

**HIRE Vets Medallion Program Demonstration
Electronic Application Forms
Calendar Year 2018**

In Calendar Year (CY) 2018, VETS will engage in a limited demonstration of the HIRE Vets Medallion Program voluntary recognition program, before initiation of the first HIRE Vets Medallion Award cycle. The CY 2018 program demonstration will collect the same information as that approved for the HIRE Vets Medallion Program Final Rule (OMB Control No. 1293-0015). The only differences between the application forms for the HIRE Vets Medallion Program Final Rule and the CY 2018 HIRE Vets Medallion Program Demonstration are that fields associated with application fee payment will not be used (VETS will not collect application fees as part of the demonstration program), and statements on the application forms referring to the “2019 HIRE Vets Application” will instead read “2018 HIRE Vets Application.” In addition, the CY 2018 HIRE Vets Medallion Program Demonstration will limit the number of applicants. VETS intends to inform applicants up front that a fee is not required for the CY 2018 HIRE Vets Medallion Program Demonstration.



Sections

A. Employer Information

B. Veteran Employee Criteria

C. Integration Assistance Criteria

D. Labor Law Violations

E. Review and Attestation

Questions?

If you need to find answers and general information quickly about the HIRE Vets Medallion Application, please review the FAQ Page.

CONTACT US

< Return to Dashboard

OMB No. (1293-0015) Form Expires

2018 HIRE Vets Application

Large Employer, Gold Medallion

Instructions

Employer Identity

Employer Address

Employer Size

Please note that this form includes accompanying instructions for the Large Employer Gold Award that explain how to fill out this form. These instructions include important information, such as definitions and rules, for determining whether an employer has met the medallion criteria. You must read the instructions for the Large Employer Gold Award prior to completing and submitting the application.

You can view some information from the instructions while completing the application by hovering your cursor over the information icon (indicated by a lowercase letter "i" in a circle) that appears next to certain items.

OMB Burden Statement: Persons are not required to respond to this collection of information unless it displays a currently valid OMB number. Obligation to respond is required to obtain or retain benefits under the Honoring Investments in Recruiting and Employing American Military Veterans Act. The 10.25 hour public reporting burden for this collection of information, which is to apply for an award showcasing excellence in hiring and retaining veterans, includes time to review instructions, search existing data sources, gather and maintain the data needed, and complete and review the collection of information. Send comments regarding this burden estimate, or any other aspect of this collection, including suggestions for reducing burden, to the U.S. Department of Labor, Veterans' Employment and Training Service, Room S-1212, 200 Constitution Avenue, NW, Washington, DC 20210.

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Continue



FEDERAL GOVERNMENT

LABOR DEPARTMENT

ABOUT THE SITE



Sections

A. Employer Information

B. Veteran Employee Criteria

C. Integration Assistance Criteria

D. Labor Law Violations

E. Review and Attestation

Questions?

If you need to find answers and general information quickly about the HIRE Vets Medallion Application, please review the FAQ Page.

[CONTACT US](#)

[< Return to Dashboard](#)

OMB No. (1293-0015)
Form Expires

2018 HIRE Vets Application

Large Employer, Gold Medallion

[Instructions](#)

Employer Identity

[Employer Address](#)

[Employer Size](#)

Item 1: Employer Name (*Required)

Enter the exact employer name assigned the Employer Identification Number (EIN) listed in item 2.

Item 2: Enter the employer EIN ⓘ

Do not enter your SSN on this line.

Item 3: Data Universal Number System (DUNS) Number

Enter the DUNS number if one exists.

Item 4: Employer Doing Business As (DBA) Name

If the employer utilizes a DBA, enter it here.

[Back](#)

[Save & Continue](#)



FEDERAL GOVERNMENT

LABOR DEPARTMENT

ABOUT THE SITE

Sections

- A. Employer Information**
- B. Veteran Employee Criteria
- C. Integration Assistance Criteria
- D. Labor Law Violations
- E. Review and Attestation

Questions?
If you need to find

[< Return to Dashboard](#) OMB No. (1293-0015)
Form Expires

2018 HIRE Vets Application

Large Employer, Gold Medallion

- Instructions
- Employer Identity**
- Employer Address
- Employer Size

Item 1: Employer Name (*Required)

Enter the exact employer name assigned the Employer Identification Number (EIN) listed in item 2.

Item 2: Enter the employer EIN i

Do not enter your SSN on this line.

Item 3: Data Universal Number S

The employer must enter its EIN unless the employer uses an agent designated pursuant to 26 CFR 31.3504-1, a payor designated pursuant to 26 CFR 31.3504-2, or a Certified Professional Employer Organization recognized pursuant to 26 U.S.C. 7705 to furnish the IRS Forms W-2 to its employees. If you are an employer that falls under one of these exceptions, you may leave this field blank. Otherwise, an EIN is required.



Sections

A. Employer Information

B. Veteran Employee Criteria

C. Integration Assistance Criteria

D. Labor Law Violations

E. Review and Attestation

Questions?

If you need to find answers and general information quickly about the HIRE Vets Medallion Application, please review the FAQ Page.

CONTACT US

< Return to Dashboard

OMB No. (1293-0015) Form Expires

2018 HIRE Vets Application

Large Employer, Gold Medallion

Instructions Employer Identity Employer Address Employer Size

Item 1: Employer Name (*Required)

[Empty text input field]

Employer Name is required

Enter the exact employer name assigned the Employer Identification Number (EIN) listed in item 2.

Item 2: Enter the employer EIN

1

EIN must be a 9 digit number.

Do not enter your SSN on this line.

Item 3: Data Universal Number System (DUNS) Number

1

DUNS must be a 9 digit number.

Enter the DUNS number if one exists.

Item 4: Employer Doing Business As (DBA) Name

[Empty text input field]

If the employer utilizes a DBA, enter it here.

Back

Save & Continue



FEDERAL GOVERNMENT

- White House Affordable Care Act Disaster Recovery Assistance USA.gov Plain Writing Act Recovery Act No Fear Act U.S. Office of Special Counsel

LABOR DEPARTMENT

- Español Office of Inspector General Subscribe to the DOL Newsletter Read The DOL Newsletter Emergency Accountability Status Link A to Z Index

ABOUT THE SITE

- Freedom of Information Act Privacy & Security Statement Disclaimers Important Web Site Notices Plug-ins Used by DOL RSS Feeds from DOL Accessibility Statement



Sections

A. Employer Information

B. Veteran Employee Criteria

C. Integration Assistance Criteria

D. Labor Law Violations

E. Review and Attestation

Questions?

