

REID MIDDLETON, INC.

EEO / AA PRE-OFFER VOLUNTARY SELF-IDENTIFICATION FORM

Reid Middleton considers all applicants for positions without regard to race, color, religion, sex, national origin, age, mental or physical disabilities, veteran status, and all other characteristics protected by law. We also comply with all applicable laws including E.O. 11246 and the Vietnam Era Readjustment Assistance Act of 1974 governing employment practices, and do not discriminate on the basis of any unlawful criteria. As a federal government contractor, we take affirmative action on behalf of protected veterans.

In an effort to comply with requirements regarding government recordkeeping, reporting, and other legal obligations which may apply, we invite you to complete this applicant data survey. Failure to provide information will not subject you to any adverse personnel decision or action. Your cooperation is appreciated.

Please be advised that this survey is not a part of your official application for employment. It will not be used in any hiring decision. The information will be used and kept confidential in accordance with applicable laws, and regulations.

POSITION APPLIED FOR

REFERRAL SOURCES

- State Workforce Agency
 Company Website
 Employee Referral
- School
 craigslist
 Other Advertisement
- Other _____

APPLICANT INFORMATION

Name _____
Last First Middle

Address _____
Street City State ZIP

Home Phone _____ Cell/Other Phone _____

Email _____ Date _____

GENDER CATEGORIES

- Male
 Female
 Do not wish to identify

PROTECTED VETERAN CATEGORIES *(see definitions on page 2)*

- Protected Veteran
 Not a Protected Veteran
 Do not wish to identify

RACE OR ETHNIC IDENTITY

- Hispanic or Latino includes a person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture, regardless of race.
- White (not Hispanic or Latino) includes a person having origins in any of the original peoples of Europe, North Africa, or the Middle East.
- Black or African American (not Hispanic or Latino) includes a person having origins in any of the Black racial groups of Africa.
- Native Hawaiian or Other Pacific Islander (not Hispanic or Latino) includes a person having origins in any of the peoples of Hawaii, Guam, Samoa, or other Pacific Islands.
- Asian (not Hispanic or Latino) includes 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 Native Alaskan (not Hispanic or Latino) includes a person having origins in any of the original peoples of North America and South America (including Central America), and who maintains tribal affiliation or community attachment.
- Two or More Races (not Hispanic or Latino) includes a person who identifies with more than one of the above races.
- Do not wish to identify.

PROTECTED VETERAN CATEGORY DESCRIPTIONS

DISABLED VETERAN includes any veteran of the U.S. military, ground, naval or air service who: (a) is entitled to compensation, or who but for the receipt of military retirement pay would be entitled to compensation under laws administered by the Secretary of Veteran Affairs, or (b) was discharged or released from active duty because of service-connected disability.

ACTIVE DUTY WARTIME OR CAMPAIGN BADGE VETERAN includes any veteran who served on active duty in the U.S. military, ground, naval or air service in a war, campaign, or expedition in which a campaign badge has been authorized under the laws administered by the Department of Defense.

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

ARMED FORCES SERVICE MEDAL VETERAN includes any veteran who, while serving on active duty in the U.S. military, ground, naval or air service, participated in a United States military operation for which an Armed Forces service medal was awarded pursuant to Executive Order 12985.

REID MIDDLETON, INC. VOLUNTARY SELF-IDENTIFICATION OF DISABILITY

Form CC-305
OMB Control Number 1250-0005
Expires 1/31/17

WHY ARE YOU BEING ASKED TO COMPLETE THIS FORM?

Because Reid Middleton does business with the government, we must reach out to hire and provide equal opportunity to qualified people with disabilities. To help us measure how well we are doing, we are asking you to tell us if you have a disability or if you have ever had a disability. Completing this form is voluntary, but we hope that you will choose to fill it out. If you are applying for a job, any answer you give will be kept private and will not be used against you in any way.

If you already work for us, your answer will not be used against you in any way. Because a person may become disabled at any time, we are required to ask all of our employees to update their information every five years. You may voluntarily self-identify as having a disability on this form without fear of any punishment because you did not identify as having a disability earlier

HOW DO I KNOW IF I HAVE A DISABILITY?

You are considered to have a disability if you have a physical or mental impairment or medical condition that substantially limits a major life activity or if you have a history or record of such an impairment or medical condition.

Disabilities include, but are not limited to the following:

Blindness	Autism	Bipolar disorder	Post-traumatic stress disorder (PTSD)
Deafness	Cerebral palsy	Major depression	Obsessive compulsive disorder
Cancer	HIV/AIDS	Multiple sclerosis (MS)	Impairments requiring use of a wheelchair
Diabetes	Schizophrenia	Epilepsy	Missing limbs or partially missing limbs
Muscular dystrophy		Intellectual disability (previously called mental retardation)	

PLEASE CHECK ONE OF THE BOXES BELOW

- Yes, I have a disability (or previously had a disability)
- No, I don't have a disability
- I don't wish to answer

Your Name

Today's Date

REID MIDDLETON, INC. VOLUNTARY SELF-IDENTIFICATION OF DISABILITY

Form CC-305
OMB Control Number 1250-0005
Expires 1/31/17

REASONABLE NOTICE

Federal law requires employers to provide reasonable accommodation to qualified individuals with disabilities. Please tell us if you require a reasonable accommodation to apply for a job or to perform your job. Examples of reasonable accommodation include making a change to the application process or work procedures, providing documents in an alternate format, using a sign language interpreter, or using specialized equipment.

Section 503 of the Rehabilitation Act of 1973, as amended. For more information about this form or the equal employment obligations of Federal contractors, visit the U.S. Department of Labor's Office of Federal Contract Compliance Programs (OFCCP) website at www.dol.gov/ofccp.

PUBLIC BURDEN STATEMENT: According to the Paperwork Reduction Act of 1995 no persons are required to respond to a collection of information unless such collection displays a valid OMB control number. This survey should take about 5 minutes to complete.

SUBMITTAL INSTRUCTIONS

Once you have completed this form, save this form to your desktop and send it to selfid@reidmiddleton.com with the subject line "Affirmative Action Self ID"