



U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
Washington, D.C. 20507

ORDER

Revisions to the Employer Information Report (EEO-1) to Collect Summary Pay Data

Whereas, the United States Equal Employment Opportunity Commission is responsible for enforcing federal laws prohibiting employment discrimination in the workplace, including pay discrimination, through the enforcement of Title VII of the Civil Rights Act of 1964 and the Equal Pay Act of 1963, among other laws;

Whereas, the United States Equal Employment Opportunity Commission voted and approved the revised Employer Information Report (EEO-1) to include the collection of summary pay data from certain employers to help the agency in assessing potential Title VII and Equal Pay Act violations and to assist employers in promoting equal pay in their workplaces;

Whereas, the Office of Management and Budget approved the revised EEO-1 under the Paperwork Reduction Act on September 29, 2016;

Whereas, this order shall be implemented consistent with applicable laws and procedures, including the requirements of Section 709(c) of Title VII of the Civil Rights Act of 1964;

Whereas, federal contractors and subcontractors with 50-99 employees and other private employers with 100 or more employees will continue to report the number of individuals they employ by job category and by sex and ethnicity or race, consistent with established practice; and

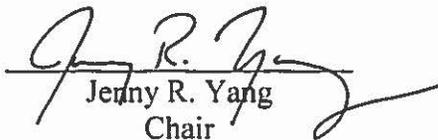
Whereas, private employers, including federal contractors and subcontractors, with 100 or more employees also will report summary pay data, including hours worked, by sex and ethnicity or race, by EEO-1 job category.

Therefore, it is hereby ordered that the revised EEO-1 report shall be collected annually, beginning with the report for 2017, which will be due by March 31, 2018, consistent with the terms of clearance issued by the Office of Management and Budget.

This order shall become effective immediately.

Signed this 29th day of September, 2016.

On behalf of the Commission


Jermy R. Yang
Chair