FORM 10-K/A

Annual report pursuant to section 13 and 15(d) [amend]

Filing Date: **2022-03-28** | Period of Report: **2021-12-31**
SEC Accession No. 0001558370-22-004507

(HTML Version on secdatabase.com)

FILER

Apria, Inc.

CIK:**1735803**| IRS No.: **824937641** | State of Incorp.:**DE** | Fiscal Year End: **1231**
Type: **10-K/A** | Act: **34** | File No.: **001-40053** | Film No.: **22776210**
SIC: **8082** Home health care services

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UNITED STATES
SECURITIES AND EXCHANGE COMMISSION
WASHINGTON, D.C. 20549

FORM 10-K/A

Amendment No. 1

☒ **ANNUAL REPORT PURSUANT TO SECTION 13 OR 15(d) OF THE SECURITIES EXCHANGE ACT OF 1934**

For the fiscal year ended December 31, 2021

OR

☐ **TRANSITION REPORT PURSUANT TO SECTION 13 OR 15(d) OF THE SECURITIES EXCHANGE ACT OF 1934**
For The Transition Period From To

Commission file number: 001-40053

Apria, Inc.

(Exact name of registrant as specified in its charter)

Delaware	**82-4937641**
(State of Other Jurisdiction of incorporation or Organization)	(I.R.S. Employer Identification No.)
7353 Company Drive, Indianapolis, IN	**46237**
(Address of principal executive offices)	(Zip code)

Registrant's telephone number, including area code: (800) 990-9799

Securities registered pursuant to Section 12(b) of the Act:

Title of Each Class	Trading Symbol(s)	Name Of Each Exchange On Which Registered
Common Stock, $0.01 Par Value per Share	**APR**	**The Nasdaq Stock Market LLC**

Securities registered pursuant to Section 12(g) of the Act: **None**

Indicate by check mark if the registrant is a well-known seasoned issuer, as defined in Rule 405 of the Securities Act.
Yes ☐ No ☒

Indicate by check mark if the registrant is not required to file reports pursuant to Section 13 or Section 15(d) of the Act.
Yes ☐ No ☒

Indicate by check mark whether the registrant: (1) has filed all reports required to be filed by Section 13 or 15(d) of the Securities Exchange Act of 1934 during the preceding 12 months (or for such shorter period that the registrant was required to file such reports), and (2) has been subject to such filing requirements for the past 90 days. Yes ☒ No ☐

Indicate by check mark whether the registrant has submitted electronically; every Interactive Data File required to be submitted pursuant to Rule 405 of Regulation S-T (§232.0405 of this chapter) during the preceding 12 months (or for such shorter period that the registrant was required to submit such files). Yes ☒ No ☐

Indicate by check mark whether the registrant is a large accelerated filer, an accelerated filer, a non-accelerated filer, a smaller reporting company, or an emerging growth company. See the definitions of "large accelerated filer," "accelerated filer," "smaller reporting company," and "emerging growth company" in Rule 12b-2 of the Exchange Act.

Large accelerated filer ☐ Accelerated filer ☐ Non-accelerated filer ☒ Smaller reporting company ☐ Emerging growth company ☐

If an emerging growth company, indicate by check mark if the registrant has elected not to use the extended transition period for complying with any new or revised financial accounting standards provided pursuant to Section 13(a) of the Exchange Act. ☐

Indicate by check mark whether the registrant has filed a report on and attestation to its management's assessment of the effectiveness of its internal control over financial reporting under Section 404(b) of the Sarbanes-Oxley Act (15 U.S.C. 7262(b)) by the registered public accounting firm that prepared or issued its audit report. ☐

Indicate by check mark whether the registrant is a shell company (as defined in Rule 12b-2 of the Exchange Act). Yes ☐ No ☒

The aggregate market value of the voting and non-voting common equity held by non-affiliates of the registrant as of June 30, 2021 (based on the closing price per share as reported on the Nasdaq Stock Market LLC on the last business day of the registrant's most recently completed second fiscal quarter), was approximately $419.2 million.

As of March 22, 2022, there were 35,741,270 shares of the registrant's common stock outstanding.

DOCUMENTS INCORPORATED BY REFERENCE

None.

EXPLANATORY NOTE

This Amendment No. 1 on Form 10-K/A (this "Amendment") is being filed by Apria, Inc. (the "Company") to amend the Annual Report on Form 10-K for the year ended December 31, 2021 filed by the Company with the Securities and Exchange Commission (the "SEC") on March 1, 2022 (the "Original Report") to include the information required to be disclosed by Part III, Items 10 through 14 of Form 10-K. This information was previously omitted from the Initial Form 10-K in reliance on General Instruction G(3) to Form 10-K. In accordance with Rule 12b-15 under the Securities Exchange Act of 1934, as amended (the "Exchange Act"), Part III, including Items 10 through 14 of the Initial Form 10-K, is hereby amended and restated in its entirety. Except for Items 10 through 14 of Part III, no other information included in the Original Report is changed by this amendment.

This Amendment consists solely of the preceding cover page, this explanatory note, the information required by Part III, Items 10, 11, 12, 13, and 14 of Form 10-K, a signature page and certifications required to be filed as exhibits. We are amending Part IV solely to add those certifications.

This Amendment does not amend, update or change any other item or disclosure in the Original Report or reflect events that occurred after the date of the Original Report. Therefore, this Amendment should be read in conjunction with the Original Report and the Company's other filings made with the SEC subsequent to the filing of the Original Report.

PART III

Item 10. Directors, Executive Officers, and Corporate Governance

Directors and Executive Officers

The following table sets forth the names, ages and positions of our directors, and executive officers as of March 28, 2022.

Name	Age	Position
Executive Officers		
Daniel J. Starck	55	Director and Chief Executive Officer
Debra L. Morris	63	Executive Vice President, Chief Financial Officer
Robert P. Walker	55	Executive Vice President, Managed Care
Michael-Bryant Hicks	47	Executive Vice President, General Counsel and Secretary
Angela Fyfe	58	Executive Vice President, Enterprise Services
Mark E. Litkovitz	58	Executive Vice President, Chief Information Officer
Celina M. Scally	52	Senior Vice President, Chief Human Resources Officer
Directors		
John G. Figueroa	59	Director and Chairman of the Board
Michael Audet	36	Director
Susannah Gray	61	Director
Teresa Kline	63	Director
John R. Murphy	71	Director
Norman C. Payson, M.D.	73	Director
Devon Rinker	33	Director
Neil P. Simpkins	55	Director
Lynn Shapiro Snyder	65	Director
Daniel J. Starck	55	Director and Chief Executive Officer
Mike S. Zafirovski	68	Director

Daniel J. Starck has served as our Chief Executive Officer since February 2015. Prior to assuming this role, Mr. Starck served as the Chief Executive Officer of our home respiratory therapy and home medical equipment segment since he joined the Company in April 2012 and became one of our Directors in December 2013. Prior to joining us, from 2006 to 2012, Mr. Starck served as Chief Executive Officer of CorVel Corporation ("CorVel"), an Orange County, California-based national provider of industry-leading workers' compensation solutions for employers, third-party administrators, insurance companies and government agencies seeking to control costs and promote positive outcomes. Mr. Starck joined CorVel in 2006 as President and Chief Operating Officer after serving Apria and a predecessor company in a series of progressively more responsible operations roles from 1992 to 2006. Mr. Starck holds a B.S. in Business from San Diego State University in California.

Debra L. Morris has served as our Executive Vice President, Chief Financial Officer since March 2013. Prior to joining the Company, Ms. Morris served as Chief Financial Officer—Americas for Sitel Worldwide Corporation from February 2010 to February 2013. Prior to that she served as a Partner of Tatum LLC from 2004 to 2010 and as a Director from 2008 to 2010 and provided interim and permanent CFO services for companies contracted with Tatum LLC including LifeMasters Supported SelfCare and RelaDyne. From 1999 to 2002 she was Chief Financial Officer of Caliber Collision Centers. Ms. Morris spent the earlier part of her career in progressively more responsible roles with CB Richard Ellis, including as Executive Vice President—Global Marketing and Integration and Executive Vice President—Global Chief Accounting Officer. Effective May 15, 2020, Ms. Morris serves as a Director for Alternative Logistics Technologies, Holdco, LLC and serves as the Chair of the Audit Committee. Effective December 31, 2020, Ms. Morris serves as a Director for Rexford Industrial (REXR) and serves on the Audit and Compensation committees. Ms. Morris holds a B.S. in Business Administration from Colby Sawyer College in New London, New Hampshire.

Robert P. Walker has served as our Executive Vice President, Managed Care since April 2013. Prior to his assuming this role, Mr. Walker served as our Vice President of Sales from 1998 through 2002 and was later Chief Sales Officer and President for the oncology laboratory division at Poplar Healthcare from 2010 to 2013. Mr. Walker served on the boards of Valet Living, LLC and Evident, LLC and was Chairman-elect of the Oklahoma State Alumni Association. He currently serves on the board of University FanCards LLC. Mr. Walker holds a B.S. in Marketing and Management from Oklahoma State University.

Michael-Bryant Hicks has served as our Executive Vice President, General Counsel and Corporate Secretary since March 2021. Prior to joining the Company, Mr. Hicks was the Executive Vice President, General Counsel and Corporate Secretary for Elanco Animal Health Incorporated from September 2018 to March 2021 and served as General Counsel of the Elanco Animal Health division of Lilly from May 2018 to September 2018. Prior to Elanco, Mr. Hicks served in various legal roles, including General Counsel at Mallinckrodt plc, a specialty pharmaceutical company, from 2016 to 2018, Senior Vice President, General Counsel and Corporate Strategy at The Providence Service Corporation, a social services company, from 2014 to 2016 and as Assistant General Counsel at DaVita Inc., a health care company, from 2011 to 2013. Mr. Hicks holds a B.A., Psychology, with distinction from the University of North Carolina at Chapel Hill, a J.D. from Yale Law School, and was also a Fulbright Scholar.

Angela Fyfe serves as our Executive Vice President, Enterprise Services, which includes customer service, field shared services, marketing and product management. Ms. Fyfe brings over 25 years of executive experience in diverse industries including healthcare, financial services, and retail, serving in a variety of leadership positions within operations, customer care, sales, marketing, and client services. Ms. Fyfe joined Apria in 2016 as the Vice President, Customer Care Center Customer Service Operations and prior to joining Apria, she was the Chief Operating Officer for LIFENEXUS, a healthcare technology company that filed for Chapter 7 bankruptcy protection in January 2016. Ms. Fyfe earned her B.A. in marketing at the University of Tulsa and her M.B.A. from the University of Phoenix.

Mark E. Litkovitz has served as our Executive Vice President, Chief Information Officer since January 2014. Prior to assuming this role, Mr. Litkovitz led multiple areas of our IT organization since April 2009. Mr. Litkovitz previously spent 24 years in IT services, primarily with Perot Systems. Mr. Litkovitz holds a B.S. in Computer Science from the University of Akron in Ohio.

Celina M. Scally has served as our Senior Vice President, Chief Human Resources Officer since 2013 and has been with the Company since 1990. In her current role, Ms. Scally is responsible for managing all aspects of the Company's human resources department. Prior to assuming this role, Ms. Scally served the Company in progressively more responsible roles from roles in the field organization in both billing and customer service, to Director, Customer Service and Training & Development to Vice President, Organizational Effectiveness & Change Management. Ms. Scally holds a Bachelor of Science in Business from the University of Phoenix.

John G. Figueroa first became one of our directors in November 2012 when he joined us as Chairman of our Board of Directors and was reappointed to the Board when the Company was reorganized in 2014. Mr. Figueroa also served in the dual roles as Chief Executive Officer of the Company and of our home infusion therapy segment, Coram LLC, from November of 2012 until January 16, 2014, when the infusion therapy business was sold to CVS Caremark and the Company was reorganized. In addition to his current role as a director with the Company, Mr. Figueroa is the Chairman and CEO of CarepathRx, a company providing innovative pharmacy solutions to Hospital Health Systems centered on end-to-end service for all pharmacy needs including Specialty, Infusion, and continuous home solutions for all prescriptions. Previously, he was the Chief Executive Officer of Genoa Healthcare, the leading behavioral health specialty pharmacy in the United States, since July 2014. Prior to his appointment to these roles, Mr. Figueroa served as CEO and Board Member of Cincinnati, Ohio-based Omnicare, Inc., a Fortune 500 healthcare services company that provided pharmaceuticals and related services to long-term care facilities and specialized drugs for complex disease states. Before that, Mr. Figueroa served as President of McKesson Corporation's U.S. Pharmaceutical Group from 2006 to 2010, after holding progressively more responsible operations and sales positions in the company's Supply Solutions, Pharmaceutical and Health Systems groups from 1997 through early 2006. He spent the initial years of his career in various sales and operations roles for Baxter Healthcare Corporation's Hospitex and Medical Surgical divisions. Mr. Figueroa currently serves on the

Board as Chairman of the Compensation Committee and Director on the Nominating and Governance Committee of Reliance Steel & Aluminum Co. Mr. Figueroa holds Bachelor's degrees in both English

Literature and Political Science from the University of California at Los Angeles, where he was a distinguished military graduate. He also holds a Master's Degree in Business Administration from Pepperdine University,.

Michael Audet became one of our directors in June 2019. Mr. Audet is a Managing Director at Blackstone in Strategic Partners. Since initially joining Blackstone in 2010, Mr. Audet previously worked in Blackstone's private equity business where he was involved in the execution of Blackstone's investments in Paysafe, First Eagle Asset Management, Tradesmen International, Summit Materials, and Apria Healthcare. Mr. Audet received an AB in mathematics from Dartmouth College, where he graduated summa cum laude and was elected to Phi Beta Kappa, and a Masters of Business Administration with Distinction from Harvard Business School. He is also a Co-Chair of the New Wave Steering Committee for Film at Lincoln Center.

Susannah Gray became one of our directors in May 2021. Ms. Gray was the Executive Vice President and Chief Financial Officer of Royalty Pharma (the largest aggregator of pharmaceutical royalty interests worldwide) from January 2005 through November 2018, at which point she took on the additional responsibility of heading Strategy for the company. Prior to joining Royalty Pharma, Ms. Gray had a 14-year career in banking, working in various capacities within high-yield and structured finance departments of Chase Securities, Merrill Lynch, and CIBC World Markets. In addition to the Apria board, Ms. Gray currently serves on the board of directors of 4D Molecular Therapeutics, where she serves on the Audit Committee and chairs the Compensation Committee, Maravai Life Sciences where she chairs the Audit Committee, and Morphic Therapeutics, where she sits on the Audit Committee. She is also a board member of the private company, BioSplice Therapeutics. Ms. Gray sits the board of a number of nonprofit organizations, including Wesleyan University, Colby College Museum of Art, the Susan G. Komen Foundation, Street Squash, and the German Marshall Fund. Ms. Gray earned a B.A. with honors from Wesleyan University and an M.B.A. from Columbia University.

Teresa Kline became one of our directors in May 2021. Ms. Kline served as the Executive Vice President of Henry Ford Health System (HFHS) a health care provider, and the President and Chief Executive Officer of Health Alliance Plan, a health insurance company and subsidiary of HFHS from November 2016 through June 2019. From July 2014 to November 2016, Ms. Kline provided healthcare consulting services. Ms. Kline served as Senior Vice President and Chief Health Care Management Officer of Health Care Service Corporation (a health insurance company) from March 2010 to March 2014. . Since January 2022, Ms. Kline has also served as a member of the board of directors of Presbyterian Healthcare Services (a private non-profit integrated delivery system in New Mexico). Since November 2019, Ms. Kline has served as a member of the board of directors of Amedisys, a home health and hospice company. Since August 2017, Ms. Kline has served as a member of the board of directors of Intersect ENT, a medical device and specialty pharmaceutical company. Since August 2017, Ms. Kline has served on the board of directors of SaVida Health, an opioid use disorder treatment company Ms. Kline holds a B.A. from Kalamazoo College and an M.P.H. from the University of Michigan.

John R. Murphy became one of our directors in August 2019. Mr. Murphy currently serves on the Board of Directors of O'Reilly Automotive, Inc., Alight Solutions LLC and Summit Materials, Inc. Previously, he served on the Board of Directors of DJO Global, Inc., Graham Packaging, Inc. and Accuride Corporation, Inc. He previously served as Interim Chief Financial Officer of Summit Materials, Inc. in 2013, Senior Vice President and Chief Financial Officer of Smurfit-Stone Container Corporation from 2009 to 2010, and Chief Financial Officer, then President and Chief Operating Officer, then President and Chief Executive Officer with Accuride Corporation, Inc. from 1998 to 2008. Mr. Murphy holds a Bachelor of Science in Accounting from Pennsylvania State University and a Master of Business Administration from the University of Colorado, and is a Certified Public Accountant.

