U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EDCC) 2023 EMPLOYER INFORMATION REPORT (ECC) COMPONENT 1) SECTION A - TYPE OF REPORT CONSOLIDATED REPORT CONSOLIDATED REPORT CONSOLIDATED REPORT CONSOLIDATED REPORT CONSOLIDATED REPORT CONSOLIDATED REPORT SECTION B - EMPLOYER IDENTIFICATION OF COMPANY ID OF COMPANY ID		08/2023 mber: 304	16-0049										
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U.S. EQUAL EMPLOYMENT OPPORTUNIT 2023 EMPLOYER INFORMATION REPORT		EEOC Standard Form 100 (SF 100) Revised 08/2023 OMB Control Number: 3046-0049 Expiration Date: 11/30/2026
SECTION K – OFFICIAL C	ERTIFICATION OF SUBMISSION	-
	RIDENTIFICATION	
OFS COMPANY ID 0624472	EMPLOYER NAME HERSHEY COMPANY THE	
ADDRESS	CITY/TOWN	STATE ZIP CODE
19 EAST CHOCOLATE AVENUE	HERSHEY	PA 17033
CERTIFICATIO	N COMMENTS (optional)	
	TION STATEMENT	
"I certify that the information, including any workforce demographic and was prepared in conformity with the directic Knowingly and willfully false statements on this rep	ons set forth in the form and accompanying	instructions."
DATE OF	CERTIFICATION 1:57 PM [EST]	
	CERTIFYING OFFICIAL	
Name of Employer's Certifying Official	Title of Certifyin	ng Official
Rachel Helman	Data Scientist	HR DEI
Email Address of Certifying Official	Telephone Number of C	Certifying Official
rlhelman@hersheys.com	503-507-74	478
PRIMARY POINT OF CONTACT (PO Name of Primary POC	C) FOR EEO-1 COMPONENT 1 REPORTIN Title and Employer o	
Rachel Helman	Data Scientist	
. world: Hornari	Hershey	/
Email Address of Primary POC	Telephone Number of	of Primary POC

503-507-7478

rlhelman@hersheys.com

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SECTION A - TYPE OF REPORT SECTION A - TYPE OF REPORT															
JOB CATEGORIES	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	
Executive/Senior Level Officials and Managers	1	0	5	0	2	0	0	1	2	0	0	0	0	0	11
First/Mid-Level Officials and Managers							•								
Technicians															
Sales Workers															
Craft Workers															
Operatives										_					
Service Workers															
CURRENT 2023 REPORTING YEAR TOTAL	69	87	930	44	101	2	5	11	955	55	81	1	2	9	2352
PRIOR 2022 REPORTING YEAR TOTAL										39	60	1	0	8	1842
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Executive/Senior Level Officials and Managers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
First/Mid-Level Officials and Managers	4	0	22	2	0	0	0	0	22	2	0	0	0	0	52
Professionals echnicians	0	0	7	0	0	0	0	0	13 0	0	0	0	0	0	0
Sales Workers	21	9	91	17	0	0	0	0	67	6	2	0	0	1	214
dministrative Support Workers craft Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Operatives	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
aborers and Helpers Service Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CURRENT 2023 REPORTING YEAR TOTAL	26	9	120	20	0	0	0	0	103	8	2	0	0	1	289
PRIOR 2022 REPORTING YEAR TOTAL	25	9	121	22	0	0	0	0	107	11	2	0	2	1	300
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FEDERAL CONTRACTOR DES Unique Entity ID (UEI): MZLJNS ENTEROR SECTION G - NAICS INFOR 445292 - Confectionery and Not SECTION H - WORKFORCE DEMO Hispanic or Latino Hispanic or Latino Male Hispanic or Latino Other Workforce Demo Other Workfo	ESTABLISHMENT-LEVEL REPORE SECTION B - EMPLOYER IDENTIFICATION EADQUARTERS OR ESTABLISHMENT-LEVEL HEADQUARTERS OR ESTABLISHMENT-LEVEL HERSPHOP AND (EMPLOYER FILING ELIGI TO THE MARKET OR TO THE M	TE AVENUE CITY/TOWN HERSHE EADQUARTERS OR ESTABLISHMENT-LEVEL IDENT HEADQUARTERS OR ESTABLISH HERSHE SECTION D - EMPLOYER IDENTIFICATION NUMBE 230691590 SECTION E - EMPLOYER FILING ELIGIBILIT TO FILE DIO NO (Employer Is Not Eligible to File) EMPLOTE TO DIA MALION HERSHEY WHERSHEY WHERSHEY AND WALLE STABLISHMENT-LEVEL IDENT BECTION E - EMPLOYER FILING ELIGIBILIT TO FILE DIO NO (EMPLOYER FILING ELIGIBILIT TO SUBJECT ON THE MALION HERSHEY HERSHEY HERSHEY WHERSHEY WHERSHEY AND WALLE STABLISHMENT-LEVEL IDENT BECTION F - FEDERAL CONTRACTION NUMBE 230691590 SECTION F - 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EMPLOYER IDENTIFICATION NUMBER (EIN 230691590) SECTION E - EMPLOYER FILING ELIGIBILITY TO File) NO (Employer Is Not Eligible to File) EMPLOYER: CITY/TOWN HERSHEY