

## **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 2012 were \$110,100 and \$81,900, respectively. For 2013, the tier I limit increased to \$113,700 per year, while the tier II limit was \$84,300 per year. Under the unemployment program, the taxable earnings base was the first \$1,365 of each employee's monthly earnings in 2012 and \$1,405 in 2013. 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 2012, the deflator percent was 55.23.
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, 1937-2012**

| 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>1937</b> ..... | 1,996                 | 1,279                | \$2,294                    | \$2,264              | 98.7                | .....   | 1,758                      | 1,115                | \$1,985                    | \$1,959 |
| <b>1938</b> ..... | 1,617                 | 1,093                | 2,047                      | 2,008                | 98.1                | .....   | 1,404                      | 939                  | 1,746                      | 1,713   |
| <b>1939</b> ..... | 1,666                 | 1,151                | 2,180                      | 2,145                | 98.4                | .....   | 1,427                      | 988                  | 1,863                      | 1,833   |
| <b>1940</b> ..... | 1,708                 | 1,195                | 2,280                      | 2,248                | 98.6                | .....   | 1,453                      | 1,027                | 1,964                      | 1,936   |
| <b>1941</b> ..... | 2,052                 | 1,322                | 2,697                      | 2,657                | 98.5                | .....   | 1,762                      | 1,140                | 2,332                      | 2,297   |
| <b>1942</b> ..... | 2,587                 | 1,470                | 3,394                      | 3,302                | 97.3                | .....   | 2,209                      | 1,271                | 2,932                      | 2,853   |
| <b>1943</b> ..... | 2,887                 | 1,591                | 4,100                      | 3,944                | 96.2                | .....   | 2,391                      | 1,355                | 3,521                      | 3,387   |
| <b>1944</b> ..... | 2,903                 | 1,670                | 4,523                      | 4,301                | 95.1                | .....   | 2,325                      | 1,415                | 3,858                      | 3,669   |
| <b>1945</b> ..... | 3,014                 | 1,680                | 4,530                      | 4,340                | 95.8                | .....   | 2,414                      | 1,420                | 3,862                      | 3,700   |
| <b>1946</b> ..... | 2,658                 | 1,622                | 4,883                      | 4,639                | 95.0                | .....   | 2,198                      | 1,359                | 4,171                      | 3,963   |
| <b>1947</b> ..... | 2,470                 | 1,598                | 5,113                      | 4,750                | 92.9                | .....   | 2,072                      | 1,352                | 4,352                      | 4,036   |
| <b>1948</b> ..... | 2,339                 | 1,558                | 5,539                      | 4,952                | 89.4                | .....   | 1,984                      | 1,327                | 4,769                      | 4,233   |
| <b>1949</b> ..... | 2,112                 | 1,403                | 5,133                      | 4,609                | 89.8                | .....   | 1,802                      | 1,192                | 4,419                      | 3,926   |
| <b>1950</b> ..... | 2,073                 | 1,421                | 5,327                      | 4,704                | 88.3                | .....   | 1,772                      | 1,220                | 4,594                      | 4,042   |
| <b>1951</b> ..... | 2,103                 | 1,476                | 6,101                      | 5,111                | 83.8                | .....   | 1,796                      | 1,276                | 5,273                      | 4,409   |
| <b>1952</b> ..... | 2,045                 | 1,429                | 6,185                      | 5,046                | 81.6                | .....   | 1,733                      | 1,226                | 5,327                      | 4,333   |
| <b>1953</b> ..... | 1,982                 | 1,405                | 6,147                      | 4,989                | 81.2                | .....   | 1,679                      | 1,206                | 5,325                      | 4,282   |
| <b>1954</b> ..... | 1,690                 | 1,250                | 5,630                      | 4,707                | 83.6                | .....   | 1,424                      | 1,064                | 4,854                      | 4,016   |
| <b>1955</b> ..... | 1,694                 | 1,239                | 5,801                      | 4,925                | 84.9                | .....   | 1,433                      | 1,058                | 4,992                      | 4,214   |
| <b>1956</b> ..... | 1,647                 | 1,220                | 6,206                      | 5,060                | 81.5                | .....   | 1,388                      | 1,043                | 5,325                      | 4,307   |
| <b>1957</b> ..... | 1,510                 | 1,150                | 6,177                      | 4,859                | 78.7                | .....   | 1,278                      | 986                  | 5,358                      | 4,166   |
| <b>1958</b> ..... | 1,321                 | 984                  | 5,722                      | 4,246                | 74.2                | .....   | 1,115                      | 841                  | 4,930                      | 3,626   |
| <b>1959</b> ..... | 1,242                 | 949                  | 5,751                      | 4,377                | 76.1                | .....   | 1,050                      | 816                  | 4,986                      | 3,768   |
| <b>1960</b> ..... | 1,177                 | 909                  | 5,648                      | 4,404                | 78.0                | .....   | 995                        | 780                  | 4,894                      | 3,793   |
| <b>1961</b> ..... | 1,082                 | 836                  | 5,345                      | 4,076                | 76.3                | .....   | 911                        | 718                  | 4,624                      | 3,488   |
| <b>1962</b> ..... | 1,033                 | 815                  | 5,381                      | 3,991                | 74.2                | .....   | 869                        | 700                  | 4,662                      | 3,422   |
| <b>1963</b> ..... | 1,011                 | 790                  | 5,350                      | 3,955                | 73.9                | .....   | 852                        | 680                  | 4,630                      | 3,402   |
| <b>1964</b> ..... | 990                   | 775                  | 5,446                      | 4,211                | 77.3                | .....   | 827                        | 665                  | 4,698                      | 3,606   |
| <b>1965</b> ..... | 969                   | 753                  | 5,590                      | 4,140                | 74.1                | .....   | 799                        | 640                  | 4,793                      | 3,522   |
| <b>1966</b> ..... | 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, 1937-2012 - 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> |                     | Tier II  | Total                      | Average <sup>2</sup> | Total                      | Tier I  |
|               |                       |                      |                            | Aggregate<br>tier I  | Percent<br>of total |          |                            |                      |                            |         |
| 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, 1937-2012 - 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> |                     | Tier II  | Total                      | Average <sup>2</sup> | Total                      | Tier I   |
|                   |                       |                      |                            | Aggregate<br>tier I  | Percent<br>of total |          |                            |                      |                            |          |
| <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                     | 11,586   |
| <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                  | 16,210                     | 15,340               | 94.6                | 14,279   | 195                        | 172                  | 12,655                     | 11,976   |
| <b>2010</b> ..... | 247                   | 221                  | 16,258                     | 15,439               | 95.0                | 14,385   | 194                        | 172                  | 12,800                     | 12,155   |
| <b>2011</b> ..... | 258                   | 229                  | 17,854                     | 16,570               | 92.8                | 15,261   | 203                        | 179                  | 14,158                     | 13,139   |
| <b>2012</b> ..... | 259                   | 234                  | 19,517                     | 17,346               | 88.9                | 16,071   | 202                        | 183                  | 15,473                     | 13,751   |

