

CAPABILITIES:

IT Support And Modernization
Cybersecurity
Identity Access Management
Software Development / Digital Services
Project Management And
Acquisition Lifestyle Management
Staffing Services

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VETS Team Embraces Spirit of 2024 Olympic & Paralympic Slogan, Games Wide Open:



Strength Through Diversity

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Message from CEO Jim Moody





Traditionally, Fall reflects the symbolic change from planting and growing to harvesting and storing for the winter months. It's a time for autumn smells, pulling out chunky sweaters from storage, and watching the leaves change from vibrant green to their autumn hues of yellow, orange, and red. It's that moment when the world seems to take a silent breath, hold it, and then gives thanks before the flurry of the holiday season is upon us.

VETS' theme for this Fall newsletter reflects that of the 2024 Olympics and Paralympics recently held in Paris, France — "Games Wide Open." The theme is meant to foster an inclusive experience that embraces diversity, equity, and inclusion, as well as accessibility. The spirit of the 2024 Games motto is one that VETS promotes everyday.

Proof of that effort: 2024 saw VETS recognized as one of America's Greatest Places to Work. VETS is proud of its team, from the C suite to front-line employees, who

made this recognition possible. Thank you, VETS Team!
— your are world class champions!

The first half of 2024 has been a whirlwind of activity, change, and growth for VETS. And this third-quarter gives no indication of slowing down.

VETS has added to its team and wished some long-time friends farewell over the Spring and Summer months.

Many thanks to our HR business partners for making these changes seamless. We continue to expand our opportunities thanks to an experienced business development group. And, of course I would be remiss if I didn't thank each of you, our dedicated employees, who show up every day and make a difference to the success of our customers, each other, and to VETS, Inc.

I can't wait to see what the second half of 2024 brings for VETS and each of you.



VETS among America's Greatest Workplaces

games

bean...

Newsweek magazine and data firm Plant-A Insights Group released their 2024 annual ranking of 1,000 US-based businesses. VETS was recognized in two of the small business categories: 1) America's Greatest Places to Work for Women, and 2) America's Greatest Places to Work. VETS is gratified to be recognized with these designations. Since 2005, VETS has worked hard to create an open-minded culture that embraces diversity, equity, inclusion, and belonging throughout the company. VETS was consistently ranked high when

evaluated on metrics such as compensation, work-life balance, and being proactive in diversity management. VETS is proud of receiving a rating of 4.5 out of 5-Stars in the small-size company category. The breakdown of VETS' current management team (right) puts them on track for another stellar year for women in management. In the face of continuing

challenges faced by some companies, VETS remains committed to addressing workplace inequities, creating an open, diverse culture, and embracing it's motto — "People First. People Always." Newsweek Global Editor in Chief, Nancy Cooper, stated, "Research last year showed the persistence of America's gender-based wage gap. The Department of Labor found that women

Executive Level	40.00%
Director/PM Level	100.00%
Manager Level	100.00%
VETS Mgmt Team	80.00%

working full time made 83.7 percent of what men made, amounting to a difference of approximately \$10,000 per year. That percentage is nearly unchanged over 10 years . . . We hope this ranking, which recognizes the companies that are committed to creating equitable workplaces, demonstrates how effective strong leadership can be and also proves useful to jobseekers looking for the kind of corporate culture they want to be part of." *Congratulations, VETS Team* — *well done!*

Mark will return for the Winter newsletter segment, Business Development: Growth. In his stead, I thought sharing the article, "The 5 Biggest Business Trends For 2025 Everyone Must Be Ready For Now" would be interesting to many of you. Following is a brief overview of what it contains.

The article, posted on 09/30/24, at Forbes online by contributor Bernard Marr, discusses what five business growth drivers in 2025 – AI, Sustainability, Hyperautomation, Customers, and Resilience.

Barr states, "2025 marks the halfway point of a decade that's already brought profound upheaval and Transformation across technology, politics, and society." He goes on to say that the last half of the decade should maintain the pace of this disruption. Understanding the trends and dynamic convergences, including threats, opportunities, and innovation, is vital to survive and thrive in the business environment that 2025 brings. Those who can build on and leverage these five trends will see growth and gain a competitive edge.

