Administration Prepares to Commence Convalescent Plasma Collection Program

The Administration’s coronavirus task force is expected to make an official announcement launching a COVID-19 Convalescent Plasma (CCP) project. On Friday, April 3rd, the U.S. Food and Drug Administration (FDA) issued a news release commencing the start of a national initiative to facilitate the collection of CCP. The agency is working collaboratively with the blood community, government partners, and academic institutions to “develop and implement a protocol that will provide convalescent plasma to patients in need across the country who may not have access to institutions with clinical trials in place.”

The FDA has placed the Mayo Clinic as the “lead institution” for the program and will rely on blood centers around the country to assist with plasma collection and distribution. The agency believes centralizing the efforts through Mayo Clinic will add efficiency by helping to “[simplify] the process for providers that will help to ensure patient safety, while also allowing for the collection of needed information about product efficacy.” Funds for the program have been provided by the Biomedical Advanced Research and Development Authority (BARDA).

“Under President Trump’s leadership, the FDA is launching a new national effort to bring blood-related therapies for COVID-19 to market as fast as possible,” said Department of Health and Human Services (HHS) Secretary Alex Azar in the news release. “The President’s all-of-America approach has driven unprecedented cooperation between the public and private sector, with the FDA finding new ways for the private sector to bring their products to patients while gathering the data we need on efficacy. Thanks to the hard work of FDA staff, scientists, and physicians elsewhere, and support from [the National Institutes of Health] and BARDA, patients will be able to benefit from these promising new options in the coming weeks.”

Though COVID-19 currently has no proven treatment, it is possible that convalescent plasma that contains antibodies to SARS-CoV-2 (the virus that causes COVID-19) may provide passive immunity to certain patients with severe forms of COVID-19. Individuals may be eligible to donate convalescent plasma if they meet all regular blood donor requirements and meet the following minimum requirements:

- prior diagnosis for COVID-19 by laboratory test and complete resolution of symptoms for at least 28 days or;
- prior diagnosis for COVID-19 by laboratory test and complete resolution of symptoms for at least 14 days with a follow-up negative COVID-19 test or;

(continued on page 2)
National CCP Program (continued from page 1)

- prior diagnosis for COVID-19 by clinical symptoms/evaluation and complete resolution of symptoms for at least 28 days; or
- prior diagnosis for COVID-19 by clinical symptoms/evaluation and complete resolution of symptoms for at least 14 days with a follow-up negative COVID-19 test.

America’s Blood Centers (ABC) published a position statement on Friday, April 3rd addressing CCP. “America’s Blood Centers and its members are working closely with the U.S. Food and Drug Administration (FDA) to begin collecting and distributing convalescent plasma from individuals who have recovered from COVID-19. While COVID-19 currently has no proven treatment, it is possible that convalescent plasma, a component of blood from patients that have recovered from COVID-19, that contains antibodies to SARS-CoV-2 (the virus that causes COVID-19), may provide passive immunity for certain COVID-19 patients…For individuals meeting the above criteria of recovery from COVID-19, the donor center will further evaluate their eligibility for donation which might include additional prescreen blood testing as well as routine donor screening. To be eligible to donate convalescent plasma, donors must meet all regular blood donor requirements.”

Additional resources regarding CCP are available to members of ABC including: the full position statement, talking points, a status summary of CCP, and a CCP Primer. ABC also hosted an executive update COVID-19 webinar on Wednesday, April 1st that discussed CCP following previous announcements by the FDA on Investigational COVID-19 Convalescent Plasma – Emergency INDs with information to facilitate clinicians’ access to convalescent plasma outside of established clinical trials and a “Frequently Asked Questions” document from the agency. Slides and a recording of the webinar are now available on the ABC member site COVID-19 Resource Hub. AABB has issued a CCP Collection protocol that is available on their website.


FDA Alters Blood Donor Eligibility Criteria through Multiple Guidances

On April 2nd, the U.S. Food and Drug Administration (FDA) announced several blood donor eligibility criteria changes aimed at increasing the pool of eligible blood donors while ensuring a safe and available blood supply to assist the nation’s response efforts to COVID-19. The agency issued three guidances entitled:

- “Revised Recommendations for Reducing the Risk of Human Immunodeficiency Virus (HIV) Transmission by Blood and Blood Products;”
- “Revised Recommendations to Reduce the Risk of Transfusion-Transmitted Malaria;” and
- “Recommendations to Reduce the Possible Risk of Transmission of Creutzfeldt-Jakob Disease (CJD) and Variant Creutzfeldt-Jakob Disease (vCJD) by Blood and Blood Components.”

“At the FDA, we want to do everything we can to encourage more blood donations, which includes revisiting and updating some of our existing policies to help ensure we have an adequate blood supply, while still protecting the safety of our nation’s blood supply,” said FDA Center for Biologics Evaluation and Research (CBER) Director Peter Marks, MD, PhD in an FDA statement. “Based on recently completed studies and epidemiologic data, the FDA has concluded that current policies regarding certain donor eligibility criteria can be modified without compromising the safety of the blood supply. Therefore, the FDA is revising recommendations in several guidances regarding blood donor eligibility. These changes are being
FDA Revises Blood Donor Eligibility Criteria (continued from page 2)

put forth for immediate implementation and are expected to remain in place after the COVID-19 pandemic ends, with any appropriate changes based on comments we receive and our experience implementing the guidances. At this time, the alternatives to certain donor eligibility requirements being provided generally will apply only for the duration of the declared pandemic.”

Notable changes to the HIV guidance include:

- Defer for 3 months from last event anyone who exchanged sex for money or drugs;
- Defer for 3 months from last event anyone who engaged in non-prescription injection drug use;
- Defer for 3 months from last event anyone who has a history of sex with anyone listed above;
- Defer for 3 months from last transfusion of allogeneic transfusions of blood or components;
- Defer for 3 months from last exposure individuals who had contact with blood through percutaneous inoculation such as needles stick of contact with open wound/mucous membranes;
- Defer for 3 months from most recent tattoo, ear/body piercing excluding tattoos applied by a state regulated parlor using sterile needles and non-reusable ink and body piercing using single-use equipment;
- Defer for 3 months after completion of treatment an individual with history of syphilis or gonorrhea;
- Defer for 3 months after most recent sexual contact of a man who had sex with another man; and
- Defer for 3 months after most recent sexual contact of a woman who had sex with a man who had sex with another may within the previous 3 months.

The malaria guidance reduces deferral time for travel by individuals who have never lived in a malarial endemic area, but who travel to such an area from 12 months to 3 months. The CJD/vCJD criteria changes finalizes the draft guidance by the same name from January 2020. The biggest change finalizes the removal of the deferral criteria for geographical risk of vCJD for U.S. military bases in Europe, which ABC actively advocated for many years, and excludes time in United Kingdom from 1980-1996 (cumulative 3 months), and France or Ireland from 1980-2001 (cumulative 5 years).

ABC issued a position statement addressing the blood donor eligibility criteria changes and talking points to assist member blood centers with donor and media inquiries. “ABC supports these changes, which include shortened deferral periods for individuals at higher risk of HIV, including men who have sex with
FDA Revises Blood Donor Eligibility Criteria (continued from page 3)

men (MSM), and individuals receiving recent blood transfusions, accidental blood exposures, tattoos, and piercings. FDA also finalized guidance on Creutzfeldt–Jakob disease (CJD) and variant CJD which will make eligible individuals who spent time in numerous European countries or on military bases in Europe. ABC continues to support donor eligibility requirements founded on scientifically based data about donor and transfusion safety and individual behaviors. The FDA’s actions will allow for the re-entry of thousands of individuals to the donor pool who were previously deferred…individuals are strongly encouraged to contact their local blood center to confirm the implementation timeline, their eligibility, and to schedule appointments to donate. While the blood supply is currently stable, there will be an ongoing need for blood donation throughout the pandemic and beyond.”

Also, the FDA published a guidance entitled “Alternative Procedures for Blood and Blood Components During the COVID-19 Public Health Emergency,” for immediate implementation for the duration of the declared public health emergency. It provides variances to allow:

- the use of units identified as unsuitable due to failure to follow procedures that do not affect the safety of the donors for blood pressure, pulse, weight, or donation frequency and the donation is otherwise suitable; and
- extend the time to clarify donor responses to 72 hours from date of donation.

The ABC Quality Blood Regulatory Review Subcommittee and Scientific, Medical, and Technical Committee will continue to review the guidance documents in detail and provide additional information as well as any appropriate comments to the FDA. Member blood centers are encouraged to provide any feedback to Ruth Sylvester or Toni Mattoch.

(Sources: ABC Donor Eligibility Criteria Change Position Statement and Talking Points, 4/3/20; FDA Statement, 4/2/20)

RESEARCH IN BRIEF

Treatment of Five Patients with COVID-19 Convalescent Plasma (CCP). As the number of cases of COVID-19 increases, blood centers are starting the collection and production of CCP. A study in JAMA described the experience of patients with laboratory confirmed COVID-19 at Shenzhen Third People's Hospital in China. These individuals “diagnosed using quantitative reverse transcriptase–polymerase chain reaction were eligible to receive [CCP for treatment] if they fulfilled the following criteria:

- had severe pneumonia with rapid progression and continuously high viral loads despite antiviral treatment;
- PAO₂/FIO₂ of <300;
- and were currently or had previously received mechanical ventilation.”

Recipients had their serum collected and “neutralizing antibody titers” tested one day before receiving a CCP transfusion. The ABO blood types of the patients were identified to ensure donor compatibility. “The patients received antiviral agents continuously until the COVID-19 viral loads became negative.” Five CCP donors (ages 18–60) provided their plasma collected by apheresis. They had recovered from the COVID-19 infection “and [had] subsequently tested negative” in addition to being asymptomatic for at least 10 days. They had a serum COVID–19 “specific ELISA antibody titer higher than 1:1000 and a neutralizing antibody titer greater than 40…Five patients (age range 36–73 years) were treated with CCP” for 10 to 22

(continued on page 5)
days after admission. Following CCP transfusion, four patients’ “body temperature normalized within three days, the Sequential Organ Failure Assessment (SOFA) score decreased, and PAO$_2$/FIO$_2$ increased within 12 days.” Their “viral loads also decreased and became negative within 12 days after the transfusion, and [COVID-19]–specific ELISA and neutralizing antibody titers increased following the transfusion.” Acute respiratory distress syndrome (ARDS) resolved in four patients at 12 days after transfusion, and “three patients were weaned from mechanical ventilation” within two weeks of treatment. “Of the five patients, three had been discharged after two months and two were in stable condition. The authors note that the study had several limitations including: small numbers and no controls, it was unclear if these patients would have improved without transfusion of CCP, all patients were treated with “multiple other agents, whether a different timing of CCP administration would have been associated with different outcomes [could] not be determined, and whether this approach reduced case-fatality rates was also unknown. The authors concluded that “these results highlight the possibility that antibodies from CCP may have contributed to the clearance of the virus and also to the improvement of symptoms.”


Contributed by Richard Gammon, MD, Medical Director at OneBlood

**MEMBER NEWS**

Versiti, Inc. is working with Froedtert Hospital and the Medical College of Wisconsin (MCW) on a coronavirus research project to further examine the impact of plasma infusions from patients who have recovered from COVID-19 as potential intervention in treating the disease. Gilbert White, MD, executive vice president for Research and chief science officer at Versiti, will be the primary investigator and will work with Mary Beth Graham, MD, FIDSA, FACP of Froedtert Hospital and MCW. “This is a very important joint effort that we are undertaking which will benefit every hospital system in the state of Wisconsin and beyond,” said Dr. White in a Versiti news release. “This research will not only help patients now but inform us for future interventions.” Versiti is one of several ABC member blood centers that either have begun or plan to begin collecting convalescent plasma from patients who have recovered from COVID-19 as part of the U.S. Food and Drug Administration’s (FDA) Emergency Investigational New Drug application. “It’s a very collaborative effort with our hospital partners who will be working to identify and verify the donors,” said Versiti Senior Medical Director Dan Waxman, MD in the news release. “Many of our hospital partners have already requested the donations.”

(Source: Versiti News Release, 4/2/20)

The Illinois Coalition of Community Blood Centers has launched the “#GiveBloodChallenge.” The social media campaign aims to challenge individuals to donate blood and post a photo of their appointment time and tag 10 of their friends to challenge them to do the same using the hashtag “#GiveBloodChallenge.” “One thing that is increasing is people’s time on social media,” said Illinois Coalition of Community Blood Centers Executive Director Margaret Vaughn to The Center Square. “So, what we are encouraging people to do is go online and make an appointment to donate blood. It takes about an hour of your time, once you get to the center, and your single donation can save up to three lives. So, on behalf of the babies in neonatal units and the cancer patients and the sickle cell patients and the trauma victims all waiting for blood, we're asking you to please donate.” Members of the Illinois Coalition of Community Blood Centers includes ABC members:

- **Central Illinois Community Blood Center** (a division of Mississippi Valley Regional Blood Center)
MEMBER NEWS (continued from page 5)

- **Community Blood Services of Illinois** (a division of Mississippi Valley Regional Blood Center)
- **Mississippi Valley Regional Blood Center**
- **Rock River Valley Blood Center**
- **Versiti Blood Center of Illinois**
- **Vitalant** (formerly LifeSource)

(Source: *The Center Square*, Coalition launches Give Blood Challenge as blood supplies dwindle in Illinois, 3/31/20)

COMPANY NEWS

**Cerus Corp.** announced that two COVID-19 patients in Switzerland have received coronavirus convalescent plasma (CCP) treated by the company’s Intercept pathogen reduction technology system. The CCP treatments took place at the University Hospital Basel which collaborated with the Swiss Red Cross and Cerus Corp on one of the first CCP programs outside of China. “Plasma collected from individuals who have recovered from coronavirus disease contains antibodies against the virus that may help fight the infection,” said Cerus Chief Scientific Officer Laurence Corash, MD in a company news release. “The preliminary data from China on the use of CCP in COVID-19 patients is promising. The use of Intercept has been shown to improve the overall safety of plasma by inactivating residual virus and other infectious pathogens that may be present in donor blood…As the number of convalesced or asymptomatic COVID individuals increases, sources of CCP will become more abundant, which could make this treatment or prophylactic modality widely available before other interventional drug therapies and vaccines have been validated.”

(Cerus Corp. News Release, 4/2/20)

**Abbott** has received Emergency Use Authorization (EUA) from the U.S. Food and Drug Administration (FDA) for a diagnostic molecular point-of-care test for COVID-19 that can provide positive results in as little as five minutes. The ID NOW™ COVID-19 test delivers negative results in 13 minutes. “The COVID-19 pandemic will be fought on multiple fronts, and a portable molecular test that offers results in minutes adds to the broad range of diagnostic solutions needed to combat this virus,” said Abbott President and Chief Operating Officer Robert Ford in a company news release. “With rapid testing on ID NOW, healthcare providers can perform molecular point-of-care testing outside the traditional four walls of a hospital in outbreak hotspots.” This is Abbott’s second COVID-19 diagnostic test which will allow the company to produce an estimated 5 million tests monthly. Other companies such as **Roche** and **Hologic** have also received EUAs from FDA for diagnostic tests as the medical device industry continues to scale up testing capacity in the wake of the COVID-19 pandemic.


We Welcome Your Letters

The *ABC Newsletter* welcomes letters from its readers on any blood-related topic that might be of interest to ABC members. Letters should be kept relatively short and to the point, preferably about a topic that has recently been covered in the *ABC Newsletter*. Letters are subject to editing for brevity and good taste and published after editorial review. Please send letters to the Editor at newsletter@americasblood.org or fax them to (202) 899-2621. Please include your correct title and organization as well as your phone number. The deadline for letters is Wednesday to make it into the next newsletter.
ABC and ADRP Unveil New Strategic Plan for 2020-23

America’s Blood Centers (ABC) and ADRP, an International Division of ABC, have developed a new strategic plan as both organizations continue to move forward anticipating how to exceed member expectations while providing maximum value to ABC members and ADRP subscribers. Using the acronym PACE, the plan is the organizations’ vision for creating an association nimble and innovative enough to change with blood centers in the rapidly evolving healthcare environment. It is centered around four strategic pillars with the tagline “keeping pace with the change around us:”

• Promote;
• Advance;
• Champion; and
• Elevate.

Additional information about the plan is available on the ABC public website.

(Source: ABC Website, 4/1/20)

Member Value Report Now Available

ABC has published the fiscal year 2020 (April 1st, 2019 – March 31st, 2020) member value report. It provides a snapshot of the progress being made to further ABC’s advocacy agenda, prioritize new organizational initiatives, and prepare the association for the future. ABC encourages members to review the report and actively engage with us by providing feedback in the form of questions, comments, and ideas for the future.

