

## **APPLICANT NOTICE**

It is the policy of Telstra Incorporated to take affirmative action to employ and advance in employment, qualified disabled individuals, disabled veterans, recently separated veterans, other protected veterans and Armed Forces service medal veterans, pursuant to Section 503 of the Rehabilitation Act of 1973, the Vietnam Era Veterans Readjustment Assistance Act of 1974, and the Veterans Employment Opportunities Act of 1998. If you are an individual with a disability(ies), disabled veteran, recently separated veteran, other protected veteran or Armed Forces service medal veteran, you should know that, whether an employee or applicant for employment, you are protected from coercion, intimidation, interference, or discrimination for filing any complaint or assisting in any investigation under the Rehabilitation Act of 1973, the Vietnam Era Veterans Readjustment Assistance Act and the Veterans Employment Opportunities Act of 1998.

The Affirmative Action Plan covering the disabled veterans, recently separated veterans, other protected veterans and Armed Forces service medal veterans is available for review in the office of the HR Manager during regular business hours with reasonable notice.