

# Part 2A of Form ADV

NewSpring Capital  
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March 31, 2017

This brochure (the “**Brochure**”) provides information about the qualifications and business practices of NSV II Management Company, LLC and its related investment advisers doing business as NewSpring Capital (“**NewSpring Capital**” or the “**NewSpring Capital Entities**” or the “**Entities**”). For avoidance of doubt, the term NewSpring Capital is used in this Brochure to refer to the group of related investment advisers that are together filing a single Form ADV in reliance on the position expressed in the SEC No-Action letter to the American Bar Association, Business Law Section, on January 18, 2012. The related advisers are Commerce Health Capital, LLC, NSG III Management Company, LLC, NewSpring Mezzanine Capital Management II, LLC, NewSpring Mezzanine Capital Management, LLC, NewSpring Holdings Management Company, LLC, NSV I Management Company, LLC, NSG IV Management Company, LLC and NewSpring Mezzanine Capital Management III, LLC.

If you have any questions about the contents of this Brochure, please contact us at (610) 567-2380. The information in this Brochure has not been approved or verified by the United States Securities and Exchange Commission (the “**SEC**”) or by any state securities authority.

NewSpring Capital is registered as an Investment Adviser under the Investment Advisers Act of 1940 (the “**Advisers Act**”). Registration of an Investment Adviser does not imply any level of skill or training. The oral and written communications of an Adviser provide you with information about which you determine to hire or retain an Adviser.

Additional information about NewSpring Capital is also available on the SEC’s website at [www.adviserinfo.sec.gov](http://www.adviserinfo.sec.gov).

## **ITEM 2: MATERIAL CHANGES**

This Brochure has been revised to reflect certain updates and clarifications relating to NewSpring Capital's advisory business, fees and compensation and certain conflicts of interest, as well as to update the amount of client assets managed by NewSpring Capital. The biographical information required in NewSpring Capital's Form ADV Part 2B supplement is also included. There are no other material changes from NewSpring Capital's last brochure dated March 30, 2016.

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#### ITEM 4: ADVISORY BUSINESS

NewSpring Capital is based in Radnor, Pennsylvania and is a provider of private equity capital focused in the Mid-Atlantic region. NewSpring Capital has satellite offices in Baltimore, Maryland; and Chicago, Illinois. The Firm began in 1999.

NewSpring Capital is a group of related investment advisers that together file a single Form ADV in reliance on the position expressed in the SEC No-Action letter to the American Bar Association on January 18, 2012. The filing adviser is NSV II Management Company, LLC. The related advisers are Commerce Health Capital, LLC, NSG III Management Company, LLC, NewSpring Mezzanine Capital Management II, LLC, NewSpring Mezzanine Capital Management, LLC, NewSpring Holdings Management Company, LLC, NSV I Management Company, LLC, NSG IV Management Company, LLC and NewSpring Mezzanine Capital Management III, LLC. NewSpring Capital LLC is a partial direct or indirect owner of the investment advisers, and supports the advisory business with infrastructure.

Michael A. DiPiano, Marc R. Lederman, Glenn T. Rieger, and NewSpring Capital LLC are the principal owners of NSV II Management Company, LLC, NSG III Management Company, LLC, and NSG IV Management Company, LLC. NewSpring Capital LLC is the principal owner of NSV I Management Company, LLC. Brian Murphy and NewSpring Capital LLC are the principal owners of Commerce Health Capital, LLC. Steve Hobman, Andrew Panzo, and NewSpring Capital LLC are the principal owners of NewSpring Mezzanine Capital Management, LLC, and NewSpring Mezzanine Capital Management II, LLC. Steve Hobman, Andrew Panzo, Greg Barger and NewSpring Capital LLC are the principal owners of and NewSpring Mezzanine Capital Management III, LLC. Skip Maner, Jim Ashton and NewSpring Capital LLC are the principal owners of NewSpring Holdings Management Company, LLC.

As described more fully below, NewSpring Capital currently provides investment management services to several pooled investment vehicles (the “**Funds**”), managed under different investment strategies, each of which is offered to qualified investors exclusively on a “private placement” basis.

As of December 31, 2016, NewSpring Capital has approximately \$1.284 billion of assets under management on a discretionary basis. All of NewSpring Capital’s assets under management are discretionary. Regulatory assets under management figures are provided in Form ADV Part 1A.

NewSpring Capital does not tailor the investment decisions of the Funds to individual investors and investors generally will not be able to impose restrictions on the Funds’ investments in certain securities or types of securities.

