

# Resilience means recovery.

2020-2021 **IMPACT REPORT**

# Contents

<b>Welcome</b>	<b>02</b>
A Word From Steven Stull, President History	
<b>Community Impact</b>	<b>04</b>
Investment Themes Our True North: Quality Jobs	
<b>How We Do What We Do</b>	<b>10</b>
Growing Small Businesses Financing Affordable Homes Building Lasting Impact Through Renewable Energy	
<b>Why We Do What We Do</b>	<b>20</b>
A Word From Sandra M. Moore, Chief Impact Officer Impact Tracking & Assessment Stories of Impact   Portfolio Company Highlights	

# Welcome.

As Advantage Capital approaches nearly three decades of investing, we continue to pursue our founding mission: **bringing businesses, jobs and technologies to communities that have historically lacked access to investment capital, while producing competitive returns for our investors.**

The following pages detail our history as an impact investor and how the businesses, entrepreneurs and projects we support have benefitted individuals and communities throughout the country.

Long before the term “impact investor” was coined, we were working to drive investment capital to the places that needed it most. Our focus was—and still is—to grow the economies of underserved communities through business investment. As the businesses we fund expand and create jobs, they drive local economic development and positively impact their communities and local residents.

Over time, we found other avenues to mobilize capital and drive lasting impact in the communities we were targeting with our small business investments. In 2015, we saw an opportunity to help families and seniors secure affordable homes in those same underserved communities. Later, we began working with solar developers to provide greater community access to clean and affordable energy through projects that also could invigorate local economies.

In 2020, amid a global pandemic and a nationwide reckoning on systemic racism and injustice, we continued to put capital to work, equalizing opportunity for people and places long overlooked. Today, this need is more important than ever.

Our work persists—anchored by experience and inspired by the vision and passion of entrepreneurs, business owners and operators, and our many partners. Together with your support, we will continue to invest to meet the challenges of our times.



**Steven Stull**  
PRESIDENT & FOUNDER

## Our History

- 1992 — ● — **Advantage Capital Founded**
- 1999 — ● — \$100M invested
- 2003 — ● — First investment in connection with the federal New Markets Tax Credit program, focused on economically distressed communities
- 2006 — ● — \$500M invested
- 2010 — ● — **\$1B invested in underserved communities**
- 2011 — ● — Launched Partner Services division to help other community development entities, investors and business owners mobilize capital for the greatest impact
- 2014 — ● — Formed Agribusiness Fund in partnership with nine Farm Credit organizations through the Rural Business Investment program, sharpening our focus on rural America
- 2014 — ● — Launched InState Partners to accelerate gov-tech startups and help businesses in regulated industries succeed
- 2015 — ● — Established Low-Income Housing Tax Credit group to help finance safe, affordable housing in distressed areas
- 2015 — ● — **\$2B invested in underserved communities**
- 2017 — ● — Launched first state incentive fund focused on reviving rural communities through small business investment and jobs
- 2017 — ● — Established Solar Investment group to help channel clean energy and economic growth to communities
- 2018 — ● — **\$3B invested in underserved communities**
- 2020 — ● — **\$3.6B in capital deployed to more than 800 businesses, supporting 65,000 jobs**

COMMUNITY IMPACT

## From the start, we have focused on strengthening communities.

When entrepreneurs and businesses succeed, it creates a groundswell of activity felt communitywide. When families find quality, affordable homes, the effects on health, education and well-being are huge. With increasing access to solar energy, communities can harness and drive the positive and lasting effects of renewable energy solutions and contribute to a more sustainable world.

**Our investments and focus span three distinct but complementary themes—creating a foundation for greater economic inclusion and community impact.**



**GROWING  
SMALL BUSINESS**



**FINANCING  
AFFORDABLE HOMES**



**EXPANDING SOLAR  
SOLUTIONS**

Throughout our history—and with forward-looking entrepreneurs, investors and partners—we have helped bring change to countless forgotten communities. Together, we have transformed the very nature of how business expands and how communities and families can prosper and grow, given the right resources and tools.