If you need to find answers and general information quickly about the HIRE Vets Medallion Application, please review the [FAQ Page](#).

[CONTACT US](#)

[< Return to Dashboard](#)

OMB No. (1293-0015)
Form Expires

2018 HIRE Vets Application

Large Employer, Gold Medallion

[Instructions](#)

[Employer Identity](#)

[Employer Address](#)

[Employer Size](#)

Item 5: Employer Street Address (*Required)

Enter the official address (number, street, room or suite number, of the employer's principal office or place of business) for the employer listed in Item 1.

Item 6: Employer City or Town (*Required)

Enter the city or town.

Item 7: Employer State or Province (*Required) ⓘ

Enter the state or province.

Item 8: Employer Zip Code or Postal Code (*Required)

Enter the zip code or postal code.

Item 9: Country (*Required)

Select the country.

[Back](#)

[Save & Continue](#)



FEDERAL GOVERNMENT

LABOR DEPARTMENT

ABOUT THE SITE

< Return to Dashboard

OMB No. (12)
Form Expires

Information

Employee Criteria

Assistance Criteria

Violations

Attestation

Questions?

ed to find answers
ral information
bout the HIRE Vets
n Application, please
e FAQ Page.

CONTACT US

2018 HIRE Vets Application

Large Employer, Gold Medallion


- Instructions
- Employer Identity
- Employer Address**
- Employer Size

Item 5: Employer Street Address (*Required)

Enter the official address (number, street, room or suite number, of the employer's principal office or place of business) for the employer listed in Item 1.

Item 6: Employer City or Town (*Required)

Enter the city or town.

Item 7: Employer State or Province (*Required) 

SELECT STATE

Enter the state or province

Item 8: Employer Zip Code or Postal Code (*Required)

For Employers in the United States, select your State from the list provided. For all other countries and territories, first select your country from the list in Item 9 and then enter the name of your Province (or equivalent).

Item 9: Country (*Required)

SELECT COUNTRY



Sections

A. Employer Information

B. Veteran Employee Criteria

C. Integration Assistance Criteria

D. Labor Law Violations

E. Review and Attestation

Questions?

If you need to find answers and general information quickly about the HIRE Vets Medallion Application, please review the FAQ Page.

[CONTACT US](#)

[< Return to Dashboard](#)

OMB No. (1293-0015)
Form Expires

2018 HIRE Vets Application

Large Employer, Gold Medallion

[Instructions](#) [Employer Identity](#) **[Employer Address](#)** [Employer Size](#)

Item 5: Employer Street Address (*Required)

Street Address is required

Enter the official address (number, street, room or suite number, of the employer's principal office or place of business) for the employer listed in Item 1.

Item 6: Employer City or Town (*Required)

City or Town is required

Enter the city or town.

Item 7: Employer State or Province (*Required) ⓘ

State or Province is required

Enter the state or province.

Item 8: Employer Zip Code or Postal Code (*Required)

Zip Code or Postal Code is required

Enter the zip code or postal code.

Item 9: Country (*Required)

Country is required

Select the country.

[Back](#)

[Save & Continue](#)



FEDERAL GOVERNMENT

LABOR DEPARTMENT

ABOUT THE SITE



Sections

A. Employer Information

B. Veteran Employee Criteria

C. Integration Assistance Criteria

D. Labor Law Violations

E. Review and Attestation

Questions?

If you need to find answers and general information quickly about the HIRE Vets Medallion Application, please review the FAQ Page.

[CONTACT US](#)

[< Return to Dashboard](#)

OMB No. (1293-0015)
Form Expires

2018 HIRE Vets Application

Large Employer, Gold Medallion

[Instructions](#)

[Employer Identity](#)

[Employer Address](#)

[Employer Size](#)

Item 10: Employer Size: Did you have 500 or more employees as of December 31 of the year prior to the year in which you are submitting the application? Example, if applying for the 2019 award, you must have had 500 or more employees on December 31, 2018. If the answer to this question is "no" you are submitting the wrong form.

For the purposes of this item, "employees" includes both veteran and non-veteran employees, as well as permanent full-time and permanent part-time employees. "Employees" does not include temporary workers. For additional information about the definition of employee, temporary worker, and veteran please see the instructions. **(*Required)**

Yes

Item 11: Medallion Level: Are you applying for the Gold level? **(*Required)**

Yes

[Back](#)

[Save & Continue](#)



FEDERAL GOVERNMENT

LABOR DEPARTMENT

ABOUT THE SITE



HIREVets.gov

B. Veteran Employee Criteria

C. Integration Assistance Criteria

D. Labor Law Violations

E. Review and Attestation

Questions?

If you need to find answers and general information quickly about the HIRE Vets Medallion Application, please review the FAQ Page.

[CONTACT US](#)

Large Employer, Gold Medallion

Instructions Employer Identity Employer Address **Employer Size**

Item 10: Employer Size: Did you have 500 or more employees as of December 31 of the year prior to the year in which you are submitting the application? Example, if applying for the 2019 award, you must have had 500 or more employees on December 31, 2018. If the answer to this question is "no" you are submitting the wrong form.

For the purposes of this item, "employees" includes both veteran and non-veteran employees, as well as permanent full-time and permanent part-time employees. "Employees" does not include temporary workers. For additional information about the definition of employee, temporary worker, and veteran please see the instructions. **(*Required)**

Yes *Employee means any individual for whom the employer furnishes an IRS Form W-2, excluding temporary workers.*

Item 11: Yes *Employer means any person, institution, organization, or other entity that pays salary or wages for work performed or that has control over employee opportunities, except for the Federal Government or any State or foreign government. For the purposes of this regulation, VETS will recognize employers based on the Employer Identification Number, as described in 26 CFR 301.7701-12, used to furnish an IRS Form W-2 to an employee. However, in the case of an agent designated pursuant to 26 CFR 31.3504-1, a payor designated pursuant to 26 CFR 31.3504-2, or a Certified Professional Employer Organization recognized pursuant to 26 U.S.C. 7705, the employer shall be the common law employer, client, or customer, respectively, instead of the entity that furnishes the IRS Form W-2. Consequently, in the case where an employer uses an agent designated pursuant to 26 CFR 31.3504-1, a payor designated pursuant to 26 CFR 31.3504-2, or a Certified Professional Employer Organization recognized pursuant to 26 U.S.C. 7705, the common law employer is the proper applicant for the award regardless of what EIN is on employees' IRS Forms W-2.*

Temporary Worker means any worker hired with the intention that the worker be retained for less than one year and who is actually retained for less than one year.

