

CONCILIATION AGREEMENT  
BETWEEN  
THE U. S. DEPARTMENT OF LABOR  
OFFICE OF FEDERAL CONTRACT COMPLIANCE PROGRAMS  
AND  
INTEGRA LIFESCIENCES CORPORATION  
311 ENTERPRISE DRIVE  
PLAINSBORO, NJ 08536  
OFCCP CASE NO. R00172741

**PART I. PRELIMINARY STATEMENT**

The Office of Federal Contract Compliance Programs ("OFCCP") evaluated Integra LifeSciences Corporation's facility located at 311 Enterprise Drive, Plainsboro, NJ 08536 (hereinafter Integra) and alleged that Integra was not in compliance with the Executive Order 11246, as amended ("E.O. 11246") and its implementing regulations at 41 C.F.R. Sections 60-1 - 60-3. OFCCP notified Integra of the specific alleged violations and the corrective actions required in a Notice of Violation issued on May 1, 2014. In the interest of resolving the alleged violations without engaging in further legal proceedings and in exchange for the good and valuable consideration described in this document, OFCCP and Integra enter this Conciliation Agreement and agree to all the terms stated below. This Agreement shall govern OFCCP's determination of Integra's compliance with Executive Order 11246 and OFCCP regulations in the above-referenced Notice of Violations.

**PART II. GENERAL TERMS AND CONDITIONS**

1. In exchange for Integra's fulfillment of all obligations in Parts III and IV of the Agreement, OFCCP agrees not to institute administrative or judicial enforcement proceedings under E.O. 11246 based on the alleged violation described in more detail in Part III below. However, OFCCP has the right to initiate legal proceedings to enforce the Agreement itself or to correct and obtain relief for the alleged violation described in Part III if Integra violates this Agreement. Nothing in this Agreement precludes OFCCP from initiating enforcement proceedings based on future compliance evaluations or complaint investigations.
2. Integra agrees that OFCCP may review its compliance with this Agreement. As part of such review, OFCCP may require written reports, inspect the premises, interview witnesses, and examine and copy documents. Upon five (5) days notice, Integra will permit access to its premises during normal business hours for these purposes and will provide OFCCP with all reports and documents requested, including those specified in this Agreement.

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3. Integra understands that nothing in this Agreement relieves Integra of its obligation to fully comply with the requirements of E.O. 11246, Section 503 of the Rehabilitation Act of 1973, as amended, 29 U.S.C. § 793 ("Section 503"), the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, 38 U.S.C. § 4212 ("VEVRAA"), their implementing regulations, and other applicable equal employment laws.
4. Integra promises not to harass, intimidate, threaten, discriminate, or otherwise retaliate against any individual because the individual: benefits from this Agreement, files a complaint or participates in any investigation or proceeding under E.O. 11246, Section 503, and/or VEVRAA, or engages in any activity listed at 41 C.F.R. § 60-1.32(a).
5. The parties understand the terms of this Agreement and enter into it voluntarily.
6. This document and its attachments contain the complete and final understanding of the parties with respect to the matters referenced herein. This Agreement contains all terms by which the parties are bound and it supersedes all prior written or oral negotiations and agreements. There will be no modifications or amendments to this Agreement unless they are in writing, signed by all parties.
7. If one or more provisions of this Agreement are rendered unlawful or unenforceable, the remaining provisions will remain in full force and effect.
8. This Agreement will expire sixty (60) days after Integra submits the final progress report required in Part IV (C), below, unless OFCCP notifies Integra in writing prior to the expiration date that Integra has allegedly not fulfilled all of its obligations under the Agreement, in which case the Agreement is automatically extended until the date that OFCCP determines Integra has met all of its obligations under the Agreement.
10. If Integra violates this Conciliation Agreement,
  - A. The procedures set forth at 41 C.F.R. § 60-1.34 will govern:
    - 1) If OFCCP believes that Integra violated any term of the Agreement while it was in effect, OFCCP will send Integra a written notice stating the alleged violations and summarizing any supporting evidence.
    - 2) Integra will have 25 days from receipt of such notice to demonstrate in writing that it has not violated the Agreement, unless such a delay would result in irreparable injury to the employment rights of affected employees or applicants.
    - 3) If Integra is unable to demonstrate that it has not violated the Agreement, or if OFCCP alleges irreparable injury, enforcement proceedings may be initiated immediately without issuing a show cause notice or proceeding through any other requirement.

