

---

---

**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): December 15, 2014**

---

**ADDUS HOMECARE CORPORATION**

(Exact name of registrant as specified in its charter)

---

**Delaware**  
(State or other jurisdiction  
of incorporation)

**001-34504**  
(Commission  
File Number)

**20-5340172**  
(IRS Employer  
Identification Number)

**2300 Warrenville Rd.**  
**Downers Grove, IL**  
(Address of principal executive offices)

**60515**  
(Zip Code)

**630-296-3400**  
(Registrant's telephone number, including area code)

**N/A**  
(Former name or former address, if changed since last report)

---

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))
- 
-

## **Item 1.01. Entry into a Material Definitive Agreement**

### ***Maxine Hochhauser Employment Agreement***

Effective December 15, 2014 (the “Effective Date”), Addus HealthCare, Inc. (“Addus HealthCare”), a wholly-owned subsidiary of Addus HomeCare Corporation (the “Company”), entered into an Employment and Non-Competition Agreement with Maxine Hochhauser (the “Employment Agreement”).

Pursuant to the Employment Agreement, Addus HealthCare will employ Ms. Hochhauser as its Chief Operating Officer beginning on the Effective Date. The Employment Agreement has a term of four years commencing on the Effective Date (the “Initial Employment Term”). At the end of the Initial Employment Term, the Employment Agreement will renew for successive one year terms unless earlier terminated pursuant to the terms of the Employment Agreement.

Pursuant to the Employment Agreement, Ms. Hochhauser is entitled to an annual base salary of \$325,000 and, at the discretion of the Compensation Committee (the “Compensation Committee”) of the Company’s Board of Directors, an annual bonus in an amount equal to up to 70% of her annual base salary depending on the achievement of certain objectives and target levels determined by the Compensation Committee. Ms. Hochhauser is also entitled to participate in Addus HealthCare’s health, disability, vacation and 401(k) plans, with matching contributions by Addus HealthCare of up to 6% of Ms. Hochhauser’s annual contribution, and a monthly car allowance. In addition, Ms. Hochhauser is entitled to a life insurance policy with a death benefit of up to five times her base salary, although Addus HealthCare is not required to pay more than 3% of Ms. Hochhauser’s base salary for such insurance policy.

In connection with Ms. Hochhauser’s relocation to Illinois, Ms. Hochhauser is entitled to a one-time \$30,000 relocation bonus to reimburse her for certain relocation costs. She is also entitled to be reimbursed for certain other relocation expenses, up to \$30,000, as well as for temporary housing and travel expenses during the period (up to seven months) prior to her relocation.

In connection with her employment, on the Effective Date, Ms. Hochhauser will be granted nonqualified stock options pursuant to the Company’s 2009 Stock Incentive Plan (the “Stock Incentive Plan”) to purchase 50,000 shares of the Company’s common stock, par value \$0.001 per share (“Common Stock”). The options will vest over a four year period subject to the terms and conditions set forth in the Stock Incentive Plan and the Nonqualified Stock Option Award Agreement, dated as of the Effective Date, between the Company and Ms. Hochhauser. The options will be exercisable at the fair market value of the Company’s Common Stock on the date of grant. In addition, on the Effective Date, Ms. Hochhauser will be granted 20,000 shares of restricted Common Stock, 12,000 of which will vest on the six-month anniversary of the Effective Date, and the balance of which will vest over the three-year period following the Effective Date, in each case, subject to the terms and conditions of the Stock Incentive Plan and the Restricted Stock Award Agreement, dated as of the Effective Date, between the Company and Ms. Hochhauser.

If Ms. Hochhauser’s employment is terminated with “reasonable cause” (as defined in the Employment Agreement), by reason of her death or disability or by Ms. Hochhauser without “good reason” (as defined in the Employment Agreement), she will be entitled to receive (i) any unpaid base salary for the period prior to the date of termination, (ii) any unpaid benefits for the period prior to the date of termination and (iii) in the case of termination by reason of death or disability, eligibility for life or disability insurance benefits contemplated by the Employment Agreement.

If (a) Ms. Hochhauser’s employment is terminated without reasonable cause or for good reason, subject to the conditions set forth in the Employment Agreement, she will be entitled to receive her “base cash compensation” (as defined in the Employment Agreement) payable in equal installments for twelve months following termination, or (b) if Ms. Hochhauser’s employment is terminated without reasonable cause in connection with a “change in control” (as defined in the Employment Agreement), she will be entitled to receive her “annual cash compensation” (as defined in the Employment Agreement) for twelve months following termination, less any other severance amounts received pursuant to the foregoing clause (a). In either case, Ms. Hochhauser will also be entitled to receive (i) any unpaid base salary for the period prior to the date of termination, (ii) a pro rata portion of her bonus, (iii) any unpaid benefits for the period prior to the date of termination and (iv) continuation of all benefits during such period (subject to early termination as provided in the Employment Agreement).

Pursuant to the Employment Agreement, Ms. Hochhauser has agreed that during the Initial Employment Term and any extension thereof, and for one year following termination, Ms. Hochhauser will not compete with the business of Addus HealthCare or certain of its affiliates or solicit any business from any customer thereof. The Employment Agreement also prohibits Ms. Hochhauser from disclosing any confidential information of Addus HealthCare and certain of its affiliates. Ms. Hochhauser has agreed to assign all inventions developed during the employment period to Addus HealthCare. Ms. Hochhauser has also agreed not to disparage Addus HealthCare or certain of its affiliates.

This summary is qualified in its entirety by reference to the full text of the Employment Agreement attached hereto as Exhibit 99.1 and incorporated by reference herein.

### ***Darby Anderson Amendment to Employment and Non-Competition Agreement***

Effective as of the Effective Date, Addus HealthCare entered into an Amendment to Employment and Non-Competition Agreement with Darby Anderson (the “Amendment”).

Pursuant to the Amendment, Addus HealthCare will promote Mr. Anderson to Executive Vice President/Chief Business Development and Strategy Officer, a senior executive position that reports directly to the President and the Chief Executive Officer of Addus HealthCare. Additionally, Mr. Anderson's employment duties were amended to reflect this promotion.

This summary is qualified in its entirety by reference to the full text of the Amendment attached hereto as Exhibit 99.2 and incorporated by reference herein.

**Item 5.02. Departure of Directors or Certain Officers; Election of Directors; Appointment of Certain Officers; Compensatory Arrangements of Certain Officers**

***Appointment of Maxine Hochhauser as Chief Operating Officer***

Maxine Hochhauser, age 53, was appointed Chief Operating Officer of Addus HealthCare effective December 15, 2014. Ms. Hochhauser has 30 years of healthcare experience in various settings. For the past two years, Ms. Hochhauser was Senior Vice President of Enterprise Operations at Amedisys, Inc., a home health and hospice provider traded on NASDAQ. Previously, Ms. Hochhauser was CEO of AllianceCare, a private-equity owned home health care company, President and CEO of Visiting Nurse Regional Healthcare System in Brooklyn, New York and EVP/COO – Delivery System at Metropolitan Jewish Health System in Brooklyn, New York, where she oversaw home health agencies, long-term home health programs, adult day care, skilled nursing facilities and hospice services.

