



BioPharma Product Testing  
PSS Insourcing Solutions

## Professional Scientific Services<sup>SM</sup>

An Award Winning Model



Eurofins' Professional Scientific Services<sup>SM</sup> (PSS) is an award-winning insourced contingent workforce solution that places our people at your site dedicated to the success of your projects, eliminating headcount, co-employment and project-management concerns.

**PSS also solves the challenges associated with the EU Temporary Agency's Workers Directive 2008/104.**

## Do you have the workload but not the workforce?

Typically, bio/pharmaceutical 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:

- Companies using temporary workers face many restrictions to avoid co-employment concerns, including turnover and continual training.
- Strict IRS guidelines, such as the 20 Factor Test, are used to determine whether or not a contingent worker should really be considered an employee.
- European regulations, such as the EU Temporary Agency's Workers Directive 2008/104, enforce equal treatment of permanent and agency workers in respect to working time, pay and other employment rights.
- Temporary staffing does not work for long-term needs, as there is typically a maximum timeframe of five years for temporary employees

## How we can help

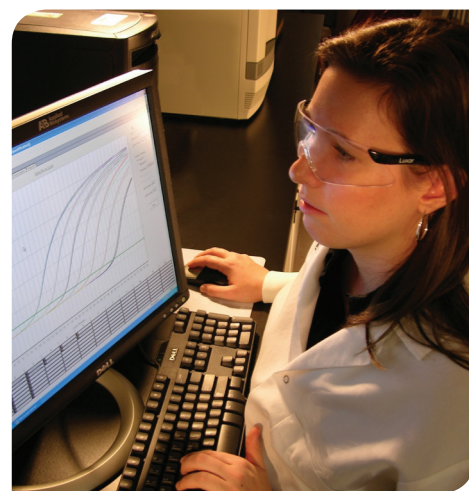
Eurofins' Professional Scientific Services<sup>SM</sup> (PSS) provides insourcing solutions specifically designed to give you laboratory services support with flexible timeframes and no worries about co-employment and other regulatory concerns, at lower costs than fixed headcounts.

We infuse our more than 50-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 as needed.

Eurofins' Professional Scientific Services employs full time employees and provides a comprehensive benefits package, as well as training, development and career advancement opportunities. 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 provide you with scientific insourced services free from co-employment.

Our PSS program 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 one to five years, but the term of service can last as long as needed.

Celebrating more than 13 years of service with our award-winning PSS service model, we are the only insourcing solutions provider that has been recognized with eight strategic partner awards in the past seven years for exceeding our client's expectations with this program.



## Why Choose Eurofins' PSS?

Eurofins' Professional Scientific Services has offered this insourcing model for more than a decade, and our insourcing partnerships have grown to more than 1,000 employees, serving customers at more than 50 different sites worldwide. This program offers significant benefits, including:

- Provides in-sourcing services managed with our technical expertise.
- Solves potential co-employment issues associated with hiring traditional temporary staff.
- Costs you less than your own full-time employees.
- Avoids the turnover rate that traditional temporary staffing programs face by offering employees benefits, great place to work practices, and a more long-term employment opportunity.
- Provides you with the security of keeping your projects in your facility.
- Gives you a detailed scope of the effectiveness of the insourcing program through performance management metrics.
- Offers you a contingency plan for emergency situations. If facility issues prevent on-site testing, work can be transferred to our laboratory facilities, and our personnel can be trained to provide emergency manpower.
- Provides a resource for technical expertise and support through laboratory staff at our facilities.

## Technical Disciplines

- |                            |  |                             |
|----------------------------|--|-----------------------------|
| • Analytical Chemistry     | • Biopharmaceuticals                       | • Cell & Molecular Biology  |
| • Microbiology             | • Process Development                      | • Immunochemistry           |
| • Environmental Monitoring | • Biomedical Engineering                   | • Sample Management         |
| • Proteomics               | • Method Development/<br>Method Validation | • Medical Device Testing    |
| • Biochemistry             | • Microscopy                               | • Engineering               |
| • Quality Assurance        | • Bioinformatics                           | • Project Management        |
| • Sampling                 | • Genomics                                 | • Bioassay Characterization |
| • Stability                |  |                             |

## Cost

Placing our workers in your facility will cost you less than your own full time employees, while providing a variable cost resource. While our PSS hourly billable rate may be higher than that of a temporary staffing firm, our total delivered cost will be much lower when you factor in your training and retraining costs for temporaries, along with the productivity of temporary versus our employees. Our PSS Guarantee—our output per dollar spent will exceed that of other suppliers.

