



CORDANT HEALTH SOLUTIONS

Intellectual Property Legal Notice

Effective Date: April 4, 2023

I. General Intellectual Property Notice

This Intellectual Property Legal Notice (this "Notice") applies to all websites, online platforms, software applications, digital communications, laboratory services, products, materials, and other assets owned or controlled by Technical Resource Management, LLC, a Delaware limited liability company, doing business as Cordant Health Solutions, and its parent, subsidiary, and affiliated entities (collectively, "Cordant" or the "Company"). This Notice also applies to all goods and services offered under the Cordant Health SolutionsSM, Cordant SentrySM, Cordant AnalyticsSM, Cordant AIMM CareSM, LabsoftSM and all related brands.

Cordant owns and controls all rights in and to its trademarks, service marks, trade names, brand identifiers, logos, taglines, design marks, and trade dress, whether registered or unregistered, as well as all copyrights in its software, user interfaces, reports, data visualizations, text, graphics, photographs, training materials, and other content. Cordant also owns and protects proprietary trade secrets, confidential information, and know-how related to its laboratory testing methodologies, drug testing technologies, software platforms (including its proprietary LabsoftSM laboratory information management system), data analytics systems, randomization algorithms, and business processes.

All rights not expressly granted are reserved. This includes all intellectual property rights and proprietary rights in Cordant's websites and their contents; software platforms and applications (including the Cordant SentrySM platform and the LabsoftSM laboratory information management system); product names and packaging; laboratory testing protocols and methodologies; marketing and promotional materials; digital content; data analytics reports and visualizations; training materials and operational documentation; and all content posted to Cordant's websites, social media accounts, or distributed through Cordant's authorized channels, agents, licensees, or affiliates.

Related Entities: Technical Resource Management, LLC; Cordant Holdco, LLC; Technical Resource Management, Inc. and their respective subsidiaries, affiliates, successors, and assigns.

II. Trademark and Service Mark Notice

Cordant owns, controls, and enforces all rights in and to the following trademarks, service marks, and trade names, whether protected by federal registration, state registration, and/or U.S. common law through use in commerce. Cordant's rights extend to marks in all formats and media, including standard character word marks and stylized or design forms. Each mark listed below is the exclusive property of the identified owner entity.

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800.348.4422

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info@cordanths.com

A. Word Marks

The following word marks are owned and used by Cordant in connection with its toxicology testing, drug testing, laboratory, healthcare program administration, drug testing management software, data analytics, specimen collection, and related goods and services:

1. **CORDANT HEALTH SOLUTIONS**SM
2. **CORDANT**SM
3. **CORDANT ANALYTICS**SM
4. **CORDANT AIMM CARE**SM
5. **CORDANT CENTRAL PORTAL**SM
6. **CORDANT SENTRY**SM
7. **SENTRY**SM
8. **TECHNICAL RESOURCE MANAGEMENT**
9. **LABSOFT**SM

B. Design Marks

The following design marks (stylized/logo marks) are owned and used by Cordant. Design marks include all stylized elements, color schemes, typography, and overall visual appearance of the marks as used in commerce:

1. **CORDANT HEALTH SOLUTIONS & Design, i.e.,**



2. **CORDANT CENTRAL PORTAL & Design, i.e.,**



3. **SENTRY CORDANT HEALTH SOLUTIONS & Design, i.e.,**



III. Common Law Rights and Goodwill

In addition to the marks identified above, Cordant owns and asserts common law trademark and service mark rights that arise from and are established by Cordant's continuous, exclusive, and extensive use of its marks and trade dress in commerce throughout the United States. These common law rights exist independently of any registration and attach to all marks, trade names, design marks, logos, taglines, trade dress, and brand identifiers used by Cordant, or by any predecessor, successor, successor-in-interest, assignee, parent, subsidiary, affiliate, or other related entity, in connection with its goods and services.

