

Corporate Giving Program

PharmaNet/i3 believes it is important to contribute to the global community through charitable giving and civic activities that support the Company's mission and values. Clarification of its giving policy provides transparency to the process by which grants, programs, projects or donations are selected for funding.

In addition to donations, the Company also believes that it should encourage community involvement, volunteering and charitable giving amongst its employees and will endorse this belief with an annual *PharmaNet/i3 Social Awareness Award* for employees. The Company's corporate giving program focuses its efforts on health but may include anti-poverty, education, the arts, environmental conservation and community development initiatives.

A budget is approved annually by PharmaNet/i3 executive management for corporate giving activities. The Corporate Giving Committee, comprised of designated members of the senior management team, human resources and marketing/communications, will administer and allocate resources to projects and programs according to the selection criteria. PharmaNet/i3 will not support any organizations that are known to discriminate for reasons of race, religion, sexual orientation or gender. The Company will not make donations to organizations with a religious or political focus.

The Company's Corporate Giving Program includes but is not limited to the following elements:

Employee volunteering

PharmaNet/i3 supports its communities through an employee volunteer program. It also wants to encourage its employees to demonstrate socially responsible behavior in their personal lives. The Corporate Giving Committee may select certain programs in which employees can participate on a local and global basis.

PharmaNet/i3 Social Awareness Award

The Company will award one employee per year, who has best demonstrated the concepts of community awareness, charitable giving and volunteering, with a \$5000 donation to the charity of his or her choice, within certain restrictions.

Charitable Donations

The Company may make charitable contributions periodically that meet the Company's selection criteria and are focused on health, the arts, anti-poverty, education, environmental conservation and community development initiatives. Donations may be monetary or in the form of professional services. The Company may allocate funds or match employee donations outside of this policy on an emergency basis in the event of natural or other disaster.