

EEO-1 REPORT

DISCRIMINATION?!

NEW EEO-1 REPORTING REQUIREMENTS INTRODUCED:

CHANGES COULD SPOTLIGHT UNINTENDED PAY INEQUITIES

LAURA A. BALSON



PLEASE JOIN US FOR AN
INFORMATIVE LUNCH + LEARN
TO UNDERSTAND THE NEW
REPORTING REQUIREMENTS
AND WHAT TO DO

Presented by GCT partner
Laura A. Balson

DATE: THURSDAY 9.19.19**TIME: 11:30 AM-1:00 PM****LOCATION:**

GOLAN CHRISTIE TAGLIA
70 WEST MADISON STREET
SUITE 1500
CHICAGO, IL 60602

SCHEDULE:

REGISTRATION & LUNCH:
11:30 AM-12:00 PM

PROGRAM:

12:00 PM-1:00 PM

RSVP BY SEPT 9 TO EVYAN O'KEEFE AT:
eokeefe@GCT.law

WHAT YOU NEED TO KNOW

EEO-1 reports must be filed by September 30, 2019. This year, there is a significant change in the employer's responsibility. The EEOC is requesting information about employees' pay and hours worked, broken down by race, sex and ethnicity, from 2018 and 2017 payrolls.

This poses several potential challenges for employers. Please join us to learn more about the new requirements, and what to do if you discover pay inequities that could be perceived as discriminatory.

Let GCT walk you through questions you may have, such as:

- Who is required to file an EEO-1 report by September 30, 2019?
- What information must be reported about employees' pay rates and hours worked?
- If a company hasn't compiled the information yet, is it too late to meet the deadline?
- How is the federal government going to use the information that is reported by employers?
- Will employees have access to the data and can it be used in potential pay discrimination lawsuits?
- Should employers use the data to take corrective action if they show a disparity based on race, ethnicity or gender?
- What kind of corrective action would be most effective?

APPROVED FOR SHRM AND HRCI CREDIT (1.5 HOURS).



This activity has been approved for 1.50 HR (General) recertification credit hours toward aPHR™, PHR®, PHRca®, SPHR®, GPHR®, PHRI™ and SPHRI™ recertification through HR Certification Institute® (HRCI®).



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