

## 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. The tier I and tier II annual compensation maximums for 2008 were \$102,000 and \$75,900, respectively. For 2009, the tier I limit increased to \$106,800 per year, while the tier II limit was \$79,200 per year. Under the unemployment program, the taxable earnings base was the first \$1,280 of each employee's monthly earnings in 2008 and \$1,330 in 2009. 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 2008, the deflator percent was 62.28.
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 shortly 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, 1937-2008**

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 1
				Aggregate tier 1	Percent of total	Tier 2				
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, 1937-2008 - 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 1
				Aggregate tier 1	Percent of total	Tier 2				
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	10,848	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, 1937-2008 - 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 1
				Aggregate tier 1	Percent of total	Tier 2				
<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	12,175	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	11,585
<b>2006</b> .....	269	236	16,152	15,032	93.1	13,858	211	185	12,841	11,950
<b>2007</b> .....	267	237	16,834	15,614	92.8	14,423	209	185	13,292	12,328
<b>2008</b> .....	265	235	17,890	16,195	90.5	14,987	206	183	14,057	12,725

<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. 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, 1979-2008 (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				
1979.....	675	48	76	600	63	9
1980.....	636	49	61	575	32	5
1981.....	603	47	61	542	22	5
1982.....	555	43	71	485	7	6
1983.....	497	39	48	449	7	5
1984.....	474	37	41	433	11	14
1985.....	452	36	44	408	11	8
1986.....	423	33	43	380	8	6
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	3
1994.....	305	27	21	283	15	3
1995.....	298	26	22	276	12	2
1996.....	290	25	21	268	12	2
1997.....	287	25	19	268	17	2
1998.....	295	26	21	274	24	3
1999.....	291	24	23	267	15	2
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	(2)	(2)	18	2

<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, 1999-2008**

	All employees				Employees with 12 months of service		
	Number (thousands)	Average months of service	Average creditable compensation		Number (thousands)	Average creditable compensation	
			Per month	In year		Per month	In year
<b>ALL CLASSES OF EMPLOYER</b>							
1999.....	291	11.0	\$4,113	\$45,307	235	\$4,218	\$50,618
2000.....	283	11.0	4,248	46,580	229	4,370	52,445
2001.....	271	11.1	4,366	48,308	220	4,483	53,798
2002.....	263	10.9	4,518	49,212	209	4,635	55,625
2003.....	255	11.0	4,677	51,427	205	4,797	57,562
2004.....	259	10.9	4,868	52,907	204	5,010	60,126
2005.....	263	10.9	4,986	54,544	210	5,135	61,623
2006.....	269	10.9	5,052	55,143	214	5,195	62,340
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
<b>CLASS I RAILROADS</b>							
1999.....	232	11.1	\$4,153	\$46,215	190	\$4,243	\$50,910
2000.....	223	11.1	4,281	47,324	182	4,393	52,712
2001.....	212	11.2	4,392	49,042	174	4,497	53,958
2002.....	207	11.0	4,540	49,792	166	4,645	55,740
2003.....	199	11.1	4,697	51,963	161	4,804	57,652
2004.....	202	10.9	4,910	53,559	160	5,043	60,517
2005.....	207	11.0	5,026	55,262	166	5,169	62,025
2006.....	211	11.0	5,085	55,814	169	5,214	62,567
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

