

# **HIRE Vets**

## **Medallion Program Demonstration**



## **HIRE Vets Medallion Program Demonstration Frequently Asked Questions**

### **General Information**

#### **1. What is the HIRE Vets Medallion Program?**

The HIRE Vets Medallion Program will recognize job creators for their efforts to recruit, employ, and retain our Nation's veterans. President Donald J. Trump signed the Honoring Investments in Recruiting and Employing American Military Veterans (HIRE Vets) Act of 2017 into law in May 2017. The HIRE Vets Medallion Program is administered by the Department of Labor's Veterans' Employment and Training Service (VETS) and will launch in 2019, yet the Department of Labor (DOL) will conduct a limited Program Demonstration of the HIRE Vets Medallion Program beginning February 2, 2018.

#### **2. What is the HIRE Vets Medallion Program Demonstration?**

DOL will conduct a limited Program Demonstration of the HIRE Vets Medallion Program beginning Friday, February 2, 2018, at 9:00 a.m. EST. The Program Demonstration will use the same criteria the HIRE Vets Medallion Program will use in 2019, and is limited to the first 300 applicants who successfully complete their application. The Program Demonstration will allow VETS to initially run applications, raise awareness of the HIRE Vets Medallion Program, and enable more employers to prepare to successfully garner recognition when the Program launches in 2019.

#### **3. Why should an employer apply?**

The HIRE Vets Medallion is the only veterans hiring award at the federal level. Its criteria allows for the highest level of recognition for employers who are committed to veteran

careers, including recruiting, employing, and retention. These employers set an example for other employers of the importance of prioritizing and encouraging successful veteran hiring and retention. The award signals to veterans that an employer is committed to and supports our Nation's heroes.

#### **4. What are the different types of HIRE Vets Medallion Program Demonstration Awards?**

HIRE Vets Program Demonstration Medallions will be awarded by employer size: Large Employer Awards for employers with 500 or more employees, Medium Employer Awards for employers with more than 50 but fewer than 500 employees, and Small Employer Awards for employers with 50 or fewer employees. Within each of the three employer categories, there are two levels of awards: platinum and gold. More information on the HIRE Vets Medallion Award Criteria can be found below.

#### **5. Is there an application fee to apply for the HIRE Vets Medallion Program Demonstration?**

There is no fee to apply for the HIRE Vets Medallion Program Demonstration.

#### **6. How does an employer apply for the HIRE Vets Medallion Program Demonstration?**

Applications will open February 2, 2018, at [www.hirevets.gov](http://www.hirevets.gov). Applicants will complete the application form, provide chief executive officer or chief human resources officer attestation, and submit it electronically. The application period will close on April 30, 2018, or after DOL receives 300 successfully completed applications.

#### **7. Who can apply for the HIRE Vets Medallion Program Demonstration?**

All organizations that employ at least one employee are eligible to apply, yet the HIRE Vets Medallion Program Demonstration will be limited to the first 300 applicants who successfully complete their application. Please see full eligibility requirements below.

## **Eligibility**

#### **8. Who is eligible for the HIRE Vets Medallion Program Demonstration?**

All organizations that employ at least one employee are eligible to apply for the HIRE Vets Medallion Program Demonstration. The HIRE Vets Medallion Program Demonstration will use the same definition of employer as in the HIRE Vets regulations. The **Final Rule** defines an employer as any person, institution, organization, or other entity that pays salary or wages for work performed or that has control over employee opportunities, except for the Federal Government or any State or foreign government. The definition of employer includes local governments and tribal governments.

For the purposes of this regulation, VETS will recognize employers based on the Employer Identification Number, as described in 26 CFR 301.7701-12, used to furnish an IRS Form W-2 to an employee. Finally, there are some exceptions to the definition of employer for certain agents, payors, and Certified Professional Employer Organizations, as detailed further in the Final Rule. There are some exceptions to the definition of employer, which may be found at [www.hirevets.gov](http://www.hirevets.gov).

#### **9. May an employer apply for the HIRE Vets Medallion Program Demonstration in 2018, and also apply for the HIRE Vets Medallion Award in future years?**

Yes. Employers who participate in the Program Demonstration are eligible to apply for the 2019 program. Beginning in 2019, an employer who receives a HIRE Vets Medallion Award for one calendar year is not eligible to receive a HIRE Vets Medallion Award for the subsequent calendar year. For example, a 2019 recipient is not eligible to receive the award again until 2021.

**10. Are employers eligible to apply to receive the HIRE Vets Medallion Program Demonstration Award if the organization is under VP/Uniformed Services Employment and Reemployments Rights Act (USERRA) investigation?**

Section 1011.120 of the **Final Rule** provides specific information about an employer's eligibility following violations of specific labor laws, but generally includes violations that occurred in the previous and current calendar year in which the employer is applying.

