

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)  
2022 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)**

EEOC Standard Form 100 (SF 100)  
Revised 08/2023  
OMB Control Number: 3046-0049  
Expiration Date: 08/31/2024

**SECTION A – TYPE OF REPORT**  
CONSOLIDATED REPORT

**SECTION B – EMPLOYER IDENTIFICATION**

OFS COMPANY ID R134906	EMPLOYER NAME NRG ENERGY INC			
ADDRESS 910 Louisiana Street	CITY/TOWN HOUSTON	STATE TX	ZIP CODE 77002	

**SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION** (if applicable)

HQ/ESTABLISHMENT-LEVEL UNIT ID	HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME			
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS	CITY/TOWN	STATE	ZIP CODE	

**SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)**  
411724239

**SECTION E – EMPLOYER FILING ELIGIBILITY**

YES (Employer Is Eligible to File)  NO (Employer Is Not Eligible to File)  EMPLOYER NO LONGER IN BUSINESS

**SECTION F – FEDERAL CONTRACTOR DESIGNATION** (if applicable)

Unique Entity ID (UEI): FA97FK2Z2PJ5

YES (Single-Establishment Employer is Federal Contractor)  YES (Multi-Establishment Employer is Federal Contractor)  
 YES (Headquarters is Federal Contractor)  YES (Non-Headquarters Establishment is Federal Contractor)  
 YES (One or More Non-Headquarters Establishments is Federal Contractor)

**SECTION G – NAICS INFORMATION**

551114 - Corporate, Subsidiary, and Regional Managing Offices

**SECTION H – WORKFORCE DEMOGRAPHIC DATA**

JOB CATEGORIES	Race/Ethnicity														Row Total
	Hispanic or Latino		Not Hispanic or Latino												
			Male						Female						
	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	41	2	4	0	0	2	17	0	0	0	0	1	68
First/Mid-Level Officials and Managers	135	68	853	55	96	0	5	10	371	57	77	0	4	8	1739
Professionals	126	137	615	67	176	0	2	14	367	131	133	0	5	12	1785
Technicians	5	0	38	3	2	0	0	0	2	1	0	0	0	0	51
Sales Workers	27	23	148	16	5	0	1	6	72	5	4	0	0	1	308
Administrative Support Workers	50	132	70	28	14	0	1	3	236	133	10	0	3	11	691
Craft Workers	291	2	916	108	46	0	5	6	15	1	0	0	0	0	1390
Operatives	11	1	155	13	3	0	1	3	2	1	0	0	0	0	190
Laborers and Helpers	138	4	115	40	24	0	0	3	9	1	3	0	0	0	337
Service Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>CURRENT 2022 REPORTING YEAR TOTAL</b>	<b>784</b>	<b>367</b>	<b>2951</b>	<b>332</b>	<b>370</b>	<b>0</b>	<b>15</b>	<b>47</b>	<b>1091</b>	<b>330</b>	<b>227</b>	<b>0</b>	<b>12</b>	<b>33</b>	<b>6559</b>
<b>PRIOR 2021 REPORTING YEAR TOTAL</b>	<b>739</b>	<b>347</b>	<b>2895</b>	<b>330</b>	<b>358</b>	<b>0</b>	<b>21</b>	<b>50</b>	<b>1134</b>	<b>328</b>	<b>219</b>	<b>0</b>	<b>12</b>	<b>32</b>	<b>6465</b>

**SECTION I – WORKFORCE SNAPSHOT PERIOD**  
12/14/2022 - 12/27/2022

**SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS** (optional)

Not Applicable

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**SECTION K – OFFICIAL CERTIFICATION OF SUBMISSION**

**EMPLOYER IDENTIFICATION**

OFS COMPANY ID  
R134906

EMPLOYER NAME  
NRG ENERGY INC

ADDRESS

910 Louisiana Street

CITY/TOWN

HOUSTON

STATE

TX

ZIP CODE

77002

**CERTIFICATION COMMENTS (optional)**

No Certification Comments Provided

**CERTIFICATION STATEMENT**

*"I certify that the information, including any workforce demographic data, provided in this report is correct and true to the best of my knowledge and was prepared in conformity with the directions set forth in the form and accompanying instructions."*

**Knowingly and willfully false statements on this report are punishable by law, US Code, Title 18, Section 1001.**

**DATE OF CERTIFICATION**

12/1/2023 9:29 AM [EST]

**EMPLOYER'S CERTIFYING OFFICIAL**

Name of Employer's Certifying Official

REGINA RAMOS

Title of Certifying Official

Director, Human Resources

Email Address of Certifying Official

regina.ramos@nrg.com

Telephone Number of Certifying Official

713-537-5244

**PRIMARY POINT OF CONTACT (POC) FOR EEO-1 COMPONENT 1 REPORTING**

Name of Primary POC

REGINA RAMOS

Title and Employer of Primary POC

Director, Human Resources  
NRG ENERGY INC

Email Address of Primary POC

regina.ramos@nrg.com

Telephone Number of Primary POC

713-537-5244