



EEO-1 Pay Data Mandatory Reporting

A Judge recently lifted a stay on pay-data collections, and the Equal Opportunity Employment Commission (EEOC) announced that qualifying employers must report pay data from 2017 and 2018 broken down by race, sex, and ethnicity.

Employers with 100 employees or more and federal contractors with 50 employees or more and a contract with the federal government valued at \$50,000 or more must file the required EEO-1 report annually. The EEO-1 requires two categories of information – Component 1 data and Component 2 data. Component 1 data includes the number of employees who work for the business broken down by job category, race, ethnicity, and sex. Component 1 data for 2018 is due May 31, 2019.

Component 2 data expands the information required to include hours worked and pay data obtained from employee W-2 forms, broken down by race, ethnicity and sex. Component 2 data for 2017 and 2018 is due September 30, 2019.

Employers should conduct an initial assessment to determine availability of the newly required pay data for 2017 and 2018. Employers may be able to obtain an exemption from the Component 2 pay data reporting requirements if they can show filing this information would cause an undue burden.



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If you have any questions, please contact a member of our Labor and Employment Law Practice Group.

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