

## VETS Employers Index<sup>SM</sup>

The VETS Employers Index<sup>SM</sup>, designed by VETS Indexes LLC, measures the performance of publicly traded companies that support U.S. military veterans. Companies are selected from a VETS eligible universe of companies maintained by VETS Indexes LLC and populated from a variety of sources, including annual rankings, survey and recognition programs considered representative by the VETS Index Committee. The VETS eligible universe leverages various selection criteria, such as company culture, policies, and reservist accommodations, to identify companies that are most supportive of military veterans, service members and their families.

### Membership

- To be included in the VETS Employers Index, an issue must:
- Be a member of the VETS eligible universe of companies
- Have liquidity greater than \$1 Million in average daily traded dollar volume
- Be publicly traded with a market capitalization greater than \$200 Million
- Pass the VETS Index Committee credibility review

### Adjustments & Maintenance

Changes to the index composition and updates of components are made after the close of trading on the third Friday of September based on the following rules:

- The composition of the VETS eligible universe is based on select lists of publicly traded companies that are VETS-supportive, including annual rankings, surveys and recognition programs, reviewed by VETS Indexes LLC.
- Additions include any publicly traded company in the VETS eligible universe for three consecutive years that also passes the VETS Index Committee credibility review. To improve the integrity of the index, the VETS Index Committee may add companies sooner.
- Deletions include any company that is dropped from their respective source, and by extension the VETS eligible universe, unless the VETS Index Committee deems that continued inclusion maintains index integrity.
- The VETS Index Committee may, at its discretion and if it has determined a company to be in extreme financial distress or vulnerable as a result of other issues, remove the company from any VETS Employers Index if the committee deems removal necessary to protect index integrity.

### Weighting

- Constituent weights are equal-weighted effective on the third Friday of March, June, September and December using the prior month-end prices.

### More Information

For Powered by Wilshire indexes, visit [www.wilshire.com](http://www.wilshire.com) or email [wilshireindexes@wilshire.com](mailto:wilshireindexes@wilshire.com).

To learn more about VETS Indexes LLC, please visit <https://vetsindexes.com/> or email [info@vetsindexes.com](mailto:info@vetsindexes.com).

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