

<b>VOLUNTARY SELF-IDENTIFICATION</b> <b>(CONFIDENTIAL - FOR STATISTICAL USE ONLY)</b>
--

DynamicHR is an Equal Opportunity Employer and does not discriminate on the basis of race, color, religion, sex, 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 compilation of data for EEO reporting.

Completion of this form is voluntary and will not affect your opportunity for employment, or terms or conditions of employment, if hired. Voluntary Self-Identification can be declared at any time prior to, or if applicable, after hire. Please return this page with your application.

**PLEASE COMPLETE IN FULL:**

<b>Date:</b>	<b>Home Zip Code:</b>
<b>Worksite:</b>	<b>Position Applied For:</b>
<b>Printed Name:</b>	<b>Social Security Number:</b>
<b>Date of Birth:</b>	<b>Gender (Circle One)</b> Male        Female

**Ethnic Group**

**Please identify if you are if you are Hispanic or Latino** - A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish Culture or origin, regardless of race.

- Yes**
- No. If no please identify one or more of the categories below.**

**Please check one of the descriptions below to identify the ethnic group with which you identify**

	<b>Asian</b> (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.
	<b>Black or African American</b> (not Hispanic or Latino)- A person having origins in any of the black racial groups of Africa.
	<b>White (not Hispanic or Latino)</b> - A person having origins in any of the original peoples of Europe, North Africa, or the Middle East.
	<b>Native American</b> - A person having origins on any of the original peoples of North America and South America (including Central America), and who maintain tribal affiliation or community attachment.
	<b>Native Hawaiian or Other Pacific Islander</b> (not Hispanic or Latino) - A person having origins in any of the original people of Hawaii, Guam, Samoa, or other Pacific Islands.
	<b>Other</b>

If you do not wish to self identify, please check here \_\_\_\_\_

**PERSONAL AND CONFIDENTIAL**  
**THIS PAGE CONTAINS SENSITIVE INFORMATION THAT IS TO BE KEPT ONLY TO SATISFY EEO REPORTING REQUIREMENTS AND IS TO BE KEPT SEPARATE FROM PERSONNEL RECORDS.**

**For Employer Use Only:** \_\_\_\_\_ **Race missing or unknown** - Applies to **Applicants only**, where a resume or application that is screened is received without any racial or ethnic identification and no further contact is made with the applicant.

**For Employer Use Only: Job Category**

- Executive/Senior Level Official or Manager
- First/Mid Level Official or Manager
- Professional
- Technician
- Sales Worker
- Administrative Support Worker
- Craft Worker
- Operatives
- Laborer or Helper
- Service Worker

**Definitions: First-line supervisors** , unless specifically listed in the Appendix under Officials and Managers or Craft Workers (Skilled), who engage in the same activities as the employees they supervise should be reported in the same job category as the employees they supervise.

**Officials and Managers** - Occupations requiring administrative and managerial personnel, who set broad policies, exercise overall responsibility for execution of these policies, and direct individual departments or special phases of a firm's operation.

Include only those company officers and managers who are exempt from the minimum wage and overtime provisions of the Fair Labor Standards Act.

**Professionals** - Occupations requiring either college graduation or experience of such kind and amount as to provide a comparable background.

**Technicians** - Occupations requiring a combination of basic scientific knowledge and manual skill which can be obtained through 2 years of post high school education, such as is offered in many technical institutes and junior colleges, or through on the job training.

**Sales** - Occupations engaged wholly or primarily in direct selling.

**Official and Clerical** - Administrative support occupations, including all clerical-type work regardless of level of difficulty, where the activities are predominately non-manual through some manual work not directly involved with altering or transporting the products is included.

**Craft Workers (Skilled)** - Manual workers of relatively high level (precision production and repair) having a thorough and comprehensive knowledge of the process involved in their work. Exercise considerable independent judgment and usually received and extensive period of training.

Exclude learners and helpers of craft workers.

**Operative (Semiskilled)** - Workers who operate transportation or materials moving equipment, or who operate machine or processing equipment, or who perform other factory-type duties of intermediate skill level which can be mastered in a few weeks and require only limited training.

Includes apprentices in such fields as auto mechanics, plumbing, bricklaying, carpentry, building trades, metalworking trades, and printing trades.

**Laborers (Unskilled)** - Handlers, equipment cleaners, helpers and other workers in manual occupations which generally require no special training and who perform elementary duties that may be learned in a few days and require the application of little or no independent judgment. Farm workers (laborers) are placed here, as well as farming, forestry and fishing occupations not elsewhere covered.

**Service Workers** - Workers in both protective and non-protective service occupations.

Includes non-protective workers in professional and personal service, amusement and recreation, food service, maintenance, and unarmed sentinel occupations. Also includes protective workers in police and detection, fire fighting and fire protection, armed guard and security occupations.