SECTION F - FEDERAL CONTRACTOR DESIGNATION (if applied Unique Entity ID (UEI): MZLJN93132A6 Enter Employer is Federal Contractor) YES (Multi-Establishment Employer is Federal Contractor) YES (Multi-Est	ESTABLISHMENT-LEVEL REPORT SECTION B - EMPLOYER IDENTIFICATION EMPLOYER NAME HERSHEY COMPANY THE CITY/TOWN HERSHEY EADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if HEADQUARTERS OR ESTABLISHMENT-LEVEL Hersheys Chocolate World ENT-LEVEL ADDRESS FOR EMPLOYER IDENTIFICATION NUMBER (EIN) 230691590 SECTION D - EMPLOYER IDENTIFICATION NUMBER (EIN) 230691590 SECTION E - EMPLOYER FILING ELIGIBILITY to File) NO (Employer Is Not Eligible to File) EMPLOYER NO LON ETION F - FEDERAL CONTRACTOR DESIGNATION (if applicable) Unique Entity ID (UEI): MZLJN93132A6 ent Employer is Federal Contractor) YES (Multi-Establishment Employer is leadquarters is Federal Contractor) YES (Non-Headquarters Establishment: XYES (One or More Non-Headquarters Establishment: SECTION G - NAICS INFORMATION 445292 - Confectionery and Nut Retailers SECTION H - WORKFORCE DEMOGRAPHIC DATA Race/Ethnicity Hispanic Or Latino Male O	ESTABLISHMENT-LEVEL REPORT SECTION B - EMPLOYER IDENTIFICATION EMPLOYER NAME HERSHEY COMPANY THE CITYTOWN HERSHEY EADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applice Hersheys Chocolate World ENT-LEVEL ADDRESS (orld Way SECTION D - EMPLOYER IDENTIFICATION NUMBER (EIN) 230691590 SECTION E - EMPLOYER FILING ELIGIBILITY to File) NO (Employer Is Not Eligible to File) EMPLOYER NO LONGER IDENTIFICATION F-FEDERAL CONTRACTOR DESIGNATION (if applicable) Unique Entity ID (UEI): MZLJN93132A6 ent Employer is Federal Contractor) YES (Multi-Establishment Employer is Federal Contractor) YES (Multi-Establishment is Federal Contractor) OF The Section G - NAICS INFORMATION 445292 - Confectionery and Nut Retailers SECTION H - WORKFORCE DEMOGRAPHIC DATA Race/Ethnicity Not Hispanic Or Latino Or Latino Male Pagina Author Section	ESTABLISHMENT-LEVEL REPORT SECTION B - EMPLOYER IDENTIFICATION EMPLOYER NAME HERSHEY COMPANY THE CITY/TOWN HERSHEY PA EADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable) HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME Hersheys Chocolate World INT-LEVEL ADDRESS CITY/TOWN HERSHEY PA SECTION D - EMPLOYER IDENTIFICATION NUMBER (EIN) 230691590 SECTION E - EMPLOYER FILING ELIGIBILITY to File) NO (Employer Is Not Eligible to File) EMPLOYER NO LONGER IN BUSICATION F- FEDERAL CONTRACTOR DESIGNATION (if applicable) Unique Entity ID (UEI): MZLJN93132A6 ent Employer is Federal Contractor) YES (Multi-Establishment Employer is Federal Contractor) SECTION G - NAICS INFORMATION 445292 - Confectionery and Nut Retailers SECTION H - WORKFORCE DEMOGRAPHIC DATA Race/Ethnicity Hispanic or Latino Male Not Hispanic or Latino ON Male Race/Ethnicity Hispanic or Latino ON Male ON O	SECTION B - EMPLOYER IDENTIFICATION EMPLOYER NAME HERSHEY COMPANY THE CITY/TOWN HERSHEY ADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable) HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME HERSHEY FADQUARTERS OR ESTABLISHMENT-LEVEL NAME HERSHEY HERSHEY FADQUARTERS OR ESTABLISHMENT-LEVEL NAME HERSHEY FORI WAY HERSHEY FADQUARTERS OR ESTABLISHMENT-LEVEL NAME HERSHEY FORI WAY HERSHEY FADQUARTERS OR ESTABLISHMENT-LEVEL NAME HERSHEY FADQUARTERS OR ESTABLISHMENT-LEVE	ESTABLISHMENT-LEVEL REPORT SECTION B - 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JOB CATEGORIES	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	Row Total
ecutive/Senior Level Officials and Managers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
3	0	0	6	0	0	0	0	0	0	0	0	0	0	0	7
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5,6,1,7,5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
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CURRENT 2023 REPORTING YEAR TOTAL	0	1	6	0	0	0	0	0	2	0	0	0	0	0	9
PRIOR 2022 REPORTING YEAR TOTAL	0	1 FCTIO	6 ON I –	0 WORK	0 FORCI	0 F SNAP	0 SHOT	0 PERIO	2	0	0	0	0	0	9
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JOB CATEGORIES	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	Row Total
Executive/Senior Level Officials and Managers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
First/Mid-Level Officials and Managers							_								7
