

GREAT SOUTHERN BANK

**VOLUNTARY SELF-IDENTIFICATION OF PROTECTED VETERAN STATUS
FOR APPLICANTS AND EMPLOYEES**

Great Southern Bank has adopted a voluntary affirmative action program (AAP) for the benefit of certain categories of protected veterans listed below. The AAP is modeled after the requirements of the Vietnam Era Veterans' Readjustment Assistance Act of 1974 as amended (VEVRAA), which prohibits discrimination against qualified protected veterans and requires covered employers to take affirmative action on their behalf in all personnel actions. A copy of the AAP is available for review by any employee or applicant for employment during normal business hours in the Human Resources Department. We also file an annual report with the government on the number of protected veterans hired each year and employed at the time of the report. This survey is designed to help us measure the effectiveness of our efforts to recruit qualified protected veterans to our workforce and also to assist us in preparing our annual government report. The completion of this form, however, is completely voluntary, and neither your answers to this survey nor your decision not to complete this survey will be held against you in any way. All applicants and employees are given the opportunity to complete this survey.

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Name _____ Date _____

If you are an applicant, please indicate the position you are applying for:

If you are an employee, please indicate the position in which you are employed:

Are you a member of one or more of the categories of protected veterans listed below?

Yes No

Protected Veterans and Definitions

Active Duty Wartime or Campaign Badge Veteran: A veteran who served on active duty in the U.S. military, ground, naval or air service during a war or in a campaign or expedition for which a campaign badge has been authorized, under the laws administered by the Department of Defense.

Armed Forces Service Medal Veteran: Any veteran who, while serving on active duty in the U.S. military, ground, naval or air service, participated in a United States military operation for which an Armed Forces service medal was awarded pursuant to Executive Order 12985 (61 FR 1209).

Disabled Veteran: Can be either (1) a veteran of the U.S. military, ground, naval or air service who is entitled to compensation (or who but for the receipt of military retired pay would be entitled to compensation) under laws administered by the Secretary of Veterans Affairs; or (2) a person who was discharged or released from active duty because of a service-connected disability.

Recently Separated Veteran: Any veteran during the three-year period beginning on the date of such veteran's discharge or release from active duty in the U.S. military, ground, naval or air service.