Norman C. Payson, M.D. first became one of our directors in 2006 and served as our Executive Chairman of the Board of Directors and Chief Executive Officer from October 2008 until November 2012 when he retired as Executive Chairman and as Chief Executive Officer and became a Senior Advisor to us while remaining a member of our Board of Directors and he is a member of the Nominating and Governance Committee. He was Chief Executive Officer of Oxford Health Plans from 1998 through 2002. Dr. Payson co-founded Healthsource, Inc., a large health plan operating in 15 states, in 1985 and served as its Chief Executive Officer from 1985 through 1997. He currently serves as Lead Director of the Board of Directors of Access Clinical Partners, an integrated urgent care health network operating in ten states, and effective June 2021 Chairman of the Board of Implantable Provider Group, a device benefit management provider.

He is also Chairman Emeritis of the Board of Directors of City of Hope, a not-for-profit tertiary cancer hospital and research center, and serves as a Board Member of its subsidiaries AccessHope and the Beckman Research Institute. Dr. Payson has been a member of the Board of Directors of Evolent Health Holdings Inc. from December 2013until June 2019 and a Consultant of Evolent Health Holdings Inc. from March 2014 to December 2020. He is also a board member of Progyny, a fertility benefits provider where he also serves on the Audit Committee and Nominating and Governance Committee, and also serves as a Director of Smile Brands, one of the nation's leading Dental Support Organizations with over 350 locations across 15 states. Since January 2022 he also serves on the board of Executive Service Corps of Southern California, a not-for- profit philanthropy consulting organization. Dr. Payson is an Emeritus Board Member of Geisel School of Medicine at Dartmouth, and a member of the Mailman School of Public health at Columbia HPM National Advisory Board, and a member of the USC Schaeffer Center Advisory Board. From May 2017 to August 2019 Dr. Payson was a board member of The Center for Orthopedic and Research Excellence, Inc. Dr. Payson is on the board of Kiva Foundation, a private charitable foundation organized by Dr. Payson and his wife on June 15, 1998. He holds a BS from the Massachusetts Institute of Technology in Cambridge, Massachusetts and received his medical degree from Dartmouth Medical School

Devon Rinker became one of our directors in February 2021. Mr. Rinker is a Principal in Blackstone's Private Equity Group. Since joining Blackstone in 2017, Mr. Rinker has been involved with Blackstone's investments in International Data Group, Interior Logic Group, HealthMarkets, NCR, SERVPRO, and Exeter Finance. He currently serves as a Director of Interior Logic Group and previously served as a Director of HealthMarkets. Before joining Blackstone, Mr. Rinker was an Associate at KKR, where he evaluated and executed private equity investments in the technology, media and communications industries. Prior to that, he worked in investment banking at Evercore Partners. Mr. Rinker received a B.S. in Commerce from the University of Virginia, where he graduated with distinction and Beta Gamma Sigma, and an M.B.A. from Harvard Business School.

Neil P. Simpkins became one of our directors immediately after the completion of our acquisition by private investment funds affiliated with our Sponsor in October 2008. He is a Senior Managing Director of Blackstone's Corporate Private Equity Group. Since joining Blackstone in 1998, Mr. Simpkins has led the acquisitions of TRW Automotive, Vanguard Health Systems, TeamHealth, Gates Industrial Corporation plc, Change Healthcare and Summit Materials. Before joining Blackstone, Mr. Simpkins was a Principal at Bain Capital. While at Bain Capital, Mr. Simpkins was involved in the execution of investments in the consumer products, industrial, healthcare and information industries. Prior to joining Bain Capital, Mr. Simpkins was a consultant at Bain & Company in the Asia Pacific region and in London. He currently serves as a director of Change Healthcare Inc., Gates Industrial Corporation plc and TeamHealth Holdings, Inc. Mr. Simpkins graduated with honors from Oxford University and received his MBA from Harvard Business School.

Lynn Shapiro Snyder became one of our directors in August 2019. Ms. Snyder currently is a senior Member of Epstein Becker Green ("EBG") in the Health Care and Life Sciences and Litigation practices in the firm's Washington, DC office, and she is a Strategic Advisor with EBG Advisors, Inc. Ms. Snyder has over 40 years of experience at EBG, advising a wide variety of clients about federal, state, and international health law/policy/commercial issues, including Commercial Payor, Medicare, Medicaid, TRICARE, VA, compliance and managed care issues. Ms. Snyder is also Founder and President of the Women Business Leaders of the U.S. Health Care Industry Foundation ("The WBL Foundation"). Ms. Snyder currently is a board member of the following companies: The Trustmark Mutual Holding Company on the Audit and Compensation Committees, EBG as the Vice Chair of Finance Committee; and The WBL Foundation as the Chairperson of the Board. She is a graduate of Franklin & Marshall College and George Washington University National Law Center.

Mike S. Zafirovski became one of our directors in October 2011. Mr. Zafirovski is the founder and president of The Zaf Group LLC, which he established in November 2012. Since October 2011, Mr. Zafirovski has served as an Executive Advisor to The Blackstone Group Inc. and serves on the boards of certain Blackstone portfolio companies. Previously, he served as director, President and Chief Executive Officer of Nortel Networks Corporation from November 2005 to August 2009. Prior to that, Mr. Zafirovski was director, President and Chief Operating Officer of Motorola, Inc. ("Motorola") from July 2002 to January 2005, and remained a consultant to and a director of Motorola until May 2005. He served as

Executive Vice President and President of the Personal Communications Sector (mobile devices) of Motorola from June 2000 to July 2002. Prior to joining Motorola, Mr. Zafirovski spent nearly 25 years with

General Electric Company, where he served in management positions, including 13 years as President and Chief Executive Officer of five businesses in the industrial and financial services arenas, his most recent being President and Chief Executive Officer of GE Lighting from July 1999 to May 2000. Mr. Zafirovski also serves on the board of Stericycle, Inc. and served on the board of the Boeing Company for 16 years until retiring in May 2020. Mr. Zafirovski holds a B.A. in Mathematics from Edinboro University in Pennsylvania.

There are no family relationships among any of our executive officers and directors.

Composition of the Board of Directors

Our business and affairs are managed under the direction of our board of directors. Our certificate of incorporation provides for a classified board of directors, with four directors in class I (Ms. Kline, Dr. Payson and Messrs. Simpkins and Starck) whose term will expire at our 2022 annual meeting of stockholders, four directors in class II (Ms. Gray and Messrs. Audet, Figueroa and Zafirovski) whose term will expire at our 2023 annual meeting of stockholders and three directors in class III (Messrs. Murphy and Rinker and Ms. Snyder) whose term will expire at our 2024 annual meeting of stockholders. In addition, we are party to a stockholders agreement with certain affiliates of Blackstone Inc. (our "Sponsor"). This agreement grants our Sponsor the right to designate nominees to our board of directors subject to the maintenance of certain ownership requirements in us. See "Part III, Item 13. Certain Relationships and Related Transactions, and Director Independence."

Director Independence

Our board of directors has affirmatively determined that each of Messrs. Figueroa, Audet, Murphy, Rinker, Simpkins and Zafirovski, Dr. Payson and Mses. Gray, Kline and Snyder qualify as independent directors under the Nasdaq listing standards.

Background and Experience of Directors

When considering whether directors and nominees have the experience, qualifications, attributes or skills, taken as a whole, to enable our board of directors to satisfy its oversight responsibilities effectively in light of our business and structure, the board of directors focuses primarily on each person's background and experience as reflected in the information discussed in each of the directors' individual biographies set forth above. We believe that our directors provide an appropriate mix of experience and skills relevant to the size and nature of our business. In particular, the members of our board of directors considered the following important characteristics, among others:

- Mr. Figueroa has significant management and operational experience from his service in various senior management roles, including as our former Chief Executive Officer and the Chief Executive Officer of Omnicare, Inc.

- Mr. Audet has significant financial and investment experience from his involvement in Blackstone, including as Managing Director in Strategic Partners.

- Ms. Gray has significant executive and financial experience from her service as Chief Financial Officer of Royalty Phrama and her prior career with Chase Securities, Merrill Lynch and CIBC World Markets.

- Ms. Kline has significant executive experience from her services as Executive Vice President of Henry Ford Health System and President and Chief Executive Officer of Health Alliance Plan.

- Mr. Murphy has significant executive and financial experience from his service in various senior management roles, including as former interim Chief Financial Officer of Summit Materials, Inc. and President and Chief Executive Officer of Accuride Corporation.

- Dr. Payson has significant executive experience from his service in various senior management roles, including as our former Chief Executive Officer and the Chief Executive Officer of Oxford Health Plans.

- Mr. Rinker has significant financial and business experience from his service at Blackstone, including as Principal in the Private Equity Group.

- Mr. Simpkins has significant financial and business experience, including as a Senior Managing Director in the Corporate Private Equity Group at Blackstone and former Principal at Bain Capital.

- Ms. Snyder has significant industry experience from her role as Senior Member of Epstein Becker Green’s Health Care and Life Sciences and Litigation practice.

- Mr. Starck has extensive business and industry experience as well as his experience leading Apria as Chief Executive Officer since February 2015 and his former role as the Chief Executive Officer of CorVel Corporation.

- Mr. Zafirovski has extensive experience in executive management through his role as Executive Advisor at Blackstone and as a director of certain of Blackstone’s portfolio companies as well as his former role as Chief Operating Officer of Motorola, Inc.

Board Committees

Our board of directors has established the following committees: an audit committee, a compensation committee, a compliance committee and a nominating and corporate governance committee. The composition and responsibilities of each committee are described below. Our board of directors may also establish from time to time any other committees that it deems necessary or desirable. Members serve on these committees until their resignation or until otherwise determined by our board.

Each of the standing committees of the board of directors discussed below operate under written charters. The charters for our audit committee, compensation committee and nominating and corporate governance committee are available on our website under https://ir.apria.com/corporate-governance/governance-overview. The information contained on, or accessible from, our website is not a part of this report by reference or otherwise.

Audit Committee

Our audit committee consists of Mr. Murphy, Ms. Gray and Ms. Kline, with Mr. Murphy serving as chair. Each member of the Audit Committee has sufficient knowledge in financial and auditing matters to serve on the Audit Committee. In addition, Mr. Murphy and Ms. Gray meet the Nasdaq listing standard of financial sophistication and are “audit committee financial experts” under the SEC rules. Our audit committee is responsible for, among other things:

- selecting and hiring our independent auditors, and approving the audit and non-audit services to be performed by our independent auditors;

- assisting the board of directors in evaluating the qualifications, performance and independence of our independent auditors;

- assisting the board of directors in monitoring the quality and integrity of our financial statements and our accounting and financial reporting;

- assisting the board of directors in monitoring our compliance with legal and regulatory requirements;

- reviewing the adequacy and effectiveness of our internal control over financial reporting processes;

- assisting the board of directors in monitoring the performance of our internal audit function;

- monitoring the performance of our internal audit function;

- reviewing with management and our independent auditors our annual and quarterly financial statements;

- establishing procedures for the receipt, retention and treatment of complaints received by us regarding accounting, internal accounting controls or auditing matters and the confidential, anonymous submission by our employees of concerns regarding questionable accounting or auditing matters; and

- preparing the audit committee report that the rules and regulations of the SEC require to be included in our annual proxy statement.

Each member of the Audit Committee has been affirmatively determined by our board of directors to qualify as an independent director under the Nasdaq listing standards and the independence standards of Rule 10A-3 of the Exchange Act.

Compensation Committee

Our compensation committee consists of Mr. Figueroa, Mr. Rinker and Mr. Simpkins, with Mr. Simpkins serving as chair. The compensation committee is responsible for, among other things:

- reviewing and approving corporate goals and objectives relevant to the compensation of our CEO, evaluating our CEO's performance in light of those goals and objectives, and, either as a committee or together with the other independent directors (as directed by the board of directors), determining and approving, or making recommendations to the board of directors with respect to, our CEO's compensation level based on such evaluation;

- reviewing and approving, or making recommendations to the board of directors with respect to, the compensation of our other executive officers, including annual base salary, bonus and equity-based incentives and other benefits;

- reviewing and recommending the compensation of our directors;

- reviewing and discussing annually with management our "Compensation Discussion and Analysis" disclosure required by SEC rules;

- preparing the compensation committee report required by the SEC to be included in our annual proxy statement; and

- reviewing and making recommendations with respect to our equity compensation plans.

Our Board of Directors has determined that each member of the Compensation Committee is "independent" as defined under the Nasdaq listing standards.

Compliance Committee

Our compliance committee consists of Mr. Rinker, Ms. Snyder and Mr. Zafirovski, with Ms. Snyder serving as chair. The compliance committee is responsible for, among other things, assisting the board of directors in the review and oversight of matters related to compliance with federal health care program requirements and overseeing monitoring of internal and external audits and investigations.

Nominating and Corporate Governance Committee

Our nominating and corporate governance committee consists of Mr. Murphy, Dr. Payson and Mr. Simpkins, with Mr. Simpkins serving as chair. The nominating and corporate governance committee is responsible for, among other things:

- assisting our board of directors in identifying prospective director nominees and recommending nominees to the board of directors;
- overseeing the evaluation of the board of directors and management;
- reviewing developments in corporate governance practices and developing and recommending a set of corporate governance guidelines; and
- recommending members for each committee of our board of directors.

Our Board of Directors has determined that each member of the Nominating and Corporate Governance Committee is "independent" as defined under the Nasdaq listing standards.

Compensation Committee Interlocks and Insider Participation

None of our executive officers serves as a member of the board of directors or compensation committee (or other committee performing equivalent functions) of any entity that has one or more executive officers serving on our board of directors or compensation committee.

Code of Ethics

We have a Code of Conduct that applies to all of our officers, directors and employees, including our principal executive officer, principal financial officer, principal accounting officer and controller, or persons performing similar functions, which is posted on our website. Our Code of Conduct is a "code of ethics," as defined in Item 406(b) of Regulation S-K. We will make any legally required disclosures regarding amendments to, or waivers of, provisions of our Code of Conduct on our website. The information contained on, or accessible from, our website is not part of this report by reference or otherwise.

Delinquent Section 16(a) Reports

Section 16(a) of the Exchange Act requires our directors and certain officers, as well as persons who beneficially own more than 10% of the outstanding shares of our common stock, to file reports regarding their initial stock ownership and subsequent changes to their ownership with the SEC. Except as previously reported and based solely on our review of copies of such reports, written representations and other information otherwise available to us, we believe that, during 2021, no director, executive officer, chief accounting officer or beneficial owner of more than 10% of our common stock failed to timely file a report required pursuant to Section 16(a) of the Exchange Act, except that, due to administrative error, two Form 4s were filed late on behalf of Debra Morris to report the grant and vesting of certain cash-settled restricted stock units and one Form 4 was filed one day late on behalf of John Figueroa to report a sale of shares pursuant to a Rule 10b5-1 trading plan.

Item 11. Executive Compensation

The number of shares of Apria, Inc. subject to each SAR and the strike price of each SAR described in this "Executive Compensation" section have been adjusted to give effect to the assumption of the 2015 Plan by Apria, Inc. and the equitable adjustment associated therewith.

Director Compensation

Director Compensation for 2021

The following table provides summary information for fiscal year 2021 concerning the compensation of the current members of our Board of Directors. The compensation paid to Mr. Starck, our Chief Executive Officer, is presented in the Summary Compensation Table below and the related explanatory tables. Our Chief Executive Officer does not receive additional compensation for his services as a director.

Name	Fees Earned or Paid in Cash ($)	Stock Awards ($)(1)	Total ($)
John G. Figueroa	192,500	150,000	342,500
Norman C. Payson, M.D.	122,000	150,000	272,000
Mike S. Zafirovski	100,000	150,000	250,000
Susannah Gray	75,750	150,000	225,750
Teresa Kline	75,750	150,000	225,750
John R. Murphy	113,500	150,000	263,500
Lynn Shapiro Snyder	107,500	150,000	257,500
Devin Rinker	—	—	—
Neil P. Simpkins	—	—	—
Michael Audet	—	—	—

(1) Represents the grant date fair value of restricted stock unit awards computed in accordance with Financial Accounting Standards Board ("FASB") Accounting Standards Codification ("ASC") 718, Compensation-Stock Compensation, without taking into account estimated forfeitures. On June 10, 2021, each of our non-employee, non-Sponsor directors was granted 5,059 restricted stock units ("RSUs") with a grant date fair value of $150,000. These RSU awards vest on the earlier of (i) June 10, 2022 and (ii) the first regularly scheduled annual meeting of the stockholders of the Company following the grant date. In addition to such RSUs, as of December 31, 2021, each of Mr. Murphy and Ms. Shapiro Snyder each held an aggregate of 45,998 previously granted stock appreciation rights ("SARs").

