

**EFCO, INC. DBA ERIE PRESS SYSTEMS**  
**VOLUNTARY APPLICANT DATA RECORD**  
**(Please Print)**

DATE: \_\_\_\_\_ POSITION APPLIED FOR: \_\_\_\_\_

**READ BEFORE COMPLETING FORM**

Applicants are considered for all positions, and employees are treated during employment, without regard to race, color, creed, religion, sex, national origin, ancestry, age, marital or veteran status, physical or medical handicap or disability, or any other legally protected status. As an employer and governmental contractor, we comply with government regulations, including affirmative action responsibilities where they apply. YOUR COOPERATION IS VOLUNTARY. Solely to help us comply with government record keeping, reporting and other legal requirements, we request that you please fill out this Applicant Data Record. We appreciate your cooperation. This data is for periodic government reporting and will be used in accordance with Title I of the Americans with Disabilities Act (ADA) and all other governing federal, state and local legislation and will be kept in a Confidential File separate from the Employment Application.

**REFERRAL SOURCE (Check ONE of the following):**

Newspaper Advertisement	GECAC	Walk-In
DOL BES Job Service (Career Link)	Friend/Relative	
Placement/Temporary Agency (Please Specify)	_____	
School (Please Specify):	_____	
Other (Please Specify):	_____	

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Name	_____			
	Last	First	Middle	
Home Address	_____			
	Street	City	State	Zip
Phone	_____			

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Government agencies at times require periodic reports on sex and other protected status of applicants. This data is for analysis and possible affirmative action only. **SUBMISSION OF THE FOLLOWING INFORMATION IS VOLUNTARY.**

**Check one:**      Male                      Female

**Check one:**      White                      Black                      American Indian/Alaskan Native                      Asian

Native Hawaiian or Other Pacific Islander                      Two Or More Races

Hispanic or Latino (White)                      Hispanic or Latino (All other races than White)

## **Disabled/Veteran Classification(s)**

Disabled Person

Vietnam Era Veteran

Special Disabled Veteran (rated 30% or more)

### **Explanation of the Categories:**

#### **White:**

A person having origins in any of the original peoples of Europe, the Middle East, or North Africa.

#### **Black:**

A person having origins in any of the black racial groups of Africa.

#### **Hispanic or Latino:**

A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin, regardless of race.

#### **Asian:**

A person having origins in any of the original peoples of the Far East, Southeast Asian, or the Indian subcontinent including, - 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.

#### **Native Hawaiian or other Pacific Islander:**

A person having origins in any other peoples of Hawaii, Guam, Samoa, or other Pacific Island.

#### **Two or More Races:**

All persons who identify with more than one of the above five races.

#### **Disabled Individual:**

Federal regulations define a disabled person as one who (1) has a physical or mental impairment which substantially limits one or more of such person's major life activities, (2) has a history of such impairment, or (3) is regarded as having such an impairment.

#### **Vietnam ERA Veteran:**

Federal regulations define a veteran of the Vietnam Era as one who (1) served on active duty for a period of more than 180 days, any part of which occurred between August 5, 1964, and May 7, 1975, and was discharged or released with other than a dishonorable discharge, or (2) was discharged or released from active duty for a service connected disability of any part of such active duty was performed between August 5, 1964, and May 7, 1975.

#### **Special Disabled Veteran:**

Federal regulations define a special disabled veteran as one who (1) is entitled to compensation under laws administered by the Veteran's Administration for a disability rated 30% or more, or (2) was discharged or released from active duty because of a service-connected disability.

**WE ARE AN EQUAL OPPORTUNITY EMPLOYER**