400+

**Low-Income Communities  
Shaped by New Investment**

6,220

**Families in New  
Affordable Housing**

65

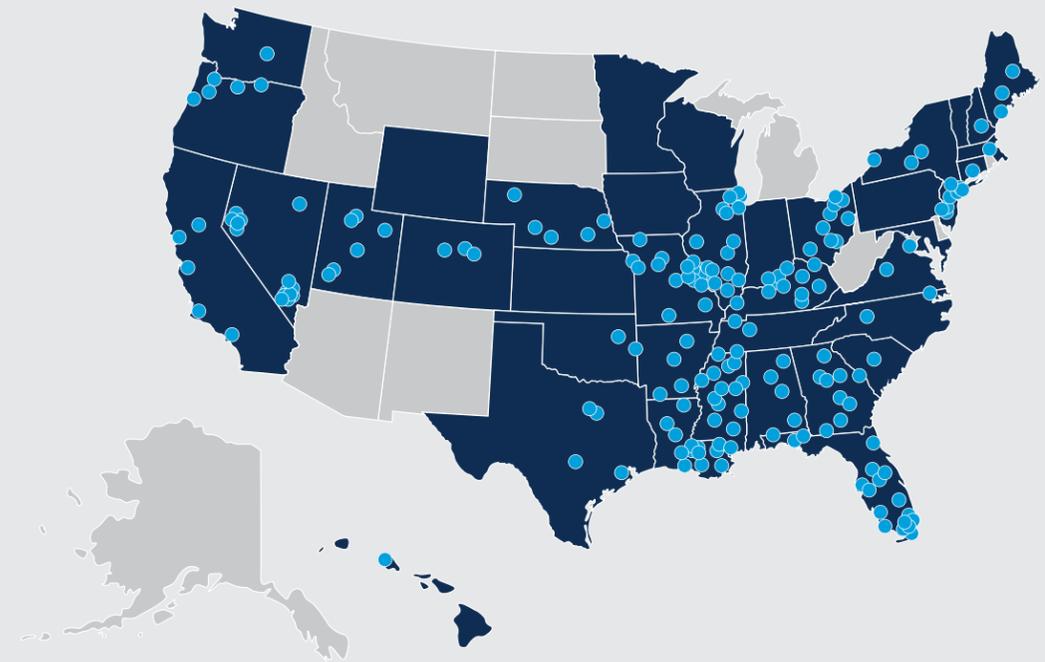
**Solar Projects Generating  
Clean Energy**

An investment in Danimer Scientific helped this biotech manufacturer boost its production capacity and workforce in rural Bainbridge, Georgia. Danimer continues to grow, bringing new jobs and opportunity to this underserved community. In late 2020, it entered into its next phase of growth as a publicly traded company. And in early 2021, Danimer announced plans to invest \$700 million to expand its Bainbridge manufacturing operations, nearly quadrupling its local workforce with the addition of 400 new jobs.





## A Nationwide Community Focus



● Active Advantage Capital Portfolio Company  
■ Investments in small businesses, affordable housing and solar solutions

## Advantage Capital is dedicated to driving far-reaching social and economic returns in underserved and disinvested communities.

By financing entrepreneurs and business operators, affordable housing and solar projects, we can help build the foundation for local economic growth, community vitality and prosperity for people.

Our institutional quality approach—grounded in the belief that capital changes lives—depends on strong teams across every aspect of asset management, fundraising and administration. And with more than 130 professionals around the country and work in 34 states, the positive and lasting effects of our investments can touch even more communities.

Our impact strategy is supported by our investors, who recognize that investing for good does not mean sacrificing returns.

Industry leaders are also recognizing our work. For three years in a row, we have been ranked as a Top Impact Company by Real Leaders magazine.

The impact of our focused investment strategy stretches across the country, positively shaping hundreds of low-income communities and tens of thousands of individuals and families.

By investing in jobs, housing and clean energy projects, we can help communities create even more economic opportunity, providing pathways for families and neighborhoods to flourish.



**The underpinning of individual economic security is almost always a good-paying job. But our exacting standards of what defines a “quality” job goes beyond just pay.**

Quality jobs are those that provide:



**Family-stabilizing benefits, such as health insurance and paid time off.**

Health insurance often means better health outcomes and less risk of bankrupting medical bills. Paid leave means wage earners at our portfolio companies can care for a loved one or take a sick day without worry. In 2020, many portfolio companies went beyond this, offering flexible hours and increased time off to help employees meet surging demands at home related to COVID-19.



**Wealth creation.**

Retirement plans and performance-based bonuses offer buffers against temporary setbacks as well as a road to retirement and financial security.



**High wages and employee training.**

Employees at our portfolio companies average more than \$55,000 a year—money to take a vacation, pay for rent or utilities, or save for the future. Employee training not only improves skills and knowledge for the job at hand, but often leads to wage progression and new pathways for opportunity and growth.

We track these indicators because these are the things that matter when it comes to economic growth and the foundation of healthy, resilient households and communities. In a year like 2020, the economic turmoil caused by COVID-19 only highlighted the importance of a quality job and the financial stability it affords.

**In 2020, our portfolio companies reported:**

**99%** of employees have health benefits

**86%** of jobs are accessible to those without a college degree

**93%** of employees have access to wealth creation opportunities

**79%** of employees receive training

**11%** of companies indicated that new employees hired within the last six months were able to replace reliance upon one or more public assistance programs

**Just 7% of staff were laid off by portfolio companies at the height of the COVID crisis.**

Of companies who reported furloughs or layoffs in June, 6 in 10 expected to rehire impacted employees within 6 months.



An investment in Cynthiana, KY-based Commercial Specialty Truck Holdings (CSTH) stabilized the company and kept dozens of good jobs in the local community. CSTH continues to grow and add employees, offering employees like Sadie a well-paying job, full benefits and a long-term career path in a growing field.

**OUR TRUE NORTH: QUALITY JOBS**

# We believe capital changes lives.

By investing in small businesses that are ready for growth, we can empower those businesses to create significant impact. Through job creation, individuals, families and entire communities benefit—equalizing economic opportunity for all.



HOW WE DO WHAT WE DO

Since 1992, we have provided capital to more than 800 companies, spanning a diverse array of industries, to help them expand and create jobs. We've continued that community focus, helping finance affordable housing developments and solar energy projects to shape lasting change.



