2027 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	January 2027	February 1, 2027
California Pay Data Reporting	Anticipated February 2027	May 12, 2027
VETS-4212	August 1, 2027	September 30, 2027

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.

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.

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

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