



2023 Sustainability Report



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Keith Dunleavy, M.D.

Chief Executive Officer



As a mission-driven company at the intersection of technology and healthcare, Inovalon continues to build a world-class enterprise driven by the goal of achieving **superior healthcare quality and sustainability for all**. Our four business units – Payer, Provider, Pharmacy, and Insights – deliver solutions and market expertise that empower our customers to harness the power of data and technology to transform the world of healthcare. While these business units deliver unique value to the market individually, their combined commitment to our mission as a whole makes them strong together. This is the value that comes from being one team, united under one mission, with one voice.

Every day, and in real time, Inovalon is empowering its customers through cloud-based data-driven software solutions. Healthcare organizations across the ecosystem choose us not just because we help them achieve their clinical and financial goals, but also because of the longstanding history of thoughtful and intentional data governance and security that is required to deliver this. We take immense pride in a reputation forged by generating measurable value, meaningful impact, earned trust, and data stewardship that is second to none within the industry.

As Inovalon continues to advance and grow, we strive to improve and enhance all areas of our business. Our corporate governance is a critical component of our success and growth as an organization, and we have prioritized corporate initiatives in support of this. Through the implementation of an enhanced competency model defined by Success Factors, earning the prestigious accreditation as a Great Place to Work™, making meaningful advancements in our diversity, equity, and inclusion efforts, and creating modernized and economically conscious workspaces with a focus on technological advancement, Inovalon continues to uphold strong best practices in so many meaningful areas across the company.

The work we do each day is dedicated to improving the economics and outcomes of healthcare, as well as its sustainability for hundreds of millions of individuals. Further, we believe in taking care of our customers, associates, the communities in which we operate, the environment, and the deeply interconnected world we all call home.

We look forward to providing future periodic updates of this report that we hope will not only highlight what we are doing as a company to operate responsibly and sustainably, but also inspire you to join us in our mission as customers, associates, and good stewards of our planet.

Associate Engagement and Support

Our people are our greatest asset. Our innovation and operational excellence are deeply rooted in our human capital. Inovalon's success depends in large part on our ability to recruit, develop, and retain a qualified, productive, and engaged workforce.



Diversity, Equity, and Inclusion

Diversity, equity, and inclusion (DE&I) is not just a human resources initiative at Inovalon; it is an important way to strengthen business performance and foster a workplace where everyone is treated with respect.

Inovalon's DE&I strategy is directly tied to driving greater business results that support superior healthcare quality and sustainability for all. The strategy recognizes that our long-term success requires more diversity of thought, experience, and capability. Inovalon's success as a leading innovator in the healthcare industry is enabled by [our culture of DE&I](#).

Inovalon's DE&I strategy rests on four pillars:

1. Build a culture of DE&I

At Inovalon, DE&I is a strategic imperative to encourage innovation and achieve greater business results. We leverage the unique abilities and perspectives of our diverse talent to create an equitable and inclusive workplace where all employees feel they can belong, contribute, and thrive.

2. Define accountabilities and measure success

Every employee is accountable to build a more diverse, equitable, and inclusive workplace. We define these accountabilities, provide opportunities to engage, set goals, and measure our success.

3. Foster inclusive thought leadership

We offer opportunities for all employees to expand their DE&I knowledge and leverage the skills learned to engage in an equitable and inclusive manner to drive greater business results.

4. Embed DE&I into all business processes

DE&I is a cornerstone of Inovalon. We embed DE&I into our business processes to demonstrate equitable and inclusive behaviors, providing us with the greatest opportunity to innovate and drive results.

In alignment with the four pillars of our DE&I strategy, Inovalon provides multiple opportunities for our team members to engage and grow.

Our **Inclusion Advocate Network** provides associates a volunteer opportunity to be on the forefront of our DE&I efforts at Inovalon. This initiative, which includes over 200 associates, allows every associate the chance to be a leader and a guiding voice in DE&I efforts within Inovalon.

