



Criswell Chevrolet, Inc.  
dba Criswell Hummer  
dba Criswell Lotus

Criswell Performance Imports, Inc.  
dba Criswell Honda

Criswell Nissan of Germantown  
dba Criswell Nissan

Criswell Performance Cars L.L.C.  
dba Criswell Chrysler Jeep Dodge

**RACE AND ETHNIC IDENTIFICATION**

NAME (PRINTED)

**“YOUR EMPLOYER IS SUBJECT TO CERTAIN GOVERNMENTAL RECORD KEEPING AND REPORTING REQUIREMENTS FOR THE ADMINISTRATION OF CIVIL RIGHTS LAWS AND REGULATIONS. IN ORDER TO COMPLY WITH THESE LAWS, YOUR EMPLOYER MUST INVITE YOU TO VOLUNTARILY SELF-IDENTIFY YOUR RACE OR ETHNICITY. SUBMISSION OF THIS INFORMATION IS VOLUNTARY AND REFUSAL TO PROVIDE IT WILL NOT SUBJECT YOU TO ANY ADVERSE TREATMENT. THE INFORMATION OBTAINED WILL BE KEPT CONFIDENTIAL AND MAY ONLY BE USED IN ACCORDANCE WITH THE PROVISIONS OF APPLICABLE LAWS, EXECUTIVE ORDERS, AND REGULATIONS, INCLUDING THOSE THAT REQUIRE THE INFORMATION TO BE SUMMARIZED AND REPORTED TO THE FEDERAL GOVERNMENT FOR CIVIL RIGHTS ENFORCEMENT. WHEN REPORTED, DATA WILL NOT IDENTIFY ANY SPECIFIC INDIVIDUAL.”**

Self-identification is the preferred method of identifying the race and ethnic information necessary for the EEO-1 report. Employers are required to attempt to allow employees to use self-identification to complete the EEO-1 report. If an employee declines to self-identify, employment records or observer identification may be used. Where records are maintained, it is recommended that they be kept separately from the employees basic personnel file or other records available to those responsible for personnel decisions. Race and ethnic designations as used by the Equal Employment Opportunity Commission do not denote scientific definitions of anthropological origins. Definitions of the race and ethnicity categories are as follows:

- 1. Hispanic or Latino** - A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin regardless of race.
- 2. White (Not Hispanic or Latino)** - A person having origins in any of the original peoples of Europe, the Middle East, or North Africa.
- 3. Black or African American (Not Hispanic or Latino)** - A person having origins in any of the black racial groups of Africa.
- 4. Native Hawaiian or Other Pacific Islander (Not Hispanic or Latino)** - A person having origins in any of the people of Hawaii, Guam, Samoa, or other Pacific Islands.
- 5. 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.
- 6. American Indian or Alaska 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 affiliation or community attachment.
- 7. Two or More Races (Not Hispanic or Latino)** - All persons who identify with more than one of the above six races.

**PLEASE RETURN TO SCOTT BLATCHLEY**