

May 10, 2002

NONDISCRIMINATION IN EMPLOYMENT

Since our founding in 1920, Snap-on Incorporated has encouraged and expected our operations around the world to practice equal opportunity in employment. Equal opportunity at Snap-on means that no employee, or applicant for employment, shall be discriminated against because of race, creed, color, national origin, sex, age, physical or mental disability, veteran status, or sexual orientation. Such equality shall include, but not be limited to: hire/rehire, promotion, demotion or transfer, recruitment, employment advertising, layoff, training, compensation, employee benefits, social and recreational programs, and employment separation.

Snap-on management takes positive steps to ensure that all applicants for employment and our employees are treated according to the above principles. Additionally, we require a similar commitment from each and every employee to uphold Snap-on's principles of nondiscrimination.

As a federal contractor obligated to meet the requirements of Executive Order 11246, as amended, an Affirmative Action Program has been prepared for this facility. It contains goals and actions that relate to equal opportunity in all employment activity. To learn more about this program I recommend you contact your supervisor or your Human Resources Representative.



Dale F. Elliott
Chairman, President & CEO