

e-Alert

04.02.21

2019 & 2020 EEO-1 Reporting Period Opens on April 26, 2021

Background

After delaying the opening of the 2019 EEO-1, due to COVID-19, the 2019 as well as 2020 EEO-1 Component 1 Data Collection will open on Monday, April 26, 2021.

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; the deadline for submitting the 2019 and 2020 EEO-1 Component 1 data will be Monday, July 19, 2021. If you are unsure if you

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need to file EEO-1 data, please refer to our [EEO-1 Reporting Requirements Reference Guide](#).

Employer Next Steps

- The EEOC's 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 July 19, 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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