



Lancaster Laboratories PSS
Insourcing Solutions



An Introduction to PSS Insourcing Solutions

**You drive development.
We'll offer directions.**



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What is Eurofins Lancaster Laboratories PSS Insourcing Solutions[®] ?



Eurofins Lancaster Laboratories PSS Insourcing Solutions is a program that places our exclusively managed laboratory services team to execute a scope of work or project directly at the client's site, using the client's laboratories and quality systems. We collaborate with clients as a strategic partner to

understand their distinct body of work. Our PSS management team hires, trains and exclusively manages our highly skilled team that can perform work in a variety of technical disciplines spanning the drug development pipeline.

Adopting this insourcing approach allows organizations to benefit from the expertise of an experienced laboratory testing provider, while affording clients the security associated with keeping projects, proprietary methods and analytical techniques in house.

This model frees organizations to devote their focus and resources on navigating today's increasingly challenging R&D landscape as well as provides a more flexible and cost-effective route to putting in place teams of specialists that can help meet shorter development timescale demands.

Why do some pharmaceutical and biopharmaceutical companies choose an external service provider to insource services instead of using temporary staffing?

Temporary staffing solutions pose a magnitude of challenges for the end user, including:

- Restrictions associated with how long they can work in clients' environments due to co-employment concerns.
- Temporaries are managed by the clients, taking up their valuable resources for recruiting, training, and management of resources, with many prematurely leaving prior to clients reaping the benefit of these efforts.
- Strict IRS guidelines and class action law suits in the U.S. have driven clients to minimize the use of temporary staffing in their environments.
- 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; depending on the country and client policies, limits can be as short as 6 months to up to 2 years, traditionally making it difficult to replace and retrain for work that extends beyond those terms.

What is PSS's approach for hiring and retaining quality employees?



"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's the PSS philosophy."

PSS infuses our more than 55-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 staff to fulfill client needs.

We offer comprehensive benefits package, as well as technical, quality, and ethics training, development and career advancement opportunities to attract, retain and motivate high-caliber employees to serve our clients.

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What services does PSS offer?

Our PSS Insourcing Solutions® program provides an innovative and strategic partnership for clients who require scientists and related support staff at their facility. We have proven success providing dedicated staffing for a variety of technical disciplines that span the drug development pipeline from early phase development to finished product testing.

Scientific disciplines include, but are not limited to:

<ul style="list-style-type: none">• Analytical Chemistry• Microbiology• Environmental Monitoring• Proteomics• Biochemistry• Quality Assurance• Sampling• Stability• Biopharmaceuticals• Process Development• Biomedical Engineering• Method Development/Method Validation	<ul style="list-style-type: none">• Facility Validation• Microscopy• Bioinformatics• Genomics• Cell & Molecular Biology• Immunochemistry• Sample Management• Medical Device Testing• Engineering• Project Management• Bioassay Characterization
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What are the key benefits of Insourcing for pharmaceutical and biopharmaceutical companies?

As pharmaceutical and biopharmaceutical companies face increasingly daunting R&D headwinds with considerable time and cost pressures, the trend toward insourcing laboratory services continues to grow.



Benefits of insourcing include:

- Reduces headcount;
- Avoids the turnover rate associated with traditional temporary staffing programs;
- Frees up client's limited resources to focus on core priorities;
- Partners with experts in setting up, LEANing, and running labs;
- Eliminates co-employment and project-management worries;
- Offers flexibility for short-term, or long-term projects;
- Provides the security of keeping projects at the client's facility;
- Addresses immediate turnaround times;
- Minimizes costs;
- Condenses product development cycles.

Why has Eurofins Lancaster Laboratories PSS Insourcing Solutions become so successful?

Celebrating 15 years, Eurofins Lancaster Laboratories Professional Scientific Services has offered this insourcing model longer than most in the industry, earning award-winning strategic insourcing partnerships. As a testimony to its success, PSS has grown exponentially, currently employing more than 1,500 employees, who serve clients in 15 countries at more than 70 different sites worldwide.

PSS offers the most advanced, sophisticated biopharmaceutical managed laboratory testing services from early phase development to finished product testing, as well as comprehensive laboratory management, including:

- GMP LEAN Laboratory Design and Validation
- Regulatory and Technical Training
- LEAN Project Support/Management
- Upstream and Downstream Services

Our PSS program is flexible to accommodate groups of any size, currently from 2 – 300, and we adjust the length of term to meet clients' needs. With our model, clients typically contract with us for two to five years, but the term of service can last as long as needed. PSS's first client has continuously used PSS services for the last 15 years. We can also offer a contingency plan for emergency situations. PSS employees can travel to other client sites to provide interim services with PSS managing the management, immigration, and travel priorities. In addition, the largest clients use PSS strategically with other service models by traveling to our laboratory facilities to train FTE teams when clients are restricted with growth at their facilities.

Partner and prosper with PSS.

Attend Eurofins' Presentation: Strategic Decision Making for Effective Partnering

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