

# MEMORANDUM

**TO:** APPLICANTS  
**FROM:** ADCO Circuits Equal Opportunity Administer

Please sign, date and circle appropriate ethnic status. Provision of this information is voluntary, and refusal to provide it will not subject you to any adverse treatment.

\_\_\_\_\_  
NAME

\_\_\_\_\_  
DATE

1. White (Not of Hispanic origin)
2. Black (Not of Hispanic origin)
3. Hispanic
4. Asian or Pacific Islander
5. American Indian or Alaskan native

## COMPLETE THE FOLLOWING ONLY IF APPLICABLE

**RE: Handicapped**

ADCO Circuits wishes to comply with Section 503 of the Rehabilitation Act of 1973, which requires that government contractors and subcontractors take affirmative action to employ and advance in employment qualified handicapped individuals. If you have such a handicap and would like to be considered under the company's written Affirmative Action Compliance Program, please tell us. Submission of this information is voluntary, and refusal to provide it will not subject you to any adverse treatment. Information obtained concerning individuals will be kept confidential and will be used only in accordance with federal regulations.

\_\_\_\_\_  
NAME

\_\_\_\_\_  
DATE

**RE: Vietnam Era Veterans and Special Disabled Veterans**

ADCO Circuits wishes to comply with the federal regulations requiring government contractors and subcontractors to provide equal employment opportunity to veterans of Vietnam Era and Special Disabled Veterans. In this regard, if you believe you may be covered by these regulations and wish to benefit under the company's written Affirmative Action Compliance Program, we request tat you identify yourself.

Provision of this information is voluntary, and refusal to provide it will not subject you to any adverse treatment. The information provided will be kept confidential and will be used only in accordance with federal regulations.

\_\_\_\_\_  
NAME

\_\_\_\_\_  
DATE