



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 2015 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 first pooled fund of \$255 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 \$100 million
EBITDA	Between \$2 and \$12 million
Industries	Niche Manufacturing & Value-Added Distribution Business & Consumer Services
Location	North America
Investment Dynamic	Buyouts; Recapitalizations; Family Succession; Carve-Outs; Industry Consolidations

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	BUSINESS & CONSUMER SERVICES
Advanced Materials	Testing, Inspection, Certification & Measurement
Industrial Automation/Motion Control	Business Process Outsourcing
Test & Measurement Devices	Specialty Physician Practice Management
Specialty Kitting, Fulfillment and Packaging	Home Services

REPRESENTATIVE TRANSACTIONS

Portfolio Company	Year	Status	Description	Add-Ons
	2022	Current	Mays & Schnapp Neurospine and Pain 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.	Evaluating
	2022	Current	FEWA is a fully integrated sales, installation and service contractor providing water treatment systems, water heaters, HVAC, and related products to a large customer base.	Evaluating
	2021	Current	KGM is a value-add distributor and servicer of meters, regulators, valves, and other critical measuring equipment to utilities nationwide.	Evaluating
	2021	Current	New Age Medical is one of the largest independent spinal implant distributors to hospital systems and surgeons in the Midwest.	Evaluating
	2020	Current	Pacesetter Health is a practice management group focused on partnering with best-in-class lower extremity care clinics.	Multiple Ongoing
	2019	Realized	The Allied Group is a leading provider of kitting, logistics, and fulfillment services for the healthcare/life sciences industries.	Evaluating
	2018	Current	CareVet is a veterinary practice management group that focuses on managing best-in-class hospitals throughout the United States.	Multiple Ongoing
	2018	Current	EPIC Systems is a diversified provider of process and industrial automation solutions with focus in process systems and machine vision.	Evaluating
	2020	Realized	Sunpro Solar designs, installs, and maintains solar panels on residential and commercial properties throughout the United States.	N/A
	2017	Realized	Compass Electronics is a solutions partner for the design, engineering, manufacturing and support services of OEMs in the industrial, medical device, and aerospace industries.	   
	2015	Realized	Tipton Mills provides formulation, agglomeration, blending and packaging to the functional food and beverage market.	