

LHC Group, Inc
Form DEF 14A
April 29, 2011
Table of Contents

UNITED STATES
SECURITIES AND EXCHANGE COMMISSION

Washington, D.C. 20549

SCHEDULE 14A

(Rule 14a-101)

INFORMATION REQUIRED IN PROXY STATEMENT

SCHEDULE 14A INFORMATION

Proxy Statement Pursuant to Section 14(a)

of the Securities Exchange Act of 1934

Filed by the Registrant

Filed by a Party other than the Registrant

Check the appropriate box:

- Preliminary Proxy Statement
- Confidential, For Use of the Commission Only (as permitted by Rule 14a-6(e)(2))**
- Definitive Proxy Statement
- Definitive Additional Materials
- Soliciting Material Pursuant to §240.14a-12

LHC GROUP, INC.

(Name of Registrant as Specified in Its Charter)

(Name of Person(s) Filing Proxy Statement, if Other Than the Registrant)

Payment of Filing Fee (Check the appropriate box):

No fee required.

Edgar Filing: LHC Group, Inc - Form DEF 14A

Fee computed on table below per Exchange Act Rules 14a-6(i)(1) and 0-11.

- (1) Title of each class of securities to which transaction applies:

- (2) Aggregate number of securities to which transaction applies:

- (3) Per unit price or other underlying value of transaction computed pursuant to Exchange Act Rule 0-11 (set forth the amount on which the filing fee is calculated and state how it was determined):

- (4) Proposed maximum aggregate value of transaction:

- (5) Total fee paid:

Fee paid previously with preliminary materials.

Check box if any part of the fee is offset as provided by Exchange Act Rule 0-11(a)(2) and identify the filing for which the offsetting fee was paid previously. Identify the previous filing by registration statement number, or the Form or Schedule and the date of its filing.

- (1) Amount previously paid:

- (2) Form, Schedule or Registration Statement No.:

- (3) Filing Party:

- (4) Date Filed:

Table of Contents

LHC GROUP, INC.

420 West Pinhook Road, Suite A

Lafayette, Louisiana 70503

To Our Stockholders:

You are cordially invited to attend the 2010 Annual Meeting of Stockholders of LHC Group, Inc. to be held on Thursday June 9, 2011, at 10:00 a.m. (Central time), at our principal executive offices located at 420 West Pinhook Road, Suite A, Lafayette, Louisiana 70503.

Regardless of whether you plan to attend the annual meeting in person, I urge you to submit your proxy as soon as possible to assure your representation at the meeting. For your convenience, you can vote your proxy in any one of the following ways:

Via the Internet. You may vote by proxy via the Internet by following the instructions provided on your proxy card;

By Telephone. You may vote by proxy by calling the toll-free number found on your proxy card; or

By Mail. You may vote by proxy by filling out enclosed the proxy card and sending it back in the envelope provided. Even if you vote by proxy, if you attend the annual meeting, you may withdraw your proxy and vote your shares in person.

We look forward to seeing you at the annual meeting.

Sincerely,
Keith G. Myers
Chief Executive Officer

April 29, 2011

YOUR VOTE IS IMPORTANT.

PLEASE VOTE YOUR PROXY BY INTERNET, TELEPHONE OR BY COMPLETING,

DATING AND SIGNING THE ENCLOSED PROXY CARD AND RETURNING IT

PROMPTLY IN THE ENVELOPE PROVIDED.

Table of Contents

LHC GROUP, INC.

420 West Pinhook Road, Suite A

Lafayette, Louisiana 70503

NOTICE OF ANNUAL MEETING OF STOCKHOLDERS

TO BE HELD ON THURSDAY, JUNE 9, 2011

To the Stockholders of LHC Group, Inc.:

Notice is hereby given that the annual meeting of stockholders of LHC Group, Inc. will be held at our principal executive offices located at 420 West Pinhook Road, Suite A, Lafayette, Louisiana 70503, on Thursday, June 9, 2011 at 10:00 a.m. (Central time) for the following purposes:

1. To elect the three Class III directors nominated by our board of directors to serve for a term of three years and until their successors are elected and qualified;
 2. To adopt, on an advisory basis, a resolution approving the compensation of our named executive officers;
 3. To select, on an advisory basis, the frequency of the stockholder vote on the compensation of our named executive officers;
 4. To ratify the selection of KPMG LLP as our independent registered public accounting firm for the fiscal year ending December 31, 2011; and
 5. To transact such other business as may properly come before the annual meeting or any adjournment or postponement thereof.
- Only stockholders of record at the close of business on April 18, 2011 are entitled to notice of and to vote at the annual meeting or any adjournment or postponement thereof. Your attention is directed to the proxy statement accompanying this Notice for more complete information regarding the matters to be acted upon at the annual meeting.

Our board of directors unanimously recommends stockholders vote (1) FOR the director nominees named in the proxy statement, (2) FOR adoption of the resolution approving the compensation of our named executive officers, (3) IN FAVOR OF holding an advisory vote on the compensation of our named executive officers EVERY THREE YEARS, and (4) FOR ratification of the selection of KPMG LLP as the company's independent registered public accounting firm for fiscal 2011.

Stockholders are cordially invited to attend the annual meeting in person.

By Order of the Board of Directors
Keith G. Myers
Chief Executive Officer

April 29, 2011

IMPORTANT

YOUR PROXY IS IMPORTANT. REGARDLESS OF WHETHER YOU PLAN TO ATTEND THE ANNUAL MEETING, PLEASE VOTE YOUR PROXY AS SOON AS POSSIBLE BY INTERNET, TELEPHONE OR BY COMPLETING, SIGNING AND DATING THE ENCLOSED PROXY CARD AND RETURNING IT WITHOUT DELAY IN THE ENCLOSED ENVELOPE, WHICH REQUIRES NO POSTAGE IF MAILED IN THE UNITED STATES.

Table of Contents

Table of Contents

	Page
<u>Questions And Answers About The Proxy Materials, Annual Meeting And Voting</u>	1
<u>The Board Of Directors And Corporate Governance</u>	7
<u>2010 Director Compensation</u>	15
<u>Information About Directors, Nominees And Management</u>	16
<u>Security Ownership Of Beneficial Owners And Management</u>	22
<u>Section 16(A) Beneficial Ownership Reporting Compliance</u>	24
<u>Proposal 1 Election Of Directors</u>	25
<u>Executive Officer Compensation</u>	26
<u>Compensation Committee Report</u>	26
<u>Compensation Discussion And Analysis</u>	26
<u>Executive Compensation Tables</u>	33
<u>Proposal 2 Advisory Vote On Executive Compensation</u>	40
<u>Proposal 3 Advisory Vote On The Frequency Of The Stockholder Vote On Executive Compensation</u>	41
<u>Proposal 4 Ratification Of Independent Registered Public Accounting Firm</u>	42
<u>Report Of The Audit Committee Of The Board Of Directors</u>	44
<u>Certain Relationships And Related Transactions</u>	45
<u>General Information</u>	46

Table of Contents

LHC GROUP, INC.

PROXY STATEMENT

ANNUAL MEETING OF STOCKHOLDERS

TO BE HELD ON THURSDAY, JUNE 9, 2011

The 2010 Annual Report to Stockholders, including financial statements, is being made available to stockholders together with these proxy materials on or about May 2, 2011.

QUESTIONS AND ANSWERS ABOUT THE PROXY MATERIALS, ANNUAL MEETING

AND VOTING

Why am I receiving these proxy materials?

Our board of directors is soliciting your proxy to vote at our 2011 annual meeting of stockholders because you owned shares of our common stock at the close of business on April 18, 2011, the record date for the annual meeting, and are therefore entitled to vote at the meeting. This proxy statement, along with a proxy card or a voting instruction card, is being made available to stockholders beginning May 2, 2011. We have made these materials available to you on the Internet, and have delivered printed proxy materials to you. This proxy statement summarizes the information that you need to know in order to cast your vote at the annual meeting. You do not need to attend the annual meeting in person to vote your shares.

What is a proxy?

A proxy is your legal designation of another person, also referred to as a proxy, to vote your shares of stock. The written document providing notice of the annual meeting and describing the matters to be considered and voted on is called a proxy statement. The document used to designate a proxy to vote your shares of stock is called a proxy card. Our board has designated two of our officers, Donald D. Stelly and Peter C. November, as proxies for the annual meeting.

When and where will the annual meeting be held?

The annual meeting will be held at 10:00 a.m. Central Time on Thursday, June 9, 2011, at our principal executive offices, located at 420 West Pinhook Road, Suite A, Lafayette, Louisiana 70503.

Who is soliciting my proxy?

Our board of directors is soliciting your proxy to vote on all matters scheduled to come before the 2011 annual meeting of stockholders, whether or not you attend in person. By voting by proxy via the Internet or by telephone, or by signing and returning a proxy card or voting instruction card, you are authorizing the proxy holders to vote your shares at our annual meeting as you have instructed.

Table of Contents

On what matters will I be voting?

At the annual meeting, our stockholders will be asked to vote on the following matters:

1. the election of the three Class III directors nominated by our board of directors to serve for a term of three years and until their successors are elected;
2. the adoption, on an advisory basis, of a resolution approving the compensation of our named executive officers, as described in this proxy statement;
3. the selection, on an advisory basis, of the frequency of the stockholder vote on the compensation of our named executive officers; and
4. the ratification of the selection of KPMG LLP as the company's independent registered public accounting firm for the fiscal year ending December 31, 2011.

Our stockholders will also be asked to consider any other business that properly comes before the meeting. Once the business of the annual meeting concludes, members of our management team and representatives of KPMG LLP, our independent registered public accounting firm, will be present to respond to appropriate questions from stockholders.

How does the board of directors recommend that I cast my vote?

The board of directors unanimously recommends that you vote:

1. **FOR** all of the director nominees;
 2. **FOR** the adoption of the resolution approving the compensation of our named executive officers;
 3. **IN FAVOR OF** holding an advisory vote on the compensation of our named executive officers **EVERY THREE YEARS**; and
 4. **FOR** ratification of the selection of KPMG LLP as the company's independent registered public accounting firm for fiscal 2011.
- We do not expect any matters to be presented for action at the meeting other than the items described in this proxy statement. By voting by proxy via the Internet or by telephone, or by signing and returning a proxy card or voting instruction card you will give to the persons named as proxies discretionary voting authority with respect to any other matter that may properly come before the annual meeting, and they intend to vote on any such other matter in accordance with their best judgment.

How many votes may I cast?

You have one vote for every share of our common stock that you owned on April 18, 2011, the record date.

How many votes can be cast by all stockholders?

As of the record date, we had 18,674,512 shares of common stock outstanding, each of which is entitled to one vote.

How many shares must be present to hold the annual meeting?

Our bylaws provide that the presence at the meeting, whether in person or by proxy, of the holders of a majority of the voting power of the outstanding shares of common stock entitled to vote in the election of directors constitutes a quorum necessary to properly convene a meeting of our stockholders. The inspector of election will determine whether a quorum exists. Abstentions will be treated as shares present for quorum purposes, but broker non-votes will not be counted as present for purposes of a quorum, as they are not shares entitled to vote in the election of directors.

Table of Contents

How do I vote?

Stockholder of Record.

If your shares are registered directly in your name with our transfer agent, American Stock Transfer & Trust Company, LLC, you are considered the stockholder of record with respect to those shares, and the proxy materials, including a proxy card were sent directly to you by us.

If you are a stockholder of record, there are four ways to vote:

Via the Internet. You may vote by proxy via the Internet at the web address shown on your proxy card;

By Telephone. You may vote by proxy by calling the toll-free number found on your proxy card;

By Mail. You may vote by proxy by filling out the proxy card and sending it back in the envelope provided; or

In Person. If you are a stockholder of record, you may vote in person at the annual meeting. If you desire to vote in person at the annual meeting, please request a ballot when you arrive.