Description of Director Compensation. In February 2021, the Compensation Committee retained Aon plc ("Aon") to support the oversight and management of our executive compensation program. Prior to May 2021, our non-employee, non-Sponsor affiliated directors were entitled to an annual cash retainer of $100,000 for their service as a director, while our chairman was entitled to an additional annual cash retainer of $100,000. In May 2021, the Compensation Committee analyzed competitive market data provided by Aon relating to director compensation programs, including both cash retainers, equity awards and stock ownership guidelines. These compensation elements were benchmarked against the same 13-company peer group that the company used to evaluate executive compensation pay levels and program design described below under "—Compensation Discussion and Analysis—Compensation Determination Process—Peer Group."

As a result of the analysis, we have developed a market-competitive director compensation program for our non-employee, non-Sponsor affiliated directors. The program provides eligible directors with an annual compensation package consisting of $90,000 as an annual cash retainer (payable quarterly in arrears) and $150,000 in value of restricted stock units (payable annually). All of our directors are reimbursed for their reasonable out-of-pocket expenses related to their service as directors. On June 10, 2021, each of our non-employee, non-Sponsor directors was granted 5,059 RSUs for their service in 2021, which RSUs will vest on the earlier of (i) June 10, 2022 and (ii) the first regularly scheduled annual meeting of the stockholders of the Company following the grant date.

As part of this program, the independent chairperson of the Board will receive an additional $100,000 in cash or restricted stock units (at the election of the director). The respective chairpersons of the Audit Committee, Compliance Committee, Compensation Committee, and Nominating & Corporate Governance Committee (unless such chairperson is also the chairperson of the Board) will receive an additional $22,000, $20,000, $15,000, and $12,000, respectively. Members of the Audit Committee, Compliance Committee, Compensation Committee, and Nominating & Corporate Governance Committee (excluding the committee chairperson) receive an annual cash retainer of $11,000, $10,000, $7,500 and $6,000, respectively.

Executive Compensation

Compensation Discussion and Analysis

Introduction. Our executive compensation plan is designed to attract and retain individuals qualified to manage and lead our Company and to also motivate them to contribute to the achievement of our financial goals and ultimately create and grow our equity value.

Our named executive officers for 2021 were:

- Daniel J. Starck, our Chief Executive Officer;
- Debra L. Morris, our Executive Vice President and Chief Financial Officer;
- Michael-Bryant Hicks, our Executive Vice President, General Counsel and Secretary;
- Robert P. Walker, our Executive Vice President, Managed Care; and
- Mark Litkovitz, our Executive Vice President, Chief Information Officer.

Executive Compensation Objectives and Philosophy. Our primary executive compensation objectives are to:

- attract, retain and motivate leaders who are capable of advancing our mission and strategy and, ultimately, creating and maintaining our long-term equity value. Such leaders must engage in a collaborative approach and possess the ability to execute our strategy in an industry characterized by competitiveness and a challenging business environment;
- reward senior management in a manner aligned with our financial performance; and
- align senior management's interests with our equity owners' long-term interests through equity participation and ownership.

To achieve our objectives, we have delivered executive compensation through a combination of the following components:

- Base salary;
- Annual cash bonuses;
- Long-term incentive compensation;
- Broad-based employee benefits; and
- Severance benefits.

We provide competitive base salaries and other benefits, including severance benefits, to attract and retain senior management talent. We have also used annual cash incentive compensation and long-term cash and equity incentives to ensure a performance-based delivery of pay that aligns as closely as possible the rewards of our named executive officers with the long-term interests of our equity-owners while enhancing executive retention.

Compensation Determination Process

Role of Board and Management. Prior to our IPO, executive compensation and related decisions have been made by the Board of Directors of our subsidiary, Apria Healthcare Group. In connection with our IPO, our Board of Directors established a compensation committee that assumed responsibility for establishing, maintaining and administering our compensation and benefit policies. Except where the context requires otherwise, the terms "Board," "Board of Directors" and "compensation committee" as used in this "Executive Compensation" section refer to the Board of Directors or compensation committee, as applicable, of Apria, Inc.

Over the course of the year, Mr. Starck participates in discussions and deliberations with our compensation committee regarding the determinations of annual cash incentive awards for our executives other than for himself. Specifically, he makes recommendations to our compensation committee regarding the performance targets to be used under our annual executive bonus plan and the amounts of annual cash incentive awards and any discretionary bonus amounts to be made to our senior executives. Mr. Starck also makes recommendations to our compensation committee regarding base salary adjustments for other executives based on their annual review of each executive's performance. Our compensation committee considers these recommendations and may exercise discretion in modifying them.

Role of the Independent Compensation Consultant. In February 2021, the compensation committee retained Aon to support the oversight and management of our executive compensation program. Aon has performed a variety of work, including but not limited to: assisting in the development of a market-based director compensation program, conducting a review of the competitiveness of our executive compensation program, evaluating a post-IPO long-term equity incentive award program and developing stock ownership guidelines.

Peer Group. Our peer group for 2021 was established by our compensation committee with input from Aon and reflects a group of companies with similar or adjacent business models and who source talent from the same labor pools as the Company.

Peer Group

AdaptHealth Corp.	Invacare Corp.
Amedisys, Inc.	LHC Group, Inc.
AMN Healthcare Services	National Healthcare Corp.
Chemed Corp.	Premier, Inc.
The Ensign Group, Inc.	ModivCare Inc.
Five Star Senior Living Inc.	ResMed Inc.
	Surgery Partners, Inc.

The compensation committee has used the peer group as a reference point when reviewing the competitiveness of our executive compensation program, making executive compensation decisions, and assisting with the design and operation of our annual incentive plan and long-term incentive awards.

Employment Agreements. For retention purposes, we entered into an employment agreement with Mr. Starck. A full description of the material terms of Mr. Starck's employment agreement is presented below in the narrative section following the "Grants of Plan-Based Awards in 2021" table.

Compensation Elements.

The following is a discussion and analysis of each component of our executive compensation program.

Base Salary**.** Base salary compensates executives for performing requirements of their positions and provides executives with a level of cash income predictability and stability with respect to a portion of their total compensation. Base salaries may be adjusted annually and, in certain circumstances, adjusted mid-year to deal with competitive pressures or changes in job responsibilities.

As noted above, in May 2021, with the assistance of the Aon, we conducted a review of the competitiveness of our executive compensation program. With Aon's assistance, we compared total direct compensation (i.e., sum of base salary, short-term incentive cash compensation and the value of long-term incentives) against both our peer group data and market data provided by Aon and used it as a reference point to provide a framework for fiscal 2021 executive compensation decisions. In order to meet our goal of generally setting total target direct compensation for our executive officers at the peer group median, we determined it was appropriate to increase the base salaries for Mr. Starck and Ms. Morris, effective May 31**,** 2021, as follows: Mr. Starck (from $594,500 to $650,000) and Ms. Morris (from $425,000 to $475,000). Base salaries for our other named executive officers were unchanged in fiscal 2021 and are reflected in the "Summary Compensation Table" below.

Bonuses.

2021 Annual Cash Incentive Compensation. Annual cash incentive awards are available to our named executive officers under our annual executive bonus plan in order to motivate our executive officers to achieve short-term performance goals and tie a portion of their cash compensation to performance.

Executive Bonus Plan. Under our Executive Bonus Plan for 2021 (the "2021 Bonus Plan"), each named executive officer who participated in the 2021 Bonus Plan was eligible to earn a cash incentive award based on achievement of performance targets for 2021. These performance targets were determined by our compensation committee early in the year, after taking into consideration Mr. Starck's recommendations and our budget for the year. The potential amount of the cash incentive award was based on a percentage of the executive officer's base salary during 2021. With respect to Mr. Starck, the compensation committee, in consultation with Aon, determined to increase his target bonus opportunity under the 2021 Bonus Plan from 100% of base salary to 120% of base salary.

The following table illustrates the 2021 potential target and maximum cash incentive awards expressed as a percentage of their base salaries for our named executive officers who were eligible to receive a 2021 bonus under the 2021 Bonus Plan:

	Target Bonus Opportunity (% of Base Salary)	Maximum Bonus Opportunity (% of Base Salary)
Daniel J. Starck	120 %	200 %
Debra L. Morris	100 %	150 %
Michael-Bryant Hicks	100 %	150 %
Robert P. Walker	100 %	150 %
Mark Litkovitz	75 %	125 %

In 2021, the cash incentive award opportunities were based on a net revenue target which accounted for 30% of the total award opportunity, an adjusted EBITDA target which accounted for 25% of the total award opportunity, an adjusted EBITDA less Patient Equipment Capex target which accounted for 25% of the total award opportunity and an independent business objective target, which accounted for 20% of the total award opportunity. The compensation committee has reserved the ability to adjust the actual fiscal year results to exclude the effects of extraordinary, unusual or infrequently occurring events. For purposes of the 2021 plan, adjusted EBITDA and adjusted EBITDA less Patient Equipment Capex are defined in the section entitled “Non-GAAP financial information” in the Original Report. Under our 2021 Bonus Plan, no cash incentive award was to be made with respect to any performance metric unless 100% of the target was met. Actual results excluded the impacts of acquisitions and the effects of other extraordinary, unusual or infrequently occurring events.

The payout percentages are increased on a linear basis from 100% to the named executive officer’s applicable maximum bonus opportunity percentage for net revenue achievement between $1,134.3 million and $1,235.4 million, adjusted EBITDA achievement between $217.0 million and $257.9 million, adjusted EBITDA less Patient Equipment Capex achievement between $122.3 million and $145.3 million and the independent business objective (“IBO”) based on individual performance relative to the established objectives for each member of the plan.

Actual results, payout percentages and the resulting achievement factors for the 2021 Bonus Plan were certified by the compensation committee, as follows, based on the performance goals and funding scales described above. The weighted achievement factor for each of the performance metrics was determined by multiplying the weight attributed to each performance metric by the applicable payout percentage for each metric.

Mr. Starck

Performance Metric	Weighting	Target ($ in millions)	Actual ($ in millions)	2021 Payout Percentage (%)	2021 Weighted Achievement Factor (%)
Net Revenue	30 %	$1,123.1	$1,136.7	110.1 %	33.0 %
Adjusted EBITDA	25 %	$ 214.9	$ 227.0	123.3 %	30.8 %
Adjusted EBITDA less Patient Equipment Capex	25 %	$ 121.1	$ 131.8	136.7 %	34.2 %
IBO	20 %	$ —	$ —	150.0 %	30.0 %
Attainment					128.0 %

Ms. Morris

Performance Metric	Weighting	Target ($ in millions)	Actual ($ in millions)	2021 Payout Percentage (%)	2021 Weighted Achievement Factor (%)
Net Revenue	30 %	$1,123.1	$1,136.7	106.1 %	31.8 %
Adjusted EBITDA	25 %	$ 214.9	$ 227.0	114.0 %	28.5 %
Adjusted EBITDA less Patient Equipment Capex	25 %	$ 121.1	$ 131.8	122.0 %	30.5 %
IBO	20 %	$ —	$ —	150.0 %	30.0 %
Attainment					120.8 %

Mr. Hicks

Performance Metric	Weighting	Target ($ in millions)	Actual ($ in millions)	2021 Payout Percentage (%)	2021 Weighted Achievement Factor (%)
Net Revenue	30 %	$1,123.1	$1,136.7	100.0 %	30.0 %
Adjusted EBITDA	25 %	$ 214.9	$ 227.0	100.0 %	25.0 %
Adjusted EBITDA less Patient Equipment Capex	25 %	$ 121.1	$ 131.8	100.0 %	25.0 %
IBO	20 %	$ —	$ —	100.0 %	20.0 %
Attainment					100.0 %

Mr. Walker

Performance Metric	Weighting	Target ($ in millions)	Actual ($ in millions)	2021 Payout Percentage (%)	2021 Weighted Achievement Factor (%)
Net Revenue	30 %	$1,123.1	$1,136.7	106.1 %	31.8 %
Adjusted EBITDA	25 %	$ 214.9	$ 227.0	114.0 %	28.5 %
Adjusted EBITDA less Patient Equipment Capex	25 %	$ 121.1	$ 131.8	122.0 %	30.5 %
IBO	20 %	$ —	$ —	127.5 %	25.5 %
Attainment					116.3 %

Mr. Litkovitz

Performance Metric	Weighting	Target ($ in millions)	Actual ($ in millions)	2021 Payout Percentage (%)	2021 Weighted Achievement Factor (%)
Net Revenue	30 %	$1,123.1	$1,136.7	108.1 %	32.4 %
Adjusted EBITDA	25 %	$ 214.9	$ 227.0	118.7 %	29.7 %
Adjusted EBITDA less Patient Equipment Capex	25 %	$ 121.1	$ 131.8	129.3 %	32.3 %
IBO	20 %	$ —	$ —	106.0 %	21.2 %
Attainment					115.6 %

Notwithstanding the establishment of the performance goals and the formula for determining the cash incentive award payment amounts as described above, our compensation committee had the ability to exercise positive or negative discretion and award a greater or lesser amount to a named executive officer than the amount determined by the above formula if, in the exercise of its business judgment, our compensation committee determined that a greater or lesser amount was warranted under the circumstances. Our compensation committee did exercise this discretion with respect to the 2021 Bonus Plan and granted Mr. Hicks a discretionary bonus in the amount of $46,731.

Actual annual cash incentive awards under the 2021 Bonus Plan were calculated by multiplying each named executive officer's target bonus opportunity by the combined weighted achievement of the performance metrics described above. The following table summarizes the 2021 annual cash incentive awards earned based on actual performance, as compared to the target opportunity for each named executive officer:

Name	Target Bonus Opportunity ($)	2021 Weighted Achievement Factor (%)	Actual Payout ($)*
Daniel J. Starck	$ 751,823	128.0 %	$ 962,578
Debra. L. Morris	$ 450,962	120.8 %	$ 544,849
Michael-Bryant Hicks	$ 323,269	100.0 %	$ 370,000 (1)
Robert P. Walker	$ 290,700	116.3 %	$ 338,141
Mark Litkovitz	$ 240,975	115.6 %	$ 278,630

* Amounts may not total due to rounding

(1) Amount reported for Mr. Hicks includes the $323,269 cash incentive award earned under the 2021 Bonus Plan as described above, as well as an additional discretionary bonus in the amount of $46,731 awarded by our compensation committee.

Other Cash Bonuses. From time to time, we may award sign-on and discretionary bonuses. Sign-on bonuses are used only when necessary to attract highly skilled officers to the Company. Generally, they are used to incentivize candidates to leave their current employers or may be used to offset the loss of unvested compensation they may forfeit as a result of leaving their current employers.

***Long-Term Cash Incentive Compensation*.**

2019 LTIP. In December 2019, our Board of Directors approved the Amended and Restated Apria Healthcare Group, Inc. Long-Term Incentive Plan (2019 – 2021 With Successive Annual Extension Options) (which was assumed by the Company in connection with our IPO and renamed the Second Amended and Restated Apria, Inc. Long-Term Incentive Plan (2019-2021 With Successive Annual Extension Options), the "2019 LTIP") and awarded long-term cash incentive awards to our named executive officers under the 2019 LTIP for the performance period beginning January 1, 2019 and ending December 31, 2021. The purpose of the 2019 LTIP is to incentivize free cash flow improvement and the transformational changes needed to position the Company properly for the future.

The 2019 LTIP award opportunities are based on the achievement of specified cumulative free cash flow targets during the applicable performance periods. Based on achievement of the cumulative performance goals a participant can earn between 50% of their target award amount for threshold achievement and 200% of their target award amount for maximum achievement.

Following our IPO, pursuant to the terms of the 2019 LTIP, the 2019 LTIP awards will be settled in shares of our common stock issued pursuant to our Omnibus Incentive Plan (as described below), with the number of shares determined by dividing the actual amount of each executive's award by $22.11, the volume-weighted average price of a share of our common stock over the 20 trading days following our IPO, beginning on the first trading date of our common stock on Nasdaq. Based on the Company's cumulative free cash flow achievement through December 31, 2021, the 2019 LTIP Awards vested at 200% of the target amount. The shares in respect of the 2019 LTIP awards were delivered in March 2022, in all cases subject to the applicable participant remaining employed on the applicable payment date.

