

APRIL 2023



BUSINESS SERVICES SPECIAL INSIGHT

HUMAN CAPITAL & PROFESSIONAL SERVICES

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INTRODUCTION

The post-pandemic economy has fostered a period of hyper growth for companies across the Human Capital & Professional Services spectrum. From a demand perspective, the Covid-19 economic shutdown set the stage for one of the largest economic rebounds across all industries in history: layoffs and shuttered businesses quickly turned to rapid hiring as the world reopened and demand for goods and services skyrocketed. Companies looked inwardly assessed inefficiencies across enterprise functions from technology to supply chain and most importantly, examined how to grow more profitably as well as attract, retain and optimize talent. From a labor supply standpoint, unprecedented economic stimulus packages kept workers at home while the great resignation resulted in the largest level of job openings in history. At its peak, there were nearly 12 million open jobs in the U.S. with less than half that number in available workers. The result was wage inflation and a war for talent.

Amidst this surge in industry growth, M&A activity and valuations hit record highs as displaced labor markets and the “evolution of the enterprise” increased the need for contingent labor, recruitment services and consultancies to execute on strategic projects across diverse functional areas.

Fast forward to today, companies across the workforce solutions ecosystem are experiencing revenue growth deceleration. Executives and investors alike now have the difficult task of trying to juggle not just only uncertainty of an ongoing tight labor market that impacted industries over the last 24 months, but also normalizing services demand amid a cycle of economic tightening. M&A activity has slowed meaningfully and multiples have pulled back from their summer 2022 highs.

Is the industry taking a breather or is this the beginning of a more meaningful pullback and extended period of decline? We take a deeper look into three different subsectors to assess; and while we think we are in a temporary period of M&A slowdown in the near term as the 2023 outlook takes shape and the macroeconomic picture comes into focus, we believe green shoots are emerging around key trends and the fundamental outlook for the Human Capital & Professional Services sector is strong.

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AT A GLANCE

In a period of decelerating professional staffing growth and margin pressure, focus on the secular, not the cyclical and look to technology enablement as a value driver.

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Market dynamics support continued growth for the healthcare staffing industry – recent pullbacks present significant opportunities.

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Resiliency in the consulting industry demonstrates a decoupling from a broader economic slowdown – secular trends in high-demand segments will continue to drive growth and consolidation.

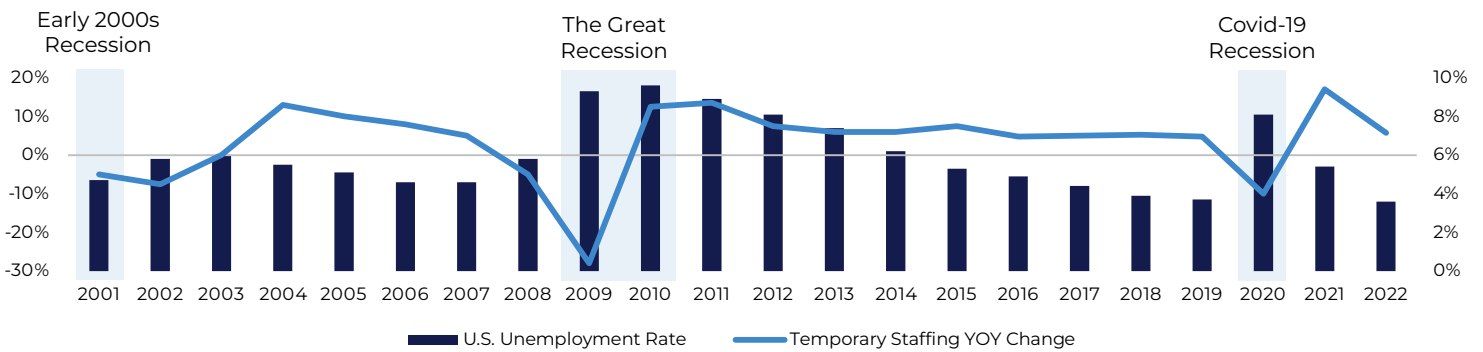


PROFESSIONAL STAFFING

Temporary staffing demand has historically been a leading indicator of economic cycles – in this case, a recession. Looking at recent data from the Bureau of Labor Statistics and Bullhorn, the picture is telling but not necessarily alarming. Decelerating year-over-year growth in temporary staffing hours in 2H 2022 has shifted to year-over-year declines in 2023. Through the twelve weeks of the year ending March 25, 2023, professional staffing hours worked decreased by an average year-over-year growth rate of -5.0%. By comparison, the average year-over-year growth rate

for professional staffing hours over the same period in 2022 was 22%. These lower levels in 2023 are not surprising, given the record volumes achieved in 2022. And while temporary staffing hours typically decline leading up to a recession, historical data has demonstrated they rebound just as quickly, if not faster. Professional staffing will continue to be an important and foundational element in the ongoing tight (albeit loosening slightly) labor landscape and best-of-breed agencies will find opportunities to come out stronger on the other side of this market slowdown.

POST-RECESSION STAFFING INDUSTRY PERFORMANCE

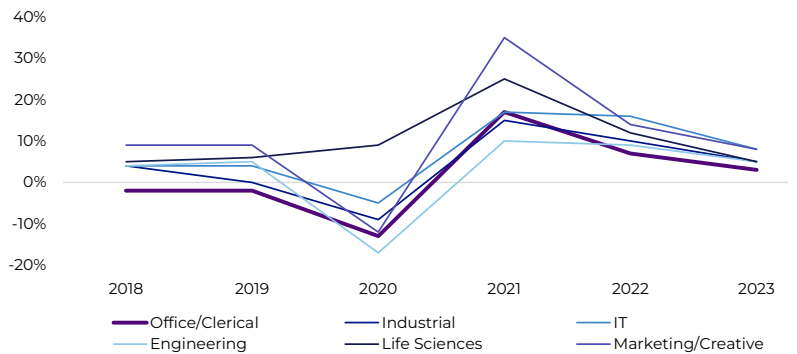


BLS, Staffing Industry Analysts, EY-Parthenon

KEY TRENDS TO WATCH

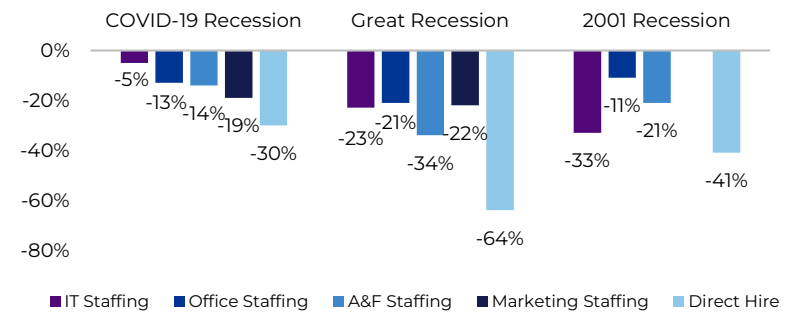
Focus on Secular, not Cyclical: heading into a probable recession, industry activity will be supported by resiliency in staffing segments with strong underlying secular trends, including IT (digital transformation, data & analytics, cybersecurity), engineering (sustainability, ESG) and healthcare / life sciences (population health, research). While these segments will experience decelerating growth in 2023 alongside the broader industry, they will be insulated from the macroeconomic environment compared to segments that rely on cyclical flex demand to drive placement hours, including light industrial and commercial. For the twelve weeks ending March 25, 2023, commercial staffing hours were down 11% year-over-year on average, while professional staffing hours declined 5%. Additionally, the temporary staffing segment has historically outperformed the more cyclical direct hire segment during recessions, and by a wide margin. In the last three recessions, peak-to-trough performance in temporary staffing outperformed direct hiring by an average of 2.3x.

