

level conformity determinations.<sup>37</sup> The transportation conformity regulations provide flexibility for analyses started before the end of the grace period. A conformity determination for a transportation project may be based on a previous model if the analysis was begun before the end of the grace period and if the final environmental document for the project is issued no more than three years after the issuance of the draft environmental document.<sup>38</sup>

Project-level transportation conformity determinations in which the hot-spot analysis has already begun (*i.e.*, the analysis was started prior to the MOVES6 release) with MOVES5 may have included the model's national default EV projections. These transportation conformity determinations may be completed because those EV projections were relied on as the most recent assumptions when the analysis began. For these conformity determinations, the interagency consultation process should be used to confirm when the analysis began, the EV projections used, and whether there is any delay in the analysis that would require new EV projections to be included.

For CO, PM<sub>10</sub>, and PM<sub>2.5</sub> hot-spot analyses that start during the MOVES6 grace period, project sponsors can choose to use MOVES6 or MOVES5. If MOVES5 is used, modelers must update their MOVES5 modeling to include updated EV fraction projections. Any new CO, PM<sub>10</sub>, or PM<sub>2.5</sub> hot-spot analyses for transportation conformity purposes begun after the end of the MOVES6 grace period must be based on MOVES6.

Interagency consultation must be used to evaluate and choose model(s) and associated methods and assumptions to be used in transportation conformity hot-spot analyses and regional emissions analyses.<sup>39</sup> For questions about how the MOVES grace periods apply in a project-level conformity determination, contact your EPA Regional Office.

See the EPA's "Project-level Conformity" website, <https://www.epa.gov/state-and-local-transportation/project-level-conformity-and-hot-spot-analyses>, for the latest information and guidance documents

for hot-spot analyses. See sections 1.5 and 3.7 of the MOVES6 Policy Guidance for further details.

**Abigale D. Tardif,**

*Acting Assistant Administrator, Office of Air and Radiation.*

[FR Doc. 2026-21843 Filed 10-26-26; 8:45 am]

**BILLING CODE 6569-60-P**

## EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

### Agency Information Collection Activities: Extension Without Change of an Existing Collection; Comment Request

**AGENCY:** Equal Employment Opportunity Commission.

**ACTION:** Notice.

**SUMMARY:** In accordance with the Paperwork Reduction Act of 1995 (PRA), the Equal Employment Opportunity Commission (EEOC or Commission) announces that it intends to submit to the Office of Management and Budget (OMB) a request for a three-year extension without change of the existing information collection described below. The Commission is seeking public comment on the proposed extension.

**DATES:** Written comments on this notice must be submitted on or before December 28, 2026.

**ADDRESSES:** You may submit comments by any of the following methods—please use only one method:

*Federal eRulemaking Portal:* <https://www.regulations.gov>. Follow the instructions on the website for submitting comments.

*Mail:* Comments may be submitted by mail to Raymond Windmiller, Executive Officer, Executive Secretariat, Equal Employment Opportunity Commission, 131 M Street NE, Washington, DC 20507.

*Fax:* Comments totaling six or fewer pages may be sent by fax machine to 202-663-4114. Receipt of fax transmittals will not be acknowledged, except that the sender may request confirmation of receipt by calling the Executive Secretariat staff at 202-921-2815 (voice), 800-669-6820 (TTY), or 844-234-5122 (ASL Video Phone).

*Instructions:* All comments received will be posted without change, including any personal information you provide, to <https://www.regulations.gov>. However, the EEOC reserves the right to refrain from posting libelous or otherwise inappropriate comments, including those that contain obscene, indecent, or profane language; that

contain threats or defamatory statements; that contain hate speech directed at race, color, sex, national origin, religion, age, disability, or genetic information; or that promote or endorse services or products.

The comments received will be available for review on a computer in the Commission's Headquarters library, 131 M Street NE, Suite 4NW08R, Washington, DC 20507, between the hours of 9:00 a.m. and 4:30 p.m. on days the Commission is open for business. You must make an appointment by contacting library staff at 202-921-3119.

#### FOR FURTHER INFORMATION CONTACT:

Kimberly Essary, Associate Legal Counsel, Office of Legal Counsel at 202-921-3152 (voice), 800-669-6820 (TTY), [kimberly.essary@eeoc.gov](mailto:kimberly.essary@eeoc.gov). Requests for this notice in an alternative format should be made to the Office of Communications and Legislative Affairs at 202-921-3191 (voice), 800-669-6820 (TTY), or 844-234-5122 (ASL video phone).

