



E-Alert: EEO-1 Reporting Deadline Extended to June 1, 2018

The US Equal Employment Opportunity Commission (EEOC) has extended the deadline for filing the EEO-1 Report for the 2017 reporting year to **June 1, 2018**. The previous deadline was March 31, 2018. The EEO-1 Report is a compliance survey, mandated by Title VII of the Civil Rights Act, that employers must use to report employment data to the federal government.

Background

Private employers with over 100 employees, and federal contractors or first-tier subcontractors with at least 50 employees *and* contracts of \$50,000 or more are required by law to file this report annually.

Covered employers must provide a count of their employees by job category, ethnicity, race, and gender to the EEOC and the Department of Labor's Office of Federal Contract Compliance Programs (OFCCP). Data used to complete the EEO-1 Report must be selected from a period within the fourth quarter (October, November, or December) of the 2017 survey year and must include all full-time and part-time employees who were employed during that time frame.

In general, employers required to file an EEO-1 should have received a notification letter and filing instructions from the EEOC prompting them to begin their EEO-1 Report. If you have not received a letter but have over 100 employees or a federal contract as explained above, you are still required to file. First-time filers will need to register their organization with the EEOC before reporting.

Next steps for employers

If you are a covered employer and already filed your EEO-1 Report, no further action is required. This extension gives those employers who did not file, an opportunity to meet this compliance requirement.

For more information, see the [EEO-1 requirements](#). Be sure you have filed your EEO-1 report for the 2017 reporting year by June 1, 2018.

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