We were the first institutional investor in Recursion Pharmaceuticals. Since then, the company has grown from 7 employees to 170. Its approach promises to revolutionize drug development, with the potential to get life-saving drugs to market faster than ever and power a new digital biology ecosystem.

To strengthen communities, we've changed the financing models that have prevailed for decades.

Through a combination of public-private partnerships, our innovative capital-raising structures and a diverse group of investors and partners, we channel capital to businesses and projects located in places too often overlooked by traditional sources of risk capital.



With targeted financial support and resources, companies like TreadWright can expand—magnetizing the entire area for growth. Strong wages and comprehensive benefits, along with clear pathways for upward mobility such as tuition reimbursement and training opportunities, provide economic stability for families and communities alike.

## Bringing Together the Best of Both Worlds

We have a nearly 30-year track record of public-private partnerships with state and federal economic development organizations, structuring the flow of billions of dollars into underserved communities.

Initiatives such as the federal New Markets Tax Credit (NMTC) program and similar state-level tools pair public sector policy, capital and incentives with the innovation, efficiency and expertise of the private sector. This partnership produces a powerful way to deploy capital where it can do the greatest good.

40+

**DISTINCT ECONOMIC  
DEVELOPMENT PROGRAMS**

\$1.87B

**IN FEDERAL AND STATE  
NMTC ALLOCATIONS**

We have worked hard to bring sophisticated investment and structuring techniques—those more typically seen on Wall Street than Main Street—to amplify the impacts of these incentives on targeted communities.

## Case Study: New Markets Tax Credits

Unlike the vast majority of community development entities that tend to focus on real estate and construction, nonprofit projects and community facilities, our approach prioritizes community revitalization and local economic growth through investment in operating businesses.

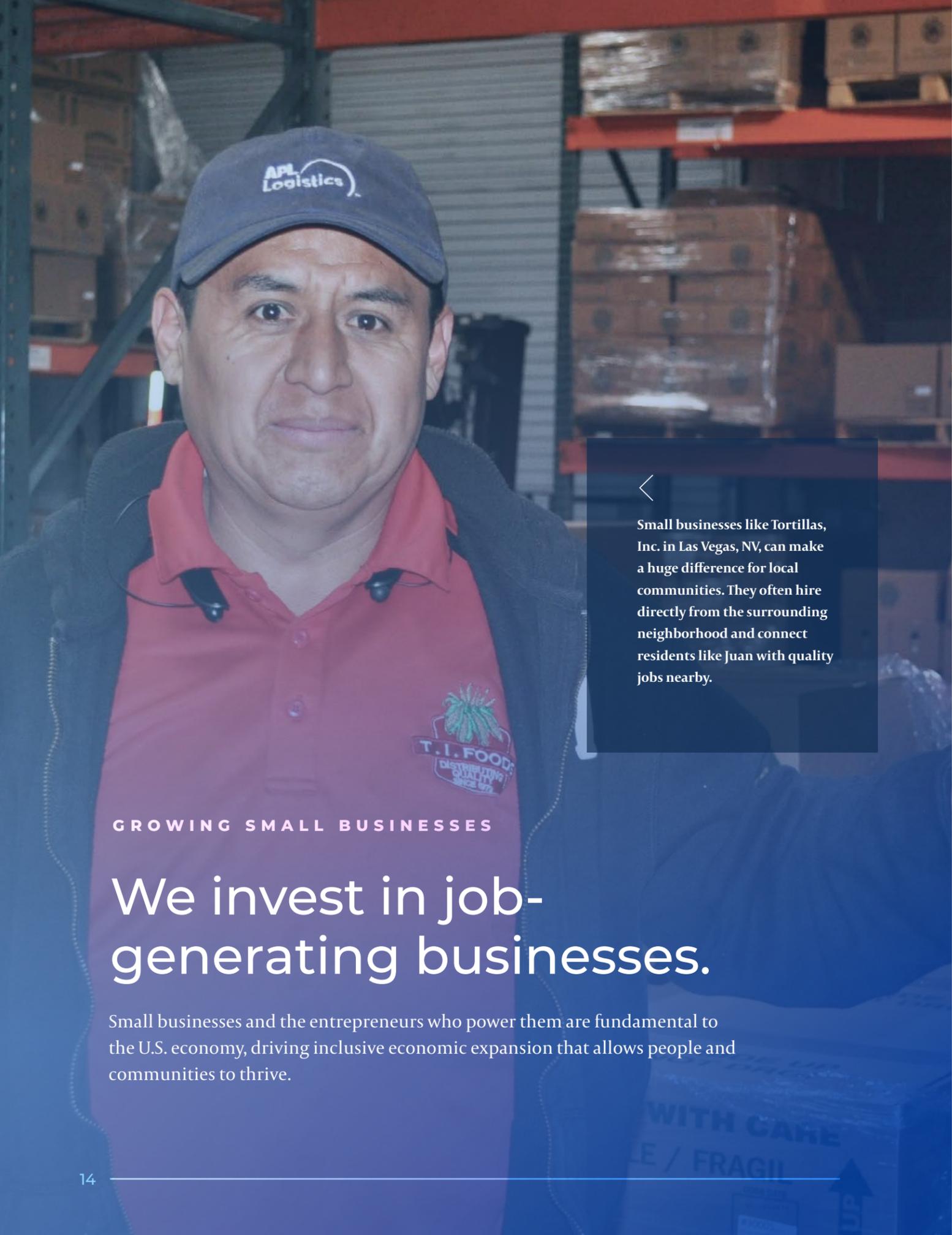
To help small businesses, which often need smaller investments than typical large-scale NMTC projects, we raise our investments in pooled funds that allow us to tailor both investment size and product—debt or equity—towards a business' specific needs. As excess capital becomes available, it is reinvested into even more businesses that can create good jobs and positively affect their communities.

