

**RFP-23-74828
BUSINESS PROPOSAL
ATTACHMENT E**

Instructions: Please provide answers in the shaded areas to all questions. Reference all attachments in the shaded area.

Business Proposal

2.3.1 General (optional) - Please introduce or summarize any information the Respondent deems relevant or important to the State's successful acquisition of the products and/or services requested in this RFP.

Labcorp understands the State is seeking qualified vendors to provide high-quality, responsive genetic testing services at a competitive statewide price. As current vendor, Labcorp has implemented genetic testing services throughout the State meeting and/or exceeding the requirements described in the RFP. Labcorp's commitment to the State is to continue to be a partner providing high-quality and competitively priced genetic testing services to support the State in its charge to provide more direct attention and oversight in the protection of children and child support enforcement.

At Labcorp we work as a team. Each member of our management team specializes in a specific area of responsibility and is dedicated to providing outstanding performance to ensure the continuous and successful implementation of this Contract. Labcorp's approach and method to carrying out the requirements laid out in the RFP is described throughout our proposal. Having over three (3) decades of experience uniquely affords Labcorp the knowledge and understanding of the individual needs of our clients which allows us to tailor our approach and methods based on the needs of the State and requirements of this RFP.

Labcorp's commitment begins with the pre-stage operations for the actual assumption of work associated with the Solicitation.

- Labcorp begins planning for our proposal submission to the solicitation upon receipt of the RFP. At the time of receipt, Labcorp evaluates the resources needed to successfully execute the required specifications and plans to leverage best practices that have contributed to a successful partnership since 1983. The dedicated Account Manager and Account Manager Supervisor will do this initial review in conjunction with the Laboratory Director, Contract Manager, Customer Service Manager, IT Director, Billing Supervisor and General Manager. The Account Manager reviews the personnel needed to perform the specimen collections and any other administrative aspects of the potential contract. The Account Manager also contacts any local Labcorp facility to confirm their ability to support the contract and, if applicable, begin preliminary requests for additional personnel.

As current vendor Labcorp will maintain the current specimen collection procedures to service a new Contract, as the requirements are the same.

For local collections Labcorp proposes to continue to provide our patient service center locations and employees, Women Business Enterprises (WBE), #1 Strategic Solutions, LLC, Specimen Specialists of America, Inc., and Independent Collectors to provide specimen collections on-site at the Prosecuting Attorney's Offices. Labcorp will continue to support the Indiana county office staff with specimen collection training and supplies as they perform the specimen collections at their respective offices.

If needed, Labcorp will utilize or obtain additional/alternate collection sites within Indiana to perform specimen collections as needed.

For intergovernmental (formally intrastate/interstate) cases Labcorp will utilize its 2,000 nationwide including twenty-four (24) in Indiana, company-operated Patient Service Center network and large database of, over 13,000, alternate collection sites worldwide for these collections.

As current vendor, Labcorp has certified specimen collectors and collection sites established statewide. Labcorp is prepared to continue specimen collections for a new Contract upon award with no interruption in collections. This step of the implementation plan is completed.

- The Laboratory Director also reviews the RFP for scientific requirements and assesses what the laboratory needs to potentially perform the testing.

As current vendor, Labcorp's laboratory facility is equipped with ample equipment, supplies and staff to absorb the volume of samples for this Contract with no additional equipment, supplies and/or staff needed. Labcorp is prepared to accept samples for this Contract immediately upon award with no interruption in service. This step of the implementation plan is completed.

- A timeline for obtaining all needed contract items and potential implementation timeline is established.

As current vendor, Labcorp has all the necessary Contract items for the implementation of a new Contract. Labcorp is prepared to continue with a new Contract immediately upon award with no interruption in service. This step of the implementation plan is completed.

- Upon award of a contract, the Account Manager dedicated to the project finalizes the hiring of any collection personnel needed, secures a collection facility, if applicable, and provides all necessary supplies for the sample collections. The

Account Manager also coordinates with the local Labcorp facility to provide the necessary services and to ensure appropriate support is available on the starting date. Training of all personnel, as appropriate, is also performed.

As current vendor, Labcorp has the personnel needed for a new Contract. Labcorp is prepared to continue with a new Contract immediately upon award with no interruption in service. This step of the implementation plan is completed.

- The Laboratory Director informs the scientific staff of any special needs found in the new contract, such as turnaround time requirements, systems to be routinely tested, the requested combined paternity index and probability of paternity. If additional personnel are needed, they are hired.

The Laboratory Director, Dr. George C. Maha, has met with his team of Directors and reviewed the States technical requirements (battery of genetic tests that has an average cumulative probability of exclusion of 99.9%; all inclusions must be report with a minimum CPR of 1,000 to 1 and a probability of paternity of 99.9% based upon a prior probability of 0.5; and all exclusions must be based upon multiple exclusions -a minimum of 2). Labcorp is prepared to continue with a new Contract immediately upon award with no interruption in service. This step of the implementation plan is complete.

- If the client utilizes Labcorp's computer interface, IdentiLinkSM, the Account Manager coordinates with the client to obtain appropriate passwords and the training of the assigned personnel.

As current vendor, Labcorp has set up and trained State staff on IdentiLinkSM. Labcorp is prepared to continue with a new Contract immediately upon award with no interruption in service. This step of the implementation plan is completed.

- The Account Manager coordinates with the client on the client's needs in terms of performance reports, billing formats and other reports as required by the contract.

As current vendor, Labcorp has coordinated with the State and established desired reports and formats. If under a new Contract the State desires a change in reports/formats Labcorp will work with the State to make the desired changes, as mutually agreed upon. Labcorp is prepared to continue with a new Contract immediately upon award no interruption in service. This step of the implementation plan is completed.

