

## NOTICE TO APPLICANTS AND EMPLOYEES OF AVAILABILITY OF AAP FOR PROTECTED VETERANS AND FOR INDIVIDUALS WITH A DISABILITY [41 C.F.R. § 60-300.41 and 41 C.F.R. § 60-741.41]

WithumSmith+Brown ("Withum," "Firm") is a covered federal contractor or subcontractor subject to 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 Firm is bound by 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.

Withum maintains an Affirmative Action Plan for the purpose of proactively seeking employment and advancement in employment of qualified protected veterans and individuals with disabilities. Upon request, the Firm 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 the Firm's Human Resources department at <u>jkampo@withum.com</u> or mail to:

WithumSmith+Brown, PC Joan A, Kampo Director of Human Resources 506 Carnegie Center Suite 400 Princeton, NJ 08540

We will then schedule a time for you to review the Affirmative Action Plan.