



# FOUNDERS ADVISORS HCM Market Insights

## Q4 2024 Update

# 2024 M&A Market in Review

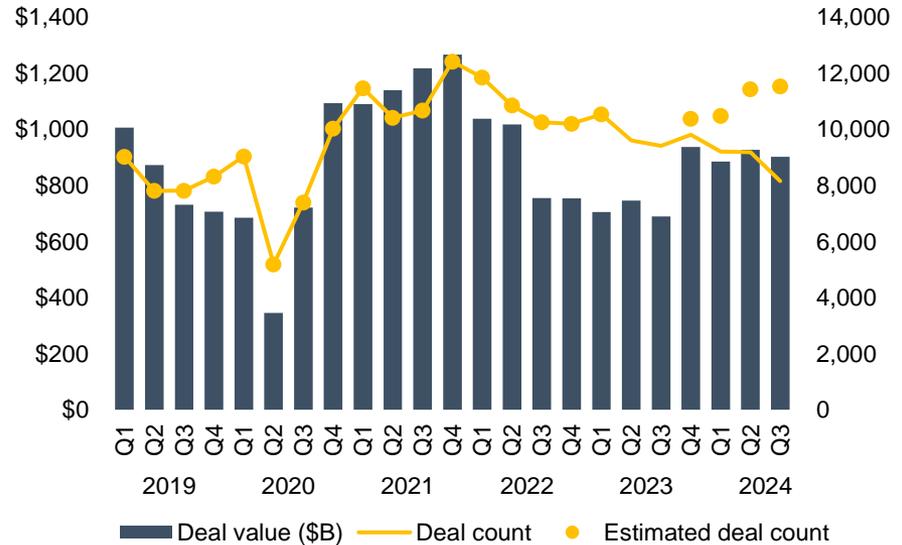
## M&A Highlights

- The global M&A market achieved robust growth in 2024, fueled by an acceptance of the current financing environment and a resurgence in large transactions. Deal value and deal count grew by 19% and 14%, respectively. In Q4, an estimated 12,180 M&A transactions were announced, the highest mark since Q4 2021.
- Large deals valued over \$1B increased by 16% in 2024 over the preceding year.
- In North America, deal value increased by 16% and 9% in deal count. The US held its position on the global scale as an attractive market for M&A, representing 54% of all global activity for 2024.
- In the sluggish M&A market of 2022 and 2023, private equity exits, strategic deals, and cross-boarder transactions struggled amid regulatory challenges and high financing costs. A 2024 lookback suggests a rebound, that the M&A environment is on the mend as valuations stabilize and financial sponsors begin to sell.

## M&A Outlook

- Following the US election, Trump's anticipated pro-business policies led to an immediate jump in stock prices, also a catalyst for investment bank activity. Following the performance in 2024, analysts anticipate the US to instigate global M&A growth in 2025.
- Coming out of the lows of the recent M&A environment, clear monetary policy and alleviated regulatory uncertainty clear the way for CEO confidence levels to begin their ascent amongst broader expectations that the Trump administration will usher in extensive deregulation efforts, signaling further growth in M&A.
- High long-term interest rates and dealmakers working to digest policy changes following global 2024 election results contribute to the cautious yet still optimistic outlook for 2025, where a long overdue recovering M&A market faces obstacles to continue the momentum gained in 2024.

## Global M&A Deal Volume

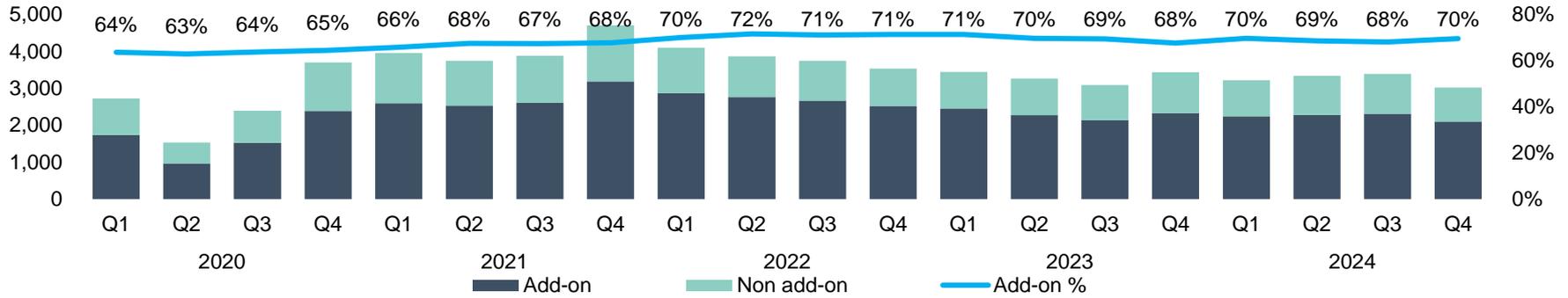


## HCM Verticals Covered

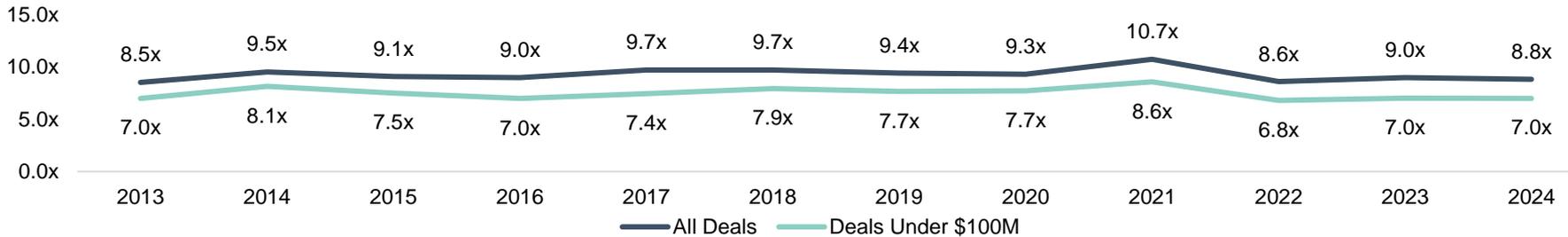


# M&A Trends

## Global Private Equity Deal Count



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



## Private Equity Trends

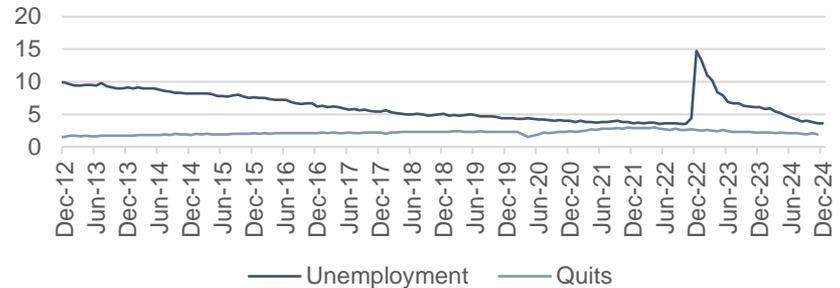
- US PE deal activity climbed once again in Q4 continuing the rebound from 2023, with a 7.7% YoY increase in deal value and a 13.3% increase in deal count. For the full year deal value and deal count grew 19.3% and 12.8% over 2023, respectively.
- High interest rates have slowed M&A activity as higher borrowing costs and lower valuations led financial sponsors to delay exits. With \$2.6 trillion in dry powder, private equity faces growing pressure to monetize aging assets—50% of portfolio companies are over five years old, and nearly 30% exceed seven. To make room for fresh fundraising, delayed exits will now be fast-tracked to monetization.
- The recurring theme over the last few years of higher add-ons and growth equity transactions as a percentage of total PE transactions continued in Q4. The interest rate environment has been the primary driver for this trend, but both add-ons and growth equity transactions are down from the peak in 2023 as PE becomes more comfortable with the lending environment to finance larger deals. The increase in take private and deals greater than \$1B in value in 2024 speaks to this momentum in PE willingness to write larger checks. Over the coming year, add-on and growth equity transactions should return to historical norms as PE turns again to platform deals.

