

Government Contracts Alert

VETS-100 and 100A Veteran Hiring Reports Retired by the Department of Labor

09.25.2014

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The Department of Labor published a [final regulation](#) on September 25, 2014 that relieves federal contractors from filing VETS-100 and VETS-100A veterans hiring reports after 2014. The rules that required the VETS-100 Report have been rescinded. The rules requiring the VETS-100A have been replaced with a new, simplified reporting requirement, which will govern reports required in September 2015 and beyond.

Federal statutes require companies that provide goods or services to any federal agency under a contract or subcontract with a value of \$100,000 or more maintain records of their hiring and retention of veterans and report those numbers to the Department of Labor in an annual filing. Record keeping has required employers to classify veterans into various subclasses of protected vets, a chore that has provoked criticism as mere make-work for human resources managers.

The new final rule now will require contractors to use a simplified form collection instrument, the VETS-4212 Report, to provide the total number of employees in their workforces; the total number of such employees, by job category and hiring location, who are protected veterans; the total number of new hires during the reporting period covered by the report; the total number of new hires who are protected veterans; and the maximum and minimum number of employees of such contractor during the period covered by the report. The period covered by the new VETS-4212 Report will be the 12 months ending on the last day of the pay period selected by the contractor for reporting during a window starting on July 1 and ending on September 30.

If you have any questions about this topic, please contact the author or your principal Mintz Levin attorney.



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