In 2023, the DE&I team partnered with Talent Management on the creation of our newly refined competency model – Inovalon Success Factors. This new model details the “how” to support Inovalon’s position as an industry-leading SaaS company and to drive our continued growth and success.

Specifically, we created a success factor, “Build an Inclusive Work Environment,” with three competencies – Champion Diversity, Foster Equity, and Create Inclusion – each designed to build a more inclusive work environment. As in previous years, competencies comprise 50% of an associate’s overall performance rating.



Inovalon is Certified™ by Great Place To Work® in 2023

We are proud to share that in 2023, Inovalon became Certified™ by Great Place To Work® for May 2023-May 2024 year. The prestigious award is based entirely on what current employees say about their experience working at Inovalon. A majority of our employees said the company is a great place to work, and our results outperformed the average U.S. company.

“Inovalon is thrilled to become Great Place To Work-Certified™, as we consider employee experience a top priority,” [said Eron Kelly](#), President of Inovalon. “We strive to be a place where employees want to come to work every day and make a difference in the lives of patients. We owe our continued success to our team of dedicated employees at Inovalon and truly thank them for contributing to such an empowering and rewarding culture.”

Great Place To Work® is the global authority on workplace culture, employee experience, and the leadership behaviors proven to deliver market-leading revenue, employee retention, and increased innovation.

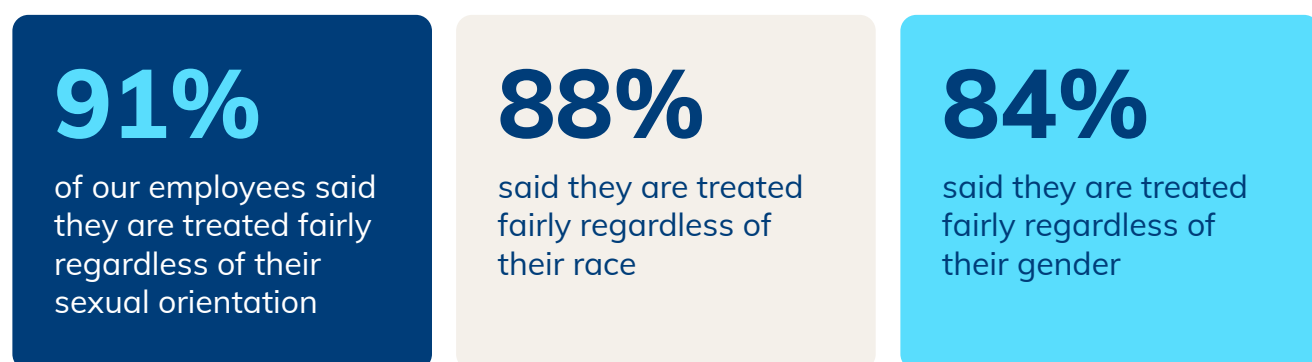
“Great Place To Work® Certification is a highly coveted achievement that requires consistent and intentional dedication to the overall employee experience,” said Sarah Lewis-Kulin, Vice President of Global Recognition at Great Place To Work. “By successfully earning this recognition, it is evident that Inovalon stands out as one of the

top companies to work for, providing a great workplace environment for its employees.”

Based on direct employee feedback via our internal employee engagement survey, Inovalon has made multiple enhancements to the employee experience by:

- ✓ Adding non-medical benefits, including additional PTO days and paid corporate holidays
- ✓ A best-in-class 401k matching policy
- ✓ An additional week of parental leave with no waiting period
- ✓ Expanding our professional development programs at every level
- ✓ Investing in over 12,000 hours of DE&I training in 2023

Through these important enhancements, three of out five of our top employee statements on the Great Place To Work® survey were related to DE&I as follows:



Inovalon continues to progress our DE&I strategy to drive employee engagement, support culture improvement, and expand ESG impact.