Continued on page 7



As the end of the year draws near, we would like to remind all VETS Team members that it's a good time for Payroll and HR "Housekeeping." We encourage you to review and update your:

- 1. Federal and state tax withholding
- 2. 401k elections & beneficiaries
- 3. Health Savings Account (HSA) contributions
- 4. Life Insurance Beneficiaries
- 5. Address—make sure we have your correct address for W-2's
- 6. Telephone number changes (to notify you of important information, such as site closures, etc.)

Tax withholding and address changes can be made by clicking "Make Changes" from your home page in the VETS CHR portal at https://secure.entertimeonline.com/ta/CBIZ20529.home. To change your life insurance beneficiaries, login to VETS CHR and select "Life Change Event".

Changes to your 401k & 401k beneficiaries must be made via your online account at VOYA, (MyVoya.com) and can be made anytime.

Employees who are enrolled in the Cigna HSA Plan may stop, start, or make changes to their Health Savings Account (HSA) Contributions at any time. To make changes to your HSA plan, send an email to hr@vets-inc.com.

— Aaron —

Mrs. Aaron Jones, HR & Payroll Manager — HR@vets-inc.com or call 434-374-5899 ext. 114.

"If You See Something, Say Something."

By Jennifer Boit,
Vice President of Security
& Recruiting

This slogan, credited to New York (NY) advertising executive Allen Kay, was coined the day after the September 11, 2001, terrorist attacks. The NY Metropolitan Transportation Authority (MTA) initially used it after 9/11. In 2010, the NY MTA licensed it to the United States Department of Homeland Security (DHS) for a nationwide anti-terrorism campaign.

The campaign's mission is to raise awareness of signs indicating a potential threat and educate people on reporting suspicious activity to law enforcement. Conceptually, it's based on the premise that the more observant and involved people are, the less likely crime will occur. The DHS has designated September 25th "If You See Something, Say Something,®" Awareness Day. To learn more about 9/11, check out your local public library or go to https://www.dhs.gov/see-something-say-something/about-campaign#:~:text=History,attack%20on%
20September%2011%2C%202001. You can also visit the 9/11 Memorial & Museum by checking out their website at https://www.911memorial.org/, or in person at the World Trade Center, 180 Greenwich Street, New York, NY 10007.

15 Fun Facts about the Olympics & Paralympics

Following are some fun facts about the Olympics and Paralympics. Some you may know, and others you may not. If you would like to learn more about the Olympics or Paralympics, go to your local public library or visit National Geographic's site at https://www.natgeokids.com/uk/discover/history/greece/facts-about-the-olympics/ or the US Olympic & Paralympic Hall of Fame https://usopm.org/trischa-zorn-hudson/.

- 1. The first Olympic Games took place in 776 BC.
- 2. In 393 AD, the Olympic Games were canceled and didn't start up again for over 1,500 years.
- 3. The Olympic torch is a reminder of the Games' Greek origins.
- 4. The first Summer Olympic Games had just 14 participating countries.
- 5. The Olympic symbol was designed to include everyone.
- 6. Mo<mark>tor</mark>boat sailing, hot air ballooning, and tug-of-war were all Olympic sports; this year, Breaking (aka Break Dancing) and Kayak Cross (Whitewater Kayaking) were added.
- 7. The first Winter Olympic Games were held in 1924, in a different city to the Summer Olympics.
- 8. From 1921-1948, artists participated in the Olympics too.
- 9. Until 1912, first-place Olympic medals were made of solid gold!
- 10. The modern Olympic Games aren't just about sporting glory they're about making friends, too.
- 11. The first Paralympic Games took place almost 64 years after the Olympics were created.
- 12. The word 'para' means 'alongside,' and its symbol is a red, blue, and green Agitos on a white field, that reflects the Paralympic Motto, "Spirit in Motion," said to represent the strong will of every Paralympian.
- 13. The Paralympics symbol emphasizes the movement's role in bringing athletes from all over the world together to compete; though it is a competition, many competitors create lifelong friendships at the Games.
- 14. On July 29, 1948, in London, Dr. Guttmann organized the first competition for wheelchair athletes, the Stoke Mandeville Games, that involved 16 injured servicemen and women who participated in archery.
- 15. USA Swimmer Trischa Zorn-Hudson (CA) is the most successful athlete in the history of the Paralympic Games, having won 55 medals, including 41 gold medals, over seven Paralympics. Born with a genetic eye condition that left her blind, she first competed in the Paralympics in 1980. Just 16, she won seven gold medals that year. Zorn is now an attorney with the U.S. Department of Veterans Affairs. She was inducted into the International Paralympic Hall of Fame in 2012 and the US Olympic & Paralympic Hall of Fame in 2022.

