

HUMAN CAPITAL MANAGEMENT M&A PULSE

THIRD QUARTER 2023



Q3'23

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HCM Coverage Team

ABOUT PMCF

PMCF is an investment bank focused exclusively on middle market transactions with professionals in Chicago, Detroit, Denver, and across the globe through Corporate Finance International™ affiliates. Offering a depth of advisory services, PMCF helps clients worldwide meet their sale, acquisition, financing, and strategic growth objectives. Additional information on PMCF can be found by visiting our website, pmcf.com.

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ABOUT PMCF'S HUMAN CAPITAL MANAGEMENT (HCM) GROUP

PMCF's HCM group is dedicated to serving the needs of middle-market clients across the Human Capital Management industry across a range of sectors. PMCF's extensive coverage provides specialized, in-depth knowledge of the sector dynamics and relationships with key strategic and financial industry players, resulting in significant advantages for clients and the opportunity to optimize value in a transaction.

COMPREHENSIVE HUMAN CAPITAL MANAGEMENT AND STAFFING COVERAGE

Staffing	<i>Temporary, temp-to-permanent, permanent / direct hire, and executive search services across all end markets, including professional, industrial, IT, and healthcare</i>
Outsourcing Services	<i>Outside business services vendors, including human resources outsourcing, recruitment process outsourcing, managed service providers, and business process outsourcing</i>
Software & Technology	<i>Talent acquisition technology and HR/staffing software platforms, including human cloud, online recruitment marketplaces, and HR software integrators</i>

What We're Discussing with Clients



1

Staffing companies with strong financial performance continue to see attractive transaction outcomes and valuations; however, buyers are increasingly focused on revenue, margin, and earnings sustainability during due diligence. Organizations with limited customer concentration and a proven track record of resilience amidst cyclical pressures can better validate earnings and maintain deal terms throughout the transactional process.

2

The ability to harness & adapt to a changing technology landscape has become increasingly important as staffing platform technologies, which accounted for \$21 billion of global staffing revenues in 2022, have introduced the advantages of speed, automation, and flexibility which is drawing more attention to the industry. Staffing companies who've added automation to their operations are generating stronger buyer interest, commanding premium valuations.

3

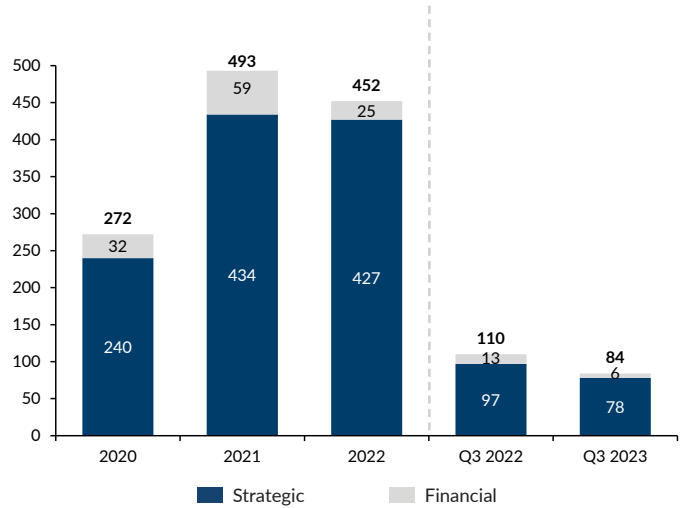
The credit market is stabilizing after rapid interest rate hikes last year. This is highlighted by the Fed's recent announcement to maintain current rates and that rate cuts are unlikely to occur until at least 2025. While this drives a higher rate environment than we've seen over the last 10 years, it has also led to the emergence of non-traditional lending options which provides prospective buyers with access to a wider range of funding sources with increased flexibility to help bolster an evolving M&A market.

