

NOTICE TO APPLICANTS AND EMPLOYEES OF AVAILABILITY OF AFFIRMATIVE ACTION PLAN FOR PROTECTED VETERANS AND FOR INDIVIDUALS WITH A DISABILITY

Nobis Engineering, Inc. (Nobis) 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, Nobis 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.

Nobis maintains an Affirmative Action Plan 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 Nobis, or as one of Nobis' valued employees, Nobis welcomes the opportunity to make its employees and applicants more aware of Nobis' obligations and affirmative efforts. Upon request, Nobis will make accessible to you its Affirmative Action Plan for protected veterans or individuals with a disability. If you are interested, please submit a written request to the Human Resource Manager during the HR Office's operating hours (Monday through Friday, 8:00 am to 5:00 pm), and we can schedule a time for you to review the Affirmative Action Plan. Employees not physically located at the facility may request a copy of the Affirmative Action Plan for review and return.

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