

INVITATION TO SELF-IDENTIFY
(Gender, Race, Ethnicity)

The information requested below will be used for purposes of *Karges-Faulconbridge, Inc.'s Affirmative Action Program and to comply with certain governmental recordkeeping and reporting requirements for the administration of civil rights laws and regulations. In order to comply with these laws, we invite applicants and employees to voluntarily self-identify their gender, 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 confidential 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 government for civil rights enforcement.

SELF-IDENTIFICATION

1. **Sex:** Male Female

2. **Racial/Ethnic Category:**

Are you Hispanic or Latino? YES NO

A person is Hispanic or Latino if he or she is of Cuban, Mexican, Puerto Rican, South American, Central American, or other Spanish Culture or origin regardless of race.

If you answered "Yes" you have completed this form. If you answered "No" please mark **one box** below that describes the race with which you primarily identify:

- White:** A person having origins in any of the original peoples of Europe, the Middle East, or North Africa.
- Black or African American:** A person having origins in any of the black racial groups of Africa.
- Native Hawaiian or Other Pacific Islander:** A person having origins in any of the peoples of the Hawaii, Guam, Samoa, or other Pacific Islands.
- 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 Alaska Native:** A person having origins in any of the original peoples of North America and South America (including Central America), and who maintain tribal affiliation or community attachment.
- Two or More Races:** A person who identifies with more than one for the above race/ethnicity categories.

Signature: _____

Print Name: _____

Date: _____