The information contained in Item 1.01 of this Current Report on Form 8-K is incorporated by reference herein.

***Promotion of Darby Anderson to Executive Vice President/Chief Business Development and Strategy Officer***

Darby Anderson was promoted to Executive Vice President/Chief Business Development and Strategy Officer of Addus HealthCare effective December 15, 2014. Previously, Mr. Anderson served as Senior Vice President of Addus HealthCare.

The information contained in Item 1.01 of this Current Report on Form 8-K is incorporated by reference herein.

***Retirement of Dennis Meulemans***

On December 12, 2014, Dennis Meulemans, the Company's Chief Financial Officer, indicated his intention to retire in 2015 after his replacement is named and following an appropriate transition period.

**Item 7.01. Regulation FD Disclosure**

On December 15, 2014, the Company issued a press release announcing the appointment of Ms. Hochhauser as Chief Operating Officer, the promotion of Mr. Anderson to Executive Vice President/Chief Business Development and Strategy Officer and the planned retirement of Mr. Meulemans. A copy of the press release is furnished as Exhibit 99.3 to this Current Report on Form 8-K.

The information in this Item of the Current Report, including the attached Exhibits, is being furnished and shall not be deemed "filed" for the purposes of Section 18 of the Securities Exchange Act of 1934, as amended (the "Exchange Act"), or otherwise subject to the liabilities of that section, and shall not be incorporated by reference into any registration statement or other document filed under the Securities Act of 1933, as amended, or the Exchange Act, except as shall be expressly set forth by specific reference in such filing.

**Item 9.01. Financial Statements and Exhibits**

(d) Exhibits:

<u>Exhibit No.</u>	<u>Description</u>
99.1	Employment and Non-Competition Agreement, effective December 15, 2014, by and between Addus HealthCare, Inc. and Maxine Hochhauser
99.2	Amendment to Employment and Non-Competition Agreement, effective December 15, 2014, by and between Addus HealthCare, Inc. and Darby Anderson
99.3	Press release of Addus HomeCare Corporation dated December 15, 2014

**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 hereunto duly authorized.

**ADDUS HOMECARE CORPORATION**

Dated: December 15, 2014

By: /s/ Dennis B. Meulemans

Name: Dennis B. Meulemans

Title: Chief Financial Officer

## Exhibit Index

<u>Exhibit No.</u>	<u>Description</u>
99.1	Employment and Non-Competition Agreement, effective December 15, 2014, by and between Addus HealthCare, Inc. and Maxine Hochhauser
99.2	Amendment to Employment and Non-Competition Agreement, effective December 15, 2014, by and between Addus HealthCare, Inc. and Darby Anderson
99.3	Press release of Addus HomeCare Corporation dated December 15, 2014

**EMPLOYMENT AND NON-COMPETITION AGREEMENT**

This EMPLOYMENT AND NON-COMPETITION AGREEMENT (this "Agreement") is effective as of December 15, 2014 (the "Effective Date"), by and between Addus HealthCare, Inc., an Illinois corporation (the "Company"), and Maxine Hochhauser, an individual domiciled in the State of Florida (the "Executive").

**WHEREAS**, the Company, its parent and its subsidiaries (collectively, the "Addus HealthCare Group") provide home care services to individuals, county and state governments, health maintenance organizations, independent physician associations, insurance companies, facilities, other business purchasers of such services, and to the general public at large.

**WHEREAS**, the Company desires to employ the Executive as its Chief Operating Officer, and the parties hereto desire to enter this Agreement to secure the Executive's employment, all on the terms and conditions set forth herein.

**WHEREAS**, by virtue of the Executive's employment by the Company pursuant to the terms hereof, the Executive will obtain and become familiar with certain valuable confidential and proprietary information relating to the Addus HealthCare Group, its customers and employees.

**WHEREAS**, the Company desires to protect the goodwill and all proprietary rights and information of the Addus HealthCare Group.

**NOW, THEREFORE**, in consideration of the mutual covenants and agreements set forth herein, the parties hereto, intending to be legally bound, agree as follows:

**1. Effectiveness; Term of Employment.**

- (a) This Agreement shall automatically become effective on the Effective Date provided the Executive commences employment on such date; otherwise, this Agreement shall automatically terminate on the Effective Date and shall be deemed never to have become effective.
- (b) The Company hereby employs the Executive, and the Executive hereby accepts employment by the Company, for the period commencing as of the Effective Date and ending on the fourth (4th) anniversary of the Effective Date, or on such earlier date as provided pursuant to the terms and conditions of this Agreement (the "Initial Employment Term"). At the end of the Initial Employment Term, this Agreement shall automatically renew for successive one (1) year terms (each, as may be earlier terminated pursuant to the terms and conditions of this Agreement, an "Additional Employment Term" and, together with the Initial Employment Term, as may be earlier terminated pursuant to the terms and conditions of this Agreement, the "Employment Term"), unless either party provides notice to the other of its or her intention not to renew this Agreement at least thirty (30) days prior to the expiration of

the Initial Employment Term or any Additional Employment Term (a “**Non-Renewal**”). During the Employment Term, the Executive shall (i) devote substantially all of her professional time, loyalty and efforts to discharge her duties hereunder on a timely basis; (ii) use her best efforts to loyally and diligently serve the business and affairs of the Addus HealthCare Group; and (iii) endeavor in all respects to promote, advance and further the Addus HealthCare Group’s interests in all matters.

**2. Employment Duties.**

During the Employment Term, the Company will employ the Executive as its Chief Operating Officer, a senior executive position that reports directly to the Chief Executive Officer of the Company. The Executive’s principal duties and responsibilities shall be those reflected in the employment description set forth on Exhibit A hereto.

**3. Compensation.**

The Company will pay the Executive as follows during the Employment Term:

- (a) **Base Salary.** Commencing on the Effective Date of this Agreement, the Company shall pay the Executive a base salary at the annual rate of Three Hundred Twenty Five Thousand Dollars (\$325,000), which shall be paid in accordance with the normal payroll practices of the Company and shall be subject to applicable withholdings and deductions. Thereafter, the Executive’s base salary shall be subject to review and adjustment upward by the compensation committee (the “Compensation Committee”) of the board of directors of Addus HomeCare Corporation (“Addus HomeCare”) (the “Board of Directors”) on or about each anniversary of the Effective Date for each year during the Employment Term (as adjusted from time-to-time, the “Base Salary”).
- (b) **Bonus.** The Executive, at the discretion of the Compensation Committee, shall be eligible (but not entitled) to receive an annual bonus as set forth on Exhibit B hereto. The Compensation Committee, at its sole discretion, may determine the amount of the annual bonus, if any, to which the Executive may become entitled based on the quantitative and qualitative factors described on Exhibit B or any other factors the Compensation Committee may deem appropriate from time to time. All amounts payable pursuant to this Section 3(b), if any, shall be paid within no more than thirty (30) days after completion of Addus HomeCare’s audited financial statements for the most recently completed fiscal year and shall be subject to applicable withholdings and deductions. Bonus is not salary and is earned on the day it is paid. To be eligible to receive the bonus, the Executive must be actively employed and must not have given notice of termination on or prior to such date.