# Labor Market Insights & Macro Trends

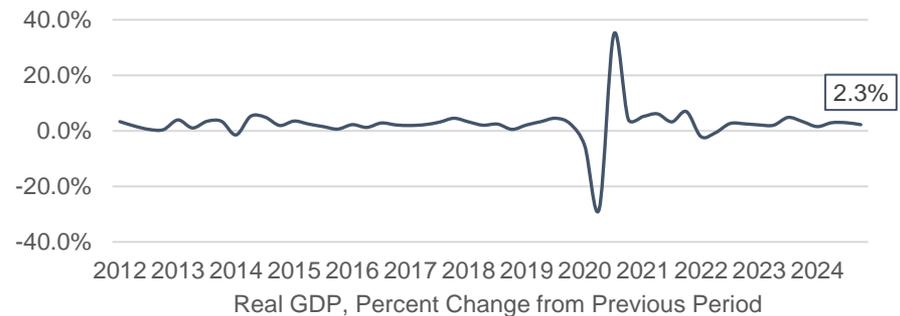
## Labor Market Insights

- In Q4 2024, the U.S. economy grew 2.3%, following an impressive 3.1% expansion in Q3. For the full year, GDP rose 2.5%, surpassing most analysts' predictions in the year prior. Despite inflationary pressure, consumer spending remained the key driver, surging 4.2%—the fastest pace since Q1 2023.<sup>1</sup>
- With inflation still on pace to land at the Fed's target of 2%, investors remain optimistic heading into 2025 for continuing consumer and business spend amidst the still-heightened cost and rate environment.
- The US had the highest GDP growth, 11.4%, among G7 economies from the fourth quarter of 2019 through the third quarter of 2024, which could result in an increased level of cross-border activity as US assets become more attractive to European buyers.<sup>2</sup>
- The U.S. economy added 256,000 jobs in December, exceeding consensus expectations and signaling a stabilization in the labor market. The increase was the largest since March and comes after months of cooling in the labor market. The new jobs were also distributed across a broader set of sectors including professional and business services, information, and finance which contrasts with the rest of 2024 where hiring was concentrated within healthcare, leisure and hospitality, and government.<sup>3</sup>
- The unemployment rate has held steady at 4.1% in Q4, with the labor market proving solid as job growth persisted and wages increased by 3.8% over the year ending December 2024.<sup>4</sup>
- Following the resilient growth environment of 2024, The Fed took a restrained policy stance, holding rates at 4.25%-4.50%, in line with analysts' expectation while inflation still hovers near the 2% target<sup>5</sup>. The pause follows three consecutive cuts, which collectively reduced rates 100 basis points.<sup>6</sup>

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



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



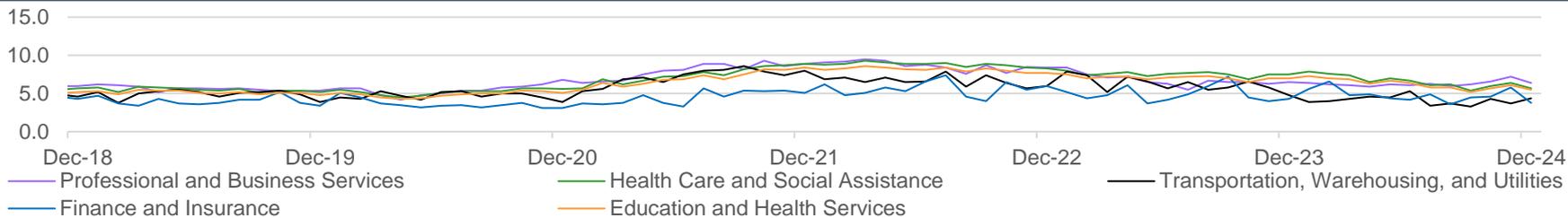
## Job Openings and Hires (Thousands)



# HCM Market Insights

- AI is influencing an optimistic growth outlook for IT staffing at a steady uptick over an extended period versus the historical sharp surges seen in 2021 and 2022. This is good news for IT staffing firms because it points to a trend of solid, underlying demand seen for most of the past two decades prior to COVID-19.<sup>1</sup>
- According to a new study released by NAPEO, small and mid-size businesses that use a PEO have a growth rate that is more than twice as high, have lower employee turnover, and are 50% less likely to go out of business than comparably sized businesses.<sup>4</sup>
- The locum tenens sector is experiencing solid growth and should remain on its 6-8% CAGR for the foreseeable future due to physician shortages, rising healthcare demand, and increased workforce flexibility. Demand for anesthesiologists, psychiatrists, ER, hospitalists, and primary care physicians is especially high.<sup>5</sup>
- Strong tail winds throughout US data center construction investments were turbo charged with the launch of “The Stargate Project,” a collaboration of OpenAI, Softbank, and Oracle. Surging construction talent demand is expected to persist as these hyper scalers are at early stages of well-funded, multi-year project timeline builds.
- AI-driven recruiting, interview automation, resume screening, upskilling/re-skilling, and predictive analytics that reduce turnover and improve hiring decisions are proving to be high-demand M&A sectors.
- The global EOR Platform Market was \$5.23B in 2024 and is projected to reach \$9.17B by 2033, exhibiting a CAGR of 6.8% primarily being driven by the rise of remote work, global hiring, and complex labor regulations.<sup>6</sup>
- Many in the healthcare staffing industry see continued market consolidation through M&A on the horizon. While attractive assets in the growing locum tenens and CRNA staffing sub-verticals have caught attention from strategic and financial acquirers, many struggling travel nursing companies might be seeking exits to benefits from strategic synergies in an acquisition.<sup>1</sup>
- The Pentagon released its first draft of what could become the largest government AI contract in history referred to as the Advancing AI Multiple Award Contract. Officials expect the new vehicle to be worth up to \$15B over the next 10 years with priorities aimed at continuing to build out Advana, its main data analytics platform, and serving all Department of Defense organizations to assist them in acquiring additional AI capabilities.<sup>2</sup>
- Tech advancements, workforce disruptions, and shifting job market demands are putting a heavy emphasis on employee upskilling and reskilling. 91% of companies say they expect to adopt skills-based workforce strategies in the next five years and 40%+ of workers will require reskilling by 2027 due to AI and automation demands. Companies like Amazon, PwC, and AT&T have already invested more than \$2.5B in workforce upskilling.<sup>3</sup>
- After 26 consecutive months of contraction, the manufacturing sector has entered expansion territory. The Manufacturing PMI stood at 50.9% in January, significantly higher than the previous month’s 49.2%, and the new orders index reflected expansion with a reading on 55.1%. A sustained increase in both indexes should create additional demand for industrial staffing and contingent workforce solution providers.<sup>7</sup>

