

HCAP PARTNERS

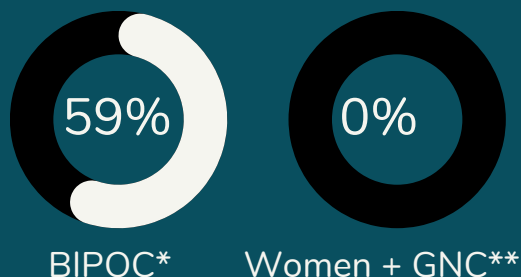
2022 Notable Impact Highlights



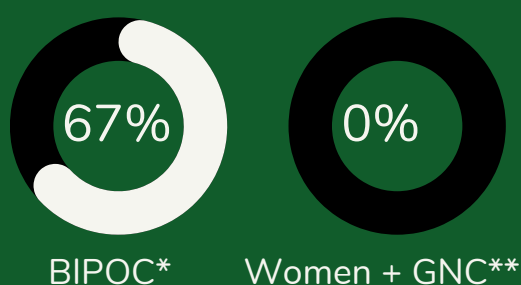
Overview

HCAP Partners is a provider of mezzanine debt, private equity, and technical assistance for underserved, lower-middle market companies throughout California and the Western United States. HCAP Partners' Gainful Jobs Approach™ focuses on building quality jobs at small businesses, particularly for low-to-moderate income workers to create economic opportunity, drive operational excellence, and achieve business success. HCAP Partners has been recognized as an ImpactAssets 50 fund since 2014 and is active in field-building to support the growth of impact investing, the advancement of quality jobs, and the cultivation of diverse investment talent.

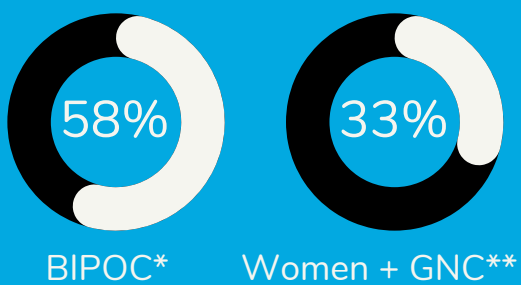
Owners



Leaders



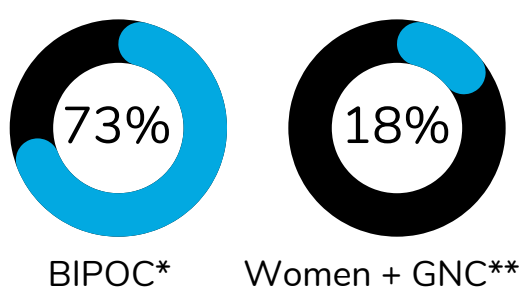
Workforce



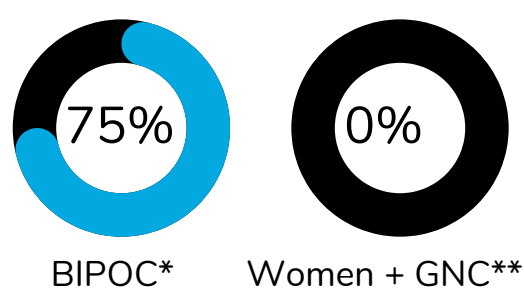
Primary Stakeholders

HCAP Partners works to positively impact underserved businesses to drive operational excellence, quality job creation, and economic opportunity for women, people of color, and low-to moderate-income (LMI) workers.

HCAP PARTNERS IV, L.P. Investees



HCAP PARTNERS V, L.P. Investees



Challenging "Business As Usual"

HCAP is challenging business as usual through the Gainful Jobs Approach and its focus on field-building. HCAP collaborates with portfolio company leadership to identify opportunities to enhance job quality for frontline workers and drive operational excellence and business success – demonstrating that investing in workers is good business. HCAP actively shares findings, insights, and lessons learned from the Gainful Jobs Approach to support other investors in applying a job quality lens within their work. HCAP is also active in a variety of field-building initiatives intended to help build the business case for investing in quality jobs, sharing best practices and data on job quality, as well as advising the federal government in how to approach better measuring job quality as part of labor market data and in creating toolkits with resources that can help business improve job quality. In addition, to HCAP's focus on job quality, our firm participates in efforts intended to deepen the practice of impact measurement and management as well as efforts to cultivate the next generation of diverse investment talent within the impact investing industry.



*BIPOC = Black, Indigenous, People of Color. **GNC = Gender Nonconforming

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