

Validation & Compliance Institute Selects the SyberWorks Hosted Learning Management System to Provide FDA Compliance Training

Waltham, Massachusetts – January 13, 2004

SyberWorks Inc., a leader in the Learning Management Systems (LMS) industry, announced today that they signed an agreement with the Validation & Compliance Institute, LLC to provide FDA compliance training through the SyberWorks Hosted Learning Management System.

Dr. Norm Howe, Senior Partner for Validation & Compliance Institute (VCI) says, "The Validation & Compliance Institute provides a full range of validation and compliance services for the FDA regulated industries. Our area of expertise includes good manufacturing practices (cGMP) for pharmaceuticals, medical devices, active pharmaceutical ingredients, food and beverage, biopharmaceuticals, sterile fill, excipients, computer software validation and more."

Howe states:

"We are providing traditional classroom-type training to our clients, so offering this information via e-learning is a logical step in the development of our business. Since we are a consulting organization, a hosted learning management system with built-in e-commerce functionality made the most sense. We chose the SyberWorks Hosted LMS because it meets all of our needs with room to grow at a reasonable price. We can provide world class regulatory training and learning management to even the smallest companies."

Howe continues, "The courses we currently offer online are Corrective and Preventive Action - Root Cause Analysis; Calibration for FDA Regulated Industries; Introduction to Medical Device Approval Pathways; cGMPs for Drugs and Finished Pharmaceuticals; Introduction to cGMPs; and cGMPs for Pharmaceutical Operations Personnel. The Validation & Compliance Institute also has 18 new courses in development; some of the topics to be offered are: Good Laboratory Practices; Good Documentation Practices; Microbial Control; Out of Specification Results; Validation: An Introduction to IQ, OQ; and PQ; Writing Compliant, Practical Standard Operating Procedures (SOPs) and more."

The SyberWorks Learning Management System/Learning Content Management System

SyberWorks Training Center (STC) is a Web-based Learning Management System (LMS)/Learning Content Management System (LCMS) that provides complete solutions for managing and tracking all types of training at your organization — from e-Learning courses to traditional classroom training and self-paced study programs. The STC includes extensive testing and assessment tools, reporting, management, communication and collaboration tools, and quality control capabilities — all in one integrated database application that is highly scalable to precisely meet your organization's needs. The SyberWorks Training Center LMS/LCMS can be purchased as an enterprise license or hosted application.

About Dr. Norm Howe

Dr. Norm Howe, Senior VCI partner, has held many management positions in FDA-regulated industries, most in production at BASF. He has led a number of cross-functional cost reduction, product development, and business optimization teams. He has led teams that have developed more than a dozen new products and installed more than \$60M in capital. He is an adjunct Professor of Regulatory Science at the University of Michigan, Ann Arbor, and has authored articles on compliance, chemistry, and general management. He serves as an expert witness. He is a member of ISPE and the American Chemical Society. Norm Howe got his BS in chemistry at UC, Berkeley, and a PhD in chemistry at UCLA under Donald J. Cram.

About the Validation and Compliance Institute LLC

Validation and Compliance Institute, LLC, is a company of full-time professionals with a broad spectrum of expertise dedicated to the success of the customers they serve. VCI can help you to develop, implement and maintain world class quality systems. VCI professionals have hands-on knowledge in validation, production, quality, and R&D acquired by working in and managing these different areas. Visit www.vcillc.com for more information.

About SyberWorks

SyberWorks, Inc. (www.syberworks.com) is a leader in the custom e-Learning Solutions and Learning Management System industries for Fortune 1000 corporations, higher education, and other organizations. Located in Waltham, Massachusetts, the company serves the multi-billion-dollar e-Learning market. Since 1995, SyberWorks has developed and delivered unique and economical solutions to create, manage, measure, and improve e-Learning programs at companies and organizations in the United States, Canada, Europe, and other countries.