Table D4.--All employees and employees age 60 or older, by completed years of service, 1999-2008 (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>										
1999.....	291	100	95	33	48	16	103	36	44	15
2000.....	283	100	95	34	43	15	97	34	48	17
2001.....	271	100	91	33	40	15	90	33	51	19
2002.....	263	100	90	34	38	15	82	31	52	20
2003.....	255	100	90	36	38	15	73	29	53	21
2004.....	259	100	100	38	40	16	63	24	56	21
2005.....	263	100	109	41	42	16	57	22	56	21
2006.....	269	100	119	44	43	16	50	18	57	21
2007.....	267	100	119	45	47	18	43	16	58	22
2008.....	265	100	117	44	53	20	37	14	58	22
<b>EMPLOYEES AGE 60 OR OLDER</b>										
1999.....	17	100	1	4	1	9	5	27	10	60
2000.....	17	100	1	5	1	8	4	26	10	60
2001.....	17	100	1	5	1	8	4	25	11	61
2002.....	18	100	1	6	1	8	4	24	11	62
2003.....	15	100	1	7	2	10	4	28	8	55
2004.....	15	100	1	7	2	11	4	26	9	56
2005.....	15	100	1	7	2	11	4	27	8	55
2006.....	17	100	1	8	2	11	4	25	9	56
2007.....	19	100	2	8	2	12	4	23	11	58
2008.....	20	100	2	8	2	12	4	21	12	58

<sup>1</sup> Calendar year 2008 total includes 36,000 employees with 5 or more years of service after calendar year 1995.

Table D5.--Employees in 2008 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 \$4,000	\$4,000-4,899.99	\$4,900-6,199.99	\$6,200-8,499.99	\$8,500.00
<b>Class I railroads</b> .....	206,487	190,289	16,103	11.0	\$5,507	\$5,619	42,858	47,940	52,193	47,938	15,558
<b>Class II railroads</b> .....	8,221	7,523	516	10.6	4,819	5,017	2,939	2,123	1,800	1,068	291
<b>Class III railroads and switching &amp; terminal companies</b> .....	43,304	37,921	5,030	10.8	5,534	5,753	12,269	7,294	8,930	11,226	3,585
<b>Car-loan companies</b> .....	1,929	1,778	150	10.1	5,010	4,968	549	804	226	175	175
<b>Miscellaneous employers</b> <sup>2</sup> .....	5,119	3,394	1,697	10.7	5,995	6,153	1,526	546	592	1,059	1,396
<b>Total</b> .....	265,060	240,905	23,496	11.0	\$5,497	\$5,628	60,141	58,707	63,741	61,466	21,005

<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, 2008

Class or name of employer	All employees				New entrants		Creditable Compensation (thousands)		
	Total	With 12 months of service in 2008	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.....	206,487	167,920	143,849	198,146	12,630	7,613	\$12,547,642	\$11,771,021	\$2,897,825
Class II railroads.....	8,221	6,180	5,375	7,524	766	428	418,351	403,072	108,511
Class III railroads and switching & terminal companies.....	43,304	33,829	29,916	40,206	4,030	2,324	2,577,032	2,356,087	585,158
Car-loan companies.....	1,929	1,389	1,401	1,829	68	39	97,854	92,661	24,873
Miscellaneous employers <sup>1</sup> .....	5,119	4,075	3,314	4,630	437	258	327,983	282,233	67,258
<b>Total.....</b>	<b>265,060</b>	<b>213,393</b>	<b>183,855</b>	<b>252,335</b>	<b>17,931</b>	<b>10,662</b>	<b>\$15,968,862</b>	<b>\$14,905,074</b>	<b>\$3,683,624</b>
<b>SELECTED EMPLOYERS</b>									
BNSF Railway Company.....	46,149	39,132	31,854	44,602	2,297	1,447	\$3,007,749	\$2,792,552	\$659,337
<b>Canadian National, U.S. Operations</b>									
Bessemer and Lake Erie Railroad Co.....	118	84	92	110	8	3	5,857	5,658	1,508
Chicago Central and Pacific Railroad Co.....	273	224	221	266	6	2	18,395	16,194	3,840
Duluth Missabe and Iron Range Railway Co.....	315	257	242	304	27	17	21,368	19,743	4,464
Duluth, Winnipeg and Pacific Railway Co.....	149	111	114	146	11	10	10,476	9,422	2,043
Grand Trunk Western Railroad Incorporated.....	1,243	979	1,133	1,212	29	22	86,685	78,709	17,542
Illinois Central Railroad Company.....	3,462	2,834	2,620	3,344	187	126	235,744	210,420	49,123
Pittsburgh and Conneaut Dock Co.....	69	53	60	63	.....	.....	3,053	2,991	799
Wisconsin Central LTD.....	1,614	1,252	1,374	1,577	85	67	103,293	95,386	22,693
CSX Transportation Incorporated.....	35,495	27,560	24,748	33,664	2,503	1,447	2,068,897	1,961,348	487,010
Kansas City Southern Railway Company.....	3,081	2,492	1,964	3,004	247	207	192,730	181,232	43,398
Gateway Eastern Railway Company.....	8	8	8	8	.....	.....	443	443	123
Texas Mexican Railway Company.....	195	159	127	189	4	4	13,338	12,175	2,750
National Railroad Passenger Corp. (Amtrak).....	20,856	16,296	15,917	19,745	1,722	953	1,208,394	1,130,379	287,581
Norfolk Southern Corporation.....	32,880	27,277	22,181	31,643	2,222	1,305	1,911,822	1,820,182	464,771
Soo Line Railroad Company.....	3,020	2,328	2,191	2,871	257	163	169,717	161,501	41,239
Union Pacific Railroad Company.....	57,560	46,874	39,003	55,398	3,025	1,840	3,489,680	3,272,685	809,602