ANNUAL STAFFING SEGMENT GROWTH



Staffing Industry Analysts

PEAK-TO-TROUGH STAFFING MARKET SIZE DECLINE



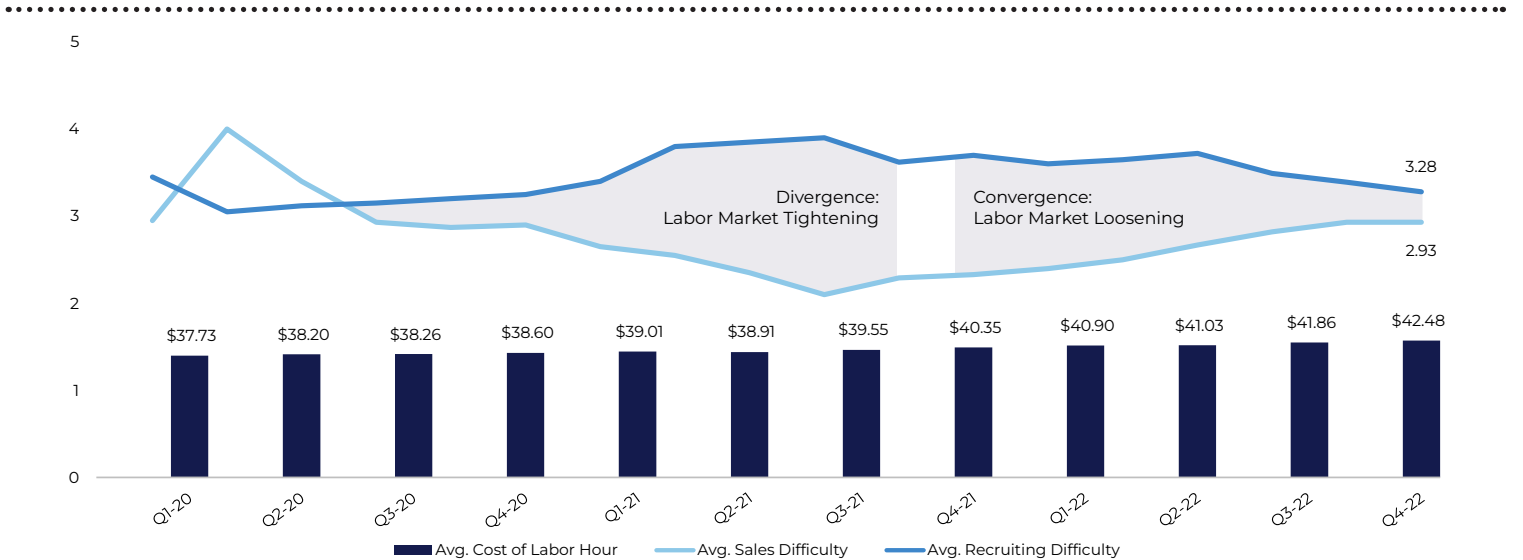
Staffing Industry Analysts, EY-Parthenon



Technology-Driven Efficiencies: traditional staffing continues to face the threat of intermediation by technology (e.g. UpWork). Agencies will need to continue to focus on technology enablement as a means to drive recruiter efficiency and profitability but also as a competitive advantage to complement import human-driven aspects of temporary placements (i.e. vetting). Eighty-four percent of global staffing agencies now have a digital transformation strategy in place, compared to 43% a year ago, and digital transformation adoption has more than tripled since 2019 when just 25% of agencies reported the presence of a digital transformation strategy.

Focus on Margins as Wage Growth Plateaus: after six quarters of consecutive growth, wages are expected to level out as workers re-enter the job market and the labor market loosens (albeit slowly and slightly). The rolling off of Covid-related stimulus plus the declining number of open jobs has reversed the trend the industry saw between Q3 2021 and Q3 2022 where demand for temporary staffing (demonstrated by declining sales difficulty) increased while a declining supply of workers (demonstrated by increased difficulty in hiring) drove wages higher. The plateau in wage growth is going to be slow due to some of the lingering effects from Covid and the Great Resignation. Robert Half’s latest Job Optimism Survey showed that 46% of working professionals are currently looking for a job or will be looking for one in 2023. And even though job openings in the U.S. are off nearly 20% from record highs, there are still 9.9 million available jobs in the United States. Increasing wages are generally accretive to staffing industry margins so investors and executives will be monitoring wage rate trends in order to manage profitability.

