

GENDER DISTRIBUTION TABLE (2022-2024)

	MALE	MANAGEMENT	FEMALE	MANAGEMENT
2024	85.9%	85.2%	14.1%	14.8%
2023	86%	85.1%	14%	14.9%
2022	86.4%	85.3%	13.6%	14.7%



HEADCOUNT/WORKFORCE

Total Employees

Location	2022	2023	2024
Headquarters	414	470	497
Delaware City Refinery	525	535	536
Paulsboro Refinery	270	301	302
Toledo Refinery	490	524	521
Chalmette Refinery	582	587	606
Torrance Refinery	588	592	598
Torrance Logistics	96	97	95
Martinez Refinery	561	580	605
PBFX	90	90	95
Total	3616	3776	3855

Percentage of Workforce that is Represented

Location	2022	2023	2024
Headquarters	0	0	0
Delaware City Refinery	71%	70%	70%
Paulsboro Refinery	64%	63%	61%
Toledo Refinery	62%	62%	64%
Chalmette Refinery	55%	57%	55%
Torrance Refinery	56%	54%	54%
Torrance Logistics	47%	53%	43%
Martinez Refinery	57%	56%	56%
PBFX	53%	53%	53%
Total	53%	52%	51%

2024 EEOC DATA

	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 Alaskan Native	Two or more races	White	Black or African American	Native Hawaiian or Pacific Islander	Asian	American Indian or Alaskan Native	Two or more races	
Executives/Sr. Officials & Mgrs.	3	1	30	0	0	1	0	0	5	1	0	1	0	0	42
First/Mid Officials & Mgrs.	83	18	576	45	1	24	0	14	85	12	0	12	0	0	870
Professionals	68	35	366	38	4	80	1	21	146	20	2	26	0	9	816
Technicians	17	3	63	13	0	13	0	1	10	6	0	4	1	1	132
Sales Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Administrative Support	7	8	23	7	0	1	0	0	50	9	0	0	0	3	108
Craft Workers	75	2	429	36	4	20	7	4	10	3	0	1	0	0	591
Operatives	206	11	811	127	19	30	8	32	38	9	0	0	1	3	1295
Laborers & Helpers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Service Workers	1	0	10	0	0	1	0	0	0	0	0	0	0	0	12
Total	460	78	2308	266	28	170	16	72	344	60	2	44	2	16	3866
Previous Year Totals	430	78	2304	261	28	156	16	68	336	59	2	40	2	15	3795

2023 EEOC DATA

	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 Alaskan Native	Two or more races	White	Black or African American	Native Hawaiian or Pacific Islander	Asian	American Indian or Alaskan Native	Two or more races	
Executives/Sr. Officials & Mgrs.	3	1	29	1	0	1	0	0	5	1	0	1	0	0	42
First/Mid Officials & Mgrs.	79	19	563	44	1	22	0	14	80	14	0	12	0	0	848
Professionals	61	32	371	33	4	71	1	17	146	17	2	21	0	8	784
Technicians	17	2	62	13	0	13	0	1	9	6	0	4	1	1	129
Sales Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Administrative Support	7	9	16	6	0	3	0	0	49	10	0	1	0	1	102
Craft Workers	68	3	433	33	3	20	7	4	11	3	0	1	0	2	588
Operatives	194	12	819	131	20	25	8	32	36	8	0	0	1	3	1289
Laborers & Helpers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Service Workers	1	0	11	0	0	1	0	0	0	0	0	0	0	0	13
Total	430	78	2304	261	28	156	16	68	336	59	2	40	2	15	3795
Previous Year Totals	424	73	2199	252	26	149	16	63	312	51	2	38	2	16	3623

2022 EEOC DATA

	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 Alaskan Native	Two or more races	White	Black or African American	Native Hawaiian or Pacific Islander	Asian	American Indian or Alaskan Native	Two or more races	
Executives/Sr. Officials & Mgrs.	4	0	28	2	0	1	0	0	4	1	0	1	0	0	41
First/Mid Officials & Mgrs.	69	16	530	44	1	24	1	10	77	14	0	10	0	0	796
Professionals	58	31	342	29	3	66	1	17	137	14	2	20	0	9	729
Technicians	15	2	59	13	0	11	0	1	6	5	0	5	1	1	119
Sales Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Administrative Support	5	10	16	6	0	2	0	0	38	7	0	1	0	2	87
Craft Workers	68	1	420	28	3	20	6	4	11	3	0	1	0	2	567
Operatives	204	13	792	130	19	25	8	31	39	7	0	0	1	2	1271
Laborers & Helpers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Service Workers	1	0	12	0	0	0	0	0	0	0	0	0	0	0	13
Total	424	73	2199	252	26	149	16	63	312	51	2	38	2	16	3623
Previous Year Totals	369	64	2060	238	26	129	18	48	307	56	2	36	2	11	3366