

Consent Statement

Version 1.3 (update: January 1st, 2018)

U.S. Certifications

I certify that the answers to be provided to the questions and the statements made on this Candidate Profile, in any future applications, and in the hiring process (including statements on the attached resume, and inserted forms if any) are true. I understand that a false statement, a false answer, an omission or a misleading statement may result in a decision not to hire me, the withdrawal of any offer of employment, or the termination of my employment with the Company regardless of when such false, misleading, or erroneous information is discovered.

I understand that if hired, unless I am employed under a specific written contract or collective bargaining agreement, my employment with the Company will be "at will" and that my employment may be terminated at any time with or without cause and with or without notice. I understand that no representative of the Company has any authority to make any assurances, representations or promises contrary to the "at-will" nature of my employment unless it is in writing signed by an authorized officer of the Company. I understand that I may terminate my employment with or without cause and with or without notice at any time. I further agree that the Company reserves the right to make unilateral changes to the terms and conditions of my employment. For purposes of these U.S. Certifications, the "Company" shall mean EMD Serono, Inc., EMD Serono Research and Development Institute, Inc., EMD Accounting Solutions & Services America, Inc., EMD Millipore Corporation, Sigma-Aldrich Corporation, and each of their respective U.S.-based subsidiaries, as applicable

I authorize the Company or its agents to investigate my references and communicate with my former employers concerning my employment unless specifically stated otherwise in this application.

I authorize all individuals, schools, and employers named, and all financial institutions, law enforcement agencies, and all persons except as specifically limited on this application to provide information requested about me, and I promise I will not bring any legal claims or actions against my current or former employers due to their responses to any job reference request.

I further understand that the completion of an application with the Company is a preliminary step to employment. It does not obligate the Company to offer employment to me, or for me to accept employment. I further acknowledge that if offered employment, any offer of employment may be a conditional offer of employment pending successful completion of a drug screening and/or criminal background check.

I confirm that I have not been excluded, debarred, suspended, or am otherwise ineligible to participate in federal healthcare, procurement, or other governmental programs.

I understand that no supervisor or manager may alter or amend the above conditions except in writing, signed by the President or his designee.

FOR MARYLAND APPLICANTS: UNDER MARYLAND LAW, AN EMPLOYER MAY NOT REQUIRE OR DEMAND, AS A CONDITION OF EMPLOYMENT, PROSPECTIVE EMPLOYMENT OR CONTINUED EMPLOYMENT, THAT AN INDIVIDUAL SUBMIT TO OR TAKE A LIE DETECTOR OR SIMILAR TEST. EMPLOYER WHO VIOLATES THIS LAW IS GUILTY OF A MISDEMEANOR AND SUBJECT TO A FINE NOT EXCEEDING \$100.

FOR MASSACHUSETTS APPLICANTS: IT IS UNLAWFUL IN MASSACHUSETTS TO REQUIRE OR ADMINISTER A LIE DETECTOR TEST AS A CONDITION OF EMPLOYMENT OR CONTINUED EMPLOYMENT. AN EMPLOYER WHO VIOLATES THIS LAW SHALL BE SUBJECT TO CRIMINAL PENALTIES AND CIVIL LIABILITY.

THE COMPANY DOES NOT USE LIE DETECTOR TESTS AS PART OF THE APPLICATION PROCESS.

FOR MONTANA APPLICANTS: THE EMPLOYMENT RELATIONSHIP IS GOVERNED BY THE WRONGFUL DISCHARGE FROM EMPLOYMENT ACT. Mont. Code Ann. § 39-2-901.

FOR RHODE ISLAND APPLICANTS: IF YOU PROVIDE FALSE INFORMATION ABOUT YOUR ABILITY TO PERFORM THE ESSENTIAL FUNCTIONS OF THE JOB, WITH OR WITHOUT ACCOMMODATIONS, YOU MAY BE BARRED FROM FILING A CLAIM UNDER THE PROVISIONS OF THE WORKERS' COMPENSATION ACT OF THE STATE OF RHODE ISLAND.

FOR CALIFORNIA APPLICANTS: I RECOGNIZE THAT I MAY WAIVE MY RIGHT TO RECEIVE A COPY OF ANY PUBLIC RECORD OBTAINED BY THE COMPANY WHEN CONDUCTING A BACKGROUND INVESTIGATION OF ME PER THE REQUIREMENTS OF CALIFORNIA'S INVESTIGATIVE CONSUMER REPORTING AGENCIES ACT (CALIFORNIA CIVIL CODE § 1786, ET SEQ.). I MAY WAIVE MY RIGHT BY CHECKING THIS BOX:

☐ I DO NOT WISH TO RECEIVE A COPY OF ANY PUBLIC RECORDS OBTAINED BY THE COMPANY ABOUT ME THROUGH NON-ICRA SOURCES.

I represent and warrant that: (a) I will read the questions and statements made on this Candidate Profile and in any future applications; (b) I fully understand the such questions and statements and seek employment under the conditions set forth in this Candidate Profile, in any future applications, and in the hiring process; and, (c) the answers provided to the questions and statements made on this Candidate Profile, in any future applications, and in the hiring process (including statements on the attached resume, and inserted forms if any) are true.