

## **Equal Opportunity Policy for Protected Veterans and Individuals with Disabilities**

Leica Microsystems/ Inc. is a federal contractor subject to Section 4212 of the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended (Section 4212) and Section 503 of the Rehabilitation Act of 1973, as amended ("Section 503"). Leica Microsystems, Inc. is committed to equal employment opportunity and it is Leica Microsystems/ Inc. policy to take affirmative action to employ and advance in employment protected veterans (disabled veterans/ recently separated veterans/ Armed Forces Service Medal veterans/ or other protected veterans) and individuals with disabilities at all levels of employment/ including the executive level. Leica Microsystems/ inc. will provide reasonable accommodation to known physical or mental limitations of an otherwise qualified employee or applicant for employment/ unless the accommodation would impose undue hardship on the operation of Leica Microsystems/ Inc.'s business.

Leica Microsystems, Inc. will recruit/ hire/ train and promote individuals in all Job titles/ and will ensure that all other personnel actions are administered/ without regard to an individual's disability or protected Veteran status. All employment decisions will be based only on valid job requirements. In addition/ employees and applicants shall not be subjected to harassment/ intimidation/ threats/ coercion or discrimination because they have engaged in or may engage in any of the following activities: (1) filing a complaint; (2) assisting or participating in an investigation/ compliance evaluation/ hearing or any other activity related to the administration of any Federal/ State or local law requiring equal opportunity for protected veterans or individuals with disabilities; (3) opposing any act or practice made unlawful by Section 4212, Section 503, their implementing regulations/ or any other Federal/ State or local law requiring equal opportunity for protected veterans or individuals with disabilities; or (4) exercising any other right protected by Section 4212, Section 503 or their implementing regulations. The full affirmative action program for individuals with disabilities and protected veterans shall be available for inspection upon request by any employee or applicant for employment during normal working hours at this location. Please contact the Human Resources Department with your request.

Campaign/Expedition	Dates		Campaign/Expedition	Dates	
	Start	End		Start	End
<b><u>Campaign or Service Medals</u></b>			<b><u>Armed Forces Expeditionary Medal (AFEM) - cont'd</u></b>		
Army Occupation of Austria	05/09/45	07/27/55	Iraq (Desert Spring)	12/31/98	12/31/02
Army Occupation of Berlin	05/09/45	10/02/90	Iraq (Northern Watch)	01/01/97	Present
Army Occupation of Germany	05/09/45	05/05/55	Korea	10/01/66	06/30/74
Army Occupation of Japan	09/03/45	04/27/52	Kosovo	03/24/99	Present
China Service Medal (Extended)	09/02/45	04/01/57	Laos	04/19/61	10/07/62
Korean Service	06/27/50	07/27/54	Lebanon	07/01/58	11/01/58
Kosovo Campaign Medal (Allied Force)	03/24/99	06/10/99	Lebanon	06/01/83	12/01/87
Kosovo Campaign Medal (Allied Harbor)	04/04/99	09/01/99	Libyan Area (Eldorado Canyon)	04/12/86	04/17/86
Kosovo Campaign Medal (Joint Guardian)	06/11/99	TBD	Mayaguez Operation	05/15/75	05/15/75
Kosovo Campaign Medal (Noble Anvil)	03/24/99	07/20/99	Panama (Just Cause)	12/20/89	01/31/90
Kosovo Campaign Medal (Sustain Hope/Shining Hope)	04/04/99	07/10/99	Persian Gulf (Desert Fox)	12/16/98	12/22/98
Kosovo Campaign Medal (Task Force Falcon)	06/11/99	TBD	Persian Gulf (Desert Thunder)	11/11/98	12/22/98
Kosovo Campaign Medal (Task Force Hawk)	04/05/99	06/24/99	Persian Gulf (Ernest Will)	07/24/87	08/01/90
Kosovo Campaign Medal (Task Force Hunter)	04/01/99	11/01/99	Persian Gulf (Southern Watch)	12/01/95	Present
Kosovo Campaign Medal (Task Force Saber)	03/31/99	07/08/99	Persian Gulf (Vigilant Sentinel)	12/01/95	02/15/97
Navy Occupation of Austria	05/08/45	10/25/54	Persian Gulf Interception Operation	12/01/95	Present
Navy Occupation of Trieste	05/09/45	10/25/54	Quemoy and Matsu Islands	08/23/58	06/01/63
Navy Units of the Sixth Fleet	05/09/45	10/25/55	Somalia (Restore Hope & United Shield)	12/05/92	03/31/95
Rwanda (Distant Runner)	04/07/94	04/18/94	Taiwan Straits	08/23/58	01/01/59
SW Asia Service Medal (Desert Shield/Storm)	08/02/90	11/30/95	Thailand	05/16/62	08/10/62
Thailand	05/16/62	08/10/62	Vietnam (including Thailand)	07/01/58	07/03/65
Vietnam Service Medal (VSM)	07/04/65	03/28/73	Vietnam Evacuation (Frequent Wind)	04/29/75	04/30/75
<b><u>Armed Forces Expeditionary Medal (AFEM)</u></b>			<b><u>Navy Expeditionary Medal and Marine</u></b>		
Berlin	08/14/61	06/01/63	<b><u>Corp Expeditionary Medal</u></b>		
Bosnia and Herzegovina (Joint Endeavor)	11/20/95	12/20/96	Cuba	01/03/61	10/23/62
Bosnia and Herzegovina (Joint Forge)	06/21/98	Present	Indian Ocean/Iran	11/21/79	10/20/81
Bosnia and Herzegovina (Joint Guard)	12/20/96	06/20/98	Iranian/Yemen/Indian Ocean	12/08/78	06/06/79
Cambodia	03/29/73	08/15/73	Lebanon	08/20/82	05/31/83
Cambodia Evacuation (Eagle Pull)	04/11/75	04/13/75	Liberia (Sharp Edge)	08/05/90	02/21/91
Congo	07/14/60	09/01/62	Libyan Area	01/20/86	06/27/86
Congo	11/23/64	11/27/64	Panama	04/01/80	12/19/86
Cuba	10/24/62	06/01/63	Panama	02/01/90	06/13/90
Dominican Republic	04/28/65	09/21/66	Persian Gulf	02/01/87	07/23/87
El Salvador	01/01/81	02/01/92	Rwanda (Distant Runner)	04/07/94	04/18/94
Grenada (Urgent Fury)	10/23/83	11/21/83	Thailand	05/16/62	08/10/62
Haiti (Uphold Democracy)	09/16/94	03/31/95			