

MEDPACE

CORPORATE RESPONSIBILITY REPORT

2019-2020



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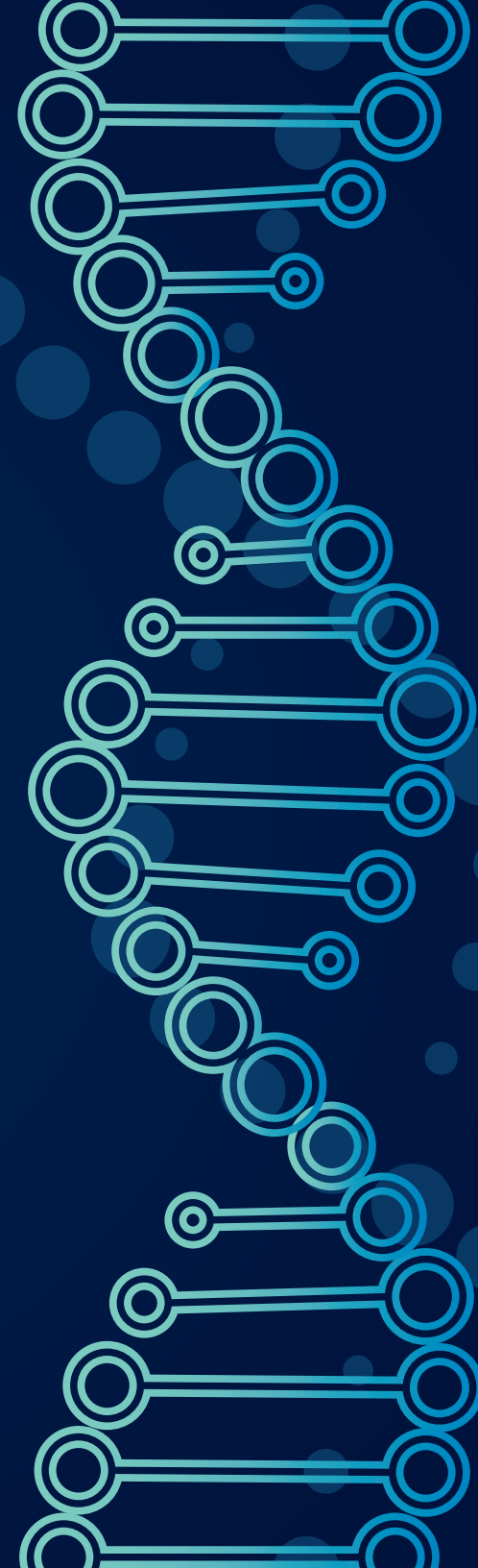
ABOUT MEDPACE

Medpace Holdings, Inc., and its global affiliates (“Medpace”) is a scientifically-driven, global, full-service clinical contract research organization (CRO) providing Phase I-IV clinical development services to the biotechnology, pharmaceutical and medical device industries. Headquartered in Cincinnati, Ohio, Medpace employs approximately 3,400 people across 38 countries.*

MISSION

Medpace’s mission is to accelerate the global development of safe and effective medical therapeutics. In furtherance of this mission and as a CRO, Medpace is a critical link connecting lifesaving innovations in medicine and medical devices with the communities of patients who depend on them. Medpace is committed to engaging with its stakeholders (employees, customers, and vendors) to uphold the highest environmental, social, and governance values while maximizing value to shareholders. As a publicly traded company, Medpace acknowledges the importance of transparency, and is dedicated to ensuring that all aspects of its operations are subject to evaluation and scrutiny in line with its mission and values.

*As of June 30, 2020



MESSAGE FROM OUR CEO



August J. Troendle, M.D.
*President, Chief Executive Officer and
Chairman of the Board of Directors*

Dear Associates and Investors,

We are pleased to present to you and the public, our 2019-2020 Corporate Responsibility Report.

At Medpace, our mission is to accelerate the global development of safe and effective medical therapeutics. We pursue our mission through responsibly managing our company and promoting an environment where our most valuable assets, our people, will thrive. This requires we be sensitive to the needs of our associates, as well as all our support partners and vendors, the patients we care for, and the communities in which we operate and all our stakeholders lives.

