

NCAT CONFIDENTIAL INVITATION TO SELF-IDENTIFY

Under the Vietnam Era Veterans' Readjustment Assistance Act of 1974, The Veterans Employment Opportunities Act (VEOA) of 1998 and the Rehabilitation Act of 1973, as amended

To help meet affirmative action obligations, government contractors and subcontractors are required to ask employees or applicants who have been extended a job offer to identify their status as a qualified individual with disabilities, a Vietnam-era or special disabled veteran or other veteran. Completion of this form is **voluntary** and will only be used for Affirmative Action reporting. You may identify yourself now or at any time in the future if you believe yourself to be covered. Please check all that apply.

Please check all that apply to you:

I do not want to identify my veteran status

Not a veteran

Disabled Veteran

Either (1) a veteran of the U.S. military, ground, navel, 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 (2) 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. **Discharge Date (mm/dd/yyyy):** ___/___/___

Armed Forces Service Medal Veteran

Any 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 12985.2 (For the current list of military operations for which an Armed Forces service medal was awarded. Visit <http://www.opm.gov/Veterans/html/vgmedal2.htm> for updates.)

Other Protected 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. (For the current list of campaigns and expeditions for which a campaign badge was authorized. Visit <http://www.opm.gov/Veterans/html/vgmedal2.htm> for updates.)

Employee Name

Date

Employee Signature

It is NCAT's policy and organizational philosophy to ensure that all of our employment practices, including recruitment and hiring, are administered for all individuals without regard to color, race, religion, sex, national origin, age, disability, marital or veterans status.