

# The Monarch Cement Company

## APPLICANT REQUEST

### CONFIDENTIAL EEO/AFFIRMATIVE ACTION QUESTIONNAIRE

An Equal Opportunity Employer

Completion of this Application Insert is optional

**General Policy Statement:** The Monarch Cement Company prides itself on being an equal opportunity employer with regard to all terms and conditions of employment, including but not limited to hiring, compensation, bonuses, benefits, hours of work, issuance of discipline, promotion, transfer, work assignments, and termination. As such, the Company complies with all federal, state and local laws prohibiting discrimination on the basis of race, color, religion, creed, national origin, sex, sexual orientation, disability, veteran status, age, genetic information or other protected status.

We ask you to voluntarily provide us with the following information to assist us in complying with government reporting requirements under the Equal Employment Opportunity Act. Completion of this form is purely voluntary and will not, in any way, affect your consideration for employment. This completed form will be maintained in a confidential manner and filed separately from your application. Please mark your selection with an "X".

<b>Applicant Name:</b>			
	<i>Last</i>	<i>First</i>	<i>M.I.</i>

<b>Position Applying for:</b>		<b>Date of Application</b>	
-------------------------------	--	----------------------------	--

<b>Gender:</b>	<input type="checkbox"/> Male	<input type="checkbox"/> Female
----------------	-------------------------------	---------------------------------

**Race/Ethnicity:** Please check one of the groups listed below that most accurately describes your Race/Ethnic Background

<input type="checkbox"/>	American Indian or Alaskan Native: All persons having origins in any of the original peoples of North and South America (including Central America), and who maintain cultural identification through tribal affiliation or community recognition.
<input type="checkbox"/>	Asian (Not Hispanic or Latino): All persons having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian Subcontinent. This area includes, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands and Samoa, Thailand and Vietnam.
<input type="checkbox"/>	Black or African American (Not Hispanic or Latino): All persons having origins in any of the Black racial groups of Africa.
<input type="checkbox"/>	Hispanic or Latino: All persons of Mexican, Puerto Rican, Cuban, South or Central American or other Spanish culture origin, regardless of race.
<input type="checkbox"/>	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.
<input type="checkbox"/>	White (Not Hispanic or Latino): All persons having origins in any of the original peoples of Europe, North Africa or the Middle East.
<input type="checkbox"/>	Two or more races: All persons who identify with more than one of the above six races/ethnicities.

### How did you hear about the opening?

<input type="checkbox"/> Newspaper ad	<input type="checkbox"/> Job fair	<input type="checkbox"/> College placement service	<input type="checkbox"/> State job service
<input type="checkbox"/> Recruitment firm	<input type="checkbox"/> Walk-in	<input type="checkbox"/> Internet Posting (which site?):	
<input type="checkbox"/> Referred by employee	Name of referring employee:		
<input type="checkbox"/> Other (explain):			

Check here if you do not desire to complete this form (Completion of this form is voluntary and will not affect the hiring-decision).

<b>Signature:</b>	<b>Date:</b>
-------------------	--------------