- (c) **Options.** On the Effective Date, the Executive will be granted a nonqualified stock option pursuant to Addus HomeCare's 2009 Stock Incentive Plan (the "Plan") to purchase 50,000 shares of Addus HomeCare's common stock, par value \$0.001 per share ("Common Stock"), pursuant to a Nonqualified Stock Option Award Agreement to be entered into by the Executive and Addus HomeCare. On the Effective Date, the Executive will also be granted 20,000 restricted shares of Common Stock under the Plan pursuant to a Restricted Stock Award Agreement to be entered into by the Executive and Addus HomeCare.

**4. Relocation; Expenses.**

- (a) The Executive shall relocate to the Chicago, Illinois metropolitan area on a permanent basis (the "Relocation") not later than seven (7) months following the Effective Date (the "Relocation Period"), in connection with which the Company will be responsible for the following (the "Relocation Expenses"):
- (i) Reasonable, documented out-of-pocket expenses related to the packing and transportation of the Executive's furniture and other personal belongings, up to \$30,000;
  - (ii) A one-time relocation bonus of \$30,000 to reimburse the Executive for other costs related to the Relocation;
  - (iii) All reasonable, documented out-of-pocket costs of temporary housing in an agreed-upon corporate apartment unit through July 31, 2015 (the "Relocation Period"); and
  - (iv) All reasonable, documented out-of-pocket airfare and rental car expenses for the Executive's trips to and from the Company's Support Center at the Company's request until the earlier of the Relocation and the end of the Relocation Period.

All Relocation Expenses will be reimbursed in accordance with the Company's established policies and procedures related to the timing of reimbursement of expenses.

- (b) The Executive acknowledges and agrees that, if the Executive terminates her employment without Good Reason (as defined below) prior to the first anniversary of the Effective Date, the Executive shall be obligated to reimburse the Company for all Relocation Expenses incurred by the Company in accordance with the following schedule:
- (i) If such termination is prior to the three-month anniversary of the Effective Date, the Executive will reimburse the Company for 100% of the Relocation Expenses;
  - (ii) If such termination is prior to the six-month anniversary of the Effective Date, the Executive will reimburse the Company for 75% of the Relocation Expenses;



(iii) If such termination is prior to the nine-month anniversary of the Effective Date, the Executive will reimburse the Company for 50% of the Relocation Expenses; and

(iv) If such termination is prior to the twelve-month anniversary of the Effective Date, the Executive will reimburse the Company for 25% of the Relocation Expenses.

In addition, it is recognized that the Executive in the performance of her duties hereunder may be required to expend sums for travel (e.g., airfare, automobile rental, etc.), entertainment and lodging. During the Employment Term, the Company shall reimburse the Executive for reasonable business expenses incurred by her during the Employment Term in connection with the performance of her duties hereunder conditioned upon and subject to the Company's established policies and procedures, including written receipt from the Executive of an itemized accounting in accordance with the Company's regular business expense verification practices.

## **5. Benefits.**

During the Employment Term, the Executive shall be entitled to benefits under such plans, programs or arrangements as the Board of Directors may establish or maintain from time to time for similarly-situated employees, and in accordance with its policies, which may change at the sole discretion of the Board of Directors. Benefits as of the Effective Date are:

- (a) Four (4) weeks paid vacation during each year of employment. Subject to the Company's established policies and procedures, vacation may be carried over to a subsequent year of employment, not to exceed eight (8) weeks during any calendar year of employment.
- (b) Five (5) days personal/sick leave per year, with pay. Personal/sick days may be carried over to a subsequent year of employment, not to exceed ten (10) days during any calendar year of employment.
- (c) Six (6) Company holidays, plus two (2) floating holidays, per year.
- (d) Coverage beginning on the Effective Date under the health benefit plan provided by the Company to its executives, which may change, at the sole discretion of the Board of Directors, from time to time. The Company will cover the Executive and her dependents, if any, during the Employment Term to the same extent and according to the same terms as the Company's other executives are covered.
- (e) Life insurance policy beginning on the Effective Date with a face amount of up to five (5) times the Base Salary, provided that the Company shall not be required to spend greater than three percent (3%) of the Base Salary in purchasing such insurance policy.
- (f) Short-term and long-term disability insurance beginning on the Effective Date to the same extent and according to the same terms as the Company's other similarly-situated executives are covered, which may change, at the sole discretion of the Board of Directors, from time to time.

- (g) Tuition reimbursement shall be available for courses relevant to the Executive's position and taken at an accredited institution, subject to prior approval by the Board of Directors.
- (h) Participation in the Company's 401(k) plan up to the defined Internal Revenue Service limit beginning 30 days after the Effective Date. The Company will annually match 6% of the Executive's annual contribution to such plan during the Employment Term, subject to the Company's established policies and procedures.
- (i) A car allowance of up to \$750 per month.

**6. Termination by Company.**

- (a) The Company may terminate the Executive's employment hereunder at any time for Reasonable Cause. The term "Reasonable Cause" shall be limited to the following:
  - (i) A material breach or omission by the Executive of any of her duties or obligations under this Agreement (except due to Disability, as defined below) that the Executive shall fail to cure after receipt of written notice of such breach or omission from the Company's President and Chief Executive Officer (the "CEO") or Board of Directors, which notice shall designate the period of time within which the breach or omission must be cured to the satisfaction of the CEO or the Board of Directors, as applicable, in order to prevent a termination for Reasonable Cause; provided, however, that the Executive shall only be permitted the opportunity to cure such breaches or omissions a total of two times in any twelve (12)-month rolling period;
  - (ii) The Executive shall willfully engage in any action that materially damages, or that may reasonably be expected to materially damage, the Addus HealthCare Group or the business or goodwill thereof;
  - (iii) The Executive shall breach her fiduciary duty to the Addus HealthCare Group;
  - (iv) The Executive shall commit any act involving fraud, the misuse or misappropriation of money or other property of the Addus HealthCare Group, a felony, habitual use of drugs or other intoxicants or chronic absenteeism;
  - (v) Gross negligence or willful misconduct by the Executive;
  - (vi) The Executive shall commit acts constituting gross insubordination, such as, without limitation, the intentional disregard of any reasonable directive of the CEO or the Board of Directors;

(vii) The Executive shall fail to perform any material duty in a timely and effective manner and shall fail to cure any such performance deficiency after receipt of written notice of the deficiency from the CEO or Board of Directors, which notice shall designate the period of time within which the performance deficiency must be cured to the satisfaction of the CEO or the Board of Directors, as applicable, in order to prevent a termination for reasonable cause; *provided, however*, that the Executive shall only be permitted the opportunity to cure performance deficiencies a total of two times in any twelve (12)-month rolling period; or

(viii) The Executive shall fail to relocate to the Chicago, Illinois metropolitan area prior to the end of the Relocation Period.

