

# FEDERAL CONTRACTOR MANDATORY JOB LISTING REQUIREMENT

## STAY COMPLIANT WITH VEVRAA

The Vietnam Era Veterans' Readjustment Assistance Act (VEVRAA) is a law that prohibits federal contractors and subcontractors from discriminating in employment against protected veterans and requires employers to take affirmative action to recruit, hire, promote, and retain these individuals.

Under VEVRAA, federal contractors with contracts of \$150,000 or more must list their open positions in the job location with the state workforce agency or local American Job Center. This is CareerSource Gulf Coast in the Bay, Gulf, and Franklin County area, and open positions are listed on EmployFlorida.com. There are limited exemptions. This ensures qualified veterans have equal access to your job openings and provides protected veterans with priority referrals to such jobs.

## HOW TO FULFILL THE REQUIREMENTS

- ✓ Notify the local American Job Center or state workforce agency (CareerSource Gulf Coast) that it is a federal contractor and desires priority referral of protected veterans for job openings.
- ✓ Provide the name and address of each hiring location within the state, as well as the contact information of the contractor official responsible for hiring at each location. Keep this information updated.
- ✓ Provide a list of all employment openings that exist at the time the contract is signed and as an ongoing action. Information about any job vacancy included in the initial listing must be provided in a manner and format permitted to post jobs and provide priority referral of veterans (EmployFlorida.com.)
- ✓ Maintain records of job listings, or require that any third party provider of the listing service maintain the records.

*The Office of Federal Contract Compliance Programs (OFCCP) is a civil rights agency within the United States Department of Labor. OFCCP has authority under three laws: Executive Order 11246, as amended; the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended; and Section 503 of the Rehabilitation Act of 1973, as amended. OFCCP enforces laws specifically prohibiting federal contractors from discriminating in employment based on race, color, religion, sex, sexual orientation, gender identity, national origin, disability, or status as a protected veteran. The laws OFCCP enforces also require these employers to provide equal employment opportunity to all employees and job applicants. For complete legal obligations of VEVRAA, visit <https://www.dol.gov/agencies/ofccp>*

**CONTACT YOUR LOCAL VETERANS' EMPLOYMENT REPRESENTATIVE  
at CareerSource Gulf Coast**

850.872.4340 | Locations in Bay, Gulf, and Franklin Counties | [careersourceGC.com](http://careersourceGC.com)

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