

We're at our best when all voices are heard and valued and employees can contribute fully. At AbbVie, embracing diversity and inclusion is one of our company Principles. Living by this Principle helps us innovate, understand our customers and attract and retain talent. We've built this strategy into how we work every day.

The data below on the diversity of AbbVie's U.S. workforce is pulled from our most recent annual submission to the U.S. Equal Employment Opportunity Commission (EEOC) and reflects data as of December 31, 2018. The EEOC mandates the use of specific job categories, which do not always reflect how AbbVie organizes its workforce.

Although it is impossible to capture the diversity of backgrounds and thought at AbbVie in a single chart, we publish this information because we want to be transparent about our diversity. To learn more about our equality, diversity and inclusion strategy and how we work to help our global colleagues achieve their full potential, please click [here](#).

JOB CATEGORIES	HISPANIC OR LATINO		NOT-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	
EXECUTIVE/SR OFFICIALS & MGRS	12	3	143	3	0	32	0	7	76	4	0	23	1	1	305
FIRST/MID OFFICIALS & MGRS	148	161	1758	71	5	428	7	49	1860	122	6	498	11	57	5181
PROFESSIONALS	124	180	1477	64	5	682	4	46	1623	173	4	804	4	69	5259
TECHNICIANS	71	29	279	27	1	33	0	8	125	16	1	25	0	4	619
SALES WORKERS	48	42	716	46	0	24	5	15	875	50	3	39	4	12	1879
ADMINISTRATIVE SUPPORT	37	89	106	11	0	12	0	5	428	75	1	45	2	22	833
CRAFT WORKERS	40	24	115	16	0	10	0	3	6	15	0	9	0	2	240
OPERATIVES	25	9	44	15	1	11	2	3	8	6	1	8	0	0	133
LABORERS & HELPERS	7	4	24	7	0	2	0	1	3	0	0	1	0	0	49
SERVICE WORKERS	24	16	26	14	0	5	1	2	19	10	0	3	1	2	123
TOTAL	536	557	4688	274	12	1239	19	139	5023	471	16	1455	23	169	14621
PREVIOUS REPORT TOTAL	413	415	4640	269	9	1160	20	156	4968	457	17	1366	24	182	14096