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BLOGS

Attention EEO-1 Report Filers!

As you likely know, the EEO-1 Report is a mandatory annual data collection which requires all private employers with 100 or more employees and all federal contractors (and their applicable subcontractors) with 50 or more employees to submit workforce demographic data, by job category and by sex and race to the Equal Employment Opportunity Commission (EEOC).

For the year 2022, the deadline for the filing of the EEO-1 Report is DECEMBER 5, 2023. The 2022 EEO-1 Report is based upon the filing employer's workforce for a single pay period during the time frame of October 1, 2022 to December 31, 2022.

The EEOC's portal for the filing of this Report opened October 31, 2023, and the portal has been modified such that the EEOC has encouraged filers to file this Report early before the DECEMBER 5, 2023 deadline. The EEOC has directed filers to review its updated instruction booklet which is available at the following link:

https://www.eeocdata.org/pdfs/2022_EEO_1_Component_1_Instruction_Booklet.pdf

The EEOC Report still does not collect pay data at this time, but some states, including California, have added that requirement to their own similar reporting requirements.

Be aware that the DECEMBER 5, 2023 DEADLINE is quickly approaching!