

**Alan Parker**  
Partner



## Select Executive Experience

**Restore Management Company, Comfort Care Home Health and Hospice (2011-2022)**  
CEO/CFO

**Tatum, LLC (2007-2010)**  
Partner (Private Equity CFO)

**New Beacon, Inc. (2001-2007)**  
CEO/CFO

**Health Partners SouthEast, Inc. (1997-2001)**  
Senior VP and CFO

## Core Competencies

M&A  
Revenue & Profitability Growth  
Executive Leadership  
Private Equity  
Accounting  
KPI Management  
Teambuilding  
Shareholder Relations  
Capital Raise  
Healthcare Executive  
Physician Contracting  
Tax  
Fundraising  
Corporate Culture  
Cash Flow  
Risk Based Capital  
Incentive Programs

## Executive Profile

Alan Parker is a Partner on the Southeast team of SeatonHill. Mr. Parker is a battle tested Executive with extensive experience as both a CEO and a CFO. With exceptional expertise in the Healthcare sector, he has an excellent track record of enhancing shareholder value as a CEO, increasing the value of hospice and home health companies (1) from \$250,000 to a sale of \$40 Million and (2) from \$15 Million to a sale \$345 Million. Alan's strong track record of growth in census, revenues, and profitability was primarily organic, but also included acquisitions and start-ups of new locations. Alan has deep M&A experience having led multiple organizations through acquisitions and sales. His outstanding leadership and teambuilding skills attribute to tremendous success in driving corporate culture and creating an environment where employees enjoy their work, enhancing employee retention and recruitment. Alan has a strong commitment to quality compassionate care, and corporate compliance. Additionally, he has a strong financial background that includes experience as a CFO and CPA with public accounting background. He also has deep experience building and managing through key performance indicators and creating effective incentive programs.

## Education & Certifications

**Bachelor of Business Administration in Accounting**  
University of Montevallo

**CPA**  
Alabama (inactive)

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**Our partners have deep experience across multiple industries, and can quickly integrate into your organization to provide the insights you need to succeed in today's marketplace.**

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## Key Experience

**Hospice Care Company:** As CEO/CFO, Alan transformed the culture from an organization that was dependent upon outside donations for survival, to a thriving, growing organization where employees enjoyed high levels of job satisfaction. With Alan's leadership, the company became the hospice employer of choice in the markets it served, and the company's value increased from \$250,000 to a \$40 Million sale in five years. Alan managed cash flow challenges as he grew and scaled the company with only small lines of credit and it was sold with virtually no debt.

**Home Health and Hospice Company:** Alan took over as CEO/CFO during a time of very high employee turnover and high levels of dissatisfaction with the leadership and board. He had overall responsibility for contract Therapy Company with roughly 100 contracts, hospice program with 19 branch locations and home health program with 10 locations. Annual revenues for combined companies were roughly \$160 Million and number of employees exceeded 1500. With his leadership achievements included:

- Employee turnover was reduced dramatically, and the company became the employer of choice, establishing a sense of trust and respect between the employees and leadership over the following years.
- Hospice and Home Health census grew by roughly 500% since 2010 primarily organically, and through start-ups and acquisitions.
- Profitability increased each year for the last seven years of his tenure for the three companies combined, with over \$25 Million EBITDA in 2021.

- The company contracted with over 50 physicians as medical directors, all of which were negotiated under Alan's direction.
- The value of the company increased from \$15 Million to a \$345 Million sale under Alan's leadership. He managed cash flow challenges as he grew and scaled the company with only small lines of credit and the company was sold with virtually no debt.

**Tatum LLC:** As Partner with Tatum, Alan served as interim CFO for 18 months on an engagement with a health insurance company that was owned by several private equity groups, that ended with a successful exit for the private equity owners. Other engagements while at Tatum included preparing briefing documents for companies preparing for liquidation events.

**Health Insurer:** As Senior Vice President and CFO, Alan was responsible for financial activities of HMO with \$250 million in revenues, over 125,000 commercial and 16,000 Medicare Advantage members, and a TPA of approximately 20,000 members. He led the areas of finance, accounting, billing and enrollment, rating and underwriting, internal audit, legal, provider contracting, and provider relations. Alan was also heavily involved with all Independent Practice Associations (IPAs). His accomplishments included:

- implementation of a capitation model that closely aligned the incentives of physicians and hospitals and reduced medical cost.

**(continued)**

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### Key Experience (continued)

- strengthening rating and underwriting standards and ensuring that products were appropriately priced.
- resolving corrective action plans required by regulators.
- leading the company through acquisition.

**Integrated Healthcare Delivery System Company:** As Corporate Vice President of Audit Services for this integrated delivery health system with revenues of approximately \$700 Million, Alan maintained a quality internal audit function. He coordinated all external audits, corporate tax function, and preparing corporate annual report, annually reporting to the Board of Trustees. Alan also coordinated a major IRS audit and was the catalyst for development of a corporate compliance program. Alan was also involved in physician contracting, compensation, and tax issues for over 125 physicians in the company's clinics.

**Rehabilitation Management Services Company:** As President Alan was responsible for the start-up and development of a company that provided billing, reimbursement, and rehabilitation management services to the long-term care industry. He also served as Executive Director of Financial Services for a related provider of contract rehabilitation services to the long-term care industry.

**Big 4 Accounting Firm:** Alan served as Manager, Supervisor, Senior, and Staff Auditor for this big 4 accounting firm. His major responsibilities included review and supervision of financial audits and healthcare special projects. He worked with clients in the healthcare, banking, insurance, managed care, investments, manufacturing, wholesale, and cable television industries, including publicly traded companies. His healthcare special projects included cost report preparation and review, contractual allowance and A/R reviews, feasibility studies, and reimbursement enhancement projects.

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