Only the latest dated proxy received from you, whether by Internet, telephone or mail, will be voted at the annual meeting. If you vote by Internet, please do not mail your proxy card.

Beneficial Owner of Shares Held in Street Name.

If your shares are held in an account at a brokerage firm, bank, broker-dealer, or other similar organization, then you are the beneficial owner of shares held in street name, and the notice was forwarded to you by that organization. The organization holding your account is considered the stockholder of record for purposes of voting at the annual meeting. As a beneficial owner, you have the right to direct that organization on how to vote the shares held in your account. If you request printed copies of the proxy materials by mail, you will receive a voting instruction form from the organization holding your shares.

If you are a beneficial owner, there are four ways to vote:

Via the Internet. You may vote by proxy via the Internet by visiting <http://www.voteproxy.com> and entering the control number found on your proxy card;

By Telephone. You may vote by proxy by calling the toll-free number found on the voting instruction form you received from the organization holding your shares;

By Mail. You may vote by proxy by filling out the voting instruction form you received from the organization that holds your shares and sending it back in the envelope provided; or

In Person. If you are beneficial owner of shares held in street name and you wish to vote in person at the annual meeting, you must obtain a legal proxy from the organization that holds your shares.

What happens if I don't vote for a proposal? What is a broker non-vote?

Stockholders of Record

If you are a stockholder of record and you:

Indicate when voting on the Internet or by telephone that you wish to vote as recommended by the board of directors; or

Sign and return a proxy card without giving specific voting instructions, then the proxy holders will vote your shares in the manner recommended by the board of directors on all matters presented in this proxy statement and as the proxy holders may determine in their discretion with respect to any other matters properly presented for a vote at the annual meeting.

Table of Contents

Beneficial Owners of Shares Held in Street Name

If you are a beneficial owner of shares held in street name and do not provide the organization that holds your shares with specific voting instructions, under the rules of various national and regional securities exchanges, the organization that holds your shares may generally vote on routine matters but cannot vote on non-routine matters. If the organization that holds your shares does not receive instructions from you on how to vote your shares on a non-routine matter, the organization that holds your shares will inform the inspector of elections that it does not have the authority to vote on this matter with respect to your shares. This is generally referred to as a broker non-vote.

Which proposals are considered routine or non-routine ?

The ratification of our independent registered public accounting firm for 2011 (Proposal 4) is a matter considered routine under applicable rules. A broker or other nominee may generally vote on routine matters, and therefore, no broker non-votes are expected to exist in connection with this proposal.

The election of directors (Proposal 1), the approval of the compensation of our named executive officers (Proposal 2), and the frequency of the stockholder vote on compensation of our named executive officers (Proposal 3) are matters considered non-routine under applicable rules. A broker or other nominee cannot vote without instruction on non-routine matters, and therefore, there may be broker non-votes on Proposals 1, 2, and 3.

Shares subject to broker non-votes will not be counted as votes for or against and will not be included in calculating the number of votes necessary for the approval of such matters to be presented at the meeting. Additionally, broker non-votes will not be counted as present for purposes of a quorum, as they are not shares entitled to vote in the election of directors.

What vote is required to elect directors?

Our bylaws provide that directors are elected by a plurality of the votes cast by holders of our common stock present in person or by proxy and entitled to vote at the annual meeting. This means that the nominees for available directorships who receive the highest number of affirmative votes cast are elected. When voting for director nominees, you may (1) vote FOR all the nominees, (2) WITHHOLD authority to vote for all nominees, or (3) WITHHOLD authority to vote for one or more nominees but vote FOR the other nominees. Only votes FOR are counted in determining whether a plurality has been cast in favor of a director. Abstentions, withheld votes and broker non-votes will have no effect on the plurality vote for the election of directors.

What vote is required to adopt the other proposals at the meeting?

The proposals to (1) adopt a resolution approving the compensation of our named executive officers, and (2) ratify the selection of KPMG LLP as our independent registered public accounting firm will be decided by the vote of the holders of a majority of the voting power present in person or by proxy and entitled to vote at the annual meeting. Abstentions will have the same effect as a vote against each of these proposals.

The proposal to select the frequency of the stockholder vote on the compensation of our named executive officers will be decided by a plurality of votes cast by holders of our common stock present in person or by proxy and entitled to vote at the annual meeting. This means that the option that receives the highest number of votes cast will be selected by the stockholders. With respect to this proposal, you may vote for EVERY YEAR , EVERY TWO YEARS , EVERY THREE YEARS or you may ABSTAIN. Abstentions will have no effect on the plurality vote for this proposal.

Table of Contents

Can I revoke or change my vote after I deliver my proxy?

Yes. Your proxy can be revoked or changed at any time before it is voted by notice in writing to our Corporate Secretary, by our timely receipt of another proxy with a later date or by voting in person at the annual meeting.

How will votes be counted?

An inspector of elections will be appointed to, among other things, determine the number of shares of common stock outstanding on the record date, the number of shares represented at the annual meeting, the existence of a quorum and the authenticity, validity and effect of proxies, to receive votes of ballots, to hear and determine all challenges and questions in any way arising in connection with the right to vote, to count and tabulate all votes and to determine the results of the matters considered at the annual meeting.

Who pays for soliciting proxies?

We pay all expenses of soliciting proxies for the annual meeting. In addition to solicitations by mail, arrangements have been made for brokers and nominees to send proxy materials to their principals, and we will reimburse them for their reasonable expenses. We may have our employees or other representatives (who will receive no additional compensation for their services) solicit proxies by telephone, e-mail, personal interview or other means.

Could other matters be considered and voted upon at the annual meeting?

Our board does not expect to bring any other matter before the annual meeting, and it is not aware of any other matter that may be considered at the meeting. In addition, pursuant to our by-laws, the time has elapsed for any stockholder to properly bring a matter before the meeting. However, if any other matter does properly come before the meeting, the proxy holders will vote the proxies in their discretion.

What happens if the annual meeting is postponed or adjourned?

Unless a new record date is fixed, your proxy will still be valid and may be voted at the postponed or adjourned meeting. You will still be able to change or revoke your proxy until it is voted.

Do I need identification to attend the annual meeting in person?

Yes, please bring proper identification. If you are a beneficial owner, please bring acceptable proof of ownership, such as a letter from your broker or an account statement stating or showing that you beneficially owned our common stock on the record date.

How can stockholders present proposals and director nominations for our 2012 annual meeting?

If a stockholder wants to have a proposal formally considered at our 2012 annual meeting of stockholders and included in the company's proxy statement for that meeting, we must receive the proposal in writing at our principal executive offices by January 2, 2012, and the proposal must comply with applicable federal proxy rules.

If a stockholder wants to make a proposal or submit a director nomination for consideration at our 2012 annual meeting but does not wish to have it included in our proxy statement, we must receive the proposal in writing at our principal executive offices no earlier January 31, 2012 and no later than March 1, 2012. If the date of the 2012 annual meeting of stockholders is more than 30 days before or after June 9, 2012 (the anniversary date of the 2011 annual meeting of stockholders), to be timely, the stockholder must deliver notice no later than the close of business on the later of 90 days prior to the 2012 annual meeting of stockholders or 10 days

Table of Contents

following the day on which the company first makes public announcement of the date of the 2012 annual meeting of stockholders. See the section titled "Stockholder Proposals" in this proxy statement for additional information about stockholder nominations. All stockholder proposals and director nominations must comply with the requirements of our bylaws. Those requirements are separate from and in addition to the requirements of the Securities and Exchange Commission ("SEC") that a stockholder must meet in order to have a stockholder proposal included in the company's proxy statement.

The address of our principal executive offices to which proposals and nominations should be directed is 420 West Pinhook Road, Suite A, Lafayette, Louisiana 70503.

**IMPORTANT NOTICE REGARDING THE AVAILABILITY OF PROXY MATERIALS FOR THE STOCKHOLDER MEETING
TO BE HELD ON THURSDAY JUNE 9, 2011**

**This proxy statement and LHC Group's Annual Report for the fiscal year ended December 31, 2010 are available at
<http://investor.lhcgroup.com/annuals.cfm>.**

Table of Contents

THE BOARD OF DIRECTORS AND CORPORATE GOVERNANCE

Independence of Directors

The board has reviewed the independence of each of our directors in light of the definition of "independent director" as that term is defined in the NASDAQ Marketplace Rules. As a result of this review, we affirmatively determined that all of the directors are independent, with the exception of Keith G. Myers and John L. Indest, each of whom is employed by the company.

In finding all of our non-employee directors independent, we evaluated three relationships that did not constitute related party transactions and, therefore, do not require disclosure pursuant to Regulation S-K Item 404(a). In considering whether Dan S. Wilford qualifies as an independent director, we reviewed the company's employment agreement with Ned B. Wilford, the brother of Dan Wilford. We concluded that the employment agreement did not disqualify Dan Wilford as an independent director. Secondly, in considering whether Senator John B. Breau qualifies as an independent director, we reviewed the company's relationship with Patton Boggs, which provides consulting services to the company, and of which Senator Breau is a Senior Public Policy Advisor. We concluded that the relationship did not disqualify Senator Breau as an independent director. Finally, in considering whether Congressman Billy Tauzin qualifies as an independent director, we reviewed the company's relationship with Alston & Bird, which provides legal and policy related services to the company, and of which Congressman Tauzin serves in a consulting capacity as Special Legislative Counsel. We concluded that the relationship did not disqualify Congressman Tauzin as an independent director.

Board Leadership Structure; Succession Planning

The board currently combines the role of Chairman of the Board with the role of Chief Executive Officer. We have also established a Lead Director position held by an independent director to further strengthen the governance structure. We believe this structure provides an efficient and effective leadership model for the company. Combining the Chairman and Chief Executive Officer roles fosters clear accountability, effective decision-making, and alignment on corporate strategy, while appointing a Lead Director ensures that an independent director serves in a board leadership position, allowing the independent directors to effectively oversee company management and key issues related to strategy, risk and integrity. To further assure effective independent oversight, we have also adopted a number of governance practices, including:

executive sessions of the independent directors after every board meeting; and

annual performance evaluations of the Chairman and Chief Executive Officer by the independent directors.

W.J. Billy Tauzin was appointed as our Lead Director in January 2005. The Lead Director's duties include preparing and reviewing agendas and minutes of committee meetings and pertinent board issues and presiding at regularly scheduled executive sessions of the board and other meetings of the independent, non-employee directors.

We recognize that no single leadership model is right for all companies and that, depending on the circumstances, other leadership models, such as a separate independent Chairman of the Board, might be appropriate. Accordingly, we periodically review our leadership structure.

A key responsibility of the Chief Executive Officer and the board is ensuring that an effective process is in place to provide continuity of leadership over the long term at all levels in the company. Each year, succession-planning reviews are held at every significant organizational level of the company. During this review, the Chief Executive Officer and the Nominating and Corporate Governance Committee discuss future candidates for senior leadership positions, succession timing for those positions, and development plans for the highest-potential candidates. This process ensures continuity of leadership over the long term, and it forms the basis on which the company makes ongoing leadership assignments. It is a key success factor in managing the long planning and investment lead times of our business.

Table of Contents

In addition, the Chief Executive Officer maintains in place at all times, and reviews with the Nominating and Corporate Governance Committee, a confidential plan for the timely and efficient transfer of his responsibilities in the event of an emergency or his sudden incapacitation or departure.