- 4) OFCCP may seek enforcement of this Agreement itself and is not required to present proof of any underlying violations resolved by this Agreement.
  - B. Integra may be subject to the sanctions set forth in Section 209 of the Executive Order and/or other appropriate relief for violation of this Agreement.
11. This Agreement does not constitute an admission by Integra of any violation of E.O. 11246, Section 503, VEVRAA, or any other laws or regulations, nor has there been an adjudicated finding that Integra violated any laws or regulations.

### **PART III. SPECIFIC ALLEGED VIOLATIONS AND REMEDIES**

#### **1. HIRING DISCRIMINATION**

- A. OFCCP found that Integra is not in compliance with the nondiscrimination requirements of the equal opportunity clause of E.O. 11246 § 202 and 41 C.F.R. § 60-1.4(a)(1). OFCCP's analysis of Integra's hiring process and selection procedures revealed that during the period of September 1, 2010 through August 31, 2011, Integra failed to afford equal employment opportunity to 26 qualified Asian applicants who qualified for Rotation Associate positions.
- B. OFCCP's analysis of the applicant and hiring data demonstrates that Integra's selection process had an adverse impact on the hiring of Asian applicants for Rotation Associate positions. Specifically, for the Rotation Associate position, OFCCP found that during the period of September 1, 2010 through August 31, 2011 there was a statistically significant disparity in the hiring of Asians for the Rotation Associate position based on race/ethnicity.

OFCCP's review of Integra's policies, procedures, file records, and interview results failed to provide a business necessity or job related reason that explains the non-selection of these applicants.

Accordingly, OFCCP finds that Integra discriminated against 26 qualified Asian applicants not hired into Rotation Associate positions because of their race/ethnicity.

#### **C. REMEDY FOR AFFECTED CLASS**

- 1) Notice. Within sixty (60) calendar days of the Effective Date of this Agreement, Integra must notify the 26 Asian applicants listed in Attachment A of the terms of this Agreement by mailing by certified mail and first class mail to each member of the Affected Class the Notice to Affected Class (Attachment B, "Notice"), Information Verification Form (Attachment C, "Information Form"), and Release of Claims under Executive Order 11246 (Attachment D, "Release"), and a postage paid return envelope. Integra will notify OFCCP of all letters returned as undeliverable ten (10) days after the response deadline set out in the Information Form. In addition, within

thirty (30) days after expiration of the response deadline set out in the Information Form, Integra will provide OFCCP with names of the individuals in the Affected Class who have not yet responded to the Notice and/or have not returned a signed Information Form and Release. OFCCP will then attempt to obtain and provide updated addresses to Integra within fifteen (15) days of receiving the names from Integra. Integra agrees to mail by certified mail and first class mail a second Notice, Information Form, and Release and postage paid return envelope to all individuals for whom updated addresses were obtained with twenty-five (25) days of receiving the updated addresses.

- 2) Eligibility. All members of the Affected Class (listed on Attachment A) who sign the Information Form and execute the Release and return them to Integra within thirty (30) calendar days of the postmarked date on the envelope containing the first or second Notice, Information Form, and Release ("Eligible Class Members") will receive a share of the monetary settlement under this Agreement. If an individual receives, but does not return the Information Form and Release to Integra within thirty (30) calendar days of the postmarked date on the envelope containing the first or second Notice, Information Form, and Release, he/she will no longer be entitled to a payment under this Agreement.

Within one hundred and seventy (170) days after the response deadline set out in the Information Form, Integra will provide OFCCP with a list of the Eligible Class Members (individuals who returned the completed Information Form and executed Release by the deadline). Within ten (10) calendar days after receiving the list, OFCCP will approve the final list of Eligible Class Members or discuss with Integra any issues necessary to finalize the list, such as the inclusion or exclusion of certain individuals.

All Eligible Class Members are entitled to their share of the monetary settlement.

- 3) Monetary Settlement. Integra agrees to distribute \$25,000.00 in back pay, less legal deductions required by law from back pay only (such as federal, state and/or local taxes and the Eligible Class Members' share of FICA taxes) in equal shares among all Eligible Class Members on the final approved list. Integra will pay the Internal Revenue Service ("IRS") the employer's share of social security withholdings and will mail each Eligible Class Member an IRS W-2 Form reporting the portion of the payment representing back pay and an IRS Form 1099 for the portion of the payment representing interest. These IRS forms will be mailed on or before January 31, 2019. Integra will disburse the monetary settlement within twenty-five (25) calendar days after OFCCP approves the final list of Eligible Class Members.