Q3 2023 Market Summary & Outlook

HUMAN CAPITAL MANAGEMENT M&A MARKET DYNAMICS

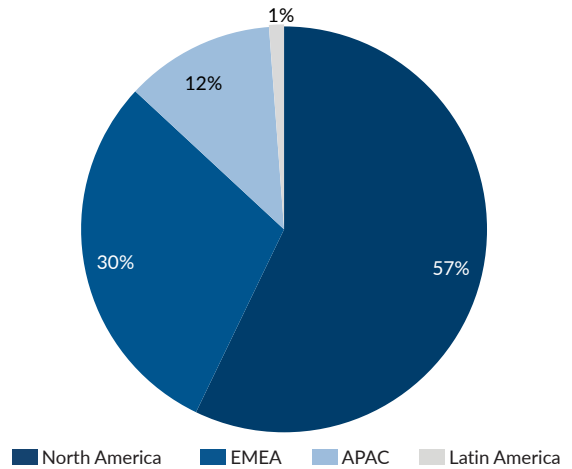
- Global M&A transaction volumes within the staffing, outsourced services, and software & technology industries (collectively, “Human Capital Management” or “HCM”) declined 24% from Q3 of last year, with 84 transactions completed in Q3 2023. Transaction volumes are showing a quarterly decline across 2023, following 98 & 99 deals closed over Q2 & Q1, respectively.
- M&A activity conducted by strategic buyers increased as a percentage of the total transaction volume in Q3 2023, accounting for 93% of industry transactions vs. 88% in Q3 of last year. A mere 7% of transactions were executed by private equity groups (financial buyers) this past quarter.
- North America remained the most active region in Q3 2023 with 48 total transactions representing over half of global HCM transactional activity. EMEA and APAC remained active despite a material decrease in activity with 35 total transactions vs. 44 transactions closed in Q2 2023.
- Staffing-related transactions comprised the largest segment of HCM deals, with 34 transactions completed across professional, industrial, healthcare, and IT-focused staffing firms. This is a substantial decrease from the 52 deals executed in Q3 2022 and demonstrates a slowdown in demand for staffing resources. Similarly, outsourcing services posted a 23% decrease in comparison with Q3 2022. Software & technology transactions, however, remained steady over the same period. This represents the only segment not to post a decline in Q3 2023 and demonstrates the sustained demand for innovative HCM technology platforms as forward-thinking industry players focus on realizing operational efficiencies.

Q3 2023 TRANSACTION VOLUME BY BUYER TYPE



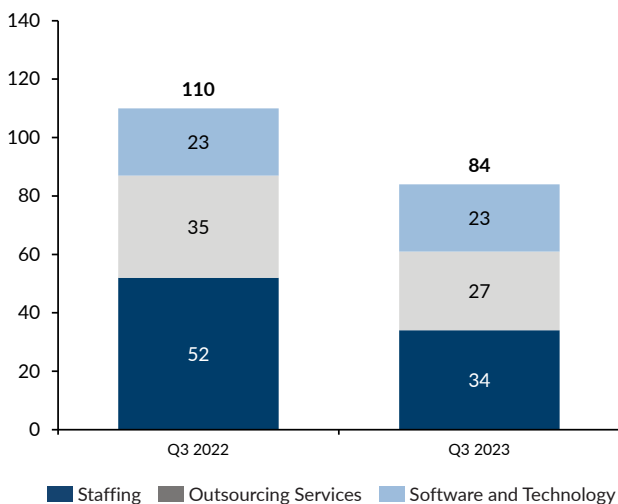
Sources: Capital IQ, PMCF Proprietary Research

Q3 2023 TRANSACTION VOLUME BY GEOGRAPHY



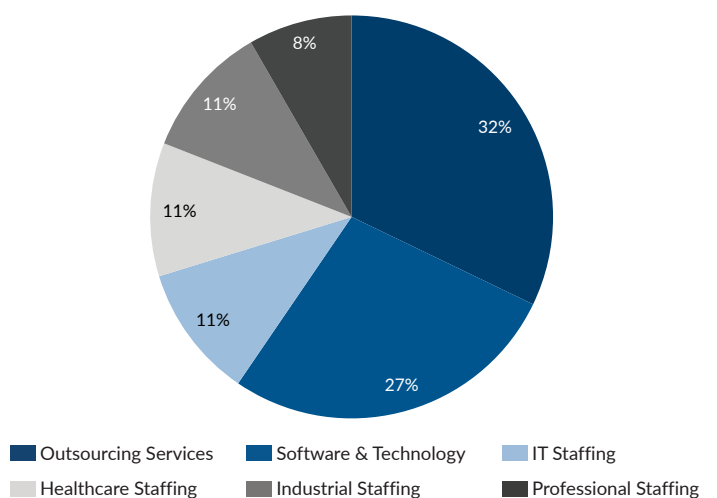
Sources: Capital IQ, PMCF Proprietary Research

