

Voluntary Self-Identify

Name:
(Voluntary &
Confidential)

Position: _____

Elastec, Inc. is subject to certain governmental recordkeeping and reporting requirements for administration of civil rights laws and regulations. In order to comply with these laws, we invite you to voluntarily self-identify your race, ethnicity, and gender and veterans status. Submission of this information is **voluntary** and refusal to provide it will not subject you to any adverse treatment. All information will be kept strictly **confidential** and will only be used in accordance with provisions of applicable laws, orders and regulations.

A. Gender (Sex) Information:

Male Female

B. Ethnicity:

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

(Note: If Hispanic or Latino is selected, you do not need to select another group below.)

C. Individual Race:

- Native American Indian or Alaska 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, the Middle East, or North Africa.

D. Two or More Races:

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

(Note: if 'Two or More Races,' is selected you do not need to check another race designation.)

Invitation to Self-Identify Veterans

Elastec, Inc. is a Government contractor subject to the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, which requires Government contractors to take affirmative action to employ and advance in employment qualified disabled Veterans, recently separated Veterans, other protected Veterans, and Armed Forces service medal Veterans.

Yes, I am a Veteran **No, I am Not a Veteran** **I do not wish to self-identify**

If you are a disabled Veteran, a recently separated Veteran, other protected Veteran, or an Armed Forces service medal Veteran, we would like to include you under our affirmative action program. Submission of this information is voluntary and refusal to provide it will not subject you to any adverse treatment. The information provided will be used only in ways that are not inconsistent with the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended.