



Optical Cable Corporation (OCC) is an equal opportunity employer. To this end, OCC maintains affirmative action plans for the disabled, disabled veterans, three year recently separated veterans, Armed Forces service medal veterans, and active-duty wartime or campaign badge veterans.

These plans, or portions thereof that will enable you to avail yourself of their benefits, are available for inspection by contacting the Vice President Human Resources, during normal business hours EST, at 800/622-7711 or at 5290 Concourse Drive, Roanoke VA 24019.

OCC wishes to comply with Section 503 of the Rehabilitation Act of 1973, as amended, and its implementing regulations, which require non-exempt government contractors and subcontractors to take affirmative action to employ and advance in employment qualified disabled individuals. If you have such a disability and would like to be considered for purposes of this law, please identify yourself either immediately or at any time to the Vice President Human Resources. Submission of this information is voluntary, and refusal to provide it will not subject you to any adverse treatment. The information provided will be kept confidential, and shall not be maintained in a separate file and will be used only in accordance with federal regulations.

OCC also wishes to comply with the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, and its implementing regulations, which require non-exempt government contractors and subcontractors to take affirmative action to employ and advance in employment disabled veterans, three-year recently separated veterans, Armed Forces service medal veterans, and active duty wartime or campaign badge veterans. In this regard, if you believe you may be covered by this law and wish to be treated accordingly, please identify yourself in confidence the Vice President Human Resources. Submission of this information is voluntary, and refusal to provide it will not subject you to any adverse treatment. The information provided will be kept confidential and will be used only in accordance with federal regulations.