



# FOUNDERS ADVISORS HCM Market Insights

## Q3 2024 Update

# 2024 M&A Market in Review

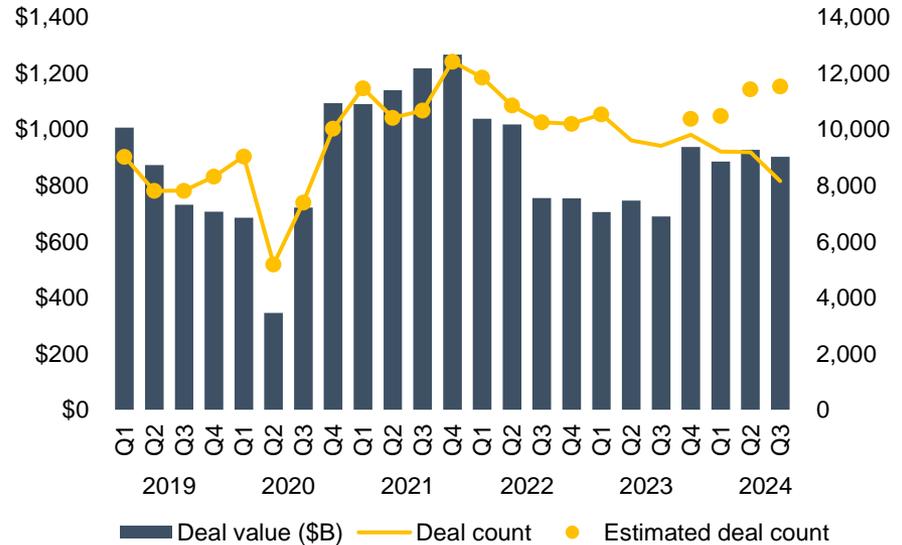
## M&A Highlights

- The North American M&A market continued the rebound that began in Q4 2023 and remains poised to maintain strong momentum in the coming quarters. Year-to-date, total deal value grew by 32% and deal count by 9% over 2023 performance. Q3 accelerated these trends with a 35% YoY increase in deal value and 20% increase in deal count.
- Over the last twelve months, total M&A deal value in North America eclipsed \$2 trillion in combined enterprise value; it has been two years since deal value eclipsed a threshold of this magnitude.
- Globally, M&A trends are almost a mirror image of North America in Q3 with 31% and 23% growth in deal value and deal count, respectively. In Q3, an estimated 11,548 M&A transactions were completed, the highest mark since Q1 2022.
- While the recent recovery in M&A was sparked by an increase in corporate M&A, a resurgence of Private Equity deal activity has propelled the gains in Q2 and Q3. Despite increased activity, average trading multiples remain slightly depressed compared to pre-2021 levels, but analysts see a recovery in multiples on the horizon.

## M&A Outlook

- In the aftermath of the U.S. election, public markets responded favorably, and analysts boosted their M&A outlook earlier this month. Under the Trump administration, a change at the helm of the FTC could usher in a wave of mega deals that were otherwise blocked due to market consolidation concerns. The positive outlook isn't only reserved for large deals, as Goldman Sachs projects a 20% increase in overall M&A activity in 2025.
- As M&A multiples have largely been flat over the last two years, public equities have recovered from the COVID dip. The gap between the EV/EBITDA and EV/Revenue multiples of the S&P 500 and M&A transactions has continued to widen to nearly an all-time high. Based on historical trends, industry analysts believe this discrepancy will rectify through higher M&A multiples in the coming quarters.

## Global M&A Deal Volume

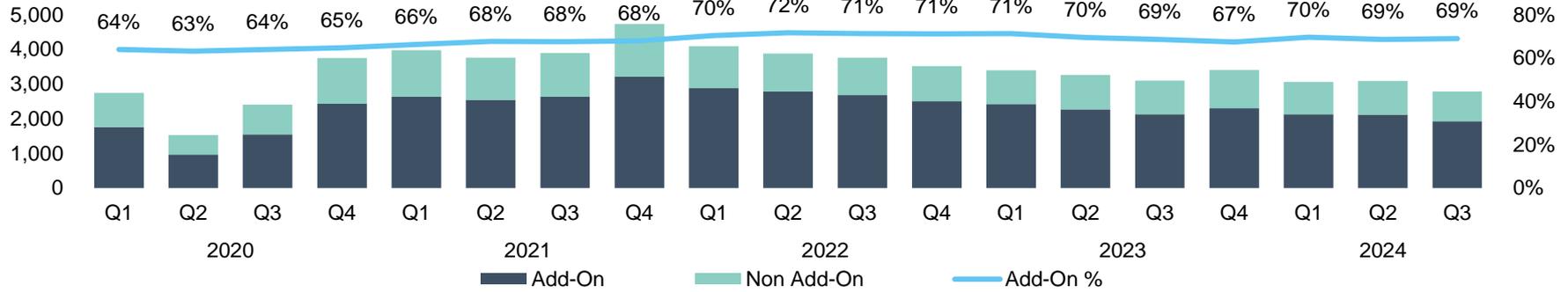


## HCM Verticals Covered



# M&A Trends

## Global Private Equity Deal Count



## EV/EBITDA Multiples (North America & Europe)



## Private Equity Trends

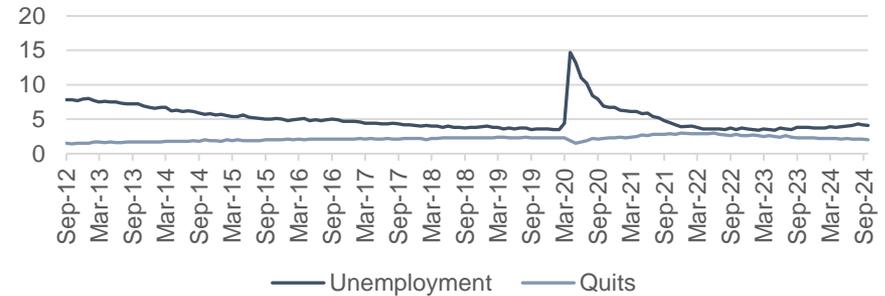
- Through the first three quarters of 2024, PE deal activity has outpaced 2023 by approximately 23% in deal value and 13% in deal count, as PE groups continue to move off of the sidelines and put capital to work.
- During the downturn in deal activity in 2022 and throughout much of 2023, PE tended to favor add-ons in lieu of new platform investments as hold periods on existing platforms extended. In 2024, platform investments have made a strong comeback, outpacing overall deal activity growth. Add-ons will continue to be a prevalent strategy for PE as roughly 70% of PE deals are add-on investments.
- Even with the uptick in platform investments, growth equity investments outpaced platform investments by the widest margin on record. In Q3, growth equity represented 23% of all PE deals, well above the five-year average of 19%. Growth equity investments are typically structured as all-equity investments, making this strategy a more favorable option for both business owners and PE in recent years as debt becomes more expensive. Many sellers turned towards growth equity to bring on a partner to bridge the gap until the M&A market recovers. It will be worth monitoring if growth equity deals decline as many of these companies pursue majority recap deals.

