

HONORING INVESTMENTS IN RECRUITING AND EMPLOY-  
 ING AMERICAN MILITARY VETERANS ACT OF 2016

SEPTEMBER 6, 2016.—Committed to the Committee of the Whole House on the State  
 of the Union and ordered to be printed

Mr. MILLER of Florida, from the Committee on Veterans' Affairs,  
 submitted the following

R E P O R T

[To accompany H.R. 3286]

[Including cost estimate of the Congressional Budget Office]

The Committee on Veterans' Affairs, to whom was referred the bill (H.R. 3286) to encourage effective, voluntary private sector investments to recruit, employ, and retain men and women who have served in the United States military with annual presidential awards to private sector employers recognizing such efforts, and for other purposes, having considered the same, report favorably thereon with an amendment and recommend that the bill as amended do pass.

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## AMENDMENT

The amendment is as follows:

Strike all after the enacting clause and insert the following:

### SECTION 1. SHORT TITLE.

This Act may be cited as the “Honoring Investments in Recruiting and Employing American Military Veterans Act of 2016” or the “HIRE Vets Act”.

### SEC. 2. HIRE VETS MEDALLION PROGRAM.

(a) PROGRAM ESTABLISHED.—Not later than one year after the date of enactment of this Act, the Secretary of Labor shall establish, by rule, a HIRE Vets Medallion Program to solicit voluntary information from employers for purposes of recognizing, by means of an award to be designated a “HIRE Vets Medallion”, verified efforts by such employers—

- (1) to recruit, employ, and retain veterans; and
- (2) to provide community and charitable services supporting the veteran community.

(b) APPLICATION PROCESS.—Beginning in the calendar year following the calendar year in which the Secretary establishes the program—

- (1) the Secretary shall annually—
  - (A) solicit and accept voluntary applications from employers in order to consider whether those employers should receive a HIRE Vets Medallion;
  - (B) review applications received in each calendar year; and
  - (C) provide to the President a list of recipients; and
- (2) the President shall annually—
  - (A) notify such recipients of their awards; and
  - (B) at a time to coincide with the annual commemoration of Veterans Day—

- (i) announce the names of such recipients;
- (ii) recognize such recipients through publication in the Federal Register; and
- (iii) issue to each such recipient—
  - (I) a HIRE Vets Medallion of the level determined under section 3; and
  - (II) a certificate stating that such employer is entitled to display such HIRE Vets Medallion during the following calendar year, to be designated a “HIRE Vets Medallion Certificate”.

(c) TIMING.—

- (1) SOLICITATION PERIOD.—The Secretary shall solicit applications not later than January 31st of each calendar year for the medallions to be awarded in November of that calendar year.
- (2) END OF ACCEPTANCE PERIOD.—The Secretary shall stop accepting applications not earlier than April 30th of each calendar year for the medallions to be awarded in November of that calendar year.
- (3) REVIEW PERIOD.—The Secretary shall finish reviewing applications not later than August 31st of each calendar year for the medallions to be awarded in November of that calendar year.
- (4) RECOMMENDATIONS TO PRESIDENT.—The Secretary shall provide to the President a list of employers to receive HIRE Vets Medallions not later than September 30th of each calendar year for the medallions to be awarded in November of that calendar year.
- (5) NOTICE TO RECIPIENTS.—The President shall notify employers who will receive HIRE Vets Medallions not later than October 11th of each calendar year for the medallions to be awarded in November of that calendar year.

### SEC. 3. SELECTION OF RECIPIENTS.

(a) APPLICATION REVIEW PROCESS.—

- (1) IN GENERAL.—The Secretary shall review all applications received in a calendar year to determine whether an employer should receive a HIRE Vets Medallion, and, if so, of what level.
- (2) APPLICATION CONTENTS.—The Secretary shall require that all applications provide information on the programs and other efforts of applicant employers during the calendar year prior to that in which the medallion is to be awarded,

including the categories and activities governing the level of award for which the applicant is eligible under subsection (b).

(3) VERIFICATION.—In reviewing applications, the Secretary shall verify all information provided in the applications, to the extent that such information is relevant in determining whether or not an applicant should receive a HIRE Vets Medallion or in determining the appropriate level of HIRE Vets Medallion for that employer to receive.

