



COMPASS GROUP MANAGEMENT JOB DESCRIPTION

JOB TITLE: Attorney (Entry-Mid-level)

REPORTS TO: Senior Counsel & Assistant Chief Compliance Officer

LOCATION: Costa Mesa, CA

Job Responsibilities:

Compass Group Management LLC, the external manager of Compass Diversified (NYSE: CODI) is seeking an entry-mid-level attorney, preferably with experience in one or more of: corporate transactions, securities law, contracts, corporate governance, corporate finance, or executive compensation, to support its in-house legal/regulatory functions. The ideal candidate for the In-House Attorney position is someone who excels in managing contracts and agreements, drafting corporate governance documents, and maintaining accurate legal records. They are proactive in conducting legal research, assessing risks, and providing timely counsel to business executives on diverse legal matters. This candidate will also collaborate with outside counsel and stay informed on regulatory changes impacting the organization.

General Description and Duties:

To perform this job successfully an individual must be able to perform each essential task satisfactorily. The tasks listed below are representative of the knowledge, skill, and/or ability required to perform this job effectively.

- Managing, negotiating, drafting, and reviewing contracts, including a high daily volume of confidentiality, non-disclosure, and services agreements related to potential mergers, acquisitions and other transactions.
- Drafting corporate resolutions, consents, organizational and governance documents.
- Maintaining and updating legal databases, compliance calendars, and corporate governance filings.
- Performing legal research and evaluating legal risk factors for key business decisions and day-to-day operations.
- Assisting with the compiling and filing of the organization's periodic reports for the Securities Exchange Commission (SEC).
- Supporting the legal team in providing accurate and timely counsel to business executives on a variety of business and legal topics (*i.e.*, employment matters, executive compensation, mergers, acquisitions and divestitures, corporate governance, regulatory issues, public company periodic reporting, and general legal advice).
- Coordinating with outside counsel on certain legal and regulatory matters and projects.
- Maintaining current knowledge of changes in legislation and regulations affecting public companies in our industry and the industries of CODI's subsidiaries.

Projects and Other Duties:

- As assigned by manager

Position Qualifications:



- Must maintain the highest degree of ethics, integrity, and transparency.
- Financial literacy – ability to read and understand basic financial statements and excel financial models.
- Looking for an outgoing individual able to communicate with all levels of employees easily and effectively, from executive to operators (provide common sense, business, and legal advice).
- Must have the ability to explain complex legal and business issues in an understandable manner.
- Must possess strong drafting, organizational, and analytical skills.
- High degree of client service orientation and ability to respond quickly and pragmatically to urgent, complex situations and requests.
- Strong team player and collaborator that works to meet organizational goals; must have ability to multitask and work independently and as a member of a team.

Minimum Education & Experience:

- Must have a J.D. from an accredited law school and admitted to practice law (and in good standing) with a State Bar in the U.S.
- Must have at least 3+years of legal experience.
- Corporate transactional legal experience preferred.
- Experience or undergraduate education in business, finance, marketing, management or a related field is a plus.

Work Environment and Physical Demands of the Job:

- The noise level in the work environment is usually quiet. While performing the duties of this job, the employee is regularly required to remain in a stationary position at least 50% of the time; operate computers and other office equipment; and communicate and exchange information. The employee is occasionally required to reach with hands and arms. A computer terminal is used to access, input, and retrieve data. The employee must occasionally lift and/or move up to 20 pounds. Specific vision abilities required by this job include close vision.
- The job requires travel by air, train, and car travel, sometimes for long distances and extended periods of time.
- Travel up to 35%

Additional Important Information:

- Compass Group Management may make reasonable accommodation to enable individuals with disabilities to perform the functions of this job, unless doing so would result in undue hardship on Compass.
- This job description is subject to change and management reserves the right to assign or remove duties and responsibilities of this job at any time.



Integrity	<ul style="list-style-type: none">▪ We will always choose the right way over the easy way
Collaboration	<ul style="list-style-type: none">▪ We measure success as a team
Accountability	<ul style="list-style-type: none">▪ We deliver against our commitments and take initiative each step of the way
Passion	<ul style="list-style-type: none">▪ We have a strong will to succeed – an intense but graceful competitiveness
Humility	<ul style="list-style-type: none">▪ We don't have all the answers, and we rely on strong, world-class, managers throughout the CODI family

Who are we:

With locations in Westport, CT and Costa Mesa, CA, Compass Group Management LLC manages the day-to-day business of Compass Group Diversified Holdings LLC and Compass Diversified Holdings (NYSE: CODI), a publicly traded entity that acquires, owns and manages a diverse set of highly defensible, middle-market businesses across the industrial, branded consumer and healthcare sectors. CODI leverages its permanent capital base, long-term disciplined approach, and actionable expertise to maintain controlling ownership interests in each of its subsidiaries, maximizing its ability to impact long-term cash flow generation and value creation. CODI provides both debt and equity capital for its subsidiaries, contributing to their financial and operating flexibility. CODI utilizes the cash flows generated by its subsidiaries to invest in the organization's long-term growth and has consistently generated strong returns through its culture of transparency, alignment and accountability. For more information, please visit www.compassdiversified.com