

Compliance Alert

May 22nd, 2019

2018 EEO-1 Survey Filing Season is Now Open

For over 50 years, employers with 100 or more employees and federal contractors with at least 50 employees have been required to submit an EEO-1 report to the Equal Employment Opportunity Commission (EEOC).

Accordingly, the 2018 EEO-1 report is due on May 31, 2019, based on a workforce payroll snapshot taken between October 1 and December 31, 2018. The information gathered by employers between October and December should include each employee's race, gender, EEO-1 job category, and physical location. This is now known as Component 1 data.

The portal to submit Component 1 data opened in March, 2019

Further, the Equal Employment Opportunity Commission (EEOC) has announced that, in accordance with the rule changes, employers must include in their 2017 & 2018 payroll data reports, an additional breakdown of race, sex and ethnicity. This additional data requirement is considered Component 2 data, and associated reports are due, Sept. 30, 2019.

The EEOC expects to make the Component 2 portal available July 15, 2019.