KCB Bank
Confidential Affirmative Action Information

KCB Bank is required by federal law to submit statistical data on all applicants for employment as part of the company's affirmative action program. We therefore ask that you provide the information requested below. Please be aware that you are not obligated to complete this form if you choose not to do so and that any information you do provide will be treated confidentially.

All questions appearing on this form will be used by the company for statistical purposes only. This form will be separated from the application form and will not have any effect on any hiring decision. If you are hired, it will not appear in your personnel file.

It is the policy of KCB Bank to provide equal employment opportunity to all applicants for employment. Further, it is company policy no to discriminate in the recruitment, hiring, compensation, promotion, transfer, training, down-grading, termination, lay-off or recall of any person based upon race, religion, creed, color, national origin, age, sex, marital status, veteran status or the presence of a non-job related disability as required by law.

Please check the appropriate boxes, complete the requested entries, date, and sign this form. Please do not detach this form from the application form. Your cooperation is appreciated.

Applicant's Name_____ Date of Birth_____ Gender:
Last First M.I.

WITH WHICH ETHNIC GROUP DO YOU MOST CLOSELY IDENTIFY: (Check One)

White (not of Hispanic origin). All persons having origins in any of the original peoples of Europe, North Africa and the Middle East.

Black (not of Hispanic origin). All persons having origins in any of the black racial groups.

Asian or Pacific Islander. All persons having origins in any of the original peoples of the Far East, Southeast Asia, or the Pacific Islands. Includes people from: Bangladesh, Bhutan, China, India, Japan, Korea, Nepal, Pakistan, the Phillipine Islands, Samoa, Sikkim, and Sri Lanka.

American Indian or Alaskan Native. All persons having origins in any of the original peoples of North America or who meet one of the following criteria:

a) Members of any recognized Indian tribe now under Federal jurisdiction.
b) Descendants of such members who were, on June 1, 1934, residing within the present boundaries of any Indian reservation.
c) All others of one-half or more Indian blood.
d) Eskimos and other aboriginal peoples of Alaska.

Hispanic. All persons of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish cultures or origins regardless of race.

PLEASE CHECK ONE OR MORE OF THE BOXES IF YOU QUALIFY.

Vietnam Era Veteran. A person who served more than 180 days of active duty, any part of which occurred between August 5, 1964 and May 7, 1975.

Disabled Vietnam Era Veteran. A person who served on active duty, any part of which occurred between August 5, 1964 and May 7, 1975, and who was discharged or released with a service-connected disability.

Disabled Veteran. A person entitled to disability compensation by the Veterans Administration for a disability rated at 30 percent or more whose discharge was for a disability incurred or aggravated in the line of duty.

Disabled. A person 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.

Date:_____ Applicant's Signature_____

For Office Use Only

Date Received:_____ Position:_____ Job Code:_____

Interview Date:_____ Disposition:_____ Hire Date:_____

Source:_____ Job Opening:_____