# INVITATION TO SELF-IDENTIFY FOR INDIVIDUALS WITH DISABILITIES

CDS is a government contractor subject to Section 503 of the Rehabilitation Act of 1973, as amended, which requires government contractors to take affirmative action to employ and advance in employment qualified individuals with disabilities.

If you have a disability and would like to be considered under the affirmative action program, please tell us.

You may inform us of your desire to benefit under the program at this time and/or at any time in the future. This information will assist us in placing you in an appropriate position and in making any necessary accommodations for your disability.

Submission of this information is voluntary and refusal to provide it will not subject you to any adverse treatment. The information provided will be used only in ways that are not inconsistent with Section 503 of the Rehabilitation Act.

Information you submit about your disability will be kept confidential, except that:

* + Supervisors and managers may be informed regarding restrictions on the work or duties of qualified individuals with disabilities, and regarding necessary accommodations;
  + First aid and safety personnel may be informed, when and to the extent appropriate, if the condition might require emergency treatment; and
  + Government officials engaged in enforcing laws administered by OFCCP or the Americans with Disabilities Act, as amended, may be informed.

If you are a qualified individual with a disability, we would like to include you under our affirmative action program. It would assist us if you tell us about (i) any special methods, skills, and procedures that qualify you for positions that you might not otherwise be able to do because of your disability so that you will be considered for any positions of

that kind, and (ii) any needed accommodations that would enable you to perform the essential functions of the job, including special equipment, changes in the physical layout of the job, elimination of marginal job duties relating to the job, provision of personal assistance services or other accommodations.

A written copy of our affirmative action plan is available for review by any employee or applicant for employment, during normal business hours in our Human Resources Department. Interested persons should contact the Chief Operations Officer for assistance.