

## **Notice to Applicants and Employees of Availability of AAP for Protected Veterans and for Individuals with a Disability**

Each Member Company of the Westfield Group (“the Westfield Group”) complies with 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, the Westfield Group complies with 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.

The Westfield Group 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 the Westfield Group, or as one of the Westfield Group’s valued employees, the Westfield Group welcomes the opportunity to make its employees and applicants more aware of its affirmative action efforts. Upon request, the Westfield Group will make accessible to you its Affirmative Action Plan for protected veterans and individuals with a disability. If you are interested, please submit a written request to HR Assist between the hours of 7:30 AM and 4:30 PM, EST at [hrrassist@westfieldgrp.com](mailto:hrrassist@westfieldgrp.com) or to One Park Circle, Westfield Center, OH 44251-5001, and we can schedule a time or otherwise make arrangements for you to review the Affirmative Action Plan.