Technicians										_				_	0
Sales Workers															0
Craft Workers															0
Operatives										_					0
Laborers and Helpers Service Workers				_		_					•				0
CURRENT 2023 REPORTING YEAR TOTAL	6	11	17	15	1	0	0	2	12	11	1	0	0	2	78
PRIOR 2022 REPORTING YEAR TOTAL						-				10	1	0	1	1	73
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0624472					1	HEF			PANY T	HE	-	OTE A TELE		ZID CC	·DE
ADDRESS 19 EAST CHOCOLA	ATE AV	ENUE						ITY/TO\ ERSHI				STATE		ZIP CC	
SECTION C – HI			RS OR	ESTAB	BLISHN	AENT-I				ΓΙΟΝ (it	fapplica				
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JOB CATEGORIES	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	Row Total
Executive/Senior Level Officials and Managers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
First/Mid-Level Officials and Managers Professionals	0	0	28 21	0	0	1	0	0	6 9	0	0	0	0	0	38 33
Technicians	0	0	3	0	0	0	0	0	1	0	0	0	0	0	4
Sales Workers Administrative Support Workers	0	0	0 4	0	0	0	0	0	10	0	0	0	0	0	0 14
Craft Workers Operatives	10	5	112 370	0	0	0	1 5	0	0 228	0 4	0 10	0	3	0 5	114 656
Laborers and Helpers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Service Workers CURRENT 2023 REPORTING YEAR TOTAL	11	6	538	10	4	1	6	5	0 254	5	10	0	4	5	0 859
PRIOR 2022 REPORTING YEAR TOTAL	13	5	476	4	3	1	1	3	251	1	8	0	2	2	770
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JOB CATEGORIES	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	
Executive/Senior Level Officials and Managers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
First/Mid-Level Officials and Managers	1	_						_					_	_	
Technicians	_						_								
Sales Workers															
Craft Workers															
Operatives															
Service Workers														•	
CURRENT 2023 REPORTING YEAR TOTAL	6	7	77	20	0	1	2	4	43	18	1	0		1	184
PRIOR 2022 REPORTING YEAR TOTAL						-				0	0	0	1	0	16
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		SECT				R IDEN									
OFS COMPANY ID							EMPL	OYER N							
0624472 ADDRESS						HER		COMP ITY/TOV		ПЕ		STATE		ZIP CO	DE
19 EAST CHOCOLA	TE AV	ENUE						ERSHE				PA		1703	
SECTION C – HI	EADQU	ARTE	RS OR									able)			
HQ/ESTABLISHMENT-LEVEL UNIT ID JA23871					HEADQ	UARTE				Γ-LEVEL	NAME				
HEADQUARTERS OR ESTABLISHME	ENT-LEX	ÆL ADE	DRESS					nplify H				STATE		ZIP CO	DE
500 West 5th St.,			ACLOS					AUSTIN				TX		7870	
	SECTI	ON D -	· EMPI		IDENT 471254	FIFICA' 894	TION N	IUMBE	R (EIN)					
X YES (Employer Is Eligible						FILING				NO LON	ICED I	IN DUG	NECC		
				-		OR DE	-				IGER	IN DUS	INESS		
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☐ YES (Single-Establishm	ent Emp	oloyer is	Federa	l Contra	ctor) 🔀	YES (1	Multi-Es	tablishn	nent Em	ployer is	Federa	l Contra	ctor)		
X YES (F	Ieadqua	rters is l	Federal	Contrac	etor) 🔀	YES (N	on-Head	dquarter	s Establ	ishment	is Fede	ral Contr	actor)		
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JOB CATEGORIES	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	Row Total
Executive/Senior Level Officials and Managers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
First/Mid-Level Officials and Managers Professionals	4 2	7	28 9	1 2	4	0	0	0	21 15	0	2	0	0	0	62 42
Technicians	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sales Workers Administrative Support Workers	0	0	0	0	0	0	0	0	2	0	0	0	0	0	2
Craft Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Operatives Laborers and Helpers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Service Workers CURRENT 2023 REPORTING YEAR TOTAL	6	9	0 37	3	7	0	0	0	0 38	0	6	0	0	0	0 106
PRIOR 2022 REPORTING YEAR TOTAL	5	10	47	4	9	0	0	0	49	1	9	0	0	0	134
PRIOR 2022 REPORTING TEAR TOTAL				WORK	FORCI	E SNAP	SHOT			'			· ·		104
SECTION J Amplify HQ is a federal contractor	– HEA	DQUAI	RTERS			1215202 ISHME		VEL CO	OMME	NTS (opt	cional)				

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SECTION C – H HQ/ESTABLISHMENT-LEVEL UNIT ID	EADQU	ARTE	RS OR	ESTAE	HEADO	MENT-I	EVEL	IDENT	IFICA'	ΓΙΟΝ (if Γ-LEVEL	applica	able)			
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JOB CATEGORIES	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	Row Total
Executive/Senior Level Officials and Managers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
