

VOLUNTARY APPLICANT SELF-IDENTIFICATION FORM

Vermont Electric Cooperative, Inc., (the Company) is committed to equal employment opportunity for all employees and applicants. As a federal contractor, the Company is required to take affirmative action to employ and advance in employment women and minorities, disabled individuals, and protected veterans. To assist the Company in properly identifying its employees and applicants for consideration in the Company's Affirmative Action Program and to comply with Federal and State requirements, we request that you complete the information below regarding your sex and race. Submission of this information is voluntary and refusal to provide it will not subject you to any adverse treatment. If you have any concerns in answering these questions, please contact Human Resources.

NAME _____

GENDER: Male ____ Female ____

Ethnicity – Are you Hispanic or Latino? (A person of Cuban, Mexican, Puerto Rican, South or Central America, or other Spanish culture or origin, regardless of race)

_____ Yes _____ No

Race – If you are not Hispanic or Latino, please select the appropriate race category. (Check only one.)

_____ White (Not Hispanic or Latino) – A person having origins in any of the original peoples of Europe, the Middle East, or North America.

_____ 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 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 and South America (including Central America), and who maintains tribal affiliation or community attachment.

_____ Two or More Races (Not Hispanic or Latino) - A person who identifies with more than one of the above five races.

Signature: _____

Date: ____/____/____