# Labor Market Insights & Macro Trends

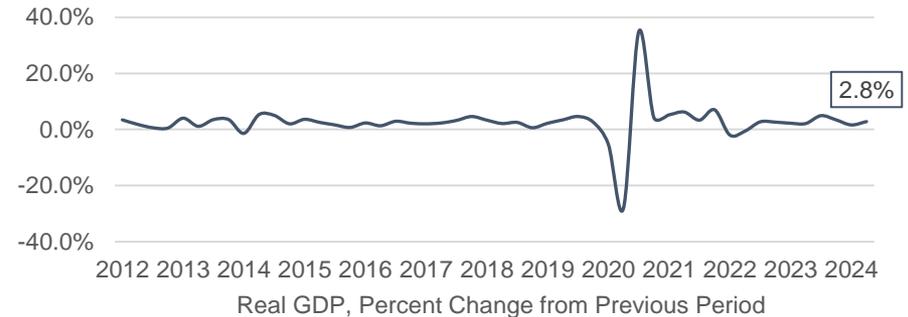
## Labor Market Insights

- In Q3 2024, the U.S. economy growth of 2.8% came in below analysts' expectations; this comes on the heels of a strong 3.0% gain in Q2. Despite inflationary pressure, consumer and government spending drove the gain with a 3.7% and a 9.7% increase, respectively. U.S. demand remained persistent through September, and with inflation approaching the Fed's target of 2% with minimal economic pain, investors are hopeful for modest, yet continuing consumer and business spend amid a heightened cost and rate environment.<sup>1,2</sup>
- The manufacturing sector contributed positively to Q3, particularly with increased production in multiple sectors including semiconductor and defense manufacturing. Other industries, however, saw demand weaken as companies reined in investments due to credit costs. This expansion and contraction is fostering a nuanced picture where labor demand persists but with notable caution in areas sensitive to interest rates.<sup>3,4,5</sup>
- Since the increase in job growth in the beginning of 2024, the overall labor market growth has declined in Q3. Although the unemployment rate remained steady around 4.1%, initial jobless claims saw a moderate increase throughout the summer and into the fall.
- The Fed lowered the federal funds target range by 25 basis points in November, following a 50-basis point cut in September, putting the range in line with expectations of 4.5%-4.75%.<sup>6</sup>
- In closing for 2024, analysts anticipate continued moderation in labor demand, aligning with predictions for gradual economic deceleration. However, sectors like healthcare, technology, government contracting, and skilled trades are likely to experience increased hiring needs due to long-term demand, even in what could be a slower-growth environment.<sup>7</sup>

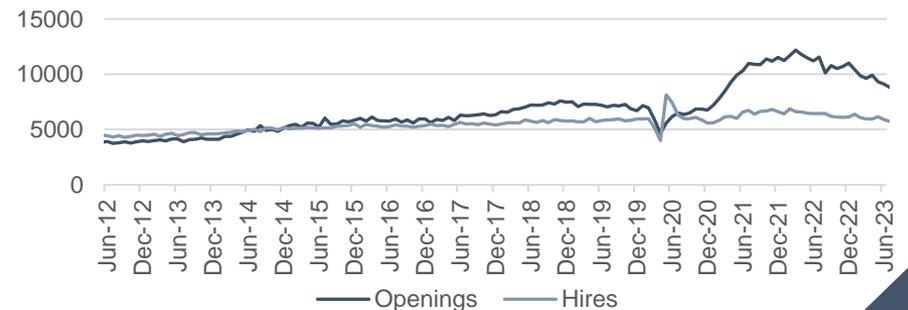
## Unemployment (UE) & Quits Rates (%)



## U.S. Gross Domestic Product (GDP)



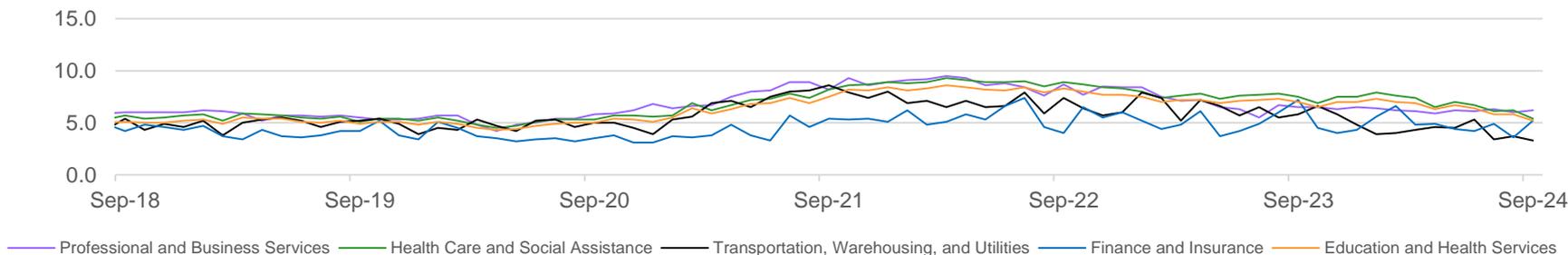
## Job Openings and Hires (Thousands)



# HCM Market Insights

- Despite falling revenue and persistent yet easing inflexion points between clinician pay and healthcare system bill rates, top-performing healthcare staffing firms have continued to post impressive growth trends. According to SIA, nine of the ten fastest growing staffing companies are from the healthcare sector.<sup>1</sup>
- Artificial intelligence (AI) is revolutionizing the executive search process. AI can help identify passive candidates and analyze vast amounts of data to identify candidates, assess their skills, and predict likelihood of success for an open role. These new tools will enable recruiters to proactively make better informed search decisions.
- As U.S. contractors increase their headcount, many continue to experience difficulty in hiring. According to AGC, 94% of construction contractors are struggling to fill skilled trades positions. Approximately 62% of contractors indicated a lack of qualified candidate skills as the primary reason they are struggling to fill positions.<sup>2</sup>
- While the global FAO market experienced slower growth in 2023, the 2024 macroeconomic events (inflation, recession, geopolitical instability, high interest rates) caused enterprises to be more receptive to leveraging third-party providers for their finance outsourcing functions, subsequently fueling FAO demand.
- The consulting industry is poised for continued growth driven by digital transformation, regulations, and increasing needs for specialized expertise. The U.S. market is valued at \$70-\$100B.
- The latest IT staffing earnings reports reflects stabilizing trends to continue in the second half of the year. According to SIA's latest Pulse Survey Report, a net 15% of IT staffing companies reported an increase in new orders in the last three months—the highest since mid-2022.
- Cybersecurity skillsets continue to remain in high demand from employers. According to an October survey by Cyberseek, the U.S. has a shortage of over 250,000 cybersecurity workers and the talent gap in the sector is widening.<sup>1,7</sup>
- Reflecting on the broader favorable market trends in cybersecurity talent demand, investment in AI and cybersecurity continues to be a priority for local, state, and federal government agencies. Government agencies are partnering with IT contractors to continually enhance their cybersecurity capabilities, as the U.S. government looks to remain agile in the face of ever-increasing threats.<sup>3</sup>
- BPO service companies have fared well recently as the industry maintains growth at a CAGR of 1.7% over the past five years, reaching ~\$73B in 2024. The HR, finance, and insurance sectors continue to generate the largest portion of BPO services nationwide.<sup>5</sup>
- With an average of 350+ acquisitions annually, the GovCon market has been one of the most active industry sectors for M&A activity. Full & open contracts attract the highest valuations. However, companies with differentiation and solid client relations that can convert set-aside contracts to full & open contracts can also attract higher valuations.