(b) AWARDS.—

(1) LARGE EMPLOYERS.—

(A) IN GENERAL.—The Secretary shall establish two levels of HIRE Vets Medallions to be awarded to employers employing 500 or more employees, to be designated the “Gold HIRE Vets Medallion” and the “Platinum HIRE Vets Medallion”.

(B) GOLD HIRE VETS MEDALLION.—No employer shall be eligible to receive a Gold HIRE Vets Medallion in a given calendar year unless—

(i) veterans constitute not less than 7 percent of all employees hired by such employer during the prior calendar year;

(ii) such employer has established an employee veteran organization or resource group to assist new veteran employees with integration, including coaching and mentoring; and

(iii) such employer has established programs to enhance the leadership skills of veteran employees during their employment.

(C) PLATINUM HIRE VETS MEDALLION.—No employer shall be eligible to receive a Platinum HIRE Vets Medallion in a given calendar year unless—

(i) veterans constitute not less than 10 percent of all employees hired by such employer during the prior calendar year;

(ii) such employer retains through the end of the prior calendar year not less than 85 percent of veteran employees hired during the calendar year before the prior calendar year;

(iii) such employer employs dedicated human resources professionals to support hiring and retention of veteran employees, including efforts focused on veteran hiring and training;

(iv) such employer provides each of its employees serving on active duty in the United States National Guard or Reserve with compensation sufficient, in combination with the employee’s active duty pay, to achieve a combined level of income commensurate with the employee’s salary prior to undertaking active duty; and

(v) such employer has established a tuition assistance program to support veteran employees’ attendance in postsecondary education during the term of their employment.

(D) EXEMPTION FOR SMALLER EMPLOYERS.—An employer shall be deemed to meet the requirements of subparagraph (E)(iv) if such employer—

(i) employs 5,000 or fewer employees; and

(ii) employs at least one human resources professional whose regular work duties include those described under subparagraph (E)(iv).

(E) ADDITIONAL CRITERIA.—The Secretary may provide, by rule, additional criteria with which to determine qualifications for receipt of each level of HIRE Vets Medallion.

(2) SMALL- AND MEDIUM-SIZED EMPLOYERS.—The Secretary shall establish similar awards in order to recognize achievements in supporting veterans by—

(A) employers with 50 or fewer employees; and

(B) employers with more than 50 but fewer than 500 employees.

(c) DESIGN BY SECRETARY.—The Secretary shall establish the shape, form, and metallic content of each HIRE Vets Medallion.

#### SEC. 4. DISPLAY OF AWARD.

(a) IN GENERAL.—The recipient of a HIRE Vets Medallion may—

(1) publicly display such medallion through the end of the calendar year following receipt of such medallion; and

(2) publicly display the HIRE Vets Medallion Certificate issued in conjunction with such medallion.

(b) UNLAWFUL DISPLAY PROHIBITED.—It is unlawful for any employer to publicly display a HIRE Vets Medallion, in connection with, or as a part of, any advertisement, solicitation, business activity, or product—

(1) for the purpose of conveying, or in a manner reasonably calculated to convey, a false impression that the employer received the medallion through the HIRE Vets Medallion Program, if such employer did not receive such medallion through the HIRE Vets Medallion Program; or

(2) for the purpose of conveying, or in a manner reasonably calculated to convey, a false impression that the employer received the medallion through the HIRE Vets Medallion Program during the preceding calendar year if it is after the end of the calendar year following the calendar year in which such medallion was issued to such employer through the HIRE Vets Medallion Program.

**SEC. 5. APPLICATION FEE AND FUNDING.**

(a) **FUND ESTABLISHED.**—There is established in the Treasury of the United States a fund to be designated the “HIRE Vets Medallion Award Fund”.

(b) **FEE AUTHORIZED.**—The Secretary may assess a reasonable fee on employers that apply for receipt of a HIRE Vets Medallion and the Secretary shall deposit such fees into the HIRE Vets Medallion Award Fund. The Secretary shall establish the amount of the fee such that the amounts collected as fees and deposited into the Fund are sufficient to cover the costs associated with carrying out this Act.

