



SELECT MEDICAL **DIVERSITY AND INCLUSION** REPORT

2023 REPORT



SELECT MEDICAL TAKES PRIDE IN OUR DEDICATION TO OUR CORE VALUES AND LIVING THE SELECT MEDICAL WAY.

Our Executive Chairman, Bob Ortenzio, speaks about “living and demonstrating our values each and every day, and seeing the world through the eyes of our most important constituents: our patients and their families, our fellow employees, our referral sources and

prospective teammates.” With our National footprint, we serve diverse communities and Select Medical continually strives to maintain and celebrate a similar rich and diverse culture within our workforce. That commitment is demonstrated in our current workforce.



CONSISTENT WITH OUR VALUES AND KEY RESULTS, **WE FOSTER A CULTURE OF INCLUSION AND EQUITY.**

Our 55,000-person workforce finds strength and pride in its ability to see and treat each other as ONE. We restore and nurture life. We heal with empathy and compassion for all. People will always be a valued and integral part of our organization, both employees and

patients, and we stand in solidarity with those who respect and share our values, caring for others and condemn racism. Consistent with our deep commitment to living and demonstrating our values, Select Medical fosters a culture of inclusion and equity.



FROM SELECT MEDICAL LEADERSHIP

Our commitment to diversity, equity and inclusion is grounded in our values, The Select Medical Way and our Core Value – to treat others as they would like to be treated.

As leaders, we have the responsibility of creating an environment where people of all backgrounds, ages, races, abilities, sexual orientations and generations can grow and thrive.

We believe that who we are, where we come from, and what we've experienced have a profound influence in the way we evaluate opportunities, solve problems, innovate and achieve excellence. Diverse voices lead to better outcomes and make us stronger as an organization.

Robert A. Ortenzio

ROBERT A. ORTENZIO
Co-Founder and Executive Chairman
SELECT MEDICAL

David Chernow

DAVID CHERNOW
Chief Executive Officer
SELECT MEDICAL



MISSION AND VALUES

Our Mission, Core Values and Policy are clear, well communicated and highly visible as a foundation of our expectations for equity and inclusion. We are committed to providing regular education and training on our cultural norms of respect, equity, empathy and compassion, where our employees and patients are valued. We are consistently evaluating and updating these resources and education, including the expansion of our training and

education specific to diversity and inclusion. We hold our leadership and employees accountable to live our values through listening and leading in a manner consistent with our culture. These expectations are reinforced annually through our training programs. We directly and promptly address behavior inconsistent with our values and the Select Medical Way.



WORKFORCE DIVERSITY

We take pride in our recruitment efforts that seek to attract the best and brightest talent from around the country. We value our partnership with Circa, which provides access to a network of over 15,000 diverse community partners. This partnership ensures opportunities to join our team are promoted to the largest and most diverse group of qualified candidates. Various Clinical Rotations and recruitment events focus on students from Historically Black Colleges and Universities. Additionally, we use multiple tools to actively recruit veterans partnering with RecruitMilitary to attend in person and virtual career fairs. The company works with SkillBridge to provide internship opportunities to those transitioning

from Military service. We volunteer as mentors for American Corporate Partners.

Once part of our team, we actively seek to retain and develop our workforce within our environment that fosters mutual respect and trust. Our culture consistently seeks to ensure every member of our team shares their knowledge and varying perspectives in pursuit of developing innovative business solutions and opportunities. Through this inclusive environment we achieve operational excellence, empower individuals to reach their full potential, and deliver superior patient care and customer service.



CAREER GROWTH/ DEVELOPMENT

Our commitment to our colleagues' growth and career success has always been at the center of our company's foundation, starting with our Core Values. As such, we foster growth within our employee population through the following programs:

- CAP-Clinical Advancement Program and Clinical Ladder Programs in Inpatient Rehab and Critical Illness
- Clinical Development and Advanced Certification Programs in Outpatient-Hand Therapy and ReVital Cancer Therapy
- Senior Roles-growing self and supporting others
- Tuition Forgiveness and Tuition Reimbursement Programs
- RN to BSN Program
- Access to broad and job-specific clinical education through Select University

Internal promotions are the most common path to filling our internal openings.

Our commitment to promote from within is supported by our development programs, for instance:

- Outpatient Center Manager Development Program
- Charge Nurse Development Program
- Nurse Executive Program
- COO Program and Emerging Leader Program



EMPLOYEE OUTREACH AND COMMUNICATION

We have robust resources to listen and respond to concerns and input through our local, regional, and shared services HR and leadership team. This includes avenues that allow for anonymous reporting like our HR helpline and Compliance Hotline. We respond promptly to feedback and concerns.

