

**Aera Energy Services Company**

Attn: Human Resources

P.O. Box 11164

Bakersfield, CA 93389

Fax (661) 665-3420

**Voluntary Self-Identification Form**

Aera Energy Services Company is subject to certain U. S. governmental recordkeeping and reporting requirements for the administration of civil rights laws and regulations. In order to comply with these laws, Aera Energy Services invites employees and applicants to voluntarily self-identify their gender and their race or ethnicity.

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 law, executive orders and regulations, including those that require the information to be summarized and reported to the federal government for civil rights enforcement.

**Gender**

<input type="checkbox"/>	<b>Female</b>
<input type="checkbox"/>	<b>Male</b>

**Ethnicity**

<input type="checkbox"/>	<b>Hispanic or Latino</b>
<input type="checkbox"/>	<b>Not Hispanic or Latino</b>

**Race (Please select only one)**

Select One Below	Race and Ethnicity Categories	Definition
<input type="checkbox"/>	<b>Hispanic or Latino</b>	A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin regardless of race.
<input type="checkbox"/>	<b>White</b>	A person having origins in any of the original peoples of Europe, the Middle East, or North Africa.
<input type="checkbox"/>	<b>Black or African American</b>	A person having origins in any of the black racial groups of Africa.
<input type="checkbox"/>	<b>Native Hawaiian or Other Pacific Islander</b>	A person having origins in any of the peoples of Hawaii, Guam, Samoa, or other Pacific Islands.
<input type="checkbox"/>	<b>Asian</b>	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.
<input type="checkbox"/>	<b>American Indian or Alaskan Native</b>	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.
<input type="checkbox"/>	<b>Two or More Races</b> (Not Hispanic or Latino)	All persons who identify with more than one of the above races.

Name \_\_\_\_\_

Position Title \_\_\_\_\_

Position Posting Number \_\_\_\_\_

Signature \_\_\_\_\_ Date \_\_\_\_\_

**Note:** If you submit this application electronically, your submission will be considered to represent your signature. You may be asked to provide an original signature at the time of interview or hire.