- (b) The Executive's employment hereunder shall be terminated in the event of her death, and the Company may terminate the Executive's employment hereunder if the Executive suffers a physical or mental disability (a "Disability") so that the Executive is or, in the opinion of an independent physician retained by the Company for purposes of this determination will be, unable to perform her duties in a manner satisfactory to the Company for a period of ninety (90) days out of any one hundred eighty (180) consecutive-day period (in which event the Executive shall be deemed to have suffered a permanent Disability).
- (c) The Company may terminate the Executive's employment hereunder at any time for any other reason, or for no reason.
- (d) Termination of the Executive's employment for any reason shall terminate the Employment Term but shall not affect the Executive's obligations pursuant to Section 9 hereof, which obligations shall remain in effect for the period therein provided.

#### **7. Termination by the Executive.**

The Executive may terminate her employment with the Company (a) for Good Reason (as defined below) or (b) without Good Reason, in each case, upon not less than thirty (30) days prior written notice to the Company; *provided, however*, that after the receipt of such notice, the Company may, in its discretion accelerate the effective date of such termination at any time by written notice to the Executive. Termination of the Executive's employment by the Executive shall terminate the Employment Term, but shall not affect the Executive's obligations under Section 9 hereof, which obligations shall remain in effect for the period therein provided. As used herein, "Good Reason" means (i) any reduction in the Executive's Base Salary, (ii) any material reduction to the Executive's employment duties and responsibilities, (iii) any willful breach by the Company of any material term of this Agreement, other than a breach which is remedied by the Company within 10 days after receipt of written notice given by the Executive, or (iv) a change in the Executive's direct reporting duty to a person other than the Chief Executive Officer of the Company or the Board of Directors.

**8. Rights and Obligations Upon Termination.**

- (a) If the Executive's employment is terminated by the Company pursuant to Section 6(a) or 6(b) hereof or by the Executive pursuant to Section 7(b) hereof, the Executive or her estate shall have no further rights against the Addus HealthCare Group hereunder, except for the right to receive, with respect to the period prior to the effective date of termination:
- (i) Any unpaid Base Salary under Section 3(a) hereof for any period prior to the effective date of termination;
  - (ii) Any accrued but unpaid benefits under Section 5 hereof for any period prior to the effective date of termination; and
  - (iii) In the case of termination pursuant to Section 6(b), eligibility for life or disability insurance benefits described in Sections 5(e) or (f), as applicable.
- Such payments shall be made to the Executive whether or not the Company chooses to utilize the services of the Executive for the required notice period specified in Section 7.
- (b) If the Executive's employment is terminated pursuant to Section 6(c) hereof or Section 7(a) hereof, or as a result of Non-Renewal by the Company, the Executive shall be entitled to, in lieu of any further payments to the Executive for periods subsequent to the date of termination:
- (i) Any unpaid Base Salary under Section 3(a) hereof for any period prior to the effective date of termination;
  - (ii) A pro rata portion of the bonus under Section 3(b) hereof based on what Executive would have been entitled to receive pursuant to the Company's then-effective bonus plan had her employment not been terminated, which shall be payable following the time the Company determines the amount of bonuses payable to its executives following the end of the year in which termination occurs;
  - (iii) Any accrued but unpaid benefits under Section 5 hereof for any period prior to the effective date of termination;
  - (iv) Conditioned upon the Executive's strict compliance with the post-employment restrictions described in Section 9 below and subject to applicable withholdings and deductions and early termination upon the Executive's commencement of employment with a new employer (written notice of which shall be promptly provided by the Executive to the Company), severance pay ("Base Severance Pay") in an amount equal to the Executive's Base Cash Compensation (as defined below) to be paid in equal installments on the Company's regular pay dates over the twelve (12) month period following termination of the Executive's employment (subject to applicable

withholdings and deductions and early termination upon the Executive's employment with a new employer), plus, if the Executive elects to continue her health, dental and/or vision insurance coverage under COBRA, the Executive shall be eligible to receive cash payments equal to the difference between her COBRA continuation coverage premiums and the amount of premiums paid by similarly-situated active employees of the Company under the Company's health, dental and/or vision insurance plans, for a period of twelve (12) months following the Executive's date of termination of employment, to be paid in equal installments on the Company's regular pay dates (subject to applicable withholdings and deductions and early termination upon the Executive's employment with a new employer).

For purposes of this Agreement, "Base Cash Compensation" shall mean the highest annual Base Salary in effect for the Executive.

- (c) Notwithstanding anything to the contrary set forth herein, if the Executive's employment is terminated by the Company pursuant to Section 6(c) within six (6) months prior to, or one (1) year following, a Change in Control (as defined below), the Executive shall be entitled to, in lieu of the payments to be made pursuant to Section 8(b)(iv), an amount equal to the Executive's Annual Cash Compensation (as defined below) (subject to applicable withholdings and deductions and early termination upon the Executive's commencement of employment with a new employer, written notice of which shall be promptly provided by the Executive to the Company), less any payment already received pursuant to Section 8(b)(iv) ("Change of Control Severance Pay," and, together with Base Severance Pay, "Severance Pay"), which shall be payable in accordance with the normal payroll practices of the Company in equal installments on the Company's regular pay dates for one (1) year following termination of the Executive's employment, plus, if the Executive elects to continue her health, dental and/or vision insurance coverage under COBRA, the Executive shall be eligible to receive cash payments equal to the difference between her COBRA continuation coverage premiums and the amount of premiums paid by similarly-situated active employees of the Company under the Company's health, dental and/or vision insurance plans, payable in equal installments on the Company's regular pay dates (subject to applicable withholdings and deductions) until the earlier of (x) one (1) year following the termination of the Executive's employment or (y) the date that the Executive is eligible to receive coverage and benefits from a new employer. As used herein, a "Change in Control" shall be deemed to have occurred if (i) any "person" (as such term is used in Sections 13(d) and 14(d) of the Securities Exchange Act of 1934, as amended (the "Exchange Act")), other than a trustee or other fiduciary holding securities under an employee benefit plan of Addus HomeCare, or a corporation owned directly or indirectly by the stockholders of Addus HomeCare in substantially the same proportions as their ownership of stock of Addus HomeCare, becomes the "beneficial owner" (as defined in Rule 13d-3 under the Exchange Act), directly or indirectly, of securities of Addus HomeCare representing more

than 50% of the total voting power represented by Addus HomeCare's then outstanding securities that vote generally in the election of directors (referred to herein as "Voting Securities"); or (ii) after the date of this Agreement, the stockholders of Addus HomeCare approve (x) a merger or consolidation of Addus HomeCare with any other corporation, other than a merger or consolidation that would result in the Voting Securities of Addus HomeCare outstanding immediately prior thereto continuing to represent (either by remaining outstanding or by being converted into Voting Securities of the surviving entity) more than 50% of the total voting power represented by the Voting Securities of Addus HomeCare or such surviving entity outstanding immediately after such merger or consolidation, or (y) a plan of complete liquidation of Addus HomeCare or an agreement for the sale or disposition by Addus HomeCare of (in one transaction or a series of transactions) all or substantially all of Addus HomeCare's assets.

For purposes of this Agreement, "Annual Cash Compensation" shall mean the sum of (a) the highest annual Base Salary in effect for the Executive and (b) the greater of (i) the Executive's bonus for the most recently-completed year, if any, or (ii) the annualized amount of the Executive's target bonus for the then current year.

