

**UNITED STATES
SECURITIES AND EXCHANGE COMMISSION
WASHINGTON, D.C. 20549**

FORM 8-K

CURRENT REPORT

Pursuant to Section 13 or 15(d) of the Securities Exchange Act of 1934

Date of Report (Date of earliest event reported): March 14, 2025



Aveanna Healthcare Holdings Inc.

(Exact name of Registrant as Specified in Its Charter)

Delaware
(State or Other Jurisdiction
of Incorporation)

001-40362
(Commission File Number)

81-4717209
(IRS Employer
Identification No.)

400 Interstate North Parkway SE
Atlanta, Georgia
(Address of Principal Executive Offices)

30339
(Zip Code)

Registrant's Telephone Number, Including Area Code: 770 441-1580

Check the appropriate box below if the Form 8-K filing is intended to simultaneously satisfy the filing obligation of the registrant under any of the following provisions:

- Written communications pursuant to Rule 425 under the Securities Act (17 CFR 230.425)
- Soliciting material pursuant to Rule 14a-12 under the Exchange Act (17 CFR 240.14a-12)
- Pre-commencement communications pursuant to Rule 14d-2(b) under the Exchange Act (17 CFR 240.14d-2(b))
- Pre-commencement communications pursuant to Rule 13e-4(c) under the Exchange Act (17 CFR 240.13e-4(c))

Securities registered pursuant to Section 12(b) of the Act:

Title of each class	Trading Symbol(s)	Name of each exchange on which registered
Common Stock, par value \$0.01 per share	AVAH	The Nasdaq Stock Market LLC

Indicate by check mark whether the registrant is an emerging growth company as defined in Rule 405 of the Securities Act of 1933 (§ 230.405 of this chapter) or Rule 12b-2 of the Securities Exchange Act of 1934 (§ 240.12b-2 of this chapter).

Emerging growth company

If an emerging growth company, indicate by check mark if the registrant has elected not to use the extended transition period for complying with any new or revised financial accounting standards provided pursuant to Section 13(a) of the Exchange Act.

Item 7.01 Regulation FD Disclosure.

On March 14, 2025, Aveanna Healthcare Holdings Inc. (the "Company", "we", "us", or "our") made available a financial presentation to investors. A copy of the presentation is attached hereto as Exhibit 99.1 and incorporated by reference in this Item 7.01. A copy of the presentation is also available on our website at ir.aveanna.com.

Use of our Website and Social Media to Distribute Material Company Information

We use our website as a channel of distribution for important Company information. We routinely post on our website important information, including press releases, investor presentations and financial information, which may be accessed by clicking on the "Investors" section of www.aveanna.com. We also use our website to expedite public access to time-critical information regarding our Company in advance of or in lieu of distributing a press release or a filing with the SEC disclosing the same information. Therefore, investors should look to the "Investors" section of our website for important and time-critical information. Visitors to our website can also register to receive automatic e-mail and other notifications alerting them when certain new information is made available on our website. Information contained on, or accessible through, our website is not a part of and is not incorporated by reference in this Current Report on Form 8-K.

The information contained in this Item 7.01, including in Exhibit 99.1 attached hereto, is "furnished" and not "filed" for purposes of Section 18 of the Exchange Act or otherwise subject to the liabilities of that section. Such information shall not be incorporated by reference in another filing under the Exchange Act or the Securities Act, except to the extent such other filing specifically incorporates such information by reference.

Item 9.01 Financial Statements and Exhibits.

(d) Exhibits.

<u>Exhibit Number</u>	<u>Description</u>
99.1	Aveanna Investor Presentation - March 2025
104	Cover Page Interactive Data File (embedded within the Inline XBRL document)

SIGNATURES

Pursuant to the requirements of the Securities Exchange Act of 1934, the registrant has duly caused this report to be signed on its behalf by the undersigned thereunto duly authorized.

AVEANNA HEALTHCARE HOLDINGS INC.

