

EEO-1 Filers Required to Report Component 2 Data for Calendar Year 2017

On May 3, 2019, the Equal Employment Opportunity Commission (EEOC) announced the Collection of EEO-1 Component Data for Calendar Year 2017 due by September 30, 2019.

After the District Court for the District of Columbia issued its ruling regarding the timeframe to collect pay and hours data in connection with the Revised EEO-1 Report the Court gave the EEOC the option of collecting 2019 Component 2 data in the 2020 reporting period in lieu of collecting 2017 data by September 30, 2019, provided that it notifies the Court and the Plaintiffs of its intention to do so by May 3, 2019.

What should employers do now?

The EEOC expects to begin collection of EEO-1 Component data for calendar years 2017 and 2018 in mid-July 2019.

Employers should begin making preparations to collect, aggregate, and report on pay and hours data for both 2017 and 2018 calendar years immediately. This will permit adequate time internally to take all steps needed to prepare, report or accumulate the necessary data to send to external vendors. This will also permit adequate time to review all of the databases and other programming in order to meet the demands of providing data required for Component 2 for each reporting location. Identifying and committing resources will be required to work on the data, aggregate the information, and then test it before the submission deadline of September 30, 2019.

Further updates will be provided upon determination of when the survey application will be available.

[Please share your thoughts!](#)

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