

MIDWEST ENERGY. INC. HUMAN RESOURCES DEPT. 1330 CANTERBURY - P.O. BOX 898 HAYS, KANSAS 67601-0898

SEE REAR OF FORM TO COMPLETE PART II AND PART III

Midwest Energy is an Equal Opportunity Employer. All applicants are considered without regard to race, color, religion, sex, age, national origin, veteran status, disability or any status that is protected by state or federal law.

In an effort to comply with government record keeping requirements, we ask that you voluntarily complete this information. The U.S. government requires employers to report the number of their applicants and employees in the racial, ethnic and veteran groups listed below. While employers are permitted to determine the group identification listed below by visual survey, we believe that in order to avoid a mistake and/or misunderstanding, every applicant should have the opportunity to answer this guestion personally. THIS INFORMATION WILL ONLY BE USED FOR REPORTING TO GOVERNMENTAL AGENCIES. IT WILL NOT BE USED IN DETERMINING ELIGIBILITY FOR EMPLOYMENT AND WILL BE KEPT SEPARATE FROM THE APPLICATION FORM.

NAME	IAME			ZIP CODE		
	Last	Firs	st	Middle		
COUNTY & STATE OF RESIDENCE						
			County		State	
POSITION(S) APPLIED FOR						
REFERRAL SOURCE [		Advertisement	School	U Walk-	In	
		Employee Referral (Name)			Other	
PART I - SEX, RACE AND ETHNICITY						
The following designations are those currently required by the Federal government.						
CHE	CK ONE ONLY		□ FEMALE		NOT TO RESPOND	
ARE YOU HISPANIC OR LATINO? NO YES (Proceed to Part II)						
IF NO CHECK ONE ONLY						
	White, (Not His East, or North A	• • • • •	rson having origir	ns in any of the o	riginal peoples of Europe, the Middle	
	Black or African American (Not Hispanic or Latino) (A person having origins in any of the black racial groups of Africa, includes Jamaican and West Indian.)					
	<b>Native Hawaiian or Other Pacific Islander</b> (Not Hispanic or Latino) (A person having origins in any of the peoples of Hawaii, Guam, Samoa, or other Pacific Islands.)					
	<b>Asian</b> (Not Hispanic or Latino) (A person having origins in any of the original peoples of the Far East, South- east Asia, or the Indian Subcontinent including for example, Cambodia, China, India, Japan, Korea, Malay- sia, Pakistan, the Philippine Islands, Thailand, and Vietnam.)					
	<b>American Indian or Alaska Native</b> (Not Hispanic or Latino) (A person having origins in any of the original peoples of North America and South America (including Central America) and who maintain tribal affiliation or community attachment.)					
	<b>Two or More Races</b> (Not Hispanic or Latino) (All persons who identify with more than one of the above five races.)					
	I Choose Not	To Respond		SEE REAR	OF FORM TO COMPLETE PART II AND PART III	

PART II - IDENTIFICATION AS COVERED VETERAN (CHECK ALL THAT APPLY)					
✓ Veteran of the Vietnam Era This term means a person who served on active duty for 180 days or more, and was discharged or released there from with other than a dishonorable discharge, if any part of such duty occurred: (a) in the Republic of Vietnam between 2/28/61 and 5/7/75 or (b) between 8/5/64 and 5/7/75 in all other cases or (c) was discharged or released from active duty for a service-connected disability if any part of such active duty was performed in the place/periods described in (a) and (b) above.					
□ Special Disabled Veteran This term means a veteran 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 percent or more, or (b) rated at 10 or 20 percent in the case of a veteran who has been determined under 38 U.S.C. 3106 to have a serious employment handicap, or a person who was discharged or released from active duty because of a service-connected disability.					
<b>Other Veteran</b> This term means a veteran who served on active duty during a war or in a campaign or expedition for which a campaign badge has been authorized.					
PART III - DISABLED					
CHECK ONE ONLY INO YES					
Any 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. ("Sub-stantially limited" means an impairment that is "likely" to cause you to experience difficulty in securing, retaining or advancing in employment.)					
All job qualification requirements must be job related and all information obtained from medical examinations and pre-employment inquiries will be used in accordance with job related standards. "Substantially limited" is added to clarify the meaning of that phrase of the purposes of these regulations. A definition of a qualified disabled individual is provided to assure that persons who are protected under the Act are those qualified to work rather than those who qualify solely to meet the definition of disabled. All physical and mental qualifications must be justified for the particular job for which the disabled person is being considered.					
THANK YOU					