

Equal employment opportunity questionnaire

To be completed by employment applicants.

Name: (last, first, middle initial)

Female Male

Position applying for:

U.S. Government regulations direct that all government contractors maintain records and report periodically, the ethnicity/race/gender composition of employment applicants and employees for statistical purposes only. Please answer the following:

How were you referred to us?

- | | | | | |
|--|---|-----------------------------------|--|--|
| <input type="checkbox"/> List organization(s) specializing in affected class referrals (e.g. NAACP): | <input type="checkbox"/> Company colleague, employee referral | <input type="checkbox"/> School | <input type="checkbox"/> Newspaper, advertisement | <input type="checkbox"/> Careerbuilder.com |
| <input type="checkbox"/> Public, state, community agency | <input type="checkbox"/> Private agency | <input type="checkbox"/> Walk-in | <input type="checkbox"/> Journal/Trade publication | <input type="checkbox"/> List other website: |
| | | <input type="checkbox"/> Write-in | <input type="checkbox"/> Atkins website | <input type="checkbox"/> Monster.com |

Please read the following Federal definitions and place a check mark in the box that best describes your ethnicity/race:

- | | |
|--|---|
| <p><input type="checkbox"/> Hispanic/Latino: A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin, regardless of race.</p> <p>If you have not checked the Hispanic/Latino box above, please identify your race below or to the right:</p> <p><input type="checkbox"/> White (not Hispanic or Latino): A person having origins in any of the original peoples of Europe, the Middle East, or North Africa.</p> <p><input type="checkbox"/> African-American (not Hispanic or Latino): A person having origins in any of the Black racial groups of Africa.</p> <p><input type="checkbox"/> Native Hawaiian or other Pacific Islander (not Hispanic or Latino): A person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands.</p> | <p><input type="checkbox"/> 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 Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.</p> <p><input type="checkbox"/> 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 maintains tribal affiliation or community attachment.</p> <p><input type="checkbox"/> Two or more races (not Hispanic or Latino): All persons who identify with more than one of the above five races.</p> |
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Federal Law further requires contractors to take affirmative action to employ and advance persons with disabilities, special disabled veterans, Vietnam Era Veterans, other eligible veterans and recently separated veterans. Definitions of these classifications are provided below. If you fall into one or more of these categories and wish to be identified under our affirmative action program, please let us know by placing a check mark in the appropriate box. This information is voluntary and refusal to provide it will not subject you to adverse treatment. Information obtained concerning your disability will be kept confidential. However, if you are hired, supervisors and managers may be informed regarding restrictions on your work or duties which may require necessary reasonable accommodations. Also, government officials investigating compliance with the law may be informed. Our Affirmative Action Program which covers veterans and individuals with disabilities is available for review upon request, Monday through Friday, 9:00 am - 4:00 pm.

Disabled

Yes No

Any employee who (1) has a physical or mental impairment which substantially limits one or more of such person's major life activities, (2) has a record of such impairment, or (3) is regarded as having such impairment. ("Substantially limits" means any impairment that significantly limits an individual's ability to perform an activity compared to an average person).

All job qualification requirements must be job related and all information obtained from medical examinations and pre-employment inquiries will be used in accordance with job related standards. "Substantially limited" is added to clarify the meaning of that phrase for the purposes of these regulations. A definition of a qualified individual with a disability is provided to assure that persons who are protected under the Act are those qualified to work rather than those who qualify solely to meet the definition of disabled. Every physical and mental qualification must be justified for the particular job for which the disabled person is being considered.

Special disabled veterans

Yes No

Special Disabled Veteran means (A) a veteran 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 Veterans Administration for a disability rated at (i) 30 percent or more, or (ii) rated at 10 or 20 percent in the case of a veteran who has been determined under Section 1506 of Title 38, U.S.C., to have a serious employment handicap or (B) a person who was discharged or released from active duty because of a service-connected disability.

Vietnam era veterans

Yes No

Any person who served at least 180 days of active duty in the U.S. military between August 5, 1964 and May 7, 1975, and who was discharged or released therefrom with other than a dishonorable discharge, or was discharged or released from active duty because of a service-connected disability.

Other eligible veterans

Yes No

A Veteran who served on active duty during a war or in a campaign or expedition for which a campaign badge has been authorized. This includes veterans of World War II (veterans with active duty service between December 7, 1941 and April 28, 1952), as well as those who served in a number of military engagements, which are listed on the reverse side of this page.

Recently separated veterans

Yes No

Any veteran during the three-year period beginning on the date of such veteran's discharge or release from active duty in the U.S. military, ground, naval or air service.

By checking this box, I acknowledge that I have read and accept this agreement.

Name:

Date:

Select this

button, to send this completed form in an e-mail.

