

EMORY HEALTHCARE

Emory Healthcare's Affirmative Action Commitment to Veterans

Are you a veteran working for Emory Healthcare? We are so glad you are continuing your service with us! We want you to know we wholeheartedly welcome you in our workforce. You bring dedication, loyalty and commitment learned in the armed services to our organization, and, in turn, we are committed to providing you with opportunities to be outstanding leaders and loyal teammates at Emory Healthcare.

There are some recent changes to regulations that cover veterans' employment. The U.S. Department of Labor's Office of Federal Contract Compliance Programs recently announced rule changes to the regulations that implement the Vietnam Era Veterans' Readjustment Assistance Act (VEVRAA) as amended 41 CFR part 60-300. What does that mean for Emory Healthcare?

As part of Emory Healthcare's equal employment opportunity policy, Emory Healthcare takes affirmative action as called for by applicable laws and Executive Orders to ensure that minority group individuals, females, disabled veterans, recently separated veterans, other protected veterans, Armed Forces service medal veterans and qualified disabled persons are introduced into our workforce and considered for promotional opportunities. The new rules announced this year for veterans strengthen affirmative action regulations and guide us in our efforts to recruit and hire protected veterans and improve job opportunities for veterans in our workforce. There are four classes of veterans covered by these veterans' regulations in our Affirmative Action Plan (AAP):

- **Recently separated veterans (within three years of separation from service)**
- **Armed forces service medal veterans**
- **Disabled veterans**
- **Active wartime or campaign badge veterans (formerly called "other protected veterans")**

Emory Healthcare's 2015 AAP for Veterans has a company-wide goal of **8 percent hiring** for protected veterans. We collect and retain data on the numbers of applicants and employees who are protected veterans using voluntary self-identification surveys at the pre-hire and post-hire stages of our employment process. All employees are encouraged to self-identify as a protected veteran in one of the four classes listed above. These surveys are all voluntary and Emory Healthcare provides reasonable accommodation for disabled veterans.

If you want to learn more, check out Emory Healthcare's Equal Opportunity Policies at <http://prddcu.eushc.org/wdk/ehc/hrpolicy/component/publish> (link available to current Emory Healthcare employees only).

Emory Healthcare is an EEO/AA/Disability/Veteran Employer