Risk Oversight

Our enterprise risk management is an overarching ongoing governance process for identifying, ranking, and managing the risks of our business. Top risks that have been identified through this process are managed by the executive team and assigned to the senior managers responsible for coordinating the monitoring, reporting, and risk mitigation activities associated with such risks, which may be financial, operational or strategic in nature. Senior managers periodically provide detailed reports to the board or its committees. Accountability to a committee of the board is based on the nature of the risk and the applicable responsibilities of the committee. For all other risks not applicable to a committee, accountability is with the board. For example, financial risks are reviewed with the Audit Committee, governance related risks are reviewed by our Nominating and Corporate Governance Committee, while strategic risks are reviewed with the full board. The Board of Directors has delegated to the Compensation Committee the responsibility of assessing the risks associated with the Company's compensation practices and policies for employees, including a consideration of the counterbalance of risk-taking incentives and risk-mitigating factors in Company practices and policies.

Based on the results of the Compensation Committee's risk assessment, our management has concluded that our current compensation policies and practices do not create risks that are reasonably likely to have a material adverse effect on the Company. Our management also believes that our incentive compensation arrangements provide incentives that do not encourage risk-taking beyond our organization's ability to effectively identify and manage significant risks; are compatible with effective internal controls and the risk management practices of the Company; and are supported by the oversight and administration of the Compensation Committee with regard to executive compensation programs.

Stockholder Rights Plan

On March 10, 2008, we adopted a three-year stockholder rights plan (commonly referred to as a "poison pill"). Earlier this year, we evaluated the plan and allowed it to expire by its terms on March 11, 2011.

Committees and Meetings of the Board of Directors

During our fiscal year ended December 31, 2010, the board held four meetings and took additional action, from time to time, by unanimous written consent. Additionally, each director attended at least 96% of the aggregate number of meetings held in fiscal 2010 by the board and its committees on which he or she served. We have established a policy encouraging all members of the board to attend each annual meeting, particularly with respect to those directors who are up for election at any such annual meeting. Four members of the board attended the 2010 annual meeting.

We have adopted a policy relating to executive sessions of the board. Under this policy, no less frequently than semi-annually, the board is required to meet periodically in executive sessions in which independent directors meet separately from the non-independent directors and members of management. Although the policy only requires semi-annual meetings in executive sessions, our Board has executive session at each Board Meeting. The independent members of the board held four executive sessions during fiscal 2010.

Table of Contents

We have established four committees: the Audit Committee, the Compensation Committee, the Nominating and Corporate Governance Committee and the Clinical Quality Committee, each of which is briefly described below. The following table shows the current membership of these committees.

Name	Audit	Compensation	Nominating and Corporate Governance	Clinical Quality
George A. Lewis	X*	X		
Ted W. Hoyt	X	X		
Ronald T. Nixon	X		X	
Dan S. Wilford			X*	X
Monica F. Azare		X*		X
W.J. Tauzin			X	
John B. Breaux			X	
John L. Indest				X*
Kenneth E. Thorpe				X

* Committee Chair

Audit Committee

During fiscal 2010, the Audit Committee held nine meetings and took additional action by unanimous written consent. The members of the Audit Committee are Messrs. Lewis, Hoyt and Nixon, with Mr. Lewis serving as Chair. We have determined that each member of the Audit Committee is independent as defined in Rule 10A-3 of the Securities Exchange Act of 1934 (the Exchange Act) and the NASDAQ Marketplace Rules, including rules specifically governing Audit Committee members. We have also determined that Mr. Lewis is an audit committee financial expert, as defined by Item 407(d)(5) of Regulation S-K. A description of Mr. Lewis' qualifications with regard to his status as an audit committee financial expert can be found in the biographical information set forth under Information About Directors, Nominees and Management in this proxy statement.

The Audit Committee was established in accordance with Section 3(a)(58)(A) of the Exchange Act and the charter of the Audit Committee is available on our website at www.LHCGroup.com.

The Audit Committee performs the following functions, among others:

Annually reviews and implements the Audit Committee charter and reports to the board regarding activities of the Audit Committee;

Performs an annual performance evaluation of the committee;

Selects our independent audit firm (whose duty it is to audit the financial statements of the company and its subsidiaries for the fiscal year in which it is appointed) and has the sole authority and responsibility to approve all audit and engagement fees and terms, as well as all significant, permitted non-audit services by our independent auditors;

Meets with the auditors and management of the company to review and discuss the scope of the audit and all significant matters related to the audit;

Reviews the adequacy and effectiveness of our internal controls regarding accounting and financial matters;

Edgar Filing: LHC Group, Inc - Form DEF 14A

Reviews the company's financial statements and discusses them with management and the independent auditors;

Reviews and discusses with management our earnings press releases, as well as financial information and earnings guidance provided to analysts and rating agencies;

Reviews and discusses with management our quarterly reports on Form 10-Q and annual reports on Form 10-K;

Table of Contents

Reviews and approves any proposed transaction with any affiliate, in accordance with our written policy with respect to related person transactions; and

Reviews the effectiveness of our compliance program with management.

Additional information regarding the Audit Committee and its processes and procedures for the consideration and approval of related party transactions can be found under the heading "Certain Relationships and Related Transactions" later in this proxy statement.

Compensation Committee

During fiscal 2010, the Compensation Committee met four times and took additional action by unanimous written consent. The members of the Compensation Committee are Ms. Azare and Messrs. Hoyt and Lewis, with Ms. Azare serving as Chair. We have determined that each of the members of the Compensation Committee is an "independent director" as defined under the NASDAQ Marketplace Rules, is a "non-employee director" as defined in Rule 16b-3 under the Exchange Act, and is an "outside director" as defined under Section 162(m) of the Internal Revenue Code and related regulations.

The Compensation Committee charter is available on our website at www.LHCGroup.com. The Compensation Committee performs the following functions, among others:

Annually reviews and approves our goals and objectives relevant to the compensation of our Chief Executive Officer, and evaluates the performance of the company's Chief Executive Officer with respect to these goals and objectives;

Determines and approves the compensation of our Chief Executive Officer based on such evaluation;

Reviews, evaluates, determines and approves the compensation of our other executive officers;

Makes recommendations to the board regarding our equity-based and incentive compensation programs;

Annually reviews and implements the Compensation Committee charter and reports to the board regarding activities of the Compensation Committee; and

Performs an annual performance evaluation of the committee.

The Compensation Committee has the authority to delegate any of its responsibilities to subcommittees as the Compensation Committee deems appropriate. In 2010 delegated authority to the committee Chair and our Chief Executive Officer to approve incentive awards under our long-term incentive plans to participants who are not subject to Section 16 of the Exchange Act, provided such awards are consistent with the previously approved methodology for determining awards. Additional information regarding the Compensation Committee and its processes and procedures for the consideration and determination of the executive compensation can be found under the heading "Compensation Discussion and Analysis" later in this proxy statement.

Nominating and Corporate Governance Committee

During fiscal 2010, the Nominating and Corporate Governance Committee held four meetings and took additional action by unanimous written consent. The members of the Nominating and Corporate Governance Committee are Messrs. Breaux, Nixon, Tauzin and Wilford, with Mr. Wilford serving as Chair. We have determined that the members of the Nominating and Corporate Governance Committee are independent directors under NASDAQ Marketplace Rules.

Edgar Filing: LHC Group, Inc - Form DEF 14A

The charter of the Nominating and Corporate Governance Committee is available on our website at www.LHCGroup.com. The Nominating and Corporate Governance Committee performs the following functions, among others:

Annually reviews and implements the Nominating and Corporate Governance Committee charter and reports to the board regarding activities of the Nominating and Corporate Governance Committee;

Table of Contents

Recommends to the board for its approval proposed nominees for board membership after evaluating the proposed nominee and making a determination as to the proposed nominee's qualifications to be a board member;

Performs an annual performance evaluation of the committee; and

Evaluates the performance of each existing director before recommending to the board his or her nomination for an additional term as a director.

Clinical Quality Committee

During fiscal 2010, the Clinical Quality Committee met four times. The director members of the Clinical Quality Committee are Ms. Azare and Messrs. Thorpe, Wilford and Indest, with Mr. Indest serving as Chair.

The charter of the Clinical Quality Committee is available on our website at www.LHCGroup.com. The Clinical Quality Committee performs the following functions, among others:

Advises our clinical leadership of leading edge strategies, including clinical practices to be evaluated for company adoption;

Monitors the company's performance on established internal and external benchmarking regarding clinical performance and outcomes;

Oversees and evaluates the effectiveness of our performance improvement and quality plans;

Facilitates the development of industry best-practices based on internal and external data comparisons;

Fosters enhanced awareness of the company's clinical performance by the board and appropriate external sources;

Establishes a long-term, strategic clinical vision for the company;

Makes recommendations to the board with respect to the company's overall quality, safety, and performance improvement initiatives;

Makes regular reports to the board concerning the activities of the committee;

Annually reports to the board certain company statistical information as required by The Joint Commission;

Annually reviews and assesses the adequacy of the Clinical Quality Committee Charter and recommend any proposed changes to the board for approval; and

Performs an annual performance evaluation of the committee.

Director Nominee Evaluation Process

The Nominating and Corporate Governance Committee is responsible for seeking individuals qualified to become board members, conducting appropriate inquiries into the backgrounds and qualifications of possible board nominees and proposing nominees for board membership to the board for its approval. The Nominating and Corporate Governance Committee will consider candidates for board membership suggested by its members and other board members, as well as by management and stockholders.

The Nominating and Corporate Governance Committee seeks to ensure that the composition of the board at all times reflects a variety of complementary experiences and backgrounds sufficient to provide sound and prudent guidance with respect to the operations and interests of the company. The Nominating and Corporate Governance Committee will evaluate prospective nominees considering certain factors, including:

the commitment of the prospective nominee to represent the long-term interests of our stockholders;

the prospective nominee's standards of character and integrity;

Table of Contents

the prospective nominee's financial literacy;

the prospective nominee's ability to dedicate sufficient time, energy and attention to the diligent performance of his or her duties, including the prospective nominee's service on other public company boards;

the prospective nominee's independence and absence of any conflicts of interest that would interfere with his or her performance as a director; and

the extent to which the prospective nominee contributes to the range of talent, skill and expertise appropriate for the board.

The Nominating and Corporate Governance Committee strives to ensure that at least one member of the board meets the criteria for an audit committee financial expert, as defined by Item 407(d)(5) of Regulation S-K, and that a majority of the members of the board meet the definition of independent director under the NASDAQ Marketplace Rules. The Nominating and Corporate Governance Committee also believes it appropriate for certain members of the company's management to participate as members of the board. Other than the foregoing, there are no stated minimum criteria for director nominees, although the Nominating and Corporate Governance Committee may also consider such other factors as it deems are in the best interests of the company and its stockholders, such as the current composition of the board, the balance of management and independent directors and the need for specialized expertise.

Annually, the Nominating and Corporate Governance Committee reviews with the board the appropriate experience, skills and characteristics expected of the board members in the context of the current make-up of the board. When we have an opening on the board, we will always look at a diverse pool of candidates. In accordance with our Corporate Governance Guidelines, the assessment includes diversity, skills, such as an understanding of financial statements and financial reporting systems, an understanding of the healthcare industry, experience in operations, experience in governmental matters and experience in acquisitions. We view and define diversity in its broadest sense, which includes gender, ethnicity, education, experience and leadership qualities. If, as a result of the assessment, the Nominating and Corporate Governance Committee determines that adding or replacing a director is advisable, the Nominating and Corporate Governance Committee initiates a search for a suitable candidate to fulfill the board's needs from a diverse pool of candidates.