Within twenty-five (25) calendar days of Integra's receipt of a check to an Eligible Class Member returned as undeliverable, Integra will notify OFCCP of this fact via e-mail sent to Compliance Officer (b) (6), (b) (7) (E) at (b) (6), (b) (7)(E). OFCCP will attempt to locate the Eligible Class Member, and if OFCCP obtains an alternate

address, Integra will re-mail the check within ten (10) calendar days of receiving an alternate or corrected address. If no alternative address can be located then a second distribution of the remaining monies will be reapportioned to those Eligible Class Members who successfully received the first distribution, if the pro rata amount of the distribution exceeds \$100. After this second distribution, any check that remains uncashed 120 days after the initial date the check was mailed to the Eligible Class Member will be void. With respect to any uncashed funds, Integra will have sixty (60) days to deposit the monies with the State of New Jersey, Department of the Treasury, Unclaimed Property Administration or with the equivalent state agencies of the last known addresses for the Eligible Class Members.

- 4) Employment. For this evaluation only, no offers of employment to the Eligible Class Members will be required under this Conciliation Agreement due to the subsequent hiring by Integra of 3 Asian applicants for available Rotation Associate positions.
- 5) Contractor Expenses. Integra agrees to pay all expenses associated with carrying out its duties pursuant to this Agreement from funds separate and apart from the amount designated in this Agreement for Settlement.

#### D. NON-MONETARY REMEDIES

Integra will ensure that all applicants are afforded equal employment opportunities. Integra agrees to immediately cease using any selection procedures, practices, and/or policies which negatively affected the hiring of Asian applicants for Rotation Associate positions at the Plainsboro, NJ facility. Integra agrees to continue and/or to implement the corrective actions detailed below.

##### 1) Revised Hiring Process

###### (a) Eliminate Discriminatory Selection Procedures:

Integra agrees to comply with all OFCCP regulations concerning selection procedures, including 41 C.F.R. Part 60-3.

Integra will not use any selection procedure that has an adverse impact, as defined in 41 C.F.R. § 3.4D, on Asian applicants, unless it properly validates the procedure pursuant to these regulations.

###### (b) Review and Revisions Required: Integra will revise, in writing, the practices, policies and procedures it uses to select applicants for Rotation Associate positions (hereinafter "Revised Hiring Process"). Specifically, Integra will:

- (i) Review and revise Integra's selection process for the Rotation Associate position, including the criteria used in each step of the

hiring process, any application screens, interviews, tests, credit checks, review of criminal history, reference checks, post-offer screenings, or other selection procedure;

- (ii) Review and revise specific, job-related qualification standards for Rotation Associate positions that reflect the duties, functions, and competencies of the position to minimize the potential for gender and race/ethnicity stereotyping or other unlawful discrimination;
  - (iii) Ensure all policies and qualification standards are uniformly applied to all applicants; and
  - (iv) List clearly on its recruiting materials and job postings the minimum qualifications, including required skills and certifications.
- (c) Recordkeeping and Retention: Integra will write and implement procedures to ensure that applicants are tracked and all decisions are accurately documented at each step in the hiring process. Integra will write and implement procedures to ensure that documents are retained in accordance with 41 C.F.R. 60-1.12(a) and Part 60-3.
- (d) Training: Within sixty (60) calendar days of the Effective Date of this Agreement, Integra must train all individuals involved in recruiting, selecting, or tracking applicants for Rotation Associate positions at the Plainsboro, NJ facility on the revised hiring process. The training will include instruction in: the proper implementation of the recruitment, tracking and selection procedures; neutral application of the specified qualifications and criteria that will be used at each step in the hiring process; procedures to be used to document the decisions made at each step in the hiring process; and the procedures to be used to ensure that documents are retained in accordance with 41 C.F.R. § 60-1.12(a) and Part 60-3. Integra will meet with management and all other individuals responsible for the Rotation Associate selection process at the Plainsboro, NJ facility and review its equal employment obligations and nondiscrimination policies related to hiring.
- (e) Monitoring: Integra agrees to comply with all applicable laws and regulations in monitoring selection rates at each step of its selection process for Rotation Associate positions. Specifically, as required by 41 C.F.R. Part 60-3, Integra agrees that where it is determined that a selection procedure has an adverse impact, as defined in 41 C.F.R. § 60-3.4D, on the hiring of applicants of a particular race, Integra will eliminate the procedure, choose an alternative procedure, or validate the procedure in accordance with the UGESP codified at 41 C.F.R. Part 60-3. Integra agrees to maintain and make available to OFCCP records concerning the impact of the selection process for Rotation Associate at the Plainsboro, NJ facility. This includes the number of persons hired by race and ethnicity, the number of applicants who applied by race and

ethnicity, and the number of applicants by race and ethnicity who participated in and passed each selection procedure utilized. This information will be maintained for the time period set forth by the regulations