SELLING - RECRUITING DIFFICULTIES AND WAGE GROWTH TRENDS



Staffing Industry Analysts, BLS

HEALTHCARE STAFFING

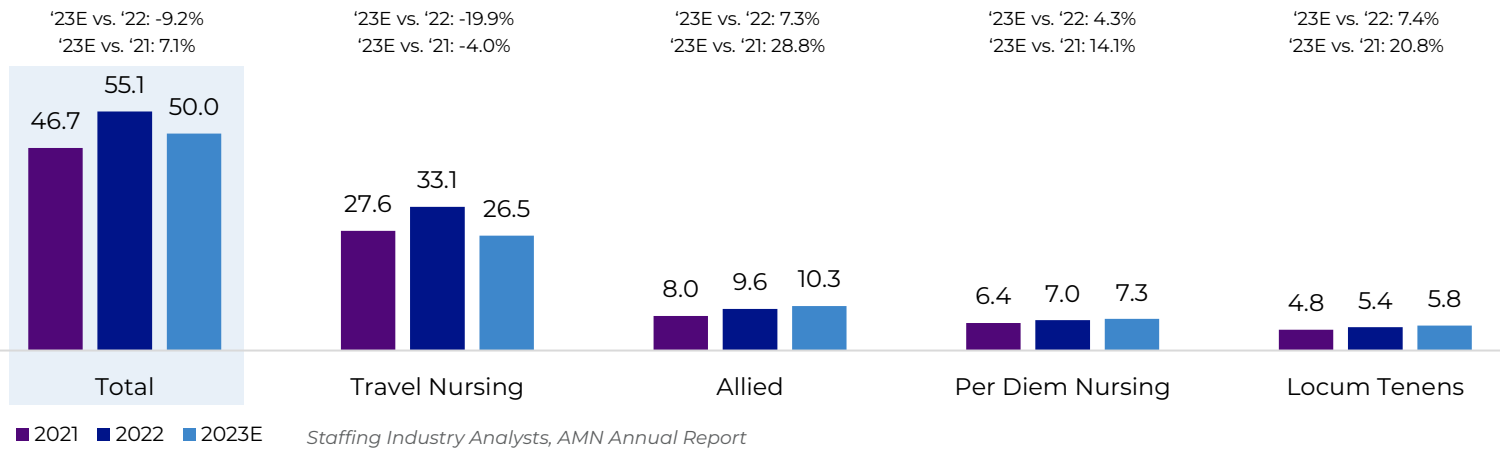
The fundamental drivers of growth in healthcare staffing remain intact and will continue to support industry growth and M&A-driven market consolidation for the foreseeable future. The U.S. Healthcare Staffing market reached \$55 billion in 2022; and while the market is expected to decline to \$50 billion in 2023 as the Covid impact continues to normalize, the long-term secular trends will continue to drive industry stability. The U.S. population above 65 is expected to grow from 40 million in 2020 to 72 million in 2030. Growth in Medicare spending is expected to grow more than 7% per year through 2030. And finally, an education bottleneck isn’t producing the necessary medical personnel to replace the growing turnover

of an aging registered nurses and doctor population, which reached 39% in 2021 alone. The result is a 1.24 million healthcare worker shortage in 2022 and an expected 2.6 million jobs to be added by 2031.

One caveat to consider amidst the encouraging market dynamics: after the meteoric rise in the travel nursing segment and the post-Covid resurgence in locum and allied segments, executives and buyers have entered a relative “cooling off” period in the first half of the year as they assess growth strategies (i.e. technology enablement and revenue mix), focus on integrating recent acquisitions and adjust to a period of normalizing bill rates.



HEALTHCARE STAFFING MARKET GROWTH (\$ IN BILLIONS)



KEY TRENDS TO WATCH

Travel Nursing Takes a Breather: the travel nursing segment is expected to decline nearly 20% in 2023 as bill rates normalize toward pre-pandemic level. Despite this decline, it's important to realize that 2023 segment revenue is only slightly off pre-pandemic levels. While the headline trend in 2023 may appear alarming, secular trends are encouraging.

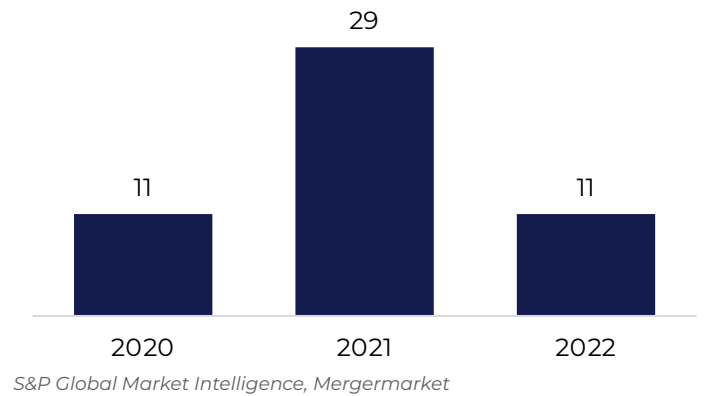
Despite the normalizing growth in travel nursing, per diem nursing (4.3%), allied (7.3%) and locum tenens (7.4%) are projected to experience growth in 2023. Not surprisingly, M&A activity by PE-backed platforms and private and public strategics has been focused on the non-travel nurse segments as agencies look to diversify. Cross Country indicated in their September 2022 investor presentation that they are targeting 38% non-travel nursing revenue, up from a current revenue mix of 21%.

Technology No Longer Just a Differentiator: agencies are feeling the need to modernize and integrate technology ecosystems and digital processes to remain competitive. Focus will need to be on providing candidates with a frictionless experience as well as improving producer efficiency and capacity. Whereas in the last few years technology enablement has been a competitive differentiator, it is now increasingly necessary to maintain market share and positioning.

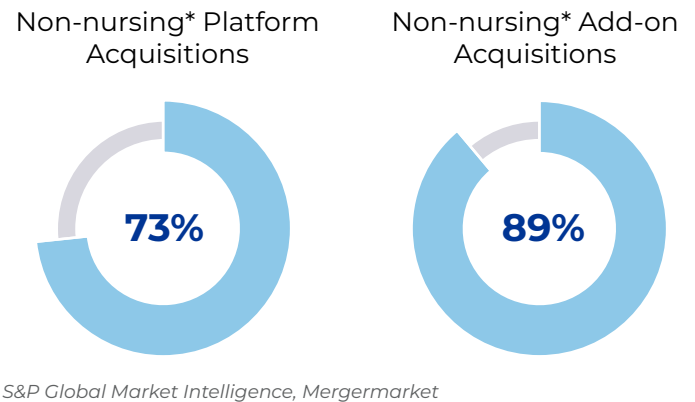
Consolidation Continues with a Focus on Platform Diversification: the volatility in the traditional acute care travel nurse segment since 2020 has magnified the desire for agencies (and their private equity [PE] partners) to bolster revenue concentration in alternative clinical and non-clinical healthcare staffing categories and therapeutic settings. According to Solomon research, between March 2021 and March 2023, 73% of platform acquisitions were diversified (defined as less than 50% travel nursing revenue) or non-nursing healthcare staffing agencies. That split increases to 89% for add-on acquisitions. While travel nursing will continue to be the bedrock of the industry, the market is placing a premium on these alternative healthcare staffing segments, which are expected to drive M&A volume in the near-term.

*Non-nursing denotes less than 50% travel nursing revenue

HEALTHCARE STAFFING TRANSACTION COUNT



PE TRANSACTION BREAKDOWN



CONSULTING

The consulting industry demonstrated strong growth in the first half of 2022 and resiliency in the second half, proving that high-value consulting segments with secular trend support are decoupled from the broader economic slowdown. The global market for management consulting is expected to reach \$330 billion globally in 2023; and despite near-term headwinds for the broader economy, the outlook for the consulting market remains strong as the need for continued investment in reinvention-oriented initiatives drives consulting spend around high-demand trends, including digital transformation, sustainability, onshoring and M&A integration. Nearly 40% of the respondents in PwC's 26th Annual Global CEO Survey don't believe their organizations will be economically viable in 10 years if they do not transform – and CEOs will continue to look to global and specialized consultancies to help facilitate organizational transformation.

