

# Intellectual Property Incentive and Employee Recognition Program(s)



somalogic

## Purpose

The purpose of this inventor incentive and employee recognition program is to increase inventor participation and cooperation in the process of building intellectual property (IP) assets (patents and trade secrets) for the company, promote innovation in the company, promote involvement of our scientist with their peers, and generally recognize and acknowledge the hard work and creativity of our employees, inventor or not.

## Brief Description

The program described here relates to incentivizing employees to innovate and contribute to the SomaLogic **patent and trade secret estates** through their submission of internal Invention Disclosure Forms and their assistance in securing intellectual property rights. The intent of this program to recognize and reward three general categories of employee contribution to the SomaLogic IP estate. The first category relates to employees who contribute to the conception of an invention that is incorporated into a patent filing (“Patent Innovators”); the second category relates to employees who are innovators, yet their intellectual contribution is not incorporated into a patent filing but maintained as a trade secret instead (“Trade Secret Innovators”); and the third category relates to employees who contribute time and effort to the development of SomaLogic inventions and trade secrets but whose contribution does not rise to the level of inventorship under U.S. patent law (“IP Contributors”).

The question as to whether an intellectual contribution shall be deemed patent filing worthy or trade secret worthy shall be determined by the SomaLogic IP Steering Committee, which currently consists of the Chief Technology Officer and Deputy General Counsel, and may later be expanded to include additional members from the Legal Group, BD Group and the Executive Management team.

## Financial Incentive Categories for Patent Innovators and Trade Secret Innovators

- 1) Submission of a **complete** Invention Disclosure Form (IDF)
- 2) Filing of first **Utility** Patent Application (U.S. or PCT) based on IDF
- 3) In the event that the IDF is not converted to a patent application, but still deemed an asset to the company, the IDF will be classified as a trade secret
- 4) First Patent Issuance in the U.S. or EPO, whichever comes first, from a single patent family
- 5) Additional Patent Issuances within a patent family through divisionals, continuations, or continuations-in-part

## Financial Incentives for IP Contributors

- 1) Each of the employees of a group in the company shall be recognized and awarded based on the collective contribution to the IP estate:
  - A) Groups
    - 1) Dept. 230, Bioinformatics
    - 2) Dept. 240, Software
    - 3) Dept. 610, Technology Research
    - 4) Dept. 620, SomaExplore
    - 5) Dept. 630, Clinical
    - 6) Dept. 640, Chemistry
    - 7) Dept. 650, Platform Research
    - 8) Dept. 720, Systems Development and Integration
    - 9) Dept. 730, Medical Affairs
    - 10) Dept. 810, Information Systems R&D
  - B) Each Group shall be granted, annually, a percentage (10% of annual income for the group) of the total amount given to the innovators of that group for a purpose of their own selection (e.g., group dinner, group outing or group tasting)