

# CAWP EEO BULLETIN

CONSTRUCTORS  
ASSOCIATION  
OF WESTERN PENNSYLVANIA

## CAWP EEO Bulletin #1-25

May 21, 2025

**TO:** CAWP Contractor Members and H2AP Contractors  
**FROM:** Jason M. Koss, CSP, Director of Industry Relations  
**RE:** **EEOC's EEO-1 Report Portal Opens**

The Equal Employment Opportunity Commission (EEOC) opened the portal for submission of 2024 EEO-1 Component 1 Report on May 20, 2025.

The EEOC requires all private sector employers with 100 or more employees, and federal (and federally-assisted) contractors with 50 or more employees meeting certain criteria, to submit the EEO-1 Report by June 24, 2025.

Workforce demographic data (i.e., employee data by job category and sex and race or ethnicity) submitted must include all full-time and part-time employees who were employed during an employer-selected pay period (i.e., "workforce snapshot period") in the fourth quarter (i.e., October 1 through December 31) of the reporting year.

Also, an employer that meets the employee threshold for EEO-1 Component 1 reporting purposes at any time during the fourth quarter (i.e., October 1 through December 31) of the reporting year, may not select a "workforce snapshot period" from this quarter where it falls below the threshold in an effort to avoid the filing requirement.

For additional guidance, employers can find [FAQs](#), [instruction booklet](#), [fact sheets](#), [file specifications](#) and more on the EEOC website.

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*This EEO Bulletin may be downloaded at [cawp.org](http://cawp.org) under Services /EEO and HR. If you have any questions please contact Jason at the Association office at (412) 343-8000 or email [jasonk@cawp.org](mailto:jasonk@cawp.org).*



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