



**TECUM**  
EQUITY



**15+ Year Investment History**  
Founded in 2006



**\$1 Billion**  
Invested Since Inception



**135+**  
Completed Transactions

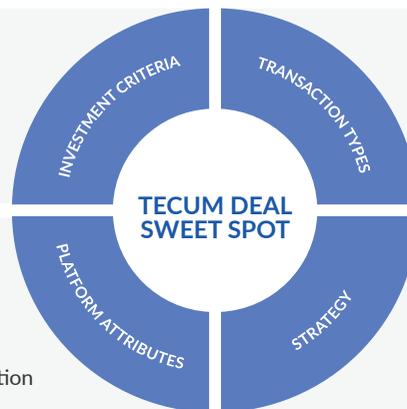


**16**  
Team Members

## Investment Focus

**EBITDA:** \$3 to \$10 MM  
**EBITDA Margin:** >10%  
**Hold Period:** Flexible Investment Horizon  
**Geography:** Primary Operations in the U.S.  
**Ownership:** Greater than 50%

- Committed Management Team
- Defensible Market Position
- Differentiated Product or Service
- Non-Cyclical Growth Niches
- Strong Free Cash Flow
- Proud Culture of Employee Development and Retention



- Family Wealth Transfer
- Leverage Buyouts (LBOs)
- Management Buyouts (MBOs)
- Succession Planning

**TRANSFORMING COMPANIES**  
Good to Great  
Creating Sustainable Long-Term Value

## Sector Focus

### Precision Manufacturing

#### Attributes

- High Cost of Failure Applications
- NPDP and/or DFM Capabilities
- Precision Tolerances
- Specified End Use
- Turnkey Assembly and/or Packaging Capabilities

#### Representative Industries

- Aerospace and Defense
- Food and Beverage
- Med Device and Instrumentation

### Business Services

#### Attributes

- B2B or B2C Models
- High Switching Costs
- Outsourcing ROI, Highly Technical Skill-Sets
- Process Enabling Technologies
- Recurring or Re-Occurring Revenue Models

#### Representative Industries

- Critical Infrastructure
- Industrial MRO
- Transportation and Logistics

### Value-Added Distribution

#### Attributes

- Ability to Provide Good, Better, Best Products
- Consumable or Wearable Products
- High Quality Customer Service
- Omnichannel Strategy
- Technical Salesforce

#### Representative Industries

- Automotive Aftermarket
- Consumer-Oriented
- Engineered Industrial Products

## Representative Current and Select Former Investment Experience<sup>1</sup>



**Deal Type**  
Founder / Family-Owned

**Business Description**  
Vertically-integrated provider of water displacement management services, including basement and crawlspace waterproofing, and foundation repair.

**Sector and Industry**  
Business Services,  
Consumer-Oriented



**Deal Type**  
Founder / Family-Owned

**Business Description**  
Wholesale warehouse distributor of automotive collision repair products.

**Sector and Industry**  
Value-Added Distribution,  
Automotive Aftermarket



**Deal Type**  
Founder / Family-Owned

**Business Description**  
Multi-national contract manufacturer for a variety of highly regulated industries, including med device, aerospace, and packaging.

**Sector and Industry**  
Precision Manufacturing,  
Med Device



**Deal Type**  
Founder / Family-Owned

**Business Description**  
Service and OEM equipment provider of critical, backup power solutions with a focus on DC power and industrial generators.

**Sector and Industry**  
Business Services,  
Critical Infrastructure

<sup>1</sup>Portfolio investments above only include certain Tecum investments. A full list of investments is available upon request. Also, see [www.tecum.com](http://www.tecum.com) for a full list of Tecum's investments.

## Tecum Equity Team



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## Our Guiding Principles



### Mission

To invest time, talent, and capital with lower middle market businesses and develop trusted relationships through the commitment of experience, resources, and flexible capital. By providing access to capital, we will execute our core strategy of fostering growth and building wealth for our portfolio companies and our investors.



### Vision

Our vision is to continue to be a leading source of flexible capital for lower middle market businesses by creating value for our portfolio companies, investors, employees, and community.

## Our Core Values

### What Our Team Believes In



#### Integrity

Earned by acting responsibly and timely, "doing the right thing", and treating people fairly and with respect.



#### Teamwork

Working together as employees, partners, investors, and operators to achieve success and growth.



#### Respect

Maintaining a good reputation, adherence to compliance and regulations, and understanding the responsibilities to our investors and portfolio companies.



#### Innovation

Performing with creativity and flexibility and maximizing efficiencies through technology and change.



#### Flexibility

Being flexible and nimble in our responses and solutions.