



Electronic Alert

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EEOC Releases EEO-1 Reporting Form & Sets Deadline for EEO-1 Reporting

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Many large employers who ordinarily report workforce demographic information to the EEOC received an extension to file their EEO-1 reports last year. Earlier this week, the EEOC announced it plans to collect both 2019 and 2020 EEO-1 reports and released the necessary forms. Employers have until July 19, 2021, to file their 2019 and 2020 EEO-1 reports, and employers prepared to file earlier may do so after May 26, 2021.

For the purposes of EEO-1 reporting, large employers are either (1) those with 100 or more employees, or (2) are federal contractors or first-tier subcontractors with 50 or more employees and a contract of \$50,000 or more.

Employers may recall collecting compensation information for the EEO-1 Component 2 in years past. Employers should not be surprised that this form is not available through the EEOC's new website, [EEOCdata.org/eeo1](https://eeocdata.org/eeo1). These compensation reporting requirements were subject to litigation, and after some back and forth with the U.S. District Court for the District of Columbia, the EEOC under the Trump administration rescinded these compensation reporting requirements. There are some indications that the Biden administration may restore compensation reporting of some type, but not at this time for the 2019 and 2020 EEO-1 reports.

Employers who have received their notification letter through the U.S. mail containing their account information can now log in. Covered employers that have not received their notification letter can contact the EEOC's Filer Support Team at FilerSupport@eeocdata.org for assistance with creating an account.

For employers with questions about their voluntary self-identification forms, handling demographic information, or EEOC reporting requirements, contact Josh Goldberg at jgoldberg@barran.com or (503) 276-2107.