(c) **USE OF FUNDS.**—Amounts in the HIRE Vets Medallion Award Fund shall be available, without further appropriation, to the Secretary to carry out the HIRE Vets Medallion Program.

**SEC. 6. REPORT TO CONGRESS.**

(a) **REPORTS.**—Beginning not later than two years after the date of enactment of this Act, the Secretary shall submit to Congress annual reports on—

(1) the fees collected from applicants for HIRE Vets Medallions in the prior year and any changes in fees to be proposed in the present year;

(2) the cost of administering the HIRE Vets Medallion Program in the prior year;

(3) the number of applications for HIRE Vets Medallions received in the prior year; and

(4) the HIRE Vets Medallions awarded in the prior year, including the name of each employer to whom a HIRE Vets Medallion was awarded and the level of medallion awarded to each such employer.

(b) **COMMITTEES.**—The Secretary shall provide the reports required under subsection (a) to the Chairman and Ranking Member of—

(1) the Committees on Education and the Workforce and Veterans’ Affairs of the House of Representatives; and

(2) the Committees on Health, Education, Labor, and Pensions and Veterans’ Affairs of the Senate.

**SEC. 7. DEFINITIONS.**

In this Act:

(a) **EMPLOYER.**—The term “employer” has the meaning given such term under section 4303 of title 38, United States Code, except that such term does not include—

(1) the Federal Government;

(2) any State, as defined in such section; or

(3) any foreign state.

(b) **SECRETARY.**—The term “Secretary” means the Secretary of Labor.

(c) **VETERAN.**—The term “veteran” has the meaning given such term under section 101 of title 38, United States Code.

**SEC. 8. LIMITATION ON AWARDS AND BONUSES PAID TO SENIOR EXECUTIVE EMPLOYEES OF DEPARTMENT OF VETERANS AFFAIRS.**

Section 705 of the Veterans Access, Choice, and Accountability Act of 2014 (Public Law 113–146; 38 U.S.C. 703 note) is amended by striking the period at the end and inserting the following: , “of which, during fiscal year 2016, not more than an aggregate amount of \$2,000,000 may be paid to employees of the Department of Veterans Affairs who are members of the Senior Executive Service.”.

**PURPOSE AND SUMMARY**

H.R. 3286, the “Honoring Investments in Recruiting and Employing American Military Veterans Act of 2015,” was introduced by Representative Paul Cook of California on July 29, 2015. H.R. 3286, as amended, would require the Department of Labor to establish an Honoring Investments in Recruiting and Employing American Military Veterans (HIRE) Vets Medallion Program to solicit voluntary information from employers for purposes of recognizing, by the award of a HIRE Vets Medallion, verified efforts by these employers to: (1) recruit, employ, and retain veterans; and (2)

provide community and charitable services supporting the veteran community.

#### BACKGROUND AND NEED FOR LEGISLATION

Employment of veterans has been a central focus of the Committee. This was especially demonstrated in 2011 with the passage of the VOW to Hire Heroes Act (title II of P.L. 112–56, 125 Stat. 711, 712), which created training opportunities and education programs for 100,000 veterans who were out of work; improved licensing and credentialing opportunities for veterans; improved tax credits for businesses hiring veterans; and implemented many other provisions to help veterans gain meaningful employment.

The Committee understands that no government-funded program can single-handedly improve veterans' employment prospects by itself. Rather, it takes commitment and action from the private sector to value the benefits of hiring veterans. On September 13, 2011, the Committee hosted a veterans' employment summit where business leaders from across the country came together to share their best practices and strategies for recruiting and retaining veterans. During this summit, each participant signed a veterans' employment pledge, solidifying their collective efforts to reduce the national unemployment rate for veterans to less than 5 percent. Since the 2011 summit, the Subcommittee on Economic Opportunity has continued to highlight companies and sectors of the economy that are hiring veterans and are actively engaged in their commitment to reduce the veteran unemployment rate.

Thanks to the combined efforts of this Committee, the Department of Labor, states, and the private sector, the veteran unemployment rate has dramatically decreased since 2011. According to the U.S. Bureau of Labor Statistics, the unemployment rate for veterans as of May 2016 was 3.4 percent.<sup>1</sup> The Committee believes this low percentage is not only the result of an improving economy, but also from a measurable effort by American companies, both large and small, to hire veterans. These companies have made a concerted effort to hire, retain, and promote veterans because they understand the value that a veteran employee brings to their organization and their work product.

