



PSS
Insourcing Solutions

Professional Scientific Services®

An Award Winning Insourcing Model



Eurofins PSS Insourcing Solutions® (PSS) is a global, award-winning managed service provider that places our people at your site dedicated to running and managing your laboratory services while eliminating headcount, co-employment and project-management worries.

Currently providing services in approaching 20 countries throughout North America, Europe and Asia Pacific, PSS also solves the challenges associated with the EU Temporary Agency's Workers Directive 2008/104.

Partner and prosper with PSS Insourcing Solutions®

Do you have the workload but not the workforce?

Typically, companies use two types of staff—either their own employees or a temporary workforce. In today's economic environment, fewer firms are adding employees to their payroll and instead are turning to temporary workers to meet their expanded workloads; however, temporary staffing solutions pose a magnitude of challenges for the end user, including co-employment concerns, European regulations, long-term needs.

How we can help

Eurofins PSS Insourcing Solutions® (PSS) employs and manages full-time employees to perform a defined scope of work at your facility. Our project-based insourcing solutions are specifically designed to give you laboratory services support with flexible timeframes and no worries about co-employment and other regulatory concerns, at lower costs than fixed headcounts.

We infuse our 60-year track record of scientific and laboratory operations expertise, as well as HR and great place to work best practices, to recruit, hire, train and manage highly qualified scientists to perform laboratory services at your site, using your quality systems and equipment. Our teams will even help you set up your laboratory and validate equipment according to your SOPs and Lean laboratory practices on a project basis. PSS employees are offered Lean training as a part of the core training curriculum.

Our PSS program, including onsite management, can accommodate groups of any size and we adjust the length of term to meet your needs. With our model, you typically contract with us for a minimum of two years, but the term of service can last as long as needed.

Our PSS Philosophy

We know how to find great people. We know how to take great care of them, so they in turn will take great care of our clients. That is the PSS philosophy.

Eurofins PSS Insourcing Solutions® is the leading managed service provider offering career advancement opportunities, training, development and a comprehensive benefits package. Offering these additional benefits allows us to attract, retain and motivate high-caliber employees to serve you. We guarantee our model and indemnify clients from co-employment under our practices. Our on-site dedicated leaders manage our full-time employees and scope of services with measurable KPIs and service metrics to ensure we exceed your expectations.

Our PSS Guarantee

Our output per money spent will exceed that of other suppliers, through effective metric-driven management, LEAN project support/management, and cross utilization of resources.

Celebrating 20 years of service with our award-winning PSS service model, we are the only insourcing solutions provider that has been recognized with sixteen strategic partner awards in the past thirteen years for exceeding our client's expectations with this program.



Why Choose Eurofins PSS?

Eurofins PSS Insourcing Solutions® has offered this insourcing model for 20 years, and our insourcing partnerships have grown to more than 3,000 employees, serving customers at more than 110 different sites worldwide. This program offers significant benefits, including:

- Provides insourcing services for a defined scope of work managed by our technical leaders.
- Provides you with the security of keeping your projects in your facility.
- Solves potential co-employment issues and challenges associated with staff augmentation.
- Avoids the turnover rate that traditional temporary staffing programs face by offering job security, employee benefits, great place to work practices, and more long-term career opportunities.
- Usually costs you less than the long term costs of your own full-time employees with a comprehensive benefits package, including training and overhead costs.
- Gives you a detailed scope of the effectiveness of the insourcing program through performance management metrics and LEAN cost saving initiatives.
- Provides a resource for technical expertise and support through laboratory staff at our network of global facilities.

Technical Disciplines

We can set up and run your laboratories to support comprehensive services ranging from early phase to finished products, including:

- CMC Project Management and Resourcing
- Sample and Data Management
- Metrology/Asset and Inventory Management
- Manufacturing Support
- Discovery Research
- Laboratory Testing
- Cell Banking Services
- Facility Validation
- Medical Device Support
- Process Development
- Quality Control
- Quality Assurance
- Technical Writing
- International Regulatory Support/Transfers
- Bioinformatics/Data Modeling
- Automation
- Regulatory Submissions
- LEAN Operations/Laboratory Design
- Clinical Study Management
- Training

Read our full scope of services for additional details.

