August 12, 2016

Submitted via [www.regulations.gov](http://www.regulations.gov)

Joseph B. Nye, Policy Analyst  
Office of Information and Regulatory Affairs  
Office of Management and Budget  
725 17th Street, NW  
Washington, DC, 20503

Re: Comments on EEO-1 Summary Pay Data Collection (OMB Control Number 3046-0007, Docket ID EEOC-2016-0002-0340)

Dear Mr. Nye:

Please support the revision to the Employer Information Report (EEO-1) to collect summary pay data by gender, race, and ethnicity. Establishing transparency in compensation patterns will begin a movement toward equal pay. The revision will reflect the experiences of more than 63 million employees, and the data collected will provide insights into the pay gap based on gender, race and ethnicity. Businesses can monitor their own pay practices so that they are in compliance with all relevant state and federal laws, and facilitate self-monitoring and proactive remedies of any gaps. This revision will strengthen EEOC's technical assistance programs and enforcement, helping eliminate workplace discrimination. The re-envisioned data collection could lower the compliance burden on businesses and the implementation costs to government, while helping eliminate pay discrimination. Please support this revision and close the gender pay gap through improved data collection.

Jane H Beattie  
Ketchum, ID 83340
August 12, 2016

Submitted via www.regulations.gov

Joseph B. Nye, Policy Analyst
Office of Information and Regulatory Affairs
Office of Management and Budget
725 17th Street, NW
Washington, DC, 20503

Re: Comments on EEO-1 Summary Pay Data Collection (OMB Control Number 3046-0007, Docket ID EEOC-2016-0002-0340

Dear Mr. Nye:

I join with the American Association of University Women (AAUW) in supporting the proposed revision to the Employer Information Report (EEO-1) to collect summary pay data by gender, race, and ethnicity. Establishing transparency in compensation patterns is an important step in the fight for equal pay. This proposed revision is an innovative and responsive improvement over the April 2014 presidential memorandum regarding data collection for the U.S. Department of Labor’s Office of Federal Contracts Compliance Programs (OFCCP). The revised form will cover more than 63 million employees, and the data collected will provide critical insights into the pay gap based on gender, race and ethnicity. The reporting required by the EEO-1 will help businesses to monitor their own pay practices to ensure that they are in compliance with all relevant state and federal laws, and facilitate self-monitoring and proactive remedies of any gaps. It will also strengthen the EEOC’s existing technical assistance programs and enforcement efforts, furthering its charge to eliminate workplace discrimination. I join with AAUW in the belief that the re-envisioned data collection has the potential to both lower the compliance burden on businesses and the implementation costs to government. I am sensitive to the concerns of business, but believe these new, modest requirements can be well reconciled with the broader benefit of working to eliminate pay discrimination. The burdens are not so strong as to justify forgoing these innovative solutions. Indeed, this proposal reflects a thoughtful and appropriate compromise. AAUW has long asserted that this kind of transparency is associated with a smaller pay gap, and that implementing nationwide data collection is an important and proactive step in our collective efforts to ensure fair pay for all. I strongly support this proposed revision to the EEO-1 to close the gender pay gap through improved data collection, and I urge its swift approval and implementation.

Rosalind McDermott
Huntsville, AL 35801
August 12, 2016

Submitted via www.regulations.gov

Joseph B. Nye, Policy Analyst
Office of Information and Regulatory Affairs
Office of Management and Budget
725 17th Street, NW
Washington, DC, 20503

Re: Comments on EEO-1 Summary Pay Data Collection (OMB Control Number 3046-0007, Docket ID EEOC-2016-0002-0340

Dear Mr. Nye:

As a member of the Camden County NJ American Association of University Women (AAUW) I support the proposed revision to the Employer Information Report (EEO-1). Collecting pay data by gender, race, and ethnicity helps employees and employers see trends and patterns in compensation and is a step toward facilitating equal pay for equal work. The reporting required by the EEO-1 will help businesses to monitor their own pay practices to ensure that they are in compliance with all relevant state and federal laws. I join with AAUW in the belief that the re-envisioned data collection has the potential to both lower the compliance burden on businesses and the implementation costs to government. AAUW has long asserted that this kind of transparency is associated with a smaller pay gap. I strongly support this proposed revision to the EEO-1 to close the gender pay gap through improved data collection, and I urge its swift approval and implementation.

Susan Lawn
Cherry Hill, NJ 8003
August 12, 2016

Submitted via www.regulations.gov

Joseph B. Nye, Policy Analyst
Office of Information and Regulatory Affairs
Office of Management and Budget
725 17th Street, NW
Washington, DC, 20503

Re: Comments on EEO-1 Summary Pay Data Collection (OMB Control Number 3046-0007, Docket ID EEOC-2016-0002-0340

Dear Mr. Nye:

As an 80 year old who would no longer benefit from this action, I join with the American Association of University Women (AAUW) in supporting the proposed revision to the Employer Information Report (EEO-1) to collect summary pay data by gender, race, and ethnicity. Establishing transparency in compensation patterns is an important step in the fight for equal pay. This proposed revision is an innovative and responsive improvement over the April 2014 presidential memorandum regarding data collection for the U.S. Department of Labor’s Office of Federal Contracts Compliance Programs (OFCCP). The revised form will cover more than 63 million employees, and the data collected will provide critical insights into the pay gap based on gender, race and ethnicity. The reporting required by the EEO-1 will help businesses to monitor their own pay practices to ensure that they are in compliance with all relevant state and federal laws, and facilitate self-monitoring and proactive remedies of any gaps. It will also strengthen the EEOC’s existing technical assistance programs and enforcement efforts, furthering its charge to eliminate workplace discrimination. I join with AAUW in the belief that the re-envisioned data collection has the potential to both lower the compliance burden on businesses and the implementation costs to government. I am sensitive to the concerns of business, but believe these new, modest requirements can be well reconciled with the broader benefit of working to eliminate pay discrimination. The burdens are not so strong as to justify forgoing these innovative solutions. Indeed, this proposal reflects a thoughtful and appropriate compromise. AAUW has long asserted that this kind of transparency is associated with a smaller pay gap, and that implementing nationwide data collection is an important and proactive step in our collective efforts to ensure fair pay for all. I strongly support this proposed revision to the EEO-1 to close the gender pay gap through improved data collection, and I urge its swift approval and implementation.

Patricia Costello
Lexington, MA 2420
August 12, 2016

Submitted via www.regulations.gov

Joseph B. Nye, Policy Analyst
Office of Information and Regulatory Affairs
Office of Management and Budget
725 17th Street, NW
Washington, DC, 20503

Re: Comments on EEO-1 Summary Pay Data Collection (OMB Control Number 3046-0007, Docket ID EEOC-2016-0002-0340

Dear Mr. Nye:

Collected date, whether of disease epidemics, gun violence, climate-change, or pay inequity, is always beneficial to the nation and its body politic. I join with the American Association of University Women (AAUW) in supporting the proposed revision to the Employer Information Report (EEO-1) to collect summary pay data by gender, race, and ethnicity. Establishing transparency in compensation patterns is an important step in the fight for equal pay. This proposed revision is an innovative and responsive improvement over the April 2014 presidential memorandum regarding data collection for the U.S. Department of Labor's Office of Federal Contracts Compliance Programs (OFCCP). The revised form will cover more than 63 million employees, and the data collected will provide critical insights into the pay gap based on gender, race and ethnicity. The reporting required by the EEO-1 will help businesses to monitor their own pay practices to ensure that they are in compliance with all relevant state and federal laws, and facilitate self-monitoring and proactive remedies of any gaps. It will also strengthen the EEOC's existing technical assistance programs and enforcement efforts, furthering its charge to eliminate workplace discrimination. I join with AAUW in the belief that the re-envisioned data collection has the potential to both lower the compliance burden on businesses and the implementation costs to government. I am sensitive to the concerns of business, but believe these new, modest requirements can be well reconciled with the broader benefit of working to eliminate pay discrimination. The burdens are not so strong as to justify forgoing these innovative solutions. Indeed, this proposal reflects a thoughtful and appropriate compromise. AAUW has long asserted that this kind of transparency is associated with a smaller pay gap, and that implementing nationwide data collection is an important and proactive step in our collective efforts to ensure fair pay for all. I strongly support this proposed revision to the EEO-1 to close the gender pay gap through improved data collection, and I urge its swift approval and implementation.

Paul Franzmann
Walla Walla, WA 99362
August 12, 2016

Submitted via www.regulations.gov

Joseph B. Nye, Policy Analyst
Office of Information and Regulatory Affairs
Office of Management and Budget
725 17th Street, NW
Washington, DC, 20503

Re: Comments on EEO-1 Summary Pay Data Collection (OMB Control Number 3046-0007, Docket ID EEOC-2016-0002-0340

Dear Mr. Nye:

CORPORATIONS SHOULD NOT BE ABRIDGING THE FREE SPEECH RIGHTS OF AMERICAN CITIZENS. I join with the American Association of University Women (AAUW) in supporting the proposed revision to the Employer Information Report (EEO-1) to collect summary pay data by gender, race, and ethnicity. Establishing transparency in compensation patterns is an important step in the fight for equal pay. This proposed revision is an innovative and responsive improvement over the April 2014 presidential memorandum regarding data collection for the U.S. Department of Labor's Office of Federal Contracts Compliance Programs (OFCCP). The revised form will cover more than 63 million employees, and the data collected will provide critical insights into the pay gap based on gender, race and ethnicity. The reporting required by the EEO-1 will help businesses to monitor their own pay practices to ensure that they are in compliance with all relevant state and federal laws, and facilitate self-monitoring and proactive remedies of any gaps. It will also strengthen the EEOC’s existing technical assistance programs and enforcement efforts, furthering its charge to eliminate workplace discrimination. I join with AAUW in the belief that the re-envisioned data collection has the potential to both lower the compliance burden on businesses and the implementation costs to government. I am sensitive to the concerns of business, but believe these new, modest requirements can be well reconciled with the broader benefit of working to eliminate pay discrimination. The burdens are not so strong as to justify forgoing these innovative solutions. Indeed, this proposal reflects a thoughtful and appropriate compromise. AAUW has long asserted that this kind of transparency is associated with a smaller pay gap, and that implementing nationwide data collection is an important and proactive step in our collective efforts to ensure fair pay for all. I strongly support this proposed revision to the EEO-1 to close the gender pay gap through improved data collection, and I urge its swift approval and implementation.

Robin Cisne
Ithaca, NY 14850
August 12, 2016

Submitted via www.regulations.gov

Joseph B. Nye, Policy Analyst
Office of Information and Regulatory Affairs
Office of Management and Budget
725 17th Street, NW
Washington, DC, 20503

Re: Comments on EEO-1 Summary Pay Data Collection (OMB Control Number 3046-0007, Docket ID EEOC-2016-0002-0340

Dear Mr. Nye:

I am a woman who has been employed in multiple sectors of the workforce. I am now an academic, and as such, I understand the value of efficient quantitative data collection to understand the nature and scope of social issues. I therefore join with the American Association of University Women (AAUW) in supporting the proposed revision to the Employer Information Report (EEO-1) to collect summary pay data by gender, race, and ethnicity. Establishing transparency in compensation patterns is an important step in the fight for equal pay. This proposed revision is an innovative and responsive improvement over the April 2014 presidential memorandum regarding data collection for the U.S. Department of Labor's Office of Federal Contracts Compliance Programs (OFCCP). The revised form will cover more than 63 million employees, and the data collected will provide critical insights into the pay gap based on gender, race and ethnicity. The reporting required by the EEO-1 will help businesses to monitor their own pay practices to ensure that they are in compliance with all relevant state and federal laws, and facilitate self-monitoring and proactive remedies of any gaps. It will also strengthen the EEOC’s existing technical assistance programs and enforcement efforts, furthering its charge to eliminate workplace discrimination. I join with AAUW in the belief that the re-envisioned data collection has the potential to both lower the compliance burden on businesses and the implementation costs to government. I am sensitive to the concerns of business, but believe these new, modest requirements can be well reconciled with the broader benefit of working to eliminate pay discrimination. The burdens are not so strong as to justify forgoing these innovative solutions. Indeed, this proposal reflects a thoughtful and appropriate compromise. AAUW has long asserted that this kind of transparency is associated with a smaller pay gap, and that implementing nationwide data collection is an important and proactive step in our collective efforts to ensure fair pay for all. I strongly support this proposed revision to the EEO-1 to close the gender pay gap through improved data collection, and I urge its swift approval and implementation.

