

EEO-1 Pay Data - Reporting Deadline

As of Friday May 3, the deadline to submit pay data for EEO-1 reporting from 2017 and 2018 is September 30, 2019. This new reporting requirement has been titled “Component 2” data. The US Equal Employment Opportunity Commission (EEOC) will begin accepting data in mid-July, though no specific date has been announced yet.

What is an EEO-1 report?

The [EEO-1 report](#) must be filed by employers with 100 or more employees and contractors subject to Executive Order 11246. Typically, this report includes information about employee demographics categorized by race/ethnicity, gender and job category. This information has been titled “Component 1” data.

While the deadline to submit the Component 1 EEO-1 report has historically been March 30 of the following year, the deadline for 2018 data was postponed until May 31, 2019 due to the government shutdown. This deadline remains firm with only Component 2 reporting deadline extended to September 30, 2019.

What does this recent ruling mean?

The announcement of the inclusion of pay data comes after much anticipation surrounding the lawsuit [National Women’s Law Center v. Office of Management and Budget](#). In summary, the plaintiff argued the OMB should have been collecting this information for the past several years. To rectify this, the EEOC was ordered to collect pay data (“Component 2 data”) for 2017 and 2018 by September 30, 2019. While an appeal has already been filed, the EEOC has stated that the appeal does not alter the current requirement of submitting the data by the September deadline.