

**EMPLOYMENT LAW
BULLETIN**

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EEO-1 Required Information has Changed

On August 29th, the Office of Management and Budget (OMB) informed the Equal Employment Opportunity Commission (EEOC) that it is initiating a review and immediate stay of the effectiveness of the pay data collection aspects of the EEO-1 form that was revised on September 29, 2016, in accordance with its authority under the Paperwork Reduction Act (PRA).

The 2017 EEO-1 form will therefore only collect data on race, ethnicity and gender by job category. Employers should plan to submit the EEO-1 (Component 1 data) **by the previously set filing date of March 2018.**

The employment data used for the 2017 EEO-1 report should be selected from a payroll period in October, November, or December 2017. Employers will receive letters of notification approximately two months before the due date of March 3, 2018.

EEOC's Acting Chair Victoria A. Lipnic stated that this does not change the EEOC's enforcement efforts. The EEOC is reviewing its options under the new order.

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