

Comment on Proposed Renewal of Information Collection Request; U.S. Department of Labor
Office of Federal Contract Compliance Programs Recordkeeping Requirements—38 U.S.C. 4212
Vietnam Era Veterans' Readjustment Assistance Act of 1974, As Amended

Date Received: 1/12/2026

Document ID OFCCP-2025-0100-0007

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Comment: The Vietnam Era Veterans' Readjustment Assistance Act is far more than a regulatory requirement; it is a profound affirmation of the American social contract. It stands as a testament to the principle that those who have shouldered the burden of our nation's defense should never find themselves at a disadvantage in the economy they worked to protect. At its core, VEVRAA recognizes that military service is an incubator for world-class talent. The "readjustment" the Act facilitates is not a gesture of charity, but a strategic investment in excellence. Veterans enter the civilian workforce equipped with: Disciplined Leadership: The ability to lead through ambiguity and execute high-stakes missions with precision. Technical Proficiency: Mastery of complex systems and cutting-edge technologies under the most demanding conditions. Resilience and Adaptability: A proven track record of problem-solving and grit that is forged only in the crucible of service. By requiring federal contractors to take action to employ and advance protected veterans, VEVRAA ensures that the doors of opportunity remain open to those who have sacrificed the most. It acknowledges that while the Vietnam era served as the catalyst for this legislation, the duty to support our disabled, recently separated, and campaign-medal veterans is a permanent and evolving obligation. To support VEVRAA is to support a more robust, capable, and ethical American workforce. When we prioritize the hiring of veterans, we are not simply "filling roles"—we are integrating leaders who understand the value of mission, the importance of integrity, and the power of teamwork. Honor and protect the future of our veterans. In upholding the spirit of VEVRAA, we ensure that the transition from the uniform to the workplace is not a hurdle, but a bridge to continued greatness. Our nation is stronger, our industries are more competitive, and our society is more just because of the intentional inclusion of those who served.