



NORIDIAN

HEALTHCARE SOLUTIONS

Elevating Operations, Enabling Care.

CODE OF CONDUCT

REVISED FEBRUARY 2026

A NOTE FROM JON

Doing the right thing and acting with integrity is a core part of who we are. Many of us work with government customers, who are an important part of our business and expect the highest ethical standards. We hold ourselves to those standards not just because they're required, but because it's the right thing to do.

Each of you plays an important role in this effort, and it's important that you understand our Code and how it applies to your work. This document is meant to be a practical resource you can turn to when you're unsure or facing a situation that doesn't feel quite right to you. As your CEO, I want you to know you have my full support to raise concerns whenever something doesn't seem right without fear of retaliation.

Thank you for your commitment to doing the right thing. Our continued success and growth depend on it.

Sincerely,
Jon Bogenreif
President & Chief Executive Officer



A MESSAGE FROM KARA

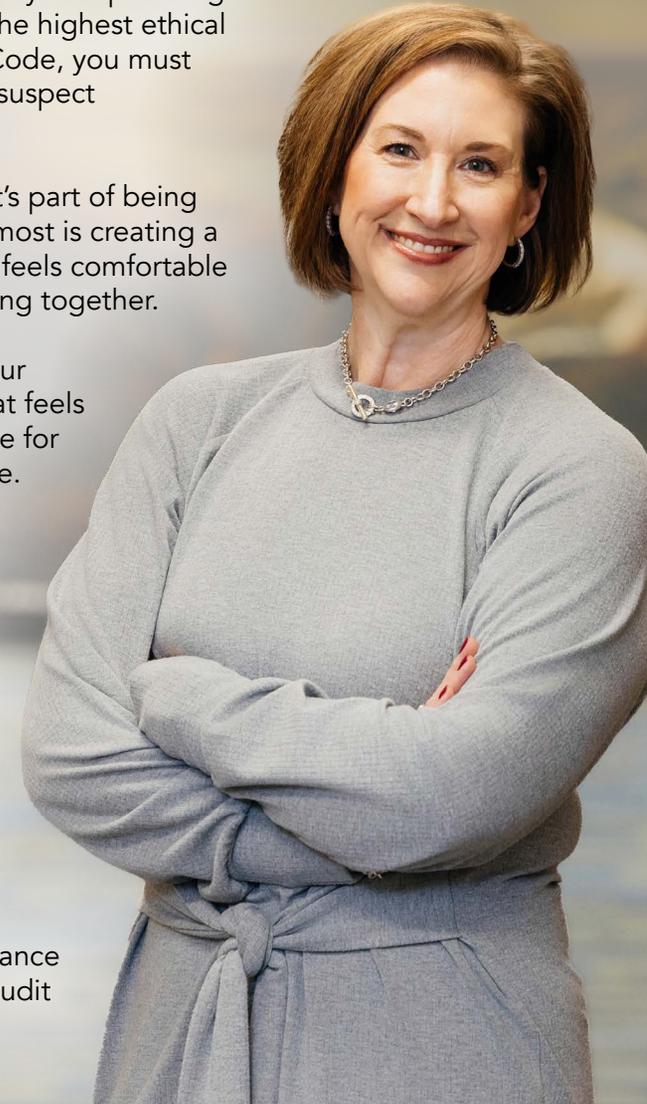
We all share responsibility for upholding Noridian's values and the highest ethical standards. Under our Code, you must speak up if you see or suspect something wrong.

Mistakes happen—that's part of being human! What matters most is creating a space where everyone feels comfortable speaking up and learning together.

Start by talking with your leader if possible. If that feels uncomfortable, I'm here for you—reach out anytime. Your voice matters and drives positive change.

No Code can cover every scenario, so if you're ever unsure, speak up and ask. The Compliance & Ethics team is here for you.

Sincerely,
Kara Benedict
Vice President, Compliance & Ethics and Internal Audit



REPORTING ETHICAL CONCERNS

Noridian is committed to maintaining the highest standards of ethics and integrity in all aspects of our operations. We encourage employees to report any concerns related to ethics, compliance, or integrity.


PHONE

Call EthicsPoint toll-free at 1-833-221-5155. Our dedicated hotline is available 24/7 to receive your concerns.





Visit the Noridian EthicsPoint website:
Desktop: noridiansolutions.ethicspoint.com
Mobile: noridiansolutionsmobile.ethicspoint.com


ONLINE


EMAIL

NoridianCompliance@noridian.com
or **NoridianHR@noridian.com**



PO Box 242
West Fargo, ND 58078


PO BOX

 =Allows for anonymous reporting

NON-RETALIATION POLICY

Whatever way you decide to make the report, Noridian has a non-retaliation policy to protect you. This means no one can take an adverse action against you because you made a report. Retaliation for reporting will NEVER be tolerated at Noridian, and if you think this is happening, you should report it immediately.



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NORIDIAN VALUES AND BEHAVIORS

OUR VALUES

Noridian designs and delivers solutions that support the administration of government and commercial healthcare programs. Noridian's values and behaviors are at the heart of how we operate to achieve our mission and objectives.

SERVICE EXCELLENCE

We provide value through quality service

IMPORTANCE

Means taking pride in the quality of our work and understanding the real impact it has on those we serve. It's about being reliable, responsive, and thoughtful—always striving to add value and build trust through consistency and care.

RESPONSIBLE STEWARDSHIP

We manage all resources entrusted to us with efficiency and care

IMPORTANCE

Reflects our commitment to managing time, information, and resources with intention and accountability. We see this value as honoring the trust placed in us by being efficient, mindful, and forward-thinking in our decisions.

CONSTANT INNOVATION

We seize opportunities to advance progressive change

IMPORTANCE

Encourages us to stay curious and open to change. It means looking for better ways to solve problems, improve processes, and adapt so Noridian can continue to grow and respond effectively in an evolving environment.

INTEGRITY

We do the right thing

IMPORTANCE

Means doing the right thing even when no one is looking and making decisions rooted in honesty and ethical responsibility.

EFFECTIVE COLLABORATION

We work together toward a common purpose

IMPORTANCE

Reminds us that our best outcomes are achieved together. We value open communication, mutual respect, and shared purpose, knowing that strong partnerships strengthen our collective success.

