



CLIENT ALERT

EEOC Requires Employer Pay Data Reporting

Employers with 100 or more employees, and federal contractors who have 50 or more workers and contracts worth \$50,000 or more, must now report employee pay data for calendar years 2017 and 2018 to the Equal Employment Opportunity Commission (“EEOC”) by no later than September 30, 2019.

Covered employers must complete the EEOC’s EEO-1 form, which is comprised of two parts, both of which are based on race, ethnicity and gender: a demographic component (“Component 1”), and a pay data component (“Component 2”). Covered employers should have submitted Component 1 data to the EEOC by May 31, 2019, using their online EEO-1 Survey Application, which is available on the EEOC’s website at <https://www.eeoc.gov/employers/eo1survey>.

Component 2 data for *both* calendar years 2017 and 2018 is due by no later than September 30, 2019. The EEOC expects a web-based portal for the collection of Component 2 data to be available by mid-July, 2019. Once the portal is open, employers will be required to submit data that includes all of their employees’ wage information and total hours worked.

With the deadlines fast approaching, employers should take steps to comply with these requirements by reaching out to legal counsel as well as their payroll and technical experts to ensure that their current systems can generate the required data necessary for compliance with the EEOC’s pay data reporting requirements.

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If you have questions or would like additional information, please contact our Employment Law Practice Group Leader Amanda M. Fugazy (afugazy@egsllp.com) or the primary EGS attorney with whom you work.



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