- After award the Account Manager will monitor the testing for appropriate turnaround time and other parameters specified in the RFP. The contract manager will assure that our key staff is familiar with the final terms and specifications.

- Quality of the testing is continuously monitored by the laboratory director and quality assurance officer. The monitoring includes the discussion of test parameters/specifications, proficiency test results, and any testing issues during monthly quality assurance meetings. Quality assurance meetings are attended by key personnel.

Labcorp has completed the initial steps of implementing the Contract requirements as outlined in the RFP. Labcorp's methods and approach described throughout this proposal demonstrate our experience, capabilities, resources, and ability to meet and/or exceed the requirements of the Contract.

The following are the key objectives for this contract:

Specimen Collection Services

- Providing specimen collection services statewide (all Indiana Counties).
- Providing specimen collection sites, at mutually agreeable times and locations, for the all Indiana county offices we serve.
- Providing weekly collection schedules in the large counties.
- Capability of sample collections in such places as jails, penal institutions or similar facilities, military, and other Countries.
- Providing or arranging for testing services outside of the State of Indiana.
- Extensive network of approximately 2,000 company-operated Patient Service Centers conveniently located throughout the United States, including twenty-four (24) located in Indiana.
- Providing qualified, properly trained, professional specimen collection collectors.
- Specimen collection services and transportation of samples to Labcorp provided at no additional charge.
- Noninvasive (buccal swabs) specimen collection at no additional charge.
- Ability to obtain sample and perform testing on various sample types, i.e., post mortem, blood, hair, bone, amniotic fluid, cord blood.
- Ability to perform testing in special cases, i.e., absent mother, family studies, deceased parties, related, multiple alleged fathers.

Supplies

- Providing all supplies necessary for the collection, identification, preservation, preparation and mailing of specimens.
- All supplies and transportation of specimens to Labcorp are provided at **no additional charge**.
- Rapid transportation of specimens to the laboratory maintaining chain-of-custody at no additional charge.

Individual and Specimen Identification

- Ensuring party identification by means of photo id and one other form as well as an instant photograph taken at the time of specimen collection and thumbprint.
- Providing specimen collection kit completely color-coded (**pink** – mother, **yellow** – child, **blue** – alleged father) including the actual swabs, the specimen labels, and the specimen envelopes.

Chain of Custody

- Providing detailed, reliable chain of custody documentation directly on the Client Authorization/Chain of Custody form beginning with the collection of the sample.
- Ensuring confidentiality of samples from collection to reporting and storage.

Testing and Report Standards

- Testing and reporting as directed by the AABB. Labcorp's testing protocols exceed the standards set by the AABB.

Inclusion/Exclusion of Putative Father

- Genetic marker testing by DNA methods which
- will exclude from paternity over 99.99999% of non-fathers.
- will either exclude from paternity an alleged father in multiple genetic systems or result in a probability of paternity equal to or greater than 99.999999%.

Delivery of Test Results

- Providing case review and parentage evaluation by doctoral-level staff issuing a certified, notarized, report as described in the RFP within the required fourteen (14) calendar day turnaround time.
- Ability to store and transmit scanned documents electronically, such as the final report and client authorization/chain of custody form.

Specimen & Record Retention

- Providing specimen and record retention for seven (7) years.

Customer Service

- Qualified customer service and technical staff available for consultations Monday through Friday from 8:00 AM to 8:00 PM Eastern Time.
- Providing toll-free phone and fax numbers at **no additional charge**.
- Providing an Account Manager dedicated to the State.
- Providing staff of Directors available for consultations.

Expert Witness Services

- Five (5) experienced Directors (Ph.D.) available for consultations, technical questions and assistance, trial testimony, depositions or interrogatories.

Accreditation

- A list of licenses and accreditations include: AABB, Interstate Laboratory License (CLIA), College of American Pathologists (CAP), the State of New York Department of Public Health licensure and ISO 15189:2012.

Personnel

- Qualified Laboratory Director with many years of experience in paternity testing directing a large group of competent, qualified, personnel in the testing and interpretation of results. Successful completion of annual competency testing is required of all technical personnel.
- Many of the key personnel for this project have at least fifteen (15) years of experience ***working at Labcorp*** providing genetic parentage testing services.

Training

- Providing buccal swab collection training to IV-D workers at county PA's offices, hospital and clinic workers, if desired.
- Providing annual paternity testing training or seminars to state employees or contractors at the request of the State.

Quality Control

- Providing quality control procedures that ensure accuracy.

Redrawing of Samples/Retesting/Reuse of Results

- Providing minimal recollection of samples and ability to retest samples from previous collections.

Billing and Reimbursement

- Providing detailed monthly billing.

Reports

- Two (2) monthly status reports are available to the Indiana county offices we serve.
- Other reports provided as requested.

On-Line Services

- IdentiLinkSM on-line web based computer system enabling authorized county PA personnel daily access to scheduling system, chain of custody form (with photograph), case status information, and final reports. Labcorp's online application allows for direct downloading of case files and real-time email notification (within 2 hours) of case completion. These documents are court ready as the download contains both a copy of the chain of custody form and a copy of the notarized final report. Other required documents can be added. This download service eliminates the extra days associated with shipping paper copy results to the various offices.

These objectives and more are discussed in detail throughout this proposal.

Value Added Services – Going beyond the minimum tasks

As current vendor, Labcorp provides the State with the following value added services, which go beyond the minimum tasks necessary to meet the requirements of the RFP, *at no additional charge* and would continue under a new Contract.