The Funds offered by NewSpring Capital fall into the following four investment strategies: NewSpring Growth, NewSpring Healthcare, NewSpring Mezzanine, and NewSpring Holdings (“**NewSpring Holdings**”). Please see Item 8 for more information on these investment strategies and NewSpring Capital’s advisory business.

Please see the relevant Fund’s Confidential Private Placement Memorandum or similar offering document (each, an “**Offering Memorandum**”) for additional details on the terms of an investment in that Fund.

NewSpring Capital does not participate in Wrap Fee Programs.

## ITEM 5: FEES AND COMPENSATION

### *Management Fee*

Each of the NewSpring Capital Entities receives a management fee from the Fund(s) that they advise. The management fee may differ from Fund to Fund, but for each of the Entities other than those associated with the NewSpring Holdings strategy (described below) it is generally 2.00% of each investor's commitment during the respective Fund's investment period, as negotiated with the investors per the respective Limited Partnership Agreement. After the investment period, the respective Fund pays the management fee based on each investor's pro rata share of the Fund's invested capital. For the NewSpring Holdings strategy, the management fee structure is such that NewSpring Capital does not charge a fee based on each investor's commitment. The management fee for these Funds is equal to a percentage of EBITDA and is paid directly from the portfolio company or companies held by the Funds as disclosed in the Funds' Offering Memorandum.

The NewSpring Capital Entities may waive all or a portion of their management fee, although NewSpring Capital historically has not waived management fees and does not currently intend to do so. Fees are deducted quarterly in accordance with the provisions of each Fund's Limited Partnership Agreement and paid to each Fund's specific adviser. If any NewSpring Capital Entity were to be terminated as the investment adviser to a Fund, a pro rata portion of the management fee paid in advance would be rebated.

### *Carried Interest*

The general partner of each Fund (in each case an affiliate of NewSpring Capital) is generally entitled to a "carried interest" on the Fund's profits in accordance with the provisions of the Fund's limited partnership agreement. "**Carried Interest**" is generally equal to a percentage of the investment proceeds distributable by the Fund in excess of the capital invested by the Fund's limited partners and their allocable share of fees and expenses, and is subject to a preferred return. The general partner of each Fund is generally subject to a "clawback" of Carried Interest previously received to the extent that it has received cumulative distributions in excess of amounts otherwise distributable or anticipated to be distributed to the general partner by each Fund as Carried Interest, applied on an aggregate basis covering all transactions of the applicable Fund. In no event will the general partner of a Fund be required to restore more than the cumulative distributions received by such general partner as Carried Interest determined on an after-tax basis. The Carried Interest received by the general partner of a Fund is negotiated at the time such Fund is formed. Generally, the Carried Interest percentage received by the general partner, as described above, is 20%, although for certain Funds it is a sliding scale based upon the Fund's internal rate of return (IRR).

### *Other Fees*

The NewSpring Capital Entities may also receive monitoring, transaction, consulting, directors and other fees in connection with the activities of the Funds ("**Other Fees**"), paid by the Fund's portfolio companies. For each of the Entities other than those associated with the NewSpring Holdings strategy, such fees would offset 100% Management Fees otherwise payable by the associated Fund. Other Fees received in connection with the NewSpring Holdings strategy do not offset Management Fees. While these types of fees are authorized in the Limited Partnership Agreements for all the Funds, they are typically received only in the Holdings strategy, as described above.

In addition, the NewSpring Capital Entities may be reimbursed by the Funds' portfolio companies for expenses incurred by the respective NewSpring Capital Entity (including its employees, members and partners) in connection with the performance of services that give rise to Other Fees. Both monitoring fees and transaction fees are agreed to with the applicable portfolio companies at the closing of the Funds'

investments in such portfolio companies. Reimbursements received by a NewSpring Capital Entity (including its employees, members and partners) do not offset Management Fees payable by the respective Fund.

The Other Fees and additional fees and expenses for which a Fund may be charged are more fully described in the Offering Memorandum for each Fund. Generally, a Fund bears all of the costs associated with its organization and operation. For example, Funds are responsible for the fees and expenses related to custodians, broker-dealers, accounting, auditing, legal, insurance, research, investment activities (including broken deal, travel, legal, third-party due diligence and other cost associated with such investments) and the costs associated with the annual meeting of Investors.

