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VOLUNTARY SELF-IDENTIFICATION FORM

White Mountain Cable Construction, LLC is an equal employment opportunity employer. Applicants and employees are treated without regard to race, color, religion, sex, national origin, age, veteran status, disability or any other legally protected status. We comply with government regulations, including affirmative action responsibilities where they apply.

Various government agencies request statistical information regarding our hiring practices. Solely to help us comply with governmental recordkeeping and reporting, we invite you to voluntarily self-identify your gender and race/ethnicity. **Submission of this information is strictly voluntary and your refusal to provide it will not subject you to any adverse treatment.** The information you provide will be kept in a confidential file, separate from your application for employment, and will only be used in accordance with our reporting obligations. When reported, data will not identify any specific individual.

Position Applied For: _____

Please print your First and Last Name

Signature

Date

CONFIDENTIAL – VOLUNTARY SURVEY

Check ONE of the following Genders:

- Male Female Decline to Self-Identify

Are you Hispanic or Latino? A person of Cuban, Mexican, Puerto Rican, Central or South American or other Spanish culture or origin, regardless of race.

- Yes No Decline to Self-Identify

If you answered "No" to the previous question, please select ONE of the following Race/Ethnic Groups:

- Black/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 with 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/Alaska Native (Not Hispanic or Latino)** A person with origins in any of the original peoples of North and South America (including Central, and who maintain tribal affiliation or community recognition).
- Native Hawaiian or Other Pacific Islander (Not Hispanic or Latino)** A person with origins in any of the peoples of Hawaii, Guam, Samoa, or other Pacific Islands.
- White (Not Hispanic or Latino)** A person with origins in any of the original peoples of Europe, North Africa or the Middle East.
- Two or More Races (Not Hispanic or Latino)** All persons who identify with more than one of the above five races.
- Decline to Self-Identify**