

SUPER MICRO COMPUTER, INC.
PRE - EMPLOYMENT DATA RECORD

Applicants and employees are treated during employment without regard to race, color, religion, sex, national origin, age, marital or veteran status, physical or mental disability or any other legally protected status.

The company is subject to certain governmental recordkeeping and reporting requirements for the administration of civil rights laws and regulations. In order to comply with these laws, the company invites employees to voluntarily self-identify their gender, 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 Please note:

YOUR COOPERATION IS VOLUNTARY. INCLUSION OR EXCLUSION OF ANY OF THE FOLLOWING DATA WILL NOT AFFECT ANY EMPLOYMENT DECISION.

The *definitions of the categories* are as follows:

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

White (Not Hispanic or Latino) - A person having origins in any of the original peoples of Europe, the Middle East, or North Africa.

Black or African American (Not Hispanic or Latino) - A person having origins in any of the black racial groups of Africa.

Native Hawaiian or Other Pacific Islander (Not Hispanic or Latino) - A person having origins in any of the peoples of Hawaii, Guam, Samoa, or other Pacific Islands.

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.

American Indian or Alaskan 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.

Two or More Races (Not Hispanic or Latino) - All persons who identify with more than one of the above five races.

VOLUNTARY SURVEY

Check one of the following sex, race/ethnicity, and veteran status categories:

Sex:	Race/Ethnicity:	
<input type="checkbox"/> Male	<input type="checkbox"/> Hispanic or Latino	<input type="checkbox"/> American Indian or Alaskan Native (Not Hispanic or Latino)
<input type="checkbox"/> Female	<input type="checkbox"/> White (Not Hispanic or Latino)	<input type="checkbox"/> Native Hawaiian or Other Pacific Islander (Not Hispanic or Latino)
	<input type="checkbox"/> Black or African American (Not Hispanic or Latino)	<input type="checkbox"/> Two or More Races (Not Hispanic of Latino)
	<input type="checkbox"/> Asian (Not Hispanic or Latino)	

Name (printed): _____

Date: _____

Job Title Applying for: _____