

Voluntary EEO Identification

Various agencies of the United States Government require employers to maintain information on applicants pertaining to factors such as race, sex, and type of position for which an individual applies. The information requested on this sheet is for compliance with certain record-keeping requirements. The Company believes all persons are entitled to equal employment opportunities and does not discriminate against its employees or applicants for employment because of race, color, sex, religion, national origin, disability, veteran status, age, marital status or any other protected group status.

Name: _____ Date: _____

Position applied for: _____

Social Security Number: _____ Date of Birth: _____ Sex: Male Female

RACE/ETHNIC DATA

- White (Not Hispanic or Latino) Asian (Not Hispanic or Latino) Two or More Races (Not Hispanic or Latino)
 Black or African American (Not Hispanic or Latino) American Indian or Alaska Native (Not Hispanic or Latino)
 Hispanic or Latino Native Hawaiian or Other Pacific Islander (Not Hispanic or Latino)

Regulations issued by the U.S. Department of Labor with respect to disabled individuals, disabled veterans, and Vietnam Era veterans require that federal contractors provide an opportunity for self-identification to candidates seeking employment. Such self-identification is submitted on a voluntary basis, on a confidential basis, for use only in accordance with regulations, and without subjecting the individual to adverse treatment.

DISABLED/VETERAN CLASSIFICATION(S)

- Disabled Person Vietnam Era Veteran Special Disabled Veteran (rated 30% or more)

EXPLANATION OF THE CATEGORIES

WHITE: A person having origins in any of the original peoples of Europe, the Middle East or North Africa.

BLACK: A person having origins in any of the black racial groups of Africa.

HISPANIC OR LATINO: A person of Cuban, Mexican, Puerto Rican, South or Central American or other Spanish culture or origin, regardless of race.

ASIAN: 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.

AMERICAN INDIAN OR ALASKAN NATIVE: A person having origins in any of the original peoples of North and South America (including Central America), and who maintain tribal affiliation or community attachment.

NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER: A person having origins in any of the peoples of Hawaii, Guam, Samoa or other Pacific Island.

TWO OR MORE RACES: All persons who identify with more than one of the above five races.

DISABLED INDIVIDUAL: Federal regulations define a disabled person as one who (1) has a physical or mental impairment which substantially limits one or more of such person's major life activities, (2) has a history of such impairment, or (3) is regarded as having such an impairment.

VIETNAM ERA VETERAN: Federal regulations define a veteran of the Vietnam Era as one who (1) served on active duty for a period of more than 180 days, any part of which occurred between August 5, 1964, and May 7, 1975, and was discharged or released with other than a dishonorable discharge, or (2) was discharged or released from active duty for a service connected disability of any part of such active duty was performed between August 5, 1964, and May 7, 1975.

SPECIAL DISABLED VETERAN: Federal regulations define a special disabled veteran as one who (1) is entitled to compensation under laws administered by the Veterans' Administration for a disability rated 30% or more, or (2) was discharged or released from active duty because of a service-connected disability.

AN EQUAL OPPORTUNITY EMPLOYER



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