Campaign/Expedition		
Military engagements	Start date	End date
Armed Forces		
Afghanistan (Operations Enduring Freedom)	09/11/01	Present
Berlin	08/14/61	06/01/63
Bosnia and Herzegovina (IFOR)	11/20/95	12/20/96
Bosnia and Herzegovina (SFOR)	12/20/96	12/02/04
Cambodia	03/29/73	08/15/73
Cambodia Evacuation (Eagle Pull)	04/11/75	04/13/75
Congo	07/14/60	09/01/62
Congo	11/23/64	11/27/64
Cuba	10/24/62	06/01/63
Dominican Republic	04/28/65	09/21/66
El Salvador	01/01/81	02/01/92
Global War on Terrorism	09/11/01	Present
Grenada (Urgent Fury)	10/23/83	11/21/83
Haiti (Uphold Democracy)	09/16/94	03/31/95
Iraqi Freedom (OIF)	03/19/03	Present
Iraq (Northern Watch, Desert Spring, Enduring Freedom)	01/01/97	Present
Korea	10/01/66	06/30/74
Kosovo	03/24/99	Present
Laos	04/19/61	10/07/62
Lebanon	07/01/58	11/01/58
Lebanon	06/01/83	12/01/87
Libyan Area (EL Dorado Canyon)	04/12/86	04/17/86
Mayaguez Operation	05/15/75	05/15/75
Panama (Just Cause)	12/20/89	01/31/90
Persian Gulf (Earnest Will)	07/24/87	08/01/90
Persian Gulf	08/02/90	01/02/92
Persian Gulf Operation (Operation Desert Fox)	12/16/98	12/22/98
Persian Gulf Operation (Operation Desert Thunder)	11/11/98	12/22/98
Persian Gulf (Southern Watch)	12/01/95	Present
Persian Gulf (Vigilant Sentinel)	12/01/95	02/15/97
Persian Gulf Interception Operation	12/01/95	Present
Quemoy and Matsu Islands	08/23/58	06/01/63
Somalia (Restore Hope and United Shield)	12/05/92	03/31/95
Taiwan Straits	08/23/58	01/01/59
Thailand	05/16/62	08/10/62
Vietnam and Thailand	07/01/58	07/03/65
Vietnam Evacuations	04/29/75	04/30/75

Campaign/Expedition		
Military engagements	Start date	End date
Navy and Marine Corps		
Cuba	01/03/61	10/23/62
Indian Ocean/Iran	11/21/79	10/20/81
Iranian /Yemen Indian Ocean	12/08/78	06/06/79
Lebanon	08/20/82	05/31/83
Liberia (Sharp Edge)	08/05/90	02/21/91
Libyan Area	01/20/86	06/27/86
Panama	04/01/80	12/19/86
Panama	02/01/90	06/13/90
Persian Gulf	02/01/87	07/23/87
Rwanda (Distant Runner)	04/07/94	04/18/94
Thailand	05/16/62	08/10/62
Other campaigns and services		
American Defense Service	09/08/39	12/07/41
Army Occupation of Austria	05/09/45	07/27/55
Army Occupation of Berlin	05/09/45	10/02/90
Army Occupation of Germany	05/09/45	05/05/55
Army Occupation of Japan	09/03/45	04/27/52
China Service	07/07/37	09/07/39
China Service Medal (Extended)	09/02/45	04/01/57
Korea Defense	07/28/54	Date TBD
Kosovo Campaign (Operation Allied Force)	06/27/50	07/27/54
Kosovo Campaign (Operation Joint Guardian)	06/11/99	Date TBD
Kosovo Campaign (Operation Allied Harbor)	04/04/99	09/01/99
Kosovo Campaign (Operation Sustain Hope/Shining Hope)	04/04/99	07/10/99
Kosovo Campaign (Operation Noble Anvil)	03/24/99	07/20/99
Kosovo Campaign (Task Force Hawk)	04/05/99	06/24/99
Kosovo Campaign (Task Force Saber)	03/31/99	07/08/99
Kosovo Campaign (Task Force Falcon)	06/11/99	Date TBD
Kosovo Campaign (Task Force Hunter)	04/01/99	11/01/99
Navy Occupation of Trieste	05/09/45	10/25/54
Navy Occupation of Austria	05/08/45	10/25/55
Navy Occupation of Berlin	05/08/45	10/02/90
Navy Units of the Sixth Fleet	05/09/45	10/25/55
Rwanda (Operation Distant Runner)	04/07/94	04/18/94
SW Asia Service (Desert Shield/Storm)	08/02/90	11/02/95
Thailand	05/16/62	08/10/62
Vietnam Services Medal (VSM)	07/04/65	03/28/73