- **DNA sample collections performed at Labcorp PSCs:** Nationwide, Labcorp has approximately 2,000 company-operated Patient Service Centers, a feature of which no other laboratory in the industry can claim. Labcorp Patient Service Centers are available for use to better facilitate the intergovernmental (formerly interstate) scheduling process. Our large network of Patient Service Centers allows us to deliver effective and dependable daily service, which includes our extensive courier services.

In addition to Labcorp's company-operated patient service centers, Labcorp utilizes a large database of over 11,100 alternate sample collection locations worldwide. In total, Labcorp has access to over 13,000 collection sites from which it can satisfactorily service the State, accommodating more than the collection needs of this Contract. Through this support system Labcorp provides a variety of specimen collection, client support, and patient services.

Private Website for Non-Child Support Clientele:

- <https://dna.labcorp.com/> is a new website we offer to our clients in cases where individuals want paternity testing but child support is not needed. Individuals can access this website to schedule a paternity collection, locate a Labcorp patient service center near them or order a buccal swab collection kit.
- **Training:** Labcorp will supply a member of its staff or PowerPoint presentations at no additional cost for the purpose of educational seminars, workshops, or presentations to the State employees, contractors, agents, or other parties approved by the State.
- **Language Translation Line:** Labcorp makes every effort to be sensitive to cultural differences of its clients. Part of this sensitivity is to provide translation services. Currently, Labcorp employs staff that speaks several languages. Labcorp also can provide Spanish translations of much of its literature and Client Authorization/Chain of Custody forms. Labcorp also subscribes to a translation service that can assist in communicating in many languages.
- **Educational Literature/Brochures:** Labcorp maintains and regularly updates a large number of handouts on various paternity testing topics, both scientific and

legal. As mutually agreed upon, Labcorp will provide educational materials, to assist in the understanding of genetic testing for the parentage testing participants. These pieces of literature are available in English and Spanish and will be provided upon request. Sample pieces of educational literature are provided as **Attachment ONE**.

Special Procedures/Approaches

- **Double Blind Testing:** Labcorp also “double checks” the samples; this is not the same as double blind testing. Labcorp has and continues to double check the labeling of the samples received. Labcorp’s double check process includes wrapping an adhesive flag around each person’s buccal swabs at the time of collection, a process that appears unique to Labcorp, labeling the envelope the swabs are placed in and matching these two to the chain of custody form. In the laboratory each of these are checked multiple times against each other to reduce the chance of a sample switch. The double blind testing checks, that after the DNA is extracted from the “double checked” labeled swabs, no mix up occurs during the testing.
- **Gender Testing:** Labcorp, as a quality control step, also tests the gender of each sample. This provides an added check. For example, if the mother tested as male the laboratory would reject the results and perform additional evaluations of the sample to resolve the gender discrepancy, as the mother should test as female.
- **Controls:** A known human control is run for each DNA polymorphism. The genetic markers for this human positive control must match before any interpretation is done. Negative controls are also run.
- **Double Independent Review:** The results of DNA polymorphism testing are interpreted independently in duplicate. Labcorp performs DNA testing using only validated techniques and procedures that are commonly accepted within the scientific and legal communities and are accepted by the agencies accrediting our operations including AABB, and the College of America Pathologists (CAP).
- **Frequency Tables:** Labcorp, to its knowledge, has the largest collection of databases in the parentage business. The frequencies used for the calculations are drawn from Labcorp's extensive collection of databases of adequate size. Upon request, Labcorp can make calculations using published frequency tables. Currently Labcorp has established frequencies tables for **seventy (70)** distinct populations (racial / ethnic groups). These frequency tables allow Labcorp to generate a more precise combined paternity index and probability of paternity for the citizens of Indiana. This provides the best evidence of the relationship for the tested parties and for use in court. This is an example of Labcorp’s continuing dedication to high quality results and scientific leadership.

- **Color-coded Buccal Swab Collection Kits:** Labcorp's buccal swab sample collection kits are all color-coded: *pink* for the mother, *yellow* for the child, and *blue* for the alleged father. These color-coded swabs are wrapped with a matching color-coded label containing the collected parties' name. The label also indicates if the sample is from the mother, child or alleged father. These labeled swabs are placed in matching color-coded envelopes. This process provides a strong chain of custody.

Labcorp's buccal swab collection kit is neat, easy to use, and all swab components are securely attached as a complete unit. Our tamper resistant envelope is NOT transparent; thus securing the confidential information enclosed, and allows for a strong seal by an adhesive strip that runs the entire length of the envelope.

Labcorp's buccal swab collection kit has many features to help ensure proper specimen collection and integrity, such as: printed instructions, tamper resistant packaging, and a straight forward chain-of-custody procedure. The collection swabs, specimen labels and specimen envelopes are color coded to minimize any specimen mix-up and enhance the chain of custody. Each individual packaging pouch is equipped with tamper evident seals as well as the pre-addressed shipping envelope.

Experience & Stability

- **Financial Stability:** Labcorp is the fastest growing national laboratory in America and the second largest laboratory in the US with annual revenues of over \$14.9 billion in 2022. Labcorp employs over 80,000 individuals nationwide.
- **Extensive Experience:** Labcorp has been a solid, reliable provider of genetic testing services for over forty-two (42) years and we commit ourselves in this proposal to being there for the State in the years to come.
- **State of Indiana Experience:** Labcorp has been providing genetic parentage testing services continuously to the State for nearly forty (40) years as statewide vendor. Labcorp currently provides genetic testing services to sixty-three (63) of the ninety-two (92) county offices. The State can be confident in a seamless transition should Labcorp be selected to provide services under a new contract.
- **Experienced Staff:** Labcorp is staffed by experienced, full-time, highly qualified employees dedicated to all aspects of parentage testing, from technical to administrative. Most of the key personnel for this project have at least fifteen (15) years of experience working at Labcorp providing genetic parentage testing services.