In June 2020, our Board of Directors awarded additional long-term cash incentive awards to our named executive officers under the 2019 LTIP for the performance period beginning January 1, 2020 and ending December 31, 2022. Mr. Starck was awarded an award with a target value of $200,000 and Ms. Morris was awarded an award with a target value of $100,000. Messrs. Walker and Litkovitz were each awarded an award with a target value of $75,000.

Omnibus Incentive Plan. In connection with our IPO, our Board of Directors adopted, and our stockholders approved, our Omnibus Incentive Plan, which has allowed us to implement a new market-based long-term incentive program to align our executive compensation package with similarly situated public companies, as described further below.

2021 Long-Term Equity Incentive Awards. In May 2021, with the assistance of Aon, we approved a new long-term equity incentive program. After reviewing the market data provided by Aon, we determined to provide our named executive officers with equal mix of time-based restricted stock units ("RSUs") and performance stock units ("PSUs").

The time-based restricted stock units will vest in equal annual installments on the first three anniversaries of the grant date, subject to the executive's continued employment through the applicable vesting date. The performance stock units will generally vest upon completion of the three-year performance period, subject to the executive's continued employment through the applicable vesting date, if the applicable performance goals, based on Adjusted EBITDA less Patient Equipment Capex, are attained. The table below summarizes the RSU awards granted to our named executive officers in 2021:

Name	**RSU Dollar Value**	**Number of RSUs**	**Target PSU Dollar Value**	**Target Number of PSUs**
	($)	**(#)**	**($)**	**(#)**
Daniel J. Starck	$ 812,500	27,403	$ 812,500	27,403
Debra. L. Morris	$ 356,000	12,015	$ 356,000	12,015
Michael-Bryant Hicks	$ 307,500	10,370	$ 307,500	10,370
Robert P. Walker	$ 105,000	3,541	$ 105,000	3,541
Mark Litkovitz	$ 105,000	3,541	$ 105,000	3,541

The target PSU dollar values were converted into a number of PSUs based on the average of the high and the low share price of the Company's common stock on the Nasdaq on the grant date. The PSUs provide that the award will vest if the Company achieves specified Adjusted EBITDA less Patient Equipment Capex performance goals over a three-year performance period ending December 31, 2023. Following the three-year performance period, the compensation committee will determine the achievement levels under the performance measure and the number of performance shares earned. The Company believes that the goals are challenging and will require significant performance to achieve. The total number of PSUs that may vest based is based on the percentages shown in the table below. For actual performance between the specified threshold, target, above target and maximum levels, the resulting payout percentage will be adjusted on a linear basis.

	Level of Achievement			
	Below Threshold	**Threshold**	**Target**	**Maximum**
Adjusted EBITDA Performance (% of Target)	< 90 %	90 %	100 %	110 %
Percentage of Award Earned	— %	50 %	100 %	200 %

If the executive's employment terminates for any reason, all unvested RSUs will be forfeited. With respect to PSUs: (i) if the executive undergoes a termination by the Company without "Cause" (as defined in the Omnibus Incentive Plan) or by reason of the executive's Retirement (as defined in the PSU Award Agreement), in each case, prior to a change in control, then, subject to the executive's compliance during the performance period with any applicable restrictive covenants, a portion of the PSUs will remain outstanding and eligible to vest based on target performance at the end of the performance period, pro-rated based on the number of completed quarters the executive was employed during the performance period; (ii) if the executive undergoes a termination by the Company by reason of the executive's death or disability, in each case, prior to a change in control, then a portion of the PSUs will remain outstanding and eligible to vest based on actual performance at the end of the performance period, pro-rated based on the number of completed days the executive was employed during the performance period; and (iii) in the event that a change in control prior to the last day of the performance period, then, subject to the executive's continued employment as of the date of the change in control, then, subject to the executive's continued employment or service, as applicable, with the Company through the end of the performance period, the PSUs shall be converted into time-based vesting shares of RSUs (the "Converted PSUs") based on the greater of (a) the target PSUs granted to the executive and (b) the Company's achievement of the performance condition measured as of immediately prior to such change in control. In the event of a change in control, if (i) the Converted PSUs would not otherwise be continued, converted, assumed or replaced by the Company or a successor entity thereto in connection with such change in control or (ii) the executive undergoes a termination by the Company or successor without "Cause," or by reason of the executive's retirement, death or disability, in each case, within 18 months following such change in control but prior to the performance period end date, the Converted PSUs shall vest as of the date of such change in control or termination, as applicable, and be settled as soon as reasonably practicable (and, in any event, within two and one-half months).

***Broad-based Employee Benefits*.** We provide to all of our employees, including our named executive officers, broad-based benefits that are intended to attract and retain employees while providing them with retirement and health and welfare security. Broad-based employee benefits include:

- a 401(k) savings plan;
- paid vacation, sick time and holidays;
- medical, dental, vision, life and accident insurance, disability coverage, dependent care and healthcare flexible spending accounts; and
- employee assistance program benefits.

Under our 401(k) savings plan, we match a portion of the funds set aside by the employee. The maximum match available under the 401(k) savings plan is 25% of the first 8% of the employee's eligible contributions per pay period. For participants who became an employee before January 1, 2007, all matching contributions by us vest 20% after one year of service, 40% after two years of service and are fully vested after three years of service. For participants who became an employee on or after January 1, 2007, all matching contributions by us become fully vested after three years of service. In addition, we may make non-elective contributions under the 401(k) savings plan, subject to statutory limitations imposed by Internal Revenue Code of 1986, as amended (the "Code").

At no cost to the employee, we also provide $50,000 in basic life and accident insurance coverage insurance. The employee may also select supplemental life and accident insurance, for a premium to be paid by the employee.

Supplemental Executive Benefits. We provide a nonqualified deferred compensation plan, which is also intended to attract and retain executives. The nonqualified deferred compensation plan is intended to promote retention by providing to participants a long-term savings opportunity on a tax-efficient basis. Under the nonqualified deferred compensation plan, participants may defer certain portions of their salary, annual bonus and annual 401(k) savings plan refund offset amount, as more fully explained in the narrative following the Nonqualified Deferred Compensation for 2021 Table below. In 2021, the Company matched 100% of participant contributions to the nonqualified deferred compensation plan up to 4% of the participant's salary.

Severance Arrangements and Non-Competition Agreements. Our Board of Directors believes that severance arrangements are necessary to attract and retain the talent necessary for our long-term success. Our Board of Directors views our severance arrangements as recruitment and retention devices that help secure the continued employment and dedication of our named executive officers, including when we are considering strategic alternatives.

Each of our named executive officers has a severance arrangement with us, either as part of their employment agreement or as a separate severance agreement. Under the terms of these severance arrangements, each of the named executive officers is entitled to severance benefits if he or she is terminated by us without cause or by him or her as a result of constructive termination or for good reason, as applicable. See "—Potential Payments Upon Termination or Change-in-Control—Severance Arrangements" below for descriptions of these arrangements.

Compensation Committee Report

The compensation committee has reviewed and discussed the Compensation Discussion and Analysis with management. Based on its review and discussion with management, the compensation committee recommended to the Board of Directors that the Compensation Discussion and Analysis be included in this Annual Report on Form 10-K for the fiscal year ended December 31, 2021.

Submitted by the compensation committee of our Board of Directors:

Neil P. Simpkins, Chair
John G. Figueroa
Devon Rinker

Summary Compensation Table

The following table provides summary information concerning compensation to or on behalf of our named executive officers for services rendered to us during the fiscal years indicated below.

Name and Principal Position	Year	Salary ($)[1]	Bonus ($)	Stock Awards ($)[2]	Option Awards ($)	Non-Equity Incentive Plan Compensation ($)	All Other Compensation ($)[3]	Total ($)
Daniel J. Starck,	2021	626,519	—	1,625,000	—	962,578	25,061	3,239,158
Chief Executive Officer	2020	594,500	—	—	399,200	1,189,000	16,552	2,199,252
	2019	594,500	—	4,751,871	399,200	620,658	—	6,366,229
Debra L. Morris,	2021	450,962	—	4,168,000	—	544,849	22,913	5,186,724
EVP CFO	2020	400,000	—	—	199,484	600,000	20,875	1,220,359
	2019	400,000	—	350,966	199,600	408,800	43,517	1,402,883
Michael Bryant-Hicks,	2021	323,269	46,731	615,000	—	323,269	—	1,308,269
EVP GC								
Robert P. Walker,	2021	290,700	—	210,000	—	338,141	2,683	841,524
EVP Managed Care	2020	290,700	—	—	—	436,050	2,683	729,433
	2019	290,700	—	233,977	74,980	297,095	2,598	899,350
Mark Litkovitz, EVP CIO	2021	321,300	—	210,000	—	278,630	16,668	826,598
	2020	321,300	—	—	74,980	401,625	16,822	814,727

(1) Amounts included in this column reflect the named executive officer's annual base salary earned during the fiscal year taking into account increases, if any, in base salary during the course of the year and are not reduced to reflect the named executive officer's election, if any, to defer receipt of salary into our nonqualified deferred compensation plan.

(2) Amounts included in this column for fiscal 2021 reflect the aggregate grant date fair value of RSUs and PSUs granted in June 2021, calculated in accordance with FASB ASC Topic 718, utilizing the assumptions discussed in Note 7 to our audited financial statements included in the Original Report. For Ms. Morris, amount includes $3,456,000 of CFO RSUs. The PSUs will vest if the Company achieves specified Adjusted EBITDA less Patient Equipment Capex performance goals over a three-year performance period ending December 31, 2023. The grant date fair value was computed in accordance with FASB ASC Topic 718 based upon the probable outcome of the performance conditions as of the grant date. Assuming the highest level of performance achievement as of the grant date, the aggregate grant date fair value of the performance awards would have been: Mr. Starck — $1,625,000; Ms. Morris — $712,000; Mr. Hicks — $615,000; Mr. Walker — $210,000; and Mr. Litkovitz — $210,000.

(3) Amounts reported for 2021 for the named executive officers reflect Company matching contributions to our 401(k) plan and Company matching contributions to our nonqualified deferred compensation plan.

Grants of Plan-Based Awards in 2021

The following table provides supplemental information relating to grants of plan-based awards made to our named executive officers during 2021.

Name	Award Type	Grant Date	Estimated Future Payouts Under Non-Equity Incentive Plan Awards ($) Threshold	Target	Maximum	Estimated Future Payouts Under Equity Incentive Plan Awards (#) Threshold	Target	Maximum	All Other Option Awards: Number of Shares of Stock Units (#)	Grant Date Fair Value of Stock and Option Awards ($)[3]
D. Starck	PSU[1]	6/10/2021				13,702	27,403	54,806		812,500
	RSU[2]	6/10/2021							27,403	812,500
	2021 Bonus Plan[4]		150,365	751,823	1,253,038					
D. Morris	PSU[1]	6/10/2021				6,007	12,015	24,030		356,000
	RSU[2]	6/10/2021							12,015	356,000
	RSU[5]	2/11/2021							159,976	3,456,000
	2021 Bonus Plan[4]		90,192	450,962	676,443					
M. Hicks	PSU[1]	6/10/2021				5,190	10,370	20,740		307,500
	RSU[2]	6/10/2021							10,370	307,500
	2021 Bonus Plan[4]		64,654	323,269	484,903					
R. Walker	PSU[1]	6/10/2021				1,770	3,541	7,082		105,000
	RSU[2]	6/10/2021							3,541	105,000
	2021 Bonus Plan[4]		58,140	290,700	436,050					
M. Litkovitz	PSU[1]	6/10/2021				1,770	3,541	7,082		105,000
	RSU[2]	6/10/2021							3,541	105,000
	2021 Bonus Plan[4]		48,195	240,975	401,625					

(1) Reflects PSUs granted in June 2021. As described in further detail under "2021 Long-Term Equity Incentive Awards," the PSUs will vest if the Company achieves specified Adjusted EBITDA less Patient Equipment Capex performance goals over a three-year performance period ending December 31, 2023. Amounts reported in the "Threshold" column assume that 50% of the target performance awards will vest and amounts reported in the "Maximum" column assume that 200% of the target performance awards will vest.

(2) Reflects RSUs granted in June 2021. The RSUs vest in equal annual installments on the first three anniversaries of the grant date, subject to the executive's continued employment through the applicable vesting date.

(3) Amounts shown represent the grant date fair value of the applicable RSUs and PSUs granted during fiscal 2021, each as calculated in accordance with FASB ASC Topic 718, utilizing the assumptions discussed in Note 7 to our audited financial statements included in the Original Report.

(4) Reflects possible payouts under our 2021 Bonus Plan. See "Compensation Discussion and Analysis—Compensation Elements—Bonuses—Executive Bonus Plan" for a discussion of the 2021 Bonus Plan.

(5) The first tranche of CFO RSUs vested upon completion of the IPO and the second tranche vested during the three months ended September 30, 2021 and were both settled in cash for $3,125,130. The third tranche vested in the three months ended March 31, 2022.

Narrative Disclosure to Summary Compensation Table and Grants of Plan-Based Awards in 2021

Daniel J. Starck Employment Agreement.

We entered into an employment agreement, dated March 14, 2012, and amended on December 5, 2012, with Mr. Starck pursuant to which Mr. Starck serves as our Chief Executive Officer. Mr. Starck's employment with us is on an "at-will" basis. Mr. Starck's employment agreement contains the terms summarized below:

Compensation Arrangements.

- initial base salary at the annual rate of $580,000, subject to merit-based wage adjustments consistent with other senior executives under our wage administration policy;
- target annual bonus award of 100% of base salary (and a maximum bonus award of 200% of base salary);
- eligibility for equity award grants;
- participation in our employee benefit plans; and
- reimbursement of reasonable and customary business expenses.

Termination Provisions. Generally, either party may terminate Mr. Starck's employment agreement at any time, but Mr. Starck must provide 45 days advance written notice to Apria of his resignation. See "—Potential Payments Upon Termination or Change-in-Control—Severance Arrangements" below for a description of the payments and benefits Mr. Starck is entitled to in connection with a termination of his employment.

Terms of Outstanding Equity Awards.

Stock Appreciation Rights of Apria Healthcare Group. The SARs granted to our named executive officers vest 20% on the first anniversary of the vesting start date, and then in increments equal to 5% of the initial grant on the last day of each succeeding three-month period thereafter for four years. All vested SARs became exercisable in connection with our IPO.

Upon the exercise of a SAR, we will pay to the participant an amount equal to the number of shares of common stock subject to the SAR that is being exercised multiplied by the excess, if any, of the fair market value of one share of common stock on the exercise date over the strike price, less an amount equal to any federal, state, local and non-U.S. income and employment taxes required to be withheld. Such amount may be in (w) cash, (x) shares of common stock valued at fair market value, (y) shares of common stock or units of capital stock of one of our majority-owned subsidiaries or (z) any combination thereof. Any fractional shares of common stock may be settled in cash, at our election. For the avoidance of doubt, it is our expectation that all SARs will generally be settled in shares of our common stock.

Any portion of an executive's SARs that is vested upon termination of employment by us without "cause" (as defined in the 2015 Plan) and not due to the executive's death or disability will generally remain exercisable during the period beginning on the date of a liquidity event, and ending on the earlier of (x) 60 days following the termination of employment and (y) the tenth anniversary of the date of grant. This period is shortened to 30 days if the executive resigns and no grounds for a termination by us for cause exists, and is extended to 12 months if employment is terminated due to death or disability. Vested SARs will immediately terminate if the executive's employment is terminated by us for cause, if the executive resigns during or following the existence of grounds for a termination by us with cause or by the executive prior to the second anniversary of the vesting start date, if there is a restrictive covenant violation or if the executive engages in competitive activity. See "—Potential Payments Upon Termination or Change-in-Control—Equity Awards" below for a description of the potential vesting that each of the named executive officers may be entitled to in connection with a change of control.

Call Option. If (1) the named executive officer is terminated by us for cause or voluntarily resigns where grounds for cause exist or (2) the named executive officer voluntarily resigns (other than as a result of a "constructive termination" (as defined in the award agreement)) prior to the second anniversary of the vesting start date, then we have the right to purchase any or all of the shares acquired upon exercise of vested SARs for the lesser of (a) fair market value and (b) cost. If the named executive officer terminates employment voluntarily (other than as a result of a constructive termination) after the second anniversary of the vesting start date, then we have the right to purchase any or all of the shares acquired upon exercise of vested SARs for the fair market value.

Restrictive Covenants. As a condition of receiving the SARs, our named executive officers agreed to certain restrictive covenants, including confidentiality of information, noncompetition, non-solicitation and non-disparagement covenants. The confidentiality and non-disparagement covenants have an indefinite term, whereas the non-competition covenant has a term of one year and the non-solicitation covenant has a term of two years.

