

Information Collection Title
OMB Control Number 1910-5179 Expiration 2027

Justification for No Material/Nonsubstantive Change

To comply with CY2025 Executive Orders, we seek approval to update or delete the following questions:

1. Action: Update one question in line with EO 14168¹, to remove the word “gender.”

- Question #20 –
 - o Update the term “gender” to “sex”
 - o Remove option C “gender-non-binary/other”
- Justification: *Per Sec. 2. Policy and Definitions. It is the policy of the United States to recognize two sexes, male and female.*

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| 20. Thinking of your [Take Q3/Q4] [energy/ SI] employees, how many are: a. Men: Record # employees _____ b. Women: Record # of employees _____ c. Gender non-binary/other: Record # of employees _____ d. (DON'T READ) Refused | 20. Thinking of your [Take Q3/Q4] [energy/ SI] employees, how many are: a. Men: Record # employees _____ b. Women: Record # of employees _____ c. (DON'T READ) Refused |

2. Action: Remove seven questions consistent with EO 14173² requirements.

- o Question #31 – Remove
- o Question #32 – Remove
- o Question #33 – Remove
- o Question #34 – Remove
- o Question #35 – Remove
- o Question #36 – Remove
- o Question #37 – Remove
- Justification: *Sec. 2. Policy. It is the policy of the United States to protect the civil rights of all Americans and to promote individual initiative, excellence, and hard work. I therefore order all executive departments and agencies (agencies) to terminate all discriminatory and illegal preferences, mandates, policies, programs, activities, guidance, regulations, enforcement actions, consent orders, and requirements. I further order all agencies to enforce our longstanding civil-rights laws and to combat illegal private-sector DEI preferences, mandates, policies, programs, and activities.*

¹ [Defending Women From Gender Ideology Extremism And Restoring Biological Truth To The Federal Government – The White House](#)

² [Ending Illegal Discrimination And Restoring Merit-Based Opportunity – The White House](#)

| <i>Previous</i> | <i>Removed for 2026 USEER Survey</i> |
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| <p>31. Has your firm adopted any specific strategies, policies, or programs to increase the number of female hires?</p> <p>1. Yes 2. No 3. DK/NA</p> | |
| <p>IF Q31 = 1, ASK Q32</p> <p>32. Briefly describe the strategies, policies, or programs to increase female hires?</p> | |
| <p>33. Has your firm adopted any specific strategies, policies, or programs to increase the number of ethnic or racial minority hires?</p> <p>1. Yes 2. No 3. DK/NA</p> | |
| <p>IF Q33 = 1, ASK Q34</p> <p>34. Briefly describe the strategies, policies, or programs to increase minority hires?</p> | |
| <p>35. Has your firm adopted any specific strategies, policies, or programs to increase the number of LGBTQ+ hires?</p> <p>1. Yes 2. No 3. DK/NA</p> | |
| <p>IF Q35 = 1, ASK Q36</p> <p>36. Briefly describe the strategies, policies, or programs to increase LGBTQ+ hires?</p> | |
| <p>37. Does your firm offer or require a diversity and/or inclusion training program aimed at advocating workplace diversity and inclusion?</p> <p>1. Yes 2. No 3. DK/NA</p> | |

3. Remove one question that is no longer relevant due to the passage of the One Big Beautiful Bill Act (OBBB)³.

- o Question #52 – Remove.
- Justification: *Since the Passing of the OBBB, this question is no longer relevant.*

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| 52. How important are the Bipartisan Infrastructure Law (BIL), Inflation Reduction Act (IRA), and other federal policies and investments to your company's growth? 1. Very important 2. Somewhat important 3. Not at all important 4. Don't know/ Refused | |

³ [H.R.1 - 119th Congress \(2025-2026\): One Big Beautiful Bill Act | Congress.gov | Library of Congress](#)