FIRST FEDERAL SAVING & LOAN ASSOCIATION OF LORAIN

SELF-IDENTIFICATION FORM

Employee/Candidate Name: _____   Employee No.: _____

Position Applied For: _____   Current Position: _____

As an employer with an Affirmative Action Obligation pursuant to Executive Order 11246, we must comply with government regulations regarding the collection of demographic information about our employees and about those individuals being considered for employment with our organization. We are required to invite individuals being considered for employment to self-identify as to gender, ethnicity, and racial origin. Individuals invited to self-identify may do so immediately or at any time in the future. We are also required to invite all employees and applicants to self-identify for consideration under our Disabled Affirmative Action Program as well as where appropriate, protected veteran status.

If you believe that you are covered by the above Acts, the Organization invites you to self-identify for consideration under its Affirmative Action Programs. Provision of this information is voluntary and refusal to provide it will not subject the applicant or employee to adverse treatment. Further, if provided, the information will be kept confidential and used only in accordance with the Acts and regulations.

Gender: I am: _____ Male   _____ Female

Please select only one classification.

Ethnicity:

_____ **Hispanic or Latino:** A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin, **regardless of race.** (If you select Hispanic or Latino, do not select another classification.)

Race:

_____ **White:** (Not Hispanic or Latino) 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.

_____ **Asian:** (Not Hispanic or Latino) A person 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 Other Pacific Islander:** (Not Hispanic or Latino) A person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands.

_____ **American Indian or Alaskan 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.

_____ **Two or More Races:** (Not Hispanic or Latino) All persons who identify with more than one of the above five races.