



HIRE VETS MEDALLION AWARD PROGRAM

FACT SHEET

Introduction

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, requires the Secretary of Labor to establish a program, by rule, that recognizes employer efforts to recruit, employ, and retain veterans. Employer-applicants meeting criteria established in the rule will receive a “HIRE Vets Medallion Award.” There are two award tiers, Platinum and Gold, for large (500-plus employees), medium (51-499 employees), and small employers (50 or fewer employees). Verification of the award criteria includes a self-attestation by the applicant and a check for violations of the Uniformed Services Employment and Reemployment Rights Act (USERRA) and the Vietnam Era Veterans’ Readjustment Act (VEVRAA).

The Secretary announced the Final Rule (20 C.F.R. § 1011) on November 9, 2017 and it became effective in January 2018. Using the criteria established in the Final Rule, the Department of Labor (DOL) conducted a HIRE Vets Medallion Program Demonstration in 2018. The Veterans’ Employment and Training Service (VETS) accepted a limited number of applications and employers who successfully met requirements will receive recognition from the Secretary of Labor.

VETS will begin accepting applications for the full program in January 2019.

HIRE Vets Medallion Award

Successful employers will receive a certificate stating the award year and a digital image of the medallion to use, including as part of an advertisement, solicitation, business activity, or product.

Benefits of the Program

The purpose of the HIRE Vets Medallion Award is to recognize employers who hire and retain veterans, including their efforts to establish employee development programs and veteran specific benefits to improve retention. Award recipients will have the opportunity to utilize the medallion in the marketing of their firm as a veteran friendly business when hiring, and in efforts to attract additional business.

Detailed information about how to gain eligibility can be found at HIREVets.gov. An overall summary of the program follows.

Summary of the Program

The HIRE Vets Medallion Program Final Rule codifies the requirements of the Act, 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 notify award recipients.

- **Criteria.** The requirements for recognition vary by level (Platinum or Gold) and employer size (Large, Medium, and Small). Please see [HIREVets.gov](https://www.HIREVets.gov) for additional information about which elements apply to each award.

- 1) Percentage of new hires during the previous year that are veterans;
- 2) Percentage of veteran employees retained for a period of at least 12 months;
- 3) Percentage of employees who are veterans;
- 4) Provision of an employee veteran organization or resource group to assist new veteran employees with integration, including coaching and mentoring;
- 5) Provision of programs to enhance the leadership skills of veteran employees during their employment;
- 6) Employment of a dedicated human resources professional or initiatives to support hiring, training, and retention of veteran employees;
- 7) Provision of compensation, to employees serving on active duty in the United States National Guard or Reserve, that is sufficient, in combination with the employee's active duty pay, to achieve a combined level of income commensurate with the employee's salary prior to undertaking active duty;
- 8) Provision of a tuition assistance program to support veteran employees' attendance in postsecondary education during the term of their employment; and

- 9) Employer with an adverse labor law decision, stipulated agreement, contract debarment, or contract termination, as defined in the rule, pursuant to either of the following labor laws will not be eligible to receive an Award: Uniform Services Employment and Reemployment Rights Act (USERRA); or Vietnam Era Veterans' Readjustment Assistance Act (VEVRAA).

- **Timelines.** Each year, the Department will:

- 1) Solicit applications no later than January 31;
- 2) Stop accepting applications on April 30;
- 3) Finish reviewing applications no later than August 31 and select the employers to receive HIRE Vets Medallion Awards no later than September 30;
- 4) Notify employers who will receive HIRE Vets Medallion Awards no later than October 11. The Department will also notify applicants who will not be receiving an Award at that time; and
- 5) Announce the names of award recipients at a time to coincide with Veterans Day.

- **Application Fee.** The Act requires the Secretary to establish fees sufficient to cover the costs associated with carrying out the HIRE Vets Medallion Program.

- 1) Small Employer (1-50 employees)—\$90.00
- 2) Medium Employer (51-499)—\$190.00
- 3) Large Employer (over 500)—\$495.00.

If a significant fee adjustment is necessary for future years of the Program, for any reason other than inflation, then a proposed rule containing the new fees will be published in the Federal Register for comment.

Additional information about the Final Rule and the HIRE Vets Medallion Program can be found at [HIREVets.gov](https://www.HIREVets.gov) or by contacting HIREVets@dol.gov.



VETERANS EMPLOYMENT AND TRAINING SERVICE
UNITED STATES DEPARTMENT OF LABOR