

## WHO WE ARE

Compass Group is a St. Louis-based private investment firm that partners with small-to-medium sized private companies that prioritize people, values, and results. The firm launched in 2014 to leverage the group's experience as entrepreneurs, business owners, and executives to invest alongside owners and management teams of closely held businesses with a focus on long-term value creation. The firm recently completed the successful closing of its second fund, hitting a hard cap of \$408 million. We are seeking to partner with high-quality companies and offer the capital, operational expertise, and strategic guidance to support management teams in accelerating growth, exceeding historical performance and creating market leading businesses.

## OUR INVESTMENT APPROACH

We are top-down, thesis-driven investors. We take a proactive approach to identifying attractive areas of the market that excite us and we pursue them with conviction. Through partnering with the right people we seek high quality investment opportunities that align with our theses.

**Platform Investments** Enterprise value of \$20 to \$200 million

**EBITDA** Between \$2 and \$15 million

**Industries** Niche Manufacturing & Value-Added Distribution  
Business & Consumer Services

**Location** North America

**Investment Dynamic** Buyouts; Recapitalizations;  
Family Succession; Carve-Outs;  
Industry Consolidations

## TO DISCUSS NEW OPPORTUNITIES

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*Will consider all sizes and locations for add-on acquisitions. We do not invest in retail, hi-tech, bio-tech, restaurants, financial services, real estate, or consumer products.*

## WE INVEST IN SMALL COMPANIES WITH BIG IDEAS

**People First** Motivated management team that seeks to transition with the business to steer it through the next growth phase

**Winners** Sustainable competitive advantage and defensible market position whether through a unique business model, IP, technological advantage or otherwise

**Growth Oriented** A clear path toward expanding market position that can benefit from additional capital and operational resources

## A DIFFERENTIATED MODEL

**Values Oriented** We employ a people-first approach and maintain high standards of ethics and integrity for ourselves and our partners in everything we do

**Partnership** We are aligned with our management teams through meaningful equity and enable them to succeed by providing operational and strategic support

**Thematic Strategy** We are not agnostic investors; we invest in areas aligned with our expertise to drive value through operational skill, not financial engineering

## AREAS OF INTEREST

### NICHE MANUFACTURING & DISTRIBUTION

- Advanced Materials
- Safety Products
- Engineered Equipment & Products
- Assembly & Fulfillment

### BUSINESS & CONSUMER SERVICES

- Assembly & Fulfillment
- Environmental Services
- Infrastructure & Utilities
- Field Services

## CURRENT PLATFORM INVESTMENTS

	2025	Tampa-based cold chain logistics company specializing in the last-mile, mail-order pharmacies and pharmaceutical manufacturing industries.
	2024	Endurant Disaster Recovery offers residential and commercial reconstruction, mitigation, and contents processing services across the South.
	2024	National provider of back-office support for youth sports teams and organizational leaders, enabling coaches to focus on coaching and player development.
	2024	Baja Construction provides nationwide carport and RV & boat storage solutions, offering integrated solar carports that help businesses reduce energy costs with efficient renewable energy.
	2024	Kinetiflo Group, formed in 2024 through the partnership of Continental Pump Company and Integrity Pump & Motor, provides a comprehensive range of high-quality pump solutions for diverse industries.
	2023	Anderson UnderBridge is a manufacturer and rental operator of mobile bridge inspection trailers and trucks used in the inspection and maintenance of bridges.
	2023	HCSG is a full-service, national provider of inspection, preventative maintenance, and repairs solutions to the overhead crane & hoist, industrial elevator, and overhead door markets.
	2022	MPC is a leader in the development and manufacturing of advanced polyurethane components in a wide range of end markets and applications.
	2022	Resolve Pain Solutions was built on the philosophy that the best treatment comes from a patient-centric, multidisciplinary approach to relieve pain, restore function, and improve quality of life.
	2022	FEWA is a fully integrated sales, installation and service contractor providing water treatment systems, water heaters, HVAC, and related products.
	2021	New Age Medical is one of the largest independent spinal implant distributors to hospital systems and surgeons in the Midwest.
	2020	Pacesetter Health is a practice management group focused on partnering with best-in-class lower extremity care clinics.
	2018	CareVet is a veterinary practice management group that focuses on managing best-in-class hospitals throughout the United States.