Certain of these fees are allocated among several entities in accordance with the Limited Partnership Agreements of the Funds and NewSpring Capital's Expense Reporting & Allocation of Fees and Expenses Policy, which is available upon request. The Expense Reporting & Allocation of Fees and Expenses Policy is reviewed on at least an annual basis.

## **ITEM 6: PERFORMANCE-BASED FEES AND SIDE-BY-SIDE MANAGEMENT**

NewSpring Capital generally charges the performance-based fees described above as Carried Interest.

NewSpring Capital's performance-based fees depend on continuing increases in the Funds' profitability. This creates an incentive for NewSpring Capital to allocate the Funds' assets in a manner that is riskier or more speculative than would otherwise be the case.

NewSpring Capital has detailed policies and procedures in place to ensure that all Funds and investors are treated fairly and equally regardless of their Carried Interest structure, and to prevent this conflict from influencing the allocation of investment opportunities among Funds.

## **ITEM 7: TYPES OF CLIENTS**

NewSpring Capital provides investment management services to private investment Funds that it sponsors.

Each Fund is offered only by its Offering Memorandum to investors who meet the relevant investor eligibility requirements. Please see the relevant Fund's Offering Memorandum for more information on the investor eligibility requirements minimum investment required for that Fund.

Additionally, each Fund is subject to a minimum investment amount. NewSpring Capital may raise or lower the minimum investment amount for each Fund and/or accept an initial capital contribution below the established minimum in its discretion. Please see the relevant Fund's Offering Memorandum for more information on the minimum investment amount for that Fund.

## **ITEM 8: METHODS OF ANALYSIS, INVESTMENT STRATEGIES AND RISK OF LOSS**

### Methods of Analysis

All of the Funds operate according to a common culture of core values, principles, and disciplines. Foremost among those tenets is a commitment to disciplined, analytical investing combined with operational expertise.

Investment decisions are based on a detailed risk/return analysis. The Funds share a complementary investment approach and methodology, enabling each Fund's investment team to share investment opportunities, internal expertise, and professional networks.

Other core tenets of NewSpring Capital include: a commitment to operating dedicated pools of capital with specific market and investment objectives; frequent and open communication with portfolio companies and limited partners; a unified culture that fosters a consistent, disciplined approach to investing; dedicated investment professionals skilled in financial analysis and operations; and shared relationships, resources, and networks across all Funds.

In addition, NewSpring Capital's investment professionals work hard to: align incentives among management teams, investors, and operators; creatively structure transactions in a capital-efficient manner; conduct extensive due diligence and reference checks; and bring value-added benefits as investor partners that are above and beyond the capital itself.

NewSpring Capital's principals, leveraging their previous experience managing and advising growth companies, work with the senior management teams of each portfolio company to build and enhance value via:

- Strategic guidance
- Corporate governance best practices
- Building out management teams (network of executives and recruiters)
- Client and partner introductions
- Merger and acquisition advice
- Relationships with additional equity and debt capital sources
- Creating and evaluating exit opportunities

Overall, NewSpring Capital's experienced and skilled investment professionals aim to partner with outstanding entrepreneurial management teams to build companies that are leaders in their fields.

### Investment Strategies

NewSpring Capital's Funds can be divided into four distinct strategies: NewSpring Growth, NewSpring Healthcare, NewSpring Mezzanine and NewSpring Holdings.

Funds employing the NewSpring Growth strategy seek to provide equity capital to growth and expansion-stage companies with a focus on business services, enabling technology, and information technology sectors.

Funds employing the NewSpring Healthcare strategy seek to provide equity capital to healthcare companies within the specialty pharmaceuticals, healthcare services, and medical device sectors.

Funds employing the NewSpring Mezzanine strategy seek to provide mezzanine capital for expansion stage and buyout opportunities in the business services, healthcare, information technology, and specialty manufacturing sectors.

Funds employing the NewSpring Holdings strategy focus on control buyouts and platform builds, targeting profitable growing companies between \$5 and \$25 million of revenue in the business process automation, services, software and niche manufacturing/distribution sectors.

### Risk of Loss

Investing in securities involves risk of loss, including to principal, that clients and investors must be prepared to bear. There are risks inherent to investing in private securities. Some of the above risks are:

- business risks of the portfolio company, which may be difficult to predict;
- need for follow-on investments;
- risks associated with investment concentration in one industry or segment;
- lack of investment opportunities;
- illiquidity;
- lack of a public market;
- market risks;
- potential regulatory or legislative changes, including changes to the tax code;
- foreign investment risk, such as exchange fluctuations or political risk;
- cybersecurity risks;
- financing risks; and
- investor default risks, to name but a few.

