



## 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 cyclicity
- 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



**Steve Buchanan**  
 Founder, Partner  
 sbuchanan@mosaic-cp.com  
 (704) 626-6431



**Ian Mohler**  
 Partner  
 imohler@mosaic-cp.com  
 (704) 626-6436



**Brett Findlay**  
 Principal  
 bfindlay@mosaic-cp.com  
 (704) 626-6421



**Keith Butcher**  
 Founder, Partner  
 kbutcher@mosaic-cp.com  
 (314) 435-8104



**Joe Strycharz**  
 Founder, Partner  
 jstrycharz@mosaic-cp.com  
 (703) 625-7237



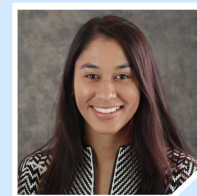
**Bridget Meller**  
 Vice President,  
 Business Development  
 bmeller@mosaic-cp.com  
 (732) 822-7515



**Bill Hayes**  
 Founder, Partner  
 whayes@mosaic-cp.com  
 (704) 626-6433



**Dabney Smith**  
 Founder, Special Advisor  
 dsmith@mosaic-cp.com  
 (919) 636-6164



**Danielle Davis**  
 Associate  
 ddavis@mosaic-cp.com  
 (704) 626-6441

OFFICES: [CHARLOTTE](#) | [WASHINGTON D.C.](#) | [MIAMI](#) | [RALEIGH](#)

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