Therefore, it is important to highlight the work that these companies have done and publicly recognize their commitment to hiring veterans. With this idea in mind, H.R. 3286, as amended, would authorize the Secretary of Labor to create the HIRE Vets Medallion program, which would recognize employers who hire and retain veterans. Employers could apply for this program and publicly display the award to show the public that they prioritize veteran hiring.

Employers would earn either platinum or gold status based on requirements related to the number of veterans hired each year; providing pay equity for Guardsmen and Reserve employees who were called up to active military service; and other requirements. While the bill would require a small discretionary offset to initially set up the program, paid for by a monetary cap on Department of

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<sup>1</sup> *Employment status of the civilian population 18 years and over by veteran status, period of service, and sex, not seasonally adjusted*, Bureau of Labor Statistics, U.S. Department of Labor, available at: <http://www.bls.gov/news.release/empsit.t05.htm>.

Veterans Affairs (VA) Senior Executive Service (SES) employee bonuses for fiscal year (FY) 2016, the rest of the funding needed to administer this program would derive from the fees that employers would pay during their application for the award. H.R. 3286, as amended, would require the President of the United States to award the medallions to eligible businesses each year on the day that coincides with Veterans Day.

The Committee believes that the creation of this program is a constructive way for the Federal government to recognize companies that have made significant efforts to hire and retain veterans. The Committee is also encouraged that the award will remain meaningful and relevant due to the strict qualifications that companies must fulfill to be eligible for the HIRE Vets Medallion.

#### HEARINGS

On April 14, 2016, the Subcommittee on Economic Opportunity conducted a legislative hearing on various bills introduced during the 114th Congress, including H.R. 3286. The following witnesses testified:

The Honorable David McKinley (WV-01); The Honorable Paul Cook (CA-08); The Honorable Martha McSally (AZ-02); Mr. Curtis L. Coy, Deputy Under Secretary for Economic Opportunity, Veterans Benefits Administration, U.S. Department of Veterans Affairs, who was accompanied by Ms. Carin Otero, Associate Deputy Assistant Secretary for HR Policy and Planning, Office of Human Resources and Administration, U.S. Department of Veterans Affairs; Mr. Sam Shellenberger, Deputy Assistant Secretary for Operations, Veterans' Employment and Training Service, U.S. Department of Labor; Mr. Davy Leghorn, Assistant Director, Veterans Employment and Education Division, The American Legion; Dr. Joseph W. Wescott, Legislative Director, National Association of State Approving Agencies; Mr. Walter Ochinko, Policy Director, Veterans Education Success; Mr. Jared Lyon, President & CEO, Student Veterans of America; and Mr. Aleks Morosky, Deputy Director, National Legislative Service, Veterans of Foreign Wars of the United States.

A statement for the record was submitted by the following:

Office of Inspector General, U.S. Department of Veterans Affairs.

#### SUBCOMMITTEE CONSIDERATION

On May 11, 2016, the Subcommittee on Economic Opportunity met in open markup session, a quorum being present, and ordered H.R. 3286, as amended, favorably forwarded to the full Committee by voice vote. During consideration of H.R. 3286, the following amendment in the nature of a substitute was agreed to by voice vote:

An Amendment in the Nature of a Substitute offered by Mr. Brad Wenstrup of Ohio which would streamline the administration of the program by eliminating two of the

medallion tiers from the original bill so that only the gold and platinum tiers remain.

A motion by Mr. Mark Takano of California to favorably forward the bill, as amended, to the full Committee was agreed to by voice vote.

#### COMMITTEE CONSIDERATION

On May 18, 2016, the full Committee met in open markup session, a quorum being present, and ordered H.R. 3286, as amended, favorably reported to the House of Representatives by voice vote. During consideration of H.R. 3286, as amended, the following amendment was considered and was agreed to by a voice vote:

An amendment offered by Mr. Jeff Miller of Florida, added section eight of the bill, as amended, which would limit bonuses for VA SES employees to \$2 million in FY 2016.