**2. RECORDKEEPING**

- (a) During the period September 1, 2010 through August 31, 2011, Integra failed to preserve all personnel or employment records for a period of not less than two years from the date of the making of the record or the personnel action involved, whichever occurred later, as required by 41 CFR 60-1.12(a) & (d), 41 CFR 60-300.80(a) and 41 CFR 60-741.80(a). Specifically, OFCCP found that Integra did not preserve all personnel or employment records of campus interview results.
- (b) REMEDY: Integra must immediately preserve all personnel and employment records it makes or keeps in either electronic or hard copy format, including but not limited to all campus interview results for a period of not less than two years from the date of the making of the record or the personnel action involved, whichever occurs later.

**3. INTERNAL AUDIT AND REPORTING SYSTEM**

- (a) During the period September 1, 2010 through August 31, 2011, OFCCP found that Integra failed to implement an internal audit and reporting system that measured the effectiveness of its total Affirmative Action Program as required by 41 CFR 60-2.17(d)(1)-(4).
- (b) Specifically, Integra failed to identify barriers in the selection process that precluded Asian applicants from being offered and/or hired for Rotation Associate positions.
- (c) REMEDY: Integra will implement an internal audit and reporting system that periodically measures accurately the effectiveness of its total Affirmative Action Program as required by 41 CFR 60-2.17(d)(1)-(4).

**Part IV. REPORTS REQUIRED**

Integra must submit the documents and reports described below to:

Pranita A. Raghavan  
District Director  
OFCCP New Jersey District Office  
Diamond Head Building  
200 Sheffield Street, Suite 102  
Mountainside, NJ 07092

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1. Within **60 sixty (60) calendar days** of the Effective Date of this Agreement, Integra must submit a copy of the written Revised Hiring Process described in Part III (1)(D).
2. Within **ninety (90) calendar days** of the Effective Date of this Agreement, Integra must submit documentation that all managers, supervisors and other personnel involved in recruiting, selecting, or tracking applicants for Rotation Associate positions at the Plainsboro, NJ facility have been trained on the revised hiring process. The documentation must include the dates of the training, the names and job titles of all attendees, and an outline of the topics discussed in the training, and the name and job titles of each person who conducted the training.
3. Within the prescribed timeframes, Integra must submit all documents and information referenced in Part III (1) (C), including:
  - (a) Within **one hundred (100) calendar days** of the Effective Date of this Agreement, Integra must submit:
    - Documentation of the mailing of the "Notice," "Information Form" and "Release" to the Class Members.
    - A list of class members who failed to respond to the Notice to Class Members along with copies of the undeliverable envelopes.
  - (b) Within **one-hundred and fifty (150) calendar days** of the Effective Date of this Agreement, Integra must submit documentation of the mailing of the Notice, Interest Form and Release to Class Members for whom OFCCP has located updated addresses.
  - (c) Within **one-hundred and ninety (190) days** from the Effective Date of this Agreement, Integra must submit a final list of class members who shall be entitled to monetary and other benefits provided for in this Agreement.
  - (d) Within **two-hundred and ten (210) days** from the Effective Date of this Agreement, Integra must submit notification to OFCCP of undeliverable/returned checks to Integra.
  - (e) Within **two-hundred and twenty (220) days** from the Effective Date of this Agreement, Integra must submit:
    - Documentation of monetary payments provided to all Eligible Class Members as specified in Section III (1) (C) (3). The documentation must include the names of Eligible Class Members who were paid, and, for each Eligible Class Member, the number and amount of the check and the date the check cleared the bank. Integra must provide OFCCP with copies of all canceled checks upon request.

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4. Within the prescribed timeframes, Integra must submit all documents and information referenced in sections III (1) (C) and III (1) (D) (2) and III (1) (D) (3).

Integra must submit two additional progress reports, Reports 8 and 9. Report 8 is due October 31, 2018, and will cover the period beginning October 1, 2017 to September 30, 2018. Report 9, the final report, is due October 31, 2019, and will cover the period beginning October 1, 2018 to September 30, 2019.

