



VOLUNTARY SELF-IDENTIFICATION FORM

Arvco Container Corp. is subject to certain government recordkeeping and reporting requirements in order to comply with civil rights laws and regulations. Arvco invites individuals to voluntarily self-identify their sex, race/ethnicity and/or veteran status. This information is voluntary and declining to provide it will not have any impact on hiring, or on terms and conditions of employment. This information will be kept confidential and used only in accordance with applicable laws, executive orders and regulations, such as those that require summarizing and reporting to the federal government. If reported, no individual will be identified.

If you wish to be identified, please sign here and complete the survey: _____

Question 1 – What is Your Sex? _____ **Male** _____ **Female**

Question 2 – Ethnicity: Are You Hispanic or Latino?

_____ **Yes, Hispanic or Latino** – A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin regardless of race (*Do **not** complete Question 3; skip to Question 4.*)

_____ **No, not Hispanic or Latino** (*continue to Question 3.*)

Question 3 – Race: If Not Hispanic or Latino, What is Your Race? (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 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 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.

Question 4 – Are You a Protected Veteran in One or More of the Following Categories?

Recently Separated Veteran means any veteran during the 3-year period beginning on the date of such veteran’s discharge or release from active duty in the United States military, ground, naval, or air service.

Active Duty Wartime or Campaign Badge Veteran means a veteran who served on active duty in the United States 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.

Armed Forces Service Medal Veteran means a veteran who, while serving on active duty in the United States military, ground, naval, or air service, participated in a United States military operation to which an Armed Forces service medal was awarded pursuant to Executive Order 12985.

Disabled Veteran means a veteran of the U.S. military, ground, naval or air force 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 a person who was discharged or released from active duty because of a service-connected disability.

_____ I identify as one or more category of protected veterans as defined above.

_____ I am not a protected veteran.

_____ I do not wish to answer.