Cordant's common law rights are supported by and commensurate with the substantial goodwill developed through Cordant's continuous operations since at least as early as 2015, including the processing of close to 4 million specimens tested annually, the establishment of a

national network of collection sites, and Cordant's reputation for reliable, legally defensible drug testing results and innovative technology solutions in the toxicology, behavioral health, and criminal justice sectors. This goodwill encompasses all goodwill developed, acquired, or accumulated by any predecessor entity, predecessor-in-interest, successor, successor-in-interest, assignee, parent company, subsidiary, affiliate, joint venture partner, or other related entity at any time, whether before or after the formation of Cordant, and whether arising under the same or different marks, trade names, or brand identifiers. All such goodwill has inured to the benefit of Cordant and its marks by operation of law, assignment, merger, acquisition, equity purchase, reorganization, or otherwise, and is deemed part of and inseparable from Cordant's common law rights.

The goodwill associated with Cordant's marks is an asset of Technical Resource Management, LLC (and its predecessors, predecessors-in-interest, successors, successors-in-interest, assignees, parents, subsidiaries, affiliates, and all other related entities, whether direct or indirect) and is inseparable from the marks themselves. This includes, without limitation, all goodwill that originated with, passed through, or was held by any entity in Cordant's chain of title, chain of ownership, or corporate lineage, regardless of whether such entity currently exists or has been merged, dissolved, converted, or otherwise reorganized. Any transfer, assignment, or license of Cordant's marks includes the associated goodwill unless otherwise expressly stated in writing.

Cordant's common law rights apply to all current and former DBA names, trade names, and brand identifiers, including without limitation: "Cordant Health Solutions," "Cordant Forensic Solutions," "Cordant," among other predecessor entities, as well as any other names, marks, or brand identifiers used at any time by any predecessor, successor, successor-in-interest, assignee, parent, subsidiary, affiliate, or related entity in connection with the goods and services now offered under the Cordant marks.

IV. Cordant SentrySM Intellectual Property

Cordant SentrySM is a proprietary, secure, HIPAA-compliant drug testing management platform developed and owned exclusively by Technical Resource Management, LLC. The Cordant SentrySM platform and all associated intellectual property are subject to the protections set forth in this Notice and further described below. Cordant asserts and reserves all rights in and to the Cordant SentrySM platform, including without limitation all trademark and service mark rights, copyright interests, trade secrets, and proprietary methodologies.

A. Cordant SentrySM Trademark and Service Mark Rights

The CORDANT SENTRYSM mark is a trademark and service mark of Technical Resource Management, LLC, used in connection with:

- (a) providing online non-downloadable software as a service (SaaS) for drug testing case management, including scheduling, participant management, automated notifications, test result reporting, compliance monitoring, and coordination of care workflows;
- (b) software as a service (SaaS) for drug testing program management, participant monitoring, and compliance reporting;

- (c) software for drug testing data analytics, including reports, data visualizations, compliance analytics, and program performance metrics;
- (d) data analytics services for behavioral health providers, treatment programs, judicial agencies, specialty courts, government agencies, and healthcare organizations; and
- (e) all related cloud-based technology services, workflow tools, system-of-record functions, and evidence-based program management solutions.

B. Cordant SentrySM Copyright Interests

Cordant owns all copyrights in and to the Cordant SentrySM platform, including without limitation:

- (a) All source code, object code, software architecture, and compiled applications constituting the Cordant SentrySM platform;
- (b) All user interface designs, screen layouts, workflows, navigation structures, and visual elements;
- (c) All documentation, user guides, training materials, and help content;
- (d) All data visualizations, report templates, dashboard designs, and analytics output formats;
- (e) All algorithmic implementations, data models, database schemas, and system configurations; and
- (f) All updates, upgrades, modifications, enhancements, and derivative works of the foregoing.