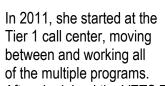


VETS Employee Spotlight on ...

Robin L. Miller

The VETS Team is pleased to introduce Robin L. Miller as its spotlight employee this quarter. She joined the team in the Fall of 2021. Working on the Global Air

Transportation Execution
System (GATES), Surface
Deployment and Distribution
Command (SDDC) contract,
Robin serves as their
Functional Analyst Trainer
Help Desk. She brings a
wealth of experience and a
desire to learn to her current
position, making her an
integral part of the team.





Robin at Pere Marquette State Park.

After she joined the VETS Team, Robin advanced to Tier 2 for the specific GATES program in 2023. She has found her work on GATES truly engaging.

We asked Robin to share what she likes about working at VETS. Robin said she loves working at VETS. "They provide a great work and family-life balance. Everyone is personable and professional." She stated that the values that drive her are a seamless fit for her work. Every day, she assists, to the best of her ability, to make the team work better. Robin said, "Others put forward their best when your true passion is revealed."

Growing up in the Scott Air Force Base area, Robin said she never dreamed she would be a Navy wife, but what a great experience. It helped her relate to the service members she assists daily. Sharing something few people know about Robin, she said her husband and

she have known each other since she was eight and he was nine years old. "We were high school sweethearts; now we're living out our 'Happily Ever After."

Robin volunteers and has served as the Command Ombudsman for her husband's ship, the USS Nicholas (FFG-47), for 15 months. She was also the Liaison between the Master Chief and families, which required six months of training. Robin is proficient in American Sign Language (ASL) at the intermediate level.

We asked Robin to share the best piece of advice she ever got and one of her favorite quotes. Robin said her



Robin's daughters, Lyndsey and Addison, on their Last First Day of School. For Lyndsey, it was her last first day of high school and Addison is her last first day of college. They are her JOY!

Nana gave her this advice. "Don't save nice things for special occasions use them well and often." As for her favorite quote, Robin said it was the following words by Beniamin

Franklin -- writer, scientist, inventor, statesman, diplomat, and political philosopher. "By failing to prepare, you are preparing to fail." When she is not working, Robin enjoys watching her daughters play soccer. She describes it as a sport that her girls have loved since kindergarten and one that provides them with so much joy.

Thanks for being part of the VETS Team, Robin!

Business: Growth (continued)

- 1. Getting Strategic With Generative AI Generative AI has the potential to change the world. In 2025, companies will begin moving beyond all the talk to integrate generative AI into their strategy. Functionality transforms to rethinking business models across healthcare, manufacturing, and other industries.
- 2. Sustainable Business And Circular Economies 2025 drivers will be regulatory and consumer demand for environmentally friendly, sustainable practices. Circular economies in closed-loop systems will focus on waste reduction and minimizing environmental footprints. "Green business is good business," Marr states, "data overwhelmingly showing that green credentials are a key factor in buying decision."
- 3. Hyperautomation And The Intelligent Enterprise Intelligent enterprise will become a reality. Connected intelligent algorithms working in real time, where data flow is seamless, will effectively predict demand, identify challenges, and adapt not just in the knowledge arena or decision-making but also in labor. Adapting to societal changes in jobs/the future of work and mitigating risks (Al data security, bias, etc.) will remain hot topics.
- 4. Customer Experience is King A key differentiator for organizations in 2025 will be customer experience (CX). More discerning buyers will seek businesses that excel in "delivering a friction-free, hyper-personalized, and memorable experience." Companies that can tailor their goods and services to provide a unified brand experience (online or offline) while delivering consistent, excellent quality will use AI and analytics to gain deeper customer insights into preferences and behavior. 2025 is about those who keep the customer experience at heart.
- 5. Resilience In The Age Of Uncertainty—International security and economic uncertainty are at the forefront of fluctuating markets that will challenge businesses. Developing capacity to adapt to disruptions will be vital. To survive, companies must be resilient. The ability to pivot swiftly must be integral to its foundation. Marr says, "Understanding how risks like supply chain disruption, skills shortages, and even the likelihood of pandemics could impact operations is critical in order to build the capacity to respond proactively." Al's predictive technology will play a role, as will agile practices. Expect and prepare for the unexpected, in 2025.