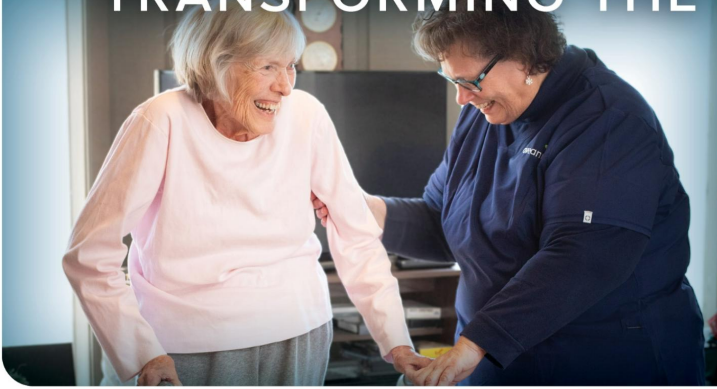
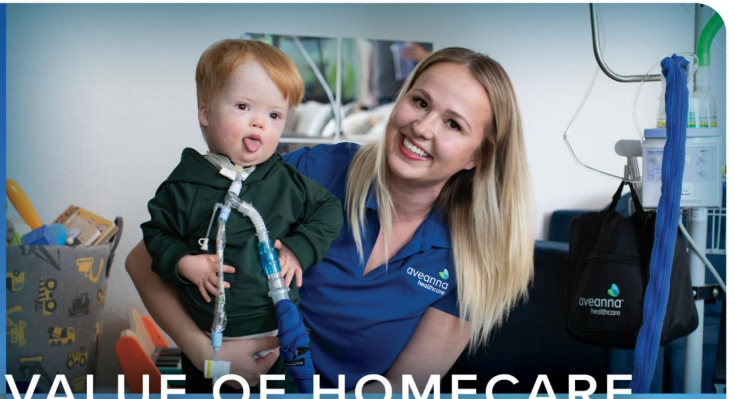
Date: March 14, 2025

By: _____
/s/ Matthew Buckhalter
Matthew Buckhalter
Chief Financial Officer
(Principal Financial Officer)

Investor Presentation

March 2025

TRANSFORMING THE VALUE OF HOMECARE



Disclaimers and Forward-Looking Statements

This investor presentation (this "presentation") and any oral statements made in connection with this presentation are for information purposes only and do not constitute an offer to sell, a solicitation of an offer to buy, or a recommendation to purchase any equity, debt or other securities of Aveanna Healthcare Holdings Inc. (including its consolidated subsidiaries, "Aveanna," the "Company," "we," "us" or "our"). The information contained herein does not purport to be all inclusive. The data contained herein has been derived from various internal and external sources believed to be reliable, but there can be no assurance as to the accuracy or completeness of such information. Any data on past performance contained herein is not an indication as to future performance. Except as required by applicable law, Aveanna assumes no obligation to update the information in this presentation. Nothing herein shall be deemed to constitute investment, legal, tax, financial, accounting or other advice. This presentation is not intended for distribution to, or use by, any person in, any jurisdiction where such distribution or use would be contrary to local law or regulation. No representation or warranty (whether express or implied) has been made by Aveanna with respect to the matters set forth in this presentation.

