

2025 COMPLIANCE CALENDAR

Are you prepared for this year's deadlines? DCI's expertise in federal and state filings and decades of experience make us uniquely positioned to help your organization maintain compliance in 2025.

EVENT	REPORTING OPENING DATE	DEADLINE
Massachusetts Pay Reporting	Unknown	February 1, 2025
California Pay Data Reporting	Unknown	May 14, 2025
EEO-1	Unknown	Anticipated June 2025
OFCCP Contractor Portal	Unknown	Anticipated end of June, 2025
VETS 4212	August 1, 2025	September 30, 2025

Massachusetts Pay Reporting: Employers with 100 or more employees in Massachusetts must file a "wage data report" to the Secretary of State annually. "Wage data report" is defined as an "EEO-1, EEO-3, EEO-4, or EEO-5 data report."

California Pay Data Reporting: Private employers with 100 or more employees and at least one employee based in California are required to file the California Pay Data Report. This report, which includes data on demographics, job categories, and compensation, is due annually the second Wednesday of May.

EEO-1 Reports: All private employers with 100 or more employees must file a series of reports that include aggregated demographic and job category information. All federal contractors and sub-contractors with 50 or more employees and a single federal contract or subcontract of \$50,000 or more must also file annually.

Contractor Portal: Federal contractors and subcontractors with 50 or more employees and a single contract of \$50,000 or more must certify compliance with affirmative action obligations annually.

VETS-4212 Reports: Federal contractors or subcontractors with a contract worth \$150,000 or more, regardless of the number of employees, are required to file a VETS-4212 report annually on September 30. This report includes information on veteran status and job categories.

DCI is continuously tracking updates and deadlines. Visit dciconsult.com/compliance for the most up to date calendar!

