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Awaiting New Deadline Date for 2019 & 2020 EEO-1 Reporting

Background

Due to COVID-19, the EEO-1 filing for 2019 was put on hold; the Equal Employment Opportunity Commission (EEOC) is expected to announce soon the opening of the 2019 and 2020 EEO-1 Component 1 Data Collections, as well as the new deadline date.

Summary

The EEO-1 Report is a federally mandated survey that collects workforce data categorized by race, ethnicity, sex, and job category. The filing requirements generally apply to private employers with 100 or more employees and certain federal contractors. Covered EEO-1 filers — private employers, including federal contractors and first-tier subcontractors with 100 or more employees — must submit Component 1 data to the EEOC for *both* calendar years 2019 and 2020 with an expected opening date of **March 2021**. The exact date has not yet been determined by the EEOC. If you are unsure if you need to file EEO-1 data, please refer to our [EEO-1 Reporting Requirements Reference Guide](#).

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Employer Next Steps

- The web page for the filing system has been updated with [employer FAQs](#) and [links to additional employer resources](#), such as a sample pay data collection form, an instruction booklet for filers, and other reference documents.
- If you are a covered employer, the “Component 1” data for 2019 and 2020 is due March 2021.
- If you are interested in outsourcing the preparation and submission of your company's EEO-1 data, please [email us](#).

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