

WHO WE ARE

Normandy Advisors is an acquisition search firm with over a decade of success identifying, screening, and engaging acquisition candidates for our clients. At Normandy, we are defined by three words. **Process, Execution, and Results.**

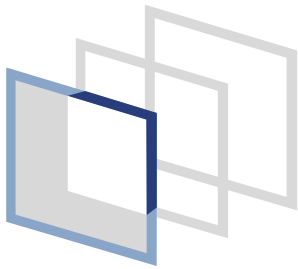
CLIENTS & CRITERIA

- 100% focused on **buy-side** deal origination services
- Valued partner to private equity firms, portfolio companies, family offices, and strategic buyers
- Typical Prospect Size: Revenue \$5-\$100M and EBITDA \$1-\$10M+

INDUSTRY EXPERTISE

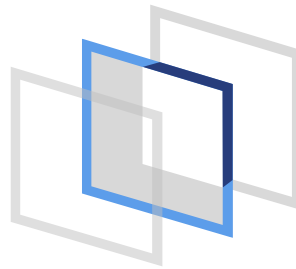
- Business Services
- Niche Manufacturing
- Specialty Distribution
- Building Products
- Transportation & Logistics
- Healthcare Services
- Industrial Services
- Software
- Information Technology
- Telecommunications

THE NORMANDY WAY



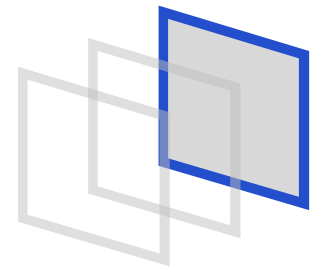
PROVEN PROCESS

We have developed a systematic process that leverages proprietary software tools and a dedicated research team to identify all possible opportunities for our clients



RIGOROUS EXECUTION

Unique backgrounds in M&A, executive search, and market research equips us with the skill set needed to execute on our clients' acquisition strategy



DEMONSTRATED RESULTS

Combining a sophisticated research process with years of experience as a trusted advisor allows us to drive results for our clients

OUR UNIQUE EXPERIENCE

EXECUTIVE SEARCH

- Ability to execute a high volume of calls each day
- Match requirements of a search with the best prospects
- Effectively interview and qualify prospects

PRIVATE EQUITY BD

- Understanding of private equity landscape
- Ability to identify opportunities across industries
- System for prioritizing follow-ups and investing in relationships

SELECT TRANSACTIONS

Normandy Advisors has experience sourcing add-on acquisitions in numerous industries including, but not limited to, healthcare services, commercial and industrial services, business services, distribution, and manufacturing. Normandy served as buy-side advisor on the following transactions:

Commercial & Industrial Services:

 <p>ACQUIRED BY</p>  <p>A PORTFOLIO COMPANY OF</p> 	 <p>ACQUIRED BY</p> <p>S P A R U S</p> <p>A PORTFOLIO COMPANY OF</p> 	 <p>ACQUIRED BY</p>  <p>A PORTFOLIO COMPANY OF</p> 	 <p>ACQUIRED BY</p>  <p>A PORTFOLIO COMPANY OF</p> 	 <p>ACQUIRED BY</p> 
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Business Services:

<p>Online Teacher Training</p> <p>ACQUIRED BY</p> <p>TEACHERS of TOMORROW</p> <p>A PORTFOLIO COMPANY OF</p>  	 <p>ACQUIRED BY</p>  <p>A PORTFOLIO COMPANY OF</p> 	 <p>ACQUIRED BY</p>  <p>A PORTFOLIO COMPANY OF</p> 	 <p>ACQUIRED BY</p>  <p>A PORTFOLIO COMPANY OF</p> 	 <p>ACQUIRED BY</p> 
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Healthcare Services:

 <p>ACQUIRED BY</p>  <p>A PORTFOLIO COMPANY OF</p>  <p>the edgewater funds</p>	 <p>ACQUIRED BY</p>  <p>A PORTFOLIO COMPANY OF</p> 	<p>Autism Services Provider</p> <p>ACQUIRED BY</p>  <p>A PORTFOLIO COMPANY OF</p> 	<p>Speech & OT Therapy Provider</p> <p>ACQUIRED BY</p>  <p>A PORTFOLIO COMPANY OF</p> 	<p>Speech & OT Therapy Provider</p> <p>ACQUIRED BY</p>  <p>A PORTFOLIO COMPANY OF</p> 
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Distribution:



ACQUIRED BY



A PORTFOLIO COMPANY OF




ACQUIRED BY



A PORTFOLIO COMPANY OF





ACQUIRED BY




A PORTFOLIO COMPANY OF




Manufacturing:



ACQUIRED BY



A PORTFOLIO COMPANY OF




ACQUIRED BY



THE NORMANDY TEAM

Normandy's team comes from a variety of professional backgrounds including private equity business development, software development, and investment banking. The team is agile, collaboration-oriented, and driven by achieving positive results for its clients.



Andrew Sullivan | Managing Partner

- More than 16 years of business development and relationship management experience in the private equity and M&A industries
- More than 11 years of experience sourcing acquisitions for portfolio companies in the lower middle market at Normandy
- Founded the private equity practice at Stephen James Associates, a division of Allegis Group, in 2007



Andrew Hadley | Senior Associate

- Unique background in finance and software from experiences as an analyst at JP Morgan and a co-founder of a software company
- Developed a systematic research process at Normandy Advisors for utilizing data and analytics to identify acquisition targets for clients
- Finance and Economics Degree from Loyola University Chicago



Camden Mazzoni | Associate

- Previous experience as an investment banking analyst covering healthcare services at Wells Fargo and as an analyst at Dimensional Fund Advisors
- Joined Normandy Advisors in June 2023 to build out Normandy's business development and sponsor coverage efforts
- Economics Degree from Davidson College