Completion and Return of This Form is Voluntary

Equal Employment Opportunity Self-Identification Form

Environmental Management Resources Inc. ("EMR") is a federal contractor committed to non-discrimination, equal employment opportunity and affirmative action. Accordingly, discrimination against any individual for reasons of race, religion, color, sex, disability, national origin, ancestry, sexual orientation, marital or parental status, and to the extent specified by law, age, or veteran status is specifically prohibited.

EMR is an equal opportunity/affirmative action employer. As a matter of EMR policy as well as Executive Order 11246, as amended, and other applicable laws, we are required to request the following information from applicants. The information is kept confidential, and is used to fulfill reporting requirements. This form also serves as a method for veteran self-identification for the purpose of affirmative action.

APPLICANT INSTRUCTIONS

- Providing this information is voluntary. Data collected will be handled confidentially to the extent allowed by law. Disclosure of this information will not result in any adverse employment action.
- Please complete questions on this two-page (or two-sided) form. Type or print clearly in ink.
- Submit the completed form: 1) with your initial employment application, or 2) via mail to Office of Human Resources, EMR, Inc., 3200 Haskell Ave., Suite 140, Lawrence, KS 66046 or 3) Via E-mail to toberzan@emr-inc.com. You need only submit this form one time, even if you are applying for more than one position.
- If you wish to request this form in an alternate format, contact the Equal Employment Opportunity Coordinator, Warran Wiebe (785) 842-9013 x134 or wiebe@emr-inc.com.

Applicant Information

Name: _____ Gender: ☐Male ☐Female
last first middle

Social Security Number: _____ Date of Birth: _____

Race/Ethnicity (select one)

- ❑ **Hispanic or Latino** - A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or 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.
- ❑ **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 Islands.
- ❑ **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.
- ❑ **Two or More Races (Not Hispanic or Latino) -** All persons who identify with more than one of the above five races.