



## Post-Offer Veteran Self-Identification

If you served in the military, you are most likely a Protected Veteran. Over time Congress has established four specific categories of veterans who fall under Section 4212 of VEVRAA (the Vietnam Era Veterans Readjustment Assistance Act as amended). Veterans who fall under one of these four categories (disabled veteran, 3-year recently separated veteran, active duty wartime or campaign badge veteran or armed forces service medal veteran) are considered Protected Veterans.

Department of Labor guidance from 2015 interprets the Protected Veteran category of Active Duty Wartime or Campaign Badge Veteran to include any veteran who served during a period of war: the Korean conflict (June 27, 1950 – January 31, 1955), the Vietnam era for those serving in the Republic of Vietnam (February 28, 1961 – May 7, 1975), the Vietnam era for other veterans (August 5, 1964 – May 7, 1975), and during the Persian Gulf war (August 2, 1990 – Present).

VEVRAA requires federal government contractors to take affirmative action to employ and advance Protected Veterans in employment. As a government contractor subject to VEVRAA, Leidos is required to submit an annual report to the U.S. Department of Labor noting the number of employees who are in a “Protected Veteran” category.

Please indicate your status by checking the appropriate box below:

1 – DISABLED VETERAN - 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 a person who was discharged or released from active duty because of a service-connected disability.

2 – THREE-YEAR RECENTLY SEPARATED VETERAN \_\_\_\_\_ (separation date) - 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.

3 – ACTIVE DUTY WARTIME OR CAMPAIGN BADGE 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 under the laws administered by the Department of Defense.

5 – ARMED FORCES SERVICE MEDAL VETERAN - 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.

6 - I AM NOT A VETERAN

7 - I IDENTIFY AS A VETERAN, JUST NOT AS A PROTECTED VETERAN

8 - I DO NOT WISH TO SELF-IDENTIFY

\_\_\_\_\_  
Employee name (please print legibly)

\_\_\_\_\_  
Date

**Submission of this information is voluntary** and refusal to provide it will not subject you to any adverse treatment. The information provided will be used only in ways that are not inconsistent with VEVRAA. **The information you submit will be kept confidential**, except that supervisors and managers may be informed regarding necessary accommodations as well as government officials engaged in enforcing laws administered by the Office of Federal Contract Compliance Programs, or enforcing the Americans with Disabilities Act.

If you are a veteran with a disability, please let Leidos know if an accommodation would enable you to perform the essential functions of your job, including special equipment, changes in the physical layout of the job, changes in the way the job is customarily performed, provision of personal assistance services or other workplace modifications that may be helpful to you. **Please reach out to EBO, Employee Services at [AskHR@leidos.com](mailto:AskHR@leidos.com) or 855-553-4367 to request an accommodation.**