

Standards of Business Conduct

Solvis Healthcare, Inc.

Standards of Business Conduct

Solvis Healthcare, Inc. Standards of Business Conduct embody the fundamental principles that govern our ethical and legal obligations to The Solvis Group. They pertain not only to our conduct within the company but also to conduct involving our customers, partners, employees, suppliers, and competitors.

Compliance

Solvis Healthcare, Inc. conducts its business with uncompromising integrity. Every member of our Company -- directors, executives, managers, employees and business partners - has a duty to comply with all applicable law and adhere to the highest standards of business ethics.

These Standards of Business Conduct set forth fundamental principles of law and ethics governing the way that Solvis Healthcare, Inc. does business. These Standards are not the exclusive source of guidance and information on Solvis Healthcare, Inc.'s expectations, but they serve as the basis for other Solvis Healthcare, Inc. policies and guidelines.

Employees. Solvis Healthcare, Inc. employees at every level must comply with these Standards, and associated policies and guidelines. Failure to do so is considered misconduct and may lead to termination of employment. In particular, all executive officers and senior financial officers, their staffs, and all managers and other employees contributing to Solvis Healthcare, Inc.'s financial record-keeping must comply strictly with Solvis Healthcare, Inc. finance and accounting standards, policies and guidelines.

Board of Directors. Members of the Solvis Healthcare, Inc. board of directors are subject to these Standards as well as additional guidance relating to their special responsibilities.

Suppliers & Partners. Solvis Healthcare, Inc. requires its suppliers, including consultants and contractors, and partners to conduct their businesses in a legal and ethical manner.

Personal Responsibility

The Standards of Business Conduct do not, by themselves, ensure ethical conduct. Every member of the Solvis Healthcare, Inc. community has a personal responsibility to embody and model ethical behavior. Solvis Healthcare, Inc. executives and other managers are responsible to lead by example and to ensure that all team members learn and have the opportunity to discuss the practical application of these Standards. Managers are expected to review these Standards with their teams on at least an annual basis. Everyone has a duty to be vigilant for circumstances that may indicate illegal or unethical behavior, and to act appropriately in a timely manner to prevent improper conduct. Any waivers of these Standards of Business Conduct for Solvis Healthcare, Inc. executive officers or directors will only be granted by the Solvis Healthcare, Inc. board of directors in exceptional circumstances and will be disclosed promptly to shareholders.

Reporting Violations

If you observe possible illegal or unethical conduct, you should report it to Solvis Healthcare, Inc. management. It is Solvis Healthcare, Inc.'s policy that no employee will suffer adverse action for honestly raising an ethical or legal concern. Reporting on an anonymous basis is available via the contact information set forth below.

The following violation reporting mechanisms are available to you:

Solvis Healthcare, Inc. CA

6185 Paseo Del Norte

200A

Carlsbad, CA 92011

Phone: 760-930-9530

Fax: 858.277.3448

Email: hr@solvisgroup.com

Solvis Healthcare, Inc. MI

17250 W 12 Mile Rd

2nd Floor

Southfield, MI 48076

Phone: 248-559-6610

Fax: 248-559-6611

Email: hr@solvisgroup.com

Conducting Solvis Healthcare, Inc. Business

Serving Solvis Healthcare, Inc. Customers

Relating to Solvis Healthcare, Inc. Competitors

Dealing with Solvis Healthcare, Inc. Suppliers

Avoiding Conflicts of Interest

Handling Sensitive Information

Safeguarding Solvis Healthcare, Inc. Assets

Respecting Dalrad's Colleagues & the Community

Conducting Solvis Healthcare, Inc. Business

Solvis Healthcare, Inc. conducts its business fairly, legally and with integrity. While working for the best interests of Solvis Healthcare, Inc. ,you have a duty to be ethical and lawful in your dealings with customers, partners, suppliers, other business partners and competitors, as well as your Solvis Healthcare, Inc. colleagues.

Contracting Practices

When Solvis Healthcare, Inc. is selling or buying products and services, or entering into other commitments, Solvis Healthcare, Inc. needs to embody the rights and obligations of each party in appropriate written contracts. This practice builds strong business relationships and ensures accurate company record-keeping. If you have dealings with Solvis Healthcare, Inc. customers, suppliers, business partners, or outside parties, you are required to understand basic principles of business transactions and to abide by Solvis Healthcare, Inc. contracting policies and guidelines.

Authorization. You may not commit Solvis Healthcare, Inc. to undertake any performance, payment or other obligation unless you are authorized under the appropriate Solvis Healthcare, Inc. delegation of authority policies.

Contracts. Properly written contracts document the use of The Solvis Group funds and assets; define the rights and obligations of The Solvis Group and other parties; establish protections against liability; and provide tools for handling disputes. You may not enter into any agreement or engage in any activity that may violate applicable law. You may not use side letters, "off-the-books" arrangements, or other express or implied agreements outside standard Solvis Healthcare, Inc. contracting processes. You may not use letters of intent or memoranda of understanding without prior review by Solvis Healthcare, Inc. Legal.

Sham Transactions. You may not enter into any transaction with a customer, supplier, or other business partner that facilitates improper revenue recognition, expense treatment or other accounting improprieties on the part of either Solvis Healthcare, Inc. or the business partner.

Antitrust & Competition

Antitrust and competition laws serve to maintain an environment in which companies compete fairly at all levels. You have a responsibility to Solvis Healthcare, Inc. to ensure that your business activities do not violate applicable antitrust and competition laws.

Business Gifts & Entertainment

From time to time, Solvis Healthcare, Inc. may provide business amenities, or allow employees to accept business amenities, to aid in building legitimate business relationships. Business amenities include any gift, meal, service, entertainment, reimbursement, loan, favor, or anything else of value.