Our view of corporate responsibility revolves around prioritizing ethical behavior in all we do, from our approach to executing clinical trials, to our interactions with our sponsors and investors, to the way we interact with the world around us. We have taken a comprehensive approach to corporate responsibility, not only doing what is expected or required of us as a corporate citizen under the laws and regulations with which we must comply, but also looking beyond the mere requirements and assessing what is the right thing to do to advance our mission. That is an important part of why our associates have chosen to work for us, and why our investors have capitalized us because our success is tied to our mission and our mission is enhanced by operating in an honest, ethical and conscientious manner.

Regards,

A handwritten signature in black ink, appearing to read 'AJT', written in a cursive style.

August J. Troendle

COVID-19 RESPONSE: CONTRIBUTION TO THE SOLUTION

Medpace is contributing to numerous projects targeting solutions to the COVID-19 pandemic including novel therapeutics and vaccines. Medpace has mobilized its resources to further accelerate the development of potential new medical therapies.



**FAST TRACK PRIORITY
PROCESS FOR COVID-19
OPPORTUNITIES**



**EARLY ENGAGEMENT
WITH MEDICAL AND
OPERATIONAL TEAM**



**FOCUSED START-UP
TEAM THAT UNDERSTANDS
CURRENT REGULATORY
ENVIRONMENT IN EACH
COUNTRY (E.G., EXPEDITED
REVIEWS)**

BUILDING A CULTURE OF COMPLIANCE



CULTURE OF COMPLIANCE

Ethical behavior starts with culture and is driven by the messages and actions of our leadership. Medpace has always maintained a culture of compliance and requires all employees — including all its leaders — to participate in robust compliance training.

Medpace is committed to ethical and compliant business practices by maintaining the highest standards for business conduct. Ingrained in our culture and supported by policies maintained by our Chief Compliance Officer who is accountable directly to the Board of Directors, the Company educates employees about these business practices through ongoing trainings and annual certifications.

Failure to meet compliance training requirements may subject associates to discipline. It is a fundamental metric on which we assess all associates.

ETHICS AND COMPLIANCE: OUR GLOBAL COMMITMENT

SETTING MEDPACE STANDARD FOR BUSINESS CONDUCT

The Code of Business Conduct and Ethics serves as the foundation of our global Compliance and Ethics program and communicates to all associates their shared obligation to uphold Medpace's standards. The document has been translated in 12 languages to reach our global audience and has been shared with associates who must commit to the Code annually.

HUMAN RIGHTS

Medpace does not tolerate human trafficking, child labor, or modern slavery of any kind in any Medpace operations. While the risk of human trafficking, child labor, and modern slavery are very low in the clinical trial industry, Medpace trains all of its associates in the recognition and elimination of any forced labor or modern slavery in its operations. These practices are not tolerated in the recruiting of Medpace associates or clinical trial patients, or in the Medpace supply chain.

CONDUCTING BUSINESS IN ACCORDANCE WITH ANTI-BRIBERY/ ANTI-CORRUPTION POLICIES

All associates complete an Anti-Bribery/Anti-Corruption training and certification annually to educate them on conducting business in compliance with all related laws, including the U.S. Foreign Corrupt Practices Act and the UK Bribery Act.

SAFE AND CONFIDENTIAL REPORTING

Associates are provided with multiple mechanisms to report actual or suspected violations of the Code or any other Medpace SOPs, including, as outlined in our [Whistleblower Policy](#), an anonymous whistleblower hotline number and a dedicated email and phone number for the reporting of ethics and compliance concerns. Reports are timely investigated and corrective action where appropriate is implemented. Medpace will not tolerate retaliation of any kind against anyone who submits a good faith report.

GOVERNANCE

As a publicly traded company, the Board of Directors of Medpace's parent company Medpace Holdings, Inc. meets on a regular basis and provides detailed financial information to the SEC. Additionally, the Chief Compliance Officer reports to the Board of Directors at each board meeting and to senior leadership as necessary. Medpace adheres to all applicable laws and regulations pertaining to transparent conduct and lawful operations of public companies.



