



Sho-Me Power
Electric Cooperative

A Touchstone Energy® Cooperative 

Voluntary Self-Identification of “Protected” Veteran Status

Why Are You Being Asked to Complete This Form?

As a Government contractor, Sho-Me Power is subject to the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended by the Jobs for Veterans Act of 2002, 38 U.S.C. 4212 (VEVRAA). VEVRAA requires Government contractors to take affirmative action to employ and advance in employment protected veterans. To help us measure the effectiveness of our outreach and recruitment efforts of veterans, we are asking you to tell us if you are a veteran covered by VEVRAA. Completing this form is **completely voluntary**, but we hope you fill it out. Submission of this information is voluntary and refusal to provide it will not subject you to any adverse treatment. The information provided will be kept confidential except as required by law and will not be used in a manner inconsistent with VEVRAA.

How Do You Know if You Are a Veteran Protected by VEVRAA?

Contrary to the name, VEVRAA does not just cover Vietnam Era veterans. It covers several categories of veterans from World War II, the Korean conflict, the Vietnam era, and the Persian Gulf War which is defined as occurring from August 2, 1990 to the present.

If you believe you belong to any of the categories of protected veterans please indicate by checking the appropriate box below. The categories are defined on the next page and explained further in an [“Am I a Protected Veteran?”](#) infographic provided by OFCCP.

- ☐ YES, I BELIEVE I BELONG TO A PROTECTED VETERAN CATEGORY
- ☐ NO, I DO NOT BELIEVE I BELONG TO A PROTECTED VETERAN CATEGORY
- ☐ I DO NOT WISH TO ANSWER

Your Name

Today's Date

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.