



Equal Employment/Affirmative Action Applicant Survey

Yocum Oil Company, Inc. takes pride in being an Equal Opportunity/Affirmative Action employer. As such, we are required to maintain certain information for record-keeping purposes. Qualified applicants are considered for employment without regard to race, color, religion, sex, national origin or age. This policy also extends to persons who are disabled as defined by the Americans with Disabilities Act of 1990.

So that we comply with federal and state equal employment opportunity record-keeping, reporting, and other legal requirements, we ask you to answer the questions below. Your participation is voluntary and this survey will be kept in a CONFIDENTIAL file which is separate from the Application for Employment. This information will in no way affect your possibilities of obtaining employment.

Note to Applicant:

- Tear along the perforated edge of this form and place completed EEO survey in the envelope provided and seal the envelope.
- Turn in the sealed envelope along with your Application to the Store Manager or other Store Personnel (retail only).
- Other Applicants please submit Application in person or by mail to Yocum Oil Human Resources Department – 2719 Stillwater Road, Maplewood, MN 55119.
- ONLY put THIS SURVEY in the attached envelope. (Submit Application separately).

Section 1: General Applicant Information (Please Print)

Date		Social Security #	
Name		Date of Birth	
Address	Street:	Gender	<input type="checkbox"/> Male <input type="checkbox"/> Female
	City: State: Zip:		Position Applied for
How did you hear about this job opportunity?	<input type="checkbox"/> Current Employee <input type="checkbox"/> Online Job Site <input type="checkbox"/> Yocum Oil Website <input type="checkbox"/> In-Store Sign or Posting <input type="checkbox"/> Walk-In <input type="checkbox"/> Other _____	Store Location	
		Have you applied for a position at Yocum Oil with in the past 12 months?	<input type="checkbox"/> Yes <input type="checkbox"/> No

Section 2: Please check all that apply (see back side of this page for definitions)

Race/Ethnicity:	Veteran Status:	
<input type="checkbox"/> Hispanic or Latino) <input type="checkbox"/> White (Not Hispanic or Latino) <input type="checkbox"/> Black or African American (Not Hispanic or Latino) <input type="checkbox"/> Native Hawaiian or Pacific Islander (Not Hispanic or Latino) <input type="checkbox"/> Asian (Not Hispanic or Latino) <input type="checkbox"/> American Indian or Alaskan Native (Not Hispanic or Latino) <input type="checkbox"/> Two or More Races (Not Hispanic or Latino)	<input type="checkbox"/> Vietnam Era Veteran <input type="checkbox"/> Special Disabled Veteran <input type="checkbox"/> Other Eligible Veteran	
	Disability Status:	
	<input type="checkbox"/> Individual with Disabilities	

Race/Ethnic Identification Categories

Hispanic or Latino: A person of Mexican, Puerto Rican, Cuban, Central or South American or other Spanish culture or origin, regardless of race.

White (Not Hispanic or Latino): A person having origins in any of the original peoples of Europe, North Africa, or the Middle East.

Black or African American (Not Hispanic or Latino): A person having origins in any of the Black racial groups of Africa.

Native Hawaiian or Pacific Islander (Not Hispanic or Latino): A person having origins in any of the peoples of Hawaii, Guam, Samoa or other Pacific Islands.

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 Alaskan 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 maintain tribal affiliations or community attachment.

Two or More Races (Not Hispanic or Latino): All persons who identify with more than one of the races listed above.

Veteran Status

Special Disabled Veteran

Defined as a veteran who is entitled to disability compensation (or who but for the receipt of military retired pay would be entitled to compensation) under laws administered by the Veterans Administration for a disability (I) rated at 30% or more, or (ii) rated at 10 or 20% in the case of a veteran who has been determined under Section 1506 to have a serious employment disability, or a person who was discharged from active duty because of a service-connected disability.

Veteran of the Vietnam Era

Defined as a veteran who (a) served on active duty in the Republic of Vietnam between February 28, 1961 and May 7, 1975, or (b) served on active duty for a period of more than 180 days, any part of which occurred between August 5, 1964 and May 7, 1975, and was discharged or released therefrom with other than a dishonorable discharge, or (c) was discharged or released from active duty for a service-connected disability if any part of his or her active duty was performed between August 5, 1964 and May 7, 1975.

Other Eligible Veteran

Defined as any veteran who served in a "war" declared by Congress, in a campaign or on an expedition for which a campaign badge, a service medal, or an expeditionary medal has been awarded.

Disability Status

An individual

- a. who has a physical or mental impairment (condition) that materially limits one or more major life activities; or
- b. who has a record of such impairment; or
- c. who is regarded as having such an impairment.

(Major life activities may include such activities as caring for oneself, performing manual tasks, walking, seeing, hearing, speaking, sitting, standing, lifting, breathing, learning, and working.)