Q3 2022 VS. Q3 2023 VOLUME BY SEGMENT



Sources: Capital IQ, PMCF Proprietary Research

Q3 2023 TRANSACTION VOLUME BY SEGMENT

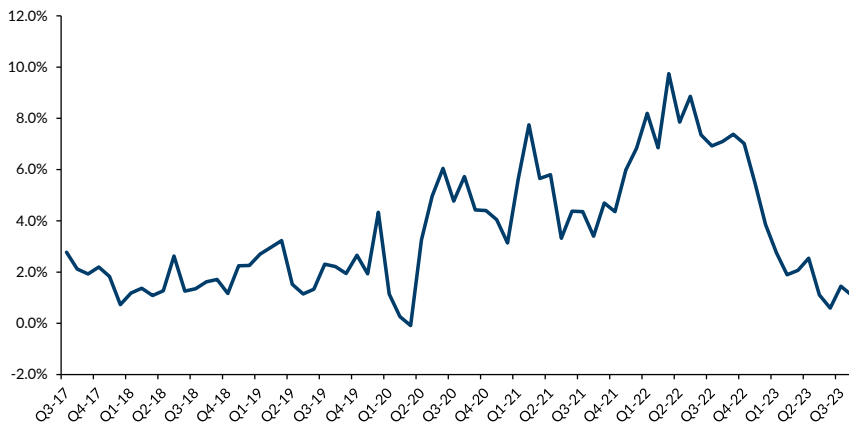


Sources: Capital IQ, PMCF Proprietary Research

HCM Industry Trends & Outlook

- The Human Capital Management industry has demonstrated a more significant decline in market size than initially anticipated, forecasting an 11.4% reduction by year-end in comparison with the initial forecast of a 3.2% reduction published last quarter. The travel nursing segment, forecasted to shrink by 30% in 2023, remains a key driver for the decline. The shrinkage in this segment is understandable following subsequent years of strong growth, expanding by 34% in 2021 and 20% in 2022.
- Aside from the macroeconomic headwinds that continue to pose significant challenges to the industry, “labor hoarding” has become commonplace as organizations are investing in keeping more talent, learning from the excessive downsizing that took place during the Great Recession (2008-2010). Additionally, a shrinking number of remote work positions and the increased use of B2C work platforms as an alternative source of income have introduced challenges to the temporary staffing sector.
- Despite the current environment, the U.S. Staffing industry is poised to grow by nearly 3% in 2024, in line with expectations for mild GDP growth. The industry continues to benefit from a larger acceptance of contingent work agreements, remote work positions expanding the talent pool, and the introduction of new staffing platform technologies providing automation capabilities.

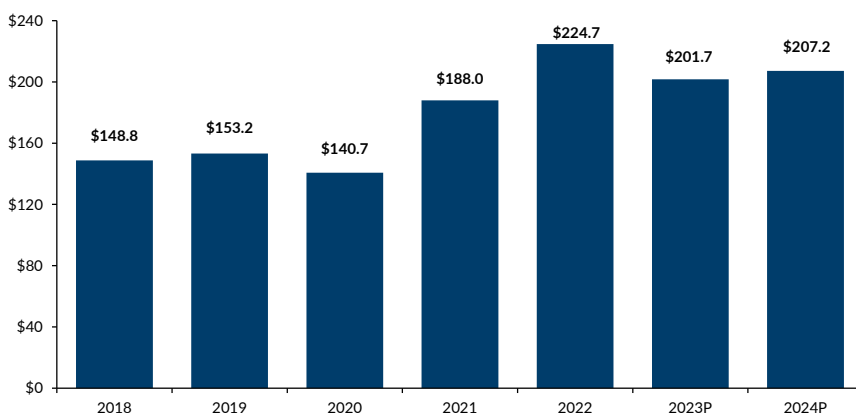
STAFFING INDUSTRY PRODUCER PRICE INDEX (PPI)



Source: Federal Reserve Bank of St. Louis
 Note: Year-over-year Percent Change in Staffing Industry PPI
 Data as of September 2023

- The U.S. Bureau of Labor Statistics provides a Producer Price Index (PPI) which measures the average change over time in the selling price of output produced domestically. The Staffing PPI can be utilized as a proxy for bill rates within the industry.
- YoY growth in bill rates for the staffing industry has typically been between 1.5% and 7.0% over the last six years. Following a substantial decline to 1.4% for Q2 2023, the PPI has shrunk to historic lows in Q3 at 0.9% growth, which is vastly below 2022 levels, which averaged 7.2%.

