

KIE Supply VOLUNTARY EEO IDENTIFICATION FORM

KIE Supply is an Equal Employment Opportunity Employer

The information below is required by state and federal regulations for statistical and affirmative action purposes and does not influence employment decisions. This page is separate from your application and immediately upon being received and is always kept confidential. This form is to be completed voluntarily and failure to do so will not have an effect on the application process.

Print Name: _____ Date: _____

SEX: ☐ Male ☐ Female

ETHNIC GROUP:

Please check one:

- ☐ Hispanic or Latino – all persons of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origin, regardless of race (if you have selected this category, it is not necessary to select from the racial groups found below)
- ☐ Non-Hispanic/Latino (if this category is checked, please select from the racial groups found below)

RACIAL GROUPS: If Non-Hispanic/Latino was selected above, please check one of the race categories below.

- ☐ White (not Hispanic or Latino): all persons having origins in any of the original people of Europe, North Africa, or the Middle East.
- ☐ Black or African American (not of Hispanic origin): All persons having origins in any of the black racial groups of Africa.
- ☐ Native Hawaiian or Other Pacific Islander (not Hispanic or Latino) – any persons having origins in any of the peoples of Hawaii, Guam, Samoa, or other Pacific Islands.
- ☐ Asian *not Hispanic or Latino) – all persons 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 (not Hispanic or Latino) – all persons having origins in any of the original peoples of North or South America, and who maintain cultural identification through tribal affiliation or community attachment.
- ☐ Two or more Races (not Hispanic or Latino) – all persons who identify with more than one of the above races.

DECLINE SELF IDENTIFICATION: If you do not wish to self- identify your gender, ethnicity, or race, please check the box below.

- ☐ I do not wish to self identify.

Signature: _____

KIE Supply VOLUNTARY VETERAN SELF-IDENTIFICATION

Federal contractors are required to implement affirmative action procedures in employing veterans from the three targeted groups identified below. Federal contractors also are required to report annually on the inclusion of veterans from these three groups in their current workforce and in their new hires. Current and prospective employees are requested to provide the information below so that our company can comply with these important federal mandates. Provision of the information requested below is voluntary and will be kept confidential by us. Disclosure or refusal to provide the information will not subject the applicant or employee to any adverse treatment and the information will be used only to support veterans' programs in accordance with the regulations implementing 38 U.S.C. 4212.

☐ **SPECIAL DISABLED VETERAN** (check if either or both categories apply to you)

A veteran who is entitled to compensation (or who but for the receipt of military retired pay would be entitled to compensation) under laws administered by the Department of Veterans Affairs for a disability rated at (a) thirty (30) percent or more, or (b) at ten or twenty (10 or 20) percent in the case of a veteran who has been determined under Section 1506 to Title 38, U.S.C. to have a serious employment handicap;

Or

- A veteran who was discharged or released from active duty because of a service-connected disability.

☐ **VETERAN OF THE VIETNAM-ERA** (check if either or both that apply to you)

A veteran who served on active duty for a period of more than 180 days, and was discharged or released there from with other than a dishonorable discharge, if any part of such active duty occurred: (a) in the Republic of Vietnam between February 28, 1961 and May 7, 1975; or (b) between August 5, 1964 and May 7, 1975 in all other cases;

Or

- A veteran who was discharged or released from active duty for a service connected disability if any part of such active duty was performed: (a) in the Republic of Vietnam between February 28, 1961 and May 7, 1975; or (b) between August 6, 1964 and May 7, 1975 in all other cases.

☐ **OTHER VETERANS** (check if either or both categories apply to you)

A veteran with active duty service at any point between December 7, 1941 and April 28, 1952

Or

- A veteran who served on active duty in a campaign or expedition for which a campaign badge has been authorized. A veteran qualifies under this criterion ONLY based upon military service IN the identified campaign or expedition and NOT simply based any military service during the time of the campaign or expedition. The campaign badges, service medal, and expeditionary medals that qualify under this criterion will be listed on the veteran's "Armed Forces of the U.S. Report of Transfer or Discharge," commonly known as the "DD-214" If the veteran meets this criterion.

List Campaign(s) you served in: _____

☐ **NEWLY SEPARATED VETERANS**

A veteran discharged or released from active duty within the last one year period.

- Date of release from service: _____

Signature

Date