

INVITATION TO SELF-IDENTIFY

As a Government contractor subject to both Section 503 of the Rehabilitation Act of 1973 and the Vietnam Era Veteran's Readjustment Assistance Act (VEVRAA) of 1974, as amended, Memphis Goodwill Industries, Inc. takes affirmative action to employ and advance in employment qualified individuals with disabilities, special qualified disabled veterans, Vietnam era veterans and other veterans who served on active duty during a war or in a campaign or expedition for which a campaign badge has been authorized.

Federal regulations require that Goodwill Memphis Industries, Inc. collect certain data specifically for our Equal Employment Opportunity reporting and planning. We are requesting your cooperation in completing this self-identification form. **THIS INFORMATION IS COLLECTED FROM APPLICANTS ON A VOLUNTARY BASIS AND IS KEPT IN A SEPARATE FILE IN THE DEPARTMENT OF HUMAN RESOURCES FOR FEDERAL REPORTING PURPOSES.**

Position Applied for _____ **Date of Application** _____

How did you learn about this position? Walk-in Referral Commercial Appeal or Yahoo.com

Other _____

Sex: () Male () Female

Racial/Ethnic Classification: (Please designate one group only)

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

() **Black or African American: (Not Hispanic or Latino):** Persons having origins in any of the Black racial groups.

() **Hispanic or Latino:** Persons of Mexican, Puerto Rican, Cuban, Central or South 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 Philippines Islands, Thailand, and Vietnam.

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

() **American Indian or Alaskan Native: (Not Hispanic or Latino):** Persons 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.

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

****If you need assistance selecting the appropriate disability, please refer to the list on the following page.**

() **Person With A Disability** () Yes () No

A person who has a physical or mental impairment which substantially limits one or more of such person's major life activities, has a record of such impairment, or is regarded as having such an impairment.

() **Veteran With A Disability** () Yes () No

A veteran entitled to disability compensation under laws administered by the Veteran's Administration for a disability rated at 30% or more, or a person whose discharge or release from active duty was for a disability or aggravated in the line of duty.

() **Vietnam Era Veteran** () Yes () No

A person who served on active duty for a period of more than 180 days, any part of which occurred during August 6, 1964 to May 7, 1975 and was discharged or released from that duty prior to December 31, 1991, with other than a dishonorable discharge.

Submission of the above information is voluntary, but it would help us in monitoring our compliance efforts. This information does not accompany your application. Failure to provide this information will not subject you to any adverse treatment.

() **Decline To Participate.** I understand that my participation in the gathering of the above information is voluntary and I decline to participate.

Name: (Please Print) _____



BACKGROUND VERIFICATION DISCLOSURE STATEMENT

As a part of the employment process, Goodwill Industries- Memphis, Inc. will obtain an investigative consumer report on each applicant that is hired for employment. The investigative consumer report may include information regarding your credit worthiness, credit standing, credit capacity, character, general reputation, personal characteristics or mode of living.

The following Consumer Reporting Agency will prepare the report:

ChoicePoint Services, Inc.
1000 Alderman Drive
Alpharetta, GA 30005



BACKGROUND SCREENING AUTHORIZATION

During the application process and at any time during the tenure of my employment with Goodwill Industries- Memphis, Inc. I hereby authorize ChoicePoint Services, Inc. on behalf of Goodwill Industries- Memphis, Inc. to procure a consumer report (known as an investigative consumer report in California) which I understand may include information regarding my credit worthiness, credit standing, credit capacity, character, credit bureaus, courts record repositories, department of motor vehicle, past or present employers and educational institutions, governmental occupational licensing or registration entities, business or personal references, and any other source required to verify information that I have voluntarily supplied. I understand that I may request a complete and accurate disclosure of the nature and scope of the background verification to the extent such investigation includes information bearing on my character, general reputation, personal characteristics or mode of living.

Applicant's Name (PRINT) _____

Signature _____

Today's Date _____

*Social Security # _____

*Date of Birth _____

*For Identification Purposes Only _____



DISABILITY DESCRIPTIONS

DISABILITY CODE

DISABILITY DESCRIPTION

1	BLINDNESS/OTHER VISUAL IMPAIRMENT
2	DEAFNESS, HARD OF HEARING, OTHER
3	CEREBRAL PALSY
4	ARTHRITIS/OTHER RHEUMATIC DISEASE
5	ORTHOPEDIC/MOBILITY DISABILITY
6	PSYCHIATRIC, EMOTIONAL, BEHAVIORIAL
7	MENTAL RETARDATION/DEVELOPMENTAL DISABILITY
8	LEARNING DISABILITY/ADD
9	EPILEPSY/SEIZURE
10	CARDIAC, PULMONARY DISORDERS
11	TRAUMATIC BRAIN INJURY
12	AIDS/HIV
13	CHEMICAL DEPENDENCE/SUBSTANCE ABUSE
14	NEUROLOGICAL DISORDER
15	SPEECH IMPAIRMENT
16	OTHER DISABLING MEDICAL CONDITION
20	DISLOCATED WORKER
21	CHRONICALLY UNEMPLOYED
22	ILLITERATE
23	WORKING POOR
24	INCUMBENT WORKER
25	WELFARE RECIPIENT
26	AT-RISK YOUTH
27	OFFENDER/EX-OFFENDER
28	ADVANCED AGE
29	TEENAGE PARENT
30	DISPLACED HOMEMAKER
31	HOMELESS
32	NON-ENGLISH SPEAKING
33	SCHOOL DROPOUTS
34	OTHER DISADVANTAGING CONDITION