Your decisions on behalf of Solvis Healthcare, Inc. must be free from undue influence. You may not provide or receive business amenities when doing so may create the appearance of undue influence. This restriction applies to amenities given to or received from representatives of current or potential customers, partners, suppliers, and competitors, as well as their families, your family, and others with whom you or they have close personal relationships.

If you are unsure whether you may give or accept a proposed gift, entertainment or other business amenity, you should disclose the situation to your manager.

Anti-Corruption

No one acting on Solvis Healthcare, Inc.'s behalf may use bribes, kickbacks or other corrupt practices in conducting Solvis Healthcare, Inc. business. You are required to comply strictly with all ethical standards and applicable law in every jurisdiction in which Solvis Healthcare, Inc. does business.

Commissions & Finder Fees. You may make commission or fee arrangements only under written agreements with bona fide commercial distributors, sales representatives, agents or consultants. Any commission or finder fee for assistance in securing orders must be reasonable and consistent with local laws and normal industry practice. You may not enter into any fee arrangements with any entity in which a government official or employee has an interest, or with respect to sales to a government, unless permitted by law and with written approval from Solvis Healthcare, Inc.'s General Counsel. You may not pay any commission or compensation to employees or other representatives of customers, channel partners, suppliers, other business partners or competitors. An exception is made for openly announced incentive programs, such as sales contests, approved in writing by an appropriate Solvis Healthcare, Inc. Vice President.

Serving Solvis Healthcare, Inc. Customers

Solvis Healthcare, Inc. wins and maintains customer relationships based on the quality and value of its products and services. Your duty is to deal fairly and truthfully with our customers, and provide the best service that you can.

Advertising Practices

Advertising laws are not uniform, but in general, statements in Solvis Healthcare, Inc. advertising and promotional materials need to be fair, factual, and complete. To support Solvis Healthcare, Inc.'s marketing strategy and to comply with applicable law, you need to abide by the policies and guidelines of Solvis Healthcare, Inc. and to consult Solvis Healthcare, Inc. Legal as necessary.

Marketing & Sales Practices

Solvis Healthcare, Inc. marketing and sales practices reflect Solvis Healthcare, Inc.'s commitment to honest and fair dealings with its current and potential customers. You may not engage in any misleading or deceptive marketing and sales practices.

Deceptive Statements. You may not make false or misleading statements about Solvis Healthcare, Inc. products or services, or those of competitors, in marketing or sales activities.

Customer Information. Solvis Healthcare, Inc. has the responsibility to safeguard and use properly, including storage and transmission, personal data that it collects from current and potential customers.

Relating to Solvis Healthcare, Inc. Competitors

Solvis Healthcare, Inc. succeeds by competing vigorously and fairly in the marketplace in full compliance with applicable antitrust, competition and other laws. Your interactions with Solvis Healthcare, Inc. competitors must be fair and respect the law.

Dealings with Competitors

There are many occasions to interact with competitors. Antitrust and competition laws generally prohibit agreements between competitors that would eliminate or restrict their competition with each other. You are responsible for avoiding contacts with competitors that may be construed to violate antitrust or competition law principles. If you have any

questions about contacts with competitors, contact The SolvisGroup Legal.

Prohibited Agreements and Topics of Discussion. You may not make agreements, express or implied, with any Solvis Healthcare, Inc. competitor to set prices, divide territories, or allocate customers for competing products or services. You may not discuss with competitors any non-public or future price information, terms of sale, costs, margins, marketing plans, or similar confidential information.

Trade Associations. When representing Solvis Healthcare, Inc. in trade associations, standard setting bodies, consortia and other industry organizations, you need to be aware of the risk that the participating companies may be perceived as using the meetings to reach anti-competitive agreements. You may not participate in groups engaging in activities that violate antitrust and competition laws. If a competitor uses a legitimate forum to discuss subjects that are prohibited, you must refuse to participate, and if the discussion continues, you must leave the meeting immediately and noticeably. Before you join any group involving competitors, or if the charter of a group changes, you need to review the situation with Solvis Healthcare, Inc. Legal.

Competitive Information

Solvis Healthcare, Inc. must have timely and complete information about industry developments in order to stay competitive. You may obtain competitive information only by fair and legal methods.

Public Information. You may review any public information, such as published specifications, trade journal articles, and other materials that a competitor has released to other companies without restrictions.

Non-public Information. You may not obtain non-public information by illegal activities involving industrial espionage or by asking a competitor's employees or contractors, or former employees or contractors, to violate their obligations regarding the competitor's confidential data. You may not examine information about competitive proposals or products that was submitted to customers, suppliers, other business partners or anyone else with the understanding they would treat it as confidential. Contact Solvis Healthcare, Inc. Legal if you have any question about Solvis Healthcare, Inc.'s right to use any particular information.

Improper Tactics. You may not misrepresent who you are or for whom you work when you ask for competitive information. You may not use or engage consultants, agents, friends or others to undertake activities to obtain competitive information that would be unacceptable if pursued by you.

Competitive Practices

Solvis Healthcare, Inc. competes aggressively in the marketplace, but not in violation of the law or at the expense of its reputation for fair dealing. You are responsible for conducting Solvis Healthcare, Inc. business in a professional, ethical and legal manner.

Commenting on the Competition. Solvis Healthcare, Inc. competes based on the quality and value of its products and services, not by disparaging the competition. Your statements about competitors need to be fair, factual and complete. While forceful marketing messages may be appropriate, you may not make false, misleading, unfair or unprofessional comments about competitors or others outside Solvis Healthcare, Inc., even in messages, presentations and other materials intended for internal use at Solvis Healthcare, Inc.

Interference with Contracts. Once a customer has placed a firm order with a competitor, you may not engage in activities to interfere with the performance of that contract.