VOICES OF OUR TEAM: LIVING OUR VALUES EVERY DAY

These employee reflections highlighted here and sprinkled throughout this code illustrate how our values shape actions across the organization. They also demonstrate the shared standards, behaviors, and commitments that guide our work and define our culture.

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Service Excellence to me is providing every beneficiary with a thoughtful and complete response to their inquiry. This is important to show an elderly person the understanding they may need so they feel they are heard and cared about. I want to be sure they also have the tools they need to move forward and assist them in getting a claim to pay.

CUSTOMER SERVICE REP, PROVIDER CONTACT CENTER

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The Noridian values guide how I show up each day and shape my decisions, actions, and interactions. By leading with Service Excellence, Responsible Stewardship, Integrity, Constant Innovation, and Effective Collaboration, I strive to support my team, partner effectively with peers, and deliver high quality service to our customers.

DIRECTOR, PROVIDER CONTACT CENTER

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Noridian's values are a daily reminder of how I show up as a leader—prioritizing quality service, using resources wisely, driving meaningful improvement, acting with integrity, and building strong partnerships that move our organization forward. They guide how I make decisions, support my team, and contribute to a culture of continuous excellence.

MANAGER, CONTINUOUS IMPROVEMENT

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To uphold these values, it is essential for us to maintain open communication and be flexible in our approach. This allows us to adapt and ensure that we are always doing what is best for Noridian.

**WORKLOAD/REPORTING COORDINATOR,
PREPROCESS**

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SPEAK-UP CULTURE

We do our best work when people feel comfortable speaking up and staying connected—no matter where they work.

If something doesn't seem right, or if you're unsure about a rule or expectation, please ask. When you work remotely, it's not always clear who to go to or when to raise a question—and that's okay. Keep asking until things make sense. If you're not getting a clear answer, Compliance & Ethics is here to help.

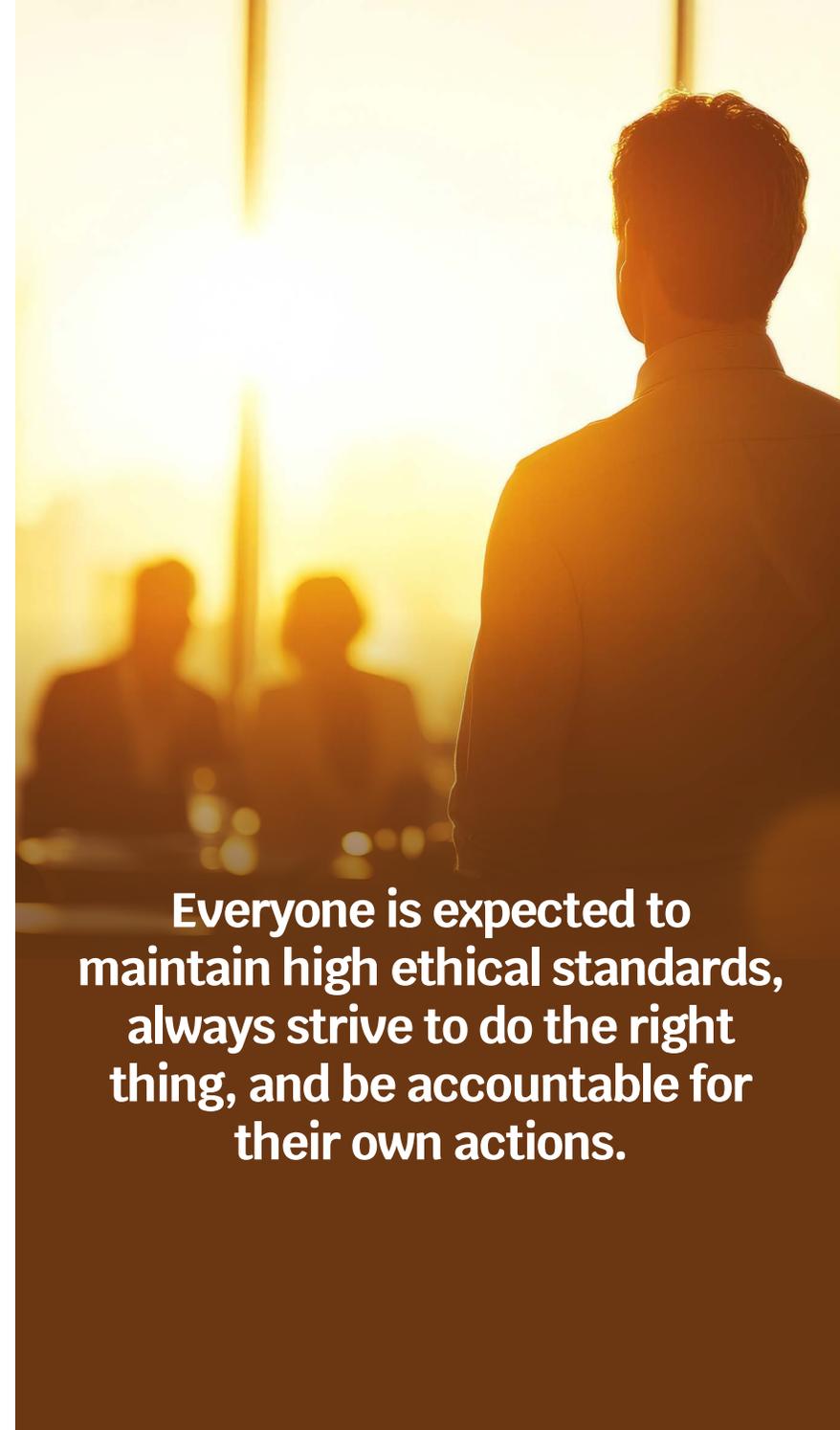
You can ask questions or raise concerns in whatever way works best for you—by email, chat, phone, video, or through our confidential reporting options. There's no "wrong" way to reach out.

Speaking up helps us stay connected, solve problems early, and make better decisions together—even when we're not in the same room

SAFE & RESPECTFUL WORKPLACE

We are committed to maintaining a safe and professional working environment where everyone is treated with dignity and respect. This applies to the way we treat each other and how we treat our customers and business partners. Noridian does not tolerate improper behavior. If you witness improper behavior, or you ever feel you are being mistreated, you must let someone know so it can be addressed.

The Employee Handbook provides additional information about our commitment to maintaining a safe and respectful workplace.