## Job Openings Rates by Industry (percentage)

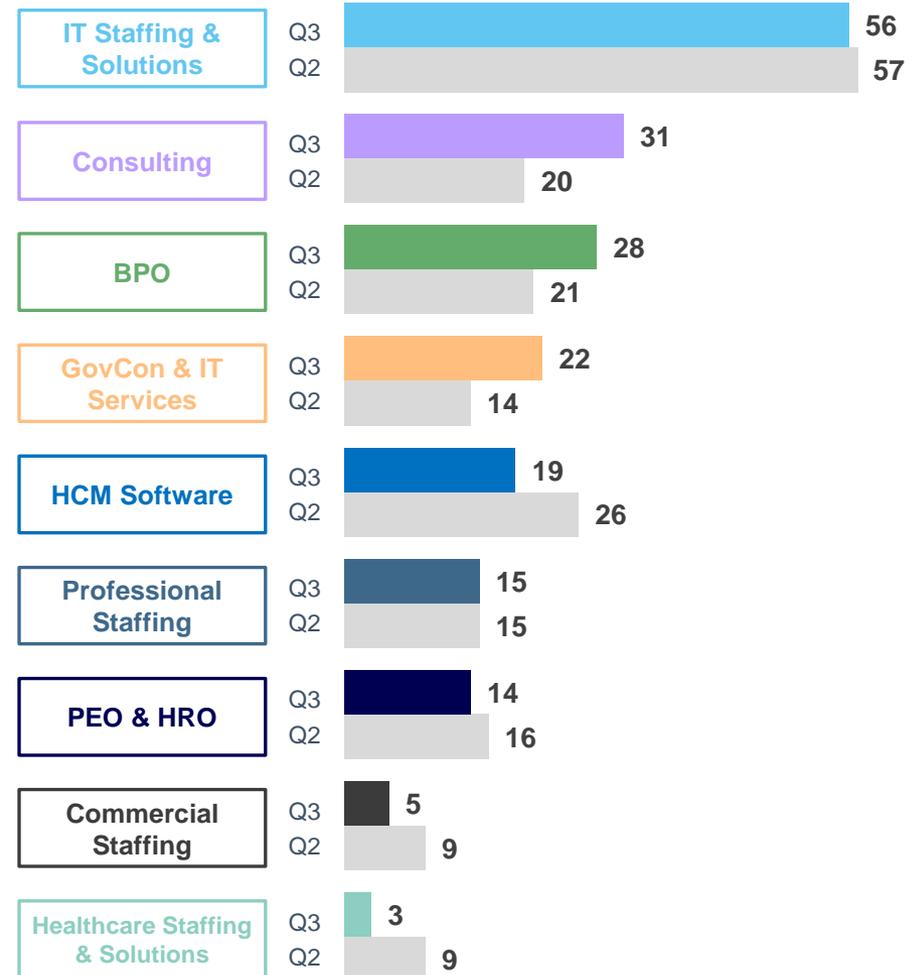


# HCM M&A Trends

## Highlighted Transactions

Date	Target	Buyer	Industry Subgroup
Sep-24	 Sabre SABRE SYSTEMS	 CM EQUITY PARTNERS	GovCon
Sep-24	 Xtend Healthcare	 CorroHealth	BPO
Sep-24	 Aeyon	 CGI	Consulting
Sep-24	 adfirehealth	 health union	HCM Software
Aug-24	 rtg MEDICAL	 TRIAGE	Healthcare Staffing
Aug-24	 QUESTCO	LIGHTBAY CAPITAL	PEO & HRO
Jul-24	 ZOR TECH	 MethodHub	IT Staffing & Solutions
Jul-24	 ASEC	 Markon	GovCon
Jul-24	 CREWS BY CORE	 wakecap	HCM Software
Jul-24	 enterprise Consulting, Inc.	 Arcwide	Consulting

## Q3 M&A Activity by Vertical\* (193 Total)



# Notable HCM Private Equity Platforms

Platform	Private Equity Group	Vertical	Notable Add-ons
		GovCon & IT Solutions	  
		PEO & HRO	    
		Healthcare Staffing	   
		IT Staffing & Solutions	    
		PEO & HRO	   
		GovCon & IT Solutions	   
		IT Staffing & Solutions	   
		PEO & HRO	    
		Professional Staffing	    

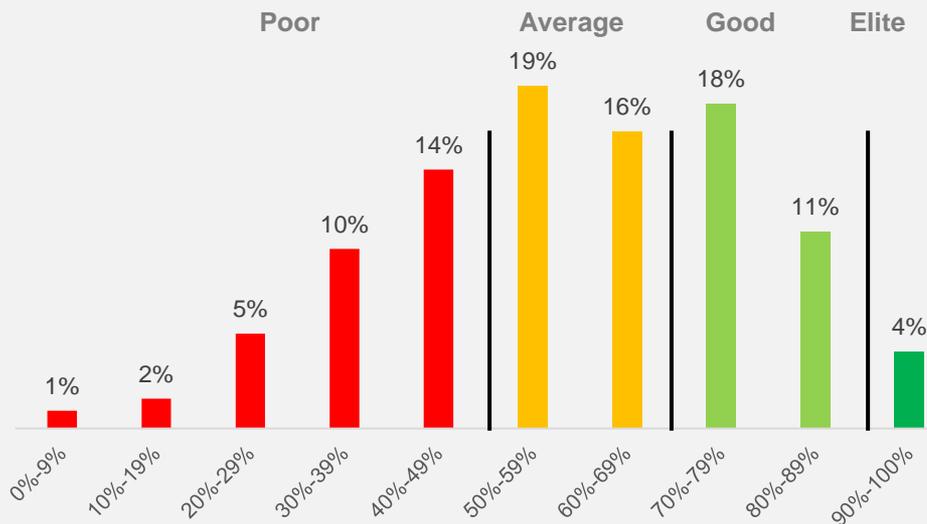
# How can I tell if My Company is Exit Ready?

## Why it's Important to be Investment Grade

- Proves you have a high-quality business
- Gives stakeholders the confidence you are driving enterprise value
- Makes it easier to recruit talent
- Clients find your company more attractive
- Positions you to leverage your equity on the buy-side
- Enables you to negotiate better terms with your bank
- Makes the ownership journey more fun

## Few private companies are truly investment grade

Distribution of Investment Grade Overall Scores



## Is My Company Exit Ready?

Identify Key Areas to Maximize Your Company's Enterprise Value with our **Investment Grade Assessment**

12 Key Sections

Questions Curated from Decades of M&A Experience

Only Takes ~15 Minutes

Identifies Areas of Improvement that Maximize EV

2,100+ Assessment Completed by Owners

Prescriptive Report with Highly Useful Data

Scan Here



for Assessment

Complimentary Discount Code:

**IGA\_NE**

Price: ~~\$299~~ \$0

Website: <https://app.foundersib.com/auth/sign-up>

# Staffing Services Valuation Scorecard

*Key quantitative and qualitative factors that can have the most impact on a staffing services valuation.*