**SUPPLEMENTARY INFORMATION:** The Age Discrimination in Employment Act of 1967 (ADEA) allows for individuals to waive rights and claims protected under the Act, provided certain circumstances are met; particularly that the waiver is knowing and voluntary. For an individual's waiver in connection with exit incentives or other employment termination programs to be considered knowing and voluntary, the employer must inform the individual in writing in a manner calculated to be understood by the average individual eligible to participate, and the waiver must provide certain information to the individual, including information about covered individuals and eligibility, as specified in the statute. The EEOC's regulations clarify that the relevant section of the ADEA addresses two principal issues: to whom information must be provided, and what information must be disclosed to such individuals. The employer does not provide this information to the EEOC; the ADEA and the EEOC's regulation solely require that the employer provide this information to any employee it would apply to, and not to the Federal government.

As defined in OMB's regulation at 5 CFR 1320.3(c), a "collection of information" under the PRA includes "requiring the disclosure to an agency, third parties or the public of information." Pursuant to the Paperwork Reduction Act of 1995, and OMB regulation 5 CFR 1320.8(d)(1), the Commission solicits public comment to enable it to:

(1) Evaluate whether the collection of information is necessary for the proper

<sup>37</sup> See 40 CFR 93.116 and 93.123. In CO nonattainment and maintenance areas, a hot-spot analysis is required for all non-exempt projects, with quantitative hot-spot analyses being required for larger, congested intersections and other projects. In PM<sub>2.5</sub> and PM<sub>10</sub> nonattainment and maintenance areas, the transportation conformity regulations require that a quantitative hot-spot analysis be completed for certain projects.

<sup>38</sup> See 40 CFR 93.111(c).

<sup>39</sup> See 40 CFR 93.105(c)(1)(i).

performance of the Commission's functions, including whether the information will have practical utility;

(2) Evaluate the accuracy of the Commission's estimate of the burden of the collection of information, including the validity of the methodology and assumptions used;

(3) Enhance the quality, utility, and clarity of the information to be collected; and

(4) Minimize the burden of the collection of information on those who are to respond, including through the use of appropriate automated, electronic, mechanical, or other technological collection techniques or other forms of information technology, e.g., permitting electronic submission of responses.

### Overview of This Information Collection

*Collection Title:* Waivers of Rights and Claims Under the ADEA; Informational Requirements.

*OMB Number:* 3046–0042.

*Type of Respondent:* Business, state or local governments, not for profit institutions.

*Description of Affected Public:* Any employer with 20 or more employees that seeks waiver agreements in connection with exit incentive or other employment termination program.

*Number of Respondents:* 4,944.

*Estimated Annual Burden Hours:* 80,043.

*Burden Hour Cost:* \$4,661,394.53.

*Federal Cost:* None.

*Number of Forms:* None.

*Abstract:* The EEOC enforces the Age Discrimination in Employment Act (ADEA), as amended, which prohibits discrimination against employees and applicants for employment who are age 40 or older. The ADEA allows employees to waive their rights to

challenge termination from employment as age discrimination when several statutory conditions are met. If a waiver is requested in connection with exit incentives or other employment termination programs offered to a group or class of employees, the employer must inform the individual in writing of the class, unit, or group of individuals covered by such program; any eligibility factors for such program; any time limits applicable to such program; the job titles and ages of all individuals eligible or selected for the program; and the ages of all individuals in the same job classification or organizational unit who are not eligible or selected for the program. The purpose of requiring the employer to disclose this information to an employee is to provide the employee with enough information regarding the program to allow that employee to make an informed choice as to whether to sign a waiver agreement. The ADEA and the implementing regulation require that the employer provide this information to applicable employees, not to the EEOC. The regulation at 29 CFR 1625.22 reiterates those disclosure requirements. The EEOC seeks an extension without change for the third-party disclosure requirements contained in this regulation.

*Burden statement:* In 2016, the EEOC conducted a limited survey as the foundation for estimating the burden hours per Respondent. The estimated burden hours per Respondent are a combination of the hours to create an ADEA waiver and the hours to distribute the waiver to employees as part of an exit incentive or other employment termination program. The goal of the 2016 survey was to identify the actual costs of creating and distributing ADEA waivers and better understand what type of employees

were involved in this process. The EEOC learned that human resource managers (senior and junior) and legal counsel and staff (internal and external counsel) carry most of the paperwork and human capital burden for drafting and distributing the waivers to employees.

In sum, the burden hours for the *creation* of the ADEA waiver are estimated to be 8.25 per Respondent (*i.e.*, employer), while burden hours for the *distribution* of the ADEA waiver are estimated to be 7.94 per Respondent. Thus, the total burden hours per Respondent is 16.19.

