

TO EMPLOYEES AND APPLICANTS WHO HAVE  
RECEIVED OFFERS OF EMPLOYMENT:

Fluke Corporation is a government contractor subject to Section 503 of the Rehabilitation Act of 1973, as amended, Section 4212 of the Vietnam Era Veteran's Readjustment Assistance Act of 1974, as amended (VEVRAA), Section 7 of the Veterans Employment Opportunities Act of 1998, Section 322 of the Veterans Benefits and Health Care Improvement Act of 2000 and Section 2(b)(1) of The Jobs for Veterans Act of 2002, which require federal government contractors to take affirmative action to employ and advance in employment qualified disabled individuals, disabled veterans, recently separated veterans, Armed Forces service medal veteran and other protected veterans. If you are a disabled person, a disabled veteran, a recently separated veteran, Armed Forces service medal veteran or other protected veteran, please advise us if you would like to be considered under the Company's affirmative action program. You may inform us of your request to be considered under this program at this time or at any time in the future. Submission of this information is voluntary, and refusal or failure to provide it will not subject you to discharge, discipline, or any other adverse treatment.

This information shall be kept confidential, except that (1) supervisors and managers may be informed regarding any restrictions in the work or duties and any necessary job accommodations, (2) safety and health personnel may be informed, when and to the extent necessary, if the condition might require emergency treatment, and (3) government officials investigating compliance with these Acts shall be informed.

Any employee who believes that he or she is being discriminated against because of mental or physical disability, or because he or she is a disabled veteran, a recently separated veteran, Armed Forces service medal veteran or other protected veteran, should discuss this matter with Pam Newman, Director of Human Resources or myself.

The affirmative action program for disabled individuals and veterans is available for inspection in the Human Resources Office during the hours of 8:00 AM PST to 4:30 PM PST on business days.

  
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Minor Harris  
Senior Human Resources Manager  
Fluke Corporation