





## Demographic Reporting (EEO-1)

If your organization has 50+ employees **and is also a federal contractor**, then the Equal Opportunity Employment Commission (EEOC) requires you to file an EEO-1.

The report is a compliance survey that requires company employment data to be categorized by race/ethnicity, gender and job category.



## State and local laws

While the first three are federal statutes, there are many state and local laws governed by employee count, some of which apply at the 50 mark.



### Take note

If your company *isn't* a federal contractor, then this requirement only kicks in once you reach the 100 employee mark.



### A few examples for 50+ employee companies

- » California requires two hours of anti-harassment training every two years for managers.
- » Several state and city minimum wage laws take effect at 50 employees.
- » In New York, you'll need to provide employees with 90 days' notice for any mass layoffs or relocations.

**Whether your organization is nearing the 50 employee mark or has already passed it, we can help make sure your HR-ready.**

**Contact me to learn more!**

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