<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 2008, by class of employer and amount of creditable compensation**

Class of employer	Number by amount of creditable compensation										
	Total	Under \$24,000	\$24,000-46,999	\$47,000-54,999	\$55,000-59,999	\$60,000-64,999	\$65,000-70,999	\$71,000-77,999	\$78,000-86,999	\$87,000-101,999	\$102,000
<b>Class I railroads.....</b>	206,487	16,365	32,887	34,879	18,903	17,202	18,378	18,628	18,670	17,518	13,057
<b>Class II railroads.....</b>	8,221	1,211	1,960	1,519	788	652	627	442	415	388	219
<b>Class III railroads and switching &amp; terminal companies.....</b>	43,304	5,814	7,729	4,979	3,065	2,930	3,119	3,300	3,413	5,859	3,096
<b>Car-loan companies.....</b>	1,929	334	327	663	149	67	69	55	64	65	136
<b>Miscellaneous employers<sup>1</sup>.....</b>	5,119	802	888	362	248	186	220	270	327	548	1,268
<b>Total.....</b>	265,060	24,526	43,791	42,402	23,153	21,037	22,413	22,695	22,889	24,378	17,776

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

**Table D8.--Employees in 2008, by class of employer and months of service**

Class of employer	Total	Number by months of service											
		12	11	10	9	8	7	6	5	4	3	2	1
<b>Class I railroads.....</b>	206,487	167,920	6,388	4,744	3,881	3,408	3,073	3,329	2,829	2,853	2,691	3,061	2,310
<b>Class II railroads .....</b>	8,221	6,180	239	214	226	165	138	153	144	194	202	174	192
<b>Class III railroads and switching &amp; terminal companies.....</b>	43,304	33,829	1,256	1,016	798	788	764	799	737	908	808	744	857
<b>Car-loan companies.....</b>	1,929	1,389	54	32	30	20	16	24	32	216	38	47	31
<b>Miscellaneous employers<sup>1</sup>.....</b>	5,119	4,075	92	55	87	97	94	80	103	98	96	114	128
<b>Total.....</b>	265,060	213,393	8,029	6,061	5,022	4,478	4,085	4,385	3,845	4,269	3,835	4,140	3,518