First/Mid-Level Officials and Managers Professionals	0	0	2	0	0	0	0	0	3 2	0	0	0	0	0	5 3
Technicians	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sales Workers Administrative Support Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Craft Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Operatives Laborers and Helpers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Service Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CURRENT 2023 REPORTING YEAR TOTAL	. 0	0	3	0	0	0	0	0	5	0	0	0	0	0	8
PRIOR 2022 REPORTING YEAR TOTAL		0	3	0	0	0	0	0	4	0	0	0	0	0	7
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	or La	atino			M	ale		1			Fer	nale	1]
JOB CATEGORIES	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	Row Total
Executive/Senior Level Officials and Managers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
irst/Mid-Level Officials and Managers	2	0	20	0	0	0	0	0	4	0	0	0	0	0	26
Professionals Fechnicians	0	0	24 1	0	0	0	0	0	0	0	0	0	0	0	35 1
Sales Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Administrative Support Workers Craft Workers	4	5 0	5 50	0	0	0	0	0	0	0	0	0	0	0	14 55
Operatives	21	20	155	8	2	0	0	2	108	2	4	0	0	1	323
aborers and Helpers Service Workers	69 0	85 0	57 1	6	0	0	0	0	30 0	0	0	0	0	0	253 1
CURRENT 2023 REPORTING YEAR TOTAL	99	113	313	14	5	0	1	3	148	4	6	0	0	2	708
PRIOR 2022 REPORTING YEAR TOTAL	94	85	325	16	3	1	1	3	153	4	6	0	0	2	693
		SECTIO	ON I –	WORK 12022		E SNAP 215202		PERIO	D						
SECTION J · Hazleton Plant is a federal contractor	– HEA	DQUAI	RTERS	OR ES	TABLI	SHME	NT-LEV	VEL CO	OMME!	NTS (opt	tional)				

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SECTION C – HI HQ/ESTABLISHMENT-LEVEL UNIT ID	EADQU	ARTE.	RS OR							ΓΙΟΝ (1: Γ-LEVEL		able)			
D015900							Y and	l S Car	ndies						
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SEC	CTION					OR DE MZLJN9			11 applic	able)					
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	or La	atino		1	M	lale		1			Fer	nale			
JOB CATEGORIES	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	Row Total
Executive/Senior Level Officials and Managers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
First/Mid-Level Officials and Managers Professionals	1	2	19 16	0	2	0	0	0	3 5	0	1	0	0	0	29 27
Technicians	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sales Workers Administrative Support Workers	0	3	0	0	0	0	0	0	7	0	0	0	0	0	10
Craft Workers Operatives	5 42	0 24	47 83	0 18	3 17	0	0	0 2	1 70	0 17	0 24	0	0	0	56 299
aborers and Helpers	18	12	45	21	28	0	0	2	38	11	21	0	1	1	198
Service Workers CURRENT 2023 REPORTING YEAR TOTAL	69	0 41	213	43	0 51	0	0	0 4	125	31	0 47	1	1	3	10 629
CORRENT 2023 REPORTING TEAR TOTAL	09	41	210	40	JI	U	U	4	120	31	47	'	,	3	029
PRIOR 2022 REPORTING YEAR TOTAL	74	53	230	50	63	0	1	8	138	30	49	1	0	3	700
SECTION J Y and S Candies is a federal contractor				12022	2023 - 1	E SNAP 1215202 ISHME	23			NTS (op	tional)				

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0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2	0	15 4	3	0	0	0	0	13 4	0	0	0	0	0	37 10
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	2	0	0	0	0	0	205
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	11	96	10	11	0	1	3	91	3	3	0	0	4	0 254
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	Point Was SECTION I SECTION I SECTION I Ment Emp (Headquar SE Hispor La 1 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	SECTION D - SECTION F - FE Unment Employer is (Headquarters is SECTION F - FE Unment Employer is (Headquarters is SECTION F - FE Unment Employer is (Headquarters is SECTION F - FE Unment Employer is (Headquarters is SECTION F - FE Unment Employer is (Headquarters is SECTION F - FE Unment Employer is SECTION F -	SECTION D - EMPI SECTION E - le to File) NO (Employer is Federal Unique Emment Employer is Federal X YES (On SECTION H - V Hispanic or Latino 0 0 0 2 1 15 1 0 4 0 0 0 18 10 77 0 0 0 0 18 10 77 0 0 0 0 18 10 77 0 0 0 0 18 10 77 0	SECTION D - EMPLOYER	SECTION D - EMPLOYER IDENT 230691	SECTION D - EMPLOYER IDENTIFICA' 230691590	SECTION D - EMPLOYER IDENTIFICATION N 230691590	SECTION D - EMPLOYER IDENTIFICATION NUMBE 230691590	SECTION D - EMPLOYER IDENTIFICATION NUMBER (EIN 230691590	SECTION D - EMPLOYER IDENTIFICATION NUMBER (EIN) 230691590 SECTION E - EMPLOYER FILING ELIGIBILITY In the property of	SECTION D - EMPLOYER IDENTIFICATION NUMBER (EIN) 230691590 SECTION E - EMPLOYER FILING ELIGIBILITY	SECTION D - EMPLOYER IDENTIFICATION NUMBER (EIN) 230691590 SECTION E - EMPLOYER FILING ELIGIBILITY Itel of File	SECTION D - EMPLOYER IDENTIFICATION NUMBER (EIN) 230691590 SECTION E - EMPLOYER FILING ELIGIBILITY In the file NO (Employer Is Not Eligible to File) EMPLOYER NO LONGER IN BUSINESS	SECTION D - EMPLOYER IDENTIFICATION NUMBER (EIN) 230691590 SECTION E - EMPLOYER FILING ELIGIBILITY