Employees also have access to regular podcasts, our intranet resources and regular communication distributions. All of these methods of outreach reinforce our values and celebrate demonstrations of the Select Medical Way in action.



BENEFITS PROGRAMMING AND RESOURCES

We care about our employees and demonstrate it through our benefits and employee resource programs. Our Employee Assistance Program (EAP) is a valuable resource for employees needing no cost or low cost counseling/mental health services, as well as referrals to legal support or family assistance. Our EAP homepage highlights specific resources on dealing with grief, anxiety, and concerns relevant to and at the forefront of our communities. We have extensive resources offered via our Benefits programming to support mental health and wellness, and our Paid Time Off and Illness programming ensures our colleagues have needed time off to support personal and family commitments.

We regularly and frequently commit resources to support our employees. In addition to

operating our Charitable Foundation, we frequently create innovative solutions to meet the needs of our employees. For instance, during an unprecedented time of pandemic impact and business downturn, the Business Authorized Absence Program ensured employees continued to have access to benefits, and our emergency Paid Time Off Program ensured pay continuation.

We care about our communities, and support our communities generously via our diverse outreach programs and CARES program. Specifically, Select Medical actively contributes to more than 100 organizations that support individuals of varying races, genders, disability status and veteran status.



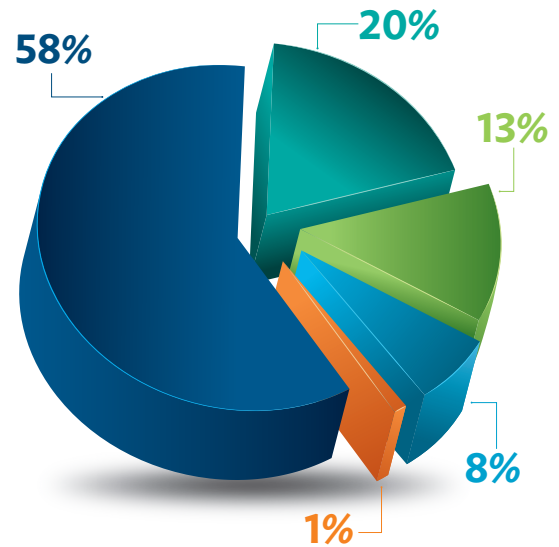
OUR WORKFORCE TODAY

We hold ourselves accountable by consistently measuring our results in key areas: hiring/turnover, compensation, adherence to policy and culture. We are proud of our Affirmative Action Planning, reporting and measurement of key diversity goals in progress.

COMPANY BREAKDOWN BY ETHNICITY

ETHNICITY	SELECT %	TOTAL IN U.S. LABOR FORCE (bls.gov 2021)
White	58%	77%
Black or African American/Any Other Race	20%	13%
Hispanic or Latino/Any Other Race	13%	18%*
Asian/Any Other Race	8%	7%
American Indian or Alaskan Native/Native Hawaiian or Other Pacific Islander/Two or More Races/Any Other Race	1%	3%

*People of Hispanic or Latino ethnicity, who may be of any race, made up 18 percent of the total labor force. Almost 9 in 10 Hispanics in the labor force were White (89 percent). Another 5 percent were Black, and 1 percent were Asian.



2% OF OUR CURRENT WORKFORCE IS MADE UP OF VETERANS.

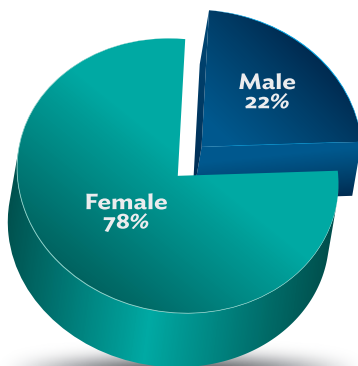
Per 2021 BLS data, Veterans make up 6% of the overall U.S. Labor Force.



6% OF OUR CURRENT WORKFORCE IS MADE UP OF INDIVIDUALS WITH A DISABILITY.

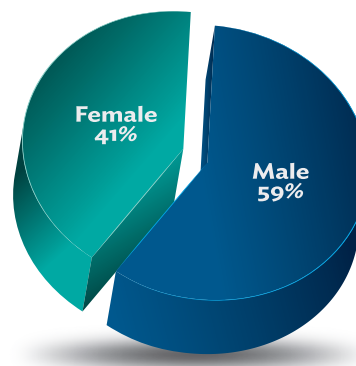
Per 2021 BLS data, individuals with a disability make up 4% of the overall U.S. Labor Force.

COMPANY BREAKDOWN BY GENDER



GENDER DIVERSITY IN LEADERSHIP

Includes Vice President and above, as well as CEO positions.



This November we introduced **MANY VOICES | ONE SELECT**, as an internal and external mark celebrating diversity within our workforce.

