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 Certification

Please note that the OMB number and expiration date may not have been determined when this Information Collection Request and associated Information Collection forms were submitted to OMB. The approved OMB number and expiration date may be found by clicking on the Notice of Action link below.

View ICR - OIRA Conclusion

OMB Control No: 3046-0007	ICR Reference No: 201104-3046-003
Status: Historical Active	Previous ICR Reference No: 200901-3046-001
Agency/Subagency: EEOC	Agency Tracking No:
Title: Employer Information Report (EEO-1)	
Type of Information Collection: Extension without change of a currently approved collection	Common Form ICR: No
Type of Review Request: Regular	
OIRA Conclusion Action: Approved without change	Conclusion Date: 08/29/2011
Retrieve Notice of Action (NOA)	Date Received in OIRA: 04/29/2011

Terms of Clearance: Based on conversations with EEOC, it is OMB's understanding that EEOC is considering potential revisions to this report. OMB expects that any revisions to this report will be fully justified under and consistent with the Paperwork Reduction Act and Federal statistical standards, including OMB's 1997 Standards for Maintaining, Collecting, and Presenting Federal Data on Race and Ethnicity. In addition, in order to minimize burdens and costs to respondents, OMB recommends that EEOC make any planned revisions to this report simultaneously, rather than in a piece-meal fashion. OMB also recommends that EEOC seek the input of affected stakeholders about any revisions as early as possible, and provide respondents with ample notice before making revisions in order to minimize burdens. Finally, OMB expects EEOC to keep it updated about any possible revisions to this report on a regular basis.

Inventory as of this

Expiration Date	08/31/2014	36 Months From Approved	08/31/2011
Responses	290,410	170,000	170,000

Abstract: EEOC regulations require private employers with 100 or more employees to collect and retain in their records demographic information about their employees, and report this information to EEOC annually. EEOC uses this information to enforce civil rights laws and shares it with the Office of Federal Contract Compliance Programs (OFCCP), U.S. Department of Labor, and several other Federal agencies. Data are also shared with State and local Fair Employment Practices Agencies (FEPAs).

Authorizing Statute(s): US Code: 42 USC 2000e-8(c) Name of Law: Civil Rights Act of 1964
 Citations for New Statutory Requirements: None

Associated Rulemaking Information

RIN	Stage of Rulemaking	Federal Register Citation	Date
Federal Register Notices & Comments			
60-day Notice:	Federal Register Citation:	Citation Date:	
	76 FR 22897	02/04/2011	

Number of Information Collection (IC) in this ICR: 1

IC Title	Form No.	Form Name				
ICR Summary of Burden						
	Total Approved	Previously Approved	Change Due to New Statute	Change Due to Agency Discretion	Change Due to Adjustment in Estimate	Change Due to Potential Violation of the PRA
Annual Number of Responses	290,410	170,000	0	0	120,410	0
Annual Time Burden (Hours)	987,394	599,000	0	0	388,394	0
Annual Cost	0	0	0	0	0	0

Burden increases because of Program Change due to Agency Discretion: Yes
 Burden Increase Due to: Miscellaneous Actions
 Burden decreases because of Program Change due to Agency Discretion: No
 Burden Reduction Due to:

Short Statement: The total burden hour estimate represents an update from the pre-2007 estimates when total burden hours were estimated at 599,000. This increase in burden hours is due to a significant increase in the number of firms reporting that began in 2007. In that year we nearly doubled the number of firms contacted, notified of their obligation to file a report and provided detailed information to do so. That effort was successful in that the number of firms filing increased from 49,610 to 68,999.

Annual Cost to Federal Government: \$2,100,000

Does this IC contain surveys, censuses, or employ statistical methods? No

Is the Supporting Statement intended to be a Privacy Impact Assessment required by the E-Government Act of 2002?

No Is this ICR related to the Affordable Care Act [PPACA, P.L. 111-148 & 111-152]? No

Is this ICR related to the Dodd-Frank Act [Dodd-Frank Wall Street Reform and Consumer Protection Act, P.L. 111-203]?

No Is this ICR related to the American Recovery and Reinvestment Act of 2009 (ARRA)? No

Agency Contact: Ronald Edwards 2026634949

Common Form ICR: No

On behalf of this Federal agency, I certify that the collection of information encompassed by this request complies with 5 CFR 1320.9 and the related provisions of 5 CFR 1320.8(b)(3).

The following is a summary of the topics, regarding the proposed collection of information, that the certification covers:

- " (a) It is necessary for the proper performance of agency functions;
- " (b) It avoids unnecessary duplication;
- " (c) It reduces burden on small entities;
- " (d) It uses plain, coherent, and unambiguous language that is understandable to respondents;
- " (e) Its implementation will be consistent and compatible with current reporting and recordkeeping practices;
- " (f) It indicates the retention periods for recordkeeping requirements;
- " (g) It informs respondents of the information called for under 5 CFR 1320.8 (b)(3) about:
 - (i) Why the information is being collected;
 - (ii) Use of information;
 - (iii) Burden estimate;
 - (iv) Nature of response (voluntary, required for a benefit, or mandatory);
 - (v) Nature and extent of confidentiality; and
 - (vi) Need to display currently valid OMB control number;
- " (h) It was developed by an office that has planned and allocated resources for the efficient and effective management and use of the information to be collected.
- " (i) It uses effective and efficient statistical survey methodology (if applicable); and
- " (j) It makes appropriate use of information technology.

If you are unable to certify compliance with any of these provisions, identify the item by leaving the box unchecked and explain the reason in the Supporting Statement. Certification Date: 04/29/2011