Dealing with Solvis Healthcare, Inc. Suppliers

Solvis Healthcare, Inc. suppliers are of great strategic importance. When buying products and services, you have a duty to deal with suppliers fairly and in compliance with applicable law and Solvis Healthcare, Inc. policies. Suppliers include indirect goods and service providers, consultants, contractors, and anyone else who provides a product or service to

Solvis Healthcare, Inc. .

Choosing Suppliers

Solvis Healthcare, Inc. selects suppliers based on the merits of their products, services, and business practices. You are required to follow The SolvisGroup policies in choosing suppliers on a basis that serves The SolvisGroup 's interests and protects Solvis Healthcare, Inc. 's reputation.

Selection. Solvis Healthcare, Inc. purchasing decisions should reflect your best judgment about a supplier's technology, quality, responsiveness, delivery capabilities, cost, environmental performance, and financial stability. You may not establish a business relationship with any supplier if its business practices violate local laws or basic international principles relating to labor standards or environmental protection.

Conflicts of Interest. In selecting suppliers, you need to avoid any appearance of impropriety that might result because of business gifts or entertainment from a supplier, or even strong personal relationships between the representatives of a supplier and representatives of Solvis Healthcare, Inc. .

Small and Minority Businesses. In the U.S., you should include qualified small, minority-owned and women-owned suppliers in the supplier selection process. You should follow similar policies where appropriate in other countries.

Supplier Prices

When purchasing products or services from suppliers, Solvis Healthcare, Inc. must negotiate aggressively but fairly to obtain the best pricing. You are responsible for working in the best interest of Solvis Healthcare, Inc. and in compliance with Solvis Healthcare, Inc. policies and applicable law.

Negotiating Prices. You are free to ask suppliers for their best prices for materials and services that Solvis Healthcare, Inc. uses, even if those prices are more favorable than prices available to Solvis Healthcare, Inc. 's competitors. In contrast, when you buy a product that Solvis Healthcare, Inc. resells without substantial added value, U.S. law may prohibit receiving a discriminatory price. Consult Solvis Healthcare, Inc. Legal with respect to these issues.

Handling Pricing Information. While Solvis Healthcare, Inc. may have no legal obligation to protect price information unless required by contractual terms, negotiated price information is usually competitively significant and needs to be handled as The SolvisGroup sensitive information. In general, you should not disclose the non-public prices of one supplier to another, or to anyone else within or outside of Solvis Healthcare, Inc. who does not have a legitimate business reason to know. If disclosure of negotiated pricing information or other terms is required for Solvis Healthcare, Inc. contract manufacturers or service providers, you need to abide by Solvis Healthcare, Inc. policies on handling Solvis Healthcare, Inc. sensitive information.

Solvis Healthcare, Inc. as Customer Reference

The Solvis Healthcare, Inc. brand is a valuable asset that other companies may want to exploit. You have the responsibility to help protect the Solvis Healthcare, Inc. brand from unauthorized and inappropriate use.

Promotional Materials. You may not permit any supplier or other party to use the Solvis Healthcare, Inc. name, logo or other branding in its advertising, promotional materials, customer references or the like without written approval from your Vice President.

Securities Offering Documents. You may not permit any supplier to mention Solvis Healthcare, Inc. as a customer or disclose the terms of any contract with Solvis Healthcare, Inc. in an offering document such as a prospectus or a

securities registration statement without prior approval from Solvis Healthcare, Inc. Legal Corporate Section.

Avoiding Conflicts of Interest

You have a duty of loyalty to Solvis Healthcare, Inc. . You must avoid situations where your loyalties may be divided between Solvis Healthcare, Inc.'s interests and your own. Solvis Healthcare, Inc. expects you to avoid even the appearance of a conflict of interest.

You can avoid most conflicts of interest by following the specific rules described in these Standards. However, these rules do not cover all potential situations where your loyalty may be, or may appear to be, divided. You are responsible for using your best judgment to evaluate objectively your activities that may result in a conflict of interest, and for bringing any doubtful situation to the attention of your managers so they can provide appropriate guidance.

Outside Employment & Other Activities

Solvis Healthcare, Inc. policy does not prohibit all outside employment, but your duty to Solvis Healthcare, Inc. is to ensure that outside employment and other activities do not negatively impact your work at Solvis Healthcare, Inc. , cause you to misuse Solvis Healthcare, Inc. information or assets, or result in consequences unfair to Solvis Healthcare, Inc. . You may not engage in any outside employment or activities that may improperly influence, or appear to improperly influence, your judgment, decisions or actions with respect to your role at Solvis Healthcare, Inc. . To assess whether a potential conflict of interest may exist, you need to consider the activities in which you may be engaging, regardless of whether you may be called an "employee," "consultant," "contractor," "owner," "investor" or "volunteer."

Competitors. You may not work for a competitor of any Solvis Healthcare, Inc. business group or operation.

Partners, Suppliers and Others. You may not work for a Solvis Healthcare, Inc. partner, supplier, OEM, or other associated business without written approval from your Vice President.

Customers. Unless you have written approval from your Vice President, you may not work for an Solvis Healthcare, Inc. customer (a) in the purchase, support or disposition of Solvis Healthcare, Inc. products or services, or (b) if your Solvis Healthcare, Inc. group has business dealings, or you have business dealings on behalf of Solvis Healthcare, Inc. , with that customer. Any other work for a customer requires written approval from your manager.

Advisory Boards. You may not serve on an advisory board of a competitor of any Solvis Healthcare, Inc. business group or operation. You may not serve on an advisory board of any Solvis Healthcare, Inc. customer, supplier, or other business partner without written approval from your Vice President.