Cautionary Note Regarding Forward-Looking Statements

Certain matters discussed in this presentation constitute forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995. All statements (other than statements of historical facts) in this presentation regarding our prospects, plans, financial position, business strategy, expected financial and operational results, and any other future events may constitute forward-looking statements. Forward-looking statements generally can be identified by the use of terminology such as "believe," "expect," "anticipate," "design," "would," "could," "intend," "plan," "estimate," "seek," "will," "may," "should," "predict," "project," "potential," "continue," "guidance," or the negatives of these terms or variations of them or similar expressions. These statements are based on certain assumptions that we have made in light of our experience in the industry as well as our perceptions of historical trends, current conditions, expected future developments and other factors we believe are appropriate in these circumstances. These forward-looking statements are based on our current expectations and beliefs concerning future developments and their potential effect on us. Forward-looking statements involve a number of risks and uncertainties that may cause actual results to differ materially from those expressed or implied by such forward-looking statements, such as our ability to successfully execute our growth strategy, including through organic growth and the completion of acquisitions, effective integration of the companies we acquire, unexpected costs of acquisitions and dispositions, the possibility that expected cost synergies may not materialize as expected, the failure of Aveanna or the companies we acquire to perform as expected, estimation inaccuracies in revenue recognition, our ability to drive margin leverage through lower costs, unexpected increases in SG&A and other expenses, changes in reimbursement, changes in government regulations, changes in Aveanna's relationships with referral sources, increased competition for Aveanna's services or wage inflation, the failure to retain or attract employees, changes in the interpretation of government regulations or discretionary determinations made by government officials, uncertainties regarding the outcome of rate discussions with managed care organizations and our ability to effectively collect our cash from these organizations, changes in the case-mix of our patients, as well as the payor mix and payment methodologies, legal proceedings, claims or governmental inquiries, our ability to effectively collect and submit data required under Electronic Visit Verification regulations, our ability to comply with the terms and conditions of the CMS Review Choice Demonstration program, our ability to effectively implement and transition to new electronic medical record systems or billing and collection systems, a failure to maintain the security and functionality of our information systems or to defend against or otherwise prevent a cybersecurity attack or breach, changes in tax rates, our substantial indebtedness, the impact of adverse weather, and other risks set forth under the heading "Risk Factors" in Aveanna's Annual Report on Form 10-K for its 2024 fiscal year filed with the Securities and Exchange Commission (the "SEC") on March 13, 2025, which is available at www.sec.gov, as well as under similar headings in Aveanna's subsequently filed Quarterly Reports on Form 10-Q and other filings with the SEC. In addition, these forward-looking statements necessarily depend upon assumptions, estimates and dates that may prove to be incorrect or imprecise. Accordingly, forward-looking statements included in this presentation do not purport to be predictions of future events or circumstances, and actual results may differ materially from those expressed by forward-looking statements. All forward-looking statements speak only as of the date made, and Aveanna undertakes no obligation to update or revise any forward-looking statements, whether as a result of new information, future events or otherwise, except as required by law.

Industry and Market Data

Unless otherwise indicated, information contained in this presentation concerning our industry, competitive position and the markets in which we operate is based on information from independent industry and research organizations, other third-party sources and management estimates. Aveanna has not independently verified the information and data obtained from third party sources and cannot assure you of such data's accuracy or completeness. Management estimates are derived from publicly available information released by third-party sources, as well as data from our internal research, and are based on assumptions made by us upon reviewing such data, and our experience in, and knowledge of, such industry and markets, which we believe to be reasonable. Any industry forecasts are based on data (including third-party data), models and experience of various professionals and are based on various assumptions, all of which are subject to change without notice. In addition, projections, assumptions and estimates of the future performance of the industry in which we operate, and our future performance are necessarily subject to uncertainty and risk due to a variety of factors, including those described in "Cautionary Note Regarding Forward-Looking Statements." These and other factors could cause results to differ materially from those expressed in the estimates made by the independent parties and by us.

Non-GAAP Financial Measures

This presentation includes various performance indicators and non-GAAP financial measures that we use to help us evaluate our business, identify trends affecting our business, formulate business plans, and make strategic decisions. EBITDA, Adjusted EBITDA, Free Cash Flow, and pro forma presentations of the foregoing are financial measures that are calculated and presented on the basis of methodologies other than in accordance with generally accepted accounting principles in the United States of America ("GAAP"). Reconciliations of such non-GAAP measures to their nearest comparable GAAP measures can be found in the Appendix to this presentation. Any non-GAAP financial measures used in this presentation are in addition to, and not meant to be considered superior to, or a substitute for, the Company's financial statements prepared in accordance with GAAP.

Additional information with respect to Aveanna is contained in its filings with the SEC and is available at the SEC's website, www.sec.gov, and on Aveanna's website, www.aveanna.com

Transforming the Value of Homecare

Aveanna offers a leading, diversified homecare platform that delivers innovative care to pediatric, adult, and geriatric patients. With locations in 34 states, Aveanna has established a national footprint dedicated to high-quality clinical outcomes and enhanced value to our payor and government partners.





Jeff Shaner

Chief Executive Officer

- CEO of Aveanna since 2023
- Instrumental in formation of Aveanna Healthcare
- Chief Operating Officer of Aveanna Healthcare since 2017
- Chief Operating Officer of PSA Healthcare since 2015
- Former SVP, President of Operations of Gentiva Health Services
- Former President of Gentiva Health Services' Hospice Division



Matt Buckhalter

Chief Financial Officer

- CFO of Aveanna since 2023
- Integral to Aveanna's financial structure since inception
- Senior Vice President of Finance for Aveanna Healthcare since 2016
- Leads the Company's Investor Relations Group
- Former Vice President of Finance of PSA Healthcare since 2015



