



**NOTICE TO:           Individuals With Disabilities  
Disabled Veterans  
Active Duty Wartime or Campaign Badge Veterans  
Recently Separated Veterans  
Armed Forces Service Medal Veterans**

Ferrotec (USA) is a Government contractor subject to section 503 of the Rehabilitation Act of 1973, as amended (Section 503), Section 4212 of the Vietnam Era Veterans' Readjustment Assistance Act of 1974 (VEVRAA) as amended by the Jobs for Veterans Act (JVA) of 2002. The Acts require that Government contractors take affirmative action to employ and advance in employment qualified individuals with disabilities, active duty wartime or campaign badge veterans<sup>1</sup>, disabled veterans<sup>2</sup>, recently separated veterans<sup>3</sup> and Armed Forces Service Medal Veterans<sup>4</sup>.

Ferrotec's Affirmative Action Program affirms our commitment to make reasonable accommodation to the known physical or mental limitations of otherwise-qualified individuals with disabilities or disabled veterans, unless the accommodation would impose an undue hardship on the operation of our business.

The Affirmative Action Program is available for inspection in the Human Resources Department during normal business hours. Special arrangements can be made for inspection at remote sites. Please contact your Human Resources Representative or Manager for further information.

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<sup>1</sup> "Active duty wartime or campaign badge veteran" means 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.

<sup>2</sup> "Disabled veteran" means (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..

<sup>3</sup> "Recently separated veteran means any veteran during the three year period beginning on the date of the veteran's discharge or release from active duty under the JVA.

<sup>4</sup> "Armed Forces Service Medal Veteran" means 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 (61 FR 1209)