



## INTRODUCTION TO LEADERS LLC

[www.Leaders-LLC.com](http://www.Leaders-LLC.com)

**Services:** Leaders LLC is a mergers and acquisitions firm representing businesses and business owners in transactions of all kinds, including sale transactions, divestitures, acquisitions, recapitalizations, mergers, and shareholder and management buyouts. Leaders also provides neutral negotiation facilitation services. We have represented companies operating in a broad range of industries across the United States and globally. It is our mission to structure each transaction to achieve our client's specific economic and non-economic objectives.

**Team Philosophy:** Teamwork is one of the hallmarks of Leaders' success and longevity. We understand the importance of working with each client and their professionals as a team, collaborating to achieve a successful result that exceeds the client's expectation. In order to effectively advise business owners on transactions, especially owners of privately-held and family-owned businesses, we must get to know the business and the owners extremely well. This can only be accomplished through a hands-on approach. With Leaders, this means no analysts or junior associates doing the work, not even the "grunt work." This philosophy, as well as a keen sense of ethics and an unparalleled level of attention to each client's objectives, have often been cited as a major reason for our successful results.

**Representative Transactions:** The following transactions that we completed on behalf of our clients over the past five years are representative of our work.

- We represented James Russell Engineering Works (Boston, Massachusetts), a manufacturer of cryogenic transportation equipment, in its sale to Worthington Industries, a public company headquartered in Columbus, Ohio. For several reasons, time to closing was extremely important to our client; thus we developed a sale strategy to achieve that objective without compromising purchase price. The closing occurred 79 days from our initial contact with Worthington.
- We represented Hussey Seating (North Berwick, Maine), a sixth-generation family-owned business and one of the world's largest spectator seating manufacturers, in the acquisition of two synergistic businesses, one located in Illinois and other located in New Jersey.
- We served as a neutral negotiation facilitator in the merger of two multi-generation family-owned businesses, one headquartered in Richmond, Virginia, and the other in Dunn, North Carolina. Collectively, the two companies operate over 50 locations on the eastern seaboard. Over the course of the two years that were required to complete this true merger of equals, we facilitated the negotiation of financial, valuation, balance sheet, organizational, transaction and integration issues.
- We represented Ward Sales Company (Cordele, GA), a family-owned industrial gas and welding supply distributor in the sale of its business to Airgas, a public company that is the largest distributor of industrial gases and welding supplies in the United States.
- We represented INOX India Limited of Gujarat, India, in its first acquisition of a U.S.-based business, a manufacturer headquartered in Mont Belvieu, Texas.



- We represented Nouria Energy Corporation (Worcester, MA), a petroleum marketing firm that distributes gasoline and has retail motor fuels and convenience store operations in Massachusetts, Maine, New Hampshire, and Rhode Island, in the divestiture of its heating business and assets to TransEdge Energy LLC, an energy firm headquartered in Houston, Texas. Exiting this segment of its business with no post-closing operating expenses was a key objective of our client. After a broad market search, we identified TransEdge as the best potential buyer to accomplish this objective, and structured the transaction to achieve that objective.
- We represented the founder, owner and President of Trico Millworks, Inc., a southern Maine architectural millwork firm, in the buyout of his partner's interest and the recapitalization of the company.

In each of these transactions, Leaders' "hands-on" philosophy played a major role in the success of the transaction.

### **Testimonials:**

After Leaders represented Rice Oil Company in the sale of its business, maximizing purchase price by selling the Company's divisions to five different buyers in five different transactions, Tim Rice articulated what has become a common experience for our clients:

*"Leaders not only generated a premium for our company, they also guided us through the sale process and negotiations, resulting in a smooth and expeditious closing. Hiring Leaders was one of the best decisions I ever made."*

-- Tim Rice, Owner and President, Rice Oil Company, Greenfield, Massachusetts

It is always important for us to know that our clients' professionals, such as their attorneys, accountants and tax advisors, value our services:

*"In my 25+ years of practicing corporate law, Leaders is one of the most professional and competent M&A advisors that I have ever worked with."*

-- Jim Hedrick, Managing Partner, Potter Minton, attorney for Leaders' client ETOX, Inc. of Tyler, Texas

After closing on a management buyout of this family's second-generation business, the son of the founder wrote to Leaders:

*"I want to Thank You again for all of your efforts on behalf of our Family. This was obviously my first transaction of this type and I didn't know what to expect from day to day. While at times it became very stressful to me, the guidance you showed allowed me to believe that we would succeed regardless of the number of bumps in the road."*

-- Steve Hutchins, Owner and CFO, Atlantic Great Dane, Inc., South Portland, Maine

The value of the guidance provided by Leaders to our clients was perhaps most artfully reflected when, on the morning of the day on which the sale of her second-generation family-owned business would close, our client wrote:

*"I have been up since very early this morning. It is going to be hard for me not to look each day for an email from you. Today I feel a mixture of excitement and anticipation. We thank you, wholeheartedly, for the exquisite way you helped us choreograph our final dance as owners of the Company. Learning the steps was a challenge, but in the end it all came together. We will always be grateful for your guidance, counsel, and friendship through such an important event in our lives."*

-- Nancy Sheriff, Owner, Northeast Mechanical Corporation, South Portland, Maine

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