Professionally managed capital, sourcing and structuring, along with hands-on investing and resources, brings new connections for follow-on capital, partner financing and explosive growth. **In 2020, our portfolio companies saw more than \$1 billion in follow-on capital and acquisition activity.**

Approaching NMTC investing differently is in our DNA. So is our unique venture capital investment strategy.

Over the last few decades, the venture capital industry has gravitated to large investments in select industries—such as internet and software services, healthcare and biotech—and locations, with the San Francisco Bay area, New York and Boston receiving the most funding.

Our nearly 30-year track record, agnostic of industry, gives us broad reach to invest in companies where we find them. Unlike other VCs, we look across industries and geographic locations. We invest in places like Athens, OH and Bainbridge, GA, finding companies from a broad array of industries, with the common denominator being their potential to grow and positively impact their communities by creating jobs for local residents.



Small businesses like Tortillas, Inc. in Las Vegas, NV, can make a huge difference for local communities. They often hire directly from the surrounding neighborhood and connect residents like Juan with quality jobs nearby.

GROWING SMALL BUSINESSES

# We invest in job-generating businesses.

Small businesses and the entrepreneurs who power them are fundamental to the U.S. economy, driving inclusive economic expansion that allows people and communities to thrive.

WITH CARE  
FRAGILE / FRAGIL

Understanding that small businesses—and the jobs they create—are often the equalizing force for local economies, entire communities and individual households, we have made investing in them our primary mission.

Many small businesses, especially those in distressed communities, struggle to access capital. The financing gap is intensified by a marked decline in the number of community banks serving these small businesses, as well as a drop in smaller dollar loans, which many small businesses rely on. Traditional venture capital funding rarely makes its way outside of the big centers of influence.

**Before COVID-19, small businesses accounted for almost 50% of all private sector jobs, more than half of net job growth, and fueled a significant share of personal income and GDP. In the early stages of the pandemic, however, as many as 45% temporarily closed.**



**In 2020, we helped 111 businesses secure the capital they needed to buy new equipment, update facilities or make other improvements to expand, grow jobs and strengthen communities.**

CUMULATIVE IMPACTS:

**800+**

Total Portfolio Companies

**34**

States

**65K**

Jobs Supported



Affordable housing is scarce in every state in the nation, in small towns and metropolitan areas alike. In the Denver suburb of Lakewood, the Flats at Two Creeks, an Archway Housing development, includes 78 homes, with 20 reserved for homeless veterans, a critically underserved population in the Denver Metro area.

FINANCING AFFORDABLE HOMES

We invest in housing to create hope and stability for families and communities.

Creating stronger communities goes beyond business investment and jobs. Financing housing in these same communities creates even more positive and lasting impacts.

As the cost of housing continues to increase, well-paying jobs and access to safe, affordable, and stable housing go hand in hand in ensuring family stability.

Yet the U.S. falls far short of the number of affordable housing units available for those most in need—a 7.2 million-unit deficit. This is at a time when the coronavirus pandemic has exacerbated the issues that have permeated the housing crisis for some time. Affordable housing shortages, along with high rental costs and worsening income inequality, have been met with rising unemployment and healthcare disparities.

By providing state tax credit equity to help developers finance affordable housing communities, together we are narrowing this gap. We have helped meet the housing needs of thousands of low-income individuals, families and seniors, many of whom were facing homelessness.

PORTER ESTATES | BEATRICE, NEBRASKA

As the walls of the abandoned Beatrice Community Hospital building came down, new hope for a community in need of housing for some of its most vulnerable citizens arose. Excel Development Group's Porter Estates, an affordable, maintenance-free housing development for seniors 55 and older, took root.

Porter Estates is now home to 16 senior-led households like Floyd's, a 72-year-old veteran who, by circumstance and hard luck, found himself without a place to call home. Cashing in retirement savings to cover the cost of repairs to his old truck, he drove from North Carolina to Nebraska to be close to family and near his former home in Bellevue, Nebraska, where he was stationed at Offutt Air Force Base. Now safe and settled into his new home, Floyd can focus on a fresh start in a welcoming place.

In 2020, more than 1,100 individuals secured a new, affordable place to live.

CUMULATIVE IMPACTS SINCE 2015:

89

Projects

6,220

Families & Seniors in New Homes

7

States

Increased access to solar power supports local green jobs and economic development while building the framework for tomorrow's cleaner, carbon-free America.

