

Voluntary Invitation to Self-Identify

IMPORTANT: Applicant completion of this form is voluntary

Metals Treatment Technologies, LLC is an Equal Opportunity Employer and complies with Executive Order 11246. This order requires that employers who are considered federal contractors must ensure that applicants and employees are considered for all positions without regard to race, color, religion, sex or gender, sexual orientation, national origin, age, disability, veteran status, or any other legally protected class.

Please be advised that your completion of this form *is not* part of your official application for employment. It is considered confidential information that will not be used in any hiring decision. Refusal to provide this information will have no bearing on your application and will not subject you to any adverse treatment. If you choose to participate by completing this form, we thank you for your cooperation. You are also advised that: (1) applicants are under no obligation to respond but may do so in the future if they choose; (2) responses will remain confidential with the Human Resources Representative; and (3) responses will be used only for the necessary information to include in our compliance with Executive Order 11246.

This form is to be completed by the applicant, is not for interview purposes, and is to be filed separately from application.

Definitions

EEOC race/ethnic identification categories:

- **Hispanic or Latino:** All persons of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origin, regardless of race.
- **American Indian or Alaskan Native:** All persons having origins in any of the original peoples of North America and South America (including Central America), and who maintain tribal affiliation or community attachment.
- **Asian:** All persons 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.
- **Native Hawaiian or Pacific Islander:** All persons having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands.
- **Black or African American:** All persons having origins in any of the Black racial groups of Africa.
- **White:** All persons having origins in any of the original peoples of Europe, North Africa, or the Middle East.
- **Two or More Races:** All persons that can identify with one or more races above.

As stated above, Metals Treatment Technologies, LLC, to comply with government agencies requirements to report on status of applicants, is collecting the data provided on this form. This data is for analysis and affirmative action only. *Submission of this information is voluntary.* If you decide not to supply this information it will not jeopardize or adversely affect any consideration you may receive for employment, or advancement in employment later.

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Section 1: General Applicant Information

Applicant name (Last, First, Middle)	Position applied for	Date

Section 2: Applicant EEO Data—Check All That Apply (See Previous Page for Definitions)

<input type="checkbox"/> Hispanic or Latino	<input type="checkbox"/> American Indian or Alaskan Native <input type="checkbox"/> Asian <input type="checkbox"/> Native Hawaiian or Pacific Islander <input type="checkbox"/> Black or African American <input type="checkbox"/> White <input type="checkbox"/> Two or more races <input type="checkbox"/> Prefer not to disclose	<input type="checkbox"/> Male <input type="checkbox"/> Female <input type="checkbox"/> Prefer not to disclose		
<input type="checkbox"/> I do not wish to self-identify. If you choose not to self-identify your race/ethnicity at this time, the federal government requires Metals Treatment Technologies to determine this information by visual survey and/or other available information.				