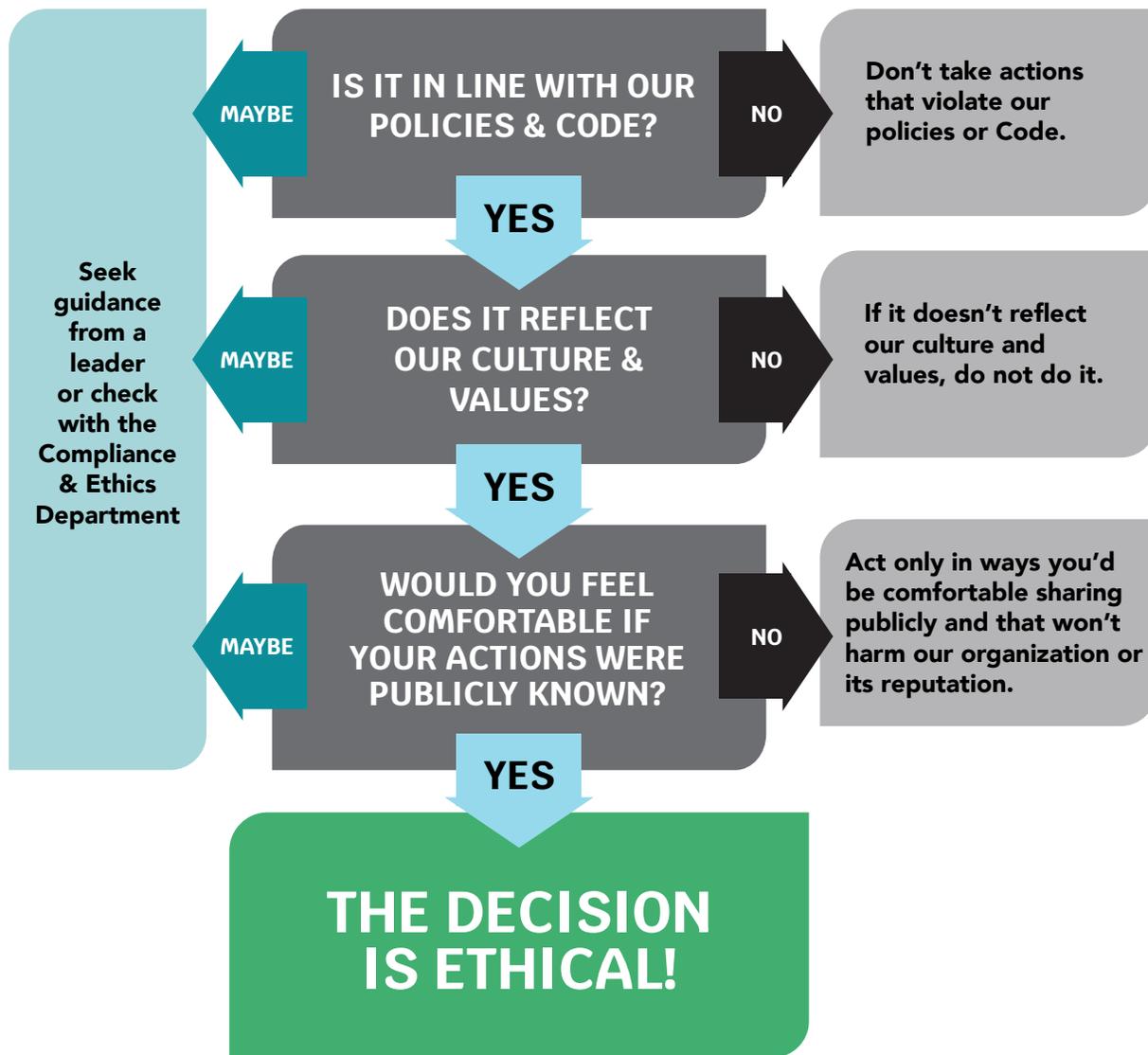
Everyone is expected to maintain high ethical standards, always strive to do the right thing, and be accountable for their own actions.



COMPLIANCE & ETHICS PROGRAM

MAKING ETHICAL DECISIONS

Have you ever faced a situation in which the right decision wasn't clear? Ask yourself these questions before making a decision.



AM I MAKING THE RIGHT DECISION?
IS IT ETHICAL?



Seek guidance from a leader or check with the Compliance & Ethics Department

PROGRAM OVERVIEW

Noridian's Compliance & Ethics Program follows the recommendations of the United States' Office of Inspector General (OIG). To help ensure we operate with the highest standards of integrity, the following fundamentals guide our program:

- A Compliance Officer that every team member can talk to directly.
- Established standards, procedures, and policies.
- Education and training on how to report concerns.
- Auditing to make sure we are doing what we are supposed to do.
- A hotline for anonymous reporting.
- Disciplinary guidelines and actions for when someone does the wrong thing.
- Conducting fair and thorough investigations promptly.

“The Noridian values really guide my behaviors and support my efforts in how I choose to show up every day. To me, it means demonstrating Noridian's values by delivering service excellence through consistent, high quality support and collaboration with colleagues, cross functional partners, and stakeholders. It means prioritizing responsible stewardship and constant innovation by using resources efficiently, driving process improvements that create shared value, and leading with integrity by doing the right thing—even when it requires difficult conversations or hard decisions.”

THIRD-PARTY SPECIALIST, CONTRACT ADMINISTRATION



JUST CULTURE

At Noridian, we believe in creating a fair and just culture. This means we hold you responsible only for what you can control. This includes:

- Understanding and following the rules including policies, procedures, and work standards.
- Living our values of integrity and following all behavior expectations.
- Speaking up when something is not right, or you do not understand.
- Being engaged and respectfully holding others accountable for following the rules.

Noridian has a duty to take all the steps needed to maintain a culture where people are treated fairly. This includes:

- Respecting the complexity of every situation and investigating in an unbiased way.
- Finding the true “root cause(s)” and not oversimplifying a problem by immediately finding blame.
- Recognizing that most mistakes and failures are complex and require open-mindedness and objectivity to help the organization improve.
- Separating human error from reckless or negligent behavior and addressing them differently.
- Making sure disciplinary action is appropriate and fair.

