



NOTICE TO APPLICANTS FOR EMPLOYMENT

Diagnostic Laboratory Services, Inc. (DLS) is a government contractor subject to the Rehabilitation Act of 1973 and the Vietnam Era Veteran's Readjustment Assistance Act of 1974, which require contractors to take affirmative action to employ and advance in employment qualified disabled individuals, disabled veterans, and veterans of the Vietnam Era.

If you have a disability, are a disabled veteran or Vietnam Era veteran, and would like to be considered under the company's affirmative action program, you are invited to identify yourself. Provision of such information is completely voluntary and refusal to provide it will not subject you to any adverse treatment.

A disabled individual is any person who (1) has a physical or mental impairment which substantially limits one or more of such person's major life activities, (2) has a record of such impairment, or (3) is regarded as having such an impairment. A disabled individual is "substantially limited" if he or she is likely to experience difficulty in securing, retaining, or advancing in employment because of a disability.

If you identify yourself as disabled, your advice will be asked regarding proper placement and appropriate accommodation. Information obtained in response to such inquiries will be kept confidential, except that: (1) supervisors and managers may be informed regarding restrictions on the work or duties of disabled individuals and regarding accommodations, (2) first aid and safety personnel may be informed, where and to the extent appropriate, if the condition might require emergency treatment, and (3) government officials investigating compliance with the Rehabilitation Act shall be informed.

A special disabled veteran is a veteran who is entitled to compensation under laws administered by the Veteran's Administration, or a person who was discharged or released from active duty because of a service-connected disability.

A veteran of the Vietnam Era is a person who (1) served on active duty for a period of more than 180 days, any part of which occurred between August 5, 1964 and May 7, 1975, and was discharged or released therefrom with other than a dishonorable discharge, or (2) was discharged or released from active duty for a service-connected disability if any part of such active duty was performed between August 5, 1964 and May 7, 1975.

If you are an employee, you may identify yourself as disabled, a special disabled veteran or veteran of the Vietnam Era by contacting the Human Resources Department. An employee may inform the company at any future time of his or her desire to benefit under the program. If you are an applicant, you should identify yourself to the interviewer or other employer representative receiving your application.

The Affirmative Action Program for the Disabled, Special Disabled Veterans, and the Veterans of the Vietnam Era is available for inspection to any employee or applicant for employment upon request. The program may be reviewed at the Human Resources Department during regular working hours.



EQUAL EMPLOYMENT OPPORTUNITY

It is the policy of Diagnostic Laboratory Services, Inc. to recruit, hire, train, and promote individuals in all job titles without regard to race, color, religion, national origin, sex, age, marital status, sexual orientation, veteran status, disability, arrest, or court record except where the arrest and court record has a substantial relationship to the functions of the job.

Employment and promotion decisions will be made in accord with the principles of equal employment opportunity. Personnel actions such as compensation, benefits, transfers, layoffs, returns from layoff, company-sponsored training, education, tuition assistance, or social recreational programs will be administered in an equitable and nondiscriminatory manner. Affirmative action will be taken to employ and advance in employment qualified women, minorities, "Vietnam Era" veterans and persons with disability, including disabled veterans.

The President of Diagnostic Laboratory Services, Inc. has overall responsibility for the organization's Equal Opportunity Policy. The Vice President of Human Resources may represent the President in all matters related to this Policy and Affirmative Action Plan.

The Vice President of Human Resources, with the assistance of designated staff, is responsible for conducting periodic audits to ensure compliance with organizational policy as well as state and federal laws regulating equal employment opportunity and affirmative action. Where the need for additional action is indicated, the Vice President of Human Resources will recommend corrective measures to management staff.

Managers and Supervisors are accountable for seeing that the Equal Opportunity Policy and Affirmative Action Plan are carried out in relation to selection, promotions, transfers, training, assignments, and other conditions of employment as they apply to employees within their departments.

John W. Edwards, Jr., M.D.
President