Debbie Stewart

Principal Accounting Officer

- Principal Accounting Officer of Aveanna since 2023
- Vice President of Accounting and Controller of Aveanna since 2021
- Leads the Company's Accounting, Tax, SEC Reporting and Internal Audit teams
- Former Assurance Senior Manager of Ernst & Young
- Certified Public Accountant since 2009

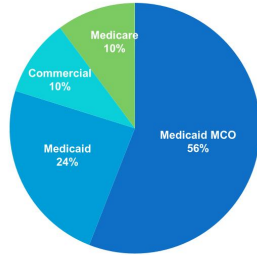
Aveanna Overview

By The Numbers

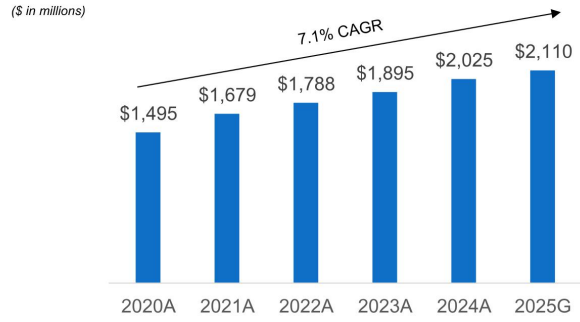
2025 Guidance ⁽¹⁾	Key Operating Statistics	
\$2.10b - \$2.12b Revenue	341 Locations	
31.4% Gross Margin ⁽²⁾	34 States	26,500 Caregivers
\$190m - \$194m Adjusted EBITDA	41.6m Homecare Hours ⁽³⁾	81 Preferred Payors

Payor Mix⁴

No single payor contributes more than 10% of total revenue



2020 – 2025 Revenue Growth



National Footprint



1. Consistent with prior practice, we are not providing guidance on net income, or a reconciliation of Adjusted EBITDA thereto, at this time due to the volatility of certain required inputs that are not available without unreasonable efforts, including future fair value adjustments associated with our interest rate derivatives. 2. 2024 Gross Margin 3. 2024 PDS Hours 4. 2024 Payor mix

Aveanna's Transformative Homecare Platform

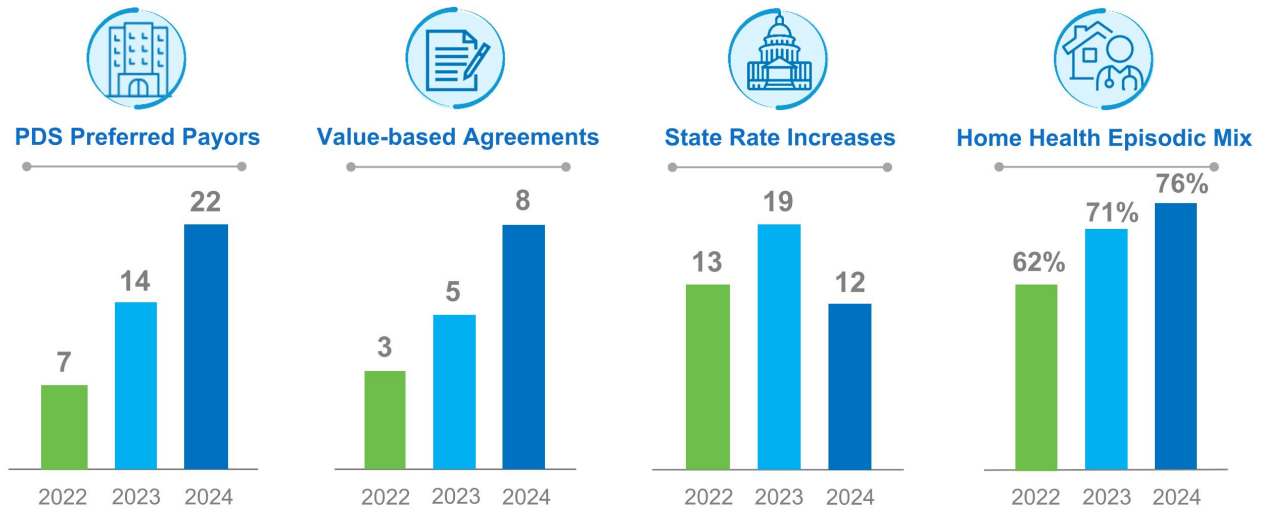


Our advanced homecare platform positions us to **improve outcomes with data-driven results and introduce value-based agreements that deliver exceptional value to our partners.**



