



Nexion Statement on Diversity, Inclusion and Anti-Racism

The following statement is issued by Nexion President/CEO, Fran Kirley, and COO, Meera Riner, to all employees related to diversity, inclusion and racial equity, in response to recent events surrounding the death of George Floyd.

In March, a pandemic swept across this country, causing fear for our health and uncertainty about what the future holds for each of us and our industry. COVID-19 has had devastating effects on the very vulnerable population we serve, our beloved seniors. As we were battling this silent killer, we were also fighting to obtain supplies in sufficient quantity to protect the health and safety of our residents and front-line workers, a more difficult battle because the post-acute care industry was not a 'Top Priority' to obtain PPE supplies and Testing equipment.

We are addressing you, today, about a second crisis affecting our nation, our industry, and our Nexion family. In plain view, we have witnessed the demonstration of anger, frustration and outrage because of violent and discriminatory actions taken by police against members of the black community.

As leaders who have dedicated our careers to caring for others and protecting their health, it is incomprehensible that one individual could treat another's life with such recklessness, and that this treatment has been endured, particularly in the black community, for years. We are saddened by the cumulative effects of this treatment in our communities.

For those in our Nexion family affected by the events of the past few weeks, we want to respond to your grief, anger, fear, and other emotions influencing your mental health and well-being. Over the coming weeks, we will be asking members of our team to share how these events are affecting them, and we will establish a Diversity and Inclusion Task Force to guide us through the process of identifying, communicating and deploying actions and resources to meet the well-being needs within our family.

Through all of this, as your leaders, we remain firmly committed to Nexion's mission statement: to promote quality, compassionate, responsible health care to our residents; to foster a culture that recognizes the value of our residents, our associates, our healthcare partners, and the community; to respond to the ever-changing healthcare environment with innovation, creative and cost-effective solutions; and to operate a resident-focused and viable company. It is our goal to fulfill this mission each and every day. And, when we say we value a culture that recognizes and values our residents, associates, healthcare partners and community, we have and will continue to demonstrate actions that are true to this mission.

As a health CARE company, we are making associate and leadership education on the topics of diversity and inclusion, respect and compassion a priority. We strive to ensure Nexion's mission and culture are practiced on a daily basis at each Nexion facility. We hold ourselves, our leaders and our associates accountable for compliance with our zero tolerance for racism, and zero tolerance for discrimination on the basis of color, religion, national origin, age, sex, marital status, disability, military status, citizenship, genetic information or sexual orientation, or any other impermissible actions.

We are committed to listening and learning from you, so we can become more aware of your experiences and needs, and will move forward with focus and purpose to meet those needs. We will update you soon on the work of our Diversity and Inclusion Task Force and its plan of action, based on your input. Please feel free to reach out to any member of the Nexion support team (your Regional Vice President, your Corporate Clinical Support person, or a member of the Human Resources team). You can also leave a message anonymously by calling the Compliance Hotline at 1-866-639-4668.

Fran Kirley, President/CEO

A blue ink signature of Fran Kirley, written in a cursive style.

Meera Riner, COO

A blue ink signature of Meera Riner, written in a cursive style.