

Micron CY2019-2020 EEO-1 Reports



Diversity
Equality
Inclusion

Additional details

As part of Micron’s commitment to transparency, we have publicly disclosed our Equal Employment Opportunity diversity and pay data for the first time. We hope that by releasing this data, we’ll encourage others in our industry to do the same. Our data demonstrates that we have made progress, but we also still have work to do in certain areas. Read a detailed list of our global diversity, equality and inclusion (DEI) commitments and the actions we are taking in our [fiscal year 2021 DEI report, For All](#).

- EEO-1 Component 1 diversity and Component 2 pay data applies to only U.S. team members.

- Information collected is from November 2019 and November 2020 snapshot of W2 box 1 earnings. W2 earnings may vary due to start date, 401k contributions, shift differentials, etc.
- EEO-1 job categories encompass a broad range of grade levels, job titles and technical and non-technical jobs. Please note: Job categories in the EEO-1 reports are not aligned to Micron’s workforce or compensation structure. Below are some examples of the types of Micron job groups that fall within the EEO-1 job categories.

EEO-1 Job Categories	Micron’s Example Job Groups
00-Exec/Sr. Level Official & Mgr.	Executives
01-1st/Mid-Level Officials & Mgr.	Managers and Directors
02-Professionals	Non-managers
03-Technicians	Hourly TMs
04-Sales Workers	Sales
05-Office and Clerical	Administrative Support Staff
06-Craft Workers	Facilities Technicians
07-Operatives	Semi-Skilled Technicians
08-Laborer & Helpers	Unskilled Technicians
09-Service Worker	Service (Security Guard/Emergency Response)



Equal Employment Opportunity

2019 Employer Information Report EEO-1
Consolidated Report

COMPID = F254885
UNITID = F254885

Section B - Company Identification

1. Micron Technology Inc.
8000 South Federal Way
Boise, ID 83716

2.a. Micron Technology Inc.
8000 South Federal Way
Boise, ID 83716

Section C - Test for Filing Requirement

1-Y 2-Y 3-Y DUNS = 093120871

Section E - Establishment Information

334413 - Semiconductor and Related Device Manufacturing

Section D - Employment data

c. EIN = 751618004

Job Categories	Hispanic or Latino		Non-Hispanic or Latino												Overall Totals
			Male						Female						
	Male	Female	White	Black or African American	Native Hawaiiin or Pacific Islander	Asian	American Indian or Alaska Native	Two or More Races	White	Black or African American	Native Hawaiiin or Pacific Islander	Asian	American Indian or Alaska Native	Two or More Races	
Exec/Sr. Officials & Mgrs	0	1	47	0	0	16	0	1	5	1	0	3	0	1	75
First/Mid Officials & Mgrs	42	12	1203	35	0	280	6	17	189	2	0	61	0	6	1853
Professionals	144	39	3212	82	4	1263	17	101	630	22	1	414	6	16	5951
Technicians	118	21	1191	88	7	89	3	35	167	18	1	38	0	2	1778
Sales Workers	0	2	17	0	0	1	0	0	7	0	0	2	0	1	30
Administrative Support	4	5	4	0	0	0	0	1	38	1	2	4	1	6	66
Craft Workers	3	0	66	2	1	3	0	0	0	0	0	0	0	0	75
Operatives	8	4	75	34	0	10	1	6	29	14	1	15	0	0	197
Laborers & Helpers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Service Workers	1	0	13	1	0	1	0	1	4	0	0	0	0	0	21
Total	320	84	5828	242	12	1663	27	162	1069	58	5	537	7	32	10046
Previous Year Total	296	91	5249	226	11	1477	26	136	1050	53	6	477	5	39	9142

