

SUPPORTING STATEMENT
FOR THE PAPERWORK REDUCTION ACT INFORMATION COLLECTION
SUBMISSION FOR FORM S-8

A. JUSTIFICATION

1. Circumstances Making the Collection of Information Necessary

Generally, Section 5 of the Securities Act of 1933 (the “Securities Act”) requires that a registration statement be filed with the Commission before any securities are publicly offered and that the registration statement be effective before any securities are sold. Section 5(b) of the Securities Act further requires that investors be furnished with a prospectus (which constitutes a major part of each registration statement) containing the information to enable them to evaluate the securities and make informed investment decisions.

Section 7 and Schedule A of the Securities Act delineate the information required to be contained in a registration statement. Section 7 expressly gives the Commission the authority to vary such disclosure for various classes of issuers and securities. Pursuant to this authority, the Commission adopted Form S-8 (17 CFR 239.16b), a simplified registration statement that may be used to register securities offered under employee benefit plans.

2. Purpose and Use of the Information Collection

A principal function of the Commission’s forms and rules is to make material information available to investors and other market participants. The information required by Form S-8 informs security holders, investors, broker dealers, investment banking firms, professional securities analysts, and others when making investment and voting decisions in connection with the securities.

3. Consideration Given to Information Technology

Registrants are required to file Form S-8 electronically using the Commission’s Electronic Data Gathering, Analysis and Retrieval (“EDGAR”) system.

4. Duplication of Information

We are not aware of any forms or rules that conflict with or substantially duplicate the requirements of Form S-8.

5. Reducing the Burden on Small Entities

Form S-8 has little impact on small entities since they rarely have employee benefit plans that are required to be registered. Small entities may be eligible to rely on Securities Act Rule 701 which provides an alternative to Form S-8 disclosure.

6. Consequences of Not Conducting Collection

The objectives of the Securities Act would not be met.

7. Special Circumstances

There are no special circumstances.

8. Consultations with Persons Outside the Agency

No public comments were received during the 60-day comment period prior to OMB's review of this submission.

9. Payment or Gift to Respondents

No payment or gift has been provided to any respondents.

10. Confidentiality

Form S-8 is a public document.

11. Sensitive Questions

No information of a sensitive nature, including social security numbers, will be required under this collection of information. The information collection collects basic Personally Identifiable Information (PII) that may include a name and job title. However, the agency has determined that the information collection does not constitute a system of record for purposes of the Privacy Act. Information is not retrieved by a personal identifier. In accordance with Section 208 of the E-Government Act of 2002, the agency has conducted a Privacy Impact Assessment (PIA) of the EDGAR system, in connection with this collection of information. The EDGAR PIA, published on March 6, 2025, is provided as a supplemental document and is also available at <https://www.sec.gov/privacy>.

12. Estimate of Respondent Reporting Burden

Estimated Reporting Burden

Information Collection Title	OMB Control Number	Number of Responses	Burden Hours
Form S-8	3235-0066	2,541	35,892

For purposes of the Paperwork Reduction Act (“PRA”), we estimate that Form S-8 takes approximately 28.25 hours per response to comply with the collection of information requirements and is filed once annually by approximately 2,541 respondents for a total of approximately 2,541 responses annually. We further estimate that 50% of the collection of information burden is carried internally by issuers and that 50% of the burden is carried by outside professionals retain by the issuer. Based on our estimates, we calculated the total annual reporting burden to be 35,892 hours ((50% x 28.25 hours per response) x 2,541 responses).

For administrative convenience, the presentation of the total related to the paperwork burden hours has been rounded to the nearest whole number. The estimated burden hours is made solely for the purpose of the PRA. We derived our burden hour estimates by estimating the average number of hours it would take an issuer to compile the necessary information and data, prepare and review disclosure, file documents and retain records. In connection with rule amendments to the form, we occasionally receive PRA estimates from public commenters about incremental burdens that are used in our burden estimates. We believe that the actual burdens will likely vary among individual companies based on the size and complexity of their organization and the nature of their operations.

13. Estimate of Total Annualized Cost Burden

Estimated Cost Burden

Information Collection Title	OMB Control Number	Number of Responses	Cost Burden
Form S-8	3235-0066	2,541	\$21,534,975

We estimate that 50% of the 28.25 hours per response (14.125 hours) is carried by outside professionals retained by the issuer. We estimate that those outside professionals will cost the issuer \$600 per hour for a total annual cost burden of \$21,534,975 (\$600 per hour x 14.125 hours per response x 2,541).

The estimated hourly cost of \$600 for professional services is based on our consultations with registrants and professional firms who regularly assist issuers in preparing and filing disclosure documents with the Commission. Our estimates reflect average burdens, and therefore, some companies may experience costs in excess of our estimates and some companies may experience costs that are lower than our estimates. For administrative convenience, the presentation of the total cost burden has been rounded to the nearest dollar. The cost estimate is made solely for the purpose of the PRA.

14. Costs to Federal Government

The SEC is in the process of revising its methodologies to estimate annualized costs to the Federal government for all its relevant collections of information. The SEC anticipates that future extensions of this collection of information will reflect the revised methodologies.

15. Reason for Change in Burden

Summary of the Change in Burden Hours and Cost Burden

IC Title	Annual No. of Responses			Annual Time Burden (Hours)			Annual Burden Cost Burden (\$)		
	Previously Approved	Requested	Increase In No. of responses	Previously Approved	Requested	Increase In Burden	Previously Approved	Request Cost burden	Increase In Cost Burden
Form S-8	2,140	2,541	401	30,228	35,892	5,664	12,090,800	\$21,534,975	\$9,444,175

The increase in burden hours of 5,664 hours and the increase in cost burden of \$9,444,175 are due to adjustments largely from the increase in our estimate of the number of annual Form S-8 responses. Specifically, the increase in burden hours reflects an increase in the number of annual Form S-8 responses (from 2,140 responses to 2,541 responses). The increase in cost burden reflects this increase in the number of annual responses as well as the Commission's increase in the cost burden per hour estimate from \$400 per hour to \$600 per hour for outside professionals.

16. Information Collection Planned for Statistical Purposes

The information collection is not planned for statistical purposes.

17. Approval to Omit OMB Expiration Date

We request authorization to omit the expiration date on the electronic version of the form. Including the expiration date on the electronic version of the form will result in increased costs because the need to make changes to the form may not follow the application's scheduled version release dates. The OMB control number will be displayed.

18. Exceptions to Certification for Paperwork Reduction Act Submissions

There are no exceptions to certification for PRA submissions.

B. STATISTICAL METHODS

The information collection does not employ statistical methods.