**11. Is there a time period in which violations prevent an employer from applying for the HIRE Vets Medallion Program Demonstration?**

Section 1011.120 of the **Final Rule** provides specific information about an employer's eligibility following violations of specific labor laws, but generally includes violations that occurred in the previous and current calendar year in which the employer is applying.

**12. How long does it take an employer to complete the application?**

Employers should allow adequate time to properly review and compile the required information outlined in the **Final Rule**, before beginning the application process. Applicants can register and begin the application, and return to complete the application at a later date.

## **Receiving and Using the Award**

**13. What does a HIRE Vets Medallion Program Demonstration Award recipient receive?**

An award recipient will receive a certificate stating the year of the award. Recipients will also receive a digital image of the medallion for their use, including as part of an advertisement, solicitation, business activity, or product.

**14. Are there restrictions on display and use of the HIRE Vets Medallion Program Demonstration Award?**

It is unlawful for any employer to publicly display a HIRE Vets Medallion Award, in connection with, or as a part of, any advertisement, solicitation, business activity, or product—

(a) for the purpose of conveying, or in a manner reasonably calculated to convey, a false impression that the employer received the Award through the HIRE Vets Medallion Program, if such employer did not receive such Award through the HIRE Vets Medallion Program; or

(b) for the purpose of conveying, or in a manner reasonably calculated to convey, a false impression that the employer received the Award through the HIRE Vets Medallion Program for a year for which such employer did not receive such Award.

**15. When will awardees be notified?**

DOL will notify employers of qualification status for the HIRE Vets Medallion Program Demonstration Award in or before October 2018, and award recipients will receive their HIRE Vets Medallion Program Demonstration Award in November 2018.

**16. How will awardees be notified?**

DOL will notify each tentatively approved applicant account noting the employer is eligible to receive the HIRE Vets Medallion Program Demonstration Award in or before October 2018. Awardees will receive an additional notice following the official announcement of award winners. Employers who did not meet the criteria will also be notified by email that they were not eligible in or before October 2018.

## Additional Information







### 17. How can I spread the word about the HIRE Vets Medallion Program?

Follow [@VETS\\_DOL](#) on Twitter and spread the word by using the hashtag [#HIREVets](#). For ongoing updates, visit [www.hirevets.gov](http://www.hirevets.gov) and subscribe to the HIRE Vets Medallion Program topic list [here](#).

### 18. Where can an employer get more Program Demonstration details and information?

Employers may also visit [www.hirevets.gov](http://www.hirevets.gov), email [hirevets@dol.gov](mailto:hirevets@dol.gov), or call **202-693-4745**.

## HIRE Vets Medallion Award Criteria

Requirements	Large Employer Awards		Medium Employer Awards		Small Employer Awards		
	 <b>Platinum</b>	 <b>Gold</b>	 <b>Platinum</b>	 <b>Gold</b>	 <b>Platinum</b>	 <b>Gold</b>	
<b>Hiring</b> (preceding CY)	Not less than 10%	Not less than 7%	Not less than 10% <b>OR</b>	Not less than 7% <b>OR</b>	Not less than 10% <b>OR</b>	Not less than 7% <b>OR</b>	
<b>Retention</b> (CY preceding the preceding CY)	Not less than 85%	Not less than 75%	At least 10% vets on 31 Dec. of prior year AND not less than 85%	At least 7% vet on 31 Dec. of prior year AND not less than 75%	At least 10% vets on 31 Dec. of prior year AND not less than 85%	At least 7% vets on 31 Dec. of prior year AND not less than 75%	
<b>Veteran Organization or Resource Group</b>	Must be established and exist on 31 Dec. of prior year	Must be established and exist on 31 Dec. of prior year	Must be established and exist on 31 Dec. of prior year	1 of 2 must be established and exist on 31 Dec. of prior year	Must have 2 of 5	No	
<b>Leadership Program</b>	Must be established and exist on 31 Dec. of prior year	Must be established and exist on 31 Dec. of prior year	Must be established and exist on 31 Dec. of prior year			No	
<b>Dedicated HR Professional (large) or HR Veterans' Initiative (medium/small)</b>	Yes-5,000 or fewer employees need only 1 HR professional/FTE	No	Must have 1 of 3			No	No
<b>Pay Differential Program</b>	Yes – must be provided	No				No	No
<b>Tuition Assistance Program</b>	Yes – may be available to all employees	No				No	No
<b>Labor Law Violations</b>	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	
<b>Total # of Criteria</b>	8	5	5	3	4	2	



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