

2026 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 2026.

EVENT	REPORTING OPENING DATE	DEADLINE
Massachusetts Pay Reporting	Anticipated January 2026	February 2, 2026
California Pay Data Reporting	Anticipated February 2026	May 13, 2026
EEO-1	Anticipated May 2026	Anticipated June 2026
VETS-4212	August 1, 2026	September 30, 2026
OFCCP Contractor Portal	Unknown	Unknown

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.

VETS-4212 Reports: Federal contractors or subcontractors with a contract worth \$200,000 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.

OFCCP Contractor Portal: Previously, certain federal contractors and subcontractors were required to certify compliance with affirmative action obligations annually. This requirement was halted after the revocation of Executive Order 11246. However, the portal is still operational and there may be a modified purpose in 2026.

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