Clawback. The Company has the right to "clawback" and recover any gains the named executive officer may have realized with respect to his or her SARs if he or she is terminated for cause, violates any of the restrictive covenants described above or we discover after a termination of employment that grounds existed for cause.

Treatment of SARs. In connection with our IPO, the SARs remained outstanding and will continue to vest and settle pursuant to their original terms, but have been equitably adjusted to track the shares of our common stock rather than the shares of common stock of Apria Healthcare Group.

Chief Financial Officer RSU Award. In 2018, our Board of Directors determined it was appropriate to enter into a letter agreement with Ms. Morris that provides for an additional long-term equity incentive award in the form of restricted stock units ("RSUs") upon the occurrence of an initial public offering or in connection with a change of control. Accordingly, pursuant to the terms of the letter agreement, as amended from time to time, immediately prior to the closing of our IPO, Ms. Morris was granted 159,976 RSUs. The RSUs were granted under our Omnibus Incentive Plan. 50% of the RSUs (rounded down to the nearest whole share) vested upon the closing of the IPO (the "Tranche I RSUs"). The remaining RSUs vested as follows:

- 25% of the then-outstanding RSUs (rounded down to the nearest whole share) vested six months following the closing of our IPO; and

- the remaining then-outstanding RSUs vested on the first anniversary following the closing of our IPO.

In the event of Ms. Morris' termination of employment as a result of her death, by the Company without "cause" (as defined in her executive severance agreement) or by Ms. Morris for "good reason" (as defined in her executive severance agreement, except that "good reason" will not include a relocation of her current office location), all of the then-outstanding RSUs will immediately vest. If her employment is terminated for any other reason, all of the then-outstanding unvested RSUs will be immediately forfeited. The RSUs will be settled in either cash or shares of our common stock at Ms. Morris' election. Ms. Morris elected to have the first two tranches of RSUs settled in cash and the Company delivered such cash payments in 2021. In the event that Ms. Morris elects for the remaining RSUs to be settled in cash, the Company will deliver the cash in respect of the remaining RSUs upon the applicable vesting dates. In the event Ms. Morris elects for the remaining RSUs to be settled in shares of common stock, shares of common stock underlying vested RSUs will be delivered as soon as reasonably practicable.

Outstanding Equity Awards at 2021 Fiscal-Year End

The following table provides information regarding outstanding equity awards made to our named executive officers as of December 31, 2021.

			Option Awards				Stock Awards			
Name	Grant Date	Time-Vesting Start Date	Number of securities underlying unexercised options (#) exercisable[1]	Number of securities underlying unexercised options (#) unexercisable[1]	Option Exercise Price ($)[2]	Option Expiration Date	Number of shares or units of stock that have not vested (#)	Market value of shares or units of stock that have not vested ($)[2]	Equity incentive plan awards: Number of unearned shares of units or other rights that have not vested (#)	Equity incentive plan awards: Market or payout value of shares of units or other rights that have not vested ($)[2]
D. Starck	6/5/2015	5/21/2015	260,813		$ 8.28	6/5/2025		$		$
	6/5/2015	5/21/2015	65,191		$ 4.67	6/5/2025		$		$
	3/9/2017	3/1/2017	67,572		$ 8.28	3/9/2027		$		$
	3/9/2017	3/1/2017	45,035		$ 4.67	3/9/2027		$		$
	3/9/2017	3/1/2017	30,024	7,489	$ 2.07	3/9/2027		$		$
	10/8/2019	8/15/2019	30,618		$ 8.28	10/8/2029		$		$
	10/8/2019	8/15/2019	24,490	67,347	$ 5.33	10/8/2029		$		$
	5/12/2020	5/12/2020	36,735	85,714	$ 5.33	5/12/2030	18,091 [3]	$ 589,767		$
	12/31/2019	12/31/2019					18,091 [3]	$ 589,767		$
	6/10/2021	6/10/2021					27,403 [4]	$ 893,338	54,806 [5]	$ 1,786,676
D. Morris	2/20/2015	1/1/2014	35,392		$ 8.28	2/20/2025		$		$
	6/5/2015	5/21/2015	43,486		$ 8.28	6/5/2025		$		$
	6/5/2015	5/21/2015	10,859		$ 4.67	6/5/2025		$		$
	3/9/2017	3/1/2017	67,573		$ 8.28	3/9/2027		$		$
	3/9/2017	3/1/2017	45,034		$ 4.67	3/9/2027		$		$
	3/9/2017	3/1/2017	30,024	7,489	$ 2.07	3/9/2027		$		$
	10/8/2019	8/15/2019	15,310		$ 8.28	10/8/2029		$		$
	10/8/2019	8/15/2019	12,245	33,673	$ 5.33	10/8/2029		$		$
	5/12/2020	5/12/2020	18,357	42,832	$ 5.33	5/12/2030	9,045 [3]	$ 294,867		$
	2/11/2021	2/11/2021					39,994	$ 1,303,804		$
	12/31/2019	12/31/2019					9,045 [3]	$ 294,867		$
	6/10/2021	6/10/2021					12,015 [4]	$ 391,689	24,030 [5]	$ 783,378
M. Hicks	6/10/2021	6/10/2021					10,370 [4]	$ 338,062	20,740 [5]	$ 676,124
R. Walker	2/20/2015	1/1/2014	17,714		$ 8.28	2/20/2025		$		$
	6/5/2015	5/21/2015	8,697		$ 8.28	6/5/2025		$		$
	6/5/2015	5/21/2015	2,164		$ 4.67	6/5/2025		$		$
	3/9/2017	3/1/2017	67,573		$ 8.28	3/9/2027		$		$
	3/9/2017	3/1/2017	45,035		$ 4.67	3/9/2027		$		$
	3/9/2017	3/1/2017	30,024	7,489	$ 2.07	3/9/2027		$		$
	10/8/2019	8/15/2019	5,751		$ 8.28	10/8/2029		$		$
	10/8/2019	8/15/2019	4,600	12,649	$ 5.33	10/8/2029		$		$
	5/12/2020	5/12/2020	6,900	16,099	$ 5.33	5/12/2030	6,784 [3]	$ 221,158		$
	12/31/2019	12/31/2019					6,784 [3]	$ 221,158		$
	6/10/2021	6/10/2021					3,541 [4]	$ 115,437	7,082 [5]	$ 230,873
M. Litkovitz	2/20/2015	1/1/2014	38,942		$ 8.28	2/20/2025		$		$

6/5/2015	5/21/2015	8,697		$ 8.28	6/5/2025		$		$
6/5/2015	5/21/2015	2,164		$ 4.67	6/5/2025		$		$
3/9/2017	3/1/2017	16,889		$ 8.28	3/9/2027		$		$
3/9/2017	3/1/2017	11,250		$ 4.67	3/9/2027		$		$
3/9/2017	3/1/2017	7,504	1,869	$ 2.07	3/9/2027		$		$
10/8/2019	8/15/2019	5,751		$ 8.28	10/8/2029		$		$
10/8/2019	8/15/2019	4,600	12,649	$ 5.33	10/8/2029		$		$
5/12/2020	5/12/2020	6,900	16,099	$ 5.33	5/12/2030	6,784 (3)	$ 221,158		$
12/31/2019	12/31/2019					6,784 (3)	$ 221,158		$
6/10/2021	6/10/2021					3,541 (4)	$ 115,437	7,082 (5)	$ 230,873

(1) Reflects time-vesting SARs that vest 20% on the first anniversary of the vesting start date, and then in increments equal to 5% of the initial grant on the last day of each succeeding three-month period thereafter for four years.

(2) Amounts reported are based on the closing price of our common stock on the Nasdaq as of December 31, 2021 ($32.60) less the strike price when granted multiplied by the number of outstanding shares.

(3) The number and market value of LTIP awards reported reflect maximum achievement based on the Company's above target-level performance as of December 31, 2021. The actual number of units for the LTIP awards granted in 2020 that will be distributed is not yet determinable. As of December 31, 2021, vesting of the LTIP awards granted in 2019 remained subject to the participant's continued employment of the payment date of the award, which occurred in March 2022.

(4) Reflects RSUs, which vest in three equal annual installments beginning on June 10, 2022, subject to the officer's continued employment on the applicable vesting date.

(5) Reflects PSUs, which vest if the Company achieves specified Adjusted EBITDA less Patient Equipment Capex performance goals over a three-year performance period ending December 31, 2023. The number and market value of PSUs reported reflect maximum achievement based on the Company's above target-level performance as of December 31, 2021. The actual number of units that will be distributed is not yet determinable.

Option Exercises and Stock Vested in 2021

The following table provides information regarding the number of equity units that vested for our named executive officers during 2021.

	Option Awards		Stock Awards	
Name	# of Shares Acquired on Exercise (#)	Value Realized on Exercise ($)(1)	# of Shares or Units Vesting (#)	Value Realized on Vesting ($)(1)
D. Starck	—	—	—	—
D. Morris	—	—	119,982	3,125,130
M. Hicks	—	—	—	—
R. Walker	—	—	—	—
M. Litkovitz	—	—	—	—

(1) Represents the vesting of CFO RSUs which were settled through the payment of cash amount equal to the value of the shares of Apria common stock underlying such RSUs on the vesting date.

Pension Benefits for 2021

We do not offer pension benefits to our named executive officers.

Nonqualified Deferred Compensation for 2021

The following table provides information regarding activity in our nonqualified deferred compensation plan for the named executive officers during 2021.

Name	Executive Contributions in Last FY[(1)] ($)	Registrant Contributions in last FY[(2)] ($)	Aggregate Earnings in Last FY ($)[(3)]	Aggregate Withdrawals / Distributions ($)	Aggregate Balance at Last FYE [(4)] ($)
D. Starck	62,652	25,061	3,763	—	87,712
D. Morris	18,038	18,038	15,573	—	523,643
M. Hicks	—	—	—	—	—
R. Walker	—	—	—	—	—
M. Litkovitz	43,928	12,852	9,372	—	137,853

(1) With respect to Mr. Starck and Ms. Morris, the amounts in the "Executive Contributions in Last FY" column were reported in the Summary Compensation Table above in the Salary column for each officer. With respect to Mr. Litkovitz, $16,065 and $27,863 of the amounts in the "Executive Contributions in Last FY" column were reported in the Summary Compensation Table above in the Salary and Non-Equity Incentive Plan Compensation columns, respectively.

(2) This column contains matching contributions by us with respect to the last fiscal year under our nonqualified deferred compensation plan and were reported in the Summary Compensation Table in the All Other Compensation column.

(3) Because amounts included in this column do not include above-market or preferential earnings, none of these amounts are included under the "Change in Pension Value and Nonqualified Deferred Compensation Earnings" column of the Summary Compensation Table.

(4) The following amounts reported in the "Aggregate Balance at Last Fiscal Year End" column were reported as compensation in the Summary Compensation Table for fiscal 2019 and 2020: Ms. Morris $328,564 and Mr. Litkovitz $56,228.

Under our nonqualified deferred compensation plan, the participants may defer up to 50% of their salary, up to 75% of their annual bonus and 100% of their annual 401(k) savings plan refund offset amount, the latter of which is an amount equal to their refund (if any) from our 401(k) savings plan. Returns on deferrals in an individual's account under the nonqualified deferred compensation plan are credited or debited based on the performance of hypothetical measurement funds selected by the individual, which selection can be changed not less frequently than monthly, from a menu of options offered in connection with the plan. The hypothetical measurement funds that may be selected by the individual mirror the investment alternatives available in our 401(k) savings plan. In 2021, the Company matched 100% of participant contributions to the nonqualified deferred compensation plan up to 4% of the participant's salary. Participants are 100% vested in matching contributions if they remain employed at the end of the applicable year.

An individual may choose to receive distributions in either a lump sum or in annual installments at death, retirement, or termination of employment with us or, in the event of an in-service distribution, at a date specified by the individual at least three years after the end of the year in which the deferral is made. An individual may also receive a distribution if he or she experiences an unforeseeable financial emergency, as defined in the nonqualified deferred compensation plan.

Potential Payments Upon Termination or Change-in-Control

The following table describes the potential payments and benefits that would have been payable to our named executive officers under existing plans and contractual arrangements assuming (1) a termination of employment and (2) a change of control occurred on December 31, 2021.

The amounts shown in the table do not include payments and benefits to the extent they are provided generally to all salaried employees upon termination of employment and do not discriminate in scope, terms or operation in favor of the

named executive officers. These include accrued salary, distributions of plan balances under our 401(k) savings plan and distributions of plan balances under the non-qualified deferred compensation plan.

Termination	D. Starck ($)	D. Morris ($)	M. Hicks ($)	R. Walker ($)	M. Litkovitz ($)
Termination—Without Cause or With Good Reason					
Cash Severance Payments(1)	2,375,789	1,047,425	820,000	677,795	321,300
Health Plan Continuation(2)	50,267	15,417	25,134	25,134	15,417
Total	2,426,056	1,062,842	845,134	702,929	336,717
Change-in-Control—Without Termination					
Acceleration of SARs(3)	4,449,076	2,361,394	—	1,059,060	852,613
Acceleration of Stock Awards(4)	2,680,013	2,478,871	1,014,186	346,310	346,310
Acceleration of 2019 LTIP(5)	169,603	84,797	—	63,600	63,600
Total	7,298,692	4,925,062	1,014,186	1,468,970	1,262,523
Change-in-Control—With Termination—Without Cause or With Good Reason					
Cash Severance Payments(1)	3,575,000	1,900,000	1,640,000	1,162,800	1,124,550
Health Continuation(2)	50,267	23,126	37,700	37,700	23,126
Acceleration of SARs(3)	4,449,076	2,361,394	—	1,059,060	852,613
Acceleration of Stock Awards(4)	2,680,013	2,478,871	1,014,186	346,310	346,310
Acceleration of 2019 LTIP(5)	169,603	84,797	—	63,600	63,600
Total	10,923,959	6,848,188	2,691,886	2,669,470	2,410,199

(1) Cash severance payment includes the following:

- Mr. Starck—two times the sum of (1) his annual base salary rate ($650,000) and (2) the average of his two most annual cash incentive awards ($1,075,789);
- Ms. Morris—one times the sum of (1) her annual base salary rate ($475,000) and (2) the average of her two most annual cash incentive awards ($572,425);
- Mr. Hicks—one times the sum of his annual base salary rate ($410,000) and (2) the average of his two most annual cash incentive awards ($410,000);
- Mr. Walker—one times the sum of (1) his annual base salary rate ($290,700) and (2) the average of his two most annual cash incentive awards ($387,095); and
- Mr. Litkovitz—one times the sum of his annual base salary rate ($321,300). However, under a termination without cause or with good reason, Mr. Litkovitz will receive (1) two times the sum of his annual base salary rate ($321,300).

(2) Reflects the cost of providing the named executive officer with continued medical, dental and vision insurance under COBRA for a period of 24 months for Mr. Starck and for a period of twelve months for Ms. Morris and Messrs. Walker, Hicks and Litkovitz, assuming 2022 rates.

(3) Upon a change in control during the executive's continued employment, all unvested SARs will become fully vested. The amounts reported reflect this "spread" value, if any, for the unvested SARs, in each case representing the difference between the closing price of our common stock on the Nasdaq as of December 31, 2021 ($32.60) and the applicable exercise price, and includes the applicable cash payments associated with the 2020 Dividend that become payable upon vesting of the unvested SARs.

(4) Upon a change in control during the executive's continued employment, all outstanding RSUs and PSUs will become fully vested. The amounts reported reflect shares based on the closing price of our common stock on the Nasdaq as of December 31, 2021 ($32.60) multiplied by the number of outstanding shares.

(5) The amounts reported reflect accelerated cash payments that would have become payable in connection with a change in control with respect to the vested portion of the 2019 LTIP awards assuming maximum achievement of the cumulative free cash flow goals through December 31, 2020.

Severance Arrangements.

Mr. Starck. Pursuant to the terms of Mr. Starck's employment agreement, either party may terminate Mr. Starck's employment at any time. If Mr. Starck's employment is terminated without "good reason" (as defined in his employment agreement) by Mr. Starck, then Mr. Starck must give us at least 45 days advance written notice.

If Mr. Starck's employment is terminated by us without "cause" (as defined in his employment agreement) or terminated with good reason by Mr. Starck, he will be entitled to receive a severance payment equal in the aggregate to two times the sum of:

- his annual base salary at the rate in effect at the time of termination;
- the average of his two most recent annual bonuses, if any, received prior to termination; and
- an amount equal to the annual cost of providing him with a continuation of medical, dental and vision insurance under the Consolidated Omnibus Budget Reconciliation Act ("COBRA").

