



**POWERSOUTH**<sup>®</sup>  
ENERGY COOPERATIVE

A Touchstone Energy<sup>®</sup> Cooperative 

## **NOTICE TO EMPLOYEES:**

### **YOU MAY VIEW THE COMPANY'S AAP OR SELF-IDENTIFY**

*PowerSouth Energy Cooperative is a Federal Government Contractor subject to Section 503 of the Rehabilitation Act of 1973, as amended, and Section 4212 of the Vietnam Era Veterans' Readjustment Assistance Act, (VEVRAA) of 1974, as amended. These laws require Government Contractors to take affirmative action to employ and advance in employment qualified Individuals with Disabilities and Protected Veterans.*

*If you are an Individual with a Disability or a Protected Veteran, we invite you to self-identify your status. Please ask Human Resources for the Self-Identification form. Submission of this information is voluntary and refusal to provide it will not subject you to any adverse treatment. Any information provided will be used only as allowed by applicable law and in a manner consistent with VEVRAA and Section 503. Any information collected will be kept confidential.*

*Our Section 503 and VEVRAA affirmative action plans are available for employee inspection during normal business hours. Please contact our EEO Coordinator, Lynda Carnley at 334-427-3465, to make an appointment if you would like to view these AAPs.*

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*NOTE: The term "Protected Veteran" refers to a veteran who may be classified as a "disabled veteran," "recently separated veteran," "active duty wartime or campaign badge veteran," or an "Armed Forces service medal veteran." "Disabled veteran" means a veteran of the U.S. military, ground, naval or air service who is entitled to compensation (or who but for the receipt of military retired pay would be entitled to compensation) under laws administered by the Secretary of Veterans Affairs, or a person who was discharged or released from active duty because of a service-connected disability. "Recently separated veteran" means any veteran during the three-year period beginning on the date of such veteran's discharge or release from active duty in the U.S. military, ground, naval or air service. "Active duty wartime or campaign badge veteran" means a veteran who served on active duty in the U.S. military, ground, naval or air service during a war or in a campaign or expedition for which a campaign badge has been authorized, under the laws administered by the Department of Defense. "Armed Forces service medal veteran" means any veteran who, while serving on active duty in the U.S. military, ground, naval or air service, participated in a United States military operation for which an Armed Forces service medal was awarded pursuant to Executive Order 12985.*