The total annual burden hour estimate for this information collection is calculated by multiplying the number of Respondents (*i.e.*, employers) by the total burden hours per Respondent, resulting in a total burden hour estimate for this collection of 80,043 hours [4,944 Respondents<sup>1</sup> × 16.19 hours per Respondent].

Per Tables 1 and 2 below, the EEOC estimates that the approximate burden hour cost of *preparing* the ADEA waiver notice is \$468.47 per Respondent, and the approximate burden hour cost of *distributing* the ADEA waiver notice is \$474.37 per Respondent. Thus, the total burden hour cost per Respondent is \$942.84. For all 4,944 Respondents who are projected to have reductions in force and request waiver notices, the total *preparation* cost is \$2,316,112.22, and the total *distribution* cost is \$2,345,282.31. Thus, the total burden hour cost for all 4,944 Respondents is \$4,661,394.53 [\$2,316,112.22 + \$2,345,282.31]. Table 1 reflects the calculation of the costs of creating the ADEA waiver and Table 2 reflects the calculation of the costs of distributing the ADEA waiver.

TABLE 1—COMPUTATIONS RELATED TO PREPARING AND DRAFTING ADEA WAIVER BURDEN ESTIMATE \*

|                                             | Median wage rate (hour) <sup>1</sup> | Projected hours per employer | Cost per firm | Total burden hour cost |
|---------------------------------------------|--------------------------------------|------------------------------|---------------|------------------------|
| Number of Respondents: 4,944                |                                      |                              |               |                        |
| CLERICAL STAFF .....                        | \$21.64                              | 0.11                         | \$2.38        | \$11,768.70            |
| SENIOR HUMAN RESOURCE MANAGERS .....        | 71.77                                | 0.26                         | 18.66         | 92,256.03              |
| INTERNAL CORPORATE LEGAL COUNSEL .....      | 76.76                                | 2.23                         | 171.17        | 846,288.21             |
| EXTERNAL CORPORATE LEGAL COUNSEL .....      | 76.76                                | 2.00                         | 153.52        | 759,002.88             |
| CHIEF EXECUTIVE OFFICERS .....              | 50.85                                | 0.12                         | 6.10          | 30,168.29              |
| COMPUTER SPECIALIST (IT PROFESSIONAL) ..... | 29.74                                | 0.42                         | 12.49         | 61,754.52              |
| HUMAN RESOURCE SPECIALIST .....             | 36.51                                | 1.61                         | 58.78         | 290,613.76             |
| PARALEGAL .....                             | 30.24                                | 1.50                         | 45.36         | 224,259.84             |

<sup>1</sup> This figure is based upon data from Challenger, Gray, & Christmas, using figures from 2025 for numbers of layoffs and data from 2019 to estimate the number of employees laid off per firm. Using

those figures we calculate the following: 1,206,374 employees laid off/244 average employees per firm (based on 2019 data) = 4,944 firms making layoffs in 2025. See 2025 Year-End Challenger Report:

Highest Q4 Layoffs Since 2008; Lowest YTD Hiring Since 2010 | Challenger, Gray & Christmas, Inc. | Outplacement & Career Transitioning Services, Accessed July 9, 2026.

TABLE 1—COMPUTATIONS RELATED TO PREPARING AND DRAFTING ADEA WAIVER BURDEN ESTIMATE \*—Continued

|                | Median wage rate (hour) <sup>1</sup> | Projected hours per employer | Cost per firm | Total burden hour cost |
|----------------|--------------------------------------|------------------------------|---------------|------------------------|
| Subtotal ..... | 394.27                               | 8.25                         | 468.47        | 2,316,112.22           |

\* Totals may not sum due to rounding.

<sup>1</sup> Wage hour rates are based on 2025 Median Pay, the most recent year available, for the occupation indicated. They were obtained online from the U.S. Dept. of Labor, Bureau of Labor Statistics, Occupational Outlook Handbook, <http://www.bls.gov/ooh/>. Accessed via API July 8, 2026.