Veteran has the meaning given such term under 38 U.S.C. 101. VETS recognizes that most employers determine which employees are veterans according to the employee's self-identification. VETS does not expect employer-applicants to change these practices in order to guarantee that every employee who self-identifies as a veteran meets the definition of veteran at 38 U.S.C. 101.





Sections

A. Employer Information

B. Veteran Employee Criteria

C. Integration Assistance Criteria

D. Labor Law Violations

E. Review and Attestation

Questions?

If you need to find answers and general information quickly about the HIRE Vets Medallion Application, please review the FAQ Page.

[CONTACT US](#)

[< Return to Dashboard](#)

OMB No. (1293-0015)
Form Expires

2018 HIRE Vets Application

Large Employer, Gold Medallion

[Instructions](#)

[Employer Identity](#)

[Employer Address](#)

[Employer Size](#)

Item 10: Employer Size: Did you have 500 or more employees as of December 31 of the year prior to the year in which you are submitting the application? Example, if applying for the 2019 award, you must have had 500 or more employees on December 31, 2018. If the answer to this question is "no" you are submitting the wrong form.

For the purposes of this item, "employees" includes both veteran and non-veteran employees, as well as permanent full-time and permanent part-time employees. "Employees" does not include temporary workers. For additional information about the definition of employee, temporary worker, and veteran please see the instructions. **(*Required)**

Yes

Size acknowledgement is required

Item 11: Medallion Level: Are you applying for the Gold level? **(*Required)**

Yes

Award Level acknowledgement is required

[Back](#)

[Save & Continue](#)



FEDERAL GOVERNMENT

LABOR DEPARTMENT

ABOUT THE SITE



Sections

A. Employer Information

B. Veteran Employee Criteria

C. Integration Assistance Criteria

D. Labor Law Violations

E. Review and Attestation

Questions?

If you need to find answers and general information quickly about the HIRE Vets Medallion Application, please review the FAQ Page.

[CONTACT US](#)

[< Return to Dashboard](#)

OMB No. (1293-0015)
Form Expires

2018 HIRE Vets Application

Large Employer, Gold Medallion

Hiring Retention

Please refer to the definitions of employee, temporary worker, and veteran in the instructions when completing Section B.

HIRING: 7% Requirement

Item 12: Enter the number of veterans hired in the preceding calendar year (CY). **(*Required)**

Example, if applying for the 2019 award, enter the number of veterans hired during the 2018 CY.

Item 13: Enter the total number of employees (including veterans) hired in the preceding CY. **(*Required)**

Item 14: The veteran hiring percentage in the preceding CY was... **(*Required)**

Item 12 divided by item 13. Item 14 must not be less than 7% for the applicant to qualify for the Large Employer Gold Award.

0

[Back](#)

[Save & Continue](#)



FEDERAL GOVERNMENT

- [White House](#)
- [Affordable Care Act](#)
- [Disaster Recovery Assistance](#)
- [USA.gov](#)
- [Plain Writing Act](#)
- [Recovery Act](#)
- [No Fear Act](#)
- [U.S. Office of Special Counsel](#)

LABOR DEPARTMENT

- [Español](#)
- [Office of Inspector General](#)
- [Subscribe to the DOL Newsletter](#)
- [Read The DOL Newsletter](#)
- [Emergency Accountability Status Link](#)
- [A to Z Index](#)

ABOUT THE SITE

- [Freedom of Information Act](#)
- [Privacy & Security Statement](#)
- [Disclaimers](#)
- [Important Web Site Notices](#)
- [Plug-ins Used by DOL](#)
- [RSS Feeds from DOL](#)
- [Accessibility Statement](#)

[< Return to Dashboard](#)

2018 HIRE Vets Application

Large Employer, Gold Medallion

Hiring

Retention

Please refer to the definitions of employee, temporary worker, and veteran in the instructions when completing Section B. 

Employee means any individual for whom the employer furnishes an IRS Form W-2, excluding temporary workers.

Temporary Worker means any worker hired with the intention that the worker be retained for less than one year and who is actually retained for less than one year.

Veteran has the meaning given such term under 38 U.S.C. 101. VETS recognizes that most employers determine which employees are veterans according to the employee's self-identification. VETS does not expect employer-applicants to change these practices in order to guarantee that every employee who self-identifies as a veteran meets the definition of veteran at 38 U.S.C. 101.

HIRING: 7% Requirement

Item 12: Enter the number of veterans (CY). **(*Required)**

Example, if applying for the 2019 award, enter 2018.

Item 13: Enter the total number of employees (CY). **(*Required)**

Item 14: The veteran hiring percentage in the preceding CY was... **(*Required)**

Information

Employee Criteria

Assistance Criteria

Violations

Attestation

Questions?

ed to find answers

Search





Sections

A. Employer Information

B. Veteran Employee Criteria

C. Integration Assistance Criteria

D. Labor Law Violations

E. Review and Attestation

Questions?

If you need to find answers and general information quickly about the HIRE Vets Medallion Application, please review the FAQ Page.

[CONTACT US](#)

[< Return to Dashboard](#)

OMB No. (1293-0015)
Form Expires

2018 HIRE Vets Application

Large Employer, Gold Medallion

Hiring Retention

Please refer to the definitions of employee, temporary worker, and veteran in the instructions when completing Section B.

HIRING: 7% Requirement

Item 12: Enter the number of veterans hired in the preceding calendar year (CY). **(*Required)**
Example, if applying for the 2019 award, enter the number of veterans hired during the 2018 CY.

Item 13: Enter the total number of employees (including veterans) hired in the preceding CY. **(*Required)**

Item 14: The veteran hiring percentage in the preceding CY was... **(*Required)**
! Veteran hiring percentage in the preceding CY does not meet the minimum threshold for this award
Item 12 divided by item 13. Item 14 must not be less than 7% for the applicant to qualify for the Large Employer Gold Award.

