

Self-identification for Veteran Status

As a government contractor subject to the Vietnam Era Veterans' Readjustment Assistance Act of 1974 as amended by the Jobs for Veterans Act of 2002, 38 U.S.C. 4212 (VEVRAA), the company is required to submit a report to the United States Department of Labor each year identifying the number of our employees who belong to each specified "protected veteran" category. Please print your name below and indicate whether you believe you belong to any of the categories of protected veterans listed by checking the appropriate box(es).

Note: Submission of this information is voluntary and refusal to provide it will not subject you to any adverse treatment. The information provided will be used only in ways that are consistent with VEVRAA. If you choose not to supply the requested information at this time, you may choose to provide it at any time in the future.

The information you submit will be kept confidential, except that (i) supervisors and managers may be informed regarding restrictions on the work or duties of disabled veterans, and regarding necessary accommodations; (ii) first aid and safety personnel may be informed, when and to the extent appropriate, if you have a condition that might require emergency treatment; and (iii) Government officials engaged in enforcing laws administered by the Office of Federal Contract Compliance Programs, or enforcing the Americans with Disabilities Act, may be given access to the information.

Name: _____

Check all that apply:

Disabled veteran¹:

- 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
- a person who was discharged or released from active duty because of a service-connected disability.

Active duty wartime or campaign badge 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 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 U.S. military operation for which an Armed Forces service medal was awarded pursuant to Executive Order 12985.

Recently separated veteran: a veteran who was discharged or released from active duty in the U.S. military, ground, naval, or air service within the last three years.

Discharge or release date: _____

I am a protected veteran, but I choose not to self-identify the classifications to which I belong.

I choose not to provide any information regarding my veteran status.

I am NOT a protected veteran.

¹ If you are a disabled veteran, informing us whether there are accommodations that could be made to enable you to perform the essential functions of the job will assist us in providing such accommodations. This might include special equipment, changes in the physical layout of the job, changes in the way the job is customarily performed, or personal assistance services.

About our affirmative action plan

The company's affirmative action plan asserts and outlines our commitment to ensuring that our policy of nondiscrimination and affirmative action is accomplished. Specifically, the company does not discriminate on the basis of veteran status and works to employ and advance in employment qualified protected veterans.

The company's affirmative action efforts include a regular review of personnel processes and the physical and mental job qualification standards for individual positions. They also include employee training, efforts to prevent harassment, and data collection and reporting systems to ensure nondiscrimination.