<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, 1983-2012 (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 |                       |                              |              |            |
| 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           | 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      | (2)                   | (2)                          | 19           | 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, 2003-2012**

|                         | 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  |
| ALL CLASSES OF EMPLOYER |                       |                                 |                                    |          |                                     |                                    |          |
| 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   |
| 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   |
| CLASS I RAILROADS       |                       |                                 |                                    |          |                                     |                                    |          |
| 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   |
| 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   |

**Table D4.--All employees and employees age 60 or older, by completed years of service, 2003-2012 (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>             |                            |         |                           |         |          |         |          |         |             |         |
| 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      |
| 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      |
| <b>EMPLOYEES AGE 60 OR OLDER</b> |                            |         |                           |         |          |         |          |         |             |         |
| 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      |
| 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      |

<sup>1</sup> Calendar year 2012 total includes almost 57,000 employees with 5 or more years of service after calendar year 1995.



**Table D5.--Employees in 2012 and selected service and compensation data, by class of employer**

| Class of employer                                                          |                     |         |        | Average<br>months of<br>service | Average creditable<br>compensation per<br>month of service | Number of employees by amount of average creditable<br>compensation per month of service |                  |                      |                      |                      |            |
|----------------------------------------------------------------------------|---------------------|---------|--------|---------------------------------|------------------------------------------------------------|------------------------------------------------------------------------------------------|------------------|----------------------|----------------------|----------------------|------------|
|                                                                            | Number of employees |         |        |                                 | All<br>employees                                           | Employees<br>with 12<br>months of<br>service                                             | Under<br>\$4,500 | \$4,500-<br>5,499.99 | \$5,500-<br>6,799.99 | \$6,800-<br>9,174.99 | \$9,175.00 |
|                                                                            | Total <sup>1</sup>  | Male    | Female |                                 |                                                            |                                                                                          |                  |                      |                      |                      |            |
| <b>Class I railroads.....</b>                                              | 202,379             | 185,211 | 16,314 | 11.1                            | \$6,036                                                    | \$6,154                                                                                  | 40,938           | 50,807               | 49,169               | 45,922               | 15,543     |
| <b>Class II railroads.....</b>                                             | 5,084               | 4,550   | 347    | 10.6                            | 5,304                                                      | 5,506                                                                                    | 2,010            | 1,256                | 926                  | 661                  | 231        |
| <b>Class III railroads and<br/>switching &amp; terminal companies.....</b> | 43,585              | 37,306  | 4,823  | 10.8                            | 5,808                                                      | 6,005                                                                                    | 13,671           | 8,619                | 8,645                | 8,752                | 3,898      |
| <b>Car-loan companies.....</b>                                             | 1,530               | 1,250   | 99     | 10.9                            | 5,340                                                      | 5,549                                                                                    | 581              | 451                  | 222                  | 128                  | 148        |
| <b>Miscellaneous<br/>employers<sup>2</sup>.....</b>                        | 6,412               | 4,260   | 1,913  | 10.6                            | 6,285                                                      | 6,473                                                                                    | 2,293            | 714                  | 678                  | 1,160                | 1,567      |
| <b>Total.....</b>                                                          | 258,990             | 232,577 | 23,496 | 11.0                            | \$5,986                                                    | \$6,122                                                                                  | 59,493           | 61,847               | 59,640               | 56,623               | 21,387     |

<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, 2012

| Class or name of employer                                   | All employees  |                                   |                                         |                             | New entrants  |                             | Creditable Compensation (thousands) |                     |                    |
|-------------------------------------------------------------|----------------|-----------------------------------|-----------------------------------------|-----------------------------|---------------|-----------------------------|-------------------------------------|---------------------|--------------------|
|                                                             | Total          | With 12 months of service in 2012 | 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.....                                      | 202,379        | 165,641                           | 147,857                                 | 195,011                     | 13,749        | 9,188                       | \$13,570,046                        | \$12,723,832        | \$3,053,885        |
| Class II railroads.....                                     | 5,084          | 3,908                             | 3,578                                   | 4,595                       | 498           | 241                         | 285,003                             | 272,756             | 71,699             |
| Class III railroads and switching & terminal companies..... | 43,585         | 34,496                            | 31,374                                  | 40,808                      | 3,715         | 2,162                       | 2,745,701                           | 2,549,860           | 634,826            |
| Car-loan companies.....                                     | 1,530          | 1,222                             | 1,000                                   | 1,458                       | 193           | 135                         | 89,454                              | 84,103              | 22,705             |
| Miscellaneous employers <sup>1</sup> .....                  | 6,412          | 4,941                             | 3,544                                   | 5,775                       | 720           | 382                         | 426,631                             | 371,871             | 89,324             |
| <b>Total.....</b>                                           | <b>258,990</b> | <b>210,208</b>                    | <b>187,353</b>                          | <b>247,647</b>              | <b>18,875</b> | <b>12,108</b>               | <b>\$17,116,834</b>                 | <b>\$16,002,422</b> | <b>\$3,872,440</b> |
| <b>SELECTED EMPLOYERS</b>                                   |                |                                   |                                         |                             |               |                             |                                     |                     |                    |
| BNSF Railway Co.....                                        | 45,596         | 38,444                            | 33,842                                  | 44,292                      | 3,045         | 2,286                       | \$3,284,447                         | \$3,042,036         | \$698,672          |
| Canadian National, U.S. Operations                          |                |                                   |                                         |                             |               |                             |                                     |                     |                    |
| Bessemer and Lake Erie Railroad Co.....                     | 76             | 55                                | 54                                      | 70                          | 6             | .....                       | 4,247                               | 4,210               | 1,061              |
| Chicago Central and Pacific Railroad Co.....                | 255            | 211                               | 221                                     | 251                         | 13            | 10                          | 18,458                              | 16,778              | 3,882              |
| Elgin, Joliet and Eastern Railway Co.....                   | 222            | 182                               | 151                                     | 221                         | 9             | 9                           | 16,100                              | 15,207              | 3,402              |
| Grand Trunk Western Railroad Co.....                        | 900            | 711                               | 716                                     | 880                         | 25            | 16                          | 66,796                              | 60,364              | 13,489             |
| Illinois Central Railroad Co.....                           | 4,115          | 3,296                             | 3,054                                   | 3,958                       | 335           | 214                         | 305,083                             | 274,007             | 61,418             |
| Pittsburgh and Conneaut Dock Co.....                        | 30             | 20                                | 28                                      | 26                          | .....         | .....                       | 1,256                               | 1,256               | 393                |
| Wisconsin Central LTD <sup>2</sup> .....                    | 1,916          | 1,527                             | 1,405                                   | 1,853                       | 98            | 57                          | 140,547                             | 127,715             | 28,815             |
| Canadian Pacific, Soo Line Corporation                      |                |                                   |                                         |                             |               |                             |                                     |                     |                    |
| Dakota, Minnesota & Eastern Railroad Corp.....              | 1,159          | 900                               | 661                                     | 1,116                       | 70            | 52                          | 55,061                              | 54,797              | 17,052             |
| Delaware and Hudson Railway Co. Inc.....                    | 586            | 419                               | 385                                     | 564                         | 72            | 58                          | 31,964                              | 31,227              | 8,538              |
| Soo Line Railroad Co.....                                   | 3,303          | 2,466                             | 2,087                                   | 3,182                       | 281           | 231                         | 199,373                             | 192,310             | 48,693             |
| CSX Transportation Inc.....                                 | 33,064         | 26,231                            | 23,656                                  | 31,957                      | 2,042         | 1,487                       | 2,195,411                           | 2,070,400           | 496,253            |
| Kansas City Southern Railway Co.....                        | 2,953          | 2,400                             | 2,128                                   | 2,816                       | 209           | 126                         | 197,837                             | 186,035             | 43,973             |
| Gateway Eastern Railway Co.....                             | 10             | 10                                | 8                                       | 10                          | .....         | .....                       | 614                                 | 611                 | 164                |
| Texas Mexican Railway Co.....                               | 234            | 159                               | 143                                     | 214                         | 35            | 23                          | 15,200                              | 13,700              | 3,163              |
| National Railroad Passenger Corp. (Amtrak).....             | 21,833         | 17,498                            | 15,251                                  | 20,949                      | 1,465         | 909                         | 1,325,530                           | 1,256,047           | 326,089            |
| Norfolk Southern Corp.....                                  | 33,179         | 27,427                            | 23,068                                  | 31,806                      | 2,386         | 1,508                       | 2,091,925                           | 1,992,776           | 499,399            |
| Union Pacific Railroad Co.....                              | 52,948         | 43,685                            | 40,999                                  | 50,846                      | 3,658         | 2,202                       | 3,620,196                           | 3,384,355           | 799,430            |

