



HIRE Vets Medallion Program

FAQs

On November 9, 2017, the U.S. Department of Labor's Veterans' Employment and Training Service (VETS) announced a Final Rule to implement the requirements of the Honoring Investments in Recruiting and Employing American Military Veterans Act of 2017 (HIRE Vets Act or the Act) signed by President Trump on May 5, 2017. The Final Rule is available to the public on the [Federal Register website](#). The HIRE Vets Medallion Program is designed to recognize employers of all sizes for their efforts to recruit employ and retain our nation's veterans. The Final Rule lays out the process, timelines, and procedures for employers to apply for the award, and explains how the Department will review applications, verify the information provided, and determine and notify award winners.

The HIRE Vets Medallion Program, as described in the final rule will launch in 2019 with VETS accepting applications under the final rule beginning in January 2019. In 2018, VETS will conduct a limited HIRE Vets Medallion Program Demonstration using the same criteria as in the rule. The demonstration will raise awareness of the HIRE Vets Medallion Program, allow VETS to test its ability to process applications, and allow more employers to prepare to successfully complete the application in 2019. Additional information about the Final Rule is provided in the following list of Frequently Asked Questions as well as on the HIRE Vets website at www.hirevets.gov.

General Information

1. Why did VETS publish this Final Rule?

The VETS published this Final Rule as required by the HIRE Vets Act. This Final Rule implements the HIRE Vets Medallion Award Program to recognize those employers, big and small, who have sought to employ and retain our nation's veterans. Such employers are strong examples to other employers of the importance in prioritizing and encouraging successful veteran hiring and retention.

2. What does the Final Rule do?

The HIRE Vets Medallion Program, as implemented by the Final Rule, recognizes and encourages employers to hire and retain our nation's veterans and enables employers to use the award offered through the program to attract more veteran employees as well as additional business. The Final Rule lays out the process, timelines, and procedures for employers to apply for the award and the criteria and explains how the Department will review the application, verify the information provided, and determine and notify the winners of the award.

3. Where can I find a copy of the Final Rule?

The Final Rule is available via the VETS website at www.hirevets.gov.

4. When will the program begin?

The program will begin in 2019 with the first applications under this rule scheduled to be solicited on January 31, 2019.



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UNITED STATES DEPARTMENT OF LABOR

5. When will the HIRE Vets Medallion Program Demonstration begin?

A HIRE Vets Medallion Program Demonstration will be conducted in 2018. For the demonstration, VETS will accept a limited number of applications. Employers who meet the demonstration criteria and successfully complete the demonstration application will be recognized by the Secretary of Labor. More details will be available in 2018 at www.hirevets.gov.

Eligibility

6. Who is eligible for the award?

All organizations that employ at least one employee are eligible to apply for a HIRE Vets Medallion Award. 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.

7. What are the different types of the HIRE Vets Medallion Awards?

There are three different categories of the HIRE Vets Medallion Award:

- (1) Large Employer Awards for employers with 500 or more employees;
- (2) Medium Employer Awards for employers with more than 50 but fewer than 500 employees; and
- (3) Small Employer Awards for employers with 50 or fewer employees.

(The correct category of Award is determined by the employer's number of employees as of December 31 of the year prior to the year in which the employer applies for an Award.)

Within each Award category, there are two levels of Award:

- (1) A Gold Award; and
- (2) A Platinum Award.

8. What criteria must be met?

Criteria for recognition vary by level (Platinum or Gold) and employer size (Large, Medium, or Small). The criteria are described in detail in the Final Rule.

9. How often can an employer receive the HIRE Vets Medallion Award?

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.

Applying for the Award

10. How do you apply?

Once the program is initiated, interested employers will be able to access the application form via the HIRE Vets website, accessible from www.hirevets.gov. Applicants will complete the application form and submit it electronically. The Final Rule also contains information about reasonable accommodations.

11. What are the application fees?

Small Employer—\$90.00
Medium Employer—\$190.00
Large Employer—\$495.00.

12. How do you pay the fee?

Beginning in 2019, all applicants must submit the appropriate application processing fee for each application submitted. Payment of this fee must be made electronically through the U.S. Treasury pay.gov system. Once a fee is paid, it is nonrefundable, even if the employer withdraws the application or does not receive a HIRE Vets Medallion Award.

13. When will you be able to apply?

After the program begins in 2019, VETS will solicit applications no later than January 31 of each calendar year for the HIRE Vets Medallion Award to be awarded. VETS will stop accepting applications on April 30 of each calendar year for the Awards.

14. When will you be notified if you will receive the award?

VETS will notify employers who will receive HIRE Vets Medallion Awards no later than October 11 of each calendar year for the Awards to be awarded in November of that calendar year. VETS will also notify applicants who will not be receiving an Award at that time.

Receiving and Use of the Award

15. What does a successful applicant receive?

A successful applicant will receive a certificate which will state the year of award and a digital image of the medallion for recipients to use, including as part of an advertisement, solicitation, business activity, or product.

16. Are there restrictions on display and use of the HIRE Vets Medallion 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.

17. How do I stay up to date with HIRE Vets program details and information?

Please visit www.hirevets.gov and subscribe to the HIRE Vets Medallion Program topic list. You may also email hirevets@dol.gov or contact Randall Smith at 202-693-4745.

18. Can I get involved and help spread the word about the HIRE Vets Medallion Program?

Be sure to follow @VETS_DOL on twitter using #HireVets for ongoing updates and details and check www.hirevets.gov for social media and web sharing graphics, tools and widgets.