

SEPTEMBER 30, 2019 IS THE DEADLINE TO FILE NEW WAGE AND HOUR DATA FOR 2017 AND 2018 EEO-1 REPORTING REQUIREMENTS

August 21, 2019

What is an EEO-1 survey? EEO-1 Reports are compliance reports that the federal government uses to track geographical data by race/ethnicity, gender and job category. Federal law normally requires companies to file these annual reports by March 31st each year or risk suspension or termination of any active contracts companies might have with the federal government.

Why is this particular deadline significant? For the first time, companies will be required to submit detailed data on employee compensation and hours worked (or Component-2 data). The Obama Administration instituted this change for the annual reporting period that originally ended March 31, 2017. However, the Trump Administration stayed the rule, agreeing with company advocacy groups that collecting the data presented a new and unnecessary hardship on employers. In a challenge led by the National Women's Law Center, a federal judge overturned the stay, with the U.S. Equal Employment Opportunity Commission (EEOC) agreeing that it could properly collect this wage data from companies by the end of September of this year. So, companies must submit this data for 2017 and 2018 by the new deadline, September 30, 2019.

To read the full client alert, please click [here](#).

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