



Glass Lake Capital provides business owners with the **preeminent ownership transition option**. Building great and sustainable businesses is our passion. Former owners describe our partnership as the perfect blend of growth capital, commitment to their legacy, and a flexible transaction structure designed to meet their specific needs. We are growth-minded, values-based entrepreneurs looking to **acquire and grow one great business**.

### WHY US?

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

### THE PROCESS

Selling a business can be overwhelming. Our process is simple and transparent.

- 1 **Establish Mutual Fit**
- 2 **Business Review**
- 3 **Agreement on Price and Terms**
- 4 **Confirmatory Diligence**
- 5 **Finalize Transaction**

#### Flexible Deal Structure

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

#### 100% Commitment

Our mandate is simple – we are looking for one great company to invest in, operate and grow. Post acquisition, our team will assume the CEO and Board roles in order to commit 100% of our energy to sustainably grow the business.

#### Peace of Mind

We are long-term investors that value entrepreneurial spirit, hard work and a positive culture. The team is composed of entrepreneurs and operators because we understand what it takes to build a great business. The success stories speak for themselves.

### 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 economics and strategy and was a teaching assistant for "Commercializing Innovation".

