



We are a team of experienced investors driven by our passion to build great businesses.

Opportunity Types

- Control equity acquisitions
- Management buyouts
- Independent sponsors
- Executive-led searches

Financial Profile

- \$3.0M to \$15.0M FCF
- 10.0% EBITDA Margin
- 30.0%+ Gross Profit Margin
- Asset light, scalable, and relatively non-cyclical with a history of revenue growth

Target Characteristics

- Consolidation plays
- Founder-led/Family-owned
- Generational/Succession Transition

Target Sectors

Business Services

Business to Business models that are asset-light, scalable and relatively non-cyclical

Healthcare Services

Firms providing care and/or businesses providing services to healthcare providers

Specialty Manufacturing

Value-adding or specialty manufacturing companies with a strong design or engineering focus

Enthusiast Products/Services

Passion and professional needs driven businesses built to deliver products and services to customers, prosumers, and professionals

Free Cash Flow
\$3.0M to \$15.0M

Gross Profit Margin
30.0%+

EBITDA Margin
10.0%+



Gerson R. Guzman
gguzman@ceibacapitalpartners.com



Justin T. Crane
jcrane@ceibacapitalpartners.com



Cyle A. Williams
cwilliams@ceibacapitalpartners.com



We are a team of experienced investors driven by our passion to build great businesses.

Value Creation Playbook

Organic Growth

We seek platforms with strong growth potential

- Active hands-on portfolio management working alongside of management to drive growth initiatives
- Accelerate growth through tech-enablement and digital optimization
- Align and incentivize management team with shared vision
- Identify value creation levers to drive improved profit margins and FCF conversion

Add-ons

We build a pipeline of actionable add-on opportunities with management

- Identify opportunities through top-down research, industry analysis, and by working with experienced executives
- Add-ons that are accretive and/or enhance the overall platform's capabilities
- Strategic acquisitions that reposition the platform to enhance equity value

We invest in people and technology to drive strategic growth and operational improvements.

Systems & Technology



Implement **off-the-shelf technologies** to improve operational efficiency and effectiveness

People



Drive **culture change** to utilize technology; **build the C-suite**, management leadership, and the organization



Technology Adoption Mindset

Cost Management



Apply **financial discipline** with a mindset focused on constant **productivity improvement through technology**

Digital Optimization



Implement **digital tools** and strategies to **improve operations** and to better target, reach, and serve customers