[Back](#)

[Save & Continue](#)



FEDERAL GOVERNMENT

- [White House](#)
- [Affordable Care Act](#)
- [Disaster Recovery Assistance](#)
- [USA.gov](#)
- [Plain Writing Act](#)
- [Recovery Act](#)
- [No Fear Act](#)
- [U.S. Office of Special Counsel](#)

LABOR DEPARTMENT

- [Español](#)
- [Office of Inspector General](#)
- [Subscribe to the DOL Newsletter](#)
- [Read The DOL Newsletter](#)
- [Emergency Accountability Status Link](#)
- [A to Z Index](#)

ABOUT THE SITE

- [Freedom of Information Act](#)
- [Privacy & Security Statement](#)
- [Disclaimers](#)
- [Important Web Site Notices](#)
- [Plug-ins Used by DOL](#)
- [RSS Feeds from DOL](#)
- [Accessibility Statement](#)



Sections

A. Employer Information

B. Veteran Employee Criteria

C. Integration Assistance Criteria

D. Labor Law Violations

E. Review and Attestation

Questions?

If you need to find answers and general information quickly about the HIRE Vets Medallion Application, please review the FAQ Page.

[CONTACT US](#)

[< Return to Dashboard](#)

OMB No. (1293-0015)
Form Expires

2018 HIRE Vets Application

Large Employer, Gold Medallion

Hiring Retention

Please refer to the definitions of employee, temporary worker, and veteran in the instructions when completing Section B.

HIRING: 7% Requirement

Item 12: Enter the number of veterans hired in the preceding calendar year (CY). **(*Required)**
Example, if applying for the 2019 award, enter the number of veterans hired during the 2018 CY.

Item 13: Enter the total number of employees (including veterans) hired in the preceding CY. **(*Required)**

Item 14: The veteran hiring percentage in the preceding CY was... **(*Required)**
! Veteran hiring percentage in the preceding CY cannot exceed 100%
Item 12 divided by item 13. Item 14 must not be less than 7% for the applicant to qualify for the Large Employer Gold Award.

[Back](#)

[Save & Continue](#)



FEDERAL GOVERNMENT

- White House
- Affordable Care Act
- Disaster Recovery Assistance
- USA.gov
- Plain Writing Act
- Recovery Act
- No Fear Act
- U.S. Office of Special Counsel

LABOR DEPARTMENT

- Español
- Office of Inspector General
- Subscribe to the DOL Newsletter
- Read The DOL Newsletter
- Emergency Accountability Status Link
- A to Z Index

ABOUT THE SITE

- Freedom of Information Act
- Privacy & Security Statement
- Disclaimers
- Important Web Site Notices
- Plug-ins Used by DOL
- RSS Feeds from DOL
- Accessibility Statement



Sections

A. Employer Information

B. Veteran Employee Criteria

C. Integration Assistance Criteria

D. Labor Law Violations

E. Review and Attestation

Questions?

If you need to find answers and general information quickly about the HIRE Vets Medallion Application, please review the FAQ Page.

[CONTACT US](#)

[< Return to Dashboard](#)

OMB No. (1293-0015)
Form Expires

2018 HIRE Vets Application

Large Employer, Gold Medallion

Hiring Retention

Please refer to the definitions of employee, temporary worker, and veteran in the instructions when completing Section B. [i](#)

HIRING: 7% Requirement

Item 12: Enter the number of veterans hired in the preceding calendar year (CY). **(*Required)**

Number of veterans hired in the preceding CY is required

Example, if applying for the 2019 award, enter the number of veterans hired during the 2018 CY.

Item 13: Enter the total number of employees (including veterans) hired in the preceding CY. **(*Required)**

Total number of employees hired in the preceding CY is required

Item 14: The veteran hiring percentage in the preceding CY was... **(*Required)**

Veteran hiring percentage in the preceding CY does not meet the minimum threshold for this award

0

Item 12 divided by item 13. Item 14 must not be less than 7% for the applicant to qualify for the Large Employer Gold Award.

[Back](#)

[Save & Continue](#)



FEDERAL GOVERNMENT

- [White House](#)
- [Affordable Care Act](#)
- [Disaster Recovery Assistance](#)
- [USA.gov](#)
- [Plain Writing Act](#)
- [Recovery Act](#)
- [No Fear Act](#)
- [U.S. Office of Special Counsel](#)

LABOR DEPARTMENT

- [Español](#)
- [Office of Inspector General](#)
- [Subscribe to the DOL Newsletter](#)
- [Read The DOL Newsletter](#)
- [Emergency Accountability Status Link](#)
- [A to Z Index](#)

ABOUT THE SITE

- [Freedom of Information Act](#)
- [Privacy & Security Statement](#)
- [Disclaimers](#)
- [Important Web Site Notices](#)
- [Plug-ins Used by DOL](#)
- [RSS Feeds from DOL](#)
- [Accessibility Statement](#)



Sections

A. Employer Information

B. Veteran Employee Criteria

C. Integration Assistance Criteria

D. Labor Law Violations

E. Review and Attestation

Questions?

If you need to find answers and general information quickly about the HIRE Vets Medallion Application, please review the FAQ Page.

[CONTACT US](#)

[< Return to Dashboard](#)

OMB No. (1293-0015)
Form Expires

2018 HIRE Vets Application

Large Employer, Gold Medallion

Hiring **Retention**

RETENTION: 75% Requirement

Item 15: Enter the number of veterans hired in the CY preceding the preceding CY. **(*Required)**

Example, if applying for the 2019 award, enter the number of veterans hired during the 2017 CY.

Item 16: Enter the number of veterans hired in the CY preceding the preceding CY who remained with the employer for at least 12 months. **(*Required)**

Example, if applying for the 2019 award, enter the number of veteran employees hired in 2017 who were retained for at least 12 months from the date of hire.

Item 17: The percentage of veterans retained for 12 months was... **(*Required)**

Item 16 divided by Item 15. Item 17 must not be less than 75% for the applicant to qualify for the Large Employer Gold Award.