Our quarterly **DE&I Thought Leadership Program** offers learning opportunities for all employees. These virtual sessions average 400-700 attendees per month and provide a safe space for our employees at every level to share experiences and insights. Collectively, our associates invest over 12,000 hours per year in DE&I training. In 2023, the focus of our facilitated thought leadership series was fostering equity and creating greater inclusion. Additionally, we offered multiple sessions for people leaders highlighting ways to build inclusion into the hiring and promotion processes.

Over the last few years, Inovalon has built and implemented a **Procurement Supplier Diversity Program** to increase spending with organizations owned and operated by women and minorities. The program keeps in line with – or ahead of – industry standards.



Talent Acquisition and Representation

In 2023, the DE&I team partnered with Inovalon's Talent Acquisition team to attract and retain a more diverse applicant pool by:

1. **Adding** more inclusive language to job postings to attract a wider audience
2. **Engaging** in partnerships with external professional organizations, including the Hispanic Association for Career Enhancement (HACE), International Association of Women (IAW), Blacks in Technology (BIT) and Women in Technology (WIT). Engagements included hosting information sessions to members, posting jobs, participating in career fairs, and displaying support on social media
3. **Introducing** new DE&I-driven candidate sourcing methods by partnering with Circa (including DiversityJobs.com) and Professional Diversity Network to attract a diverse applicant pool
4. **Creating** and implementing information sessions for use at historically Black colleges and universities as well as Hispanic-serving institutions
5. **Initiating** and supporting the implementation of a new technical assessment to remove bias by engaging an external vendor to reduce risks, rethink skills testing, and mitigate inherent bias
6. **Partnering** with Talent Acquisition on a new pay transparency policy to include base compensation ranges on job postings

Inovalon's Talent Acquisition team continues to focus on embedding DE&I into the hiring process to attract and retain a diverse talent pool.

As of December 31, 2023, women represent 46% of Inovalon's associate population and minority populations represent 37%, inclusive of those who identify as: Hispanic or Latino; Black or African American; Native Hawaiian or Pacific Islander; Asian; Native American or Alaska Native; or, Two or More Races.

Notable changes in representation aligned with these diversity recruiting efforts include:

Increased share of female representation at the C-suite, **from 25% (2022) to 38.5% (2023)**

Increased share of minority representation at the C-suite, **from 8% (2022) to 22% (2023)**

Current Headcount by Gender and Minority Status (and by Management Level) - 2023

Management Level						
Management Level	Female	Male	Non-Binary	Minority	Non-Minority	Not Disclosed
Individual Contributor	47%	53%	0%	40%	55%	5%
Supervisor/Manager /Sr. Manager	49%	51%	0%	35%	3%	2%
Director /Sr. Director	42%	60%	1%	28%	68%	4%
AVP/VP	37%	63%	0%	14%	84%	2%
SVP	29%	71%	0%	18%	82%	0%
ELT	33%	67%	0%	22%	67%	11%
Hiring by Gender and Minority Status						
Management Level	Female			Male		
Individual Contributor	46%			54%		
Supervisor/Manager /Sr. Manager	52%			48%		
Director /Sr. Director	55%			45%		
AVP/VP	26%			74%		
SVP	29%			71%		
ELT	20%			80%		
Hiring by Minority Status (U.S. Only - Last 12 Months)						
Management Level	Female		Male		Not Disclosed	
Individual Contributor	41%		53%		6%	
Supervisor/Manager /Sr. Manager	38%		43%		19%	
Director /Sr. Director	41%		50%		9%	
AVP/VP	30%		52%		17%	
SVP	29%		71%		0%	
ELT	20%		60%		20%	



Our Employee Networks

Inovalon's employee networks allow us to create a community for underrepresented groups and offer development and mentoring opportunities within the organization. With participation from over 600 associates, our current employee networks include:

- Inovalon Black Associates Network
- Latinx Alliance
- LGBTQ+ Alliance
- Inovalon Asian Alliance
- Veterans Excelling Together with Supporters
- Inovalon Women in Technology
- Inovalon ONE Women's Network
- Working Parents Network



External DE&I Efforts

Partnering with the company's Charitable Giving Committee, Inovalon has provided financial support to organizations such as the Equal Justice Initiative to help promote DE&I efforts in our local communities. For more on Inovalon's charitable giving efforts, see page 17.