If you would like to read the entire article, go to https://www.forbes.com/sites/bernardmarr/2024/09/30/the-5-biggest-business-trends-for-2025-everyone-must-be-ready-for-now/.

-- M. Sue Settell



October 2024

- Breast Cancer Awareness Month
- Domestic Violence Awareness Month
- Filipino American History Month
- LGBT History Month
- National Disability Employment Awareness Month
- Polish American Heritage Month
- Oct. 2-4 Rosh Hashanah*
- Oct. 3-11 Navratri*
- Oct. 10 World Mental Health Day
- Oct. 10 World Homeless Day
- Oct. 11 National Coming Out Day
- Oct. 14 Indigenous Peoples Day
- Oct. 11-12 Yom Kippur*
- Oct. 16 International Pronouns Day*
- Oct. 17 International Day for the Eradication of Poverty
- Oct. 16-23 Sukkot*
- Oct. 31 Diwali /Festival of Lights (starts)

November 2024

- National Veterans and Military Families Month
- Native American Heritage Month
- Nov. 1-2 Día de los Muertos
- Nov. 11 Veterans Day
- Nov. 13-19 Transgender Awareness Week
- Nov. 16 International Day for Tolerance
- Nov. 20 Transgender Day of Remembrance
- Nov. 29 Native American Heritage Day*

December 2024

- HIV/AIDS Awareness Month
- Universal Human Rights Month
- Dec. 1 World AIDS Day
- Dec. 2 International Day of the Abolition of Slavery
- Dec. 3 Giving Tuesday*
- Dec. 3 International Day of Persons w/Disabilities
- Dec. 6 National Day of Remembrance and Action on Violence Against Women
- Dec. 10 International Day of Human Rights
- Dec. 18 International Migrants Day
- Dec. 20 International human Solidarity Day
- Dec. 25 Christmas Day
- Dec. 26 Kwanzaa (starts)

Note: An asterisk indicates the date changes every year.



United States Constitution Amendments 11-27

WEBLICOPE of the United States in Order to form a more perfect Union establish Justice insure domestic Tranquility, provide for the common defence promote the general Welfare, and secure the Blessings of Liberty to ourselves and our Posterity, do ordain and establish this Constitution for the United States of America.

The third and final installment of the US Constitution series provides resources on where to find the 17 amendments passed since the original ten (the Bill of Rights) became law on December 15, 1791. Amendments 11 through 27 were passed (P) and ratified (R) from 1795 to 1992. Covering subject law from Lawsuits Against States in 1795, to Abolition of Slavery, to Civil Rights, Prohibition of Liquor, Women's Suffrage, all the way to Congressional Pay Raises in 1992, these amendments are a fascinating snapshot in time of America's history.

If you would like to learn more about the US Constitution and its Amendment history, visit your local public library or check out one of the many websites available, such as:

- National Archives and Records Administration (NARA): https://www.archives.gov/founding-docs/constitution
- US History.org: https://www.ushistory.org/documents/amendments.htm
- National Archives Foundation: https://www.archivesfoundation.org/amendments-u-s-constitution/

If you have the opportunity, I encourage you to visit the National Archives Museum (NAM), which houses the original Declaration of Independence, Constitution, and Bill of Rights in the Rotunda for the Charters of Freedom. The Museum address is 701 Constitution Avenue, NW, Washington, DC 20408. To plan your visit, go to https://museum.archives.gov/visit -- Admission is always free, and reservations are not required.

