

VOLUNTARY SELF IDENTIFICATION

(RACE/ETHNICITY, GENDER AND VETERAN STATUS)

RCF Information Systems, Inc. ("RCF") is a Federal Government contractor subject to requirements and implementing regulations under Executive Order 11246, the Vietnam Era Veterans Readjustment Assistance Act of 1974 ("VEVRAA"), as amended, and Section 503 of the Rehabilitation Act of 1973, as amended. In compliance with these regulations, we are committed to taking affirmative action to employ, and advance in employment, covered individuals who are qualified to fill positions at all levels of our organization.

Solicitation of the following information is required by Federal Government regulations for compliance purposes and data will be used only to evaluate the effectiveness of our equal employment and affirmative action efforts. Consistent with applicable regulations, responses are strictly confidential, except as noted below for Disabled Veterans, and information will be maintained separate from all other employment records. While we encourage participation, your response is **completely voluntary**. A refusal to provide information will have no negative effect on the application or employment process and you will not be subjected to any adverse treatment if you do not respond. We sincerely appreciate your participation.

Date: _____ Name (Last, First): _____ Position: _____

PLEASE CHECK ALL APPLICABLE ITEMS

GENDER:

- Female Male I do not wish to self-identify.

RACE/ETHNICITY:

- I do not wish to self-identify.
- Hispanic or Latino:** *A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture of origin regardless of race.*
- White (not Hispanic or Latino):** *A person having origins in any of the original peoples of Europe, the Middle East or North Africa.*
- Black or African American (not Hispanic or Latino):** *A person having origins in any of the black racial groups of Africa.*
- 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.*
- American Indian or Alaska Native (not Hispanic or Latino):** *A person having origins in any of the original peoples of North and South America (including Central America) and who maintain tribal affiliation or community attachment.*
- Native Hawaiian or Other Pacific Islander (not Hispanic or Latino):** *A person having origins in any of the peoples of Hawaii, Guam, Samoa or other Pacific Islander.*
- Two or more races (not Hispanic or Latino):** *All persons who identify with more than one of the above races.*

PROTECTED VETERANS:

VEVRAA requires us to request the following information in order to measure the effectiveness of the outreach and positive recruitment efforts that we undertake pursuant to VEVRAA. If you believe you belong to any of the following classifications, please indicate by checking the appropriate box(s) in the section below.

Disabled Veteran: (a) A veteran of the U.S. military, ground, naval or air service 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 Secretary of Veterans Affairs, or (b) a person who was discharged or released from active duty because of a service-connected disability.

Recently Separated Veteran: A veteran who was discharged or released from active duty in the U.S. military, ground, naval, or air service in the past three years.

Active Duty Wartime or Campaign Badge Veteran: A veteran who served on active duty in the U.S. military, ground, naval or air service during a war, or in a campaign or expedition for which a campaign badge has been authorized under the law administered by the Department of Defense.

Armed Forces Service Medal Veteran: A veteran who, while serving on active duty in the U.S. military, ground, naval or air service, participated in a United States military operation for which an Armed Forces service medal was awarded pursuant to Executive Order 12985.

- I identify as one or more of the classifications of protected veterans listed above.
- I am not a protected veteran.
- I choose not to provide this information.

Important Note: If you are a disabled veteran and are seeking a reasonable accommodation that would enable you to perform the essential functions of the job, please contact the human resources department at (937) 427-5680. Information you submit is voluntary and will be kept confidential, except that (i) supervisors and managers may be informed regarding restrictions on the work duties of disabled veterans and regarding necessary accommodations; (ii) first aid and safety personnel may be informed where appropriate if you have a condition that might require emergency treatment; and (iii) government officials enforcing laws administered by the Office of Federal Contract Compliance or enforcing the Americans with Disabilities Act may also be informed.

To be completed by Human Resources: _____

Department/Work Unit

Job Group