The Nominating and Corporate Governance Committee identifies nominees by first evaluating the current members of the board willing to continue in service. Current members of the board with skills and experience that are relevant to our business and who are willing to continue in service are considered for re-nomination, balancing the value of continuity of service by existing members of the board with that of the need for additional skills or experience from new board members. If any member of the board does not wish to continue in service, or if the Nominating and Corporate Governance Committee or the board decides not to re-nominate a current board member for re-election, the Nominating and Corporate Governance Committee identifies the desired skills and experience for a new nominee in light of the criteria for board members described above. The Nominating and Corporate Governance Committee considers new candidates for the board recommended by current members of the board or members of management. In addition, the Nominating and Corporate Governance Committee may, to the extent it deems appropriate, retain a professional search firm and other advisors to identify potential nominees for director. The Nominating and Corporate Governance Committee also considers director candidates recommended by eligible stockholders. The criteria employed by the Nominating and Corporate Governance Committee in evaluating potential nominees does not differ based on whether the candidate is recommended by a stockholder of the company.

A stockholder who wishes to recommend a prospective nominee for the board to the Nominating and Corporate Governance Committee should submit a written notice by mail to the Nominating and Corporate Governance Committee, c/o Corporate Secretary, LHC Group, Inc., 420 West Pinhook Road, Suite A, Lafayette, Louisiana 70503. Such a written recommendation must be received not less than 120 calendar days nor more than 150 calendar days before the first anniversary of the date of the company's notice of annual meeting sent to stockholders in connection with the previous year's annual meeting.

Table of Contents

Stockholder recommendations to the Nominating and Corporate Governance Committee should include, at a minimum:

the candidate's name, age, business addresses, and other contact information;

a complete description of the candidate's qualifications, experience, background and affiliations, as would be required to be disclosed in the proxy statement pursuant to Regulation 14A of the Exchange Act;

a sworn or certified statement by the candidate in which he or she consents to being named in the proxy statement as a nominee and to serve as a director if elected; and

the name and address of the stockholder(s) of record making such a recommendation.

Stockholders may also continue to make their own direct nominations to the board, for election at an annual or special meeting of the stockholders, in accordance with the procedures set forth in our bylaws relating to stockholder nominations. For additional information about direct nominations by stockholders, see the section below titled "Stockholder Proposals." There have been no changes to the procedures by which stockholders may recommend nominees to our board of directors, as set forth above, since the company's disclosure of such procedures in the definitive proxy statement for our 2010 annual meeting of stockholders.

Stockholder Proposals

For nominations or other business to be properly brought before our annual meeting by a stockholder:

- (1) the stockholder must have given timely notice thereof in writing to the Corporate Secretary of the company,
- (2) such business must be a proper matter for stockholder action under the Delaware General Corporation Law,
- (3) if the stockholder, or the beneficial owner on whose behalf any such proposal or nomination is made, has provided the company with a solicitation notice, such stockholder or beneficial owner must, in the case of a proposal, have delivered prior to the meeting a proxy statement and form of proxy to holders of at least the percentage of the company's voting shares required under applicable law to carry any such proposal, or, in the case of a nomination or nominations, have delivered prior to the meeting a proxy statement and form of proxy to holders of a percentage of the company's voting shares reasonably believed by such stockholder or beneficial holder to be sufficient to elect the nominee or nominees proposed to be nominated by such stockholder, and must, in either case, have included in such materials the solicitation notice, and
- (4) if no solicitation notice relating thereto has been timely provided, the stockholder or beneficial owner proposing such business or nomination must not have solicited a number of proxies sufficient to have required the delivery of such a solicitation notice.

To be timely, a stockholder's notice shall be delivered to the Corporate Secretary of the company at the principal executive offices of the company not less than 60 or more than 90 days prior to the first anniversary of the date on which the company first mailed its proxy materials for the preceding year's annual meeting of stockholders; provided, however, that if no proxy materials were mailed by the company in connection with the preceding year's annual meeting, or if the date of the annual meeting is advanced more than 30 days prior to or delayed by more than 30 days after the anniversary of the preceding year's annual meeting, notice by the stockholder to be timely must be so delivered not later than the close of business on the later of (a) the 90th day prior to such annual meeting or (b) the 10th day following the day on which public announcement of the date of such annual meeting is first made.

Edgar Filing: LHC Group, Inc - Form DEF 14A

Such stockholder's notice shall set forth (a) as to each person whom the stockholder proposes to nominate for election or reelection as a director, all information relating to such person as would be required to be disclosed in solicitations of proxies for the election of such nominees as directors pursuant to Regulation 14A

Table of Contents

under the Exchange Act, together with such person's written consent to serve as a director if elected; (b) as to any other business that the stockholder proposes to bring before the meeting, a brief description of such business, the reasons for conducting such business at the meeting and any material interest in such business of such stockholder and the beneficial owner, if any, on whose behalf the proposal is made; and (c) as to the stockholder giving the notice and the beneficial owner, if any, on whose behalf the nomination or proposal is made (i) the name and address of such stockholder, as it appears on the company's books, and of any such beneficial owner, (ii) the class and number of shares of the company that are owned beneficially and of record by such stockholder and any such beneficial owner, and (iii) whether either such stockholder or beneficial owner intends to deliver a proxy statement and form of proxy to holders of, in the case of a proposal, at least the percentage of the company's voting shares required under applicable law to carry the proposal or, in the case of a nomination or nominations, a sufficient number of holders of the company's voting shares to elect such nominee or nominees.

Neither the Corporate Secretary of the company nor the Nominating and Corporate Governance Committee has received any nominations from any of the company's stockholders in connection with the 2011 annual meeting.

Stockholder Communications with the Board of Directors

The board accepts communications sent (or to specified individual directors) by our stockholders. Stockholders may communicate with the board (or with specified individual directors) by writing to them at LHC Group, Inc., c/o Corporate Secretary, 420 West Pinhook Road, Suite A, Lafayette, Louisiana 70503. Communications should be sent by overnight or certified mail, return receipt requested. All written communications received from our stockholders will be forwarded promptly to the member(s) of the board to whom the communication is directed or, if the communication is not directed to any particular member(s) of the board, the communication will be forwarded to all members of the board.

Compensation Committee Interlocks and Insider Participation

Ms. Azare and Messrs. Hoyt, Lewis, and Wilford served as members of the Compensation Committee of the board during fiscal 2010. None of the members of the Compensation Committee during fiscal 2010 was, during fiscal 2010 or formerly, an officer or employee of the company. During fiscal 2010, none of the company's executive officers served as a member of a board of directors or Compensation Committee of any entity that has one or more executive officers serving as a member of the company's board or Compensation Committee.

Code of Business Conduct and Ethics

In compliance with requirements of both the SEC and NASDAQ Marketplace Rules, we have adopted a Code of Business Conduct and Ethics applicable to all of our directors, officers and employees. The Code of Business Conduct and Ethics can be found on our website at www.LHCGroup.com.

Table of Contents**2010 DIRECTOR COMPENSATION**

The following table sets forth the cash and equity compensation that we paid to our non-employee directors during 2010.

Name	Fees Earned or Paid in Cash(1)(\$)	Stock Awards (\$)(2)	Option Awards (\$)(3)	Total (\$)
W.J. Tauzin	73,004	57,285		130,289
Ted W. Hoyt	54,500	57,285		111,785
George A. Lewis	62,004	57,285		119,289
John B. Breaux	48,000	57,285		105,285
Ronald T. Nixon	60,999	57,285		118,284
Dan S. Wilford	61,000	57,285		118,285
Monica F. Azare	56,996	57,285		114,281
Kenneth E. Thorpe	44,500	162,810		207,310

- (1) Amounts reflect the total cash compensation earned by or paid to each director in fiscal year 2010 in connection with board and committee retainers.
- (2) Reflects the aggregate grant date fair value of the restricted stock awards on the grant date. The grant date fair value of the stock awards is based on the fair market value of the underlying shares on the date of grant. The fair values of these awards were determined in accordance with Financial Accounting Standards Board Accounting Codification Topic 718. The total number of restricted shares held by each of the directors as of December 31, 2010 was as follows: Tauzin, 1,900; Hoyt, 1,900; Lewis, 1,900; Breaux, 1,900; Nixon, 1,900; Wilford, 1,900; Azare, 1,900; and Thorpe 5,400.
- (3) There were no option grants in 2010. The total number of stock options held by each of the directors as of December 31, 2010 was as follows: Tauzin, 7,000; Hoyt, 0; Lewis, 4,000; Breaux, 0; Nixon, 4,000; Wilford, 0; Azare, 0; and Thorpe 0.

Director Compensation Plan

The company's Amended and Restated 2005 Non-Employee Directors Compensation Plan, as amended, which we refer to as the Director Compensation Plan, provides for both cash and equity compensation for our non-employee directors. Employees of the company do not receive any compensation for serving on our board.

Cash Compensation

In 2010, our non-employee directors received the following fees, as applicable, for their services on our board;

\$36,000 annual cash retainer, payable on a monthly basis, for service on the board;

\$20,000 annual cash retainer, payable on a monthly basis, for service as the Lead Director;

\$14,000 annual cash retainer, payable on a monthly basis, for service as a Chair of the Audit Committee;

\$10,000 annual cash retainer, payable on a monthly basis, for service as a Chair of the Compensation Committee;

\$6,000 annual cash retainer, payable on a monthly basis, for service as a member (other than Chair) on a committee of the board; and

\$1,500 cash retainer, payable for each regularly scheduled quarterly board meeting.

Table of Contents***Equity Compensation***

The Director Compensation Plan provides for annual grants of restricted stock to non-employee directors. On March 1, 2010, each non-employee director received an award of restricted stock having an aggregate value equal to \$55,000. The number of shares of Restricted Stock awarded to each non-employee director was determined by dividing \$55,000 by the Fair Market Value per share as of the date of grant (rounded up to the nearest hundred shares). These annual restricted stock grants vests on the first anniversary of the grant date. In addition, the Director Compensation Plan provides that new directors, other than the Lead Director, receive an initial grant of 3,500 shares of restricted stock. The Lead Director receives an initial grant of 7,000 shares of restricted stock. These initial grants of restricted stock vest one-third on the date of grant and one-third on each of the first two anniversaries of the grant date.

Benefits

We reimburse each non-employee director for expenses associated with attending board and committee meetings and other board-related activities. Non-employee directors do not receive other benefits from the company.

INFORMATION ABOUT DIRECTORS, NOMINEES AND MANAGEMENT

Our board is composed of three classes, designated Class I, Class II and Class III, with one class of directors elected each year for a three-year term. For each nominee, each of our other directors whose term will continue after the annual meeting and each of our executive officers, the following sets forth the age, positions with us, and principal occupations and employment during the past five years, any family relationships among such persons, and, if a nominee or a director, each person's directorships in other public corporations during the past five years and the year that he or she was first elected a director of us or our predecessor. We have also included information about each director and nominee's specific experience, qualifications, attributes, or skills that led our board to conclude that he or she should serve as one of our directors, in light of our business and structure.

Information Regarding Nominees for Class III Directors:**Nominees for Election as Class III Directors for a Three-Year Term Expiring at the annual meeting of Stockholders to be held in Fiscal 2011**

Nominee	Age	Positions
Keith G. Myers	51	Director, Chairman, Chief Executive Officer
Ted W. Hoyt	56	Director
George A. Lewis	74	Director

Keith G. Myers is our co-founder and has served as Chairman of the Board and Chief Executive Officer (or similar positions in our predecessors) since 1994. Mr. Myers served as President of the company from 1994 to 1997 and again assumed the role as President from August 2009 to November 2010. Prior to joining us, Mr. Myers founded, co-owned and operated Louisiana Premium Seafoods, Inc., an international food processing, procurement and distribution company.