- (d) The Executive acknowledges and agrees that the Company's obligations to make payments pursuant to Sections 8(b)(iv) and 8(c) above are expressly conditioned on the Executive timely executing, delivering and not revoking a customary general release in form and substance satisfactory to the Company within the period that is sixty (60) days following the date of the Executive's termination of employment or service with the Company. To the extent that such sixty (60) day period spans two (2) calendar years, no payment of any severance amount or benefit that is (i) considered to be nonqualified deferred compensation within the meaning of Section 409A of the Internal Revenue Code of 1986, as amended, and the regulations and guidance promulgated thereunder (collectively, "Code §409A") and (ii) conditioned upon the release, shall be made before the first day of the second calendar year, regardless of when the release is actually executed and returned to the Company.

**9. Covenants of the Executive.**

- (a) **No Conflicts.** The Executive represents and warrants that she is not personally subject to any agreement, order or decree that restricts her acceptance of this Agreement and performance of her duties with the Company hereunder.
- (b) **Non-Competition; Non-Solicitation.** During the Employment Term and during the Restrictive Period (as defined below), the Executive shall not, without the prior written consent of the Company, directly or indirectly, in any capacity whatsoever, either on her own behalf or on behalf of any other person or entity whom she may manage, control, participate in, consult with, render services for or be employed or associated, compete with the Business (as defined below) in any of the following described manners:

(i) Engage in, assist or have any interest in, as principal, consultant, advisor, agent, financier or employee, any business entity that is, or that is about to become engaged in, providing goods or services in competition with the Addus HealthCare Group within a geographic radius of fifty (50) miles from any Addus HealthCare Group branch office;

(ii) Solicit or accept any business (or help any other person solicit or accept any business) from any person or entity that on the Effective Date is a customer of the Addus HealthCare Group or during the Employment Term becomes a customer of the Addus HealthCare Group, other than a customer that does not engage in the Business;

(iii) Induce or attempt to induce any employee of the Addus HealthCare Group to terminate such employee's relationship with the Addus HealthCare Group or in any way interfere with the relationship between the Addus HealthCare Group and any employee thereof; or

(iv) Induce or attempt to induce any customer, referral source, supplier, vendor, licensee or other business relation of the Addus HealthCare Group to cease doing business with the Addus HealthCare Group, or in any way interfere with the relationship between any such customer, referral source, supplier, vendor, licensee or business relation, on the one hand, and the Addus HealthCare Group, on the other hand.

For purposes hereof, the term "Business" means the business of providing home care services of the type and nature that the Addus HealthCare Group then performed and/or any other business activity in which the Addus HealthCare Group then performed or program or service then under active development proposed to be performed and/or any other business activity in which the Addus HealthCare Group becomes engaged in on or after the date hereof while the Executive is employed by the Company.

For purposes hereof, the term "Restrictive Period" means the period beginning on the date on which the Executive's employment is terminated by the Company or the Executive for any reason and ending on the first anniversary of such date; *provided*, that if the Executive's employment is terminated by the Company pursuant to Section 6(c) hereof or by the Executive pursuant to Section 7(a) hereof, or as a result of Non-Renewal by the Company, the Executive shall use reasonable best efforts to obtain employment with a new employer beginning on the first day of the seventh month following the date on which the Executive's employment is so terminated.

Notwithstanding the foregoing provisions, nothing herein shall prohibit the Executive from owning one percent (1%) or less of any securities of a competitor, if such securities are listed on a nationally recognized securities exchange or traded over-the-counter. If, at the time of enforcement of this Section 9(b), a court holds that the restrictions stated herein are unreasonable under the circumstances then existing, the parties hereto agree that the maximum period, scope or geographic area reasonable under such circumstances shall be substituted for the stated period, scope or area determined to be reasonable under the circumstances by such court.

- (c) **Non-Disclosure.** The Executive recognizes and acknowledges that she will have access to certain confidential and proprietary information of Addus HealthCare Group, including, but not limited to, Trade Secrets (as defined below) and other proprietary commercial information, and that such information constitutes valuable, special and unique property of Addus HealthCare Group. The Executive agrees that she will not, for any reason or purpose whatsoever, except in the performance of her duties hereunder, or as required by law, disclose any of such confidential information to any person, entity or governmental authority without express authorization of the Company. The Executive further agrees that she shall not, at any time during the Employment Term or thereafter, without the express prior written consent of the Company, directly or indirectly, in any capacity whatsoever, either on her own behalf or on behalf of any other person or entity that she manages, controls, participates in, consults with, renders services for or is employed by or associated with, disclose or use, except when necessary to further the interests of the Business, any Trade Secret of the Addus HealthCare Group, whether such Trade Secret is in the Executive's memory or embodied in writing or other physical form. For purposes of this Agreement, "Trade Secret" means any information, not generally known to, and not readily ascertainable by proper means by, other persons who can obtain economic value from its disclosure or use and is the subject of efforts to maintain its secrecy that are reasonable under the circumstances, including, but not limited to, (i) trade secrets; (ii) information concerning the business or affairs of the Addus HealthCare Group, including its products or services, fees, costs, and pricing structures, charts, manuals and documentation, databases, accounting and business models, designs, analyses, drawings, photographs and reports, computer software, copyrightable works, inventions, devices, new developments, methods and processes, whether patentable or unpatentable and whether or not reduced to practice, sales records and other proprietary commercial information; (iii) information concerning actual and prospective clients and customers of the Addus HealthCare Group, including client and customer lists and other compilations; and (iv) information concerning employees, contractors and vendors of the Addus HealthCare Group, including personal information and information concerning the compensation or other terms of employment of such individuals. "Trade Secret," however, shall not include general "know-how" information acquired by the Executive during the course of her employment that could have been obtained by her from public sources without the expenditure of significant time, effort and expense.



- (d) **Covenant Regarding Confidential and Proprietary Information.** The Executive will promptly disclose in writing to the Company each improvement, discovery, idea, invention, and each proposed publication of any kind whatsoever, relating to the Business made or conceived by the Executive either alone or in conjunction with others while employed hereunder if such improvement, discovery, idea, invention or publication results from or was suggested by such employment (whether or not patentable and whether or not made or conceived at the request of or upon the suggestion of the Company, and whether or not during her usual hours of work, whether in or about the premises of the Addus HealthCare Group and whether prior or subsequent to the execution hereof). The Executive will not disclose any such improvement, discovery, idea, invention or publication to any person, entity or governmental authority, except to the Company. Each such improvement, discovery, idea, invention and publication shall be the sole and exclusive property of, and is hereby assigned by the Executive to, the Company, and at the request of the Company, the Executive will assist and cooperate with the Company and any person or entity from time to time designated by the Company to obtain for the Company or its designee the grant of any letters patent in the United States of America and/or such other country or countries as may be designated by the Company, covering any such improvement, discovery, idea, invention or publication and will in connection therewith execute such applications, statements, assignments or other documents, furnish such information and data and take all such other action (including, without limitation, the giving of testimony) as the Company may from time to time reasonably request. The foregoing provisions of this Section 9(d) shall not apply to any improvement, discovery, idea, invention or publication for which no equipment, supplies, facilities or confidential and proprietary information of Addus HealthCare Group was used and that was developed entirely on the Executive's own time, unless (x) the improvement, discovery, idea, invention or publication relates to the Business or the actual or demonstrably anticipated research or development of the Business, or (y) the improvement, discovery, idea, invention or publication results from any work performed by the Executive for the Addus HealthCare Group.
- (e) **Non-Disparagement.** The Executive agrees that, during the Employment Term and the Restrictive Period, she will not make any statement, either in writing or orally, that is communicated publicly or is reasonably likely to be communicated publicly and that is reasonably likely to disparage or otherwise harm the business or reputation of the Addus HealthCare Group, or the reputation of any of its current or former directors, officers, employees or stockholders.
- (f) **Return of Documents and Other Property.** Upon termination of employment, the Executive shall return all originals and copies of books, records, documents, customer lists, sales materials, tapes, keys, credit cards and other tangible property of Addus HealthCare Group within the Executive's possession or under her control.