0

[Back](#)

[Save & Continue](#)



FEDERAL GOVERNMENT

- [White House](#)
- [Affordable Care Act](#)
- [Disaster Recovery Assistance](#)
- [USA.gov](#)
- [Plain Writing Act](#)
- [Recovery Act](#)
- [No Fear Act](#)
- [U.S. Office of Special Counsel](#)

LABOR DEPARTMENT

- [Español](#)
- [Office of Inspector General](#)
- [Subscribe to the DOL Newsletter](#)
- [Read The DOL Newsletter](#)
- [Emergency Accountability Status Link](#)
- [A to Z Index](#)

ABOUT THE SITE

- [Freedom of Information Act](#)
- [Privacy & Security Statement](#)
- [Disclaimers](#)
- [Important Web Site Notices](#)
- [Plug-ins Used by DOL](#)
- [RSS Feeds from DOL](#)
- [Accessibility Statement](#)



Sections

A. Employer Information

B. Veteran Employee Criteria

C. Integration Assistance Criteria

D. Labor Law Violations

E. Review and Attestation

Questions?

If you need to find answers and general information quickly about the HIRE Vets Medallion Application, please review the FAQ Page.

[CONTACT US](#)

[< Return to Dashboard](#)

OMB No. (1293-0015)
Form Expires

2018 HIRE Vets Application

Large Employer, Gold Medallion

Hiring **Retention**

RETENTION: 75% Requirement

Item 15: Enter the number of veterans hired in the CY preceding the preceding CY. **(*Required)**

10

Example, if applying for the 2019 award, enter the number of veterans hired during the 2017 CY.

Item 16: Enter the number of veterans hired in the CY preceding the preceding CY who remained with the employer for at least 12 months. **(*Required)**

100

Example, if applying for the 2019 award, enter the number of veteran employees hired in 2017 who were retained for at least 12 months from the date of hire.

Item 17: The percentage of veterans retained for 12 months was... **(*Required)**

Percentage of veterans retained for 12 Months cannot exceed 100%

1000.00

Item 16 divided by Item 15. Item 17 must not be less than 75% for the applicant to qualify for the Large Employer Gold Award.

[Back](#)

[Save & Continue](#)



FEDERAL GOVERNMENT

LABOR DEPARTMENT

ABOUT THE SITE



Sections

A. Employer Information

B. Veteran Employee Criteria

C. Integration Assistance Criteria

D. Labor Law Violations

E. Review and Attestation

Questions?

If you need to find answers and general information quickly about the HIRE Vets Medallion Application, please review the FAQ Page.

[CONTACT US](#)

[< Return to Dashboard](#)

OMB No. (1293-0015)
Form Expires

2018 HIRE Vets Application

Large Employer, Gold Medallion

Hiring **Retention**

RETENTION: 75% Requirement

Item 15: Enter the number of veterans hired in the CY preceding the preceding CY. **(*Required)**

10

Example, if applying for the 2019 award, enter the number of veterans hired during the 2017 CY.

Item 16: Enter the number of veterans hired in the CY preceding the preceding CY who remained with the employer for at least 12 months. **(*Required)**

1

Example, if applying for the 2019 award, enter the number of veteran employees hired in 2017 who were retained for at least 12 months from the date of hire.

Item 17: The percentage of veterans retained for 12 months was... **(*Required)**

Percentage of veterans retained for 12 months does not meet the minimum threshold for this award

10.00

Item 16 divided by Item 15. Item 17 must not be less than 75% for the applicant to qualify for the Large Employer Gold Award.

[Back](#)

[Save & Continue](#)



FEDERAL GOVERNMENT

[White House](#)

[Affordable Care Act](#)

[Disaster Recovery Assistance](#)

[USA.gov](#)

[Plain Writing Act](#)

[Recovery Act](#)

[No Fear Act](#)

[U.S. Office of Special Counsel](#)

LABOR DEPARTMENT

[Español](#)

[Office of Inspector General](#)

[Subscribe to the DOL Newsletter](#)

[Read The DOL Newsletter](#)

[Emergency Accountability Status Link](#)

[A to Z Index](#)

ABOUT THE SITE

[Freedom of Information Act](#)

[Privacy & Security Statement](#)

[Disclaimers](#)

[Important Web Site Notices](#)

[Plug-ins Used by DOL](#)

[RSS Feeds from DOL](#)

[Accessibility Statement](#)



Sections

A. Employer Information

B. Veteran Employee Criteria

C. Integration Assistance Criteria

D. Labor Law Violations

E. Review and Attestation

Questions?

If you need to find answers and general information quickly about the HIRE Vets Medallion Application, please review the FAQ Page.

[CONTACT US](#)

[< Return to Dashboard](#)

OMB No. (1293-0015)
Form Expires

2018 HIRE Vets Application

Large Employer, Gold Medallion

Hiring

Retention

RETENTION: 75% Requirement

Item 15: Enter the number of veterans hired in the CY preceding the preceding CY. (*Required)

Number of veterans hired in the CY preceding the preceding CY is required

Example, if applying for the 2019 award, enter the number of veterans hired during the 2017 CY.

Item 16: Enter the number of veterans hired in the CY preceding the preceding CY who remained with the employer for at least 12 months. (*Required)

Number of veterans hired in the CY preceding the preceding CY who remained with the employer for at least 12 months is required

Example, if applying for the 2019 award, enter the number of veteran employees hired in 2017 who were retained for at least 12 months from the date of hire.

Item 17: The percentage of veterans retained for 12 months was... (*Required)

Percentage of veterans retained for 12 months does not meet the minimum threshold for this award

_____ 0

Item 16 divided by Item 15. Item 17 must not be less than 75% for the applicant to qualify for the Large Employer Gold Award.

[Back](#)

[Save & Continue](#)



FEDERAL GOVERNMENT

- [White House](#)
- [Affordable Care Act](#)
- [Disaster Recovery Assistance](#)
- [USA.gov](#)
- [Plain Writing Act](#)
- [Recovery Act](#)
- [No Fear Act](#)
- [U.S. Office of Special Counsel](#)

LABOR DEPARTMENT

- [Español](#)
- [Office of Inspector General](#)
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- [Read The DOL Newsletter](#)
- [Emergency Accountability Status Link](#)
- [A to Z Index](#)

ABOUT THE SITE

- [Freedom of Information Act](#)
- [Privacy & Security Statement](#)
- [Disclaimers](#)
- [Important Web Site Notices](#)
- [Plug-ins Used by DOL](#)
- [RSS Feeds from DOL](#)
- [Accessibility Statement](#)



Sections

A. Employer Information

B. Veteran Employee Criteria

C. Integration Assistance Criteria

D. Labor Law Violations

E. Review and Attestation

Questions?

