

Federal & State Government Reporting			
Report	Threshold Requirements	Data Snapshot	Deadline
MA State Reporting	Employers with 100 or more employees in the Commonwealth	EEO-1 snapshot of the previous year	2/2/2026
California Payroll Employee Reporting	Private Employers with 100 or more employers with at least 1 in California	Any date from 10/1 - 12/31 of the previous year	5/13/2026
California Labor Contractor Reporting	Private Employers with 100 or more labor contractors with at least 1 in California	Any date from 10/1 - 12/31 of the previous year	5/13/2026
EEO-1	Private Employers with 100 or more employees, federal contractors with 50 or more employees(federal contracots subject to change)	Any date from 10/1 - 12/31 of the previous year	Anticipated Spring/Summer 2026
VETS-4212	Federal Contractors with \$150,000 in federal contracts in 2025, anticipated \$200,000 in contractrs for 2026.	Any date from 7/1 - 8/31 of the current year or 12/31 of the previous year	9/30/2026
IL Equal Pay Reporting	100 or more employees in the State of IL	Depends - Bi-Annual date provided by State	Depends - Bi-Annual date provided by State
VEVRAA Non-Discrimination Plans	Federal Contractors with \$200,000 in federal contracts	Flexible: Roster snapshot, Personnel Actions from previous year	Plans expire 12 months after chosen plan date
Section 503 Non-Discrimination Plans	Federal Contractors with \$50,000 in federal contracts	Flexible: Roster snapshot, Personnel Actions from previous year	Plans expire 12 months after chosen plan date
OFFCP Verification Portal*	Contractors that complete Section 503 & VEVRAA Non-Discrimination Plans	None Currently	None Currently