

VOLUNTARY PRE-EMPLOYMENT SELF-IDENTIFICATION FORM

(Please answer all questions - Please Print)

_____ is subject to recordkeeping and reporting requirements for the administration of civil rights laws and regulations. In order to comply with these laws, the Company invites employees voluntarily to self-identify their race and ethnicity. Submission of this information is voluntary. Refusal to provide it will not subject you to any adverse treatment. The information will be kept confidential and will be used only in accordance with the provisions of applicable laws and regulations, including those that require the information to be reported and summarized to the federal government for civil rights enforcement. When reported, data will not identify any specific individual.

This Pre-Employment Information Form will be kept in a Confidential File separate from the attached Employment Application.

Do not hesitate to ask for assistance if you have any difficulty completing this form.

Position(s) applied for _____ Date _____
(List no more than two positions)

Name (Print) _____ Phone _____
Last First Middle

Address _____
Street City State Zip

Gender: Male _____ Female _____

Are you Hispanic or Latino? _____ Yes
_____ No

If not, what race do you consider yourself? **(Please check only one)**

- _____ American Indian or Alaska Native
- _____ Asian
- _____ Black or African American
- _____ Native Hawaiian or Other Pacific Islander
- _____ White
- _____ Two or More Races

Ethnicity

Hispanic or Latino—A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin regardless of race.

Race

American Indian or Alaskan Native (Not Hispanic or Latino) - A person having origins in any of the original peoples of North America and South America (including Central America), and who maintains tribal affiliation or community attachment.

Asian (Not Hispanic or Latino) - A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian Subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.

Black or African American (Not Hispanic or Latino) - A person having origins in any of the Black racial groups of Africa.

Native Hawaiian or Other Pacific Islander (Not Hispanic or Latino) - A person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands.

White (Not Hispanic or Latino) - A person having origins in any of the original peoples of Europe, North Africa, or the Middle East.

Two or More Races (not Hispanic or Latino)—All persons who identify with more than one of the above five races.