Aveanna's Transformative Homecare Platform

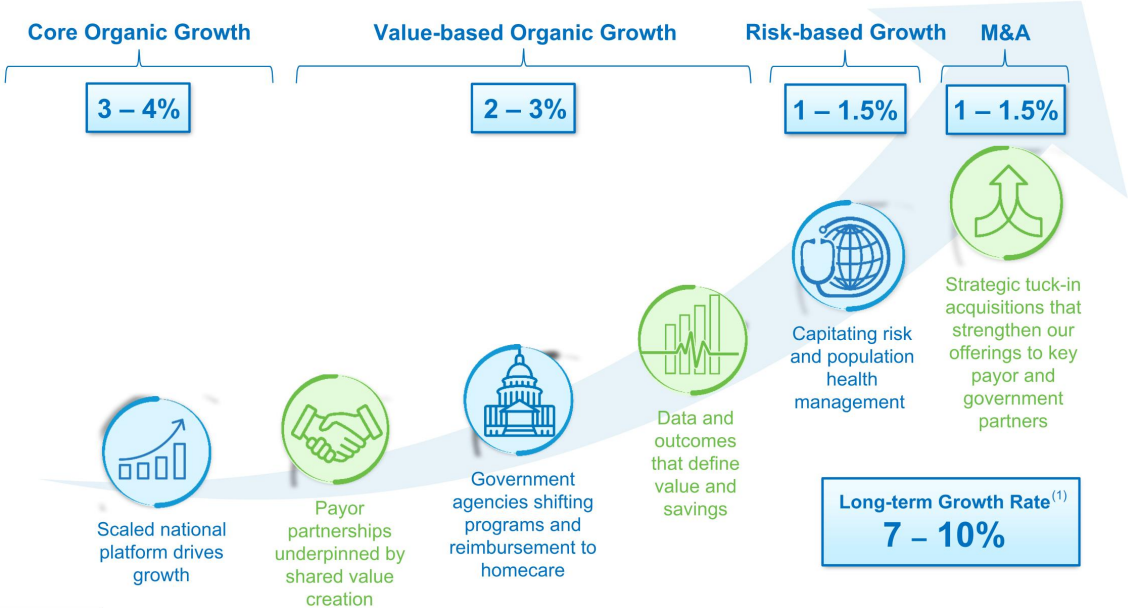
Continued substantial progress as demonstrated by key performance metrics.⁽¹⁾



¹ See Disclaimers and Forward-looking Statements slide.

Aveanna's Transformative Homecare Platform

Our future opportunity will continue to provide enhanced value that is driven by our significant investment in our value-based national homecare platform.



1. See Disclaimers and Forward-looking Statements slide.

Aveanna Business Segments



PRIVATE DUTY SERVICES



MEDICAL SOLUTIONS



HOME HEALTH & HOSPICE

Private Duty Services Segment

By The Numbers

Financial Highlights		Key Operating Statistics	
\$1,635m Net Revenue ¹		234 Locations	
26% – 28% Gross Margin ²	27 States	38,200 Patients on Service	
3% – 5% Organic Growth Rate ³	50% % of PP Volume	22 Preferred Payors	



- One Nurse – One Patient
- Full Time & Per Diem Caregivers Paid by the Hour
- Longer Length of Stay
- Patient Demand Exceeds Caregiver Supply
- Services Delivered in the Comfort of the Patient's Home

Key Items

- Preferred Payor Partnerships underpinned by enhanced rates and value-based agreements
- Defined Government Affairs Strategy in every state
- Scaled National Recruiting Platform to accelerate caregiver hiring
- Technology and Data Driven Outcomes that support value-based agreements
- Strategic M&A tuck in opportunities in key states



1. 2024 revenue. 2. Management's target for gross margin percentages over time. 3. Management's target for total organic revenue growth rate over time.