Carolyn Fulford
Durham, NC 27705
August 12, 2016

Submitted via www.regulations.gov

Joseph B. Nye, Policy Analyst
Office of Information and Regulatory Affairs
Office of Management and Budget
725 17th Street, NW
Washington, DC, 20503

Re: Comments on EEO-1 Summary Pay Data Collection (OMB Control Number 3046-0007, Docket ID EEOC-2016-0002-0340

Dear Mr. Nye:

I am an active citizen and follow the news and action on pay equity closely. I join with the American Association of University Women (AAUW) in supporting the proposed revision to the Employer Information Report (EEO-1) to collect summary pay data by gender, race, and ethnicity. Establishing transparency in compensation patterns is an important step in the fight for equal pay. This proposed revision is an innovative and responsive improvement over the April 2014 presidential memorandum regarding data collection for the U.S. Department of Labor’s Office of Federal Contracts Compliance Programs (OFCCP). The revised form will cover more than 63 million employees, and the data collected will provide critical insights into the pay gap based on gender, race and ethnicity. The reporting required by the EEO-1 will help businesses to monitor their own pay practices to ensure that they are in compliance with all relevant state and federal laws, and facilitate self-monitoring and proactive remedies of any gaps. It will also strengthen the EEOC’s existing technical assistance programs and enforcement efforts, furthering its charge to eliminate workplace discrimination. I join with AAUW in the belief that the re-envisioned data collection has the potential to both lower the compliance burden on businesses and the implementation costs to government. I am sensitive to the concerns of business, but believe these new, modest requirements can be well reconciled with the broader benefit of working to eliminate pay discrimination. The burdens are not so strong as to justify forgoing these innovative solutions. Indeed, this proposal reflects a thoughtful and appropriate compromise. AAUW has long asserted that this kind of transparency is associated with a smaller pay gap, and that implementing nationwide data collection is an important and proactive step in our collective efforts to ensure fair pay for all. I strongly support this proposed revision to the EEO-1 to close the gender pay gap through improved data collection, and I urge its swift approval and implementation.

Denise Burian
Walnut Creek, CA 94597
August 12, 2016

Submitted via www.regulations.gov

Joseph B. Nye, Policy Analyst
Office of Information and Regulatory Affairs
Office of Management and Budget
725 17th Street, NW
Washington, DC, 20503

Re: Comments on EEO-1 Summary Pay Data Collection (OMB Control Number 3046-0007, Docket ID EEOC-2016-0002-0340

Dear Mr. Nye:

I am writing in support of the proposed revision to the Employer Information Report (EEO-1) to collect summary pay data by gender, race, and ethnicity. Establishing transparency in compensation patterns is an important step in the fight for equal pay. This proposed revision is an innovative and responsive improvement over the April 2014 presidential memorandum regarding data collection for the U.S. Department of Labor’s Office of Federal Contracts Compliance Programs (OFCCP). The revised form will cover more than 63 million employees, and the data collected will provide critical insights into the pay gap based on gender, race and ethnicity. The reporting required by the EEO-1 will help businesses to monitor their own pay practices to ensure that they are in compliance with all relevant state and federal laws, and facilitate self-monitoring and proactive remedies of any gaps. It will also strengthen the EEOC’s existing technical assistance programs and enforcement efforts, furthering its charge to eliminate workplace discrimination. I join with AAUW in the belief that the re-envisioned data collection has the potential to both lower the compliance burden on businesses and the implementation costs to government. I am sensitive to the concerns of business, but believe these new, modest requirements can be well reconciled with the broader benefit of working to eliminate pay discrimination. The burdens are not so strong as to justify forgoing these innovative solutions. Indeed, this proposal reflects a thoughtful and appropriate compromise. AAUW has long asserted that this kind of transparency is associated with a smaller pay gap, and that implementing nationwide data collection is an important and proactive step in our collective efforts to ensure fair pay for all. I strongly support this proposed revision to the EEO-1 to close the gender pay gap through improved data collection, and I urge its swift approval and implementation. Thank you.

The Rev. Allan B. Jones
Santa Rosa, CA 95404
August 12, 2016

Submitted via www.regulations.gov

Joseph B. Nye, Policy Analyst
Office of Information and Regulatory Affairs
Office of Management and Budget
725 17th Street, NW
Washington, DC, 20503

Re: Comments on EEO-1 Summary Pay Data Collection (OMB Control Number 3046-0007, Docket ID EEOC-2016-0002-0340

Dear Mr. Nye:

I and the American Association of University Women (AAUW) support the proposed revision to the Employer Information Report (EEO-1) to collect summary pay data by gender, race, and ethnicity. Establishing transparency in compensation patterns is an important first step in the fight for equal pay. This proposed revision is an improvement over the April 2014 presidential memorandum regarding data collection for the U.S. Department of Labor’s Office of Federal Contracts Compliance Programs (OFCCP). The revised form will cover more than 63 million employees, and the data collected will provide useful insights into the pay gap based on gender, race and ethnicity. The reporting required by the EEO-1 will help businesses to monitor their own pay practices to ensure that they are in compliance with all relevant state and federal laws. This hopefully will enhance remedies of any pay gaps. It will also strengthen the EEOC’s existing technical assistance programs and enforcement efforts, furthering its charge to eliminate workplace discrimination. I join with AAUW in the belief that this improved data collection has the potential to both lower the burden on businesses and the implementation costs to government. I believe these new, modest requirements can be reconciled with the broader benefit of working to eliminate pay discrimination. The burden cannot justify forgoing these innovative solutions. Indeed, this proposal reflects a thoughtful and appropriate compromise. AAUW has long asserted that this kind of transparency is associated with a smaller pay gap, and that implementing nationwide data collection is an important and proactive step in our collective efforts to ensure fair pay for all. I strongly support this proposed revision to the EEO-1 to close the gender pay gap through improved data collection, and I urge its swift approval and implementation.

Bruce Hlodnicki
INDIANAPOLIS, IN 46226
August 12, 2016

Submitted via www.regulations.gov

Joseph B. Nye, Policy Analyst
Office of Information and Regulatory Affairs
Office of Management and Budget
725 17th Street, NW
Washington, DC, 20503

Re: Comments on EEO-1 Summary Pay Data Collection (OMB Control Number 3046-0007, Docket ID EEOC-2016-0002-0340

Dear Mr. Nye:

I began teaching and my first salary was a nickel every 5 minutes! As you can imagine, my salary wasn't much nor is my social security. I feel for women today who venture to have a career and do not get equal pay for equal work. I join with the American Association of University Women (AAUW) in supporting the proposed revision to the Employer Information Report (EEO-1) to collect summary pay data by gender, race, and ethnicity. Establishing transparency in compensation patterns is an important step in the fight for equal pay. This proposed revision is an innovative and responsive improvement over the April 2014 presidential memorandum regarding data collection for the U.S. Department of Labor's Office of Federal Contracts Compliance Programs (OFCCP). The revised form will cover more than 63 million employees, and the data collected will provide critical insights into the pay gap based on gender, race and ethnicity. The reporting required by the EEO-1 will help businesses to monitor their own pay practices to ensure that they are in compliance with all relevant state and federal laws, and facilitate self-monitoring and proactive remedies of any gaps. It will also strengthen the EEOC's existing technical assistance programs and enforcement efforts, furthering its charge to eliminate workplace discrimination. I join with AAUW in the belief that the re-envisioned data collection has the potential to both lower the compliance burden on businesses and the implementation costs to government. I am sensitive to the concerns of business, but believe these new, modest requirements can be well reconciled with the broader benefit of working to eliminate pay discrimination. The burdens are not so strong as to justify forgoing these innovative solutions. Indeed, this proposal reflects a thoughtful and appropriate compromise. AAUW has long asserted that this kind of transparency is associated with a smaller pay gap, and that implementing nationwide data collection is an important and proactive step in our collective efforts to ensure fair pay for all. I strongly support this proposed revision to the EEO-1 to close the gender pay gap through improved data collection, and I urge its swift approval and implementation.

Nancy McNemar
Osyka, MS 39657
August 12, 2016

Submitted via www.regulations.gov

Joseph B. Nye, Policy Analyst
Office of Information and Regulatory Affairs
Office of Management and Budget
725 17th Street, NW
Washington, DC, 20503

Re: Comments on EEO-1 Summary Pay Data Collection (OMB Control Number 3046-0007, Docket ID EEOC-2016-0002-0340

Dear Mr. Nye:

I join with the AAUW in support of the proposed revision to the Employer Information Report (EEO-1) to collect summary pay data by gender, race, and ethnicity. Establishing transparency in compensation patterns is an important step in the fight for equal pay. This proposed revision is an innovative and responsive improvement over the April 2014 presidential memorandum regarding data collection for the U.S. Department of Labor’s Office of Federal Contracts Compliance Programs (OFCCP). The revised form will cover over 63 million employees, and the data collected will provide critical insights into the pay gap based on gender, race, and ethnicity. The reporting required by the EEO-1 will help businesses to monitor their own pay practices to ensure that they are in compliance with all relevant state and federal laws, and facilitate self-monitoring and proactive remedies of any gaps. It will also strengthen EEOC’s existing technical assistance programs and enforcement efforts, furthering its charge to eliminate workplace discrimination. I join with AAUW in the belief that the re-envisioned data collection has the potential to both lower the compliance burden on businesses and the implementation costs to government. I recognize the concerns of business, but believe these new, modest requirements can be well reconciled with the broader benefit of working to eliminate pay discrimination. The burdens are not so strong as to justify forgoing these innovative solutions. Indeed, this proposal reflects a thoughtful and appropriate compromise. AAUW has long asserted that such transparency is associated with a smaller pay gap, and that implementing nationwide data collection is an important and proactive step in our collective efforts to ensure fair pay for all. I strongly support this proposed revision to the EEO-1 to close the gender pay gap through improved data collection, and urge its swift approval and implementation.

Evan Hazard
Bemidji, MN 56601
August 12, 2016

Submitted via www.regulations.gov

Joseph B. Nye, Policy Analyst
Office of Information and Regulatory Affairs
Office of Management and Budget
725 17th Street, NW
Washington, DC, 20503

Re: Comments on EEO-1 Summary Pay Data Collection (OMB Control Number 3046-0007, Docket ID EEOC-2016-0002-0340

Dear Mr. Nye:

I join with the American Association of University Women (AAUW) in supporting the proposed revision to the Employer Information Report (EEO-1) to collect summary pay data by gender, race, and ethnicity. Establishing transparency in compensation patterns is an important step in the fight for equal pay. This proposed revision is an innovative and responsive improvement over the April 2014 presidential memorandum regarding data collection for the U.S. Department of Labor’s Office of Federal Contracts Compliance Programs (OFCCP). The revised form will cover more than 63 million employees, and the data collected will provide critical insights into the pay gap based on gender, race and ethnicity. The reporting required by the EEO-1 will help businesses to monitor their own pay practices to ensure that they are in compliance with all relevant state and federal laws, and facilitate self-monitoring and proactive remedies of any gaps. It will also strengthen the EEOC’s existing technical assistance programs and enforcement efforts, furthering its charge to eliminate workplace discrimination. I join with AAUW in the belief that the re-envisioned data collection has the potential to both lower the compliance burden on businesses and the implementation costs for government. I am sensitive to the concerns of business, but I believe these new, modest requirements can be well-reconciled with the broader benefit of working to eliminate pay discrimination. The burdens are not so strong as to justify forgoing these innovative solutions. Indeed, this proposal reflects a thoughtful and appropriate compromise. AAUW has long asserted that this kind of transparency is associated with a smaller pay gap, and that implementing nationwide data collection is an important and proactive step in our collective efforts to ensure fair pay for all. I strongly support this proposed revision to the EEO-1 to close the gender pay gap through improved data collection, and I urge its swift approval and implementation.

