



**PRE-OFFER INVITATION TO APPLICANTS TO SELF IDENTIFY AS A
PROTECTED VETERAN**

FOR FEDERAL REPORTING PURPOSES ONLY

Completion of this form is voluntary and the information will be kept confidential

If you are a disabled veteran, a covered veteran or a disabled individual, we would like to include you under our Equal Employment Opportunity/Affirmative Action (EEO/AA) program. You may voluntarily self-identify yourself as eligible to benefit under the Olympus Affirmative Action Plan immediately and/or at any time in the future. If you choose not to answer any questions, you will not be subject to adverse treatment.

We are gathering this following information, not for employment decisions, but for recordkeeping in compliance with Federal regulations. This information will be kept separate from your personnel records. Your responses are strictly voluntary and will help in developing and monitoring the EEO/AA program.

Information provided will be kept confidential except that (1) supervisors and managers may be informed regarding work restrictions of special disabled veterans and disabled individuals, and regarding necessary accommodations; (2) first aid safety personnel may be informed, when and to the extent appropriate, if the condition might require emergency treatment; and (3) government officials investigating compliance will be informed.

The Vietnam Era Veterans' Readjustment Assistance Act of 1974 (VEVRAA) and the Jobs for Veterans Act of 2003 (JFVA) require Government contractors and subcontractors to take affirmative action to employ and to advance the employment of qualified disabled veterans, Vietnam era veterans, recently separated veterans and other protected veterans. The Rehabilitation Act of 1973 requires Government contractors and subcontractors to take affirmative action to employ and to advance the employment of qualified, disabled individuals.

Olympus supports equal opportunity/affirmative action in all aspects of employment including, but not limited to: applications, promotions, trainings and retention. Olympus establishes and monitors affirmative action goals and takes measures throughout the year to advance these goals and to insure equal employment opportunity for all.

Olympus Corporation of the Americas is a federal 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"), which requires contractors to take affirmative action to employ and advance in employment:

- (1) **disabled veterans** defined as (a) veterans of the U.S. military, ground, naval or air service who are 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 (b) persons who were discharged or released from active duty because of a service-connected disability;
- (2) **recently separated veterans** defined as any veterans 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;
- (3) **active duty wartime or campaign badge veterans** defined as veterans 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; and
- (4) **Armed Forces service medal veterans** defined as veterans 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.

If you believe you belong to any of the categories of protected veterans listed above, please indicate by checking the appropriate box below. As a government contractor subject to VEVRAA, we request this information in order to measure the effectiveness of the outreach and positive recruitment efforts we undertake pursuant to VEVRAA. This information is being requested on a voluntary basis and will be kept confidential, consistent with applicable law. Refusal to provide the requested information will not subject you to any adverse treatment. If provided, this information will not be used in a manner inconsistent with VEVRAA.

Name: _____ Date: _____
Last First Middle Initial

- I IDENTIFY AS ONE OR MORE OF THE CLASSIFICATIONS OF PROTECTED VETERAN LISTED ABOVE.
- I AM NOT A PROTECTED VETERAN.
- I CHOOSE NOT TO SELF IDENTIFY.

Signature: _____ Date: _____