

WHAT WE LOOK FOR

We desire to partner with talented management teams who are passionate about their business and the opportunity to scale. We seek initial platforms with revenues up to \$150 million or EBITDA up to \$20 million. We prefer control buyout transactions in North America.

INDUSTRY FOCUS

We are thesis driven and evaluate any potential investment in terms of how the company addresses fundamental secular trends impacting its sector. Selected areas of interest include:

Consumer

- Food and Beverage
- Personal Care
- Recreational Products
- Durables

Industrial

- Packaging
- Food Safety
- Automation
- Building Products

Services

- Value Added Distribution
- Household services
- Business services
- Environmental and HR











INVESTMENT APPROACH AND OPERATING PHILOSOPHY

We believe in the strength of M.O.A.T.S.[™] - **Management, Operations, Acquisitions, Technology & Strategy** and that a consistent and unwavering focus on these five pillars best ensures a virtuous cycle of value acceleration. Disciplined risk and opportunity reassessments in turn drive prioritized operational growth initiatives. We will work actively in partnership with management and are complemented by the collective experience of our Executive Advisory Council.

CORE PRINCIPLES

Our approach is grounded in two core principles: Growth Drives Value and Strong Management is Key.

PRIOR INVESTMENTS*

 <p>Consumer/Services Value added distributor of apparel and hardgoods</p>	 <p>Consumer Luxury outdoor and indoor furniture manufacturer</p>	 <p>Consumer/Services Gourmet coffee roaster and office coffee services provider</p>	 <p>Consumer/Industrial Commercial playground and related products manufacturer</p>	 <p>Consumer/Services Providers of supply chain and manufacturing services of personal care products</p>
 <p>Services Environmental services provider</p>	 <p>Consumer/Services Dental Practice Services</p>	 <p>Services IT staffing and direct hire services</p>	 <p>Industrial Specialty Chemicals & Resins Manufacturer</p>	 <p>Industrial Manufacturer of data collection technology products</p>

*Prior to the formation of Hudson Glade, Mr. Simon held a number of positions during his nearly twenty years at his prior investment firm. For the last 14 years of his tenure, Mr. Simon was a Partner, Managing Director and member of the Investment Committee at his prior firm. Mr. Simon held a board seat on each of the boards of the Prior Investments except Eliokem and, along with other members of the prior investment firm, was substantially involved in consummating and managing the Prior Investments. The Prior Investments do not represent Mr. Simon's investment activity in its entirety during his time at his prior investment firm. There is no assurance that the results achieved by any one of the Prior Investments will be achieved by Hudson Glade. One or more of the Prior Investments may be in a sector, strategy or situation that is not pursued by Hudson Glade. In addition, not all of the Prior Investments are fully realized and there is no assurance that a successful exit will be achieved.