What Companies Must File

Employers are required to file the EEO-1 Component 1 report if they are:

A private employer with 100 or more employees

OR

A federal contractor with 50 or more employees and prime federal contractors or first-tier subcontractors with a contract(s), subcontract or purchase order amounting to $50,000 or more.

> **If you answer 'yes' to any of the below questions,**
> **the Headquarters or parent company of your**
> **company or establishment (i.e. physical locations**
> **where business is conducted) must file:**

1. Does the entire company (at all locations combined) have at least **100 employees**?

2. Is the company **affiliated through common ownership and/or centralized management** with other entities in an enterprise with a **total employment of 100 or more**?

3. Does the company or any of its establishments **hold a contract with the federal government worth $50,000 or more <u>and</u> have 50 or more employees**?

4. Is the company or any of its establishments a federal government contractor which **serves as a depository of Government funds in any amount** or a financial institution which is an issuing and paying agent for U.S. Savings Bonds and Savings Notes in any amount**?**

A company is owned by another United States based company. Does this company need to file?

No. The parent company is responsible for filing for all of its subsidiary companies under their own account. Any subsidiary or holdings must not file independently from the parent company.

Are there any exemptions or qualifications for the type of federal contractors that need to file?

Yes. A company is exempt if the contract, subcontract, or purchase order is less than $50,000 or your company has fewer than 50 employees or if the company is exempt as provided for by 41 CFR 60-1.5.

Are local and state governments, public elementary and secondary school districts, or local referral unions subject to the EEO-1?

No. Local referral unions are required to submit workforce demographic data to the EEOC as part of the EEO-3 report. The 2020 EEO-3 data collection is scheduled to open in August 2021. State and local governments are required to submit workforce demographic data to the EEOC as part of the EEO-4 report. The 2021 EEO-4 data collection is scheduled to open in October 2021. Public elementary and secondary school districts are required to submit workforce demographic data to the EEOC as part of the EEO-5 report. The 2020 EEO-5 data collection is scheduled to open in July 2021. The precise opening dates of the collections, as well as the new submission deadline dates, will be announced by posting a notice on the EEOC's home page at www.eeoc.gov as well as on the new dedicated website for the EEOC's data collections at EEOCdata.org. As in previous years, a notification letter will also be sent to eligible filers. Please visit EEOCdata.org for more information regarding updates on the data collections. When the collections open, resources to assist filers with their submissions will be available online at EEOCdata.org. The EEO-1 Component 1 Filer Support Team will also be available to respond to filer inquiries and to provide additional filling assistance.

Are there any entities or institutions that are exempt from filing the EEO-1 Component 1 report?

Institutions of higher education, American Indian or Alaska Native tribes and tax-exempt private membership clubs other than labor organizations are exempt from filing EEO-1 Component 1 Reports. However, non-profits and not for profit organizations are required to file the EEO-1 Component 1 Report. Additionally, employers and federal contractors which do not meet the reporting thresholds are not required to file the EEO-1 Component 1 Report.

For more information on other EEO-1 Component 1 topics, please see:

Has your establishment had a recent business change such as a merger, acquisition, or spinoff?

> ➢ [Fact Sheet on Mergers, Acquisitions, and Spinoffs](#).

Click here to view a list of ['All Fact Sheets'](#).