Past performance of any fund or strategy is not a guarantee of future returns.

**Please see the relevant Fund's Offering Memorandum for a detailed discussion of the primary risks associated with an investment in that Fund.**

### Conflicts of Interest

NewSpring Capital and its related entities and persons engage in a broad range of advisory and non-advisory activities. In the ordinary course of the NewSpring Capital Entities conducting their advisory activities, the interests of a Fund may conflict, or appear to conflict, with the interests of the Entities, one or more other Funds, portfolio companies or their respective affiliates. NewSpring Capital has developed detailed policies and procedures to address these potential conflicts of interest. Certain of these conflicts are discussed herein.

From time to time, the NewSpring Capital Entities will be presented with investment opportunities that would be suitable for more than one Fund. In determining which Fund(s) should participate in such investment opportunities, the Entities are subject to conflicts of interest among the investors in such Funds. To address this issue, NewSpring has adopted policies that govern how investment opportunities are to be

allocated. Generally, NewSpring will assess whether an investment opportunity is appropriate for a particular Fund based on the Fund's governing documents, investment objectives, strategies, life-cycle and structure.

From time to time, opportunities may present for one NewSpring Fund to co-invest with another NewSpring Fund in a portfolio company. NewSpring Capital believes that in certain circumstances, funds and investors could benefit from enhanced deal flow as a result of the ability to co-invest. NewSpring Capital has controls around these opportunities, including, in some instances, that the deals be new opportunities to each Fund and not an investment in an already existing portfolio company of a Fund.

The following generally summarizes NewSpring Capital's policy regarding investment by more than one Fund. The limited partner advisory board participating in the proposed transaction would regularly be presented the details prior to investment to approve any conflicts:

- 1) A Fund will not make an investment in a company that already has an investment by another Fund, unless it pertains to a specific investment by a successor fund in the same strategy (a fund III to a fund II, for example) and is approved by the limited partner advisory board;
- 2) In any scenario where the Funds are interested in investing in the same security, each Fund shall take its pro-rata portion of each security unless otherwise approved by the Fund's investment committee and its limited partner advisory board;
- 3) In cases where there will be both mezzanine and equity invested in the same transaction, and one Fund desires to participate in the mezzanine portion and the other Fund desires to invest in the equity security, then an independent third party must co-invest and lead either of the security tranches. The independent investor provides validation as to the market terms of that respective tranche, and is present to resolve conflicts between security interests that may arise in the future.
- 4) The limited partnership agreements for the Funds generally provide that, except with the approval of the limited partner advisory board, the general partner, the principals of the general partner, and NewSpring Capital shall not acquire securities (other than up to 5% of the publicly traded securities of the company at issue or cash equivalent securities) if such acquisition represents an investment opportunity for the Fund.

As part of its investment activities, the NewSpring Entities may pursue transactions that require investments larger than what can be funded through its dedicated Funds. In such instances, NewSpring may lead a syndication process to complete the formation of the investment round which could include direct co-investment opportunities to third parties. NewSpring has adopted detailed policies and procedures to address conflicts of interest that arise when co-investment is offered.

Generally, co-investment opportunities will be offered,

- First, to limited partners that are investors in the Fund that is participating in the transaction;
- Second, to limited partners that are investors in other NewSpring Capital Funds or NewSpring Capital strategies; and
- Finally, to external or prospective investors

Factors that NewSpring Capital may use in determining which limited partners to offer co-investment to include, but are not limited to:

- Minimum investment amounts;
- Minimum revenue and EBITDA;
- Industry or transaction type;
- Limitations imposed by the particular deal; and
- Time to close.

NewSpring has entered into side letter arrangements with certain investors in a Fund (and may enter into similar arrangements in the future) that may provide investors with different or preferential rights or terms, including but not limited to different fee structures, information rights, co-investment rights, and liquidity or transfer rights.

## **ITEM 9: DISCIPLINARY INFORMATION**

NewSpring Capital is required to disclose all material facts regarding any legal or disciplinary events that would be material to your evaluation of it or the integrity of its management. NewSpring Capital has no information applicable to this section.

## **ITEM 10: OTHER FINANCIAL INDUSTRY ACTIVITIES AND AFFILIATIONS**

Each of the related investment advisers that are together filing this single Form ADV Part 2A are affiliates of each other. They are advisers under common control. Please see Item 4 for the list of the related advisers and ownership thereof.

