



Glass Lake Capital is a team of growth minded, values-based entrepreneurs that provide the preeminent ownership transition option for business owners looking to retire or otherwise reduce their role in daily operations. We will acquire one company, which our founder will subsequently run as CEO. Business owners are always surprised to learn of this unique liquidity option. It is the perfect blend of patient growth capital and a commitment to their legacy.

WHY US?	 GLASS LAKE CAPITAL	Financial Buyer	Competitor
<i>Owner's Future</i>	Tailored to Seller	Typically Required to Remain Active	
<i>Employee's Future</i>	Remain Critical to Operations	Risk of Outsourcing and Synergies	
<i>Buyer's Goal</i>	Sustainable Growth Buy-and-Build	Maximize Short-Term Returns	Cost-cutting and Synergies
<i>Post-Transaction Focus</i>	Assume CEO Role 100% Focus	Become Part of Large Portfolio	
<i>Funding Source</i>	All Capital from Successful Entrepreneurs & Executives	Primarily from Institutions and Endowments	Company Assets

CRITERIA

Our ideal investment will have the following characteristics:

Financial Criteria:

- Revenue: \$10 - \$50 million
- EBITDA: >\$2 million
- History of growth and profitability

Company Criteria:

- Service based business
- Recurring Revenue with high retention rates
- Diverse Customer Base
- Well positioned and diversified
- Solid employee relations

Situational Criteria:

- Owner seeking liquidity and/or exit
- Owner wants a more focused role in the organization
- Owner wants to take liquidity while remaining on the board
- Serial entrepreneur

Flexible Deal Structure

We can customize the terms of the transaction to meet an owner's specific priorities, whatever they may be (estate planning, tax concerns, continued wealth creation, etc.).

Finders Fees Available

We recognize the value that intermediaries bring to the table and we are prepared to compensate for that value. This can take the form of finder's fees, continuing professional services post-acquisition, or co-investment opportunities.

Readily Available Capital

We have committed funds waiting to be deployed from our investor base of successful entrepreneurs.

Accelerated Deal Process

Our mandate is simple – we are looking for one great company to invest in and grow through direct involvement as CEO and the Board. We are a group of serial entrepreneurs and renowned investors that can move quickly through diligence efforts.

THE TEAM



Brian Vanderheyden

- Nick Alexos
- Rich Augustyn
- David Dodson
- Jim Johnson
- Joe Niehaus
- Jim Perry
- Gerald Risk
- Will Thorndike
- Graham Weaver

Prior to founding Glass Lake Capital, Brian acquired over ten years of increasing management responsibility at Abbott Labs covering wide ranging functional areas including new product development, mergers and acquisitions, finance and sales/marketing strategy. Brian is an entrepreneur at heart, having started a business while in college and advising dozens of friend's seed stage businesses over the years. Brian's expertise and passion is in building and fostering teams that exceed expectations. He is an empathetic and purpose driven leader that is enthusiastic about development of each team member. Brian holds a B.S. from Purdue University and received his M.B.A. from the University of Chicago Booth School of Business where he focused on behavioral economics and was a teaching assistant for "Commercializing Innovation".