Kathleen Doyle
Golden, CO 80403
August 12, 2016

Submitted via www.regulations.gov

Joseph B. Nye, Policy Analyst
Office of Information and Regulatory Affairs
Office of Management and Budget
725 17th Street, NW
Washington, DC, 20503

Re: Comments on EEO-1 Summary Pay Data Collection (OMB Control Number 3046-0007, Docket ID EEOC-2016-0002-0340

Dear Mr. Nye:

I join with the American Association of University Women (AAUW) in supporting the proposed revision to the Employer Information Report (EEO-1) to collect summary pay data by gender, race, and ethnicity. Establishing transparency in compensation patterns is an important step in the fight for equal pay. This proposed revision is an innovative and responsive improvement over the April 2014 presidential memorandum regarding data collection for the U.S. Department of Labor’s Office of Federal Contracts Compliance Programs (OFCCP). The revised form will cover more than 63 million employees, and the data collected will provide critical insights into the pay gap based on gender, race and ethnicity. The reporting required by the EEO-1 will help businesses to monitor their own pay practices to ensure that they are in compliance with all relevant state and federal laws, and will facilitate self-monitoring and proactive remedies of any gaps. It will also strengthen the EEOC’s existing technical assistance programs and enforcement efforts, furthering its charge to eliminate workplace discrimination. I join with AAUW in the belief that the re-envisioned data collection has the potential to both lower the compliance burden on businesses and the implementation costs to government. I am sensitive to the concerns of business, but believe these new, modest requirements can be well reconciled with the broader benefit of working to eliminate pay discrimination. The burdens are not so strong as to justify forgoing these innovative solutions. Indeed, this proposal reflects a thoughtful and appropriate compromise. AAUW has long asserted that this kind of transparency is associated with a smaller pay gap, and that implementing nationwide data collection is an important and proactive step in our collective efforts to ensure fair pay for all. I strongly support this proposed revision to the EEO-1 to close the gender pay gap through improved data collection, and I urge its swift approval and implementation.

D Carr
Hanover, NH 3755
August 12, 2016

Submitted via www.regulations.gov

Joseph B. Nye, Policy Analyst
Office of Information and Regulatory Affairs
Office of Management and Budget
725 17th Street, NW
Washington, DC, 20503

Re: Comments on EEO-1 Summary Pay Data Collection (OMB Control Number 3046-0007, Docket ID EEOC-2016-0002-0340

Dear Mr. Nye:

I join with the American Association of University Women (AAUW) in supporting the proposed revision to the Employer Information Report (EEO-1) to collect summary pay data by gender, race, and ethnicity. Establishing transparency in compensation patterns is an important step in the fight for equal pay! This proposed revision is an innovative and responsive improvement over the April 2014 presidential memorandum regarding data collection for the U.S. Department of Labor’s Office of Federal Contracts Compliance Programs (OFCCP). The revised form will cover more than 63 million employees, and the data collected will provide critical insights into the pay gap based on gender, race and ethnicity. The reporting required by the EEO-1 will help businesses to monitor their own pay practices to ensure that they are in compliance with all relevant state and federal laws, and facilitate self-monitoring and proactive remedies of any gaps. It will also strengthen the EEOC’s existing technical assistance programs and enforcement efforts, furthering its charge to eliminate workplace discrimination. I join with AAUW in the belief that the re-envisioned data collection has the potential to both lower the compliance burden on businesses and the implementation costs to government. I am sensitive to the concerns of business, but believe these new, modest requirements can be well reconciled with the broader benefit of working to eliminate pay discrimination. The burdens are not so strong as to justify forgoing these innovative solutions. Indeed, this proposal reflects a thoughtful and appropriate compromise. AAUW has long asserted that this kind of transparency is associated with a smaller pay gap, and that implementing nationwide data collection is an important and proactive step in our collective efforts to ensure fair pay for all. I strongly support this proposed revision to the EEO-1 to close the gender pay gap through improved data collection, and I urge its swift approval and implementation.

Roberta Richardson
Golden, CO 80403
August 12, 2016

Submitted via www.regulations.gov

Joseph B. Nye, Policy Analyst
Office of Information and Regulatory Affairs
Office of Management and Budget
725 17th Street, NW
Washington, DC, 20503

Re: Comments on EEO-1 Summary Pay Data Collection (OMB Control Number 3046-0007, Docket ID EEOC-2016-0002-0340

Dear Mr. Nye:

I join with the American Association of University Women (AAUW) in supporting the proposed revision to the Employer Information Report (EEO-1) to collect summary pay data by gender, race, and ethnicity. Establishing transparency in compensation patterns is an important step in the fight for equal pay.

Marguerite O'Connor
Glenview, IL 60025
August 12, 2016

Submitted via www.regulations.gov

Joseph B. Nye, Policy Analyst
Office of Information and Regulatory Affairs
Office of Management and Budget
725 17th Street, NW
Washington, DC, 20503

Re: Comments on EEO-1 Summary Pay Data Collection (OMB Control Number 3046-0007, Docket ID EEOC-2016-0002-0340

Dear Mr. Nye:

I join with the American Association of University Women (AAUW) in supporting the proposed revision to the Employer Information Report (EEO-1) to collect summary pay data by gender, race, and ethnicity. Establishing transparency in compensation patterns is an important step in the fight for equal pay.

Susan Beyerle
San Ramon, CA 94583
August 12, 2016

Submitted via www.regulations.gov

Joseph B. Nye, Policy Analyst
Office of Information and Regulatory Affairs
Office of Management and Budget
725 17th Street, NW
Washington, DC, 20503

Re: Comments on EEO-1 Summary Pay Data Collection (OMB Control Number 3046-0007, Docket ID EEOC-2016-0002-0340

Dear Mr. Nye:

I join with the American Association of University Women (AAUW) in supporting the proposed revision to the Employer Information Report (EEO-1) to collect summary pay data by gender, race, and ethnicity. Establishing transparency in compensation patterns is an important step in the fight for equal pay. AAUW has long asserted that this kind of transparency is associated with a smaller pay gap, and that implementing nationwide data collection is an important and proactive step in our collective efforts to ensure fair pay for all. I strongly support this proposed revision to the EEO-1 to close the gender pay gap through improved data collection, and I urge its swift approval and implementation.

Margie Jacobsen
Bozeman, MT 59715
August 12, 2016

Submitted via www.regulations.gov

Joseph B. Nye, Policy Analyst  
Office of Information and Regulatory Affairs  
Office of Management and Budget  
725 17th Street, NW  
Washington, DC, 20503

Re: Comments on EEO-1 Summary Pay Data Collection (OMB Control Number 3046-0007, Docket ID EEOC-2016-0002-0340

Dear Mr. Nye:

I join with the American Association of University Women (AAUW) in supporting the proposed revision to the Employer Information Report (EEO-1) to collect summary pay data by gender, race, and ethnicity. Establishing transparency in compensation patterns is an important step in the fight for equal pay. As a woman lawyer in the federal government from 1978 through 1999, I know that male colleagues got raises faster than I did, while not working anywhere as hard or a long hours (without either overtime or comp time). Back then, it was just the way things were. But it was not fair. The AAUW advise that the proposed revision is an innovative and responsive improvement over the April 2014 presidential memorandum regarding data collection for the U.S. Department of Labor’s Office of Federal Contracts Compliance Programs (OFCCP). The revised form will cover more than 63 million employees, and the data collected will provide critical insights into the pay gap based on gender, race and ethnicity. If you want something to happen, count it.

The reporting required by the EEO-1 will help businesses to monitor their own pay practices to ensure that they are in compliance with all relevant state and federal laws, and facilitate self-monitoring and proactive remedies of any gaps. It will also strengthen the EEOC’s existing technical assistance programs and enforcement efforts, furthering its charge to eliminate workplace discrimination. I join with AAUW in the belief that the re-envisioned data collection has the potential to both lower the compliance burden on businesses and the implementation costs to government. I am sensitive to the concerns of business, but believe these new, modest requirements can be well reconciled with the broader benefit of working to eliminate pay discrimination. The burdens are not so strong as to justify forgoing these innovative solutions. Indeed, this proposal reflects a thoughtful and appropriate compromise. AAUW has long asserted that this kind of transparency is associated with a smaller pay gap, and that implementing nationwide data collection is an important and proactive step in our collective efforts to ensure fair pay for all. I strongly support this proposed revision to the EEO-1 to close the gender pay gap through improved data collection, and I urge its swift approval and implementation.

Sarah McKee  
Amherst, MA 1002
August 12, 2016

Submitted via www.regulations.gov

Joseph B. Nye, Policy Analyst
Office of Information and Regulatory Affairs
Office of Management and Budget
725 17th Street, NW
Washington, DC, 20503

Re: Comments on EEO-1 Summary Pay Data Collection (OMB Control Number 3046-0007, Docket ID EEOC-2016-0002-0340

Dear Mr. Nye:

I join with the American Association of University Women (AAUW) in supporting the proposed revision to the Employer Information Report (EEO-1) to collect summary pay data by gender, race, and ethnicity. Establishing transparency in compensation patterns is an important step in the fight for equal pay.

Having suffered severe discrimination myself and being told "Don't look around when I complained, I join with AAUW in the belief that the re-envisioned data collection has the potential to alleviate the problem of pay inequality between white males and other in the same or comparable positions.

Nancy Roman
Chevy Chase, MD 20815
August 12, 2016

Submitted via www.regulations.gov

Joseph B. Nye, Policy Analyst
Office of Information and Regulatory Affairs
Office of Management and Budget
725 17th Street, NW
Washington, DC, 20503

Re: Comments on EEO-1 Summary Pay Data Collection (OMB Control Number 3046-0007, Docket ID EEOC-2016-0002-0340

Dear Mr. Nye:

I join with the American Association of University Women (AAUW) in supporting the proposed revision to the Employer Information Report (EEO-1) to collect summary pay data by gender, race, and ethnicity. Establishing transparency in compensation patterns is an important step in the fight for equal pay. I join with AAUW in the belief that the re-envisioned data collection has the potential to both lower the compliance burden on businesses and the implementation costs to government. I am sensitive to the concerns of business, but believe these new, modest requirements can be well reconciled with the broader benefit of working to eliminate pay discrimination. The burdens are not so strong as to justify forgoing these innovative solutions. Indeed, this proposal reflects a thoughtful and appropriate compromise. AAUW has long asserted that this kind of transparency is associated with a smaller pay gap, and that implementing nationwide data collection is an important and proactive step in our collective efforts to ensure fair pay for all. I strongly support this proposed revision to the EEO-1 to close the gender pay gap through improved data collection, and I urge its swift approval and implementation.

Bobbie Flowers
New York, NY 10011
August 12, 2016

Submitted via www.regulations.gov

Joseph B. Nye, Policy Analyst
Office of Information and Regulatory Affairs
Office of Management and Budget
725 17th Street, NW
Washington, DC, 20503

Re: Comments on EEO-1 Summary Pay Data Collection (OMB Control Number 3046-0007, Docket ID EEOC-2016-0002-0340

Dear Mr. Nye:

I join with the American Association of University Women (AAUW) in supporting the proposed revision to the Employer Information Report (EEO-1) to collect summary pay data by gender, race, and ethnicity. Establishing transparency in compensation patterns is an important step in the fight for equal pay. I join with AAUW in the belief that the re-envisioned data collection has the potential to both lower the compliance burden on businesses and the implementation costs to government. I believe these new, modest requirements can be well reconciled with the broader benefit of working to eliminate pay discrimination. The burdens are not so strong as to justify forgoing these innovative solutions. Indeed, this proposal reflects a thoughtful and appropriate compromise. I strongly support this proposed revision to the EEO-1 to close the gender pay gap through improved data collection, and I urge its swift approval and implementation.