In 1999, Mr. Myers was named Business Executive of the Year by the Louisiana Rural Health Association. Mr. Myers received credentials from the National Association for Home Care and Hospice in 1999 and was granted credentials by the Healthcare Financial Management Association in 2005. Mr. Myers has been an active participant in the Home Health Top 100 since 2002 and has participated in the preparation of numerous white papers and presentations to members of both the U.S. Senate and House of Representatives, specifically related

Table of Contents

to health care reimbursement methodologies. In June 2003, Mr. Myers was named the Regional Entrepreneur of the Year for outstanding performance in the field of Healthcare Services and was officially inducted as a lifetime member of The National Entrepreneur of the Year Hall of Fame in November 2003. We believe that Mr. Myers' s extensive experience in the home care industry combined with his leadership role as our Chief Executive Officer provides great value to the ability of the board to establish and oversee the company' s strategic initiatives.

Ted W. Hoyt has served as a director since August 2004. Mr. Hoyt has served as the Managing General Manager of the law firm of Hoyt & Stanford, LLC since January 1999 and has practiced corporate and tax law since 1977, counseling both private and public corporations. Mr. Hoyt was the co-founder of Omni Geophysical Corporation, which later became Omni Energy Services, a publicly traded company, for which he served as a director and officer from 1986 to 1996. Mr. Hoyt has also served as a tax attorney with the National Office of the Internal Revenue Service.

Mr. Hoyt holds a Bachelor of Science degree in Business Administration from the University of Louisiana at Lafayette, a Juris Doctorate from Louisiana State University and a Masters in Tax Law degree from Georgetown University. Mr. Hoyt is admitted to the Bar in Louisiana, New York and the District of Columbia. We believe that Mr. Hoyt' s legal background provides value in the board' s ability to provide oversight with respect to the company' s compliance with applicable federal and state legal requirements.

George A. Lewis has served as a director since August 2004. Mr. Lewis has primarily served as an expert audit and accounting defense witness with respect to litigation involving various nationally recognized accounting firms since his retirement in 1996. Prior to his retirement, Mr. Lewis served as an audit partner at the firm of Broussard, Poche, Lewis & Breaux, L.L.P., Certified Public Accountants from 1963 to 1996. Mr. Lewis commenced his auditing career with Arthur Andersen & Co., where he worked from 1958 to 1963.

Mr. Lewis has served on various committees of the American Institute of Certified Public Accountants, including as a member of the Auditing Standards Board from 1990 through 1994, and as a member of the Society of Louisiana Certified Public Accountants. Mr. Lewis has authored an education course to train CPAs to deal with issues of the elderly. Mr. Lewis holds CPA certificates in Louisiana and Texas and is a member of the American Institute of Certified Public Accountants and the Society of Louisiana Certified Public Accountants. Mr. Lewis received a Bachelor of Science from Louisiana State University. Mr. Lewis serves as the Chair of our Audit Committee and is also a member of the Compensation Committee. We believe that Mr. Lewis' s extensive experience in auditing and financial reporting provides great value to the board and the Audit Committee in overseeing the company' s financial reporting obligations and in overseeing the internal audit function of the company. Mr. Lewis serves as our audit committee financial expert.

Information Regarding Directors Continuing in Office:**Class I Directors Continuing in Office Whose Terms****Expire at the annual meeting of Stockholders to be held in Fiscal 2012**

Director	Age	Position
Monica F. Azare	44	Director
John B. Breaux	67	Director
Dan S. Wilford	70	Director

Monica F. Azare has served as a director since November 2007. Ms. Azare has served as Senior Vice President of Corporate Communications for Verizon Communications since 2008. Prior to this position, Ms. Azare served as Senior Vice President-Public Policy and Government Affairs for Verizon Communications from 2006 to 2008 and before that she served as Executive Director and Senior Counsel of Federal Affairs for Verizon Wireless from 2000 to 2006. Ms. Azare' s distinguished career also includes service as Vice President, Federal Affairs for Insight Communication in New York and Chief Counsel to House Energy and Commerce Chairman Billy Tauzin.

Table of Contents

Ms. Azare is a member of the Federal Communications Bar Association, Louisiana State Bar Association and the Corporate Counsel Women of Color, and she was selected as a 2006-2007 David Rockefeller Fellow. She currently serves on several boards of directors, including the New York City Partnership Foundation and the Louisiana State University College Advisory Board. Ms. Azare is also a member of the Executive Leadership Council. A Louisiana native, Ms. Azare received a Bachelor of Arts degree from Louisiana State University and a Juris Doctorate from the Southern University Law Center. We believe that Ms. Azare's extensive experience in governmental affairs, combined with her leadership role with Verizon Communications, provides the board with significant value in overseeing the company's work with regards to legislative and regulatory matters as well as communication with shareholders, employees and other constituents.

Senator John B. Breaux has served as a director since February 2007. Senator Breaux serves as a Senior Public Policy Advisor at Patton Boggs LLP. Senator Breaux also currently serves as a director of CSX Corporation. Until his retirement from public service in 2005, Senator Breaux represented the State of Louisiana in the U.S. Senate for three consecutive terms beginning in 1987. Prior to his tenure as Senator, he represented the State of Louisiana in the U.S. House of Representatives from 1972 to 1987. Senator Breaux began his career in 1972 with his election as a Democrat to the Ninety-second Congress in a special election. At the age of 28, he was then the youngest member of the U.S. House of Representatives. Senator Breaux was re-elected to the seven succeeding Congresses and served until January 3, 1987, when he won election as a Democrat to the U.S. Senate. Senator Breaux was re-elected in both the 1992 and 1998 elections.

Senator Breaux held numerous leadership positions during his 14 years in the U.S. House of Representatives and 18-year tenure in the U.S. Senate, where he served on the House Public Works and Transportation Committee, the Senate Finance Committee, and the Senate Commerce Committee where he was recognized as a non-partisan consensus builder. Senator Breaux also served as Chair and ranking minority member of the Senate Committee on Aging. Senator Breaux founded the Centrist Coalition of Senate Democrats and Republicans and served as Chairman of the Democratic Leadership Council. We believe that Senator Breaux's longstanding and distinguished experience in the U.S. House of Representatives and the Senate along with his experience and understanding of the capital markets, the healthcare industry and corporate governance provides the board with significant value in overseeing the company's ongoing quality and reimbursement initiatives with Congress and the National Association of Homecare and Hospice as well as the board's role in overseeing the company's governance practices and capital raising activities.

Dan S. Wilford has served as a director since November 2005. Mr. Wilford served as the President and Chief Executive Officer of Memorial Herman Healthcare System, headquartered in Houston, Texas from 1984 until his retirement in 2002. Mr. Wilford also served as Chief Executive Officer of a community-based, not-for-profit, multi-hospital system in the greater Houston area. Prior to that, he was associated for ten years with Hillcrest Medical Center in Tulsa, Oklahoma and was President of North Mississippi Health Services in Tupelo, Mississippi. Mr. Wilford currently serves as a director for Healthcare Realty Trust and twelve not-for-profit organizations, most of which are related to the healthcare industry.

In March 2009, Mr. Wilford was inducted into *Modern Healthcare's Hall of Fame*. We believe that Mr. Wilford's extensive experience in healthcare operations and his extensive knowledge of the hospital industry provide significant value to the board's ability to provide operational oversight of management and to assist the company in carrying out its hospital joint venture strategy. Further, Mr. Wilford's experience on other publicly traded boards provides us with valuable insight on corporate governance matters.

Table of Contents**Class II Directors Continuing in Office Whose Terms****Expire at the annual meeting of Stockholders to be held in Fiscal 2013**

Director	Age	Positions
John L. Indest	59	Director and Special Advisor to the Chief Executive Officer
Ronald T. Nixon	55	Director
W.J. Billy Tauzin	67	Director
Kenneth E. Thorpe	54	Director

John L. Indest has served as a director since June 2000 and as Special Advisor to the Chief Executive Officer since August 2009. Mr. Indest previously served as our President, a position he held from September 2007 to August 2009, and our immediate past Chief Operating Officer, a position he held from 2005 to June 2009. Prior to that, he served as an Executive Vice President and as our Senior Vice President and Chief Operating Officer of Home-Based Services, beginning in May 2001. From November 1998 to May 2001, Mr. Indest served as our Vice President. Prior to joining us in November 1998, Mr. Indest served as President, Chief Executive Officer and co-owner of Homebound Care, Inc., a regional home health provider.

Mr. Indest has testified before the U.S. House of Representatives Ways and Means Subcommittee on healthcare issues and was Co-Chairman of the Louisiana Task Force on Ethics, overseeing compliance issues applicable to home health and hospice in the state of Louisiana. He formerly served on the board of directors of the National Association of Home and Hospice Care. Mr. Indest is a registered nurse with a Masters of Science in Health Services Administration from the University of St. Francis. We believe that Mr. Indest's experience as a registered nurse, combined with his extensive experience in home health operations contributes greatly to the board's composition and to the company's leadership role within the home care industry.

Ronald T. Nixon has served as a director since July 2001. Mr. Nixon is a founding principal of The Catalyst Group, formed in 1990, which has managed two small business investment companies, or SBICs, one participating preferred SBIC and six private equity investment funds. Prior to joining The Catalyst Group, Mr. Nixon operated companies in the manufacturing, distribution and service sectors. Mr. Nixon has served or currently serves on the boards of directors of numerous private companies.

Mr. Nixon holds a Bachelor of Science degree in Mechanical Engineering from the University of Texas at Austin and is a registered Professional Engineer in the State of Texas. We believe that Mr. Nixon's extensive experience with acquisitions and the capital markets contributes greatly to the board's composition and ability to oversee the company's strategic growth strategy.

Congressman W.J. Billy Tauzin has served as our Lead Director since January 2005. Since December 2010, Congressman Tauzin has served as Special Legislative Counsel to Alston & Bird LLP. From December 2004 to June 2010, Congressman Tauzin was President and Chief Executive Officer of the Pharmaceutical Research and Manufacturers of America, a trade group that serves as one of the pharmaceutical industry's top lobbying groups. He served 12 terms in the U.S. House of Representatives, representing Louisiana's 3rd Congressional District since being first sworn in in 1980. From January 2001 through December 2004, Congressman Tauzin served as Chairman of the House Committee on Energy and Commerce. He also served as a senior member of the House Resources Committee and Deputy Majority Whip. Prior to serving as a member of Congress, Congressman Tauzin was a member of the Louisiana State Legislature, where he served as Chairman of the House Natural Resources Committee and Chief Administration Floor Leader. He currently serves as a director of Entergy Corporation.

Congressman Tauzin received a Bachelor of Arts Degree from Nicholls State University and a Juris Doctorate from Louisiana State University. We believe that Congressman Tauzin's extensive involvement with healthcare and governmental affairs during his distinguished service in Congress, combined with his leadership

Table of Contents

within the pharmaceutical industry, contributes greatly to the board's ability to establish and oversee strategy with regard to the company's work with Congress and other industry leaders on reimbursement and quality related matters.

Kenneth E. Thorpe, PhD has served as a director since February 2010. Dr. Thorpe is the Robert W. Woodruff Professor and Chair of the Department of Health Policy and Management in Rollins School of Public Health of Emory University. He also co-directs the Emory Center of Health Outcomes and Quality. Dr. Thorpe has held similar faculty positions in Public Health at Tulane University, University of North Carolina at Chapel Hill, Harvard University and Columbia University. He was Deputy Assistant Secretary for Health Policy in the U.S. Department of Health and Human Services from 1993 to 1995. In this capacity, he coordinated all financial estimates and program impacts of President Clinton's healthcare reform proposals for the White House. Dr. Thorpe directed the Clinton administration's efforts regarding Congressional healthcare reform proposals during the 103rd and 104th sessions of Congress. Dr. Thorpe has testified before several committees in the U.S. Senate and House of Representatives on healthcare reform and insurance issues.

