

Emera Maine
AN EQUAL OPPORTUNITY EMPLOYER

Voluntary Applicant Data Record

Emera Maine and its parents, subsidiaries and affiliates are committed to the principles of equal opportunity employment. Qualified applicants are considered for positions, and employees are treated during employment, without regard to race, color, religion, sex, age, creed, citizenship, alienage, national origin, ancestry, marital status, sexual orientation, physical or mental disability, veteran status, or any other characteristic protected under federal, state or local law.

To help us comply with government reporting and record-keeping requirements, please provide the information requested below. This form will be kept separate from your other employment records and information you provide will be used only in accordance with applicable government laws and regulations. It will not be used in any hiring decision.

Submission of this information is strictly voluntary and refusal to provide it will not subject you to any adverse treatment. However, we are still required under Federal regulations to maintain this information on the basis of visual observation or personal knowledge. If you do not wish to furnish this information, please complete the following:

Name (print): _____ Date: _____
Signature: _____

Name:
1. Position(s) for which you are applying:
2. Today's date:
3. Sex: <input type="checkbox"/> Male <input type="checkbox"/> Female
5. Racial/Ethnic Data (see definitions below): (check one) <input type="checkbox"/> White (Not Hispanic or Latino) <input type="checkbox"/> Black or African American (Not Hispanic or Latino) <input type="checkbox"/> Hispanic or Latino <input type="checkbox"/> Asian (Not Hispanic or Latino) <input type="checkbox"/> Native Hawaiian or Other Pacific Islander (Not Hispanic or Latino) <input type="checkbox"/> American Indian or Alaska Native (Not Hispanic or Latino) <input type="checkbox"/> Two or More Races (Not Hispanic or Latino) <input type="checkbox"/> I do no wish to furnish this information
6. How did you learn about this position? Check appropriate box. <input type="checkbox"/> Listing at Government Employment Security Commission <input type="checkbox"/> Search Firm (please specify): _____ <input type="checkbox"/> Community Organization (please specify): _____ <input type="checkbox"/> Newspaper Ad (please specify): _____ <input type="checkbox"/> A present employee (please specify): _____ <input type="checkbox"/> College Recruiting (please specify): _____ <input type="checkbox"/> Other (please specify): _____

DEFINITIONS

White (Not Hispanic or Latino):	A person having origins in any of the original peoples of Europe, the Middle East, or North Africa.
Black or African American: (Not Hispanic or Latino)	A person having origins in any of the Black racial groups of Africa.
Hispanic or Latino:	A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin, regardless of race.
Asian (Not Hispanic or Latino):	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.
American Indian or Alaska Native (Not Hispanic or Latino):	A person having origins in any of the original peoples of North and South America (including Central America), and who maintains tribal affiliation or community attachment.
Native Hawaiian or Other Pacific Islander (Not Hispanic or Latino):	A person having origins in any of the peoples of Hawaii, Guam, Samoa, or other Pacific Islands.
Two or More Races: (Not Hispanic or Latino)	All persons who identify with more than one of the above six races.