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

**Table D9.--Employees in 2008, 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
<b>Under \$20,000.00.....</b>	20,930	17,815	2,621	16,067	1,283	746	415	326	403	1,690
<b>\$20,000.00-\$29,999.99.....</b>	9,715	8,403	1,298	6,566	798	527	335	203	268	1,018
<b>\$30,000.00-\$39,999.99.....</b>	15,828	13,409	2,397	9,041	1,866	1,243	715	441	649	1,873
<b>\$40,000.00-\$42,499.99.....</b>	6,159	5,222	933	2,960	850	557	318	232	409	833
<b>\$42,500.00-\$44,999.99.....</b>	7,667	6,577	1,084	3,319	1,011	783	511	341	573	1,129
<b>\$45,000.00-\$47,499.99.....</b>	10,459	9,133	1,319	3,693	1,320	1,200	775	602	1,050	1,819
<b>\$47,500.00-\$49,999.99.....</b>	13,706	12,250	1,446	4,367	1,772	1,464	1,074	804	1,480	2,745
<b>\$50,000.00-\$52,499.99.....</b>	13,596	12,250	1,338	4,374	1,920	1,629	983	792	1,350	2,548
<b>\$52,500.00-\$54,999.99.....</b>	12,659	11,518	1,132	4,175	1,852	1,511	900	669	1,184	2,368
<b>\$55,000.00-\$57,499.99.....</b>	11,804	10,801	999	3,892	1,802	1,472	860	612	1,112	2,054
<b>\$57,500.00-\$59,999.99.....</b>	11,349	10,438	903	3,347	1,789	1,499	836	645	1,100	2,133
<b>\$60,000.00-\$62,499.99.....</b>	10,767	9,950	809	2,938	1,807	1,562	789	580	1,089	2,002
<b>\$62,500.00-\$64,999.99.....</b>	10,270	9,542	721	2,630	1,893	1,523	747	525	931	2,021
<b>\$65,000.00-\$67,499.99.....</b>	9,719	9,148	563	2,242	1,748	1,634	702	474	948	1,971
<b>\$67,500.00-\$69,999.99.....</b>	9,108	8,503	597	1,925	1,716	1,633	721	468	780	1,865
<b>\$70,000.00-\$72,499.99.....</b>	8,836	8,291	545	1,592	1,667	1,634	686	464	839	1,954
<b>\$72,500.00-\$74,999.99.....</b>	8,239	7,730	509	1,386	1,574	1,598	732	421	734	1,794
<b>\$75,000.00-\$77,499.99.....</b>	7,759	7,288	465	1,175	1,443	1,542	664	411	751	1,773
<b>\$77,500.00-\$79,999.99.....</b>	7,075	6,640	432	934	1,239	1,448	649	356	717	1,732
<b>\$80,000.00-\$84,999.99.....</b>	12,830	12,122	704	1,287	2,069	2,586	1,088	699	1,347	3,754
<b>\$85,000.00-\$89,999.99.....</b>	10,182	9,666	510	855	1,463	1,908	865	595	1,107	3,389
<b>\$90,000.00-\$94,999.99.....</b>	7,968	7,533	431	554	1,015	1,357	705	474	926	2,937
<b>\$95,000.00-\$99,999.99.....</b>	6,819	6,393	422	365	881	1,077	585	494	839	2,578
<b>\$100,000.00-\$101,999.99.....</b>	3,840	3,579	258	181	580	689	383	421	401	1,185
<b>\$102,000.00.....</b>	17,776	16,704	1,060	831	1,304	1,928	1,462	1,462	2,355	8,434
<b>Total.....</b>	265,060	240,905	23,496	80,696	<sup>2</sup> 36,662	34,750	18,500	13,511	23,342	57,599

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

<sup>2</sup> Includes 36,153 employees with 5 or more years of railroad service after calendar year 1995.

Table D10.--Employees in 2008, by amount of creditable compensation or sex and by age