A motion by Ms. Corrine Brown of Florida to favorably report H.R. 3286, as amended, to the House of Representatives was agreed to by voice vote.

#### COMMITTEE VOTES

In compliance with clause 3(b) of rule XIII of the Rules of the House of Representatives, no recorded votes were taken on amendments or in connection with ordering H.R. 3286, as amended, reported to the House.

#### COMMITTEE OVERSIGHT FINDINGS

In compliance with clause 3(c)(1) of rule XIII and clause (2)(b)(1) of rule X of the Rules of the House of Representatives, the Committee's oversight findings and recommendations are reflected in the descriptive portions of this report.

#### STATEMENT OF GENERAL PERFORMANCE GOALS AND OBJECTIVES

In accordance with clause 3(c)(4) of rule XIII of the Rules of the House of Representatives, the Committee's performance goals and objectives are to ensure the Secretary of Labor sets up a program to appropriately recognize employers who hire and retain veterans.

#### NEW BUDGET AUTHORITY, ENTITLEMENT AUTHORITY, AND TAX EXPENDITURES

In compliance with clause 3(c)(2) of rule XIII of the Rules of the House of Representatives, the Committee adopts as its own the estimate of new budget authority, entitlement authority, or tax expenditures or revenues contained in the cost estimate prepared by the Director of the Congressional Budget Office pursuant to section 402 of the Congressional Budget Act of 1974.

#### EARMARKS AND TAX AND TARIFF BENEFITS

H.R. 3286, as amended, does not contain any Congressional earmarks, limited tax benefits, or limited tariff benefits as defined in clause 9 of rule XXI of the Rules of the House of Representatives.

## COMMITTEE COST ESTIMATE

The Committee adopts as its own the cost estimate on H.R. 3286, as amended, prepared by the Director of the Congressional Budget Office pursuant to section 402 of the Congressional Budget Act of 1974.

## CONGRESSIONAL BUDGET OFFICE COST ESTIMATE

Pursuant to clause 3(c)(3) of rule XIII of the Rules of the House of Representatives, the following is the cost estimate for H.R. 3286, as amended, provided by the Congressional Budget Office pursuant to section 402 of the Congressional Budget Act of 1974:

U.S. CONGRESS,  
CONGRESSIONAL BUDGET OFFICE,  
*Washington, DC, July 29, 2016.*

Hon. JEFF MILLER,  
*Chairman, Committee on Veterans' Affairs,  
House of Representatives, Washington, DC.*

DEAR MR. CHAIRMAN: The Congressional Budget Office has prepared the enclosed cost estimate for H.R. 3286, the Honoring Investments in Recruiting and Employing American Military Veterans Act of 2016.

If you wish further details on this estimate, we will be pleased to provide them. The CHO staff contact is Ann E. Futrell.

Sincerely,

KEITH HALL.

Enclosure.

*H.R. 3286—Honoring Investments in Recruiting and Employing  
American Military Veterans Act of 2016*

HR. 3286 would require the Department of Labor (DOL) to establish the HIRE Vets Medallion Program, within one year of enactment, to annually recognize businesses for their efforts to employ veterans. CBO expects that establishing and implementing the program would require DOL staff to develop award criteria, solicit applications for the program, review nominations, and select winners. Award recipients would be recognized with gold or platinum medallions based on the number of veterans they employ and their efforts to hire and train veterans.

Beginning in the year after the program is established (2019), the bill would require DOL to assess fees on employers that apply to the program to cover the complete costs of the program. Those fees would be available without further appropriation to operate the program. CBO expects that those mandatory fees would cover the total costs of the program beginning in 2019. Based on the costs of administering similar programs and the expected number of participating companies (about 4,000 each year), CBO estimates that DOL would collect and spend about \$1 million a year. Pay-as-you-go procedures apply because enacting the legislation would affect direct spending. However, because the fees would be spent on the program, there would be no net effect on direct spending. Enacting the bill would not affect revenues.

The costs of establishing the program in 2018 would not be covered by the fees. CBO estimates those costs would total \$1 million,

for personnel costs, medallions, and administrative supplies and would be subject to the availability of appropriated funds.

