

 e-Alert

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VETS-4212 Reporting Due by September 30, 2023

Background

Many companies that have a contract or subcontract with the federal government are required to annually report their affirmative action efforts to employ veterans. This report is submitted using form VETS-4212. The requirement to file form VETS-4212 is mandated under [38 U.S. Code Section 4212](#) and the filing season runs from August 1st to September 30th.

Summary

Federal contractors and subcontractors with \$150,000 or more in federal contracts are required to file a VETS4212 report annually. The U.S. Department of Labor's Veterans' Employment and Training Service (VETS) in collaboration with the Office of the Assistant Secretary for Policy (OASP) and the Office of Federal Contract Compliance Programs (OFCCP) have announced a new [VETS-4212 Report Advisor](#) to assist employers in determining if they need to file a report and understand the process for doing so.

Data reported through form VETS-4212 is used by OFCCP in Vietnam Era Veterans' Readjustment Assistance Act (VEVRAA) compliance evaluations.

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Federal contractors and subcontractors who are required to file form VETS-4212 can submit their forms electronically by using either the VETS-4212 Reporting Application or the batch filing process. Paper forms may also be submitted, by email or U.S. mail.

Employer Next Steps

We have summarized key steps employers should take to comply with this regulation.

- Federal government contractors who are obligated to file a VETS-4212 report may want to begin to prepare their data in order to file by September 30, 2023
- Employers may review the [DOL's FAQ page](#) or [VETS-4212 Report Advisor](#) for more information on reporting requirements
- If you are a covered employer and are interested in outsourcing the preparation and submission of the VETS-4212 report, please [email us](#)