

**AFFIRMATIVE ACTION PROGRAM
INVITATION TO SELF-IDENTIFY RACE/ETHNICITY**

New regulations subject SFCS, Inc. (the "Company") to certain governmental recordkeeping and reporting requirements for the administration of civil rights laws and regulations. In order to comply with these laws, SFCS, Inc. invites applicants and employees to voluntarily self-identify their gender, race and ethnicity. Submission of this information is strictly voluntary and refusal to provide it will not subject you to any adverse treatment. The information obtained will be kept confidential and may only be used in accordance with the provision 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. ***This information will be maintained separately from your application for employment.*** If you do not wish to self-identify at this time, you may do so in the future by submitting this form. **Failure to provide the following information will not subject you to any adverse action or treatment.**

Anti-Discrimination Notice. SFCS, Inc. is an equal opportunity employer in all personnel practices, including recruitment, advertising, hire, participating in training and development programs, promotion and upgrading, layoff and termination, pay and other forms of compensation, insurance and other benefits. We are committed to affirmative action and prohibit discrimination based on race, color, sex, age, religion, national origin, disability, covered veteran status, or any other unlawful form of discrimination.

Please check one box each to indicate your gender and racial and ethnic background.
Definitions given below are in accordance with Equal Employment Opportunity Commission ("EEOC") guidelines.

Gender: Male Female

Race/Ethnicity:

- Hispanic or Latino** – a person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin, regardless of race.
- White (Not Hispanic or Latino)** – a person having origins in any of the original peoples of Europe, the Middle East or North Africa.
- Black or African American (Not Hispanic or Latino)** – a person having origins in any of the Black racial groups of Africa.
- 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.
- Asian (Not Hispanic or Latino)** – 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.
- American Indian or Alaska Native (Not Hispanic or Latino)** – 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)** – all persons who identify with more than one of the above five races.

Name (please print) _____

Date _____

Signature _____