

# SCHERING-PLOUGH

## DIVERSITY COLLEAGUE DEMOGRAPHICS

### 2008

### (U.S. ONLY)

A diverse, inclusive, and engaged workforce culture where colleagues can do their best work is a critical element of Schering-Plough's six-to-eight year Action Agenda to transform the company into a high-performance global organization for the long term. In the U.S., the company is committed to proactive steps to foster diversity and inclusion through policies of affirmative action and equal opportunity for all. The goal is to continuously improve the representation and inclusion of qualified women and minorities, and integrate qualified persons with disabilities and veterans into our workforce. These U.S. actions are important examples of our global commitment to diversity and inclusion.

The company tracks race/ethnic and gender diversity as required by U.S. laws. This chart illustrates the diversity of our colleague demographics for 2008. The data are an important foundation and benchmark as we move forward with our continuing commitment to diversity and inclusion at Schering-Plough. It also provides transparency that is valued by our shareholders and other stakeholders who include diversity as a priority.

<b>JOB GROUP</b>	<b>Female</b>	<b>Minority</b>	<b>Black</b>	<b>Hispanic</b>	<b>Asian</b>	<b>Native American</b>
Officials & Managers	37.5	18.9	4.9	4.4	9.4	0.2
Professionals	50.1	39.1	7.3	5.4	26.2	0.2
Technicians	38.6	28.0	17.9	6.6	3.1	0.5
Sales Persons	53.5	12.3	4.7	4.2	3.1	0.3
Office & Clerical	88.6	32.7	18.9	10.7	2.4	0.6
Craft Workers	1.2	20.3	7.3	10.3	2.2	0.5
Operatives	48.3	35.1	21.4	11.4	1.8	0.5
Laborers	38.6	42.9	22.9	15.7	2.9	1.4
Service Workers	52.6	47.4	21.1	22.8	3.5	0
Total Workforce	48.4	24.8	8.0	5.7	10.8	0.3