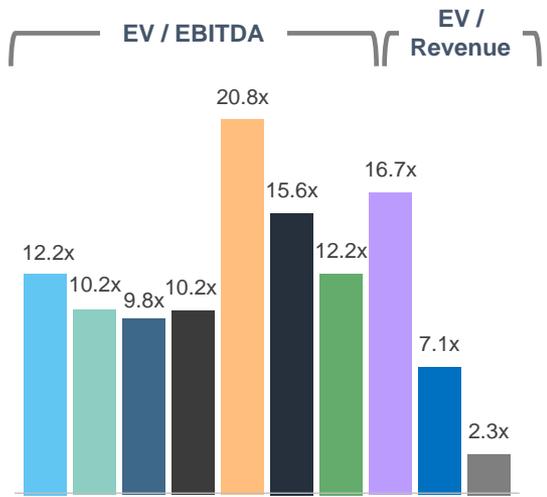
	Enterprise Value / EBITDA Multiple						Importance and Focus
	4.0x	5.0x	6.0x	7.0x	8.0x	9.0x	
<b>Financial Preparedness</b>	Consistent reporting, ability to analyze at the customer level, GAAP → quality of earnings + full audit is likely with investors						
<b>Revenue Growth</b>	< 10%			> 15%			Total Revenue Growth
<b>Gross Margin</b>	< 15%			> 25%			Gross Margin reflects the scalability of a company, as well as the value of its services
<b>EBITDA Margin</b>	<5%			> 12%			Ability to generate free cash to continue growth in the business
<b>Direct Hire Revenue % of Total GP</b>	> 20%			< 20%			Too much direct hire revenue causes devaluation risk by buyers
<b>MSP / VMS % of Revenue</b>	> 25%			< 25%			Building relationships directly with hiring managers is sought after from buyers
<b>Customer Concentration</b>	> 40% for Top Customer			< 50% for Top 5 Customers			Projects will flex up; however, you still don't want to be overly concentrated with one customer
<b>Management Team</b>	Proven management teams willing and capable to lead the enterprise with a new buyer post transaction						
<b>Recruiters</b>	Industry specific experience and/or well-tenured with networked connections in the temporary candidate communities						
<b>Sales</b>	A proven sales model with established processes and well-tenured teams networked to prospect/client industries						
<b>Net Promoter Score (NPS)</b>	Company should track successes with surveys, Glassdoor, and maintain their NPS						
<b>Other</b>	Assignment duration, client quality and tenure, experience of management team, DSO, lack of key man risk, and W2/1099/C2C						

