

U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC) 2024 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)										EEOC Standard Form 100 (SF 100) Revised 08/2023 OMB Control Number: 3046-0049 Expiration Date: 11/30/2026					
SECTION A – TYPE OF REPORT CONSOLIDATED REPORT															
SECTION B – EMPLOYER IDENTIFICATION															
OFS COMPANY ID R500470			EMPLOYER NAME AVALONBAY COMMUNITIES												
ADDRESS 4040 Wilson Blvd						CITY/TOWN ARLINGTON				STATE VA		ZIP CODE 22203			
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) 770404318															
SECTION E – EMPLOYER FILING ELIGIBILITY <input checked="" type="checkbox"/> YES (Employer Is Eligible to File) <input type="checkbox"/> NO (Employer Is Not Eligible to File) <input type="checkbox"/> EMPLOYER NO LONGER IN BUSINESS															
SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable) Unique Entity ID (UEI): Not Applicable <input type="checkbox"/> YES (Single-Establishment Employer is Federal Contractor) <input type="checkbox"/> YES (Multi-Establishment Employer is Federal Contractor) <input type="checkbox"/> YES (Headquarters is Federal Contractor) <input type="checkbox"/> YES (Non-Headquarters Establishment is Federal Contractor) <input type="checkbox"/> YES (One or More Non-Headquarters Establishments is Federal Contractor)															
SECTION G – NAICS INFORMATION 531110 - Lessors of Residential Buildings and Dwellings															
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	0	0	27	1	2	0	0	0	10	0	0	0	0	0	40
First/Mid-Level Officials and Managers	47	24	170	30	22	2	0	5	150	30	22	1	0	14	517
Professionals	35	19	152	22	22	0	2	3	81	22	21	1	0	5	387
Technicians	0	0	1	3	2	0	0	2	0	1	0	0	0	0	9
Sales Workers	55	92	68	26	23	1	2	8	131	63	23	0	1	16	509
Administrative Support Workers	25	61	37	18	2	0	0	3	123	97	14	5	0	21	406
Craft Workers	400	16	214	107	39	3	7	23	5	2	0	0	0	0	816
Operatives	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Laborers and Helpers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Service Workers	83	74	12	47	4	0	0	6	7	56	7	1	1	2	300
CURRENT 2024 REPORTING YEAR TOTAL	645	286	681	254	116	6	11	50	507	271	87	8	4	58	2984
PRIOR 2023 REPORTING YEAR TOTAL	639	283	654	244	117	5	7	49	514	277	88	4	5	57	2943
SECTION I – WORKFORCE SNAPSHOT PERIOD 10/6/2024 - 10/19/2024															
SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional) Not Applicable															