

Organizational Overview for RCPA MAA Registry

Financial Tax ID Classification

The Devereux Foundation d/b/a Devereux Advanced Behavioral Health is a 501(c)(3) nonprofit organization under the IRS code, dedicated to serving the public through charitable, educational, and community-focused initiatives.

As a nonprofit, we consistently invest in securing our mission, expanding services, and sustaining high-quality care for individuals and families in need. As an industry leader, we have prioritized enhancing technology, programs, and facilities to improve safety and mitigate risks across all areas of our care. Over the past three years, Devereux has invested more than \$50 million in systems, video technologies, facility upgrades and reporting protocols to strengthen these efforts.

History

Devereux Advanced Behavioral Health is one of the nation's largest nonprofit organizations providing services, insight and leadership in the evolving field of behavioral healthcare.

Founded in 1912 by special education pioneer Helena Devereux, Devereux operates a comprehensive network of clinical, therapeutic, educational and employment programs and services that positively impact the lives of thousands of children, adults – and their families – every year. The organization's unique approach combines evidence-based interventions with compassionate family engagement.

With nearly 6,500 employees working in programs across the U.S., Devereux is a trusted partner for families, schools and communities, serving many of our country's most vulnerable populations in the areas of autism, intellectual and developmental disabilities, specialty mental health, education and foster care.

For more than a century, Devereux Advanced Behavioral Health has been guided by a simple and enduring mission: To change lives by unlocking and nurturing human potential for people living with emotional, behavioral or cognitive differences.

Services

Our programs serve individuals with autism, intellectual/developmental disabilities, specialty mental health needs, and educational and foster care requirements. Offered in hospital, residential, community, and school-based settings, these services generated \$587 million in revenue in Fiscal Year 2024, with approximately one-third stemming from Pennsylvania.

We emphasize data-driven, evidence-based approaches, including:

- Comprehensive assessment, diagnostics, and measurement to guide personalized care
- Evidence-based treatment and special education services
- Trauma-informed care and positive behavioral support
- Functional behavior assessments to shape effective interventions
- Transition and independent life skill development
- Family engagement, education, and professional training
- Research, innovation, and advocacy to advance the field
- Public awareness and prevention initiatives

Together, these offerings aim to unlock human potential, foster meaningful growth, and improve outcomes for individuals and families.

Financials

Devereux holds a Fitch rating of 'A-' with a stable outlook, reflecting strong financial health and a low risk of default. This rating indicates the organization's ability to meet financial commitments while maintaining operational stability. With an endowment roughly 4 times its long-term debt, Devereux is well-positioned to support its mission, pursue strategic initiatives, and sustain long-term growth.

Innovate Initiatives

QualityHealth Pharmacy: Since April 2020, Devereux Advanced Behavioral Health has operated an integrated pharmacy division aimed at enhancing safety and quality of care for individuals served by the organization.

The pharmacy initiative, part of Devereux's multiphase organizational redesign and strategic plan, was designed to enhance medication management services, ensure clinical and regulatory excellence, and optimize operational efficiencies across all campuses. By recapturing dispensing fees, the organization has the goal of redirecting savings to support increased compensation for direct support professionals and supervisors.

The division builds on the foundation of the Devereux Texas pharmacy, established in 1992.

Devereux ASCEND: Empowering Career Growth: Devereux ASCEND is a comprehensive career accelerator program designed to support behavioral health team members in achieving their professional goals. It offers personalized career coaching, financial assistance for education, and multi-track career advancement opportunities across clinical, medical, education, direct care, operational management, and administrative roles.

The program provides up to 100% funding for tuition, exam fees, and study materials for both undergraduate and graduate studies within career tracks, along with student loan repayment assistance through Public Service Loan Forgiveness (PSLF) eligibility. Participants are paired with career coaches to create personalized plans, access mentorship, and engage in professional development, ensuring opportunities for growth and equity throughout their careers.

