

EXHIBIT B

INVITATION TO SELF-IDENTIFY TO ALL EMPLOYEES

Walbridge is a government subcontractor subject to Section 503 of the Rehabilitation Act of 1973, as amended, and the Vietnam Era Veterans Readjustment Act of 1974, as amended, which require government contractors and subcontractors to take affirmative action to employ and advance in employment, qualified individuals with disabilities and qualified disabled veterans, recently separated veterans, active duty wartime or campaign badge veterans, or armed forces service medal veterans. If you are a disabled veteran, recently separated veteran, active duty wartime or campaign badge veteran, or armed forces service medal veteran and would like to be included under our affirmative action program, please tell us:

Disabled Veteran – means a veteran of the US military, ground, naval or air service who is entitled to compensation (or who but for the receipt of military retired pay would be entitled to compensation) under laws administered by the Secretary of Veterans Affairs, or was discharged or released from active duty because of a service-connected disability.

Recently Separated Veteran – means any veteran during the three year period beginning on the date of such veteran's discharge or release from active duty in the US military, ground, naval, or air service.

Active Duty Wartime or Campaign Badge veteran – means a veteran who served on active duty in the US military, ground, naval, or air service, during a war, or in a campaign or expedition for which a campaign badge has been authorized under the laws administered under the Department of Defense.

Armed Forces Service Medal Veteran – means a veteran who, while serving on active duty, in the US military, ground, naval, or air service, participated in a United States military operation for which an armed forces service medal was awarded pursuant to Executive Order 12985.

You may inform us of your desire to benefit under the program at this time and/or at any time in the future. Submission of this information is voluntary and refusal to provide it will not subject you to any adverse treatment.

This information will assist us in placing you in an appropriate position and in making accommodations to your disability. To recruit, hire, train and promote, into all job classifications, the most qualified persons without regard to race, color, national origin, sex, religion, age, status as an individual with a disability, military or protected veteran status, height, weight, familial status, or marital status, or any other protected condition or characteristic in conformity with all applicable federal, state and local laws and regulations and to preserve the confidentiality of record regarding arrest, detention, or other disposition in which a conviction does not result or any other status protected by applicable law.

Information you submit concerning your disability or veteran status shall be kept confidential, except that:

1. Supervisors and managers may be informed regarding restrictions of the work or duties of individuals with disabilities and regarding necessary accommodations:
2. First aid and safety personnel may be informed, when and to the extent appropriate, if you have a condition that might require emergency treatment: and
3. Government officials engaged in enforcing the law administered by OFCCP or the Americans with Disabilities Act, may be informed.

The information provided will be used only in ways that are not inconsistent with section 503 of the Rehabilitation Act of 1973 or the Vietnam Era Veterans Readjustment Assistance Act of 1974, as amended.

If you are disabled, or a disabled veteran covered by the Act, it would assist us if you tell us about: (a) any special methods, skills, and/or procedures which qualify you for positions that you might not otherwise be able to do because of your disability, so that you may be considered for any positions of that kind, and (b) the accommodations which we could make which would enable you to perform the job properly, and safely, including special equipment, changes in the physical layout of the job, elimination of certain duties relating to the job, provision of personal assistance services or other accommodations. This information will assist us in placing you in an appropriate position and in making accommodations for your disability.

Pursuant to these regulations, we have developed an Affirmative Action Plan for Individuals with Disabilities and Protected Veterans which is on file in the Human Resources Office and is available for employees between 8:00 am and 5:00 pm, Monday through Friday.

Any employee who believes he or she is covered by the provisions of one of these Acts and desires consideration under the AAP should contact Chris Collins, Sr. HR Manager, (313)442-1309.