



HERITAGE OF BUILDING VALUE

RFE Investment Partners

Firm Overview



A History of Partnership

Founded in 1979, RFE Investment Partners is a growth-oriented private equity investor with a long-standing heritage of partnering with small businesses.

Investment Focus:

Committed to the lower middle market since inception.

Control investments partnering with strong management teams.

Companies poised for growth with market leadership and defensible positions.

Fragmented market with opportunities for consolidation through acquisitions.

Unique fund structure uses minimal outside debt (often none at close) – providing flexibility to management and speed and certainty of close to owners.

Current RFE Fund:

- RFE is currently investing out of Fund IX - \$365M in total capital.
- RFE Fund IX is designed to fund both the Junior Debt and Equity portions of a transaction – a faster and simpler deal for all parties.
- RFE Fund IX is actively investing - having completed five platform investments to date.

40+ Years of Experience in Small Private Investing	85+ Platform Buyouts Since Inception	150+ Add-Ons Completed	25 Average Years of Senior Level Experience
---	---	-------------------------------	--

Current Portfolio – Business Services



We currently have a portfolio of nine business services companies, all of which are actively seeking add-on acquisitions.



Kernersville, NC

- Delivers comprehensive HR solutions to small and mid-sized businesses, including a full range of health and workers' compensation insurance products, tax administration, risk management services, and advanced technology



Chicago, IL

- Leading business information company that produces print and digital publications, e-newsletters, events, membership, directories and custom research, supporting business professionals serving grocery, convenience and pharmacy.



Dallas, TX

- Leading provider of a full-suite of residential and light commercial HVAC, replacement, and maintenance services as well as plumbing, drain, sewer, and electric services.



Nashville, TN

- Provider of highly engineered and customized motion control solutions including small fractional motors and motor assemblies used in a variety of specialized applications.



Austin, TX

- Leading provider of home inspection and ancillary services currently serving the major metropolitan markets in Florida and Texas

Current Portfolio – Business Services *(cont'd)*



We currently have a portfolio of nine business services companies, all of which are actively seeking add-on acquisitions.



Stone Mountain, GA

- Creates, stores, and repurposes digital marketing content for retailers and leading consumer products companies, including eight of the largest 25 retailers in the U.S.



Chicago, IL

- Leading provider of outsourced sales and marketing services, including outsourced business development, talent acquisition, sales training, sales technology, and other consulting services



Carlstadt, NJ

- Leading infrastructure services provider for wireless carriers, tower companies, neutral host providers, commercial landlords, government entities and other organizations.



Rochelle Park, NJ

- Progressive, mid-sized global retained executive search firm that uses a proven, data-driven approach to deliver human capital solutions for its clients in a wide array of end markets.

Current Portfolio – Manufacturing



We also have a portfolio of three manufacturing companies, all of which are actively seeking add-on acquisitions.



Hastings, MI

- Global manufacturer and supplier of piston rings for combustion engines (both gasoline and diesel) used in a broad range of automotive and industrial applications.



Kentwood, MI

- Leading, fully-integrated manufacturer, installer, and distributor of raised access flooring (“RAF”) and under floor air distribution (“UFAD”) systems in North America.



Tampa, FL

- Manufacturer of organic commodities and provider of collection services for green and wood waste in the greater Tampa area.

RFE Team



We equip our companies with the capabilities and resources to scale growth by leveraging the extensive operational expertise, financial acumen, and broad business network of the RFE team and Operating Board.

Investment Professionals



Michael Foster
*Managing Director and
Chief Compliance
Officer*



Jim Parsons
Managing Director



Michael Rubel
Managing Director



Paul Schilpp
Managing Director



Peter Reiter
*Managing Director,
Business Development*



Don Juricic
*Managing Director and
Chief Financial Officer*



Sean Gillick
Principal



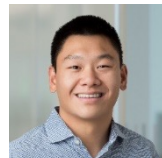
Bill Bronander
Principal



Wilson Ren
Vice President



Elise Carpino
Marketing Manager



Edric Wung
Associate



Daley Donigan
Associate






Jack Mackle
Associate

Case Studies – Select Realized Investments



We have consistently guided our portfolio companies through multiple business cycles while driving value creation.

			
Initial	<ul style="list-style-type: none"> Branded lawn and garden products company with a dominant position in the seed packet and seed starter market in North America 	<ul style="list-style-type: none"> Provider of septic and grease trap cleaning and maintenance services from Maine to Connecticut 	<ul style="list-style-type: none"> Regional IT consulting business with strong market position and differentiated business model but limited geographic reach and narrow customer base
RFE Hold	<ul style="list-style-type: none"> ✓ 3 add-ons completed ✓ Grew revenue from \$23M to \$88M ✓ Expanded into fertilizer products. 	<ul style="list-style-type: none"> ✓ 15 add-ons completed ✓ Added COO, VP Sales, VP Finance, and VP HR ✓ Grew revenue from \$44M to \$100M 	<ul style="list-style-type: none"> ✓ 4 add-ons completed ✓ Entered four new markets and made six senior hires ✓ Grew revenue from \$65M to \$105M
Exit	<ul style="list-style-type: none"> ✓ #1 player in seed market in both U.S. and Canada with revenue in fertilizer, soil, and growing medium. ✓ New product development engine focused on expanding offerings and growing category revenue for retail customers 	<ul style="list-style-type: none"> ✓ Vertically integrated, national provider of septic and grease trap cleaning and maintenance services. Leading industry consolidator ✓ Active pipeline of 27 potential add-ons representing \$156M in annual revenue 	<ul style="list-style-type: none"> ✓ National consulting business with a diversified service offering and customer base, and proven M&A playbook ✓ Signed LOI to acquire highly strategic acquisition that closed concurrent with RFE's exit