

Criteria Identifying Other Eligible Veterans

Prior to the enactment of the Veterans Employment Opportunities Act of 1998 (Public Law 105-339), the affirmative action obligations of federal contractors and subcontractors regarding veterans, and the VETS-100 reporting requirement, applied to two groups of veterans - Special Disabled Veterans and Veterans of the Vietnam Era. The criteria identifying these two groups are provided in the instructions on the reverse of the VETS-100 Report Form. The new legislation identifies a third category of veterans, identified in general terms as "Other Eligible Veterans," who are entitled to affirmative action in employment and who are to be included in the VETS-100 Reports submitted by federal contractors and subcontractors. **The inclusion of veterans from this group is optional for this year's (1999) VETS-100 Report but will be required for next year's (2000) VETS-100 Report.**

The general category of Other Eligible Veterans includes two key veteran groups. First, it includes veterans who served in a "war." Since the last declaration of war issued by Congress initiated World War II, veterans with active duty service between December 7, 1941 and April 28, 1952 are considered veterans of World War II and are included in the Other Eligible Veterans category. The second veteran group in the Other Eligible Veterans category includes those veterans who served in a campaign or on an expedition for which a campaign badge, a service medal, or an expeditionary medal has been awarded. This includes a number of military engagements that are listed on the reverse side of this page.

While the precise number of servicemembers involved in each of these engagements is not available, it is clear that a relatively large number received the Korean Service Medal for the Korean conflict, but the number of veterans from this conflict who are still in the workforce probably is low. Similarly, it is clear that a relatively large number of servicemembers received the SW Asia Service Medal for service during Desert Shield or Desert Storm against Iraq, and a much larger number of veterans from this conflict will still be in the workforce. For the remainder of these engagements, the number of veterans with qualifying service appears to be smaller and the probability of their participation in the current workforce is likely to be determined principally by the amount of time that has elapsed since the end of the engagement.

The listing provided on the reverse is subject to change, as periods of service end and new medals are added. For that reason, the instructions on the reverse of the VETS-100 Report Form include the address of a web site maintained by the Office of Personnel Management that is updated to reflect any changes that take place. The current summary of that listing, provided on the reverse side of this page, is provided for the convenience of federal contractors and subcontractors. It is intended to assist federal contractors and subcontractors to prepare for the requirement to include Other Eligible Veterans in next year's VETS-100 Reports. VETS-100 staff also will make every possible effort to assist federal contractors and subcontractors with those preparations. Therefore, if there are further questions regarding the Other Eligible Veterans category, federal contractors and subcontractors can e-mail to **othervets@vets100.com** and can call (703) 461-2460.

CAMPAIGN/EXPEDITION	DATES		ORGANIZATIONS PARTICIPATING				
	START	END	ARMY	NAVY	AIR FORCE	MARINE CORP	COAST GUARD
<u>Campaign or Service Medals</u>							
American Defense Service	09/08/39	12/07/41	X	X	--	X	X
Army Occupation of Austria	05/09/45	07/27/55	X	--	X	--	--
Army Occupation of Berlin	05/09/45	10/02/90	X	X	X	X	X
Army Occupation of Germany	05/09/45	05/05/55	X	X	X	--	X
Army Occupation of Japan	09/03/45	04/27/52	X	X	X	X	X
China Service	07/07/37	09/07/39	--	X	--	X	--
China Service Medal (Extended)	09/02/45	04/01/57	--	X	--	--	--
Korean Service	06/27/50	07/27/54	X	X	X	X	X
Navy Occupation of Trieste	05/09/45	10/25/54	--	X	--	X	X
Navy Occupation of Austria	05/08/45	10/25/55	--	X	--	--	--
Navy Occupation of Berlin	05/08/45	10/02/90	--	X	--	X	--
Navy Units of the Sixth Fleet	05/09/45	10/25/55	--	X	--	--	--
SW Asia Service Medal (Desert Shield/Storm)	08/02/90	11/02/95	X	X	X	X	X
Vietnam Service Medal (VSM)	07/04/65	03/28/73	X	X	X	X	X
<u>Armed Forces Expeditionary Medal (AFEM)</u>							
Berlin	08/14/61	06/01/63	X	X	X	X	X
Bosnia and Herzegovina (Joint Endeavor)	11/20/95	12/20/96	X	X	X	X	X
Bosnia and Herzegovina (Joint Guard)	12/20/96	Present	X	X	X	X	X
Cambodia	03/29/73	08/15/73	X	X	X	X	X
Cambodia Evacuation (Eagle Pull)	04/11/75	04/13/75	X	X	X	X	X
Congo	07/14/60	09/01/62	X	X	X	X	X
Congo	11/23/64	11/27/64	X	X	X	X	X
Cuba	10/24/62	06/01/63	X	X	X	X	X
Dominican Republic	04/28/65	09/21/66	X	X	X	X	X
El Salvador	01/01/81	02/01/92	X	X	X	X	X
Grenada (Urgent Fury)	10/23/83	11/21/83	X	X	X	X	X
Haiti (Uphold Democracy)	09/16/94	03/31/95	X	X	X	X	X
Iraq (Northern Watch)	01/01/97	Present	X	X	X	X	X
Korea	10/01/66	06/30/74	X	X	X	X	X
Laos	04/19/61	10/07/62	X	X	X	X	X
Lebanon	07/01/58	11/01/58	X	X	X	X	X
Lebanon	06/01/83	12/01/87	X	X	X	X	X
Libyan Area (Eldorado Canyon)	04/12/86	04/17/86	X	X	X	X	X
Mayaguez Operation	05/15/75	05/15/75	X	X	X	X	X
Panama (Just Cause)	12/20/89	01/31/90	X	X	X	X	X
Persian Gulf (Earnest Will)	07/24/87	08/01/90	X	X	X	X	X
Persian Gulf	08/02/90	01/02/92	X	X	X	X	X
Persian Gulf (Southern Watch)	12/01/95	Present	X	X	X	X	X
Persian Gulf (Vigilant Sentinel)	12/01/95	02/15/97	X	X	X	X	X
Persian Gulf Interception Operation	12/01/95	Present	X	X	X	X	X
Quemoy and Matsu Islands	08/23/58	06/01/63	X	X	X	X	X
Somalia (Restore Hope)	12/05/92	03/31/95	X	X	X	X	X
Taiwan Straits	08/23/58	01/01/59	X	X	X	X	X
Thailand	05/16/62	08/10/62	X	X	X	X	X
Vietnam and Thailand	07/01/58	07/03/65	X	X	X	X	X
Vietnam Evacuation	04/29/75	04/30/75	X	X	X	X	X
<u>Navy Expeditionary Medal and Marine Corp Expeditionary Medal</u>							
Cuba	01/03/61	10/23/62	--	X	--	X	--
Indian Ocean/Iran	11/21/79	10/20/81	--	X	--	X	--
Iranian/Yemen/Indian Ocean	12/08/78	06/06/79	--	X	--	X	--
Lebanon	08/20/82	05/31/83	--	X	--	X	--
Liberia (Sharp Edge)	08/05/90	02/21/91	--	X	--	X	--
Libyan Area	01/20/86	06/27/86	--	X	--	X	--
Panama	04/01/80	12/19/86	--	X	--	X	--
Panama	02/01/90	06/13/90	--	X	--	X	--
Persian Gulf	02/01/87	07/23/87	--	X	--	X	--
Rwanda (Distant Runner)	04/07/94	04/18/94	--	X	--	X	--
Thailand	05/16/62	08/10/62	--	X	--	X	--