Section F - Remarks

Section D - Employment Data by Pay 2019

EEO	Job Categories	Salary Compensation Band	Number of Employees (November)														Grand Total
			Hispanic or Latino		Non-Hispanic or Latino												
					Male						Female						
			Male	Female	White	Black or African American	Native Hawaiiin or Pacific Islander	Asian	American Indian or Alaska Native	Two or More Races	White	Black or African American	Native Hawaiiin or Pacific Islander	Asian	American Indian or Alaska Native	Two or More Races	
00	Exec/Sr Level Officials & Mgrs	\$208000 and over		1	47			16		1	5	1		3		1	75
	Total			1	47			16		1	5	1		3		1	75
01	1st/Sr Level Officials & Mgrs	\$30680 and \$38999		1	3												4
		\$39000 and \$49919	1		2												3
		\$49920 and \$62919			5	2		1			1						9
		\$62920 and \$80079	6		52	2					11						71
		\$80080 and \$101919	1	2	96	11		3	1	2	22			1		1	140
		\$101920 and \$128959	5	4	160	11		23	1	4	44	1		6			259
		\$128960 and \$163799	15	2	359	6		77	1	3	56			24		3	546
		\$163800 and \$207999	6		327	3		100	1	1	44			14		1	497
		\$208000 and over	8	3	199			76	2	7	11	1		16		1	324
	Total		42	12	1203	35		280	6	17	189	2		61		6	1853

Section D - Employment Data by Pay 2019

EEO	Job Categories	Salary Compensation Band	Number of Employees (November)														Grand Total
			Hispanic or Latino		Non-Hispanic or Latino												
					Male						Female						
			Male	Female	White	Black or African American	Native Hawaiiin or Pacific Islander	Asian	American Indian or Alaska Native	Two or More Races	White	Black or African American	Native Hawaiiin or Pacific Islander	Asian	American Indian or Alaska Native	Two or More Races	
02	Professionals	\$30680 and \$38999			1						1						2
		\$39000 and \$49919	2	2	5			2		1	8	1	1	2			24
		\$49920 and \$62919	3	4	44	1		4		1	49	1		8		3	118
		\$62920 and \$80079	24	12	421	11	2	52	4	18	163	3		39	2	5	756
		\$80080 and \$101919	42	12	971	38	1	266	7	40	191	10		128	2	2	1710
		\$101920 and \$128959	45	6	921	23	1	403	4	26	148	7		131	2	2	1719
		\$128960 and \$163799	25	2	561	8		292	2	13	55			74		4	1036
		\$163800 and \$207999	1	1	234	1		201		2	13			24			477
		\$208000 and over	2		54			43			2			8			109
		Total	144	39	3212	82	4	1263	17	101	630	22	1	414	6	16	5951
03	Technicians	\$30680 and \$38999	4	1	21	1		2			12			4		1	46
		\$39000 and \$49919	18	5	196	13		12	2	7	57	2	1	9		1	323
		\$49920 and \$62919	44	13	451	35	4	38		15	67	14		21			702
		\$62920 and \$80079	47	2	420	32	3	27	1	10	29	1		4			576
		\$80080 and \$101919	5		103	7		10		3	2	1					131
		Total	118	21	1191	88	7	89	3	35	167	18	1	38		2	1778

Section D - Employment Data by Pay 2019

EEO	Job Categories	Salary Compensation Band	Number of Employees (November)														Grand Total
			Hispanic or Latino		Non-Hispanic or Latino												
					Male						Female						
			Male	Female	White	Black or African American	Native Hawaiiin or Pacific Islander	Asian	American Indian or Alaska Native	Two or More Races	White	Black or African American	Native Hawaiiin or Pacific Islander	Asian	American Indian or Alaska Native	Two or More Races	
04	Sales Workers	\$62920 and \$80079		1	7						2					1	11
		\$80080 and \$101919									2			1			3
		\$101920 and \$128959		1	3						2			1			7
		\$128960 and \$163799			2						1						3
		\$163800 and \$207999			4												4
		\$208000 and over			1			1									2
		Total		2	17			1			7			2		1	30
05	Office and Clerical	\$24440 and \$30679									1						1
		\$30680 and \$38999	1		1						2						4
		\$39000 and \$49919	2	1	3					1	9				1	3	20
		\$49920 and \$62919	1	1							13		1			2	18
		\$62920 and \$80079									6	1		1		1	9
		\$80080 and \$101919									4						4
		\$101920 and \$128959		3							3			3			9
		\$128960 and \$163799											1				1
		Total	4	5	4					1	38	1	2	4	1	6	66

