

TRINITY HR CONSULTING, INC



DISCLAIMER

This document has been prepared by Trinity HR Consulting, Inc. (“Trinity”) solely for use as a general source of information. As such, it is not intended to take the place of advice from legal and/or tax counsel. Trinity strongly urges seeking legal and/or tax counsel on this subject matter prior to taking any related actions or making any related decisions.

CALIFORNIA PAY DATA REPORTING

Starting this year, employers in California that have 100 or more employees, regardless of location, are required to send employee pay data to the State.

- The first annual report is to be submitted by **March 31, 2021** to California Department of Fair Employment and Housing (DFEH).
- The report requires pay be various job categories broken down by gender, race and ethnicity.

For purposes of this law, employers should count the following as employees, regardless of whether they work in California or elsewhere:

- Everyone on payroll, including part-time workers;
- Everyone whom the employer must include in an EEO-1 report; and
- Everyone whose wages the employer must withhold Social Security taxes from.

NOTE: This is in addition to employers’ obligation to file an annual EEO-1 report with the federal Equal Employment Opportunity Commission (EEOC).

- The EEO-1 Report provides data by EEOC’s job categories as to the number of employees by gender, race and ethnicity.

FOR MORE INFORMATION ON HOW TRINITY CAN HELP YOU WITH THIS OR ANY OTHER PEOPLE-RELATED MATTER:

- **E-mail Trinity at info@TrinityHR.net**
- **Visit our website at www.TrinityHR.net**
- **Call us at 856.905.1762 or Toll Free at 877.228.6810**