



# MOSAIC CAPITAL PARTNERS

Mosaic Capital Partners (Mosaic) is the preeminent employee ownership private equity firm, focused on acquiring lower middle market companies (\$3 to \$12 million of EBITDA) through an Employee Stock Ownership Plan (ESOP) buyout.

Mosaic combines the best attributes of Private Equity and ESOPs in our Employee Ownership (EO) Buyout structure to provide Business Owners, Management Teams and Employees with a differentiated change of control option. Mosaic provides an attractive cash purchase price, strategic value, a true corporate governance partner and a life-changing wealth creation opportunity for every target company employee. At a time when baby-boomers will be transitioning the greatest number of privately-held businesses in U.S. history, Mosaic's exclusive focus on employee ownership buyouts is disrupting the lower middle market.

With its inaugural fund, Mosaic has created or supported over 3,000 employee owners through 13 platform investments, spanning a range of industries including manufacturing, business services, retail, food & beverage, industrials, and healthcare. Mosaic brings significant investment, industry and operating experience to each portfolio company.

## CHARLOTTE OFFICE

**Steve Buchanan** | Managing Partner  
704.626.6431  
sbuchanan@mosaic-cp.com

**Bill Hayes** | Partner  
704.626.6433  
whayes@mosaic-cp.com

**Ian Mohler** | Partner  
704.626.6436  
imohler@mosaic-cp.com

**Brett Findlay** | Vice President  
704.626.6421  
bfindlay@mosaic-cp.com

## D.C. OFFICE

**Joe Strycharz** | Partner  
703.625.7237  
jstrycharz@mosaic-cp.com

## ST. LOUIS OFFICE

**Keith Butcher** | Partner  
314.435.8104  
kbutcher@mosaic-cp.com

## RALEIGH OFFICE

**Dabney Smith** | Special Advisor  
919.636.6164  
dsmith@mosaic-cp.com

## Investment Criteria

Mosaic is exclusively focused on the lower middle market and on employee ownership control transactions. There are employee-owned businesses in nearly every sector of the economy. Key Company and Investment parameters are noted here:



### SIZE OF COMPANY

\$10 – \$100 million Revenue  
\$3 – \$12 million EBITDA

### COMPANY PROFILE

- Proven financial performance
- Attractive growth opportunities
- Strong management team
- EBITDA Margins: 10%+
- Defensible market position
- Limited cyclicalities
- Reliable cash flows
- Diverse customer base

### BOARD REPRESENTATION

Required;  
Active Board Representation

### GEOGRAPHY

North America

### INVESTMENT SIZE

\$10 – \$25 million  
Larger with LP Co-Invest

### TARGET INDUSTRIES

- Business Services
- Consumer Products
- Food & Beverage
- Healthcare
- Industrials
- Manufacturing
- Technology Services
- Value-Add Distribution

### TYPICAL INVESTMENT PERIOD

Flexible;  
Usually 5 – 6 years

### TRANSACTION TYPE

ESOP Buyout, Partial to 100% ESOP,  
ESOP Recapitalization



We are proud of the diverse portfolio we have built and even more proud of the 3000+ employee owners we have created and supported. Mosaic Capital has introduced the Employee Ownership ("EO") Buyout, deploying \$140+ million into Employee Ownership and creating 3000+ employee owners since 2014.



ESOP Buyout  
Healthcare Services  
Realized



ESOP Buyout  
Pet Services  
Current



ESOP Buyout  
Business Services  
Current



ESOP Buyout  
Niche Manufacturing  
Current



ESOP Buyout  
Business Services  
Current



ESOP Buyout  
Niche Manufacturing  
Current



ESOP Buyout  
Food & Beverage  
Current



ESOP Buyout  
Business Services/  
Healthcare Services  
Current



ESOP Buyout  
IT Services  
Current



ESOP Mezzanine  
Niche Manufacturing  
Current



ESOP Mezzanine  
Niche Manufacturing  
Realized



Non-ESOP Mezzanine  
Business Services  
Current

