



Voluntary EEO Identification Form

Bartlett Cocke General Contractors is an Equal Opportunity Employer. As required by law, various agencies of the United States Government require employers to maintain information on applicants pertaining to factors such as race, sex and type of position for which an individual applies. The responses provided will be used only for necessary information for compliance with certain record keeping requirements, and to include in the Company's Affirmative Action Program.

Bartlett Cocke General Contractors believes all persons are entitled to equal employment opportunities and does not discriminate against its employees or applicants for employment because of race, color, sex, religion, national origin, disability, veteran status, age, marital status or any other protected group. We are a company that values diversity and actively encourage women and minorities to apply.

Please complete the information requested below. Refusal to provide this information will have no bearing on your application and will not subject you to any adverse treatment. Thank you for your cooperation.

Position(s) Applied For: (Job position title needed) _____

Referral Source: _____

Date: _____

Gender: Male Female

Race and Ethnic Data: (Please select box)

White (Non-Hispanic): Persons having origins of the original peoples of Europe, North Africa, or Middle East.

Hispanic or Latino: All persons of Mexican, Puerto Rican, Cuban, Central or South American, Spanish culture or origin, regardless of race.

Asian (Non-Hispanic): Persons having origins in any of the original people of the Far East, Southeast Asia, Pacific Islands or the Indian subcontinent (China, Japan, Korea, Philippines, Samoa, India or Pakistan.)

Black or African American (Non-Hispanic or Latino): Persons having origins in any of the black ethnic groups of Africa.

American Indian or Alaskan Native (Non-Hispanic or Latino): Persons having origins in any of the original peoples of North and South America (including Central America), and who maintain cultural identification through tribal affiliation or community recognition.

Native Hawaiian or Other Pacific Islander (Non-Hispanic or Latino): A person having origins in any of the peoples of Hawaii, Guan, Samoa, or other Pacific Islands.

Two or More Races (Non-Hispanic or Latino): All persons who identify with more than one of the above five races.

Please see reverse side to complete voluntary questionnaire.

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Disabled Veterans, Recently Separated Veteran, Armed Forces Service Medal Veterans and other protected Veterans:

As a government contractor, Bartlett Cocke General Contractors is subject to the Rehabilitation Act of 1973 (Section 503), and Section 402 of the Vietnam Era Veteran's Readjustment Act of 1974 (VEVRAA) as amended by the 2002 Jobs for Veterans Act, which require government contractors to take affirmative action to employ and advance in employment qualified persons with disabilities, and other qualified eligible veterans covered by VEVRAA as defined below.

The information you provide will be kept confidential as far as practicable and in accordance with the law, and will be used to assist in providing reasonable accommodation and for statistical reporting as required by government agencies. The information shall not be used in a manner inconsistent with VEVRAA or Section 503. The Disabled and Veteran's Affirmative Action Program is available to all employees for review during regular business hours.

I voluntarily identify myself as: (Please select box)

An Individual with a Disability: An "individual with a disability" is defined as a person who (1) has a physical or mental impairment which substantially limits one or more of his or her major life activities, (2) has a record of such impairment, or (3) is regarded as having such an impairment.

Disabled Veteran: A "disabled veteran" is defined as (1) A veteran of the U.S. military, ground, naval, or air service 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 Secretary of Veterans Affairs, or (2) A person who was discharged or released from active duty because of a service-connected disability.

Recently separated veteran: A "recently separated veteran" is defined as 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: An "Armed Forces Service Medal veteran" is defined as any 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.

Other protected veteran: An "other protected veteran" is defined as 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.

Signature: _____

Date: _____

Print Name: _____

I choose not to self identify at this time.

Signature: _____

Date: _____

Print Name: _____

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