

Invitation to Self-Identify - Section 4212 Veteran Status (Pre- and Post-Offer)

Our company is a Federal Government contractor subject to Section 4212 of the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended ("Section 4212"), which prohibits discrimination against, and requires Federal Government contractors to take affirmative action to employ and advance in employment: (1) disabled veterans; (2) recently separated veterans; (3) active duty wartime or campaign badge veterans; and (4) Armed Forces service medal veterans. In addition, we are required to annually report to the Federal Government on the number of veterans we hire and employ who fall into one or more of the above Section 4212 veteran categories.

The following invitation to self-identify your veteran status for these purposes is made pursuant to Section 4212. Disclosure of this information is completely voluntary and refusing to provide it will not subject you to any adverse treatment. The information will be kept confidential and used only in ways that are consistent with Section 4212.

Please read the following definitions carefully and then indicate whether you believe *any* of the categories apply to you. NOTE: You do *not* have to indicate the *specific* category or categories that apply.

Active Duty Wartime or Campaign Badge Veteran: a veteran who served on active duty in the U.S. military, ground, naval, or air service either during a "period of war" as defined below *or* in a campaign or expedition for which a campaign badge has been authorized under the laws administered by the Department of Defense.

"Period of war" is defined for these purposes by the Department of Labor as:

June 27, 1950 – January 31, 1955 (Korean conflict);

February 28, 1961 – May 7, 1975 (for veterans serving in the Republic of Vietnam);

August 5, 1964 – May 7, 1975 (for all other veterans who served during the Vietnam conflict); and

August 2, 1990 – present (Gulf War).

Information on the wars, campaigns, or expeditions for which a campaign badge has been authorized may be found on the following website, <https://www.opm.gov/policy-data-oversight/veterans-services/vet-guide/>.

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 United States military operation for which an Armed Forces service medal was awarded pursuant to Executive Order 12985.

Disabled Veteran: (i) 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* (ii) a person who was discharged or released from active duty because of a service-connected disability.

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.

- Yes, I believe one or more of the above categories apply to me.
- No, I do not believe one or more of the above categories apply to me.
- I prefer not to answer.

In addition to our obligations under Section 4212, our company values *all* forms of military service. If you do not meet the criteria of one or more of the Section 4212 veteran categories described above, but would otherwise like to disclose your status as a member of the U.S. Armed Forces, you may do so below. Providing this information is **completely voluntary**.

- I am either currently serving, or have served, in the Armed Forces of the United States of America (including the Reserves and the National Guard).

Our company participates in various veteran celebrations, remembrances, and recruiting/outreach events and initiatives. If you are willing to be contacted regarding participation in these occasions based on your veteran status, please check the box below.

- Yes, I am willing to be contacted regarding veteran occasions, events, and initiatives.

Name: _____

Date: _____