



**ADVANCED INDUSTRIAL SERVICES, INC.**  
**AIS GRAPHIC SERVICES, INC.**  
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## **VIETNAM ERA VETERANS ACT/VETERANS EMPLOYMENT OPPORTUNITIES ACT**

Advanced Industrial Services, Inc. is subject to Section 402 of the Vietnam Era Veterans Readjustment Assistance Act of 1974, as amended by the Veterans Employment Opportunities Act of 1998 which requires us to take affirmative action to employ and advance in employment, qualified special disabled veterans, veterans of the Vietnam Era and veterans who served on active duty during a war or in a campaign or expedition for which a campaign badge has been authorized. If you are a special disabled veteran covered by this program and would like to be considered under the Affirmative Action Program, please contact Crystal Gallagher, Human Resources Manager. This information is voluntary and refusal to provide it will not subject you to discharge or disciplinary treatment.

Information obtained shall be kept confidential, except that:

1. Supervisors and department heads may be informed regarding restrictions on the work or duties of special disabled veterans and regarding necessary accommodations.
2. First aid personnel may be informed, when and to the extent appropriate, if the condition might require emergency treatment.
3. Government officials investigating compliance with the Act shall be informed.

As an organization, we want to make every effort to enable qualified, disabled persons to contribute their talents that will help make us all more successful. We need your understanding and support in this effort. Thank you for your cooperation! AIS will remain proactive with regards to establishing recruiting goals for our organization. We will monitor the recent changes to Vietnam Era Veterans' Readjustment Assistance Act of 1974.

Please feel free to contact the Human Resources Manager for additional information pertinent to the program.

Michael R. Yergo  
President

