

Voluntary Identification Information

Please Print

Name: _____
(Last) (First) (Initial)

TESH, Inc is an equal opportunity employer. All applicants are considered without regard to race, color, religion, sex, age, national origin, veteran status, disability or any status that is protected by state or federal law.

In an effort to comply with government record keeping requirements, we ask that you voluntarily complete this information. The U.S. government is empowered to require employers to report the number of their applicants and employees in the racial, ethnic, and veteran groups listed below. While employers are permitted to determine the group identification listed below by visual survey, we believe that in order to avoid mistake and misunderstanding, every applicant should have the opportunity to answer this question personally.

This information will only be used for reporting to governmental agencies, it will not be used to determine eligibility for employment and will be kept separate from the application form.

- Gender: _____ Female _____ Male
- Ethnic Background:
(Mark appropriate box or boxes)

<input type="checkbox"/>	Caucasian/White	<input type="checkbox"/>	American Indian/Alaska Native
<input type="checkbox"/>	Hispanic/Latino	<input type="checkbox"/>	Asian/Pacific Islander
<input type="checkbox"/>	African American	<input type="checkbox"/>	Other (specify):

Definitions: Federal government regulations define the racial and ethnic classifications as follows:

- Caucasian/White (not Hispanic Origin): All persons having origin in any of the original peoples of Europe, North Africa, or the Middle East.
- African American (not Hispanic Origin): All persons having origin in any of the Black racial groups of Africa.
- Asian or Pacific Islander: All persons having origins in any of the original peoples of the Far East, Southeast Asia, the Indian Subcontinent, or the Pacific Islands. This area includes, for example, China, Japan, Korea, the Philippine Islands, Samoa, India and Pakistan.
- American Indian or Alaska Native: All persons having origins in any of the original peoples of North America, and who maintain cultural identification through affiliations company or community recognition.
- Hispanic/Latino: All persons of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origin, regardless of race.

Military Status:

(please select one of the following)

- None
- Vietnam Era Veteran
- Veteran who served in the Active Military, Naval or Air service in the Southwest Asia Theatre of Operations (08/02/90 to 01/02/92 Persian Gulf)
- Other _____

Over Please

Invitation for Voluntary Inclusion in the Affirmative Action Program for individuals with disabilities, special disabled veterans, and veterans of the Vietnam era.

It is the policy of TESH, Inc to recruit, select and employ qualified individuals with disabilities, special disabled veterans, and veterans of the Vietnam era. TESH is a government contractor subject to Section 503 of the Rehabilitation Act of 1973 and section 4212 of the Vietnam Era Veterans' Readjustment Assistance Act of 1974.

In accordance with these laws, TESH has developed affirmative action programs to employ and advance in employment qualified individuals with disabilities, special disabled veteran, or a veteran of the Vietnam era, and would like to be considered under our affirmative action programs, please complete the sections below.

If you are an individual with a disability or special disabled veteran, you may choose to tell us about (1) any special method, skills, and procedures which qualify you for positions with TESH so that you can be considered for any position of any kind, and (2) the reasonable accommodations which we could make which would enable you to perform the job properly and safely, including special equipment or other accommodations.

Providing this information is voluntary. Refusal to provide this information will not subject any individual to adverse treatment by TESH. The information provided will be kept in strict confidence, except that (a) necessary management and supervisory personnel may be informed in order to ensure proper placement and to provide reasonable job accommodations, (b) first aid and safety personnel may be informed to the extent appropriate, if the condition might require emergency treatment, and (c) government officials investigating affirmative action programs compliance may be informed pursuant to the above cited laws and the American with Disabilities Act. For post-offer applicants: If you choose not to self-identify at this time, you may do so at any time during your employment.

To be included in our Affirmative Action Program, please check the appropriate box(es) and provide your name in order to be identified as:

- An individual with a disability: a person who (a) has a physical or mental impairment which substantially limits one or more of his or her major life activities, (b) has a record of such impairment, or (c) is regarded as having such an impairment.
- A special disabled veteran: a veteran who is entitled to disability compensation under laws administered by the Veterans Administration for a disability (a) rated at 30 percent or more, (b) rated at 10 or 20 percent in the case of a veteran who has been determined under section 1506 to have a serious employment disability or a person who was discharged or released from active duty because of a service-oriented disability.
- Vietnam Era Veteran: a person who served on active duty for a period of more than 180 days, any part of which occurred between August 5, 1964 and May 7, 1975, and who (a) was discharged or released from with other than a dishonorable discharge, or (b) was discharged or released from active duty for a service-connected disability if any part of his or her active duty was performed between August 5, 1964 and May 7, 1975.
- None/Not Applicable
- I do not wish to release this information.

Signature

Date

For Job Applicants:

How did you hear about this opening? (please mark all that are applicable)

<input type="checkbox"/>	Walk-In	<input type="checkbox"/>	Spokesman Review Advertisement
<input type="checkbox"/>	Employment Agency	<input type="checkbox"/>	TESH Employee Referral
<input type="checkbox"/>	State Job Service	<input type="checkbox"/>	School (Specify)
<input type="checkbox"/>	Cd'A Press Advertisement	<input type="checkbox"/>	Other (Specify)