Donna Nielsen
Gunnison, CO 81230
August 12, 2016

Submitted via www.regulations.gov

Joseph B. Nye, Policy Analyst
Office of Information and Regulatory Affairs
Office of Management and Budget
725 17th Street, NW
Washington, DC, 20503

Re: Comments on EEO-1 Summary Pay Data Collection (OMB Control Number 3046-0007, Docket ID EEOC-2016-0002-0340

Dear Mr. Nye:

I join with the American Association of University Women (AAUW) in supporting the proposed revision to the Employer Information Report (EEO-1) to collect summary pay data by gender, race, and ethnicity. Establishing transparency in compensation patterns is an important step in the fight for equal pay. I managed the bookstore for a museum for 15 years, bringing the bookstore to the position of being the best source of income for the museum, better than admissions, better than the gift shop and better than the museum trips. There were many letters from happy customers sent to the museum. I spoke 5 languages and could speak with many foreign visitors. I had degrees in Anthropology and Archaeology (the museum was devoted to those subjects) and could help people find just the exact books that they were looking for. I was paid by-the-hour and not at all lavishly but I enjoyed working for a museum that I admired. The person who was hired to replace me was a young man who spoke pretty good English, had no college or graduate degrees, and who had no experience. He was hired for three dollars per hour more than I had been paid. That was totally unjust. He nearly ran the bookstore into the ground before he was asked to leave, still at the inflated pay rate he had initially received when he replaced me. I was a woman. He was a man. I only found out about his salary from a friend who continued to work at the museum. To say I was disappointed is an understatement. This proposed revision is an innovative and responsive improvement over the April 2014 presidential memorandum regarding data collection for the U.S. Department of Labor’s Office of Federal Contracts Compliance Programs (OFCCP). The revised form will cover more than 63 million employees, and the data collected will provide critical insights into the pay gap based on gender, race and ethnicity. The reporting required by the EEO-1 will help businesses to monitor their own pay practices to ensure that they are in compliance with all relevant state and federal laws, and facilitate self-monitoring and proactive remedies of any gaps. It will also strengthen the EEOC’s existing technical assistance programs and enforcement efforts, furthering its charge to eliminate workplace discrimination. I join with AAUW in the belief that the re-envisioned data collection has the potential to both lower the compliance burden on businesses and the implementation costs to government. I am sensitive to the concerns of business, but believe these new, modest requirements can be well reconciled with the broader benefit of working to eliminate pay discrimination. The burdens are not so strong as to justify forgoing these innovative solutions. Indeed, this proposal reflects a thoughtful and appropriate compromise. AAUW has long asserted that this kind of transparency is associated with a smaller pay gap, and that implementing nationwide data collection is an important and proactive step in our collective efforts to ensure fair pay for all. I strongly support this proposed revision to the EEO-1 to close the gender pay gap through improved data collection, and I urge its swift approval and implementation.
August 12, 2016

Submitted via www.regulations.gov

Joseph B. Nye, Policy Analyst
Office of Information and Regulatory Affairs
Office of Management and Budget
725 17th Street, NW
Washington, DC, 20503

Re: Comments on EEO-1 Summary Pay Data Collection (OMB Control Number 3046-0007, Docket ID EEOC-2016-0002-0340

Dear Mr. Nye:

I join with the American Association of University Women (AAUW) in supporting the proposed revision to the Employer Information Report (EEO-1) to collect summary pay data by gender, race, and ethnicity. Establishing transparency in compensation patterns is an important step in the fight for equal pay. I personally know many woman who are not making the same amount of money as men who are doing the same job, or who have greater responsibility than the man. I have a daughter working for a non-profit that this is true for also. Too bad it is for large businesses and not business that has 50 or more employees. This proposed revision is an innovative and responsive improvement over the April 2014 presidential memorandum regarding data collection for the U.S. Department of Labor's Office of Federal Contracts Compliance Programs (OFCCP). The revised form will cover more than 63 million employees, and the data collected will provide critical insights into the pay gap based on gender, race and ethnicity. The reporting required by the EEO-1 will help businesses to monitor their own pay practices to ensure that they are in compliance with all relevant state and federal laws, and facilitate self-monitoring and proactive remedies of any gaps. It will also strengthen the EEOC's existing technical assistance programs and enforcement efforts, furthering its charge to eliminate workplace discrimination. I join with AAUW in the belief that the re-envisioned data collection has the potential to both lower the compliance burden on businesses and the implementation costs to government. I am sensitive to the concerns of business, but believe these new, modest requirements can be well reconciled with the broader benefit of working to eliminate pay discrimination. The burdens are not so strong as to justify forgoing these innovative solutions. Indeed, this proposal reflects a thoughtful and appropriate compromise. AAUW has long asserted that this kind of transparency is associated with a smaller pay gap, and that implementing nationwide data collection is an important and proactive step in our collective efforts to ensure fair pay for all. I strongly support this proposed revision to the EEO-1 to close the gender pay gap through improved data collection, and I urge its swift approval and implementation.

Meredith Dunlap
Portland, OR 97225
August 12, 2016

*Submitted via [www.regulations.gov](http://www.regulations.gov)*

Joseph B. Nye, Policy Analyst  
Office of Information and Regulatory Affairs  
Office of Management and Budget  
725 17th Street, NW  
Washington, DC, 20503

Re: Comments on EEO-1 Summary Pay Data Collection (OMB Control Number 3046-0007, Docket ID EEOC-2016-0002-0340)

Dear Mr. Nye:

I join with the American Association of University Women (AAUW) in supporting the proposed revision to the Employer Information Report (EEO-1) to collect summary pay data by gender, race, and ethnicity. Establishing transparency in compensation patterns is an important step in the fight for equal pay. I strongly support this proposed revision to the EEO-1 to close the gender pay gap through improved data collection, and I urge its swift approval and implementation.

Tim Barrington  
SAN JOSE, CA 95126
August 12, 2016

Submitted via www.regulations.gov

Joseph B. Nye, Policy Analyst
Office of Information and Regulatory Affairs
Office of Management and Budget
725 17th Street, NW
Washington, DC, 20503

Re: Comments on EEO-1 Summary Pay Data Collection (OMB Control Number 3046-0007, Docket ID EEOC-2016-0002-0340

Dear Mr. Nye:

I join with the American Association of University Women (AAUW) in supporting the proposed revision to the Employer Information Report (EEO-1) to collect summary pay data by gender, race, and ethnicity. Establishing transparency in compensation patterns is an important step in the fight for equal pay. I worked as a Professor at the University of Rochester for 40 years and I always got thousands of dollars less per year than men in the same position. If I wanted to keep my job, there was no way I could have fought this. This proposed revision is an innovative and responsive improvement over the April 2014 presidential memorandum regarding data collection for the U.S. Department of Labor's Office of Federal Contracts Compliance Programs (OFCCP). The revised form will cover more than 63 million employees, and the data collected will provide critical insights into the pay gap based on gender, race and ethnicity. The reporting required by the EEO-1 will help businesses to monitor their own pay practices to ensure that they are in compliance with all relevant state and federal laws, and facilitate self-monitoring and proactive remedies of any gaps. It will also strengthen the EEOC’s existing technical assistance programs and enforcement efforts, furthering its charge to eliminate workplace discrimination. I join with AAUW in the belief that the re-envisioned data collection has the potential to both lower the compliance burden on businesses and the implementation costs to government. I am sensitive to the concerns of business, but believe these new, modest requirements can be well reconciled with the broader benefit of working to eliminate pay discrimination. The burdens are not so strong as to justify forgoing these innovative solutions. Indeed, this proposal reflects a thoughtful and appropriate compromise. AAUW has long asserted that this kind of transparency is associated with a smaller pay gap, and that implementing nationwide data collection is an important and proactive step in our collective efforts to ensure fair pay for all. I strongly support this proposed revision to the EEO-1 to close the gender pay gap through improved data collection, and I urge its swift approval and implementation.

Karlene Gunter
Rochester, NY 14618
August 12, 2016

Submitted via www.regulations.gov

Joseph B. Nye, Policy Analyst
Office of Information and Regulatory Affairs
Office of Management and Budget
725 17th Street, NW
Washington, DC, 20503

Re: Comments on EEO-1 Summary Pay Data Collection (OMB Control Number 3046-0007, Docket ID EEOC-2016-0002-0340

Dear Mr. Nye:

I join with the American Association of University Women (AAUW) in supporting the proposed revision to the Employer Information Report (EEO-1) to collect summary pay data by gender, race, and ethnicity. Establishing transparency in compensation patterns is an important step in the fight for equal pay. In addition I believe employers should be up front with salaries on job ads and post salary ranges for positions within the workplace. I have applied for jobs only to find it didn’t pay a living wage after the interview. I have also had employers tell employees that we would be fired if we discussed our salaries. That is a red flag for unfair wage conditions. This proposed revision is an innovative and responsive improvement over the April 2014 presidential memorandum regarding data collection for the U.S. Department of Labor’s Office of Federal Contracts Compliance Programs (OFCCP). The revised form will cover more than 63 million employees, and the data collected will provide critical insights into the pay gap based on gender, race and ethnicity. The reporting required by the EEO-1 will help businesses to monitor their own pay practices to ensure that they are in compliance with all relevant state and federal laws, and facilitate self-monitoring and proactive remedies of any gaps. It will also strengthen the EEOC’s existing technical assistance programs and enforcement efforts, furthering its charge to eliminate workplace discrimination. I join with AAUW in the belief that the re-envisioned data collection has the potential to both lower the compliance burden on businesses and the implementation costs to government. I am sensitive to the concerns of business, but believe these new, modest requirements can be well reconciled with the broader benefit of working to eliminate pay discrimination. The burdens are not so strong as to justify forgoing these innovative solutions. Indeed, this proposal reflects a thoughtful and appropriate compromise. AAUW has long asserted that this kind of transparency is associated with a smaller pay gap, and that implementing nationwide data collection is an important and proactive step in our collective efforts to ensure fair pay for all. I strongly support this proposed revision to the EEO-1 to close the gender pay gap through improved data collection, and I urge its swift approval and implementation.

Donna Bonetti
Boulder, CO 80303
August 12, 2016

Submitted via www.regulations.gov

Joseph B. Nye, Policy Analyst
Office of Information and Regulatory Affairs
Office of Management and Budget
725 17th Street, NW
Washington, DC, 20503

Re: Comments on EEO-1 Summary Pay Data Collection (OMB Control Number 3046-0007, Docket ID EEOC-2016-0002-0340

Dear Mr. Nye:

I join with the American Association of University Women (AAUW) in supporting the proposed revision to the Employer Information Report (EEO-1) to collect summary pay data by gender, race, and ethnicity. Establishing transparency in compensation patterns is an important step in the fight for equal pay. The April 2014 presidential memorandum regarding data collection for the U.S. Department of Labor’s Office of Federal Contracts Compliance Programs (OFCCP) and the resulting media investigative reporting has already brought changes to Silicon Valley, were pay discrimination was rampant throughout my 30-year career and continues. I think this revised proposal reflects a thoughtful and appropriate compromise, which does not overtax businesses or governmental implementation costs while collecting needed data, and I strongly believe these new, modest requirements can be well reconciled with the broader benefit of working to eliminate pay discrimination. Secrecy has supported pay gap practices and implementing nationwide data collection is an important and proactive step in our collective efforts to ensure fair pay for all. I strongly support this proposed revision to the EEO-1 to close the gender pay gap through improved data collection, and I urge its swift approval and implementation.

Chris O'Meara Dietrich
San Jose, CA 95117
August 12, 2016

Submitted via [www.regulations.gov](http://www.regulations.gov)

Joseph B. Nye, Policy Analyst
Office of Information and Regulatory Affairs
Office of Management and Budget
725 17th Street, NW
Washington, DC, 20503

Re: Comments on EEO-1 Summary Pay Data Collection (OMB Control Number 3046-0007, Docket ID EEOC-2016-0002-0340

Dear Mr. Nye:

I join with the American Association of University Women (AAUW) in supporting the proposed revision to the Employer Information Report (EEO-1) to collect summary pay data by gender, race, and ethnicity. Establishing transparency in compensation patterns is an important step in the fight for equal pay. The data collected will provide critical insights into the pay gap based on gender, race and ethnicity. It will also strengthen the EEOC’s existing technical assistance programs and enforcement efforts, furthering its charge to eliminate workplace discrimination. I join with AAUW in the belief that the re-envisioned data collection has the potential to both lower the compliance burden on businesses and the implementation costs to government. I am aware of the concerns of business, but these new requirements are modest. Indeed, this proposal reflects a thoughtful and appropriate compromise. Implementing nationwide data collection is an important and proactive step in our collective efforts to ensure fair pay for all. I strongly support this proposed revision to the EEO-1. I urge its swift approval and implementation.

