



SEATTLE PUBLIC SCHOOLS

Equal Opportunities—Affirmative Action

Policy Statement

The Seattle School District hereby reaffirms its policy to implement equal employment opportunity for all persons without regard to race, creed, color, national origin, sex, age or handicap, except as may be necessary to meet a bona fide occupational qualification. The District shall comply with the requirements and objectives of state and national laws that are the basis for this policy. Further, this policy shall also be extended to apply to all contractors and vendors serving the Seattle School District.

Affirmative Action shall be taken to insure adherence to the policy of equal employment opportunity. The scope of this affirmative action will include all personnel policies and practices such as recruitment, employment, placement, compensation, advertisement, promotion, selection for training and transfer.

The following are the major goals of the District's Affirmative Action Program wherein is outlined specific objectives toward their attainment:

COMMITMENT To reaffirm and translate into action the Seattle School District's commitment to equal employment opportunity.

NONDISCRIMINATION Nondiscrimination regardless of race, color, creed, sex, age, national origin or handicap in all phases and in all levels of employment in the Seattle School District.

ETHNIC BALANCE To balance the staff's ethnic group representation by employing, assigning, promoting and retaining minority employees so that every level of operation in the Seattle School District will have an ethnic configuration, both male and female, that reflects the multiracial characteristics of the labor force.

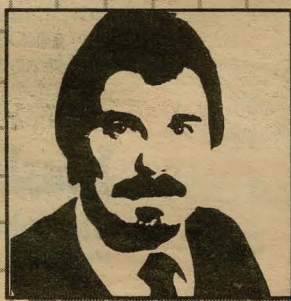
MALE/FEMALE BALANCE To balance the staff male/female representation by employing, assigning, promoting and retaining employees so that every level of operation in the Seattle School District will have a male/female ratio, in all ethnic groups, which reflects the sex ratios of the student population.

STAFF DEVELOPMENT To provide management development training and skill building programs to assure that minorities and women are prepared for positions of new and increased responsibility.

CLIMATE To foster a climate at every level of the Seattle School system in which men and women of all races, creeds, experience levels, ages and physical capabilities appreciate and accept each other.

COMPLIANCE To develop a system for compliance, monitoring, reviewing and revising the Affirmative Action Program.

The overall responsibility for monitoring, auditing and insuring compliance with this policy has been assigned to the Seattle School District's Affirmative Action Officer. While the primary responsibilities for implementation of the policy will rest with managers and supervisors, to insure attainment of the Affirmative Action Program goals and adherence to equal employment opportunity regulations, every employee will be held accountable for its support and success.



THE FLUKE QUALITY CHALLENGE

John Fluke Mfg. Co., Inc. designs, builds and markets a variety of electronic instruments for testing, measuring and controlling electrical phenomena and processes. Our employees share one common goal — to build the best product possible, test it, study it and make it better.

At Fluke, we're proud of the fact that we hire our people one at a time, carefully matching ambitions and goals to invigorating work where an individual's contribution is valued and rewarded.

If such an environment appeals to you, consider Fluke in your career deliberations. Take on Fluke's Quality Challenge, and we'll help you turn your science into an art.

For more information about us and specific job openings, please contact Sharon Chew, Employment Administrator at (206) 356-5207.

John Fluke Mfg. Co., Inc. / EOE / M/F/H
PO Box C9090, Everett, WA 98206