- **Industry Leadership:** Involvement with Scientific and Legal regulatory groups: Labcorp has a leadership role in many scientific and legal areas. This includes having a staff member that is the chair of AABB's Relationship Testing Standards Committee. Currently Labcorp also has staff members that are on AABB's Relationship Testing Standards Committee, consultant to AABB's Molecular Testing Committee, Chair of American Society of Histocompatibility and Immunogenetics (ASHI) committee, member of the Histocompatibility/Identity Testing Committee of the College of American Pathologists. Past responsibilities include having an Observer to the National Conference of Commissioners on Uniform State Laws (NCCUSL), Uniform Parentage Act (UPA 2000, 2002 and 2017); Co-Chair, American Bar Association, Family Law Section, Parentage Committee; Board member of National Child Support Enforcement Association (NCSEA); and have assisted in the drafting of laws in multiple states.

Labcorp's staff of Directors is available for technical assistance, including expert witness testimony, consultations, depositions, interrogatories and training.

2.3.2 Respondent's Company Structure - Please include in this section the legal form of the Respondent's business organization, the state in which formed (accompanied by a certificate of authority), the types of business ventures in which the organization is involved, and a chart of the organization. If the organization includes more than one (1) product division, the division responsible for the development and marketing of the requested products and/or services in the United States must be described in more detail than other components of the organization. Please enter your response below and indicate if any attachments are included.

Labcorp is a publicly held corporation established under the laws of the State of Delaware and considers itself a good corporate citizen of the State of Indiana in that it employs approximately 691 employees who have an Indiana home address, and there are 550 employees who are assigned to a work location within Indiana. Labcorp also maintains twenty-four (24) company operated Patient Service Centers (PSCs) within the State. All of these PSCs currently participate in the existing Contract between Labcorp and the State by providing sample collection services. Any revenue generated from this contract will be credited towards the support of personnel and facilities maintained in the State of Indiana, keeping Indiana tax dollars in Indiana.

Labcorp's DNA Identification Testing Division has been conducting genetic marker testing for parentage evaluation continuously for over forty-two (42) years.

Labcorp has a history of paternity testing that has inspired trust since 1981. This experience translates into the expertise and knowledge needed to evaluate

relationship cases from the simple case of mother, child, and alleged father, to the complex case and special circumstance such as distant relationships or deceased individuals. Labcorp has performed over eight (8) million genetic tests and evaluated more than three (3) million relationship cases. As a leading global healthcare diagnostics company, you can be assured that Labcorp provides results that you can trust.

Since 1981, Labcorp has demonstrated its leadership, knowledge and expertise in the field of parentage testing. Labcorp has extensive experience in providing the level of genetic testing services described in this RFP and has been a provider to the State for nearly forty (40) years.

Many of the Divisions employees have decades of experience and continue to work in the Division maintaining longstanding, strong working relationships with child support office staff to this day - a testament which contributes to the strength of our ongoing experience in partnering with the agency's child support offices. Our Customer Service team alone offers nearly 200 years of combined experience dedicated to serving the needs of the Child Support Program communities in Indiana and nationwide.

Parentage testing is an integral part of Labcorp's DNA Identification Testing Division. This Division is solely dedicated to genetic testing services. These services include: parentage and other relationships; genetic testing for medical purposes, such as screening populations for potential bone marrow donors and other related transplant testing, forensic testing and cell authentication.

All parentage identification testing for this Contract will be performed at our DNA Identification Testing Division laboratory facility located in Burlington, North Carolina; centrally located on Labcorp's 73-acre campus which houses over 200,000 square feet of laboratory space of state-of-the-art parentage testing and clinical capabilities. This laboratory occupies approximately 70,000 square feet of modern laboratory space in a secured facility (i.e., magnetic security badge is required for entry) dedicated to genetic testing and is fully equipped for high quality testing. Labcorp operates three (3) work shifts seven (7) days per week; therefore, except for a few key holidays, Labcorp is always open.

Labcorp performs all testing in strict accordance with the most current Standards for Relationship Testing Laboratories as published by the AABB, and has been inspected and accredited by the AABB continuously since 1987. Labcorp performs DNA testing using only validated techniques and procedures which are commonly accepted within the scientific and legal communities and are accepted by the agencies accrediting our operations including AABB.

Labcorp has been named to FORTUNE® magazine's 2022 list of the World's Most Admired Companies, marking its fourth appearance on the list.

2.3.3 Respondent's Diversity, Equity and Inclusion Information - With the Cabinet appointment of a Chief Equity, Inclusion and Opportunity Officer, on February 1, 2021, the State of Indiana sought to highlight the importance of this issue to the state. Please share leadership plans or efforts to measure and prioritize diversity, equity, and inclusion. Also, what is the demographic compositions of Respondents' Executive Staff and Board Members, if applicable.

At Labcorp we see our diverse talent as core to our ability to innovate and meet customer needs. Every person has a critical role in delivering on our mission. We aspire to provide an inclusive workplace where all our employees can thrive. We condemn bias, harassment, and discrimination.

