

### Voluntary Invitation to Applicants to Self-Identify

The Company is an Equal Opportunity/Affirmative Action employer and subject to certain federal reporting requirements. The information below is requested only so that we may meet our Equal Opportunity obligations. We invite you to voluntarily self-identify your race/ethnicity, gender, and protected veteran status. Please complete the information below and return as instructed. Submission of this information is voluntary and will not, in any way, subject you to any adverse treatment. Responses will be kept confidential and will not be used in a manner that is inconsistent with any law. To assist us in monitoring the effectiveness of our recruitment efforts, indicate how you were referred to our Company. Please identify advertisement, website, agency or individual.

Referral Source: \_\_\_\_\_

<b>GENDER:</b>	<input type="checkbox"/> Male <input type="checkbox"/> Female <input type="checkbox"/> I choose not to disclose
<b>ETHNICITY:</b>	<input type="checkbox"/> Hispanic or Latino- all persons of Mexican, Puerto Rican, Cuban, Central or South America, or other Spanish culture or origin, regardless of race. <input type="checkbox"/> Not Hispanic or Latino- everyone who is not "Hispanic or Latino," as defined above. <input type="checkbox"/> I choose not to disclose.
<b>RACE:</b>	<p>If you selected "Hispanic or Latino," DO NOT complete this section. Otherwise, please check one:</p> <input type="checkbox"/> White (Not Hispanic or Latino): all persons having origins in any of the original people of Europe, North Africa, or the Middle East. <input type="checkbox"/> Black or African American (Not Hispanic or Latino): All persons having origins in any of the people of the black racial groups of Africa. <input type="checkbox"/> Native Hawaiian or Other Pacific Islander (Not Hispanic or Latino)-any persons having origins in any of the peoples Hawaii, Guam, Samoa, or other Pacific Islands. <input type="checkbox"/> Asian (Not Hispanic or Latino)-all persons having origins in any of the original people 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. <input type="checkbox"/> American Indian or Alaskan Native (Not Hispanic or Latino)-all persons having origins in any of the original peoples of North or South America, and who maintain cultural identification through tribal affiliation or community attachment. <input type="checkbox"/> Two or More Races (Not Hispanic or Latino)-all persons who identify with more than one of the above races. <input type="checkbox"/> I choose not to disclose.
<b>VETERAN STATUS:</b>	<p>"Disabled Veteran" is defines as a (1) veteran of the U.S. military, ground, naval, or air service who is entitled to compensation (or who but for the receipt of military retired pay would be entitled to compensation) under laws administered by the Department of Veterans Affairs; or (2) a person who was discharged or released from active duty because of a service-connected disability.</p> <p>"Active Duty Wartime or Campaign Badge Veteran" means any veteran who, served on active duty in the U.S. military, ground, naval, or air service during a war or in a campaign or expedition for which a campaign badge has been authorized.</p> <p>"Armed Forces Service Medal Veteran" means a veteran who, while servicing on active duty in the U.S. military, ground, naval, or air service, participated in a United States military operation for which an Armed Forces service medal was rewarded.</p> <p>"Recently Separated Veteran" is defined as any veteran discharged or released from active duty in the past three years.</p> <p>If you belong to any of the categories of protected veterans listed above, please indicate by checking the appropriate box below.</p> <input type="checkbox"/> I identify as one or more of the categories of protected veterans listed above. <input type="checkbox"/> I am not a protected veteran, or I choose not to disclose my protected veteran status.

**Print Name:** \_\_\_\_\_ **Date:** \_\_\_\_\_