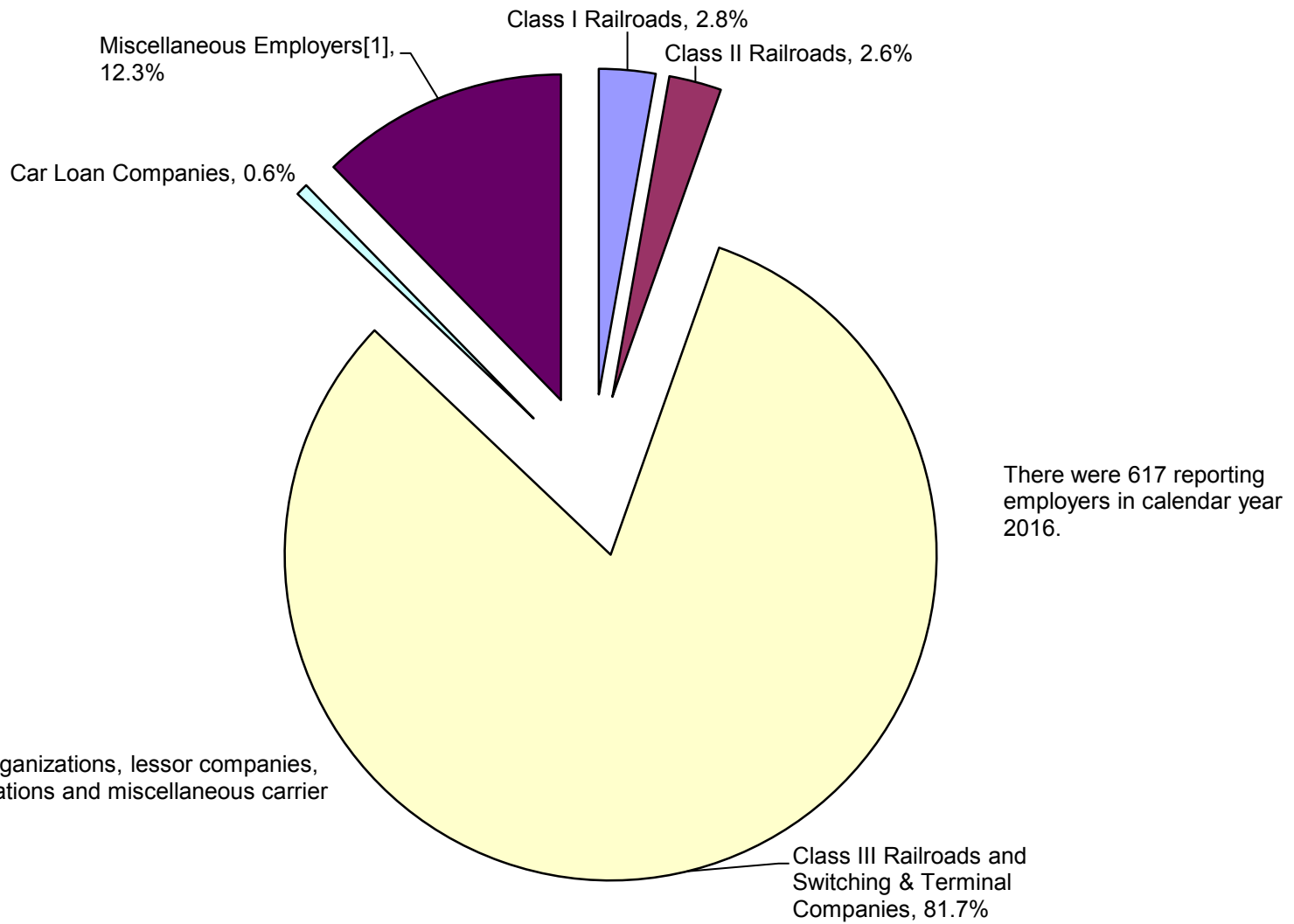
| State                       | All employees |                           |                                   |   |                             | New entrants |                             | Creditable Compensation |              |             | Average tier I in year |
|-----------------------------|---------------|---------------------------|-----------------------------------|---|-----------------------------|--------------|-----------------------------|-------------------------|--------------|-------------|------------------------|
|                             | Total         | Average months of service | With 12 months of service in 2016 | With sufficient service for RRA annuity | Qualified for RUIA benefits | Total        | Qualified for RUIA benefits | (thousands)             |              |             |                        |
|                             |               |                           |                                   |   |                             |              |                             | Tier I                  | Tier II      | RUIA        |                        |
| <b>New York</b> .....       | 18,035        | 11.1                      | 14,993                            | 12,924                                  | 17,358                      | 1,038        | 637                         | \$1,459,461             | \$1,296,573  | \$290,413   | \$80,924               |
| <b>North Carolina</b> ..... | 3,091         | 10.8                      | 2,395                             | 2,318                                   | 2,935                       | 85           | 50                          | 207,339                 | 197,157      | 47,972      | 67,078                 |
| <b>North Dakota</b> .....   | 2,095         | 10.7                      | 1,603                             | 1,423                                   | 2,010                       | 46           | 29                          | 155,293                 | 143,607      | 32,392      | 74,126                 |
| <b>Ohio</b> .....           | 8,632         | 10.7                      | 6,597                             | 6,350                                   | 8,122                       | 161          | 81                          | 553,438                 | 532,290      | 132,803     | 64,115                 |
| <b>Oklahoma</b> .....       | 2,224         | 11.0                      | 1,824                             | 1,657                                   | 2,132                       | 43           | 23                          | 153,575                 | 146,904      | 35,511      | 69,054                 |
| <b>Oregon</b> .....         | 2,347         | 10.8                      | 1,835                             | 1,715                                   | 2,245                       | 52           | 21                          | 152,806                 | 147,598      | 36,596      | 65,107                 |
| <b>Pennsylvania</b> .....   | 12,626        | 11.0                      | 10,111                            | 9,008                                   | 11,970                      | 499          | 287                         | 839,881                 | 794,321      | 198,260     | 66,520                 |
| <b>Rhode Island</b> .....   | 532           | 10.9                      | 426                               | 388                                     | 509                         | 32           | 15                          | 38,491                  | 35,928       | 8,477       | 72,352                 |
| <b>South Carolina</b> ..... | 2,266         | 10.7                      | 1,749                             | 1,775                                   | 2,134                       | 65           | 37                          | 152,263                 | 144,723      | 34,848      | 67,194                 |
| <b>South Dakota</b> .....   | 890           | 10.6                      | 672                               | 636                                     | 855                         | 13           | 6                           | 62,120                  | 58,784       | 13,631      | 69,798                 |
