

ABOUT MONTAGE PARTNERS

Founded in 2004 and headquartered in Scottsdale, Arizona, Montage Partners is a people-first private equity firm dedicated to helping established businesses reach transformative growth. Montage Partners invests in companies headquartered in the U.S. or Canada with \$1.5 million to \$7 million in EBITDA in the technology and professional services, healthcare, industrial products and services, and consumer sectors. Above all other investment criteria, Montage Partners invests in exceptional people.

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 past 20+ years
- MP reviews 1,500+ investment opportunities annually and maintains relationships with 1,000+ mergers and acquisitions advisors
- SP is supported by an 10-person team at MP and a group of interns
- MP provides the significant majority of equity in a transaction (typically \$4 million to \$8 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