

OraSure Technologies, Inc.
Compensation Recoupment Policy

Amended and Restated as of November 11, 2014

1. **Scope.**

This compensation recoupment policy (the “Policy”) of OraSure Technologies, Inc. (the “Company”) shall apply if the Company is required to prepare an accounting restatement for any of the most recent three (3) fiscal years for which audited financial statements have been completed, due to material noncompliance with any financial reporting requirement under the Federal securities laws (a “Restatement”).

In the event of a Restatement, the Company’s Board of Directors (the “Board”) or its Compensation Committee (the “Committee”) will pursue recoupment of “Excess Compensation” (as defined below) from “Covered Employees” (as defined below). In addition to the recoupment of any Excess Compensation, the Board or Committee will take such actions as it may deem necessary or appropriate against a particular Covered Employee, depending on all the facts and circumstances as determined during its review, including (i) recommending disciplinary actions, up to and including termination, and/or (ii) pursuing other available remedies.

2. **Definitions.**

“Covered Employees” means any current or former Section 16 officers of the Company (i) whose gross negligence, intentional misconduct or fraud, as determined by the Board or Committee, caused or substantially caused the Restatement or the events that led to the Restatement and (ii) who received Excess Compensation.

“Excess Compensation” means the amount by which (i) the actual cash-based or equity-based incentive compensation received by the Covered Employee, to the extent such compensation was based on the achievement of financial results that were subsequently reduced as a result of a Restatement, exceeds (ii) the compensation that would have been received by such Covered Employee had the financial results been properly reported (as set forth in the Restatement).

For purposes of this Policy, “cash based or equity-based incentive compensation” includes awards under the Company’s Management Incentive Plan, Stock Award Plan and any successor or similar plan or plans.

3. **Applicable Programs.**

The terms and conditions of any annual incentive or other compensation program or plan under which a bonus or equity award may be paid to a Covered Employee shall include or be deemed to include a provision incorporating the requirements of this Policy.

4. **Administration.**

This Policy shall be administered by the Board or, at its discretion, the Committee. The Board or Committee shall have the express authority to interpret and administer this Policy and to make all determinations with respect to this Policy which shall be final and binding on all parties.

5. **General Rights.**

This Policy shall not limit the rights of the Company to take any other actions or pursue other remedies that the Board or Committee may deem appropriate under the circumstances and under applicable law. Nothing in this Policy shall limit the Company's ability to seek recoupment in appropriate circumstances (including circumstances beyond the scope of this Policy) and as permitted by applicable law, of any amounts from any individual, whether or not a Covered Employee. In particular, this Policy is separate from and in addition to the requirements of Section 304 of the Sarbanes-Oxley Act of 2002 (Forfeiture of Certain Bonuses and Profits) that are applicable to the Company's Chief Executive Officer and Chief Financial Officer ("Section 304"), and any recoupment permitted under this Policy for a Restatement shall be reduced for any amounts paid to the Company by the Chief Executive Officer and Chief Financial Officer pursuant to Section 304 as a result of the same Restatement.

6. **Amendment.**

This Policy may be amended from time to time by the Board.