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

<sup>2</sup> Effective with 2012, includes Duluth, Missable & Iron Range Ry. Co. and Duluth, Winnepeg & Pacific Ry. Co.

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

**Table D7.-- Employees in 2012, by class of employer and amount of creditable compensation**

| Class of employer                                                          | Number by amount of creditable compensation |                   |                     |                     |                     |                     |                     |                     |                     |                     |                     |                      |           |
|----------------------------------------------------------------------------|---------------------------------------------|-------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|----------------------|-----------|
|                                                                            | Total                                       | Under<br>\$27,000 | \$27,000-<br>43,499 | \$43,500-<br>51,999 | \$52,000-<br>56,999 | \$57,000-<br>60,999 | \$61,000-<br>65,999 | \$66,000-<br>71,499 | \$71,500-<br>77,499 | \$77,500-<br>84,999 | \$85,000-<br>93,999 | \$94,000-<br>110,099 | \$110,100 |
| <b>Class I railroads.....</b>                                              | 202,379                                     | 14,663            | 15,507              | 16,083              | 16,700              | 17,820              | 18,713              | 18,352              | 17,999              | 18,040              | 17,720              | 17,753               | 13,029    |
| <b>Class II railroads.....</b>                                             | 5,084                                       | 770               | 536                 | 698                 | 575                 | 395                 | 424                 | 389                 | 320                 | 277                 | 260                 | 240                  | 200       |
| <b>Class III railroads and<br/>switching &amp; terminal companies.....</b> | 43,585                                      | 5,466             | 4,557               | 4,202               | 3,233               | 2,946               | 3,194               | 3,218               | 3,043               | 3,353               | 3,180               | 3,661                | 3,532     |
| <b>Car-loan companies.....</b>                                             | 1,530                                       | 179               | 223                 | 161                 | 146                 | 227                 | 118                 | 110                 | 74                  | 52                  | 51                  | 50                   | 139       |
| <b>Miscellaneous employers<sup>1</sup>.....</b>                            | 6,412                                       | 977               | 758                 | 679                 | 349                 | 226                 | 297                 | 252                 | 231                 | 284                 | 338                 | 609                  | 1,412     |
| <b>Total.....</b>                                                          | 258,990                                     | 22,055            | 21,581              | 21,823              | 21,003              | 21,614              | 22,746              | 22,321              | 21,667              | 22,006              | 21,549              | 22,313               | 18,312    |

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

**Table D8.--Employees in 2012, 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>                                              | 202,379 | 165,641                     | 6,859 | 4,988 | 3,841 | 3,159 | 3,028 | 2,857 | 2,449 | 2,498 | 2,640 | 2,370 | 2,049 |
| <b>Class II railroads.....</b>                                             | 5,084   | 3,908                       | 101   | 109   | 105   | 104   | 111   | 67    | 94    | 98    | 140   | 147   | 100   |
| <b>Class III railroads and<br/>switching &amp; terminal companies.....</b> | 43,585  | 34,496                      | 1,224 | 988   | 835   | 901   | 757   | 772   | 674   | 775   | 718   | 721   | 724   |
| <b>Car-loan companies.....</b>                                             | 1,530   | 1,222                       | 61    | 27    | 26    | 20    | 19    | 37    | 38    | 28    | 16    | 13    | 23    |
| <b>Miscellaneous employers<sup>1</sup>.....</b>                            | 6,412   | 4,941                       | 151   | 112   | 104   | 132   | 133   | 118   | 144   | 137   | 169   | 129   | 142   |
| <b>Total.....</b>                                                          | 258,990 | 210,208                     | 8,396 | 6,224 | 4,911 | 4,316 | 4,048 | 3,851 | 3,399 | 3,536 | 3,683 | 3,380 | 3,038 |

