

USA Environmental, Inc.**INVITATION TO SELF-IDENTIFY NOTICE**

This employer is a Government contractor subject to section 503 of the Rehabilitation Act of 1973, as amended, and 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), which requires 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 under 41 CFR 61-300.

If you are an individual with a disability, a protected veteran, a pre-JVA veteran or a pre-JVA special disabled veteran and would like to be considered under the affirmative action program, please tell us. You may inform us of your desire to benefit under the program at this time and/or at any time in the future. This information will assist us in placing you in an appropriate position and in making accommodations. The affirmative action plan is available for inspection in the Human Resources Department during normal business hours. **Submission of this information is voluntary and refusal to provide it will not subject you to any adverse treatment.** Information you submit related to your disability will be kept confidential, except that (i) supervisors and managers may be informed regarding job related work restrictions and any necessary accommodations; (ii) first aid and safety personnel may be informed, when and to the extent appropriate, if the condition might require emergency treatment; and (iii) Government officials engaged in enforcing laws administered by the OFCCP or the Americans with Disabilities Act, may be informed. The information provided will be used only in ways that are consistent with the laws referenced above.

1/1/2025