I hope you have enjoyed this journey through the United States Constitution, including its Bill of Rights and its many Amendments. Remember to exercise your 12th Amendment right on Tuesday, November 5th, 2024!

— M. Sue Settell

"Democracy cannot succeed unless those who express their choice are prepared to choose wisely. The real safeguard of democracy, therefore, is education."

9

Period of Employment Award for 15 Years of Service

- Kendele S. Underwood -

VETS Team Fall & Winter Birthdays

SEPTEMBER

Jakaylah Anderson

Makaylah Anderson

OCTOBER

Sharon Davis

Aaron Jones

Katie Marini

NOVEMBER

Brie'l Wise

Abdoulaye Ba

Morgan Moody

Jose Negron

James (Jim) Moody

DECEMBER

Montez Hairston

Darion Mullins

M. Sue Settell

Kendele Underwood



Strength Through Diversity: Empowering Restaurants

At Waitbusters, we believe that diversity is not just a strength—it's the foundation of innovation, resilience, and success. We're excited to focus on a new initiative this Fall aimed at supporting Latin American-owned independent restaurants—an underserved but vital part of the U.S. restaurant industry. With over 80,000 Latin-owned restaurants across the country, this market presents a tremendous opportunity for growth -- one we are uniquely positioned to address.

Many of these businesses face a significant language barrier, with Spanish as their primary language and limited English proficiency. This has often led to a reluctance to adopt new technologies, putting these restaurants at a competitive disadvantage. However, Waitbusters is breaking down those barriers by offering a fully localized solution in Spanish—everything from our user interface to customer support and training materials will be available in their native language.

Our localized solution is not just about language; it's about providing easy-to-use technology that is directly aligned with the needs of independent restaurants. By eliminating the need for complex point-of-sale (POS) integration, we're offering a solution that fits seamlessly into the operations of smaller establishments.

Through this initiative, we are doing more than just growing our business—we are empowering a diverse community of restaurant owners with tools that will help them thrive in an increasingly competitive industry. Our commitment to "strength through diversity" is more than just words. It's at the heart of our mission to provide accessible, cost-effective solutions that serve every restaurant, regardless of size or background.

As we continue to expand and innovate, we look forward to supporting more restaurant operators by bridging

gaps, breaking barriers, and building long-term relationships that are rooted in shared success. Together, with the strength that comes from diversity, we're driving a new era of growth for the restaurant industry.

About Waitbusters Digital Diner

Waitbusters LLC, a service-disabled veteran-owned company, provides innovative restaurant technology solutions. Its Digital Diner solution allows restaurants to create better experiences for their guests, save money, create new revenue streams, become more profitable, and find and retain happy customers.

Waitbusters Digital Diner provides:

- Call Concierge
- Online Ordering & Commission Free Delivery
- Sales Tracking Order Source
- Contactless Dine In
- Delivery as a Service
- Wait Line, Reservation & Table/Server Management
- Social Media Marketing
- Loyalty Program
- SMS Text Message Marketing
- Delivery Driver Logistics

To schedule a demo or check out our features: www.waitbustersdining.com or contact:

Anicia Gau

571-612-0213

agau@waitbusters.com

Waitbusters, LLC



"All Disabilities, All Sports!" is a groundbreaking initiative from Paris 2024, the French Paralympic and Sports Committee and the Paris City Council.



Leadership Today and into the Future

By M. Sue Settell, MAM - PMP - CMP, NARA Program Manager & ISO Specialist

8 Leadership Books to Read in 2024

If you're like me, you are always looking for your next good read for professional growth. Forbes contributor, Rachel Wells, a writer who covers freelancing, AI, and remote work, recommends the following eight books on Leadership. *Pro tip — listening on audio book is a great alternative for many busy leaders.*

- Opening Your Presence: Presenting the YOU You Want Others to See
- Good Power: Leading Positive Change in Our Lives, Work, and World
- 3. The Elephant's Dilemma: Break Free and Reimagine Your Future at Work

- 4. Leading Lightly: Lower Your Stress, Think With Clarity and Lead With Ease
- 5. Unbreakable: Building and Leading Resilient Teams
- 6. Coaching for Performance, Six Edition
- 7. Culture Is the Way: How Leaders at Every Level Build an Organization for Speed, Impact, and Excellence
- 8. Start With Why—How Great Leaders Inspire Everyone To Take Action

Whether you find time to read one or all of these, I'm confident reading analysis and how-to's from experts will enhance your professional leadership journey.