Home Health & Hospice Segment

By The Numbers

Financial Highlights	Key Operating Statistics	
\$218m Net Revenue ¹	82 Locations	
48% – 50% Gross Margin ²	15 States	12,800 Patients on Service
5% – 7% Organic Growth Rate ³	76% Episodic Mix	42 Preferred Payors

Key Items

- HH Preferred Payors defined as episodic agreements
- Caregiver Capacity aligned with preferred payors
- Episodic Payor Agreements and Value-based Payments driven by CMS Star Ratings
- Organic growth initiatives that support the preferred payor strategy

1. 2024 revenue. 2. Management's target for gross margin percentages over time. 3. Management's target for total organic revenue growth rate over time.

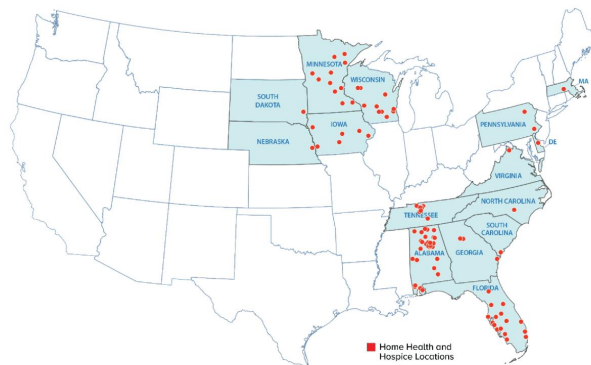


Home Health

- Geriatric Patient Population
- Intermittent Services
- Shorter Length of Stay
- Value-based Care Component
- RN, PT, OT, SLP, SW and HHA

Hospice

- Geriatric Patient Population
- Per Diem Reimbursement
- End-of-life Care / Support



Medical Solutions Segment

By The Numbers

Financial Highlights	Key Operating Statistics	
\$172m Net Revenue ¹	25 States we deliver to	
41% – 44% Gross Margin ²	2–3 Years Avg. Case Length	29,500 Patients on Service
8% – 10% Organic Growth Rate ³	~\$470 Rate / UPS	17 Preferred Payors

Key Items

- Preferred Payor Contracts provide in-network patient support at favorable rates
- Enhanced AMS Model driving need to refine our payor network with focus on preferred payors
- Nationally Scaled Enteral Provider
- Strong Patient Demand drives growth trends
- Symbiotic relationship with PDN services

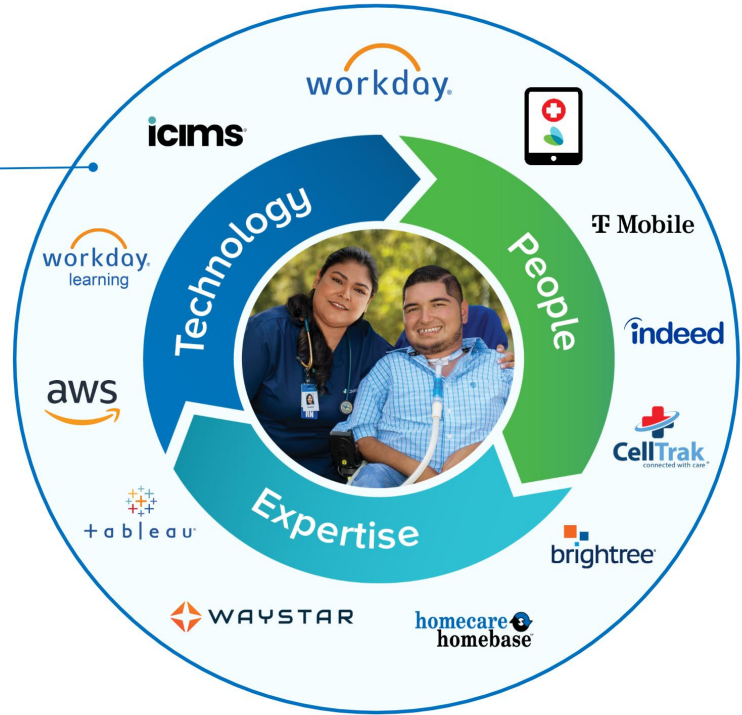


- Nutritional Support – Enteral Product, Equipment and Supplies
- Provided to Pediatric, Adult, and Geriatric Patients
- 24-hour Clinical Support
- Longer Length of Stay
- Leading National Enteral Provider