# HCM Landscape

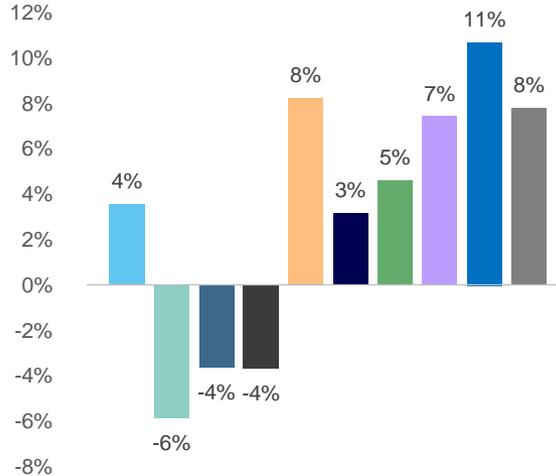


# Public Company Valuation Metrics

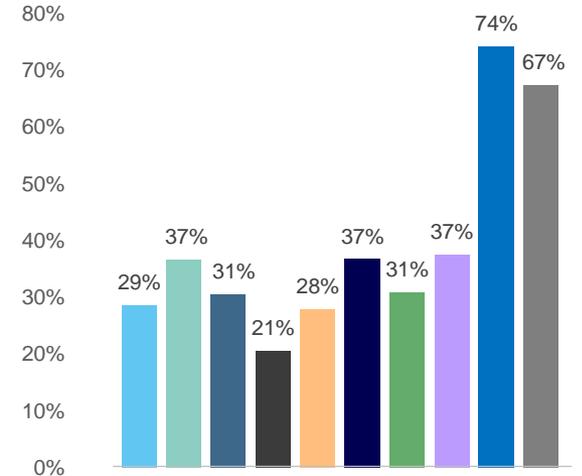
## Average Trading Multiple



## Average Revenue Growth



## Average Gross Margin



## Verticals Represented

### IT Staffing & Solutions

ASGN Incorporated, Capgemini, cognizant, PERFORMANT, s|three, TECHNOPRO HOLDINGS

### Healthcare Staffing & Solutions

AMN Healthcare, CROSS COUNTRY HEALTHCARE, CALIAN, HURON, HealthStream

### Professional Staffing

Adecco, KORN FERRY, hh, PageGroup, randstad

### Commercial Staffing

Adecco, crit., ManpowerGroup, randstad, trueblue

### GovCon & IT Services

Booz Allen, CACI, SAIC, leidos, maximus

### PEO & HRO

ADP, AON, Inspirety, PAYCHEX, wtw

### BPO

CONCENTRIX, IQVIA, wipro, wtw

### Management Consulting

accenture, MarshMcLennan, Booz Allen, Arthur J. Gallagher, Gartner

### HCM Software

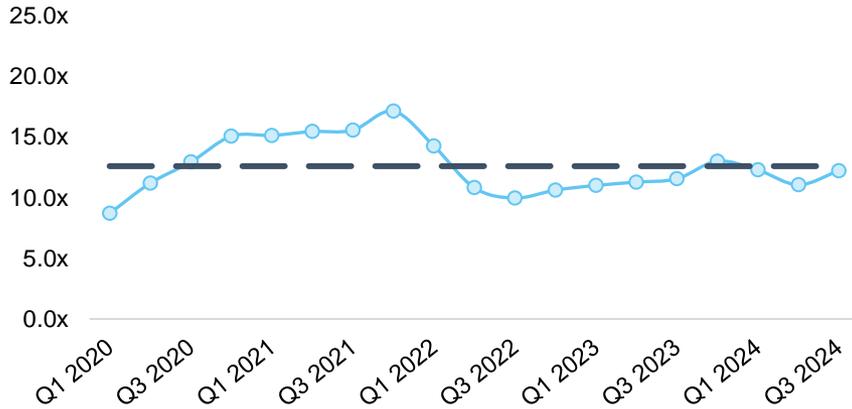
ORACLE, INTUIT, PAYCHEX, SAP, workday

### EdTech

coursera, Itg, INSTRUCTURE, udemy

# Historical Public Valuations by Segment (EV / EBITDA)

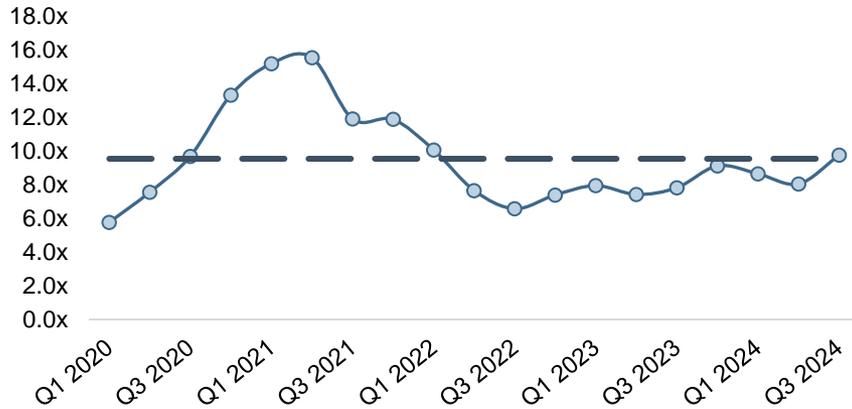
## IT Staffing & Solutions



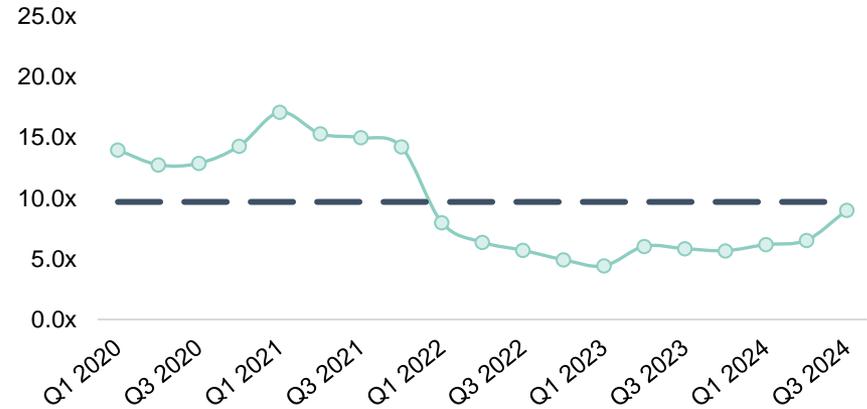
## Healthcare Staffing & Solutions



## Professional Staffing

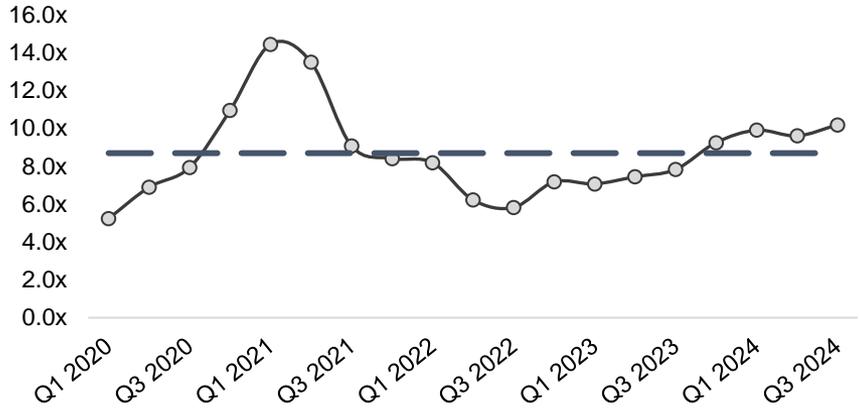


## Healthcare Staffing Only

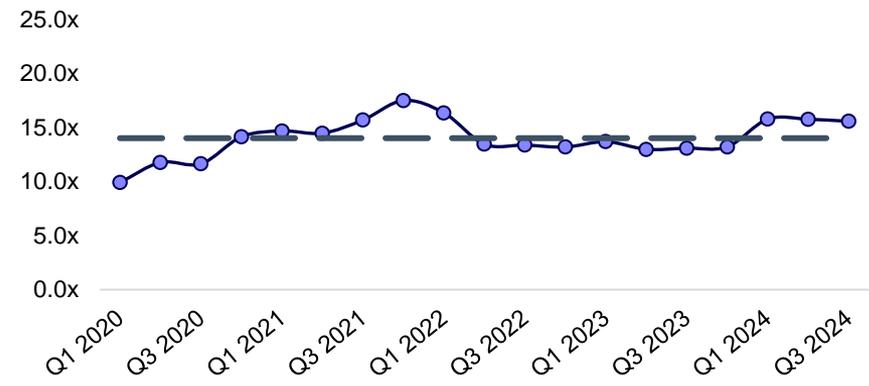


# Historical Public Valuations by Segment (EV / EBITDA)

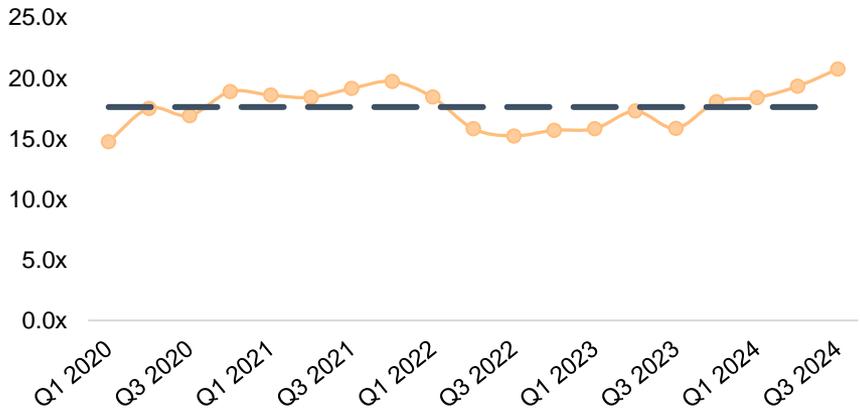
Commercial Staffing



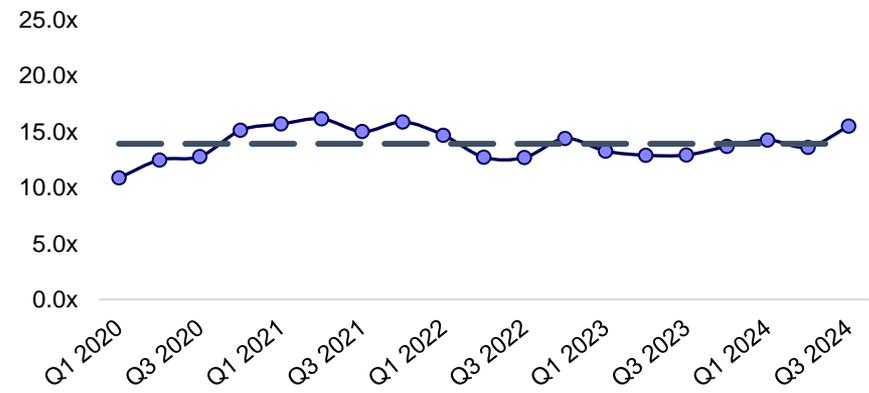
PEO & HRO



GovCon & IT Services

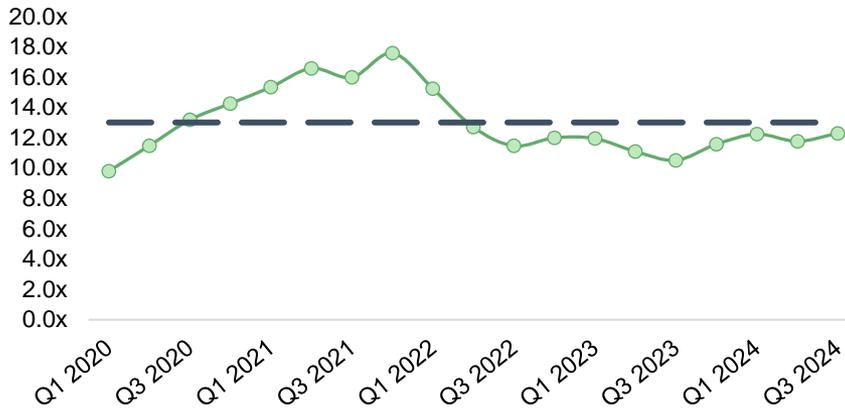


PEO Only

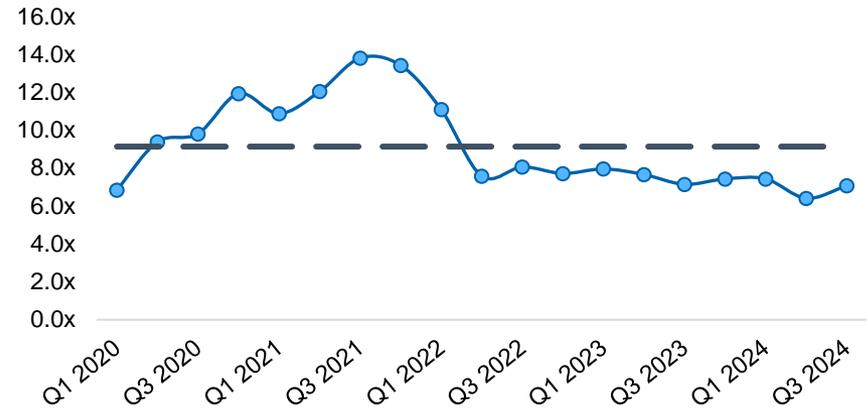


# Historical Public Valuations by Segment (EV / EBITDA)

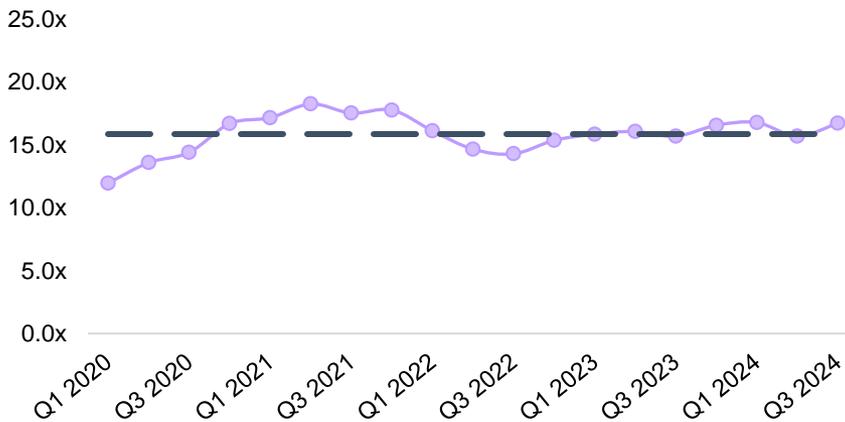
## BPO



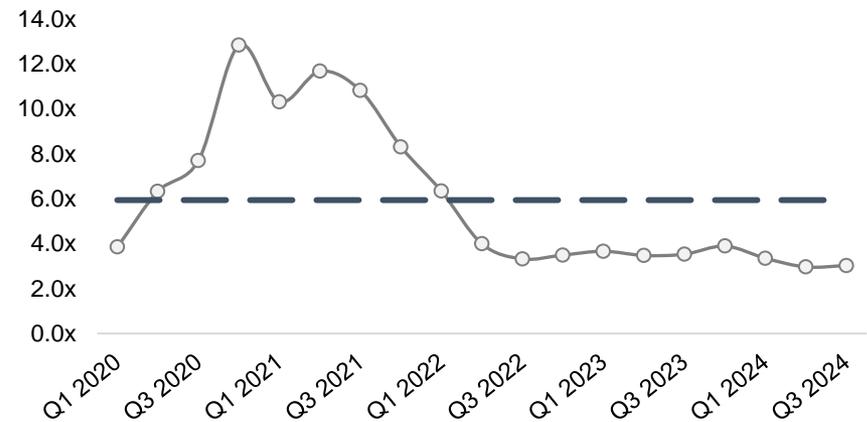
## HCM Software (EV/Revenue)



## Management Consulting



## EdTech (EV/Revenue)



# Public Equities Index

## IT Staffing & Solutions

Name	% of 52 Week High	EV	Revenue	EBITDA	Revenue Growth	Gross Margin	EBITDA Margin	EV / LTM Revenue	EV / LTM EBITDA
Accenture	91%	221,405	64,476	10,467	1%	33%	16%	3.4x	19.0x
Allgeier	73%	261	511	62	-4%	29%	12%	0.5x	4.2x
ASGN	88%	5,145	4,275	433	-7%	29%	10%	1.2x	11.9x
Bechtle	79%	5,794	6,873	546	1%	18%	8%	0.8x	10.6x
Calian Group	75%	466	547	52	15%	33%	9%	0.9x	9.0x
Capgemini	87%	40,668	24,055	3,275	-2%	27%	14%	1.7x	12.4x
CGI Group	97%	27,629	10,717	2,090	3%	16%	19%	2.6x	13.2x
Cognizant Technology Solutions	96%	37,400	19,265	3,377	-1%	34%	18%	1.9x	11.1x
Cyient	76%	2,486	859	147	11%	41%	17%	2.9x	16.9x
DXC Technology	83%	7,530	13,457	1,602	-5%	23%	12%	0.6x	4.7x
Genpact	98%	7,946	4,589	781	4%	35%	17%	1.7x	10.2x
Globant	79%	8,667	2,285	N/A	19%	36%	N/A	3.8x	24.5x
Insight Enterprises	94%	7,976	9,043	536	-7%	19%	6%	0.9x	14.9x
Mphasis	95%	6,679	1,618	318	-1%	29%	20%	4.1x	21.0x
Neurones	94%	1,004	838	160	10%	62%	19%	1.2x	6.3x
NTT Data Group	98%	45,216	30,226	4,508	25%	27%	15%	1.5x	10.2x
Perficient	96%	9,174	7,297	615	-5%	12%	8%	1.3x	14.9x
SAIC	86%	586	1,865	115	-4%	10%	6%	0.3x	5.1x
SThree	74%	1,870	1,470	169	10%	27%	11%	1.3x	11.1x
TechnoPro Holdings	95%	737	297	53	4%	40%	18%	2.4x	13.9x
The Hackett Group	92%	30,434	10,697	2,122	-3%	30%	20%	2.8x	14.3x
Wipro	71%	230	302	24	15%	19%	8%	0.8x	9.7x
Wistron Information	91%	221,405	64,476	10,467	1%	33%	16%	3.4x	19.0x
Min		230	297	24	-7%	10%	6%	0.3x	4.2x
Median		7,104	4,432	536	1%	29%	14%	1.4x	11.5x
<b>Mean</b>		<b>21,332</b>	<b>9,798</b>	<b>1,498</b>	<b>4%</b>	<b>29%</b>	<b>14%</b>	<b>1.8x</b>	<b>12.2x</b>
Max		221,405	64,476	10,467	25%	62%	20%	4.1x	24.5x

# Public Equities Index

## Healthcare Staffing & Solutions\*

Name	% of 52 Week High	EV	Revenue	EBITDA	Revenue Growth	Gross Margin	EBITDA Margin	EV / LTM Revenue	EV / LTM EBITDA
AMN Healthcare Services	48%	2,799	3,233	372	-26%	32%	12%	0.9x	7.5x
Calian Group	75%	466	547	52	15%	33%	9%	0.9x	9.0x
Cross Country Healthcare	52%	390	1,575	37	-35%	21%	2%	0.2x	5.4x
HealthStream	93%	813	285	64	4%	66%	23%	2.8x	12.6x
Huron Consulting Group	94%	2,474	1,425	150	13%	30%	11%	1.7x	16.5x
Min		390	285	37	-35%	21%	2%	0.2x	5.4x
Median		813	1,425	64	4%	32%	11%	0.9x	9.0x
<b>Mean</b>		<b>1,388</b>	<b>1,413</b>	<b>135</b>	<b>-6%</b>	<b>37%</b>	<b>11%</b>	<b>1.3x</b>	<b>10.2x</b>
<b>Healthcare Staffing Mean</b>		<b>1,594</b>	<b>2,404</b>	<b>205</b>	<b>-31%</b>	<b>27%</b>	<b>7%</b>	<b>0.6x</b>	<b>6.5x</b>
Max		2,799	3,233	372	15%	66%	23%	2.8x	16.5x