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

**Table D9.--Employees in 2012, by amount of creditable compensation and by sex or completed years of service**

| Creditable compensation               | Total<br>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 \$10,000.00.....</b>         | 8,630                        | 6,509   | 1,047  | 7,076                      | 584                 | 312      | 176      | 135      | 82       | 265         |
| <b>\$10,000.00-\$19,999.99.....</b>   | 7,997                        | 6,587   | 886    | 5,878                      | 571                 | 260      | 169      | 129      | 108      | 882         |
| <b>\$20,000.00-\$29,999.99.....</b>   | 8,107                        | 6,668   | 988    | 5,593                      | 729                 | 449      | 271      | 170      | 131      | 764         |
| <b>\$30,000.00-\$39,999.99.....</b>   | 12,536                       | 10,322  | 1,763  | 7,894                      | 1,698               | 821      | 461      | 351      | 212      | 1,099       |
| <b>\$40,000.00-\$44,999.99.....</b>   | 9,524                        | 7,973   | 1,454  | 5,251                      | 1,586               | 783      | 482      | 360      | 222      | 840         |
| <b>\$45,000.00-\$47,499.99.....</b>   | 5,783                        | 4,882   | 853    | 2,763                      | 1,170               | 555      | 351      | 212      | 167      | 565         |
| <b>\$47,500.00-\$49,999.99.....</b>   | 6,646                        | 5,578   | 1,029  | 2,939                      | 1,395               | 697      | 417      | 312      | 208      | 678         |
| <b>\$50,000.00-\$52,499.99.....</b>   | 7,983                        | 6,819   | 1,124  | 3,084                      | 1,713               | 897      | 582      | 435      | 345      | 927         |
| <b>\$52,500.00-\$54,999.99.....</b>   | 9,454                        | 8,233   | 1,188  | 3,142                      | 2,282               | 1,137    | 693      | 520      | 464      | 1,216       |
| <b>\$55,000.00-\$57,499.99.....</b>   | 12,601                       | 11,367  | 1,215  | 3,393                      | 3,301               | 1,546    | 1,108    | 749      | 675      | 1,829       |
| <b>\$57,500.00-\$59,999.99.....</b>   | 13,501                       | 12,295  | 1,180  | 3,296                      | 3,689               | 1,744    | 1,180    | 814      | 691      | 2,087       |
| <b>\$60,000.00-\$62,499.99.....</b>   | 12,522                       | 11,454  | 1,047  | 2,990                      | 3,641               | 1,624    | 1,099    | 724      | 555      | 1,889       |
| <b>\$62,500.00-\$64,999.99.....</b>   | 11,140                       | 10,190  | 935    | 2,620                      | 3,313               | 1,507    | 941      | 645      | 489      | 1,625       |
| <b>\$65,000.00-\$67,499.99.....</b>   | 10,654                       | 9,838   | 806    | 2,310                      | 3,191               | 1,552    | 939      | 669      | 468      | 1,525       |
| <b>\$67,500.00-\$69,999.99.....</b>   | 10,179                       | 9,419   | 749    | 2,093                      | 3,178               | 1,477    | 971      | 582      | 422      | 1,456       |
| <b>\$70,000.00-\$72,499.99.....</b>   | 9,704                        | 9,058   | 641    | 1,773                      | 2,881               | 1,496    | 1,035    | 533      | 419      | 1,567       |
| <b>\$72,500.00-\$74,999.99.....</b>   | 9,140                        | 8,546   | 589    | 1,510                      | 2,766               | 1,539    | 984      | 531      | 405      | 1,405       |
| <b>\$75,000.00-\$77,499.99.....</b>   | 8,709                        | 8,142   | 561    | 1,270                      | 2,580               | 1,492    | 995      | 520      | 382      | 1,470       |
| <b>\$77,500.00-\$79,999.99.....</b>   | 7,805                        | 7,310   | 494    | 1,070                      | 2,271               | 1,396    | 907      | 528      | 328      | 1,305       |
| <b>\$80,000.00-\$82,499.99.....</b>   | 7,381                        | 6,901   | 476    | 877                        | 2,045               | 1,450    | 976      | 485      | 311      | 1,237       |
| <b>\$82,500.00-\$84,999.99.....</b>   | 6,820                        | 6,365   | 449    | 727                        | 1,798               | 1,347    | 944      | 482      | 281      | 1,241       |
| <b>\$85,000.00-\$87,499.99.....</b>   | 6,531                        | 6,147   | 380    | 600                        | 1,646               | 1,299    | 1,018    | 441      | 233      | 1,294       |
| <b>\$87,500.00-\$89,999.99.....</b>   | 6,184                        | 5,808   | 374    | 478                        | 1,432               | 1,247    | 990      | 427      | 295      | 1,315       |
| <b>\$90,000.00-\$94,999.99.....</b>   | 10,817                       | 10,162  | 651    | 735                        | 2,369               | 2,111    | 1,779    | 873      | 528      | 2,422       |
| <b>\$95,000.00-\$99,999.99.....</b>   | 8,523                        | 8,047   | 474    | 484                        | 1,512               | 1,626    | 1,435    | 746      | 428      | 2,292       |
| <b>\$100,000.00-\$104,999.99.....</b> | 6,593                        | 6,199   | 391    | 365                        | 1,006               | 1,159    | 1,108    | 547      | 380      | 2,028       |
| <b>\$105,000.00-\$110,099.99.....</b> | 5,214                        | 4,938   | 273    | 245                        | 628                 | 834      | 873      | 466      | 327      | 1,841       |
| <b>\$110,100.00.....</b>              | 18,312                       | 16,820  | 1,479  | 921                        | 1,851               | 2,417    | 2,794    | 1,744    | 1,457    | 7,128       |
| <b>Total.....</b>                     | 258,990                      | 232,577 | 23,496 | 71,377                     | <sup>2</sup> 56,826 | 34,774   | 25,678   | 15,130   | 11,013   | 44,192      |

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

<sup>2</sup> Includes 56,566 employees with 5 or more years of railroad service after calendar year 1995.

Table D10.--Employees in 2012, by amount of creditable compensation or sex and by age