**GREENBACKER SOLAR | CAPITOL HEIGHTS, MARYLAND**

A first-of-its kind renewable energy project in Capitol Heights, Maryland, Greenbacker Solar's Project Phoenix is located on a former landfill which sat vacant for 30 years. Producing enough energy to power more than 300 homes, this solar project will generate more than \$1.4 million in local tax revenue to the county, driving both economic development and opportunity for this Washington, D.C. suburb.

Solar power is the fastest-growing sector in the energy industry worldwide, particularly in the United States, driven by competitive costs with other forms of power generation. As the renewable energy industry continues to transform, solar is primed for lasting growth and significant demand.

With growth comes opportunity. Many of the projects we help to finance are located in underserved communities and on rural farms. As such, they are bringing economic development and the infrastructure needed to help communities compete in a new, green economy. While we look for projects which maximize clean energy goals, local economic development can also be significant—from construction and maintenance jobs in a growing field, to skilled job training and the injection of a long-term tax base into communities that have been left behind.

Providing tax equity and tax-advantaged project equity to renewable developers helps support environmentally-friendly, sustainable growth.

**In 2020, our capital helped generate enough solar energy to power over 10,000 homes.**

CUMULATIVE IMPACTS SINCE 2017:

**\$130M**

In Capital Deployed

**65**

Projects

**20K**

Homes Powered

Two Generate Capital projects in central New York are providing low-cost solar electricity to low-income renters and homeowners. This generates annual household savings of up to \$180 for families in financial need and advances the benefits of clean energy to more communities.

**BUILDING LASTING IMPACT THROUGH RENEWABLE ENERGY**

We provide financing to expand access to renewable energy solutions, generating clean, carbon-free energy for the benefit of both people and planet.

## WHY WE DO WHAT WE DO

At Advantage Capital, we know the importance of doing business in a way that has measurable impact on the companies we invest in, the communities where they exist, and for the families who live there. We've been doing so for decades. **But what sets us apart is the way we have come to define and then realize that impact.**

We channel business investment to those entrepreneurs and companies that can grow jobs in tough places—investing in the fastest growing industries and businesses that have the willingness to do good by their employees.

With intentionality we create inclusive growth. This past year, as COVID-19 and the resulting economic fallout compounded some of the most troubling issues we face, the nation began to truly understand the long-term risk of not doing better on equity.

We know there is work to be done. As we move towards new ideas and approaches, assess outcomes and measure success – while staying true to our mission and clear in our vision – our focus remains firm.

**Sandra M. Moore**  
CHIEF IMPACT OFFICER



Our investment helped precision machine shop Vineburg Machining purchase new equipment and implement a successful outreach and training program designed to upskill the local workforce and advance careers.

## The impact of what we do matters. We know this because of how we define, track and verify impact metrics.

From due diligence to quarterly reporting, we monitor, guide and communicate the anticipated and actual impact of the businesses we finance throughout every step of their growth process.

Deep analysis of potential impacts informs our investment decisions in each portfolio company. After investing, we maintain constant contact and work closely with companies to measure their impacts. Twice a year, our portfolio companies provide information on their operations, focusing on those things which support our definition of a “quality job,” along with a myriad of data points that illustrate how the business positively affects its community and the people who live and work there.

By collecting and analyzing information on nearly every component of a job—such as new and retained jobs, average wages and job accessibility factors—we get a full view of the powerful outcomes that happen when small businesses succeed and grow good jobs.

We have taken this analysis to a higher level, moving from specific job data to socioeconomic-centric data. For instance, with help from our portfolio companies, we track the number of people who have transitioned off of public assistance programs, such as food stamps or Medicaid, because of the wages and benefits provided by a new job at their company. Not only does this bring a source of empowerment and self-sufficiency to individuals and families, but it also reduces the drain on state budgets.

**In Kentucky alone, the new jobs created at just five companies reduced state spending on government assistance programs by \$1.15 million annually.**

### **The intangible effects of business growth on a community are equally meaningful.**

E-Pak Manufacturing, for example, sits squarely in an area of Northern Ohio where the recession devastated a manufacturing-heavy economy that is far from recovery. With greater demand for its products, this scrap container manufacturer added a third shift and additional workers, with plans for 40 more new hires over the coming years. In just a short time, at least half a dozen workers have been able to save for and buy a new home. Others bought new vehicles, saved for college or retirement, or simply enjoyed a family vacation or evening out.

## IMPACT TRACKING & ASSESSMENT

# We make impact transparent.

Ten years ago, Bob was a fry cook and a new dad before joining E-Pak as a general laborer and driver. After training and on-the-job welding instruction, he quickly advanced into other skilled roles. Today, he manages the firm's entire container division and has developed and trained many of the supervisors who help lead the line.



STORIES OF IMPACT

## Accelerating a Global Priority

Stirling Ultracold's decisive leadership in the race to eradicate COVID-19 all started with technology developed and manufactured in small town America, by ordinary people doing extraordinary things.

IMPACT AT A GLANCE

STIRLING ULTRACOLD

Athens, Ohio

**\$4M**

Investment

**204**

Jobs Supported

As the only manufacturer of ultra-low temperature freezers that meet the requirements of the first two approved COVID-19 vaccines in the U.S., Stirling Ultracold's unique products and know-how quickly became a critical component of the vaccine distribution infrastructure.

Stirling's ultra-low temperature freezers scale from drug manufacturer to patient, providing complete cold-chain custody for the vaccines. Its large upright units are deployed in centralized health networks, or freezer farms. Smaller units, including a portable option that can be plugged into any outlet across the globe, are viable resources for hospitals, pharmacies and labs—safely storing the vaccines until they are administered. It is this ability to mobilize down to the last mile, getting the vaccine directly into patients' arms, that is critical.

## Expanding Economic Opportunity in Rural Ohio

**While the company works globally on the cold-chain vaccine distribution strategy, its local impact remains strong.**

Located in Athens, Ohio where unemployment skyrocketed during the height of the shutdowns, Stirling Ultracold has continued to hire when others were cutting staff or hours. Its jobs are high quality, providing workers with good wages, benefits and training, giving way to economic progress for area families. In this community where job loss and economic decline have been all too common, Stirling Ultracold has expanded its employee base by 30% in just three months. Its now 200-person strong workforce in Ohio continues to work tirelessly to meet this moment.

Financing from Advantage Capital provided critical early support for Stirling Ultracold, enabling the company to accelerate its manufacturing capability and ramp up growth—positioning it well to play a vital role in the vaccine distribution effort.

## Investing in a Business Ecosystem

A couple of hours west of Athens is Lynchburg, Ohio, home to Mirac, LLC. This manufacturer has long designed and installed printed circuit boards and wire harnesses for use in an array of products—including Stirling Ultracold's freezers. With swelling demand for ultra-low temperature freezers, Stirling and Mirac partnered on production, with Mirac adding a dozen new full-time employees to manufacture surge capacity of Stirling's portable freezer model.

This partnership is a unique example of an ecosystem of businesses, supported by capital targeted at bolstering business growth and jobs for rural Ohioans. Many circuit board manufacturers would have outsourced to Asia or Mexico long ago, incapable of responding quickly to demand amid a global pandemic. But with investment capital that kept Mirac and its employees in rural Ohio, the resulting supply chain—and the people powering it—is far more capable of delivering.

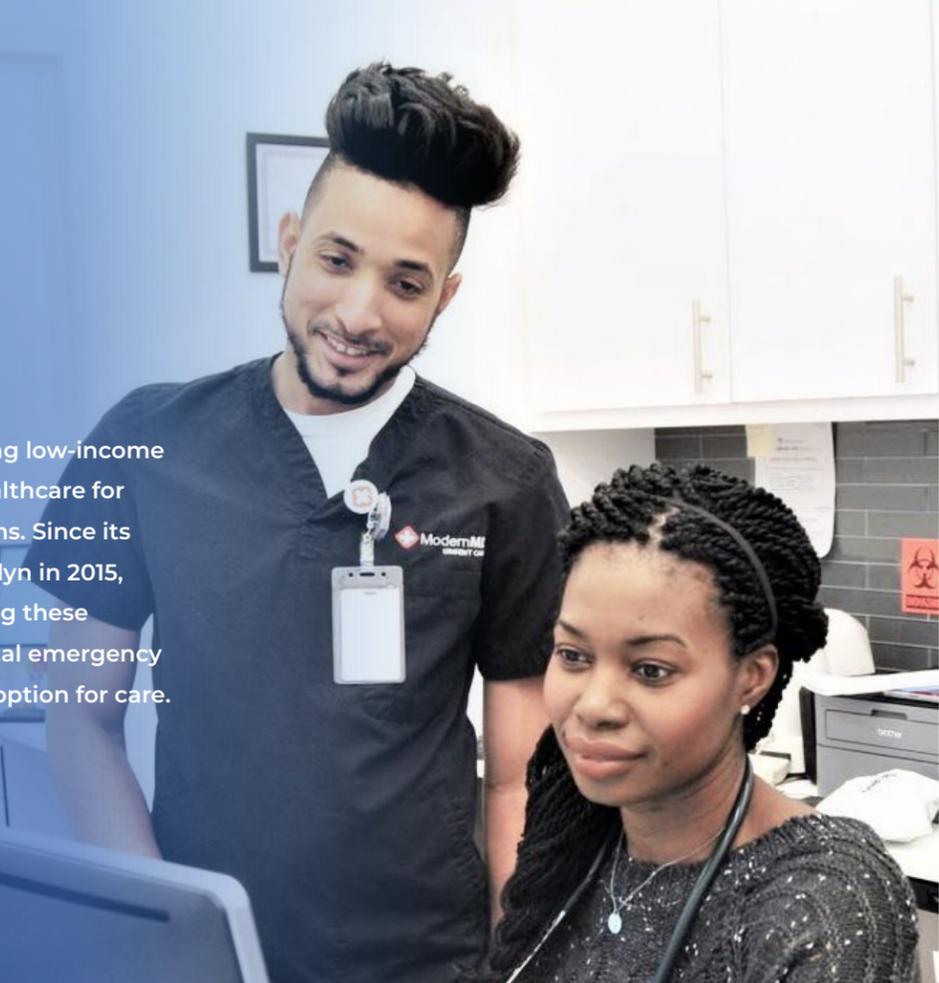


Mirac's critical technology components are vital to the Ohio Valley economy, which still had not recovered from the 2008 recession when the economic fallout from COVID-19 hit in 2020. Advantage Capital's investment in Mirac helped preserve jobs for employees like Donna and expand economic development and prosperity in the region.

STORIES OF IMPACT

# Reimagining Urgent Care

Hospitals and physicians are abandoning low-income communities, leaving huge voids in healthcare for some of the most vulnerable populations. Since its first urgent care clinic opened in Brooklyn in 2015, Modern MD has concentrated on serving these communities, where for too long hospital emergency departments had been the only viable option for care.



IMPACT AT A GLANCE

**MODERN MD**  
Brooklyn, New York

**\$4M**  
Investment

**89**  
Jobs Supported

Modern MD operates with the mission to provide medically and economically underserved communities access to convenient, affordable and quality care. By doing so, it is decamping busy emergency rooms where patients wait for hours to be treated for non-emergency care, or worse, skip needed care while conditions worsen.

As the coronavirus tore through New York City in the spring of 2020—penetrating deep into low-income minority communities—it uncovered the stark realities of health and economic disparities. Many of the neighborhoods where Modern MD operates were especially affected. People in these communities, with many essential workers unable to work from home, are not only more exposed to the virus, but also tend to be sicker, have less access to care, and experience greater job losses or income reductions. Modern MD was the first urgent care to roll out rapid testing for COVID-19, mitigating the negative effects of the virus on already marginalized communities.

## Modern MD is also delivering high quality jobs, bringing stability to individuals, families and neighborhoods.

Its rapid growth, with seven clinic locations throughout Brooklyn, one in Queens and more on the way, has drawn dozens of new workers into healthcare. Many of its jobs—from patient care coordinators and non-medical scribes, to medical assistants and technicians—are accessible with just a high school diploma. All offer professional development and skills training, along with tuition reimbursement, providing employees with an opportunity to climb.

Patients at Modern MD are likely to be treated by a neighbor, forming the basis of strong community relations and trust. The company purposefully hires locally, ensuring healthcare providers and workers better understand the needs of the community and its people, without cultural or language gaps. Team members take pride in serving their own neighbors and families, and it shows. Recently, Modern MD was ranked the best urgent care network in New York City.

“The investment in our business, enabling us to provide the right care in the right setting, in even more places, has allowed us to improve the quality of life for our neighbors. Before we opened, they were either waiting for hours at the hospital ER or they wouldn’t get the care they needed.”

**TOM BYERS, CEO**



STORIES OF IMPACT

# Investing in Action

A few short years ago, outsourced contract call center North End Teleservices (NET) took a chance on a community struggling with widespread poverty and high unemployment. Founded in partnership with the Omaha Economic Development Corporation, NET opened in North Omaha with a strong belief in urban development and local job creation.



IMPACT AT A GLANCE

NORTH END TELESERVICES

Omaha, Nebraska

**\$2M**

Investment

**164**

Jobs Supported

**“We were very intentional about placing North End Teleservices right here. This area is full of untapped potential and talented, but underutilized, individuals. We want to be the place they come to work to every day.”**

**CARMEN TAPIO, PRESIDENT & CEO**

Struck by entrepreneur Carmen Tapio’s vision of where she wanted to take the company, Advantage Capital provided Tapio with the capital she needed—but couldn’t find elsewhere—to take ownership of NET, create jobs and cultivate its mission to change lives through quality jobs. Job growth continues to climb, making a profound impact on the region’s economic growth and community vitality.

## North End Teleservices was built on powering career pathways that help affect positive change for individuals, their families and communities.

The company has developed the only Department of Labor-registered apprenticeship program in the industry. NET also offers tuition reimbursement for employees and their family members, professional advancement coaching, ongoing skills training, mentoring, job shadowing and career pathing.

Benefits extend well beyond just health insurance to address employees’ personal and professional needs. Tax preparation support, financial literacy education, and health and wellness stipends—even an on-site social worker and daily shuttle service back and forth to work—help meet employee needs.

A prominent community and business leader, Tapio also mentors other local business owners, guiding the next generation of leaders and creating lasting benefits for an overlooked community.



Tony began his career at North End Teleservices and, like so many others, has worked his way up within the organization—building skills and both near- and long-term earnings. After graduating from the apprenticeship program, Tony now serves as Lead Government Account Supervisor.



# Giving back through community support.

The next layer of our investment supports the causes and organizations we care about: those that are making a difference in the lives of young people, in the communities where we work.

We have chosen to be very direct in how we give back to our communities. We partner with organizations such as New Orleans' Youth Empowerment Project and Son of a Saint, along with Big Brothers Big Sisters in St. Louis.

Though each has a unique mission, all three organizations focus on mentoring and fostering growth in the youth of today. In turn, with focused financial giving and the time and talent our team members give to these organizations, we are investing in and helping to build the entrepreneurs and workers of tomorrow.



Through one-to-one mentoring and one-to-many initiatives—with the support of schools, community and business leaders—Big Brothers Big Sisters provides a holistic approach in supporting young people.



Kelcee Sachtleben  
ST. LOUIS

**“I’ve loved my experience with Big Brothers Big Sisters. I think the “bigs” have just as much to gain as the “littles.” Each gains new and invaluable experiences, and that kind of knowledge and perspective can help strengthen communities.”**



Founded by the son of a New Orleans Saints football player who lost his father at an early age, Son of a Saint provides lasting mentorship, emotional support and life skills development for young men in the community.



Geoffrey Jacques  
NEW ORLEANS

**“One of Son of a Saint’s main goals is to help mentees pursue their interests. Recently a mentee decided he wanted to become the CEO of a nonprofit organization after meeting someone that ran a nonprofit. Having that kind of direction early in life is a huge benefit.”**

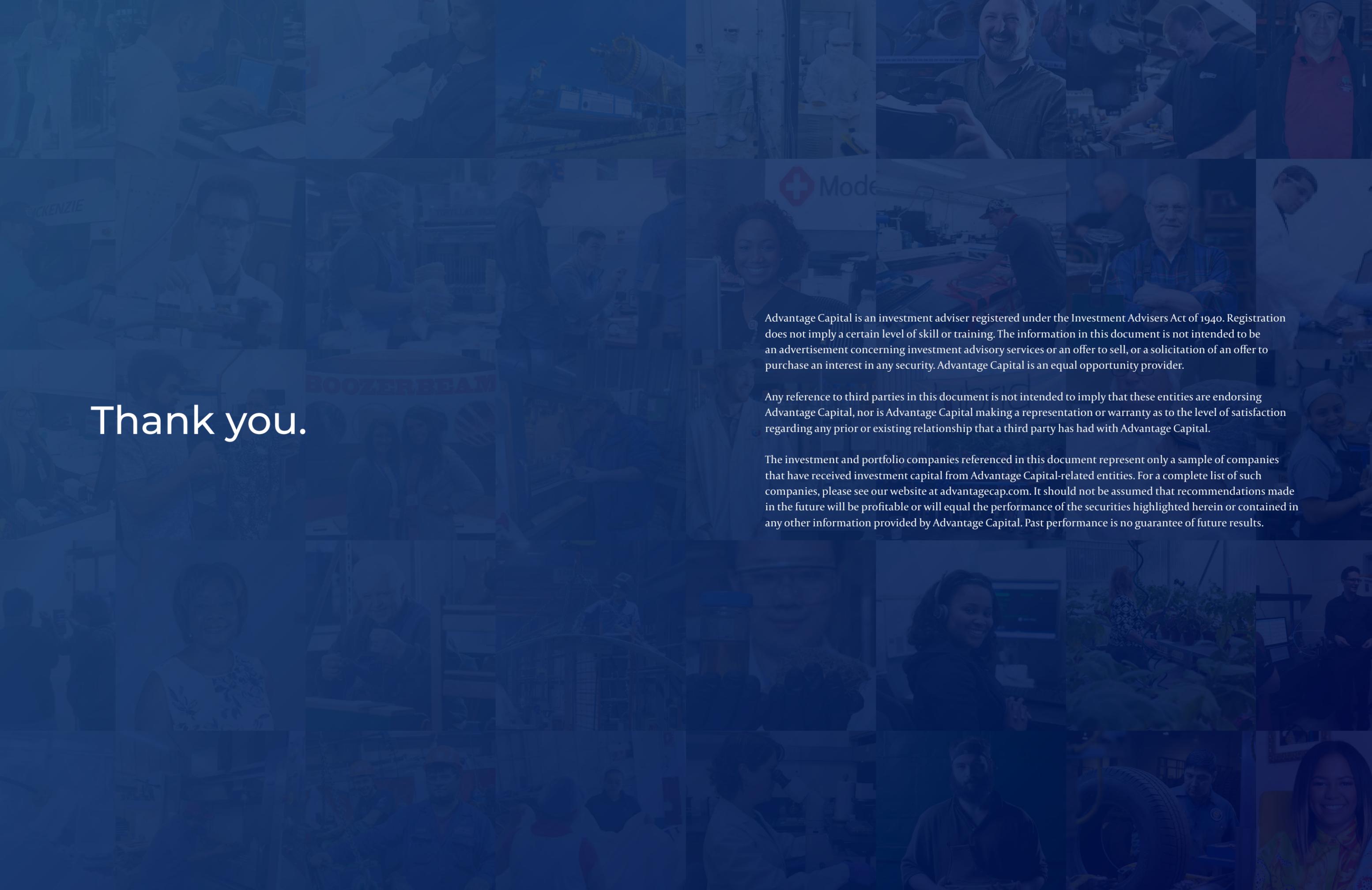


With education, mentoring, employment readiness and enrichment programs, Youth Empowerment Project supports formerly incarcerated young people as well as those who live in poverty, are out of school or work, or have experienced trauma.



Franchesca Lorio  
NEW ORLEANS

**“YEP’s work is so critical for the development of underserved young people and often completely changes the trajectory of their lives. That impact is incredibly powerful and deep, reaching far beyond the individual to improve our community as a whole. It’s truly been an honor to partner with them.”**



Thank you.

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**ADVANTAGE**  

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**CAPITAL**

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