# Public Equities Index

## Professional Staffing

Name	% of 52 Week High	EV	Revenue	EBITDA	Revenue Growth	Gross Margin	EBITDA Margin	EV / LTM Revenue	EV / LTM EBITDA
Adecco Group	69%	9,502	25,563	855	-2%	20%	3%	0.4x	11.1x
BGSF	78%	148	294	17	-6%	35%	6%	0.5x	8.5x
Brunel International	68%	566	1,495	80	9%	20%	5%	0.4x	7.0x
Freelance.com	64%	177	924	34	7%	4%	4%	0.2x	5.3x
Hays	87%	2,124	N/A	N/A	N/A	N/A	N/A	0.2x	18.5x
Heidrick & Struggles	93%	589	1,060	77	6%	27%	7%	0.5x	7.7x
Kforce	82%	1,243	1,445	77	-13%	27%	5%	0.9x	16.2x
Korn Ferry	98%	3,815	2,738	342	-4%	88%	13%	1.4x	11.1x
ManpowerGroup	92%	4,422	18,230	286	-5%	17%	2%	0.2x	15.5x
PageGroup	81%	1,691	2,360	187	-8%	49%	8%	0.7x	9.1x
Randstad	78%	10,426	26,470	1,064	-10%	20%	4%	0.4x	9.8x
Resources Connection	65%	229	633	37	-18%	39%	6%	0.4x	6.2x
Robert Half	76%	6,706	5,985	519	-13%	40%	9%	1.1x	12.9x
Robert Walters Group	73%	359	1,228	48	-12%	36%	4%	0.3x	7.5x
SThree	86%	586	1,865	115	-4%	10%	6%	0.3x	5.1x
Synergie	89%	507	3,411	146	5%	29%	4%	0.1x	3.5x
TechnoPro Holdings	74%	1,870	1,470	169	10%	27%	11%	1.3x	11.1x
Min		148	294	17	-18%	4%	2%	0.1x	3.5x
Median		1,243	1,680	130	-5%	27%	6%	0.4x	9.1x
<b>Mean</b>		<b>2,645</b>	<b>5,948</b>	<b>253</b>	<b>-4%</b>	<b>31%</b>	<b>6%</b>	<b>0.5x</b>	<b>9.8x</b>
Max		10,426	26,470	1,064	10%	88%	13%	1.4x	18.5x

# Public Equities Index

## Commercial Staffing

Name	% of 52 Week High	EV	Revenue	EBITDA	Revenue Growth	Gross Margin	EBITDA Margin	EV / LTM Revenue	EV / LTM EBITDA
Adecco Group	69%	9,502	25,563	855	-2%	20%	3%	0.4x	11.1x
Barrett Business Services	99%	891	1,095	74	3%	22%	7%	0.8x	12.0x
GDI Integrated Facility Services	89%	950	1,860	103	7%	18%	6%	0.5x	9.2x
Groupe Crit	85%	735	2,913	162	10%	5%	6%	0.3x	4.5x
Kelly Services	85%	994	4,453	84	-9%	20%	2%	0.2x	11.8x
ManpowerGroup	92%	4,422	18,230	286	-5%	17%	2%	0.2x	15.5x
Randstad	78%	10,426	26,470	1,064	-10%	20%	4%	0.4x	9.8x
Robert Walters Group	73%	359	1,228	48	-12%	36%	4%	0.3x	7.5x
TrueBlue	49%	271	1,764	(58)	-15%	26%	-3%	0.2x	N/A
Min		271	1,095	(58)	-15%	5%	-3%	0.2x	4.5x
Median		950	2,913	103	-5%	20%	4%	0.3x	10.5x
<b>Mean</b>		<b>3,172</b>	<b>9,286</b>	<b>291</b>	<b>-4%</b>	<b>21%</b>	<b>3%</b>	<b>0.4x</b>	<b>10.2x</b>
Max		10,426	26,470	1,064	10%	36%	7%	0.8x	15.5x

# Public Equities Index

## GovCon & IT Services

Name	% of 52 Week High	EV	Revenue	EBITDA	Revenue Growth	Gross Margin	EBITDA Margin	EV / LTM Revenue	EV / LTM EBITDA
ASGN	88%	5,145	4,275	433	-7%	29%	10%	1.2x	11.9x
Booz Allen Hamilton	99%	24,360	10,949	1,224	13%	54%	11%	2.2x	19.9x
CACI International	100%	13,039	7,660	792	14%	8%	10%	1.7x	16.5x
Calian Group	75%	466	547	52	15%	33%	9%	0.9x	9.0x
ICF International	98%	3,761	1,986	215	3%	36%	11%	1.9x	17.5x
Leidos Holdings	100%	26,352	16,008	1,223	8%	16%	8%	1.6x	21.5x
Maximus	99%	6,794	5,250	609	9%	24%	12%	1.3x	11.2x
Parsons	99%	11,980	6,119	276	28%	22%	5%	2.0x	43.5x
Science Applications	96%	9,174	7,297	615	-5%	12%	8%	1.3x	14.9x
Synergie	89%	507	3,411	146	5%	29%	4%	0.1x	3.5x
Tyler Technologies	97%	25,295	2,029	429	7%	44%	21%	12.5x	58.9x
Min		466	547	52	-7%	8%	4%	0.1x	3.5x
Median		9,174	5,250	433	8%	29%	10%	1.6x	16.5x
<b>Mean</b>		<b>11,534</b>	<b>5,957</b>	<b>547</b>	<b>8%</b>	<b>28%</b>	<b>10%</b>	<b>2.4x</b>	<b>20.8x</b>
Max		26,352	16,008	1,224	28%	54%	21%	12.5x	58.9x

# Public Equities Index

## PEO & HRO\*

Name	% of 52 Week High	EV	Revenue	EBITDA	Revenue Growth	Gross Margin	EBITDA Margin	EV / LTM Revenue	EV / LTM EBITDA
Alight Solutions	71%	6,705	3,360	232	18%	33%	7%	2.3x	39.2x
Aon	98%	92,825	14,185	4,185	10%	48%	30%	6.6x	22.2x
Automatic Data Processing	98%	113,650	18,178	4,530	6%	42%	25%	6.3x	25.1x
Barrett Business Services	99%	891	1,095	74	3%	22%	7%	0.8x	12.0x
Brunel International	68%	566	1,495	80	9%	20%	5%	0.4x	7.0x
CBIZ	78%	3,989	1,652	219	9%	14%	13%	2.4x	18.2x
Insperty	74%	3,035	43,289	256	-26%	17%	1%	0.5x	11.8x
Paychex	98%	47,637	5,132	2,375	5%	72%	46%	9.0x	20.1x
Qualicorp	58%	325	342	90	-11%	80%	26%	1.0x	3.2x
Synergie	89%	507	3,411	146	5%	29%	4%	0.1x	3.5x
TriNet Group	72%	5,673	4,957	488	1%	21%	10%	1.1x	11.6x
Willis Towers Watson	99%	34,735	10,018	2,045	7%	44%	20%	3.6x	17.0x
WNS (Holdings)	85%	2,516	1,320	215	5%	36%	16%	1.9x	11.5x
Min		325	342	74	-26%	14%	1%	0.1x	3.2x
Median		3,989	3,411	232	5%	33%	13%	1.9x	12.0x
<b>Mean</b>		<b>24,081</b>	<b>8,341</b>	<b>1,149</b>	<b>3%</b>	<b>37%</b>	<b>16%</b>	<b>2.8x</b>	<b>15.6x</b>
<b>PEO Mean</b>		<b>30,812</b>	<b>16,880</b>	<b>1,337</b>	<b>-4%</b>	<b>25%</b>	<b>11%</b>	<b>2.2x</b>	<b>15.1x</b>
Max		113,650	43,289	4,530	18%	80%	46%	9.0x	39.2x