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JOB CATEGORIES	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	Row Total
Executive/Senior Level Officials and Managers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
First/Mid-Level Officials and Managers	0	2	25	3	0	0	0	0	4	0	0	0	0	0	34
Professionals Fechnicians	0	0	30 0	0	0	0	0	0	7	0	0	0	0	0	40 0
Sales Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Administrative Support Workers Craft Workers	6	0	0 112	3	0 5	0	0	3	5 1	0	0	0	0	0	6 131
Operatives	36	16	233	90	14	0	1	17	113	49	30	0	0	6	605
_aborers and Helpers Service Workers	3	3 1	18 16	3 10	1 6	0	0	1 2	27 10	3	7	0	0	2	62 54
CURRENT 2023 REPORTING YEAR TOTAL	46	23	434	110	26	1	2	23	167	54	38	0	0	8	932
PRIOR 2022 REPORTING YEAR TOTAL	46	24	442	108	26	1	2	24	173	46	40	0	0	7	939
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JOB CATEGORIES	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	Row Total
Executive/Senior Level Officials and Managers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
First/Mid-Level Officials and Managers	0	0	0	0	0	0	0	0	2	0	0	0	0	0	2
Professionals Technicians	0	0	0	0	0	0	0	0	3	0	0	0	0	0	0
Sales Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Administrative Support Workers Craft Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Operatives	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Laborers and Helpers Service Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CURRENT 2023 REPORTING YEAR TOTA	L 0	0	1	0	0	0	0	0	5	0	0	0	0	0	6
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Executive/Senior Level Officials and Managers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
First/Mid-Level Officials and Managers	0	0	12	1	1	0	0	0	9	0	1	0	0	0	24
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First/Mid-Level Officials and Managers Professionals Technicians	0 0 0	0 1 0	12 0 0	1 0 0	1 0 0	0 0 0	0 0	0 0	9 2 0	0 0 0	1 0 0	0 0 0	0 0 0	0 0 0	24 3 0
First/Mid-Level Officials and Managers Professionals Technicians Sales Workers Administrative Support Workers Craft Workers Operatives	0 0 0 0 0 0	0 1 0 5 0 0	12 0 0 101 101 0 0	1 0 0 12 0 0	1 0 0 1 0 0	0 0 0 0 0 0	0 0 0 0 0	0 0 0 0 0 0	9 2 0 94 1 0	0 0 0 3 0 0	1 0 0 0 0 0	0 0 0 0 0 0	0 0 0 1 0 0	0 0 0 0 0	24 3 0 217 1 0
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Executive/Senior Level Officials and Managers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
First/Mid-Level Officials and Managers Professionals	0	0	21 5	0	0	0	0	0	12 4	0	0	0	0	0	42 9
Technicians	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sales Workers	2	8	118	19	0	0	1	4	81 1	8	1	0	0	0	242
Administrative Support Workers Craft Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Operatives	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
aborers and Helpers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Service Workers CURRENT 2023 REPORTING YEAR TOTAL	2	10	144	23	0	0	2	4	98	10	1	0	0	0	294
PRIOR 2022 REPORTING YEAR TOTAL	6	10	146	23	0	0	2	1	105	7	1	0	0	0	301
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Professionals 1 Technicians 0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Technicians 0	3	0	0	0	0	0	0	0	0	0	0	0	0	7
	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sales Workers 0 Administrative Support Workers 0	2	0	0	0	0	0	0	0	0	0	0	0	0	2
Craft Workers 0 Operatives 0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Laborers and Helpers 27	66	0	0	0	0	0	0	1	0	1	0	0	0	95
Service Workers	71	2	0	0	0	0	0	1	0	1	0	0	0	0 105
	78	2	1	0	0	0	0	2	1	1	0	0	0	118
PRIOR 2022 REPORTING YEAR TOTAL 33					-	SHOT P			'	-	U	U		110