| Creditable compensation              | Total number <sup>1</sup> | Age on birthday in 2012 |          |          |          |          |          |          |          |          |          |          |              |
|--------------------------------------|---------------------------|-------------------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|--------------|
|                                      |                           | 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 \$10,000.00.....</b>        | 8,630                     | 196                     | 1,296    | 1,242    | 1,139    | 868      | 758      | 616      | 511      | 463      | 327      | 99       | 33           |
| <b>\$10,000.00-\$19,999.99.....</b>  | 7,997                     | 80                      | 1,076    | 1,347    | 1,118    | 809      | 691      | 529      | 435      | 451      | 789      | 116      | 26           |
| <b>\$20,000.00-\$29,999.99.....</b>  | 8,107                     | 58                      | 1,046    | 1,387    | 1,130    | 837      | 738      | 569      | 489      | 580      | 668      | 134      | 21           |
| <b>\$30,000.00-\$39,999.99.....</b>  | 12,536                    | 39                      | 1,383    | 2,104    | 1,796    | 1,452    | 1,300    | 1,017    | 846      | 895      | 1,035    | 177      | 41           |
| <b>\$40,000.00-\$49,999.99.....</b>  | 9,524                     | 15                      | 780      | 1,541    | 1,476    | 1,158    | 1,067    | 872      | 757      | 788      | 789      | 156      | 23           |
| <b>\$45,000.00-\$49,999.99.....</b>  | 12,429                    | 14                      | 745      | 1,746    | 1,892    | 1,536    | 1,482    | 1,229    | 1,192    | 1,338    | 957      | 179      | 31           |
| <b>\$50,000.00-\$54,999.99.....</b>  | 17,437                    | 7                       | 739      | 2,036    | 2,315    | 2,201    | 2,220    | 1,895    | 1,957    | 2,421    | 1,303    | 219      | 47           |
| <b>\$55,000.00-\$57,499.99.....</b>  | 12,601                    | 4                       | 343      | 1,199    | 1,598    | 1,601    | 1,653    | 1,383    | 1,611    | 2,151    | 865      | 144      | 30           |
| <b>\$57,500.00-\$59,999.99.....</b>  | 13,501                    | 1                       | 315      | 1,284    | 1,655    | 1,681    | 1,793    | 1,520    | 1,750    | 2,395    | 910      | 148      | 23           |
| <b>\$60,000.00-\$62,499.99.....</b>  | 12,522                    | 3                       | 301      | 1,168    | 1,629    | 1,649    | 1,660    | 1,457    | 1,553    | 2,115    | 803      | 133      | 29           |
| <b>\$62,500.00-\$64,999.99.....</b>  | 11,140                    | ...                     | 247      | 1,049    | 1,509    | 1,548    | 1,494    | 1,308    | 1,396    | 1,773    | 692      | 97       | 12           |
| <b>\$65,000.00-\$67,499.99.....</b>  | 10,654                    | 2                       | 189      | 937      | 1,419    | 1,491    | 1,537    | 1,325    | 1,320    | 1,723    | 607      | 83       | 10           |
| <b>\$67,500.00-\$69,999.99.....</b>  | 10,179                    | ...                     | 158      | 890      | 1,369    | 1,513    | 1,530    | 1,256    | 1,209    | 1,594    | 559      | 78       | 12           |
| <b>\$70,000.00-\$72,499.99.....</b>  | 9,704                     | ...                     | 123      | 722      | 1,282    | 1,393    | 1,528    | 1,184    | 1,214    | 1,566    | 595      | 80       | 12           |
| <b>\$72,500.00-\$74,999.99.....</b>  | 9,140                     | ...                     | 93       | 669      | 1,197    | 1,331    | 1,413    | 1,179    | 1,179    | 1,438    | 559      | 65       | 12           |
| <b>\$75,000.00-\$77,499.99.....</b>  | 8,709                     | ...                     | 75       | 595      | 1,071    | 1,247    | 1,318    | 1,127    | 1,154    | 1,484    | 520      | 97       | 13           |
| <b>\$77,500.00-\$79,999.99.....</b>  | 7,805                     | ...                     | 50       | 498      | 989      | 1,138    | 1,231    | 1,010    | 1,046    | 1,276    | 464      | 93       | 9            |
| <b>\$80,000.00-\$82,499.99.....</b>  | 7,381                     | ...                     | 39       | 392      | 848      | 1,118    | 1,224    | 982      | 956      | 1,257    | 482      | 71       | 6            |
| <b>\$82,500.00-\$84,999.99.....</b>  | 6,820                     | 1                       | 37       | 328      | 729      | 970      | 1,124    | 953      | 977      | 1,183    | 436      | 68       | 8            |
| <b>\$85,000.00-\$89,999.99.....</b>  | 12,715                    | ...                     | 36       | 501      | 1,258    | 1,812    | 2,101    | 1,750    | 1,799    | 2,489    | 821      | 127      | 13           |
| <b>\$90,000.00-\$94,999.99.....</b>  | 10,817                    | ...                     | 35       | 341      | 921      | 1,478    | 1,750    | 1,493    | 1,664    | 2,202    | 816      | 97       | 14           |
| <b>\$95,000.00-\$99,999.99.....</b>  | 8,523                     | ...                     | 10       | 226      | 594      | 1,015    | 1,378    | 1,214    | 1,355    | 1,903    | 701      | 106      | 19           |
| <b>\$100,000.00-\$104,999.99....</b> | 6,593                     | ...                     | 5        | 133      | 436      | 709      | 970      | 910      | 1,020    | 1,675    | 629      | 89       | 13           |
| <b>\$105,000.00-\$110,099.99....</b> | 5,214                     | ...                     | 8        | 82       | 253      | 485      | 740      | 708      | 822      | 1,432    | 586      | 81       | 12           |
| <b>\$110,100.00.....</b>             | 18,312                    | ...                     | 10       | 166      | 632      | 1,335    | 2,284    | 2,469    | 3,253    | 5,190    | 2,464    | 406      | 88           |
| <b>ALL EMPLOYEES</b>                 |                           |                         |          |          |          |          |          |          |          |          |          |          |              |
| <b>Male.....</b>                     | 232,577                   | 371                     | 8,266    | 20,624   | 27,738   | 29,775   | 32,018   | 26,744   | 28,042   | 38,336   | 17,475   | 2,671    | 477          |
| <b>Female.....</b>                   | 23,496                    | 49                      | 872      | 1,957    | 2,514    | 2,600    | 2,966    | 3,211    | 3,423    | 3,446    | 1,902    | 472      | 80           |
| <b>Total<sup>1</sup>.....</b>        | 258,990                   | 420                     | 9,139    | 22,583   | 30,255   | 32,375   | 34,984   | 29,955   | 31,465   | 41,782   | 19,377   | 3,143    | 557          |