Norma Kacen
Arlington, VA 22201
August 12, 2016

Submitted via www.regulations.gov

Joseph B. Nye, Policy Analyst
Office of Information and Regulatory Affairs
Office of Management and Budget
725 17th Street, NW
Washington, DC, 20503

Re: Comments on EEO-1 Summary Pay Data Collection (OMB Control Number 3046-0007, Docket ID EEOC-2016-0002-0340

Dear Mr. Nye:

I join with the American Association of University Women (AAUW) in supporting the proposed revision to the Employer Information Report (EEO-1) to collect summary pay data by gender, race, and ethnicity. Establishing transparency in compensation patterns is an important step in the fight for equal pay. The revised form will cover more than 63 million employees, and the data collected will provide critical insights into the pay gap based on gender, race and ethnicity. The reporting required by the EEO-1 will help businesses to monitor their own pay practices to ensure that they are in compliance with all relevant state and federal laws, and facilitate self-monitoring and proactive remedies of any gaps. It will also help eliminate workplace discrimination. I join with AAUW in the belief that the re-envisioned data collection has the potential to both lower the compliance burden on businesses and the implementation costs to government. AAUW has long asserted that this kind of transparency is associated with a smaller pay gap and implementing a step in our collective efforts to ensure fair pay for all. I strongly support this proposed revision to the EEO-1 to close the gender pay gap through improved data collection, and I urge its swift approval and implementation.

Muriel Fry
Lafayette, CA 94549
August 12, 2016

Submitted via www.regulations.gov

Joseph B. Nye, Policy Analyst
Office of Information and Regulatory Affairs
Office of Management and Budget
725 17th Street, NW
Washington, DC, 20503

Re: Comments on EEO-1 Summary Pay Data Collection (OMB Control Number 3046-0007, Docket ID EEOC-2016-0002-0340

Dear Mr. Nye:

I join with the American Association of University Women (AAUW) in supporting the proposed revision to the Employer Information Report (EEO-1) to collect summary pay data by gender, race, and ethnicity. Establishing transparency in compensation patterns is an important step in the fight for equal pay. This proposed revision is a smart improvement over the April 2014 presidential memorandum regarding data collection for the U.S. Department of Labor’s Office of Federal Contracts Compliance Programs (OFCCP). The revised form will cover more than 63 million employees. The data collected will provide critical insights into the pay gap based on gender, race and ethnicity. The reporting required by the EEO-1 will help businesses to monitor their own pay practices to ensure that they are in compliance with all relevant state and federal laws, and facilitate self-monitoring and proactive remedies of any gaps. It will also strengthen the EEOC’s existing technical assistance programs and enforcement efforts, furthering its charge to eliminate workplace discrimination. I join with AAUW in the belief that the improved data collection has the potential to both lower the compliance burden on businesses and the implementation costs to government. I am sensitive to the concerns of business. But I am confident these new, modest requirements can be well reconciled with the broader benefit of eliminating pay discrimination. The burdens are not so strong as to justify forgoing these innovative solutions. Indeed, this proposal reflects a thoughtful and appropriate compromise. AAUW has long asserted that this kind of transparency is associated with a smaller pay gap, and that implementing nationwide data collection is critical to our efforts to ensure fair pay for all. I strongly support this proposed revision to the EEO-1 to close the gender pay gap through improved data collection, and I urge its swift approval and implementation.

Beverly Isenson
Steilacoom, WA 98388
August 12, 2016

Submitted via www.regulations.gov

Joseph B. Nye, Policy Analyst
Office of Information and Regulatory Affairs
Office of Management and Budget
725 17th Street, NW
Washington, DC, 20503

Re: Comments on EEO-1 Summary Pay Data Collection (OMB Control Number 3046-0007, Docket ID EEOC-2016-0002-0340

Dear Mr. Nye:

I join with the American Association of University Women (AAUW) in supporting the proposed revision to the Employer Information Report (EEO-1) to collect summary pay data by gender, race, and ethnicity. Establishing transparency in compensation patterns is an important step in the fight for equal pay. This proposed revision is an innovative and responsive improvement over the April 2014 presidential memorandum regarding data collection for the U.S. Department of Labor’s Office of Federal Contracts Compliance Programs (OFCCP). The revised form will cover more than 63 million employees, and the data collected will provide critical insights into the pay gap based on gender, race and ethnicity. The reporting required by the EEO-1 will help businesses to monitor their own pay practices to ensure that they are in compliance with all relevant state and federal laws, and facilitate self-monitoring and proactive remedies of any gaps. It will also strengthen the EEOC’s existing technical assistance programs and enforcement efforts, furthering its charge to eliminate workplace discrimination. I join with AAUW in the belief that the re-envisioned data collection has the potential to both lower the compliance burden on businesses and the implementation costs to government. I am sensitive to the concerns of business, but believe these new, modest requirements can be well reconciled with the broader benefit of working to eliminate pay discrimination. The burdens are not so strong as to justify forgoing these innovative solutions. Indeed, this proposal reflects a thoughtful and appropriate compromise. AAUW has long asserted that this kind of transparency is associated with a smaller pay gap, and that implementing nationwide data collection is an important and proactive step in our collective efforts to ensure fair pay for all. I strongly support this proposed revision to the EEO-1 to close the gender pay gap through improved data collection, and I urge its swift approval and implementation.

Katherine Napolitano
Port Chester, NY 10573
August 12, 2016

Submitted via www.regulations.gov

Joseph B. Nye, Policy Analyst
Office of Information and Regulatory Affairs
Office of Management and Budget
725 17th Street, NW
Washington, DC, 20503

Re: Comments on EEO-1 Summary Pay Data Collection (OMB Control Number 3046-0007, Docket ID EEOC-2016-0002-0340

Dear Mr. Nye:

I join with the American Association of University Women (AAUW) in supporting the proposed revision to the Employer Information Report (EEO-1) to collect summary pay data by gender, race, and ethnicity. Establishing transparency in compensation patterns is an important step in the fight for equal pay. This proposed revision is an innovative and responsive improvement over the April 2014 presidential memorandum regarding data collection for the U.S. Department of Labor’s Office of Federal Contracts Compliance Programs (OFCCP). The revised form will cover more than 63 million employees, and the data collected will provide critical insights into the pay gap based on gender, race and ethnicity. The reporting required by the EEO-1 will help businesses to monitor their own pay practices to ensure that they are in compliance with all relevant state and federal laws, and facilitate self-monitoring and proactive remedies of any gaps. It will also strengthen the EEOC’s existing technical assistance programs and enforcement efforts, furthering its charge to eliminate workplace discrimination. I join with AAUW in the belief that the re-envisioned data collection has the potential to both lower the compliance burden on businesses and the implementation costs to government. I am sensitive to the concerns of business, but believe these new, modest requirements can be well reconciled with the broader benefit of working to eliminate pay discrimination. The burdens are not so strong as to justify forgoing these innovative solutions. Indeed, this proposal reflects a thoughtful and appropriate compromise. AAUW has long asserted that this kind of transparency is associated with a smaller pay gap, and that implementing nationwide data collection is an important and proactive step in our collective efforts to ensure fair pay for all. I strongly support this proposed revision to the EEO-1 to close the gender pay gap through improved data collection, and I urge its swift approval and implementation. notation: In addition to this letter I would like to respond that in order for America to foresee change and correct or impose change it is imminent, purposeful and necessary for us to create a system of information. This information is pertinent to our country and the system of information can provide positive change. The system of collective data, or our system of information is our ticket to a perfect business world.

Halonnah Sutton
Porterville, CA 93257
August 12, 2016

Submitted via www.regulations.gov

Joseph B. Nye, Policy Analyst
Office of Information and Regulatory Affairs
Office of Management and Budget
725 17th Street, NW
Washington, DC, 20503

Re: Comments on EEO-1 Summary Pay Data Collection (OMB Control Number 3046-0007, Docket ID EEOC-2016-0002-0340

Dear Mr. Nye:

I join with the American Association of University Women (AAUW) in supporting the proposed revision to the Employer Information Report (EEO-1) to collect summary pay data by gender, race, and ethnicity. Establishing transparency in compensation patterns is an important step in the fight for equal pay. This proposed revision is an innovative and responsive improvement over the April 2014 presidential memorandum regarding data collection for the U.S. Department of Labor’s Office of Federal Contracts Compliance Programs (OFCCP). The revised form will cover more than 63 million employees, and the data collected will provide critical insights into the pay gap based on gender, race and ethnicity. The reporting required by the EEzO-1 will help businesses to monitor their own pay practices to ensure that they are in compliance with all relevant state and federal laws, and facilitate self-monitoring and proactive remedies of any gaps. It will also strengthen the EEOC’s existing technical assistance programs and enforcement efforts, furthering its charge to eliminate workplace discrimination. I join with AAUW in the belief that the re-envisioned data collection has the potential to both lower the compliance burden on businesses and the implementation costs to government. I am sensitive to the concerns of business, but believe these new, modest requirements can be well reconciled with the broader benefit of working to eliminate pay discrimination. The burdens are not so strong as to justify forgoing these innovative solutions. Indeed, this proposal reflects a thoughtful and appropriate compromise. AAUW has long asserted that this kind of transparency is associated with a smaller pay gap, and that implementing nationwide data collection is an important and proactive step in our collective efforts to ensure fair pay for all. I strongly support this proposed revision to the EEO-1 to close the gender pay gap through improved data collection, and I urge its swift approval and implementation.

Joan Balla
ALLENTOWN, PA 18104
August 12, 2016

Submitted via www.regulations.gov

Joseph B. Nye, Policy Analyst
Office of Information and Regulatory Affairs
Office of Management and Budget
725 17th Street, NW
Washington, DC, 20503

Re: Comments on EEO-1 Summary Pay Data Collection (OMB Control Number 3046-0007, Docket ID EEOC-2016-0002-0340

Dear Mr. Nye:

I join with the American Association of University Women (AAUW) in supporting the proposed revision to the Employer Information Report (EEO-1) to collect summary pay data by gender, race, and ethnicity. Establishing transparency in compensation patterns is an important step in the fight for equal pay. This proposed revision is an innovative and responsive improvement over the April 2014 presidential memorandum regarding data collection for the U.S. Department of Labor’s Office of Federal Contracts Compliance Programs (OFCCP). The revised form will cover more than 63 million employees, and the data collected will provide critical insights into the pay gap based on gender, race and ethnicity. The reporting required by the EEO-1 will help businesses to monitor their own pay practices to ensure that they are in compliance with all relevant state and federal laws, and facilitate self-monitoring and proactive remedies of any gaps. It will also strengthen the EEOC’s existing technical assistance programs and enforcement efforts, furthering its charge to eliminate workplace discrimination. I join with AAUW in the belief that the re-envisioned data collection has the potential to both lower the compliance burden on businesses and the implementation costs to government. I am sensitive to the concerns of business, but believe these new, modest requirements can be well reconciled with the broader benefit of working to eliminate pay discrimination. The burdens are not so strong as to justify forgoing these innovative solutions. Indeed, this proposal reflects a thoughtful and appropriate compromise. AAUW has long asserted that this kind of transparency is associated with a smaller pay gap, and that implementing nationwide data collection is an important and proactive step in our collective efforts to ensure fair pay for all. I strongly support this proposed revision to the EEO-1 to close the gender pay gap through improved data collection, and I urge its swift approval and implementation. I hope that you will see how helpful this would be to real people in the work force, especially women, and that you will favor this measure, please.