U.S. STAFFING HISTORICAL AND PROJECTED MARKET SIZE



Source: Staffing Industry Analysts
 (1) Includes Direct Hire and Retained Search firms
 Data as of September 2023

- The latest U.S. staffing market forecast anticipates a market size decrease of 11.4% by year-end 2023 after posting a record 17.1% growth in 2022, according to Staffing Industry Analysts (SIA).
- Excluding the travel nursing segment, the staffing industry is anticipated to shrink by 5.6%⁽¹⁾ through year-end 2023 to a market size of \$201.7 billion. Optimism remains that the industry will rebound in 2024 with forecasted growth of 2.7%, reaching a market size of \$207.2 billion.

(1) Staffing Industry Analysts (SIA) U.S. Staffing Industry Forecast, September 2023

Human Capital Management Indices

PUBLIC EQUITY VALUATION TRENDS:

- Median public equity EV/EBITDA multiples in the Q3 2023 HCM Index demonstrated an overall material increase, with Professional & Specialty Staffing as well as Industrial & Commercial Staffing multiples rising in comparison with Q2 2023. Despite the decrease in quarterly transaction volumes, demand for high performing firms remains strong. Alternatively, Outsourcing Services & Technology observed a modest decline driven by a reduction in Outsourcing Services multiples. The Technology sector remains in high demand.

\$ in Millions

Company Name	Headquarters Location	Market Cap.	Enterprise Value	TTM Revenue	TTM Gross Margin	TTM EBITDA Margin	Net Debt/ EBITDA	EV/ Revenue	EV/EBITDA ⁽¹⁾	
									Q3 '23	Q2 '23
Professional and Specialty Staffing										
Recruit Holdings Co., Ltd.	Japan	\$48,804	\$44,159	\$22,856	57.8%	12.9%	(1.9x)	1.9x	15.1x	13.7x
Robert Half Inc.	United States	7,718	7,214	6,647	40.8%	9.4%	(0.8x)	1.0x	8.9x	7.7x
AMN Healthcare Services, Inc.	United States	3,236	4,302	4,096	33.3%	14.2%	1.6x	1.0x	6.7x	7.3x
ASGN Incorporated	United States	3,953	4,952	4,527	29.1%	10.4%	2.0x	1.1x	9.5x	9.0x
Korn Ferry	United States	2,500	2,480	2,839	22.6%	12.5%	(0.1x)	0.9x	6.0x	4.9x
Hays plc	United Kingdom	2,123	2,189	9,637	5.6%	2.9%	0.2x	0.2x	6.8x	6.2x
PageGroup plc	United Kingdom	1,618	1,625	2,601	52.0%	7.5%	0.0x	0.7x	7.0x	5.1x
Kforce Inc.	United States	1,146	1,185	1,588	28.2%	6.1%	0.4x	0.7x	10.4x	10.5x
Cross Country Healthcare, Inc.	United States	888	924	2,234	22.3%	7.7%	(0.0x)	0.4x	4.2x	4.5x
Resources Connection, Inc.	United States	502	403	742	40.0%	8.6%	(1.5x)	0.5x	4.4x	4.4x
Heidrick & Struggles International, Inc.	United States	501	343	1,009	24.9%	9.6%	(2.6x)	0.3x	2.7x	3.0x
Impellam Group plc	United Kingdom	373	318	2,595	10.1%	1.4%	(1.6x)	0.1x	7.6x	7.4x
Median					28.6%	9.0%	(0.1x)	0.7x	6.9x	6.7x
Industrial and Commercial Staffing										
Randstad N.V.	Netherlands	\$9,996	\$11,283	\$27,784	20.8%	4.1%	0.9x	0.4x	8.1x	7.0x
Adecco Group AG	Switzerland	6,900	10,829	25,466	20.9%	3.7%	3.7x	0.4x	8.6x	7.1x
ManpowerGroup Inc.	United States	3,635	4,652	19,093	17.9%	3.1%	1.4x	0.2x	5.9x	5.5x
Synergie SE	France	738	489	3,271	10.9%	4.5%	(1.7x)	0.2x	3.0x	3.3x
Groupe CRIT SA	France	820	431	2,679	5.2%	4.7%	(3.3x)	0.2x	3.1x	3.6x
Barrett Business Services, Inc.	United States	607	495	1,065	22.3%	5.8%	(1.8x)	0.5x	7.1x	6.7x
SThree plc	United Kingdom	606	553	2,096	25.8%	4.5%	(0.6x)	0.3x	5.0x	4.3x
Kelly Services, Inc.	United States	644	586	4,887	20.2%	1.8%	(0.6x)	0.1x	5.0x	4.9x
TrueBlue, Inc.	United States	455	470	1,972	26.7%	1.5%	0.6x	0.2x	6.0x	5.1x
Brunel International N.V.	Netherlands	696	719	1,379	21.0%	5.2%	0.2x	0.5x	8.5x	7.6x
Median					20.9%	4.3%	(0.2x)	0.3x	6.0x	5.3x
Outsourcing Services and Technology										
Automatic Data Processing, Inc.	United States	\$99,112	\$100,555	\$18,309	47.5%	28.4%	0.4x	5.6x	19.1x	18.4x
Paychex, Inc.	United States	41,661	40,836	5,087	71.3%	44.2%	(0.4x)	8.0x	18.0x	17.6x
Gartner, Inc.	United States	27,085	29,025	5,826	68.3%	22.8%	1.4x	5.0x	20.5x	20.9x
Insperty, Inc.	United States	3,723	3,526	6,395	16.5%	4.3%	(1.0x)	0.6x	12.3x	13.3x
TriNet Group, Inc.	United States	5,881	5,874	4,903	22.1%	10.8%	1.4x	1.2x	10.4x	9.7x
Qness Corp Limited	India	747	814	2,197	10.4%	2.4%	0.8x	0.4x	10.8x	12.4x
Median					34.8%	16.8%	0.6x	3.1x	15.1x	15.5x
Median					22.5%	5.9%	(0.0x)	0.5x	7.3x	7.1x
Mean					28.4%	9.1%	(0.1x)	1.2x	8.6x	8.2x

