

**SIGNET Electronic Systems, Inc.**  
EEO Self-Identification Form



PLEASE READ ALL INSTRUCTIONS CAREFULLY

**THIS FORM IS FOR HR USE ONLY. DO NOT SCAN OR PHOTOCOPY.**

It is the policy of SIGNET to provide equal opportunity to employment as required by law. SIGNET is subject to certain nondiscrimination and affirmative action recordkeeping and reporting requirements which require us to invite job applicants and employees to voluntarily self-identify their race/ethnicity, gender, veteran status, and disability. The information obtained will be kept confidential and may only be used in accordance with the provisions of applicable federal laws, executive orders, and regulation, including those which require the information to be summarized and reported to the federal government for civil rights enforcement purposes.

COMPLETION OF THIS FORM IS VOLUNTARY AND IN NO WAY AFFECTS THE DECISION REGARDING YOUR APPLICATION FOR EMPLOYMENT. THIS FORM IS CONFIDENTIAL AND WILL BE MAINTAINED SEPARATELY FROM YOUR APPLICATION FORMS.

If you choose not to self-identify at this time, the federal government requires this employer to determine the information asked below by visual survey and/or other available information.

INVITATION TO SELF-IDENTIFY (please print)		
Last Name	First Name	Middle Initial

POSITION APPLYING FOR (please list one)

GENDER
<input type="checkbox"/> Female <input type="checkbox"/> Male <input type="checkbox"/> Decline to provide

RACE/ETHNICITY (please check one)	<i>If you need a definition on these terms, please see back.</i>
<input type="checkbox"/> American Indian or Alaska Native	<input type="checkbox"/> Native Hawaiian or Other Pacific Islander
<input type="checkbox"/> Asian	<input type="checkbox"/> White
<input type="checkbox"/> Black or African American	<input type="checkbox"/> Two or More Races
<input type="checkbox"/> Hispanic/Latino	<input type="checkbox"/> Decline to provide

VETERAN STATUS (please check all that apply)	<i>If you need a definition on these terms, please see back.</i>
<input type="checkbox"/> Active Duty Wartime or Campaign Badge Veteran	<input type="checkbox"/> Disabled Veteran
<input type="checkbox"/> Armed Forces Service Medal Veteran	<input type="checkbox"/> Recently Separated Veteran <i>Date of Discharge:</i>

DISABILITY	<i>If you need a definition on these terms, please see back.</i>
<input type="checkbox"/> I am an individual with a disability	
<input type="checkbox"/> I am not an individual with a disability	
<input type="checkbox"/> Decline to provide	

_____ <b>Signature</b>	_____ <b>Date</b>
---------------------------	----------------------

## RACE/ETHNICITY

**American Indian or Alaska Native:** 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.

**Asian:** 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.

**Black or African American:** A person having origins in any of the black racial groups of Africa.

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

**Native Hawaiian or Other Pacific Islander:** A person having origins in any of the original 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:** All persons who identify with more than one of the above six races.

## VETERAN STATUS

**Active Duty Wartime or Campaign Badge Veteran:** Any 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.

**Disabled Veteran:** (1) A veteran who 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 (2) a person who was discharged or released from active duty because of a service-connected disability.

**Recently Separated Veteran:** Any veteran who served on active duty in the U.S. military, ground, naval or air service, and whose discharge or release from active duty occurred within the past three years.

## DISABILITY

**I am an individual with a disability:** a person who (1) has a physical or mental impairment which substantially limits one or more of his/her major life activity(s), (2) has a record of such impairment(s), or (3) is regarded as having such impairment(s). For purposes of this definition, an individual with disability(s) is substantially limited if he or she is likely to experience difficulty in securing, retaining, or advancing in employment because of the disability(s).