What our customers are saying

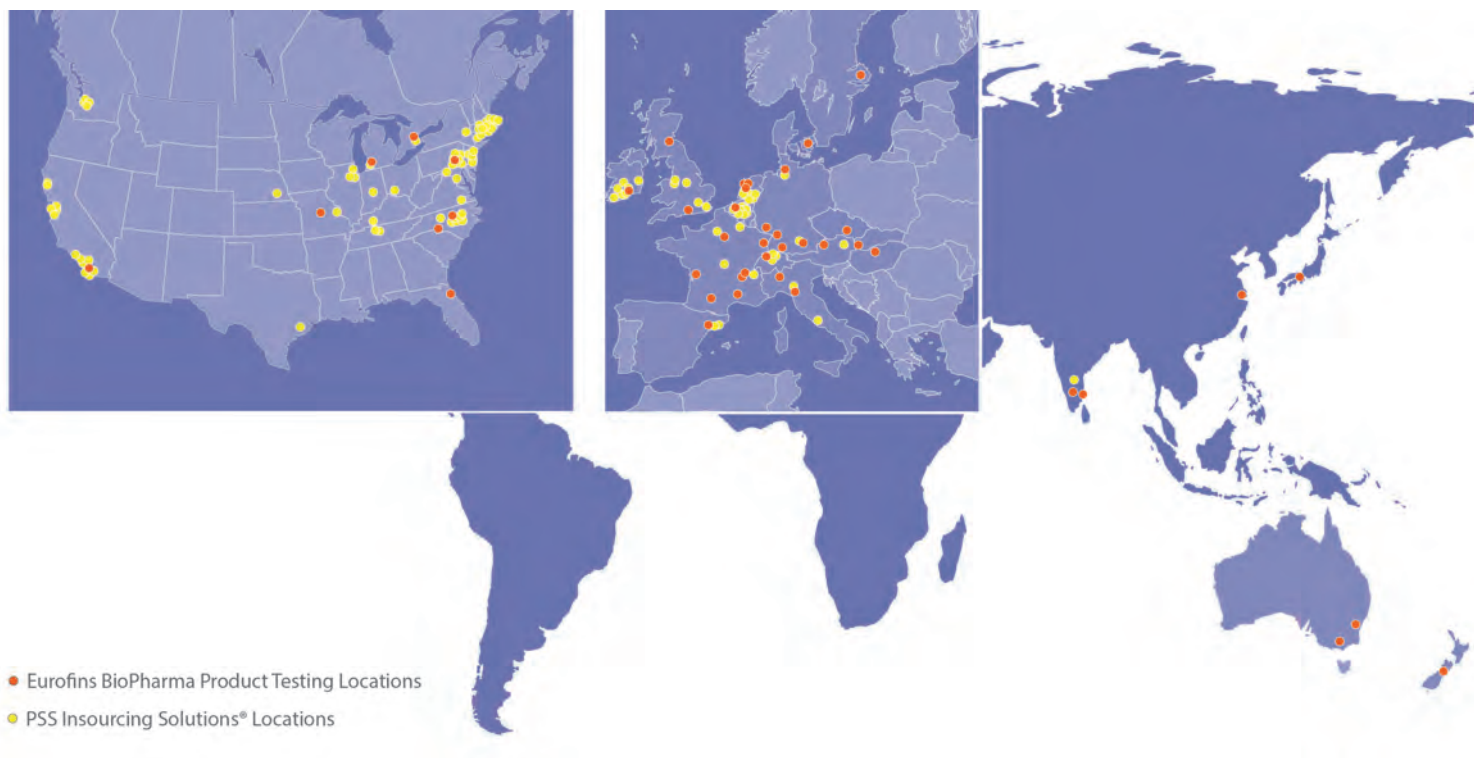
Here is what some of our PSS clients have to say:

“We needed a very fast, cost-effective, non-temp staffing solution to address our critical business needs and expand our drug development capabilities. Eurofins Lancaster Laboratories Professional Scientific Services allowed us to have all the benefits of full-time, highly qualified scientists from an experienced contract lab in our lab, using our methods and SOPs, without co-employment issues more quickly and cost-effectively than we could have ever accomplished. We had not anticipated all the benefits,” says a leading biotech firm executive & Professional Scientific Services customer. This PSS site grew to more than 70 people.

“In our case, we had several issues to solve. We had a lot of projects that had to be done very quickly and didn’t have the people to do them. And with the extremely tight turn-arounds required, outsourcing may have taken too long. Finally, to be perfectly honest, we had some proprietary methods and analytical techniques that we really preferred to keep in-house. Addressing every problem we had, Professional Scientific Services gave us the means of getting our work done by high-level scientists with our methods in our house faster than outsourcing,” says an executive with a global pharmaceutical company & Professional Scientific Services customer. This PSS site has grown to 10 people.

“I was so impressed with the quality and professionalism of Lancaster Laboratories’ Professional Scientific Services team, I would request PSS services for future growth vs. hiring my own staff,” says a senior executive with one of the world’s largest R&D firms & Professional Scientific Services customer. This PSS site has grown to more than 85 people.

Note: While these are the words of PSS customers, Eurofins’ Professional Scientific Services confidentiality agreements protect our customers’ anonymity.



PSS Insourcing Solutions

Discover Why People Are The Most Important Element In Our Chemistry

To learn more about Eurofins PSS Insourcing Solutions® and how we can solve your insourcing challenges, please visit Eurofins.com/PSS or contact pharma@Eurofins.com

Upstream and Downstream GMP/GLP Testing & Support Services

Analytical Chemistry
 Microbiology
 Environmental Monitoring
 Biochemistry

Stability Testing
 Biopharmaceuticals
 Process Development
 Method Development & Validation

Cell & Molecular Biology
 Bioassay Characterization
 Immunochemistry
 Project Management

Sample Management
 Quality Assurance
 Lean Laboratory Design & Validation
 Regulatory and Technical Training