

## **Applicant Voluntary Self-Identification - Protected Veterans**

BNC National Bank is a federal government contractor subject to the Vietnam Era Veterans' Readjustment Assistance Act of 1974 ("VEVRAA"), as amended, which requires Government contractors to take affirmative action to employ and advance in employment qualified disabled veterans, recently separated veterans, active wartime or campaign badge veterans, and Armed Forces service medal veterans.

### **Definitions:**

The veteran classifications are defined as follows:

A "**disabled veteran**" is one of the following: (a) 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 (b) a person who was discharged or released from active duty because of a service-connected disability.

A "**recently separated veteran**" means any veteran 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.

An "**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.

An "**Armed Forces service medal veteran**" means a 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.

Protected veterans may have additional rights under USERRA-the Uniformed Services Employment and Reemployment Rights Act. In particular, if you were absent from employment in order to perform service in the uniformed service, you may be entitled to be reemployed by your employer in the position you would have obtained with reasonable certainty if not for the absence due to service. For more information, call the U.S. Department of Labor's Veterans Employment and Training Service (VETS), toll-free, at 1-866-4-USA- DOL.

### **Requested Information - Please Print:**

Date: \_\_\_\_\_ Name: \_\_\_\_\_  
Position: \_\_\_\_\_

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 federal government contractor subject to VEVRAA, we request this information in order to measure the effectiveness of the outreach and position recruitment efforts we undertake pursuant to VEVRAA.

- I identify as one or more of the classifications of protected veteran listed above.**
- I am not a protected veteran.**
- I choose not to disclose.**

Submission of the information sought on this form is voluntary and refusal to provide it will not subject you to any adverse treatment. The information provided will only be used in ways that are not inconsistent with the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended.

The information you submit will be kept confidential, except that (i) supervisors and managers may be informed regarding restrictions on the work or duties of individuals with disabilities or special disabled veterans, and

regarding necessary accommodations; (ii) first aid and safety personnel may be informed, when and to the extent appropriate, if you have a condition that might require emergency treatment; and (iii) Government officials engaged in enforcing the Americans with Disabilities Act or laws administered by the OFCCP, or enforcing the Americans with Disabilities Act, may be informed.

BNC National Bank's affirmative action program outlines its commitment to equal employment opportunity for protected veterans.

**Mail completed form to Human Resources, BNC National Bank, P.O. Box 4050, Bismarck, ND 58501**