SECTION J – HEADots Goodyear Plant is not a federal contractor	ADQUA	RTERS			1215202 ISHMEN		EL CO	OMME	NTS (opt	ional)				

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SECTION C – HE	EADQUA	ARTE	RS OR									ıble)			
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JOB CATEGORIES	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	Row Total
Executive/Senior Level Officials and Managers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
First/Mid-Level Officials and Managers Professionals	1	0	20 4	2	0	0	0	0	18 5	0	0	0	0	0	41 12
Technicians	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sales Workers Administrative Support Workers	0	7	114 0	6	0	0	0	4 0	97 0	6	0	0	0	0	244 0
Craft Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Operatives Laborers and Helpers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Service Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CURRENT 2023 REPORTING YEAR TOTAL	6	8	138	9	0	0	1	4	120	6	2	0	1	2	297
PRIOR 2022 REPORTING YEAR TOTAL	6	10 FCTIO	178	13 WORK	0 FORCI	0 E SNAP	0 SHOT 1	3 PERIO	198	7	6	0	0	3	424
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SECTION J Sales Office Northeast is a federal contract		QUAI	RTERS	OR ES	TABLI	SHME	NT-LEV	EL CO	OMME	NTS (opt	tional)				

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JOB CATEGORIES	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	Row Total
xecutive/Senior Level Officials and Managers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
irst/Mid-Level Officials and Managers	2	1	38	3	0	0	0	0	14	1	0	0	0	0	59
rofessionals echnicians	0	0	50 5	1	0	0	0	0	24 0	0	0	0	0	0	83 6
ales Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
dministrative Support Workers traft Workers	3	0	3 112	0	0	0	0	0	14 1	0	0	0	0	0	17 118
peratives	64	34	580	132	9	1	4	15	395	76	17	0	1	18	1346
aborers and Helpers ervice Workers	1	0	20	2	0	0	0	1	21	1	0	0	0	0	4 47
CURRENT 2023 REPORTING YEAR TOTAL	71	37	810	144	10	1	4	17	470	78	19	0	1	18	1680
PRIOR 2022 REPORTING YEAR TOTAL	60	33	834	134	11	2	4	16	467	73	17	0	2	19	1672
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G – NAICS ocolate Cor RKFORCE	S INFORMAT Infectionery M DEMOGRA Race No	TION Manufacturin APHIC DAT se/Ethnicity Iot Hispani	ng ΓΑ ic or Latin	o Fe	male	ian or ive	Races	Row
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N	Race No Male	e/Ethnicity lot Hispani	ic or Latin	Fe		ian or ive	Races	Row
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American Asian	raiian or SIslander ndian or	ative Races	or	erican	ian or slander	ian or ive	Races	Row
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0 0	0 0	0	0 0	0	0	0	0	0
2 0	0 0			0	0	0	0	6
0 0	0 0			0	0	0	0	10 3
0 0	0 0			0	0	0	0	0
1 0	0 0			0	0	0	0	1 17
0 0	0 0			0	0	0	0	2
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OFS COMPANY ID 0624472						HEF	EMPL RSHEY	OYER N		HE					
ADDRESS							C	ITY/TOV	VN			STATE		ZIP CC)DE
19 EAST CHOCOLA	TE AV	ENUE					Н	ERSHE	ΞY			PA		1703	33
SECTION C – HE HQ/ESTABLISHMENT-LEVEL UNIT ID	EADQU	ARTE	RS OR	ESTAB	HEAD(MENT-I QUARTE	EVEL RS OR ES	IDENT STABLIS	IFICA' SHMENT	ΓΙΟΝ (i: Γ-LEVEL	f applica NAME	able)	•		
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HEADQUARTERS OR ESTABLISHME 800 LaSalle Ave,			DRESS					ITY/TOV INEAP(STATE		ZIP CC 5540	
					230691	590)					
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	or L	atino		1	M	ale	ı	1		1	Fer	nale	1]
JOB CATEGORIES	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	Row Total
Executive/Senior Level Officials and Managers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
First/Mid-Level Officials and Managers Professionals	0	1	3	0	0	0	0	0	1	0	0	0	0	0	8 5
Technicians	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sales Workers Administrative Support Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
Craft Workers Operatives	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
aborers and Helpers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Service Workers	0	0	6	0	0	0	0	0	6	0	0	0	0	0	0
CURRENT 2023 REPORTING YEAR TOTAL	U	2	0	U	U	0	U	U	0	U	0	U	0	U	14
PRIOR 2022 REPORTING YEAR TOTAL	0	1 SECTION	4 2N I –	0 WORK	0 EODC	0 F SNAD	0 SHOT	0 DEDIO	9	0	0	0	0	0	14