Nancy Brisson
Liverpool, NY 13088
August 12, 2016

Submitted via www.regulations.gov

Joseph B. Nye, Policy Analyst
Office of Information and Regulatory Affairs
Office of Management and Budget
725 17th Street, NW
Washington, DC, 20503

Re: Comments on EEO-1 Summary Pay Data Collection (OMB Control Number 3046-0007, Docket ID EEOC-2016-0002-0340)

Dear Mr. Nye:

I join with the American Association of University Women (AAUW) in supporting the proposed revision to the Employer Information Report (EEO-1) to collect summary pay data by gender, race, and ethnicity. Establishing transparency in compensation patterns is an important step in the fight for equal pay. This proposed revision is an innovative and responsive improvement over the April 2014 presidential memorandum regarding data collection for the U.S. Department of Labor’s Office of Federal Contracts Compliance Programs (OFCCP). The revised form will cover more than 63 million employees, and the data collected will provide critical insights into the pay gap based on gender, race and ethnicity. The reporting required by the EEO-1 will help businesses to monitor their own pay practices to ensure that they are in compliance with all relevant state and federal laws, and facilitate self-monitoring and proactive remedies of any gaps. It will also strengthen the EEOC’s existing technical assistance programs and enforcement efforts, furthering its charge to eliminate workplace discrimination. I join with AAUW in the belief that the re-envisioned data collection has the potential to both lower the compliance burden on businesses and the implementation costs to government. I am sensitive to the concerns of business, but believe these new, modest requirements can be well reconciled with the broader benefit of working to eliminate pay discrimination. The burdens are not so strong as to justify forgoing these innovative solutions. Indeed, this proposal reflects a thoughtful and appropriate compromise. AAUW has long asserted that this kind of transparency is associated with a smaller pay gap, and that implementing nationwide data collection is an important and proactive step in our collective efforts to ensure fair pay for all. I strongly support this proposed revision to the EEO-1 to close the gender pay gap through improved data collection, and I urge its swift approval and implementation. Even 3rd graders understand equal work means equal pay. Maybe that is why the GOP doesn’t get it - such a simple concept. The teenagers that questioned their pay disparity recently - not surprised the girl was canned immediately, a bit surprised the boy was later (the 'men' usually stick together on these types of issues). Women should get back pay retroactive on any jobs they had that had pay differences - to make up for what they were denied in Social Security and retirement benefits. (plus compounded interest, of course).

Carol Neill
Overland Park, KS 66223
August 12, 2016

Submitted via www.regulations.gov

Joseph B. Nye, Policy Analyst
Office of Information and Regulatory Affairs
Office of Management and Budget
725 17th Street, NW
Washington, DC, 20503

Re: Comments on EEO-1 Summary Pay Data Collection (OMB Control Number 3046-0007, Docket ID EEOC-2016-0002-0340

Dear Mr. Nye:

I join with the American Association of University Women (AAUW) in supporting the proposed revision to the Employer Information Report (EEO-1) to collect summary pay data by gender, race, and ethnicity. Establishing transparency in compensation patterns is an important step in the fight for equal pay. This proposed revision is an innovative and responsive improvement over the April 2014 presidential memorandum regarding data collection for the U.S. Department of Labor’s Office of Federal Contracts Compliance Programs (OFCCP). The revised form will cover more than 63 million employees, and the data collected will provide critical insights into the pay gap based on gender, race and ethnicity. The reporting required by the EEO-1 will help businesses to monitor their own pay practices to ensure that they are in compliance with all relevant state and federal laws, and facilitate self-monitoring and proactive remedies of any gaps. It will also strengthen the EEOC’s existing technical assistance programs and enforcement efforts, furthering its charge to eliminate workplace discrimination. I join with AAUW in the belief that the re-envisioned data collection has the potential to both lower the compliance burden on businesses and the implementation costs to government. I am sensitive to the concerns of business, but believe these new, modest requirements can be well reconciled with the broader benefit of working to eliminate pay discrimination. The burdens are not so strong as to justify forgoing these innovative solutions. Indeed, this proposal reflects a thoughtful and appropriate compromise. AAUW has long asserted that this kind of transparency is associated with a smaller pay gap, and that implementing nationwide data collection is an important and proactive step in our collective efforts to ensure fair pay for all. I strongly support this proposed revision to the EEO-1 to close the gender pay gap through improved data collection, and I urge its swift approval and implementation. Sincerely, Derek Gendvil Las Vegas

Derek Gendvil
Las Vegas, NV 89117
August 12, 2016

Submitted via www.regulations.gov

Joseph B. Nye, Policy Analyst
Office of Information and Regulatory Affairs
Office of Management and Budget
725 17th Street, NW
Washington, DC, 20503

Re: Comments on EEO-1 Summary Pay Data Collection (OMB Control Number 3046-0007, Docket ID EEOC-2016-0002-0340

Dear Mr. Nye:

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Dorothy Rich
Norwalk, CT 6851
August 12, 2016

Submitted via www.regulations.gov

Joseph B. Nye, Policy Analyst
Office of Information and Regulatory Affairs
Office of Management and Budget
725 17th Street, NW
Washington, DC, 20503

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Eugene Gorrin
Union, NJ 7083
August 12, 2016

Submitted via www.regulations.gov

Joseph B. Nye, Policy Analyst
Office of Information and Regulatory Affairs
Office of Management and Budget
725 17th Street, NW
Washington, DC, 20503

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Thelma Fenster
W. Falmouth, MA 2574
August 12, 2016

Submitted via www.regulations.gov

Joseph B. Nye, Policy Analyst
Office of Information and Regulatory Affairs
Office of Management and Budget
725 17th Street, NW
Washington, DC, 20503

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Gale Bromelmeier
Willoughby, OH 44094
August 12, 2016

Submitted via www.regulations.gov

Joseph B. Nye, Policy Analyst
Office of Information and Regulatory Affairs
Office of Management and Budget
725 17th Street, NW
Washington, DC, 20503

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Martin Iseri
Fair Oaks, CA 95628
August 12, 2016

Submitted via www.regulations.gov

Joseph B. Nye, Policy Analyst
Office of Information and Regulatory Affairs
Office of Management and Budget
725 17th Street, NW
Washington, DC, 20503

Re: Comments on EEO-1 Summary Pay Data Collection (OMB Control Number 3046-0007, Docket ID EEOC-2016-0002-0340

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Lynne Sendejo
Silver Spring, MD 20902
August 12, 2016

Submitted via www.regulations.gov

Joseph B. Nye, Policy Analyst
Office of Information and Regulatory Affairs
Office of Management and Budget
725 17th Street, NW
Washington, DC, 20503

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Marsha Correira
Elgin, TX 78621
August 12, 2016

Submitted via www.regulations.gov

Joseph B. Nye, Policy Analyst
Office of Information and Regulatory Affairs
Office of Management and Budget
725 17th Street, NW
Washington, DC, 20503

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Mary Lou Melley
Falls Church, VA 22043
August 12, 2016

Submitted via www.regulations.gov

Joseph B. Nye, Policy Analyst
Office of Information and Regulatory Affairs
Office of Management and Budget
725 17th Street, NW
Washington, DC, 20503

Re: Comments on EEO-1 Summary Pay Data Collection (OMB Control Number 3046-0007, Docket ID EEOC-2016-0002-0340

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Mary Sue Baker
Sarasota, FL 34241
August 12, 2016

Submitted via www.regulations.gov

Joseph B. Nye, Policy Analyst  
Office of Information and Regulatory Affairs  
Office of Management and Budget  
725 17th Street, NW  
Washington, DC, 20503

Re: Comments on EEO-1 Summary Pay Data Collection (OMB Control Number 3046-0007, Docket ID EEOC-2016-0002-0340

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Nancy Scheer  
Santa Fe, NM 87505
August 12, 2016

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Joseph B. Nye, Policy Analyst
Office of Information and Regulatory Affairs
Office of Management and Budget
725 17th Street, NW
Washington, DC, 20503

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Paula Bourgeois
Woodland Park, CO 80863
August 12, 2016

Submitted via www.regulations.gov

Joseph B. Nye, Policy Analyst
Office of Information and Regulatory Affairs
Office of Management and Budget
725 17th Street, NW
Washington, DC, 20503

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Margaret Sellers
NORTH GROSVENORDALE, CT 6255
August 12, 2016

Submitted via www.regulations.gov

Joseph B. Nye, Policy Analyst  
Office of Information and Regulatory Affairs  
Office of Management and Budget  
725 17th Street, NW  
Washington, DC, 20503

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sharon moss  
st. louis, MO 63117
August 12, 2016

Submitted via www.regulations.gov

Joseph B. Nye, Policy Analyst
Office of Information and Regulatory Affairs
Office of Management and Budget
725 17th Street, NW
Washington, DC, 20503

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SHARON Kansas
GARDEN CITY, KS 67846
August 12, 2016

Submitted via www.regulations.gov

Joseph B. Nye, Policy Analyst
Office of Information and Regulatory Affairs
Office of Management and Budget
725 17th Street, NW
Washington, DC, 20503

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Rev. John Fernandes
San Leandro, CA 94577
August 12, 2016

Submitted via www.regulations.gov

Joseph B. Nye, Policy Analyst
Office of Information and Regulatory Affairs
Office of Management and Budget
725 17th Street, NW
Washington, DC, 20503

Re: Comments on EEO-1 Summary Pay Data Collection (OMB Control Number 3046-0007, Docket ID EEOC-2016-0002-0340

Dear Mr. Nye:

I join with the American Association of University Women (AAUW) in supporting the proposed revision to the Employer Information Report (EEO-1) to collect summary pay data by gender, race, and ethnicity. Establishing transparency in compensation patterns is an important step in the fight for equal pay. This proposed revision is an innovative and responsive improvement over the April 2014 presidential memorandum regarding data collection for the U.S. Department of Labor’s Office of Federal Contracts Compliance Programs (OFCCP). The revised form will cover more than 63 million employees, and the data collected will provide critical insights into the pay gap based on gender, race and ethnicity. The reporting required by the EEO-1 will help businesses to monitor their own pay practices to ensure that they are in compliance with all relevant state and federal laws, and facilitate self-monitoring and proactive remedies of any gaps. It will also strengthen the EEOC’s existing technical assistance programs and enforcement efforts, furthering its charge to eliminate workplace discrimination. I join with AAUW in the belief that the re-envisioned data collection has the potential to both lower the compliance burden on businesses and the implementation costs to government. I am sensitive to the concerns of business, but believe these new, modest requirements can be well reconciled with the broader benefit of working to eliminate pay discrimination. The burdens are not so strong as to justify forgoing these innovative solutions. Indeed, this proposal reflects a thoughtful and appropriate compromise. AAUW has long asserted that this kind of transparency is associated with a smaller pay gap, and that implementing nationwide data collection is an important and proactive step in our collective efforts to ensure fair pay for all. I strongly support this proposed revision to the EEO-1 to close the gender pay gap through improved data collection, and I urge its swift approval and implementation. I THINK THIS INFORMATION IS VERY IMPORTANT BECAUSE MANY WOMEN AND MANY PEOPLE OF COLOR OR CERTAIN ETHNIC GROUPS ARE OFTEN CARRYING THE BURDEN OF SUPPORTING A FAMILY. IN OUR SOCIETY, IT IS NO LONGER JUST MEN WHO CARRY THAT BURDEN.

