

Application for Employment

Voluntary self-identification of race, ethnicity and gender

Minnesota Valley Electric Cooperative must provide statistical reports to government agencies to comply with equal employment opportunity recordkeeping and reporting requirements. The information requested below will be used solely for government reporting purposes. It will be held strictly confidential and will not be used as selection criteria. *Completion of this form is voluntary. Please sign below if you do not choose to self-identify.* Applicants for employment are also invited to participate in the Affirmative Action Program by reporting their status as disabled, disabled veteran, veteran of the Vietnam era or other minority. In extending this invitation you are also advised that: (a) applicants are under no obligation to respond, but may do so in the future if they choose; (b) responses will remain confidential within the Human Resources Department; and (c) responses will be used only for the necessary information to include in our Affirmative Action Program. We are a company that values diversity. We actively encourage women and minorities to apply. Refusal to provide this information will have no bearing on your application and will not subject you to any adverse treatment.

Position applied for: _____

Name: _____ Sex: Male _____ Female _____

Race and Ethnic Group

- White**, not of Hispanic origin; a person having origins in any of the original peoples of Europe, North America or Middle East
- Black**, not of Hispanic origin; a person having origins in any of the black racial groups of Africa
- Asian or Pacific Islander**, not of Hispanic origin; a person having origins in any of the original peoples of the Far East, Southeast Asia, the Indian subcontinent or the Pacific Islands, e.g., China, India, Japan, Korea, the Philippine Islands and Samoa
- American Indian or Alaskan Native**; a person having origins in any of the original people of North America and who maintain cultural identification through tribal affiliation or community recognition
- Hispanic**; a person of Mexican, Puerto Rican, Cuban, Central or South American or any Spanish culture or origins regardless of race

Veteran Status if applicable:

- Vietnam-Era Veteran**; veteran who served on active duty in the military service of this country for more than 180 days, any time from August 5, 1964 to May 7, 1975, and who was discharged or released from military service with other than a dishonorable discharge.
- Special Disabled Veteran**; veteran who has 30 percent or more disability and is entitled to disability compensation by the Veteran's Administration and who was released from active military service for a disability incurred or aggravated in the line of duty.
- Other Protected Veteran**; person who served on active duty for which a campaign badge has been authorized
- Recently Separated Veteran**; veteran who, while serving on active duty in the U.S. participated in a military operation for which an Armed Forces service medal was awarded pursuant to Executive Order 12985 (61 FR 1209)
- Armed Forces Service Medal Veterans**; veteran who, while serving on active duty participated in a military operation for which an Armed Forces service medal was awarded pursuant to Executive Order 12985 (61 FR 1209)

Disability Status if applicable:

Do you consider yourself, or have you been determined to be, a disabled individual? Yes _____ No _____

Referral Source (How did you find out about this job?)

- Newspaper
- MVEC employee _____
- www.mvec.net

Signature: _____ Date: _____

I do not wish to self-identify (signature): _____