



Employee Self Identification refers to: an Individual with a Disability, a Special Disabled Veteran, a Disabled Veteran, a Vietnam Veteran, an Armed Forces Service Medal Veteran, an Other Protected Veteran, or a Recently Separated Veteran. See accompanying definition sheet for more information.

Please complete this form by printing clearly and return it to: Maslow Media Group, Inc.: Human Resources Department at payroll@maslowmedia.com or fax to 202.965.6172

The employer is subject to certain governmental recordkeeping and reporting requirements for the administration of civil rights laws and regulations. In order to comply with these laws, the employer invites employees to voluntarily self-identify their status as indicated below. Submission of this information is voluntary and refusal to provide it will not subject you to any adverse treatment. The information obtained will be kept confidential and may only be used in accordance with the provisions of applicable laws, executive orders, and regulations, including those that require the information to be summarized and reported to the federal government for civil rights enforcement. When reported, data will not identify any specific individual. The following may also access to the information you provide: (i) supervisors and managers may be informed about restrictions on the work or duties of disabled persons, or reasonable accommodations, and (ii) first aid and safety personnel may be informed, when and to the extent appropriate, if the condition might require emergency treatment.

PERSONAL INFORMATION

Employee Name: _____

- | | | |
|--|------------------------------|-----------------------------|
| 1) Are you an Individual with a Disability? | Yes <input type="checkbox"/> | No <input type="checkbox"/> |
| 2) Are you a Special Disabled Veteran? | Yes <input type="checkbox"/> | No <input type="checkbox"/> |
| 3) Are you a Disabled Veteran? | Yes <input type="checkbox"/> | No <input type="checkbox"/> |
| 4) Are you a Veteran of the Vietnam Era? | Yes <input type="checkbox"/> | No <input type="checkbox"/> |
| 5) Are you an Armed Forces Service Medal Veteran? | Yes <input type="checkbox"/> | No <input type="checkbox"/> |
| 6) Are you an Other Protected Veteran? | Yes <input type="checkbox"/> | No <input type="checkbox"/> |
| 7) Are you a Recently Separated Veteran – One Year? | Yes <input type="checkbox"/> | No <input type="checkbox"/> |
| 8) Are you a Recently Separated Veteran – Three Years? | Yes <input type="checkbox"/> | No <input type="checkbox"/> |

Please provide your date of discharge of release from active duty: _____

Signature: _____

Date: _____

Definitions for Self-Identification

An Individual with a Disability – An “individual with a disability” is defined as a person who (1) has a physical or mental impairment which substantially limits one or more of his or her major life activities, (2) has a record of such impairment, or (3) is regarded as having such an impairment.

A Special Disabled Veteran – A “special disabled veteran” is defined to be a veteran who is entitled to disability compensation (or who but for the receipt of military retired pay would be entitled to compensation) under laws administered by the Veterans Administration for a disability (i) rated at 30 percent or more, (ii) rated at 10 or 20 percent in the case of a veteran who has been determined under section 1506 to have a serious employment disability, or (iii) a person who was discharged or released from active duty because of a service-oriented disability.

A Disabled Veteran – A “disabled veteran” is (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 Veteran Affairs, or (2) A person who was discharged or released from active duty because of a service-connected disability.

A Veteran of the Vietnam Era – A “veteran of the Vietnam Era” is defined as a person who (1) served on active duty for a period of time more than 180 days during the Vietnam Era and who was discharged or released therefrom with other than a dishonorable discharge, or (2) was discharged or released from active duty for a service-connected disability if any part of his or her active duty was performed during the Vietnam Era. The “Vietnam Era” is defined as (i) any active duty occurring between August 5, 1964 and May 7, 1975 or, (ii) any active duty part of which occurred in the Republic of Vietnam between February 28, 1961, and May 7, 1975.

An Armed Forces Service Medal Veteran – An “Armed Forces Service Medal veteran” is 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.

An Other Protected Veteran – An “other protected veteran” is 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.

Recently Separated Veteran – One Year – “Recently separated veteran- one year” is defined as any veteran during the one-year period beginning on the date of the veteran’s discharge or release from active duty.

Recently Separated Veteran – Three Years – “Recently separated veteran – three years” 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.

A complete list of qualifying military engagements is available online at <http://www.opm.gov/veterans/html/vgmedal2.htm>