OBLIGATION TO COOPERATE

All team members including employees, contingent workers, board members, contractors, and vendors are expected to fully cooperate with any internal or external investigation. Noridian does not allow:

- Lying to or misleading an investigator.
- Hiding information.
- Altering or destroying documentation to hinder or change the outcome of an investigation.
- Attempts to intimidate, threaten, coerce, or influence others.
- Retaliation of any kind.





CONFLICTS OF INTEREST

CONFLICT OF INTEREST

A conflict of interest (COI) happens when your personal relationships or activities — or even the appearance of them — could compete with Noridian’s interests. Conflicts are normal and expected, but they must be reported so we can manage them properly.

Common examples include:

- A family member working for a provider that submits Medicare/Medicaid claims
- A family member working in another Noridian department
- Having a second job with a healthcare or healthcare-related company
- A family member owning a medical billing business
- A close personal relationship with someone who could benefit from information you learn at work
- Serving on a board for a business partner or potential client

Reporting helps us limit risk and ensure transparency.

Many Noridian team members are required to complete the conflict of interest disclosure process each year. Every team member is responsible for reporting conflicts, even if you are not assigned to complete the disclosure process. It is important for everyone to remember the following:

1. All actual and potential conflicts **MUST** be reported. If you are unsure, you should email the Compliance & Ethics Department and/or speak to your leader.
2. If you are required to complete an annual disclosure, make sure you submit it timely and include as much information as possible.
3. If you’re ever unsure whether you can stay fully loyal to Noridian’s interests in a situation, don’t participate in the decision or activity. Instead, report the concern to the Compliance & Ethics Department.

Deliberately withholding conflict information can cause harm to Noridian and is a violation of our Code.

To report an actual or potential conflict of interest, email:
Noridiancompliance@noridian.com



GIFTS AND BUSINESS COURTESIES

Noridian has guidelines to help everyone—employees, vendors, and business partners—handle gifts and business courtesies the right way. Gifts should never be given or accepted if they’re meant to influence decisions or reward business. When that happens, it can be viewed as a kickback or bribe. Keeping gifts free from business influence helps us stay ethical, compliant, and true to our values.

BUSINESS COURTESIES

Business courtesies are items or services that usually cost money but are provided free due to a business relationship. When we give business courtesies, they must be reasonable, customary, and appropriate.

Common examples include:

- Food and drink at business gatherings
- Travel or transportation reimbursement
- Event sponsorships
- Free or discounted admission to conferences or training
- Door prizes
- Entertainment such as tickets, discounts, or passes

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Noridian values provide clarity in challenging moments and ensure consistency in how I lead and communicate. Living them daily has strengthened my relationships, built trust, and enhanced my credibility across the organization.

**DIRECTOR,
PROVIDER CONTACT CENTER**

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RULE OF THUMB:

If you or your family benefit personally, or if it’s offered with the intent to gain favorable treatment, don’t accept or give it. Doing so is unethical and illegal.

20/50 RULE FOR GOVERNMENT EMPLOYEES

We cannot offer a federal, state, or local government employee (or their family member), courtesies valued over \$20 on one occasion, and not over \$50 annually. Nominal gifts, like coffee, pretzels, soft drinks, greeting cards, etc. are acceptable. Before you offer anything other than a nominal item to a government employee, reach out to the Compliance & Ethics Department for approval.

50/150 RULE FOR EVERYONE ELSE

We cannot offer or accept gifts valued over \$50 on one occasion or above \$150 annually. If you are not in a management or decision-making position, you may ask the Compliance & Ethics Department for an exception.

GIVING GIFTS

GIVEN TO	SINGLE OCCURRENCE	ANNUAL LIMIT
Government Employees (and their family members)	\$20	\$50
Anyone Else	\$50	\$150

ACCEPTING GIFTS

RECEIVED FROM	SINGLE OCCURRENCE	ANNUAL LIMIT
Government Employees	Only nominal hospitality items	Only nominal hospitality items
Anyone Else	\$50	\$150

- ◆ We cannot accept or give cash and/or gift cards that are issued by a financial institution (e.g. VISA gift card). Those would be considered a gift of cash which is not allowed.
- ◆ Even if a business courtesy has a value of \$50 or less, it should not be offered or accepted if it appears to be intended to influence a business decision or to gain favor.





PROTECTING ASSETS AND INFORMATION

PROTECTING ASSETS & INFORMATION

Noridian safeguards all sensitive information. The nature of our business gives us access to substantial amounts of protected information, technology, sensitive communications, and many other confidential items. An important part of our overall Compliance Program is making sure each person understands their individual responsibilities. This involves things like:

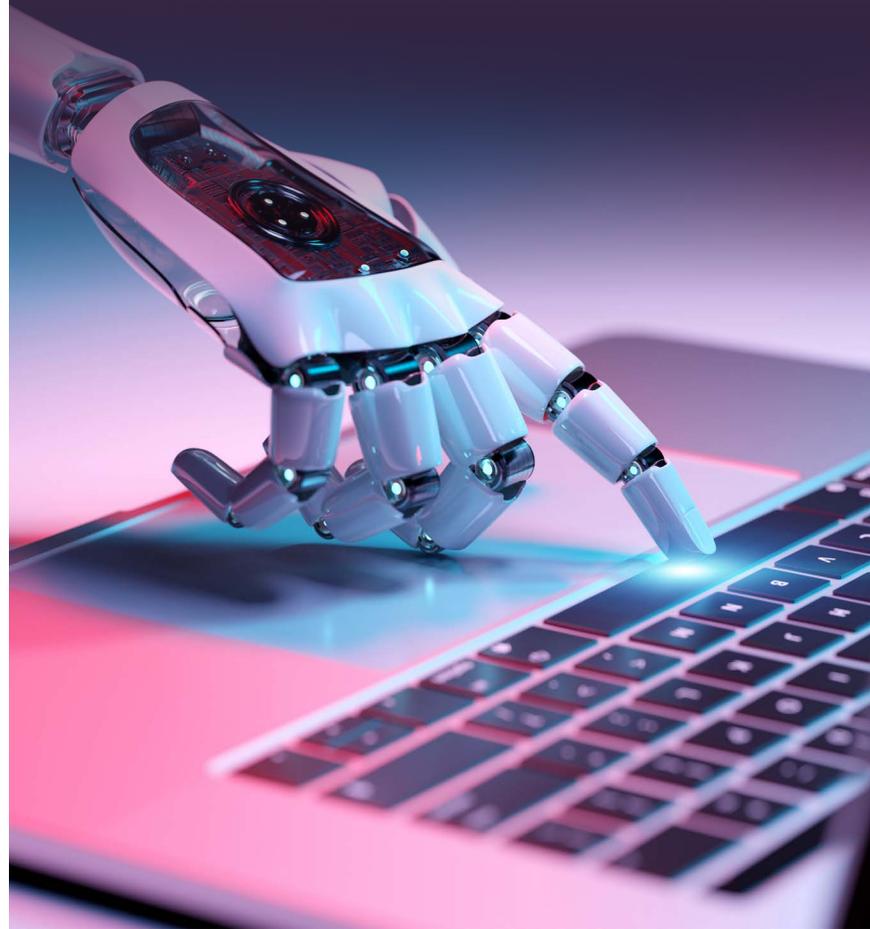
- Using technology appropriately and as instructed.
- Locking devices when left unattended.
- Using only approved methods and encryption for transmitting sensitive information.
- Maintaining professional conduct when using the internet.
- Completing privacy and security training timely.
- Using Artificial Intelligence (AI) responsibly.

Privacy and security rules are complex. Sometimes it can be hard to understand how these policies and procedures affect your work directly. For more information, reach out to Noridian's Privacy or Systems Security Departments.

CONFIDENTIALITY & PRIVACY

Noridian is committed to protecting the confidentiality and privacy of all sensitive information, including PHI and PII. Employees must access sensitive information for legitimate business purposes only and follow our confidentiality and privacy policies.

Noridian recognizes the opportunity and risk that AI presents for our work. All employees must adhere to the [AI Acceptable Use policy](#).



RECORDS MANAGEMENT

We all have a responsibility to follow our Records Management Program. This program addresses the maintenance, retention, and destruction of records in accordance with legal requirements, regulations, and business practices. A government investigation, lawsuit, or court order may impose additional records management requirements.

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Keeping our core values in mind, we continually seek better ways to meet the needs of those we serve. Guided by those values, we ensure every decision supports long term trust and accountability, with a meaningful impact.

TEAM TRAINER, MSP

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A photograph of two men shaking hands in a modern office. The man on the left is wearing a blue button-down shirt and dark trousers, seen from the back. The man on the right is wearing a white button-down shirt and dark trousers, smiling. They are standing in front of a large window with a view of a city. The text 'WORKING WITH THE GOVERNMENT' is overlaid on the right side of the image in a bold, teal font, with a green and blue gradient bar underneath it.

WORKING WITH THE GOVERNMENT

WORKING WITH THE GOVERNMENT

Our state and federal government work is a vital part of our business, and there are unique standards that apply to us because of our role as a government contractor. Some examples include:

- Following anti-trust laws
- Following anti-kickback laws
- Adhering to labor laws
- Complying with procurement integrity requirements
- Ensuring proper charging of costs on our contracts
- Refraining from making false claims, statements, and certifications
- Protecting sensitive information

Failure to follow these rules can hurt the company. It is not possible to include all the rules in this document, but we cover some of the most common ones for you to know.

INTERNAL CONTROLS AND RISK MANAGEMENT

Internal controls help us meet government obligations and manage business risks at Noridian. Internal controls are planned steps built into our processes to make sure things are done right—every time.

PURPOSE OF INTERNAL CONTROLS:

- Promote effective and efficient operations
- Ensure reliable financial and operational reporting
- Maintain compliance with laws, regulations, and Noridian values

Internal and external audits check that controls work as intended, but they can't cover everything. That is why it is up to you to understand the internal controls that affect your work and speak up if you believe something is not working properly.

“Noridian Values are about how we show up for each other and the people we serve. We aim to deliver great service, use our resources wisely, keep improving, and do the right thing even when it's hard. These values guide our everyday actions and help us create a workplace we can be proud of.”

**PROVIDER ENROLLMENT REP,
PROVIDER ENROLLMENT**

INTERNAL CONTROLS

YOUR ROLE

- Complete annual training and Code attestation
- If you're unsure about a control, ask your leader
- Cooperate with audits

EXAMPLES OF INTERNAL CONTROLS

- Segregation of duties
- Department standard operating procedures
- QA processes

EXCLUDED OR INELIGIBLE PERSONS

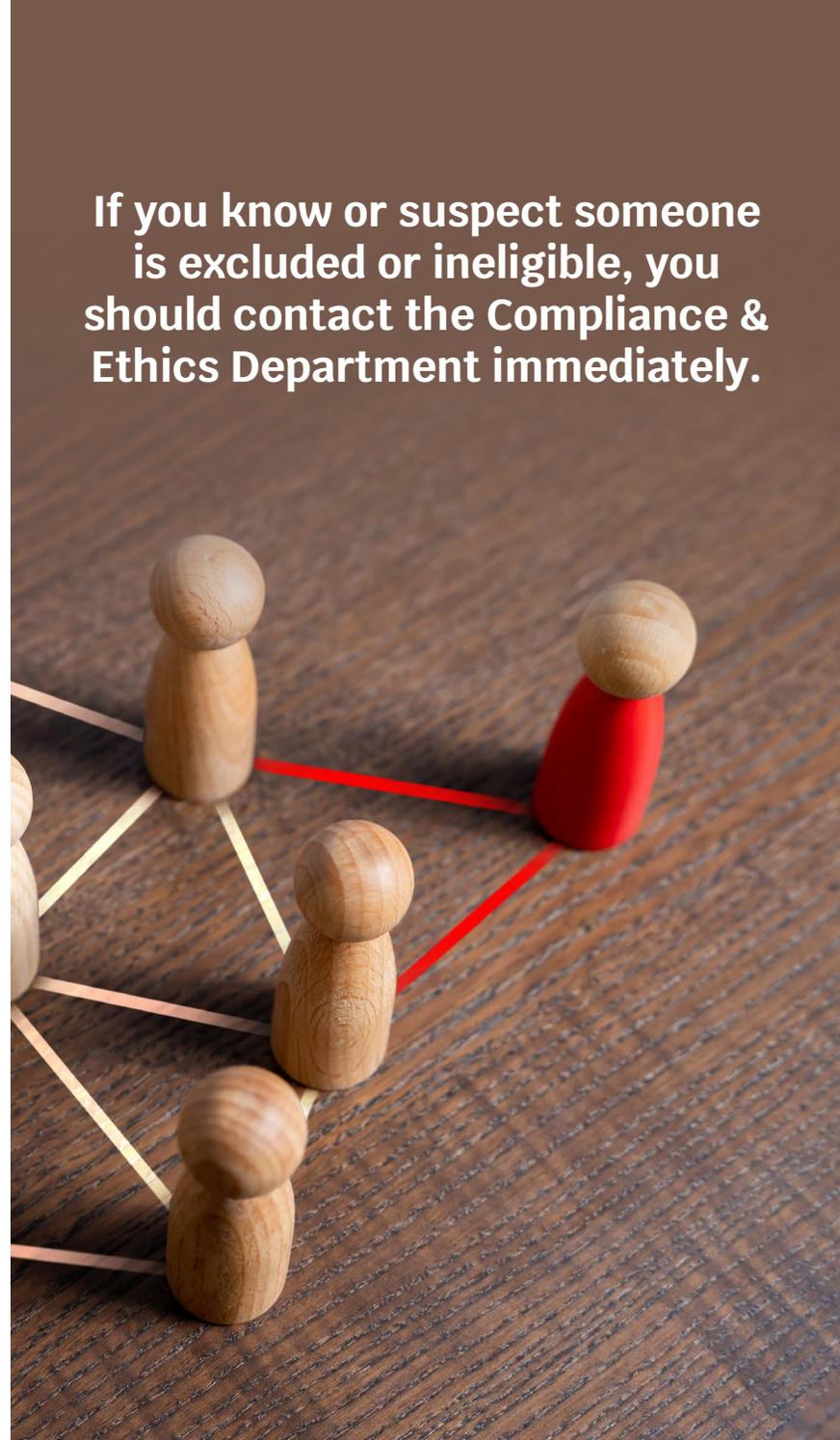
We are prohibited from doing business with any individual or entity that is ineligible for federal program work. This includes anyone who is debarred, suspended, excluded, proposed for debarment or suspension, or otherwise declared ineligible by a federal or state program, such as Medicare or Medicaid. We also cannot employ or contract with anyone convicted of crimes involving government business.

To comply with these requirements, we conduct background checks on all prospective employees and repeat them periodically for current team members. This includes searches of the following lists:

- Department of Health and Human Services Office of Inspector General's List of Excluded Individuals/Entities
- System for Award Management
- Office of Foreign Assets Control List of Specially Designated Nationals and Blocked Persons
- State exclusion lists

If an employee appears on one of these lists, we will promptly investigate and take appropriate action.

If you know or suspect someone is excluded or ineligible, you should contact the Compliance & Ethics Department immediately.



SELF-REPORTING

If we have credible evidence of certain types of violations of federal or state law, we are required to tell the government.

We are required to report to the federal government whenever we have “credible evidence” of certain violations of federal law. Examples of things that must be reported would be:

- Fraudulent conduct
- Kickbacks
- Illegal gratuities to public officials

We must also report violations of the False Claims Act or if we receive a significant overpayment on a federal contract. There are certain disclosure rules for our state contracts as well.

Under our Medicare contracts, we must tell the Centers for Medicare & Medicaid Services (CMS) whenever we discover a known, probable, or suspected Reportable Event. A Reportable Event is anything that involves the following:

- A matter that a reasonable person would consider a violation of criminal, civil, or administrative laws applicable to any Medicare contract or federal health care program; or
- Integrity violations, including any known, probable, or suspected violation of any Medicare contract term or provision.

Reportable Events may include activity that occurs at Noridian or, under certain circumstances, activity that involves third parties, such as Noridian subcontractors.

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Service excellence and responsible stewardship mean delivering work that is precise, reliable, and worthy of trust. Guided by integrity, innovation, and collaboration, I challenge risk, strengthen processes, and help turn insight into forward-looking improvement.

INTERNAL AUDITOR, INTERNAL AUDIT

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I’m committed to upholding the Noridian values that guide our work and interactions daily. Every day, I strive to provide excellent customer service and make decisions that align with the principle of doing the right thing.

**WORKLOAD/REPORTING
COORDINATOR, PREPROCESS**

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CONTRACT BIDDING

When we bid on contracts, we must be fully honest with our pricing and follow antitrust laws. Also, former government employees who now work at Noridian may be limited in what they are allowed to do on our contracts.

The federal Truth in Negotiations Act requires us to certify that our cost and pricing data are “current, accurate, and complete.”

Antitrust laws require that we certify that we do not engage in anticompetitive practices. Federal antitrust laws are designed to promote fair competition and create a level playing field in both commercial and federal marketplaces. Anticompetitive activities are against the law. Additionally, we must not try to get confidential information about a competitor in an illegal way or a way that would require anyone to violate a contractual agreement, such as a confidentiality agreement or non-compete arrangement with a prior employer.

The federal Procurement Integrity Act applies to us because we bid on federal government contracts:

- We may not offer to discuss employment or business opportunities with government procurement officials.
- We may not seek confidential information from third parties, such as government bid selection criteria or a competitor’s bid or proposal information.

To me, the Noridian Values serve as a clear and consistent compass for how we show up every day—individually and collectively. They’re more than words on a poster; they’re the standards that guide how we think, how we make decisions, and how we treat one another.

QA ANALYST, RECOUPMENT

Noridian’s values guide how I work every day—I lead with honesty, accountability, and try to do what’s right for my team and the people we support. The values remind me the importance of collaborating, keep improving, and bringing my best so we can all move forward together.

DIRECTOR, PROVIDER AUDIT

Following Noridian Values creates the best outcome for everyone involved. Being honest and responsible builds positive relationships with CMS, providers, beneficiaries, and coworkers at Noridian. It helps me feel good about the work I do.

TEAM TRAINER, APPEALS

ORGANIZATIONAL CONFLICTS OF INTEREST

Organization Conflict of Interest (OCI) rules exist to make sure there is fair competition in the market for government contract work.

OCI rules prohibit us from competing for work or providing services to the government if the company:

- Would be unable to provide impartial assistance or advice;
- Has an unfair competitive advantage because it set the ground rules for the competition; or
- Has an unfair competitive advantage because it has unequal access to non-public information that is relevant to the competition.