Creditable compensation	Total number <sup>1</sup>	Age on birthday in 2008											
		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
<b>Under \$20,000.00</b> .....	20,930	451	3,089	3,306	2,781	2,543	2,105	1,728	1,461	1,242	1,468	211	50
<b>\$20,000.00-\$29,999.99</b> .....	9,715	57	1,216	1,613	1,304	1,250	969	865	790	716	773	129	19
<b>\$30,000.00-\$39,999.99</b> .....	15,828	36	1,633	2,411	2,091	1,886	1,601	1,439	1,575	1,481	1,441	188	25
<b>\$40,000.00-\$44,999.99</b> .....	13,826	17	883	1,721	1,801	1,760	1,403	1,429	1,783	1,831	1,016	144	28
<b>\$45,000.00-\$47,499.99</b> .....	10,459	3	466	1,064	1,133	1,235	1,100	1,129	1,666	1,838	692	109	16
<b>\$47,500.00-\$49,999.99</b> .....	13,706	6	504	1,253	1,411	1,513	1,402	1,567	2,369	2,693	837	125	16
<b>\$50,000.00-\$52,499.99</b> .....	13,596	3	465	1,247	1,538	1,623	1,459	1,519	2,268	2,512	814	121	20
<b>\$52,500.00-\$54,999.99</b> .....	12,659	4	444	1,222	1,511	1,547	1,394	1,437	2,119	2,219	653	84	16
<b>\$55,000.00-\$57,499.99</b> .....	11,804	1	363	1,191	1,473	1,434	1,315	1,427	1,975	1,949	590	72	10
<b>\$57,500.00-\$59,999.99</b> .....	11,349	1	291	1,034	1,319	1,450	1,321	1,377	1,965	1,904	603	63	14
<b>\$60,000.00-\$62,499.99</b> .....	10,767	2	245	928	1,258	1,476	1,245	1,325	1,833	1,787	581	76	5
<b>\$62,500.00-\$64,999.99</b> .....	10,270	1	194	888	1,246	1,386	1,214	1,248	1,803	1,702	507	59	15
<b>\$65,000.00-\$67,499.99</b> .....	9,719	...	153	693	1,195	1,369	1,179	1,202	1,640	1,700	522	52	8
<b>\$67,500.00-\$69,999.99</b> .....	9,108	...	103	641	1,088	1,339	1,190	1,134	1,517	1,590	439	50	9
<b>\$70,000.00-\$72,499.99</b> .....	8,836	...	73	594	1,053	1,246	1,073	1,142	1,562	1,615	418	50	8
<b>\$72,500.00-\$74,999.99</b> .....	8,239	...	79	498	842	1,186	1,131	1,108	1,494	1,413	420	54	13
<b>\$75,000.00-\$77,499.99</b> .....	7,759	...	55	399	870	1,093	1,014	1,023	1,437	1,403	416	35	9
<b>\$77,500.00-\$79,999.99</b> .....	7,075	...	47	320	693	969	909	969	1,386	1,347	392	34	7
<b>\$80,000.00-\$84,999.99</b> .....	12,830	...	65	478	1,062	1,629	1,503	1,707	2,686	2,803	784	96	14
<b>\$85,000.00-\$89,999.99</b> .....	10,182	...	26	284	764	1,190	1,180	1,295	2,212	2,417	697	98	13
<b>\$90,000.00-\$94,999.99</b> .....	7,968	...	17	187	481	877	850	1,019	1,808	2,048	595	78	8
<b>\$95,000.00-\$99,999.99</b> .....	6,819	...	8	116	394	680	792	881	1,550	1,807	516	63	10
<b>\$100,000.00-\$101,999.99</b> ....	3,840	...	1	47	213	423	580	647	824	817	246	36	6
<b>\$102,000.00</b> .....	17,776	...	12	148	524	1,127	1,500	2,156	4,467	5,491	1,974	311	60
<b>ALL EMPLOYEES</b>													
<b>Male</b> .....	240,905	515	9,474	20,377	25,730	29,565	26,498	27,324	40,465	42,796	15,784	2,008	349
<b>Female</b> .....	23,496	67	958	1,903	2,310	2,657	2,925	3,441	3,721	3,524	1,609	330	49
<b>Total</b> <sup>1</sup> .....	265,060	582	10,432	22,283	28,045	32,231	29,429	30,773	44,190	46,325	17,394	2,338	399

