

Our Culture



HATTERAS
INVESTMENT PARTNERS

“ There are two primary choices in life: to accept conditions as they are, or accept responsibility for changing them.”

– Denis Waitley

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WHAT WE BUILT

We create performance-focused private investment solutions designed to help Advisors build better portfolios.

As Advisors we couldn't find what we needed, so we built it. A complete alternative investment solution. One that would help make alternative investments available to more investors.

We had a simple goal — help our Clients with less than \$50 million invest more like our Clients with \$100-\$300 million. To create a single, easy-to-use investment that would remove many of the obstacles, complications, and barriers associated with true alternative investment programs.

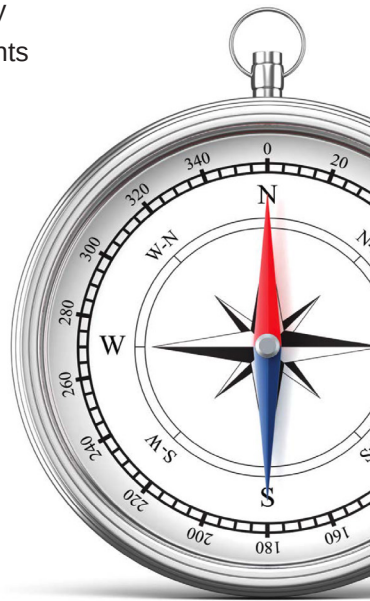
After 2008, Financial Advisors and their Clients were worried about and demanded liquidity. In 2009, we acquired

a mutual fund family providing access to true hedge fund managers running true hedge fund strategies in a simple, easy to use, daily liquid structure.

Five years later, what we built was in demand, we sold Hatteras to bring our solutions to more investors at more firms. However, it was a big mistake.

Less than two years later we course-corrected, having learned a very valuable lesson: it is far more important to stay true to our values and serve our Clients in the Hatteras Way.

And that's what this book is all about. It is why we bought Hatteras back.



WHO WE ARE

We're accessible.
We're quirky.
We're intense.

And you matter to us, probably more than you'll ever know. We have chosen to operate in a very specific way, by a Code of Conduct, that infuses everything about how we work and live. All of it, taken together, makes up our culture. And what we believe today more than ever: ***culture matters.***

You have this book in your hands because we want you to know about who we are and what we value. We feel passionately that a shared understanding is key to any successful partnership — whether you are a Client, a Partner, a Prospective Employee, or a Vendor.



Culture is a set of shared attitudes, activities & beliefs.

Values are *how* we feel. Culture is *what* we do.

Why would we care about our culture?

- Defines our identity internally and externally
- Attracts and retains the best people
- New employees know faster and more clearly how we do things
- Impacts performance and employee satisfaction

At Hatteras, nothing is ever done by accident. Our Culture is reflected in everything we do.

How we see ourselves and how others view us is in large part because of Our Culture.



Hatteras' single mission is to strengthen the relationship between the Advisor and the Investor through performance-focused private investment solutions designed to help build more robust and resilient portfolios.

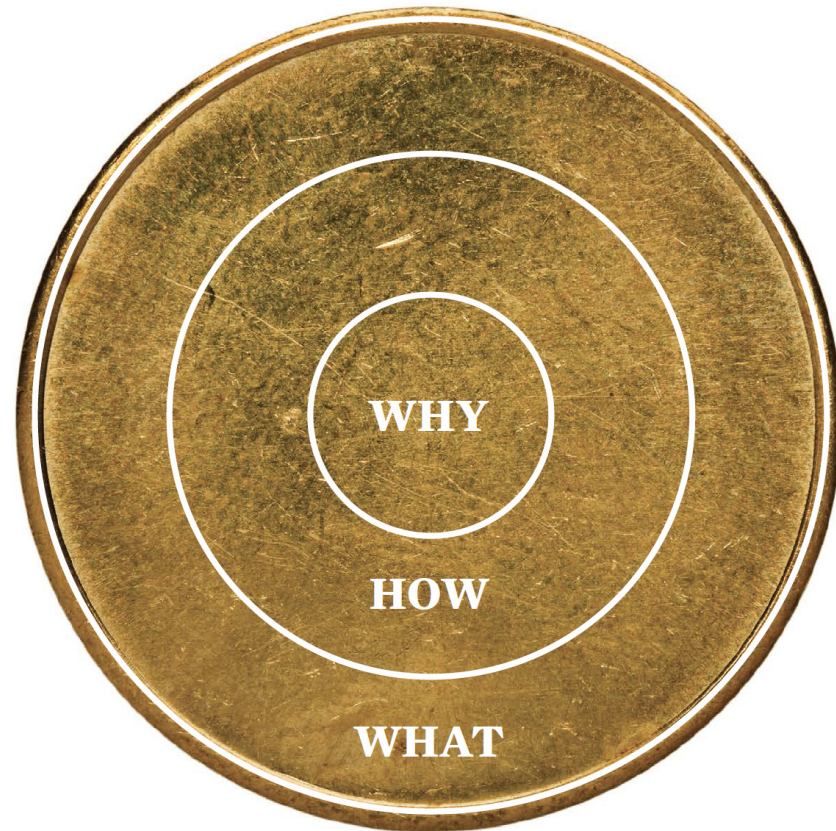
Thoughts - Words - Actions - Habits - Character - Destiny

