Parent and Subsidiary Companies

The corporate headquarters of parent companies are required to file on behalf of the entire company. This includes all establishments, and any commonly owned, controlled, managed, or affiliated subsidiaries and/or holdings.

If an Establishment Answers 'Yes' to any of these Questions, the Parent Company Should File the EEO-1 Component 1 Report:

1. Does another corporation own all or the majority of stock in the corporation?
   a. The majority owner should file on behalf of the company and all establishments.

2. Does the company have a corporate Headquarters?
   a. The headquarters should file on the company's behalf.

3. Is the company associated with other companies through common ownership?
   a. The common ownership Headquarters should file on behalf of the entire business.

4. Does the company share an EIN with other establishments?
   a. The Headquarters should file the EEO-1 Component 1 report for all establishments.

5. Does the company have a parent company?
   a. The parent company should file on behalf of the entire company.

If a company has a different EIN than the parent company's corporate headquarters, should the company file a separate EEO-1 Component 1 report?

No. If establishments are commonly owned, controlled, managed, or affiliated subsidiaries/holdings they must be included on the same EEO-1 Component 1 report. The company that owns all, or the majority, of stock in another company should file the EEO-1 Component 1 report identifying the establishments and their EINs.

If a company headquarters is a holding company with zero employees, is it still necessary to file?

If a holding company and its holdings meet the filing requirements, the holding company should file on behalf of its holdings.

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

How can I get ready to file?

➢ [Fact Sheet on How to Get Ready to File](#).

Can I prepare data ahead of time?

➢ [Fact Sheet on Preparing Data—Multi-Establishment Companies](#).

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