



Voluntary Pre-Employment Information Form

The Board of Water and Light is committed to equal employment opportunity for all applicants without regard to race, color, creed, religion, gender, age, marital status, national origin, status as a Vietnam Era or disabled veteran, disability, sexual orientation, or status with regard to public assistance, or any other characteristic protected under federal, state, or local law. To help us comply with federal and state reporting and record keeping requirements, we ask that you complete the following information. This information will not be used during the hiring process and will be kept in a confidential file without your name on it, separate from your application for employment. Submission of this information is voluntary and refusal to provide it will not subject you to any adverse treatment. We appreciate your cooperation.

(Please Print)

Position Applied For: _____

How did you hear about this position?

- Newspaper Ad
- Agency
- Intern Program
- College Recruiting
- Other (please specify) _____
- Current Employee
- Former Employee
- Internet Posting
- Job Fair
- Minority Publication
- Phone Inquiry
- Walk-in
- Executive Referral

Gender: Male Female

Cultural Origin:

- White** (not of Hispanic origin): all persons having origins in any of the original peoples of Europe, North Africa, or the Middle East.
- Black** (not of Hispanic origin): All persons having origins in any of the Black racial groups of Africa
- Hispanic:** All persons of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origin, regardless of race.
- American Indian or Alaskan Native:** All persons having origins in any of the original peoples of North America, and who maintain cultural identification through tribal affiliation or community recognition.
- Asian or Pacific Islander:** : All persons having origins in any of the original peoples of the Far East, Southeast Asia, the Indian Subcontinent, or the Pacific Islands. This area includes, for example, China, India, Japan, Korea, the Philippine Islands, and Samoa.

Check Any That Apply:

- Handicap
- Vietnam Era Veteran
- Disabled Veteran

Please return to Human Resources at:

Lansing Board of Water and Light
 1201 Washington Ave
 P.O. Box 13007
 Lansing, MI 48901-3007
 Attn: Human Resources
OR
 Fax: 517-702-6638

THE BOARD OF WATER AND LIGHT IS AN EQUAL OPPORTUNITY EMPLOYER