

## Pre-Offer Form—Invitation to Self-Identify (For Federal Contractors)

We ask all applicants to provide the information requested below. It is confidential and kept separate from your other application materials. Providing this information is totally voluntary and refusing to provide it will not result in any adverse treatment. We are a federal contractor subject to Executive Order 11246 (which requires us to track applicants' and employees' ethnicity/race and gender for statistical purposes) and the Vietnam Era Veterans' Readjustment Assistance Act (which requires us to employ and promote protected veterans). In compliance with these laws, our Affirmative Action Program requires us to engage in outreach, monitor our employment decisions to ensure they are nondiscriminatory, report certain data, and track our progress. The information you provide will be used only in ways that are consistent with these laws. We are committed to equal employment opportunity for all employees in all matters of employment (such as hiring, promotion, transfer, training, layoff, compensation, fringe benefits and termination), regardless of race/ethnicity, color, religion, sex, sexual orientation, gender identity, national origin, disability, protected veteran status, age, or any other status protected by law. Please check the appropriate boxes below and return to [job title and address of company representative] as soon as possible. Thank you!

Print name: \_\_\_\_\_ Job applied for: \_\_\_\_\_

<b>What is your gender?</b>	<input type="checkbox"/> <b>Male</b> <input type="checkbox"/> <b>Female</b>
<b>Are you Hispanic?</b>	<input type="checkbox"/> <b>Yes.</b> Hispanic means a person of Cuban, Mexican, Puerto Rican, South or Central American or other Spanish culture or origin, regardless of race. If you check this box, you may skip the next question. <input type="checkbox"/> <b>No.</b> Continue to the next question.
<b>What is your race?</b>	<input type="checkbox"/> <b>White:</b> A person having origins in any of the original peoples of Europe, the Middle East or North Africa. <input type="checkbox"/> <b>Black or African American:</b> A person having origins in any of the black racial groups of Africa. <input type="checkbox"/> <b>Native Hawaiian or Other Pacific Islander:</b> A person having origins in any of the peoples of Hawaii, Guam, Samoa or other Pacific Islands. <input type="checkbox"/> <b>Asian:</b> 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. <input type="checkbox"/> <b>American Indian or Alaskan Native:</b> A person having origins in any of the original peoples of North and South America (including Central America) and who maintains cultural identification through tribal affiliation or community recognition. <input type="checkbox"/> <b>Two or More Races:</b> All persons who identify with more than one of the above five races.
<b>Are you a protected veteran?</b>	<input type="checkbox"/> <b>Yes.</b> Includes: <b>Disabled veteran</b> (veteran of the U.S. military, ground, naval or air service who is entitled to compensation (or would be if not receiving military retired pay) under laws administered by the Secretary of Veterans Affairs or a person who was discharged or released from active duty because of a service-connected disability), <b>Active duty wartime or campaign badge veteran</b> (veteran who served on active duty in the U.S. military, ground, naval or air service during a <i>period of war</i> [Korean Conflict: June 27, 1950 – January 31, 1955; Vietnam Era: February 28, 1961 – May 7, 1975 for veterans serving in the Republic of Vietnam or August 5, 1964 – May 7, 1975 for all other cases; Persian Gulf War: August 2, 1990 – current] <i>or in a campaign or expedition</i> for which a campaign badge has been authorized under the laws administered by the Department of Defense), <b>Armed Forces Service Medal veteran</b> (veteran who, while serving on active duty in the U.S. military, ground, naval or air service, participated in a U.S. military operation for which an Armed Forces Service Medal was awarded pursuant to Executive Order 12985), or <b>Recently separated veteran</b> (any veteran during the 3-year period beginning on the date of the veteran's discharge or release from active duty in the U.S. military, ground, naval or air service).  <input type="checkbox"/> <b>No.</b>
<b>Sign here</b>	Signature: _____ Date: _____