Your Outside Activity. Whether working for yourself or for others, you may not sell Solvis Healthcare, Inc. products or services, or products or services similar to Solvis Healthcare, Inc. 's, including consulting and support services for Solvis Healthcare, Inc. . You may not provide consulting, promotion, support or other services for the products or services of a Solvis Healthcare, Inc. competitor.

Your Solvis Healthcare, Inc. Employment Status. You may not provide services to Solvis Healthcare, Inc. except in your role as an Solvis Healthcare, Inc. employee. For example, you may not be an independent consultant to Solvis Healthcare, Inc. if you are already an Solvis Healthcare, Inc. employee.

Conflicts with Your Solvis Healthcare, Inc. Job. You may not accept outside employment or engage in other activities if the resulting time demands interfere with your ability to perform your Solvis Healthcare, Inc. job. Outside employment and

other activities may not be carried on Solvis Healthcare, Inc. premises or utilize any Solvis Healthcare, Inc. resources, including computing and communication systems.

Volunteer Activities & Charitable Solicitations

Solvis Healthcare, Inc. encourages your personal involvement in charitable, professional and other community organizations. However, you may experience divided loyalties even in volunteer situations. Except as part of an Solvis Healthcare, Inc. -sponsored event or with written approval from your Vice President, your volunteer service must be performed on your own time, at your own risk, away from Solvis Healthcare, Inc. premises, and without the use of any Solvis Healthcare, Inc. resources.

Influencing Solvis Healthcare, Inc. Decisions. You may not participate in Solvis Healthcare, Inc. decisions regarding a charity or other organization where you volunteer. You may not advocate the organization's interests within Solvis Healthcare, Inc. without disclosing your connection to it. These limitations apply especially if you volunteer at an organization that may be an Solvis Healthcare, Inc. customer, supplier, or other business partner.

Solicitations. You may not solicit donations, directly or through the use of company resources, on Solvis Healthcare, Inc. premises or during working hours, except as part of an Solvis Healthcare, Inc. -sponsored event such as a charity drive sponsored by Solvis Healthcare, Inc. . You may not solicit donations from Solvis Healthcare, Inc. business partners where an appearance of conflict of interest may arise due to your status as an Solvis Healthcare, Inc. employee.

Personal Benefit or Gain from Solvis Healthcare, Inc. Business

Receiving personal benefits from others because of your status as an Solvis Healthcare, Inc. employee may lead to divided loyalties. You may not receive any personal profit or advantage other than your compensation from Solvis Healthcare, Inc. in connection with any transaction involving Solvis Healthcare, Inc. , or your status as an Solvis Healthcare, Inc. employee.

Business Gifts & Entertainment. Receiving business gifts or entertainment may result in conflicts of interest. You are required to comply with the rules set forth in this policy document.

Business Opportunity. You may not take for yourself, or advise others to take, any potential business opportunity that would otherwise be available to The Solvis Group .

Commissions. You may not receive commissions or any other form of payment from Solvis Healthcare, Inc. business partners in connection with Solvis Healthcare, Inc. business transactions.

Business with Your Family or Friends. You must disclose to your manager all situations where you or your Solvis Healthcare, Inc. group may be conducting Solvis Healthcare, Inc. business with members of your family, your friends or others with whom you have a close personal relationship. With written approval from your Vice President, your Solvis Healthcare, Inc. group may do business with your family members or friends, or entities they own or control, but you will be required to remove yourself from Solvis Healthcare, Inc. 's decisions relating to such transactions. In no event are you permitted to provide your services to Solvis Healthcare, Inc. outside your role as an Solvis Healthcare, Inc. employee.

Outside Directorships

Participating on the board of directors of other companies or non-profit groups may enhance your business and leadership skills, but may also lead to conflicts of interest. Prior to service on an outside board, you must comply with the request and approval processes established by Solvis Healthcare, Inc. . If you are serving as a director of a company or other organization, and you encounter any situation where your role as a director may be in conflict with Solvis Healthcare, Inc. 's interests, you must either withdraw from that situation or resign as a director.

Solvis Healthcare, Inc. Competitors. You may not be a director of an The Solvis Group competitor. You may not be a director of a company or organization that supports or promotes a competitor's products or services without written approval from Solvis Healthcare, Inc. Legal and/or the Solvis Healthcare, Inc. Board of Directors.

Solvis Healthcare, Inc. Customers and Business Partners. You may not be a director of a Solvis Healthcare, Inc. customer, supplier, or other business partner without written approval from Solvis Healthcare, Inc. Legal and/or the Solvis Healthcare, Inc. Board of Directors, or, in the case of a non-profit customer or business partner, written approval from your Vice President.

Solvis Healthcare, Inc. Subsidiaries and Joint Ventures. You may not be a director of a Solvis Healthcare, Inc. subsidiary without written approval from Solvis Healthcare, Inc. Legal and/or the Board of Directors. You may not be a director of a Solvis Healthcare, Inc. joint venture without written approval from Solvis Healthcare, Inc. Legal and/or the Solvis Healthcare, Inc. Board of Directors.

Conflicts with Your Solvis Healthcare, Inc. job. You may not accept outside directorships if the resulting time demands interfere with your ability to perform your Solvis Healthcare, Inc. job. You must remove yourself from any Solvis Healthcare, Inc. decision-making with respect to the company or organization on whose board you serve.

Financial Interests in Other Businesses

A personal or family financial interest in an Solvis Healthcare, Inc. customer, supplier, other business partner, or competitor has the potential to cause the appearance of divided loyalty, or to result in personal benefit because of your role at Solvis Healthcare, Inc. . You may not have financial interests in any of these parties that could improperly influence your judgment in your Solvis Healthcare, Inc. role. Financial interests include investment, ownership or creditor interests.

Financial Interests. You should not have financial interests in Solvis Healthcare, Inc. customers, suppliers, other business partners, or competitors if (a) you are in position to influence Solvis Healthcare, Inc. decisions relating to them and those decisions could affect your financial interests, and (b) your financial interests represent such a percentage of your or your family's net worth that an actual or apparent conflict of interest exists.

Disclosing Conflicts

Your responsibility is to use your best judgment to evaluate objectively whether outside activity, financial interest or receipt of business gifts and entertainment may lead to divided loyalties. You must promptly disclose in writing to the appropriate manager or committee any situation that could present a conflict of interest with your role at Solvis Healthcare, Inc. . In situations that require management approval, the responsible manager will review the matter and communicate Solvis Healthcare, Inc. 's position in writing. The manager may indicate that either (a) Solvis Healthcare, Inc. has no present objection, although the situation is subject to future review if there is any change in circumstances either for you or for Solvis Healthcare, Inc. , or (b) Solvis Healthcare, Inc. will have no objection provided you take specific steps to resolve any potential conflict to Solvis Healthcare, Inc. 's satisfaction. You will have a continuing obligation to disclose any change in circumstances that could affect Solvis Healthcare, Inc. 's interests. Copies of your disclosure and Solvis Healthcare, Inc. 's response will be kept in your personnel file.

Handling Sensitive Information

Solvis Healthcare, Inc. business and technical information is company property and is vital to its business success. You have a duty to safeguard it, keep it confidential as appropriate, and use it only for The Solvis Group business purposes.

Disclosure of Solvis Healthcare, Inc. information may be made only by those authorized to do so and in compliance with Solvis Healthcare, Inc. policies. Acceptance of sensitive information from others must also be handled with care and in compliance with Solvis Healthcare, Inc. policies. Inappropriate disclosures of Solvis Healthcare, Inc. sensitive information or receipt of non-public information from others can weaken our competitive position and squander our investments in the processes and resources we have developed for conducting our business.

Protecting Sensitive Information

You have a duty to safeguard Solvis Healthcare, Inc. information. Solvis Healthcare, Inc. sensitive information includes a wide range of non-public information including financial and cost data, business plans and strategies, operating reports, pricing information, marketing and sales data, business partner information, trade secrets, personnel records and organization charts.

Using & Disclosing Solvis Healthcare, Inc. Information

You may use Solvis Healthcare, Inc. information only for business purposes, and disclose it - internally or externally - only for a good business reason and with adequate safeguards. Disclosure includes both written and verbal communication, via all channels, including e-mail and the Internet.

Confidential Disclosure Agreements. Before sharing any Solvis Healthcare, Inc. sensitive information with an outside party - in writing or orally -- an appropriate Solvis Healthcare, Inc. Agreement, available from Solvis Healthcare, Inc. Legal, should be properly completed and executed. If an outside party wishes to use its form of agreement in place of the standard Solvis Healthcare, Inc. Agreement, you need to first review it with Solvis Healthcare, Inc. Legal.

Documenting Disclosure. When disclosing Solvis Healthcare, Inc. sensitive information, you should maintain a complete file, including a copy of the confidential disclosure agreement and a record of what was disclosed, to whom it was disclosed, and how it was disclosed, with evidence that The Solvis Group properly confirmed to the other party the confidential nature of the information at the time of disclosure.

Receiving Sensitive Information

Although Solvis Healthcare, Inc. sometimes has a business need to receive sensitive information from a company or individual outside The Solvis Group, you should be cautious when anyone wishes to share information based on an expectation that Solvis Healthcare, Inc. will hold it in confidence. Casual acceptance of confidential information creates a risk that Solvis Healthcare, Inc. will be accused of misusing it. It is particularly risky to accept sensitive information from potential competitors, because whatever we receive may overlap ideas we develop on our own and wish to use without restrictions in Solvis Healthcare, Inc. activities.

Information of Others. You should accept written or verbal information that may be sensitive only (a) when Solvis Healthcare, Inc. has made a management decision that accepting it is necessary, and (b) after a written agreement is in place to identify the information and define and limit Solvis Healthcare, Inc.'s obligations in dealing with it. The agreement should be either Solvis Healthcare, Inc.'s Agreement or another written agreement that has been reviewed by Solvis Healthcare, Inc. Legal. You should handle the information in accordance with the agreement, and use it only for the purposes permitted by the agreement.

Documenting Receipt. When receiving confidential information from another party, you should maintain a complete file, including a copy of the confidential disclosure agreement and a record of what was received, from whom it was received, and what performance obligations Solvis Healthcare, Inc. has with respect to keeping the information confidential.

Unsolicited Suggestions. Solvis Healthcare, Inc. does not accept unsolicited suggestions that the submitter may consider confidential, such as unsolicited ideas for future products and/or services. This policy is intended to prevent Solvis Healthcare, Inc.'s own business activities from becoming encumbered by unintended obligations to outsiders. Any recipient of an unsolicited suggestion should promptly contact Solvis Healthcare, Inc. Legal.

Communicating with the Public

Your duty is to maintain as confidential all non-public information of Solvis Healthcare, Inc., and to refer all requests for news and information to the appropriate designated spokesperson. Only designated The Solvis Group representatives are

authorized to make public any news and information about Solvis Healthcare, Inc. that may be significant to the financial markets.

Financial News. News that can be expected to influence investors or have an impact on the market for Solvis Healthcare, Inc. stock, including forward-looking information such as projections of orders, revenue or earnings, may be released only through designated representatives in Solvis Healthcare, Inc. Corporate Communications following Solvis Healthcare, Inc. 's guidelines and U.S. securities laws, and after review by The Solvis Group Legal.

Quiet Periods. No one may comment about The Solvis Group 's financial performance or factors relating to financial performance during the "quiet period" from the date in the third month of each fiscal quarter when Solvis Healthcare, Inc. 's fiscal quarter-to-date consolidated earnings become available internally until the public announcement of financial results for that quarter.

