

COMPID = T650694  
 UNITID = T650694

**EQUAL EMPLOYMENT OPPORTUNITY**  
**2020 EMPLOYER INFORMATION REPORT EEO-1**  
 Consolidated Report

**SECTION B – COMPANY IDENTIFICATION**

1. PIONEER NATURAL RESOURCES USA INC  
 777 Hidden Ridge  
 IRVING, TX 75038

2.a. PIONEER NATURAL RESOURCES USA INC  
 777 Hidden Ridge  
 IRVING, TX 75038

c. EIN= 752516853

**SECTION C – TEST FOR FILING REQUIREMENT**

1-Y 2-N 3-N DUNS= 154679435

**SECTION E – ESTABLISHMENT INFORMATION**

NAICS: 551114 - Corporate, Subsidiary, and Regional Managing Offices

**SECTION D – EMPLOYMENT DATA**

JOB CATEGORIES	Hispanic or Latino		Non-Hispanic or Latino												Overall Totals
	Male	Female	***** Male *****						***** Female *****						
			White	Black or African American	Native Hawaiian Or Pacific Islander	Asian	American Indian or Alaska Native	Two or More Races	White	Black or African American	Native Hawaiian Or Pacific Islander	Asian	American Indian or Alaska Native	Two or More Races	
Exec/Sr. Officials & Mgrs	1	1	15	0	0	1	0	0	8	0	0	0	0	0	26
First/Mid Officials & Mgrs	59	17	279	9	0	7	2	1	70	8	0	4	0	0	456
Professionals	57	47	307	13	0	41	2	7	160	17	0	22	4	3	680
Technicians	4	8	47	3	0	4	1	0	38	5	0	8	0	2	120
Sales Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Administrative Support	24	64	32	5	0	1	1	0	86	17	0	3	1	1	235
Craft Workers	264	0	288	8	0	1	2	6	0	0	0	0	0	0	569
Operatives	59	1	31	6	0	1	1	1	0	0	0	0	0	0	100
Laborers & Helpers	20	0	1	0	0	0	0	0	0	0	0	0	0	0	21
Service Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	488	138	1000	44	0	56	9	15	362	47	0	37	5	6	2207
Previous Year Total	571	142	1029	50	0	51	9	15	369	51	0	34	4	5	2330

**SECTION F – REMARKS**

DATES OF PAYROLL PERIOD: 10/1/2020 THRU 10/15/2020

**SECTION G – CERTIFICATION:** CERTIFIED DATE: 7/9/2021 11:01 AM

CERTIFYING OFFICIAL: Kimberly Balderas  
 EMAIL: pramodh.eappen@pxd.com

TITLE: Sr. HR Shared Services Manager  
 PHONE: 9729694099

EEO-1 REPORT CONTACT PERSON: Kimberly Balderas  
 EMAIL: pramodh.eappen@pxd.com

TITLE: Sr. HR Shared Services Manager  
 PHONE: 9729694099