The amounts payable to Mr. Starck upon a termination of employment described above shall be paid in periodic installments over a period of 24 months provided that Mr. Starck executes a release of all claims to us. Such payments are also contingent upon Mr. Starck's continued compliance with certain non-solicitation, non-disparagement and confidentiality covenants contained in his employment agreement. The confidentiality covenant has an indefinite term, whereas the non-solicitation covenant has a term of two years and the non-disparagement covenant has a term of one year.

Ms. Morris and Messrs. Hicks, Walker and Litkovitz. Pursuant to the terms of their respective executive severance agreements with us, either party may terminate the named executive officer's employment at any time. If the named executive officer's employment is terminated by us without "cause" (as defined in the executive severance agreement) or with "good reason" (as defined in the executive severance agreement) by the named executive officer, then the terminating party must give the other party at least 30 days advance written notice.

If the named executive officer's employment is terminated by us without cause or terminated with good reason by the named executive officer, the named executive officer will be entitled to receive a severance payment equal in the aggregate to the sum of:

- the executive's annual base salary at the rate in effect at the time of termination;
- the average of the executive's two most recent annual bonuses, if any, received prior to termination (other than for Mr. Litkovitz); and
- an amount equal to the annual cost of providing the executive with a continuation of medical, dental and vision insurance under COBRA.

The amounts payable to the named executive officer upon a termination of employment described above shall be paid in periodic installments over a period of 12 months provided that the named executive officer executes a release of all claims to us. Such payments are also contingent upon the named executive officer's continued compliance with certain non-competition, non-solicitation and confidentiality covenants contained in their respective severance agreement. The confidentiality covenant has an indefinite term, whereas the non-competition and non-solicitation covenants each have a term of one year.

Long-Term Incentive Awards.

2019 LTIP Awards. Upon a termination of employment by the Company for cause (as defined in the 2019 LTIP), the executive will forfeit all rights to receive any payment. Upon a voluntary termination of employment, other than a

bona fide "Retirement" (as defined in the Company's nonqualified deferred compensation plan), the named executive officer will forfeit all rights to receive any payment. Upon a termination of employment by the Company without cause, or if the executive retires as provided above, the vested percentage will be calculated assuming the executive remained employed through the end of the fiscal quarter of the executive's termination and such executive will receive a payout in respect of the vested portion of his or her award, at such times and in the same form as the other participants in the 2019 LTIP. In the event of a change in control prior to the end of the applicable performance period, the vested portion of the 2019 LTIP award becomes payable in cash based on actual performance through the last day of the most recently completed fiscal quarter prior to the date of such change in control; provided that the vested portion shall increase by an additional 25% on the date of the change in control subject to the executive's active employment through such date or the executive's termination of employment prior to the change in control by the Company without Cause or due to the executive's Retirement.

Merger Agreement with Owens & Minor Inc.

As previously disclosed, on January 7, 2022, the Company, entered into an Agreement and Plan of Merger (the "Merger Agreement"), by and among the Company, Owens & Minor, Inc. ("Owens & Minor"), and StoneOak Merger Sub Inc., an indirect, wholly owned subsidiary of Owens & Minor ("Merger Sub"), pursuant to which Merger Sub will be merged with and into the Company (the "Merger") with the Company surviving the Merger as an indirect, wholly owned subsidiary of Owens & Minor. The Merger Agreement provides for certain severance and other benefits to our named executive officers in the event the Merger is consummated. The merger agreement provides that outstanding equity-based awards (collectively, the "Apria equity awards") under (i) the Apria, Inc. 2021 Omnibus Incentive Plan, effective February 10, 2021, (ii) the Second Amended and Restated Apria, Inc. Long-Term Incentive Plan (2019—2021 With Successive Annual Extension Options), effective February 16, 2021 and (iii) the Apria, Inc. 2015 Stock Plan, effective February 8, 2021, as amended by that certain Omnibus Amendment, dated February 12, 2021, as applicable (collectively, the "Apria stock plans"), will be treated as set forth below.

For further discussion of these severance benefits and the treatment of the Company's outstanding equity awards in the event the Merger is consummated, see the section titled "Interests of Apria's Executive Officers and Directors in the Merger" in the Company's definitive proxy statement filed with the Securities and Exchange Commission on February 22, 2022.

Restricted Stock Units. Immediately prior to the effective time, each Apria restricted stock unit granted pursuant to any Apria stock plan ("Apria RSU"), whether vested or unvested, that is outstanding immediately prior to the effective time will be cancelled and will be automatically converted into the right to receive an amount in cash, without interest and subject to deduction for any required withholding under applicable law, from Owens & Minor or the surviving corporation equal to $37.50.

Performance Stock Units. Immediately prior to the effective time, each Apria performance stock unit granted pursuant to any Apria stock plan ("Apria PSU"), whether vested or unvested, that is outstanding immediately prior to the effective time will be cancelled and will be automatically converted into the right to receive an amount in cash, without interest and subject to deduction for any required withholding under applicable law, from Owens & Minor or the surviving corporation equal to $37.50, based on attainment of the applicable performance metrics at the greater of target or actual level of performance as of the closing date, as determined in good faith by the Apria Board or a committee thereof in reasonable consultation with Owens & Minor prior to the effective time.

LTIP Awards. Immediately prior to the effective time, each vested Apria long-term incentive plan award granted pursuant to any Apria stock plan ("Apria LTIP Award") that is outstanding immediately prior to the effective time (after giving effect to the incremental vesting resulting from the closing, which will be deemed to constitute a "Change of Control" for purposes of such Apria LTIP Award) will be cancelled and will be automatically converted into the right to receive an amount in cash, without interest and subject to deduction for any required withholding under applicable law, from Owens & Minor or the surviving corporation equal to (i) the number of shares of Apria common stock represented by the Apria LTIP Award deemed earned as of immediately prior to the effective time (after giving effect to the incremental vesting resulting from the closing as described above), as determined by the Apria Board or a committee thereof after reasonable consultation with Owens & Minor prior to the effective time multiplied by (ii) $37.50. Any unvested portion of an Apria LTIP Award that is outstanding immediately prior to the effective time after giving effect to the incremental vesting resulting from the closing as described above will be cancelled for no consideration in accordance with the terms of the applicable Apria stock plan.

Stock Appreciation Rights. Immediately prior to the effective time, each Apria stock appreciation right granted pursuant to any Apria stock plan ("Apria SAR") that is outstanding immediately prior to the effective time, whether vested or unvested, will be cancelled and will be automatically converted into the right to receive an amount in cash, without interest and subject to deduction for any required withholding under applicable law, from Owens & Minor or the surviving corporation equal to the total value of the payout that would have been earned in accordance with the terms of the applicable governing documents (including any previously unpaid dividends or dividend equivalents thereon, in accordance with such governing documents).

Any consideration payable in respect of Apria equity awards will be paid through the payroll systems of the surviving corporation or an affiliate thereof promptly after the effective time but no later than (i) with respect to Apria equity awards other than Apria LTIP Awards, the second payroll date after the effective time and (ii) with respect to Apria LTIP Awards, no later than required under the terms of the applicable governing documents, including the applicable Apria stock plan. Notwithstanding anything herein to the contrary, with respect to any Apria equity award that constitutes nonqualified deferred compensation subject to Section 409A of the U.S. Internal Revenue Code of 1986, as amended (the "Code"), and that Apria determines prior to the effective time is not eligible to be terminated in accordance with Treasury Regulation Section 1.409A-3(j)(4)(ix)(B), such payment will be made at the earliest time permitted under the applicable Apria stock plan that will not trigger a tax or penalty under Section 409A of the Code.

Item 12. Security Ownership of Certain Beneficial Owners and Management and Related Stockholder Matters

The following table sets forth information regarding the beneficial ownership of shares of our common stock as of March 22, 2022 by (1) each person known to us to beneficially own more than 5% of our outstanding common stock, (2) each of our directors and named executive officers and (3) all of our directors and executive officers as a group.

The amounts and percentages of shares beneficially owned are reported on the basis of SEC regulations governing the determination of beneficial ownership of securities. Under SEC rules, a person is deemed to be a "beneficial owner" of a security if that person has or shares voting power or investment power, which includes the power to dispose of or to direct the disposition of such security. A person is also deemed to be a beneficial owner of any securities of which that person has a right to acquire beneficial ownership within 60 days. Securities that can be so acquired are deemed to be outstanding for purposes of computing such person's ownership percentage, but not for purposes of computing any other person's percentage. Under these rules, more than one person may be deemed to be a beneficial owner of the same securities and a person may be deemed to be a beneficial owner of securities as to which such person has no economic interest.

Except as otherwise indicated in the footnotes below, each of the beneficial owners has, to our knowledge, sole voting and investment power with respect to the indicated shares. Unless otherwise noted, the address of each beneficial owner is 7353 Company Drive, Indianapolis, Indiana 46237.

Name of Beneficial Owner	Common Stock Beneficially Owned Number	%
Significant Stockholders:		
Apria Holdings LLC[1]	14,187,515	39.7
Alger Associates, Inc.[2]	3,329,125	9.3
Entities affiliated with American Century Investment Management Inc.[3]	2,078,951	5.8
Glazer Capital LLC[4]	2,070,905	5.8
Victory Capital Management Inc.[5]	1,970,603	5.5
Directors and Named Executive Officers:		
John G. Figueroa	500,003	1.4
Michael Audet[6]	—	—
Susannah Gray	—	—
Teresa Kline	—	—
John R. Murphy[7]	5,918	*
Norman C. Payson, M.D.[8]	—	—
Devon Rinker[6]	—	—
Neil P. Simpkins[6]	—	—
Lynn Shapiro Snyder[9]	18,288	*
Daniel J. Starck[10]	705,542	1.9
Mike S. Zafirovski	122,775	*
Debra L. Morris[11]	232,347	*
Michael Bryant-Hicks	—	—
Mark E. Litkovitz[12]	88,803	*
Robert P. Walker[13]	166,495	*
Directors and executive officers as a group (17 persons)[14]	1,990,909	5.4

* Represents less than one percent.

(1) Reflects shares held directly by Apria Holdings LLC. The controlling member of Apria Holdings LLC is BP Healthcare Holdings LLC. The controlling member of BP Healthcare Holdings LLC is Blackstone Capital Partners V L.P. The general partner of Blackstone Capital Partners V L.P. is Blackstone Management Associates V L.L.C. The sole member of Blackstone Management Associates V L.L.C. is BMA V L.L.C. The managing member of BMA V L.L.C. is Blackstone Holdings III L.P. The general partner of Blackstone Holdings III L.P. is Blackstone Holdings III GP L.P. The general partner of Blackstone Holdings III GP L.P. is Blackstone Holdings III GP Management L.L.C. The sole member of Blackstone Holdings III GP Management L.L.C. is Blackstone Inc. The sole holder of the Series II preferred stock of Blackstone Inc. is Blackstone Group Management L.L.C. Blackstone Group Management L.L.C. is wholly owned by Blackstone's senior managing directors and controlled by its founder, Stephen A. Schwarzman. Each of the Blackstone entities described in this footnote and Stephen A. Schwarzman (other than to the extent it or he directly holds securities as described herein) may be deemed to beneficially own the securities directly or indirectly controlled by such Blackstone entities or him, but each disclaims beneficial ownership of such securities. The address of each of such Blackstone entities and Mr. Schwarzman is c/o Blackstone Inc., 345 Park Avenue, New York, New York 10154.

(2) Based solely on information contained in Schedule 13G filed with the SEC on February 14, 2022 by Alger Associates, Inc. As reported in the Schedule 13G, Alger Associates, Inc. has sole voting and dispositive power over the 3,329,125 shares of Apria common stock. The address of Alger Associates, Inc. is 100 Pearl Street, 27th Floor, New York, NY 10004.

(3) Based solely on information contained in Schedule 13G filed with the SEC on February 4, 2022 by American Century Investment Management, Inc., American Century Companies, Inc. and Stowers

Institute for Medical Research (each, a “American Century reporting person”). As reported in the Schedule 13G, each American

Century reporting person has sole voting power over 2,036,435 shares of Apria common stock and sole dispositive power over 2,078,951 shares of Apria's common stock reported by it. The address of each American Century reporting person is 4500 Main Street, 9th Floor, Kansas City, MO 64111.

(4) Based solely on information contained in Schedule 13G filed with the SEC on March 10, 2022 by Glazer Capital, LLC. As reported in the Schedule 13G, Glazer Capital LLC has shared voting and dispositive power over 2,070,905 shares of Apria common stock. The address of Glazer Capital, LLC is 250 West 55th Street, Suite 30A, New York, NY 10019.

(5) Based solely on information contained in Schedule 13G filed with the SEC on February 2, 2022 by Victory Capital Management Inc. As reported in the Schedule 13G, Victory Capital Management Inc. has sole voting power over 1,950,393 shares of Apria common stock and sole dispositive power over 1,970,603 shares of Apria's common stock. The address of Victory Capital Management Inc. is 4900 Tiedeman Rd. 4th Floor, Brooklyn, OH 44144.

(6) Mr. Audet is an employee of affiliates of Blackstone and is a member of the board of directors of BP Healthcare Holdings LLC (described in footnote (1) above) but disclaims beneficial ownership of shares beneficially owned by Blackstone and its affiliates. Mr. Simpkins is also an executive advisor to affiliates of Blackstone but disclaims beneficial ownership of shares beneficially owned by Blackstone and its affiliates. Mr. Rinker is also an employee of an affiliate of Blackstone but disclaims beneficial ownership of shares beneficially owned by Blackstone and its affiliates. The address for each of Mr. Audet, Mr. Simpkins and Mr. Rinker is c/o Blackstone Inc., 345 Park Avenue, New York, New York 10154.

(7) Represents 5,918 shares of common stock that Mr. Murphy has the right to acquire pursuant to outstanding Apria SARs that may be exercised within 60 days of March 22, 2022.

(8) Dr. Payson is a member of BP Healthcare Holdings LLC (described in footnote (1) above), but has no individual investment or voting control over the shares beneficially owned by BP Healthcare Holdings LLC. As a member of BP Healthcare Holdings LLC, Dr. Payson has an indirect interest in shares beneficially owned by BP Healthcare Holdings LLC.

(9) Represents 18,288 shares of common stock that Ms. Snyder has the right to acquire pursuant to outstanding Apria SARs that may be exercised within 60 days of March 22, 2022.

(10) Represents (i) 220,448 shares of common stock held by Mr. Starck and (ii) 485,094 shares of common stock that Mr. Starck has the right to acquire pursuant to outstanding Apria SARs that may be exercised within 60 days of March 22, 2022.

(11) Represents (i) 4,560 shares of common stock held by Ms. Morris and (ii) 227,787 shares of common stock that Ms. Morris has the right to acquire pursuant to outstanding Apria SARs that may be exercised within 60 days of March 22, 2022.

(12) Represents (i) 4,438 shares of common stock held by Mr. Litkovitz and (ii) 84,365 shares of common stock that Mr. Litkovitz has the right to acquire pursuant to outstanding Apria SARs that may be exercised within 60 days of March 22, 2022.

(13) Represents (i) 5,132 shares of common stock held by Mr. Walker and (ii) 161,363 shares of common stock that Mr. Walker has the right to acquire pursuant to outstanding Apria SARs that may be exercised within 60 days of March 22, 2022.

(14) Includes (i) 1,124,228 shares of common stock directors and executive officers have the right to acquire pursuant to outstanding Apria SARs that may be exercised within 60 days of March 22, 2022.

Equity Compensation Plan Information

The following table sets forth information as of December 31, 2021 regarding the Company's equity compensation plans. As of December 31, 2021, outstanding equity awards included SARs granted under the Apria Healthcare Group Inc. 2015 Stock Plan (the "2015 Plan") as described under Item 11—Executive Compensation—Narrative Disclosure to Summary Compensation Table and Grants of Plan-Based Awards in 2021—Terms of Outstanding Equity Awards. In connection with the pre-IPO reorganization transactions, the 2015 Plan was assumed by Apria, Inc. and renamed the "Apria, Inc. 2015 Stock Plan" and the outstanding SARs were equitably adjusted to track the shares of Apria, Inc.

common stock. In addition, in connection with our IPO, effective February 8, 2021, we adopted and our shareholders approved our Omnibus Incentive Plan.

