



e-Alert – EEO-1 Survey for 2017 must be submitted by March 31

Background

All private employers with 100 or more employees and federal contractors or first tier subcontractors with at least 50 employees AND a federal contract or subcontract amounting to \$50,000 or more will be required to file an annual Employer Information EEO-1 report.

On August 29, 2017, the White House Office of Management and Budget suspended the [previously announced requirements](#) for the updated EEO-1 Form that would have required employers with 100 or more employees to report W-2 wage information and total hours worked for all employees by race, ethnicity and gender. The intent of the pay data reporting was to help the Equal Employment Opportunity Commission (EEOC) identify income inequality with regard to race and gender. The EEOC will further review the pay data reporting requirement, while also exploring other options for collecting this information.

What do employers need to know?

The EEOC is accepting the 2017 EEO-1 survey from January 22, 2018 through **March 31, 2018**. The employment data used for the 2017 EEO-1 survey *must* be selected from one payroll period in the fourth quarter of calendar year 2017 (October-December). The EEOC has created an EEO-1 Survey User Guide which can aid employers with their filing obligations, which can be found [here](#).

HR Knowledge can keep you compliant

Because the EEOC requires that the EEO-1 Form be filed through their own EEO-1 Online Filing System, there are few options available to employers to make sure all of their data is complete and submitted on time. In addition, manually entering all your company's data for the EEO-1 Form can be time consuming. By partnering with HR Knowledge, we can relieve your compliance burden. If you are interested in signing up for our EEO-1 Reporting service or need more information, please [contact us](#) **no later than February 16, 2018**.

Next steps to ensure compliance

Ensure your company is using the correct form (the form issued on September 29, 2016 should NOT be used). Employers must file the EEO-1 survey no later than March 31, 2018.

This content is provided with the understanding that HR Knowledge is not rendering legal advice. While every effort is made to provide current information, the law changes regularly and laws may vary depending on the state or municipality. The material is made available for informational purposes only and is not a substitute for legal advice or your professional judgment. You should review applicable laws in your jurisdiction and consult experienced counsel for legal advice. If you have any questions regarding this content, please contact HR Knowledge at 508.339.1300 or [email us](#).