

Voluntary Self-Identification of Disability

Why are you being asked to complete this form?

Because we do business with the government, we must reach out to, hire, and provide equal opportunity to qualified people with disabilities. To help us measure how well we are doing, we are asking you to tell us if you have a disability or if you ever had a disability. Completing this form is voluntary, but we hope that you will choose to fill it out. If you are applying for a job, any answer you give will be kept private and will not be used against you in any way.

If you already work for us, your answer will not be used against you in any way. Because a person may become disabled at any time, we are required to ask all of our employees to update their information every five years. You may voluntarily self-identify as having a disability on this form without fear of any punishment because you did not identify as having a disability earlier.

How do I know if I have a disability?

You are considered to have a disability if you have a physical or mental impairment or medical condition that substantially limits a major life activity, or if you have a history or record of such an impairment or medical condition.

Disabilities may include, but are not limited to:

- Blindness
- Autism
- Bipolar disorder
- Post-traumatic stress disorder (PTSD)
- Deafness
- Cerebral palsy
- Major depression
- Obsessive Compulsive disorder
- Cancer
- HIV/AIDS
- Multiple sclerosis (MS)
- Impairments requiring the use of a wheelchair
- Diabetes
- Schizophrenia
- Missing limbs or partially
- Intellectual disability (previously called mental retardation)
- Epilepsy
- Muscular dystrophy

Reasonable Accommodation Notice

Federal law requires employers to provide reasonable accommodation to qualified individuals with disabilities. Please tell us if you require a reasonable accommodation to apply for a job or to perform your job. Examples of reasonable accommodation include making a change to the application process or work procedures, providing documents in an alternate format, using a sign language interpreter, or using specialized equipment.

Section 503 of the Rehabilitation Act of 1973, as amended. For more information about this form or the equal employment obligations of Federal contractors, visit the U.S. Department of Labor's Office of Federal Contract Compliance Programs (OFCCP) website at www.dol.gov/ofccp.

Definitions:

"Other Protected Veterans" means (A) a veteran that served in a "war" such as World War II or (B) those veterans who served in a campaign or on an expedition for which a campaign badge, a service medal, or an expeditionary medal has been awarded.

"Newly Separated Veterans" is any veteran who served on active duty in the U.S. military, ground, naval or air service during the one-year period beginning on the date of such veteran's discharge or release from active duty.

A "Vietnam Era Veteran" is a person who: (i) served on active duty for a period of more than 180 days, any part of which occurred between February 28, 1961, and May 7, 1975, and was discharged or released from that duty with a discharge other than dishonorable; or (ii) was discharged from active duty for a service-connected disability if any part of such duty was performed between February 28, 1961, and May 7, 1975.

