

THE MILL-ROSE COMPANY

PRE-OFFER VETERANS SELF IDENTIFICATION

As an employer with an Affirmative Action Obligation pursuant to the Vietnam Era Veterans Readjustment Assistance Act, 38 U.S.C. 4212 (VEVRAA), as appropriate, we must comply with government regulations regarding the collection of demographic information about our applicants. We are required to invite all applicants to self-identify for consideration under our Veteran's Affirmative Action Programs. Provision of this information is voluntary and refusal to provide it will not subject the applicant to adverse treatment. Further, if provided, the information will be kept confidential and used only in accordance with the Acts and regulations.

We are required to take affirmative action to employ and advance in employment: 1) disabled veterans; 2) recently separated veterans; 3) active duty wartime or campaign badge veterans; and 4) Armed Forces Service Medal Veterans. Please see below for the definition of each classification.

Disabled Veteran: 1) 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 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 for active duty in the U.S. military, ground, naval, or air service.

Active Duty Wartime or Campaign Badge Veteran: Any veteran who served on active duty during a war or in a campaign or expedition for which a campaign badge has been authorized. A list of qualifying wars, campaigns and expeditions is attached.

Armed Forces Service Medal Veteran: This award, authorized by Executive Order 12985, Jan. 11, 1996, is awarded to members of the armed forces of the U.S. who, after June 1, 1992: 1) participate, have participated, as members of U.S. military units, in a U.S. military operation that is deemed to be significant activity by the Joint Chiefs of Staff; and 2) encounter no foreign armed opposition or imminent threat of hostile action.

If you believe you belong to one or more of the categories of protected veterans listed above, please indicate by checking the appropriate box below. As a government contractor, we request this information in order to measure the effectiveness of the outreach and positive recruitment efforts we undertake pursuant to VEVRAA.

I IDENTIFY AS ONE OR MORE OF THE CLASSIFICATIONS OF PROTECTED VETERANS LISTED ABOVE

I AM NOT A PROTECTED VETERAN

I CHOOSE NOT TO SELF-IDENTIFY AT THIS TIME

Name: _____ Signature: _____
(Please Print)

Date: _____

THE MILL-ROSE COMPANY

ALL EMPLOYEES AND APPLICANTS HAVING BEEN MADE AN OFFER OF EMPLOYMENT, PLEASE COMPLETE THE FOLLOWING SURVEY

As an employer with an Affirmative Action Obligation pursuant to the Vietnam Era Veterans Readjustment Assistance Act, 38 U.S.C. 4212 (VEVRAA), as appropriate, we must comply with government regulations regarding the collection of demographic information about our employees. We are required to invite all employees to self-identify for consideration under our Disabled and Veteran's Affirmative Action Programs. Provision of this information is voluntary and refusal to provide it will not subject the employee to adverse treatment. Further, if provided, the information will be kept confidential and used only in accordance with the Acts and regulations.

We are required to take affirmative action to employ and advance in employment: 1) disabled veterans; 2) recently separated veterans; 3) active duty wartime or campaign badge veterans; and 4) Armed Forces Service Medal Veterans. Please see below for the definition of each classification.

Disabled Veteran: 1) 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 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 for active duty in the U.S. military, ground, naval, or air service.

Active Duty Wartime or Campaign Badge Veteran: Any veteran who served on active duty during a war or in a campaign or expedition for which a campaign badge has been authorized. A list of qualifying wars, campaigns and expeditions is attached.

Armed Forces Service Medal Veteran: This award, authorized by Executive Order 12985, Jan. 11, 1996, is awarded to members of the armed forces of the U.S. who, after June 1, 1992: 1) participate, have participated, as members of U.S. military units, in a U.S. military operation that is deemed to be significant activity by the Joint Chiefs of Staff; and 2) encounter no foreign armed opposition or imminent threat of hostile action.

If you believe you belong to one or more of the categories of protected veterans listed above, please indicate by checking the appropriate box below. As a government contractor, we request this information in order to measure the effectiveness of the outreach and positive recruitment efforts we undertake pursuant to VEVRAA.

I IDENTIFY AS ONE OR MORE OF THE CLASSIFICATIONS OF PROTECTED VETERANS LISTED ABOVE

I AM NOT A PROTECTED VETERAN

I CHOOSE NOT TO SELF-IDENTIFY AT THIS TIME

Name: _____ Signature: _____
(Please Print)

Date: _____

Wars, Campaigns and Expeditions of the Armed Forces since WW II Which Qualify for Veterans Preference

War Service Creditable for Veterans Preference.

In the absence of statutory definition for "war" and "campaign or expedition," OPM considers to be "wars" only those armed conflicts for which a declaration of war was issued by Congress. The title 38, U.S.C., definition of "period of war," which is used in determining benefits administered by the Department of Veterans Affairs, includes the Vietnam Era and other armed conflicts. That title 38 definition is **NOT** applicable for civil service purposes.