**“Watch your thoughts, they become your words;
Watch your words, they become your actions;
Watch your actions, they become your habits;
Watch your habits, they become your character;
Watch your character, it becomes your destiny.”**

- Lao Tzu

We at Hatteras Investment Partners feel strongly that the value added is not Hatteras. We believe the true value added is the trusted Financial Advisor; be it an RIA, a Family Office or a Consulting Firm. The value added is through the relationship between the Financial Advisor and her Investor.

Our mission and ultimate destiny is to improve this relationship by creating performance-focused alternative investment solutions to help Advisors build better portfolios.



THE GOLDEN CIRCLE

WHY **It is not about making money.
It is about our purpose and our beliefs.**

We challenge the status quo every day, every single thing we do is to find ways to improve the Advisor-Investor relationship by creating performance-focused private investment solutions to help Advisors build better portfolios.

HOW **These are the things we do that set
us apart from our competitors.**

- We are focused on a better way vs. a bigger way
- We design private investment vehicles that solve the needs of the Advisor's Investors
- We Partner with world-class investment managers

WHAT **These are the services we provide.**

Hatteras Investment Partners is a provider of performance-focused private investment solutions.

We have seven Core Values.

Passion to Make it Better | We Before Me
Relentless Solution Focused | Get Stuff Done
Mission Ready | Be in Charge of Yourself
Listen and Make Connections

Our Core Values define the things that we believe are the most important in the way we live and work, and are the cornerstones of developing our culture, brand, and our business strategy.

Hatteras Core Values are used to;

- Guide us in the decision-making process
- Support our company vision
- Educate new and existing customers on what Hatteras is about
- Help employment candidates find a cultural fit
- Marketing and communication

Passion to Make it Better

We will not accept the status quo. Nothing is ever done. We constantly refresh and refine work, processes, products, methods, materials and challenge ourselves with “is there a better way?” We look at what others have done and find ways to make it better.

We challenge what is. We listen to our Clients, figure out what’s missing, identify their wish list and create new and evolved solutions to make many of their problems go away.



“I’ve learned that the person who says something can’t be done is often interrupted by someone doing it”

– David Perkins

Managing Partner and Chief Executive Officer

Hatteras Investment Partners



We Before Me

Check your ego at the door. Don't let your personal agenda stand in the way of doing the right thing for our team. Worrying about personal credit or taking things personally is counterproductive. Every decision should be based on

advancing company goals, while putting our Clients' interests first.

It is much better to be discovered than announced.



Relentless Solution Focused (RSF)

Adversity creates opportunity for those who are looking for it. We hire people to think. Deeply. Profoundly. There is always a solution and you're empowered to find and fix it. If a Client calls and has a flat tire, call AAA, or Uber, or go pick them up. Do something to fix their problem rather than passing it on to

another person or saying "It's not my job." Do not focus on the problem that will do nothing but bring you and everyone you come in contact with down. Focus instead on the opportunity. Anytime something goes bad, ask yourself, "What one thing can I do to make it better?"



**“ Hard work beats
talent when talent
doesn’t work hard.”**

– Tim Tebow

Get Stuff Done (GSD)

We have always believed that the reward that follows the effort always comes. And that reward can be a source of infinite possibility. It can mean expansion, capacity, and opportunity. So much of where we are today is because

of GRIT and a work ethic that can't be challenged. The willingness to work hard and challenge the status quo can help you close any gap, real or perceived, to advance you beyond where you came from to where you want to go.

Mission Ready

Every Day is Game Day. When you walk into our office you'll see the same thing — a team ready for action, an office kept in order and nothing left to chance. Every whiteboard is clean. Every chair is pushed in. Everything has a place. We don't mess around. We can't. Our Clients have chosen to invest with us and this means we're responsible for their hard earned dollars and the goals they want to achieve. We treat every single person who walks through our doors like a VIP. Everyone gets the same consistent presentation, welcome, and respect.



**“ Don’t sit in a lobby
when you’re waiting
to meet someone.
Stand. Never, never-
ever, never-ever sit
down. You want your
smile, at eye level,
to be the first thing
they see.”**

– David Perkins

*Managing Partner and Chief Executive Officer
Hatteras Investment Partners*



Be in Charge of Yourself

No one controls you, but you. Take control of your mind, your body, what you put in it and who you are around. Take absolute control over yourself. Life happens. We'll all have good days and bad days. The only thing you have control over is yourself. So, get up.

Lock in a positive mental attitude. Bring your A-game. And do your best. Improve what needs to be improved upon. Surround yourself with people who pull you up. Invest in yourself. Every day someone encounters you, make it the best version of you.