**Job Openings Rates by Industry (percentage)**

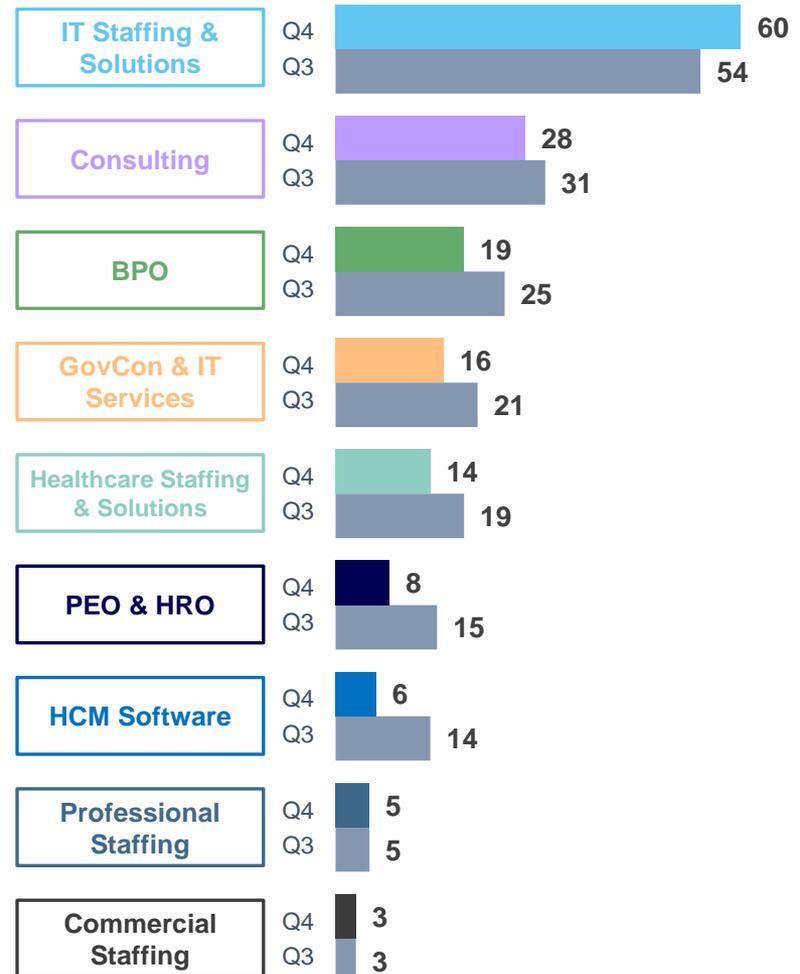


# HCM M&A Trends

## Highlighted Transactions

Date	Target	Buyer	Industry Subgroup
Dec-24	<b>petersan</b> <small>LEGAL SEARCH CONSULTANTS</small>	<b>TALENTO</b>	Professional Staffing
Dec-24	<b>ZIVARO</b> <small>IT STAFFING &amp; SOLUTIONS</small>	<b>TRACE3</b>	IT Staffing & Solutions
Dec-24	<b>frontline</b> <small>PROFESSOR SERVICES</small>	<b>BROAD SKY</b> <small>PARTNERS</small>	BPO
Dec-24	<b>CV</b> <small>RESOURCES</small>	<b>Conexus</b>	Professional Staffing
Dec-24	<b>NICKLAS</b> <small>MEDICAL STAFFING</small>	<b>ARGOSY</b> <small>HEALTHCARE PARTNERS</small>	Healthcare Staffing
Dec-24	<b>TRUHEALTH</b>	<b>AMERICAN</b> <small>HEALTH PARTNERS</small>	Healthcare Staffing
Nov-24	<b>HRlogics</b>	<b>selerix</b>	HCM Software
Nov-24	<b>FEDERATED</b> <small>IT</small>	<b>Logo</b>	GovCon
Nov-24	<b>SA</b> <small>SIGNATURE ANALYTICS</small>	<b>CITRIN</b> <small>COOPERMAN</small>	BPO
Nov-24	<b>BLUEHAWK</b>	<b>TSG</b>   THE SELECT GROUP	Consulting
Nov-24	<b>pragmatics</b>	<b>INTEGRAL</b> FEDERAL	GovCon
Oct-24	<b>TEAMWORK</b> <small>SERVICES, INC</small>	<b>PrestigePEO</b>	PEO & HRO
Oct-24	<b>3D</b> <small>INDUSTRIAL</small>	<b>Logo</b>	Healthcare Staffing
Oct-24	<b>VIA</b>	<b>ELIASSEN</b> <small>GROUP</small>	Professional Staffing
Oct-24	<b>INTERNETWORK</b> <small>ENGINEERING</small>	<b>PRESIDIO</b>	IT Staffing & Solutions
Oct-24	<b>Web Payroll</b> <small>&amp; TAX SOLUTIONS</small>	<b>Payentry</b>	PEO & HRO
Oct-24	<b>ara</b>	<b>OCEANSOUND</b> <small>PARTNERS</small>	GovCon

## Q4 M&A Activity by Vertical\* (159 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?

**Leverage data to lead your business to greater enterprise value.** Founders has developed a sector-specific, algorithmic evaluation tool to help business owners understand if their company is investment grade based on years of M&A expertise. Our Investment Grade Assessment gives owners a measurable system to assess the 12 interdependent value drivers.

- **Assessment:** <https://app.foundersib.com/auth/sign-up>
- **Discount Code:** IGA\_NE
- **Industry:** Business Services
- **Sector:** Select your specific sector

## Approaching the Assessment

- Allow 15-20 minutes to complete; go with your gut answer and keep moving; do your best not to overanalyze questions
- It's okay to select "unknown"; this will bring awareness to areas of the business the need more attention
- Answer honestly as to where your company is now, not where you wish it was
- Don't be discouraged by results; there are action steps to improve in all areas
- If there is more than one owner / operator, we recommend each key executive take the assessment separately to allow for comparison of results and perspectives

## Proprietary Assessment Tool

Founders' proprietary assessment platform gives business owners a clear market perspective on how investable their company is coupled with a view on organizational health.



## Why Assess Your Business?

The benefits of assessing your business far transcend solely transacting. Doing so provides the opportunity to own and operate an all-around better business.