Inovalon's DE&I efforts have opened opportunities for associates to engage with each other. The cross-functional discussions happening across the organization are contributing to a growth in the cultural fabric of inclusion at Inovalon. We are building a community where the individuality of associates is celebrated as the driving force of our innovation – a diverse, equitable, and inclusive community.





Inovalon's Commitment to Associates

Inovalon's commitment to associates is guided by a **support system that inspires, empowers, and enables** our team in the achievement of a shared mission.

In our efforts to empower associates, we have created a strong support system that is reevaluated annually to ensure we are meeting or exceeding the market average and addressing the needs voiced by our team members. We maintain a competitive compensation and benefits package which includes incentive compensation tied to both company and individual performance, parental leave, tuition reimbursement, professional development reimbursement, retirement benefits, and healthcare coverage.

Annually, Inovalon associates who demonstrate an unrelenting pursuit of excellence and steadfast commitment to Inovalon's mission and values are recognized and celebrated through the **Circle of Excellence (COE) Program**. These include annual Sales, Service, and President's Choice awards. COE award recipients are celebrated each spring with a long weekend abroad.

The **Management & Leadership Academy** offers learning opportunities focused on building management capabilities across Inovalon. It includes a variety of learning journeys that support aspiring, new, and current people managers in their growth and development, while also creating space for connection and support among managers across the enterprise. Highlights within the programs include professional coaching, peer groups, leadership assessments, engaging virtual sessions, and self-paced learning. Each program is designed to fit the needs of the associate, no matter where they are in their management trajectory.

Inovalon associates have access to a wide range of programs to promote their and their family's overall wellbeing. We offer a variety of options for health insurance coverage that far outstretch the market average. Further, we offer associates generous paid time-off packages based on tenure and family leave (including 3-9 weeks of fully paid parental leave for welcoming a new child through birth, adoption, surrogacy, or foster placement). We also offer advanced educational and tuition reimbursement focused on skill and career growth.

Additionally, we offer **401(k) plans** with immediate vesting and matching **up to 5%** of compensation annually, as well as commuter benefits.



Associate-driven Growth: The Pulse Survey

Beyond the creation, implementation, and maintenance of Inovalon's associate support system, we are engaged in a constant reevaluation of the definitions, goals, and priorities that guide this system. We do not simply ask how we can best support our people, best enable them to succeed, and best empower them to be effective. We frequently revisit the very definitions of what "best" means. To do this, we turn to our associates to be our guide because they are the foundation of our associate support systems and priorities.

This manifests in the form of biannual surveys, which reflect our commitment to making decisions with the voices of Inovalon's associates at the forefront. **Inovalon's Fall 2023 Pulse Survey achieved a response rate of 75%.**

We utilize Pulse surveys to identify areas where Inovalon is succeeding. In the Fall of 2023, for instance, 85% of associates reported having confidence in their manager's capability to lead their team and 83% reported feeling their direct manager cultivates an inclusive environment by valuing and leveraging employees' differences and perspectives. We celebrate these findings, which indicate a high level of associate trust in their managers and feelings of empowerment and autonomy in their own roles.

However, the Pulse survey is most valuable in that it enables us to identify key associate challenges and respond to those challenges by making impactful, positive change. By highlighting opportunities for improvement, Inovalon utilizes feedback from associates to produce real and meaningful growth, and in doing so, we amplify the voices of our associates. Pulse results shape the areas where we aim to grow as well as how we seek to improve them. For example, associate feedback to the Pulse during the COVID-19 pandemic resulted in Inovalon adopting a hybrid associate work model which maximizes flexibility and autonomy. Based on the Fall 2023 Pulse survey results, our key areas of focus center around planning and executing change regarding hybrid work and compensation and benefits.

