



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 was founded 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. We 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 Range	Between \$2 and \$10 million
Industries	Niche Industrial Business and Consumer Services Value-Added Distribution
Location	United States and Canada
Investment Dynamic	Buyouts; Recapitalizations; Family Succession; Carve-Outs; Industry Consolidations
Time Horizon	Flexible/Long-Term

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, and 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 DIFFERENT MODEL

Value-Oriented We maintain high standards of ethics and integrity for ourselves and our partners in everything we do.








Long-Term Perspective As private investors, we are not beholden to a strict investment horizon providing the flexibility to invest and sell opportunistically.

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

AREAS OF INTEREST

NICHE INDUSTRIAL	BUSINESS & CONSUMER SERVICES	VALUE-ADDED DISTRIBUTION
Advanced Materials	Renewable Energy Services	Aerospace Maintenance, Repair & Operations Supplies
Functional Food Ingredients	Background Checks/Credentialing	Agricultural Products & Equipment
Healthcare Equipment & Supplies	Business Process Outsourcing	Auto Aftermarket
Highly Engineered Components	Infrastructure Maintenance	Building Products
Industrial Automation/Motion Control	Pet Products & Services	Food & Beverage
Personal Protective Equipment & Safety Systems	Specialty Physician Practices	Industrial Automation
Specialty Chemical	Testing, Inspection, Certification & Compliance	Telecommunications Infrastructure Components

REPRESENTATIVE TRANSACTIONS

Portfolio Company	Year	Status	Description	Add-Ons
 THE Allied GROUP Print • Kit • Mail • Fulfill	2019	Current	The Allied Group is a leading provider of kitting, logistics, and fulfillment services for the healthcare/life sciences industries.	
 CareVet	2018	Current	CareVet is a veterinary practice management group that focuses on managing best-in-class hospitals throughout the United States.	Multiple Ongoing
 EPIC	2018	Current	EPIC Systems is a diversified worldwide provider of process and industrial automation solutions with focus in modular process systems and machine vision.	
 COMPASS Electronics Solutions	2017	Current	Compass Electronics is a solutions partner for the design, engineering, manufacturing and support services of electronics to support leading OEMs in the industrial, medical device, aerospace and defense industries.	  
 TIPTON MILLS	2015	Realized	Tipton Mills provides formulation, agglomeration, powder blending and packaging to the functional food and beverage market for national brands and store brand equivalents.	

To discuss new opportunities, please contact: **Stuart Noel**
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