Sanofi would like to hear from you regarding a **new hire probation period**. If you could, please answer the following question:

Within your respective organizations, do you have a probationary period for new hires? If yes:
- How long does the period last?
- What happens if someone is not meeting expectations during the probationary period?

If you have additional information you feel is relevant, please feel free to share as well.

*Ayelet Mosaffi, Sanofi, October 22, 2014*

<table>
<thead>
<tr>
<th>COMPANY, CONTACT NAME</th>
<th>COMMENTS</th>
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| Abbvie
Lesli Marasco
lesli.marasco@abbvie.com | No probationary period at AbbVie. |
| AstraZeneca
Liz Perotti
Liz.Perotti@astrazeneca.com | AstraZeneca does not have a new hire probation period. |
| Chubb
Julie Flores
julieflores@chubb.com | Corporately, Chubb does not have a probation period. Certain business units have an internal certification process following new hire training that must be successfully completed. Employees are advised that if they do not pass certification, then they will be terminated for performance. |
| Eli Lilly
John Patton
patton_john_d@lilly.com | We do not have a formal probationary period for new hires at Lilly. |
| KPMG
Barbara Wankoff
bwankoff@kpmg.com | KPMG does not have a new hire probation period. |
| LA Metro
Lonnie Mitchell
MITCHELLC@metro.net | For Metro Los Angeles, the probationary period is six months. For anyone not meeting expectations, they can be terminated with no further discussion or consideration. |
| University of Kentucky
Erika Chambers
erikachambers@uky.edu | Our probation period -- referred to as orientation period -- is 90 days. Each employee is provided a review at the end of the 90 days. If the employee does not meet expectation during that period the supervisor has the ability to extend the orientation period or end the employment. |
| Please see our orientation period policy here: [http://www.uky.edu/hr/policies/staff-orientation](http://www.uky.edu/hr/policies/staff-orientation) |