C. Cordant SentrySM Trade Secrets, Proprietary Technology, and Protected Platform Capabilities

The Cordant SentrySM platform incorporates confidential and proprietary technology, trade secrets, know-how, and related intellectual property of Technical Resource Management, LLC, and its affiliates. These protected assets include the platform's underlying architecture, data processing and analytics capabilities, automated workflow and notification functionality, secure reporting tools, and program-management features, together with proprietary methods used to support monitoring, reporting, compliance, and coordination among authorized program stakeholders. Nothing in this summary limits Cordant's rights in any patents, copyrights, trade secrets, trademarks, service marks, know-how, confidential information, or other intellectual property embodied in or associated with the Cordant SentrySM platform.

NOTICE: All Cordant SentrySM materials, reports, data outputs, analytics, and documentation are marked "Confidential & Proprietary" and may not be copied, cited, or distributed without the prior written permission of Cordant or its authorized representative(s).

V. LabsoftSM Intellectual Property

LabsoftSM is a proprietary Laboratory Information Management System (LIMS) developed, owned, and continuously maintained exclusively by Technical Resource Management, LLC. The LabsoftSM system and all associated intellectual property are subject to the protections set forth in this Notice and further described below. Cordant asserts and reserves all rights in and to the LabsoftSM system, including without limitation all trademark and service mark rights, copyright interests, trade secrets, and proprietary methodologies.

A. LabsoftSM Trademark and Service Mark Rights

The LABSOFTSM mark is a trademark and service mark of Technical Resource Management, LLC, used in connection with:

- (a) proprietary laboratory information management software for laboratory workflow management, specimen tracking, data processing, automated laboratory operations, and result reporting;
- (b) software for laboratory process optimization, operational efficiency, quality assurance, and regulatory compliance in connection with toxicology and drug testing services; and
- (c) all related laboratory automation tools, station-specific user interfaces, barcode-driven workflow systems, and integrated laboratory management solutions.

B. LabsoftSM Copyright Interests

Cordant owns all copyrights in and to the LabsoftSM system, including without limitation:

- (a) All source code, object code, software architecture, and compiled applications constituting the LabsoftSM system, including all versions, builds, and iterations developed since 2001;
- (b) All user interface designs, station-specific screen layouts, workflows, navigation structures, and visual elements;
- (c) All documentation, technical specifications, user guides, training materials, and operational content;
- (d) All algorithmic implementations, data models, database schemas, automation logic, and system configurations; and
- (e) All updates, upgrades, modifications, enhancements, and derivative works of the foregoing, including all modernization efforts and platform evolution.

C. LabsoftSM Trade Secrets, Proprietary Technology, and Protected System Capabilities

The LabsoftSM system incorporates confidential and proprietary technology, trade secrets, know-how, and related intellectual property of Technical Resource Management, LLC, and its affiliates. These protected assets include the system's underlying architecture, proprietary laboratory workflow methodologies, process optimization algorithms, automation strategies, operational efficiency techniques, barcode-driven processing systems, station-specific interface designs, scalable infrastructure configurations, and integrated development-operations collaboration methods. Labsoft's design principles, operational methodologies, and continuous-improvement processes constitute valuable trade secrets developed over more than two decades of dedicated investment. Nothing in this summary limits Cordant's rights in any patents, copyrights,

trade secrets, trademarks, service marks, know-how, confidential information, or other intellectual property embodied in or associated with the LabsoftSM system.

NOTICE: All LabsoftSM materials, technical documentation, system architecture information, operational methodologies, and related proprietary information are designated "Confidential & Proprietary" and may not be copied, disclosed, reverse engineered, or distributed without the prior written permission of Cordant or its authorized representative(s).

VI. Copyright Notice

© 2001–2026 Technical Resource Management, LLC. All rights reserved.

All software, user interfaces, reports, data visualizations, analytics outputs, artwork, designs, graphics, photographs, videos, text, layout, compilations, training materials, operational documentation, and other content made available by Cordant are the sole and exclusive property of Technical Resource Management, LLC and/or its affiliated entities, and are protected by U.S. and international copyright laws and treaties. Copyright protection extends to all media and formats and includes collective works and compilations, as well as derivative, adapted, and modified forms of Cordant's content.