Diversity & Inclusion is a Labcorp business priority, focused on fostering a more inclusive environment and strengthening our culture. Below are the three pillars that enables our strategic framework and related programs & actions:

1. Empowering inclusive leadership;
 - a. Unconscious Bias Training – designed to improve self-awareness of personal biases, for all people managers globally. While required for people managers, the training is open to all employees.
 - b. Launched new leadership development programs, including:
 - i. Emerging Leader, a program for manager-level employees in our Diagnostics business that focuses on solving and addressing strategic business issues
 - ii. Elite, a leadership development program in China in partnership with a local top university
 - iii. Alchemy, a leadership program in India designed with a top-tier business school
 - c. Annual Affirmative Action Training – required education to ensure leaders and HR personnel are aware of their responsibilities as it relates to AA and US EEO.
2. Building, developing, and sustaining a diverse talent pipeline; and
 - a. Offered a formal mentoring program, including a Reverse Diverse Mentoring program that was recognized by the Brandon Hall Group with the gold award in the category of Best Advance in Mentoring to Develop Diverse Leaders
 - b. Expanded our leadership development programs for women, with programs focused on mid-level leaders and senior leaders.
3. Creating an environment for engagement across our company and in our communities.
 - a. Expanded our Employee Resource Groups (ERGs) to a total of eight groups in 11 countries with more than 70 chapters.

Additionally, employees are required to annually review and/or certify understanding of the following:

- Equal Employment Opportunity Policy (U.S. employees)
- Global Non-Discrimination, Anti-Harassment, and Bullying Policy (All employees)
- Harassment Prevention Training (U.S. employees)

We have provided the most recently released copy of Labcorp Corporate Responsibility Report for 2022 as **Attachment TWO**. This document provides additional information regarding Diversity & Inclusion initiative at Labcorp as well as information regarding leadership at the Company.

Labcorp recently received a perfect score of 100 percent on the Human Rights Campaign Foundation's 2022 Corporate Equality Index (CEI), the nation's premier benchmarking survey and report measuring corporate policies and practices related to LGBTQ workplace equality. This is the fifth consecutive year Labcorp has received this designation.

2.3.4 Company Financial Information - This section must include documents to demonstrate the Respondent's financial stability. Examples of acceptable documents include most recent Dunn Bradstreet & Business Report (preferred) or audited financial statements for the two (2) most recently completed fiscal years. If neither of these can be provided, explain why, and include an income statement and balance sheet, for each of the two most recently completed fiscal years.

If the documents being provided by the Respondent are those of a parent or holding company, additional information should be provided for the entity/organization directly responding to this RFP. That additional information **should explain the business relationship between the entities and demonstrate the financial stability of the entity/organization which is directly responding to this RFP.**

Labcorp, a S&P 500 company, is the world's leading healthcare diagnostics company, providing comprehensive clinical laboratory services through Labcorp Diagnostics, and end-to-end drug development support through Labcorp Drug Development. Labcorp is a pioneer in commercializing new diagnostic technologies and is improving people's health by delivering a combination of world-class diagnostics, drug development and knowledge services. Labcorp reported fully year revenue of \$14.9 billion in 2022 and more than 80,000 employees in over 100 countries, Labcorp offers innovative solutions to healthcare stakeholders. Labcorp reported a cash and cash equivalent of \$430 million at the end of 2022, which is indicative of Labcorp's strong financial background and stability. Laboratory Corporation of America Holdings is listed on the New York Stock Exchange (NYSE) under ticker symbol LH.

Labcorp issues quarterly financial statements and files such with the SEC. Labcorp's impressive financials are transparent ensuring financial visibility to the State throughout the term of this contract. Our up-to-date financials may be viewed at: <https://ir.Labcorp.com/financials/sec-filings>.

Labcorp is listed under the ticker symbol LH on the New York Stock Exchange (NYSE). Labcorp is pleased to provide its 2022 and 2021 Annual Reports, prepared by one of the largest independent accounting firms (PricewaterhouseCoopers) as **Attachment THREE** and **Attachment FOUR** respectively. We have also provided a recent Dun & Bradstreet Report as **Attachment FIVE**.

2.3.5 Integrity of Company Structure and Financial Reporting - This section must include a statement indicating that the CEO and/or CFO, of the responding entity/organization, has taken personal responsibility for the thoroughness and correctness of any/all financial information supplied with this proposal. The areas of interest to the State in considering corporate responsibility include the following items: separation of audit functions from corporate boards and board members, if any, the manner in which the organization assures board integrity, and the separation of audit functions and consulting services. The State will consider the information offered in this section to determine the responsibility of the Respondent under IC 5-22-16-1(d).

Labcorp is a publicly held Corporation established under the laws of the State of Delaware has over 80,000 employees, operates a nationwide network of primary testing locations, more than 1,900 patient service centers, and routine testing is the cornerstone of the company's industry leading national network. As such, Labcorp holds to its very strong Code of Business Conduct and Ethics. As specifically outlined in section 14 Rules for Principal Executive Officers and Senior Financial Officers, Labcorp's Principal Executive Officers and Senior Financial Officers adhere to this code. A copy of Labcorp's Code of Business Conduct and Ethics is provided as **Attachment SIX**.

Labcorp also provides a copy of its Labcorp Corporate Governance Guidelines as **Attachment SEVEN** and a copy of its Labcorp Audit Committee Charter as **Attachment EIGHT**.

Labcorp's financials are prepared by one of the largest independent accounting firms (PricewaterhouseCoopers). Additionally, as a public company, Labcorp issues quarterly financial statements and files such with the SEC. All information can be viewed at our website: <https://ir.Labcorp.com/financials/sec-filings>.

In as much as it is in their control, the CEO and CFO take responsibility for the thoroughness and correctness of any/all financial information supplied with this proposal. As the official authorized representative and principal contact of Labcorp for this bid response and any resulting Contract, Antoinette Surgeon, Contract Manager, is authorized to legally bind Labcorp and has signed this submission on behalf of the company.

