



Universal Health Services, Inc.
UHS of Delaware, Inc.

367 South Gulph Road
P.O. Box 61558
King of Prussia
Pennsylvania
19406-0958

Guy Pedelini
Vice President
Human Resource

610-768-3300

August 29, 2005

Dear Malcolm

Thank you for your letter of August 17, 2005 concerning Universal Health Services Equal Employment Opportunity policies.

Universal Health Services (UHS) has always been committed to operating its companies in full compliance with all applicable laws and regulations and preventing discrimination of any kind in the workplace or the recruiting process. Toward this goal, written policies and codes of conduct have been adopted and implemented that require fair treatment for all employees and applicants in accordance with federal, state and local law. It has come to our attention that despite our intentions to treat all employees and applicants fairly, some of our written policies do not include language for protection of sexual orientation. In recognition of this, I have included copies of the newly revised documents.

- Equal Employment Opportunities Statement
- Productive Work Environment/Harassment/Policy
- Equal Employment Opportunity Policy

Please feel free to call me if you have any questions or comments concerning any of these documents.

Thank you,

A handwritten signature in black ink, appearing to read 'Guy F. Pedelini'.

Guy F. Pedelini
Vice President
Human Resources