(Source: ABC Member Value Report, 4/1/20)

New Board of Directors Announced for FY 2021

Two new members will join the ABC Board of Directors for fiscal year 2020-2021 (April 1st, 2020 – March 31st, 2021). Kimberly Kinsell, JD, general counsel for LifeSouth Community Blood Centers and Laurie Sutor, MD, vice president of Medical and Technical Services at Carter BloodCare are the newest board members. ABC would like to thank outgoing board members, John Armitage, MD (Oklahoma Blood Institute), Delisa English (The Blood Connection, Inc.), and Martin Grable (OneBlood), for their service, contributions, and commitment to ABC and its member blood centers. The members of the ABC Board include:

• Mike Parejko, Mississippi Valley Regional Blood Center, President;
• John Miller, LIFELINE Blood Services, President-Elect;
• Rob Van Tuyle, Vitalant, Secretary/Treasurer;
• Kimberly Kinsell, JD, LifeSouth;
• Bud Scholl, OneBlood; and
• Laurie Sutor, MD, Carter BloodCare.

(Source: ABC Board Listing, 4/1/20)
CALENDAR

Note to subscribers: Submissions for a free listing in this calendar (published in the last issue of each month) are welcome. Send information to newsletter@americasblood.org or by fax to (202) 393-1282. (For a more detailed announcement in the weekly “Meetings” section of the newsletter, please include program information.)

POSTPONED


2020


July 21-23. 2020 ABC Medical Directors Workshop and Summer Summit, Cleveland, Ohio. More details coming soon.


CLASSIFIED ADVERTISING

Classified advertisements, including notices of positions available and wanted, are published free of charge for a maximum of three weeks per position per calendar year for ABC institutional members. There are charges for non-members: $139 per placement for ABC Newsletter subscribers and $279 for non-subscribers. A six (6) percent processing fee will be applied to all credit card payments. Notices ordinarily are limited to 150 words. To place an ad, e-mail: newsletter@americasblood.org.

POSITIONS

East Coast Account Manager/Senior Product Specialist (Macopharma USA). Macopharma is a worldwide, leading and innovative Health Care Company specializing in the fields of Transfusion Medicine and Biotherapy. For more than 40 years, Macopharma has achieved continuous growth and success in these fields. In all our

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**POSITIONS (continued from page 8)**

activities, we focus on the improvement of human health outcomes. This position is responsible for developing and maintaining relationships that lead to sales of blood bank filters, equipment, and related products. Travel is required three to four nights per week. Must live near a major airport in Eastern United States. Key responsibilities include: Develop and implement strategies to maintain and/or expand sales within assigned territory; territory and account management to include forecast of product usage. Provides reports on the budget and sales activity for a given period of time. Interfaces with the customer on a regular basis to understand the customer's overall objectives and requirements. Provides post implementation support to assigned accounts / customers with the assistance of support staff. Serves as a point of escalation for issues or activities that the customer encounters during product utilization and ensures the resolution of customer problems/complaints. Preps and conducts technical/product presentations and demonstrations. Participates in trade shows by representing the organization and sharing information on products. Required experience: Bachelor's degree from four-year college or university. Minimum five years' experience in the blood banking/medical device or related industry. Minimum three years proven sales success. Please send resumes with salary criteria to: roxane@macopharmausa.com. No phone calls.

**Outside Sales Representative/Event Planner (Fort Smith, AR, USA).** Account Consultants must develop new partnerships with targeted decision makers in community organizations, educational and religious institutions and businesses to gain support in meeting the needs for volunteer blood donors. Responsibilities include organizing and promoting blood donation events; assessing, developing and implementing strategic/tactical plans to achieve recruitment objective/goals. She/he is expected to develop a customer-focused culture that will result in successful community partnerships and donation awareness. Identify opportunities for growth within current group base and facilitate a plan to achieve growth percentage for total unit collection within territory. Book recurring blood drives for the following year. Develop and maintain relationships with key accounts. Give presentations in order to promote blood collection. Identify and provide feedback on issues regarding customer needs/requirements, customer issues/concerns and satisfaction, competitor activities/strategies, etc. Interact effectively and professionally with team members and all internal/external contacts. Qualifications: Associate/Bachelor’s degree preferred, one to three years sales related experience, public speaking/presentation experience preferred, excellent communication skills, and valid driver’s license with access to vehicle. Salary Range: Competitive salary, commission plan, and excellent benefits package including health, dental, vision, and life insurance, 401(k), paid time off, and holiday pay. How to apply: [http://arkbi.org/careers/](http://arkbi.org/careers/).

