

**EQUAL EMPLOYMENT OPPORTUNITY
AFFIRMATIVE ACTION PROGRAM
STATEMENT OF POLICY**

It is the policy of BioReliance Corporation to provide equal opportunity in employment throughout the corporation for all qualified applicants and employees without discrimination because of race, color, national origin, religion, sex, age, marital status, creed, sexual orientation, veteran status, physical or mental disability, and any other characteristic protected by law, and to promote effective utilization of all employees through a position and continuing program of affirmative action throughout the corporation.

At BioReliance Corporation, the recruiting, hiring, employee benefits, compensation, training, transfer, promotion and termination of employment are all administered solely on the basis of individual qualifications without discrimination because of race, color, national origin, religion, sex, age, marital status, creed, sexual orientation, veteran status, or physical or mental disability. BioReliance Corporation maintains a formal, written plan which aids in achieving the degree of minority and female representation at all levels correlating to the recruitment area availability. Promotion and transfer of current employees, where feasible, or the direct hiring of qualified minority or female candidates into vacant positions, are used to accomplish this.

BioReliance Corporation managers and supervisors take affirmative action to insure adherence to EEO practices and provide appropriate training of personnel in their areas of responsibility.

The Senior Director, Human Resources has been appointed as the Equal Opportunity Officer, and is responsible to coordinate and monitor the Affirmative Action Plan and will audit, report, and evaluate activities which pertain to our EEO and affirmative action objectives. Employees who need assistance in clarification or resolution of EEO matters or who are interested in reviewing the Affirmative Action Plan for Individuals with Disabilities and Covered Veterans should contact the Human Resources Department, (301) 738-1000 or 1-800-756-5658, during normal working hours. The TDD/TTY number is 1-800-201-7165.

Equal employment opportunity is emphasized in employment procedures, including interviewing, advertising, hiring and company publications. It is the responsibility of all those with employment responsibility to seek to achieve the stated aims of this program. Moreover, it is the responsibility of each and every member of the staff of BioReliance to assist in achieving the aims of this policy and to make equal opportunity an actual, functioning condition of work life at BioReliance. Retaliation against any employee for making an EEO claim or participating in the investigation of a complaint is strictly prohibited and will not be tolerated.

All required posters explaining and promoting equal employment opportunity and a copy of BioReliance Corporation EEO/AA policy statement are displayed prominently at the BioReliance Corporation facility.