Pulse Survey Results: Fall 2023

80%

of associates feel their manager communicates with them well, giving clear feedback on work and performance

85%

of associates reported having confidence in their manager's capability to lead their team

83%

of associates reported their direct manager cultivates an inclusive environment by valuing and leveraging employees' differences and perspectives



Ethical Behavior

Inovalon is committed to high ethical standards; a commitment that has been an integral part of our history and culture since the company's founding. Our principles and our expectations are that Inovalon associates act ethically and always remain above reproach. Our Code of Conduct and Ethics ("the Code") and other policies outline the way we treat our employees, community, customers, and the patients they serve, and address topics such as:

- ✓ Performing ethically and with integrity
- ✓ Anti-retaliation policies
- ✓ Equal employment opportunity
- ✓ Fair competition
- ✓ Compliance and reporting avenues
- ✓ Confidentiality
- ✓ Workplace behavior and anti-harassment
- ✓ Insider trading
- ✓ Commitment to diversity
- ✓ Conflicts of interest
- ✓ Workplace safety

Inovalon and all its associates conduct business following not only the letter of the Code, but the spirit of the Code by committing to the core values outlined by **I.N.S.P.I.R.E.D.**

Innovation

We believe that our future growth depends on the rapid development and ongoing enhancement of our people, technology, products, and cloud services.

Nimbleness

We challenge ourselves to be thoughtful, creative, and responsive to market dynamics by executing with speed and purpose to turn challenges into opportunities.

Service

We are driven to exceed expectations through an unwavering focus on doing what is right for our employees, our community, our customers, and the patients they serve.

Passion

We are passionate about our mission to dramatically improve the outcomes and economics of healthcare, and we promote a culture where employees are empowered to drive the realization of our mission.

Integrity

We demonstrate honesty and fairness in our conduct and business practices by keeping our word, delivering on our promises, and acknowledging our mistakes.

Respect

Our employees always treat each other, our vendors, and our customers with respect and dignity and recognize that our success depends on our ability to work together as ONE Inovalon.

Excellence

We strive to raise the standard for excellence in everything we do through transparent and open communication, relentless reflection, honest critique, and continuous improvement.

Diversity

We build a diverse, equitable, and inclusive workplace where all employees can be heard, contribute, and thrive by fostering inclusive thought leadership, defining accountabilities for all employees, embedding DE&I into our business practices, and measuring our success.

Each associate, regardless of position or location, is expected to read the Code thoroughly upon hire and annually thereafter, to adhere to both the intent and the spirit of what it says, and to use it as a guide to make the right decisions and initiate the correct actions — our employees, our community, our customers, and the patients they serve.



Data Stewardship and Security

Trust is the key foundation to building longstanding and mutually beneficial relationships. Every day, Inovalon earns the trust of our employees, community, and partners by ensuring their data is secure, there is transparency in how the data is used, and that the data is processed, managed, and maintained in compliance with applicable agreements, regulations, and laws.

Data privacy and security and the protection of other confidential and sensitive information are business imperatives and core responsibilities of every associate. Pursuant to our commitment to uphold the highest levels of data security and privacy, Inovalon's privacy and security programs integrate data protection at the enterprise, program, and system level, carefully aligning activities to the mission and vision of the company.

Inovalon operates an enterprise privacy program that governs all aspects of privacy operations across business units. Continuous assessment and improvement cycles are built into the privacy program to ensure systems and processes are always designed with privacy in mind, and that staff awareness of privacy requirements aligns with business objectives. The **Privacy Program** plays a key role in supporting Inovalon's privacy compliance activities and the responsible management of protected health information and other sensitive data.

Inovalon's comprehensive Security Program enforces policies and procedures related to the security of information systems and data transmitted or maintained within company systems. Among other things, the security team identifies security risks, determines strategies to effectively manage internal and external risks identified, and implements appropriate controls. This team also develops, deploys, and enforces stringent administrative, technical, physical, privacy, and user safeguard policies across Inovalon's environment to ensure HIPAA compliance and adherence to other applicable compliance laws and regulations in all data occurrences.

