

EEO/AFFIRMATIVE ACTION INFORMATION

Treadwell & Rollo has adopted a program of affirmative action to employ and advance in employment females, minorities, qualified individuals with disabilities, and covered veterans. Submission of this information is strictly voluntary. Personal information obtained concerning individuals shall be kept confidential except that (1) supervisors and managers may be informed regarding restrictions on the work or duties of individuals with disabilities and necessary accommodations, (2) first aid and safety personnel may be informed, when and to the extent appropriate, and (3) government officials investigating compliance with federal and state laws shall be informed.

The following definitions will help you determine if you qualify as a minority, an individual with a disability or covered veteran:

"MINORITY" includes:

Black/African American ("B") - Any person having origins in any of the Black African racial groups not of Hispanic origin

Hispanic ("H") - Any person of Mexican, Puerto Rican, Cuban, Central or South America or other Spanish Culture or origin

Asian/Pacific Islander ("A") - Any person having origins in any of the original peoples of the Far East, Southeast Asia, the Indian Subcontinent, or the Pacific Islands

American Indian/Alaskan Native ("I") - Any person having origins in any of the original peoples of North America

A "QUALIFIED INDIVIDUAL WITH A DISABILITY" ("Y") is defined by The Rehabilitation Act of 1973, as amended, as an individual who (1) has a physical or mental impairment which substantially limits one or more of such person's major life activities, (2) has a record of such impairment or (3) is regarded as having such an impairment, and who satisfies the requisite skill, experience, education and other job-related requirements of the employment position such individual holds or desires, and who, with or without reasonable accommodation, can perform the essential functions of such position.

A "COVERED VETERAN" ("V") means a person who served on active duty during a war or in a campaign or expedition for which a campaign badge has been authorized.

A "SPECIAL DISABLED VETERAN" ("SPV") means (1) a veteran who is entitled to compensation (or who, but for the receipt of military retired pay, would be entitled to compensation) under the laws administered by the Veterans' administration for a disability rated at 30 percent or more, or rated at 10 to 20 percent in the case of a veteran who has been determined under 38 U.S.C. §3106 to have a serious employment disability; or (2) a person who was discharged or released from active duty because of a service-connected disability.

Gender: _____ Ethnicity: _____ Vet Status: _____ Disability Status: _____