



Equal Opportunity Employer

Voluntary Race Form

It is the policy of Kline's Services to not discriminate any employee or applicant for employment. Accordingly, all recruiting, hiring and promoting for all job classifications is made without regard to race, color, religion, age (over 40), sex, national origin, sexual orientation, ancestry, disability, veteran status, genetic information, or any other legally protected characteristic. Only valid requirements from promotional effort to ensure that all personnel actions, such as compensation, benefits, recruitment, transfer, promotions, layoffs, rehires from layoffs, company sponsored training, tuition assistance, education programs and company facilities will be administered without regard to any legally protected characteristic. The company promotes the principle of Equal Opportunity Employer. Employees with disabilities will be provided with reasonable accommodations, except where such accommodations would cause Kline's Services undue hardship. We invite employees with disabilities which require reasonable accommodations to inform Human Resources of their need of such reasonable accommodations.

Kline's Services, Inc. is gathering information on the composition of the pool of applicants who are applying for jobs.

We are asking that you complete this form to help us gain this information. Your completion of this form is strictly voluntary. This form will remain in Human Resources and will not be sent to the hiring manager of department with your resume/application.

Gender

- Male
- Female

Race/Ethnicity

- Hispanic/Latino Persons of Mexican, Puerto Rican, Cuban, Central or South American or other Spanish culture of origin, regardless of race.
- White Not of Hispanic origin; persons having origins in any of the original peoples of Europe, North Africa, or the Middle East.
- Black/African American Not of Hispanic origin; persons having origins in any of the Black racial groups of Africa.
- Asian Persons having origins in any of the original peoples of the Far east, Southeast Asia, the Indian subcontinent. This area includes China, Japan, Korea.
- Native Hawaiian/
Pacific Islander Persons having origins in Hawaii or the Pacific Islands.
- American Indian/
Alaskan Native Persons having origins in any of the original peoples of North America and who maintain cultural identification through tribal affiliation or community recognition.
- Two or more races

Position Applied for _____

Date _____