

**EEO/AA  
Pre-Offer Voluntary Self-Identification Information**

***(Silver Star Construction Co., Inc.) is an EEO/Affirmative Action Employer***

We consider all applicants for positions without regard to race, color, religion, sex, national origin, age, mental or physical disabilities, veteran status, or any other legally protected class. We also comply with all applicable laws including E.O. 11246 and the Vietnam Era Readjustment Assistance Act of 1974 governing employment practices and do not discriminate on the basis of any unlawful criteria. As a federal government contractor, we take affirmative action on behalf of protected veterans.

To be completed by applicant on a voluntary basis. Not for interview purposes. Filed separately from application.

In an effort to comply with requirements regarding government recordkeeping, reporting, and other legal obligations, which may apply, we invite you to complete this applicant data survey. Failure to provide information will not subject you to any adverse personnel decision or action. Your cooperation is appreciated.

Please be advised that this survey is not a part of your official application for employment. It will not be used in any hiring decision. The information will be used and kept confidential in accordance with applicable laws and regulations.

Position applying for	Date
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**REFERRAL SOURCE**

- |                                                 |                                          |                                                 |
|-------------------------------------------------|------------------------------------------|-------------------------------------------------|
| <input type="checkbox"/> State Workforce Agency | <input type="checkbox"/> Company Website | <input type="checkbox"/> Employment agency_____ |
| <input type="checkbox"/> Advertisement          | <input type="checkbox"/> Online          | <input type="checkbox"/> School _____           |
| <input type="checkbox"/> Employee Referral_____ |                                          | <input type="checkbox"/> Other _____            |
|                                                 |                                          | <input type="checkbox"/> Walk-In                |

**APPLICANT INFORMATION**

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

**Address:** \_\_\_\_\_  
Street City State ZIP

**ETHNICITY/RACE CATEGORIES**

**ETHNICITY/RACE:** (identify one or more race categories)(definitions listed on the back)

- |                                                                                           |                                                                                    |                                                                     |
|-------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------|---------------------------------------------------------------------|
| <input type="checkbox"/> Hispanic or Latino or identify a race listed below               |                                                                                    |                                                                     |
| <input type="checkbox"/> White (not Hispanic or Latino)                                   | <input type="checkbox"/> Black or African American (not Hispanic or Latino)        | <input type="checkbox"/> Asian (not Hispanic or Latino)             |
| <input type="checkbox"/> Native Hawaii or Other Pacific Islander (not Hispanic or Latino) | <input type="checkbox"/> American Indian or Alaska Native (not Hispanic or Latino) | <input type="checkbox"/> Two or more races (not Hispanic or Latino) |
| <input type="checkbox"/> Do not wish to identify                                          |                                                                                    |                                                                     |

**GENDER CATEGORIES**

- |                               |                                 |                                                  |
|-------------------------------|---------------------------------|--------------------------------------------------|
| <input type="checkbox"/> Male | <input type="checkbox"/> Female | <input type="checkbox"/> Do Not Wish to Identify |
|-------------------------------|---------------------------------|--------------------------------------------------|

**PROTECTED VETERAN CATEGORIES**

- |                                            |                                                  |                                                  |
|--------------------------------------------|--------------------------------------------------|--------------------------------------------------|
| <input type="checkbox"/> Protected Veteran | <input type="checkbox"/> Not a Protected Veteran | <input type="checkbox"/> Do Not Wish to Identify |
|--------------------------------------------|--------------------------------------------------|--------------------------------------------------|

## **DEFINITIONS:**

### **ETHNICITY/RACE CATEGORY DESCRIPTIONS:**

Hispanic or Latino includes a person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture origin, regardless of race.

White (not Hispanic or Latino) includes a person having origins in any of the original peoples of Europe, North Africa, or the Middle East, or North America.

Black or African American (not Hispanic or Latino) includes a person having origins in any of the Black racial groups of Africa.

Native Hawaiian or Other Pacific Islander (not Hispanic or Latino) includes a person having origins in any of the peoples of Hawaii, Guam, Samoa, or other Pacific Islands.

Asian (not Hispanic or Latino) includes a person have 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.

American Indian or Alaskan Native (not Hispanic or Latino) includes a person having origins in any of the original peoples of North America and South America (including Central America), and who maintains tribal affiliation or community attachment.

Two or More Races (not Hispanic or Latino) includes a person who identifies with more than one of the above races.

**PROTECTED VETERAN CATEGORY DESCRIPTIONS:** We are also subject to the Vietnam Era Veteran's Readjustment Assistance Act of 1974, as amended by the Jobs for Veterans Act of 2002, 38 U.S.C. 4212 (VEVRAA), which requires government contractors to take affirmative action to employ and advance in employment veterans in the following classifications:

Veteran of the Vietnam-Era defined as (a) an active duty wartime or campaign badge 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. (b) an Armed Forces service medal 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 (61 FR 1209).

A disabled veteran includes any veteran of the U.S. military, ground, naval or air service who: (a) 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 Veteran Affairs, or (b) was discharged or released from active duty because of service-connected disability.

Special Disabled Veteran Defined as a veteran 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 Department of Veterans Affairs for a disability: (1) Rated at 30 percent or more; or (2) Rated at 10 or 20 percent in the case of a veteran who has been determined under 38 U.S.C. 3106 to have a serious employment handicap; or (3) A person who was discharged or released from active duty because of a service-connected disability.

Pre-JVA Veteran Defined as an individual who is an employee of or applicant to a contractor with a contract of \$25,000 or more entered into prior to December 1, 2003 and unmodified since to \$100,000 or more, and who is a special disabled veteran, veteran of the Vietnam era, pre-JVA recently separated veteran, or other protected veteran.

Active Duty Wartime or Campaign Badge Veteran includes any veteran who served on active duty in the U.S. military, ground, naval or air service in a war, campaign or expedition in which a campaign badge has been authorized under the laws administered by the Department of Defense.

Recently Separated Veteran includes any veteran during the three-year period beginning on the date of such veteran's discharge or release from active duty in the U.S. military, ground, naval or air service.

Armed Forces Service Medal Veteran includes any veteran who, while serving on active duty in the U.S. military, ground, naval or air service, participated in a United State military operation for which an Armed Forces service medal was awarded pursuant to Executive Order 12985.