



1 October 2016

## National Disability Employment Awareness Month Message

October is National Disability Employment Awareness Month. During this month, Eighth Army celebrates the contributions our wounded warriors and disabled coworkers make to our mission, and we recommit ourselves to fostering a more inclusive workforce where every person is recognized for their unique abilities.

Since the passage of the Americans with Disabilities Act in 1990, our Nation has made great strides in removing barriers for hardworking disabled Americans. Eighth Army leads the way with more than 16 percent of our total workforce comprised of disabled individuals and we have benefited greatly from the wealth of experience they bring to our formations.

In spite of all our progress, we must continue to spread awareness of the talent, experience and diversity that disabled Americans bring to our organization. We remain committed to both the belief that disabled does not equal disqualified, and the recognition that a diverse team inclusive of Americans with disabilities represents a potent workforce void of biases.

Throughout this year's observance we encourage all leaders to plan and execute appropriate ceremonies, access surveys and exhibits to help us commemorate National Disability Employment Awareness Month.

Eighth Army is strong ... and getting stronger!

Pacific Victors!

A handwritten signature in black ink, appearing to read 'R Merritt'.

RICHARD E. MERRITT  
CSM, USA  
Command Sergeant Major

A handwritten signature in black ink, appearing to read 'T S Vandal'.

THOMAS S. VANDAL  
Lieutenant General, USA  
Commanding