In 1991, Dr. Thorpe was awarded the Young Investigator Award presented to the most promising health services researcher in the country under age 40 by the Association for Health Services Research. Dr. Thorpe has authored or co-authored over 85 articles, book chapters and books and is a frequent national presenter on issues of healthcare financing, insurance and healthcare reform at healthcare conferences, on television and in the media. Dr. Thorpe received his Ph.D. in from the Rand Graduate School, a Masters of Arts from Duke University and his Bachelor of Arts from the University of Michigan. Dr. Thorpe also currently serves as the Executive Director of the Partnership to Fight Chronic Disease, a national and state-based coalition committed to raising awareness of the number one cause of death, disability and rising healthcare costs in the U.S., the rising rates of preventable and treatable chronic diseases. We believe that Dr. Thorpe's extensive experience in chronic disease management and health policy contributes greatly to the board's ability to oversee the company's strategic efforts in regards to clinical quality and innovation initiatives.

Information Regarding Management

The following table provides information regarding the executive officers of the company:

Name	Age	Position(s)
Keith G. Myers	51	Chief Executive Officer
Peter J. Roman	60	Executive Vice President and Chief Financial Officer
Donald D. Stelly	42	President and Chief Operating Officer
Peter C. November	41	Executive Vice President, General Counsel and Corporate Secretary
Daryl J. Doise	53	Executive Vice President Facility Based Operations and Joint Venture Development

Keith G. Myers has served as our Chief Executive Officer (or similar position in our predecessors) since 1994. Please refer to the biography of Mr. Myers provided under the heading "Proposal 1-Election of Directors Information Regarding Nominees for Class III Directors," above.

Donald D. Stelly has served as our President and Chief Operating Officer since November 2010. Prior to then, Mr. Stelly served as our Executive Vice President and Chief Operating Officer, and prior to that, he served as our Senior Vice President of Operations. Mr. Stelly joined the company in April 2005 after serving as the Chief Executive Officer of Doctor's Hospital, a subsidiary of LifePoint Hospitals, Inc. which is based in Brentwood, Tennessee. Prior to attaining that position, Mr. Stelly served as Chief Operating Officer and Chief Nursing Officer of Doctor's Hospital which was nationally recognized for attaining superior operating results through Service Excellence. Additionally, Mr. Stelly has enjoyed a career of providing direct patient care as a Registered Nurse in a variety of settings within the healthcare continuum. He earned a Bachelor's Degree in nursing from the University of Southwestern Louisiana in 1991.

Table of Contents

Peter J. Roman has served as our Executive Vice President & Chief Financial Officer since 2007. Prior to then, Mr. Roman served as our Vice President/Controller. Prior to joining us in 2005, Mr. Roman served as the Chief Financial Officer for VLP Corporate Services from 2004 to 2005. From 1997 to 2004, he served as the Chief Financial Officer for Unifab International, Inc., a publicly-traded oilfield fabrication services company located in Southwest Louisiana. Mr. Roman also served as a Certified Public Accountant for 13 years with Ernst & Young in their New Orleans location. He is a member of the Society of Louisiana Certified Public Accountants and received a Bachelor's Degree in accounting from Louisiana State University.

Peter C. November has served as our Executive Vice President, General Counsel and Corporate Secretary since 2009. Prior to then, Mr. November served as our Senior Vice President and General Counsel. Between 1996 and 2008, when Mr. November joined us, he was a partner with the law firm Alston & Bird LLP in Atlanta, Georgia, where his practice focused on representing publicly traded high growth healthcare companies. Mr. November has been a member of several professional organizations, including the American Bar Association's Public Company Acquisition Task Force and the Corporate Governance Task Force for the American Health Lawyers Association, as well as various civic and community organizations. He is admitted to the Georgia Bar and is a Certified Public Accountant. Mr. November received a Bachelor of Science degree in accounting from the University of Kentucky and graduated *magna cum laude* from the University of Kentucky College of Law in 1996.

Daryl J. Doise has served as our Executive Vice President-Joint Venture Development and Facility- Based Operations, since January 2011. Prior to then, Mr. Doise served as our Chief Corporate Development Officer and prior to that he served as our Chief Operating Officer of Facility-Based Services, beginning in May 2002. Prior to joining us in May 2002, Mr. Doise was employed for the previous four years by Quorum Health Services where he served as President and Chief Executive Officer of Opelousas General Hospital, a 200-bed hospital with over 800 employees. Mr. Doise has also served as an officer and member of the board of directors of the Louisiana Hospital Association. Mr. Doise received a Bachelor of Science degree from Louisiana State University, with a major in accounting, and earned a Masters of Business Administration from Tulane University.

Table of Contents**SECURITY OWNERSHIP OF BENEFICIAL OWNERS AND MANAGEMENT**

The following table sets forth the number of shares of common stock held beneficially, directly or indirectly, as of the record date by (a) each person known by the company to be the beneficial owner of more than 5% of the common stock, (b) each director and director nominee of the company, (c) each named executive officer of the company, and (d) all directors, nominees and executive officers of the company as a group, together with the percentage of the outstanding shares of common stock that such ownership represents. The percentage of beneficial ownership is based on 18,674,512 shares of common stock outstanding on the record date.

Except as noted in the footnotes below, we believe, based on information provided to us, that the persons named in the table below have sole voting and investment power with respect to all shares of common stock beneficially owned by them.

Name	Beneficial Ownership(1)	
	Number	Percent
<i>Management</i>		
Keith G. Myers(2)	2,517,029	13.5%
John L. Indest(3)	92,008	*
Donald D. Stelly	48,332	*
Peter J. Roman	30,378	*
Daryl J. Doise	22,695	*
Peter C. November	20,991	*
Ted W. Hoyt	32,350	*
Ronald T. Nixon(4)	39,400	*
W.J. Billy Tauzin(5)	24,400	*
Dan S. Wilford	25,640	*
George A. Lewis(6)	16,900	*
John B. Breaux	12,900	*
Monica F. Azare	11,600	*
Kenneth E. Thorpe	7,300	*
All directors, nominees and executive officers of the company as a group (15 persons)(7)	2,901,923	15.5%
<i>Certain Beneficial Owners</i>		
Royce & Associates, LLC(8)	1,988,954	10.7%
745 Fifth Avenue		
New York, NY 10151		
FMR(9)	1,604,753	8.6%
82 Devonshire Street		
Boston, MA 02109		
Black Rock, Inc.(10)	1,139,910	6.1%
40 East 52 nd Street		
New York, NY 10022		

* Less than 1%

- (1) Unless otherwise noted below, the address of each beneficial owner listed in the table above is c/o LHC Group, Inc., 420 West Pinhook Rd., Suite A, Lafayette, LA 70503.
- (2) Includes 355,390 shares held by Mr. Myers's wife, and 1,921,752 shares held by K&G Family, LLC, of which Mr. Myers is a Manager.
- (3) Includes 31,081 shares held by Duperier Avenue Investors, LLC, of which Mr. Indest is a Manager.

Edgar Filing: LHC Group, Inc - Form DEF 14A

- (4) Includes 4,000 shares issuable upon the exercise of stock options exercisable within 60 days of April 29, 2011.

Table of Contents

- (5) Includes 7,000 shares issuable upon the exercise of stock options exercisable within 60 days of April 29, 2011.
- (6) Includes 4,000 shares issuable upon the exercise of stock options exercisable within 60 days of April 29, 2011.
- (7) Includes 15,000 shares issuable upon the exercise of stock options exercisable within 60 days of April 29, 2011.
- (8) Based on the Schedule 13G/A filed with the SEC on January 14, 2011.
- (9) Based on the Schedule 13G/A filed with the SEC on February 16, 2010 by FMR LLC and Edward C. Johnson, 3d. This Schedule 13G/A reports that each of Johnson and FMR, through its control of Fidelity Management & Research Company, has sole dispositive power with respect to 1,387,333 shares. Fidelity is a wholly-owned subsidiary of FMR and acts as an investment advisor to various investment companies holding the 1,387,333 shares for which Fidelity is the beneficial owner. According to the Schedule 13G/A, Pyramis Global Advisors Trust Company (Pyramis), an indirect wholly-owned subsidiary of FMR, serves as investment manager of institutional accounts holding 217,420 shares over which each Johnson and FMR through its control of Pyramis, has sole voting and dispositive power.
- (10) Based on the Schedule 13G/A filed with the SEC on February 7, 2011.

Table of Contents

SECTION 16(A) BENEFICIAL OWNERSHIP REPORTING COMPLIANCE

Under Section 16(a) of the Exchange Act, the company's directors, executive officers and any person beneficially owning more than 10% of our common stock are required to report their ownership of the common stock and any changes in that ownership to the SEC. These persons also are required by SEC regulations to furnish us with copies of all Section 16(a) reports they file. Specific due dates for these reports have been established, and the company must report in this proxy statement any failure to make required filings on a timely basis for the fiscal year ended December 31, 2010. Based solely on a review of the Section 16(a) reports furnished to us and written representations from our directors and executive officers that no other reports were required for such persons, we believe that all reporting requirements were satisfied in fiscal 2010, with the following exception. On August 1, 2010, Dan Wilford purchased 4,740 shares of the Company's Common Stock. While, a Form 4 was not filed timely for the purchase of stock; a Form 4/A was filed on April 28, 2011, to report the Stock Purchase.

Table of Contents

PROPOSAL 1

ELECTION OF DIRECTORS

THE BOARD OF DIRECTORS RECOMMENDS THAT STOCKHOLDERS VOTE FOR

PROPOSAL 1, THE ELECTION OF KEITH G. MYERS, TED W. HOYT

AND GEORGE A. LEWIS.

The term of the three Class III directors expires at the 2011 annual meeting. The current Class III directors are Keith G. Myers, Ted W. Hoyt and George A. Lewis. The Nominating and Corporate Governance Committee conducted an evaluation of each Class III nominee to evaluate his performance prior to recommending to the board his nomination for an additional term as a director. Upon the recommendation of the Nominating and Corporate Governance Committee, which consists entirely of independent directors, we nominat Messrs. Myers, Hoyt and Lewis for election as Class III directors to serve until the annual meeting of Stockholders in 2014 and until their successors have been elected and qualified.

Each nominee for election at the annual meeting has consented to be a candidate and to be so named in this proxy statement and to serve, if elected. We do not know of any reason why any nominee would be unable or, if elected, will decline to serve as a director. If any nominee becomes unable or unwilling to serve, we may either reduce the number of directors to be elected or select a substitute nominee. If a substitute nominee is selected, the persons named as proxies will vote your shares for the substitute nominees, unless you have voted **WITHHOLD** with respect to the original nominee.

Directors are elected by a plurality of the votes cast at the annual meeting. Therefore, the three nominees for election as Class III directors who receive the greatest number of votes cast at the annual meeting will be elected to the board as Class III directors. Shares may not be voted cumulatively, and proxies cannot be voted for a greater number of persons than the number of nominees named. Unless otherwise specified, the persons named as proxies will vote your shares **FOR** the election of Keith G. Myers, Ted W. Hoyt and George A. Lewis as Class III directors.

Table of Contents

EXECUTIVE OFFICER COMPENSATION

COMPENSATION COMMITTEE REPORT

The Compensation Committee has reviewed and discussed the Compensation Discussion and Analysis section contained in this proxy statement below with management. Based on this review and discussion, the Compensation Committee recommended to the board of directors that the Compensation Discussion and Analysis be included in the company's Annual Report on Form 10-K for the fiscal year ended December 31, 2010 and in its proxy statement for the 2011 annual meeting of stockholders.

