e-Alert

07.13.2023

e-Alert: EEO-1 Reporting Deadline Moved Again; Tentative Opening Fall 2023

Background

The EEO-1 Report is a federally mandated report that collects workforce data during a specific snapshot pay period from October through December for covered employers. Traditionally, the annual filing deadline was March, and as our previous **e-Alert** notated, the portal opening was delayed to mid-July 2023. The most recent announcement from the Equal Employment Opportunity Commission (EEOC) came on June 29, 2023, that the 2022 filing process would be delayed again. The new tentative opening of the portal is Fall of 2023.

Summary

The EEO-1 Component 1 report is a mandatory annual data collection that requires all private sector employers with 100 or more employees and federal contractors with 50 or more employees meeting certain criteria, to submit demographic workforce data, including data by race/ethnicity, sex, and job categories. This unexpected delay provides covered employers with more time to prepare their 2022 data. We will monitor

updates as they become available.

Employer Next Steps

We have summarized key steps employers should take to follow this deadline.

- While the delay provides more time to prepare, eligible filers may want to begin reviewing their data in preparation of the portal opening this Fall
- Employers may review resources on the EEOC's **home page** for updates on when the portal will open and when the official filing deadline is announced
- If you are interested in outsourcing the preparation and submission of your EEO-1 Component 1 Data, please **email us** to learn more about this service