2.3.6 Contract Terms/Clauses - Please provide the requested information in RFP Section 2.3.6.

Please see Exceptions and Topics for Negotiation **Attachment NINE**.

2.3.7 References - Reference information is captured on **Attachment H** Respondent should complete the reference information portion of the **Attachment H** which includes the name, address, and telephone number of the client facility and the name, title, and phone/fax numbers of a person who may be contacted for further information if the State elects to do so. The rest of **Attachment H** should be completed by the reference and **emailed DIRECTLY** to the State. The State should receive three (3) **Attachment H** from clients for whom the Respondent has provided products and/or services that are the same or similar to those products and/or services requested in this RFP. **Attachment H** should be submitted to idoareferences@idoa.in.gov. **Attachment H** should be submitted no more than ten (10) business days after the proposal submission due date listed in Section 1.24 of the RFP. Please provide the customer information for each reference.

Customer 1	
Legal Name of Company or Governmental Entity	State of North Dakota, Department of Human Services
Company Mailing Address	1600 E. Century Avenue, Suite 7
Company City, State, Zip	Bismarck, NC 58503
Company Website Address	www.childsupport.dhs.nd.gov
Contact Person	James "Jim" Fleming
Contact Title	IV-D Director
Company Telephone Number	701-328-7501
Company Fax Number	701-328-6575
Contact E-mail	jfleming@nd.gov
Industry of Company	Child Support Enforcement
Customer 2	
Legal Name of Company or Governmental Entity	State of Rhode Island
Company Mailing Address	77 Dorrance Street
Company City, State, Zip	Providence, RI 02903
Company Website Address	Ocsc.ri.gov
Contact Person	Frank DiBiase
Contact Title	IV-D Director
Company Telephone Number	401-458-4404
Company Fax Number	401-458-4407
Contact E-mail	Frank.Dibiase@dhs.ri.gov
Industry of Company	Child Support Enforcement
Customer 3	
Legal Name of Company or Governmental Entity	State of South Dakota Department of Social Services
Company Mailing Address	700 Governor's Drive, Ste 84 (Kneip Bldg)

Company City, State, Zip	Pierre SD 57501
Company Website Address	www.dss.sd.gov/childsupport
Contact Person	Carmin Dean
Contact Title	Program Manager
Company Telephone Number	605-367-5444 ext 1000405
Company Fax Number	605-367-5515
Contact E-mail	Carmin.dean@state.sd.us
Industry of Company	Child Support Enforcement
Customer 4	
Legal Name of Company or Governmental Entity	State of Minnesota DHS-CSED
Company Mailing Address	444 Lafayette Road North
Company City, State, Zip	St. Paul MN 55164
Company Website Address	www.DHS.info@state.mn.us
Contact Person	Shaneen Moore
Contact Title	IV-D Director
Company Telephone Number	651-431-4603
Company Fax Number	651-431-7517
Contact E-mail	Shaneen.moore@state.mn.us
Industry of Company	Child Support Enforcement

2.3.8 Registration to do Business – Per RFP 2.3.8, Respondents providing the products and/or services required by this RFP must be registered to do business by the Indiana Secretary of State. The Secretary of State contact information may be found in Section 1.18 of the RFP. This process must be concluded prior to contract negotiations with the State. It is the successful Respondent's responsibility to complete the required registration with the Secretary of State. Please indicate the status of registration, if applicable. Please clearly state if you are registered and if not provide an explanation.

Labcorp is registered to do business with the Indiana Secretary of State's Office and the Indiana Department of Administration, Procurement Division.

Labcorp provides a Indiana Certificate of Existence and a Delaware Certificate of Good Standing as **Attachment TEN**.

2.3.9 Authorizing Document - Respondent personnel signing the Executive Summary of the proposal must be legally authorized by the organization to commit the organization contractually. This section shall contain proof of such authority. A copy of corporate bylaws or a corporate resolution adopted by the board of directors indicating this authority will fulfill this requirement. Please enter your response below and indicate if any attachments are included.

As the official authorized representative of Labcorp for this bid response I may be

contacted as follows:

Antoinette Surgeon – Contract Manager
Laboratory Corporation of America Holding
DNA Identification Testing Division
1440 York Court
Burlington, North Carolina 27215
Telephone Number: (800) 742-3944, Extension 67355
Fax Number: (336) 538-6572
E-mail Address: surgeoa@Labcorp.com

A copy of Labcorp's List of Authorized Signers is provided as **Attachment ELEVEN**.

2.3.10 Subcontractors - The Respondent is responsible for the performance of any obligations that may result from this RFP and shall not be relieved by the non-performance of any subcontractor. Any Respondent's proposal must identify all subcontractors and describe the contractual relationship between the Respondent and each subcontractor. Per instructions in **Attachment J**, either a copy of the executed subcontract or a letter of agreement over the official signature of the firms involved must accompany each proposal.

Any subcontracts entered by the Respondent must be in compliance with all State statutes and will be subject to the provisions thereof. For each portion of the proposed products and services to be provided by a subcontractor, the technical proposal must include the identification of the functions to be provided by the subcontractor and the subcontractor's related qualifications and experience.

The combined qualifications and experience of the Respondent and any or all subcontractors will be considered in the State's evaluation. The Respondent must furnish information to the State as to the amount of the subcontract, the qualifications of the subcontractor for guaranteeing performance, and any other data that may be required by the State. All subcontracts held by the Respondent must be made available upon request for inspection and examination by appropriate State officials, and such relationships must meet with the approval of the State.