In addition to our privacy and security program structures, we have made significant investments in this effort to ensure all data is secured through a well-orchestrated model of people, processes, and state-of-the-art technologies. We ensure that data transmission within the Inovalon ONE® Platform is encrypted. Our data security and privacy are routinely measured and verified through customer and external auditor verifications, reviews by external industry-leading data security firms, and reviews by internal ongoing evaluations of privacy and security practices to promote continuous improvement.

Inovalon is HITRUST® and Payment Card Industry Data Security Standard certified and is a trusted partner to the Centers for Medicare & Medicaid Services under their Qualified Entity Program. **We issue annual and periodic Service Organization Audit SOC1 and SOC2 Type 2 reports.**

Environmental Sustainability

As our business has become more cloud-based, our board and leadership team have also continuously focused on leveraging the most up-to-date internal and external strategies to make our operations more efficient, and environmentally, more sustainable.

Inovalon empowers its customers across healthcare to gain greater efficiency and speed by leveraging cloud-based, data-driven insights. Our data capabilities enable the healthcare system to reduce waste – achieving more meaningful patient impact through fewer, more targeted, and better-informed clinical encounters, greater medication adherence, and lower rates of unnecessary repeat testing. These all deliver a positive benefit by reducing inefficiency, unnecessary use, and waste, minimizing any associated environmental impact by the healthcare ecosystem.

As our business converts to a fully cloud-based platform, our board of directors and executive leadership team continuously focus on leveraging the most up-to-date internal and external strategies to make our operations more efficient and more environmentally sustainable. By selecting vendors like Amazon Web Services and Microsoft Azure for our external data storage needs, we’re able to complement our own capabilities while benefiting our customers and the environment as we continuously seek to minimize our environmental impact.

In fact, a [2020 study](#) found that Microsoft Cloud is as much as:



More information on some of the cloud vendors that help power Inovalon’s infrastructure and reflect our sustainability practices can be found through the following links:

- [Amazon Web Services](#)
- [Microsoft Azure](#)

From impactful projects driven by our board of directors to smaller-impact projects driven at the manager level, our influence on the environment is a priority throughout the organization. In 2008, when we selected our corporate headquarters in Bowie, Maryland, we chose a facility that was

awarded LEED certification at the gold level by the U.S. Green Building Council and is registered with the U.S. Green Building Council. This building was also awarded an Energy Star label in 2008 for its operating efficiency.

As we grow and expand, we will continue to seek out offices and facilities that meet our high standards of environmental sustainability. We have also introduced **several green initiatives** throughout our offices, including:

- ✓ Environmentally efficient printers and print procedures
- ✓ Recycling printed papers, shredded materials, and waste
- ✓ Sourcing recycled and/or environmentally friendly building materials (e.g., furniture, carpet, paint, lighting, and HVAC controls)
- ✓ Calculating and submitting greenhouse gas emission estimates to the Carbon Disclosure Project to get a foundational understanding of our environmental impact
- ✓ Adding an electric vehicle charging station to our headquarters office location
- ✓ Renovated our Tampa office in partnership with furniture manufacturers who invest in sustainable practices and products, such as:
 - **Our workstations, offices, and nesting tables** are products that all contain at least 40% recycled materials and are manufactured in a facility where more than 50% of the power used returns to the grid through rooftop solar panels (manufactured by AIS)
 - **Our stools** at collaborative seating islands are composed of steel and textiles, which are fully recyclable; the seat foam contains bio-based ingredients; and the powder coating process is environmentally friendly (manufactured by Division 12)
 - **Our conference room chairs** are products that have been tested and verified by Underwriter Laboratories, Inc. (UL) and meet the GREENGUARD standards for indoor air quality emissions (manufactured by SitOnIt)
 - **Our conference tables** were produced maximizing the use of recycled and FSC-compliant content, and optimized use of raw materials to reduce waste, recycling as much scrap as possible (manufactured by Enwork)

Additionally, one of the priorities of the new office design was to **put the productivity and comfort of our employees first**. The interior space provides ample natural light throughout, with varied open and closed areas for different modes of work. Our new office design also promotes associates' ability to be active, get away from their desks, change their posture, play ping pong or shuffle board, or simply enjoy a meal bonding with their colleagues in our work café and other collaborative areas.