# Public Equities Index

## BPO

Name	% of 52 Week High	EV	Revenue	EBITDA	Revenue Growth	Gross Margin	EBITDA Margin	EV / LTM Revenue	EV / LTM EBITDA
Advantage Solutions (Clayton)	69%	2,728	4,071	157	1%	14%	4%	0.7x	17.8x
Brunel International	68%	566	1,495	80	9%	20%	5%	0.4x	7.0x
Concentrix	48%	7,995	7,895	1,223	32%	36%	15%	0.9x	6.5x
Conduent	96%	1,517	3,634	454	-4%	21%	12%	0.4x	5.4x
Capita	86%	1,110	3,242	208	-13%	20%	6%	0.3x	5.3x
CBIZ	78%	3,989	1,652	219	9%	14%	13%	2.4x	18.2x
ExlService Holdings	99%	6,296	1,710	312	11%	37%	18%	3.7x	20.9x
Genpact	98%	7,946	4,589	781	4%	35%	17%	1.7x	10.2x
Icon (Consulting Services)	83%	26,871	8,332	1,614	5%	30%	19%	3.2x	16.6x
IQVIA	91%	54,972	15,155	3,286	3%	35%	22%	3.6x	16.7x
Neurones	95%	6,679	1,618	318	-1%	29%	20%	4.1x	21.0x
Plexus Company	94%	1,004	838	160	10%	62%	19%	1.2x	6.3x
TaskUs	72%	1,276	925	164	-1%	41%	18%	1.4x	7.8x
Teleperformance	62%	10,756	10,236	1,929	16%	31%	19%	1.1x	5.6x
TTEC Holdings	21%	1,267	2,340	(58)	-6%	21%	-2%	0.5x	N/A
Willis Towers Watson	99%	34,735	10,018	2,045	7%	44%	20%	3.6x	17.0x
Wipro	93%	30,434	10,697	2,122	-3%	30%	20%	2.8x	14.3x
WNS (Holdings)	85%	2,516	1,320	215	5%	36%	16%	1.9x	11.5x
Min		566	838	(58)	-13%	14%	-2%	0.3x	5.3x
Median		5,143	3,438	315	5%	30%	17%	1.6x	11.5x
<b>Mean</b>		<b>11,259</b>	<b>4,987</b>	<b>846</b>	<b>5%</b>	<b>31%</b>	<b>15%</b>	<b>1.9x</b>	<b>12.2x</b>
Max		54,972	15,155	3,286	32%	62%	22%	4.1x	21.0x

# Public Equities Index

## Management Consulting

Name	% of 52 Week High	EV	Revenue	EBITDA	Revenue Growth	Gross Margin	EBITDA Margin	EV / LTM Revenue	EV / LTM EBITDA
Accenture	91%	221,405	64,476	10,467	1%	33%	16%	3.4x	19.0x
Arthur J. Gallagher & Company	93%	68,874	10,202	2,538	19%	42%	25%	6.3x	27.1x
Booz Allen Hamilton	99%	24,360	10,949	1,224	13%	54%	11%	2.2x	19.9x
Brunel International	68%	566	1,495	80	9%	20%	5%	0.4x	7.0x
BTS Group	84%	547	258	46	5%	N/A	18%	2.1x	11.8x
CRA International	94%	1,352	652	84	7%	29%	13%	2.1x	16.1x
ExlService Holdings	99%	6,296	1,710	312	11%	37%	18%	3.7x	20.9x
FTI Consulting	93%	8,218	3,696	463	15%	33%	13%	2.2x	17.7x
Gartner	97%	40,744	6,063	1,340	5%	68%	22%	6.7x	30.4x
Huron Consulting Group	94%	2,474	1,425	150	13%	30%	11%	1.7x	16.5x
Marsh & McLennan Companies	96%	123,686	23,630	6,653	9%	43%	28%	5.2x	18.6x
Maximus	99%	6,794	5,250	609	9%	24%	12%	1.3x	11.2x
Resources Connection	65%	229	633	37	-18%	39%	6%	0.4x	6.2x
WNS	85%	2,516	1,320	215	5%	36%	16%	1.9x	11.5x
Min		229	258	37	-18%	20%	5%	0.4x	6.2x
Median		6,545	2,703	387	9%	36%	15%	2.2x	17.1x
<b>Mean</b>		<b>36,290</b>	<b>9,411</b>	<b>1,730</b>	<b>7%</b>	<b>37%</b>	<b>15%</b>	<b>2.8x</b>	<b>16.7x</b>
Max		221,405	64,476	10,467	19%	68%	28%	6.7x	30.4x

# Public Equities Index

## HCM Software

Name	% of 52 Week High	EV	Revenue	EBITDA	Revenue Growth	Gross Margin	EBITDA Margin	EV / LTM Revenue	EV / LTM EBITDA
Dayforce	81%	10,457	1,632	295	18%	44%	18%	6.4x	35.4x
HealthStream	93%	813	285	64	4%	66%	23%	2.8x	12.6x
Intuit	92%	176,554	16,285	4,443	13%	79%	27%	10.8x	39.7x
Oracle	98%	546,246	53,815	21,664	6%	71%	40%	10.2x	25.2x
Paychex	98%	47,637	5,132	2,375	5%	72%	46%	9.0x	20.1x
Paycom	59%	9,220	1,778	733	14%	83%	41%	5.2x	12.6x
Paycor HCM	56%	2,433	602	86	16%	66%	14%	3.7x	28.3x
Paylocity	80%	8,820	1,403	353	19%	69%	25%	6.3x	25.0x
SAP	99%	264,379	35,206	5,584	7%	73%	16%	7.5x	45.4x
Seek (Human Capital Services)	94%	6,943	710	107	-12%	99%	15%	9.8x	65.0x
Sage Group	84%	14,702	2,850	597	22%	93%	21%	5.2x	24.6x
Workday	79%	60,760	7,863	619	17%	76%	8%	7.7x	N/A
Min		813	285	64	-12%	44%	8%	2.8x	12.6x
Median		12,579	2,314	608	14%	72%	22%	7.0x	25.2x
<b>Mean</b>		<b>95,747</b>	<b>10,630</b>	<b>3,077</b>	<b>11%</b>	<b>74%</b>	<b>25%</b>	<b>7.1x</b>	<b>30.3x</b>
Max		546,246	53,815	21,664	22%	99%	46%	10.8x	65.0x

# Public Equities Index

## EdTech

Name	% of 52 Week High	EV	Revenue	EBITDA	Revenue Growth	Gross Margin	EBITDA Margin	EV / LTM Revenue	EV / LTM EBITDA
BTS Group	84%	547	258	46	5%	N/A	18%	2.1x	11.8x
Coursera	37%	540	674	(105)	16%	52%	-16%	0.8x	N/A
Docebo	79%	1,255	200	17	24%	81%	9%	6.3x	N/A
FranklinCovey	91%	510	281	35	0%	76%	12%	1.8x	14.6x
Learning Technologies Group	97%	1,091	665	110	-11%	N/A	17%	1.6x	7.2x
Udemy	46%	711	765	(81)	13%	60%	-11%	0.9x	N/A
Min		510	200	(105)	-11%	52%	-16%	0.8x	7.2x
Median		629	473	26	9%	68%	11%	1.7x	11.8x
<b>Mean</b>		<b>776</b>	<b>474</b>	<b>4</b>	<b>8%</b>	<b>67%</b>	<b>5%</b>	<b>2.3x</b>	<b>11.2x</b>
Max		1,255	765	110	24%	81%	18%	6.3x	14.6x

# Founders Advisors Overview

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## Relevant Transactions



**BIRMINGHAM** | **DALLAS** | **NASHVILLE**

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