



Constellis, LLC and its affiliates (the "Company" or "Constellis") is a Federal Government contractor subject to Section 4212 of the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended ("Section 4212"), which prohibits discrimination against, and requires Federal Government contractors to take affirmative action to employ and advance in employment: (1) disabled veterans; (2) recently separated veterans; (3) active duty wartime or campaign badge veterans; and (4) Armed Forces service medal veterans (collectively, "protected veterans").

The following invitation to self-identify protected veteran status is made pursuant to Section 4212. Disclosure of this information is completely voluntary and refusing to provide it will not subject you to any adverse treatment. The information will be kept confidential and used only in ways that are consistent with Section 4212.

Name: _____

Date: _____

Please indicate whether you identify as one or more of the protected veteran categories (as defined below) by checking the appropriate box.

- I am a protected veteran.
Disabled Veteran: (i) a veteran of the U.S. military, ground, naval or air service who is entitled to compensation...
Recently Separated Veteran: any veteran during the three-year period beginning on the date of such veteran's discharge...
Armed Forces Service Medal Veteran: a veteran who, while serving on active duty in the U.S. military...
Active Duty Wartime or Campaign Badge Veteran: a veteran who served in the U.S. military...
I am not a protected veteran.
I prefer not to answer.

ADDITIONAL VETERAN INFORMATION

In addition to our obligations under Section 4212, our company values all forms of military service. If you do not meet the criteria of one or more of the Section 4212 veteran categories described above, but would otherwise like to disclose your status as a member of the U.S. Armed Forces, you may do so below. Providing this information is completely voluntary.

- I am either currently serving, or have served, in the Armed Forces of the United States of America (including the Reserves and the National Guard).