

ABOUT MONTAGE PARTNERS

Montage Partners (“MP”) is a private equity firm providing capital to family and founder-owned companies in the western U.S. since 2004. Since inception, Montage Partners has invested over \$58 million of equity across 15 companies with combined enterprise value in excess of \$150 million. We target lower middle-market companies that seek shareholder liquidity or capital to fund growth initiatives, focusing on companies headquartered in the western U.S. with \$1 million to \$5 million of EBITDA and operating in the business services, consumer, healthcare, industrial, and technology sectors.

SUCCESSOR PRESIDENT PROGRAM

Montage Partners is actively seeking partnerships with high-performing individuals who are determined to acquire a company in conjunction with us and lead as President and CEO post-closing, succeeding an existing owner or founder. Specifically, we’re interested in partnering with exceptional candidates who have strong operational experience in our core sectors, and who are ready to make the largest advancement in their careers to lead and grow a 20-200 employee organization. The below reflects a general timeline for the Successor President Program:

PHASE I: THEME IDENTIFICATION

Develop industry investment themes and market mapping alongside Montage Partners, in some cases leveraging specific industry background of the Successor President (“SP”)

PHASE II: TARGET OUTREACH AND DUE DILIGENCE

Montage Partners leads the collection of target company data and works alongside the Successor President to identify the most relevant companies for outreach, which Montage Partners will lead; as connections are made with business owners, Montage Partners and the Successor President will meet companies and collaboratively perform due diligence

PHASE III: CLOSING

Montage Partners leads offer submissions and closing execution workstreams, including working with attorneys, lenders, accountants, and other advisors

BENEFITS OF THE SUCCESSOR PRESIDENT PROGRAM

- MP has credibility in the market developed over the last 15 years
- MP reviews 650+ investment opportunities annually and maintains relationships with 500+ mergers and acquisitions advisors
- SP is supported by a seven-person team at MP and a group of interns
- MP provides the significant majority of equity in a transaction (typically \$3 million to \$7 million)
- Life-changing economic opportunity for SP post-closing via equity incentive plan
- MP is flexible in working with candidates who are actively employed as well as those already seeking new opportunities

SUCCESSOR PRESIDENT CANDIDATE PROFILE

- Strong desire to acquire, lead, and grow a 20-200 employee company alongside a private equity partner
- People-centric ethos; inherent interest in collaborating with, learning from, and developing talented people
- Desire to invest personal equity alongside Montage Partners at closing
- Highly motivated, high-energy, and uncompromising integrity
- Demonstrated track record of academic and professional achievement