



**Equal Employment Opportunity (EEO)  
and Affirmative Action Policy Statement**

It is the policy of all Ferndale Pharma Group, Inc. companies (Ferndale) to affirmatively provide equal employment and advancement opportunities to all persons regardless of race, color, religion, sex, national origin, status as a protected veteran, physical or mental disability, sexual orientation, age, or other legally protected status.

Our EEO and Affirmative Action policy relates to all phases of employment, including, for example, recruitment, employment, placement, promotion, demotion or transfer, layoff, recall and termination, rates of pay or other forms of compensation, benefits, selection for training, use of all facilities and participation in all Company-sponsored employee activities.

It is the responsibility of each supervisor and manager to ensure affirmative implementation of this policy to promote equal opportunity and prevent any discrimination in employment. Decisions related to personnel policies and practices shall be made on the basis of an individual's capacity to perform a particular job and the feasibility of any necessary job accommodation. Ferndale will make every effort to provide reasonable accommodations to any physical and mental limitations of individuals with disabilities and protected veterans.

Employees and applicants will not be subjected to harassment, intimidation, threats, coercion, discrimination, or retaliation because they have engaged in or may engage in any activity protected by state, federal or local anti-discrimination laws.

I have appointed the Senior Human Resource Manager, Karey Crozier, as the Equal Employment Opportunity (EEO) Coordinator for Ferndale. Any applicant or employee who believes he or she is being treated in a manner in violation of this policy should bring the matter to the attention of the EEO Coordinator or me immediately. The EEO Coordinator's responsibilities include monitoring our affirmative action program and reporting to me at regular intervals on our results and progress.

If you have any questions regarding our EEO, affirmative action and/or harassment policies, or the complaint procedure, please contact Karey Crozier in Human Resources or me for assistance. Parts of the Affirmative Action Plan may be reviewed, as appropriate, by making an appointment with Human Resources.

As President and Chief Operating Officer, I fully support and am committed to the principles of Affirmative Action and Equal Employment Opportunity. I expect and rely upon all employees, at all levels, to aid in the implementation of this program and be accountable for complying with the objectives of the Affirmative Action and Equal Employment Opportunity policy.

**Michael J. Burns, PhD**  
President and COO  
Ferndale Pharma Group, Inc.