

INVITATION FOR SELF-IDENTIFICATION (AFFIRMATIVE ACTION SURVEY)

It is the policy of this Company (American Bank of the North) to provide equal employment opportunities to all individuals based on job-related qualifications and ability to perform a job without regard to age, gender, sexual orientation, race, color, religion, creed, national origin, disability, veteran, or marital status, and to maintain a non-discriminatory environment free from intimidation, harassment or bias based upon these grounds. As an employer and federal contractor, we comply with government regulations and affirmative action responsibilities.

In order to help us comply with government record keeping, reporting and other legal requirements, we request that you complete this affirmative action survey. The completion of this form is voluntary. This data is for periodic government reporting and will be kept in a Confidential File separate from the Application for Employment.

Government Agencies require periodic reports on the gender, ethnicity, disability, and veteran status of applications. This data is for analysis and affirmative action only. This information is voluntary and will be treated confidentially. Failure to provide this information will not jeopardize or adversely affect any consideration you may receive for employment.

Name: _____ Male _____ Female _____

Job For Which Application is Submitted: _____

Location Where You are Making Application: _____

Referred by: _____ Date: _____

Check one of the following:

- White.** *An individual, not of Hispanic origin, with origins in any of the original peoples of Europe, North Africa, or the Middle East.*
- African American (Black).** *An individual, not of Hispanic origin, with origins in any of the Black racial groups of Africa.*
- Hispanic or Latino.** *A person of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origin, regardless of race. This does not include persons of Portuguese descent or persons from Central or South America who are not of Spanish origin or culture.*
Check One: _____(Black) _____(Latino) _____(White)
- Native Hawaiian.** *A person with origins in the original Hawaiian tribes.*
- Other Pacific Islander.** *A person with origins in any of the original peoples of the Far East, Southeast Asia, the Indian Subcontinent, or the Pacific Islands. This includes, for example, China, Japan, Korea, the Philippines, and Samoa; and, on the Indian Subcontinent, includes India, Pakistan, Bangladesh, Sri Lanka, Nepal, Sikkim and Bhutan.*
- American Indian/Alaskan Native.** *A person with origins in any of the original peoples of North America, and who maintains cultural identification through tribal affiliation or community recognition.*
- Other.** *Please specify.* _____

Check all that apply: (definitions in italics)

- Vietnam Veteran.** *If you served on active duty for a period of more than 180 days, any part of which occurred between August 5, 1964 and May 7, 1975, and were discharged or released from that duty with other than a dishonorable discharge or were discharged or released from active duty for a service connected disability and any part of that active duty was performed between August 5, 1964 and May 7, 1975.*
- Special Disabled Veteran.** *If you are entitled to disability compensation under the laws administered by the Veterans Administration for disability rated at 30% or more or if you were released or discharged from active duty for a disability incurred or aggravated in the line of duty.*
- Other Eligible Veteran.** *A veteran who served on active duty during a war or in a campaign or expedition for which a campaign badge has been authorized.*
(To identify the campaigns or expeditions that meet this criterion, contact the Human Resources department or the information is available at <http://www.opm.gov/veterans/html/vgmedal2.htm>. (See back of form)
- Individual with a Disability.** *If you have a physical or mental impairment which substantially limits one or more of your major life activities, have a record of such impairment, or are regarded as having such impairment.*

- A –Hired**
- B- Declined**
- C – Not Best Qualified**
- D- Unfavorable Reference Check**
- E- Unfavorable Interview**
- F – Unsatisfactory Experience/Qualifications**

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- G – Failed to Provide Required Docs.**
- H – Salary Requirements**
- I – Does Not Meet Min. Qual.**
- J – Does Not Meet Edu Req.**
- K – Withdrew Application**
- L – Qualified Applicant/No Opening**
- M – No openings**