

VOLUNTARY EQUAL EMPLOYMENT INVITATION TO SELF-IDENTIFY

KL Engineering, Inc. attempts to collect identity data from its applicants and employees to evaluate the effectiveness of our recruitment efforts. The information obtained will be kept confidential and will only be used in accordance with the provisions of government reporting requirements for civil rights enforcement purposes.

Providing this information is voluntary and declining to provide it will not subject you to any adverse treatment. If you choose not to self-identify your gender, race/ethnicity, disability, and veteran status at this time, KL Engineering, Inc. is still required to determine this information to the best of its ability by visual survey or other available information.

For civil rights monitoring and enforcement purposes only, all race/ethnicity information will be collected and reported in the seven categories identified below. The definitions for each category have been established by the federal government.

If you choose to voluntarily self-identify, you may mark only one of the categories in each area below. Please check the circle that describes the gender, race/ethnicity, disability, and veteran status with which you primarily identify.

GENDER		
<input type="radio"/> MALE		<input type="radio"/> FEMALE
RACE/ETHNICITY		
<input type="radio"/> Hispanic or Latino: a person of Cuban, Mexican, Chicano, Puerto Rican, South or Central or other Spanish culture or origin, regardless of race.		
<input type="radio"/> White: a person having origins in any of the original peoples of Europe, the Middle East, or North Africa.		
<input type="radio"/> Black or African American: a person having origins in any of the black racial groups of Africa.		
<input type="radio"/> 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.		
<input type="radio"/> Native Hawaiian or Other Pacific Islander: a person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands.		
<input type="radio"/> 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 cultural identification through tribal affiliation or community attachment.		
<input type="radio"/> Two or More Races: a person who primarily identifies with two or more of the above race/ethnicity categories.		
DISABILITY STATUS		
<input type="radio"/> DISABLED		<input type="radio"/> NO DISABILITY
<p>KL Engineering, Inc. considers a person with a disability to be anyone who meets the definition under either the Americans with Disabilities Act or the Wisconsin Fair Employment Act. If you need reasonable accommodation(s) during the application process due to disability related functional limitations, please notify our HR Generalist at 608-663-1218 or ebaldowin@klengineering.com. You will be required to provide written verification from a doctor or other authorized person confirming your disability and indicating reasonable accommodation.</p>		
VETERAN STATUS		
<input type="radio"/> VETERAN	<input type="radio"/> NON VETERAN	<input type="radio"/> VETERAN CLAIMING DISABILITY

(Print) What position have you applied for: _____

(Print) First Name: _____ Middle Name: _____ Last Name: _____

Signature: _____ Date: _____

