



## Gerstco News and Resources

Affirmative Action Planning Regulatory Updates,  
Resource Library, Forms, and Web Links



### EEO-1 Report Filing

NOTE: 2010 Survey Opens  
After July 1, 2010

[EEO-1 Survey Weblink](#)

### VETS Report Filing

NOTE: 2010 Survey Opens  
After August 1, 2010

[VETS Survey Weblink](#)

### Gerstco Services

[EEO-1 Reporting](#)

[VETS Reporting](#)

### More About Us

[www.gerstco.com](http://www.gerstco.com)

### Questions? Call

800-700-0937

408-973-1366

## Annual EEO-1 and VETS Report Filing For Federal Contractors & Subcontractors

EEO-1 Survey Effective July 1-September 30, 2010

VETS Survey Effective August 1-September 30, 2010

### EEO-1 Filing

The US Equal Employment Opportunity Commission (EEOC) will conduct its annual EEO-1 Survey for private-sector employers during the period July 1 - September 30, 2010. This is not a voluntary survey but one required by the Civil Rights Act of 1964. The data collected is used for a variety of purposes, including enforcement, self-assessment, and research. EEOC also shares the data it gathers with the Department of Labor's Office of Federal Contract Compliance Programs, which uses the data as one of the factors in selecting contractors for Compliance Evaluations under regulations for Affirmative Action Programs.

### Who Must File EEO-1 Report(s)?

The EEO-1 report must be filed by: (a) employers with federal government contracts of \$50,000, or more and 50 or more employees; and, (b) employers who do not have federal government contracts but have 100 or more employees.

### When Must the EEO-1 Report(s) be Filed?

Employers must use the revised EEO-1 form for the survey due September 30, 2010. This is an annual filing and the report must use employment numbers from any pay period in July through September.

### Web Filing Encouraged!

EEOC strongly recommends that EEO-1 reports be submitted through its EEO-1 Online Filing System, or as an electronically transmitted data file. Hard copy (paper) forms will be generated on request only and in instances where Internet access is not available to an employer. Instructions on filing via the Internet are available on EEOC's website at [www.eeoc.gov](http://www.eeoc.gov).

### More Information?

EEOC's Instruction Booklet and more information regarding revisions to the EEO-1 form are available on the Commission's website.

<http://www.eeoc.gov/employers/eo1survey/index.cfm>

---

### VETS-100 and VETS-100A Filing

The U.S. Department of Labor (DOL), Veterans' Employment and

Training Service (VETS) collects and compiles data through the Federal Contractor Program Veterans' Employment Report (VETS-100 Report and VETS-100A). The Jobs for Veterans Act of 2003 amended the Vietnam Era Veterans' Readjustment Assistance Act (VEVRAA) of 1974. As a result of this amendment, the VETS-100A is a reporting requirement.

**Who Must file the VETS-100 Report?**

Federal contractors and subcontractors who receive Federal contracts that meet the threshold amount of \$25,000 or more prior to December 1, 2003 are required to file a VETS-100 Report.

**Who Must file the VETS-100A Report? (requirement as of 2009 reporting cycle)**

Federal contractors and subcontractors who receive Federal contracts that meet the threshold amount of \$100,000 on or after December 1, 2003 are required to file the VETS-100A Report. Additionally, JVA will require Federal contractors and subcontractors to report the total number of all current employees in each job category at each hiring location.

**When Must the VETS-100 and/or VETS-100A Reports be filed?**

The VETS reporting cycle begins annually on August 1 and ends September 30.

**Web Filing Encouraged!**

Companies are encouraged to submit reports online through the VETS website at <http://www.dol.gov/vets/programs/fcp/main.htm> Reports that are mailed or submitted on a formatted disk are also accepted.

**How do I validate that my organization is a Federal contractor or subcontractor with the threshold amounts that require the EEO-1, VETS-100 and/or VETS-100A forms to be filed?**

To validate federal and subcontractor status, we recommend that you contact your organization's internal Contract Administrator to locate Federal contract(s) to confirm Federal contracting or subcontracting status.

Please refer to the Veterans' Employment & Training Service (VETS) website for additional details.

<http://www.dol.gov/vets/programs/fcp/main.htm>

---

**Gerstco's Services for EEO- 1, VETS-100 and VETS-100A Filing:**

For more information about Gerstco's EEO-1, VETS- 100 and VETS-100A reporting services please call 408.973.1366, 1-800.700.0937, or email Katie Lockyer, at [katie@gerstco.com](mailto:katie@gerstco.com), for a confidential cost estimate.