Press Releases. Press releases are to be made only through designated representatives in Solvis Healthcare, Inc. , in compliance with The Solvis Group policies and with review by Solvis Healthcare, Inc. Legal prior to release.

Interviews and Comments. You may not grant interviews or provide comments to the press without prior approval from Solvis Healthcare, Inc. executive management. Unless you receive other guidance, you are expected to decline the opportunity to respond to any inquiries for news or information about Solvis Healthcare, Inc. , and refer the request to the appropriate Solvis Healthcare, Inc. spokesperson. You may not create any impression that you are speaking on behalf of Solvis Healthcare, Inc. in any personal communications, such as user forums, chat rooms and bulletin boards.

Completeness and Accuracy of Statements. All statements made to the public on Solvis Healthcare, Inc. 's behalf must be complete and understandable, accurate and truthful, timely and not false or misleading.

Insider Trading

U.S. securities laws prohibit trading in U.S.-listed securities while in possession of material inside information. These laws enforce one aspect of your general duty to not misuse Solvis Healthcare, Inc. information for personal gain. U.S. insider trading laws apply to Solvis Healthcare, Inc. board members and employees at all levels. They apply to people outside the U.S. who trade within the U.S. If you violate insider trading laws, both you and Solvis Healthcare, Inc. may be subject to severe civil and criminal penalties. If you are considering a stock transaction, and you believe you may have material inside information, consult The Solvis Group Legal.

Prohibited Activity. If you have material inside information about The Solvis Group , you may not legally trade in Solvis Healthcare, Inc. securities, or make recommendations to others about trading Solvis Healthcare, Inc. securities, until a reasonable time (usually 24 hours) after The Solvis Group discloses the information to the public. Insider trading prohibitions apply to the act of trading, regardless of the size or value of the transaction.

Material Information. Information is "material" if, in the total mix of information, it would influence a reasonable person to buy, hold or sell stock. Examples may include data reflecting orders, sales, earnings or profitability, or trends in these figures; impending announcements of major new products; The Solvis Group acquisitions, equity investments or divestitures; and important developments in projects, alliances or litigation.

Inside Information. Information is "inside" or "non-public" if it has not been the subject of an authorized Solvis Healthcare, Inc. press release, another authorized Solvis Healthcare, Inc. communication to the public, or a filing with the U.S. Securities and Exchange Commission. Partial release of material information does not clear insiders to trade if other material information remains undisclosed.

Trading Activities. Trading in Solvis Healthcare, Inc. securities includes: buying or selling Solvis Healthcare, Inc. shares in the open market; buying or selling Solvis Healthcare, Inc. options traded on any exchange; selling shares that were purchased under an Solvis Healthcare, Inc. employee stock option; and transferring funds to or from an Solvis Healthcare, Inc. stock fund account in Solvis Healthcare, Inc. 's 401(k) plan for the U.S. Trading does not include regular, continuing purchases through Solvis Healthcare, Inc. 's employee stock purchase plan or purchases, without sale, of shares through exercise of an Solvis Healthcare, Inc. employee stock option. U.S. insider trading laws also permit a person to effect a transaction in Solvis Healthcare, Inc. securities pursuant to a pre-established Rule 10b5-1 plan, even when that person has material inside information at the time of the transaction.

Trading Window. It is relatively safe for Solvis Healthcare, Inc. employees who do not otherwise have access to material

inside information to trade in the period that starts 24 hours after Solvis Healthcare, Inc. announces quarterly or annual results and ends at the close of the second month of the fiscal quarter. The trading window will be shorter and further restrictions will apply for those with access to interim data about fiscal quarter-to-date consolidated, regional or segment earnings, including members of the board of directors, executives and their staffs.

Other Companies. Insider trading prohibitions apply to the trading in securities of other companies, including customers, suppliers, other business partners, and competitors, if you have material inside information about those companies.

Privacy & Personal Data Protection

Solvis Healthcare, Inc. is committed to protecting the personal information of its customers, suppliers, other business partners, and employees. Personal information includes data related to a person who can be identified or located by that data. In order to create an environment of trust and to comply with applicable local law, you are required to follow Solvis Healthcare, Inc. privacy policies and data protection practices in using online and offline systems, processes, products and services that involve the use, storage or transmission of any personal information.

Solvis Healthcare, Inc. Employee Privacy. If you have access to personally identifiable data from any potential, current or previous employment relationship with Solvis Healthcare, Inc. , you are required to understand and comply with Solvis Healthcare, Inc. 's privacy guidelines.

Records Management

For business, accounting and legal purposes, Solvis Healthcare, Inc. company records must be professionally drafted and properly managed. You are required both to retain company records according to established retention schedules and to keep files no longer than required.

Records Management. In many cases, you need not keep ordinary correspondence and department documents, including most categories of electronic messages, more than one year after the last active date in a record or file.

Litigation Documents. You must not alter or destroy any document relating to the lawsuit, legal proceeding or investigation until notified by Solvis Healthcare, Inc. Legal that it has been concluded.

Lawsuits, Legal Proceedings & Investigations

Lawsuits, legal proceedings and investigations concerning The Solvis Group must be handled promptly and properly in order to protect and defend Solvis Healthcare, Inc. . You are required to contact Solvis Healthcare, Inc. Legal immediately in the event of a threatened lawsuit, legal proceeding or investigation brought by private parties or by any governmental agency.

Service of Process. In the U.S., documents that initiate lawsuits or investigations, and subpoenas involving Solvis Healthcare, Inc. , should be sent immediately to Solvis Healthcare, Inc. Legal.

Records. Records relevant to a lawsuit, legal proceeding or investigation must not be altered or destroyed, and must be promptly produced and turned over to Solvis Healthcare, Inc. Legal upon request.