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

Table D11.--Employees in 2008, by age or sex and by completed years of service

Age on birthday in 2008	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> . . . . .	582	100	582	100	.....	...	.....	...	.....	...	.....	...	.....	...
<b>20 to 24.</b> . . . . .	10,432	100	10,432	100	.....	...	.....	...	.....	...	.....	...	.....	...
<b>25 to 29.</b> . . . . .	22,283	100	22,050	99	233	1	.....	...	.....	...	.....	...	.....	...
<b>30 to 34.</b> . . . . .	28,045	100	23,088	82	4,848	17	109	(1)	.....	...	.....	...	.....	...
<b>35 to 39.</b> . . . . .	32,231	100	20,445	63	8,919	28	2,765	9	102	(1)	.....	...	.....	...
<b>40 to 44.</b> . . . . .	29,429	100	15,765	54	7,258	25	4,689	16	1,670	6	47	(1)	.....	...
<b>45 to 49.</b> . . . . .	30,773	100	12,003	39	5,757	19	4,182	14	3,801	12	4,323	14	707	2
<b>50 to 54.</b> . . . . .	44,190	100	7,288	16	4,083	9	3,311	7	3,946	9	9,949	23	15,613	35
<b>55 to 59.</b> . . . . .	46,325	100	3,491	8	2,427	5	2,152	5	2,581	6	6,137	13	29,537	64
<b>60 to 64.</b> . . . . .	17,394	100	1,299	7	954	5	1,016	6	1,115	6	2,452	14	10,558	61
<b>65 to 69.</b> . . . . .	2,338	100	261	11	208	9	235	10	263	11	381	16	990	42
<b>70 and older.</b> . . . . .	399	100	53	13	35	9	34	9	32	8	51	13	194	49
<b>Median age</b>	46		35		42		47		51		53		57	
<b>ALL EMPLOYEES</b>														
<b>Male.</b> . . . . .	240,905	100	104,783	43	31,404	13	16,316	7	11,920	5	21,562	9	54,920	23
<b>Female.</b> . . . . .	23,496	100	11,954	51	3,316	14	2,179	9	1,591	7	1,778	8	2,678	11
<b>Total<sup>2</sup>.</b> . . . . .	265,060	100	<sup>3</sup> 117,358	44	34,750	13	18,500	7	13,511	5	23,342	9	57,599	22

<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 36,153 employees with 5 or more years of railroad service after calendar year 1995.