Devereux ASCEND is committed to empowering its team members to grow their skills, follow their passions, and make a meaningful impact in behavioral health care.

Service Geography

Devereux operates in numerous states across the country, with key facilities and programs in Pennsylvania, Massachusetts, Rhode Island, New Jersey, New York, Florida, Georgia, Texas, Arizona, Connecticut and California.

In Pennsylvania, we serve communities in Western Pennsylvania/Allegheny County, the Poconos region, and the Philadelphia suburbs, among others. By strategically positioning services in various regions, we ensure access to care for underserved populations and meet the unique needs of each community.

Why We Want to Be Part of the Registry

Devereux is committed to fostering partnerships that enable us to deliver high-quality services in response to population health needs. The MAA Registry presents an opportunity to connect with like-minded organizations, explore strategic alliances, and collectively address challenges in the behavioral health and human services sectors and expand our organizations' collective missions. Our approach to mergers and acquisitions prioritizes quality over quantity, ensuring that each partnership is thoughtfully aligned with our mission, values and cultural alignment. By participating, we aim to expand our impact, strengthen our network, and build relationships that advance our shared mission of improving lives.

Our Philosophy on MAA

At Devereux, we view mergers, acquisitions, and alliances as opportunities to strengthen the behavioral healthcare system, expand access to services in underserved areas, enhance service offerings through collaboration, and ensure long-term sustainability for all involved organizations. We prioritize partnerships that are mission-aligned, community-focused, and mutually beneficial.

In every affiliation, we strive to preserve and honor the history, legacy, and unique identity of our affiliates, recognizing the importance of their contributions to the communities they serve. We also embrace co-branding opportunities to create recognition and trust for all partners involved. Our goal is to create mutually sustainable partnerships that reflect a shared commitment to excellence, innovation, and respect for the past while building a stronger future together.

Previous MAA Experience

Devereux has a successful track record of engaging in mergers, acquisitions, and alliances to broaden our reach and enhance services. Recent affiliations include Turtle Creek Valley (TCV) Community Services and Parent's League for Emotional Adjustment (PLEA) Agency in

Allegheny County, PA. These partnerships have enabled us to integrate new services, leverage shared expertise, and address emerging needs within the communities we serve.

Other Agencies We Have Partnered With

Devereux has worked extensively with state and local agencies to coordinate care and streamline service delivery, healthcare providers to ensure comprehensive care for individuals with complex needs, school districts and private education institutions to deliver specialized educational programs, national and local nonprofit organizations to enhance service accessibility, and government agencies to develop innovative programs and advocate for policy changes. Additionally, Devereux is an active member of various local and national provider alliances and maintains accreditations with leading organizations, such as The Joint Commission. Most recently, Devereux achieved accreditation with Praesidium, a recognized leader in child safety, further underscoring our commitment to maintaining the highest standards of safety, quality, and care. These partnerships and affiliations demonstrate our dedication to collaboration, innovation, and continuous improvement within the behavioral health and human services sectors.

Types of Organizations We Are Looking to Partner With

Devereux seeks to collaborate with organizations that share our mission of advancing behavioral health and human services, operate in complementary service areas or geographic regions, bring unique expertise or capacity to enhance our service offerings, and align with our commitment to innovation, sustainability, and quality care. Where possible, we'd be interested in organizations that complement our existing pool of services, providing the opportunity to jointly expanding current care continuums.

We are particularly interested in partnerships with:

- **Approved private schools (APS) and other special education-focused entities** to expand educational opportunities and specialized services for children and adolescents.
- **Nonprofit providers in IDD services, including group homes** to strengthen and enhance residential support options for individuals with disabilities or behavioral health needs.
- **Organizations implementing innovative programs** that complement or integrate seamlessly into our continuum of care, helping us address service gaps or enhance existing offerings.
- **Human service organizations of all types**, reflecting our openness to collaborations that align with our core mission and values.

These partnerships enable us to create impactful, sustainable solutions and ensure that individuals and families receive the comprehensive support they need.