Cordant's copyrighted works include without limitation:

- (a) All content published on cordantsolutions.com and all related domains (see Section IX below);
- (b) Cordant SentrySM user interface designs, workflows, screen layouts, documentation, user guides, and help content;
- (c) Cordant AnalyticsSM reports, data visualizations, report templates, dashboard designs, and analytics output formats;
- (d) All marketing and promotional materials, including brochures, presentations, advertisements, social media content, and press releases;
- (e) All training materials, client documentation, onboarding guides, and operational procedures;
- (f) All original text, graphics, photographs, images, illustrations, layout, and compilations;
- (g) All laboratory report formats, result presentation templates, and specimen analysis documentation;
- (h) All software source code, object code, algorithms, and technical documentation for the Cordant SentrySM platform and related technology systems; and
- (i) All data compilations, databases, and structured data outputs produced by Cordant's systems.
- (j) All source code, object code, software architecture, compiled applications, user interfaces, workflows, documentation, and technical materials constituting or relating to the LabsoftSM laboratory information management system and related technology systems.

Except as expressly permitted in writing by Cordant, no third-party is authorized to copy, reproduce, display, distribute, transmit, publish, upload, post, adapt, translate, modify, prepare derivative works of, create variations from, reverse engineer, decompile, or otherwise exploit any

Cordant copyrighted content, in whole or in part, for any purpose, whether commercial or noncommercial. Access to or use of Cordant's services does not grant any license or rights beyond the specific, limited use authorized under applicable service agreements. Unauthorized uses may violate copyright, anti-circumvention, and related laws.

VII. Trade Secrets and Confidential Information Notice

Cordant owns, maintains, and vigorously protects proprietary trade secrets and confidential information that derive independent economic value from not being generally known to, and not being readily ascertainable by proper means by, other persons. Cordant's trade secrets are subject to reasonable measures to maintain their secrecy, including without limitation confidentiality agreements, access controls, encryption, employee training, and physical and technical security measures.

Misappropriation of Cordant's trade secrets, whether by theft, bribery, misrepresentation, breach of a duty to maintain secrecy, espionage (including cyber espionage), or any other improper means, is strictly prohibited and will be prosecuted to the fullest extent permitted under the Defend Trade Secrets Act of 2016 (18 U.S.C. § 1836 et seq.), the Uniform Trade Secrets Act as adopted by applicable states, and all other applicable federal and state laws.

VIII. Prohibited Uses

Without prior written consent from Cordant, no third-party is authorized to use, display, reproduce, adapt, license, sublicense, sell, offer for sale, register, or apply to register any Cordant trademark, service mark, trade name, logo, design mark, tagline, or trade dress, or any mark, name, design, or trade dress that is the same as, or confusingly similar to, Cordant's, including within domain names, social media usernames or handles, advertising keywords, metatags, hashtags, or other digital identifiers.

Without limiting the foregoing, the following are expressly prohibited absent Cordant's prior written consent:

- (a) Using any Cordant marks, logos, or design elements on or in connection with any goods or services, including laboratory testing, drug testing, specimen collection, healthcare administration, software, or data analytics services;
- (b) Registering, using, or trafficking in domain names, business names, social media handles, or application names incorporating Cordant's marks, trade names, or confusingly similar variants;
- (c) Using Cordant marks as keywords, metatags, search engine advertising triggers, or source identifiers;
- (d) Reverse engineering, decompiling, disassembling, or otherwise attempting to derive the source code, algorithms, data models, or architecture of the Cordant SentrySM platform, the LabsoftSM system, or any other Cordant software system;
- (e) Copying, scraping, harvesting, or extracting data, content, reports, or analytics from Cordant's websites, platforms, or systems beyond what is expressly authorized;

- (f) Accessing, using, or disclosing Cordant's trade secrets or confidential information by any improper means;
- (g) Creating derivative works, competing products, or "look-alike" services based on Cordant's proprietary technology, methods, or designs;
- (h) Using Cordant's copyrighted materials, including reports, analytics outputs, training materials, or documentation, beyond the scope of an applicable license or service agreement;
- (i) Training or deploying artificial intelligence, machine learning, or generative models using Cordant's proprietary data, content, or materials without express written authorization; and
- (j) Any other use that suggests sponsorship, endorsement, affiliation, or association with Cordant absent express written permission.

