

Voluntary Self-Identification Form

Utilimaster Corporation is an Equal Opportunity Employer. The Equal Employment Opportunity Commission has provided the following statement about the voluntary nature of this inquiry and requires us to ask the questions below.

Utilimaster Corporation is subject to certain governmental recordkeeping and reporting requirements for the administration of civil rights laws and regulations. In order to comply with these laws, we invite employees to voluntarily self-identify their race and ethnicity. Submission of this information is voluntary and refusal to provide it will not subject you to any adverse treatment. The information will be kept confidential (separate from personnel files) and will only be used in accordance with the provisions of applicable laws, executive orders and regulations, including those that require the information to be summarized and reported to the federal government for civil rights enforcement. When reported, data will not identify any specific individual. Thank you for your cooperation.

Section 1: General Applicant Information

Name: _____ Date: _____

Position applying for (please give the same response as was used on the application): _____

Section 2: Gender Information: What is your Gender?: Male Female

Section 3: Ethnicity and Race Information:

1. Are you Hispanic or Latino? – A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin regardless of race. Yes (Proceed to Section 5) No (Proceed to next question)

2. What is your Race?

- White** (not Hispanic or Latino) – A person having origins in any of the original peoples of Europe, the Middle East, or North Africa.
- Black/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 peoples of Hawaii, Guam, Samoa, or other Pacific Islands.
- 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.
- American Indian or Alaska Native** (not Hispanic or Latino) – A person having origins in any of the original peoples of North and South America (including Central American), and who maintain tribal affiliation or community attachment.
- Two or More Races** (not Hispanic or Latino) – All persons who identify with more than one of the above five races. Please list your races: _____

Section 4: Self-Identification: If you do not wish to self-identify, please check here.

Section 5: Referral Source: How did you hear of our opening? (please give the same response as was used on the application):

Current Employee Newspaper Ad Recruiter Other – Explain:

For Human Resources Use Only:	Position Opening	Job Group