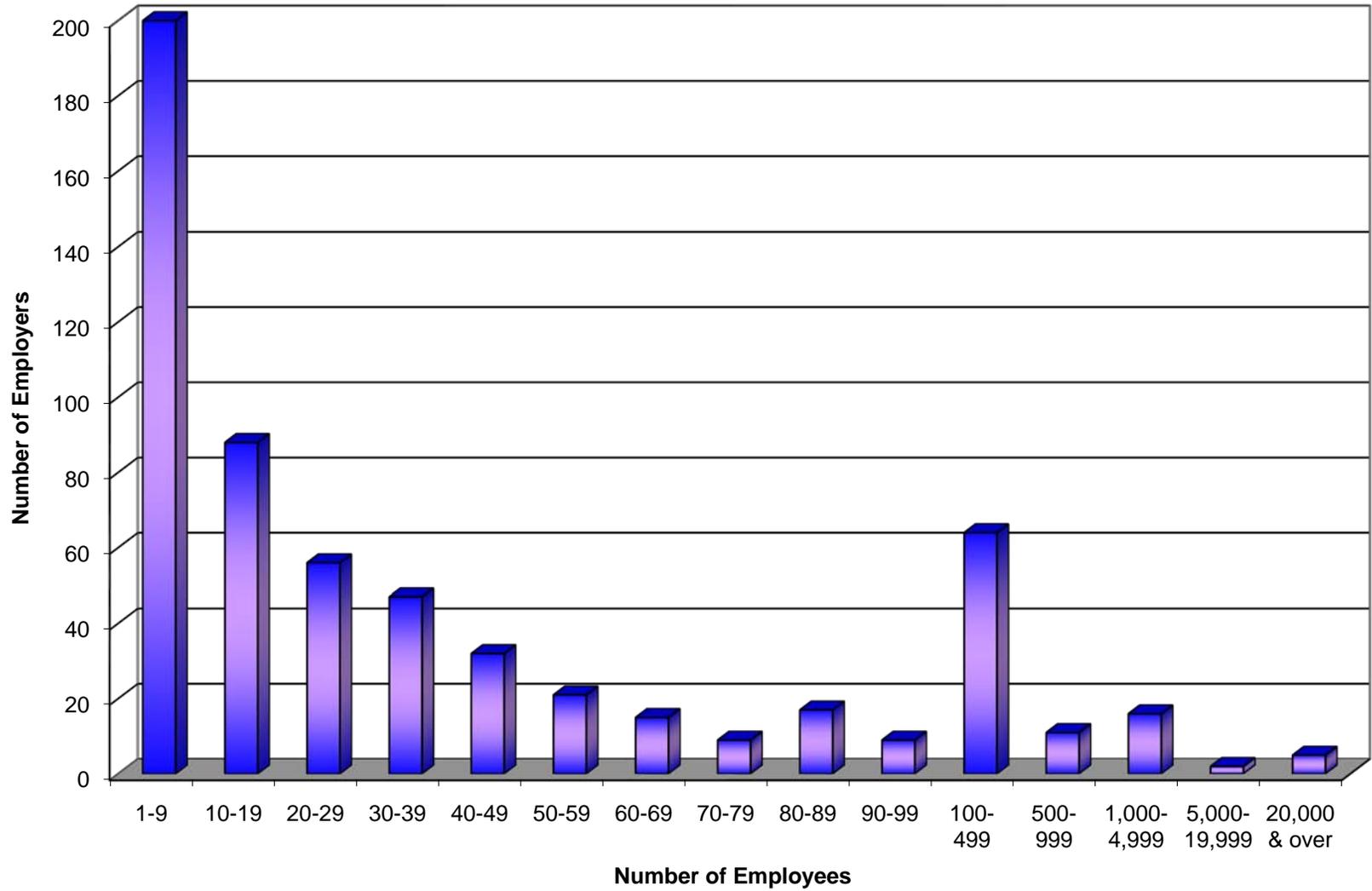
NOTE.-- The median age for male employees was 46 years and for female employees 46 years.