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SECTION C – H HQ/ESTABLISHMENT-LEVEL UNIT ID	EADQU	JARTE	RS OR							ΓΙΟΝ (i: Γ-LEVEL		able)			
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HEADQUARTERS OR ESTABLISHM	ENT-LEV	VEL ADI	DRESS				C	ITY/TOV	WN			STATE		ZIP CC	DDE
1033 Old West Cho	colate A	venue					Н	ERSH	ΞΥ			PA		1700	33
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X YES (Employer Is Eligible				- EMPL oyer Is N						NO LOI	NGER I	IN BUS	NESS		
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				ne or Mo DN G – I		_			nments i	s Federa	ı Contra	actor)			
		2 - Con	fection	ery Mar	nufactu	ring fror	m Purch	nased (ate					
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	or L	atino		1	M	lale		l		1	Fer	nale			
JOB CATEGORIES	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	Row Total
xecutive/Senior Level Officials and Managers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
rst/Mid-Level Officials and Managers ofessionals	1	0	49 34	2	0	0	0	1	7	1	0	0	0	1	64 47
chnicians	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
lles Workers Iministrative Support Workers	3	0	7	0	0	0	0	0	7	0	0	0	0	0	0 18
aft Workers	2	0	163	3	0	0	0	1	1	0	0	0	0	0	170
peratives borers and Helpers	31 11	16 5	355 18	109 57	21 5	0	0	10 6	189	70 23	10 0	0	0	9	824 137
ervice Workers	0	0	8	0	0	0	0	0	4	1	0	0	0	0	13
CURRENT 2023 REPORTING YEAR TOTAL	48	22	634	174	26	2	0	19	228	95	10	0	2	13	1273
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Vest Hershey Plant is a federal contracto		DQUI		OKL				LL C		(ор	ironur)				

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Female White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	Row Total
0 0	0	0	0	0	0	0	0	0	0	0	0	0
1 14 0 8	11 4	0	0	0	1	2	2	<u>0</u>	0	0	0	31 21
0 0	3	0	0	0	0	0	3	0	0	0	0	6
0 0	3	0	0	0	0	0	10	0	0	0	0	0 14
0 25	13	0	0	1	3	1	1	0	0	0	0	46
1 7 0 0	188 10	0	0	0	0	0	142 14	0	0	0	0	341 24
0 0	2	0	0	0	0	0	1	0	0	0	0	3
2 55	234	1	0	1	4	4	177	1	0	0	2	486
2 57	241	1	0	1	3	4	198	0	0	0	3	516
CTION I					PERIO	D						
QUARTE	RS OR EST	TABLI	SHMEN	NT-LEV	EL CO	OMME	NTS (opt	ional)				
		12022	12022023 - 1	12022023 - 1215202	12022023 - 12152023	12022023 - 12152023		12022023 - 12152023		12022023 - 12152023	12022023 - 12152023	12022023 - 12152023

U.S. EQUAL EMPLO 2023 EMPLOYER INI												OMB Co	andard For Revised Ontrol Nur ation Date	08/2023 nber: 30	46-0049
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		CECT		BLISHN B – EMP											
OFS COMPANY ID		SECI	IONE	S – EMIP	LUYE	K IDEN		OYER N	IAME						
0624472						HEF	RSHEY	COMF	ANY T	HE					
ADDRESS							Cl	TY/TOV	VN			STATE		ZIP CC	DE
19 EAST CHOCOLA	TE AV	ENUE					Н	ERSH	ΞY			PA		1703	33
SECTION C – HE HQ/ESTABLISHMENT-LEVEL UNIT ID	EADQU	ARTE	RS OR							ΓΙΟΝ (if Γ-LEVEL		ıble)			
AR87162					HEADQ	UARTE		nville S		I-LEVEL	NAME				
HEADQUARTERS OR ESTABLISHME	NT-LEV	EL ADI	DRESS					TY/TOV				STATE		ZIP CC	DDE
401 SE Plaza Aver			ALESS					ITONV				AR		727	
	SECTI	ON D -	· EMPI	LOYER	IDENT	TIFICA	TION N	UMBE	R (EIN)					
					230691	590									
X YES (Employer Is Eligible										NO LON	IGER I	IN BUSI	INESS		
				L CONT											
				ntity ID (11	,					
☐ YES (Single-Establishme	ent Emp	loyer is	Federa	l Contra	ctor) 🛚	YES (∕Iulti-Es	tablishr	nent Em	ployer is	Federa	l Contra	ctor)		
X YES (H	leadqua	rters is l	Federal	Contrac	tor) 🔀	YES (N	on-Head	dquarte	s Establ	ishment	is Fede	al Contr	actor)		
		X Y	ES (O	ne or Mo	ore Non	-Headqı	arters E	stablisl	nments i	s Federa	l Contra	actor)			
				DN G - 1											
	SF			onfection VORKE					TA						
				, 014111	ONCE		Race/E								
	Hisp						Not	Hispar	nic or L	atino					
	or La	atino			M	lale					Fer	nale			
JOB CATEGORIES	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	Row Total
Executive/Senior Level Officials and Managers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
First/Mid-Level Officials and Managers	1	0	19	0	1	0	0	0	12	0	1	0	0	0	34
Professionals Fechnicians	0	0	7	0	0	0	0	0	17 0	0	0	0	0	0	34 0
Sales Workers	0	0	2	0	0	0	0	0	0	0	0	0	0	0	2
Administrative Support Workers Craft Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Operatives	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
