

## VOLUNTARY EEO QUESTIONNAIRE

Esche & Lee is committed to the provision of equal opportunity employment for all qualified persons in all job classifications in recruitment, selection and promotion without regard to race, color, religion, gender, sexual orientation, national origin, age, disability, military status, veteran status or any other protected status. Completion of this form will assist us in complying with federal regulations and other applicable legal requirements. Submission of this information is voluntary and is not considered in employment decisions. This form will be kept separate from the employment application, and is considered confidential.

<b>Date:</b>	<b>Position Applied For (You must apply for a current opening):</b>	
<b>Applicant's Name: (First, Middle, Last)</b>		
<b>Gender:</b>	<b>Race/Ethnicity:</b>	<b>Disability or Veteran Status:</b>
<input type="checkbox"/> Male  <input type="checkbox"/> Female	<input type="checkbox"/> Hispanic or Latino <input type="checkbox"/> White <input type="checkbox"/> Black or African American <input type="checkbox"/> Native Hawaiian or Other Pacific Islander <input type="checkbox"/> Asian <input type="checkbox"/> American Indian or Alaska Native <input type="checkbox"/> Two or more races	<input type="checkbox"/> Individual with Disability <input type="checkbox"/> Veteran of the Vietnam Era <input type="checkbox"/> Other Protected Veteran

<b>Signature</b>	<b>Date</b>
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**Race/Ethnicity Classifications:**

<p><b>Hispanic or Latino:</b> A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin, regardless of race.</p> <p><b>Black or African American:</b> A person having origins in any of the Black racial groups of Africa.</p> <p><b>Asian:</b> 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.</p>	<p><b>White:</b> A person having origins in any of the original peoples of Europe, the Middle East, or North Africa.</p> <p><b>Native Hawaiian or Other Pacific Islander:</b> A person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands.</p> <p><b>American Indian or Alaska Native:</b> A person having origins in of the original peoples of North and South America (including Central America), and who maintains tribal affiliation or community attachment.</p> <p><b>Two or More Races:</b> All persons who identify with more than one of the above five races.</p>
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**Disability or Veteran Status Qualifications**

**Individual with Disability:** A person who, generally, (i) has a physical or mental impairment that substantially limits one or more of his or her major life activities, (ii) has a record of such impairment, or (iii) is regarded as having such an impairment. An individual is 'substantially limited' if he or she is unable to perform a major life activity that the average person in the general population can perform, or is significantly restricted as to the condition, manner or duration under which a person can perform a particular major life activity as compared to the condition, manner, or duration under which the average person could perform the same activity.

**Veteran of the Vietnam Era:** A person who (i) served on active duty in the U.S. military, ground, naval or air service for a period of more than 180 days, in the republic of Vietnam between February 28, 1961 and May 7, 1975, and was discharged or released therefrom with other than a dishonorable discharge, or (ii) served on active duty in the U.S. military, ground, naval, or air service for a period of more than 180 days, any part of which occurred between August 5, 1964 and May 7, 1975 and was discharged or released therefrom with other than a dishonorable discharge, or (iii) was discharged or released from active duty in the U.S. military, ground, naval or air service for a service-connected disability if any part of such active duty was performed in the Republic of Vietnam between February 28, 1961 and May 7, 1975, or in another place between August 5, 1964 and May 7, 1975.

**Other Protected Veteran:** Any other 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, other than disabled veterans or veterans of the Vietnam era.