Plan Category	Number of securities to be issued upon exercise of outstanding options, warrants and rights (a)	Weighted average exercise price of outstanding options, warrants and rights (b)	Number of securities remaining available for future issuance under equity compensation plans (excluding securities reflected in column (a)) (c)
Equity compensation plans approved by security holders:			
Omnibus Incentive Plan	610,363 (1)	N/A	3,300,276 (3)
Apria, Inc. 2015 Stock Plan	2,411,914 (2)	$6.17	— (4)
Total	3,022,277		3,300,276

(1) Total includes outstanding RSUs and PSUs granted pursuant to the Omnibus Incentive Plan and shares issuable pursuant to the Omnibus Incentive Plan in respect of outstanding 2019 LTIP awards, assuming that the maximum level of performance will be achieved.
(2) Total includes the number of SARs granted under the Apria, Inc. 2015 Stock Plan that were outstanding as of February 18, 2022. The actual number of shares issued upon exercise of such SARs will be calculated based on the excess of the fair market value of our common stock on the date of exercise and the exercise price of the SARs, less applicable tax withholdings.
(3) These shares are available for grant as of February 18, 2022 under the Omnibus Incentive Plan pursuant to which we may make various stock-based awards including nonqualified stock options, incentive stock options, SARs, restricted stock, RSUs, and other stock-based or stock-denominated awards with respect to the Company's common stock.
(4) No new equity-based awards will be granted under the Apria, Inc. 2015 Stock Plan.

Item 13. Certain Relationships and Related Transactions, and Director Independence

Stockholders Agreement

In connection with our IPO, we entered into a stockholders agreement with our Sponsor. This agreement requires us to nominate a number of individuals designated by our Sponsor for election as our directors at any meeting of our stockholders, each a "Sponsor Director," such that, upon the election of each such individual and each other individual nominated by or at the direction of our board of directors or a duly-authorized committee of the board, as a director of our company, the number of Sponsor Directors serving as directors of our company will be equal to: (1) if our pre-IPO owners and their affiliates together continue to beneficially own at least 50% of the outstanding shares of our common stock (and any securities convertible into, or exchangeable or exercisable for, such shares) entitled to vote generally in the election of our directors as of the record date for such meeting, the lowest whole number that is greater than 50% of the total number of directors comprising our board of directors; (2) if our pre-IPO owners and their affiliates together continue to beneficially own at least 40% (but less than 50%) of the outstanding shares of our common stock (and any securities convertible into, or exchangeable or exercisable for, such shares) entitled to vote generally in the election of our directors as of the record date for such meeting, the lowest whole number that is at least 40% of the total number of directors comprising our board of directors; (3) if our pre-IPO owners and their affiliates together continue to beneficially own at least 30% (but less than 40%) of the outstanding shares of our common stock (and any securities convertible into, or exchangeable or exercisable for, such shares) entitled to vote generally in the election of our directors as of the record date for such meeting, the lowest whole number that is at least 30% of the total number of directors comprising our board of directors; (4) if our pre-IPO owners and their affiliates together continue to beneficially own at least 20% (but less than 30%) of the outstanding shares of our common stock (and any securities convertible into, or exchangeable or exercisable for, such shares) entitled to vote generally in the election of our directors as of the record date for such meeting, the lowest whole number that is at least 20% of the total number of directors comprising our board of directors; and (5) if our pre-IPO owners and their affiliates together continue to

beneficially own at least 5% (but less than 20%) of the outstanding shares of our common stock (and any securities convertible into, or exchangeable or exercisable for, such shares) entitled to vote generally in the election of our directors as of the record date for such meeting, the lowest whole number that is at least 10% of the total number of directors comprising our board of directors. For so long as the stockholders agreement remains in effect, Sponsor Directors may be removed only with the consent of our Sponsor. In the case of a vacancy on our board created by the removal or resignation of a Sponsor Director, the stockholders agreement requires us to nominate an individual designated by our Sponsor for election to fill the vacancy.

The above-described provisions of the stockholders agreement will remain in effect until our Sponsor is no longer entitled to nominate a Sponsor Director pursuant to the stockholders agreement, unless our Sponsor requests that they terminate at an earlier date. The stockholders agreement also requires us to cooperate our Sponsor in connection with certain future pledges, hypothecations, grants of security interest in or transfers (including to a third-party investor) of any or all of the shares of our common stock held by our Sponsor, including to banks or financial institutions as collateral or security for loans, advances or extensions of credit. The agreement will also permit our Sponsor to assign its rights and obligations under the agreement, in whole or in part, without our prior written consent.

Registration Rights Agreement

In connection with our IPO, we entered into a registration rights agreement with our Sponsor. This agreement provides our Sponsor an unlimited number of “demand” registration rights and customary “piggyback” registration rights. The registration rights agreement will also provide that we will pay certain expenses relating to such registrations and indemnify our Sponsor against (or make contributions in respect of) certain liabilities which may arise under the Securities Act.

Other Transactions

In connection with our acquisition by Blackstone in 2008, we succeeded to and assumed the rights and obligations under a transaction and management fee agreement with Blackstone Management Partners (“BMP”). In 2014, we paid a lump sum termination fee and BMP is no longer obligated to provide specified transaction and management services and we are no longer obligated to pay specified ongoing fees. However, our obligations with respect to indemnification, release and limitation of liability and certain other matters survived such termination.

Commercial Transactions with Sponsor Portfolio Companies

Our Sponsor and its affiliates have ownership interests in a broad range of companies. We have entered and may in the future enter into commercial transactions in the ordinary course of our business with some of these companies, including the sale of goods and services and the purchase of goods and services, including with:

- In March 2021, the Company began paying Medline Industries LP, a company affiliated with the Sponsor since 2021, for inventory and patient equipment services. The Company paid Medline Industries LP approximately $0.1 million for the year ended December 31, 2021. Amounts included in accounts payable were $0.1 million as of December 31, 2021.

- In December 1999, the Company entered into an agreement with Change Healthcare, a company affiliated with the Sponsor since 2011, to perform various revenue and payment cycle management functions. The Company paid Change Healthcare approximately $3.4 million for the year ended December 31, 2021. Amounts included in accounts payable were $0.2 million as of December 31, 2021.

- In May 2018, the Company began paying BREIT Industrial Canyon, a subsidiary of Blackstone Real Estate Income Trust, Inc., which is a non-exchange traded, perpetual life real estate investment trust externally managed by an affiliate of the Sponsor, which had acquired a property for which the Company is in a lease agreement through October 2023. The Company paid BREIT Industrial Canyon approximately $1.2 million for the year ended December 31, 2021. The discounted operating lease liability for the remaining non-cancelable lease term is $1.2 million as of December 31, 2021.

- In September 2019, the Company entered into an eighty-seven-month agreement with Mphasis, a Company affiliated with the Sponsor since 2016, to perform various technology related services previously performed by another outsource vendor. The Company has the right to terminate for convenience with a minimum three-month notice. If the Company terminated the agreement, the required obligation to the vendor would be approximately $1.9 million for services during the three-month cancellation notice period plus termination fees. The Company paid Mphasis approximately $5.9 million for the year ended December 31, 2021. Amounts included in accounts payable were $0.9 million as of December 31, 2021.

- In December 2019, the Company entered into an agreement with Alight Solutions, a Company affiliated with the Sponsor since 2017, to perform services related to the deployment of a new financial management system. The Company also entered into a three-year post-implementation support contract that is expected to begin in 2022. The Company has the right to terminate for convenience with a minimum thirty-day notice. If the Company terminated the agreement, the required obligation to the vendor would be approximately $0.4 million for termination fees. The Company paid Alight approximately $1.5 million for the year ended December 31, 2021. Amounts included in accounts payable were $0.2 million as of December 31, 2021.

Statement of Policy Regarding Transactions with Related Persons

Our board of directors has adopted a written statement of policy regarding transactions with related persons, which we refer to as our "related person policy." Our related person policy requires that a "related person" (as defined in paragraph (a) of Item 404 of Regulation S-K) must promptly disclose to our general counsel any "related person transaction" (defined as any transaction that is anticipated would be reportable by us under Item 404(a) of Regulation S-K in which we were or are to be a participant and the amount involved exceeds $120,000 and in which any related person had or will have a direct or indirect material interest) and all material facts with respect thereto. Our general counsel will then promptly communicate that information to our board of directors. No related person transaction entered into following our IPO will be executed without the approval or ratification of our board of directors or a duly authorized committee of our board of directors. It is our policy that directors interested in a related person transaction will recuse themselves from any vote on a related person transaction in which they have an interest.

Indemnification of Directors and Officers

Our amended and restated bylaws provide that we will indemnify our directors and officers to the fullest extent permitted by the DGCL. In addition, our amended and restated certificate of incorporation provides that our directors will not be liable for monetary damages for breach of fiduciary duty to the fullest extent permitted by the DGCL.

There is no pending litigation or proceeding naming any of our directors or officers to which indemnification is being sought, and we are not aware of any pending or threatened litigation that may result in claims for indemnification by any director or officer.

We are party to indemnification agreements with our directors and executive officers. These agreements require us to indemnify these individuals to the fullest extent permitted under Delaware law against liabilities that may arise by reason of their service to us, and to advance expenses incurred as a result of any proceeding against them as to which they could be indemnified. Insofar as indemnification for liabilities arising under the Securities Act, may be permitted to directors or executive officers, we have been informed that, in the opinion of the SEC, such indemnification is against public policy and is therefore unenforceable.

Item 14. Principal Accountant's Fees and Services

The following table sets out the fees payable to our principal accountant, Deloitte & Touche LLP, Costa Mesa, California (PCAOB ID 34), during the years ended December 31, 2021 and 2020:

(in thousands)	Year Ended December 31, 2021	2020
Audit fees	$ 2,579	$ 2,120
Audit-related fees	—	—
Tax fees	308	53
All other fees	27	2
Total	$ 2,914	$ 2,175

Audit fees. This category includes fees associated with our annual audit and the review of our quarterly financial statements, as well as fees incurred in connection with the preparation of the registration statement relating to our IPO.

Audit-related fees. No audit-related fees were incurred.

Tax fees. This category relates to general tax services.

Audit Committee Pre-Approval Policies and Procedures. Our policy is that all audit and non-audit services must be pre-approved by the audit committee. The authority to grant pre-approvals of services may be delegated to one or more of the audit committee's members, but the decision must be reported to the full audit committee at its next scheduled meeting. All of such services and fees were pre-approved during the fiscal years ended December 31, 2020 and 2021.

Part IV

Item 15. Exhibits and Financial Statement Schedules

The following documents are filed as part of this report:

(a) Financial Statements

No financial statements are filed with this Amendment. The financial statements and notes thereto were included as part of the Original Report.

(b) Financial Statement Schedules

All schedules are omitted as the required information is either not present, not present in material amounts or presented within the consolidated financial statements or related notes.

(c) Exhibits:

Exhibit Number	Description
31.3	Certification of Principal Executive Officer Pursuant to Rules 13a-14(a) and 15d-14(a) under the Securities Exchange Act of 1934, as Adopted Pursuant to Section 302 of the Sarbanes-Oxley Act of 2002*
31.4	Certification of Principal Financial Officer Pursuant to Rules 13a-14(a) and 15d-14(a) under the Securities Exchange Act of 1934, as Adopted Pursuant to Section 302 of the Sarbanes-Oxley Act of 2002*
104*	The cover page from Apria, Inc.'s Amendment No. 1 to the Annual Report on Form 10-K for the fiscal year ended December 31, 2021, formatted in Inline XBRL.

* Filed herewith.

SIGNATURES

Pursuant to the requirements of Section 13 or 15(d) of the Securities Exchange Act of 1934, the registrant has duly caused this report to be signed on its behalf by the undersigned, thereunto duly authorized.

Date: March 28, 2022	APRIA, INC.
	By: /s/ Daniel J. Starck
	Name: Daniel J. Starck
	Title: Chief Executive Officer

Exhibit 31.3

CERTIFICATION OF CHIEF EXECUTIVE OFFICER

I, Daniel J. Starck, certify that:

1. I have reviewed this Amendment No. 1 to the Annual Report on Form 10-K of Apria, Inc.; and
2. Based on my knowledge, this report does not contain any untrue statement of a material fact or omit to state a material fact necessary to make the statements made, in light of the circumstances under which such statements were made, not misleading with respect to the period covered by this report.

Date: March 28, 2022

By: /s/ Daniel J. Starck
Name: Daniel J. Starck
Title: Chief Executive Officer
(Principal Executive Officer)

Exhibit 31.4

CERTIFICATION OF CHIEF FINANCIAL OFFICER

I, Debra L. Morris, certify that:

1. I have reviewed this Amendment No. 1 to the Annual Report on Form 10-K of Apria, Inc.; and

2. Based on my knowledge, this report does not contain any untrue statement of a material fact or omit to state a material fact necessary to make the statements made, in light of the circumstances under which such statements were made, not misleading with respect to the period covered by this report.

Date: March 28, 2022

By: /s/ Debra L. Morris
Name: Debra L. Morris
Title: Chief Financial Officer
(Principal Financial Officer)

Document and Entity Information - USD ($) $ in Millions	12 Months Ended Dec. 31, 2021	Mar. 22, 2022	Jun. 30, 2021
Document and Entity Information [Abstract]			
Document Type	10-K/A		
Document Annual Report	true		
Document Transition Report	false		
Document Period End Date	Dec. 31, 2021		
Entity File Number	001-40053		
Entity Registrant Name	Apria, Inc.		
Entity Incorporation, State or Country Code	DE		
Entity Tax Identification Number	82-4937641		
Entity Address, Address Line One	7353 Company Drive		
Entity Address, City or Town	Indianapolis		
Entity Address, State or Province	IN		
Entity Address, Postal Zip Code	46237		
City Area Code	800		
Local Phone Number	990-9799		
Title of 12(b) Security	Common Stock, $0.01 Par Value per Share		
Trading Symbol	APR		
Security Exchange Name	NASDAQ		
Entity Well-known Seasoned Issuer	No		
Entity Current Reporting Status	Yes		
Entity Voluntary Filers	No		
Entity Interactive Data Current	Yes		
Entity Filer Category	Non-accelerated Filer		
Entity Small Business	false		
Entity Emerging Growth Company	false		
Entity Shell Company	false		
ICFR Auditor Attestation Flag	false		
Entity Central Index Key	0001735803		
Entity Public Float			$ 419.2
Entity Common Stock, Shares Outstanding		35,741,270	
Current Fiscal Year End Date	--12-31		
Document Fiscal Year Focus	2021		
Document Fiscal Period Focus	FY		
Auditor Name	Deloitte & Touche LLP		
Auditor Firm ID	34		
Auditor Location	Costa Mesa		
Amendment Flag	true		

