

## **EEO-1 Update: EEOC Announces Both 2017 and 2018 Pay Data Due September 30**

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The Equal Employment Opportunity Commission (EEOC) has announced that employers covered by the EEO-1 reporting obligation must submit pay data broken down by job category, pay band, race, ethnicity and sex for both calendar years 2017 and 2018. This pay data, which is referred to as Component 2 of the EEO-1, is due on September 30, 2019.

As previously [reported](#), on April 25, 2019, the U.S. District Court for the District of Columbia issued a ruling requiring employers to file Component 2 pay data for 2018 and left it up to the EEOC to also require one additional year of pay data from either 2017 or 2019. The Court has now published its [Order](#).

The EEOC stated on its website that it expects to begin collecting Component 2 data for calendar years 2017 and 2018 in mid-July and will give notice when it has a more precise date.

Covered employers should begin planning collection of pay data by race, ethnicity and sex for both 2017 and 2018.

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