Additionally, many of the Funds offered by NewSpring Capital are structured as a limited partnership and a separate entity affiliated with NewSpring Capital serves as the general partner of each Fund. Further, the general partners of some of the Funds have their own general partner. The affiliated general partners of the Funds, with any general partner in parentheses, are Commerce Health Capital, LP (Commerce Health, GP, LLC); NewSpring Mezzanine Partners, LP (NewSpring Mezzanine Partners, LLC); NSG III GP, LP (NSG III GP, LLC); NSH II GP, LP (NSH II GP, LLC); NSV II GP, LP (NSV II GP, LLC); NSM II GP, LP (NSM II GP, LLC); Progress Capital II, LP (Progress Capital II, Inc.); NSH II EF GP, LP (NSH II GP, LLC); NSG IV GP, LP (NSG IV GP, LLC); NSM III GP, LP (NSM III GP, LLC); and NewSpring Holdings Management Company, LLC.

As mentioned in Item 4, NewSpring Capital LLC is the entity that provides infrastructure to the advisory business. Additionally, NewSpring Capital LLC wholly owns NewSpring Capital, Inc. NewSpring Capital, Inc. was established to provide payroll and related employee benefits to all employees of NewSpring Capital.

NewSpring Capital does not believe that any of these affiliations are, or will become, a conflict of interest, as they are all part of a single advisory business with the purpose of serving the Funds' best interests.

As mentioned in Item 8, in order to address conflicts of interest and perceived conflicts of interest, NewSpring Capital has adopted robust policies and procedures. Additionally, each Fund has an advisory committee of limited partners with which NewSpring Capital communicates.

Please see Item 11 for more information on our Code of Ethics.

## **ITEM 11: CODE OF ETHICS**

NewSpring Capital has adopted a Code of Ethics for all supervised persons of the NewSpring Capital Entities that describes our standard of business conduct and fiduciary duty to the Funds. The Code of Ethics as well as other portions of our Compliance Manual includes provisions relating to the confidentiality of investor information, the prohibition on insider trading, restrictions on the acceptance of significant gifts, the reporting of certain gifts and business entertainment items, and personal securities trading procedures, among other things. All supervised persons at NewSpring Capital must acknowledge the terms of the Code of Ethics annually or as amended.

The Code of Ethics also is designed to ensure that the personal securities transactions of the NewSpring Capital employees will not interfere with making decisions in the best interest of the Funds, or interfere with implementing such decisions, while, at the same time, allowing employees to make personal securities transactions for their own accounts. The Code of Ethics requires pre-clearance of some transactions, and places some restrictions on employee trading in close proximity to client trading activity.

A copy of NewSpring Capital's Code of Ethics is available upon request to investors or potential investors.

## **ITEM 12: BROKERAGE PRACTICES**

NewSpring Capital does not typically make use of brokers for the purposes of purchasing or selling securities on behalf of the Funds, because Funds' securities are generally acquired and/or disposed of in privately negotiated purchase and sale transactions.

If we determine to engage a broker, for example, if we wind up with public securities through a mergers and acquisitions transaction or IPO, the general partner of each Fund will select the broker considering the range and quality of its brokerage services, its execution capability, commission rate, financial responsibility, responsiveness to us, the value of research provided (if any), and the broker's referral of prospective investors to NewSpring Capital, if any. We will negotiate the commission rates and other transaction costs relating to broker services. Any commission rates paid by the Funds may not be the lowest rates each Fund could have obtained, but they will be competitive with rates paid by similar customers. Each investor could determine whether to sell, hold, or transfer to another account.

In connection with Fund transactions, NewSpring Capital does not currently receive any soft dollar benefits or referrals from broker-dealers in connection with Fund transactions.

## **ITEM 13: REVIEW OF ACCOUNTS**

The NewSpring Capital investment team generally meets regularly to evaluate both current and prospective investments. The portfolio managers of each Fund regularly monitor and review the performance of each of the Fund's portfolio company investment and typically conduct at least quarterly reviews of the performance, risks, and outlook for each portfolio company. The General Partners, Investment Professionals, and Chief Financial Officer also conduct such reviews, on a consistent, ongoing basis.

