

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 0721184			EMPLOYER NAME HORACE MANN SERVICE CORP												
ADDRESS 1 HORACE MANN PLAZA						CITY/TOWN SPRINGFIELD				STATE IL		ZIP CODE 62715-0001			
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) 370972590															
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): Not Applicable ☐ 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 524298 - All Other Insurance Related Activities															
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	11	0	0	0	0	0	7	0	0	0	0	0	18
First/Mid-Level Officials and Managers	3	6	151	8	2	1	0	2	144	12	2	0	0	2	333
Professionals	27	22	297	39	24	3	1	11	334	59	24	0	1	9	851
Technicians	0	0	1	1	0	0	0	0	0	0	0	0	0	0	2
Sales Workers	1	2	34	2	0	0	0	2	35	7	1	1	1	2	88
Administrative Support Workers	9	21	74	14	1	0	1	2	201	80	7	2	1	7	420
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	1	0	2	1	0	0	0	0	1	1	0	0	0	0	6
Service Workers	0	0	0	0	0	0	0	0	2	0	0	0	0	0	2
CURRENT 2024 REPORTING YEAR TOTAL	41	51	570	65	27	4	2	17	724	159	34	3	3	20	1720
PRIOR 2023 REPORTING YEAR TOTAL	48	49	591	66	3	28	2	18	738	159	3	26	2	20	1753
SECTION I – WORKFORCE SNAPSHOT PERIOD 12/16/2024 - 12/31/2024															
SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional) Not Applicable															