



VOLUNTARY SELF IDENTIFICATION NOTICE & DESCRIPTION

Spatial Front, Inc. “SFI” is a Federal contractor and an **Equal Opportunity Employer**. SFI is subject to Executive Order 11246, which requires government contractors to take affirmative action to ensure that equal opportunity is provided in all aspects of their employment. In addition, we are subject to Vietnam Era Veterans’ Readjustment Assistance Act of 1974, as amended by the Jobs for Veterans Act of 2002, 38 U.S.C. 4212 (VEVRAA), which requires Government contractors to take affirmative action to employ and advance in employment protected veterans. In order to comply with these laws, SFI invites applicants and employees to voluntarily self-identify their gender, race/ethnicity and protected veteran status. SFI does not discriminate on the basis of race, religion, color, sex, sexual orientation, gender identity, age, protected veteran status, non-disqualifying physical or mental disability, national origin, genetic information, or any other basis covered by appropriate law. All employment is decided on the basis of qualifications, merit, and business need.

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.

Gender:	Male	Female	Do not wish to Self-Identify
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RACE/ETHNIC GROUP IDENTITY:
Black or African American (Not of Hispanic origin): All persons having origins in any of the black racial groups of Africa.
Hispanic or Latino: All persons of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origin, regardless of race.
Native Hawaiian or Pacific Islander (Not Hispanic or Latino): All persons having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands.
Asian (Not Hispanic or Latino): All persons having origins in any of the original peoples of the Far East, Southeast Asia, the Indian Subcontinent. This area includes, for example, China, Cambodia, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand and Vietnam.
American Indian or Alaskan Native (Not Hispanic or Latino): All persons having origins in any of the original peoples of North and South America (including Central America), and who maintain cultural identification through tribal affiliation or community recognition.
Two or More Races (Not Hispanic or Latino): All persons who identify with more than one of the above five races.
I do not wish to Self-Identify

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VETERAN STATUS:
<p>Disabled Veteran: A veteran of the U.S. military, ground, naval or air service 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 Secretary of Veterans Affairs, or (ii) a person who was discharged or released from active duty because of a service-connected disability.</p>
<p>Recently Separated Veteran: A veteran during the three-year period beginning on the date of such veteran's discharge or release from active duty in the U.S. military, ground, naval or air service. Date of Discharge:</p>
<p>Active Duty Wartime or Campaign Badge Veteran: Includes any veteran who served on active duty in the U.S. military, ground, naval or air service in war, campaign or expedition in which a campaign badge has been authorized under laws administered by the Department of Defense.</p>
<p>Armed Forces Service Medal Veteran: Includes any veteran who, while serving on active duty in the U.S. military, ground, naval or air service, participated in a United States military operation for which an Armed Forces service medal was awarded pursuant to Executive Order 12985 (61 Fed. Reg. 1209).</p>
I am not a Protected Veteran.
I do not wish to Self-Identify

If you are a disabled veteran it would assist us if you tell us whether there are accommodations we could make that would enable you to perform the essential functions of the job, including special equipment, changes in the physical layout of the job, changes in the way the job is customarily performed, provision of personal assistance services or other accommodations. This information will assist us in making reasonable accommodations for your disability.

Submission of this information is voluntary and refusal to provide it will not subject you to any adverse treatment. The information provided will be used only in ways that are not inconsistent with the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended.

The information you submit will be kept confidential, except that (i) supervisors and managers may be informed regarding restrictions on the work or duties of disabled veterans, and regarding necessary accommodations; (ii) first aid and safety personnel may be informed, when and to the extent appropriate, if you have a condition that might require emergency treatment; and (iii) Government officials engaged in enforcing laws administered by the Office of Federal Contract Compliance Programs, or enforcing the Americans with Disabilities Act, may be informed.

Spatial Front, Inc. is an Affirmative Action Employer and abides by the requirements of 41 CFR §§ 60-300.5(a). These regulations prohibit discrimination against qualified individuals on the basis of protected veteran status, and require affirmative action by covered prime contractors and subcontractors to employ and advance in employment qualified protected veterans.