

January 1, 2020

To: All Employees, Applicants, Independent Contractors, Interns, Personnel working on our premises who are employed by temporary agencies and any other persons or firms doing business for or with Teledyne

From: Al Pichelli   
President and Chief Executive Officer

Subject: Re-Affirmation of Equal Employment Opportunity

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**Policy:**

Teledyne Technologies Incorporated is committed to providing a professional work environment free from discrimination and harassment, including, but not limited to, discrimination and harassment based on a protected category and an environment free from retaliation for participating in any protected activity covered by this policy. The Company bases all employment decisions on principles of Equal Employment Opportunity and take Affirmative Action in the employment of women, minorities, individuals with disabilities and protected veterans.

In particular, it is the policy of the Company:

- To recruit, hire, promote, place, reassign, compensate (wages), train and administer all personnel actions such as benefits, transfers, layoffs, return from layoff, promotion, leaves of absence, education, working conditions, social and recreational programs to all qualified persons without regard to race, religion, color, religious creed (including religious dress and grooming practices), national origin, race, ancestry, citizenship, physical or mental disability, protected veteran and/or military status, marital status, disability status (as defined by law), sex (including pregnancy, childbirth, breastfeeding, or related medical conditions), sexual orientation, gender, gender identity, gender expression), pregnancy, age (40 years and over), medical condition (including cancer and genetic characteristics, genetic information, protected medical leaves, requesting or approved for leave under the Family and Medical Leave Act or the California Family Rights Act), domestic violence victim status, political affiliation, parental status, other non-merit based factors and any other status protected by state or federal law.
- To undertake, through affirmative efforts, to improve employment opportunities for minorities, women, individuals with disabilities and protected veterans.

In addition, Teledyne prohibits retaliation against a person who engages in protected activities covered under this policy.

Teledyne understands and supports the obligation to reasonably accommodate qualified employees with known disabilities or religious beliefs or practices in order to allow those employees to perform the essential functions of their jobs, except when such an accommodation would impose an undue hardship on the operation of the Company's business. If an employee believes a reasonable accommodation is needed based on disability or a religious belief or practice, the matter should be discussed with their supervisor or Human Resources.

Additionally, the Company fully supports the "Americans with Disabilities Act" (ADA), Section 503 of the Rehabilitation Act as amended, and the Vietnam Era Veterans' Readjustment Act (VEVRAA) as amended, and will respond to requests for job accommodations.

**Invitation to Self-Identify:**

Teledyne Technologies is both a federal contractor, sub-contractor, and, because we do business with the government, we invite protected veterans and individuals with disabilities to discuss with us any work situation that requires an accommodation. Please be advised that this information will be kept confidential and is strictly voluntary. We encourage and hope that you will complete it.

If you are applying for a job with us, this information will be requested at the time you apply and any answer you give is confidential and will not be used against you in any way.

Teledyne Technologies has an affirmative action plan, of which this statement is a part. Plan narratives for individuals with Disabilities and protected veterans are available for review by employees and others in the Human Resources' office. Any questions you may have should be addressed with Human Resources during regular business hours.