- (g) **Remedies for Breach.** In the event of a breach or threat of a breach of the provisions of this Section 9, the Executive hereby acknowledges that such breach or threat of a breach will cause the Company to suffer irreparable harm and that the Company shall be entitled to an injunction restraining the Executive from breaching such provisions; but the foregoing shall not be construed as prohibiting the Company from having available to it to any other remedy, either at law or in equity, for such breach or threatened breach, including, but not limited to, the immediate cessation of employment and any remaining Severance Pay and benefits pursuant to Section 8 and the recovery of damages from the Executive and the notification of any employer or prospective employer of the Executive as to the terms and conditions hereof (without limiting or affecting the Executive's obligations under the other paragraphs of this Section 9).
- (h) **Acknowledgment.** The Executive acknowledges that she will be directly and materially involved as a senior executive in all important policy and operational decisions of Addus HealthCare Group. The Executive further acknowledges that the scope of the foregoing restrictions has been specifically bargained between the Company and the Executive, each being fully informed of all relevant facts. Accordingly, the Executive acknowledges that the foregoing restrictions of this Section 9 are fair and reasonable, are minimally necessary to protect Addus HealthCare Group, its stockholders and the public from the unfair competition of the Executive who, as a result of her employment with the Company, will have had access to the most confidential and important information of Addus HealthCare Group, its Business and future plans. The Executive furthermore acknowledges that no unreasonable harm or injury will be suffered by her from enforcement of the covenants contained herein and that she will be able to earn a reasonable livelihood following termination of her employment notwithstanding enforcement of the covenants contained herein.
- (i) **Right of Set Off.** In the event of a breach by the Executive of the provisions of this Agreement, the Company is hereby authorized at any time and from time to time, to the fullest extent permitted by law, and after ten (10) days prior written notice to the Executive, to set-off and apply any and all amounts at any time held by the Company on behalf of the Executive and all indebtedness at any time owing by the Addus HealthCare Group to the Executive against any and all of the obligations of the Executive now or hereafter existing.

**10. Prior Agreement.**

This Agreement supersedes and is in lieu of any and all other employment arrangements between the Executive and the Company or its predecessor or any subsidiary and any and all such employment agreements and arrangements are hereby terminated and deemed of no further force or effect.

**11. Assignment.**

Neither this Agreement nor any rights or duties of the Executive hereunder shall be assignable by the Executive and any such purported assignment by her shall be void. The Company may assign all or any of its rights hereunder.

**12. Notices.**

Unless specified in this Agreement, all notices and other communications hereunder shall be in writing and shall be deemed given upon receipt or refusal thereof if delivered personally, sent by overnight courier service, mailed by registered or certified mail (return receipt requested), postage prepaid, or emailed to the other party's email address on the Company's computer network. Notice to their party hereto, if mailed or sent by overnight courier service, shall be to the following addresses:

(a) if to the Executive, to:

Maxine Hochhauser  
3561 NW Clubside Circle  
Boca Raton, Florida 33496

(b) if to the Company, to:

Addus HealthCare, Inc.  
2300 Warrenville Road,  
Downers Grove, Illinois 60515  
Attention: CEO

with a copy, which shall not constitute notice, to:

Winston & Strawn LLP  
200 Park Avenue  
New York, NY 10166  
Attention: Jennifer Kurtis, Esq.  
Telephone: (212) 294-6675  
Facsimile: (212) 294-4700  
E-mail: jkurtis@winston.com

Any party may change its address for notice by giving all other parties notice of such change pursuant to this Section 12.

**13. Amendment.**

This Agreement may not be changed, modified or amended except in writing signed by both parties to this Agreement.

**14. Waiver of Breach.**

The waiver by either party of the breach of any provision of this Agreement shall not operate or be construed as a waiver of any subsequent breach by either party.

**15. Invalidity of Any Provision.**

The provisions of this Agreement are severable, it being the intention of the parties hereto that should any provision hereof be invalid or unenforceable, such invalidity or enforceability of any provisions shall not affect the remaining provisions hereof, but the same shall remain in full force and effect as if such invalid or unenforceable provision or provisions were omitted.

**16. 409A Compliance.**

This Agreement is intended to comply with or be exempt from Code §409A, and accordingly, to the maximum extent permitted, this Agreement shall be interpreted to be in compliance with or exempt from Code §409A. If the Executive is a specified employee within the meaning of that term under Code §409A, then with regard to any payment that is considered non-qualified deferred compensation under Code §409A and payable on account of a separation from service, such payment shall be made on the date which is the earlier of (i) the expiration of the six (6)-month period measured from the date of such separation from service, and (ii) the date of the Executive's death (the "Delay Period") to the extent required under Code §409A. Upon the expiration of the Delay Period, all payments delayed shall be paid to the Executive in a lump sum, and all remaining payments due under this Agreement shall be paid or provided for in accordance with the normal payment dates specified herein. To the extent any reimbursements or in-kind benefits under this Agreement constitute non-qualified deferred compensation for purposes of Code §409A, (i) all such expenses or other reimbursements under this Agreement shall be made on or prior to the last day of the taxable year following the taxable year in which such expenses were incurred by the Executive, (ii) any right to such reimbursement or in-kind benefits is not subject to liquidation or exchange for another benefit and (iii) no such reimbursement, expenses eligible for reimbursement or in-kind benefits provided in any taxable year shall in any way affect the expenses eligible for reimbursement, or in-kind benefits to be provided, in any other taxable year. For purposes of Code §409A, the Executive's right to receive any installment payment pursuant to this Agreement shall be treated as a right to receive a series of separate and distinct payments. In no event shall any payment under this Agreement that constitutes non-qualified deferred compensation for purposes of Code §409A be subject to offset, counterclaim or recoupment by any other amount unless otherwise permitted by Code §409A.

**17. Governing Law.**

This Agreement shall be governed by, and construed, interpreted and enforced in accordance with the laws of the State of Illinois as applied to agreements entirely entered into and performed in Illinois by Illinois residents exclusive of the conflict of laws provisions of any other state.