# Upcoming Conferences | Human Capital Management

March 3<sup>rd</sup> – 6<sup>th</sup> 2025



- Sector: Healthcare IT
- Where: Las Vegas, NV

March 5<sup>th</sup> – 7<sup>th</sup> 2025



- Sector: Healthcare Staffing
- Where: Ponte Vedra Beach, FL

March 10<sup>th</sup> – 13<sup>th</sup> 2025



- Sector: Staffing
- Where: Miami, FL

April 27<sup>th</sup> – 29<sup>th</sup> 2025



- Sector: GovCon
- Where: The Greenbrier, WV

June 16<sup>th</sup> – 18<sup>th</sup> 2025



- Sector: PEO & HRO
- Where: Las Vegas, NV

September 9<sup>th</sup> – 11<sup>st</sup> 2025



- Sector: Tech & Talent Solutions
- Where: Dallas, TX

September 16<sup>th</sup> – 18<sup>th</sup> 2025



- Sector: HRO
- Where: Las Vegas, NV

October 6<sup>th</sup> – 8<sup>th</sup> 2025



- Sector: PEO
- Where: Austin, TX

October 6<sup>th</sup> – 8<sup>th</sup> 2025



- Sector: Staffing
- Where: Orlando, FL

November 4<sup>th</sup> – 6<sup>th</sup> 2025



- Sector: IT & Engineering Staffing
- Where: Marco Island, FL

November 5<sup>th</sup> – 7<sup>th</sup> 2025



- Sector: Healthcare Staffing
- Where: Las Vegas, NV

# Staffing Services Valuation Scorecard

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

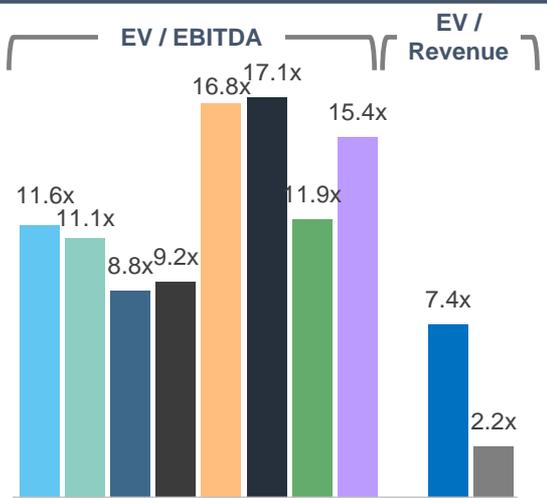
	Enterprise Value / EBITDA Multiple						Importance and Focus
	4.0x	5.0x	6.0x	7.0x	8.0x	9.0x	
<b>Financial Preparedness</b>	Consistent reporting, ability to analyze at the customer level, GAAP → quality of earnings + full audit is likely with investors						
<b>Revenue Growth</b>	< 10%			> 15%			Total 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

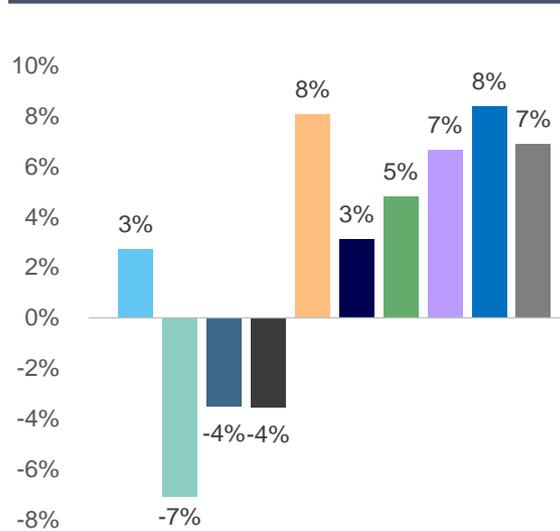


# Public Company Valuation Metrics

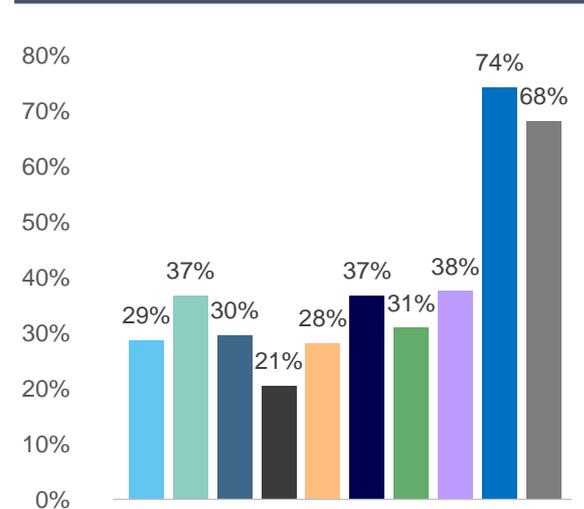
## Average Trading Multiple



## Average Revenue Growth



## Average Gross Margin



## Verticals Represented

### IT Staffing & Solutions

ASGN Incorporated, Capgemini, cognizant, PERFCIENT, 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