Attorney-Client Privilege. Under U.S. law, attorney-client privilege applies only to communication in confidence to Solvis Healthcare, Inc. attorneys to obtain legal advice, and communication from The Solvis Group attorneys applying their advice to Solvis Healthcare, Inc. activities. These communications should not be copied or distributed except under the direction of an Solvis Healthcare, Inc. attorney, and should be given only to the narrowest possible set of Solvis Healthcare, Inc. people who have a need for them.

No Discussions. If you are involved on Solvis Healthcare, Inc. 's behalf in a lawsuit or other legal dispute, you must avoid discussing it with anyone inside or outside of Solvis Healthcare, Inc. without prior approval of Solvis Healthcare, Inc. Legal. You are required to cooperate fully with Solvis Healthcare, Inc. Legal in the course of the lawsuit, legal proceeding or investigation.

Safeguarding Solvis Healthcare, Inc. Assets

Safeguarding Solvis Healthcare, Inc. assets - both tangible and intangible property - is crucial to Solvis Healthcare, Inc.'s business success. You have a duty to use Solvis Healthcare, Inc. assets only for legitimate business purposes and to protect them from loss or unauthorized use. In no event may Solvis Healthcare, Inc. assets be used for unlawful or improper purposes.

Finance & Accounting Practices

The accuracy and integrity of Solvis Healthcare, Inc.'s books and records are paramount for Solvis Healthcare, Inc.'s business success. Your duty is to ensure that Solvis Healthcare, Inc. maintains its books and records in accordance with generally accepted accounting principles and all regulatory requirements that apply to a U.S. publicly traded company.

Accounting Principles. You must comply with generally accepted accounting principles for the U.S. and for every country in which you conduct Solvis Healthcare, Inc. business. You are required to execute all transactions involving Solvis Healthcare, Inc. in accordance with Solvis Healthcare, Inc. policies and procedures.

Unrecorded Funds. You may not establish any undisclosed or unrecorded Solvis Healthcare, Inc. fund, asset or liability for any purpose.

False Entries. You may not make, or contribute to or facilitate the making of, any false or misleading entries in Solvis Healthcare, Inc.'s books or records for any reason.

Revenue and Expense Recognition. You may not enter into any transaction or agreement that accelerates, postpones or otherwise manipulates the accurate and timely recording of business revenues or expenses.

Authorization. You must be authorized under the appropriate The Solvis Group delegation of authority policy in order to have access to Solvis Healthcare, Inc. funds or assets. You may use Solvis Healthcare, Inc. funds and assets only for legitimate Solvis Healthcare, Inc. business purposes.

Payments. You may not make any payment on Solvis Healthcare, Inc.'s behalf without adequate supporting documentation, or for any purpose other than as described in the documents.

Independent Auditor. Solvis Healthcare, Inc.'s outside auditors have the duty to review Solvis Healthcare, Inc. records in a fair and accurate manner. You may not engage, directly or indirectly, any outside auditors of Solvis Healthcare, Inc. to perform any audit, audit-related, tax or other services, including consulting, without written approval from the Solvis Healthcare, Inc. CEO and the Audit Committee of the Solvis Healthcare, Inc. board.

Political Contributions & Activities

Solvis Healthcare, Inc.'s public policy agenda includes the election of public officials who understand Solvis Healthcare, Inc.'s business interests and support legislation important to Solvis Healthcare, Inc. . The Solvis Group funds and other assets may be used as political contributions only as allowed by law and in accordance with Solvis Healthcare, Inc. policies set forth by Solvis Healthcare, Inc. .

Personal Activities. While you are encouraged to participate in your community and the political process, you may not create the impression that you are speaking or acting for Solvis Healthcare, Inc. . You are encouraged to make personal contributions to political candidates of your choice; however, Solvis Healthcare, Inc. will not reimburse you for personal contributions.

Lobbying Activities. In the course of your employment, you may not engage in any activity intended to influence legislation or rulemaking, or engage lobbyists or others to do so, without the express written authorization from the CEO.

Intellectual Property

Solvis Healthcare, Inc. 's intellectual property portfolio, including patents, trademarks, copyrights, and trade secrets, is vital to its business success. The intellectual property that you generate while doing your job contributes to Solvis Healthcare, Inc. 's strength, and you have a duty to protect these valuable assets from misuse and unauthorized disclosure. Solvis Healthcare, Inc. invests substantial amounts of money in you as an employee, in the development of products, services and business processes, and in the protection of related intellectual property. Just as we expect others to honor our intellectual property rights, we must honor the rights of others.

Ownership. Solvis Healthcare, Inc. generally owns the intellectual property that you generate during the period of your employment at Solvis Healthcare, Inc. , or that is created by other parties for Solvis Healthcare, Inc. . You may not privately protect or exploit intellectual property generated during the course of your employment with Solvis Healthcare, Inc. , unless written permission is obtained from Solvis Healthcare, Inc. or otherwise permitted by law.

Licensing Agreements. In order to use the intellectual property of another party, or to allow others to use the intellectual property of Solvis Healthcare, Inc. , Solvis Healthcare, Inc. needs to enter into an appropriate written license agreement. For standard product licensing, you are required to contact and work through Solvis Healthcare, Inc. Legal. You may not grant customers, suppliers, other business partners or anyone else any special rights relating to Solvis Healthcare, Inc. intellectual property under non-standard agreements without written approval from your Vice President, and the CEO.

Copyrights. You may not duplicate, install or use software in violation of its copyright or applicable license terms, including the software installed on your computer or on network areas under your control. Unless proper permission has been obtained from the copyright owner, you may not copy for any reason any copyrighted materials, including text, artwork, images, photographs, videos, music, web pages and other forms of expression, whether they are in hard copy or electronic media.

