

# 2007 EEO Self-Identification Form

TECO Energy and its subsidiaries are subject to certain governmental recordkeeping and reporting requirements for the administration of civil rights laws and regulations. In order to comply with these laws, we invite team members to voluntarily self-identify their gender, ethnicity and race.

The collected and summarized information is reported to the federal government for civil rights enforcement and monitoring purposes. The summarized information on race will be reported in the following categories only: White; Black or African American; Asian; Native Hawaiian or Other Pacific Islander; American Indian or Alaska Native; or Two or More Races. If you select more than one race, you will be reported to the Two or More Races category. For example, if you select Black (or African American) and American Indian or Alaska Native, you will be reported in the Two or More Races category. If you mark "Hispanic or Latino" as your ethnicity, your race will not be reported.

Please take a moment to fill out the form below if you wish to change your classification in your company record. If you do not respond, no changes will be made to your race classification currently on record.

Submission of this information is voluntary and refusal to provide it will not subject you to any adverse treatment. The information 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.

Your cooperation is appreciated.

Name: \_\_\_\_\_  
Last
First
M.I.

Company Name: \_\_\_\_\_

(See the back of this page for ethnic and race status definitions)

<p><b>Please indicate your gender:</b></p> <p><input type="checkbox"/> Male  <input type="checkbox"/> Female</p>	<p><b>Please indicate your ethnic group:</b></p> <p><input type="checkbox"/> Hispanic or Latino  <input type="checkbox"/> Not Hispanic or Latino</p> <p><b>Note:</b> If you mark "Hispanic or Latino" as your ethnicity, your race will not be reported.</p>	<p><b>Please indicate your race:</b></p> <p><input type="checkbox"/> White  <input type="checkbox"/> Black or African American  <input type="checkbox"/> Asian  <input type="checkbox"/> Native Hawaiian or Other Pacific Islander  <input type="checkbox"/> American Indian or Alaskan Native  <input type="checkbox"/> Two or More Races</p>
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TECO Energy, Inc. and its subsidiaries are equal opportunity employers and do not discriminate on the basis of race, color, sex, national origin, religion, age, disability or veteran status in admission or access to, or treatment or employment in, its programs and activities. Individuals who may have inquiries regarding the corporation's policy and procedures regarding EEO should contact Jeannie McCall at ext. 34638 or 813-228-4638.

**Return completed document to:** Jeannie McCall, Manager  
Recruitment & Staffing  
Plaza 2

## **ETHNIC AND RACE STATUS DEFINITIONS**

**Hispanic or Latino:** Origins of Cuba, Mexico, Puerto Rico, South or Central America, other Spanish culture or origin regardless of race.

**White:** A person having origins in any of the original peoples of Europe, the Middle East, or North Africa.

**Black or African American:** A person having origins in any of the Black racial groups of Africa.

**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.

**Native Hawaiian or Other Pacific Islander:** A person having origins in any of the peoples of Hawaii, Guam, Samoa or other Pacific Islands.

**American Indian or Alaska Native:** A person having origins in any of the original peoples of North and South America and who maintains tribal affiliation or community attachment.