

## 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 recruit, develop, and support U.S. military veteran employees. Companies are selected from the VETS eligible universe of companies maintained by VETS Indexes LLC. The VETS eligible universe leverages the annual VETS Indexes Employer Awards which are established via the firm's annual employer survey.

### 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

### 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 updated each year based on the results of the VETS Indexes Employer Awards.
- Additions include any publicly traded company in the VETS eligible universe that meet the above listed Membership requirements.
- Deletions include any company that is dropped from the VETS eligible universe, unless the VETS Index Committee deems that the 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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