CODE OF BUSINESS CONDUCT & ETHICS

Medpace adheres to its Code of Business Conduct and Ethics (the “Code”). All associates are required annually to review and acknowledge their commitment to the standards that guide us in the operation of our business and advancement of our mission. This Code ensures a culture of excellence by rejecting any instances of conflicts of interest, bribery, corruption, insider trading, trade control/OFAC violations, or harassment. Specifically, the Code encourages honest and ethical conduct, including fair dealing and the ethical handling of actual or apparent conflicts of interest; full, fair, accurate, timely and understandable disclosures; compliance with applicable governmental laws, rules and regulations; prompt internal reporting of any violations of law or the Code; accountability for adherence to the Code, including fair process by which to determine violations; consistent enforcement of the Code, including clear and objective standards for compliance; and protection for persons reporting any unethical behavior.



COMPLIANCE IN THE CONTEXT OF CLINICAL TRIALS

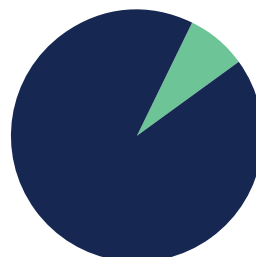
GOOD CLINICAL PRACTICE

In its clinical operations, Medpace adheres to the provisions of Good Clinical Practice (“GCP”), which is the common standard for clinical trials throughout the world. The goal of GCP is to implement practices and procedures that elevate patient safety and well-being above all else, ensuring that all clinical trials are conducted with a view toward patient safety and scientifically-valid results. Medpace complies with GCP and customer expectations through the use of robust practices and procedures, extensive employee training, regular internal and external auditing, careful vetting of third-party partners, and use of industry-standard documentation procedures from start to finish.



~750,000

TRAINING EVENTS DURING
REPORTING PERIOD



92.3%

FIRST TIME EXAM
PASS RATE

ETHICAL FRAMEWORK

As a global healthcare leader, Medpace adheres to all standards as applicable to conducting clinical trials ethically; preserving as paramount patient safety and ensuring the integrity of all data collection and the administration of clinical research. To this end, Medpace’s medical therapeutic leads are fully integrated with our clinical operations and are an active part of the project leadership team to ensure the highest medical-ethical standards are maintained throughout the execution of clinical trials Medpace oversees.

Further, all associates, whether in a clinical role or not, are required to be trained on and demonstrate proficiency in the standards underpinning GCP, including the proper routing and reporting of serious adverse events.

DATA PRIVACY AND SECURITY

RESPECTING DATA PRIVACY

Medpace is committed to protecting the privacy of individuals of all nationalities in the processing of their personal data, recognizing the fundamental rights to lawfulness, fairness, and transparency. Medpace adheres to the principles of data privacy by design and by default, including data minimization to the extent possible. Medpace adheres to laws relating to data protection in all jurisdictions in which it conducts business, including but not limited to HIPAA, the General Data Protection Regulation (EU) 2016/679 ("GDPR"), the California Consumer Protection Act, and the United Kingdom Data Protection Act of 2018. Medpace provides a full Global Privacy Policy on its website, which includes a dedicated email address for the reporting of any actual or suspected privacy concerns.

CYBER SECURITY

Medpace has physical, electronic and organizational procedures to safeguard and secure personal data stored on its systems. These procedures are documented in a Data Privacy Impact Assessment.

Medpace has aligned with the NIST* Cybersecurity Framework and is SOC2** certified. There is a dedicated Information Security team directly responsible for implementing, maintaining, and reviewing these controls.

Some of our controls include:

- Defining, publishing and communicating to staff and sub-processors a set of policies for information security
- Reviewing policies for information security planned intervals or when significant changes occur to ensure their continuing suitability, adequacy and effectiveness
- Holding staff with access to personal data accountable for maintaining confidentiality obligations
- Establishing an access control policy to ensure minimum access necessary to support the data processing services
- Requiring regular password changes for all staff and removing access for terminated staff

- Requiring multifactor authentication to access systems with personal data
- Limiting physical access to data centers processing personal data to authorized individuals supporting the physical equipment or facility, including data center physical and environmental protections and 24/7 video surveillance and requiring visitor pre-authorization and full-time accompaniment
- Destroying physical media using industry standard practices; encrypting backups if using removable tape or other media
- Providing network protections like firewalls, intrusion detection, traffic filtering, network access controllers for monitoring and preventing unauthorized access
- Securing personal data transmitted over the Internet and between external networks with industry standard encryption
- Regularly patching computer systems, performing vulnerability scanning and assuring quick remediations of critical vulnerabilities
- Protecting servers and workstations by deploying and maintaining up-to-date malware protection and end point detection and response systems (EDR)

*National Institute of Standards and Technology

**Service Organization Control 2

ASSOCIATE HEALTH AND WELL-BEING



Medpace employs approximately 3,400 associates world-wide, with the largest population located at the headquarters in Cincinnati, Ohio. Our associates are our most important asset and we recognize the importance of motivating and rewarding our associates not only by providing the opportunity to make a real difference in the health and well-being of people around the globe, but also by rewarding our associates for a job well done, recognizing talent, offering a place to grow and thrive and promoting a healthy lifestyle and work/life balance.

Medpace recognizes the importance of being able to provide our associates and their families with quality benefits as part of their overall compensation and benefits package. We have developed a comprehensive benefits package that delivers quality and value while satisfying the diverse needs of our workforce. Every year we review competitive benchmarking data and information to ensure the alignment of our global compensation and benefits programs with the external market and each country's customs and needs. This annual review process includes having in depth discussions with our

external benefit administrators, insurers, and consultants in order to optimize the services, coverage, costs, and other aspects of Medpace-provided benefits. Additionally, Medpace prides itself in encouraging and incentivizing associates to strive for the physical, fiscal, and mental well-being of themselves and their family. Although specific benefits and incentives may vary country to country, our consistent goal is to enhance the well-being of our associates.

GLOBAL BENEFITS

In many countries where supplemental health insurance is commonplace, Medpace provides medical, dental, and vision insurance. In the US, Medpace promotes the adoption of high deductible health plans, seeding employee Health Savings Accounts and providing continuing education on adopting and maintaining a consumer-driven approach to healthcare (e.g., telemedicine, provider quality and cost scores, mail delivery prescriptions, etc.). Medpace recognizes the need to provide financial welfare in times of need by offering life insurance, short-term disability, long-term

disability, critical illness insurance, accident insurance, etc. There are many tax-advantaged and government-encouraged lifestyle benefits that Medpace offers associates across the globe in order to support with expenses related to commuting, meals, fitness, childcare, and other living- and work-related expenses. For example, in Cincinnati, Medpace has recently partnered with a local non-profit to provide space for child care to offer working parents a close and convenient option for high quality care only steps away from our campus.

Medpace also recognizes the time and energy required to plan for retirement and provides defined contribution retirement plans in many countries where supplemental employer-sponsored plans are common.

100%
OF COUNTRIES THAT MEDPACE
EMPLOYS IN ENJOY SUPPLEMENTAL
BENEFIT AND/OR PTO SCHEMES
ABOVE STATUTORY REQUIREMENTS

33
COUNTRIES WITH SUPPLEMENTAL
HEALTH & WELFARE BENEFITS

24
COUNTRIES WITH SUPPLEMENTAL
LIFESTYLE BENEFITS



21
COUNTRIES WITH
TRANSPORTATION BENEFITS

10
COUNTRIES WITH SUPPLEMENTAL
RETIREMENT BENEFITS

~3
SUPPLEMENTAL BENEFIT
SCHEMES PER COUNTRY

EMPLOYEE WELLNESS INITIATIVES

Medpace continues to explore ways in which associates and their families can improve their physical and mental health. This takes shape in various initiatives across the globe and includes on-site gyms, biometric screenings, flu shots, wellness fairs and wellness-related events, and Medpace-sponsored and/or subsidized runs. In Medpace offices across the globe we provide both on-site and off-site wellness checkups and health practitioner consultation, and regularly ask our health benefit partners to educate associates on health and wellbeing opportunities. In the US, Medpace sponsors a variety of smaller Cincinnati runs, and has been a presenting sponsor at the two largest races in the city — The American Heart Association's Heart Mini and the Flying Pig Marathon.

Associates are encouraged to be out on the race course, promoting the cause and good physical health. Medpace has also used global health and wellness budgets to sponsor and subsidize associates' participation in races in Rotterdam, Milan, Munich, and other locations around the world. We are pleased to see and hear of our global workforce gathering for group physical activities before and after work, whether it be a yoga group in Lyon, France or a running group in London, UK.

Medpace's highly integrated, full-service operating model is complimented by robust facilities and technology that allows our associates to effectively collaborate in-person and online. While this central office-based and virtually-connected workforce is important to the business model, we recognize the need for our associates to balance their work and personal life. To support in striking an appropriate balance, Medpace offers country-specific paid time off and leave policies that include, but are not limited to, vacation time, sick time, maternity, paternity, parental, bereavement, and other relevant policies. We regularly work directly with associates and their management teams to ensure compliance with company policies and global labor laws as they relate to time off. Whether flexibility is needed to re-energize after a longer work day to satisfy a project or sponsor requirement, or to attend a personal appointment, Medpace also offers global flex time policies that allow for flexibility in the hours of work.



PEOPLE ARE WHAT MATTER

FOCUS ON PEOPLE

Attracting, developing, retaining and advancing talent at all levels at Medpace is a key component to sustaining our organic growth and continuing our mission. Medpace strives to maintain a culture of diversity and inclusion in which people from all backgrounds can fully contribute to the growth and success of our business.



>3,400
EMPLOYEES GLOBALLY



68% OF ALL ASSOCIATES
GLOBALLY ARE WOMEN



16% OF US WORKFORCE IS
NON-WHITE, INCLUDING
12% OF MANAGEMENT*



65% OF MANAGEMENT GLOBALLY
ARE WOMAN, INCREASING BY
5% OVER LAST 3 YEARS



50% FEMALES AT DIRECTOR
LEVEL AND ABOVE AND
38% OF MEDICAL DIRECTORS
AND EXECUTIVE COMMITTEE



2.8% UNCONTROLLED MEDIAN
US GENDER PAY GAP [COMPARED TO
18.9% ON A NATIONAL SCALE]**

*For reference, according to recent US Bureau of Labor Statistics reports, approximately 22% of the US workforce is non-white and approximately 17% of the Ohio workforce is non-white.

** Bureau of Labor Statistics, U.S. Department of Labor, The Economics Daily, Women had higher median earnings than men in relatively few occupations in 2018 on the Internet at <https://www.bls.gov/opub/ted/2019/women-had-higher-median-earnings-than-men-in-relatively-few-occupations-in-2018.htm> (visited September 30, 2020).

FOCUS ON GENDER EQUITY

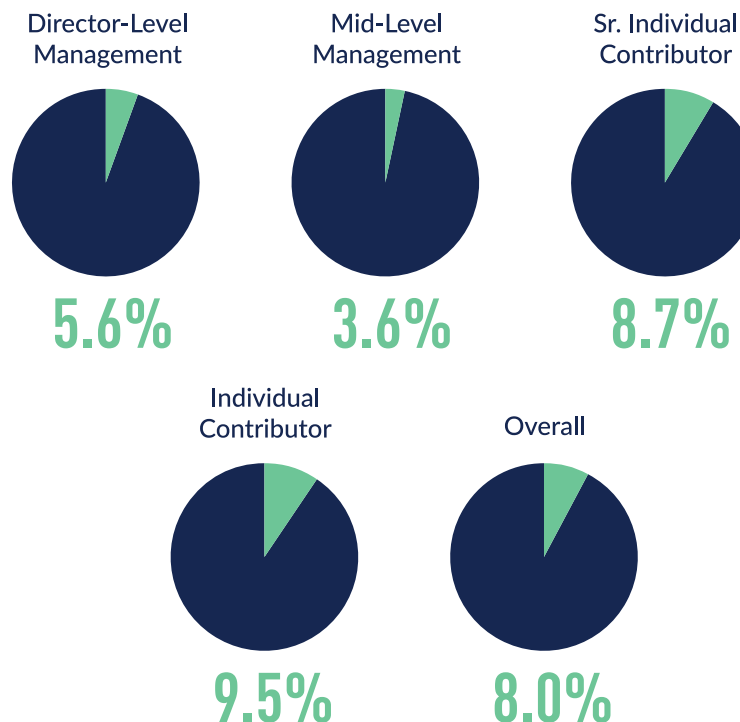
Medpace has developed a strong record of hiring and developing women at all levels of the organization. As part of Medpace's growth strategy, we methodically look to hire associates early in their careers, with a particular focus on early STEM career hiring. In 2019, Medpace headcount grew by ~18%. Women accounted for ~66% of our new hires in 2019. These women were largely hired into positions in the Clinical Operations, Biostatistics & Data Sciences, Laboratories, and Medical & Regulatory Affairs fields. Medpace is able to leverage its pipeline of internal talent to continue to promote women to higher levels within the organization. Medpace is also proud of its female representation at the highest levels of the organization with 50% of Director level and above positions filled by women and 38% of our Executive Committee filled by women. We are also committed to the elimination of any gender pay gap and while we recognize that until we eliminate any pay differential altogether there will always be room for improvement. We are proud that based on fixed compensation our median US pay gap is only 2.8% as compared to 18.9% nationally. Analyses of our controlled median US pay gap (based on position, tenure, performance, etc.) have demonstrated equitable pay practice.

FOCUS ON TALENT AND CAREER DEVELOPMENT

Medpace has a history of identifying talented individuals and training them to excel in our disciplined operating model, while instilling within them our corporate culture and philosophy. Training and development teams are deployed across several functional areas and are focused on creating, facilitating, and evaluating the success of training programs. Over the last two years, Medpace has invested in the development and implementation of a global learning management system which is universally used to record regulatory compliance, capture attendance at instructor-led training sessions, deliver online training content, proctor online exams, and to facilitate other training activities. Medpace managers attend instructor-led training sessions throughout the year, ranging from a session dedicated to new managers to an annual refresher. These sessions are meant to educate management on company HR policies, practices, and processes, expectations relating to labor law, and development of managerial technical and behavioral skills.

As our associates develop knowledge and skills that will contribute to the wider Medpace mission and business success, we believe in rewarding strong performance with compensatory and non-compensatory recognition. Medpace has a robust career path and compensation structure that acknowledges associate performance and development at all levels of the organization. To demonstrate Medpace's dedication to talent development – of 340 management-level roles that were newly filled in 2019, 207 (or just over 60%) of these roles were filled by our pipeline of internal talent.

% of Associates Promoted to a Higher Organizational Level Between July 1, 2019 and June 30, 2020



FOCUS ON RETENTION

Medpace values retaining our associates as much as recruiting talent to join our company. Retention of experienced associates is essential to maintaining our growth and our high quality over time. We regularly benchmark our employee turnover rate against CRO industry averages and are pleased that we regularly fall below the average rate. We also engage our associates with a formal review and evaluation process twice a year. In addition, we implemented a continuous feedback process for all associates and managers to allow for regular informal performance praise and coaching.

FOCUS ON WORKPLACE POLICIES

Medpace follows all applicable labor and employment laws in all jurisdictions in which it conducts business, and prohibits all forms of discrimination in its employment practices. We are committed to the fair treatment of all associates and maintaining a respectful workplace. All associates are expected to treat each other with utmost respect and dignity. We address grievances and complaints actively and timely. Anti-discrimination, anti-harassment and anti-retaliation policies are applicable to all associates and are set forth in our Code of Conduct. Medpace is committed to providing equal opportunity and fair treatment to all individuals on the basis of merit, without regard for gender, race, color, creed, religion, family status, age, national origin or ancestry, physical or mental disability, medical condition, veteran status, citizenship, sexual orientation, gender identity, or any other protected group status.



FOCUS ON SAFETY

Safety is at the core of Medpace's mission. Medpace has a robust incident reporting procedure for work-related injuries and illnesses and our lab operations follow all additional Health and Safety requirements. Medpace Facilities are equipped with access control systems to maintain proper physical security for our associates and company assets, as well as on-site security personnel in key offices. In addition to physical security, Medpace has programs and training in place for First Aid, CPR and Fire Wardens for safe evacuations. An analysis of our US safety statistics can be found below. We are proud of our extremely low incident rates and remain committed to continuously monitoring campus- and policy-related measures that can be incorporated in order to further reduce risk for our associates.

