

Dear Online Applicant:

As an affirmative action employer complying with government regulations, HOPE Services is required to solicit affirmative action data from online as well as traditional job applicants. To assist us in this process, please print this document, complete it, and submit to:

HOPE Services
Human Resources Department
30 Las Colinas Lane
San Jose, CA 95119

Internet Applicant Affirmative Action Information

Required Information:

Name: _____ Date of Application: _____

Position(s) for which you are applying: _____ Location: _____

(Do not state "any open position" or "any position for which I am qualified." We can only consider those applicants who express an interest in an open position for which they possess minimum qualifications. If you would like to know which positions are currently open, please check www.hopeservices.org)

How did you learn about this job opportunity?

€ Help Wanted Advertisement _____ € State Employment Office _____
€ Employment Agency _____ € Walk-In _____
€ Referred by Employee _____ € Company Recruitment _____
€ Website _____ € Other _____

Voluntary Information:

We are an affirmative action government contractor. To comply with government regulations, we must track the number of our applicants by gender, race/ethnicity, and position for which applied. For this reason, we invite you to indicate your gender and race/ethnicity below. This information is kept separately from your application and is used only in accordance with federal and state regulations.

This section is voluntary. You are not required to provide this information. Your application for employment will be considered in the same manner whether or not you provide this information.

Gender	Race/Ethnic Group (as defined by the Equal Employment Opportunity Commission)
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Male

White (Not of Hispanic origin) – All persons having origins in any of the original people of Europe, North Africa, or the Middle East.

Female

Black or African American (Not of Hispanic origin) – All persons having origins in any of the black racial groups of Africa.

Hispanic or Latino – All persons of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origin, regardless of race.

Asian - All persons having origins in any of the original peoples of the Far East, Southeast Asia or the Indian Subcontinent.

Native Hawaiian or other Pacific Islander– All persons having origins in Hawaii or Pacific Islands.

- ❑ **American Indian or Alaskan Native** – All persons having origins in any of the original peoples of North America, and who maintain cultural identification through tribal affiliation or community recognition.
 - ❑ **Two or more races** – All persons having origins in more than one of the groups listed above.

- ❑ **An Individual with a Disability**
 - ❑ An individual with a disability is defined as a person who (1) has a physical or mental impairment which substantially limits one or more of his or her major life activities, (2) has a record of such impairment, or (3) is regarded as having such an impairment.

- ❑ **A Disabled Veteran**
 - ❑ A Disabled Veteran is defined as (A) 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 the laws administered by the Secretary of Veterans Affairs, or (B) a person who was discharged or released from active duty because of a service-connected disability.

- ❑ **An Armed Forces Service Medal Veteran**
 - ❑ An Armed Forces Service Medal Veteran is defined as any veteran 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 No. 12985.

- ❑ **A Recently Separated Veteran**
 - ❑ A recently separated veteran is defined as any veteran during the three-year period beginning on the date of such veteran's discharge or release from active duty in the U.S. military, ground, naval, or air service.

- ❑ **Other Protected Veteran**
 - ❑ Other Protected Veteran is defined as a veteran who served on active duty in the U.S. military, ground, naval, or air service during a war or in a campaign or expedition for which a campaign badge has been authorized, under the laws administered by the Department of Defense.