TABLE 2—COMPUTATIONS RELATED TO DISTRIBUTING ADEA WAIVER BURDEN ESTIMATE \*

|                                        | Median wage rate (hour) <sup>1</sup> | Projected hours per employer | Cost per firm | Total burden hour cost |
|----------------------------------------|--------------------------------------|------------------------------|---------------|------------------------|
| Number of Respondents: 4,944           |                                      |                              |               |                        |
| HUMAN RESOURCE SPECIALIST .....        | \$36.51                              | 0.27                         | \$9.86        | \$48,736.47            |
| CLERICAL STAFF .....                   | 21.64                                | 0.50                         | 10.82         | 53,494.08              |
| SENIOR HUMAN RESOURCE MANAGERS .....   | 71.77                                | 0.85                         | 61.00         | 301,606.25             |
| INTERNAL CORPORATE LEGAL COUNSEL ..... | 76.76                                | 2.08                         | 159.66        | 789,363.00             |
| EXT CORPORATE LEGAL COUNSEL .....      | 76.76                                | 2.00                         | 153.52        | 759,002.88             |
| PARALEGAL .....                        | 30.24                                | 1.50                         | 45.36         | 224,259.84             |
| PAYROLL SPECIALIST .....               | 28.01                                | 0.20                         | 5.60          | 27,696.29              |
| ADMINISTRATIVE SERVICES MANAGER .....  | 54.87                                | 0.27                         | 14.81         | 73,244.87              |
| DEPARTMENT EXECUTIVE .....             | 50.85                                | 0.27                         | 13.73         | 67,878.65              |
| Subtotal .....                         | 447.41                               | 7.94                         | 474.37        | 2,345,282.31           |

\* Totals may not sum due to rounding.

<sup>1</sup> Wage hour rates are based on 2025 Median Pay, the most recent year available, for the occupation indicated. They were obtained online from the U.S. Dept. of Labor, Bureau of Labor Statistics, Occupational Outlook Handbook, <http://www.bls.gov/ooh/>. Accessed via API July 8, 2026.

Dated: October 22, 2026.

For the Commission.

**Andrea R. Lucas,**  
Chair.

[FR Doc. 2026–21836 Filed 10–26–26; 8:45 am]

**BILLING CODE 6570–01–P**

## FEDERAL ACCOUNTING STANDARDS ADVISORY BOARD

### Notice of Appointments Panel Meeting

**AGENCY:** Federal Accounting Standards Advisory Board.

**ACTION:** Notice.

**SUMMARY:** Notice is hereby given that the Appointments Panel, a subcommittee of the Federal Accounting Standards Advisory Board (FASAB), will hold a meeting on October 23, 2026. The Appointments Panel makes recommendations regarding appointments for nonfederal member positions and the executive director.

**FOR FURTHER INFORMATION CONTACT:** Ms. Monica R. Valentine, Executive Director, 441 G Street NW, Washington, DC 20548, or call (202) 512–7350.

**SUPPLEMENTARY INFORMATION:** The meeting is being announced in the **Federal Register** with less than seven calendar days' notice due to major IT issues experienced by the Committee

Management Officer and Designated Federal Officer. The Sponsors have made such this determination.

The meetings are closed to the public. The reason for the closure is that matters covered by 5 U.S.C. 552b(c)(2) and (6) will be discussed. Any such discussions will involve matters that relate solely to internal personnel rules and practices of the sponsor agencies and the disclosure of information of a personal nature where disclosure would constitute a clearly unwarranted invasion of personal privacy.

Pursuant to section 10(d) of the Federal Advisory Committee Act (FACA), 5 U.S.C. 1009(d), portions of advisory committee meetings may be closed to the public where the head of the agency to which the advisory committee reports determines that such portion of such meeting may be closed to the public in accordance with subsection (c) of section 552b of title 5, United States Code. The determination shall be in writing and shall contain the reasons for the determination. A determination has been made in writing by the U.S. Government Accountability Office, the U.S. Department of the Treasury, and the Office of Management and Budget, as required by section 10(d) of FACA, that such portions of the meetings may be closed to the public in accordance with subsection (c) of

section 552b of title 5, United States Code.

**Authority:** 31 U.S.C. 3511(d); Federal Advisory Committee Act, 5 U.S.C. 1001–1014).

Dated: October 22, 2026.

**Monica R. Valentine,**  
Executive Director.

[FR Doc. 2026–21847 Filed 10–26–26; 8:45 am]

**BILLING CODE 1610–02–P**

## FEDERAL COMMUNICATIONS COMMISSION

[DA 26–1123; FR ID 373888]

### Notice of Suspension and Commencement of Proposed Debarment Proceedings

**AGENCY:** Federal Communications Commission.

**ACTION:** Notice.

**SUMMARY:** The Enforcement Bureau (the “Bureau”) gives notice of the suspension of Richard Bernstein from the schools and libraries universal service support mechanism (or “E-Rate Program”) and all universal service support mechanisms. Additionally, the Bureau gives notice that debarment proceedings are commencing against Mr. Bernstein, or any person who has an existing contract with or intends to