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# Kevin Lennon, FPAC

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## Profile

**Finance Executive** with 15+ years of diverse and progressive experience with private equity and mid-cap companies in Healthcare, Real Estate and Financial Services. Proven excellence in financial operations oversight, leading financial divisions, departments, and groups in corporate, privately held and public organizations up to \$1.8 Billion in annual revenue. Track record for improving financial health and stability by analyzing productivity and efficiency at all levels and appropriately aligning resources.

## Core Competencies

- Budgeting & Forecasting
- Due Diligence & Analysis
- Strategic Planning
- Internal and External Communication
- SAP Business Warehouse, MicroStrategy, Workday, Adaptive Planning, SQL, Alayacare
- Private Equity
- Mergers & Acquisitions
- Executive Leadership
- FP&A
- Sage Intacct, Dynamics, NetSuite, PeopleSoft, Gusto, Paycom

## Professional Experience

### **ADVANCED CARE PARTNERS, LLC, Atlanta, GA**

**2023 – 2024**

*A \$25M private equity backed business with 400+ employees in 6 locations across 3 states providing extended home care for medically fragile children in Georgia, Texas, and Florida.*

#### **Chief Financial Officer**

Reporting to the CEO, recruited to lead a staff of up to 4 in Accounting and Finance with role expanded to include Human Resources and Information Technology.

- Established weekly KPI reporting to support operations and scheduling that provided operators with volume, revenue, and labor metrics in 7 days versus after month end.
- Led the corporate office relocation by subleasing oversized space for the remainder of the lease term and moving to a more functional space, saving \$300K in rent expense over 2 years.
- Implemented cost saving initiatives including outsourcing the IT function, which reduced annual expenses by 8% and improved ticket resolution time by 50%. Outsourced the Accounting function, reducing month-end close from 40 calendar days to 10 business days.
- Managed the transition of accounting software and expense reporting systems in ~30 days.
- Assisted lobbyist in meeting with the Governor's Chief of Staff, Director of the Office of Planning and Budget, and Director of the Department of Community Health to advocate for higher nurse wages which helped secure a 40% rate increase for Medicaid PDN services in Georgia.

### **TOP PARK SERVICES, LLC, Fort Lauderdale, FL**

**2022 – 2023**

*A property management company focused on lower income housing with \$300M AUM comprising 35 mobile home parks with 3,000 lots, 2,000 park owned homes, and \$22M+ in yearly rental income.*

#### **Chief Financial Officer**

Reporting to the CEO, recruited to lead the Accounting and Finance functions via a staff complement of 3 and support the CEO and COO in growth strategies to expand the company into new territories.

- Brought Accounting functions in-house and hired a new Controller and Senior Accountant; reduced monthly close from 45 to 20 calendar days by implementing new financial software and streamlining internal processes.
- Introduced an expense management tool in support of a new policy that reduced monthly employee expenses by 19.7%.
- Developed and implemented Standard Operating Procedures for day-to-day accounting functions; consistency and accuracy in financial reporting improved days payable outstanding from 30+ days to 14 days, enabling the ability to negotiate more favorable payment terms and increase credit limits with the company's largest suppliers.
- Researched, evaluated and instituted a new health benefits package that reduced the 100% employer paid monthly healthcare costs by 16%.
- Devised a new fuel policy for employees and contractors that reduced monthly fuel expense by 39% by transitioning from vendor direct bill to a fleet card program.

**AVEANNA HEALTHCARE, Atlanta, GA****2017 – 2022**

*\$1.8 Billion national leader in diversified homecare serving 40,000 patients in 33 states.*

**AVP of Finance – PDS Division**

Reporting to the President of PDS Operations, supported 4 lines of business in 5 Regions with \$1.5 Billion in annual revenue via a team of 5 Directors of Finance.

- Led the expansion of Adaptive Insights by rebuilding the GL structure, organization hierarchy, and KPIs to allow for monthly financial reporting and budgeting post-merger of 2 companies valued as \$300M and \$1B respectively that were each reporting on multiple GL and EMR systems.
- Worked directly with the CEO to create a new KPI metric for the PDS Division which is now a key focus of operational performance in board reporting and weekly operational tracking.
- Assisted with the integration and operating cost synergy of 10+ acquisitions across multiple business lines contributing to an additional \$750M in annual revenue and \$115M in EBITDA.
- Conducted a profitability analysis on a new line of business during COVID that generated an additional \$50M in revenue and \$12.5M in EBITDA.
- Managed weekly tracking, financial analysis, and payroll processing of \$100K in COVID related payroll and bonuses to nurses and support staff.
- Hired as Regional Director of Finance for the South Central and West Regions to lead the monthly financial close, preparation of annual budgets/monthly forecasts, KPI management and due diligence for the merger of 2 companies. Promoted to AVP of Finance in 2020.

**GENTIVA HEALTH SERVICES (formerly Kindred at Home), Atlanta, GA****2014 – 2017**

*A \$7 Billion senior healthcare services company that operates primary care services, home health, and hospice services.*

**Senior Financial Analyst**

Reporting to the President of the Southeast Region, supported operators across 4 states and managed the annual budget process.

- Prepared monthly financial management reports comparing current performance with year-to-date results and budget projections and present to the Region President and Vice Presidents.
- Created field training for Area Vice Presidents and Area Clinical leaders to help them understand financial reporting and systems.

**PRIORITY PAYMENT SYSTEMS, Alpharetta, GA****2012 – 2014**

*A \$663 Million financial services company that provides financial transaction and payment services via bank card processing products and services for banks and financial institutions in the US.*

**Senior Financial Analyst**

Reporting to the CFO, accountable for internal management reporting and financial analysis for all 4 products offered by the company.

- Performed variance analysis and performance tracking of trending historical and current profitability and losses by product line and portfolio on a department and consolidated basis.
- Supported financial analysis of the company's M&A portfolios and assist in developing company budgets and forecast based on the company's current portfolios and any proposed acquisitions.

**OFFICE OF THE COMMISSIONER OF INSURANCE, Atlanta, GA****2007 – 2012**

*The Office of Insurance and Safety Fire Commissioner licenses and regulates insurance companies, investigates reports of insurance fraud, and inspects buildings to prevent fire.*

**Financial Analyst II**

Reporting to the Supervisor of Life and Health, hired to manage 18 Georgia domestic/licensed insurance entities with responsibility for all approvals/filings of each entity. Promoted to Financial Analyst II in 2012.

**Education & Certifications**

**BSBA Studies–Finance**, Georgia Institute of Technology, Scheller College of Business, 2003–2007

**Certified Corporate FP&A Professional**, FPAC

**Professional & Community Activity**

**Volunteer, Association for Financial Professionals**, 2013 – Present

**Treasurer**, Board of Directors, Planned PETHood of Georgia, 2024 – Present

**Member**, Board of Trustees, The Swift School, 2024 – Present