

Deltek Costpoint Essentials and Costpoint Foundations Hot Fix Readme

Release Date: August 19, 2019

EEO-1 Report with Pay Data

The U.S. Equal Employment Opportunity Commission (EEOC) requires private employers including federal contractors and subcontractors with 100 or more employees to submit the EEO-1 report with summary pay data. The pay data reports are due on September 30, 2019.

Federal contractors and subcontractors with 50-99 employees will not be required to submit summary pay data but will continue to report demographic data (sex and race or ethnicity) on the EEO-1 report.

Federal contractors and subcontractors with 49 or fewer employees, and companies without federal contracts with 99 or fewer employees, will not be required to complete the EEO-1 report.

For compliance with the updated EEOC requirements, the Print EEO-1 Report (HAREEO1) screen provides a new option that allows federal contractors and subcontractors with 100 or more employees to generate an EEO-1 report with summary pay data. This new option adds to the screen's existing functionality which allows federal contractors and subcontractors with 50 - 99 employees to report demographic data only.

Application Updates

Print EEO-1 Report (HAREEO1)

The screen provides the following new **Report Type** options:

- **Component 1 Data** — Select this option to print an EEO-1 report that includes demographic data only. This option applies to federal contractors and subcontractors with 50-99 employees which are companies that are required to submit the EEO-1 report but do not need to submit summary pay data.
- **Component 2 Pay Data** — Select this option to print an EEO-1 report that includes demographic and summary pay data. This option applies to private employers including federal contractors and subcontractors with 100 or more employees.

The screen now uses **Range** as the **Effective Date** option in the **Selection Ranges** group box. Use the corresponding **Start** and **End** date fields to specify a pay period date range for the EEO-1 Report. This update is in accordance with the EEO-1 requirements for both Component 1 and Component 2 data which states that "employment data must include all full-time and part-time employees who were employed during the payroll period selected by the employer between October 1 and December 31."

Manage Pay Types (LDMPAYTP)

The Equal Employment Opportunity Commission (EEOC) Component 2 instructions adopt the Fair Labor Standards Act (FLSA) definition of hours worked. Therefore, the hours worked data that employers will report for the EEO-1 Component 2 will be based on the same hours worked that employers record for FLSA purposes. FLSA hours worked generally do not include paid leave such as sick leave, vacation leave, or paid holidays.

To allow you to exclude applicable pay types from the number of hours worked calculation, the Manage Pay Types screen provides a new **Exclude from Number of Hours Worked** check box.

Print Data Dictionary Report (SYRDD)

The Print Data Dictionary Report screen now provides information for the **Exclude from Number of Hours Worked** (HRS_WORKED_EXCLUDE_FL) column on the Pay Type (PAY_TYPE) table.

Appendix: For Additional Information

Deltek Support Center

The Deltek Support Center is a support Web site for Deltek customers who purchase an Ongoing Support Plan (OSP).

The following are some of the many options that the Deltek Support Center provides:

- Search for product documentation, such as release notes, install guides, technical information, online help topics, and white papers
- Ask questions, exchange ideas, and share knowledge with other Deltek customers through the Deltek Support Center Community
- Access Cloud-specific documents and forums
- Download the latest versions of your Deltek products
- Search Deltek's knowledge base
- Submit a support case and check on its progress
- Transfer requested files to a Customer Care analyst
- Subscribe to Deltek communications about your products and services
- Receive alerts of new Deltek releases and hot fixes
- Initiate a Chat to submit a question to a Customer Care analyst online

Attention: For more information regarding Deltek Support Center, refer to the online help available from the Web site.

Access Deltek Support Center

To access the Deltek Support Center:

1. Go to <https://deltek.custhelp.com>.
2. Enter your Deltek Support Center **Username** and **Password**.
3. Click **Login**.

Note: If you forget your username or password, you can click the **Need Help?** button on the login screen for help.

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