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California Pay Data Reporting Deadline is April 1

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On or before April 1, 2022, most California employers (typically those with at least one employee in California and 100 or more nationally) are required to submit pay data reports to the California Department of Fair Employment and Housing (DFEH), containing information about each California employee's race, ethnicity, and gender in various job categories.

Although, in prior years, employers could request a deferral if they encountered challenges meeting the filing deadline, no deferral period is permitted this year. Therefore, employers that have not yet filed their report should act quickly to meet this year's looming April 1 deadline.

A covered employer must submit its report to the DFEH using the [California Pay Data Reporting Portal](#) following these "high-level steps:"

1. Register and create a log-in to the portal.
2. Provide employer information.
3. Provide establishment and employee information.

Detailed instructions may be found in the DFEH's [Pay Data Reporting User Guide](#). The Guide also explains significant changes in reporting requirements this year.

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