Unauthorized use may constitute trademark infringement, false designation of origin, unfair competition, passing off, dilution, cybersquatting, copyright infringement, trade secret misappropriation, and/or other violations under U.S. federal and state law, the Lanham Act (15 U.S.C. § 1051 et seq.), the Copyright Act (17 U.S.C. § 101 et seq.), the Defend Trade Secrets Act (18 U.S.C. § 1836 et seq.), the Computer Fraud and Abuse Act (18 U.S.C. § 1030), and applicable international treaties and conventions.

Nothing in this Legal Notice grants, by implication, estoppel, or otherwise, any license or right to use any Cordant trademark, service mark, trade name, logo, design mark, or trade dress. Cordant objects to and prohibits any use that suggests sponsorship, endorsement, affiliation, or association with Cordant absent express written permission.

IX. Domain Names

Cordant owns and controls several internet domain names, all of which are protected intellectual property of Technical Resource Management, LLC, and/or its affiliated entities. Any unauthorized registration, use, or trafficking in domain names that incorporate Cordant's marks or confusingly similar variants is prohibited and may constitute cybersquatting under the Anti-cybersquatting Consumer Protection Act (15 U.S.C. § 1125(d)):

Cordant reserves all rights to register and use additional domain names incorporating its marks and trade names. Third-party trademarks referenced by Cordant, if any, are the property of their respective owners and are used for identification purposes only; no association or endorsement is implied.

X. Licensing, Permissions, and Collaboration

For licensing inquiries, collaboration proposals, partnership opportunities, press inquiries, or requests for permission to use Cordant intellectual property, contact Cordant at the address below. Any permission must be in a signed writing from an authorized officer or representative of Technical Resource Management, LLC, to be valid. No oral or informal grant of permission shall be binding.

Access to Cordant's services, including the Cordant Sentry™ platform, is governed by the applicable Master Services Agreement, Software License Agreement, Terms of Use, or other written



agreement between Cordant and the authorized user or client. Nothing in this Notice modifies or supersedes any such agreement.

XI. Monitoring and Enforcement

Cordant diligently monitors and enforces its intellectual property rights. Cordant reserves all legal and equitable remedies, including but not limited to injunctive relief, temporary restraining orders, preliminary and permanent injunctions, actual damages, statutory damages, treble damages, disgorgement of profits, impoundment, attorneys' fees, costs, and pre- and post-judgment interest, as available under applicable federal, state, and international law.

Cordant may, in its sole discretion, report counterfeits, infringing listings, unauthorized uses, and misappropriation to platforms, registrars, payment processors, marketplaces, law enforcement agencies, and other relevant authorities. Cordant actively conducts brand protection monitoring, internet surveillance, and marketplace enforcement to identify and pursue unauthorized uses of its intellectual property.

XII. Reservation of Rights; No Waiver

This Intellectual Property Legal Notice and the intellectual property identified herein are the property of Technical Resource Management, LLC.

All rights are expressly reserved. No failure or delay by Cordant in exercising any right, power, or remedy shall constitute a waiver thereof, nor shall any single or partial exercise of any right preclude any other or further exercise thereof or the exercise of any other right, power, or remedy. Cordant's rights and remedies under this Notice are cumulative and are in addition to, and not in substitution for, any other rights or remedies available at law or in equity.

This Notice is subject to change without notice. The most current version of this Notice shall be available on cordantsolutions.com and shall supersede all prior versions. Cordant's intellectual property rights are not limited to those expressly identified in this Notice; Cordant reserves all rights in and to any intellectual property not specifically enumerated herein.

XIII. Contact Information

For all inquiries regarding this Notice, permissions, or to report suspected infringement or misuse of Cordant's intellectual property, please contact:

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