

**AFFIRMATIVE ACTION
VOLUNTARY SELF-IDENTIFICATION**

IMPORTANT-Completion of this form is entirely voluntary and will not affect your opportunity for employment.

In compliance with federal government regulations, we ask your cooperation in providing us with the information requested on this form to help us evaluate our Affirmative Action program.

After completing this form, either:

Mail this form separate from your application to:
 Road Machinery LLC
 Confidential Information Enclosed
 Attn: Human Resources
 PO Box 4425
 Phoenix, AZ 85030-4425

OR

Return form to reception desk. Please follow instructions on back of form to ensure confidentiality.

PERSONAL INFORMATION	
Name (last, first middle initial)	Date
Social Security #	
GENDER	
Male <input type="checkbox"/>	Female <input type="checkbox"/>
ETHNIC GROUP	
African/African American <input type="checkbox"/>	Native American <input type="checkbox"/>
Anglo/Anglo-American <input type="checkbox"/>	Spanish/Spanish American <input type="checkbox"/>
Asian/Asian American <input type="checkbox"/>	
VETERAN STATUS	
Vietnam-era Veteran <input type="checkbox"/>	Other Veteran <input type="checkbox"/>

DESCRIPTIONS OF ABOVE LISTED ETHNIC GROUPS

African American

Not having Spanish or Hispanic origin. Persons having origins in any of the Black racial groups of Africa.

Asian American

Persons having origins in any of the original peoples of the Far East, South East Asia or the Pacific Islands. Includes Chinese/Chinese American, Japanese/Japanese American, Filipino, Pakistani and East Indian.

Native American

Persons having origin in any of the original peoples of North America, including Eskimos and Aleuts, who maintain cultural identification through tribal affiliation or community recognition

Spanish American

Including Black individuals whose origins are Hispanic, including persons of Mexican culture or origin, Central American, South American, Cuban, Puerto Rican and Spanish cultures.

Anglo American

Not having Hispanic origin. Persons having origin in any of the original peoples of Europe or the Middle East.

Definitions of Veteran Status

Veteran of the Vietnam-era means a person who: (A) served on active duty for a period of more than 180 days, and was discharged or released there from with other than a dishonorable discharge, if any part of such active duty occurred: (1) in the Republic of Vietnam between 2/28/61 and 5/7/75; or (ii) between 8/5/64 and 5/7/75, in all other cases; or (B) was discharged or released from active duty for a service-connected disability if any part of such active duty was performed (I) in the Republic of Vietnam between 2/28/61 and 5/7/75 or (ii) between 8/5/64 and 5/7/75 in all other cases.

Other Veterans means veterans who served on active duty during a war or in a campaign or expedition for which a campaign badge has been authorized.

Military Operations Since 1937 for Which a Campaign or Expeditionary Medal Has Been Awarded, Except for Operations Occurring During a Declared War

A veteran's DD Form 214 showing the award of any Armed Forces Expeditionary Medal is acceptable proof of coverage under VEVRAA. The DD Form 214 does not have to show the name of the theater or country of service for which that medal was awarded.

<i>Campaign or Expedition</i>	<i>Inclusive Dates</i>
Army Occupation of Austria	May 9, 1945 to July 27, 1955
Navy Occupation of Austria	May 8, 1945 to October 25, 1955
Berlin	August 14, 1961 to June 1, 1963
Army Occupation of Berlin	May 9, 1945 to October 2, 1990
Bosnia (Operations Joint Endeavor & Joint Guard)	November 20, 1995 to Present
Cambodia	March 29, 1973 to August 15, 1973
Cambodia Evacuation (Operation Eagle Pull)	April 11 – 13, 1975
China Service Medal (Extended)	September 2, 1945 to April 1, 1957
Congo	July 14 1960 to September 1, 1962 and November 23 – 27, 1964
Cuba	January 3, 1961 to Oct. 23, 1962
Dominican Republic	April 28, 1965 to Sept. 21, 1966
El Salvador	Jan. 1, 1981 to Feb. 1, 1992
Army Occupation of Germany (exclusive of Berlin)	May 9, 1945 to May 5, 1955
Grenada (Operation Urgent Fury)	Oct. 23, 1983 to Nov. 21, 1983
Haiti (Operation Uphold Democracy)	Sept. 16, 1994 to March 31, 1995
Indian Ocean/Iran	Nov. 21, 1979 to October 20, 1981
Iran/Yemen/Indian Ocean	December 8, 1978 to June 6, 1986
Army Occupation of Japan	September 3, 1945 to April 27, 1952
Korean Service	June 27, 1950 to July 27, 1954
Korea	October 1, 1966 to June 30, 1974
Laos	April 19, 1961 to October 7, 1962
Lebanon	July 1, 1958 to November 1, 1958; Aug. 20, 1982 to December 1, 1987
Liberia (Operation Sharp Edge)	Aug. 5, 1990 to Feb. 21, 1991
Libyan Area	January 20, 1986 to June 27, 1986
Operation in the Libyan Area (Operation El Dorado Canyon)	April 12 – 17, 1986
Mayaguez Operation	May 15, 1975
Panama	April 1, 1980 to December 19, 1986; February 1, 1987 to June 13, 1990
Panama (Operation Just Cause)	Dec. 20, 1989 to Jan. 31, 1990
Persian Gulf	February 1, 1987 to July 23, 1987
Persian Gulf Operation (Operation Earnest Will)	July 24, 1987 to August 1, 1990
Southwest Asia Service Medal (SWASM) (Operations Desert Shield and Desert Storm)	Aug. 2, 1990 to Nov. 30, 1995
Persian Gulf Operation (Operation Southern Watch)	December 1, 1995 to Present
Persian Gulf Operation (Operation Vigilant Sentinel)	December 1, 1995 to Feb. 15, 1997
Persian Gulf Intercept Operation	December 1, 1995 to Present

Military Operations Since 1937 for Which a Campaign or Expeditionary Medal Has Been Awarded, Except for Operations Occurring During a Declared War

Iraq (Operation Northern Watch)	January 1, 1997 to Present
Quemoy and Matsu Islands	August 23, 1958 to June 1, 1963
Rwanda (Operation Distant Runner)	April 7, 1994 to April 18, 1994
Somalia (Operation Restore Hope)	December 5, 1992 to March 31, 1995
Taiwan Straits	Aug. 23, 1958 to January 1, 1959
Thailand	May 16, 1962 to August 10, 1962
Navy Occupation of Trieste	May 8, 1945 to October 25, 1954
Vietnam (including Thailand)	July 1, 1958 to July 3, 1965
Vietnam Service Medal	July 4, 1965 to March 28, 1973
Vietnam Evacuation (Operation Frequent Wind)	April 29, 1975 to April 30, 1975
Units of the Sixth Fleet (Navy)	May 9, 1945 to October 25, 1995