

Veterans Select Index

The Veterans Select Index, designed by VETS Indexes LLC, measures the performance of publicly traded companies that support U.S. military veterans through employment. Companies are selected from an 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 Indexes 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 through the creation of employment opportunities and development of employment policies to support this group.

Membership

To be included in the Veterans Select Index, an issue must:

- Be a member of the VETS Indexes eligible universe of companies
- Have liquidity greater than \$40 Million in average daily traded dollar value
- Be publicly traded, common equity or ADR on major U.S. exchange with market capitalization of at least \$1 Billion
- 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 Indexes eligible universe is based on select lists of publicly traded companies that are Veteran-supportive, including annual rankings, surveys and recognition programs, reviewed by VETS Indexes LLC.
- Deletions include any company dropped from their respective source and by extension the VETS Indexes eligible universe.
- 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 Indexes 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 or email wilshireindexes@wilshire.com.

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

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