

CLIENT ALERTS

EEOC Opens New Web-Based Portal for EEO-1 Filers Reporting Pay and Hour Data for 2017 and 2018

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The Equal Employment Opportunity Commission ("EEOC") has announced that its Web-based portal for collecting pay and hours data for calendar years 2017 and 2018 opened on July 15, 2019. The secure portal created by NORC of the University of Chicago, available at <https://eeocomp2.norc.org>, provides a Sample Form, an Instruction Booklet, a User's Guide, a Fact Sheet for Component 2 EEO-1 Report Filers (defining required "Component 2" pay data), an Upload File Specification document, and Reference Documents under the heading "More Info."

Employers (including federal contractors) that file EEO-1s and that employ 100 or more employees during the 2017 workforce snapshot period must submit Component 2 data for the 2017 year through the portal by September 30, 2019. Employers (including federal contractors) that file EEO-1s and that employ 100 or more employees during the 2018 workforce snapshot period must also submit Component 2 data for the 2018 year through the portal by September 30, 2019. As EEOC explained in its announcement, "[t]he workforce snapshot period is an employer-selected pay period between October 1 and December 31 of the reporting year."

For employers that prefer to file via data upload, EEOC also announced that it expects a secure data upload function and verification process to be available by August 15, 2019, with information about that capability also now available on the same secure Web site portal at <https://eeocomp2.norc.org>.

For additional information and resources, please see the EEOC Release available at <https://www.eeoc.gov/eeoc/newsroom/release/7-15-19.cfm>. If you have questions about the EEOC portal, please contact the author of this alert or any of Butzel Long's Labor and Employment or Employee Benefits attorneys.

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