



### **Employee Qualifications Policy of Advanced Instruments, LLC (“AI”)**

Due to inconsistent, inapplicable and unduly burdensome requirements, as well as significant concerns over protection of employee privacy, AI hereby issues the following policy regarding its and its employees’ compliance with customer requirements for AI personnel performing repair, maintenance or service of AI products at a customer site.

AI personnel are not involved in patient care and do not review patient records. To be clear, AI employees do not engage in client/patient care or have access to client/patient records.

The following describes AI’s approach qualifications for all employees, which balances reasonable customer expectations and employee privacy:

1. AI performs a seven-year criminal history check on all new employees and uses this information for lawful purposes to determine eligibility for hiring. AI does not hire employees convicted of an offense of moral turpitude such as fraud or a sexual offense and conviction of such an offense during employment is grounds for termination.
2. It is AI’s policy that employees not be under the influence of alcohol or illegal drugs during work hours. Violation of this policy is grounds for termination. In accordance with currently recognized best practices, we do not conduct drug testing at the time of hire or during employment, absent unusual circumstances.
3. AI rejects any customer requirements that seek to impose a drug testing regime or a stricter or different criminal records check than what AI currently conducts.
4. AI does not currently impose vaccination requirements on its employees. AI will address customer vaccination requirements for on-site personnel on a case-by-case basis. AI rejects any customer requirements for AI to broadly impose vaccination requirements on all or some of its employees.

To the extent that any terms in a customer agreement conflict with this policy, however included, such as in a signed agreement, they are hereby explicitly rejected and void.

Any questions regarding this policy can be addressed to the undersigned at [matthew.hoyer@aicompanies.com](mailto:matthew.hoyer@aicompanies.com)

A handwritten signature in blue ink that reads "Matthew C. Hoyer".

Matthew C. Hoyer  
General Counsel