**Self-Identification of Race/Ethnicity and Gender**

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| **Anti-Discrimination Notice**. It is an unlawful employment practice for an employer to fail or refuse to hire or discharge any individual, or otherwise to discriminate against any individual with respect to that individual’s terms and conditions of employment, because of such individual’s race, color, religion, sex, or national origin. |
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| Welch and Rushe is subject to certain governmental recordkeeping and reporting requirements for the administration of civil rights laws and regulations. In order to comply with these laws, this employer invites applicants and employees to voluntarily self-identify their race/ethnicity and gender.Submission of this information is voluntary, and refusal to provide it will not subject you to any adverse treatment. However, without this information, for our employees, Welch and Rushe will maintain a Race and Gender on file based on observation or other company records or documents. The information will be kept confidential and may only be used in accordance with the provisions of applicable laws, executive orders, and regulations, including those that require the information to be summarized and reported to the federal government for civil rights enforcement. When reported, data will not identify any specific individual. |
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| **INVITATION TO SELF-IDENTIFY** |
| PLEASE ANSWER THE FOLLOWING QUESTIONS |
|  |
| What is your gender? You may mark **only one** box. |
|  |
|  |  | **Male** |
|  |  |  |
|  |  | **Female** |
|  **I choose not to identify** |
| What is your race/ethnicity? You may mark **only one** box. |
|  |
|  |  | **Hispanic or Latino** |
|  |  |  |
|  |  | **White (Not Hispanic or Latino)**  |
|  |  |  |
|  |  | **Black or African American (Not Hispanic or Latino** |
|  |  |  |
|  |  | **Native Hawaiian or Other Pacific Islander (Not Hispanic or Latino)** |
|  |  |  |
|  |  | **Asian (Not Hispanic or Latino)** |
|  |  |  |
|  |  | **American Indian or Alaska Native (Not Hispanic or Latino)**  |
|  |  |  |
|  |  | **Two or More Races (Not Hispanic or Latino)** |
|  |  | **I choose not to identify** |
|  |  | **Employee Name:** |