



FOR BUSINESS OWNERS SEEKING A TRANSITION OR STRATEGIC CAPITAL PARTNER

Waypoint is an investment group focused on investing in family-owned and founder-led businesses. Our principals and investors are current and former operators of privately-held and long-standing family businesses.

We work with existing and/or new management to build upon the long-term success and legacy of enduringly profitable businesses. Our approach is based on leveraging the foundational strengths of each business while using capital and operational expertise to support future growth.

SECTOR FOCUS

INDUSTRIAL & COMMERCIAL SERVICES

Including facilities maintenance and repair; safety/security; environmental; TICC (testing, inspection, certification & compliance)

HEALTHCARE SERVICES

Including post acute; behavioral/mental health; patient/provider education; revenue cycle management; compliance and regulatory

NICHE MANUFACTURING

Specialized light manufacturing, assembly and fabrication

GENERAL COMPANY ATTRIBUTES

- Accomplished management teams with strong sector expertise
- Differentiating & defensible service model

TARGET ACQUISITION CRITERIA

FINANCIALS

- \$1-\$5M EBITDA
- Strong net operating margins
- Consistent, positive cash flow

TRANSACTION TYPES

- Majority recapitalizations/Capital partnerships
- Buyouts/Owner transitions
- Corporate carve-outs

GEOGRAPHY

We have offices in Littleton, Colorado and Dallas, Texas and are primarily focused on opportunities in the Mountain West, Southwest, and Midwest regions.



LET'S HAVE A CONVERSATION

We are interested in speaking with small and mid-sized business owners who are seeking either a sale of their business or a strategic capital partner to help scale their business to the next level. We understand the sensitivity involved with any conversation and approach communications with the utmost confidentiality and respect for the process.

JIM MILLS, Managing Partner

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Jim is a Managing Partner at Waypoint. He has over 20 years of experience advising and implementing successful growth strategies with emerging, lower-middle market and global companies across multiple sectors including business services, technology, CPG and manufacturing. Prior to Waypoint, Jim was the Chief Revenue Officer of Syght, an emerging security technology company providing cutting-edge detection solutions to commercial and government markets. Prior to Syght, he was Co-founder and CEO of a leading regional food manufacturing business. He spent the formative years of his career in product and brand strategy roles where he implemented new product and corporate growth initiatives for a variety of b2b and b2c global and middle market companies, including SAP/Business Objects, Rakuten, Charter Communications, Ball Corporation, First Data, Coca-Cola, REI, among others. Jim grew up in south central Kansas and received his degree in Business Communications from the University of Kansas. He currently lives in Denver where he enjoys the outdoors and spending time with his family.

DOUG ZUCKER, Managing Partner

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Doug is a Managing Partner at Waypoint. He has over 25 years of operating and advisory experience, helping companies scale through various stages of growth. He's held executive roles in business strategy, finance, marketing, and technology. Prior to Waypoint, Doug was a Partner at Sterling-Rice Group, a leading product innovation firm. Prior to SRG, he held various executive and advisory roles including CEO of an award-winning digital marketing agency, VP of Corporate Strategy for a middle market consumer products company, Principal Consultant with PwC in their Corporate & Operations Strategy group, and middle market banker focused on trade and corporate finance. Doug has created and implemented growth and operational strategies for some of the most iconic companies, including United Technologies, Medtronic, General Mills, General Motors, Union Pacific Railroad, PepsiCo, Purina, Computacenter, among others. Doug received his undergraduate degree from Tulane University and an MBA from Northwestern University's Kellogg School of Management. He lives in Denver with his wife and three children.

JOSH MILLER, Executive Partner, Healthcare

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Josh is an Executive Partner overseeing Waypoint's healthcare focus. His expertise includes creating and implementing tactical growth strategies from 20+ years in the operation and development of healthcare companies. Most recently, Josh guided smaller healthcare organizations through growth and restructuring efforts across the behavioral health, pediatrics, and fertility sectors, while also aligning early-stage companies with investor networks. Previously, Josh served as Senior Vice President of Mergers & Acquisitions at Envision Healthcare, where he led strategic initiatives to expand the organization through investments in physician practices and support services. He began his career at United Surgical Partners International, where he managed business and clinical teams at the organization's ambulatory surgery centers and led development efforts via acquisition and joint ventures between physician-owned surgical practices and health systems. Josh earned his undergraduate degree from the University of Kansas and holds an MBA from the Thunderbird School of Global Management. He lives in Dallas, TX, with his wife and two children.