**Table D12.--Employees in 2008, by sex and completed years of service**

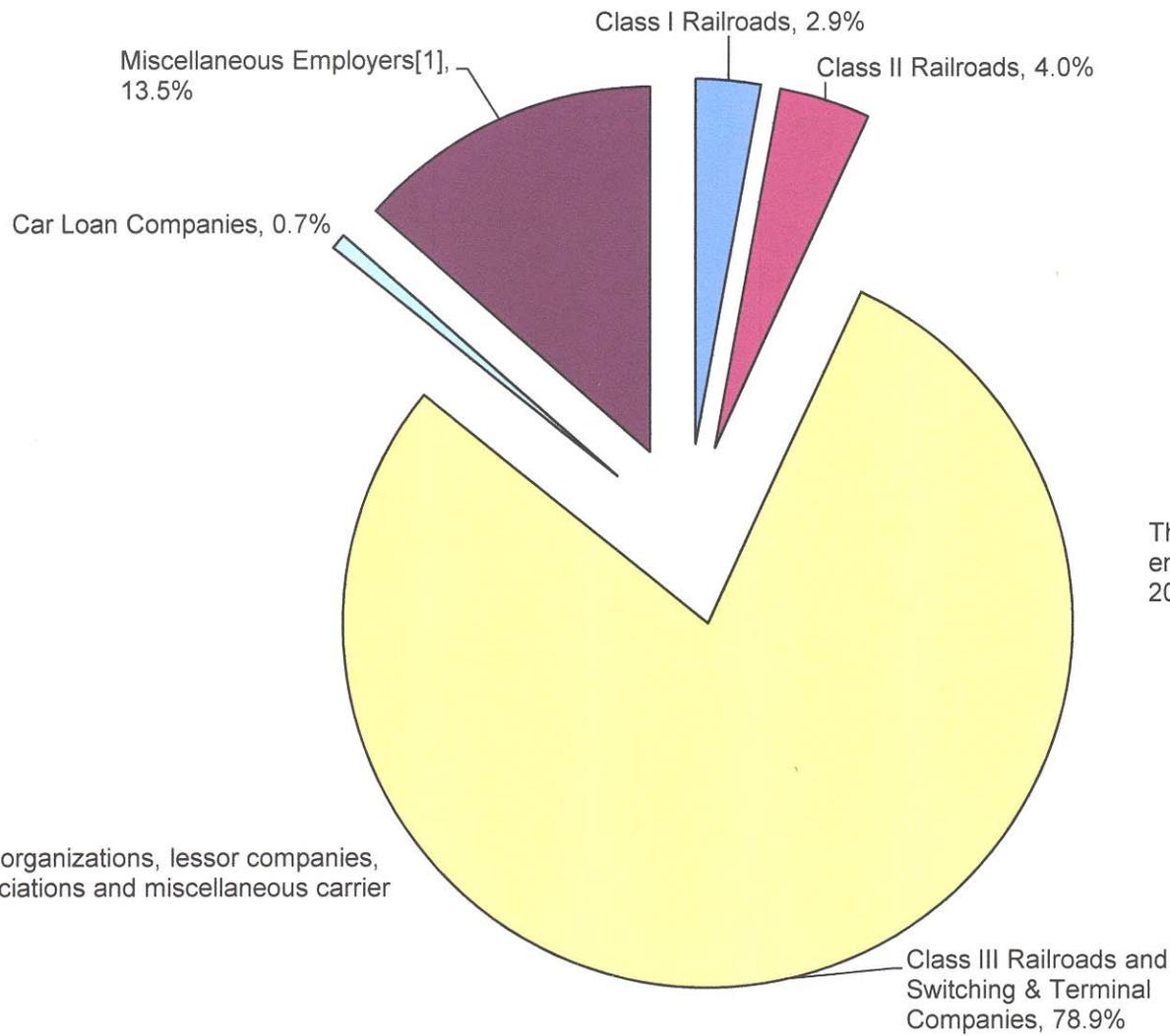
Completed years of service	All employees <sup>1</sup>		Male		Female	
	Number	Cumulative percent	Number	Cumulative percent	Number	Cumulative percent
<b>30 and over</b> .....	57,599	22	54,920	23	2,678	11
<b>25 to 29</b> .....	23,342	31	21,562	32	1,778	19
<b>20 to 24</b> .....	13,511	36	11,920	37	1,591	26
<b>15 to 19</b> .....	18,500	43	16,316	43	2,179	35
<b>10 to 14</b> .....	34,750	56	31,404	57	3,316	49
<b>9</b> .....	7,756	59	6,790	59	961	53
<b>8</b> .....	7,224	61	6,237	62	957	57
<b>7</b> .....	5,812	64	5,051	64	746	60
<b>6</b> .....	7,055	66	6,320	67	727	64
<b>5</b> .....	8,815	70	8,095	70	699	67
<b>4</b> .....	14,910	75	13,802	76	1,087	71
<b>3</b> .....	15,625	81	14,333	82	1,228	76
<b>2</b> .....	17,038	88	15,348	88	1,595	83
<b>1</b> .....	14,754	93	12,971	93	1,695	90
<b>Less than 1</b> .....	18,369	100	15,836	100	2,259	100
<b>Total</b> .....	265,060	100	240,905	100	23,496	100

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

**Table D13.--Employers in 2008, by number of employees**



**Table D14.--Percentage of employers in 2008, by class of employer**



There were 592 reporting employers in calendar year 2008.

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