



MOSAIC CAPITAL PARTNERS

Mosaic Capital Partners (Mosaic) is the preeminent employee ownership private equity firm, focused on acquiring lower middle market companies (\$5 to \$15 million of EBITDA) through an Employee Stock Ownership Plan (ESOP) or Employee Ownership Trust (EOT) buyout.

Mosaic combines the best attributes of Private Equity and Employee Ownership 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.

Across two flagship funds, Mosaic has created or supported over 3,000 employee owners through 17 platform investments, spanning a range of industries including manufacturing, business services, and consumer products and services. Mosaic brings significant investment, industry and operating experience to each portfolio company.



Transitioning to an ESOP made a big impact on the folks who want to be here and who want to do the work

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
\$5 – \$15 million EBITDA

BOARD PRESENTATION

Required;
Active Board Representation

GEOGRAPHY

North America

COMPANY PROFILE

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

INVESTMENT SIZE

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

TARGET INDUSTRIES

- Business Services
- Niche Manufacturing
- Consumer Products

TYPICAL INVESTMENT PERIOD

Flexible;
Usually 5-6 years

TRANSACTION TYPE

ESOP Buyout, Partial to 100% ESOP, ESOP Recapitalization, and EOT Buyout



MOSAIC CAPITAL PARTNERS INVESTMENT TEAM



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OFFICES: **CHARLOTTE** | **WASHINGTON D.C.** | **MIAMI** | **RALIEGH**

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 deployed \$200+ million into Employee Ownership transactions since 2014.



ESOP Buyout
Pet Services
Current



ESOP Buyout
Business Services
Current



ESOP Buyout
Business Services
Realized



ESOP Buyout
Business Services
Current



ESOP Buyout
**Business Services/
Healthcare Services**
Current



ESOP Buyout
Niche Manufacturing
Realized



ESOP Buyout
Niche Manufacturing
Current



ESOP Buyout
IT Services
Realized



ESOP Buyout
Business Services
Realized



Non-ESOP Mezzanine
Business Services
Current



ESOP Buyout
Business Services
Current



ESOP Buyout
Food & Beverage
Realized



ESOP Buyout
Niche Manufacturing
Current



ESOP Buyout
Healthcare Services
Realized



ESOP Mezzanine
Niche Manufacturing
Realized