The Respondent must list any subcontractor's name, address, and the state in which formed that are proposed to be used in providing the required products and/or services. The subcontractor's responsibilities under the proposal, anticipated dollar amount for subcontract, subcontractor's form of organization, and an indication from the subcontractor of a willingness to carry out these responsibilities are to be included for each subcontractor. This assurance in no way relieves the Respondent of any responsibilities in responding to this RFP or

in completing the commitments documented in the proposal. The Respondent must indicate which, if any, subcontractors qualify as a Minority Business Enterprise, Women's Business Enterprise, or Veteran Owned Business under IC 4-13-16.5-1 and IC 5-22-14-3.5. See Sections 1.21, 1.22 and **Attachments A/A1** for Minority, Women, and Veteran Business information.

IVOSB entities (whether a prime or subcontractor) must have a Bidder ID. If registered with IDOA, this should have already been provided (as with MWBEs). IVOSBs that are only registered with the Federal Center for Veterans Business Enterprise will need to ensure that they also have a Bidder ID provided by IDOA (please see section 2.3.7 for details).

Labcorp will utilize the following companies as subcontractors in Indiana to provide sample collection, document preparation, sample packaging and shipping services in support of this Contract:

#1 Strategic Solutions LLC
55 Monument Circle, Suite 731
Indianapolis, IN 46204

Specimen Specialists of America, Inc.
2945 Bell Road #197
Auburn, CA 95603

Labcorp is not proposing partnerships with MBE, WBE or IVOSB.

2.3.11 Evidence of Financial Responsibility – Removed at the request of the agency.

This section will indicate the ability to provide the mandatory evidence of financial responsibility. See Section 1.25 of RFP for details.

Removed at the request of the agency.

2.3.12 General Information - Each Respondent must enter your company's general information including contact information.

Business Information	
Legal Name of Company	Laboratory Corporation of America Holdings
Contact Name	Antoinette Surgeon
Contact Title	Contract Manager
Contact E-mail Address	surgeoa@Labcorp.com
Company Mailing Address	1440 York Court
Company City, State, Zip	Burlington, NC 27215
Company Telephone Number	(800) 742- 3944, Extension 67355

Company Fax Number	(336) 436-6572
Company Website Address	https://www.Labcorp.com/
Federal Tax Identification Number (FTIN)	13-3757370
Number of Employees (company)	80,000+
Years of Experience	42
Number of U.S. Offices	2000+
Year Indiana Office Established (if applicable)	Not applicable
Parent Company (if applicable)	Not applicable
Revenues (\$MM, previous year)	\$14.9 billion
Revenues (\$MM, 2 years prior)	\$16.1 billion in 2021; \$14.0 billion in 2020
% Of Revenue from Indiana customers	Approximately 1%

- a. Does your Company have a formal disaster recovery plan? Please provide a yes/no response. If no, please provide an explanation of any alternative solution your company has to offer. If yes, please note and include as an attachment.

Yes. Labcorp has a disaster recovery plan and provides a copy of its Disaster Recovery Business Continuity Plan as **Attachment TWELVE**.

- b. What is your company's technology and process for securing any State information that is maintained within your company?

As a national clinical laboratory, all of Labcorp's IT applications are secured and accessible only to appropriately authorized personnel. Confidentiality is of paramount importance to Labcorp. Agency samples and all documents associated with agency cases are in the sole custody of Labcorp following their receipt in the Laboratory. Labcorp's DNA Identification Testing facility is equipped with surveillance cameras throughout the interior and exterior of the building. The doors are locked at all times with access to the building limited by magnetic card entry. Only personnel with proper employee photo identification badges and designated magnetic entry cards for the Identity Testing Division have access to our building. Access to Labcorp's paternity specimens and records require an additional magnetic card entry. This permits only a limited number of authorized paternity department personnel to enter those areas. In addition to the use of card entry both external and internal, and various levels of computer access, all personnel receive training in confidentiality procedures.

Labcorp's computer records are password protected, with various levels of authorization. Differing levels of computer authorization is granted based on job responsibility for each employee in the Division. Electronic records are stored in a secure data center separate from the laboratory testing facility. Firewall appliances are in place to protect systems from outside intrusion. Data is stored in a database dedicated to Labcorp's paternity testing and is only accessible by authorized paternity testing division personnel. All data at rest and in transit and encrypted for additional

security measures. Any access to data by any user is audited for monitoring and safety purposes. Again, not all employees have complete access to the records, either paper or computer.

Labcorp's DNA Identification Testing Division is supported by a team of corporate infrastructure professionals. This team of IT specialists are dedicated to the support and maintenance of all necessary infrastructure components, both hardware and software, needed to ensure high availability of operations. Their responsibilities include networking, storage, security, monitoring, server /mainframe support, and business continuity. Labcorp's Identification Testing Division has its own dedicated team of experts that are devoted solely to the Division and the clients we serve. This team develops IT solutions, such as interfaces, for our clients and supports the IT needs for our internal Laboratory Information Management System (LIMS). Labcorp's IT team has both the financial and human resources required to continue to maintain and provide necessary updates to the system currently in place. Labcorp's experience in working with our child support clients is extensive

Labcorp agrees to protect the confidentiality of any information obtained in the course of providing services under this Contract. Such information shall only be used to the extent necessary to assist in the valid administrative needs of the child support program, and shall not be disclosed without prior written approval of the agency or as required by law or regulation. All Labcorp employees are required to sign a confidentiality statement upon hire and annually thereafter. This agreement states that Labcorp employees cannot confirm or deny that an individual is being, or has been tested, nor can he/she provide test results except through official channels. Employees must not discuss test results with other members of the DNA Identification Testing Division, except as needed to properly perform and report the test. Employees may not discuss any test with a member of the press. Employees may not remove test results, documentation or SOPs from the laboratory without the Director's permission. In the unlikely event that testing is requested on a party or parties known personally to a member of the DNA Division, it shall be brought to the attention of a supervisor and to the director to discuss the conflict of interest with the account of record. Labcorp is in full compliance with all applicable federal, state and local statutes, regulations and ordinances concerning confidentiality

2.3.13 Experience Serving State Governments - Please provide a brief description of your company's experience in serving state governments and/or quasi-governmental accounts.