Consolidation is expected to drive continued M&A activity as global consultancies look to bolster competencies in the fastest growing segments and private equity firms continue to build dynamic platforms in a still very fragmented market. Valuations are expected to remain stable with leaders growing at 30+% trading for 11-13x EBITDA and consultancies with flat growth trading at 6-8x. In addition to revenue growth, PE buyers continue to focus on management team quality and margins, while strategics are emphasizing service mix and cultural fit.

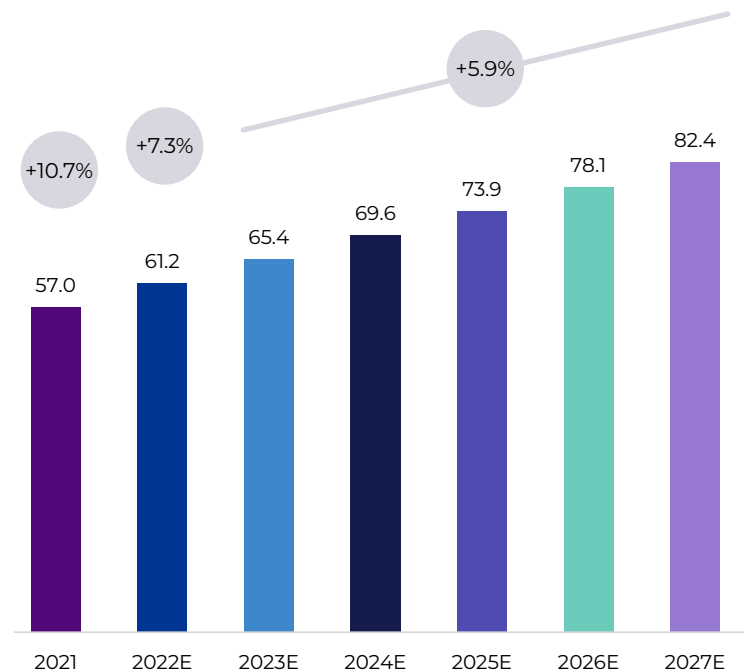
KEY TRENDS TO WATCH

Digital Transformation Continues to Lead: the global digital transformation spending is forecast to reach \$3.4 trillion in 2026 with a five-year compound annual growth rate (CAGR) of 16.3%, according to the International Data Corporation. The United States will be the largest geographic market for digital transformation spending, accounting for nearly 35% of the worldwide total and surpassing the \$1 trillion mark in 2025. Coinciding with the expected continued industry growth, there remains exceptional interest in digital transformation M&A, with a number of concentrated focus areas including Hyperscale Cloud Services (AWS, Azure, Google Cloud), Data Analytics (Snowflake, Databricks, Tableau), Enterprise Performance Management (Anaplan, SAP, Workday), Enterprise SaaS (Salesforce, SAP, Microsoft), and

Custom Software Development. M&A activity is likely to be further supported by slowing project pipelines at the largest global firms including Accenture, Cognizant, IBM and Deloitte. In a recent survey conducted by Enterprise Technology Research, 1,000 IT decision makers said they plan to reduce their 2023 budget growth to 3.4%, down from the 5.6% increase projected in October 2022. This data aligns with Statista's prediction for decelerating growth in global IT Consulting and Implementation revenue, which is expected to reach more than \$82 billion in 2027 but at a lower CAGR of 5.9%. Management teams may look to acquire rapidly-growing, specialized consultancies to supplement slowing organic revenue growth as well as bolster capabilities in new or higher growth segments.

Despite economic headwinds, digital transformation consulting has demonstrated a decoupling from the broader economy and any softness in early 2023 is anticipated to be short-lived. And while channel partner consultancy valuations have pulled back slightly from their 2022 highs, valuations remain very attractive for sellers of scale with multiples ranging between 2.0x and 5.0x LTM revenue, depending on the ecosystem.

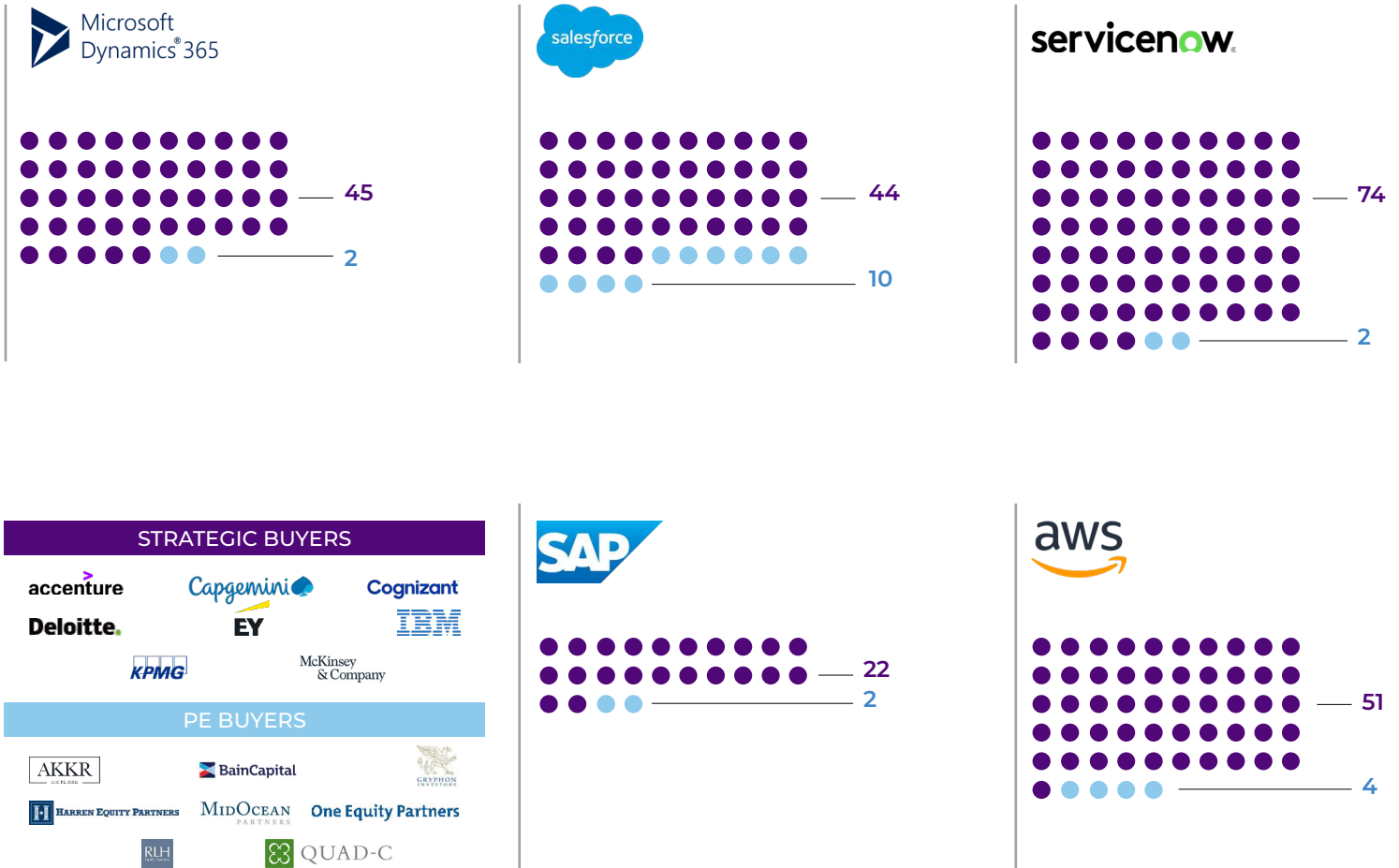
GLOBAL IT CONSULTING AND IMPLEMENTATION REVENUE (\$ IN BILLIONS)



