

VOLUNTARY SELF-IDENTIFICATION

Leica-Microsystems, Inc. is an Equal Opportunity/Affirmative Action Employer. Disclosure of your status as an individual with a disability, a Vietnam era veteran, a special disabled veteran, an other protected veteran, a disabled veteran, an Armed Forces Service Medal Veteran, or a recently separated veteran (one-year or three-year) is voluntary. Choosing not to self-identify will not subject you to any adverse treatment.

Please refer to the following definitions before completing:

Individual with a Disability: a person who has a physical or mental impairment that substantially limits one or more major life activities, who has a record of such impairment, or who is regarded as having such an impairment,

Vietnam Era Veteran: a person who

1. Served on active duty for a period of more than 180 days, and was discharged or released therefrom with other than dishonorable discharge, if any part of such active duty occurred:
 - a. In the Republic of Vietnam between February 28, 1961 and May 7, 1975; or
 - b. Between August 5, 1964 and May 7, 1975, in all other cases; or
2. Was discharged or released from active duty for a service-connected disability if any part of such active duty was performed:
 - a. In the Republic of Vietnam between February 28, 1961, and May 7, 1975; or
 - b. Between August 5, 1964, and May 7, 1975, in all other cases

Special Disabled Veteran:

1. A veteran 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 Department of Veterans Affairs for a disability:
 - a. Rated at 30 percent or more; or
 - b. Rated at 10 or 20 percent in the case of a veteran who has been determined under 38 U.S.C. 3106 to have a serious employment handicap; or
2. A person who was discharged or released from active duty because of a service-connected disability.
Serious employment handicap means a significant impairment of a veteran's ability to prepare for, obtain, or retain employment consistent with such veteran's abilities, aptitudes, and interests.

Other Protected Veteran: a veteran who served on active duty in the U.S. military, ground, naval or air service during a war or in a campaign or on an expedition for which a campaign badge has been authorized.

Recently Separated Veteran (One-Year): a veteran who serviced on active duty in the U.S. military, ground, naval or air service, during the one-year period beginning on the date of such veteran's discharge or release from active duty.

Disabled Veteran:

1. A veteran 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
2. A person who was discharged or released from active duty because of a service-connected disability.
Recently Separated Veteran (Three-Year); a veteran who served on active duty in the U.S. military, ground, naval or air service, during the three-year period beginning on the date of such veteran's discharge or release from active duty.

Armed Forces Service Medal Veteran: a veteran who, while serving on active duty in the U.S. 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 (61 Fed. Reg. 1209).

I belong to the following group(s):

- D Individual with a Disability

D Special Disabled Veteran

0 Disabled Veteran
- D Vietnam Era Veteran

D Other Protected Veteran

D Recently Separated Veteran (One-Year) - please provide date of separation_____

D Armed Forces Service Medal Veteran
- D Recently Separated Veteran (Three-Year) - please provide date of separation_____

Name {name}
Signature {signature_new_associate}
Date {date}

Completed forms may be returned to the Human Resources Department, Submission of this form is voluntary.