
**UNITED STATES
SECURITIES AND EXCHANGE COMMISSION**
Washington, D.C. 20549

FORM 8-K

CURRENT REPORT
Pursuant to Section 13 or 15(d)
of the Securities Exchange Act of 1934

Date of Report (Date of earliest event reported): March 13, 2025

ALARM.COM HOLDINGS, INC.

(Exact name of registrant as specified in its charter)

Delaware
(State or other jurisdiction
of incorporation)

001-37461
(Commission
File Number)

26-4247032
(IRS Employer
Identification No.)

8281 Greensboro Drive Suite 100 Tysons Virginia
(Address of principal executive offices)

22102
(Zip Code)

Registrant's telephone number, including area code: (877) 389-4033

Check the appropriate box below if the Form 8-K filing is intended to simultaneously satisfy the filing obligations of the registrant under any of the following provisions:

- Written communications pursuant to Rule 425 under the Securities Act (17 CFR 230.425)
- Soliciting material pursuant to Rule 14a-12 under the Exchange Act (17 CFR 240.14a-12)
- Pre-commencement communications pursuant to Rule 14d-2(b) under the Exchange Act (17 CFR 240.14d-2(b))
- Pre-commencement communications pursuant to Rule 13e-4(c) under the Exchange Act (17 CFR 240.13e-4(c))

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

Title of each class	Trading Symbol	Name of each exchange on which registered
Common Stock, \$0.01 par value per share	ALRM	The Nasdaq Stock Market LLC

Indicate by check mark whether the registrant is an emerging growth company as defined in Rule 405 of the Securities Act of 1933 (§230.405 of this chapter) or Rule 12b-2 of the Securities Exchange Act of 1934 (§240.12b-2 of this chapter).

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.

Item 5.02 Departure of Directors or Certain Officers; Election of Directors; Appointment of Certain Officers; Compensatory Arrangements of Certain Officers.

On March 13, 2025, the Board of Directors of Alarm.com Holdings, Inc. (the “Company”) appointed Kevin Bradley as the Company’s Chief Financial Officer, effective as of March 14, 2025.

Mr. Bradley, age 40, joined the Company in May 2009 and has served in various accounting and finance roles, including Director of Financial Planning from December 2013 through May 2017 and then Vice President of Financial Planning and Analysis from May 2017 through March 2025. Mr. Bradley holds a Bachelor of Business Administration from the University of Notre Dame and a Master of Science in Finance from American University.

In connection with his appointment as the Chief Financial Officer of the Company, Mr. Bradley will receive an annual base salary of \$396,200, will be eligible to receive an annual target bonus of \$120,000, and will be awarded a long-term incentive equity grant comprised of (x) 25,000 restricted stock units, which will vest in equal annual installments over a five-year period following the date of grant and (y) 25,000 stock options, which will vest in equal monthly installments over a five-year period following the date of grant, in either case, subject to Mr. Bradley’s continued employment through each applicable vesting date. In addition, in the event that the Company terminates Mr. Bradley’s employment prior to November 22, 2027, Mr. Bradley will vest in the number of restricted stock units originally granted by the Company on November 22, 2023 (the “November 2023 Grant”) that would have vested had the November 2023 Grant vested in equal monthly installments over a four-year vesting schedule as of the date of termination.

There is no arrangement or understanding between Mr. Bradley and any other person pursuant to which he was appointed as the Company’s Chief Financial Officer. Mr. Bradley does not have any family relationship with any director or other executive officer of the Company, or any person nominated or chosen by the Company to become a director or executive officer, and Mr. Bradley is not a party to any transactions that would require disclosure under Item 404(a) of Regulation S-K.

Item 7.01 Regulation FD Disclosure.

On March 19, 2025, the Company issued a press release announcing the appointment of Mr. Bradley as the Company’s Chief Financial Officer. A copy of the press release is attached as Exhibit 99.1 and incorporated herein by reference.

The information contained in Item 7.01, including Exhibit 99.1, of this Current Report Form 8-K shall not be deemed to be “filed” for purposes of Section 18 of the Securities Exchange Act of 1934, as amended (the “Exchange Act”), or otherwise subject to the liabilities of that section, nor shall it be deemed incorporated by reference into any of the Company’s filings under the Securities Act of 1933, as amended, or the Exchange Act, whether made before or after the date hereof, regardless of any general incorporation language in such filing, except as shall be expressly set forth by specific reference in such filing.

Item 9.01 Financial Statements and Exhibits.

(d) Exhibits

<u>Exhibit No.</u>	<u>Description</u>
<u>99.1</u>	<u>Press Release Dated March 19, 2025</u>
104	Cover Page Interactive Data File (the cover page XBRL tags are embedded within the Inline XBRL document)

SIGNATURE

Pursuant to the requirements of the Securities Exchange Act of 1934, the registrant has duly caused this report to be signed on its behalf by the undersigned hereunto duly authorized.

Alarm.com Holdings, Inc.

Date: March 19, 2025

By: /s/ Stephen Trundle
Stephen Trundle
Chief Executive Officer

Kevin Bradley Promoted to Chief Financial Officer of Alarm.com

Tysons, VA: Alarm.com (Nasdaq: ALRM), the leading platform for the intelligently connected property, announces that Kevin Bradley has been promoted to the position of Chief Financial Officer. He will be responsible for leading the company's Finance organization including financial planning and analysis, accounting, tax, treasury and investor relations. Mr. Bradley will report to Alarm.com's Chief Executive Officer, Steve Trundle.

Mr. Bradley joined Alarm.com in May 2009 and has served in various accounting and finance roles, including Director of Financial Planning from December 2013 through May 2017 and then Vice President of Financial Planning and Analysis (FP&A) from May 2017 through March 2025.

As Vice President of FP&A, Mr. Bradley worked directly with Alarm.com's outgoing CFO Steve Valenzuela and senior management team and actively participated in corporate strategy development and operational decision-making. He was responsible for leading the company's annual and long-range planning process, developing quarterly guidance and financial outlook disclosures, and designing and implementing capital allocation strategies.

"I have worked with Kevin for more than a decade through the company's significant growth and diversification," said Steve Trundle, CEO of Alarm.com. "He is a strong financial leader and manager, understands our business models intimately, and has been a trusted peer for the entire Alarm.com executive team. I am pleased to promote him to be the Company's next CFO and look forward to introducing him to our investors during the next couple of quarters."

Mr. Bradley holds a Bachelor of Business Administration from the University of Notre Dame and a Master of Science in Finance from American University. Mr. Bradley previously worked at Morgan Stanley in New York City from 2007 to 2008.

About Alarm.com Holdings, Inc.

Alarm.com is the leading platform for the intelligently connected property. Millions of consumers and businesses depend on Alarm.com's technology to manage and control their property from anywhere. Our platform integrates with a growing variety of Internet of Things devices through our apps and interfaces. Our security, video, access control, intelligent automation, energy management, and wellness solutions are available through our network of thousands of professional service providers in North America and around the globe. Alarm.com's common stock is traded on Nasdaq under the ticker symbol ALRM. For more information, please visit www.alarm.com.

CONTACT:

Investor and Media Relations:
Matthew Zartman
mzartman@alarm.com