Section D - Employment Data by Pay 2019

EEO	Job Categories	Salary Compensation Band	Number of Employees (November)														Grand Total
			Hispanic or Latino		Non-Hispanic or Latino												
					Male						Female						
			Male	Female	White	Black or African American	Native Hawaiiin or Pacific Islander	Asian	American Indian or Alaska Native	Two or More Races	White	Black or African American	Native Hawaiiin or Pacific Islander	Asian	American Indian or Alaska Native	Two or More Races	
06	Craft Workers (skilled)	\$39000 and \$49919			1			2									3
		\$49920 and \$62919			19												19
		\$62920 and \$80079	1		38	2		1									42
		\$80080 and \$101919	2		8		1										11
		Total	3		66	2	1	3									75
07	Operatives (semi-skilled)	\$24440 and \$30679			5					1	1						7
		\$30680 and \$38999	3		26	5		2		3	6			5			50
		\$39000 and \$49919	4	4	38	25		8	1	2	17	12	1	9			121
		\$49920 and \$62919	1		6	4					5	2		1			19
		Total	8	4	75	34		10	1	6	29	14	1	15			197
09	Service Workers	\$39000 and \$49919			2					1							3
		\$49920 and \$62919	1		3	1		1			3						9
		\$62920 and \$80079			8						1						9
		Total	1		13	1		1		1	4						21
Grand Total			320	84	5828	242	12	1663	27	162	1069	58	5	537	7	32	10046

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1-Y 2-Y 3-Y DUNS = 093120871

Section E - Establishment Information

NAICS: 334413 - Semiconductor and Related Device Manufacturing

Section D - Employment data

c. EIN = 751618004

Job Categories	Hispanic or Latino		Non-Hispanic or Latino												Overall Totals
			Male						Female						
	Male	Female	White	Black or African American	Native Hawaiiin or Pacific Islander	Asian	American Indian or Alaska Native	Two or More Races	White	Black or African American	Native Hawaiiin or Pacific Islander	Asian	American Indian or Alaska Native	Two or More Races	
Exec/Sr. Officials & Mgrs	0	0	45	1	0	20	0	1	6	1	0	3	0	1	78
First/Mid Officials & Mgrs	42	16	1171	38	0	331	6	20	214	2	0	69	2	10	1921
Professionals	165	39	3217	93	5	1280	15	102	616	31	2	467	4	20	6056
Technicians	108	23	1097	86	7	88	3	35	154	18	0	35	0	2	1656
Sales Workers	0	2	20	0	0	1	0	1	9	0	0	3	0	1	37
Administrative Support	3	6	3	0	0	0	0	1	34	0	1	6	1	5	60
Craft Workers	3	0	67	2	1	4	0	0	0	0	0	0	0	0	77
Operatives	9	5	67	33	0	10	0	6	28	10	1	11	0	0	180
Laborers & Helpers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Service Workers	2	1	17	1	0	0	0	1	2	0	0	0	0	0	24
Total	332	92	5704	254	13	1734	24	167	1063	62	4	594	7	39	10089
Previous Year Total	320	84	5828	242	12	1663	27	162	1069	58	5	537	7	32	10046

Section F - Remarks

Section D - Employment Data by Pay 2020

EEO	Job Categories	Salary Compensation Band	Number of Employees (November)														Grand Total
			Hispanic or Latino		Non-Hispanic or Latino												
					Male						Female						
			Male	Female	White	Black or African American	Native Hawaiiin or Pacific Islander	Asian	American Indian or Alaska Native	Two or More Races	White	Black or African American	Native Hawaiiin or Pacific Islander	Asian	American Indian or Alaska Native	Two or More Races	
00	Exec/Sr Level Officials & Mgrs	\$208000 and over			45	1		20		1	6	1		3		1	78
	Total				45	1		20		1	6	1		3		1	78
01	1st/Sr Level Officials & Mgrs	\$30680 and \$38999		1	2												3
		\$39000 and \$49919	1		3												4
		\$49920 and \$62919			3	1		1			2						7
		\$62920 and \$80079	6	1	54	2		1			10						74
		\$80080 and \$101919	1	2	96	12		3	2	1	26			2	1		146
		\$101920 and \$128959	6	5	171	12		35	1	5	51	1		10	1	1	299
		\$128960 and \$163799	15	3	343	8		94	1	4	64			23		6	561
		\$163800 and \$207999	6	2	318	3		110		3	48			17		2	509
		\$208000 and over	7	2	181			87	2	7	13	1		17		1	318
	Total		42	16	1171	38		331	6	20	214	2		69	2	10	1921