CAMPAIGN/ EXPEDITION	DATE		ORGANIZATIONS PARTICIPATING				
	START	END	ARM Y	NAVY	Air Force	Marine Corp	Coast Guard
<u>Campaign or Service Medals</u>							
Army Occupation of Austria	05/09/45	07/27/55	x	x	x	--	--
Army Occupation of Berlin	05/09/45	10/02/90		x	x	x	x
Army Occupation of Germany	05/09/45	05/05/55	x	x	x	--	x
Army Occupation of Japan	09/03/45	04/27/52	x	x	x	x	x
China Service Medal (Extended)	09/02/45	04/01/57	--	x	--		--
Korean Service	06/27/50	07/27/54	x	x	x	x	x
Kosovo Campaign Medal (Operation Allied Force)	03/24/99	06/10/99	x	x	x	x	x
Kosovo Campaign Medal (Operation Joint Guardian)	06/11/99	TBD	x	x	x	x	x
Kosovo Campaign Medal (Operation Allied Harbor)	04/04/99	09/01/99	x	x	x	x	x
Kosovo Campaign Medal (Operation Sustain Hope / Shining Hope)	04/04/99	07/10/99	x	x	x	x	x
Kosovo Campaign Medal (Operation Noble Anvil)	03/31/99	07/20/99	x	x	x	x	x
Kosovo Campaign Medal (Task Force Hawk)	04/05/99	06/24/99	x	x	x	x	x
Kosovo Campaign Medal (Task Force Saber)	03/31/99	07/08/99	x	x	x	x	x
Kosovo Campaign Medal (Task Force Falcon)	06/11/99	TBD	x	x	x	x	x
Kosovo Campaign Medal (Task Force Hunter)	04/01/99	11/01/99	x	x	x	x	x
Navy Occupation of Trieste	05/09/45	10/25/54	--	x	--	x	x
Navy Occupation of Austria	05/08/45	10/25/55	--	x	--	--	--
Navy Units of the Sixth Fleet	05/09/45	10/25/55	--	x	--	--	--
SW Asia Service Medal (Desert Shield/Storm)	08/02/90	11/02/95	x	x	x	x	x
Vietnam Service Medal (VSM)	07/04/65	03/28/73	x	x	x	x	x
<u>Armed Forces Expeditionary Medal (AFEM)</u>							
Afghanistan (Operations Enduring Freedom (OEF) and Iraqi Freedom (OIF))	09/11/2001	Present	x	x	x	x	x
Berlin	08/14/61	06/01/63	x	x	x	x	x
Bosnia and Herzegovina (Joint Endeavor)	11/20/95	12/20/96	x	x	x	x	x
Bosnia and Herzegovina (Joint Guard)	12/20/96	Present	x	x	x	x	x
Bosnia and Herzegovina (Joint Forge)	06/21/98	Present	x	x	x	x	x
Cambodia	03/29/73	08/15/73	x	x	x	x	x
Cambodia Evacuation (Eagle Pull)	04/11/75	04/13/75	x	x	x	x	x
Congo	07/14/60	09/01/62	x	x	x	x	x
Congo	11/23/64	11/27/64	x	x	x	x	x
Cuba	10/24/62	06/01/63	x	x	x	x	x
Dominican Republic	04/28/65	09/21/66	x	x	x	x	x
El Salvador	01/01/81	02/01/92	x	x	x	x	x
Global War on Terrorism	09/11/01	Present	x	x	x	x	x
Grenada (Urgent Fury)	10/23/83	11/21/83	x	x	x	x	x
Haiti (Uphold Democracy)	09/16/94	03/31/95	x	x	x	x	x
Iraq (Northern Watch)	01/01/97	Present	x	x	x	x	x
Korea	10/01/66	06/30/74	x	x	x	x	x
Kosovo	03/24/99	Present	x	x	x	x	x
Laos	04/19/61	10/07/62	x	x	x	x	x
Lebanon	07/01/58	11/01/58	x	x	x	x	x
Lebanon	06/01/83	12/01/87	x	x	x	x	x
Libyan Area (Eldorado Canyon)	04/12/86	04/17/86	x	x	x	x	x
Mayaguez Operation	05/15/75	05/15/75	x	x	x	x	x
Panama (Just Cause)	12/20/89	01/31/90	x	x	x	x	x
Persian Gulf (Earnest Will)	07/24/87	08/01/90	x	x	x	x	x
Persian Gulf (Desert Thunder)	11/11/98	12/22/98	x	x	x	x	x
Persian Gulf (Desert Fox)	12/16/98	12/22/98	x	x	x	x	x
Persian Gulf (Southern Watch)	12/01/95	Present	x	x	x	x	x
Persian Gulf (Vigilant Sentinel)	12/01/95	02/15/97	x	x	x	x	x
Persian Gulf Interception Operation	12/01/95	Present	x	x	x	x	x
Quemoy and Matsu Islands	08/23/58	06/01/63	x	x	x	x	x
Somalia (Restore Hope)	12/05/92	03/31/95	x	x	x	x	x
Taiwan Straits	08/23/58	01/01/59	x	x	x	x	x
Thailand	05/16/62	08/10/62	x	x	x	x	x
Vietnam and Thailand	07/01/58	07/03/65	x	x	x	x	x
Vietnam Evacuation	04/29/75	04/30/75	x	x	x	x	x
<u>Navy Expeditionary Medal and Marine Corp Expeditionary Medal</u>							
Cuba	01/03/61	10/23/62	--	x	--	x	--
Indian Ocean/Iran	11/21/79	10/20/81	--	x	--	x	--
Iranian/Yemen/Indian Ocean	12/08/78	06/06/79	--	x	--	x	--
Lebanon	08/20/82	05/31/83	--	x	--	x	--
Liberia (Sharp Edge)	08/05/90	02/21/91	--	x	--	x	--
Libyan Area	01/20/86	06/27/86	--	x	--	x	--
Panama	04/01/86	12/19/86	--	x	--	x	--
Panama	02/01/90	06/13/90	--	x	--	x	--
Persian Gulf	02/01/87	07/23/87	--	x	--	x	--
Rwanda (Distant Runner)	04/07/94	04/18/94	--	x	--	x	--
Thailand	05/16/62	08/10/62	--	x	--	x	--