The valuation of each Fund's portfolio companies is reviewed at least semi-annually by the General Partner and also with the Fund's limited partner advisory board. NewSpring Capital provides such reports (and at such frequency) as is required by the applicable limited partnership agreements for each Fund. Quarterly and audited annual reports are provided to all Limited Partners, including both summary and detailed information on the Portfolio Investments in the Fund as well as financial statements of the Funds. NewSpring Capital will provide each investor with such tax information and schedules as are necessary to

enable such investor to prepare its federal income tax return. Please refer to the relevant Offering Memorandum for the reporting schedule of each Fund.

#### **ITEM 14: CLIENT REFERRALS AND OTHER COMPENSATION**

NewSpring Capital may offer interests in a Fund through one or more selling agents, brokers, placement agents, or finders, on an exclusive or nonexclusive basis, and pay referral fees, finder's fees, or commissions which NewSpring Capital believes to be appropriate. Any such fees paid by a Fund is deducted from future Management Fees payable by the appropriate Fund. NewSpring Capital also may pay any such commissions, placement fees, referral fees, or finder's fees by paying or assigning a portion of the management fee or carried interest to a selling agent, broker, placement agent or finder. Currently, two Funds are utilizing a placement agent.

#### **ITEM 15: CUSTODY**

As NewSpring Capital affiliates are the general partners of each of the Funds, NewSpring Capital is deemed under the Advisers Act to have custody of client assets. NewSpring Capital maintains the Funds' cash with independent qualified custodians and maintains the Funds' certificated securities in accordance with the Advisers Act rules. Any qualified custodians will generally send statements to NewSpring Capital, and these statements will be reviewed by NewSpring's accounting department to reconcile to internal Fund records.

NewSpring Capital has its Funds annually audited by a PCAOB registered independent accountant and in accordance with GAAP, and the audited statements delivered to investors within 120 days after the end of each Fund's fiscal year. Funds that are liquidated will also be audited, with the final liquidation audit also timely sent to investors. NewSpring Capital urges investors to carefully review those statements, as well as NewSpring Capital reports to investors.

#### **ITEM 16: INVESTMENT DISCRETION**

Under the terms of each negotiated limited partnership agreement, NewSpring Capital has full discretionary authority over each Fund. Each limited partnership agreement and Offering Memorandum describes the investment strategy and thesis for each particular Fund. The general partners and investment advisers adhere to these guidelines. Please see Items 4 and 8 of this Brochure, as well as the relevant limited partnership agreement and Offering Memorandum, for more description on these strategies. In certain cases, NewSpring may enter into side letters with certain investors that further restrict investments in certain sectors. Examples of such restrictions are: alcohol, firearm, and tobacco company restrictions, geographic region restrictions, and/or specific country restrictions.

#### **ITEM 17: VOTING CLIENT SECURITIES**

The Funds do not generally hold the securities of publicly traded companies. However, the Funds may own such securities from time to time and may also be asked to vote as shareholders of privately held portfolio companies. NewSpring Capital has developed a set of policies and procedures regarding the voting of securities and intends that, absent definitive reasons why a matter should not be voted on, all votes will be based on the policy. Investors may obtain a copy of NewSpring Capital's proxy voting policies and procedures upon request.

## **ITEM 18: FINANCIAL INFORMATION**

Registered investment advisers are required in this section to provide you with certain financial information or disclosures about NewSpring Capital's financial condition. NewSpring Capital has no financial commitment that impairs its ability to meet contractual and fiduciary commitments to clients, and has not been the subject of a bankruptcy proceeding.

**SUPPLEMENTAL INFORMATION ABOUT CERTAIN PRINCIPALS OF  
NEWSRING CAPITAL**

**Michael A. DiPiano**

555 E. Lancaster Avenue, Suite 444, Radnor PA, 19087

610-567-2390

**Educational Background and Business Experience**

Michael A. DiPiano

Year of Birth: 1958

B.S. – Penn State University

MBA – Stern School at New York University

Managing Partner of NewSpring Capital since 2001.

**Disciplinary Information**

Registered investment advisers are required to disclose all material facts regarding any legal or disciplinary events that would be material to your evaluation of each supervised person providing investment advice. N/A

**Other Business Activities**

Mr. DiPiano is not engaged in any investment related business activities outside of NewSpring Capital.

**Additional Compensation**

Mr. DiPiano does not receive any additional economic benefits for providing advisory services.

**Supervision**

All officers and employees of NewSpring Capital are subject to NewSpring Capital's Code of Ethics and Compliance Policies and Procedures. NewSpring Capital's Chief Compliance Officer, Mr. Jonathan Schwartz, is responsible for supervising compliance with NewSpring Capital's Code of Ethics and Compliance Policies and Procedures. The telephone number of the Chief Compliance Officer is (610) 567-2387.

