

# VETERANS AND DISABILITY AFFIRMATIVE ACTION PROGRAM

Employee Name:

Date of Hire:

Dow Corning is a government contractor subject to Section 503 of the Rehabilitation Act of 1973, and Section 402 of the Vietnam Era Veterans Readjustment Assistance Act of 1974 and the Veterans Employment Opportunities Act (VEOA), Public Law 105-339. These laws require government contractors to take affirmative action to employ, and advance in employment, qualified handicapped individuals, qualified disabled veterans, veterans of the Vietnam era, and other eligible veterans.

Please answer the following questions to help us comply with the above-mentioned laws. Answering these questions is entirely voluntary and the information will be held confidential.

1. Have you served in the Armed Forces of the United States?\*

Yes [answer all remaining questions]

No [form complete - submit]

2. Dates of active service:

Inducted

(dd/mm/yyyy):

Discharged

(dd/mm/yyyy):

Choose the appropriate veteran status. (Definitions below) If you choose Yes to "Other Protected Veteran" choose the appropriate campaign/expedition near the bottom of this form. Do you qualify as:

An "Other Protected Veteran

Yes [choose the appropriate campaign/expedition near bottom of this form]

No

Other Protected Veteran

Any veteran who served on active duty in the US military ground, naval, or air service during a war or in a campaign or expedition for which a campaign badge has been authorized, other than a special disabled veteran, a veteran of the Vietnam era, or recently separated veteran.

A "Disabled Veteran"?

Yes [provide percent disability below]

No

Percent Disability:

Disabled Veteran

A veteran who served on active duty in the US military ground, naval or air service: (1) is entitled to disability compensation (or who but for the receipt of military retired pay would be entitled to disability compensation) under laws administered by the Secretary of Veterans Affairs, or (2) was discharged or released from active duty because of a service-connected disability.

A "Special Disabled Veteran"?

Yes [provide percent disability below]

No

Percent Disability:

### Special Disabled Veteran

A veteran who served on active duty in the US military ground, naval or air services and (1) who was discharged or released from active duty because of a service-connected disability, or (2) who is entitled to compensation (or who but for the receipt of military retired pay would be entitled to compensation) for certain disabilities under laws administered by the Department of Veterans Affairs (i.e., disabilities rated at 30% or more, or at 10 or 20 percent if the veteran has been determined to have a serious employment handicap.)

A "Recently Separated Veteran"?

Yes

No

### Recently Separated Veteran

Any veteran who served on active duty in the US military ground, naval, or air service during the three-year period beginning on the date of such veterans discharge or release from active duty.

An "Armed Forces Service Medal Veteran"?

Yes

No

### Armed Forces Service Medal Veteran

A veteran who, while serving on active duty in the US 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 Fed. Reg. 1209).

### OTHER ELIGIBLE VETERANS (Campaigns – Medals – Wars)

ARMED FORCES  
EXPEDITIONARY  
MEDAL (AFEM)

ARMED FORCES  
EXPEDITIONARY  
MEDAL (AFEM)  
continued

NAVAL  
EXPEDITIONARY  
MEDAL AND  
MARINE CORP  
EXPEDITIONARY  
MEDAL

OTHER  
CAMPAIGNS  
AND/OR  
SERVICE  
MEDALS

If served in the Armed Forces prior to 1963, please note name of campaign: