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Innovative Human Resources Initiative by USP Inspires Creation of New Award by Helios HR

*Unique “Listening Tour” Program Engaged Employees at all
Levels of Organization*

Rockville, Md., June 10, 2009 — A unique human resources initiative designed to engage employees, better understand their needs, and assess larger trends among staff at the U.S. Pharmacopeial (USP) Convention was recently recognized through the creation of a new award, the Phoebus Award, by Helios HR earlier this month.

The award was announced at a ceremony on June 5 in Falls Church, Va., for Helios HR’s Apollo Awards, which recognize Washington-area organizations that promote employee development. The awards honor organizations of all sizes that show marked success in developing an ongoing culture of employee support and development. USP was named a finalist for the Apollo Award for mid-size organizations in March for its commitment to employee growth through multi-faceted professional development programs.

One aspect of USP’s employee outreach and professional development work specifically inspired the creation of the Phoebus Award by the Apollo Awards judging panel. The program, conceived of and implemented by USP’s Vice President of Human Resources Laura Viehmyer, was an employee “listening tour” in which Ms. Viehmyer meets one-on-one with employees who have at least one year of USP service to learn more about their impressions of the organization and suggestions for improvement, as well as each employee’s personal goals and challenges within his or her job. To date, Ms. Viehmyer has met with close to 600 employees at every level of the organization and with staff at USP’s Rockville, Md. headquarters, as well as those at its overseas offices in India and China.

“This award is a testament to how truly inventive and important USP’s ‘listening tour’ program was and continues to be, and Laura deserves to be congratulated for developing such a wonderful idea and initiating it immediately after joining the organization,” said Roger L. Williams, M.D., USP chief executive officer. “Such a program is a tremendous undertaking, and it offers invaluable feedback on the overall culture of the organization. Laura has consistently advocated for employees and advanced an overall human resources program that prioritizes professional development and employee satisfaction, and this program has been tremendously successful.”

“I am honored as a professional to receive this award on behalf of USP from Helios HR, particularly since we were in the company of so many leading

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employers with progressive human resources programs,” said Ms. Viehmyer. “The ‘listening tour’ has been an excellent learning experience and a rewarding activity that I look forward to continuing at USP.”

More information about the awards and winners can be found at www.helioshr.com/Apollo-Awards.php. Current job openings and other employment information at USP can be found at www.usp.org/aboutUSP/careers/.

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