Thus the last "war" for which active duty is qualifying for Veterans preference is World War II. The inclusive dates for World War II service are December 7, 1941, through April 28, 1952.

Non-combat operations that are not qualifying for Veterans preference.

Many medals are awarded for non-combat operations. These medals are not a basis for preference and include the following:

- ✍ Global War on Terrorism Service Medal for service from September 11, 2001, to date to be determined.
- ✍ The Medal of Merit for meritorious service in World War II.
- ✍ The Medal of Freedom for meritorious achievements or meritorious service to the United States on or after December 7, 1941, in the war against an enemy outside the continental limits of the United States.
- ✍ The Antarctica Service Medal for participating in a scientific, direct support, or exploratory operation on the Antarctic Continent.
- ✍ The National Defense Service Medal for honorable service between June 27, 1950 and July 27, 1954 or January 1, 1961 and August 14, 1974; or for the period between August 2, 1990, and November 30, 1995.
- ✍ The Armed Forces Service Medal for participation in a United States military operation deemed to be a significant activity for which there was no threat of encounter of foreign armed opposition or imminent threat of hostile action.
- ✍ The Armed Forces Reserve Medal for 10 years of honorable service in a Reserve component; or active duty service in a Reserve component on or after August 1, 1990; or volunteer service for active duty on or after August 1, 1990.

Military Operations Since 1937 for Which a Campaign or Expeditionary Medal Has Been Awarded, Except for Operations Occurring During a Declared War

Military personnel receive many awards and decorations. To help agencies make decisions concerning entitlement to Veterans preference and other benefits, the following list identifies those awards that are campaign and expeditionary medals.

Any Armed Forces Expeditionary Medal, whether listed here or not, is qualifying for Veterans Preference

The Department of Defense, not OPM, determines who is entitled to receive a medal, and under what circumstances. The list below is derived from DoD 1348.33-M, Manual of Military Decorations and Awards.




DD 214, Certificate of Discharge or Separation from Active Duty, or other official documents issued by the branch of service are required as verification of eligibility for Veterans preference.

Campaigns and Expeditions Which Qualify For Veterans preference

| <i>Campaign or Expedition</i> | <i>Inclusive dates</i> |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p>Armed Forces Expeditionary Medal (AFEM) A veteran's DD Form 214 showing the award of any Armed Forces Expeditionary Medal is acceptable proof. The DD form 214 does not have to show the name of the theater or country of service for which that medal was awarded.</p> | |
| Afghanistan (Operations Enduring Freedom (OEF) and Iraqi Freedom (OIF)) | OEF September 11, 2001, to present; OIF March 19, 2003, to present |
| Berlin | August 14, 1961, to June 1, 1963 |
| Bosnia (Operations Joint Endeavor, Joint Guard, and Joint Forge) | November 20, 1995 to December 20, 1996; December 20, 1996 to June 20, 1998; June 21, 1998 to present |
| Cambodia | March 29, 1973, to August 15, 1973 |
| Cambodia Evacuation (Operation Eagle Pull) | April 11 - 13, 1975 |
| Congo | July 14, 1960, to September 1, 1962, and November 23, to 27, 1964 |
| Cuba | October 24, 1962, to June 1, 1963 |
| Dominican Republic | April 28, 1965, to September 21, 1966 |
| El Salvador | January 1, 1981, to February 1, 1992 |
| Global War on Terrorism | September 11, 2001 to present |
| Grenada (Operation Urgent Fury) | October 23, 1983, to November 21, 1983 |
| Haiti (Operation Uphold Democracy) | September 16, 1994, to March 31, 1995 |
| Iraq (Operations Northern Watch, Desert Spring, Enduring Freedom (OEF), and Iraqi Freedom (OIF)) | January 1, 1997 to present; December 31, 1998 to December 31, 2002 (projected); OEF September 11, 2001, to present; OIF March 19, 2003, to present |
| Korea | October 1, 1966, to June 30, 1974 |
| Kosovo | March 24, 1999 to present |
| Laos | April 19, 1961, to October 7, 1962 |
| Lebanon | July 1, 1958, to November 1, 1958, and June 1, 1983, to December 1, 1987 |
| Mayaguez Operation | May 15, 1975 to May 15, 1975 |
| Operations in the Libyan Area (Operation Eldorado Canyon) | April 12, 1986 to April 17, 1986 |
| Panama (Operation Just Cause) | December 20, 1989, to January 31, 1990 |
| Persian Gulf Operation (Operation Earnest Will) | July 24, 1987, to August 1, 1990 |
| Persian Gulf Operation (Operation Southern Watch) | December 1, 1995, to present |
| Persian Gulf Operation (Operation Vigilant Sentinel) | December 1, 1995 to February 1, 1997 |
| Persian Gulf Operation (Operation Desert Thunder) | November 11, 1998 to December 22, 1998 |

| | |
|-----------------------------------------------------|----------------------------------------|
| Persian Gulf Operation (Operation Desert Fox) | December 16, 1998 to December 22, 1998 |
| Persian Gulf Intercept Operation | December 1, 1995, to present |
| Quemoy and Matsu Islands | August 23, 1958, to June 1, 1963 |
| Somalia (Operations Restore Hope and United Shield) | December 5, 1992, to March 31, 1995 |
| Taiwan Straits | August 23, 1958, to January 1, 1959 |
| Thailand | May 16, 1962, to August 10, 1962 |
| Vietnam Evacuation (Operation Frequent Wind) | April 29, 1975, to April 30, 1975 |
| Vietnam (including Thailand) | July 1, 1958, to July 3, 1965 |