Market capitalizations and total enterprise values as of September 30, 2023; income statement and balance sheet data as of last period reported

(1) Multiple of EBITDA based on EBITDA inclusive of equity income from affiliates

Italicized data are outliers and are excluded from median and mean calculations

Currency conversions assume historical rate

Source: Capital IQ

Public Company Equity Performance & Trends

PUBLIC VALUATIONS - PROFESSIONAL AND SPECIALTY STAFFING INDEX

	Q3 2021	Q4 2021	Q1 2022	Q2 2022	Q3 2022	Q4 2022	Q1 2023	Q2 2023	Q3 2023
Revenue Multiple									
Median	1.2x	1.2x	0.9x	0.8x	0.7x	0.7x	0.7x	0.7x	0.7x
Mean	1.5x	1.4x	1.1x	0.9x	0.8x	0.7x	0.7x	0.8x	0.7x
EBITDA Multiple⁽¹⁾									
Median	13.3x	13.0x	7.8x	7.5x	5.7x	6.2x	6.1x	6.7x	6.9x
Mean	13.7x	12.7x	9.1x	7.2x	6.3x	6.3x	6.2x	7.0x	7.4x

PUBLIC VALUATIONS - INDUSTRIAL AND COMMERCIAL STAFFING INDEX

	Q3 2021	Q4 2021	Q1 2022	Q2 2022	Q3 2022	Q4 2022	Q1 2023	Q2 2023	Q3 2023
Revenue Multiple									
Median	0.4x	0.4x	0.4x	0.3x	0.3x	0.3x	0.3x	0.3x	0.3x
Mean	0.4x	0.4x	0.4x	0.3x	0.3x	0.3x	0.3x	0.3x	0.3x
EBITDA Multiple⁽¹⁾									
Median	8.1x	7.1x	6.7x	5.5x	4.7x	5.4x	5.4x	5.3x	6.0x
Mean	8.3x	7.6x	7.0x	5.5x	4.9x	5.7x	5.7x	5.5x	6.0x

