

# New Pathways for Growth



## Company Background:

Select Medical Corporation is a leading operator of specialty hospitals in the United States. Select operates 99 long-term acute care hospitals in 26 states, and four acute medical rehabilitation hospitals in New Jersey. Select is also a leading operator of outpatient rehabilitation clinics, operating approximately 741 rehabilitation clinics in the United States and Canada. Select also provides medical rehabilitation services on a contract basis at nursing homes, hospitals, assisted living and senior care centers, schools and worksites.

*“Select broke even on its investment at the end of 2003—roughly 30 months after the project started—and should see its annual savings grow over the next several years.” “Select Medical should realize a 24% return on investment over the next five years.”*

*– MainStay Partners*

## Challenges:

Since 1998, Select Medical has experienced large and fast growth. The company’s workforce has grown from 400 employees to more than 20,000. In 1999, Select purchased NovaCare, an operator of 500 rehabilitation clinics and 35 occupational health centers. With this acquisition came substantial challenges to Select’s current enterprise management systems. Select needed an enterprise solution that would fully integrate its hospitals and clinics and provide scalability to accommodate future growth.

BizTech successfully implemented Oracle Human Resources and Payroll 10.7 version in 1998 for Select. During this initial implementation of Oracle HR and Payroll, Selects’ workforce grew from 400 employees to 4,000 employees. Because of the scalability of the Oracle Application and the knowledge and flexibility of the BizTech consultants, all of the original project objectives were achieved.

## Select Medical: Case Study (cont.)

The success of the initial implementation led Select to choose Oracle's E-Business Suite. Allowing BizTech to go to work again, Select decided to implement Oracle Financials 11i as well as simultaneously upgraded Oracle Human Resources and Payroll in January 2001. Additionally, BizTech helped Select roll out Oracle Advanced Benefits in July 2002. Shortly thereafter BizTech began working with Select to replace their current Fixed Assets software with Oracle Fixed Assets.

*"Your organizational focus and efforts are very impressive. We made the right decision and I certainly can share only positive experiences about the process and outcomes. Feel free to use me as a reference and I will do my part to share the value your organization and resources have added to our Oracle HR/Payroll process and outcomes."*

*- John Saich, Select Medical*

Oracle Database, General Ledger, Accounts Payable, Cash Management, Internet Expenses, Discoverer, Payroll, Human Resources, Advanced Benefits, Fixed Assets

Finance  
Human Capital Management (HRMS)



Challenges (cont)

IT Solutions Utilized

Practice Areas