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

Table D11.--Employees in 2012, by age or sex and by completed years of service

| Age on birthday<br>in 2012         | 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> . . . . .         | 420                        | 100     | 420                  | 100     | .....    | ...     | .....    | ...     | .....    | ...     | .....    | ...     | .....       | ...     |
| <b>20 to 24.</b> . . . . .         | 9,139                      | 100     | 9,139                | 100     | .....    | ...     | .....    | ...     | .....    | ...     | .....    | ...     | .....       | ...     |
| <b>25 to 29.</b> . . . . .         | 22,583                     | 100     | 22,472               | 100     | 111      | (1)     | .....    | ...     | .....    | ...     | .....    | ...     | .....       | ...     |
| <b>30 to 34.</b> . . . . .         | 30,255                     | 100     | 26,552               | 88      | 3,560    | 12      | 143      | (1)     | .....    | ...     | .....    | ...     | .....       | ...     |
| <b>35 to 39.</b> . . . . .         | 32,375                     | 100     | 21,118               | 65      | 7,574    | 23      | 3,598    | 11      | 85       | (1)     | .....    | ...     | .....       | ...     |
| <b>40 to 44.</b> . . . . .         | 34,984                     | 100     | 17,634               | 50      | 7,892    | 23      | 6,997    | 20      | 2,388    | 7       | 73       | (1)     | .....       | ...     |
| <b>45 to 49.</b> . . . . .         | 29,955                     | 100     | 12,694               | 42      | 5,988    | 20      | 5,606    | 19      | 4,178    | 14      | 1,418    | 5       | 71          | (1)     |
| <b>50 to 54.</b> . . . . .         | 31,465                     | 100     | 8,660                | 28      | 4,609    | 15      | 4,361    | 14      | 3,647    | 12      | 3,691    | 12      | 6,497       | 21      |
| <b>55 to 59.</b> . . . . .         | 41,782                     | 100     | 4,435                | 11      | 3,065    | 7       | 3,008    | 7       | 2,865    | 7       | 3,611    | 9       | 24,798      | 59      |
| <b>60 to 64.</b> . . . . .         | 19,377                     | 100     | 1,730                | 9       | 1,511    | 8       | 1,523    | 8       | 1,513    | 8       | 1,833    | 9       | 11,267      | 58      |
| <b>65 to 69.</b> . . . . .         | 3,143                      | 100     | 357                  | 11      | 376      | 12      | 382      | 12      | 395      | 13      | 337      | 11      | 1,296       | 41      |
| <b>70 and older.</b> . . . .       | 557                        | 100     | 76                   | 14      | 69       | 12      | 45       | 8       | 56       | 10      | 50       | 9       | 261         | 47      |
| <b>Median age</b>                  | 44                         |         | 35                   |         | 43       |         | 46       |         | 51       |         | 55       |         | 58          |         |
| <b>ALL EMPLOYEES</b>               |                            |         |                      |         |          |         |          |         |          |         |          |         |             |         |
| <b>Male.</b> . . . . .             | 232,577                    | 100     | 113,201              | 49      | 30,886   | 13      | 23,376   | 10      | 13,325   | 6       | 9,853    | 4       | 41,936      | 18      |
| <b>Female.</b> . . . . .           | 23,496                     | 100     | 12,109               | 52      | 3,873    | 16      | 2,294    | 10      | 1,805    | 8       | 1,160    | 5       | 2,255       | 10      |
| <b>Total<sup>2</sup></b> . . . . . | 258,990                    | 100     | <sup>3</sup> 128,203 | 50      | 34,774   | 13      | 25,678   | 10      | 15,130   | 6       | 11,013   | 4       | 44,192      | 17      |

<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 56,566 employees with 5 or more years of railroad service after calendar year 1995.

NOTE.-- The median age was 44 years for male employees and 46 years for female employees.

**Table D12.--Employees in 2012, 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> .....      | 44,192                     | 17                    | 41,936  | 18                    | 2,255  | 10                    |
| <b>25 to 29</b> .....         | 11,013                     | 21                    | 9,853   | 22                    | 1,160  | 15                    |
| <b>20 to 24</b> .....         | 15,130                     | 27                    | 13,325  | 28                    | 1,805  | 22                    |
| <b>15 to 19</b> .....         | 25,678                     | 37                    | 23,376  | 38                    | 2,294  | 32                    |
| <b>10 to 14</b> .....         | 34,774                     | 50                    | 30,886  | 51                    | 3,873  | 48                    |
| <b>9</b> .....                | 7,745                      | 53                    | 7,157   | 54                    | 581    | 51                    |
| <b>8</b> .....                | 12,524                     | 58                    | 11,651  | 59                    | 864    | 55                    |
| <b>7</b> .....                | 12,710                     | 63                    | 11,705  | 64                    | 997    | 59                    |
| <b>6</b> .....                | 12,610                     | 68                    | 11,446  | 69                    | 1,154  | 64                    |
| <b>5</b> .....                | 11,237                     | 72                    | 10,008  | 74                    | 1,215  | 69                    |
| <b>4</b> .....                | 11,560                     | 77                    | 10,167  | 78                    | 1,368  | 75                    |
| <b>3</b> .....                | 6,934                      | 80                    | 6,080   | 81                    | 813    | 78                    |
| <b>2</b> .....                | 12,372                     | 84                    | 10,901  | 85                    | 1,413  | 84                    |
| <b>1</b> .....                | 21,362                     | 93                    | 19,139  | 94                    | 1,927  | 92                    |
| <b>Less than 1</b> .....      | 19,149                     | 100                   | 14,947  | 100                   | 1,777  | 100                   |
| <b>Total</b> .....            | 258,990                    | 100                   | 232,577 | 100                   | 23,496 | 100                   |

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



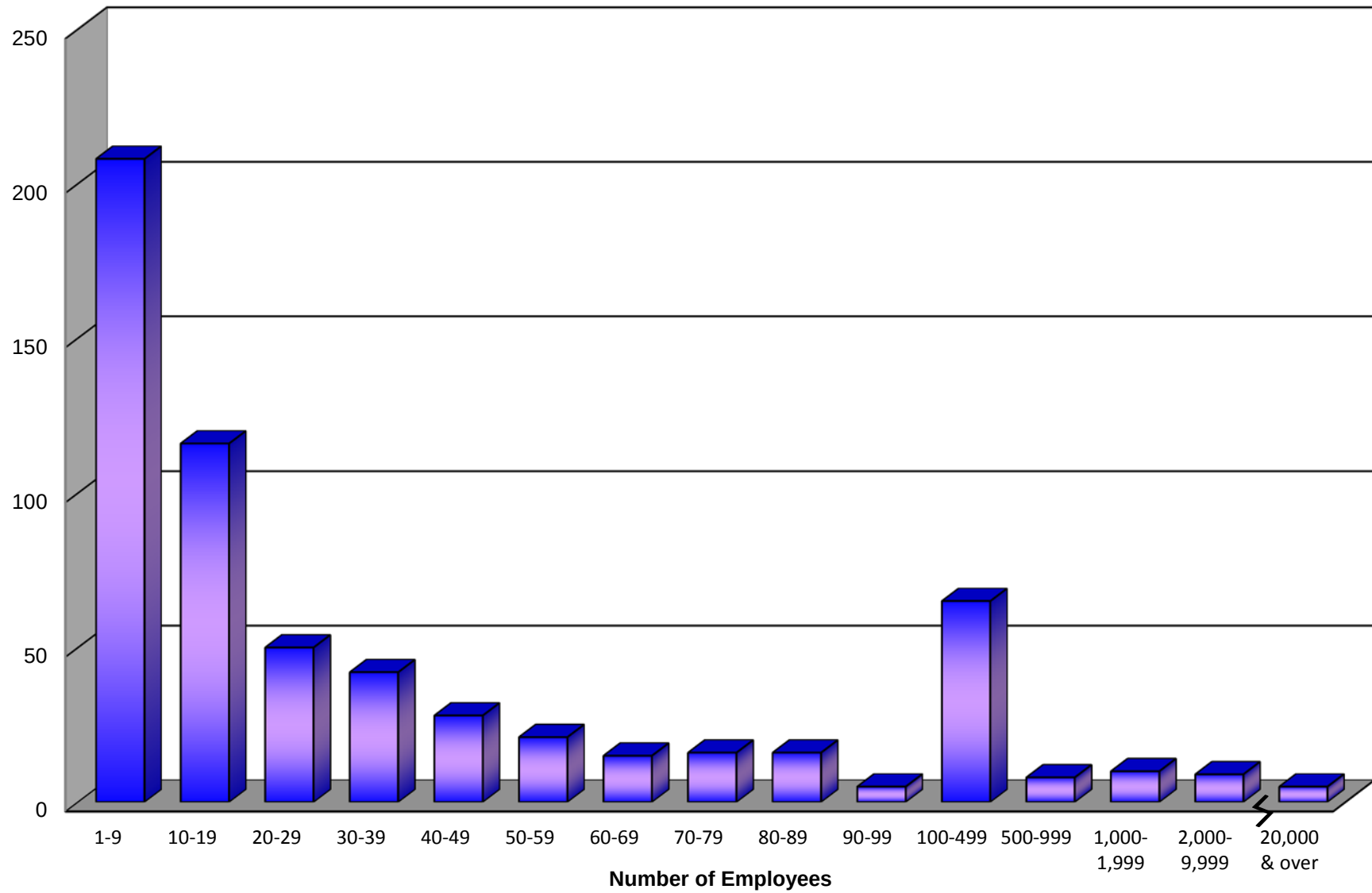
**Table D13.--All employees, new entrants, employees qualified for RUIA benefits, and related data, by state, 2012**

