



7970 S Kyrene Road, Tempe, AZ 85284 USA | TOLL FREE: 800.455.8746 PH: 480.968.1488 FAX: 480.968.1448 | VIRTRA.COM

Dear Vendor,

It is the policy at VirTra to provide equal employment and advancement opportunities to all qualified individuals. To achieve this goal, VirTra is dedicated to taking affirmative action to employ and advance in employment qualified women, minorities, disabled persons, disabled veterans, and other protected veterans, in compliance with Executive Order 11246, Section 503 of the Rehabilitation Act of 1973 and Vietnam Era Veterans' Readjustment Assistance Act of 1974 as amended, 38 U.S.C. 4212 (2001) ("Section 4212" or "VEVRAA") and the implementing regulations.

VirTra is committed to take voluntary, positive action in providing affirmative action and equal employment opportunity to women, minorities, disabled persons, disabled veterans, and other protected veterans.

As a federal government contractor, VirTra expects all its subcontractors, suppliers and vendors to comply with all of their applicable obligations under:

1. [Executive Order 11246](#) requires affirmative action and prohibits federal contractors from discriminating on the basis of race, color, religion, sex, sexual orientation, gender identity, or national origin. Contractors also are prohibited from discriminating against applicants or employees because they inquire about, discuss, or disclose their compensation or that of others, subject to certain limitations.
2. [Section 503 of the Rehabilitation Act of 1973](#) is a law that prohibits federal contractors and subcontractors from discriminating in employment against individuals with disabilities and requires employers take affirmative action to recruit, hire, promote, and retain these individuals.
3. [The Vietnam Era Veterans' Readjustment Assistance Act \(VEVRAA\)](#) is a law that prohibits federal contractors and subcontractors from discriminating in employment against protected veterans and requires employers take affirmative action to recruit, hire, promote, and retain these individuals.
4. [38 U.S.C. 4212](#) or any other law requiring equal opportunity for disabled persons and other protected veterans.

Further, the equal employment opportunity clauses within each of the above regulations, as applicable, are included by reference into all the transactions between our companies.

We appreciate your cooperation in our effort to fully comply with these Federal requirements.

VirTra, Inc.