	2016	2017	2018	2019
Recordable Injury Case Rate	0.40	0.06	0.29	0.20
Serious Injury Case Rate	0.13	0.00	0.00	0.05

Recordable Injury: A work-related injury or illness that involves loss of consciousness, restricted work activity or job transfer, days away from work, or medical treatment beyond first aid

Serious Injury: A work-related injury that results in days away from work

Case Rate Calculation: # of Recordable or Serious Injury Cases x 200,000 / estimate total work hours



COMMUNITY COMMITMENT

Medpace provides financial and volunteer support for a variety of nonprofit organizations worldwide — particularly health and local community-related efforts. Medpace sponsors many popular community fitness events that raise money for charities focused on clinical research and improving health outcomes. Our corporate headquarters are located in a transitional neighborhood within the city of Cincinnati and we provide financial support to the local public elementary and high schools, are the lead benefactor of the community-based arts center, and title sponsors (to) an annual neighborhood 5K to raise money for community initiatives. Medpace is committed to being a good neighbor in Cincinnati and everywhere that we have a presence.

Together we contributed more than \$1.3 million during the report period to worthy causes and charities. Examples of noteworthy contributions include:



OUR ENVIRONMENT

Medpace operates across the globe, with offices and laboratories in more than 30 countries. Its global headquarters in Cincinnati, Ohio USA occupies a former brown-field site that has been environmentally remediated and transformed into a modern, green campus. The site was expanded in 2020 with the opening of our fifth building, a new seven story office tower built with practical environmental standards and employee comfort in mind. Features such as LED lighting, optimized HVAC, water-saving fixtures, recycling, central trash receptacles and extensive natural light are practical and cost-effective ways to minimize environmental impact. Medpace sources goods and services in an environmentally sustainable way, using recyclable single-use items whenever possible and providing employees with reusable water bottles and cups to minimize disposable trash.

In addition, Medpace has 40 facilities globally, nine of which we own/are the sole tenant. The rest of our facilities are in multi-tenant buildings. We predominantly operate in an office environment and where we can employ building automation and energy management systems, we have done so.



Medpace recognizes that being a responsible corporate citizen requires attention to reducing our impact on the environment wherever possible. In all locations, we strive to address energy efficiencies, sourcing sustainable supplies and promoting practices that encourage waste reduction.



RECYCLING AND WASTE

Medpace employs waste management and disposal programs which comply with applicable standards. For instance, our laboratories adhere to comprehensive regulatory requirements regarding waste management (such as ISO 14000) with which we certify regularly. Across our businesses, we strive to minimize environmental impacts from waste and recycle wherever and whenever possible.

HANDLING OF BIOLOGICAL AND HAZARDOUS MATERIALS

As a company involved in the handling of hazardous waste from medical testing and sample processing, Medpace employs rigid operating standards and robust safety equipment to protect its employees and the public from harm. Employees engaged in the handling of hazardous materials and investigational products are rigorously trained on and held accountable for compliance with proper handling and disposal procedures. Our Safety Officer and laboratory management team keep records of regulated hazardous waste removal and monitor ways to reduce volume. All hazardous waste containers are clearly identified and labeled, and controls are in place to reduce or prevent biological exposure.



DISCLOSURES

ABOUT THIS REPORT

Unless specifically noted otherwise, all the information in this report pertains to Medpace Holdings, Inc. and its subsidiaries as of the period January 1, 2019 through June 30, 2020.

FEEDBACK

We welcome your input, questions and suggestions for improvement regarding this report or Medpace's approach to corporate responsibility.

Please email us at compliance@medpace.com

To learn more about Medpace, you can visit our website at www.medpace.com

To get information on how to join us as a valued member of our team, please visit medpace.com/careers.

LEGAL DISCLOSURES

Information provided in this report may include forward-looking statements about Medpace Holdings, Inc. and its subsidiaries that involve a number of risks and uncertainties. All statements contained in this presentation that do not relate to matters of historical fact should be considered forward-looking statements, including without limitation statements regarding our anticipated financial results and effective tax rate used for non-GAAP adjustment purposes. In this context, forward-looking statements often address expected future business and financial performance and financial condition, and often contain words such as "expect," "anticipate," "intend," "plan," "believe," "seek," "see," "will," "would," "target," "forecast," "may," "could," "likely," "anticipate," "project," "goal," "objective," similar expressions, and variations or negatives of these words.

We have made every attempt to be accurate in making these forward-looking statements, however it is important to bear in mind that actual results may differ materially from what is indicated in any forward-looking statement. Readers should consider any forward-looking statements in light of all the various factors and circumstances that could cause actual results to vary. We assume no obligation and expressly disclaim any duty to update these forward-looking statements in the future, except as may be required by applicable laws and regulations.

MEDPACE