



TO NEW HIRE: (To be completed after hire.)

Beck Construction & Excavation, Inc., is required to keep complete records on all of its employees, and also to supply Government Agencies with certain data which reflects their Equal Employment Opportunity and Affirmative Action Program status. The following questions are used to supply this information and will not be used for discriminatory purposes.

Race/Ethnic Group: The Federal Government uses the following definitions of race/ethnic groups. (Please check one.)

_____ **Black** (Not of Hispanic Origin) – All persons having origins in any of the Black Racial groups of Africa.

_____ **Asian of Pacific Islander** All persons having origins in any of the original people of the Far East, Southeast, Asia, the Pacific Islands, or the Indian Subcontinent, including, for example, China, India, Japan, Korea, the Philippine Islands and Samoa.

_____ **American Indian or Alaskan Native-** All persons having origins in any of the original peoples of North America, and who maintains cultural identification through tribal affiliation or community recognition.

_____ **Hispanic** All persons of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origin, regardless of race.

_____ **White** - (Not of Hispanic origin) – All Persons having origins in any of the original peoples of Europe, North Africa or the Middle East.

Military Veteran Status: ___ Yes ___ No

Military Status: ___ Active ___ Reserves

Disability Status: ___ Yes ___ No *If yes, disability description _____

I have read the Equal Employment Opportunity Policy of *Beck Construction & Excavation, Inc* and agree to abide by this policy. I will not discriminate in any way against any other employee while employed by *Beck Construction & Excavation, Inc.*

Signature

Date