



EQUAL OPPORTUNITY, AFFIRMATIVE ACTION VOLUNTARY SELF IDENTIFICATION FORM

Habec Dental Temp Agency Staffing, is an Equal Opportunity and Affirmative Action Employer. As required by law, we must record certain information to be made a part of our Affirmative Action Program.

Staff we place are invited to participate in the Affirmative Action Program by reporting their race, gender, veteran status and disability status. In extending this invitation you are also advised that: (a) you are under no obligation to respond; (b) responses will remain confidential; and (c) responses will be used only for the necessary data required for our Equal Opportunity Reporting and Affirmative Action Program. We are a company that values diversity. Refusal to provide this information will have no bearing on your ability to be placed and will not subject you in any adverse treatment.

General Information:

Name	Position Sought	Date
------	-----------------	------

Race:

White	Black	Hispanic	Asian / Pacific Islander	American Indian / Alaskan Native
-------	-------	----------	--------------------------	----------------------------------

Gender:

Male	Female
------	--------

Veteran:

Yes	No
-----	----

Separation from Military:

Date

Veteran Status:

Disabled	Vietnam Era	Other Eligible	Newly Separated
----------	-------------	----------------	-----------------

Disabled Veteran: A veteran of the U.S. military who is entitled to compensation (or who but for the receipt of military retired pay would be entitled to compensation) under laws administered by the Department of Veterans' Affairs for a disability – a) rated at 30% or more; b) rated at 10 or 20% in the case of a veteran who has been determined under Section 38 U.S.C. 3106 to have a serious employment handicap; or c) a person who was released from active duty because of service connected disability.

Vietnam Era Veteran: A person who (I) served on active duty in the U.S. military for a period of more than 180 days, and who was discharged or released there from 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; (II) was discharged or released from active duty in the U.S. military, ground, naval, or air service 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.

Other Eligible Veteran: Veterans who served on active duty in the U.S. military during a war or in a campaign or expedition for which a campaign badge, a service medal, or an expeditionary medal has been authorized. To identify campaigns or expeditions that may meet this criteria, visit the following website: www.opm.gov/veterans/html/vqmedal12.htm or send an email to othervets@vets100.com to request a copy of the list.

Newly Separated Veteran: Any veteran who served on active duty in the U.S. military during the past one-year period, beginning on the date of such veteran's discharge or release from active duty.

Disability Status:

Yes	No
-----	----

A person has a disability if he or she has a physical or mental impairment which substantially limits one or more major life activities; has a record of such impairment; or is regarded as having such impairment. A handicap is "substantially limiting" if it is likely to cause difficulty in securing, retaining or advancing in employment.