Statista



CHANNEL PARTNER CONSULTANCY ACTIVITY (2020 – 2022)



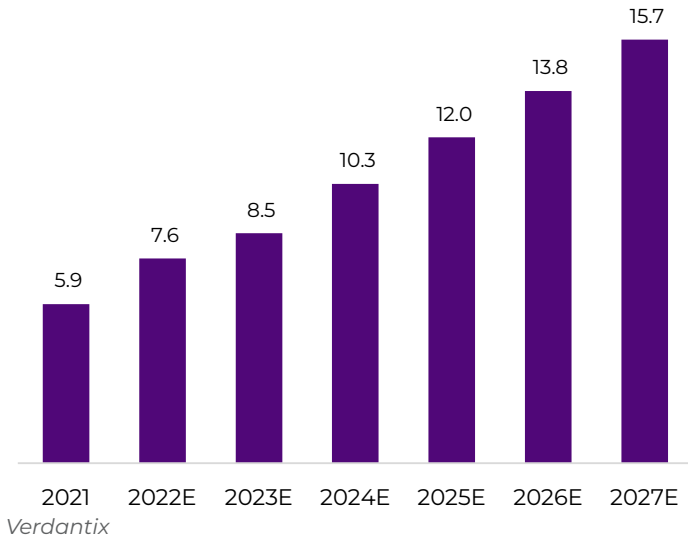
Channel E2E, Mergermarket

Sustainability To Be the Next Digital Transformation: the global sustainability consulting market is expected to double over the next five years, growing from \$9 billion in 2022 to more than \$18 billion in 2027, representing a CAGR of 25%. Growth is being driven across the value chain with strong demand from an increased emphasis on climate change and the need for responsible business practices. According to a recent survey by Source Information Services, 77% percent of clients have used professional services firms for sustainability-related initiatives over the past two years with roughly 70% of the clients buying services to comply with regulations or to keep up with their competitors' sustainability initiatives. Additionally, 42% are investing in data & analytics to model sustainability performance, 39% are reducing their environmental impact and 34% are undertaking climate risk assessments.

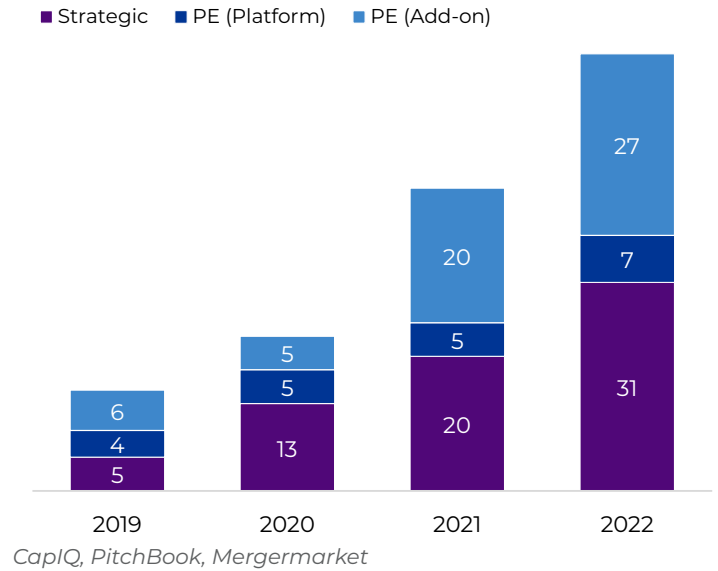
IBM Institute for Business Value released the 25th Global CEO Survey and the results demonstrated that sustainability is a business priority in 2023. 51% of CEOs say increasing sustainability is one of the highest priorities for their organization in the next two to three years, up from 32% in 2021 and an increase of 37% in just a year. The latest survey, which started in 2004, revealed that sustainability has become top of mind for many CEOs, jumping up five spots since 2015 and matching technology's jump from 2004–2012 as the largest and fastest increase.

The environmental and sustainability consulting ecosystem is dominated by global firms with a large fragmented market providing opportunities for consolidation. It's no surprise that segment M&A activity from both private equity and strategic buyers has accelerated in recent years along with general industry demand. The number of sustainability consulting M&A platform deals increased from nine in 2019 to 38 in 2022 (420% growth) and the number of add-ons increased from six to 27 (450% growth). Of the 148 total deals from 2019 to 2022, more than 50% (79) have been driven by private equity.

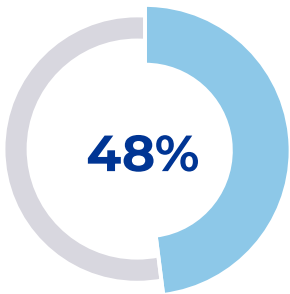
SUSTAINABILITY CONSULTING MARKET GROWTH (\$ IN BILLIONS)...



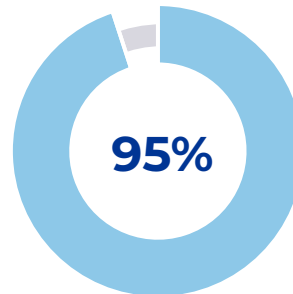
... DRIVING M&A ACTIVITY



WHAT COMPANIES ARE SAYING ABOUT SUSTAINABILITY



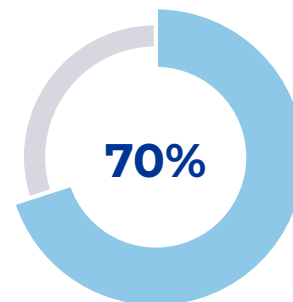
Almost half, or 48%, of surveyed CEOs say increasing sustainability is a top priority — up 37% since 2021.



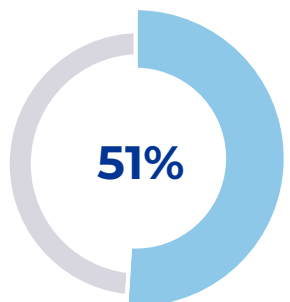
While 95% of CEOs indicate they have at least begun piloting such a strategy, just 23% say the initiatives are being implemented across their entire organization.