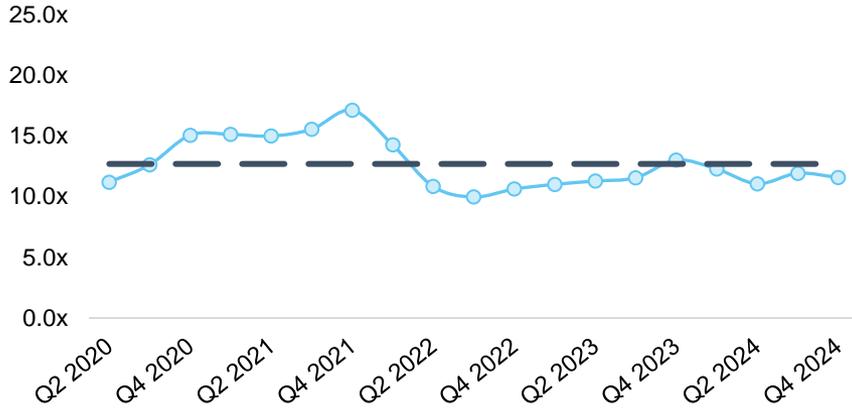
ORACLE, INTUIT, PAYCHEX, SAP, workday

### EdTech

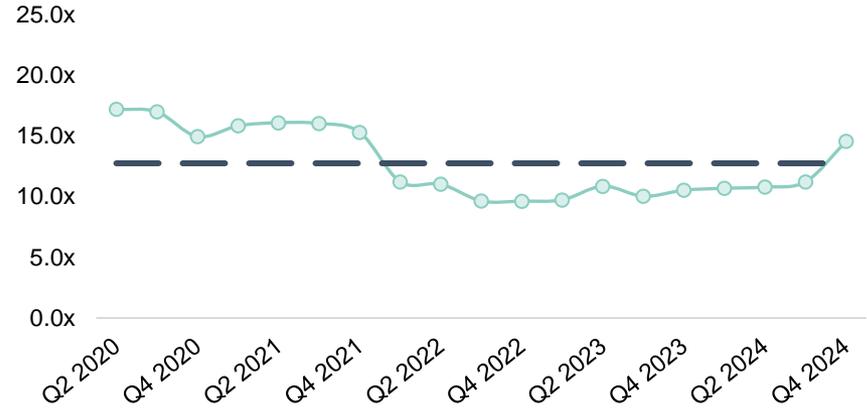
coursera, ltu, INSTRUCTURE, udemy

# Historical Public Valuations by Segment (EV / EBITDA)

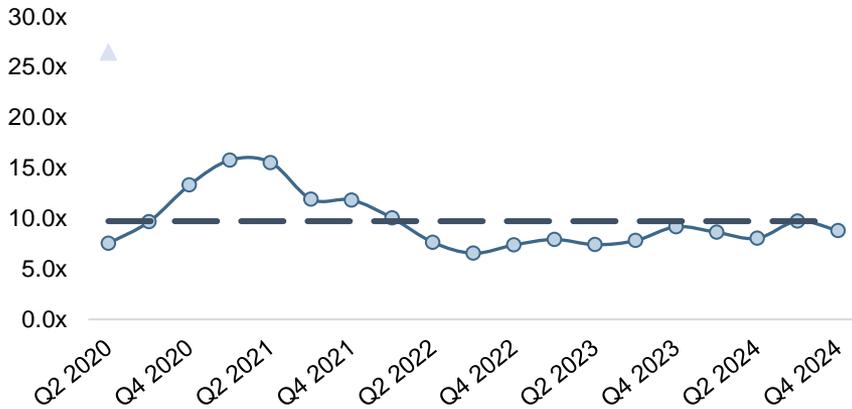
IT Staffing & Solutions



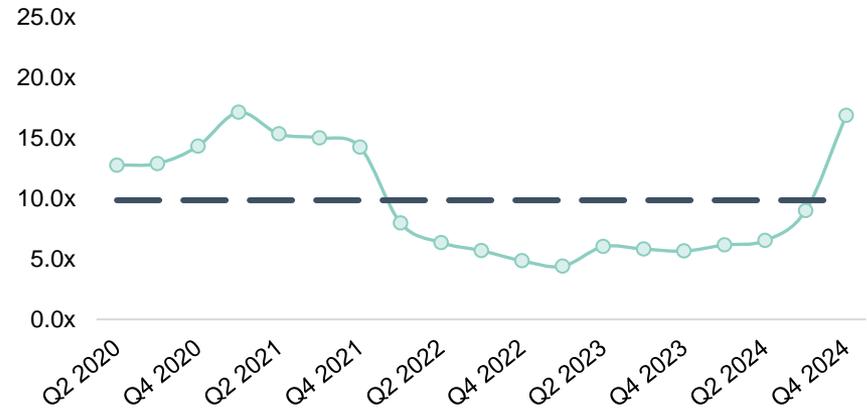
Healthcare Staffing & Solutions



Professional Staffing

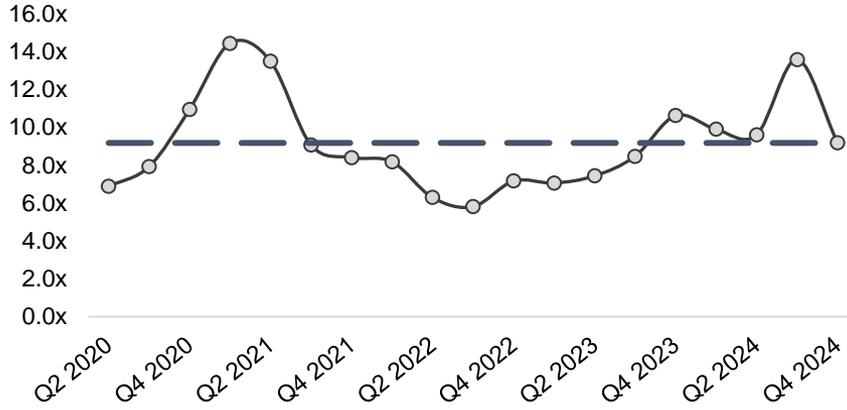


Healthcare Staffing Only

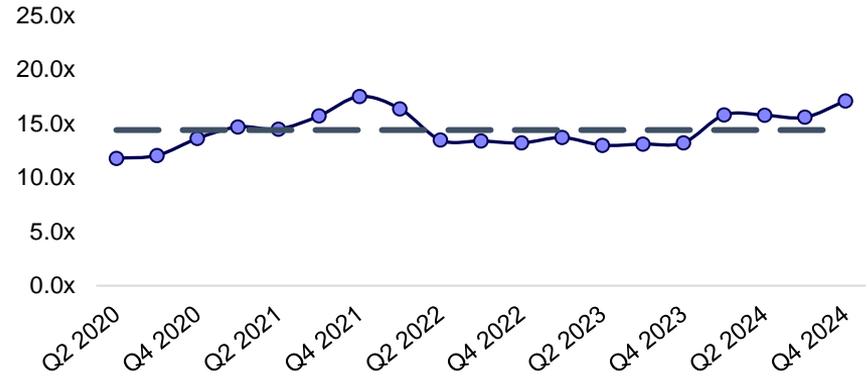


# Historical Public Valuations by Segment (EV / EBITDA)

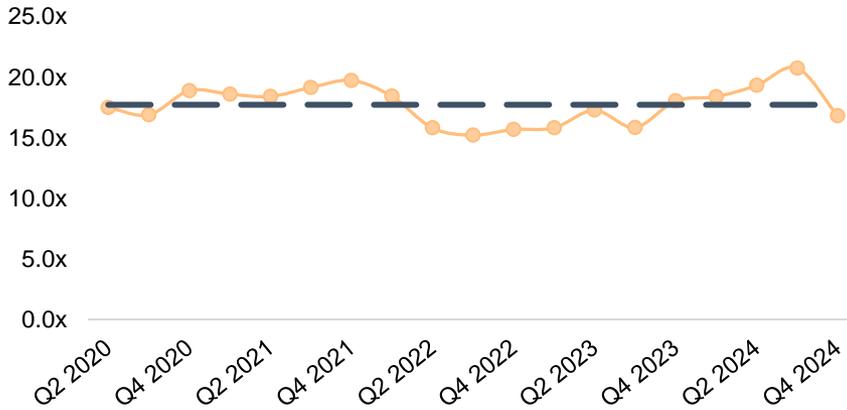
Commercial Staffing



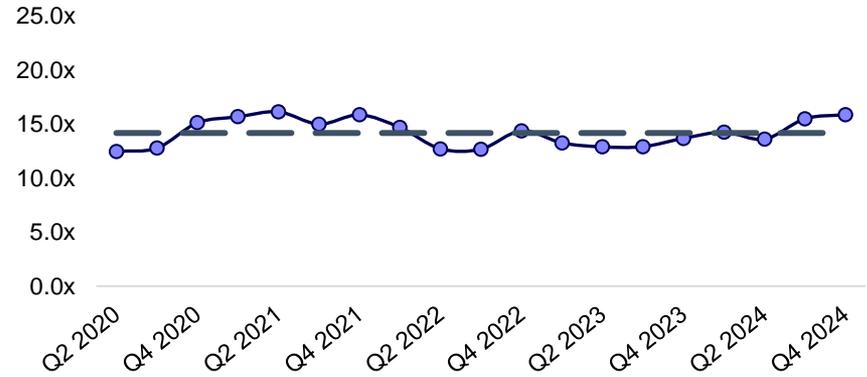
PEO & HRO



GovCon & IT Services

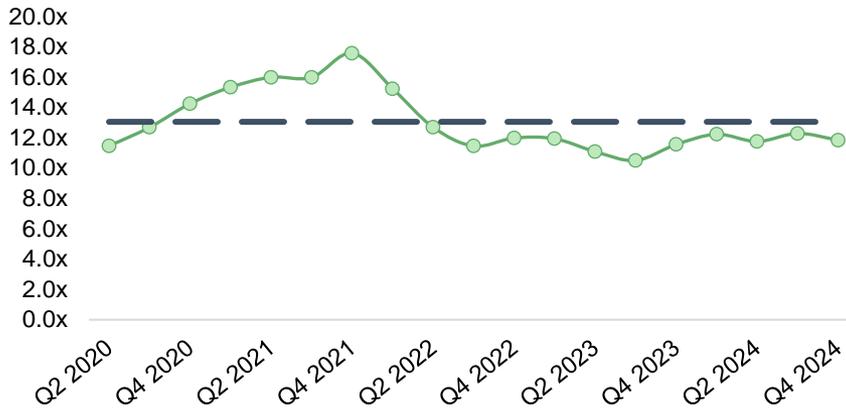


PEO Only

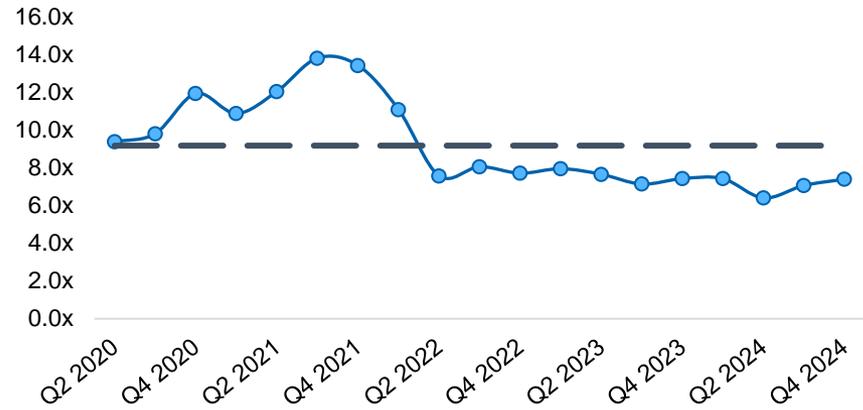


# Historical Public Valuations by Segment (EV / EBITDA)

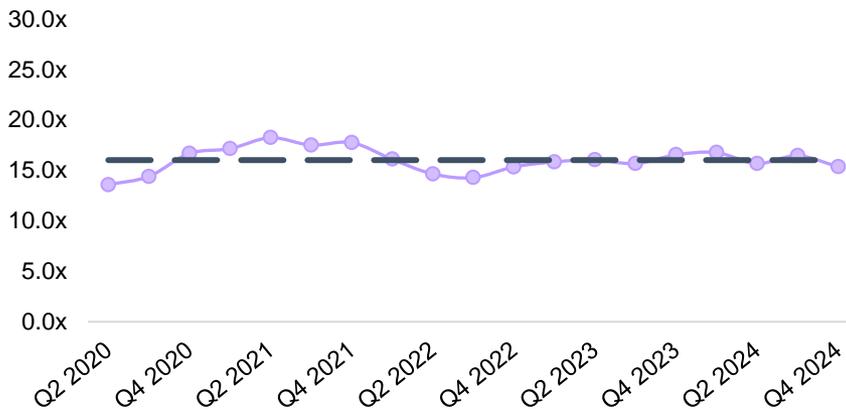
## BPO



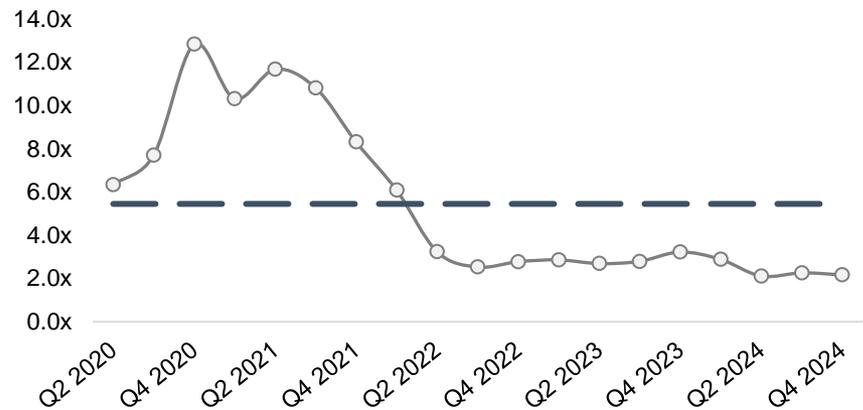
## HCM Software (EV/Revenue)



## 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%	220,785	66,362	11,331	3%	32%	17%	3.3x	19.5x
Allgeier	65%	244	499	70	-7%	29%	14%	0.5x	3.5x
ASGN	78%	4,618	4,189	412	-7%	29%	10%	1.1x	11.2x
Bechtle	58%	4,213	6,924	535	1%	18%	8%	0.6x	7.9x