**Outside Sales Representative/Event Planner (Little Rock, AR, USA).** Account Consultants must develop new partnerships with targeted decision makers in community organizations, educational and religious institutions and businesses to gain support in meeting the needs for volunteer blood donors. Responsibilities include organizing and promoting blood donation events; assessing, developing and implementing strategic/tactical plans to achieve recruitment objective/goals. She/he is expected to develop a customer-focused culture that will result in successful community partnerships and donation awareness. Identify opportunities for growth within current group base and facilitate a plan to achieve growth percentage for total unit collection within territory. Book recurring blood drives for the following year. Develop and maintain relationships with key accounts. Give presentations in order to promote blood collection. Identify and provide feedback on issues regarding customer needs/requirements, customer issues/concerns and satisfaction, competitor activities/strategies, etc. Interact effectively and professionally with team members and all internal/external contacts. Qualifications: Associate/Bachelor’s degree preferred, one to three years sales related experience, public speaking/presentation experience preferred, excellent communication skills, and valid driver’s license with access to vehicle. Salary Range: Competitive salary, commission plan, and excellent benefits package including health, dental, vision, and life insurance, 401(k), paid time off, and holiday pay. How to apply: [http://arkbi.org/careers/](http://arkbi.org/careers/).

**Hematologist/Medical Director.** OneBlood is expanding its clinical practice offerings in the areas of outpatient transfusion medicine, therapeutic apheresis & phlebotomy, pre-op anemia management, cell therapy, treatment of blood disorders. If you have a passion to join a team that is providing cutting-edge medical expertise in the areas of blood banking/transfusion medicine, hematology and outpatient clinical services, IRL, therapeutic apheresis, cellular therapy, research, consider joining our medical team as a regional Medical Director. This position includes a highly competitive salary, benefits package, including the option of free medical coverage, retirement plan with company contribution PLUS a company match, company vehicle lease/allowance, paid holidays, etc. The position is based out of the Ft. Lauderdale, Florida area. Qualified candidates should possess minimum of 3 years’ experience, M.D. or D.O. degree with board certification in Internal Medicine/Hematology and sub-specialty board certification in Blood Banking/Transfusion Medicine by a Board Registry recognized by the American Board of Medical Specialties. Appropriate state licenses will be required as needed.

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POSITIONS (continued from page 9)

Candidates must meet the eligibility requirements to obtain appointments at hospitals served by OneBlood. For more detailed information, visit OneBlood’s Careers page at www.oneblood.org. OneBlood, Inc., a proven leader in blood banking, is an Equal Opportunity Employer/Vet/Disability

Director, Regulatory Affairs. America’s Blood Centers (ABC), North America’s largest network of community-based, independent blood programs, is seeking a Director, Regulatory Affairs. The position will be actively involved and accountable for the development, implementation, execution and advancement of the ABC regulatory agenda before federal agencies and other stakeholders. In addition, the position will assist in the facilitation of member education, evaluation and coalescing of member input in the development of industry positions, data collection from internal and external sources, and primary and secondary research. The position will report directly to the Senior Director, Federal Government Affairs, providing strategic guidance on regulatory affairs and public policy issues pertaining to the nation’s blood supply. A bachelor’s degree is required for the position, which is based in Washington, D.C. This individual should have a thorough understanding of the federal regulatory processes and landscape, particularly with the FDA; have knowledge of and experience in health policy; blood industry knowledge preferably (but not required); be able to collect, analyze, and synthesize information from varied sources; have strong critical thinking, analytical, and problem-solving skills; be self-motivated and goal oriented; have the ability to multitask and determine priorities; be able to network and collaborate effectively with colleagues and volunteers; have strong communication skills - verbal, written, and presentation; and be able to travel, sometimes at short notice. ABC offers a salary commensurate with experience as well as an excellent benefit package including medical, dental, LTD, and 401k contribution. We are a hybrid virtual office that promotes a flexible work environment. This is a full-time staff position including benefits and a stipend for internet and telephone services. ABC prohibits discrimination and provides equal employment opportunities to all employees and applicants for employment without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state or local laws. The full job description is available here. Interested applicants should send a cover letter and resume to careers@americasblood.org.