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      "http://www.xbrl.org/2003/xlink-2003-12-31.xsd",
      "http://www.xbrl.org/2005/xbrldt-2005.xsd",
      "https://www.xbrl.org/dtr/type/2020-01-21/types.xsd",
      "https://xbrl.sec.gov/dei/2021q4/dei-2021q4.xsd"
     ]
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       "div",
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       "body",
       "html"
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      "contextRef": "Duration_1_1_2021_To_12_31_2021_N2UALkjCI0eMACpe9eapug",
      "decimals": null,
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      "reportCount": 1,
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     "isDefault": "true",
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     "role": "http://www.apria.com/role/DocumentDocumentAndEntityInformation",
     "shortName": "Document and Entity Information",
     "subGroupType": "",
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       "div",
       "div",
       "body",
       "html"
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      "first": true,
      "lang": "en-US",
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      "reportCount": 1,
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      "unitRef": null,
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      "en-us": {
       "role": {
        "documentation": "Boolean flag that is true when the XBRL content amends previously-filed or accepted submission.",
        "label": "Amendment Flag"
       }
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     ],
     "xbrltype": "booleanItemType"
    },
    "dei_AuditorFirmId": {
     "auth_ref": [
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      "r4",
      "r5"
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     "lang": {
      "en-us": {
       "role": {
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        "label": "Auditor Firm ID"
       }
      }
     },
     "localname": "AuditorFirmId",
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     ],
     "xbrltype": "nonemptySequenceNumberItemType"
    },
    "dei_AuditorLocation": {
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      "r4",
      "r5"
     ],
     "lang": {
      "en-us": {
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       }
      }
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     ],
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    },
    "dei_AuditorName": {
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      "r4",
      "r5"
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     "lang": {
      "en-us": {
       "role": {
        "label": "Auditor Name"
       }
      }
     },
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     ],
     "xbrltype": "internationalNameItemType"
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    "dei_CityAreaCode": {
     "auth_ref": [],
     "lang": {
      "en-us": {
       "role": {
        "documentation": "Area code of city",
        "label": "City Area Code"
       }
      }
     },
     "localname": "CityAreaCode",
     "nsuri": "http://xbrl.sec.gov/dei/2021q4",
     "presentation": [
      "http://www.apria.com/role/DocumentDocumentAndEntityInformation"
     ],
     "xbrltype": "normalizedStringItemType"
    },
    "dei_CoverAbstract": {
     "auth_ref": [],
     "lang": {
      "en-us": {
       "role": {
        "documentation": "Cover page.",
        "label": "Document and Entity Information [Abstract]"
       }
      }
     },
     "localname": "CoverAbstract",
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     "xbrltype": "stringItemType"
    },
    "dei_CurrentFiscalYearEndDate": {
     "auth_ref": [],
     "lang": {
      "en-us": {
       "role": {
        "documentation": "End date of current fiscal year in the format --MM-DD.",
        "label": "Current Fiscal Year End Date"
       }
      }
     },
     "localname": "CurrentFiscalYearEndDate",
     "nsuri": "http://xbrl.sec.gov/dei/2021q4",
     "presentation": [
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     ],
     "xbrltype": "gMonthDayItemType"
    },
    "dei_DocumentAnnualReport": {
     "auth_ref": [
      "r3",
      "r4",
      "r5"
     ],
     "lang": {
      "en-us": {
       "role": {
        "documentation": "Boolean flag that is true only for a form used as an annual report.",
        "label": "Document Annual Report"
       }
      }
     },
     "localname": "DocumentAnnualReport",
     "nsuri": "http://xbrl.sec.gov/dei/2021q4",
     "presentation": [
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     ],
     "xbrltype": "booleanItemType"
    },
    "dei_DocumentFiscalPeriodFocus": {
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     "lang": {
      "en-us": {
       "role": {
        "documentation": "Fiscal period values are FY, Q1, Q2, and Q3. 1st, 2nd and 3rd quarter 10-Q or 10-QT statements have value Q1, Q2, and Q3 respectively, with 10-K, 10-KT or other fiscal year statements having FY.",
        "label": "Document Fiscal Period Focus"
       }
      }
     },
     "localname": "DocumentFiscalPeriodFocus",
     "nsuri": "http://xbrl.sec.gov/dei/2021q4",
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     ],
     "xbrltype": "fiscalPeriodItemType"
    },
    "dei_DocumentFiscalYearFocus": {
     "auth_ref": [],
     "lang": {
      "en-us": {
       "role": {
        "documentation": "This is focus fiscal year of the document report in YYYY format. For a 2006 annual report, which may also provide financial information from prior periods, fiscal 2006 should be given as the fiscal year focus. Example: 2006.",
        "label": "Document Fiscal Year Focus"
       }
      }
     },
     "localname": "DocumentFiscalYearFocus",
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     ],
     "xbrltype": "gYearItemType"
    },
    "dei_DocumentPeriodEndDate": {
     "auth_ref": [],
     "lang": {
      "en-us": {
       "role": {
        "documentation": "For the EDGAR submission types of Form 8-K: the date of the report, the date of the earliest event reported; for the EDGAR submission types of Form N-1A: the filing date; for all other submission types: the end of the reporting or transition period. The format of the date is YYYY-MM-DD.",
        "label": "Document Period End Date"
       }
      }
     },
     "localname": "DocumentPeriodEndDate",
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     ],
     "xbrltype": "dateItemType"
    },
    "dei_DocumentTransitionReport": {
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     ],
     "lang": {
      "en-us": {
       "role": {
        "documentation": "Boolean flag that is true only for a form used as a transition report.",
        "label": "Document Transition Report"
       }
      }
     },
     "localname": "DocumentTransitionReport",
     "nsuri": "http://xbrl.sec.gov/dei/2021q4",
     "presentation": [
      "http://www.apria.com/role/DocumentDocumentAndEntityInformation"
     ],
     "xbrltype": "booleanItemType"

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"dei_DocumentType": {
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 "lang": {
  "en-us": {
   "role": {
    "documentation": "The type of document being provided (such as 10-K, 10-Q, 485BPOS, etc). The document type is limited to the same value as the supporting SEC submission type, or the word 'Other'.",
    "label": "Document Type"
   }
  }
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 "localname": "DocumentType",
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 ],
 "xbrltype": "submissionTypeItemType"
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"dei_EntityAddressAddressLine1": {
 "auth_ref": [],
 "lang": {
  "en-us": {
   "role": {
    "documentation": "Address Line 1 such as Attn, Building Name, Street Name",
    "label": "Entity Address, Address Line One"
   }
  }
 },
 "localname": "EntityAddressAddressLine1",
 "nsuri": "http://xbrl.sec.gov/dei/2021q4",
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 ],
 "xbrltype": "normalizedStringItemType"
},
"dei_EntityAddressCityOrTown": {
 "auth_ref": [],
 "lang": {
  "en-us": {
   "role": {
    "documentation": "Name of the City or Town",
    "label": "Entity Address, City or Town"
   }
  }
 },
 "localname": "EntityAddressCityOrTown",
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 "xbrltype": "normalizedStringItemType"
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"dei_EntityAddressPostalZipCode": {
 "auth_ref": [],
 "lang": {
  "en-us": {
   "role": {
    "documentation": "Code for the postal or zip code",
    "label": "Entity Address, Postal Zip Code"
   }
  }
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 ],
 "xbrltype": "normalizedStringItemType"
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"dei_EntityAddressStateOrProvince": {
 "auth_ref": [],
 "lang": {
  "en-us": {
   "role": {
    "documentation": "Name of the state or province.",
    "label": "Entity Address, State or Province"
   }
  }
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 "localname": "EntityAddressStateOrProvince",
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 ],
 "xbrltype": "stateOrProvinceItemType"
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"dei_EntityCentralIndexKey": {
 "auth_ref": [
  "r1"
 ],
 "lang": {
  "en-us": {
   "role": {
    "documentation": "A unique 10-digit SEC-issued value to identify entities that have filed disclosures with the SEC. It is commonly abbreviated as CIK.",
    "label": "Entity Central Index Key"
   }
  }
 },
 "localname": "EntityCentralIndexKey",
 "nsuri": "http://xbrl.sec.gov/dei/2021q4",
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  "http://www.apria.com/role/DocumentDocumentAndEntityInformation"
 ],
 "xbrltype": "centralIndexKeyItemType"
},
"dei_EntityCommonStockSharesOutstanding": {
 "auth_ref": [],
 "lang": {
  "en-us": {
   "role": {
    "documentation": "Indicate number of shares or other units outstanding of each of registrant's classes of capital or common stock or other ownership interests, if and as stated on cover of related periodic report. Where multiple classes or units exist define each class/interest by adding class of stock items such as Common Class A [Member], Common Class B [Member] or Partnership Interest [Member] onto the Instrument [Domain] of the Entity Listings, Instrument.",
    "label": "Entity Common Stock, Shares Outstanding"
   }
  }
 },
 "localname": "EntityCommonStockSharesOutstanding",
 "nsuri": "http://xbrl.sec.gov/dei/2021q4",
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 ],
 "xbrltype": "sharesItemType"
},
"dei_EntityCurrentReportingStatus": {
 "auth_ref": [],
 "lang": {
  "en-us": {
   "role": {
    "documentation": "Indicate 'Yes' or 'No' whether registrants (1) have filed all reports required to be filed by Section 13 or 15(d) of the Securities Exchange Act of 1934 during the preceding 12 months (or for such shorter period that registrants were required to file such reports), and (2) have been subject to such filing requirements for the past 90 days. This information should be based on the registrant's current or most recent filing containing the related disclosure.",
    "label": "Entity Current Reporting Status"
   }
  }
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 "localname": "EntityCurrentReportingStatus",
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  "http://www.apria.com/role/DocumentDocumentAndEntityInformation"
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 "xbrltype": "yesNoItemType"
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"dei_EntityEmergingGrowthCompany": {
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 "lang": {
  "en-us": {
   "role": {
    "documentation": "Indicate if registrant meets the emerging growth company criteria.",
    "label": "Entity Emerging Growth Company"
   }
  }
 },
 "localname": "EntityEmergingGrowthCompany",
 "nsuri": "http://xbrl.sec.gov/dei/2021q4",
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  "http://www.apria.com/role/DocumentDocumentAndEntityInformation"
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 "xbrltype": "booleanItemType"
},
"dei_EntityFileNumber": {
 "auth_ref": [],
 "lang": {
  "en-us": {
   "role": {
    "documentation": "Commission file number. The field allows up to 17 characters. The prefix may contain 1-3 digits, the sequence number may contain 1-8 digits, the optional suffix may contain 1-4 characters, and the fields are separated with a hyphen.",
    "label": "Entity File Number"
   }
  }
 },
 "localname": "EntityFileNumber",
 "nsuri": "http://xbrl.sec.gov/dei/2021q4",
 "presentation": [
  "http://www.apria.com/role/DocumentDocumentAndEntityInformation"
 ],
 "xbrltype": "fileNumberItemType"
},
"dei_EntityFilerCategory": {
 "auth_ref": [
  "r1"
 ],
 "lang": {
  "en-us": {
   "role": {
    "documentation": "Indicate whether the registrant is one of the following: Large Accelerated Filer, Accelerated Filer, Non-accelerated Filer. Definitions of these categories are stated in Rule 12b-2 of the Exchange Act. This information should be based on the registrant's current or most recent filing containing the related disclosure.",
    "label": "Entity Filer Category"
   }
  }
 },
 "localname": "EntityFilerCategory",
 "nsuri": "http://xbrl.sec.gov/dei/2021q4",
 "presentation": [
  "http://www.apria.com/role/DocumentDocumentAndEntityInformation"
 ],
 "xbrltype": "filerCategoryItemType"
},
"dei_EntityIncorporationStateCountryCode": {
 "auth_ref": [],
 "lang": {
  "en-us": {
   "role": {
    "documentation": "Two-character EDGAR code representing the state or country of incorporation.",
    "label": "Entity Incorporation, State or Country Code"
   }
  }
 },
 "localname": "EntityIncorporationStateCountryCode",
 "nsuri": "http://xbrl.sec.gov/dei/2021q4",
 "presentation": [
  "http://www.apria.com/role/DocumentDocumentAndEntityInformation"
 ],
 "xbrltype": "edgarStateCountryItemType"
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"dei_EntityInteractiveDataCurrent": {
 "auth_ref": [
  "r1"
 ],
 "lang": {
  "en-us": {
   "role": {
    "documentation": "Boolean flag that is true when the registrant has submitted electronically every Interactive Data File required to be submitted pursuant to Rule 405 of Regulation S-T during the preceding 12 months (or for such shorter period that the registrant was required to submit such files).",
    "label": "Entity Interactive Data Current"
   }
  }
 },
 "localname": "EntityInteractiveDataCurrent",
 "nsuri": "http://xbrl.sec.gov/dei/2021q4",
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  "http://www.apria.com/role/DocumentDocumentAndEntityInformation"
 ],
 "xbrltype": "yesNoItemType"
},
"dei_EntityPublicFloat": {
 "auth_ref": [],
 "crdr": "credit",
 "lang": {
  "en-us": {
   "role": {
    "documentation": "The aggregate market value of the voting and non-voting common equity held by non-affiliates computed by reference to the price at which the common equity was last sold, or the average bid and asked price of such common equity, as of the last business day of the registrant's most recently completed second fiscal quarter.",
    "label": "Entity Public Float"
   }
  }
 },
 "localname": "EntityPublicFloat",
 "nsuri": "http://xbrl.sec.gov/dei/2021q4",
 "presentation": [
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 ],
 "xbrltype": "monetaryItemType"
},
"dei_EntityRegistrantName": {
 "auth_ref": [
  "r1"
 ],
 "lang": {
  "en-us": {
   "role": {
    "documentation": "The exact name of the entity filing the report as specified in its charter, which is required by forms filed with the SEC.",
    "label": "Entity Registrant Name"
   }
  }
 },
 "localname": "EntityRegistrantName",
 "nsuri": "http://xbrl.sec.gov/dei/2021q4",
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  "http://www.apria.com/role/DocumentDocumentAndEntityInformation"
 ],
 "xbrltype": "normalizedStringItemType"
},
"dei_EntityShellCompany": {
 "auth_ref": [
  "r1"
 ],
 "lang": {
  "en-us": {
   "role": {
    "documentation": "Boolean flag that is true when the registrant is a shell company as defined in Rule 12b-2 of the Exchange Act.",
    "label": "Entity Shell Company"
   }
  }
 },
 "localname": "EntityShellCompany",
 "nsuri": "http://xbrl.sec.gov/dei/2021q4",
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 ],
 "xbrltype": "booleanItemType"
},
"dei_EntitySmallBusiness": {
 "auth_ref": [
  "r1"
 ],
 "lang": {
  "en-us": {
   "role": {
    "documentation": "Indicates that the company is a Smaller Reporting Company (SRC).",
    "label": "Entity Small Business"
   }
  }
 },
 "localname": "EntitySmallBusiness",
 "nsuri": "http://xbrl.sec.gov/dei/2021q4",
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 ],
 "xbrltype": "booleanItemType"
},
"dei_EntityTaxIdentificationNumber": {
 "auth_ref": [
  "r1"
 ],
 "lang": {
  "en-us": {
   "role": {
    "documentation": "The Tax Identification Number (TIN), also known as an Employer Identification Number (EIN), is a unique 9-digit value assigned by the IRS.",
    "label": "Entity Tax Identification Number"
   }
  }
 },
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    "xbrltype": "employerIdItemType"
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    "lang": {
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      "role": {
       "documentation": "Indicate 'Yes' or 'No' if the registrant is not required to file reports pursuant to Section 13 or Section 15(d) of the Act.",
       "label": "Entity Voluntary Filers"
      }
     }
    },
    "localname": "EntityVoluntaryFilers",
    "nsuri": "http://xbrl.sec.gov/dei/2021q4",
    "presentation": [
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    ],
    "xbrltype": "yesNoItemType"
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   "dei_EntityWellKnownSeasonedIssuer": {
    "auth_ref": [
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    ],
    "lang": {
     "en-us": {
      "role": {
       "documentation": "Indicate 'Yes' or 'No' if the registrant is a well-known seasoned issuer, as defined in Rule 405 of the Securities Act. Is used on Form Type: 10-K, 10-Q, 8-K, 20-F, 6-K, 10-K/A, 10-Q/A, 20-F/A, 6-K/A, N-CSR, N-Q, N-1A.",
       "label": "Entity Well-known Seasoned Issuer"
      }
     }
    },
    "localname": "EntityWellKnownSeasonedIssuer",
    "nsuri": "http://xbrl.sec.gov/dei/2021q4",
    "presentation": [
     "http://www.apria.com/role/DocumentDocumentAndEntityInformation"
    ],
    "xbrltype": "yesNoItemType"
   },
   "dei_IcfrAuditorAttestationFlag": {
    "auth_ref": [
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     "r4",
     "r5"
    ],
    "lang": {
     "en-us": {
      "role": {
       "label": "ICFR Auditor Attestation Flag"
      }
     }
    },
    "localname": "IcfrAuditorAttestationFlag",
    "nsuri": "http://xbrl.sec.gov/dei/2021q4",
    "presentation": [
     "http://www.apria.com/role/DocumentDocumentAndEntityInformation"
    ],
    "xbrltype": "booleanItemType"
   },
   "dei_LocalPhoneNumber": {
    "auth_ref": [],
    "lang": {
     "en-us": {
      "role": {
       "documentation": "Local phone number for entity.",
       "label": "Local Phone Number"
      }
     }
    },
    "localname": "LocalPhoneNumber",
    "nsuri": "http://xbrl.sec.gov/dei/2021q4",
    "presentation": [
     "http://www.apria.com/role/DocumentDocumentAndEntityInformation"
    ],
    "xbrltype": "normalizedStringItemType"
   },
   "dei_Security12bTitle": {
    "auth_ref": [
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    ],
    "lang": {
     "en-us": {
      "role": {
       "documentation": "Title of a 12(b) registered security.",
       "label": "Title of 12(b) Security"
      }
     }
    },
    "localname": "Security12bTitle",
    "nsuri": "http://xbrl.sec.gov/dei/2021q4",
    "presentation": [
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    ],
    "xbrltype": "securityTitleItemType"
   },
   "dei_SecurityExchangeName": {
    "auth_ref": [
     "r2"
    ],
    "lang": {
     "en-us": {
      "role": {
       "documentation": "Name of the Exchange on which a security is registered.",
       "label": "Security Exchange Name"
      }
     }
    },
    "localname": "SecurityExchangeName",
    "nsuri": "http://xbrl.sec.gov/dei/2021q4",
    "presentation": [
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    ],
    "xbrltype": "edgarExchangeCodeItemType"
   },
   "dei_TradingSymbol": {
    "auth_ref": [],
    "lang": {
     "en-us": {
      "role": {
       "documentation": "Trading symbol of an instrument as listed on an exchange.",
       "label": "Trading Symbol"
      }
     }
    },
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    ],
    "xbrltype": "tradingSymbolItemType"
   }
  },
  "unitCount": 2
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