

## Invitation to Self-Identify- BARTLETT NUCLEAR, INC.

This employer is a Government contractor subject to section 503 of the Rehabilitation Act of 1973, as amended, and The Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, Vietnam Era Veterans Employment Opportunities Act of 1998, which require Government contractors to take affirmative action to employ and advance in employment qualified individuals with disabilities, special disabled veterans, veterans of Vietnam era and other protected veterans under 41-CFR 61-250 and/or disabled veterans, Armed Forces service medal veterans, other protected veterans and recently separated veterans under 41-CFR 61-300. If you have a disability or are a covered veteran and would like to be considered under the affirmative action program, please tell us. You may inform us of your desire to benefit under the program at this time and/or at any time in the future. This information will assist us in placing you in an appropriate position and in making accommodations. The affirmative action plan is available for inspection in the Human Resources Department during normal business hours. Submission of this information is voluntary and refusal to provide it will not subject you to any adverse treatment. Information you submit about your disability will be kept confidential, except that (i) supervisors and managers may be informed regarding restrictions on the work or duties of individuals with disabilities, 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 laws administered by the OFCCP or the Americans with Disabilities Act, may be informed. The information provided will be used only in ways that are consistent with the laws referenced above.

Name: \_\_\_\_\_ Last 4 Digits of SSN \_\_\_\_\_

**Note: Please check all that apply**

**41 CFR 61-250**

1. **Are you a Special Disabled Veteran?** A (i) 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 Department of Veterans' Affairs for a disability (A) rated at 30 percent or more, or (B) rated at 10 or 20 percent in the case of a veteran who has been determined under Section 38 U.S.C. 3106 to have a serious employment handicap or (ii) a person who was discharged or released from active duty because of a service-connected disability. YES  NO

**41 CFR 61-250**

2. **Are you a Veteran of the Vietnam-era?** A person who (i) served on active duty in the U.S. military, ground, naval or air service for a period of more than 180 days, and who was discharged or released there from with other than a dishonorable discharge, if any part of such active duty was performed (A) in the Republic of Vietnam between February 28, 1961 and May 7, 1975; or (B) between August 5, 1964 and May 7, 1975, in all other cases; or (ii) was discharged or released from active duty in the U.S. military, ground, naval or air service for a service-connected disability if any part of such active duty was performed (A) in the Republic of Vietnam between February 28, 1961 and May 7, 1975 or (B) between August 5, 1964 and May 7, 1975 in any other location. YES  NO

**41 CFR 61-300**

3. **Are you a Disabled Veteran?** A (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 retirement pay would be entitled to compensation) under laws administered by the Department of Veterans' Affairs, or (ii) a person who was discharged or released from active duty because of a service-connected disability. YES  NO

**41 CFR 61-250 and 61-300**

4. **Are you an 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. (See attached list of campaigns and expeditions that qualify). YES  NO
5. **Are you an Armed Forces Service Medal Veteran?** A veteran who, while servicing 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. YES  NO
6. **Are you a recently Separated Veteran?** Any veteran, who is in the three-year period beginning on the date of such veteran's discharge or release from activity duty in the U.S. military, ground, naval or air service. Date of Separation \_\_\_\_\_ YES  NO
7. **Are you an individual with a disability?** Any person, who has a physical or mental impairment which substantially limits one or more of such person's major life activities, has a record of such impairment or is regarded as having such impairment. YES  NO

If you are an individual with a disability, we would like to include you under the affirmative action program. It would assist us if you tell us about:

- a) any special methods, skills, and procedures which qualify you for positions that you might not otherwise be able to do because of your disability so that you may be considered for any positions of that kind.

- b) the accommodations that we could make which would enable you to perform the job properly and safely, including special equipment, changes in the physical layout of the job, elimination of certain duties relating to the job, provision of personal assistance services or other accommodations.

Employee's signature \_\_\_\_\_ Date: \_\_\_\_\_