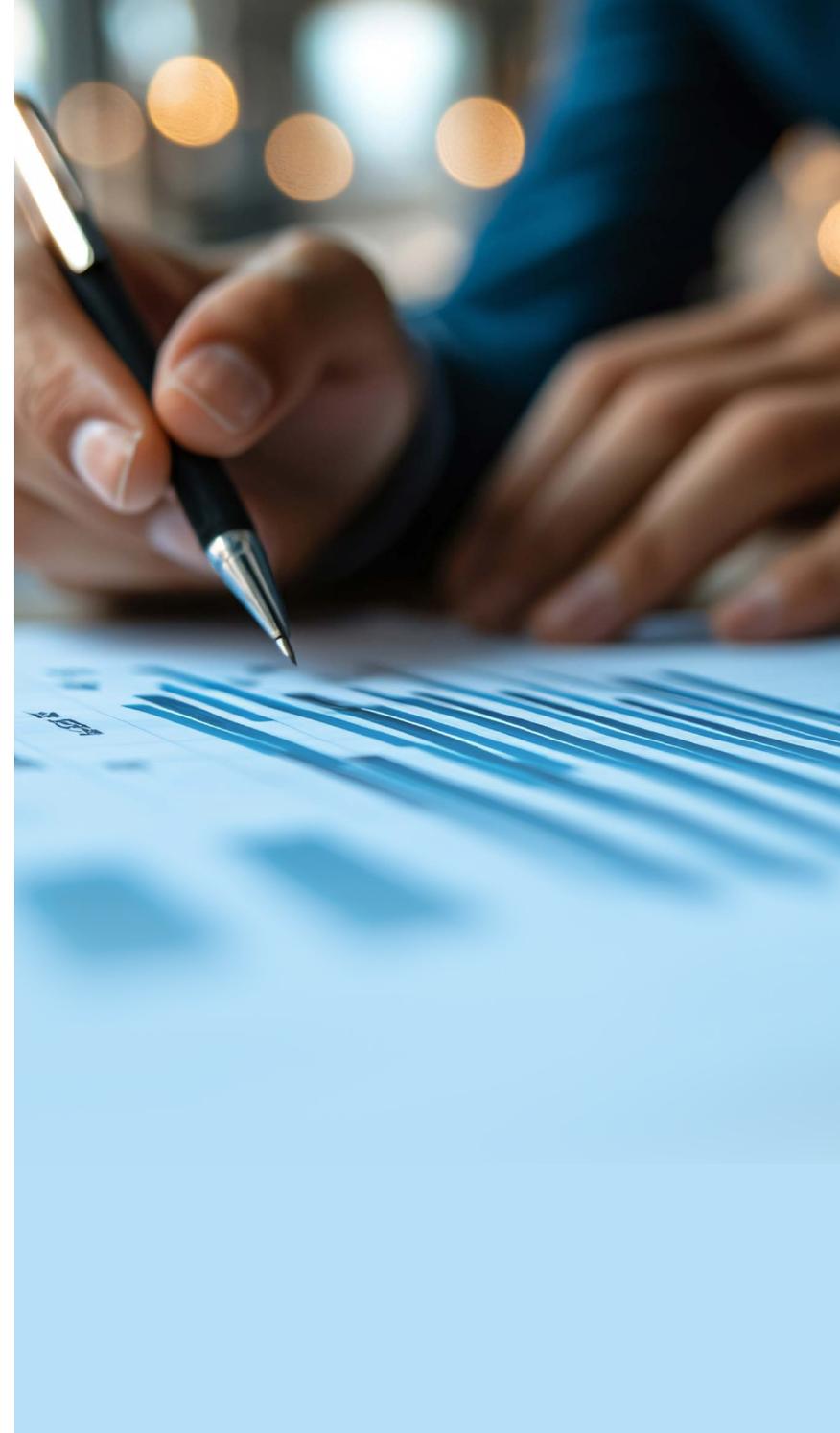
Noridian does not accept work that creates an OCI or appearance of an OCI with other client work without first putting a government-approved mitigation plan into place.



PURCHASING RULES, PAYMENTS TO AGENTS, AND SUBCONTRACTING

Noridian has a policy we follow when making purchases for our government contracts. This policy helps make sure we pay the right costs for goods and services and helps us avoid conflicts, support small businesses, and avoid contingent fee arrangements (which are generally not allowed).

When we have an agreement with another person or entity (such as a consultant), that agreement must be in writing. That agreement should also be clear about the services, fees, and payments. This applies to all relationships, including when Noridian is a subcontractor and when we subcontract work to another company. We are always responsible for understanding and following the laws, rules, and contract terms.



FRAUD, WASTE, AND ABUSE

As a government contractor, we have a key role in preventing fraud, waste, and abuse (FWA).

First, Noridian is responsible for identifying, preventing, correcting, and reporting FWA by providers, suppliers, members, and beneficiaries.

This could include:

- Claims not supported by the required documentation
- Over- and under-utilization of services
- Misrepresentations when enrolling in government programs

Noridian's Benefit Integrity Department works closely with government agencies to combat FWA.

Second, we are committed to making sure we manage our own resources appropriately. Noridian is paid to do work for the government. We must be diligent about identifying and correcting any potential violations or errors within our own company. This includes:

- Misuse of corporate assets
- Falsifying timesheets or any type of timekeeping errors
- Charging the government for unallowable costs
- Wasteful practices or violations of our contracts with CMS

We are responsible for managing costs truthfully, and we must never submit for reimbursement of costs that we know are inaccurate.

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Our core values are about showing up with care—for the people we serve, the resources we're trusted with, and each other. They remind me that excellence isn't just what we deliver, but how we collaborate, innovate, and do the right thing every day with care for each other and the work we do.

TRAINING ADVISOR, CLINICAL SERVICES

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SUBMITTING CLAIMS, STATEMENTS, AND CERTIFICATIONS

All communications to our customers must be truthful, accurate, and verifiable. This is especially true when we work with state and federal officials. It is a felony to knowingly submit false claims, statements, or certifications to any federal or state government.



