

VOLUNTARY APPLICANT SELF-IDENTIFICATION FORM SURVEY

For statistical reporting we ask that you voluntarily provide the information below.

This voluntary survey assists us in complying with government recordkeeping, reporting, and other legal requirements. Your completion of this survey is optional. If you choose to disclose the requested information, please note that this form will be kept in a confidential file and is not a part of your personnel file.

YOUR COOPERATION IS VOLUNTARY. INCLUSION OR EXCLUSION OF ANY DATA WILL NOT AFFECT ANY EMPLOYMENT DECISION.

Name: _____ Date: _____

Check one: Male Female I do not wish to self-identify.

Check one of the following (see next page for definitions):

Hispanic or Latino OR Black or African American (not Hispanic or Latino)
 Two or More Races (not Hispanic or Latino)
 Asian (not Hispanic or Latino)
 White (not Hispanic or Latino)
 Native Hawaiian or other Pacific Islander
(not Hispanic or Latino)
 American Indian or Alaskan Native
(not Hispanic or Latino)
 I do not wish to self-identify.

Protected Veteran Status: We are a Government Contractor subject to the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended by the Jobs for Veterans Act of 2002, 38 U.S.C. 4212 (VEVRAA), which requires Government contractors to take affirmative action to employ and advance in employment: (1) disabled veterans; (2) recently separated veterans; (3) active duty wartime or campaign badge veterans; and (4) Armed Forces service medal veterans. (The terms are defined on the back of this form).

If you believe you belong to any of the categories of protected veterans listed in the definitions attached to and included with this form, please indicate by checking the appropriate box below. As a Government contractor, we request this information in order to measure the effectiveness of the outreach and positive recruitment efforts we undertake pursuant to VEVRAA.

I identify as one or more of the classifications of protected veterans listed in the attached definitions.

I identify as a veteran, just not a protected veteran.

I am not a veteran.

I do not wish to self-identify.

It is the practice of Compass Group to provide a work environment that is free from unlawful discrimination and harassment based on sex, sexual orientation, gender identity, race, religion, color, disability, age, pregnancy, child birth or any related condition, national origin, veteran status, genetic information, protected concerted activity, or any other classification protected by law. Please note that this form will be kept confidential and used only in accordance with applicable laws and regulations. When reported to the government in a statistical format, the data will not identify any specific individual. Providing this information is strictly voluntary. Failure to provide it will not subject you to any adverse employment decision or action. Your cooperation is appreciated.

AFFIRMATIVE ACTION RACE/ETHNICITY DEFINITIONS

American Indian or Alaskan Native: A person with origins in any of the original peoples of North America and South America (including Central America) and who maintains cultural identification through tribal affiliation or community attachment.

Asian: A person with origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent. This area includes, for example, Cambodia, China, Japan, Korea, the Philippine Islands, Malaysia, Pakistan, Thailand, and Vietnam.

Black/African-American: A person, not of Hispanic origin, with origins in any of the black racial groups of Africa.

Native Hawaiian or other Pacific Islander: A person having origins in any of the peoples of Hawaii, Guam, Samoa, or other Pacific Islands.

White: A person having origins in any of the original peoples of Europe, the Middle East, or North Africa.

Two or More Races (Not Hispanic or Latino): A person who identifies with more than one of the above five races.

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

AFFIRMATIVE ACTION PROTECTED VETERAN STATUS DEFINITIONS

Disabled Veteran: A veteran of the U.S. military, ground, naval or air service 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 Secretary of Veterans Affairs; or a person who was discharged or released from active duty because of a service-connected disability.

Recently Separated Veteran: 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.

Active Duty Wartime or Campaign Badge Veteran: A veteran who served on active duty in the U.S. military, ground, naval or air service during a war, or in a campaign or expedition for which a campaign badge has been authorized under the laws administered by the Department of Defense.

Armed Forces Service Medal Veteran: 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.

The information you submit will be kept confidential, except that (i) supervisors and managers may be informed regarding restrictions on the work or duties of disabled veterans, and regarding necessary accommodations; (ii) first aid and safety personnel may be informed, when and to the extent appropriate, if you have a condition that might require emergency treatment; and (iii) Government officials engaged in enforcing laws administered by the Office of Federal Contract Compliance Programs, or enforcing the Americans with Disabilities Act, may be informed.