**Marc R. Lederman**

555 E. Lancaster Avenue, Suite 444, Radnor PA, 19087

610-567-2391

**Educational Background and Business Experience**

Marc R. Lederman

Year of Birth: 1971

B.S. – Villanova University

MBA – The Wharton School of the University of Pennsylvania

General Partner of NewSpring Capital since 2002.

**Disciplinary Information**

Registered investment advisers are required to disclose all material facts regarding any legal or disciplinary events that would be material to your evaluation of each supervised person providing investment advice. N/A

**Other Business Activities**

Mr. Lederman is not engaged in any investment related business activities outside of NewSpring Capital.

**Additional Compensation**

Mr. Lederman does not receive any additional economic benefits for providing advisory services.

**Supervision**

All officers and employees of NewSpring Capital are subject to NewSpring Capital's Code of Ethics and Compliance Policies and Procedures. NewSpring Capital's Chief Compliance Officer, Mr. Jonathan Schwartz, is responsible for supervising compliance with NewSpring Capital's Code of Ethics and Compliance Policies and Procedures. The telephone number of the Chief Compliance Officer is (610) 567-2387.

**Glenn T. Rieger**

555 E. Lancaster Avenue, Suite 444, Radnor PA, 19087

610-567-2393

**Educational Background and Business Experience**

Glenn T. Rieger

Year of Birth: 1959

B.A. - Colby College

MBA – The Wharton School of the University of Pennsylvania

General Partner of NewSpring Capital since 2004

**Disciplinary Information**

Registered investment advisers are required to disclose all material facts regarding any legal or disciplinary events that would be material to your evaluation of each supervised person providing investment advice. N/A

**Other Business Activities**

Mr. Rieger is not engaged in any investment related business activities outside of NewSpring Capital.

**Additional Compensation**

Mr. Rieger does not receive any additional economic benefits for providing advisory services.

**Supervision**

All officers and employees of NewSpring Capital are subject to NewSpring Capital's Code of Ethics and Compliance Policies and Procedures. NewSpring Capital's Chief Compliance Officer, Mr. Jonathan Schwartz, is responsible for supervising compliance with NewSpring Capital's Code of Ethics and Compliance Policies and Procedures. The telephone number of the Chief Compliance Officer is (610) 567-2387.

**Andrew Panzo**

555 E. Lancaster Avenue, Suite 444, Radnor PA, 19087

610-567-2385

**Educational Background and Business Experience**

Andrew P. Panzo

Year of Birth: 1964

B.S. – University of Connecticut

MBA – Temple University

General Partner of NewSpring Capital since 2003.

**Disciplinary Information**

Registered investment advisers are required to disclose all material facts regarding any legal or disciplinary events that would be material to your evaluation of each supervised person providing investment advice. N/A

**Other Business Activities**

Mr. Panzo is not engaged in any investment related business activities outside of NewSpring Capital.

**Additional Compensation**

Mr. Panzo does not receive any additional economic benefits for providing advisory services.

**Supervision**

All officers and employees of NewSpring Capital are subject to NewSpring Capital's Code of Ethics and Compliance Policies and Procedures. NewSpring Capital's Chief Compliance Officer, Mr. Jonathan Schwartz, is responsible for supervising compliance with NewSpring Capital's Code of Ethics and Compliance Policies and Procedures. The telephone number of the Chief Compliance Officer is (610) 567-2387.

**Steven D. Hobman**

555 E. Lancaster Avenue, Suite 444, Radnor PA, 19087

610-567-2384

**Educational Background and Business Experience**

Steven D. Hobman

Year of Birth: 1961

A.B. – Franklin and Marshall College

MBA – West Chester University

General Partner of NewSpring Capital since 2003.

**Disciplinary Information**

Registered investment advisers are required to disclose all material facts regarding any legal or disciplinary events that would be material to your evaluation of each supervised person providing investment advice. N/A

**Other Business Activities**

Mr. Hobman is not engaged in any investment related business activities outside of NewSpring Capital.

**Additional Compensation**

Mr. Hobman does not receive any additional economic benefits for providing advisory services.

**Supervision**

All officers and employees of NewSpring Capital are subject to NewSpring Capital's Code of Ethics and Compliance Policies and Procedures. NewSpring Capital's Chief Compliance Officer, Mr. Jonathan Schwartz, is responsible for supervising compliance with NewSpring Capital's Code of Ethics and Compliance Policies and Procedures. The telephone number of the Chief Compliance Officer is (610) 567-2387.

