

VOLUNTARY SELF-IDENTIFICATION FORM

American Traffic Solutions is an Equal Employment Opportunity employer. We record certain information to be made part of our voluntary Affirmative Action and Veteran tracking efforts. As a new employee, you are invited to assist us with our efforts by reporting your status. In extending this invitation you are also advised of the following:

- Employees are under no obligation to respond, but may do so in the future if they choose
- Responses will remain confidential within the Human Resources department
- Responses will be used in accordance with the provisions of applicable federal laws, executive orders, and regulations
- Responses will be used only for our voluntary affirmative action and veteran tracking efforts
- Refusal to provide this information will have no impact on your employment and will not subject you to any adverse treatment.

We invite you to complete the information below. Thank you for your cooperation.

<p>Ethnicity/Race (see back for descriptions)</p> <p>Do you consider yourself Hispanic or Latino?</p> <p style="text-align: center;"><input type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>If not Hispanic or Latino, please indicate below:</p> <p><input type="checkbox"/> White</p> <p><input type="checkbox"/> Asian</p> <p><input type="checkbox"/> Black/African American</p> <p><input type="checkbox"/> American Indian/Alaska Native</p> <p><input type="checkbox"/> Native Hawaiian or other Pacific Islander</p> <p><input type="checkbox"/> Two or more Races</p>	<p>Disability Status (see back for descriptions)</p> <p><input type="checkbox"/> Individual with a Disability</p> <p><input type="checkbox"/> Disabled Veteran</p> <p>Please list any accommodations needed (attach a separate sheet to this form, if necessary):</p> <hr/> <hr/> <hr/>		
<p>Military Status (see back for descriptions)</p> <p><input type="checkbox"/> Does not apply</p> <p><input type="checkbox"/> Active Reserves</p> <p>Has employee been discharged from U.S. Military? <input type="checkbox"/> Yes <input type="checkbox"/> No If yes, Discharge Date: ____/____/____</p> <table style="width: 100%; border: none;"> <tr> <td style="width: 50%; vertical-align: top; padding: 5px;"> <p>VETS 100</p> <p><input type="checkbox"/> Vietnam Era Veteran</p> <p><input type="checkbox"/> Special Disabled Veteran</p> <p><input type="checkbox"/> Other Protected Veteran</p> <p><input type="checkbox"/> Recently Separated Veteran (1 year)</p> </td> <td style="width: 50%; vertical-align: top; padding: 5px;"> <p>VETS 100A</p> <p><input type="checkbox"/> Armed Forces Service Medal Veteran</p> <p><input type="checkbox"/> Disabled Veteran</p> <p><input type="checkbox"/> Other Protected Veteran</p> <p><input type="checkbox"/> Recently Separated Veteran (3 years)</p> </td> </tr> </table>		<p>VETS 100</p> <p><input type="checkbox"/> Vietnam Era Veteran</p> <p><input type="checkbox"/> Special Disabled Veteran</p> <p><input type="checkbox"/> Other Protected Veteran</p> <p><input type="checkbox"/> Recently Separated Veteran (1 year)</p>	<p>VETS 100A</p> <p><input type="checkbox"/> Armed Forces Service Medal Veteran</p> <p><input type="checkbox"/> Disabled Veteran</p> <p><input type="checkbox"/> Other Protected Veteran</p> <p><input type="checkbox"/> Recently Separated Veteran (3 years)</p>
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<p><input type="checkbox"/> I do not wish to self-identify</p>			

Signature

Date

(Revised 10/1/13)

PRIVATE

SELF-IDENTIFICATION DEFINITIONS

ETHNICITY/RACE:

Hispanic or Latino: A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin (including Spain) regardless of race.

White (not Hispanic or Latino): A person having origins in any of the original people of Europe, the Middle East, or North Africa.

Black or African American (not Hispanic or Latino): A person having origins in any of the black racial groups of Africa.

Asian (not Hispanic or Latino): A person having origin 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 Other Pacific Islander (not Hispanic or Latino): A person having origins in any of the people of Hawaii, Guam, Samoa, or other Pacific Islands.

American Indian or Alaska Native (not Hispanic or Latino): A person having origins in any of the original peoples of North and South American (including Central America), and who maintain tribal affiliation or community attachment.

Two or More Races (not Hispanic or Latino)

DISABILITY STATUS:

Individual with a Disability: A person who 1) has a physical or mental impairment that substantially limits one or more major life activities; 2) has a record of such an impairment; or 3) is regarded as having such an impairment.

Disabled Veteran: A veteran who 1) is entitled to compensation (or who but for the receipt of military retired pay would be entitled to compensation) under laws administered by the Secretary of Veterans' Affairs for a disability; or 2) was discharged or released from active duty because of service-connected disability.

MILITARY STATUS:

Vietnam Era Veteran: A person who (1) served on active duty for more than 180 days, if any part of such active duty occurred: (I) in the Republic of Vietnam between February 28, 1961, and May 7, 1975; or (II) between August 5, 1964 and May 7, 1975 in all other cases; or (2) was discharged or released from active duty for a service connected disability if any part of such active duty was performed; (I) in the Republic of Vietnam between February 28, 1961, and May 7, 1975; or (II) between August 5, 1964 and May 7, 1975 in all other cases.

Armed Forces Service Medal Veteran: A person who, while serving on active duty in the U.S. military, ground, naval, or air service, participated in a United States military operation for which an Armed Forces Service Medal was awarded pursuant to Executive Order 12985.

Special Disabled Veteran: Means (i) a veteran of the U.S. military, ground, naval, or air service who is entitled to compensation (or who but for the receipt of military retired pay would be entitled to compensation) under laws administered by the Department of Veterans' Affairs for a disability (A) rated at 30 percent or more, or (B) rated at 10 or 20 percent in the case of a veteran who has been determined under Section 38 U.S.C. 3106 to have a serious employment handicap or (ii) a person who was discharged or released from active duty because of service connected disability.

Other Protected Veteran: Includes any veteran who serves on active duty in the U.S. military, ground, naval, or air service in a war, campaign or expedition in which a campaign badge has been authorized under laws administered by the Department of Defense.

Recently Separated Veteran (1 year): Any veteran who served on active duty in the U.S. military, ground, naval, or air service during the one year period beginning on the date of such veteran's discharge or release from active duty.

Recently Separated Veteran (3 years): Any veteran who served on active duty in the U.S. military, ground, naval, or air service during the three year period beginning on the date of such veteran's discharge or release from active duty.