

## VOLUNTARY SELF IDENTIFICATION FORM

Kaman is subject to certain governmental recordkeeping and reporting requirements in order to comply with various civil rights laws and regulations. In order to comply with these requirements, Kaman invites all applicants/employees to voluntarily self-identify their gender and race/ethnicity. Completion of this information is voluntary and refusal to provide it will not adversely affect any hiring or other employment related action.

Information gathered during the self-identification process will be kept confidential and is maintained separately from the application and other employment records.

Name: \_\_\_\_\_ Date: \_\_\_\_\_

Position you are applying for (please be specific): \_\_\_\_\_

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I do not wish to furnish this information: \_\_\_\_\_

**GENDER**      Male      Female

**RACE/ETHNICITY:** Please respond to the following questions:

1. **Are you Hispanic or Latino** (A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin regardless of race)? Yes      No

If you checked "Yes" to Question 1, please do not proceed further. If you checked "No," please proceed to Question 2.

2. **Do you identify with Two or More Races** (Not Hispanic or Latino) as defined below?  
Yes      No

If you checked "Yes" to Question 2, please do not proceed further. If you checked "No," please proceed to Question 3.

3. Please select one of the following race designations as defined below.

**White** (Not Hispanic or Latino) White) - A person having origins in any of the original peoples 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.

**Native Hawaiian or Other Pacific Islander** (Not Hispanic or Latino) - A person having origins in any of the peoples of Hawaii, Guam, Samoa, or other Pacific Islands.

**Asian** (Not Hispanic or Latino) - A person having origins in any of the original peoples of the Far East, Southeast Asia, or Indian Subcontinent, including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.

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