

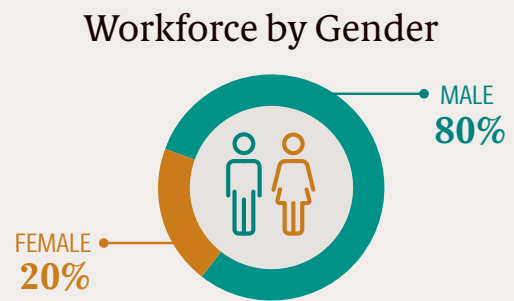
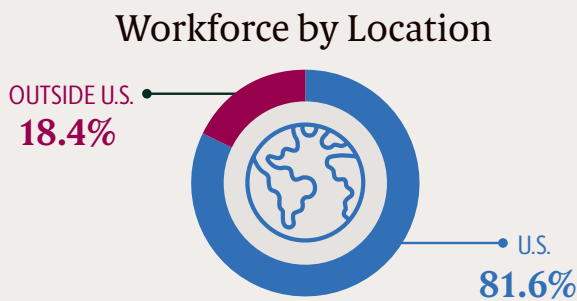


# Who We Are

A snapshot of our global workforce in 2016



Temporary Holiday  
Part-Time Employees  
**95,000**



## 2016 Statistical Snapshot of UPS Diversity\*

	Age Group (Global)			Gender (Global)		Minority Group (U.S.)				Full/Part-Time (U.S.)***	
	<30	30-50	>50	Male	Female	African American	Hispanic	Asian American	Other**	Male	Female
<b>TOTAL EMPLOYEES</b>	27%	51%	22%	80%	20%	23%	14%	3%	3%	—	—
<b>Senior/Middle Management</b>	8%	61%	31%	75%	25%	13%	9%	5%	1%	15% / 0%	29% / 0%
<b>Entry-Level Management</b>	39%	46%	15%	65%	35%	23%	14%	3%	3%	2% / 14%	9% / 23%
<b>Administrative/ Technical</b>	23%	55%	22%	41%	59%	23%	13%	4%	2%	2% / 1%	26% / 7%
<b>Nonmanagement</b>	29%	49%	22%	87%	13%	24%	15%	2%	2%	81% / 85%	36% / 70%

\*Data collected on 9/30 to account for year-round employees rather than seasonal peak hires. Does not include Coyote Logistics.

\*\*Indicates two or more.

\*\*\*As employment type varies from country to country and a significant part of the UPS workforce is in the U.S., we chose to focus on U.S. employment by type.