The bill also would limit the amount of bonuses payable to VA employees who are in the senior executive service to \$2 million for 2016. Because CBO assumes enactment of the bill near the beginning of fiscal year 2017, we estimate this provision would have no budgetary effect.

CBO estimates that enacting H.R. 3286 would not increase net direct spending or on-budget deficits in any of the four consecutive 10-year periods beginning in 2027.

H.R. 3286 contains no intergovernmental or private-sector mandates as defined in the Unfunded Mandates Reform Act would impose no costs on state, local, or tribal governments.

The CBO staff contact for this estimate is Ann E. Futrell. The estimate was approved by H. Samuel Papenfuss, Deputy Assistant Director for Budget Analysis.

#### FEDERAL MANDATES STATEMENT

The Committee adopts as its own the estimate of Federal mandates regarding H.R. 3286, as amended, prepared by the Director of the Congressional Budget Office pursuant to section 423 of the Unfunded Mandates Reform Act.

#### ADVISORY COMMITTEE STATEMENT

No advisory committees within the meaning of section 5(b) of the Federal Advisory Committee Act would be created by H.R. 3286, as amended.

#### STATEMENT OF CONSTITUTIONAL AUTHORITY

Pursuant to Article I, section 8 of the United States Constitution, H.R. 3286, as amended, is authorized by Congress' power to "provide for the common Defense and general Welfare of the United States.

#### APPLICABILITY TO LEGISLATIVE BRANCH

The Committee finds that H.R. 3286, as amended, does not relate to the terms and conditions of employment or access to public services or accommodations within the meaning of section 102(b)(3) of the Congressional Accountability Act.

#### STATEMENT ON DUPLICATION OF FEDERAL PROGRAMS

Pursuant to section 3(g) of H. Res. 5, 114th Cong. (2015), the Committee finds that no provision of H.R. 3286, as amended, establishes or reauthorizes a program of the Federal Government known to be duplicative of another Federal program, a program that was included in any report from the Government Accountability Office to Congress pursuant to section 21 of Public Law 111-139, or a program related to a program identified in the most recent Catalog of Federal Domestic Assistance.

#### DISCLOSURE OF DIRECTED RULEMAKING

Pursuant to section 3(i) of H. Res. 5, 114th Cong. (2015), H.R. 3286, as amended, requires the Secretary of Labor to prescribe reg-

ulations to establish a process for employers to voluntarily submit information to qualify for the HIRE Vets Medallion and allows the Secretary of Labor, by rule, to establish additional qualifications for employers to qualify for the HIRE Vets Medallion.

#### SECTION-BY-SECTION ANALYSIS OF THE LEGISLATION

##### *Section 1. Short title*

Section 1 cites the short title of H.R. 3286, as amended, to be the “Honoring Investments in Recruiting and Employing American Military Veterans Act of 2016.”

##### *Section 2. HIRE Vets Medallion Program*

Section 2(a) would require that, no later than one year after enactment of this bill, the Secretary of Labor shall establish a HIRE Vets Medallion Program that would allow employers to voluntarily submit information to qualify for the HIRE Vets Medallion. The medallion would be given to employers based on their efforts to recruit, employ, and retain veterans, and employers’ work to provide community and charitable services supporting the veteran community.

Section 2(b) would require the Secretary to establish a process for employers to voluntarily submit information to receive the HIRE Vets Medallion. The Secretary of Labor would review the applications annually and would notify the President of the United States of the companies that meet the eligibility for this award. The President would be required to present the HIRE Vets Medallion and corresponding certificate to award recipients at a date that coincides with Veterans Day.

Section 2(c) would require the application period for the program to be open from January 31—April 30 each calendar year. The Secretary would be required to finish review of the applications no later than August 31st of each year and would be required to make recommendations to the President no later than September 30th. The President would be required to notify the applicants no later than October 11th of each year.

##### *Section 3. Selection of recipients*

Section 3(a) would require that the employer’s application for the HIRE Vets Medallion contains information needed to make decisions about which award tier the employer merits and that the Secretary shall verify this information.

