

## VOLUNTARY SELF-IDENTIFICATION

**M-B Companies, Inc.**'s policy is to provide equal employment opportunity to all qualified applicants and employees without regard to race, color, religion, national origin, sex, age, disability, veteran status, sexual orientation, gender identity, or other conditions, as legally required, and to ensure equal employment opportunities for all applicants and employees.

The employer is subject to certain governmental recordkeeping and reporting requirements for the administration of civil rights laws and regulations. In order to comply with these laws, the employer invites applicants and employees to voluntarily self-identify their ethnicity or race and gender. Submission of this information is voluntary and refusal to provide it will not subject you to any adverse treatment. The information will be kept confidential and will only be used in accordance with the provisions of applicable laws, executive orders, and regulations, including those that require the information to be summarized and reported to the federal government for civil rights enforcement. When reported, data will not identify any specific individual.

**Date:** \_\_\_\_\_

*[Position applied for – if using for applicants: \_\_\_\_\_]*

**Name:** \_\_\_\_\_  
Last                      First                      Middle

**Sex:**  
\_\_\_\_\_ Female  
\_\_\_\_\_ Male

**Ethnicity:**

Are you Hispanic or Latino?

\_\_\_\_\_ Yes. If yes, then stop here.  
\_\_\_\_\_ No. If no, then please continue to the following question about race.

**Race:**

If you did not identify as Hispanic or Latino, please identify yourself in one of the following race categories.

\_\_\_\_\_ White  
\_\_\_\_\_ Black or African American  
\_\_\_\_\_ Asian  
\_\_\_\_\_ Native Hawaiian or other Pacific Islander  
\_\_\_\_\_ American Indian or Alaskan Native  
\_\_\_\_\_ Two or more races