PUBLIC VALUATIONS - OUTSOURCING SERVICES AND TECHNOLOGY INDEX

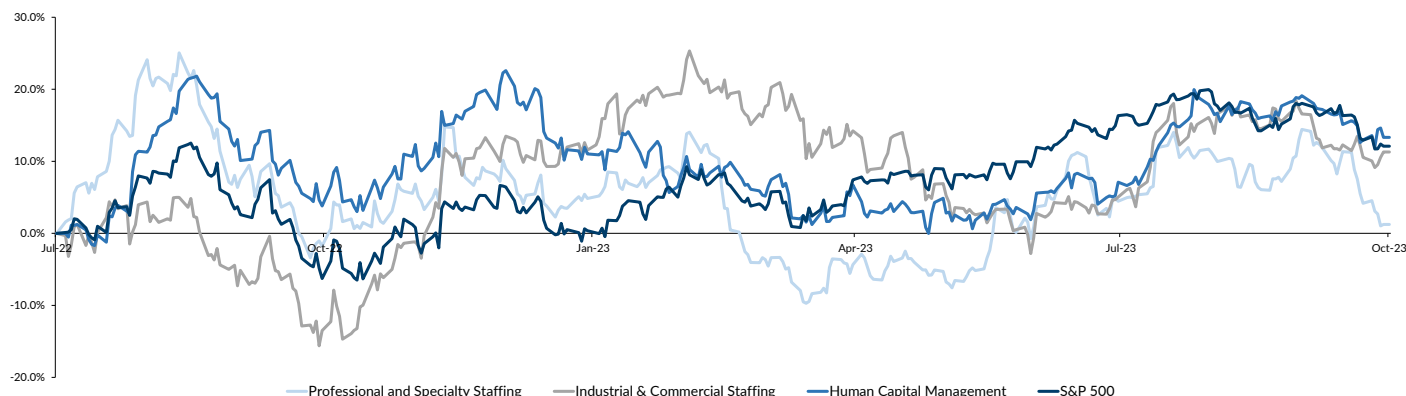
	Q3 2021	Q4 2021	Q1 2022	Q2 2022	Q3 2022	Q4 2022	Q1 2023	Q2 2023	Q3 2023
Revenue Multiple									
Median	3.6x	4.0x	3.5x	2.8x	2.9x	3.2x	3.1x	3.2x	3.1x
Mean	4.2x	4.7x	4.3x	3.6x	3.6x	3.7x	3.5x	3.5x	3.5x
EBITDA Multiple⁽¹⁾									
Median	21.5x	25.1x	21.9x	16.6x	17.2x	17.5x	16.5x	15.5x	15.1x
Mean	22.2x	23.6x	19.8x	16.1x	16.2x	16.0x	15.2x	15.4x	15.2x

(1) Multiple of EBITDA based on EBITDA inclusive of equity income from affiliates

Quarterly figures based on the last trading day of each quarter shown

Source: Capital IQ

PMCF HCM AND STAFFING INDEX PUBLIC EQUITY PERFORMANCE



Market capitalization indices with mixed currencies are converted into USD using historical spot rates

Local currency quotes converted to USD using historical spot rates

Source: Capital IQ

Human Capital Management M&A Activity

Capabilities Expansion

First Advantage acquires Infinite ID

Sep 2023 – First Advantage, a global provider of employment background screening and verification solutions, announced the acquisition of Infinite ID, a premier U.S.-based digital authentication solutions company and portfolio company of Enlightenment Capital. The acquisition adds a plethora of advanced authentication technologies to the First Advantage portfolio and further builds on First Advantage’s digital expansion strategy.

Scott Staples, First Advantage’s Chief Executive Officer, remarked, “Infinite ID’s technology complements our other identity solutions, including RightID® and Digital Identity Services, also enabling us to continue to improve the applicant experience. This is a major milestone towards our strategic objectives to expand our portfolio of innovative products and differentiated solutions while strengthening our core business.”

Geographic Expansion

Acacium Group acquires Sumo Medical Staffing

Sep 2023 – Acacium Group (“Acacium”), a U.K.-based healthcare and life sciences services delivery provider, has announced the acquisition of Sumo Medical Staffing (“Sumo”), a premier search firm specializing in temporary and permanent placement of physicians and healthcare professionals. This acquisition represents a critical landmark in Acacium’s story as the transaction grants a substantially larger presence across the U.S. and strengthens the group’s position as a leading global healthcare delivery partner.

Acacium Group’s Chief Executive Officer, Mike Barnard, says, “Sumo has a proven record of success and is closely aligned with our values in their commitment to excellence and putting people first. Acacium Group has ambitious plans to grow globally in a way that positively impacts society, and Sumo Medical Staffing will play an important part in helping that happen.”

Geographic Expansion

Terra Staffing Group acquires ASG Staffing

Aug 2023 – Hastings Equity Partners-backed Terra Staffing Group (“Terra”), an award winning industrial, administrative, and technical staffing firm, announced the acquisition of ASG Staffing (“ASG”), a leading staffing firm focusing its efforts on high-volume skilled industrial staffing. This acquisition marks a significant milestone as it is Terra’s first add-on acquisition since Hasting Equity Partners’ investment in early 2023.

Terra’s partnership with ASG adds 10 new staffing offices to the company in the Midwest, accelerating Terra’s eastward expansion strategy. “Our mission is Success Stories Created Daily, and we found in ASG a partner who shares that same vision. We believe that Terra and ASG joining forces will be a huge benefit to our clients and talent as we can serve both of them in even more ways,” said Terra CEO Greg Lambert. “Joining forces with ASG doesn’t just make us bigger—it makes us better.”