## What our customers are saying

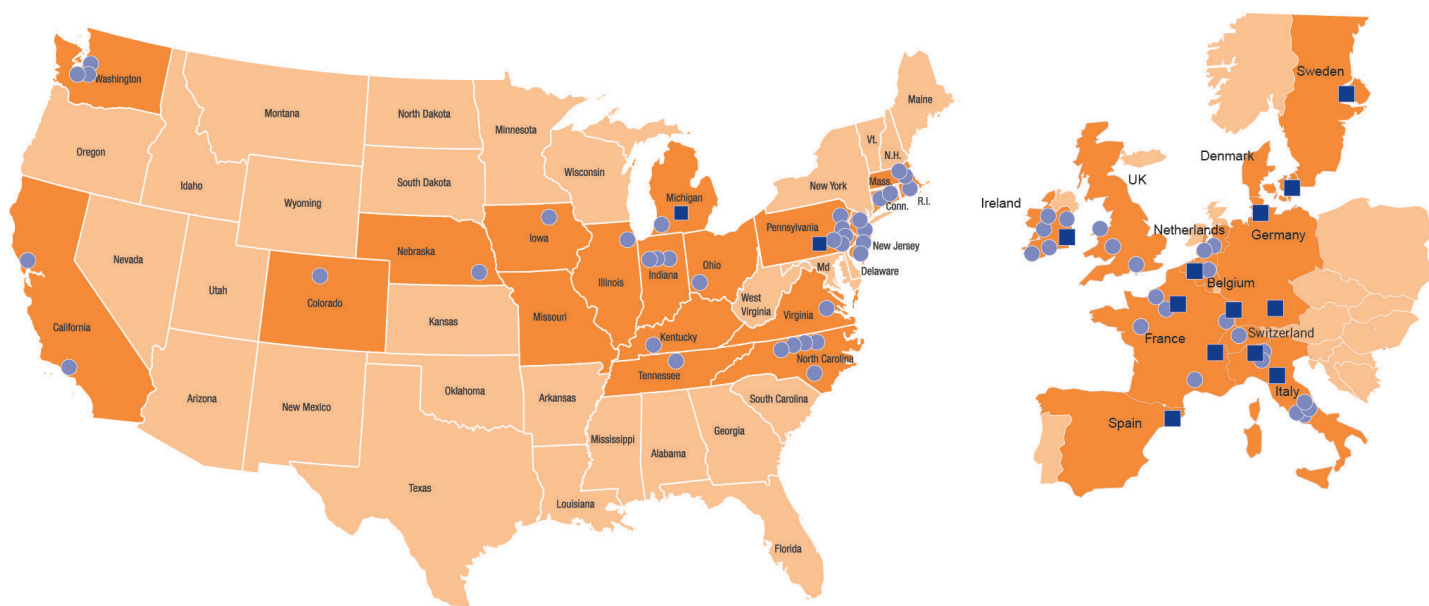
**Here is what some of our PSS clients have to say:**

"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.



- Eurofins BioPharma Product Testing Laboratory Locations
- Eurofins Lancaster Laboratories PSS Locations



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## Discover Why People Are The Most Important Element In Our Chemistry

To learn more about Eurofins' Professional Scientific Services<sup>SM</sup> and how we can solve your insourcing challenges, please visit [Eurofins.com/Biopharma](http://Eurofins.com/Biopharma) or contact PSS President, Beth DiPaolo at 717-556-7211 or [BethDiPaolo@EurofinsUS.com](mailto:BethDiPaolo@EurofinsUS.com).

### Services

Chemistry/Biochemistry  
Cell Banking Services  
Facility & Process Validation  
Method Development & Validation  
Microbiology  
Molecular & Cell Biology

Raw Materials Testing  
Release Testing  
Residuals & Impurities Testing  
Stability Testing & Storage  
Viral Clearance & Viral Safety  
Professional Scientific Services<sup>SM</sup>

### Facilities

Belgium  
Denmark  
France  
Germany  
Ireland  
Italy  
Spain  
Sweden  
U.S.

The largest network  
of harmonized  
bio/pharmaceutical  
GMP product testing  
labs worldwide.

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