



Voluntary Affirmative Action Information

KES, Inc. is an equal employment employer and we do not discriminate on the basis of race, color, religion, sex, age, national origin, disability, veteran status, sexual orientation or any other classification protected by federal, state or local law. The information below will be used only in the compilation of data for affirmative action reporting.

We must demonstrate that we meet Equal Employment Opportunity requirements and that we are taking the appropriate affirmative action. Periodically, we must report statistical information to the federal government about our employee and all applicants for employment. This information will be kept separate from other employment paperwork and employee files, and will not be used in any way to make employment decisions; it simply helps us keep our records accurate. Your participation is voluntary and would be greatly appreciated.

Name:

Job Position:

(Please be specific. We cannot accept applications

Date:

that say "any job I'm qualified for" or "any open position."

Please Check one square in each of the blocks below or check the shaded blocks.

| | |
|---|---|
| <input type="checkbox"/> Prefer not to answer Signature: <input style="width: 150px;" type="text"/> | <input type="checkbox"/> Prefer Not to Identify Ethnic Background Signature: <input style="width: 250px;" type="text"/> |
| Gender : <input type="checkbox"/> Female <input type="checkbox"/> Male | Race/Ethnicity: <i>(Please check on of the following descriptions below corresponding to the ethnic group with which you identify)</i> |
| | <input type="checkbox"/> Hispanic or Latino- A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture of origin regardless of Race <input type="checkbox"/> White (Not Hispanic or Latino)- A person having origins in any of the original peoples of Europe, the middle East or North Africa <input type="checkbox"/> Black of African American (Not Hispanic or Latino)- A person having origins in any of the black racial groups of Africa <input type="checkbox"/> Native Hawaiian Or Other Pacific Islander (Not Hispanic or Latino)- A person having origins in any of the peoples of Hawaii, Guam, Samoa or other Pacific Islands. <input type="checkbox"/> Asian (Not Hispanic or Latino)- A person having origins in any of the original peoples of the Far East, Southeast Asia or Indian Subcontinent including, for example Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands Thailand or Vietnam <input type="checkbox"/> American Indian or Alaskan Native (Not Hispanic or Latino)- A person having origins in any of the original peoples of North and South America (including Central America) and who maintain tribal affiliation or community attachment. <input type="checkbox"/> Two or More Races (Not Hispanic or Latino)- All persons who identify with more then one of the above five races. |

I acknowledge that all information given is completely on a voluntary basis and I understand this information will not be used to make employment decisions.

Applicant Signature

Date