Marcia Bailey
Dunedin, FL 34698
August 12, 2016

Submitted via www.regulations.gov

Joseph B. Nye, Policy Analyst
Office of Information and Regulatory Affairs
Office of Management and Budget
725 17th Street, NW
Washington, DC, 20503

Re: Comments on EEO-1 Summary Pay Data Collection (OMB Control Number 3046-0007, Docket ID EEOC-2016-0002-0340

Dear Mr. Nye:

I join with the American Association of University Women (AAUW) in supporting the proposed revision to the Employer Information Report (EEO-1) to collect summary pay data by gender, race, and ethnicity. Establishing transparency in compensation patterns is an important step in the fight for equal pay. Equal pay is the only right way to pay all employees in the United States. We should be ashamed that unequal pay has been accepted, and even fought for, for so long. This proposed revision is an innovative and responsive improvement over the April 2014 presidential memorandum regarding data collection for the U.S. Department of Labor’s Office of Federal Contracts Compliance Programs (OFCCP). The revised form will cover more than 63 million employees, and the data collected will provide critical insights into the pay gap based on gender, race and ethnicity. The reporting required by the EEO-1 will help businesses to monitor their own pay practices to ensure that they are in compliance with all relevant state and federal laws, and facilitate self-monitoring and proactive remedies of any gaps. It will also strengthen the EEOC’s existing technical assistance programs and enforcement efforts, furthering its charge to eliminate workplace discrimination. I join with AAUW in the belief that the re-envisioned data collection has the potential to both lower the compliance burden on businesses and the implementation costs to government. I am sensitive to the concerns of business, but believe these new, modest requirements can be well reconciled with the broader benefit of working to eliminate pay discrimination. The burdens are not so strong as to justify forgoing these innovative solutions. Indeed, this proposal reflects a thoughtful and appropriate compromise. AAUW has long asserted that this kind of transparency is associated with a smaller pay gap, and that implementing nationwide data collection is an important and proactive step in our collective efforts to ensure fair pay for all. I strongly support this proposed revision to the EEO-1 to close the gender pay gap through improved data collection, and I urge its swift approval and implementation.

Sheila Ary
Dekalb, IL 60115
August 12, 2016

Submitted via www.regulations.gov

Joseph B. Nye, Policy Analyst
Office of Information and Regulatory Affairs
Office of Management and Budget
725 17th Street, NW
Washington, DC, 20503

Re: Comments on EEO-1 Summary Pay Data Collection (OMB Control Number 3046-0007, Docket ID EEOC-2016-0002-0340

Dear Mr. Nye:

I join with the American Association of University Women (AAUW) in supporting the proposed revision to the Employer Information Report (EEO-1) to collect summary pay data by gender, race, and ethnicity. Establishing transparency in compensation patterns is an important step in the fight for equal pay. If companies know what their pay gap is, they can take steps to close it. This proposed revision is an innovative and responsive improvement over the April 2014 presidential memorandum regarding data collection for the U.S. Department of Labor’s Office of Federal Contracts Compliance Programs (OFCCP). The revised form will cover more than 63 million employees, and the data collected will provide critical insights into the pay gap based on gender, race and ethnicity. The reporting required by the EEO-1 will help businesses to monitor their own pay practices to ensure that they are in compliance with all relevant state and federal laws, and facilitate self-monitoring and proactive remedies of any gaps. It will also strengthen the EEOC’s existing technical assistance programs and enforcement efforts, furthering its charge to eliminate workplace discrimination. I join with AAUW in the belief that the re-envisioned data collection has the potential to both lower the compliance burden on businesses and the implementation costs to government. I am sensitive to the concerns of business, but believe these new, modest requirements can be well reconciled with the broader benefit of working to eliminate pay discrimination. The burdens are not so strong as to justify forgoing these innovative solutions. Indeed, this proposal reflects a thoughtful and appropriate compromise. AAUW has long asserted that this kind of transparency is associated with a smaller pay gap, and that implementing nationwide data collection is an important and proactive step in our collective efforts to ensure fair pay for all. I strongly support this proposed revision to the EEO-1 to close the gender pay gap through improved data collection, and I urge its swift approval and implementation.

Bella Smith
Walla Walla, WA 99362
August 12, 2016

Submitted via www.regulations.gov

Joseph B. Nye, Policy Analyst
Office of Information and Regulatory Affairs
Office of Management and Budget
725 17th Street, NW
Washington, DC, 20503

Re: Comments on EEO-1 Summary Pay Data Collection (OMB Control Number 3046-0007, Docket ID EEOC-2016-0002-0340

Dear Mr. Nye:

I join with the American Association of University Women (AAUW) in supporting the proposed revision to the Employer Information Report (EEO-1) to collect summary pay data by gender, race, and ethnicity. Establishing transparency in compensation patterns is an important step in the fight for equal pay. If one cannot find out what others are being paid, there is no way to know if one’s pay is fair! I have worked in public sector higher ed for my entire career and we always had access to pay information. Guess what? The world did not come to an end. Lack of transparency is a way for employers to protect themselves against reasonable challenges to their (possibly biased) pay allocations. With nothing to hide, employers should have no reason to keep pay information hidden. This proposed revision is an innovative and responsive improvement over the April 2014 presidential memorandum. The revised form will cover more than 63 million employees, and the data collected will provide critical insights into the pay gap based on gender, race and ethnicity. The reporting required by the EEO-1 will help businesses to monitor their own pay practices to ensure that they are in compliance with all relevant state and federal laws, and facilitate self-monitoring and proactive remedies of any gaps. It will also strengthen the EEOC’s existing technical assistance programs and enforcement efforts, furthering its charge to eliminate workplace discrimination. I join with AAUW in the belief that the re-envisioned data collection has the potential to both lower the compliance burden on businesses and the implementation costs to government. I am sensitive to the concerns of business, but believe these new, modest requirements can be well reconciled with the broader benefit of working to eliminate pay discrimination. The burdens are not so strong as to justify forgoing these innovative solutions. Indeed, this proposal reflects a thoughtful and appropriate compromise. AAUW has long asserted that this kind of transparency is associated with a smaller pay gap, and that implementing nationwide data collection is an important and proactive step in our collective efforts to ensure fair pay for all. I strongly support this proposed revision to the EEO-1 to close the gender pay gap through improved data collection, and I urge its swift approval and implementation.

Rosemary Hays-Thomas
Pensacola, FL 32514
August 12, 2016

Submitted via www.regulations.gov

Joseph B. Nye, Policy Analyst
Office of Information and Regulatory Affairs
Office of Management and Budget
725 17th Street, NW
Washington, DC, 20503

Re: Comments on EEO-1 Summary Pay Data Collection (OMB Control Number 3046-0007, Docket ID EEOC-2016-0002-0340

Dear Mr. Nye:

I join with the American Association of University Women (AAUW) in supporting the proposed revision to the Employer Information Report (EEO-1) to collect summary pay data by gender, race, and ethnicity. It is time for this great country to move toward pay equity and this is one way government can strengthen the US in vital ways. This proposed revision is an innovative and responsive improvement over the April 2014 presidential memorandum regarding data collection for the U.S. Department of Labor’s Office of Federal Contracts Compliance Programs (OFCCP). The revised form covers more than 63 million employees, and the data collected will provide critical insights into the pay gap based on gender, race and ethnicity. The reporting required by the EEO-1 will help businesses to monitor their own pay practices to ensure compliance with all relevant state and federal laws, and facilitate self-monitoring and proactive remedies of any gaps. It will also strengthen the EEOC’s existing technical assistance programs and enforcement efforts, furthering its charge to eliminate workplace discrimination. AAUW has long asserted that implementing nationwide data collection is an important and proactive step in our collective efforts to ensure fair pay for all. I strongly support this proposed revision to the EEO-1, and urge its swift approval and implementation. Thank you. Bev Blum

Beverly Blum
Stockton, CA 95207
August 12, 2016

Submitted via www.regulations.gov

Joseph B. Nye, Policy Analyst
Office of Information and Regulatory Affairs
Office of Management and Budget
725 17th Street, NW
Washington, DC, 20503

Re: Comments on EEO-1 Summary Pay Data Collection (OMB Control Number 3046-0007, Docket ID EEOC-2016-0002-0340

Dear Mr. Nye:

I support the proposed revision to the Employer Information Report (EEO-1) to collect summary pay data by gender, race, and ethnicity. Establishing transparency in compensation patterns is an important step in the fight for equal pay. The re-envisioned data collection has the potential to both lower the compliance burden on businesses and the implementation costs to government. However, transparency is associated with a smaller pay gap, and implementing nationwide data collection is an important and proactive step in our collective efforts to ensure fair pay for all. I strongly support this proposed revision to the EEO-1 to close the gender pay gap through improved data collection, and I urge its swift approval and implementation.

Sally Hollemon
Salem, OR 97302
August 12, 2016

Submitted via www.regulations.gov

Joseph B. Nye, Policy Analyst
Office of Information and Regulatory Affairs
Office of Management and Budget
725 17th Street, NW
Washington, DC, 20503

Re: Comments on EEO-1 Summary Pay Data Collection (OMB Control Number 3046-0007, Docket ID EEOC-2016-0002-0340

Dear Mr. Nye:

I support the proposed revision to the Employer Information Report (EEO-1) to collect summary pay data by gender, race, and ethnicity. Establishing transparency in compensation patterns is an important step in the fight for equal pay. This proposed revision is an innovative and responsive improvement over the April 2014 presidential memorandum regarding data collection for the U.S. Department of Labor’s Office of Federal Contracts Compliance Programs (OFCCP). The revised form will cover more than 63 million employees, and the data collected will provide critical insights into the pay gap based on gender, race and ethnicity. The reporting required by the EEO-1 will help businesses to monitor their own pay practices to ensure that they are in compliance with all relevant state and federal laws, and facilitate self-monitoring and proactive remedies of any gaps. It will also strengthen the EEOC’s existing technical assistance programs and enforcement efforts, furthering its charge to eliminate workplace discrimination. I believe that the re-envisioned data collection has the potential to both lower the compliance burden on businesses and the implementation costs to government. I am sensitive to the concerns of business, but believe these new, modest requirements can be well reconciled with the broader benefit of working to eliminate pay discrimination. The burdens are not so strong as to justify forgoing these innovative solutions. Indeed, this proposal reflects a thoughtful and appropriate compromise. AAUW has long asserted that this kind of transparency is associated with a smaller pay gap, and that implementing nationwide data collection is an important and proactive step in our collective efforts to ensure fair pay for all. I strongly support this proposed revision to the EEO-1 to close the gender pay gap through improved data collection, and I urge its swift approval and implementation.

Linda Wilson
Monterey Park, CA 91755
August 12, 2016

Submitted via www.regulations.gov

Joseph B. Nye, Policy Analyst
Office of Information and Regulatory Affairs
Office of Management and Budget
725 17th Street, NW
Washington, DC, 20503

Re: Comments on EEO-1 Summary Pay Data Collection (OMB Control Number 3046-0007, Docket ID EEOC-2016-0002-0340

Dear Mr. Nye:

Information is knowledge! I join with the American Association of University Women (AAUW) in supporting the proposed revision to the Employer Information Report (EEO-1) to collect summary pay data by gender, race, and ethnicity. Establishing transparency in compensation patterns is an important step in the fight for equal pay. This proposed revision is an innovative and responsive improvement over the April 2014 presidential memorandum regarding data collection for the U.S. Department of Labor’s Office of Federal Contracts Compliance Programs (OFCCP). The revised form will cover more than 63 million employees, and the data collected will provide critical insights into the pay gap based on gender, race and ethnicity. The reporting required by the EEO-1 will help businesses to monitor their own pay practices to ensure that they are in compliance with all relevant state and federal laws, and facilitate self-monitoring and proactive remedies of any gaps. It will also strengthen the EEOC’s existing technical assistance programs and enforcement efforts, furthering its charge to eliminate workplace discrimination. I join with AAUW in the belief that the re-envisioned data collection has the potential to both lower the compliance burden on businesses and the implementation costs to government. I am sensitive to the concerns of business, but believe these new, modest requirements can be well reconciled with the broader benefit of working to eliminate pay discrimination. The burdens are not so strong as to justify forgoing these innovative solutions. Indeed, this proposal reflects a thoughtful and appropriate compromise. AAUW has long asserted that this kind of transparency is associated with a smaller pay gap, and that implementing nationwide data collection is an important and proactive step in our collective efforts to ensure fair pay for all. I strongly support this proposed revision to the EEO-1 to close the gender pay gap through improved data collection, and I urge its swift approval and implementation.

Susan Bailey-Pruc
Akron, OH 44333
August 12, 2016

Submitted via www.regulations.gov

Joseph B. Nye, Policy Analyst
Office of Information and Regulatory Affairs
Office of Management and Budget
725 17th Street, NW
Washington, DC, 20503

Re: Comments on EEO-1 Summary Pay Data Collection (OMB Control Number 3046-0007, Docket ID EEOC-2016-0002-0340

Dear Mr. Nye:

It is time to let prowess and talent stand on their own. It is becoming unfair to gauge your employees by gender or race! They should be gauged by their knowledge, expertise, ability to work with others and sense of responsibility. And who cares then what race or gender they are if they exhibit the above attributes. Let America go back to the standards on which it was built. If you do a good job, you advance! Not if you are a person on color, you advance!