Capabilities Expansion

Peoplelogic acquires Plai.team

Aug 2023 – Peoplelogic, an advanced platform specializing in organizational success around human capital and process optimization, acquired Plai.team, a groundbreaking people and performance management tool streamlining the people management process and driving employee growth. The acquisition expands Peoplelogic’s capabilities on the human capital management side and, when combined, will create a comprehensive platform offering optimization of employee engagement and will provide key insights for organizational decisions.

Matthew Schmidt, founder of Peoplelogic, expressed his vision for the acquisition, stating, “We are thrilled to welcome Plai.team into the Peoplelogic vision. This strategic acquisition allows us to combine our expertise and provide companies with a comprehensive solution that accelerates growth and drives success in the future of work.”

Sources: Capital IQ, Staffing Industry Analysts (SIA), Company Press Releases

Human Capital Management M&A Activity

\$ in Millions

SELECT STAFFING TRANSACTIONS

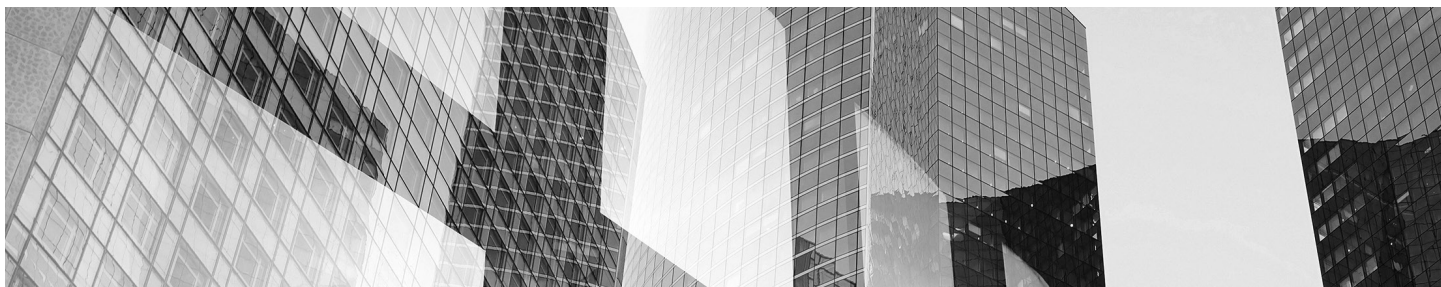
Announced Date	Target	Buyer	Implied EV	EV/TTM Revenue	EV/TTM EBITDA
Sep-23	Cardinal Services	Surestaff	n/a	n/a	n/a
Sep-23	Agena Tech	Beleven	n/a	n/a	n/a
Sep-23	Sumo Medical Staffing	Acacium Group	n/a	n/a	n/a
Sep-23	Alora Search Partners	Corsica Partners	n/a	n/a	n/a
Aug-23	Tower Legal Solutions	Surge Private Equity	n/a	n/a	n/a
Aug-23	The Cydio Group	24 Seven	n/a	n/a	n/a
Aug-23	Star Hospitality Group	Noor Staffing	n/a	n/a	n/a
Aug-23	ASG Staffing	Terra Staffing Group	n/a	n/a	n/a
Aug-23	Kobor MedSearch	Cunningham Elite Staffing	n/a	n/a	n/a
Aug-23	Gecko Hospitality	Triumph Talent Solutions	n/a	n/a	n/a
Aug-23	ProVision IT Resources	Agilus Work Solutions	\$3	n/a	n/a
Jul-23	Priority PICC Solutions	Dynamic Access	n/a	n/a	n/a
Jul-23	Insigma	Futuris Company	n/a	n/a	n/a
Jul-23	Collab Infotech	Aequor Technologies	n/a	n/a	n/a
Jul-23	Swiss Medical Jobs	Vokus Personal	n/a	n/a	n/a

