**EQUAL EMPLOYMENT OPPORTUNITY DISCLOSURE**

As a government contractor, MDI 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, MDI invites you to voluntarily complete this disclosure form.

Submission of this information is voluntary and refusal to provide it will not subject you to any adverse treatment. The information obtained 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.

Name: (Optional)                                Date:                 Position:                          

Gender: ☐ Male ☐ Female

**Race/Ethnicity**

|  |  |  |
| --- | --- | --- |
| ☐ | **Hispanic or Latino** | A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin regardless of 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. |
| ☐ | **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 the 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 maintain tribal affiliation or community attachment. |
| ☐ | **Two or More Races (Not Hispanic or Latino)** | All persons who identify with more than one of the above six races. |

**Disability/Veteran Status (Please check all that apply)**

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| --- | --- | --- |
| ☐ | **Disabled** | Anyone having any physical or mental impairment which substantially limits one or more major life activities. |
| ☐ | **Special Disabled Veteran** | (1) Any veteran entitled to VA-administered disability compensation for a disability rated at 30% or more, or rated at 10-20% where the VA has determined the veteran to have a serious employment handicap; **or** (2) Any veteran who was discharged or released from active duty because of a service-connected disability. |
| ☐ | **Vietnam Era Veteran** | (1) Anyone who served on active duty in the U.S. military for a period of more than 180 days and who was discharged with other than a dishonorable discharge, if any part of such active duty was performed (A) in the Republic of Vietnam between February 28, 1961, and May 7, 1975, or (B) between August 5, 1964, and May 7, 1975, in all other cases; **or** (2) Anyone who was discharged from active duty in the U.S. military for a service-connected disability if any part of such active duty was performed (A) in the Republic of Vietnam between February 28, 1961, and May 7, 1975, or (B) between August 5, 1964, and May 7, 1975, in any other location. |
| ☐ | **Newly Separated Veteran** | Any veteran who served on active duty in the U.S. military, ground, naval or air service during the one-year period beginning on the date of such veteran’s discharge or release from active duty. |
| ☐ | **Other Protected Veteran** | Any veteran who served on active duty during a war or in a campaign for which a campaign badge has been authorized. |

You may identify any accommodations we could make that would better enable you to perform your job properly and safely:

☐ I do not wish to respond to this disclosure form.

**For Twin Cities positions fax to 651-222-9165**

**For Grand Rapids, Hibbing & Deer River positions, fax to 866-665-8509**