

## Voluntary Self-Identification of Protected Veterans, Pre-Offer

Under the regulations implementing the affirmative action provisions of the Vietnam Era Veterans' Readjustment Assistance Act (VEVRAA) of 1972 issued by the Office of Federal Contract Compliance Programs (OFCCP), a federal contractor is required to invite applicants and current employees to inform the contractor whether they are veterans belonging to one or more of the categories of veterans covered under VEVRAA who wish to benefit under the contractor's affirmative action program (AAP) for covered veterans.

You are invited to participate in the affirmative action program by reporting your status as a minority. In extending this invitation, we advise you that: (a) you are under no obligation to respond but may do as in the future if you so choose, (b) responses will remain confidential; and (c) response will be used only for the necessary information to include in our AAP. We are a company that values diversity. The information will be kept confidential as required by regulations and will be processed and maintained separately from your employment application forms. You will not be subjected to any adverse treatment if you do not provide the information requested.

Please complete the information requested below. Thank you for your cooperation.

I IDENTIFY AS ONE OR MORE OF THE CLASSIFICATIONS OF PROTECTED VETERANA LISTED

- A person who was discharged or released from active duty because of a service-connected disability.
- A "recently separated veteran" means 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.
- An "active duty wartime or campaign badge veteran" means 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.
- An "Armed forces service medal veteran" means 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 a Armed forces service medal was awarded pursuant to Executive Order 12985.
- Protected veterans may have additional rights under USERRA – the Uniformed Services Employment and Reemployment Rights Act. In particular, if you were absent from employment in order to perform service in the uniformed service, you may be entitled to be reemployed by your employer in the position you would have obtained with reasonable certainty if not for the absence due to service. For more information, call the U.S. Department of Labor's Veterans Employment and Training Service (VETS), toll free, at 1-800-4-USA-DOL.

I AM NOT A PROTECTED VETERAN

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

Date: \_\_\_\_\_