VETS Job Openings

Following are some of the job postings VETS currently has available. For a full listing, along with details or requirements for each position, go to VETS' career page at: <a href="https://careers-vets-inc.icims.com/jobs/search?pr=0&schemald=&o="https://careers-vets-inc.icims.com/jobs/search?pr=0&schemald=&o="https://careers-vets-inc.icims.com/jobs/search?pr=0&schemald=&o="https://careers-vets-inc.icims.com/jobs/search?pr=0&schemald=&o="https://careers-vets-inc.icims.com/jobs/search?pr=0&schemald=&o="https://careers-vets-inc.icims.com/jobs/search?pr=0&schemald=&o="https://careers-vets-inc.icims.com/jobs/search?pr=0&schemald=&o="https://careers-vets-inc.icims.com/jobs/search?pr=0&schemald=&o="https://careers-vets-inc.icims.com/jobs/search?pr=0&schemald=&o="https://careers-vets-inc.icims.com/jobs/search?pr=0&schemald=&o="https://careers-vets-inc.icims.com/jobs/search?pr=0&schemald=&o="https://careers-vets-inc.icims.com/jobs/search?pr=0&schemald=&o="https://careers-vets-inc.icims.com/jobs/search?pr=0&schemald=&o="https://careers-vets-inc.icims.com/jobs/search?pr=0&schemald=&o="https://careers-vets-inc.icims.com/jobs/search?pr=0&schemald=&o="https://careers-vets-inc.icims.com/jobs/search?pr=0&schemald=&o="https://careers-vets-inc.icims.com/jobs/search?pr=0&schemald=&o="https://careers-vets-inc.icims.com/jobs/search?pr=0&schemald=&o="https://careers-vets-inc.icims.com/jobs/search?pr=0&schemald=&o="https://careers-vets-inc.icims.com/jobs/search?pr=0&schemald=&o="https://careers-vets-inc.icims.com/jobs/search?pr=0&schemald=&o="https://careers-vets-inc.icims.com/jobs/search?pr=0&schemald=&o="https://careers-vets-inc.icims.com/jobs/search?pr=0&schemald=&o="https://careers-vets-inc.icims.com/jobs/search?pr=0&schemald=&o="https://careers-vets-inc.icims.com/jobs/search?pr=0&schemald=&o="https://careers-vets-inc.icims.com/jobs/search?pr=0&schemald=&o="https://careers-vets-inc.icims.com/jobs/search?pr=0&schemald=&o="https://careers-vets-inc.icims.com/jobs/search?pr=0&schemald=&o="https://careers-vets-inc.icims.com/jobs/search

Microsoft InTune Engineer – Washington DC (FT): The position will have a hybrid telework arrangement with on-site presence one day a week, at a secure government facility. <u>Job ID: 2024-2771.</u>

Power BI Developer - Secret Clearance Required – Rosslyn, VA (FT): The position will work a rotating hybrid schedule. WEEK 1 - 2 days onsite, 3 days remote WEEK 2 - 3 days onsite, 2 days remote. An Active Secret clearance is required for this role. <u>Job ID: 2024-2770.</u>

Telecommunications Technician - Eglin AFB, FL (FT): This position is onsite. <u>Job ID: 2024-2769.</u>

Microsoft Configuration Engineer - Top Secret Clearance Required – Springfield, VA (FT): This position is onsite. An Active Top Secret clearance is required for this role. <u>Job ID: 2024-2767.</u>

IT Support Specialist - DoD Secret Clearance Required – Hill AFB, UT (FT): Experienced IT Support Specialist/System Security Technician. Due to security requirements, this position requires US Citizenship, active DoD Secret Clearance, and a current Security + certification. <u>Job ID: 2024-2764.</u>

