

Date: 1/1/22

INVITATION TO SELF IDENTIFY INDIVIDUAL WITH A DISABILITY OR PROTECTED VETERAN

We are a Federal contractor subject to Section 503 of the Rehabilitation Act of 1973, as amended, and the Vietnam Era Veterans= Readjustment Assistance Act of 1974 (VEVRAA), as amended by the 2002 Jobs for Veterans Act (JVA). Section 503 prohibits job discrimination because of disability by employers holding federal contracts or subcontracts, and requires such employers to take affirmative action to employ and advance in employment qualified individuals with disabilities who, with or without reasonable accommodation, can perform the essential functions of a job. VEVRAA, as amended by JVA, requires government contractors to take affirmative action to employ and advance in employment qualified disabled veterans, other protected veterans, three-year recently separated veterans and Armed Forces Service Medal veterans. This invitation to self-identify refers to such veterans as "protected veterans".

We are also subject to the Americans with Disabilities Act (ADA), as amended. Consistent with the ADA, it is our policy to provide reasonable accommodations to any individual with a disability who needs such an accommodation to complete the job application process or to perform the job in question. If you need such an accommodation, you may request it at any time by contacting Human Resources or your supervisor. Making a request for accommodation will not subject you to any adverse treatment.

Disclosure of your status as an individual with a disability or covered veteran is voluntary. Choosing not to provide this information will not subject you to any adverse treatment. Information you submit concerning your disability will be kept confidential, except that (i) supervisors and managers may be informed regarding restriction on the work duties of individuals with disabilities or special disabled veterans, and regarding necessary accommodations, (ii) first aid and safety personnel may be informed, when and to the extent appropriate, if the condition might require emergency treatment, and (iii) Government officials engaged in enforcing the Rehabilitation Act, VEVRAA, or the Americans with Disabilities Act, may be informed. The information provided will be used only in ways that are consistent with Section 503 of the Rehabilitation Act, VEVRAA, and the ADA.

Definitions:

Individual with a Disability - A person who has a physical or mental impairment which substantially limits one or more of such a person=s major life activities; has a record of such impairment; or is regarded as having such impairment.

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 - A 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.

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. **Period of War Dates now include:**

Persian Gulf War – August 2, 1990 to present

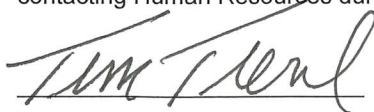
Vietnam Era – August 5, 1964 to May 7, 1975 for all veterans

February 28, 1961 to May 7, 1975 for vets serving in the Republic of Vietnam

Korean Conflict-June 27, 1950 – January 31, 1955

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 (61 Fed. Reg 1209).

If you have a disability or you are a protected veteran and would like to participate in our affirmative action program, please contact Human Resources to complete a self-identification form. Our affirmative action program contains policies and procedures that assure compliance with our Section 503 and VEVRAA obligations. You may inform us of your desire to benefit under the affirmative action program now or at any time in the future. Whether you choose to identify is voluntary on your part. The current Affirmative Action Program for Individuals with Disabilities and Protected Veterans is available for inspection to any employee or applicant for employment upon request by contacting Human Resources during normal business hours, Monday through Friday.



President