



AMERICAN STEAMSHIP COMPANY

AND ITS WHOLLY OWNED SUBSIDIARIES

Equal Employment Opportunity (EEO) and Diversity Survey

NAME _____ Male or Female Vessel _____ Date _____

CHECK ONLY THE BOXES THAT APPLY TO YOU:

- 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, North Africa, or the Middle East.
- 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 Far East, Southeast Asia, 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.
- I decline to provide my self identification details.

MILITARY STATUS

- Recently Separated Veteran:** Any veteran during the three-year period beginning on the date of such veteran's discharge or release from active duty in the U.S. Military, Ground, Naval or Air Service.
- 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 the laws administered by the Secretary of Veteran Affairs, or **(2)** A person who was discharged or released from active duty because of a service-connected disability.
- Armed Forces Service Medal Veteran:** Any 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 pursuant to Executive Order 12985.
- Other Protected Veteran:** A veteran who served on active duty in the U.S. Military, Ground, Naval or Air Service during a war or in a campaign or expedition for which a campaign badge has been authorized. For a complete list of the covered wars, campaigns or expeditions that meet this criterion, log on to the government's website at www.opm.gov/veterans/html/vgmedal2.asp
- No Military Status**

EEO EXPLANATION: The United States Equal Employment Opportunity Commission (EEOC) recently announced significant changes to the EEO-1 form, the document that employers are required to file annually to provide a profile of the race, ethnicity, and gender of their workforce, divided into job categories. Among other things, the new EEO-1 form includes new and revised race and ethnic categories. The EEOC also requires self-identification by employees of their gender and race/ethnicity.

GATX is also required to file an annual VETS-100 report with the U.S. Department of Labor that includes statistics on the number and types of veterans we employ.

To provide accurate information to the EEOC and the U.S. Department of Labor, GATX is conducting a survey of all employees requesting voluntarily self-identification of your race/ethnicity, gender, and veteran status.

Submission of this information is voluntary and refusal to provide it will not subject you to any adverse treatment. This information is confidential and is used only 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 complete and return this survey to American Steamship Company - Human Resources Department.