

## 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. 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.

|                             |                                                                                          |
|-----------------------------|------------------------------------------------------------------------------------------|
| <b>Platform Investments</b> | Enterprise value of \$20 to \$100 million                                                |
| <b>EBITDA</b>               | Between \$2 and \$12 million                                                             |
| <b>Industries</b>           | Niche Industrial<br>Business and Consumer Services<br>Value-Added Distribution           |
| <b>Location</b>             | North America                                                                            |
| <b>Investment Dynamic</b>   | Buyouts; Recapitalizations;<br>Family Succession; Carve-Outs;<br>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

**Value Oriented** We 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 INDUSTRIAL                         | BUSINESS & CONSUMER SERVICES                       | VALUE-ADDED DISTRIBUTION                       |
|------------------------------------------|----------------------------------------------------|------------------------------------------------|
| Engineered Materials/<br>Chemicals       | Testing, Inspection, Certification &<br>Compliance | Diagnostic Kitting & Packaging                 |
| Functional Food Ingredients              | Screening, Credentialing & Identity<br>Solutions   | Agricultural Products/Equipment/<br>Technology |
| Industrial Automation/<br>Motion Control | Specialty Physician<br>Practice Management         | Last-Mile & Reverse Logistics                  |
| Safety Equipment & Systems               | Pet Products & Services                            | Critical Packaging Solutions                   |

## REPRESENTATIVE TRANSACTIONS

| Portfolio Company                                                                                                                       | Year | Status   | Description                                                                                                                                                                     | Add-Ons                                                                                                                                                                                                                                                                                                                                                          |
|-----------------------------------------------------------------------------------------------------------------------------------------|------|----------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|  SUNPRO<br>SOLAR ENERGY SPECIALISTS                    | 2020 | Current  | Sunpro Solar designs, installs, and maintains solar panels on residential and commercial properties throughout the United States.                                               | Evaluating                                                                                                                                                                                                                                                                                                                                                       |
|  PGP<br>PEDIATRY GROWTH PARTNERS                      | 2020 | Current  | Podiatry Growth Partners (PGP) is the premier national acquirer and operator of regionally branded podiatry clinics.                                                            | Multiple Ongoing                                                                                                                                                                                                                                                                                                                                                 |
|  Allied<br>THE GROUP<br>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.                                             | Evaluating                                                                                                                                                                                                                                                                                                                                                       |
|  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 provider of process and industrial automation solutions with focus in process systems and machine vision.                                         | Evaluating                                                                                                                                                                                                                                                                                                                                                       |
|  COMPASS<br>Electronics Solutions                    | 2017 | Current  | Compass Electronics is a solutions partner for the design, engineering, manufacturing and support services of OEMs in the industrial, medical device, and aerospace industries. | <br><br><br> |
|  TIPTON MILLS                                        | 2015 | Realized | Tipton Mills provides formulation, agglomeration, blending and packaging to the functional food and beverage market.                                                            |                                                                                                                                                                                                                                                                             |

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