Reports 8 and 9 shall contain the following:

1. The total number of applicants and hires and the breakdown by race and ethnic group of Asian and white applicants and hires for Rotation Associate positions during the reporting period.
2. For Rotation Associate positions, the results of Integra's analysis as to whether its total selection process has adverse impact, as defined in 41 C.F.R. § 60-3.4D, on Asian applicants.
3. For each case where the total selection process has an adverse impact, as defined in 41 C.F.R. § 60-3.4D, on Asian applicants for Rotation Associate positions, the results of Integra's evaluation of the individual components of the selection process for adverse impact; and/or the actions taken by Integra upon determining that any component of the selection process has an adverse impact on Asian applicants.

Integra will retain all records and data pertinent to the violations resolved by this Agreement and/or used to prepare required reports until this Agreement expires or as long as required by OFCCP's regulations, whichever date is later.

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**Part V. SIGNATURES**

This Conciliation Agreement is hereby executed by and between the OFCCP and Integra LifeSciences Corporation.

**(b) (6), (b) (7)(C)**

Jennifer L. Bennett  
Head of Global Talent Acquisition  
Integra LifeSciences Corporation

Date: 3.15.18

**(b) (6), (b) (7)(C)**

Pranita A. Raghavan  
District Director  
New Jersey District Office  
OFCCP – Northeast Region

Date: 03/16/2018

**(b) (6), (b) (7)(C)**

Diana Sen  
Regional Director  
OFCCP – Northeast Region

Date: 3-20-2018

**(b) (6), (b) (7)(C)**

Toxi Roane  
Assistant District Director  
New Jersey District Office  
OFCCP – Northeast Region

Date: 03/16/2018

**(b) (6), (b) (7)(E)**

Compliance Officer  
New Jersey District Office  
OFCCP – Northeast Region

Date: 3/16/2018

**ATTACHMENT A**

**LIST OF CLASS MEMBERS**

	Last Name	First Name
1	(b) (6), (b) (7)(C)	
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**ATTACHMENT B**  
**NOTICE TO AFFECTED CLASS**

Dear [NAME]:

Please be advised that Integra LifeSciences Corporation ("Integra") and the Department of Labor's Office of Federal Contract Compliance Programs ("OFCCP") have entered into a Conciliation Agreement ("Agreement") to remedy alleged violations of Executive Order 11246 ("E.O. 11246") that OFCCP alleged during a compliance review of Integra's Plainsboro, NJ facility. Based upon OFCCP's analysis of Integra's hiring process and selection procedures during the period from September 1, 2010 through August 31, 2011 ("review period"), OFCCP that there was a disparity in the hiring of Rotation Associates against Asian applicants relative to race/ethnicity.

Integra has not admitted to any violation of E.O. 11246, and there has not been any adjudicated finding that Integra violated any laws or regulations. OFCCP and Integra entered into the Agreement to resolve the matter without resorting to further legal proceedings. According to our records, you have been identified as an individual who applied for a Rotation Associate position during that time period, but was not hired. As a federal contractor, Integra LifeSciences is committed to equal employment opportunity and that includes a focus on diversity and inclusion.

As part of this Agreement, you are eligible to receive a distribution of at least \$961.54 less lawful payroll deductions. Under the terms of this Agreement it may take up to four months from the date of this letter before you receive your distribution. In order to be eligible for a payment, you must complete, sign, and return the enclosed Information Verification & Employment Interest Form. You should complete and mail back the form as soon as possible; it *must* be postmarked to the address below no later than 30 days after the date this Notice was mailed out (postmarked) for you to be entitled to participate in this settlement:

Title: \_\_\_\_\_ Head of Global HR Operations  
Integra LifeSciences Corporation  
311 Enterprise Drive  
Plainsboro, NJ 08536

You may use the enclosed postage-paid return envelope to return the completed and signed Information Verification Form.

If you have any questions you may call Laura Rosa at Integra at (b) (6), (b) (7) or OFCCP Compliance Officers (b) (6), (b) (7)(E) at (b) (6), (b) (7) Your call will be returned as soon as possible.

**IF YOU FAIL TO COMPLETE AND RETURN THE ENCLOSED DOCUMENTS TO INTEGRA WITHIN 30 DAYS OF THE DATE THE ENVELOPE CONTAINING THIS NOTICE WAS POSTMARKED, YOU WILL NOT BE ELIGIBLE TO RECEIVE A PAYMENT.**

We wish you the best in your career and future success.