| States             | All employees |                           |                                   |                                         |                             | New entrants |                             | Creditable Compensation |           |          | Average tier I in year |
|--------------------|---------------|---------------------------|-----------------------------------|-----------------------------------------|-----------------------------|--------------|-----------------------------|-------------------------|-----------|----------|------------------------|
|                    | Total         | Average months of service | With 12 months of service in 2012 | With sufficient service for RRA annuity | Qualified for RUIA benefits | Total        | Qualified for RUIA benefits | (thousands)             |           |          |                        |
|                    |               |                           |                                   |                                         |                             |              |                             | Tier I                  | Tier II   | RUIA     |                        |
| Alabama.....       | 4,257         | 10.9                      | 3,339                             | 3,006                                   | 4,037                       | 336          | 249                         | \$267,884               | \$255,091 | \$62,734 | \$62,928               |
| Alaska.....        | 103           | 10.3                      | 56                                | 71                                      | 97                          | 5            | 4                           | 5,078                   | 4,948     | 1,116    | 49,304                 |
| Arizona.....       | 3,153         | 11.2                      | 2,643                             | 2,600                                   | 3,049                       | 152          | 99                          | 226,104                 | 207,880   | 48,245   | 71,711                 |
| Arkansas.....      | 3,871         | 11.0                      | 3,174                             | 2,863                                   | 3,686                       | 328          | 189                         | 245,701                 | 233,720   | 58,039   | 63,472                 |
| California.....    | 13,137        | 11.1                      | 10,741                            | 10,279                                  | 12,592                      | 824          | 500                         | 861,789                 | 806,511   | 197,279  | 65,600                 |
| Colorado.....      | 3,650         | 11.0                      | 2,951                             | 2,687                                   | 3,496                       | 254          | 169                         | 247,946                 | 230,210   | 54,580   | 67,930                 |
| Connecticut.....   | 2,592         | 11.2                      | 2,200                             | 1,829                                   | 2,504                       | 174          | 113                         | 186,713                 | 169,938   | 39,590   | 72,034                 |
| Delaware.....      | 1,495         | 11.2                      | 1,243                             | 1,074                                   | 1,451                       | 87           | 63                          | 93,885                  | 90,322    | 22,795   | 62,799                 |
| Washington DC..... | 279           | 10.9                      | 219                               | 181                                     | 267                         | 27           | 19                          | 17,348                  | 15,936    | 4,118    | 62,178                 |
| Florida.....       | 7,419         | 11.1                      | 6,034                             | 5,219                                   | 7,148                       | 494          | 360                         | 516,819                 | 468,009   | 111,463  | 69,662                 |
| Georgia.....       | 8,605         | 11.0                      | 6,910                             | 5,905                                   | 8,163                       | 658          | 394                         | 556,420                 | 523,076   | 127,900  | 64,662                 |
| Hawaii.....        | 4             | 10.8                      | 3                                 | 3                                       | 4                           | 1            | 1                           | 302                     | 246       | 58       | 75,597                 |
| Idaho.....         | 1,563         | 11.1                      | 1,283                             | 1,151                                   | 1,501                       | 94           | 60                          | 101,136                 | 96,025    | 23,493   | 64,706                 |
| Illinois.....      | 19,131        | 11.1                      | 15,634                            | 13,569                                  | 18,414                      | 1,327        | 885                         | 1,264,434               | 1,188,989 | 288,108  | 66,093                 |
| Indiana.....       | 8,537         | 11.1                      | 6,967                             | 6,064                                   | 8,226                       | 515          | 343                         | 542,251                 | 517,539   | 128,442  | 63,518                 |
| Iowa.....          | 4,019         | 11.2                      | 3,342                             | 3,158                                   | 3,909                       | 185          | 141                         | 272,100                 | 253,767   | 61,101   | 67,703                 |
| Kansas.....        | 6,092         | 11.2                      | 5,095                             | 4,497                                   | 5,915                       | 382          | 276                         | 414,199                 | 385,590   | 92,895   | 67,991                 |
| Kentucky.....      | 4,811         | 11.1                      | 3,909                             | 3,652                                   | 4,676                       | 199          | 143                         | 304,066                 | 292,248   | 72,537   | 63,202                 |
| Louisiana.....     | 3,915         | 10.8                      | 3,044                             | 2,737                                   | 3,708                       | 422          | 265                         | 251,683                 | 236,188   | 57,497   | 64,287                 |
| Maine.....         | 654           | 10.9                      | 513                               | 483                                     | 623                         | 30           | 15                          | 37,517                  | 36,280    | 9,648    | 57,365                 |
| Maryland.....      | 4,709         | 11.0                      | 3,769                             | 3,382                                   | 4,509                       | 316          | 206                         | 306,101                 | 285,396   | 70,167   | 65,003                 |
| Massachusetts..... | 3,379         | 11.1                      | 2,742                             | 2,449                                   | 3,240                       | 244          | 156                         | 227,425                 | 211,960   | 50,783   | 67,305                 |
| Michigan.....      | 3,932         | 10.9                      | 3,116                             | 2,790                                   | 3,757                       | 241          | 150                         | 251,849                 | 235,838   | 58,013   | 64,051                 |
| Minnesota.....     | 5,467         | 11.0                      | 4,321                             | 3,508                                   | 5,251                       | 472          | 342                         | 348,635                 | 330,691   | 81,338   | 63,771                 |
| Mississippi.....   | 2,111         | 11.3                      | 1,814                             | 1,591                                   | 2,056                       | 86           | 49                          | 146,054                 | 136,154   | 32,449   | 69,187                 |
| Missouri.....      | 8,419         | 11.1                      | 6,931                             | 6,166                                   | 8,110                       | 572          | 383                         | 559,368                 | 528,100   | 127,252  | 66,441                 |
| Montana.....       | 3,327         | 11.1                      | 2,685                             | 2,386                                   | 3,200                       | 272          | 201                         | 218,008                 | 206,613   | 49,419   | 65,527                 |
| Nebraska.....      | 13,176        | 11.3                      | 11,182                            | 10,147                                  | 12,839                      | 726          | 519                         | 921,820                 | 852,496   | 202,471  | 69,962                 |
| Nevada.....        | 746           | 11.1                      | 616                               | 625                                     | 715                         | 27           | 10                          | 52,060                  | 48,978    | 11,226   | 69,785                 |
| New Hampshire..... | 393           | 11.1                      | 316                               | 293                                     | 380                         | 17           | 10                          | 27,090                  | 24,963    | 5,939    | 68,930                 |
| New Jersey.....    | 8,329         | 11.2                      | 6,894                             | 6,367                                   | 8,033                       | 475          | 294                         | 563,816                 | 525,426   | 126,028  | 67,693                 |
| New Mexico.....    | 1,958         | 11.1                      | 1,617                             | 1,567                                   | 1,892                       | 147          | 117                         | 139,214                 | 127,544   | 29,580   | 71,100                 |

