

**UNITED STATES
SECURITIES AND EXCHANGE COMMISSION
WASHINGTON, DC 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): October 5, 2021

Acadia Healthcare Company, Inc.

(Exact Name of Registrant as Specified in Its Charter)

Delaware
(State or Other Jurisdiction of Incorporation)

001-35331
(Commission File Number)

45-2492228
(IRS Employer Identification No.)

6100 Tower Circle, Suite 1000
Franklin, Tennessee
(Address of Principal Executive Offices)

37067
(Zip Code)

(615) 861-6000
(Registrant's Telephone Number, including Area Code)

Not Applicable
(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 (See General Instruction A.2. below):

- 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	Name of each exchange on which registered
Common Stock, \$0.01 par value	ACHC	The Nasdaq Global Select Market

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

On October 5, 2021, Acadia Healthcare Company, Inc. (the “Company”) announced that Debbie Osteen, Chief Executive Officer and Director of the Company, will retire as Chief Executive Officer. It is anticipated that Ms. Osteen’s retirement will be effective on January 31, 2022. Following her retirement as Chief Executive Officer, Ms. Osteen will continue to serve on the Company’s Board of Directors.

A copy of the news release relating to this disclosure is furnished herewith as Exhibit 99.1.

Item 9.01. Exhibits.

(d) Exhibits

Exhibit No.	Description
<u>99.1</u>	<u>Press Release dated October 5, 2021</u>
104	The cover page from this Current Report on Form 8-K, formatted in Inline XBRL

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.

ACADIA HEALTHCARE COMPANY, INC.

Date: October 5, 2021

By: /s/ Christopher L. Howard

Name: Christopher L. Howard

Title: Executive Vice President and General Counsel

Acadia Healthcare Announces Retirement of Chief Executive Officer

FRANKLIN, Tenn.--(BUSINESS WIRE)--October 5, 2021--The Board of Directors of Acadia Healthcare Company, Inc. (NASDAQ: ACHC) today announced that Debbie Osteen will retire as CEO. Ms. Osteen will continue to serve on Acadia's Board of Directors and will assist in the selection and transition of the new CEO. It is anticipated that Ms. Osteen's retirement will be effective on January 31, 2022.

Reeve Waud, Chairman of Acadia's Board of Directors, said, "Debbie has done an outstanding job as Acadia's CEO with the support of a strong senior team, and the Board could not be more pleased with the Company's progress under Debbie's leadership. We are very appreciative of her efforts in leading the Company through a period of significant progress and evolution, with the Company now well-positioned for future growth. Since Debbie joined Acadia in December 2018, she has led Acadia's strategic vision and executed a growth plan that includes the acquisition of 14 facilities, the establishment of nine joint ventures with leading healthcare systems and the expansion of multiple facilities with over 1,000 bed additions. The Company also successfully divested its U.K. business operations, a key strategic priority to focus the Company on growing and expanding its U.S. operations. During her tenure, Acadia's stock price has increased approximately 125%, generating an increase in value to our stockholders of approximately \$3.3 billion."

Ms. Osteen, a 35+ year veteran of the behavioral health care industry, said, "I am proud of what we have accomplished since I joined Acadia. The past three years have provided me with a unique opportunity to work closely with the Board of Directors and leverage my experience in behavioral health to lead Acadia through a critical period. Most importantly, I am proud of the team at Acadia and all our employees who demonstrate their commitment every day by helping the many people who need quality behavioral health care. Our employees' resilience and passion has been particularly evident during the COVID-19 crisis. Despite the unprecedented challenges, we continue to provide care to patients within the communities we serve and fulfill our vital, life-saving mission. Today, with our deep and talented leadership team and over 20,000 dedicated employees, Acadia is well positioned to continue implementing and executing our strategy and growth pathways, solidifying our position as the largest stand-alone behavioral healthcare company in the U.S."

Mr. Waud remarked, "We thank Debbie for her leadership and the Board is very excited about the next phase in the Company's growth. In addition, the Board appreciates Debbie's desire to ensure a smooth transition of leadership, and to continue to provide her valuable insights by remaining on the Board. The Board has engaged a national recruiting firm to conduct a comprehensive search to identify the right person to lead Acadia in 2022 and beyond. Acadia's new CEO, working with our outstanding leadership team, will continue to execute our strategic growth plan and ensure that Acadia remains a patient-first organization focused on quality of care and an employer of choice delivering strong returns for our stockholders over the long term."

About Acadia

Acadia is a leading provider of behavioral healthcare services across the United States. As of June 30, 2021, Acadia operated a network of 229 behavioral healthcare facilities with approximately 10,100 beds in 40 states and Puerto Rico. With more than 20,000 employees serving approximately 70,000 patients daily, Acadia is the largest stand-alone behavioral health company in the U.S. Acadia provides behavioral healthcare services to its patients in a variety of settings, including inpatient psychiatric hospitals, specialty treatment facilities, residential treatment centers and outpatient clinics.

Contacts

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