



T&M Succession | Fact Sheet

T&M Succession seeks to acquire, operate and grow one great business while preserving the team and legacy built by prior ownership

Investment Criteria

- \$5 – \$50M revenue
- Stable financial history & profitability
- B2B, mature, and non-cyclical industry
- Loyal customer base
- Majority ownership
- Preference for service businesses and businesses operating in food, beverage, hospitality and related end-markets

Service Business Example Areas of Interest

Field/Route-based Services

Testing & Maintenance Services

Facility Services & Property Management

Food Business Example Areas of Interest

Restaurant Facility Services

Food Logistics & Traceability

Specialty Food & Ingredient Distribution

Differentiation

- 100% long-term dedication to one business – will work in the business and invest personal capital
- Commitment to preserving prior ownership's team and legacy
- Flexibility to structure a transaction that best meets the needs and desires of prior ownership
- Action-oriented but with a patient and long-term growth mindset – will not break what is not broken
- Ability to leverage strong network of emerging talent and experienced advisors
- Access to trusted financing sources
- Unwavering commitment to honesty and integrity with all stakeholders

About The Principal



Victor Kostecki
Principal

- Founded T&M to operate one great business for the long-term
- Prior to T&M, spent time in a number of firms focused on investing in, and working with, small business. This included working at:
 - Arbor Investments, a food & beverage focused private investment firm, investing in and supporting small business management teams
 - Door and Window Guard Systems, a vacant property security solutions provider, helping the CEO manage day-to-day operations and advancing strategic and operational initiatives
 - LaSalle Capital, a business services and food & beverage focused private investment firm
- Resides in Chicago and enjoys skiing, golfing, roller blading, and cheering on the Chicago Blackhawks, Bears, and Cubs!