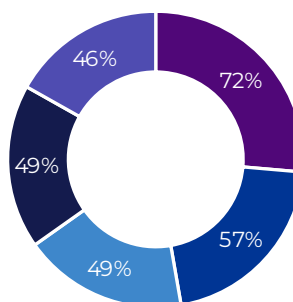
Investment in sustainability as a percentage of revenue more than doubled over the past five years.



Nearly 70% of surveyed CEOs say they are directly involved in defining their organization's sustainability strategy.



Further, 51% of respondents cite becoming a more sustainable operation as among their greatest challenges in the next two to three years, citing unclear return on investment and technology barriers as hurdles.



Among stakeholders exerting the most pressure around sustainability are board members (72%); investors (57%); ecosystem partners (49%); regulators (49%); and government (46%).

IBM Institute for Business



TRANSACTION ACTIVITY (LTM PERIOD ENDING MARCH 31, 2023)

DATE	TARGET	DESCRIPTION	BUYER
Mar-23	Hourglas HR	Recruitment and staffing agency based in Ontario	Power Staffing Solutions
Mar-23	VX Search Group	Western Canada-based executive search firm	TMG Search Canada
Mar-23	RemoteMore USA Inc.	Remote-hiring marketplace for software developers	Professional Diversity Network
Mar-23	Fusion Healthcare Staffing	Provider of locum tenens staffing	Waud Capital Partners
Mar-23	NAOS Staffing	Regional provider of on-site contingent staffing and workforce management solutions	Elwood Staffing
Mar-23	Capital Innovations Management	Provider of domestic staffing services to clients in all vertical markets	Xalles Holdings
Mar-23	Businessfourzero	London-headquartered consultancy focused on developing and implementing purpose-driven change	Heidrick & Struggles International Inc.
Mar-23	Quest Management Consultants	Operator of a human resources consulting company intended to provide career management and staffing services	CMP
Mar-23	ProTask	Regional provider of highly technical, strategic staffing and consulting services across numerous end markets	Inspyr Solutions
Mar-23	Arrived Workforce Connections	A provider of shift scheduling solutions	LiveHire
Mar-23	Worldwide Healthstaff	Provider of international recruitment services intended to help hospitals and healthcare employees	Medical Solutions (Centerbridge Partners)
Mar-23	Prime Surgical Associates	A specialty surgical staffing firm based in Kansas City that provides trained surgical assistants to surgeons	Next Move Healthcare
Mar-23	Webber CPA	Provides finance and accounting staffing	The Bonadio Group
Feb-23	Commercial Programming Systems	Provider of IT staffing services	Drishticon
Feb-23	Olympus Search Partners	Executive search firm based in San Diego	ON Partners
Feb-23	Clover Leaf Solutions	Provider of government contracting, consulting and staffing services	CEIS (White Wolf Capital)
Feb-23	Apex Companies	Leading provider of end-to-end environmental consulting and engineering solutions	Morgan Stanley Capital Partners
Feb-23	Connors Group	Provider of operational and excellence solutions with expertise in productivity improvement, HCM and CX	RLH Equity Partners
Feb-23	TERRA Staffing Group	Provides staffing services for industrial, administrative and technical staffing across a wide range of industries	Hastings Equity Partners
Jan-23	Meyer Consulting	Provides affirmative action compliance solutions for government contractors and subcontractors	OutSolve (The Riverside Company)
Jan-23	Atlas Technical Consultants	Leading provider of infrastructure and environmental solutions	GI Partners
Jan-23	Rayne Staffing	Specializes in engineering and skilled trade technical staffing	CEIS (White Wolf Capital)
Jan-23	Yardstick Management	Provides organizational strategy and executive search services	Diversified Search Group (ShoreView Industries)
Jan-23	Queen Consulting Group	IT staffing and consulting company specializing in healthcare and pharma IT, Epic implementations and financial services	Talent Group (Osceola Capital Management)
Jan-23	Conexus Search	Provider of consulting, executive search and direct hire talent acquisition solutions	Re-Sourcing Group (McNally Capital)
Dec-22	ROC Group	Specializes in human resources and enterprise change solutions	Arthur J. Gallagher & Co.
Dec-22	Tri Sage Consulting	Provider of power engineering and project management services	Qualus (New Mountain Capital)
Dec-22	Springboard Healthcare	Leading healthcare travel staffing and education company specializing in cardiovascular medicine	Ingenovis Health (Cornell Capital, Trilantic)



TRANSACTION ACTIVITY (LTM PERIOD ENDING MARCH 31, 2023)

DATE	TARGET	DESCRIPTION	BUYER
Dec-22	BPO Partners	Customer experience consulting and advisory firm focused on customer experience, contact center technology and operational consulting	InflowCX (Renovus)
Dec-22	Hireup Leadership	Provider of executive search services to the healthcare industry	Cross Country Healthcare Inc.
Dec-22	Addmore Group	Provides SAP staffing solutions	Danilee Capital
Dec-22	MRINetwork	Staffing franchise with 232 franchise office locations	HireQuest Inc.
Dec-22	Horn Solutions	Provides workforce solutions, specializing in business consulting, managed services and executive search	BGSF, Inc.
Dec-22	Huco Consulting	Consultancy specializing in the implementation of EHS and ESG systems and software	Montrose Environmental Group
Dec-22	The Austin Peters Group' AAC Business	Provides ene-to-end Office of Federal Contract Compliance Programs (OFCCP) compliance services	OutSolve (The Riverside Company)
Dec-22	Riviera Partners	Provider of executive search services	Insight Partners
Dec-22	Patrice & Associates	Provides hospitality and food and beverage staffing and recruiting services	Conscious Capital Growth
Dec-22	CrossCountry Consulting	Provides customized finance, accounting, human capital management, risk, operations and technology consulting services	Investcorp
Dec-22	Hutchinson Consulting	Provides management-level recruiting services to the hospitality, wellness and estate management industries	Arch Amenities (CI Capital)
Dec-22	Hub Recruiting	Boutique recruiting process outsourcing provider	ZRG Partners (RFE Investment Partners)
Dec-22	MWIDM Inc.	Provides IT, professional and healthcare staffing	Superbeo
Dec-22	ADVI Health	Commercial strategy and business development consulting firm for the healthcare industry	Sheridan Capital Partners
Nov-22	AustinCSI	Dallas-based digital transformation consultancy specializing in enterprise and data analytics advisory services	Cognizant Technology Solutions Corp.
Nov-22	Hale International	Premium staffing solutions firm that specializes in providing highly skilled Workday® professionals	Oxford Global Resources (HIG Capital)
Nov-22	Allnorth Consultants	Provides engineering , project delivery and construction services	Long Point Capital
Nov-22	First Advantage AAC Business	Provides affirmative action compliance solutions	OutSolve (The Riverside Company)
Nov-22	Symbiosis Search	Retained executive search consultancy for leadership roles across fast-growth enterprise software and SaaS companies	Sheffield Haworth
Nov-22	Secure Nursing Service Inc.	Healthcare staffing agency based in Los Angeles	Kingsway Financial Services
Nov-22	Management Recruiters International	Global organization of 200+ recruitment companies, experts in talent strategy and recruitment	HQ Snelling Corporation
Nov-22	Toney Helathcare Consulting	Healthcare consulting firm providing services in strategy, compliance, management and clinical operations for health plans	Centre Partners
Nov-22	Juno Search Partners	Provides contingent search, contractor placement, executive search and custom talent solutions	NFP
Nov-22	IAC's Bluecrew	Provides an online W-2 workforce management platform	EmployBridge (Apollo Global Management)
Nov-22	DEFINITION 6	Customer experience agency leveraging technology, analytics, and content to create innovative solutions	Emtec (Kelso & Co.)
Nov-22	Caylent	Cloud-native services business focused on helping companies optimize their use of Amazon Web Services ("AWS")	Gryhon Investors
Nov-22	Lotus USA	Specialist resourcing consultancy provider based in Los Angeles	Futuris
Nov-22	SEBA International	Provides executive search services	ZRG Partners (RFE Investment Partners)
Nov-22	Celebrity Staff	Provides staffing and recruiting services	The Reserves Network