**Brian G. Murphy**

555 E. Lancaster Avenue, Suite 444, Radnor PA, 19087

610-567-2383

**Educational Background and Business Experience**

Brian G. Murphy

Year of Birth: 1960

B.S. – State University of New York at Cortland

General Partner of NewSpring Capital since 2002.

**Disciplinary Information**

Registered investment advisers are required to disclose all material facts regarding any legal or disciplinary events that would be material to your evaluation of each supervised person providing investment advice. N/A

**Other Business Activities**

Mr. Murphy is not engaged in any investment related business activities outside of NewSpring Capital.

**Additional Compensation**

Mr. Murphy does not receive any additional economic benefits for providing advisory services.

**Supervision**

All officers and employees of NewSpring Capital are subject to NewSpring Capital's Code of Ethics and Compliance Policies and Procedures. NewSpring Capital's Chief Compliance Officer, Mr. Jonathan Schwartz, is responsible for supervising compliance with NewSpring Capital's Code of Ethics and Compliance Policies and Procedures. The telephone number of the Chief Compliance Officer is (610) 567-2387.

**James Ashton**

555 E. Lancaster Avenue, Suite 444, Radnor PA, 19087

610-567-2383

**Educational Background and Business Experience**

James Ashton

Year of Birth: 1958

B.S. – Fairmont State University

General Partner of NewSpring Capital since 2016.

**Disciplinary Information**

Registered investment advisers are required to disclose all material facts regarding any legal or disciplinary events that would be material to your evaluation of each supervised person providing investment advice. N/A

**Other Business Activities**

Mr. Ashton is not engaged in any investment related business activities outside of NewSpring Capital.

**Additional Compensation**

Mr. Ashton does not receive any additional economic benefits for providing advisory services.

**Supervision**

All officers and employees of NewSpring Capital are subject to NewSpring Capital's Code of Ethics and Compliance Policies and Procedures. NewSpring Capital's Chief Compliance Officer, Mr. Jonathan Schwartz, is responsible for supervising compliance with NewSpring Capital's Code of Ethics and Compliance Policies and Procedures. The telephone number of the Chief Compliance Officer is (610) 567-2387.

**Skip Maner**

555 E. Lancaster Avenue, Suite 444, Radnor PA, 19087

610-567-2383

**Educational Background and Business Experience**

Skip Maner

Year of Birth: 1967

B.A. – University of Richmond

M.B.A. – University of Pennsylvania

General Partner of NewSpring Capital since 2016.

**Disciplinary Information**

Registered investment advisers are required to disclose all material facts regarding any legal or disciplinary events that would be material to your evaluation of each supervised person providing investment advice. N/A

**Other Business Activities**

Mr. Maner is not engaged in any investment related business activities outside of NewSpring Capital.

**Additional Compensation**

Mr. Maner does not receive any additional economic benefits for providing advisory services.

**Supervision**

All officers and employees of NewSpring Capital are subject to NewSpring Capital's Code of Ethics and Compliance Policies and Procedures. NewSpring Capital's Chief Compliance Officer, Mr. Jonathan Schwartz, is responsible for supervising compliance with NewSpring Capital's Code of Ethics and Compliance Policies and Procedures. The telephone number of the Chief Compliance Officer is (610) 567-2387.

## **Gregory Barger**

555 E. Lancaster Avenue, Suite 444, Radnor PA, 19087

610-567-2383

### **Educational Background and Business Experience**

Gregory Barger

Year of Birth: 1965

B.S. – University of Connecticut

M.B.A. – Loyola College

General Partner of NewSpring Capital since 2015.

### **Disciplinary Information**

Registered investment advisers are required to disclose all material facts regarding any legal or disciplinary events that would be material to your evaluation of each supervised person providing investment advice. N/A

### **Other Business Activities**

Mr. Barger is not engaged in any investment related business activities outside of NewSpring Capital.

### **Additional Compensation**

Mr. Barger does not receive any additional economic benefits for providing advisory services.

### **Supervision**

All officers and employees of NewSpring Capital are subject to NewSpring Capital's Code of Ethics and Compliance Policies and Procedures. NewSpring Capital's Chief Compliance Officer, Mr. Jonathan Schwartz, is responsible for supervising compliance with NewSpring Capital's Code of Ethics and Compliance Policies and Procedures. The telephone number of the Chief Compliance Officer is (610) 567-2387.