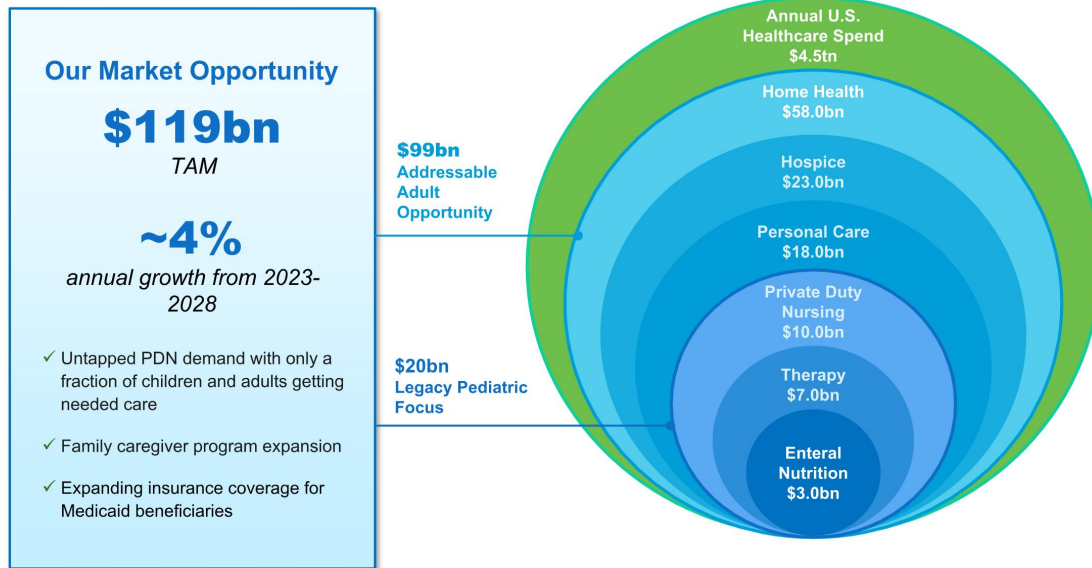


1. 2024 revenue. 2. Management's target for gross margin percentages over time. 3. Management's target for total organic revenue growth rate over time.

Scaled Platform Built for Driving Growth and Enhancing Value



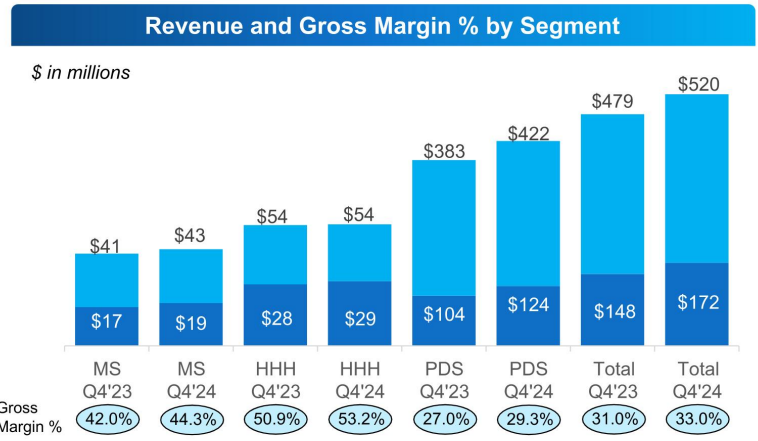
Fragmented Home Care Markets Support Sustainable Growth



Source: 2022 Third party consulting report, management estimates.

Q4 2024 Financial Performance: Summary Results

Consolidated Results			
\$ in millions	Q4 2023	Q4 2024	Y/Y% Change
Revenue	\$478.8	\$519.9	8.6%
Gross Margin	\$148.4	\$171.7	15.7%
Adjusted EBITDA ⁽¹⁾	\$38.7	\$55.2	42.6%



Key Highlights

- PDS Q4 2024 revenue growth of 10.1% from Q4 2023, driven by 10.5 million hours of care or 4.0% YOY volume increase
- MS Q4 2024 gross margin growth of 10.5% from Q4 2023, driven by modernization efforts taking hold
- HHH Q4 2024 gross margin growth of 5.1% from Q4 2023, driven by strong episodic mix and caregiver utilization
- Q4 2024 demonstrated continued focus on optimization across Aveanna's overhead platform and preferred payor strategy
- 2024 Operating Cash Flow of positive \$32.6m and Free Cash Flow of positive \$25.7m⁽²⁾