If you need to find answers and general information quickly about the HIRE Vets Medallion Application, please review the FAQ Page.

[CONTACT US](#)

[< Return to Dashboard](#)

OMB No. (1293-0015)
Form Expires

2018 HIRE Vets Application

Large Employer, Gold Medallion

Employee Veteran Organization or Resource Group

Leadership Program

Community

Item 18: Briefly describe your employee veteran organization or resource group. Your employee veteran organization or resource group must assist new veteran employees with integration, including coaching and mentoring. See Item 18 in the instructions for additional guidance about employee veteran organization or resource group criterion requirements. **(*Required)** ⓘ

(1,000 character limit)

[Back](#)

[Save & Continue](#)



FEDERAL GOVERNMENT

- [White House](#)
- [Affordable Care Act](#)
- [Disaster Recovery Assistance](#)
- [USA.gov](#)
- [Plain Writing Act](#)
- [Recovery Act](#)
- [No Fear Act](#)
- [U.S. Office of Special Counsel](#)

LABOR DEPARTMENT

- [Español](#)
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- [Subscribe to the DOL Newsletter](#)
- [Read The DOL Newsletter](#)
- [Emergency Accountability Status Link](#)
- [A to Z Index](#)

ABOUT THE SITE

- [Freedom of Information Act](#)
- [Privacy & Security Statement](#)
- [Disclaimers](#)
- [Important Web Site Notices](#)
- [Plug-ins Used by DOL](#)
- [RSS Feeds from DOL](#)
- [Accessibility Statement](#)

- A. Employer information
- B. Veteran Employee Criteria
- C. Integration Assistance Criteria**
- D. Labor Law Violations
- E. Review and Attestation

Large Employer, Gold Medallion

Employee Veteran Organization or Resource Group Leadership Program Community

Item 18: Briefly describe your employee veteran organization or resource group. Your employee veteran organization or resource group must assist new veteran employees with integration, including coaching and mentoring. See Item 18 in the instructions for additional guidance about employee veteran organization or resource group criterion requirements. **(*Required)** ⓘ

(1,000 character limit)

To satisfy this criterion, the employer's Organization/Resource Group must:

- assist new veteran employees with integration, including coaching and mentoring;
- be a distinct organization or group (although admirable, an employer would not satisfy this criterion if the employer provided coaching and mentoring to veteran employees but did so without having established an organization or group);
- still be in existence as of December 31 of the year prior to the calendar year in which the employer applies for the award. For example, if an employer applies for an award in 2020, the organization or group must still be in existence on December 31, 2019.

Questions?

If you need to find answers and general information quickly about the HIRE Vets Medallion

[Back](#)

[Save & Continue](#)



Sections

A. Employer Information

B. Veteran Employee Criteria

C. Integration Assistance Criteria

D. Labor Law Violations

E. Review and Attestation

Questions?

If you need to find answers and general information quickly about the HIRE Vets Medallion Application, please review the FAQ Page.

[CONTACT US](#)

[Return to Dashboard](#)

OMB No. (1293-0015)
Form Expires

2018 HIRE Vets Application

Large Employer, Gold Medallion

Employee Veteran Organization or Resource Group

Leadership Program

Community

Item 18: Briefly describe your employee veteran organization or resource group. Your employee veteran organization or resource group must assist new veteran employees with integration, including coaching and mentoring. See Item 18 in the instructions for additional guidance about employee veteran organization or resource group criterion requirements. **(*Required)** ⓘ

! A description of the employer's Veteran Organization/Resource Group is required
(1,000 character limit)

[Back](#)

[Save & Continue](#)



FEDERAL GOVERNMENT

- [White House](#)
- [Affordable Care Act](#)
- [Disaster Recovery Assistance](#)
- [USA.gov](#)
- [Plain Writing Act](#)
- [Recovery Act](#)
- [No Fear Act](#)
- [U.S. Office of Special Counsel](#)

LABOR DEPARTMENT

- [Español](#)
- [Office of Inspector General](#)
- [Subscribe to the DOL Newsletter](#)
- [Read The DOL Newsletter](#)
- [Emergency Accountability Status Link](#)
- [A to Z Index](#)

ABOUT THE SITE

- [Freedom of Information Act](#)
- [Privacy & Security Statement](#)
- [Disclaimers](#)
- [Important Web Site Notices](#)
- [Plug-ins Used by DOL](#)
- [RSS Feeds from DOL](#)
- [Accessibility Statement](#)



Sections

A. Employer Information

B. Veteran Employee Criteria

C. Integration Assistance Criteria

D. Labor Law Violations

E. Review and Attestation

Questions?

If you need to find answers and general information quickly about the HIRE Vets Medallion Application, please review the FAQ Page.

[CONTACT US](#)

[< Return to Dashboard](#)

OMB No. (1293-0015)
Form Expires

2018 HIRE Vets Application

Large Employer, Gold Medallion

Employee Veteran Organization or Resource Group

Leadership Program

Community

Item 19: Briefly describe the programs you have established to enhance the leadership skills of veteran employees during their employment. See Item 19 in the instructions for additional guidance about leadership program criterion requirements. **(*Required)**



(1,000 character limit)

[Back](#)

[Save & Continue](#)



FEDERAL GOVERNMENT

LABOR DEPARTMENT

ABOUT THE SITE

[< Return to Dashboard](#)

2018 HIRE Vets Application

Large Employer, Gold Medallion

Employee Veteran Organization or Resource Group

Leadership Program

Community

Item 19: Briefly describe the programs you have established to enhance the leadership skills of veteran employees during their employment. See Item 19 in the instructions for additional guidance about leadership program criterion requirements. (*Required)



To satisfy this criterion, the employer's Leadership Program must:

- enhance the leadership skills of veteran employees during their employment.
- still be in existence as of December 31 of the year prior to the calendar year in which the employer applies for the award. For example, if an employer applies for an award in 2020, the leadership program must still be in existence on December 31, 2019.

A leadership program does not need to be exclusively for veterans so long as veteran employees may participate in the leadership program.