Section 3(b) would require that, for large businesses, the Secretary shall establish “gold” and “platinum” levels of the HIRE Vets Medallions. In order to be eligible for the “gold” level, an employer must: (1) have not less than 7% of their new hires in the previous calendar year be veterans; (2) establish a veteran employee association or resource group; and (3) establish a program to enhance leadership skills of veteran employees. In order to be eligible for the “platinum” level, an employer must: (1) have at least 10% of their new hires in the previous calendar year be veterans; (2) retain 85% of veteran employees in the previous calendar year; (3) employ a dedicated human resources professional to support the hiring and retention of veterans; (4) provide the monetary difference between a veteran employee’s normal salary paid by the

employer and the salary that an employee serving on active duty in the National Guard or Reserves receives; and (5) have a tuition assistance program to assist veteran employees' attendance in post-secondary education. This Section would allow for small businesses to be exempt from the salary requirement for employees who are Guardsmen and Reservists if the business employs 5,000 or fewer employees and employs at least one human resources professional whose regular work duties include supporting the hiring and retention of veterans. This Section would also require the Secretary to establish similar awards for small (50 employers or less) and medium (between 51 to 499 employees) sized companies.

Section 3(c) would require the Secretary to establish the shape, form, and metallic content of each HIRE Vets Medallion.

*Section 4. Display of award*

Section 4(a) would authorize award recipients to publicly display the medallion and award certificate through the end of the calendar year following the recipient's receipt of the award.

Section 4(b) would make it unlawful for employers to publicly display the award as part of any advertisement that would imply they received the award for any calendar year that they did not.

*Section 5. Application fee and funding*

This Section would authorize the creation of a fund in the Department of Treasury to pay for the program. The Secretary would be authorized to assess a reasonable fee for applicants of this program in order to cover the costs associated with the program's operations.

*Section 6. Report to Congress*

This Section would require that, no later than two years after enactment, the Secretary shall submit a report to relevant Congressional Committees about the results of the program including how many businesses have applied for and received the award, the amount of fees collected to cover the costs of the program, and the cost to run the program.

*Section 7. Definitions*

This Section lays out definitions for the bill and defines "Employer" as the same definition in section 4303 of title 38, U.S.C., with the exception of Federal, state, local, and foreign governments. Additionally, it would define "Secretary" as the Secretary of Labor and "Veteran" as the definition provided by section 101 of title 38, U.S.C.

*Section 8. Limitation on awards and bonuses paid to senior executive employees of Department of Veterans Affairs*

This Section would amend section 705 of the Veterans Access Choice, and Accountability Act of 2014 (P.L. 113-146) to limit bonuses paid to VA SES Employees to \$2 million in fiscal year 2016.

CHANGES IN EXISTING LAW MADE BY THE BILL, AS REPORTED

In compliance with clause 3(e) of rule XIII of the Rules of the House of Representatives, changes in existing law made by the bill, as reported, are shown as follows (existing law proposed to be omit-

ted is enclosed in black brackets, new matter is printed in italic, existing law in which no change is proposed is shown in roman):

CHANGES IN EXISTING LAW MADE BY THE BILL, AS REPORTED

In compliance with clause 3(e) of rule XIII of the Rules of the House of Representatives, changes in existing law made by the bill, as reported, are shown as follows (existing law proposed to be omitted is enclosed in black brackets, new matter is printed in italics, and existing law in which no change is proposed is shown in roman):

**VETERANS ACCESS, CHOICE, AND ACCOUNTABILITY  
ACT OF 2014**

\* \* \* \* \*

**TITLE VII—OTHER VETERANS MATTERS**

\* \* \* \* \*

**SEC. 705. LIMITATION ON AWARDS AND BONUSES PAID TO EMPLOYEES OF DEPARTMENT OF VETERANS AFFAIRS.**

In each of fiscal years 2015 through 2024, the Secretary of Veterans Affairs shall ensure that the aggregate amount of awards and bonuses paid by the Secretary in a fiscal year under chapter 45 or 53 of title 5, United States Code, or any other awards or bonuses authorized under such title does not exceed \$360,000,000[.] *of which, during fiscal year 2016, not more than an aggregate amount of \$2,000,000 may be paid to employees of the Department of Veterans Affairs who are members of the Senior Executive Service.*

\* \* \* \* \*

