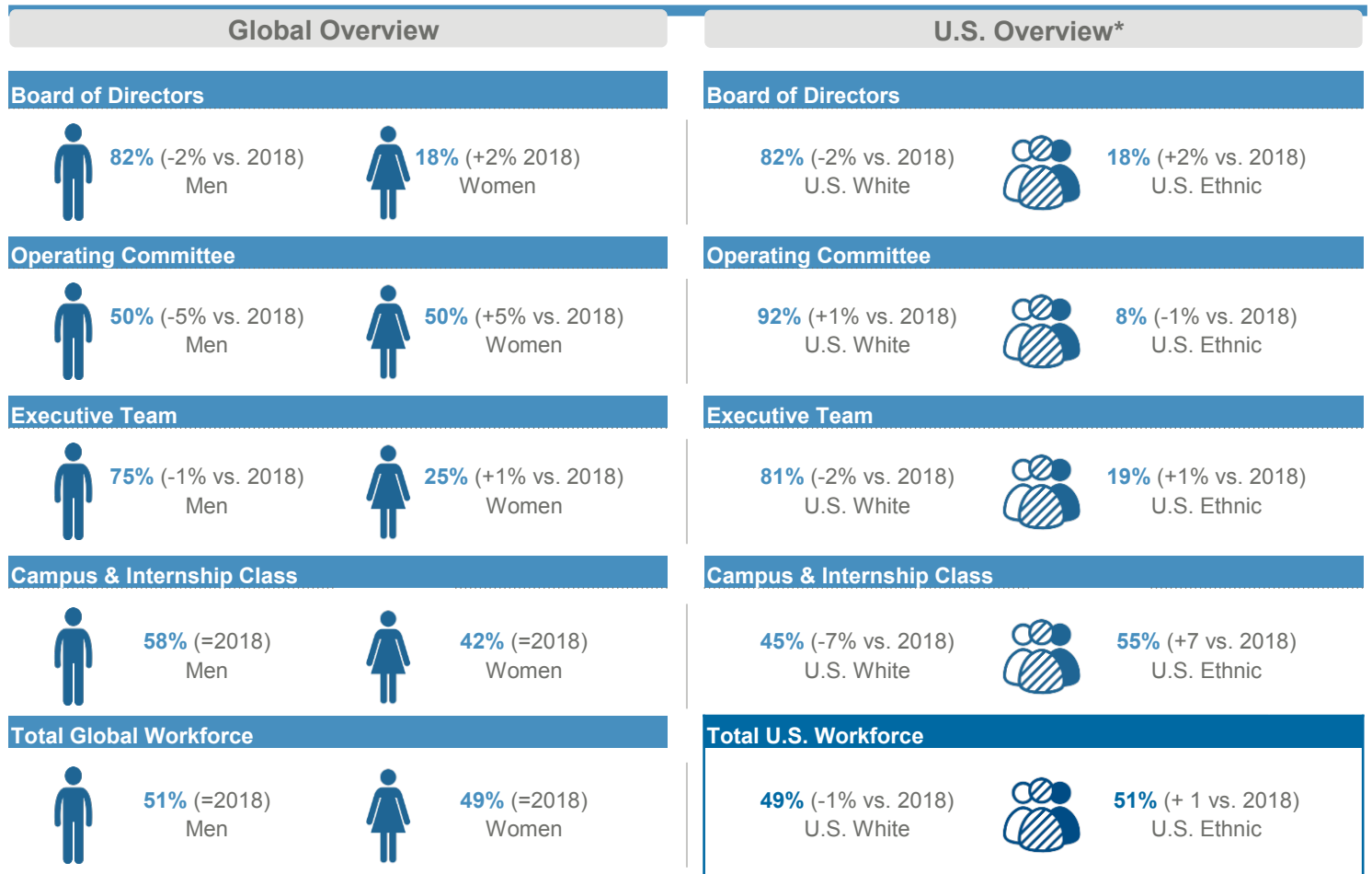


JPMORGAN CHASE & CO.

Workforce Composition Disclosure



U.S. EEOC Deep-Dive

	Total Workforce		Exec./Sr. Lvl		Mid-Lvl Managers		Professionals		All Other	
	2019	2018	2019	2018	2019	2018	2019	2018	2019	2018
EEO	161,810	165,206	2,982	3,010	36,322	36,017	44,878	45,879	77,628	80,300
Ethnicity										
U.S. White	49%	50%	81%	82%	59%	60%	54%	55%	40%	41%
U.S. Ethnic	51%	50%	19%	18%	41%	40%	46%	45%	60%	59%
U.S. Asian	16%	15%	9%	8%	21%	20%	22%	22%	9%	9%
U.S. Black	13%	13%	4%	4%	8%	8%	11%	11%	17%	17%
U.S. Hispanic	20%	20%	5%	5%	10%	10%	11%	10%	31%	30%
U.S. Other	2%	2%	1%	1%	2%	2%	2%	2%	3%	3%
Sex										
U.S. Women	53%	53%	27%	26%	42%	42%	45%	45%	63%	64%
U.S. Men	47%	47%	73%	74%	58%	58%	55%	55%	37%	36%
U.S. LGBT+	3%	-	2%	-	3%	-	3%	-	2%	-
U.S. Disabled	4%	-	2%	-	4%	-	4%	-	4%	-
U.S. Military	3%	-	2%	-	3%	-	4%	-	2%	-

* Ethnicity data is as of December 31, 2019 – for the U.S. only – because tracking ethnicity outside of the U.S. is limited. However, Equal Employment Opportunity Commission (EEOC) data is as of October 15, 2019 – and since 2010, has been shared publicly.