Submitted by the Compensation Committee of the Company's Board of Directors.

Monica F. Azare Chair

Ted W. Hoyt

George A. Lewis

COMPENSATION DISCUSSION AND ANALYSIS

In the paragraphs that follow, we will give an overview and analysis of our executive compensation program and policies, the material compensation decisions we have made under those programs and policies with respect to our top executive officers, and the material factors that our Compensation Committee considered in making those decisions. Later in this proxy statement you will find a series of tables containing specific information about the compensation earned or paid in 2010 to the following individuals, whom we refer to as our named executive officers:

Keith G. Myers, our Chief Executive Officer;

Donald D. Stelly, our President and Chief Operating Officer;

Peter J. Roman, our Executive Vice President and Chief Financial Officer;

Peter C. November, our Executive Vice President, General Counsel, and Corporate Secretary; and

Daryl J. Doise, our Executive Vice President Facilities-Based Operations and Joint Venture Development.

Executive Summary

We provide post-acute health care services primarily to Medicare beneficiaries, through our home nursing agencies, hospices and LTACHs. During 2010, we acquired 20 home nursing agencies, six hospice agencies, one LTACH and one private duty agency. We also initiated the operations of 12 home health agencies. We currently operate 310 locations in 19 states. The compensation program for our executive officers is structured to support our company's achievement of its business objectives, and we believe it is appropriate and fair in relation to our company's performance. In particular, our revenues over the last three years have increased 66% to \$635.0 million in 2010 from \$382.6 million in 2008 and our diluted earnings per share have increased 58.6% to \$2.68 in 2010 from \$1.69 in 2008.

We believe that each executive officer has the potential to affect both the short-term and long-term profitability of the company. Therefore, we place considerable importance on creating and implementing our executive compensation program to properly compensate and incentivize our executive officers. Our executive compensation program emphasizes the creation of stockholder value by focusing on the overall performance of the company and recognizing and rewarding each executive officer's contributions to the success of the company.

Table of Contents

Our compensation philosophy is to integrate our compensation program with corporate performance by linking a substantial portion of executive officer compensation to the achievement of financial goals that are critical to the success of the company. Our objective is to have a compensation program that will allow us to attract, motivate, and retain qualified executives, and align the interests of our executive officers with the interests of stockholders. In order to further this objective, our compensation program is structured to incorporate certain key principles, which are reflected in various elements of our compensation program, as summarized below:

Compensation Principle

Our executives should be provided with total compensation opportunities at levels that are competitive for comparable positions at firms with whom we compete for talent.

A significant portion of executive compensation should be linked to the company's achievement of performance goals in a way that proportionally rewards higher performance levels.

Our executive's interests should be closely aligned with those of our stockholders by making stock-based incentives a core element of our compensation program.

How We Determine and Assess Executive Compensation

We believe that the total compensation package available to our executives should be fair and competitive, should provide enhanced levels of financial reward based on higher levels of performance, and should be designed to recognize and reward both short and long term performance. As described below, the Compensation Committee determines appropriate elements and levels of compensation for our named executive officers based upon input from our Chief Executive Officer, market data provided by a third-party compensation consultant every year, analysis of market data and trends, and an analysis of internal pay-equity.

Role of Independent Compensation Consultants

To assist in evaluating our compensation practices, the Compensation Committee from time to time retains an independent compensation consultant to provide advice and ongoing recommendations regarding executive compensation practices that are consistent with our business goals and pay philosophy. We believe that this input and advice produces more informed decision-making and assures that an objective perspective is considered in this important governance process. In 2008, the Compensation Committee retained the executive compensation consulting services of Longnecker and Associates (Longnecker). Specifically, we instructed Longnecker to (i) review the total compensation package (base salary, annual cash incentives and long-term equity incentives) we pay to our named executive officers, (ii) assess the competitiveness and reasonableness of our compensation program as compared to a peer group of companies within the health care industry with similar revenue levels and market capitalization, and (iii) provide conclusions and recommendations for the current and future total compensation packages for our named executive officers. When establishing compensation levels for our executive officers for 2010, we continued to refer to the results of the 2008 study, and also internally reviewed current industry and market practices within our peer group. In the fall of 2010, the Compensation Committee retained Pearl Meyer & Partners (Pearl Meyer) to provide executive compensation consulting services, and instructed Pearl Meyer to conduct a similar compensation study to be used by the Compensation Committee when setting and establishing executive compensation for fiscal year 2011.

Element of Compensation Program that Reflects Principle

Based on review of competitive market data, total pay opportunities for our executives approximates the median level of compensation relative to our peer group.

Annual bonus awards and restricted stock awards are earned based on company performance. For 2010, the aggregate percentage of our named executive officer's total compensation represented by annual bonus awards and restricted stock awards ranged from 58% to 72%.

We grant annual equity awards to our executives in the form of restricted stock based on company and individual executive performance.

Table of Contents

Market Data and Peer Group

The Compensation Committee reviews and analyzes market data to ensure that our executive officer compensation is competitive with the marketplace. We consider the compensation levels, programs and practices of other companies within our industry and of comparable size in terms of revenue and market capitalization to assist us in setting our executive compensation so that it is market competitive. For 2010, we used the following peer group for these purposes: Amedisys, Inc., Almost Family, Inc., Gentiva Health Services, Inc.; Odyssey HealthCare, Inc.; Chemed Corporation; RehabCare Group, Inc.; Hanger Orthopedic Group, Inc.; Skilled Healthcare Group, Inc.; Healthways, Inc; AmSurg Corporation; National HealthCare Corporation; America Service Group, Inc.; Ensign Group, Inc.; Radnet, Inc.; Alliance HealthCare Services Inc.; IPC The Hospitalist Company Inc.; Continucare Corporation; and Addus HomeCare Corporation.

In 2010, we adjusted the compensation levels of our named executive officers after comparing to the above peer group. As our strategy changes and we leverage our capabilities into other markets, we intend to review the peer group annually to assure that we have the appropriate marketplace focus. The Compensation Committee used the reported market data to understand competitive compensation, industry trends and best practices regarding executive compensation practices; however, in 2010, we did not set a specific benchmark with regard to competitive data. Instead, the committee used the information previously provided by Longnecker, as well as publicly available information on our peer group, to assess industry and market compensation packages and the reasonableness of our compensation program compared to our peer group.

Role of Executive Officers

Our Chief Executive Officer recommends to the Compensation Committee base salary, target bonus levels and long-term incentive awards for our executive officers. Our Chief Executive Officer bases these recommendations on data and analysis regarding our peer group, information provided by our compensation consultant, and qualitative judgments regarding individual performance. Our Chief Executive Officer is not present when the Compensation Committee discusses or determines any aspect of his pay.

Elements of Our Compensation Program

Our executive compensation program consists primarily of the following components: base salary, annual cash incentive awards (which are paid quarterly), and long-term equity incentive awards. In addition, we provide certain other benefits, such as limited perquisites, retirement benefits and severance benefits. The percentage mix of total compensation for 2010 for each named executive officer (as reported in the Summary Compensation Table on page 27) is as follows:

Name	2010 Total Compensation as Reported in the Summary Compensation Table	% Attributable to Salary	% Attributable to Annual Bonus (At Risk/Performance- Based)	% Attributable to Restricted Stock Grants (At Risk/Performance- Based)
Keith G. Myers	1,521,932	37%	22%	41%
Donald D. Stelly	1,344,874	28%	15%	57%
Peter J. Roman	807,074	42%	23%	35%
Peter C. November	720,297	41%	21%	38%
Daryl J. Doise	676,319	43%	20%	37%

Base Salary

We provide base salaries to our executive officers as compensation for day-to-day responsibilities and sustained performance. Base salary provides our executive officers with an element of compensation that is not at-risk. We consider a combination of objective and subjective factors in determining the appropriate base

Table of Contents

salaries for our executive officers. Objective factors include salaries paid by companies in our peer group to officers in similar positions, base compensation paid to other company executives, and factors relating to the performance of the company, including net income, earnings per share, return on equity, and growth. Subjective factors relate to the performance of the individual executive officer, and include the following:

the executive officer's responsibilities;

the scope of the position;

experience and length of the executive officer's service with the company;

individual efforts and performance within the company, the industry and the community;

team building skills consistent with the company's best interests; and

observance of the company's ethics and compliance program.

While these subjective factors are integrated with the objective factors mentioned above, the overall assessment is primarily a subjective one, intended to reflect the level of responsibility and individual performance of the particular executive officer. With these objective and subjective factors in mind, Mr. Myers conducts an annual merit review of the executive officers, and based on this review, recommends base salaries to the Compensation Committee with respect to the named executive officers other than himself. The Compensation Committee determines the appropriate base salary for Mr. Myers after an annual performance review based on the same factors used to evaluate the other named executive officers. Effective January 1, 2010, we increased the base salaries of our named executive officers as follows in order to reflect each officer's levels of responsibility and performance as well as to reflect market conditions.

Name	2010 Base Salary Increases		
	2009 Base Salary (\$)	2010 Base Salary (\$)	% Increase
Keith G. Myers	412,500	500,000	21.2%
Donald D. Stelly	285,000	337,500	18.4%
Peter J. Roman	280,000	312,500	11.6%
Peter C. November	275,000	285,000	3.6%
Daryl J. Doise	250,000	265,000	6.0%

In January 2011, the Compensation Committee approved modest increases to the base salaries of our named executive officers. However, as a result of the cuts in Medicare reimbursement and the commitment of the management team to align themselves with our stockholders and employees, in April 2011 the named executive officers voluntarily agreed to reinstate their 2010 base salaries for the remainder of the year. Mr. Stelly's base salary was also reduced, however due to his promotion to President, the adjusted amount is higher than his 2010 base salary but still lower than his base salary initially established for 2011.

Annual Cash Incentive Awards

The Compensation Committee believes that a significant portion of the total cash compensation for executive officers should be based on the company's achievement of specific performance criteria, and that a significant part of the cash compensation package should be at-risk. For 2010, the Compensation Committee approved an annual cash incentive bonus program pursuant to which the named executive officers were awarded an opportunity to earn target cash bonuses as a percentage of base salary. The target percentage of base salary was 80% in the case of Mr. Myers, 70% in the case of Messrs. Stelly and Roman, and 60% in the case of Messrs. November and Doise. Under the program, each executive would earn the target cash bonus based on the company's achievement of the performance goals listed below, each of which we believe is critical to our long term success. Each of the performance goals described below accounts for 10% of the executives' potential bonus award. The company's achievement of these performance goals is assessed quarterly, and the cash incentive awards are paid quarterly based on those

assessments.

