March 31, 2016

The Honorable Bernadette Wilson  
Acting Executive Officer, Executive Secretariat  
U.S. Equal Employment Opportunity Commission  
131 M Street, NE  
Washington, DC 20507

Re:  Docket No. 2016-01544

Dear Ms. Wilson:

On behalf of the American Council of Engineering Companies (ACEC) – the national voice of America’s engineering industry – I am writing to express our concerns about the Commission’s Proposed Revision of the Employer Information Report (EEO-1).

ACEC members – numbering more than 5,000 firms representing hundreds of thousands of engineers and other specialists throughout the country – are engaged in a wide range of engineering works that propel the nation’s economy, and enhance and safeguard America’s quality of life. The proposal to require all employers with 100 or more workers to submit pay data from W-2 forms along with the already mandated EEO-1 diversity reports would create a substantial administrative burden on engineering firms without leading to the diversity that the EEOC seeks.

Our member firms appreciate the EEOC’s interest in identifying wage discrimination. However, it is unclear to ACEC that having access to mass data such as this would provide the Commission with the information it needs to address this problem. In addition, providing W-2 data would only add to the record-keeping and reporting that firms already do, particularly those that are federal contractors and must submit compensation analysis as part of their Affirmative Action Plans. Finally, there are legitimate employee privacy concerns that must be considered, particularly in light of recent data breaches involving federal agencies.

ACEC respectfully requests that the EEOC engage employers on better ways to address the Commission’s concerns. Thank you for your consideration.

Sincerely,

[Signature]