Information

Employee Criteria

Assistance Criteria

Violations

Attestation

Questions?

Need to find answers



Sections

A. Employer Information

B. Veteran Employee Criteria

C. Integration Assistance Criteria

D. Labor Law Violations

E. Review and Attestation

Questions?

If you need to find answers and general information quickly about the HIRE Vets Medallion Application, please [review the FAQ Page](#)

[CONTACT US](#)

[← Return to Dashboard](#)

OMB No. (1293-0015)
Form Expires

2018 HIRE Vets Application

Large Employer, Gold Medallion

Employee Veteran Organization or Resource Group **Leadership Program** Community

Item 19: Briefly describe the programs you have established to enhance the leadership skills of veteran employees during their employment. See Item 19 in the instructions for additional guidance about leadership program criterion requirements. **(*Required)**



ⓘ A description of the employer's Leadership Program is required
(1,000 character limit)

[Back](#)

[Save & Continue](#)



FEDERAL GOVERNMENT

- [White House](#)
- [Affordable Care Act](#)
- [Disaster Recovery Assistance](#)
- [USA.gov](#)
- [Plain Writing Act](#)
- [Recovery Act](#)
- [No Fear Act](#)
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- [Read The DOL Newsletter](#)
- [Emergency Accountability Status Link](#)
- [A to Z Index](#)

ABOUT THE SITE

- [Freedom of Information Act](#)
- [Privacy & Security Statement](#)
- [Disclaimers](#)
- [Important Web Site Notices](#)
- [Plug-ins Used by DOL](#)
- [RSS Feeds from DOL](#)
- [Accessibility Statement](#)



Sections

A. Employer Information

B. Veteran Employee Criteria

C. Integration Assistance Criteria

D. Labor Law Violations

E. Review and Attestation

Questions?

If you need to find answers and general information quickly about the HIRE Vets Medallion Application, please review the FAQ Page.

[CONTACT US](#)

[< Return to Dashboard](#)

OMB No. (1293-0015)
Form Expires

2018 HIRE Vets Application

Large Employer, Gold Medallion

Employee Veteran Organization or Resource Group

Leadership Program

Community

Item 20 OPTIONAL: Briefly describe any employer efforts to support the veteran and military community that fall outside of the criteria but may serve as models of support for veterans and their families. This may include efforts such as veteran/military spouse recruitment and employment. This will not factor into whether an employer receives an award.

(1,000 character limit)

[Back](#)

[Save & Continue](#)



FEDERAL GOVERNMENT

LABOR DEPARTMENT

ABOUT THE SITE



Sections

A. Employer Information

B. Veteran Employee Criteria

C. Integration Assistance Criteria

D. Labor Law Violations

E. Review and Attestation

Questions?

If you need to find answers and general information quickly about the HIRE Vets Medallion Application, please review the FAQ Page.

[CONTACT US](#)

[< Return to Dashboard](#)

OMB No. (1293-0015)
Form Expires

2018 HIRE Vets Application

Large Employer, Gold Medallion

Labor Law Violations

Item 21: As further explained in Item 21 of the instructions, the employer has not had an adverse labor law decision, stipulated agreement, contract debarment, or contract termination pursuant to USERRA or VEVRAA. By selecting the "I Agree" button below, you certify that the above statement is true. (*Required) ⓘ

I Agree

[Back](#)

[Save & Continue](#)



FEDERAL GOVERNMENT

LABOR DEPARTMENT

ABOUT THE SITE



Sections

- A. Employer Information
- B. Veteran Employee Criteria
- C. Integration Assistance Criteria
- D. Labor Law Violations**
- E. Review and Attestation

Questions?

If you need to find answers and general information quickly about the HIRE Vets

Medallion Application, please review the [FAQ Page](#)

[CONTACT US](#)

[Return to Dashboard](#)

OMB No. (1293-0015)
Form Expires

2018 HIRE Vets Application

Large Employer, Gold Medallion

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I Agree

[Back](#)

[Save & Continue](#)

Employers cannot receive a HIRE Vets Medallion Award if they have any of the labor law violations identified in 20 CFR § 1011.120. The applicable language at 20 CFR § 1011.120 reads as follows:

(a) Any employer with an adverse labor law decision, stipulated agreement, contract debarment, or contract termination, as defined in paragraphs (b) through (e) of this section, pursuant to either of the following labor laws, as amended, will not be eligible to receive an award:

1. Uniformed Services Employment and Reemployment Rights Act (USERRA);
2. Vietnam Era Veterans' Readjustment Assistance Act (VEVRAA);

(b) For purposes of this application, an adverse labor law decision means any of the following, issued in the calendar year prior to year in which applications are solicited or the calendar year in which applications are solicited up until the issuance of the award, in which a violation of any of the laws in paragraph (a) of this section is found:

1. a civil or criminal judgment;
2. a final administrative merits determination of an administrative adjudicative board or commission; or
3. a decision of an administrative law judge or other administrative judge that is not appealed and that becomes the final agency action.

(c) For purposes of this application, a stipulated agreement means any agreement (including a settlement agreement, conciliation agreement, consent decree, or other similar document) to which the employer is a party, entered into in the calendar year prior to year in which applications are solicited or the calendar year in which applications are solicited up until the issuance of the award, that contains an admission that the employer violated either of the laws cited in paragraph (a) of this section.

(d) For purposes of this application, a contract debarment means any order or voluntary agreement, pursuant to the laws listed in paragraph (a) of this section, that debars the employer from receiving any future Federal contract. Employers shall be ineligible for an award for the duration of time that the contract debarment is in effect.

(e) For purposes of this application, a contract termination means any order or voluntary agreement, pursuant to the laws listed in paragraph (a) of this section, that terminates an existing Federal contract prior to its completion. Employers shall be ineligible for the award if this termination occurred in the calendar year prior to year in which applications are solicited or the calendar year in which applications are solicited up until the issuance of the award.

To receive a HIRE Vets Medallion Award, the employer must not have any violations identified in the above regulatory text during the time periods identified in the regulation.

Additionally, per 20 CFR § 1011.120(f), if VETS has credible information that a significant violation of one of the laws cited in paragraph (a) of § 1011.120 may have occurred that could lead to an employer being disqualified pursuant to any of paragraphs (b) through (e) of § 1011.120, VETS may delay issuing an award.



