

# LABOR AND EMPLOYMENT LAW

## INFORMATION MEMO

APRIL 8, 2024

### 2023 EEO-1 Component 1 Data Collection Opening on April 30, 2024

Each year, the EEOC collects workforce data from private sector employers with more than 100 employees (lower thresholds apply to federal contractors). This workforce data is collected through the EEO-1 Component 1 report and includes workplace demographic data such as sex, race and ethnicity, broken down by job category. Employers meeting the reporting thresholds have a legal obligation to provide the data; it is not voluntary.

The EEOC has announced that the 2023 EEO-1 Component 1 data collection will open on Tuesday, April 30, 2024. The deadline to file the 2023 EEO-1 Component 1 report is Tuesday, June 4, 2024.

The 2023 EEO-1 Component 1 Instruction Booklet and 2023 EEO-1 Component 1 Data File Upload Specifications are now available on the EEOC's dedicated EEO-1 Component 1 website ([www.eeocdata.org/eo1](http://www.eeocdata.org/eo1)) and any further guidance or instructions relating to the 2023 EEO-1 Component 1 report will be posted to such website.

The EEOC also offers an online Filer Support Message Center (i.e., filer help desk) which will be made available starting Tuesday, April 30, 2024, to assist filers with any questions they may have regarding the 2023 collection.

We will continue to monitor for any relevant updates regarding the 2023 EEO-1 Component 1 Data Collection and recommend that all employers subject to completing the EEO-1 Component 1 report begin collecting necessary data to complete the report sooner rather than later. Attorneys in Bond's labor and employment department regularly work with clients to assist with this process.

If you have any questions about the EEO-1 process or your obligations to provide this data, please contact [Travis Talerico](#), [Adam Mastroleo](#) or any attorney in Bond's [labor and employment practice](#) or the Bond attorney with whom you are regularly in contact.

