

VOLUNTARY SELF-IDENTIFICATION  
MINORITIES AND WOMEN

KML Law Group, P.C. is a government contractor and is subject to Executive Order 11246, as amended and other various reporting requirements. These reporting requirements necessitate that we track and report our applicants and employees by gender and race/ethnicity to the government. This information is also used for the purpose of monitoring the success of our Affirmative Action Program efforts. We are an organization that values diversity and encourages women and minorities to apply. For this reason, we invite you to indicate your gender and race/ethnicity below. This information is kept separate from your application or, if an employee, will be kept in a separate confidential personnel file.

This information will not be used to discriminate against or show preference for any applicant or employee in hiring, promotions or any other personnel action. Submission of this information is strictly voluntary and refusal to provide it will not subject you to discharge, disciplinary treatment, or any form of retaliation.

**Required Information**

\_\_\_\_\_  
(Please print your name)

\_\_\_\_\_  
(Date)

Position(s) for which you are applying: \_\_\_\_\_  
(Applicants only)

**Voluntary Information**

**Gender:**     Male         Female

**Race/Ethnic Identification (check one):**

Definitions of race/ethnicity are on the next page (as defined by the Equal Employment Opportunity Commission).

Are you Hispanic or Latino?     Yes         No

If you answered "Yes", you have completed this form. If you answered "No" please select a race from the following options:

- |  |  |
|--|--|
| <input type="checkbox"/> American Indian or Alaskan Native | <input type="checkbox"/> Native Hawaiian or Other Pacific Islander |
| <input type="checkbox"/> Asian                             | <input type="checkbox"/> White                                     |
| <input type="checkbox"/> Black or African American         | <input type="checkbox"/> Two or More Races                         |

I DO NOT WISH TO DISCLOSE THE VOLUNTARY INFORMATION

### **Definitions of Race/Ethnic Categories**

- Hispanic or Latino – A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin regardless of race.
- American Indian or Alaskan 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.
- 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.
- 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 original peoples of Hawaii, Guam, Samoa, or other Pacific Islands.
- White (not Hispanic or Latino) – A person having origins in any of the original peoples of Europe, North Africa, or the Middle East.
- Two or More Races (not Hispanic or Latino) – All persons who identify with more than one of the above five races.