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- White House
- Affordable Care Act
- Disaster Recovery Assistance
- USA.gov
- Plain Writing Act
- Recovery Act
- No Fear Act
- U.S. Office of Special Counsel

LABOR DEPARTMENT

- Español
- Office of Inspector General
- Subscribe to the DOL News
- Read The DOL News
- Emergency Accommodations
- A to Z Index



Sections

A. Employer Information

B. Veteran Employee Criteria

C. Integration Assistance Criteria

D. Labor Law Violations

E. Review and Attestation

Questions?

If you need to find answers and general information quickly about the HIRE Vets Medallion Application, please review the FAQ Page.

[CONTACT US](#)

[< Return to Dashboard](#)

OMB No. (1293-0015)
Form Expires

2018 HIRE Vets Application

Large Employer, Gold Medallion

Labor Law Violations

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I Agree

! Labor Law Violation Agreement is required

[Back](#)

[Save & Continue](#)



FEDERAL GOVERNMENT

LABOR DEPARTMENT

ABOUT THE SITE



Sections

- A. Employer Information
- B. Veteran Employee Criteria
- C. Integration Assistance Criteria
- D. Labor Law Violations

E. Review and Attestation

Questions?

If you need to find answers and general information quickly about the HIRE Vets Medallion Application, please review the FAQ Page.

CONTACT US

< Return to Dashboard

OMB No. (1293-0015) Form Expires

2018 HIRE Vets Application

Large Employer, Gold Medallion

Review and Attestation

Review

Please review the information below to ensure it is accurate.

A. Employer Information

- Item 1: Employer Name
- Item 2: Employer EIN
- Item 3: Data Universal Number System (DUNS) Number
- Item 4: Employer Doing Business As (DBA) Name
- Item 5: Employer Street Address
- Item 6: Employer City or Town
- Item 7: Employer State or Province
- Item 8: Employer Zip Code or Postal Code
- Item 9: Country
- Item 10: Employer Size
- Item 11: Medallion Level

B. Veteran Employee Criteria

- Item 12: Number of veterans hired in the preceding calendar year (CY)
- Item 13: Number of employees (including veterans) hired in the preceding CY
- Item 14: Veteran hiring percentage in the preceding year
- Item 15: Number of veterans hired in the CY preceding the preceding year
- Item 16: Number of veterans hired in the CY preceding the preceding CY who remained with the employer for at least 12 months
- Item 17: Percentage of veterans retained for 12 months

C. Integration Assistance Criteria

- Item 18: Briefly describe your employee veteran organization or resource group. Your employee veteran organization or resource group must assist new veteran employees with integration, including coaching and mentoring.
- Item 19: Briefly describe the programs you have established to enhance the leadership skills of veteran employees during their employment.
- Item 20: Briefly describe any employer efforts to support the veteran and military community that fall outside of the criteria but may serve as models of support for veterans and their families. This may include efforts such as veteran/military spouse recruitment and employment.

D. Labor Law Violations

- Item 21: As further explained in Item 21 of the instructions, the employer has not had an adverse labor law decision, stipulated agreement, contract debarment, or contract termination pursuant to USERRA or VEVRAA. By selecting the "I Agree" button below, you certify that the above statement is true.

Attestation Information

For Items 22-23, provide information for the person attesting to Item 26

Item 22: Name (*Required)

Text input field for Name

Item 23: Title (*Required)

Text input field for Title

Item 24: Contact Email Address (*Required)

Text input field for Contact Email Address

Item 25: Contact Phone Number (*Required)

Text input field for Contact Phone Number

Item 26: Attestation (*Required)

I declare under penalty of perjury under the laws of the United States of America that:

1. I am the Chief Executive Officer or the Chief Human Relations Officer of this employer submitting this application (hereinafter the Employer), or an equivalent official (someone with equivalent responsibilities and duties, such as the owner of a small firm) of the Employer;
2. The Employer has met all necessary award criteria;
3. I have read and reviewed this application and the information contained therein is true and accurate; and
4. I understand that to knowingly furnish false information in the preparation of this form and any supplement thereto or to aid, abet, or counsel another to do so is a violation of federal law under 18 U.S.C. 1001.

Entering your name in Item 22 above and then clicking on the "I Agree" button below constitutes your signing the above attestation under penalty of perjury.

I Agree

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Back

Submit



FEDERAL GOVERNMENT

- White House
- Affordable Care Act
- Disaster Recovery Assistance
- USA.gov
- Plain Writing Act
- Recovery Act
- No Fear Act
- U.S. Office of Special Counsel

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- Español
- Office of Inspector General
- Subscribe to the DOL Newsletter
- Read The DOL Newsletter
- Emergency Accountability Status Link
- A to Z Index

ABOUT THE SITE

- Freedom of Information Act
- Privacy & Security Statement
- Disclaimers
- Important Web Site Notices
- Plug-ins Used by DOL
- RSS Feeds from DOL
- Accessibility Statement



Sections

- A. Employer Information
- B. Veteran Employee Criteria
- C. Integration Assistance Criteria
- D. Labor Law Violations
- E. Review and Attestation**

< Return to Dashboard

OMB No. (1293-0015)
Form Expires

2018 HIRE Vets Application

Large Employer, Gold Medallion

Review and Attestation

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Attestation Phone is required

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- I have read and reviewed this application and the information contained therein is true and accurate; and
- I understand that to knowingly furnish false information in the preparation of this form and any supplement thereto or to aid, abet, or counsel another to do so is a violation of federal law under 18 U.S.C. 1001.

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I Agree

Attestation Acknowledgement is required

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Back

Submit



FEDERAL GOVERNMENT

- White House
- Affordable Care Act
- Disaster Recovery Assistance
- USA.gov
- Plain Writing Act
- Recovery Act
- No Fear Act
- U.S. Office of Special Counsel

LABOR DEPARTMENT

- Español
- Office of Inspector General
- Subscribe to the DOL Newsletter
- Read The DOL Newsletter
- [Emergency Accountability Status Link](#)
- A to Z Index

ABOUT THE SITE

- Freedom of Information Act
- Privacy & Security Statement
- Disclaimers
- Important Web Site Notices
- Plug-ins Used by DOL
- RSS Feeds from DOL
- Accessibility Statement