Section D - Employment Data by Pay 2020

EEO	Job Categories	Salary Compensation Band	Number of Employees (November)														Grand Total
			Hispanic or Latino		Non-Hispanic or Latino												
					Male						Female						
			Male	Female	White	Black or African American	Native Hawaiiin or Pacific Islander	Asian	American Indian or Alaska Native	Two or More Races	White	Black or African American	Native Hawaiiin or Pacific Islander	Asian	American Indian or Alaska Native	Two or More Races	
02	Professionals	\$30680 and \$38999			1						1			1		1	4
		\$39000 and \$49919	3	1	9			1		1	6	1	1	1			24
		\$49920 and \$62919	5	5	53	1		3			55	1	1	8		4	136
		\$62920 and \$80079	34	12	456	14	2	55	3	15	173	7		48	1	7	827
		\$80080 and \$101919	47	12	965	41	1	310	6	45	184	14		158	2	3	1788
		\$101920 and \$128959	46	5	878	26	1	362	4	27	134	8		133	1	3	1628
		\$128960 and \$163799	26	3	550	9		293	2	12	45			80		2	1022
		\$163800 and \$207999	2	1	245	2	1	210		2	16			30			509
		\$208000 and over	2		60			46			2			8			118
		Total	165	39	3217	93	5	1280	15	102	616	31	2	467	4	20	6056
03	Technicians	\$30680 and \$38999	1		6	1		1			8			3		1	21
		\$39000 and \$49919	20	4	172	12		8	2	7	51	1		8		1	286
		\$49920 and \$62919	39	15	425	35	3	41	1	16	66	14		19			674
		\$62920 and \$80079	43	4	399	31	4	29		9	29	2		5			555
		\$80080 and \$101919	5		95	7		9		3		1					120
		Total	108	23	1097	86	7	88	3	35	154	18		35		2	1656

Section D - Employment Data by Pay 2020

EEO	Job Categories	Salary Compensation Band	Number of Employees (November)														Grand Total
			Hispanic or Latino		Non-Hispanic or Latino												
					Male						Female						
			Male	Female	White	Black or African American	Native Hawaiin or Pacific Islander	Asian	American Indian or Alaska Native	Two or More Races	White	Black or African American	Native Hawaiin or Pacific Islander	Asian	American Indian or Alaska Native	Two or More Races	
04	Sales Workers	\$62920 and \$80079		1	5						2					1	9
		\$80080 and \$101919			3						4			2			9
		\$101920 and \$128959		1	4						2			1			8
		\$128960 and \$163799			2						1						3
		\$163800 and \$207999			5												5
		\$208000 and over			1			1		1							3
		Total		2	20			1		1	9			3		1	37
05	Office and Clerical	\$24440 and \$30679									1						1
		\$30680 and \$38999			1						2						3
		\$39000 and \$49919	2	2	1					1	7			1	1	3	18
		\$49920 and \$62919	1								11					1	13
		\$62920 and \$80079		1	1						6			1		1	10
		\$80080 and \$101919									3						3
		\$101920 and \$128959		3							4			4			11
		\$128960 and \$163799											1				1
		Total	3	6	3					1	34		1	6	1	5	60

Section D - Employment Data by Pay 2020

EEO	Job Categories	Salary Compensation Band	Number of Employees (November)														Grand Total
			Hispanic or Latino		Non-Hispanic or Latino												
					Male						Female						
			Male	Female	White	Black or African American	Native Hawaiiin or Pacific Islander	Asian	American Indian or Alaska Native	Two or More Races	White	Black or African American	Native Hawaiiin or Pacific Islander	Asian	American Indian or Alaska Native	Two or More Races	
06	Craft Workers (skilled)	\$39000 and \$49919			1			2									3
		\$49920 and \$62919			20												20
		\$62920 and \$80079	1		36	2		2									41
		\$80080 and \$101919	2		10		1										13
		Total	3		67	2	1	4									77
07	Operatives (semi-skilled)	\$30680 and \$38999	5	1	27	5		2		4	6			4			54
		\$39000 and \$49919	3	4	33	22		8		2	15	8	1	7			103
		\$49920 and \$62919	1		7	6					7	2					23
		Total	9	5	67	33		10		6	28	10	1	11			180
09	Service Workers	\$39000 and \$49919	1	1	4					1							7
		\$49920 and \$62919	1		4	1											6
		\$62920 and \$80079			7						2						9
		\$80080 and \$101919			2												2
		Total	2	1	17	1				1	2						24
Grand Total			332	92	5704	254	13	1734	24	167	1063	62	4	594	7	39	10089



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