



Kerrville Public Utility Board

It is the policy of KPUB to afford equal opportunity to all employees and applicants for employment without regard to age (40 and over), race, religion, color, sex, national origin, expunged juvenile records, or pregnancy, and to afford equal opportunities to disabled veterans, veterans of the Vietnam era, and individuals with a disability, and any other characteristic protected by Federal, State or Local law.

Submission of the following information is voluntary. Data collected will be used for statistical purposes and to measure effectiveness of recruiting efforts. It will **not** be considered when making hiring decisions, and refusal to provide this information will not result in any adverse treatment.

Date: _____

Position applied for: _____

Please identify where you learned of this employment opportunity with KPUB:

- Newspaper
- Employee Referral
- Temporary Service
- State Employment Service
- Other: _____

Gender: Male Female

Race/Ethnicity: Please check one of the descriptions below corresponding to the ethnic group with which you most identify with. You may check **only one** box.

- Hispanic or Latino:** a person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin, regardless of race.
- White:** a person having origins in any of the original peoples of Europe, the Middle East, or North Africa.
- Black or African American:** a person having origins in any of the Black racial groups of Africa.
- Native Hawaiian or other Pacific Islander:** a person having origins in any of the original people of Hawaii, Guam, Samoa, or other Pacific Islands.
- Asian:** a person having origins in any of the original people 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 Alaskan Native:** 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:** a person who identifies with more than one of the above races.

- Veteran Non-Veteran

Thank you for your cooperation.