**18. Arbitration.**

Except as set forth below, any controversy or claim arising out of or relating to this Agreement (including, without limitation, as to arbitrability and any disputes with respect to the Executive's employment with the Company or the termination of such employment), or the breach thereof, shall be settled by arbitration in accordance with the Commercial Arbitration Rules of the American Arbitration Association in effect as of the date of filing of the arbitration administered by a person authorized to practice law in the State of Illinois and mutually selected by the Company and the Executive (the "Arbitrator"). If the Company and the Executive are unable to agree upon the Arbitrator within fifteen (15) days, they shall each select an arbitrator within fifteen (15) days, and the arbitrators selected by the Company and the Executive shall appoint a third arbitrator to act as the Arbitrator within fifteen (15) days (at which point the Arbitrator alone shall judge the controversy or claim). The arbitration hearing shall commence within ninety (90) calendar days after the Arbitrator is selected, unless the Company and the Executive mutually agree to extend this time period. The arbitration shall take place in Chicago, Illinois. The Arbitrator will have full power to give directions and make such orders as the Arbitrator deems just. Nonetheless, the Arbitrator explicitly shall not have the authority, power, or right to alter, change, amend, modify, add, or subtract from any provision of this Agreement except pursuant to Section 15. The Arbitrator shall issue a written decision that sets forth the essential findings and conclusions upon which the Arbitrator's award or decision is based within thirty (30) days after the conclusion of the arbitration hearing. The agreement to arbitrate will be specifically enforceable. The award rendered by the Arbitrator shall be final and binding (absent fraud or manifest error), and any arbitration award may be enforced by judgment entered in any court of competent jurisdiction. The Company and the Executive shall each pay one-half (1/2) of the fees of the Arbitrator. Notwithstanding anything set forth above to the contrary, in the event that the Company seeks injunctive relief and/or specific performance to remedy a breach, evasion, violation or threatened violation of this Agreement, the Executive irrevocably waives her right, if any, to have any such dispute decided by arbitration or in any jurisdiction or venue other than a state or federal court in the State of Illinois. For any such action, the Executive further irrevocably consents to the personal jurisdiction of the state and federal courts in the State of Illinois.

*[Remainder of Page Intentionally Left Blank]*

IN WITNESS WHEREOF, the parties hereto have executed this Agreement as of the date first written above.

**ADDUS HEALTHCARE, INC.**

By: /s/ Mark S. Heaney

Name: Mark S. Heaney

Title: President & Chief Executive Officer

/s/ Maxine Hochhauser

Maxine Hochhauser

**Exhibit A**  
**Employment Duties**

1. The Executive shall have those duties set forth below in “Chief Operating Officer Job Description” and such other duties and responsibilities that are assigned to the Executive by the CEO or the Board of Directors and are appropriate for the position of the Executive.
2. The Executive shall be subject to the authority of the Board of Directors and shall report directly to the CEO of the Company. The Executive shall also perform such further duties as are incidental to or implied from the foregoing, consistent with the background, training, and qualifications of the Executive or that may be reasonably determined by the CEO or the Board of Directors to be in the best interests of the Addus HealthCare Group.
3. The Executive shall have the authority to recommend and implement appropriate corporate policies and procedures, and execute employment, procurement and other appropriate decisions, in each case, commensurate with her role as Chief Operating Officer, subject to oversight by the CEO and Board of Directors.

**Job Description**  
**Chief Operating Officer**  
**Addus HealthCare, Inc.**

**Position Summary**

Reporting to the CEO, this key senior executive position will direct the overall operations of the Company. The Chief Operating Officer will provide visionary leadership and strategic direction to the Company’s business and Integrated Services and National Contracts Departments, effectively integrate operations and business development activities; ensure the development and maintenance of key relationships with payors, major customers and referral sources; and drive continued improvements in revenue growth, profitability and shareholder value. Specific responsibilities include the following:

- Serve as a key member of the senior executive team and direct the Company’s operations to achieve established growth, diversification, operational efficiency, quality and profitability objectives.
- Direct the preparation of the annual budget for the Company, including the Integrated Services and National Contracts Departments, and continually monitor performance to identify trends and implement corrective actions.
- Direct the development of compliance practices and standards, and quality assurance programs and processes, to ensure the delivery of safe and effective services to clients, patients and families, in accordance with all applicable federal, state, and local regulations and accreditation standards, home care industry regulations and guidelines, and Securities and Exchange Commission and Sarbanes Oxley compliance requirements.
- Participate in the identification and evaluation of potential acquisition candidates, and ensure the assimilation of acquired companies into the Company’s structure, culture, systems and processes.
- Create an executive leadership development plans at both the Regional Director and Agency Director level.
- Work closely with the Director of the Contact Center to maximize its effectiveness and integration with field operations and the corporate team.
- Understanding and drive financial metrics, accountability for bottom line results, and consistent application of cost control performance within all branch locations.
- Establish and maintain relationships with major referral sources, important contract agency representatives and other partners nationally and in each region, and meet on a regular basis to resolve problems, improve services, provide business, and assure compliance with program requirements.
- Serve as an effective champion and partner to the Chief Business Development Officer (the “CBDO”) with respect to the development and implementation of critically important sales initiatives across the field organization.
- Lead the team through a dramatic change of operating processes and efforts to create greater uniformity among locations and regions through completion of centralization process for transactional functions historically provided from branch locations.
- Develop, communicate, and prepare the organization for the fundamental changes in how the company conducts business in response to structural and competitive changes in the healthcare delivery marketplace.
- Develop and implement system-wide standards that promote and measure the quality of service provided and assure the provision of safe and therapeutically effective services. Ensure that these standards are reported, communicated and, monitored by the Regional Directors and branch leaders, and that each region is operating in compliance with program quality requirements in a manner consistent with the regional plan, as well as applicable federal, state and local regulations.
- Provide direction to the Regional and Agency Directors in the budgeting and financial management process, and in the establishment of financial and operational objectives and metrics in support of the goal to become a more financially-driven organization.

- 
- Foster an environment that stimulates high energy, fast-paced change, open communication and creativity, and engenders a team spirit in solving problems and identifying and capturing new business opportunities.
  - Build a highly capable management team at each agency, coaching and mentoring incumbents and recruiting and developing additional talent as needed.
  - Work with the CBDO on the evaluation and integration of future mergers and acquisitions.
  - Work closely with the CBDO in managing relationships with the unions, as well as trade associations and regulatory agencies.



**Exhibit B**  
**Bonus**

Beginning in calendar year 2015 and every calendar year thereafter during the Employment Term, except as otherwise provided for in this Agreement, the Executive will be eligible to receive an annual discretionary bonus based on the Company's evaluation of the Executive's performance compared to established Company and/or individual objectives at the target levels in an amount equal to up to seventy percent (70%) of the Executive's annual Base Salary, at the discretion of the Compensation Committee. The Compensation Committee shall review and establish the objectives and target levels annually.

**AMENDMENT TO EMPLOYMENT AND NON-COMPETITION AGREEMENT**

THIS AMENDMENT (this "Amendment") is made and entered into effective as of December 15, 2014, by and between **Addus HealthCare, Inc.**, an Illinois corporation (the "Company"), and **Darby Anderson** (the "Executive").

WHEREAS, the Company and the Executive are parties to the Amended and Restated Employment and Non-Competition Agreement, dated August 27, 2007 (as amended, the "Agreement"); and

WHEREAS, the parties desire to further amend the Agreement to amend the Executive's title.

