eAlert
from the HR Support Center

PAYDATA WORKFORCE SOLUTIONS

Federal Law Alert

April 29th, 2021

EEO-1 Reporting Open Now Through July 19, 2021

The Equal Employment Opportunity Commission (EEOC) has announced that the 2019 *and* 2020 EEO-1 Component 1 data collection is now open—the collection had been delayed because of COVID-19.

Employers that are required to file have until **Monday, July 19, 2021**, to submit both years of data. Pay data is not required.

Employers should visit the newly launched EEO-1 Component 1 website for the latest filing updates and additional information. Employers can also visit the Filer Support Center to request assistance and find helpful resources, including fact sheets and FAQs.

Who Must File

An employer must file an EEO-1 report if they answer YES to *one or more* of these questions:

1. Does the entire company (at all locations combined) have at least 100 employees?
2. Is the company affiliated through common ownership and/or centralized management with other entities in an enterprise with a total employee count of 100 or more?
3. Does the company or any of its establishments have a contract with the federal government worth $50,000 or more and have 50 or more employees?
4. Is the company or any of its establishments a federal government contractor that serves as a depository of government funds in any amount or a financial institution that is an issuing and paying agent for U.S. Savings Bonds and Savings Notes in any amount?

If you answered no to all of the questions above, you do *not* need to file an EEO-1 report. If you are unsure about the answer to question 2, you should speak with an attorney.

Questions?

PayData Workforce Solutions
106 Highpoint Center Suite 300 - 400
Colchester, VT 05446

Phone: 802.655.6160
Email: hello@paydata.com
Fax: 802.655.7263
Visit us online

Our COVID-19 Resources Page contains sample communications to employees, telecommuting resources, and links to various federal resources including the CDC and OSHA, as well as state and local resources where available. We recommend checking this page regularly for guidance.

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