Calian Group	74%	455	549	52	13%	34%	9%	0.8x	8.7x
Capgemini	66%	31,047	24,055	3,275	-2%	27%	14%	1.3x	9.5x
CGI Group	92%	25,998	10,785	2,028	3%	16%	19%	2.4x	12.8x
Cognizant Technology Solutions	93%	37,967	19,412	3,403	0%	34%	18%	2.0x	11.2x
Cyient	75%	2,250	864	148	5%	40%	17%	2.6x	15.2x
DXC Technology	80%	7,348	13,262	1,527	-6%	23%	12%	0.6x	4.8x
Genpact	90%	8,410	4,665	799	5%	35%	17%	1.8x	10.5x
Globant	85%	9,405	2,354	N/A	17%	36%	N/A	4.0x	26.6x
Insight Enterprises	67%	5,836	8,865	546	-6%	20%	6%	0.7x	10.7x
Mphasis	87%	6,131	1,644	324	2%	30%	20%	3.7x	18.9x
Neurones	88%	925	838	160	10%	62%	19%	1.1x	5.8x
NTT Data Group	94%	48,619	30,133	4,635	8%	27%	15%	1.6x	10.5x
SAI	71%	7,767	7,378	638	-4%	12%	9%	1.1x	12.3x
SThree	64%	413	1,865	115	-4%	10%	6%	0.2x	3.6x
TechnoPro Holdings	71%	1,858	1,470	169	10%	27%	11%	1.2x	10.6x
The Hackett Group	94%	861	301	52	4%	39%	17%	2.8x	16.5x
Wipro	94%	33,025	10,636	2,176	-3%	30%	20%	3.1x	15.2x
WITS	68%	219	313	23	18%	18%	7%	0.7x	9.6x
Min		219	301	23	-7%	10%	6%	0.2x	3.5x
Median		5,983	4,427	535	2%	29%	14%	1.3x	10.6x
<b>Mean</b>		<b>20,836</b>	<b>9,880</b>	<b>1,544</b>	<b>3%</b>	<b>29%</b>	<b>14%</b>	<b>1.7x</b>	<b>11.6x</b>
Max		220,785	66,362	11,331	18%	62%	20%	4.0x	26.6x