NOW, THEREFORE, in consideration of the foregoing recitals, the mutual promises and agreements hereinafter set forth, and other good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged, the parties, intending to be legally bound, agree as follows:

1. Section 2 of the Agreement is hereby deleted in its entirety and replaced with the following:

"During the Employment Term, the Company will employ the Executive as its Executive Vice President/Chief Business Development and Strategy Officer, a senior executive position that reports directly to the President and Chief Executive Officer of the Company. The Executive's principal duties and responsibilities shall be those reflected in the employment description set forth on Exhibit A hereto."

2. Exhibit A of the Agreement is hereby deleted in its entirety and replaced with the following:

**"Exhibit A**

**Employment Duties**

**Overall Responsibilities:**

The Executive Vice President/Chief Business Development and Strategy Officer ("EVP") will serve as a key member of the senior leadership team and contribute to the overall growth and strategic direction of the Company. This position will serve as the primary leader responsible for leading the Company's government relations, business development and acquisitions capabilities.

The EVP will be responsible for building a business development organization and executing ongoing activities which capitalize on the Company's success, reputation and capabilities and ensure the growth of the Company, both organically and through acquisitions.

Specific Duties:

- Work with the Chief Executive Officer, other senior executives and staff to develop and implement a business development and strategic plan designed to achieve short and long-term growth and profit objectives.
- Build and oversee an organizational structure and compensation program for the business development team, along with the appropriate processes, benchmarks, database and information systems.
- Work with the Chief Operating Officer and Operations Team to develop and implement strategies and methods for identifying, assessing and realizing new business opportunities in the Company's markets.
- Be responsible for coordinating due diligence, financial analysis, negotiation and legal review of prospective opportunities, leveraging the senior management team, staff and outside consultants and advisors.
- Serve as a spokesperson for the Company in communicating with the home care and overall health care community, as well as appropriate governmental and regulatory entities.
- Assist operations in the integration of acquisitions and de novo opportunities."

3. Except as expressly amended herein, the terms of the Agreement shall remain in full force and effect.

\* \* \*

IN WITNESS WHEREOF, the parties have executed this Amendment as of the date first above written.

**ADDUS HEALTHCARE, INC.**

**EXECUTIVE**

By: /s/ Mark Heaney

/s/ Darby Anderson

Mark Heaney  
President and Chief Executive Officer

Darby Anderson



## Contacts:

Dennis Meulemans  
 Chief Financial Officer  
 Addus HomeCare  
 (630) 296-3400  
[dmeulemans@addus.com](mailto:dmeulemans@addus.com)

Scott Brittain  
 Corporate Communications, Inc.  
 (615) 324-7308  
[scott.brittain@cci-ir.com](mailto:scott.brittain@cci-ir.com)

**ADDUS HOMECARE NAMES MAXINE HOCHHAUSER COO  
 DARBY ANDERSON NAMED CHIEF BUSINESS DEVELOPMENT AND  
 STRATEGY OFFICER  
 CFO DENNIS MEULEMANS ANNOUNCES PLANNED RETIREMENT**

**Downers Grove, Ill** (December 15, 2014) – Addus HomeCare Corporation (NASDAQ: ADUS), a comprehensive provider of home and community-based services that primarily are social in nature, provided in the home and focused on the dual eligible population, today announced the appointment of Maxine Hochhauser as Chief Operating Officer and the promotion of Darby Anderson to Chief Business Development and Strategy Officer.

Mark Heaney, President and Chief Executive Officer of Addus, said, “The addition of Maxine Hochhauser as COO is a reflection of the growing recognition of personal care services as a more relevant and highly valued component in the healthcare continuum. Maxine is a proven and highly regarded healthcare operations executive, who understands the increasing role of managed care in our business and, through re-engineering our care system, our opportunity to provide MCO’s great value as we directly engage with consumers.”

Hochhauser’s nearly 30 years of healthcare experience has focused mostly on home health and home care operations. She joins Addus, from Amedisys, Inc. where she was Senior Vice President, Enterprise Operations, which included overseeing the Physician Housecall practice, Palliative Care and the House Essentials Program. She also implemented targeted strategic initiatives related to developing new product lines including health system joint ventures and ACO participation. Previously, Hochhauser was CEO of AllianceCare, a private-equity owned home health care company; President and CEO of Visiting Nurse Regional Healthcare System in Brooklyn, NY; and EVP/COO – Delivery System at Metropolitan Jewish Health System in Brooklyn, NY, where she oversaw home health agencies, long-term home health programs, adult day care, skilled nursing facilities and hospice services.

Heaney added, “Darby Anderson’s promotion to Chief Business Development and Strategy Officer reflects our commitment to taking advantage of increasing growth opportunities for Addus through our organic and acquisition growth strategies. The focus of these strategies includes our traditional payors, as well as expanding our relationships with MCOs. These opportunities will now have the full focus of an 18-year veteran of Addus, who has demonstrated his business development capabilities across our payor base and in executing our acquisition strategy.”

Anderson’s career at Addus has included senior management positions in operations, development and government relations. Most recently he has served as Senior Vice President to which he was promoted from Vice President of Home and Community Services.

- MORE -

December 15, 2014

Addus also announced today that Dennis Meulemans, Chief Financial Officer, plans to retire from the Company in 2015 after a new CFO is named and an appropriate transition period. Heaney commented, "Over the past four years, Addus has greatly benefited from Dennis's nearly 40 years in healthcare management and finance. We appreciate his many contributions to the Company's growth and financial strength. We wish him well in the years to come."

### **Forward-Looking Statements**

Certain matters discussed in this press release constitute forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995. Such forward-looking statements may be identified by words such as "continue," "expect," and similar expressions. 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, including the anticipated transition to managed care providers, expected benefits and costs of acquisitions and dispositions, management plans related to dispositions, the possibility that expected benefits may not materialize as expected, the failure of the business to perform as expected, changes in reimbursement, changes in government regulations, changes in Addus HomeCare's relationships with referral sources, increased competition for Addus HomeCare's services, changes in the interpretation of government regulations, the uncertainty regarding the outcome of discussions with managed care organizations, changes in tax rates, the impact of adverse weather, and other risks set forth in the Risk Factors section in Addus HomeCare's Annual Report on Form 10-K filed with the Securities and Exchange Commission on March 17, 2014, and in Addus HomeCare's Quarterly Reports on Form 10-Q, filed with the Securities and Exchange Commission on May 7, 2014, August 11, 2014, and November 7, 2014, each of which is available at <http://www.sec.gov>. Addus HomeCare undertakes no obligation to update or revise any forward-looking statements, whether as a result of new information, future events or otherwise.

### **About Addus**

Addus is a comprehensive provider of home and community-based services that primarily are social in nature, provided in the home and focused on the dual eligible population. Addus' services include personal care and assistance with activities of daily living, and adult day care. Addus' consumers are individuals who are at risk of hospitalization or institutionalization, such as the elderly, chronically ill and disabled. Addus' payor clients include federal, state and local governmental agencies, managed care organizations commercial insurers and private individuals. For more information, please visit [www.addus.com](http://www.addus.com).

- END -