TRANSACTION ACTIVITY (LTM PERIOD ENDING MARCH 31, 2023)

DATE	TARGET	DESCRIPTION	BUYER
Nov-22	Diverse Recruiting Experts	Provider of recruitment services	HireBetter
Nov-22	Host Healthcare	Provider of healthcare staffing	Medical Solutions (Centerbridge Partners)
Nov-22	S.i Systems	Provider of tech-enabled IT staffing	Cornell Capital, TorQuest Partners
Oct-22	Executive Coaching Connections	Provider of high-touch, individualized coaching and mentoring to senior leaders	Ariel Group (Renovus Capital)
Oct-22	Berkshire Associates	Consultancy providing outsourced human resource compliance-related services	Resolution Economics
Oct-22	DecisionPathHR	Provides temporary staffing solutions for light industrial, administrative and accounting / finance positions	PeopleShare (Trivest Partners)
Oct-22	First Call Staffing	Provides staffing for office personnel, accounting, IT and light industrial	AtWork Franchisee
Oct-22	GAI Consultants	Provider of preeminent engineering, planning and environmental consulting services	Comvest Partners
Oct-22	Medix Staffing Solutions	Provider of healthcare staffing solutions	MSouth Partners
Oct-22	Barrington James	Leading global recruitment firm that primarily serves the pharmaceutical, biotechnology and medical device sectors	Orangewood Partners
Oct-22	OutSolve	Provider of outsourced labor and employment compliance solutions	The Riverside Company
Oct-22	Syrinx Consulting	Provider of high-end software development and technology staffing solutions	DeWinter Group (New Heritage Capital)
Sep-22	Prime Time Healthcare	Provides staffing of registered nurses, licensed practical nurses, certified nursing assistants and allied health clinicians	One Equity Partners
Sep-22	Ethika Group	Provides travel therapy staffing services	All Medical Personnel
Sep-22	Lawton Group	Provides healthcare and office / professional staffing services	Longship Group
Sep-22	Seneca Resources	Provider of IT staffing services	Caymus Equity Partners
Sep-22	Norton Staffing	Provider of IT staffing services	Dempton Consulting Group
Sep-22	xiBoss Corp	Provider of IT staffing services	S.i. Systems (Quad-C Management)
Aug-22	Purcell Staffing	Provides staffing services for light industrial, administrative and engineering industries	Flexible Staffing
Aug-22	Denver Devshop	Provider of IT staffing services	The Offr Group
Aug-22	Infinity Consulting Solutions	Provider of IT staffing services	Korn Ferry
Aug-22	Afimac Global	Provider of staffing, security, logistics support, risk management and other business continuity services	New State Capital Partners
Aug-22	Novatio Solutions	Provider of hyperautomation consultancy services	Keystone Capital Management
Aug-22	Barton Associates	Provider of healthcare staffing focused on locum tenens	HIG Capital
Aug-22	Neoris	Provider of tech consultancy and digital transformation services	Advent International
Jul-22	Star 1 Personnel	Provides industrial and agricultural staffing	Ascend Staffing
Jul-22	Phaidon International	Professional services firm focused on identifying, sourcing and securing business critical talent	Further Global
Jun-22	InStaff (BGSF)	Provides light industrial workforce solutions	JobandTalent
Jun-22	Apprentice Personnel	Provides staffing services in the light industrial, clerical and warehousing industries	Ascend Staffing



TRANSACTION ACTIVITY (LTM PERIOD ENDING MARCH 31, 2023)

DATE	TARGET	DESCRIPTION	BUYER
Jun-22	Katalist	Operator of a recruiting company intended to find talent to represent companies	Gyrus Capital
Jun-22	National Cyber Group	Provider of cybersecurity workforce development and talent services focused on solving the cybersecurity workforce gap	Genesis Park
Jun-22	The Liberty Group	Provider of staffing services for real estate, IT, accounting and construction and human resource management industries	The Halifax Group
Jun-22	Launch Consulting	Provider of IT consultancy services intended to serve clients in healthcare, energy, consumer and government sectors	The Planet Group (Odyssey Investment Partners)
May-22	Peridus	Boutique full-service human resources technology consulting firm delivering integrated advisory and consulting services	Cielo, Inc.
May-22	GlideFast Consulting	Provider of tailored solutions and professional services for ServiceNow implementations and integrations	ASGN Inc.
Apr-22	Davis Cos.' Light Industrial Operations	Provides light industrial staffing services	Masis Staffing Solutions
Apr-22	BHI Energy	Provider of construction maintenance and staffing services intended for energy and oil and gas industries	Brookfield Asset Management
Apr-22	Epic Staffing Group	Provider of outsourced employee staffing services to the life sciences and healthcare industries	Pritzker Capital

