

**NOTICE TO APPLICANTS AND EMPLOYEES OF
AVAILABILITY OF AAP FOR PROTECTED VETERANS
AND FOR INDIVIDUALS WITH A DISABILITY**

[41 C.F.R. § 60-300.41 and 41 C.F.R. § 60-741.41]

MSOE is a covered federal contractor or subcontractor subject to the requirements of the Vietnam Era Veterans Readjustment Assistance Act (VEVRAA), as amended, and Section 503 of the Rehabilitation Act of 1973, as amended. As such, MSOE is bound by the terms of VEVRAA and Section 503, and shall not discriminate against individuals with disabilities, and is committed to take affirmative action to employ and advance in employment protected veterans and individuals with disabilities.

MSOE maintains Affirmative Action Programs for the purpose of proactively seeking employment and advancement in employment of qualified protected veterans and individuals with disabilities. As an individual interested in employment with MSOE, or as one of MSOE's valued employees, MSOE welcomes the opportunity to make its employees and applicants more aware of MSOE's obligations and affirmative efforts. Upon request, MSOE will make accessible to you its Affirmative Action Programs for protected veterans and individuals with a disability. If you are interested, please submit a written request to Human Resources during the HR Office's operating hours (8 a.m. to 4:30 p.m.), and we can schedule a time for you to review the Affirmative Action Programs.