Project Coordinator – Warrenton, VA (FT): Bachelor's degree in a relevant technical discipline and 5 years of related experience, or an equivalent combination of education and practical experience. <u>Job ID: 2024-2755.</u>

Senior Product Owner - Top Secret Clearance – Las Vegas, NV (FT): An active Top Secret Clearance is required for this role. <u>Job ID: 2024-2733.</u>

HVAC Master Certified Technician – Clarksville, VA (FT) -- American Eagle, a division of VETS, Inc., is looking to add an HVAC Master technician. 10+ years of HVAC experience and a Master HVAC license are required. The Position will service Mecklenburg and Halifax counties in southern Virginia, and surrounding counties as needed. <u>Job ID: 2024-2668.</u>

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VETS' EEO Policy Statement

It is the policy of Veterans Enterprise Technology Solutions, Inc. (VETS) (the "Company") to not discriminate against any employee or applicant for employment because of race, color, sex, creed, religion, national origin, gender, sexual orientation, age, gender identity, genetic information, disability, protected veteran status, or any other status protected by state or local law, and to provide equal employment opportunity and affirmative action for qualified individuals.

This policy statement is included in this Affirmative Action Program and is posted on Company bulletin boards. The Company will endeavor to recruit, hire, train, and promote persons in all job titles in accordance with this Affirmative Action Program. All other personnel actions are administered without regard to race, color, sex, creed, religion, national origin, gender, sexual orientation, age, gender identity, genetic information, disability, protected veteran status, or any other status protected by state or local law, and all employment decisions are based only on valid job requirements.

The Veteran and Disabled Affirmative Action Plan shall be available to any employee or employment applicant for inspection in the Human Resources Department during normal business hours. James Moody, President/CEO fully supports this policy and has assigned Kendele Underwood as EEO Coordinator with overall responsibility for:

 Annually updating the Affirmative Action Plan and the implementation of affirmative action activities as required by law.

Kendele Underwood's responsibilities include designing and implementing an audit and reporting system that will:

- Measure the effectiveness of the Company's Affirmative Action Program.
- Indicate any need for remedial action.
- Determine the degree to which our objectives have been attained.
- Determine whether individuals with known disabilities and protected veterans have had the opportunity
 to participate in all Company-sponsored educational, training, recreational, and social activities.
- Measure compliance with the Affirmative Action Program's specific obligations.

Employees and applicants shall not be subjected to harassment, intimidation, threats, coercion, or discrimination because they have engaged in any of the following activities:

- Filing a complaint.
- Assisting or participating in an investigation, compliance review, hearing, or any other activity related to
 the administration of Executive Order 11246, Section 503 of the Rehabilitation Act of 1973, as amended,
 Section 4212 of the Vietnam Era Veterans Readjustment Assistance Act of 1974, the Veterans
 Employment
 - Opportunities Act of 1998 or any other Federal, State or local law requiring equal opportunity for individuals regardless of race, color, sex, creed, religion, national origin, gender, sexual orientation, age, gender identity, genetic information, disability, or protected veteran status.
- Opposing any act or practice made unlawful by Executive Order 11246, Section 503 of the Rehabilitation
 Act of 1973, or its implementing regulations, Section 4212 of the Vietnam Era Veterans Readjustment
 Assistance Act of 1974, the Veterans Employment Opportunities Act of 1998 or any other Federal, State
 or local law requiring equal opportunity for individuals regardless of their race, color, sex, creed, religion,
 national origin, gender, sexual orientation, age, gender identity, genetic information, disability, or
 protected veteran status.
- Exercising any other right protected by Executive Order 11246, Section 503 of the Rehabilitation Act of 1973, or its implementing regulations, or Section 4212 of the Vietnam Era Veterans Readjustment Assistance Act of 1974 or the Veterans Employment Opportunities Act of 1998.

James H. Moody, President & CEO

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Company Contacts

"Diversity is the one true thing we all have in common..."
Celebrate it every day."



Winston Churchill



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VETS Human Resources:

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Payroll & Costpoint Timekeeping:

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VETS Help Desk/IT Support:

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VETS Security: jboit@vets-inc.com

VETS Contracts: contracts@vets-inc.com

Expense reports (issues/questions):

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The Cutting Edge Newsletter:

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