EQUAL EMPLOYMENT OPPORTUNITY & AFFIRMATIVE ACTION STATISTICS

COMPLETION IS VOLUNTARY

Position for which you are applying: _____

Name: _____ Date of Applicaton: _____

H-D Electric Cooperative, Inc. by virtue of its federal contracts, is subject to the equal employment opportunity and affirmative action obligations of Executive Order 11246, as amended, and its implementing regulations which require the Cooperative to conduct statistical analyses using data on the race and sex of applicants for employment, to be included in its Affirmative Action Program for Minorities and Women. Additionally, the Cooperative is required to submit this information to the U.S. Department of Labor's Office of Federal Contract Compliance Programs upon request.

Completion of this form is voluntary. Any information you provide will be used by the Cooperative only to comply with its equal employment opportunity and affirmative action obligations under the law. Neither the information provided nor the failure to provide such information will adversely affect your consideration for employment or subject you to any other adverse treatment. This form will be maintained in a file separate from your application for employment and no one involved in the hiring process will have access to this information.

RACE / ETHNICITY:

1. ☐ American Indian or Alaskan Native - 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.
2. ☐ 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.
3. ☐ Black or African American - A person having origins in any of the Black racial groups of Africa.
4. ☐ Hispanic or Latino (White race only) - A person of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origin, and the White race.
5. ☐ Hispanic or Latino (all other races) - A person of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origin, and of any race other than White.
6. ☐ Native Hawaiian or Other Pacific Islander - A person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands.
7. ☐ WHITE (not of Hispanic origin) - All persons having origins in any of the original peoples of Europe, North Africa, or the Middle East.

IDENTIFICATION OF SEX

1. ☐ Male 2. ☐ Female

REFERRAL SOURCE

1. ☐ State Employment Office
2. ☐ Newspaper Ad (specify newspaper) _____
3. ☐ Friend/Relative
4. ☐ Social/Community Organization (specify) _____
5. ☐ Current H-D Electric Employee
6. ☐ Private Employment Agency
7. ☐ Other Publication (specify) _____
8. ☐ Self Referral: Walk-in, Write-in, Phone-in
9. ☐ Internet: HD Website_____ Other (specify)_____
10. ☐ Other (specify) _____

Signature _____ Date _____