Patents and Inventions. Your inventions may be protected by patents, and it is important that you promptly disclose them to Solvis Healthcare, Inc. . You may not publish or disclose any invention or trade secret without written approval from Solvis Healthcare, Inc. Legal.

Trademarks. You may not allow any outside party to use Solvis Healthcare, Inc.'s name, logo or trademarks except within programs authorized by Solvis Healthcare, Inc. . In order to avoid potential trademark infringement claims against Solvis Healthcare, Inc. , you need to contact Solvis Healthcare, Inc. Legal before using any new name, slogan or mark for any product, program or service.

Trade Secrets and Confidentiality. You must not share any The Solvis Group sensitive information with anyone except in accordance with Solvis Healthcare, Inc. policies and guidelines.

Personal Use of Solvis Healthcare, Inc. Resources

Solvis Healthcare, Inc. provides a wide variety of assets for its employees in conducting company business - including computers, communication systems and other equipment and materials. Although you may occasionally use some of these resources for incidental personal activities, it is your duty to keep this usage to a minimum and to comply with all Solvis Healthcare, Inc. policies and guidelines.

Excessive personal use of Solvis Healthcare, Inc. resources increases Solvis Healthcare, Inc.'s costs and expenses, reduces availability of the resources for Solvis Healthcare, Inc. 's business needs, and may adversely affect your job performance. The rules below apply to your use of Solvis Healthcare, Inc. resources even outside your working hours and outside Solvis Healthcare, Inc. premises.

Computer and Communication Systems. While you may occasionally use Solvis Healthcare, Inc. 's telephone and computer systems to send or receive personal messages, to access Internet materials that are not directly business-

related, or to create personal documents or files, you are required to keep these activities to a minimum.

Prohibited Activity. You may not use any The Solvis Group resource in violation of the law. You may not allow other people, including your friends and family, to use Solvis Healthcare, Inc. resources for any purpose. You may not use any Solvis Healthcare, Inc. resource to create, transmit, store or display messages, images or materials that are for personal gain, solicitations, chain letters, or are threatening, sexually explicit, harassing or otherwise demeaning to any person or group. Such misuse of Solvis Healthcare, Inc. assets is misconduct, and may lead to immediate termination of employment.

Security. You may not use any Solvis Healthcare, Inc. asset for personal activities that may lead to the loss or damage of the asset. You are responsible for safeguarding the integrity of Solvis Healthcare, Inc. systems, including not exposing the system to computing viruses or enabling a breach of Solvis Healthcare, Inc.'s security firewall. You are required to comply with the policies set forth by for the appropriate use and security of Solvis Healthcare, Inc.'s electronic systems.

Inspection. Solvis Healthcare, Inc. may access and inspect all The Solvis Group resources that you may use for personal activity, including Solvis Healthcare, Inc. computers, servers and systems, telephones, voice mail systems, desks, lockers, cabinets, vehicles and other equipment belonging to Solvis Healthcare, Inc. . You should not have any expectation of personal privacy in any messages or records created or transmitted via Solvis Healthcare, Inc. systems, including electronic documents, e-mail and voice mail, regardless of whether you have personal passwords or filing systems. For reasons related to safety, supervision, security and other concerns, Solvis Healthcare, Inc. may inspect persons and property on Solvis Healthcare, Inc. premises at any time and without notice, subject to applicable local laws.

Respecting Dalrad's Colleagues & the Community

Solvis Healthcare, Inc. is committed to creating and maintaining a diverse and inclusive work environment based on respect for the individual, and to being a good corporate citizen in every community in which we do business. You have a duty to Solvis Healthcare, Inc. to abide by the policies and guidelines that foster these company objectives.

Employee Relations

Solvis Healthcare, Inc.'s core values include trust and respect for individuals. Solvis Healthcare, Inc. believes that diversity and inclusion are key drivers of creativity, innovation and invention. You have a duty to embody and promote these values in your daily activities. You must comply with all laws and Solvis Healthcare, Inc. policies relating to the treatment of all workers.

No Discrimination or Harassment. Solvis Healthcare, Inc. is committed to maintain a work environment free from discrimination and harassment. You are required to treat everyone with whom you interact -- including customers, employees, other workers at Solvis Healthcare, Inc. , suppliers, business partners, visitors and shareholders -- with dignity, respect and courtesy. Any comments or conduct relating to a person's gender, color, race, ancestry, religion, national origin, age, physical or mental disability, sexual orientation, gender identity/expression or covered veteran status that fail to respect the dignity and feeling of the individual are unacceptable.

Misconduct. In general, misconduct is illegal or harmful activity that involves or affects Solvis Healthcare, Inc. and its employees. Misconduct includes, among other things, violation of the provisions of these Standards of Business Conduct, theft, records falsification, involvement with unlawful drugs, unauthorized use of alcohol, violence, threats, harassment, possession of weapons, and insubordination. If you engage in misconduct, you are subject to immediate termination of employment.

Safety, Security & Data Protection. You are required to comply with all applicable law and Solvis Healthcare, Inc. policies to promote an injury-free and secure workplace.

Citizenship

One of Solvis Healthcare, Inc. 's key corporate objectives is good citizenship. Solvis Healthcare, Inc. has a responsibility to operate as a good corporate citizen and to make a positive contribution to the customers, communities, and shareholders that we serve. At a minimum, "citizenship" is a commitment made by a company striving to do business in a manner that upholds local, national, and international standards and values everywhere it invests and operates, in areas including the environment, ethics, and labor practices.

Citizenship impacts every business group within Solvis Healthcare, Inc. . Your individual responsibility in dealing with your internal and external relationships is to conduct yourself in a manner that is consistent with The Solvis Group 's corporate objective for citizenship.

The information contained herein is subject to change without notice.