



Richard M. Rosenberg
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May 8, 2015

To All Subcontractors, Vendors, and Suppliers of U.S. Zinc:

Please be advised that U.S. Zinc is a covered federal contractor or subcontractor and must comply with certain affirmative action efforts. Also, pursuant to 41 C.F.R. § 60-300.44(f)(i)(ii), implementing 38 U.S.C. § 4212, a portion of the Vietnam Era Veterans Readjustment Assistance of 1974, and 41 C.F.R. § 60-741.44(f)(i)(ii), implementing Section 503 of The Rehabilitation Act of 1973; U.S. Zinc must send you written notification of our affirmative action efforts on behalf of protected veterans and individuals with disabilities.

Our affirmative action efforts related to protected veterans and individuals with disability are set out and described in our affirmative action plan for protected veterans and individuals with a disability. If you have any questions, please contact Melinda Davila, Human Resources Generalist, at melinda.davila@uszinc.com or at 832.204.6672.

Thank you for your cooperation.

Sincerely,

A handwritten signature in blue ink, appearing to read "Richard Rosenberg", with a large, stylized flourish extending to the right.

Richard Rosenberg
Vice President

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