\$ in Millions

SELECT OUTSOURCING SERVICES / HCM SOFTWARE TRANSACTIONS

Announced Date	Target	Buyer	Implied EV	EV/TTM Revenue	EV/TTM EBITDA
Sep-23	ClearCompany	Gemspring Capital	n/a	n/a	n/a
Sep-23	SSS Consulting	Spark Hire	n/a	n/a	n/a
Sep-23	Diversely	Access UK	n/a	n/a	n/a
Sep-23	Talenthub	Starred	n/a	n/a	n/a
Sep-23	Infinite ID	First Advantage	\$41	n/a	n/a
Aug-23	Zamp HR	Engage PEO	n/a	n/a	n/a
Aug-23	Computer Task Group	Cegeka Groep	\$177	0.6x	12.1x
Aug-23	Career Analytics Network	PeopleGrove	n/a	n/a	n/a
Aug-23	Plai.team	Peoplelogic	n/a	n/a	n/a
Aug-23	CDM Enterprises	E4	n/a	n/a	n/a
Jul-23	Symplefy	GoLogiq	\$17	n/a	n/a
Jul-23	SmartLinx Solutions	Lone View Capital Management	n/a	n/a	n/a
Jul-23	Polaris AI	Aya Healthcare	n/a	n/a	n/a
Jul-23	Integrity HR	Marsh & McLennan Agency	n/a	n/a	n/a
Jul-23	Digital Trusted Identity Services	HireRight Holdings	n/a	n/a	n/a

Sources: Capital IQ, Company Websites, PitchBook, Company Reports, PMCF Proprietary Research



What is a Strategic Assessment and Why is it Important?

A Strategic Assessment is a comprehensive report that examines a business holistically with specific consideration given to the financial results, operations, and organizational structure. Our goal is to minimize any potential surprises and develop a tailored transaction plan with results-driven solutions to maximize value through our process, which includes:

- Determining your company's current value
- Identifying factors that enhance or erode value and related risk considerations
- Developing strategies to bridge gaps in value and market position

The Strategic Assessment allows shareholders time to fully assess the business and implement changes and align strategies with the value-creation objectives of shareholders.



SIGNIFICANT INDUSTRY EXPERTISE AND RESOURCES

Founded in 1995, PMCF has spent 25+ years successfully advising clients in the middle market. From M&A advisory or capital raising to strategic assessment and transaction planning, we execute transactions to achieve life-changing outcomes for our clients. We leverage our significant deal experience, industry relationships, and a deep understanding of sectors we serve to support our clients' organic and inorganic growth initiatives.

PMCF takes a strategic approach to transaction planning, ensuring the positioning and messaging conveys the unique differentiators of your company. Our affiliation with Plante Moran provides us access to transaction tax experts to provide insight into structure planning considerations. Together, our team and the Strategic Assessment prepare companies to navigate the challenges of, and succeed in, today's competitive environment. Areas of assessment may include:

- Developing strategies to effectively deploy capital and resources to maximize ROI on your high-priority growth initiatives
- Aligning your process capabilities with key macro trends driving industry growth
- Evaluating KPI trends and results and understanding how they are used in daily management
- Reviewing the organizational chart and the internal plan for turnover and/or succession of key management team members
- Pursuing customer diversification at attractive, appropriate margins
- Understanding margin trends and concentrations of margin within product groups or customers
- Assessing your company's differentiation and position in the marketplace
- Leveraging our extensive global relationships to help penetrate new customers and/or markets

As an investment in your company, PMCF will complete a complimentary Strategic Assessment. For additional information, please visit pmcf.com

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Recent PMCF Awards



2021 M&A ATLAS AWARD WINNER – USA MIDDLE MARKETS
ENERGY PRODUCTS & SERVICES DEAL OF THE YEAR

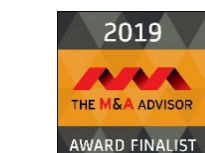


2021 M&A ATLAS AWARD WINNER – USA MIDDLE MARKETS
PLASTICS & PACKAGING DEAL OF THE YEAR



2020 M&A ATLAS AWARD WINNER – AMERICAS
PLASTICS & PACKAGING DEAL OF THE YEAR

2020 M&A ATLAS AWARD WINNER – AMERICAS
INDUSTRIALS BOUTIQUE INVESTMENT BANK OF THE YEAR



2019 MiBiz DEAL OF THE YEAR WINNER
MANUFACTURING DEAL OF THE YEAR

2019 M&A ADVISORS AWARD FINALIST
BOUTIQUE INVESTMENT BANK OF THE YEAR



PMCF | INVESTMENT BANKING

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PMCF Will Be Attending ASA ExecuVision 2024: January 30th-31st

PMCF will be attending the American Staffing Association (ASA) ExecuVision 2024 Conference in Boca Raton, FL, on January 30-31. Matt Rupprecht, Director & Co-Leader of PMCF's Business Services & Technology team, will be available during the scheduled networking sessions. For individuals and organizations planning to attend ASA ExecuVision 2024 with an interest in connecting with PMCF, please contact Matt Rupprecht via email at Matt.Rupprecht@pmcf.com to schedule a confidential discussion.

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