

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)  
2022 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)**

EEOC Standard Form 100 (SF 100)  
Revised 08/2023  
OMB Control Number: 3046-0049  
Expiration Date: 08/31/2024

**SECTION A – TYPE OF REPORT**  
CONSOLIDATED REPORT

**SECTION B – EMPLOYER IDENTIFICATION**

OFS COMPANY ID  
T650694

EMPLOYER NAME

PIONEER NATURAL RESOURCES USA INC

ADDRESS  
777 Hidden Ridge

CITY/TOWN  
IRVING

STATE  
TX

ZIP CODE  
75038

**SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)**

HQ/ESTABLISHMENT-LEVEL UNIT ID

HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME

HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS

CITY/TOWN

STATE

ZIP CODE

**SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)**  
752516853

**SECTION E – EMPLOYER FILING ELIGIBILITY**

YES (Employer Is Eligible to File)  NO (Employer Is Not Eligible to File)  EMPLOYER NO LONGER IN BUSINESS

**SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)**

Unique Entity ID (UEI): Not Applicable

YES (Single-Establishment Employer is Federal Contractor)  YES (Multi-Establishment Employer is Federal Contractor)

YES (Headquarters is Federal Contractor)  YES (Non-Headquarters Establishment is Federal Contractor)

YES (One or More Non-Headquarters Establishments is Federal Contractor)

**SECTION G – NAICS INFORMATION**

551114 - Corporate, Subsidiary, and Regional Managing Offices

**SECTION H – WORKFORCE DEMOGRAPHIC DATA**

JOB CATEGORIES	Race/Ethnicity														Row Total
	Hispanic or Latino		Not Hispanic or Latino												
			Male						Female						
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	
Executive/Senior Level Officials and Managers	1	0	15	0	2	0	0	0	7	0	0	0	0	0	25
First/Mid-Level Officials and Managers	49	13	255	6	6	0	3	4	69	4	4	0	1	1	415
Professionals	72	40	313	15	50	0	2	7	148	16	18	0	3	2	686
Technicians	13	18	51	3	2	0	0	0	50	3	6	0	0	2	148
Sales Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Administrative Support Workers	15	31	23	1	0	0	1	0	69	13	2	0	1	2	158
Craft Workers	226	1	355	8	1	0	8	6	2	0	0	0	0	0	607
Operatives	9	0	22	1	1	0	1	1	0	0	0	0	0	0	35
Laborers and Helpers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Service Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>CURRENT 2022 REPORTING YEAR TOTAL</b>	<b>385</b>	<b>103</b>	<b>1034</b>	<b>34</b>	<b>62</b>	<b>0</b>	<b>15</b>	<b>18</b>	<b>345</b>	<b>36</b>	<b>30</b>	<b>0</b>	<b>5</b>	<b>7</b>	<b>2074</b>
<b>PRIOR 2021 REPORTING YEAR TOTAL</b>	<b>315</b>	<b>110</b>	<b>984</b>	<b>26</b>	<b>52</b>	<b>0</b>	<b>11</b>	<b>17</b>	<b>335</b>	<b>37</b>	<b>31</b>	<b>0</b>	<b>5</b>	<b>6</b>	<b>1929</b>

**SECTION I – WORKFORCE SNAPSHOT PERIOD**  
12/15/2022 - 12/31/2022

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

Not Applicable