



Form 1 - EQUAL EMPLOYMENT OPPORTUNITY INVITATION TO SELF-IDENTIFY

Under federal law, THG Corporation and its subsidiaries are required to collect and report statistics about its applicants and employees. To ensure that THG Corporation is an equal opportunity employer, we are asking you to submit the following information. Please complete items 1.-4. And provide your name, job title (if applicable) and date. Please know that we will not base any employment related decisions on whether or not you choose to identify in any or all categories.

<p>1. Gender</p> <p>Male</p> <p>Female</p> <p>I do not wish to disclose</p>	<p>2. Ethnicity</p> <p>Hispanic or Latino</p> <p>Not Hispanic or Latino</p> <p>I do not wish to disclose</p>
<p>3. Race (not Hispanic or Latino)</p> <p>American Indian or Alaska Native</p> <p>Asian</p> <p>Black or African American</p> <p>Native Hawaiian or Other Pacific Islander</p> <p>White</p> <p>Two or More of the above five Races</p> <p>I do not wish to disclose</p>	<p>4. Protected Veteran</p> <p>Yes</p> <p>No</p> <p>I do not wish to disclose</p>

Print Name and Desired Position

Date

Ethnicity and Race Definitions

Ethnicity

Hispanic or Latino - A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin, regardless of race.

Race (not Hispanic or Latino)

- American Indian or Alaska Native* - A person having origins in any of the original peoples of North and South America (including Central America), and who maintains tribal affiliation or community attachment.
- Asian* - 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.
- Black or African American* - A person having origins in any of the Black racial groups of Africa.
- Native Hawaiian or Other Pacific Islander* - A person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands.
- White* - A person having origins in any of the original peoples of Europe, North Africa, or the Middle East.
- Two or More Races* - All persons who identify with more than one of the above five races.

Protected Veteran Definitions

- Active Duty Wartime or Campaign Badge Veteran* - A veteran of the US military who served on active duty in the U.S. military, ground, naval or air service either (1) during a war or (2) in a campaign or expedition for which a campaign badge has been authorized, under the laws administered by the Department of Defense.
- Armed Forces Service Medal Veteran* - A veteran who, while serving on active duty in the U.S. military, ground, naval or air service, participated in a United States military operation for which an Armed Forces service medal was awarded.
- Disabled Veteran* - (1) A veteran of the U.S. military, ground, naval or air service who is entitled to compensation (or who but for the receipt of military retired pay would be entitled to compensation) under laws administered by the Secretary of Veterans Affairs, or (2) A person who was discharged or released from active duty because of a service-connected disability.
- Recently Separated Veteran* - A veteran of the US military during the three-year period after the date of the veteran's discharge or release from active duty.