POLITICAL AND LOBBYING ACTIVITIES AND CONTRIBUTIONS

POLITICAL AND LOBBYING ACTIVITIES AND CONTRIBUTIONS

Federal and state laws control Noridian’s ability to participate in political activities. We may not include political contributions on expense reports, engage in personal political fundraising on company time, or use Noridian assets for political purposes in any way. Any organizational political activity must first be reviewed and approved by the Legal Department.

We encourage everyone to participate in the political process outside of work. Those who do this should always make it clear they are participating on their own time and expense, and do not speak for Noridian.



OUTSIDE NOTICES



NOTICE TO EMPLOYEES CONCERNING WHISTLEBLOWER RIGHTS

Noridian is fully committed to operating with integrity and compliance with all laws and rules regarding whistleblower protection. As stated above, we have a ZERO retaliation policy.

Noridian maintains a strict No Retaliation Policy. For example, any employee who, honestly and in good faith, reports a potential violation of law, authority, or contract or who cooperates with an investigation is protected from retaliation. There are also federal protections for whistleblowers (41 U.S.C. § 4712 and the Federal Acquisition Regulation). Noridian is required to provide you with information about these protections.

Employees are protected against discharge, demotion, and discrimination as a reprisal for disclosing information (except for classified information) that the employee reasonably believes is evidence of any of the following:

- A gross mismanagement of a federal contract or grant.
- A gross waste of federal funds.
- An abuse of authority relating to a federal contract or grant (where "abuse of authority" is defined as an "arbitrary and capricious exercise of authority that is inconsistent with the mission of the executive agency... or the successful performance of a [federal] contract or grant...");
- A substantial and specific danger to public health or safety; or
- A violation of law, rule, or regulation related to a federal contract (including competition for or negotiation of a contract) or grant.

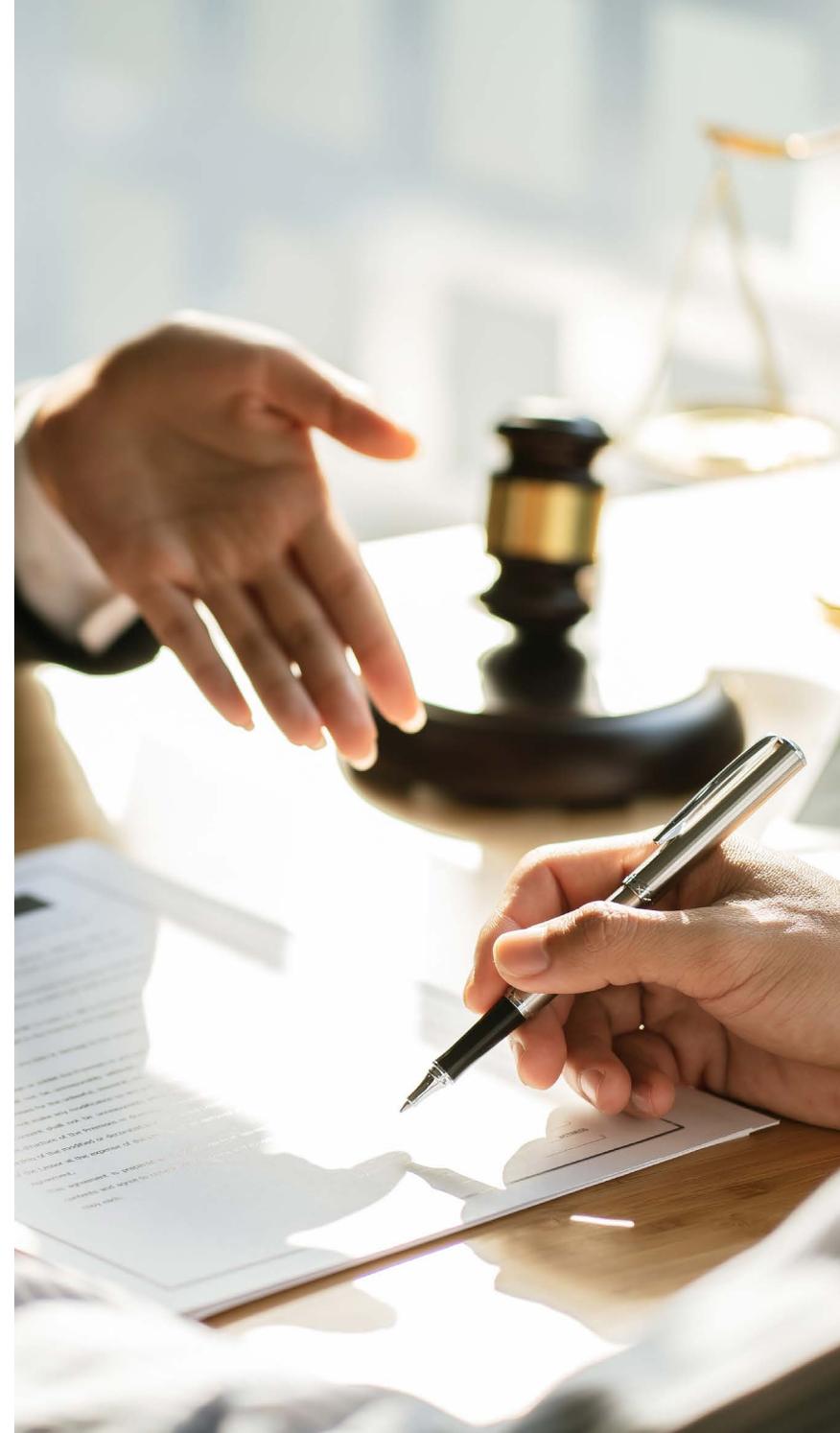
Employees are protected when they disclose these types of information to certain government persons or entities, such as the Department of Justice, a member of Congress, a court, or an Inspector General. They are also protected when they make a report to Noridian management or to those who are responsible to investigate misconduct.



REPORTING TO A FEDERAL AGENCY

Whistleblowers who believe they were discriminated against for their disclosure of information may submit complaints to the Inspector General of the federal agency involved. Whistleblowers have up to three years after the date of the alleged discrimination to submit a complaint.

The Inspector General will generally perform an investigation. If the agency determines that discrimination has occurred, there are remedies that may be available, such as ordering a company to reinstate the employee, pay damages or pay costs associated with bringing forward the complaint. Noridian has the right to appeal any agency order to the relevant United States court.



NORIDIAN

HEALTHCARE SOLUTIONS

Elevating Operations, Enabling Care.