Labcorp has a forty-two (42) year history of delivering reliable, affordable paternity testing to our clients is state and county government while offering nationwide convenient collection sites in urban, suburban and rural communities.

Labcorp has a unique understanding of the need to work closely with child support agencies in order to ensure a transparent and seamless partnership with our clients.

Labcorp's DNA Identification Testing Division currently has over forty (40) statewide and multi-vendor contracts with Child Support Departments throughout the United States. Some of these Contracts and their renewals span more than twenty (20) years, demonstrating our capacity to adhere to performance requirements of statewide genetic paternity testing contracts for child support agencies and to abide by all applicable rules and regulations published by federal, state, and/or local health departments, and/or any other recognized governing or accrediting body for laboratory testing and/or human DNA analysis. The deliverables for each of these contracts is similar in scope to this RFP, however, each has their unique requirements which Labcorp anticipated and successfully implemented.

Labcorp provides the following table which indicate the geographic areas that we currently provide genetic testing services:

State	Current Contracts Held by Labcorp	Estimated Annual Volume
Alabama	County Agreements	13,500
Alaska	Sole Vendor - State Contract	1,800
Arizona	Sole Vendor - State Contract	8,700
Arkansas	Sole Vendor - State Contract	12,000
California	Sole Vendor – State Contract	20,000
Colorado*	County Agreements	10,000
Connecticut	Sole Vendor - State Contract	5,500
Delaware	Sole Vendor - State Contract	3,700
Georgia	Sole Vendor-State Contract	34,000
Guam	Sole Vendor - State Contract	225
Hawaii	Sole Vendor - State Contract	1,400
Idaho	Sole Vendor - State Contract	2,000
Indiana	Multi-Vendor – State	4,500
Iowa	Sole Vendor – State Contract	6,900
Kansas	Sole Vendor - State Contract	7,000
Louisiana	Multi-Vendor – State	8,100
Maine	Sole Vendor - State Contract	3,000
Maryland	Sole Vendor-State Contract	6,000
Massachusetts	Sole Vendor - State Contract	10,500
Minnesota	Multi-Vendor - State	7,000
Missouri	Sole Vendor-State Contract	11,000

Montana	Sole Vendor - State Contract	1,000
Nevada	Sole Vendor - State Contract	5,000
New Hampshire	Sole Vendor - State Contract	1,400
New Jersey	Sole-Vendor - State Contract	11,000
New Mexico	Multi-Vendor – State	1,500
New York *	County Agreements	11,000
North Carolina	Sole Vendor - State Contract	36,000
North Dakota	Sole Vendor - State Contract	1,500
Ohio	Sole Vendor – State Contract	35,000
Oklahoma	Sole Vendor - State Contract	14,000
Oregon	Sole Vendor - State Contract	7,000
Puerto Rico	Sole Vendor - State Contract	1,000
Rhode Island	Sole Vendor - State Contract	1,900
South Carolina	Sole Vendor - State Contract	16,000
South Dakota	Sole Vendor - State Contract	1,700
Utah	Sole Vendor - State Contract	6,000
Tennessee	Sole Vendor - State Contract	11,000
Vermont	Sole Vendor - State Contract	1,000
Virginia	Sole Vendor - State Contract	26,000
Washington	Sole Vendor - State Contract	15,000
Wisconsin	Multi-Vendor - State	6,700
Wyoming	Sole Vendor-State Contract	1,400

*Colorado and New York do not issue public solicitations for a statewide program. Instead each County is responsible for obtaining genetic parentage testing through other means; many counties do not solicit publicly. In the fore mentioned states, Labcorp has been selected to provide services to the majority of the counties in these states. Labcorp provides genetic parentage testing services to the bordering states of Idaho: Montana, Wyoming, Utah, Nevada, Oregon and Washington.

Labcorp has been providing paternity testing services in Indiana since 1983 and has held competitively acquired contracts with the state since 2015.

2.3.14 Experience Serving Similar Clients - Please describe your company's experience in serving customers of a similar size to the State with similar scope. Please provide specific clients and detailed examples.

Labcorp provides the following attached list of current clients for whom Labcorp was awarded a contract by competitive bid and/or hold contracts with individual county

agencies. This list demonstrates Labcorp's experience and ability to work effectively with public and government agencies. **Attachment THIRTEEN.**

2.3.15 Indiana Preferences - Pursuant to IC 5-22-15-7, Respondent may claim only one (1) preference. For the purposes of this RFP, this limitation to claiming one (1) preference applies to Respondent's ability to claim eligibility for Buy Indiana points. **Respondent must clearly indicate which preference(s) they intend to claim. Additionally, the Respondent's Buy Indiana status must be finalized when the RFP response is submitted to the State.**

Approval will be system generated and sent to the point of contact email address provided within the Bidder Registration profile. This is to be attached as a screenshot (copied/pasted) for response evaluation.

Buy Indiana

Refer to Section 2.7 for additional information.

This requirement was removed by Addendum #2.

2.3.16 Payment - Please provide the requested information in RFP Section 2.3.15.

This requirement was removed by Addendum #2.

2.3.17 Extending Pricing to Other Governmental Bodies – Indicate your willingness to extend prices of awarded products and/or services to other governmental bodies per RFP section 2.3.17.

This requirement was removed by Addendum #2.