









HIRE

Vets Medallion Program

2020 HIRE Vets Medallion Award Criteria

| REQUIREMENTS | LARGE EMPLOYER AWARDS (500+ Employees) | | MEDIUM EMPLOYER AWARDS (51-499 Employees) | | SMALL EMPLOYER AWARDS (1-50 Employees) | |
|---|--|--|--|--|--|--|
| |  Platinum |  Gold |  Platinum |  Gold |  Platinum |  Gold |
| Hiring (Vets hired during CY 2019) | Not less than 10% of employees hired AND | Not less than 7% of employees hired AND | Not less than 10% of employees hired OR | Not less than 7% of employees hired OR | Not less than 10% of employees hired OR | Not less than 7% of employees hired OR |
| Retention (Vets hired during CY 2018) | Not less than 85% of Vets hired retained for 12 months | Not less than 75% of Vets hired retained for 12 months | Not less than 85% of Vets hired retained for 12 months AND | Not less than 75% of Vets hired retained for 12 months AND | Not less than 85% of Vets hired retained for 12 months AND | Not less than 75% of Vets hired retained for 12 months AND |
| Veteran Employee Percentage (Vets employed on 31 Dec. of CY 2019) | N/A | N/A | At least 10% of employees are Vets | At least 7% of employees are Vets | At least 10% of employees are Vets | At least 7% of employees are Vets |

INTEGRATION ASSISTANCE PROGRAMS

| | | | | | | |
|--|---|---|--|----------------|----------------|-----|
| Veteran Organization or Resource Group | Must be established and exist by 31 Dec. 2019 | Must be established and exist by 31 Dec. 2019 | Must be established and exist on by 31 Dec. 2019 | Satisfy 1 of 2 | Satisfy 2 of 5 | N/A |
| Leadership Program | Must be established and exist by 31 Dec. 2019 | Must be established and exist by 31 Dec. 2019 | Must be established and exist on 31 Dec. of prior year | | | N/A |
| Dedicated HR Professional (large) or HR Veterans' Initiative (medium/small) | Must be targeted to veteran employees | N/A | Satisfy 1 of 3 | | | N/A |
| Pay Differential Program | Must be provided | N/A | | | | N/A |
| Tuition Assistance Program | Must be available | N/A | | | | N/A |

OTHER ITEMS

| | | | | | | |
|-----------------------------|---|---|---|---|---|---|
| Labor Law Violations | Must not have any of the violations identified in 20 CFR § 1011.120 | Must not have any of the violations identified in 20 CFR § 1011.120 | Must not have any of the violations identified in 20 CFR § 1011.120 | Must not have any of the violations identified in 20 CFR § 1011.120 | Must not have any of the violations identified in 20 CFR § 1011.120 | Must not have any of the violations identified in 20 CFR § 1011.120 |
| Application Fee | \$495.00 | \$495.00 | \$190.00 | \$190.00 | \$90.00 | \$90.00 |

¹ The above is a brief overview of the criteria needed to qualify to receive a HIRE Vets Medallion Award. For a detailed explanation, please visit HIREVets.gov and view the Final Rule for the program.