| <b>Tennessee</b> .....      | 4,524         | 10.8                      | 3,520                             | 3,615                                   | 4,306                       | 41           | 20                          | 304,752                 | 291,744      | 70,588      | 67,363                 |
| <b>Texas</b> .....          | 20,108        | 11.1                      | 16,849                            | 14,653                                  | 19,455                      | 268          | 138                         | 1,568,831               | 1,432,417    | 324,049     | 78,020                 |
| <b>Utah</b> .....           | 1,775         | 11.1                      | 1,449                             | 1,390                                   | 1,725                       | 38           | 35                          | 126,771                 | 119,913      | 28,365      | 71,420                 |
| <b>Vermont</b> .....        | 270           | 10.8                      | 206                               | 169                                     | 254                         | 32           | 23                          | 14,201                  | 13,880       | 4,138       | 52,598                 |
| <b>Virginia</b> .....       | 6,503         | 10.8                      | 5,165                             | 5,058                                   | 6,118                       | 201          | 98                          | 444,004                 | 415,856      | 101,308     | 68,277                 |
| <b>Washington</b> .....     | 5,744         | 11.0                      | 4,653                             | 3,893                                   | 5,574                       | 159          | 85                          | 424,753                 | 395,849      | 91,263      | 73,947                 |
| <b>West Virginia</b> .....  | 2,703         | 10.6                      | 2,025                             | 2,230                                   | 2,545                       | 36           | 21                          | 172,179                 | 166,772      | 41,166      | 63,699                 |
| <b>Wisconsin</b> .....      | 3,654         | 10.9                      | 2,901                             | 2,549                                   | 3,484                       | 63           | 30                          | 266,640                 | 247,869      | 57,227      | 72,972                 |
| <b>Wyoming</b> .....        | 2,483         | 10.8                      | 1,900                             | 1,972                                   | 2,409                       | 5            | 4                           | 178,987                 | 169,037      | 38,669      | 72,085                 |
| <b>Military</b> .....       | 1             | 12.0                      | 1                                 | 1                                       | 1                           | .....        | .....                       | 72                      | 72           | 17          | 71,650                 |
| <b>Foreign</b> .....        | 546           | 6.1                       | 81                                | 180                                     | 162                         | 24           | 2                           | 3,506                   | 3,258        | 1,875       | 6,422                  |
| <b>Unknown</b> .....        | 1,081         | 8.7                       | 553                               | 315                                     | 802                         | 460          | 222                         | 54,366                  | 49,737       | 12,890      | 50,292                 |
| <b>Total</b> .....          | 252,952       | 10.9                      | 203,210                           | 184,887                                 | 242,122                     | 7,452        | 4,226                       | \$18,067,857            | \$16,851,582 | \$3,995,583 | \$71,428               |

NOTE: Foreign includes U.S. territories.

**Figure D14.--Employers in 2016, by number of employees**



**Table D15.--Percentage of employers in 2016, by class of employer**



<sup>1</sup> Includes labor organizations, lessor companies, employer associations and miscellaneous carrier affiliates.