# 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	30%	2,055	3,067	309	-25%	31%	10%	0.7x	6.6x
Calian Group	74%	455	549	52	13%	34%	9%	0.8x	8.7x
Cross Country Healthcare	77%	527	1,448	19	-35%	21%	1%	0.4x	9.6x
HealthStream	95%	890	288	66	4%	66%	23%	3.1x	13.5x
Huron Consulting Group	95%	2,673	1,437	158	8%	31%	11%	1.8x	16.9x
Min		455	288	19	-35%	21%	1%	0.4x	6.6x
Median		890	1,437	66	4%	31%	10%	0.8x	9.6x
<b>Mean</b>		<b>1,320</b>	<b>1,358</b>	<b>121</b>	<b>-7%</b>	<b>37%</b>	<b>11%</b>	<b>1.4x</b>	<b>11.1x</b>
<b>Healthcare Staffing Mean</b>		<b>1,291</b>	<b>2,258</b>	<b>164</b>	<b>-30%</b>	<b>26%</b>	<b>6%</b>	<b>0.5x</b>	<b>8.1x</b>
Max		2,673	3,067	309	13%	66%	23%	3.1x	16.9x

# 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	50%	8,021	25,348	839	-3%	20%	3%	0.3x	9.6x
BGSF	49%	112	282	N/A	-11%	34%	N/A	0.4x	6.4x
Brunel International	76%	548	1,495	80	9%	20%	5%	0.4x	6.7x
Freelance.com	67%	222	1,029	36	14%	4%	4%	0.2x	6.1x
Hays	71%	1,760	8,749	115	-8%	16%	1%	0.2x	15.3x
Heidrick & Struggles	90%	599	1,076	74	7%	26%	7%	0.5x	8.1x
Kforce	76%	1,124	1,425	80	-10%	28%	6%	0.8x	14.1x
Korn Ferry	84%	3,327	2,709	426	-4%	89%	16%	1.2x	7.8x
ManpowerGroup	72%	3,623	18,085	292	-5%	17%	2%	0.2x	12.4x
PageGroup	68%	1,420	2,360	187	-8%	49%	8%	0.6x	7.6x
Randstad	67%	8,959	26,266	979	-8%	20%	4%	0.3x	9.1x
Resources Connection	59%	221	600	27	-19%	38%	5%	0.4x	8.1x
Robert Half	80%	6,943	5,886	480	-11%	39%	8%	1.2x	14.5x
Robert Walters Group	67%	326	1,228	48	-12%	36%	4%	0.3x	6.8x
SThree	64%	413	1,865	115	-4%	10%	6%	0.2x	3.6x
Synergie	81%	421	3,411	146	5%	29%	4%	0.1x	2.9x
TechnoPro Holdings	71%	1,858	1,470	169	10%	27%	11%	1.2x	10.6x
Min		112	282	27	-19%	4%	1%	0.1x	2.9x
Median		1,124	1,865	130	-5%	27%	5%	0.4x	8.1x
<b>Mean</b>		<b>2,347</b>	<b>6,075</b>	<b>256</b>	<b>-4%</b>	<b>30%</b>	<b>6%</b>	<b>0.5x</b>	<b>8.8x</b>
Max		8,959	26,266	979	14%	89%	16%	1.2x	15.3x

# 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	50%	8,021	25,348	839	-3%	20%	3%	0.3x	9.6x
Barrett Business Services	98%	1,054	1,116	75	5%	22%	7%	0.9x	14.0x
GDI Integrated Facility Services	92%	933	1,870	103	6%	18%	6%	0.5x	9.1x
Groupe Crit	73%	618	2,913	162	10%	5%	6%	0.2x	3.8x
Kelly Services	55%	756	4,373	87	-10%	20%	2%	0.2x	8.7x
ManpowerGroup	72%	3,623	18,085	292	-5%	17%	2%	0.2x	12.4x
Randstad	67%	8,959	26,266	979	-8%	20%	4%	0.3x	9.1x
Robert Walters Group	67%	326	1,228	48	-12%	36%	4%	0.3x	6.8x
TrueBlue	54%	297	1,674	(61)	-15%	26%	-4%	0.2x	N/A
Min		297	1,116	(61)	-15%	5%	-4%	0.2x	3.8x
Median		933	2,913	103	-5%	20%	4%	0.3x	9.1x
<b>Mean</b>		<b>2,732</b>	<b>9,208</b>	<b>280</b>	<b>-4%</b>	<b>21%</b>	<b>3%</b>	<b>0.3x</b>	<b>9.2x</b>
Max		8,959	26,266	979	10%	36%	7%	0.9x	14.0x

# 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	78%	4,618	4,189	412	-7%	29%	10%	1.1x	11.2x
Booz Allen Hamilton	68%	19,495	11,429	1,513	14%	55%	13%	1.7x	12.9x
CACI International	69%	10,817	7,867	834	13%	9%	11%	1.4x	13.0x
Calian Group	74%	455	549	52	13%	34%	9%	0.8x	8.7x
ICF International	66%	2,846	2,002	224	2%	37%	11%	1.4x	12.7x
Leidos Holdings	71%	23,230	16,277	2,063	7%	17%	13%	1.4x	11.3x
Maximus	79%	5,562	5,306	614	8%	24%	12%	1.0x	9.1x
Parsons	80%	10,737	6,510	304	29%	22%	5%	1.6x	35.3x
SAI	71%	7,767	7,378	638	-4%	12%	9%	1.1x	12.3x
Synergie	81%	421	3,411	146	5%	29%	4%	0.1x	2.9x
Tyler Technologies	90%	24,777	2,078	445	8%	44%	21%	11.9x	55.7x
Min		421	549	52	-7%	9%	4%	0.1x	2.9x
Median		7,767	5,306	445	8%	29%	11%	1.4x	12.3x
<b>Mean</b>		<b>10,066</b>	<b>6,090</b>	<b>659</b>	<b>8%</b>	<b>28%</b>	<b>11%</b>	<b>2.2x</b>	<b>16.8x</b>
Max		24,777	16,277	2,063	29%	55%	21%	11.9x	55.7x

# 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	67%	5,550	3,358	221	27%	33%	7%	2.1x	50.5x
Aon	91%	94,685	14,955	4,332	14%	48%	29%	6.3x	21.9x
Automatic Data Processing	95%	121,280	18,447	4,620	6%	43%	25%	6.6x	26.3x
Barrett Business Services	98%	1,054	1,116	75	5%	22%	7%	0.9x	14.0x
Brunel International	76%	548	1,495	80	9%	20%	5%	0.4x	6.7x
CBIZ	95%	4,671	1,681	222	8%	14%	13%	2.8x	21.0x
Insperty	65%	2,847	43,513	198	-36%	16%	0%	0.4x	14.4x
Paychex	93%	50,111	5,214	2,385	4%	72%	46%	9.3x	21.0x
Qualicorp	35%	267	324	107	-10%	81%	33%	0.9x	2.2x
Synergie	81%	421	3,411	146	5%	29%	4%	0.1x	2.9x
TriNet Group	67%	5,312	4,972	431	1%	20%	9%	1.1x	12.3x
Willis Towers Watson	94%	36,246	9,763	(115)	6%	44%	-1%	3.7x	N/A
WNS (Holdings)	77%	2,281	1,309	191	2%	36%	15%	1.7x	12.0x
Min		267	324	(115)	-36%	14%	-1%	0.1x	2.2x
Median		4,671	3,411	198	5%	33%	9%	1.7x	14.2x
<b>Mean</b>		<b>25,021</b>	<b>8,428</b>	<b>992</b>	<b>3%</b>	<b>37%</b>	<b>15%</b>	<b>2.8x</b>	<b>17.1x</b>
<b>PEO Mean</b>		<b>32,623</b>	<b>17,012</b>	<b>1,331</b>	<b>-6%</b>	<b>25%</b>	<b>10%</b>	<b>2.3x</b>	<b>16.7x</b>
Max		121,280	43,513	4,620	27%	81%	46%	9.3x	50.5x

