

## Equal Employment Opportunity/Affirmative Action Policy Statement

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It is the policy of Concentra not to discriminate against any employee or applicant for employment because of his or her race, color, religion, sex, sexual orientation, gender identity, national origin, or because he or she is an individual with a disability or disabled veteran, Armed Forces service medal veteran, recently separated veteran, or active duty wartime or campaign badge veteran, or thereafter referred collectively as "protected veterans." It is also the policy of Concentra to take affirmative action to employ and to advance in employment, all persons regardless of their race, color, religion, sex, sexual orientation, gender identity, national origin status as individuals with disabilities or protected veterans, and to base all employment decisions only on valid job requirements. This policy shall apply to all employment actions, including but not limited to recruitment, hiring, upgrading, promotion, transfer, demotion, layoff, recall, termination, rates of pay or other forms of compensation, and selection for training, including apprenticeship, at all levels of employment. Furthermore, the company will provide qualified applicants and employees who request an accommodation due to a disability with reasonable accommodations, as required by law.

Concentra prohibits harassment of employees and applicants because of their protected characteristics, including status as individuals with disabilities or protected veterans. Concentra also prohibits retaliation against employees and applicants for filing a complaint, opposing any discriminatory act or practice, assisting or participating in any manner in a review, investigation, or hearing or otherwise seeking to obtain their legal rights under any Federal, State, or local EEO law requiring equal employment opportunity for individuals with disabilities, protected veterans and other protected groups. Prohibited retaliation includes, but is not limited to, harassment, intimidation, threats, coercion or other adverse actions that might dissuade someone from asserting their rights.

As Chairman, President and Chief Executive Officer of Concentra, I am committed to the principles of affirmative action and equal employment opportunity. In order to ensure dissemination and implementation of equal employment opportunity and affirmative action throughout all levels of the company, I have selected Deidre DeBruin as the Senior Director of HR Services for Concentra. One of the key duties of the Senior Director of HR Services will be to establish and maintain an internal audit and reporting system to allow for effective measurement of Concentra's affirmative action and equal employment opportunity programs.

In furtherance of Concentra's policy regarding affirmative action and equal employment opportunity, Concentra Solutions, Inc., has developed a written Affirmative Action Program (AAP) which sets forth the policies, practices and procedures that Concentra, is committed to in order to ensure that its policy of nondiscrimination and affirmative action for qualified individuals with disabilities and qualified protected veterans is accomplished. This AAP is electronically available for inspection by any employee or applicant for employment upon request between 9:00 am - 4:00 pm at Concentra's Corporate office in Addison, Texas. Any questions should be directed to your supervisor or Deidre DeBruin, Senior Director of HR Services.



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Keith Newton  
Chairman, President and Chief Executive Officer  
CY 2020