¹. Adjusted EBITDA is a non-GAAP financial measure. See Appendix for a reconciliation to the most comparable GAAP measure ². Free Cash Flow is a non-GAAP financial measure. See Appendix for a reconciliation to the most comparable GAAP measure

Financial Performance: Capital Structure

Liquidity

- Liquidity of over \$260.1m, comprised of the following:
 - \$84.2m cash on balance sheet
 - \$138.0m revolver availability
 - \$37.9m securitization availability
- Undrawn revolver at the end of Q4
- \$32m in outstanding letters of credit at the end of Q4

Cash Flow

- 2024 cash provided by operating activities of \$32.6m
- 2024 free cash flow of \$25.7m⁽¹⁾
- Goal to continue drive positive operating cash flow FY 2025

Indebtedness and Hedging

- Total variable rate debt of \$1,474m, consisting of:
 - First Lien: \$890.6m (S + 3.75%)
 - Second Lien: \$415m (S + 7.00%)
 - Securitization: \$168.8m (S + 3.15%)
- Interest rate hedges in place:
 - \$520m notional interest rate swap (expires June 2026)
 - \$880m notional, 3% interest rate cap (expires February 2027)

¹. Free Cash Flow is a non-GAAP financial measure. See Appendix for a reconciliation to the most comparable GAAP measure



Path Forward:
Strategic and
Operational Focus
on Driving
Shareholder Value



Core Organic Growth



Value-based Growth



Enhanced Capital Structure



Appendix

Reconciliation of Net Income (Loss) to Adjusted EBITDA

<i>(dollars in thousands)</i>	For the three-month periods ended		For the fiscal years ended	
	December 28, 2024	December 30, 2023	December 28, 2024	December 30, 2023
Net income (loss)	\$ 29,180	\$ (25,736)	\$ (10,929)	\$ (134,524)
Interest expense, net	37,896	39,615	156,104	152,919
Income tax (benefit) expense	(2,245)	(5,859)	16,001	(4,472)
Depreciation and amortization	2,446	3,284	10,778	13,778
EBITDA	67,277	11,304	171,954	27,701
Goodwill, intangible and other long-lived asset impairment	(40)	723	5,264	107,945
Non-cash share-based compensation	4,983	3,014	17,465	13,158
Interest rate derivatives ⁽¹⁾	(19,131)	21,253	(21,351)	(5,612)
Acquisition-related costs ⁽²⁾	1,340	-	1,490	466
Integration costs ⁽³⁾	262	579	1,211	2,310
Legal costs and settlements associated with acquisition matters ⁽⁴⁾	203	47	1,626	(4,749)
Restructuring ⁽⁵⁾	618	2,318	5,405	8,051
Other legal matters ⁽⁶⁾	241	96	1,353	(4,904)
Other system transition costs, professional fees and other ⁽⁷⁾	(545)	(671)	(839)	(5,176)
Total adjustments	\$ (12,069)	\$ 27,359	\$ 11,624	\$ 111,489
Adjusted EBITDA	\$ 55,208	\$ 38,663	\$ 183,578	\$ 139,190

<i>(dollars in thousands)</i>	For the three-month periods ended		For the fiscal years ended	
	December 28, 2024	December 30, 2023	December 28, 2024	December 30, 2023
Cost of revenue, excluding depreciation and amortization	\$ 281	\$ 88	\$ 738	\$ (4,424)
Branch and regional administrative expenses	1,682	667	7,071	6,796
Corporate expenses	3,688	4,760	18,443	15,388
Goodwill impairment	-	-	-	105,136
Acquisition-related costs	1,340	-	1,490	466
Other operating expense (income)	77	(146)	2,189	(8,882)
Other income (expense)	(19,137)	21,990	(18,307)	(2,991)
Total adjustments	\$ (12,069)	\$ 27,359	\$ 11,624	\$ 111,489

1-7: Please see our earnings release posted on March 13, 2025 for further description of the nature of these items

Reconciliation of Net Cash Provided by Operating Activities to Free Cash Flow

<i>(dollars in thousands)</i>	For the fiscal year ended	
	December 28, 2024	
Net cash provided by operating activities	\$	32,637
Purchases of property and equipment, and software		(6,319)
Principal payments of term loans		(9,200)
Principal payments of notes payable and financing lease obligations		(6,908)
Settlements with swap counterparties		15,489
Free cash flow	\$	25,699