# 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	59%	2,442	3,991	147	-1%	15%	4%	0.7x	18.7x
Brunel International	76%	548	1,495	80	9%	20%	5%	0.4x	6.7x
Concentrix	41%	7,470	8,541	1,272	41%	36%	15%	0.8x	5.9x
Conduent	88%	1,336	3,509	877	-7%	20%	25%	0.4x	6.0x
Capita	60%	977	3,242	208	-13%	20%	6%	0.3x	4.7x
CBIZ	95%	4,671	1,681	222	8%	14%	13%	2.8x	21.0x
ExlService Holdings	94%	7,238	1,771	327	11%	37%	18%	4.1x	22.1x
Genpact	90%	8,410	4,665	799	5%	35%	17%	1.8x	10.5x
Icon	60%	20,196	8,307	1,582	4%	30%	19%	2.4x	12.8x
Iqvia	75%	47,655	15,315	3,257	3%	35%	21%	3.1x	14.6x
Mphasis	87%	6,131	1,644	324	2%	30%	20%	3.7x	18.9x
Neurones	88%	925	838	160	10%	62%	19%	1.1x	5.8x
TaskUs	86%	1,642	955	167	2%	40%	18%	1.7x	9.8x
Teleperformance	52%	9,707	10,236	1,929	16%	31%	19%	0.9x	5.0x
TTEC Holdings	22%	1,299	2,266	(74)	-9%	21%	-3%	0.6x	N/A
Willis Towers Watson	94%	36,246	9,763	(115)	6%	44%	-1%	3.7x	N/A
Wipro	94%	33,025	10,636	2,176	-3%	30%	20%	3.1x	15.2x
WNS	77%	2,281	1,309	191	2%	36%	15%	1.7x	12.0x
Min		548	838	(115)	-13%	14%	-3%	0.3x	4.7x
Median		5,401	3,375	273	3%	31%	17%	1.7x	11.2x
<b>Mean</b>		<b>10,678</b>	<b>5,009</b>	<b>752</b>	<b>5%</b>	<b>31%</b>	<b>14%</b>	<b>1.9x</b>	<b>11.9x</b>
Max		47,655	15,315	3,257	41%	62%	25%	4.1x	22.1x

# 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%	220,785	66,362	11,331	3%	32%	17%	3.3x	19.5x
Arthur J. Gallagher & Company	90%	77,488	10,491	2,636	16%	42%	25%	6.9x	29.4x
Booz Allen Hamilton	68%	19,495	11,429	1,513	14%	55%	13%	1.7x	12.9x
Brunel International	76%	548	1,495	80	9%	20%	5%	0.4x	6.7x
BTS Group	70%	450	263	63	5%	N/A	24%	1.7x	7.1x
CRA International	89%	1,413	673	91	11%	30%	13%	2.1x	15.6x
ExlService Holdings	94%	7,238	1,771	327	11%	37%	18%	4.1x	22.1x
FTI Consulting	78%	6,701	3,728	447	12%	33%	12%	1.8x	15.0x
Gartner	87%	38,512	6,138	1,641	5%	68%	27%	6.3x	23.5x
Huron Consulting Group	95%	2,673	1,437	158	8%	31%	11%	1.8x	16.9x
Marsh & McLennan Companies	90%	117,494	23,949	6,771	8%	43%	28%	4.9x	17.4x
Maximus	79%	5,562	5,306	614	8%	24%	12%	1.0x	9.1x
Resources Connection	59%	221	600	27	-19%	38%	5%	0.4x	8.1x
WNS	77%	2,281	1,309	191	2%	36%	15%	1.7x	12.0x
Min		221	263	27	-19%	20%	5%	0.4x	6.7x
Median		6,131	2,750	387	8%	36%	14%	1.8x	15.3x
<b>Mean</b>		<b>35,776</b>	<b>9,639</b>	<b>1,849</b>	<b>7%</b>	<b>38%</b>	<b>16%</b>	<b>2.7x</b>	<b>15.4x</b>
Max		220,785	66,362	11,331	16%	68%	28%	6.9x	29.4x

# 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	88%	12,198	1,695	314	17%	45%	19%	7.2x	38.8x
HealthStream	95%	890	288	66	4%	66%	23%	3.1x	13.5x
Intuit	88%	179,351	16,590	4,393	12%	79%	26%	10.8x	40.8x
Oracle	84%	543,888	54,933	22,242	6%	71%	40%	9.9x	24.5x
Paychex	93%	50,111	5,214	2,385	4%	72%	46%	9.3x	21.0x
Paycom	84%	11,210	1,824	749	12%	82%	41%	6.1x	15.0x
Paycor HCM	85%	3,251	624	96	16%	66%	15%	4.8x	33.9x
Paylocity	92%	10,720	1,403	358	9%	69%	26%	7.6x	30.0x
SAP	96%	285,808	36,076	5,926	8%	73%	16%	7.9x	45.5x
Seek	76%	5,816	710	107	-12%	99%	15%	8.2x	54.4x
Sage Group	95%	16,838	2,956	692	7%	93%	23%	5.7x	24.3x
Workday	83%	64,842	8,157	723	17%	76%	9%	7.9x	N/A
Min		890	288	66	-12%	45%	9%	3.1x	13.5x
Median		14,518	2,390	707	9%	72%	23%	7.8x	30.0x
<b>Mean</b>		<b>98,744</b>	<b>10,872</b>	<b>3,171</b>	<b>8%</b>	<b>74%</b>	<b>25%</b>	<b>7.4x</b>	<b>31.1x</b>
Max		543,888	54,933	22,242	17%	99%	46%	10.8x	54.4x

# 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	70%	450	263	63	5%	N/A	24%	1.7x	7.1x
Coursera	41%	631	684	(87)	12%	53%	-13%	0.9x	N/A
Docebo	80%	1,278	209	19	23%	81%	9%	6.1x	N/A
FranklinCovey	84%	453	287	42	2%	77%	15%	1.6x	10.8x
Learning Technologies Group	93%	1,057	665	110	-11%	N/A	17%	1.6x	7.0x
Udemy	56%	856	776	(88)	10%	61%	-11%	1.1x	N/A
Min		450	209	(88)	-11%	53%	-13%	0.9x	7.0x
Median		743	476	30	8%	69%	12%	1.6x	7.1x
<b>Mean</b>		<b>787</b>	<b>481</b>	<b>10</b>	<b>7%</b>	<b>68%</b>	<b>7%</b>	<b>2.2x</b>	<b>8.3x</b>
Max		1,278	776	110	23%	81%	24%	6.1x	10.8x

# Founders Advisors Overview

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## Relevant Transactions



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

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