Cynthia Peplinski
Phoenix, AZ 85028
August 12, 2016

Submitted via www.regulations.gov

Joseph B. Nye, Policy Analyst
Office of Information and Regulatory Affairs
Office of Management and Budget
725 17th Street, NW
Washington, DC, 20503

Re: Comments on EEO-1 Summary Pay Data Collection (OMB Control Number 3046-0007, Docket ID EEOC-2016-0002-0340

Dear Mr. Nye:

Paying women less for the same occupation is just another way to keep women down to say something like "You are dependent on men for your whole livelihood" and etc; you don't deserve any more than you're getting. Lilly Ledbetter was treated terribly but good people everywhere are treated terribly in America. It will never stop. You can die for a cause and it won't stop. I join with the American Association of University Women (AAUW) in supporting the proposed revision to the Employer Information Report (EEO-1) to collect summary pay data by gender, race, and ethnicity. Establishing transparency in compensation patterns is an important step in the fight for equal pay. This proposed revision is an innovative and responsive improvement over the April 2014 presidential memorandum regarding data collection for the U.S. Department of Labor's Office of Federal Contracts Compliance Programs (OFCCP). The revised form will cover more than 63 million employees, and the data collected will provide critical insights into the pay gap based on gender, race and ethnicity. The reporting required by the EEO-1 will help businesses to monitor their own pay practices to ensure that they are in compliance with all relevant state and federal laws, and facilitate self-monitoring and proactive remedies of any gaps. It will also strengthen the EEOC’s existing technical assistance programs and enforcement efforts, furthering its charge to eliminate workplace discrimination. I join with AAUW in the belief that the re-envisioned data collection has the potential to both lower the compliance burden on businesses and the implementation costs to government. I am sensitive to the concerns of business, but believe these new, modest requirements can be well reconciled with the broader benefit of working to eliminate pay discrimination. The burdens are not so strong as to justify forgoing these innovative solutions. Indeed, this proposal reflects a thoughtful and appropriate compromise. AAUW has long asserted that this kind of transparency is associated with a smaller pay gap, and that implementing nationwide data collection is an important and proactive step in our collective efforts to ensure fair pay for all. I strongly support this proposed revision to the EEO-1 to close the gender pay gap through improved data collection, and I urge its swift approval and implementation.

Jean Toles
Portland, OR 97203
August 12, 2016

Submitted via www.regulations.gov

Joseph B. Nye, Policy Analyst
Office of Information and Regulatory Affairs
Office of Management and Budget
725 17th Street, NW
Washington, DC, 20503

Re: Comments on EEO-1 Summary Pay Data Collection (OMB Control Number 3046-0007, Docket ID EEOC-2016-0002-0340

Dear Mr. Nye:

Please read this: I join with the American Association of University Women (AAUW) in supporting the proposed revision to the Employer Information Report (EEO-1) to collect summary pay data by gender, race, and ethnicity. Establishing transparency in compensation patterns is an important step in the fight for equal pay. This proposed revision is an innovative and responsive improvement over the April 2014 presidential memorandum regarding data collection for the U.S. Department of Labor's Office of Federal Contracts Compliance Programs (OFCCP). The revised form will cover more than 63 million employees, and the data collected will provide critical insights into the pay gap based on gender, race and ethnicity. The reporting required by the EEO-1 will help businesses to monitor their own pay practices to ensure that they are in compliance with all relevant state and federal laws, and facilitate self-monitoring and proactive remedies of any gaps. It will also strengthen the EEOC’s existing technical assistance programs and enforcement efforts, furthering its charge to eliminate workplace discrimination. I join with AAUW in the belief that the re-envisioned data collection has the potential to both lower the compliance burden on businesses and the implementation costs to government. I am sensitive to the concerns of business, but believe these new, modest requirements can be well reconciled with the broader benefit of working to eliminate pay discrimination. The burdens are not so strong as to justify forgoing these innovative solutions. Indeed, this proposal reflects a thoughtful and appropriate compromise. AAUW has long asserted that this kind of transparency is associated with a smaller pay gap, and that implementing nationwide data collection is an important and proactive step in our collective efforts to ensure fair pay for all. I strongly support this proposed revision to the EEO-1 to close the gender pay gap through improved data collection, and I urge its swift approval and implementation.

Colleen Wheeler
Fort Myers, FL 33908
August 12, 2016

Submitted via www.regulations.gov

Joseph B. Nye, Policy Analyst
Office of Information and Regulatory Affairs
Office of Management and Budget
725 17th Street, NW
Washington, DC, 20503

Re: Comments on EEO-1 Summary Pay Data Collection (OMB Control Number 3046-0007, Docket ID EEOC-2016-0002-0340

Dear Mr. Nye:

Please support the AAUW proposed revision to the Employment information record. The letter clearly states my feelings and I could have not said it better. I join with the American Association of University Women (AAUW) in supporting the proposed revision to the Employer Information Report (EEO-1) to collect summary pay data by gender, race, and ethnicity. Establishing transparency in compensation patterns is an important step in the fight for equal pay. This proposed revision is an innovative and responsive improvement over the April 2014 presidential memorandum regarding data collection for the U.S. Department of Labor's Office of Federal Contracts Compliance Programs (OFCCP). The revised form will cover more than 63 million employees, and the data collected will provide critical insights into the pay gap based on gender, race and ethnicity. The reporting required by the EEO-1 will help businesses to monitor their own pay practices to ensure that they are in compliance with all relevant state and federal laws, and facilitate self-monitoring and proactive remedies of any gaps. It will also strengthen the EEOC’s existing technical assistance programs and enforcement efforts, furthering its charge to eliminate workplace discrimination. I join with AAUW in the belief that the re-envisioned data collection has the potential to both lower the compliance burden on businesses and the implementation costs to government. I am sensitive to the concerns of business, but believe these new, modest requirements can be well reconciled with the broader benefit of working to eliminate pay discrimination. The burdens are not so strong as to justify forgoing these innovative solutions. Indeed, this proposal reflects a thoughtful and appropriate compromise. AAUW has long asserted that this kind of transparency is associated with a smaller pay gap, and that implementing nationwide data collection is an important and proactive step in our collective efforts to ensure fair pay for all. I strongly support this proposed revision to the EEO-1 to close the gender pay gap through improved data collection, and I urge its swift approval and implementation.

Lois Kyes
Tallahassee, FL 32303
August 12, 2016

Submitted via www.regulations.gov

Joseph B. Nye, Policy Analyst
Office of Information and Regulatory Affairs
Office of Management and Budget
725 17th Street, NW
Washington, DC, 20503

Re: Comments on EEO-1 Summary Pay Data Collection (OMB Control Number 3046-0007, Docket ID EEOC-2016-0002-0340

Dear Mr. Nye:

TAKE NOTE... I join with the American Association of University Women (AAUW) in supporting the proposed revision to the Employer Information Report (EEO-1) to collect summary pay data by gender, race, and ethnicity. Establishing transparency in compensation patterns is an important step in the fight for equal pay. This proposed revision is an innovative and responsive improvement over the April 2014 presidential memorandum regarding data collection for the U.S. Department of Labor’s Office of Federal Contracts Compliance Programs (OFCCP). The revised form will cover more than 63 million employees, and the data collected will provide critical insights into the pay gap based on gender, race and ethnicity. The reporting required by the EEO-1 will help businesses to monitor their own pay practices to ensure that they are in compliance with all relevant state and federal laws, and facilitate self-monitoring and proactive remedies of any gaps. It will also strengthen the EEOC’s existing technical assistance programs and enforcement efforts, furthering its charge to eliminate workplace discrimination. I join with AAUW in the belief that the re-envisioned data collection has the potential to both lower the compliance burden on businesses and the implementation costs to government. I am sensitive to the concerns of business, but believe these new, modest requirements can be well reconciled with the broader benefit of working to eliminate pay discrimination. The burdens are not so strong as to justify forgoing these innovative solutions. Indeed, this proposal reflects a thoughtful and appropriate compromise. AAUW has long asserted that this kind of transparency is associated with a smaller pay gap, and that implementing nationwide data collection is an important and proactive step in our collective efforts to ensure fair pay for all. I strongly support this proposed revision to the EEO-1 to close the gender pay gap through improved data collection, and I urge its swift approval and implementation.

DEBORAH SMITH
OKLAHOMA CITY, OK 73112
August 12, 2016

Submitted via www.regulations.gov

Joseph B. Nye, Policy Analyst
Office of Information and Regulatory Affairs
Office of Management and Budget
725 17th Street, NW
Washington, DC, 20503

Re: Comments on EEO-1 Summary Pay Data Collection (OMB Control Number 3046-0007, Docket ID EEOC-2016-0002-0340

Dear Mr. Nye:

We are still a democracy! Transparency is at the heart of a democracy. I join with the American Association of University Women (AAUW) in supporting the proposed revision to the Employer Information Report (EEO-1) to collect summary pay data by gender, race, and ethnicity. Establishing transparency in compensation patterns is an important step in the fight for equal pay. This proposed revision is an innovative and responsive improvement over the April 2014 presidential memorandum regarding data collection for the U.S. Department of Labor's Office of Federal Contracts Compliance Programs (OFCCP). The revised form will cover more than 63 million employees, and the data collected will provide critical insights into the pay gap based on gender, race and ethnicity. The reporting required by the EEO-1 will help businesses to monitor their own pay practices to ensure that they are in compliance with all relevant state and federal laws, and facilitate self-monitoring and proactive remedies of any gaps. It will also strengthen the EEOC’s existing technical assistance programs and enforcement efforts, furthering its charge to eliminate workplace discrimination. I join with AAUW in the belief that the re-envisioned data collection has the potential to both lower the compliance burden on businesses and the implementation costs to government. I am sensitive to the concerns of business, but believe these new, modest requirements can be well reconciled with the broader benefit of working to eliminate pay discrimination. The burdens are not so strong as to justify forgoing these innovative solutions. Indeed, this proposal reflects a thoughtful and appropriate compromise. AAUW has long asserted that this kind of transparency is associated with a smaller pay gap, and that implementing nationwide data collection is an important and proactive step in our collective efforts to ensure fair pay for all. I strongly support this proposed revision to the EEO-1 to close the gender pay gap through improved data collection, and I urge its swift approval and implementation.

Irene Clark
Altamonte Springs, FL 32701
August 12, 2016

Submitted via www.regulations.gov

Joseph B. Nye, Policy Analyst
Office of Information and Regulatory Affairs
Office of Management and Budget
725 17th Street, NW
Washington, DC, 20503

Re: Comments on EEO-1 Summary Pay Data Collection (OMB Control Number 3046-0007, Docket ID EEOC-2016-0002-0340

Dear Mr. Nye:

While working at a previous job, my male supervisor said it wasn't a good idea to discuss my rate of pay with the male accountants because if I did, someone's feelings would be hurt. Today, my retirement money is less than my male colleagues but my bills aren't. Please fix the pay disparity issue.

Susan Pierce
Tillamook, OR 97141
August 12, 2016

Submitted via www.regulations.gov

Joseph B. Nye, Policy Analyst
Office of Information and Regulatory Affairs
Office of Management and Budget
725 17th Street, NW
Washington, DC, 20503

Re: Comments on EEO-1 Summary Pay Data Collection (OMB Control Number 3046-0007, Docket ID EEOC-2016-0002-0340

Dear Mr. Nye:

You must collect summary pay data by gender, race, and ethnicity. Establishing transparency in compensation patterns is an important step in the fight for equal pay. This proposed revision is an innovative and responsive improvement. AAUW has long asserted that this kind of transparency is associated with a smaller pay gap, and that implementing nationwide data collection is an important and proactive step in our collective efforts to ensure fair pay for all. I strongly support this proposed revision to the EEO-1 to close the gender pay gap through improved data collection, and I urge its swift approval and implementation.

Sherrill Futrell
Davis, CA 95618