Note: Section 572 of Subtitle G of the Defense Authorization Act of Fiscal Year 1998 (Public Law 105-85), signed into law on November 18, 1997, allows the Secretary of the military department concerned to determine whether individual members who participated in Operation Joint Endeavor or Operation Joint Guard in the Republic of Bosnia and Herzegovina and in such other areas in the region as the Secretary of Defense considers appropriate, meet the individual service requirements for award of the Armed Forces Expeditionary Medal (AFEM). Generally, service members will be considered eligible if they:

-  deployed to Bosnia and Herzegovina (or other area that the Secretary of Defense considers appropriate) in direct support of one or both of the operations;
-  served on board a ship in the Adriatic in direct support of one or both of the operations; or
-  operated in airspace above Bosnia, Herzegovina (or other area that the Secretary of Defense considers appropriate) while the operations were in effect.

Navy expeditionary Medal and Marine Corps Medal for these Operations:

| <i>Campaign or Expedition</i> | <i>Inclusive dates</i> |
|--------------------------------------|--------------------------------------------------------------------------|
| Cuba | January 3, 1961 to October 23, 1962 |
| Indian Ocean/Iran | November 21, 1979, to October 20, 1981 |
| Iranian/Yemen/Indian Ocean | December 8, 1978 to June 6, 1979 |
| Lebanon | August 20, 1982 to May 31, 1983 |
| Liberia (Operation Sharp Edge) | August 5, 1990 to February 21, 1991 |
| Libyan Area | January 20, 1986 to June 27, 1986 |
| Panama | April 1, 1980 to December 19, 1986 and February 1, 1990 to June 13, 1990 |
| Persian Gulf | February 1, 1987 to July 23, 1987 |
| Rwanda (Operation Distant Runner) | April 7 - 18, 1994 |
| Thailand | May 16 - August 10, 1962 |

Other Campaign and Service Medals Qualifying for Preference:

| <i>Campaign or Expedition</i> | <i>Inclusive dates</i> |
|----------------------------------------------------|------------------------------------------|
| Army Occupation of Austria | May 9, 1945 to July 27, 1955 |
| Army Occupation of Berlin | May 9, 1945 to October 2, 1990 |
| Army Occupation of Germany (exclusive of Berlin) | May 9, 1945 to May 5, 1955 |
| Army Occupation of Japan | September 3, 1945 to April 27, 1952 |
| Chinese Service Medal (Extended) | September 2, 1945 to April 1, 1957 |
| Korea Defense Service Medal | July 28, 1954 to (date to be determined) |
| Korean Service | June 27, 1950 to July 27, 1954 |
| Kosovo Campaign Medal (KCM) Operation Allied Force | March 24, 1999 to June 10, 1999 |

| | |
|-------------------------------------------------------------------------------------|------------------------------------------|
| Kosovo Campaign Medal (KCM) Operation Joint Guardian | June 11, 1999 to (date to be determined) |
| Kosovo Campaign Medal (KCM) Operation Allied Harbor | April 4, 1999 to September 1, 1999 |
| Kosovo Campaign Medal (KCM) Operation Sustain Hope/Shining Hope | April 4, 1999 to July 10, 1999 |
| Kosovo Campaign Medal (KCM) Operation Noble Anvil | March 24, 1999 to July 20, 1999 |
| Kosovo Campaign Medal (KCM) Task Force Hawk | April 5, 1999 to June 24, 1999 |
| Kosovo Campaign Medal (KCM) Task Force Saber | March 31, 1999 to July 8, 1999 |
| Kosovo Campaign Medal (KCM) Task Force Falcon | June 11, 1999 to (date to be determined) |
| Kosovo Campaign Medal (KCM) Task Force Hunter | April 1, 1999 to November 1, 1999 |
| Navy Occupation of Austria | May 8, 1945 to October 25, 1954 |
| Navy Occupation of Trieste | May 8, 1945 to October 25, 1954 |
| Southwest Asia Service Medal (SWASM) (Operations Desert Shield and Desert Storm) | August 2, 1990 to November 30, 1995 |
| Units of the Sixth Fleet (Navy) | May 9, 1945 to October 25, 1955 |
| Vietnam Service Medal (VSM) | July 4, 1965 to March 28, 1973 |
| Rwanda (Operation Distant Runner) | April 7 - 18, 1994 |
| Thailand | May 16 - August 10, 1962 |