**“ Always do your best.
What you plant now,
you will harvest later.”**

– OG Mandino

Listen and Make Connections

Great communicators are first great listeners. Encourage others to talk about themselves. Listen to understand not to respond. Slow down. Be engaged. Never make assumptions. Make sure the other person is done with their sentence before you start talking.

Always ask why to better understand. Sherlock. Understand what Clients are really concerned about. Be genuinely interested in other people.



MOVING FORWARD HATTERAS WILL ONLY WORK WITH:

- **RIAs**
- **Family Offices**
- **Consultants**

Recommit to Our Base

We are passionate about Advisors. We build products for Advisors with the experience of having been an Advisor. To that end, it is not surprising that we resonate most with Clients who resemble our background: analytical, independent, entrepreneurs. We find this Client has a willingness to take the extra steps to truly understand the role our products play in their Investors' long-term plans. Advisors'

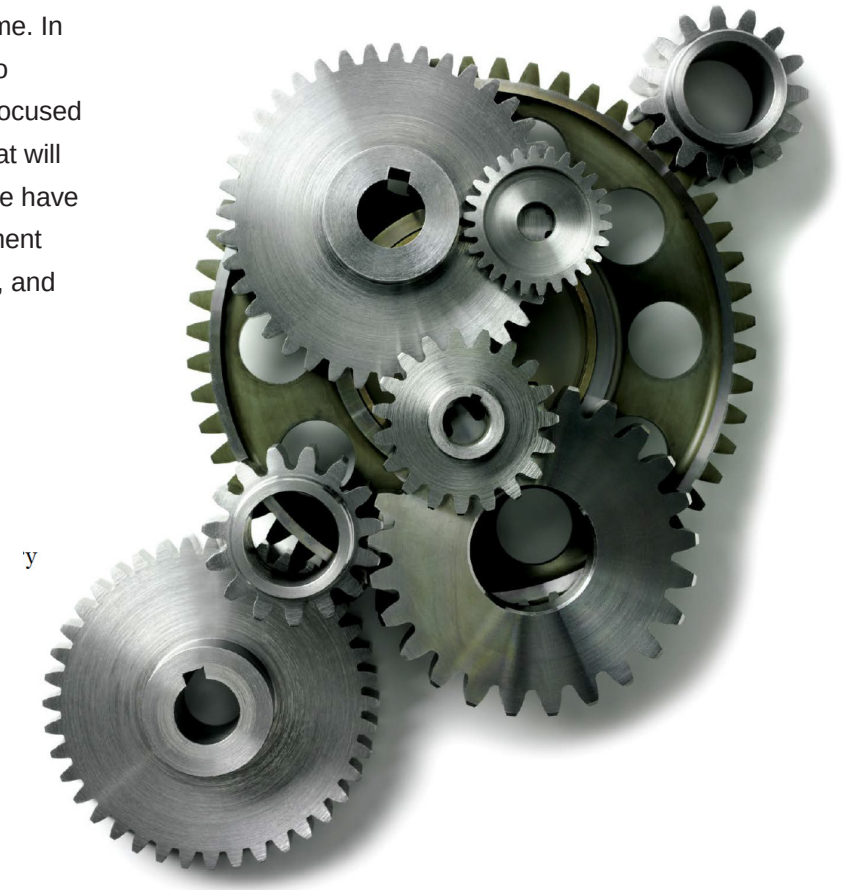
businesses run on the relationships they make and the products they recommend and there is very little margin for error. Their brand is at risk with each investment they make. They put their brand in our hands because of the honesty and transparency we bring to that relationship. We do not take this responsibility lightly.



We Partner with world-class investment managers, financial advisory firms, and service providers.

Everyone wants to work with the best. We're not an anomaly. But we understand working with the best from a very different angle, a values angle. In order for us to live our values and pursue greatness, we need others who are doing the same. In order to be a provider committed to bringing our Clients performance-focused alternative investment solutions that will help them build better portfolios, we have to Partner with world-class investment managers, financial advisory firms, and service providers.

There is no other choice.



DELIVER WOW SERVICE

We will always answer the phone by the third ring.

I hate poor, no — I hate average, customer service. Why is it that people cannot answer the phone? It drives me crazy.

We will always answer the phone by the third ring. We will respond to voicemails and emails the same day.

Tell the truth. If we tell you we are going to do something, we do it. We take great pride in our transparency. It is our personal responsibility to communicate honestly and clearly without embellishments.

Our goal is to make each and every Client feel like they are our only Client. If you don't feel that way then we don't deserve your business.



Seed the future.

Each one of us has a vision of who we want to be, where we want to go, how we plan to get there, and what life will be like when we reach new goals. As you achieve each milestone, you have more to give and you can decide where it goes: to people in need, to dreams that need building, to companies that transform life as we know it, and to expressions of joy that uplift us all. We know the decisions you make today will alter future generations and become an enabling force in this world.

We are a company on a mission to help people reach their goals, achieve new milestones, and create even more distance from where they started to where they dreamed they would go. And what you do with that, well, we do look forward to the world you will create.



Let's Have a Conversation

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