Table D13.--All employees, new entrants, employees qualified for RUIA benefits, and related data, by state, 2012 - Continued

| States              | All employees |                           |                                   |                                         |                             | New entrants |                             | Creditable Compensation |              |             | Average tier I in year |
|---------------------|---------------|---------------------------|-----------------------------------|-----------------------------------------|-----------------------------|--------------|-----------------------------|-------------------------|--------------|-------------|------------------------|
|                     | Total         | Average months of service | With 12 months of service in 2012 | With sufficient service for RRA annuity | Qualified for RUIA benefits | Total        | Qualified for RUIA benefits | (thousands)             |              |             |                        |
|                     |               |                           |                                   |                                         |                             |              |                             | Tier I                  | Tier II      | RUIA        |                        |
| New York.....       | 17,050        | 11.2                      | 14,318                            | 13,006                                  | 16,393                      | 1,181        | 728                         | \$1,220,012             | \$1,110,841  | \$258,644   | \$71,555               |
| North Carolina..... | 3,143         | 11.0                      | 2,502                             | 2,201                                   | 3,015                       | 219          | 148                         | 196,057                 | 186,518      | 46,680      | 62,379                 |
| North Dakota.....   | 2,204         | 10.9                      | 1,745                             | 1,507                                   | 2,090                       | 226          | 144                         | 146,042                 | 137,308      | 32,674      | 66,262                 |
| Ohio.....           | 9,056         | 11.0                      | 7,307                             | 6,256                                   | 8,666                       | 620          | 397                         | 562,224                 | 535,036      | 135,620     | 62,083                 |
| Oklahoma.....       | 2,318         | 10.9                      | 1,878                             | 1,595                                   | 2,190                       | 196          | 121                         | 145,463                 | 138,812      | 34,328      | 62,754                 |
| Oregon.....         | 2,322         | 11.1                      | 1,925                             | 1,815                                   | 2,232                       | 125          | 78                          | 148,109                 | 141,536      | 35,023      | 63,785                 |
| Pennsylvania.....   | 12,769        | 11.0                      | 10,318                            | 9,154                                   | 12,129                      | 868          | 513                         | 786,548                 | 746,263      | 189,818     | 61,598                 |
| Rhode Island.....   | 487           | 11.1                      | 398                               | 343                                     | 467                         | 30           | 15                          | 31,762                  | 29,982       | 7,359       | 65,220                 |
| South Carolina..... | 2,296         | 11.0                      | 1,844                             | 1,648                                   | 2,213                       | 155          | 110                         | 147,174                 | 139,685      | 34,332      | 64,100                 |
| South Dakota.....   | 949           | 11.2                      | 774                               | 680                                     | 929                         | 43           | 35                          | 57,877                  | 55,996       | 14,354      | 60,987                 |
| Tennessee.....      | 4,952         | 11.0                      | 3,972                             | 3,457                                   | 4,780                       | 289          | 207                         | 312,201                 | 298,422      | 74,087      | 63,046                 |
| Texas.....          | 19,839        | 11.0                      | 16,196                            | 14,753                                  | 18,882                      | 1,891        | 1,205                       | 1,428,787               | 1,303,242    | 296,297     | 72,019                 |
| Utah.....           | 1,917         | 11.2                      | 1,595                             | 1,657                                   | 1,870                       | 70           | 53                          | 133,085                 | 124,474      | 29,191      | 69,423                 |
| Vermont.....        | 259           | 10.9                      | 210                               | 157                                     | 245                         | 21           | 14                          | 12,666                  | 12,194       | 3,772       | 48,903                 |
| Virginia.....       | 7,551         | 11.1                      | 6,180                             | 5,189                                   | 7,209                       | 446          | 279                         | 490,539                 | 456,994      | 112,817     | 64,963                 |
| Washington.....     | 5,222         | 11.1                      | 4,294                             | 3,804                                   | 5,017                       | 360          | 221                         | 354,600                 | 331,593      | 78,676      | 67,905                 |
| West Virginia.....  | 3,213         | 11.2                      | 2,654                             | 2,442                                   | 3,121                       | 110          | 68                          | 202,952                 | 195,176      | 48,791      | 63,166                 |
| Wisconsin.....      | 3,773         | 11.0                      | 2,920                             | 2,726                                   | 3,642                       | 269          | 204                         | 251,097                 | 233,998      | 56,147      | 66,551                 |
| Wyoming.....        | 2,876         | 11.2                      | 2,414                             | 2,353                                   | 2,802                       | 95           | 59                          | 202,481                 | 189,408      | 43,812      | 70,404                 |
| Military.....       | 3             | 5.0                       | .....                             | .....                                   | 2                           | 1            | .....                       | 45                      | 45           | 20          | 15,139                 |
| Foreign.....        | 662           | 6.2                       | 108                               | 247                                     | 195                         | 95           | 4                           | 4,629                   | 4,219        | 2,317       | 6,992                  |
| Unknown.....        | 2,896         | 8.4                       | 1,353                             | 64                                      | 2,110                       | 1,476        | 780                         | 107,670                 | 104,009      | 31,375      | 37,179                 |
| Total.....          | 258,990       | 11.0                      | 210,208                           | 187,353                                 | 247,647                     | 18,875       | 12,108                      | \$17,116,834            | \$16,002,422 | \$3,872,440 | \$66,091               |

**Table D14.--Employers in 2012, by number of employees**



**Table D15.--Percentage of employers in 2012, by class of employer**