aborers and Helpers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Service Workers CURRENT 2023 REPORTING YEAR TOTAL	3	0 4	0 28	1	1	0	0	1	30	1	0 1	0	0	1	71
DDIOD 2022 DEDODTING VEAD TOTAL	2	7	35	1	1	0	0	1	28	2	2	0	1	0	80
PRIOR 2022 REPORTING YEAR TOTAL				WORK						2	2	U	'	0	80
SECTION J	TTT	DOLLAR)TED			1215202		TEL CO	>> 4 > 4 E	NITTO (. 1				
Bentonville Sales is a federal contractor											,				

U.S. EQUAL EMPLO 2023 EMPLOYER IN												OMB C	andard For Revised Control Numeration Date	08/2023 mber: 30	46-0049
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		SECT		B – EMP											
OFS COMPANY ID 0624472						HEE	EMPL RSHEY	OYER N		HE					
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19 EAST CHOCOLA	TE AV	ENUE						ERSH				PA		1703	33
SECTION C – HI HO/ESTABLISHMENT-LEVEL UNIT ID	EADQU	JARTE	RS OR							TION (it Γ-LEVEL		ıble)	•		
EY57101					пеарс	`	ımberla				NAIVIE				
HEADQUARTERS OR ESTABLISHMI			DRESS					ITY/TOV				STATE		ZIP CC	DE
1300 Highland Corp								/BERL				RI		0286	64
	SECTI	ON D -	- EMPI	LOYER	IDENT 230691		TION N	UMBE	R (EIN)					
				- EMPL											
X YES (Employer Is Eligible				oyer Is N L CONT							IGER I	IN BUS	INESS		
SEC	JHON			tity ID (,	п аррпс	able)					
☐ YES (Single-Establishm	ent Emp	oloyer is	Federa	l Contra	ctor) 🔀	YES (I	∕Iulti-Es	tablishn	nent Em	ployer is	Federa	l Contra	ctor)		
X YES (F	Ieadqua	rters is	Federal	Contrac	tor) 🔀	YES (N	on-Head	dquarter	s Establ	ishment	is Feder	al Contr	actor)		
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				ON G - I confection											
	SF			VORKF		DEMO	GRAPI	HIC DA							
	Hier	oanic	Т				Race/E		y nic or L	atino					
		atino			M	lale	NOL	піѕраі	iic or L	auno	Fen	nale			
						r						r er		"	
JOB CATEGORIES	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	or More Races	Row Total
Evacutive/Conject Lovel Officials and Managers	0	0	0	Blac P	0	Other F	o Amer Ala	Two o	0	O Afric	0	Other F	o Amer Ala	Two 0	0
Executive/Senior Level Officials and Managers First/Mid-Level Officials and Managers	0	0	5	0	0	0	0	0	2	0	0	0	0	0	7
Professionals	0	1	0	0	0	0		_	_					0	3
	0	0	1 0	0	0	_	0	0	0	0	0	0	0		0
Sales Workers	0	0	0	0	0	0	0	0 0	0 0	0	0 0	0 0 0	0	0	0
Sales Workers Administrative Support Workers	0	0	0	0	0	0 0	0 0	0 0 0	0 0 0	0 0	0 0 0	0 0	0 0 0	0 0 0	0
Sales Workers Administrative Support Workers Craft Workers Operatives	0 0 0	0 0 0 0	0 0 0	0 0 0	0 0 0	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0
Sales Workers Administrative Support Workers Craft Workers Operatives Laborers and Helpers	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0 0	0 0 0 0 0	0 0 0 0 0	0 0 0 0 0	0 0 0 0 0	0 0 0 0 0	0 0 0 0 0	0 0 0 0 0	0 0 0 0 0	0 0 0 0
Sales Workers Administrative Support Workers Craft Workers Operatives Laborers and Helpers	0 0 0	0 0 0 0	0 0 0	0 0 0	0 0 0	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0
Technicians Sales Workers Administrative Support Workers Craft Workers Operatives Laborers and Helpers Service Workers CURRENT 2023 REPORTING YEAR TOTAL PRIOR 2022 REPORTING YEAR TOTAL	0 0 0 0 0 0	0 0 0 0 0 0 1	0 0 0 0 0 0 0 5	0 0 0 0 0 0 0	0 0 0 0 0 0	0 0 0 0 0 0 0 0	0 0 0 0 0 0 0	0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 4	0 0 0 0 0	0 0 0 0 0 0	0 0 0 0 0 0	0 0 0 0 0	0 0 0 0 0 0	0 0 0 0 0
Sales Workers Administrative Support Workers Craft Workers Operatives Laborers and Helpers Service Workers CURRENT 2023 REPORTING YEAR TOTAL PRIOR 2022 REPORTING YEAR TOTAL	0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 1	0 0 0 0 0 0 0 5	0 0 0 0 0 0 0 0 0 WORK 12022	0 0 0 0 0 0 0 0 FORCI	0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0	0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 4	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0	0 0 0 0 0 0	0 0 0 0 0 0	0 0 0 0 0 0	0 0 0 0 0 0
Sales Workers Administrative Support Workers Craft Workers Operatives Laborers and Helpers Service Workers CURRENT 2023 REPORTING YEAR TOTAL	0 0 0 0 0 0 0 0	0 0 0 0 0 0 1	0 0 0 0 0 0 0 5	0 0 0 0 0 0 0 0 0 WORK 12022	0 0 0 0 0 0 0 0 FORCI	0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0	0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 4	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0	0 0 0 0 0 0	0 0 0 0 0 0	0 0 0 0 0 0	0 0 0 0 0 0