

EEO/AFFIRMATIVE ACTION POLICY

It is the policy of United Laboratories, Inc. to promote equal employment opportunities through a positive continuing program. This means that United Laboratories, Inc. will not discriminate against any employee or applicant for employment because of race, color, creed, religion, national origin, sex, age, mental or physical disability, or veteran status. United will take affirmative action to ensure that all employment practices are free of such discrimination.

To implement these policies, United will:

A. Recruit, hire, train, and promote persons in all job classifications without regard to race, color, creed, religion, national origin, sex, age, mental or physical disability, or veteran status.

B. Base its decisions on employment so as to further the principles of equal employment opportunity.

C. Ensure that all personnel actions, including but not limited to, hiring, upgrading, demotion, transfer, recruitment, advertising, selection, layoff, discipline, termination, employee benefits, rates of pay, training, and social recreation programs are administered without regard to race, color, creed, religion, national origin, sex, age, mental or physical disability or veteran status.

D. Ensure that promotion decisions are in accord with the principles of equal employment opportunity by imposing only valid requirements for promotion.

Equal employment opportunity is the law and the practice of United. Management is committed to the goal of equal employment opportunity, and we expect each employee to cooperate to achieve this goal. To ensure that this policy is carried out, we have named Julie Remington as the Equal Employment Opportunity Coordinator. As such, Ms. Remington has the responsibility for implementing and administering the affirmative action plan. Any employee or applicant wishing to review the affirmative action plans under the Rehabilitation Act or the Vietnam Era Veterans Readjustment Assistance Act should contact Ms. Remington during regular office hours.

Sincerely,

Thomas Banach
Chief Financial Officer