

Pre-Offer Invitation to Self-Identify

Dear Applicant:

Thank you for applying for a position with Dunlap Towing Co. We ask all applicants to provide the information requested below. The information is confidential and kept separate from your other application materials. Providing this information is totally voluntary and refusing to provide it will not result in any adverse treatment.

We are asking for this information because we are a federal contractor subject to Executive Order 11246. As part of our affirmative action program, the government requires us to track applicants' race and gender for statistical purposes. We are committed to equal employment opportunities for all employees in all matters of employment (such as hiring, promotion, transfer, training, layoff, compensation, fringe benefit and termination), regardless of race, religion, national origin, age, gender, disability, or veteran status or any other status protected by the law. Please check the appropriate boxes below and return to either:

Payroll
Dunlap Towing Company
PO Box 593
LaConner, WA 98257

Payroll
Dunlap Towing Company
2702 Federal Avenue
Everett, WA 98201

Please print your name: _____

Job for which you are applying: _____

What is your gender?	<input type="checkbox"/> Male <input type="checkbox"/> Female		
Are you Hispanic?	<input type="checkbox"/> Yes. Hispanic means a person of Cuban, Mexican, Puerto Rican, South or Central American or other Spanish culture or origin, regardless of race. If you check this box, you may skip the next question. <input type="checkbox"/> No. Continue to the next question.		
What is your race?	<input type="checkbox"/> White: A person having origins in any of the original peoples of Europe, the Middle East or North Africa. <input type="checkbox"/> Black or African American: A person having origins in any of the black racial groups of Africa. <input type="checkbox"/> Native Hawaiian or Other Pacific Islander: A person having origins in any of the peoples of Hawaii, Guam, Samoa or other Pacific Islands. <input type="checkbox"/> Asian: 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. <input type="checkbox"/> American Indian or Alaskan Native: A person having origins in any of the original peoples of North and South America (including Central America) and who maintains cultural identification through tribal affiliation or community recognition. <input type="checkbox"/> Two or More Races: All persons who identify with more than one of the above five races.		
Are you a protected veteran?	<input type="checkbox"/> Yes. Includes: Disabled veteran (veteran of the U.S. military, ground, naval or air service who is entitled to compensation (or would be if not receiving military retired pay) 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), Active duty wartime or campaign badge veteran (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), Armed Forces Service Medal veteran (veteran who, while serving on active duty in the U.S. military, ground, naval or air service, participated in a U.S. military operation for which an Armed Forces Service Medal was awarded pursuant to Executive Order 12985), or Recently separated veteran (any veteran during the 3-year period beginning on the date of the veteran's discharge or release from active duty in the U.S. military, ground, naval or air service). <input type="checkbox"/> No.		
Sign here	<table style="width: 100%; border: none;"> <tr> <td style="width: 60%; border: none;">Signature: _____</td> <td style="width: 40%; border: none;">Date: _____</td> </tr> </table>	Signature: _____	Date: _____
Signature: _____	Date: _____		