

**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): June 22, 2025

WEAVE COMMUNICATIONS, INC.
(Exact name of registrant as specified in its charter)

Delaware
(State or other jurisdiction of incorporation or organization)

001-40998
(Commission
File Number)

26-3302902
(I.R.S. Employer
Identification No.)

1331 W Powell Way
Lehi, Utah
(Address of principal executive offices)

84043
(Zip Code)

Registrant's telephone number, including area code: (385) 331-4164

Not Applicable
(Former name or former address, if changed since last report.)

Check the appropriate box below if the Form 8-K filing is intended to simultaneously satisfy the filing obligation 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 240.13d-4(c))

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, \$0.00001 par value	WEAV	New York Stock Exchange

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 June 22, 2025, the Board of Directors (the “Board”) of Weave Communications, Inc. (the “Company”) appointed Adrian McDermott as a Class I member of the Board commencing on August 1, 2025.

In connection with his service as director, Mr. McDermott will receive the Company's standard non-employee director cash and equity compensation. Mr. McDermott will receive a pro rata portion of the \$60,000 annual retainer for his service. Mr. McDermott is also entitled to a grant of restricted stock units under the Company's 2021 Equity Incentive Plan with a grant date value equal to \$350,000 on the date of his appointment, and is eligible to receive future annual grants of restricted stock units under such plan. Mr. McDermott will also enter into the Company's standard form of indemnification agreement.

There are no arrangements or understandings between Mr. McDermott and any other persons pursuant to which Mr. McDermott was appointed as a member of the Board and Mr. McDermott does not have any transactions reportable under Item 404(a) of Regulation S-K.

Item 9.01 Financial Statements and Exhibits.

(d) Exhibits.

Exhibit No.	Description
99.1	Press Release Dated June 26, 2025
104	Cover Page Interactive Data File (embedded within the Inline XBRL document)

SIGNATURES

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.

WEAVE COMMUNICATIONS, INC.

Date: July 31, 2025

By: /s/ Brett White

Name: Brett White

Title: Chief Executive Officer

Weave Adds Adrian McDermott to Board of Directors

Zendesk Chief Technology Officer joins Weave's Board as an Independent Director

LEHI, Utah (June 26, 2025) – Weave (NYSE: WEAV), a leading all-in-one customer experience and payments software platform for small and medium-sized healthcare businesses, today announced the appointment of Adrian McDermott to its Board of Directors.

With three decades of leadership experience in technology and product development, McDermott will bring his expertise in AI-powered customer service solutions, platform scalability, and product development to help guide Weave's strategic technology initiatives. He currently serves as Chief Technology Officer at Zendesk, where he leads product management, engineering, and operations teams. During his time at Zendesk, McDermott successfully led the integration of more than a dozen acquired technologies. Previously, he served on the Board of Directors for Mandiant until September 2022 and as a YC Continuity Advisor at Y Combinator from 2018 to 2021. McDermott also serves on advisory boards for Be My Eyes, a visual assistance platform, and Street Soccer USA.

"Adrian brings exceptional depth in scaling technology platforms and building products that solve real customer problems," said Stuart Harvey, Weave's Chairperson of the Board. "His experience leading engineering and product teams through rapid growth phases and mergers and acquisitions, combined with his track record in enterprise software and customer experience platforms, makes him an ideal addition to Weave's board as the company continues to expand its market presence."

Prior to his current role, McDermott held multiple leadership positions at Zendesk since 2010, including President of Products and Senior Vice President of Product Development, helping guide the company's growth to over \$1 billion in annual revenue. Before Zendesk, he served as CTO at Attributor, where he ran the video compliance business from first customer sales to business unit acquisition, and was Vice President of Engineering at BEA Systems, starting as the first engineer hired by Plumtree Software and working through the company's IPO and subsequent acquisition.

"I'm excited to join Weave's board at such a pivotal time for the company," McDermott said. "Weave's mission to help small businesses deliver exceptional customer experiences resonates deeply with me. The platform's comprehensive approach to customer communications addresses real pain points I've seen throughout my career. I look forward to contributing to Weave's continued innovation and growth in serving the small business healthcare market."

On the heels of Weave's acquisition of TrueLark and its inclusion in G2's 2025 Best Software Awards for the Best Healthcare Software Products list, this board appointment reinforces Weave's commitment to technological innovation as the company continues to expand its footprint, particularly in multi-location practices.

About Weave

Weave is the leading all-in-one customer experience and payments software platform for small and medium-sized healthcare businesses. From the first phone call to the final invoice, and every touchpoint in between, Weave connects the entire patient journey. Weave's software solutions transform how healthcare practices attract, communicate with, and engage patients and clients to grow their business. Weave seamlessly integrates billing and payment requests into communication workflows, streamlining payment timelines, reducing accounts receivable, and supporting practice

profitability. In the past year, Weave has been named an Inc. Power Partner, a G2 leader in Patient Relationship Management software and a Top 50 Product for Small Business. To learn more, visit getweave.com/newsroom/.

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