



**Delek US**  
7102 Commerce Way  
Brentwood, TN 37027

## 2020 EEO-1 DISCLOSURE

Consistent with our Mission, Vision and Core Values, Delek believes that a diverse workforce composed of individuals with a variety of personal and professional backgrounds and identities makes our company stronger. We are committed to increasing the diversity of our already inclusive workforce and generating greater professional and economic opportunities for all employees. Achieving these mutually-supportive goals will make us stronger, more agile and resilient.

In the spirit of transparency, and to provide our stakeholders with the information they need to follow our progress, Delek is disclosing the data from the consolidated Equal Employment Opportunity Report (EEO-1) we filed with the US Department of Labor for 2020.

**Equal Employment Opportunity  
2020 Employer Information Report EEO-1  
Consolidated Report – Type 2  
Delek US Holdings, Inc. and Subsidiaries  
Brentwood (Williamson) TN 37027**

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		***** MALE *****						***** FEMALE *****						TOTAL A - N
	HM (A)	HF (B)	WM (C)	BM (D)	PIM (E)	ASNM (F)	AIAM (G)	2+ M (H)	WF (I)	BF (J)	PIF (K)	ASNF (L)	AIAF (M)	2+ F (N)	
EXECUTIVE/SR LVL OFFICIALS & MANAGERS ( 1.1 )	3	0	27	1	0	2	1	4	4	1	0	0	0	0	43
FIRST/MID-LEVEL OFFICIALS & MANAGERS ( 1.2 )	61	84	257	21	0	12	0	2	147	15	0	5	1	2	607
PROFESSIONALS ( 2 )	27	7	236	17	1	22	1	7	103	11	0	10	2	7	451
TECHNICIANS ( 3 )	4	0	41	4	0	2	0	0	6	1	0	0	0	0	58
SALES WORKERS ( 4 )	199	338	201	40	3	8	7	12	239	74	6	4	21	13	1165
ADMINISTRATIVE SUPPORT WORKERS ( 5 )	4	14	11	2	0	0	0	0	66	16	0	2	1	1	117
CRAFT WORKERS (SKILLED) ( 6 )	29	1	198	22	0	0	1	1	0	0	0	0	0	0	252
OPERATIVES (SEMI-SKILLED) ( 7 )	74	2	547	132	1	2	7	3	3	1	0	0	0	0	772
LABORERS AND HELPERS (UNSKILLED) ( 8 )	2	0	14	1	0	0	0	0	1	0	0	0	0	0	18
SERVICE WORKERS ( 9 )	9	13	7	2	0	0	0	1	17	1	0	0	2	1	53
TOTAL ( 10 )	412	459	1539	242	5	48	17	30	586	120	6	21	27	24	3536
PREVIOUSLY REPORTED TOTAL ( 11 )	428	493	1623	250	4	42	28	29	668	130	6	22	25	30	3778