CapIQ, PitchBook

TRANSACTION ACTIVITY BREAKDOWN



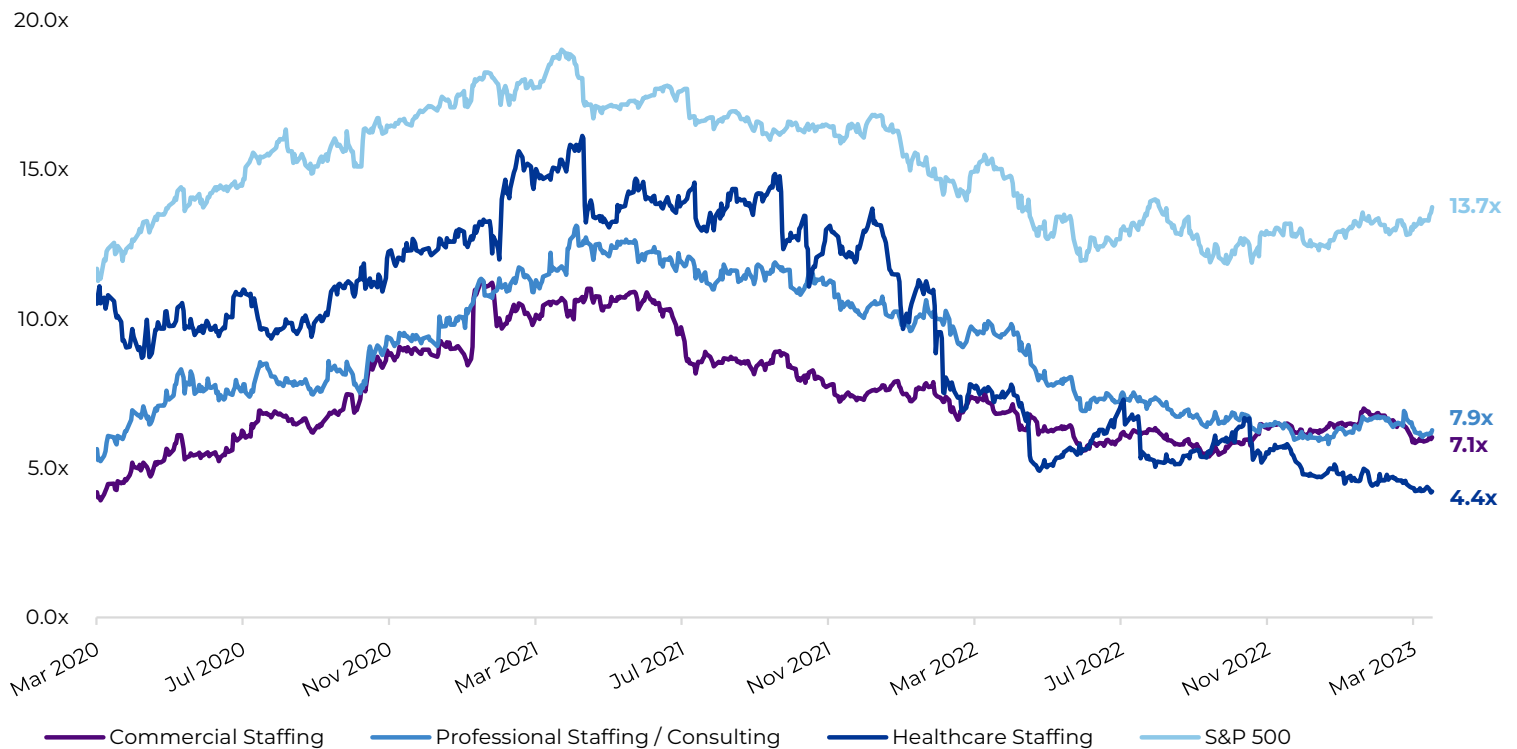
CapIQ, PitchBook



	SHARE PRICE 3/31/2023	% OF 52-WEEK HIGH	MARKET CAP	ENTERPRISE VALUE	LTM FINANCIALS				EV / REVENUE		EV / EBITDA	
					REVENUE	EBITDA	EBITDA %	FCF CONV.	LTM	CY 2023E	LTM	CY 2023E
COMMERCIAL STAFFING												
Adecco Group	\$36.32	78.5%	\$6,070	\$9,336	\$25,265	\$935	3.7%	75.4%	0.4x	0.4x	10.0x	9.4x
Barrett Business Services	88.64	87.9%	610	471	1,054	62	5.9%	74.4%	0.4	0.4	7.5	6.9
Kelly Services	16.59	73.5%	616	533	4,965	103	2.1%	88.4%	0.1	0.1	5.2	5.5
ManpowerGroup	82.53	83.7%	4,191	4,922	19,828	732	3.7%	89.7%	0.2	0.3	6.7	8.2
Randstad	59.32	87.0%	10,836	12,114	29,462	1,320	4.5%	95.0%	0.4	0.4	9.2	8.0
TrueBlue	17.80	58.9%	570	561	2,254	98	4.4%	68.8%	0.2	0.3	5.7	10.5
MEDIAN					\$12,396	\$418	4.0%	81.9%	0.3x	0.3x	7.1x	8.1x
HEALTHCARE STAFFING												
AMN Healthcare Services	\$82.96	64.3%	\$3,407	\$4,203	\$5,243	\$781	14.9%	90.3%	0.8x	1.0x	5.4x	6.7x
Cross Country Healthcare	22.32	55.6%	822	976	2,807	294	10.5%	97.0%	0.3	0.4	3.3	4.9
MEDIAN					\$4,025	\$538	12.7%	93.7%	0.6x	0.7x	4.4x	5.8x
PROFESSIONAL STAFFING / CONSULTING												
ASGN	\$82.67	66.5%	\$4,076	\$5,127	\$4,581	\$501	10.9%	92.5%	1.1x	1.1x	10.2x	9.2x
BGSF	10.65	66.5%	115	186	298	20	6.8%	72.1%	0.6	0.5	9.2	5.9
Heidrick & Struggles	30.36	73.5%	603	64	1,073	123	11.4%	90.9%	nmf	nmf	nmf	nmf
Kforce	63.24	80.9%	1,228	1,274	1,711	120	7.0%	93.2%	0.7	0.8	10.7	10.5
Korn Ferry	51.74	76.0%	2,712	2,461	2,826	472	16.7%	85.0%	0.9	0.9	5.2	6.4
Mastech Digital	12.33	56.5%	143	141	242	18	7.3%	95.3%	0.6	0.6	7.9	NA
RCM Technologies	11.56	40.1%	105	118	285	30	10.4%	97.0%	0.4	0.4	4.0	4.6
Resources Connection	17.06	73.6%	574	525	826	103	12.5%	98.2%	0.6	0.7	5.1	6.0
Robert Half International	80.57	68.0%	8,536	8,115	7,238	1,024	14.1%	94.0%	1.1	1.2	7.9	10.6
MEDIAN					\$1,073	\$120	10.9%	93.2%	0.7x	0.7x	7.9x	6.4x

CapIQ, PitchBook

PUBLIC COMPARABLE COMPANY PERFORMANCE (LAST THREE YEARS)



CapIQ, PitchBook



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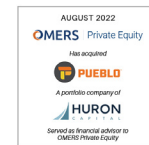
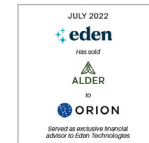


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2022 ADVISORY ACTIVITY



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