Community Involvement

Supporting worthy community programs with our time, resources, and efforts is a priority for Inovalon and an intrinsic part of the company's history.

Corporate responsibility is at the heart of Inovalon's business. We go beyond just delivering innovative solutions that enable healthcare organizations to use data to improve healthcare outcomes and efficiencies. Inovalon also remains committed to supporting the community in which it works and serves, including local and national charitable organizations that enrich the lives of our community members. We feel strongly that these commitments are a way of giving back and fulfilling our responsibility as a corporation, an industry leader, and as a community member.

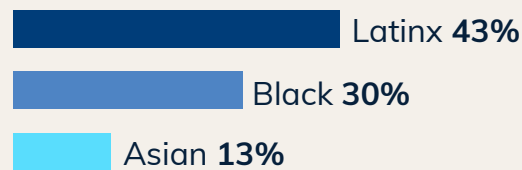
This effort is led by our Charitable Giving Committee. Inovalon team members and associates embody this committee, drive charitable initiatives and efforts, create new ways of giving back, and review and vote on organizations to support and partner with.

Inovalon's matching programs seek to provide aid, relief, and support to those impacted by major current issues around the globe. In these programs, the Inovalon Charitable Giving Committee matches the donations made by our associates to organizations providing aid and support to those in need.

In 2023, Inovalon's Charitable Giving Committee partnered with its Employee Networks to identify and support charities that align with each group's mission. For example, Inovalon's Women in Technology was able to support Girls Who Code, an organization that serves as a place for students to spend time together, building confidence while learning about computer science. Inovalon's newest Employee Network, V.E.T.S., partnered with Stockings for Soldiers, which sends stockings, cards, and packages to our troops overseas. Additionally, some Employee Networks came together for a greater impact where charities crossed over multiple areas of need. For instance, the Inovalon Black Alliance Network and the Working Parents Network partnered to support the Boys & Girls Club, which offers innovative, quality programming designed to empower youth to excel in school and lead healthy, productive lives.

In addition to our charitable donations, the Inovalon Latinx employee network led a community program to inspire Wheaton High School and Thomas Edison Technical School students (based in Maryland) to consider a career in technology. Specifically, Latinx directed an effort tailored to the population of these schools, which includes a **demographic makeup of a high population of students of color.**

School Demographics



Held as a two-day effort, the program provided the students with skills and support in the following areas:

- ✓ How to select and build a career path
- ✓ How to write a professional resume
- ✓ How to build a professional social media/online profile (focused on LinkedIn)
- ✓ How to prepare for and ensure a successful job interview
- ✓ Hosted a mock interview session for students and provided feedback
- ✓ Encouraged the pursuit of higher “post high school” education in the technology field

We continue to engage with Wheaton High School and Thomas Edison Technical School staff and have planned a similar effort for 2024.

Our Charitable Giving Committee and greater organization continues to look for opportunities to engage with and support our communities and the healthcare ecosystem through community involvement opportunities.

Our Ongoing Commitment to DE&I and Sustainability

This report marks another important step forward as Inovalon continues to make measurable strides in our DE&I and sustainability initiatives – and we will continue to foster an inclusive, equitable workplace that follows eco-conscious business practices.

We firmly believe it is our responsibility to do right by our associates, customers, partners, and the patients and communities they serve, and we uphold this commitment daily in all that we do. Whether in hiring new associates, incorporating feedback gathered from across the company, or delivering more powerful solutions to our customers so they can deliver more equitable healthcare, Inovalon is constantly progressing toward a higher level of diversity, equity, inclusion, and sustainability within our organization and in our wider world.

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