

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 AC83371			EMPLOYER NAME Crown Castle USA Inc.												
ADDRESS 8020 Katy Freeway						CITY/TOWN HOUSTON				STATE TX		ZIP CODE 77024			
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) 251695742															
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): ETJFGLAAD9M5															
<input type="checkbox"/> YES (Single-Establishment Employer is Federal Contractor) <input checked="" type="checkbox"/> YES (Multi-Establishment Employer is Federal Contractor)															
<input checked="" type="checkbox"/> YES (Headquarters is Federal Contractor) <input type="checkbox"/> YES (Non-Headquarters Establishment is Federal Contractor)															
<input checked="" type="checkbox"/> YES (One or More Non-Headquarters Establishments is Federal Contractor)															
SECTION G – NAICS INFORMATION 541990 - All Other Professional, Scientific, and Technical Services															
SECTION H – WORKFORCE DEMOGRAPHIC DATA															
JOB CATEGORIES	Race/Ethnicity														
	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	Row Total
Executive/Senior Level Officials and Managers	0	0	5	1	1	0	0	0	3	0	0	0	0	0	10
First/Mid-Level Officials and Managers	68	24	468	20	41	2	1	16	214	11	23	0	0	2	890
Professionals	87	48	685	41	127	1	3	28	413	51	61	1	0	19	1565
Technicians	169	7	598	62	38	4	5	34	47	5	6	1	0	5	981
Sales Workers	8	0	89	0	0	2	0	5	25	1	1	0	0	0	131
Administrative Support Workers	19	37	88	11	10	1	0	4	173	19	19	1	0	6	388
Craft Workers	0	0	3	0	0	0	0	0	0	0	0	0	0	0	3
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	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CURRENT 2024 REPORTING YEAR TOTAL	351	116	1936	135	217	10	9	87	875	87	110	3	0	32	3968
PRIOR 2023 REPORTING YEAR TOTAL	413	137	2407	177	233	13	8	98	1053	114	115	8	4	33	4813
SECTION I – WORKFORCE SNAPSHOT PERIOD 12/8/2024 - 12/21/2024															
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 AC83371		EMPLOYER NAME Crown Castle USA Inc.		
ADDRESS 8020 Katy Freeway		CITY/TOWN HOUSTON	STATE TX	ZIP CODE 77024
CERTIFICATION COMMENTS (optional)				
No Certification Comments Provided				
CERTIFICATION STATEMENT				
<i>"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."</i> Knowingly and willfully false statements on this report are punishable by law, US Code, Title 18, Section 1001.				
DATE OF CERTIFICATION				
6/14/2025 2:28 PM [EST]				
EMPLOYER'S CERTIFYING OFFICIAL				
Name of Employer's Certifying Official Lauren Mayhew		Title of Certifying Official Director, Employee Relations		
Email Address of Certifying Official Lauren.Mayhew@crowncastle.com		Telephone Number of Certifying Official 713-570-3888		
PRIMARY POINT OF CONTACT (POC) FOR EEO-1 COMPONENT 1 REPORTING				
Name of Primary POC Kiosha Dickey		Title and Employer of Primary POC Attorney Ogletree Deakins		
Email Address of Primary POC EEO-1@OGLETREEDEAKINS.COM		Telephone Number of Primary POC 803-252-1300		