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FirstLab Names New Regulatory Affairs and Program Development Officer

NORTH WALES, Pa., November 26, 2004 – FirstLab[®], a leading third party administrator of substance abuse testing services, today announced that Dr. Donna Smith has joined the company as Regulatory Affairs and Program Development Officer.

Based in St. Petersburg, FL., Dr. Smith will oversee all areas of regulatory compliance for FirstLab and will consult with clients in the following two areas: developing and managing regulatory training programs, and developing drug-free workplace policies and procedures.

Dr. Smith is well known from her time as Acting Director of Drug Enforcement and Program Compliance at the U.S. Department of Transportation (USDOT), where she developed, implemented and enforced policies and procedures for transportation industry workplace drug and alcohol testing programs. She has also served as Senior Advisor to the Secretary of Transportation for monitoring all components of USDOT's drug and alcohol testing programs. In addition, Dr. Smith was the principal author of the USDOT drug and alcohol testing regulations, as well as of numerous government publications on drug and alcohol testing procedures.

“Donna is a welcome addition to the FirstLab family,” said Dennis Bennett, president of FirstLab. “Her industry and DOT experience enriches our offering of consultative services and lets us continue to provide clients with the highest quality employment screening services.” Dr. Smith's keen focus on regulatory and legal compliance issues closely matches FirstLab's own philosophy and proved key in building the relationship that culminated in her move to FirstLab.

Dr. Smith comes to FirstLab from FirstAdvantage Corporation, where she served as Senior Vice President for Education, Training and Development.

About FirstLab

As one of the largest providers of employment screening and regulatory support services, FirstLab delivers quality, customized testing program services to a broad client base. FirstLab's service offerings include comprehensive drug and alcohol testing programs, driver qualification file maintenance (DQF) and background investigation services. FirstLab - a subsidiary of FHC Health Systems - is one of the leading third party administrators (TPA's) of drug testing services to a variety of public and private sector clients working in, the manufacturing, transportation, construction, and healthcare industries. Visit www.firstlab.com for more information.

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