



Hudson Glade seeks to invest in Consumer, Industrial, and Services companies with demonstrated and defensible growth characteristics that operate in the lower end of the middle market.

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 <ul style="list-style-type: none"> • Food and Beverage • Personal Care • Recreational Products • Durables 	Industrial <ul style="list-style-type: none"> • Packaging • Food Safety • Automation • Building Products 	Services <ul style="list-style-type: none"> • 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*

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

*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.

Hudson Glade
 5 International Drive, Suite 114
 Rye Brook, NY 10573
www.hudsonglade.com

David Simon, Managing Director
david@hudsonglade.com
 914-580-4212

Jeff Lowe, Managing Director
jeff@hudsonglade.com
 914-580-4214