Table of Contents

	1ST Quarter 2010 Actual Performance	2nd Quarter 2010 Actual Performance	3rd Quarter 2010 Actual Performance	4th Quarter 2010 Actual Performance
Performance Goals				
1. Company's achievement of Net Service Revenue for 2010 being greater than the company's board approved budget for 2010	Yes	Yes	Yes	Yes
2. Company's achievement of EPS for 2010 being greater than the company's board approved budget for 2010	Yes	Yes	Yes	No
3. Company's growth for 2010 being greater than the Health Care Services industry average, as reported by Reuters	Yes	Yes	No	No
4. Company's quality scores improvement in 2010 being greater than the company's improvement in 2009, as reported by Outcome Concepts Systems	Yes	Yes	Yes	Yes
5. Company's patient satisfaction scores for 2010 being greater than the Health Care Services industry average, as reported by Press Ganey	No	No	No	Yes
6. Company's employee satisfaction scores for 2010 being greater than the Health Care Services industry average, as reported by Morehead & Associates	Yes	Yes	Yes	Yes
7. Company's employee turnover for 2010 being less than the Health Care Services industry average, as reported by Morehead & Associates	Yes	Yes	Yes	Yes
8. Company's return on assets (ROA) for 2010 being greater than the Health Care Services industry average, as reported by Reuters	Yes	Yes	Yes	Yes
9. Company's return on capital (ROC) for 2010 being greater than the Health Care Services industry average, as reported by Reuters	Yes	Yes	Yes	Yes
10. Company's return on equity (ROE) for 2010 being greater than the Health Care Services industry average, as reported by Reuters	Yes	Yes	Yes	Yes

As reflected above, in 2010, the company achieved nine out of ten of its performance goals for two quarters and eight out of ten for two quarters. As a result, the named executive officers earned aggregate annual bonuses in the following amounts, which awards were 87.4% of the target bonuses that could have been achieved: Mr. Myers, \$340,000; Mr. Roman, \$185,938; Mr. Stelly, \$200,813; Mr. November, \$149,625; and Mr. Doise \$135,150.

Table of Contents

Long-Term Equity Incentive Awards

The purpose of long-term equity incentives is to align our executive officers' performance incentives more closely with the interests of stockholders. Since our initial public offering in 2005, we have provided annual long-term equity incentive awards to our executive officers in the form of restricted stock awards. We continue to believe that these awards have been and remain an excellent vehicle for providing financial incentives for management because they align the executives' interests with those of our stockholders and provide strong incentive for the creation of stockholder value. Time-based restricted stock also provides a strong retentive component to our compensation program.

Restricted Stock Awards Granted in 2010 Based on Fiscal Year 2009 Base Salary and Annual Cash Incentive. The Compensation Committee determined that the grant date value of the 2010 restricted stock awards would be equal to a percentage of the named executive officer's base salary, multiplied by the percentage of the annual cash incentive award actually earned in 2009. The actual number of restricted shares awarded to the named executive officers was determined by dividing this grant date value by the fair market value of our common stock on the date of grant.

Mr. Myers, as Chief Executive Officer, had the opportunity to earn restricted shares with a grant date value equal to 150% of his 2009 base salary, multiplied by the percentage of his 2009 annual cash incentive actually earned. Messrs. Stelly, Roman, November and Doise had the opportunity to earn restricted shares with a grant date value equal to 100% of the named executive officer's 2009 base salary, multiplied by the percentage of their 2009 annual cash incentive actually earned.

These awards are reflected in the 2010 Grants of Plan-Based Awards table in this year's proxy statement.

Mr. Stelly received two additional grants during 2010 related to the renewal of the employment agreement and his promotion to President and Chief Operating Officer.

Timing of Equity Grants. Since our initial public offering in 2005 through 2010, we have made five regular grants of restricted stock to our executive officers. In each case, these awards were approved at a regularly scheduled meeting of our Compensation Committee during the first fiscal quarter of the year, after review and consideration of the Company's performance during the prior fiscal year and achievement of pre-established performance goals. We do not have any program, practice or policy of timing equity awards in connection with the release of material non-public information. We did not make an equity grant in the first quarter of 2011. We are studying our equity grant methodology, the use of time vesting restricted stock and potential performance measures. We anticipate making equity grants before the end of 2011.

Employee Stock Purchase Plan. Executive officers may also participate in our Employee Stock Purchase Plan, which permits participants to purchase shares of our common stock at a 5% discount to the market price. Executive officers are entitled to participate in the Employee Stock Purchase Plan on the same terms as non-executive employees who meet the applicable eligibility criteria, subject to any legal limitations on the amounts that may be contributed or the benefits that may be payable under the Employee Stock Purchase Plan.

Perquisites

We provide our named executive officers with certain limited perquisites. We believe the perquisites provided to our named executive officers are reasonable and conservative in light of industry practices, and the aggregate value of these benefits for our named executive officers did not exceed \$10,000 for any executive during 2010.

Retirement Benefits

Retirement benefits fulfill an important role within our overall executive compensation objective by providing a financial security component which promotes retention. We maintain a 401(k) plan, a tax-qualified

Table of Contents

defined contribution retirement plan, in which our named executive officers are eligible to participate, along with a substantial majority of our employees. Effective January 1, 2006, we implemented a discretionary match of up to 2% of employee contributions. We do not maintain any excess benefit plans, defined benefit or pension plans, or any deferred compensation plans.

Severance and Change in Control Arrangements

During 2010, we maintained employment agreements with each of our named executive officers that provide, among other things, that the executive will be entitled to receive certain severance benefits in the event of a termination of his employment, and the executive will be entitled to increased benefits in the event that a termination of his employment follows a change in control of the company. We believe these employment agreements are an important element of our executive officers' overall compensation package because they serve to ensure the continued focus and dedication of our executive officers notwithstanding any personal concerns they may have regarding their own continued employment, either prior to or following a change in control. The increased benefits that are payable in the event of a termination following a change in control are designed to attract and retain qualified executives who might not otherwise join or remain with our company without financial protection in the event that they are forced out of the company following a change in control. These provisions are also intended to provide for continuity of management in the event of a change in control of our company. We believe that our severance and change in control arrangements are comparable to those provided by the companies in our peer group and competitive within our industry.

As previously disclosed, the Compensation Committee has decided that it will no longer provide gross-ups for the excise tax imposed by Section 4999 of the Internal Revenue Code in connection with change in control arrangements. Accordingly, as the employment agreements with our executive officers have reached their expiration dates, we have revised those agreements in order to eliminate tax gross-up provisions. As of the date of this proxy statement, none of our named executive officers are entitled to a tax gross-up in connection with a change of control payment, except for Mr. November, whose original employment agreement term will not expire until 2013.

The potential severance and change in control benefits payable under these agreements are more fully described under Potential Payments upon Termination of Employment later in this proxy statement.

Tax and Accounting Considerations

The accounting and tax treatment of compensation generally has not been a factor in determining the amounts of compensation for our executive officers. However, the Compensation Committee and management have considered the accounting and tax impact of various program designs to balance the potential cost to us with the benefit/value to the executive.

Section 162(m) of the Internal Revenue Code generally disallows a tax deduction to public companies for compensation over \$1 million paid to named executive officers unless certain conditions are met. It is the Compensation Committee's intent to maximize deductibility of executive compensation while retaining some discretion needed to compensate executives in a manner commensurate with performance and the competitive landscape for executive talent. Excluding a portion of Mr. Myers' compensation, all compensation paid to our executive officers in 2010 was fully deductible by the company.

Table of Contents**EXECUTIVE COMPENSATION TABLES**

The tables below summarize the total compensation paid to or earned by our named executive officers. See the section titled Compensation Discussion and Analysis for a more detailed discussion of our executive compensation program.

SUMMARY COMPENSATION TABLE

The following table sets forth the cash and other compensation that we paid to our named executive officers or that was otherwise earned by our named executive officers for their services in all capacities during 2010, 2009 and 2008.

Name and Principal Position	Year	Salary (\$)	Stock Awards \$(1)	Non-Equity Incentive Plan Compensation \$(2)	All Other Compensation (\$)	Total (\$)
Keith G. Myers Chief Executive Officer	2010	563,103	618,829	340,000	3,482(4)	1,525,414
	2009	410,121	742,492	324,329	3,848(4)	1,480,790
	2008	339,900	382,415	244,728	174,395(3)	1,141,438
Donald D. Stelly President and Chief Operating Officer	2010	381,093	762,968	200,813		1,344,874
	2009	299,891	356,249	157,913		814,053
	2008	240,000	193,035	115,200		548,235
Peter J. Roman Executive Vice President, Chief Financial Officer	2010	341,042	280,094	185,938	2,780(4)	809,854
	2009	279,620	274,994	155,625	3,235(4)	713,474
	2008	200,000		95,625	3,830(4)	299,455
Peter C. November Executive Vice President, General Counsel and Corporate Secretary	2010	295,553	275,119	149,625	4,418(4)	724,715
	2009	277,400	114,578	152,625	4,304(4)	548,907
	2008	107,842	476,284	83,738	570(4)	668,434
Daryl J. Doise Executive Vice President Facility Based Operations and Joint Venture Development	2010	291,075	250,094	135,150	8,221(4)	684,540
	2009	278,557	312,502	93,750	7,392(4)	692,201
	2008	231,750	155,125	104,287	7,196(4)	498,358

- (1) Reflects the aggregate fair value of the restricted stock awards on the grant date. The grant date fair value of the stock awards is based on the fair market value of the underlying shares on the date of grant. The fair values of these awards were determined in accordance with Financial Accounting Standards Board Accounting Codification Topic 718.
- (2) Reflects annual cash incentive awards earned based on performance. For information regarding our annual cash incentive program, see the discussion in the Compensation Discussion and Analysis section of this proxy statement.
- (3) \$168,226 of this amount reflects the incremental cost to the Company of Mr. Myers personal use of Company-owned aircraft, which was available to Mr. Myers in 2008. The incremental cost (hourly rate) of the Company-owned aircraft was calculated by calculating the total cost to operate the aircraft during each quarter of the fiscal year and dividing that by the number of hours used during the same period. Mr. Myers Employment Agreement allowed for 25 hours of personal plane usage. Mr. Myers reimbursed the Company for any usage exceeding the permitted hours. Beginning in 2009, the personal use of the plane was no longer included as part of the compensation package.
- (4) Reflects the Company's 2% matching contribution under the 401(k) Benefit Plan.

Table of Contents**2010 GRANTS OF PLAN-BASED AWARDS**

The following table sets forth the individual grants of plan-based awards made to each of our named executive officers during 2010.

Name	Grant Date	Estimated Potential Payouts Under Non-Equity Incentive Plan Awards(1)			All Other Stock Awards: Number of Shares of Stock or Units (#)(2)	Grant Date Fair Value of Stock Awards \$(3)
		Threshold (\$)	Target (\$)	Maximum (\$)		
Keith G. Myers	03/01/10	40,000	400,000	400,000	20,525	618,829
Donald D. Stelly	03/01/10	23,625	236,250	236,250	9,455	285,068
	09/01/10				10,000	206,400
	11/15/10				10,000	271,500
Peter J. Roman	03/01/10	21,875	218,750	218,750	9,290	280,094
Peter C. November	03/01/10	17,100	171,000	171,000	9,125	275,119
Daryl J. Doise	03/01/10	15,900	159,000	159,000	8,295	250,094

- (1) Represents threshold, target and maximum payout levels for 2010 performance under our annual cash incentive program. The actual amount earned by each named executive officer for 2010 is reported under the Non-Equity Incentive Plan Compensation column in the Summary Compensation Table. For more information regarding our annual cash incentive program, see the discussion in the Compensation Discussion and Analysis section of this proxy statement.
- (2) Award of time-vesting restricted stock granted under our long-term incentive plans. The restricted stock vests in five equal annual installments on each of the first five anniversaries of the grant date.
- (3) The grant date fair value of the awards is determined pursuant to Accounting Standards Codification 718 and is based on the fair market value of the underlying shares on the date of grant.

OUTSTANDING EQUITY AWARDS AT 2010 FISCAL YEAR-END

The following table provides information concerning stock awards that are outstanding as of December 31, 2010 for each of our named executive officers. Our named executive officers do not hold any option awards.

Name	Stock Awards	
	Number of Shares or Units of Stock That Have Not Vested (#)(1)	Market Value of Shares or Units of Stock That Have Not Vested \$(2)
Keith G. Myers	72,349	2,170,470
Donald D. Stelly	58,268	1,748,040
Peter J. Roman	25,229	756,870
Peter C. November	23,964	718,920
Daryl J. Doise	33,625	