Sincerely,  
Laura Rosa  
Head of Global HR Operations

Enclosure: Information Verification Form

Release of Claims Under Executive Order 11246

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ATTACHMENT C

INFORMATION VERIFICATION FORM

**You must complete this form in order to be eligible for the monetary payment under the terms of the Conciliation Agreement ("Agreement") between Integra LifeSciences Corporation ("Integra") and the Department of Labor's Office of Federal Contract Compliance Programs. Please print legibly, except for the signature.**

Name: \_\_\_\_\_  
Address: \_\_\_\_\_  
Telephone Nos.: Home \_\_\_\_\_ Cell \_\_\_\_\_ Work \_\_\_\_\_

Notify Integra at the address below if your address or phone number changes within the next six months.

Your Social Security Number (to be used for tax purposes only): \_\_\_\_\_-\_\_\_\_\_-\_\_\_\_\_

For purposes of this settlement, it is necessary to verify your Race/Ethnicity:

Caucasian [ ] African American [ ] Hispanic [ ] Asian [ ] Native American [ ]  
**IF YOU FAIL TO COMPLETE AND RETURN THE ENCLOSED DOCUMENT TO THE ADDRESS BELOW WITHIN 30 DAYS OF THE DATE THE ENVELOPE CONTAINING THIS NOTICE WAS POSTMARKED, YOU WILL NOT BE ELIGIBLE TO RECEIVE A PAYMENT.**

Attn: \_\_\_\_\_  
Title: \_\_\_\_\_  
Integra LifeSciences Corporation  
311 Enterprise Drive  
Plainsboro, NJ 08536

I, \_\_\_\_\_, certify the above is true and correct.  
(Print name)

\_\_\_\_\_  
Signature Date



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## ATTACHMENT D

### RELEASE OF CLAIMS UNDER EXECUTIVE ORDER 11246

This Release of Claims under Executive Order 11246 ("Release") is a legal document. This document states that in return for Integra LifeSciences Corporation ("Integra") paying you money, you agree that you will not file any lawsuit against Integra for allegedly violating Executive Order 11246 in connection with its selection procedures for applicants for Rotation Associate positions from September 1, 2010 to August 31, 2011. It also says that Integra does not admit it violated any laws. This Release says you had sufficient time to look at the document, to talk with others about the document, including an attorney if you choose, and that no one pressured you into signing the document. Finally, it says that if you do not sign and return the document by a certain date, you will not receive any money.

In consideration of the payment of at least \$961.54 (less deductions required by law) by Integra to me, which I agree is acceptable, I \_\_\_\_\_ (print name) agree to the following:

#### I.

I hereby waive, release and forever discharge Integra, its predecessors, successors, related entities, parents, subsidiaries, affiliates and organizations, and its and their shareholders, directors, officers, employees, agents, successors, and assigns, of and from any and all actions, causes of action, damages, liabilities, claims for relief, and claims arising out of or actionable under Executive Order 11246, as amended, which I or my representatives (heirs, executors, administrators, or assigns) have or may have which relate in any way to my non-selection for employment as a Rotation Associate on the basis of my race/ethnicity from September 1, 2010 to August 31, 2011.

#### II.

I understand that Integra denies that it treated me unlawfully or unfairly in any way and that Integra entered into a Conciliation Agreement with the U.S. Department of Labor, Office of Federal Contract Compliance Programs ("OFCCP") and agreed to make the payment described above to resolve alleged underselection in hiring and to resolve the matter without further legal proceedings in the compliance review initiated by OFCCP on February 16, 2012. I further agree that the payment of the aforesaid sum by Integra to me is not to be construed as an admission of any liability by Integra.

#### III.

I declare that I have read this Release and that I have had a full opportunity to consider and understand its terms and to consult with my advisors and seek legal advice. I further declare that I have decided of my own free will to sign this Release.

Integra LifeSciences Corporation, Plainsboro, NJ  
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IV.

I understand that if I do not sign this Release and return it to Integra **WITHIN 30 DAYS OF THE DATE THE ENVELOPE CONTAINING THIS RELEASE WAS POSTMARKED**, I will not be entitled to receive any payment (less deductions required by law) from Integra.

IN WITNESS WHEREOF, I have signed this document on this \_\_\_\_\_ day of  
\_\_\_\_\_, 20\_\_.

\_\_\_\_\_  
Signature