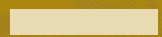




Goldenhill
INTERNATIONAL M&A ADVISORS

JULY 2023



Workforce Solutions M&A Review

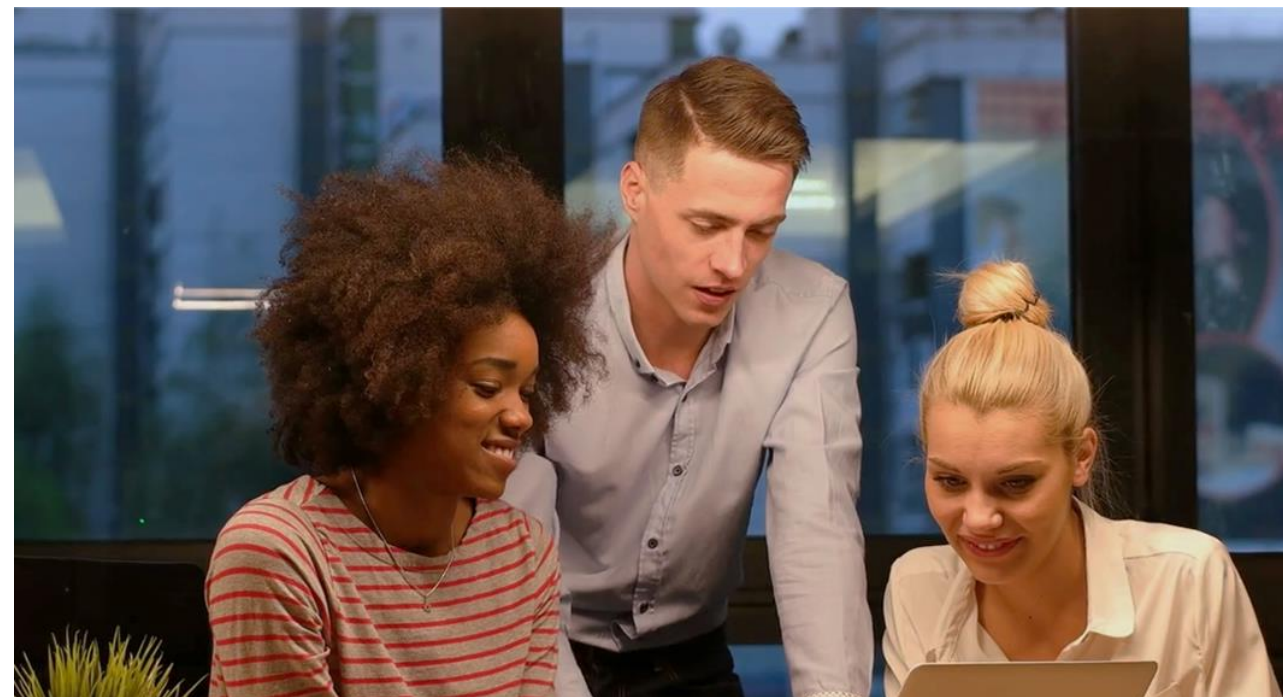
Introduction

Although the Workforce Solutions M&A market was significantly impacted by the global pandemic in 2020, with transaction volumes falling by around 60% from their 2019 levels, the market was also one of the quickest to recover. In 2022, we saw a record of 341 completed M&A transactions in the sector.

Three main factors contributed to the surge in transactions in 2022:

- Sellers targeting an exit in 2020 were forced to delay their plans and ultimately transacted in 2022.
- The dramatic surge in revenues and profits resulting from client demand as companies rebuilt their workforce following the pandemic resulted in many workforce solutions companies reporting record profits in 2021. This caused many sellers to choose 2022 as a year to seek a transaction while at the same time, buyers felt confident to acquire on the back of their strong performance.
- Persistent skills shortages and low unemployment point to favourable long-term prospects for the industry, even when factoring in the expectation of slower economic growth during high inflation and increasing interest rates which started to impact from the second half of the year.

This report presents a more detailed analysis of the M&A activity in the sector over the past 18 months.



Long-term prospects for M&A in the Workforce Solutions sector remain strong, though we anticipate 2023 deal volumes will fall short of the record set in 2022.

Impact of conversational AI

One of the main drivers behind adopting conversational AI, which focuses on simulating human-like conversations through chatbots and virtual assistants, is its ability to provide round-the-clock engagement with candidates. In the recruitment domain, conversational AI platforms have become invaluable tools for automating tasks, delivering personalised experiences for candidates, and improving overall recruitment efficiency.

These platforms can generate recruitment marketing content, answer routine questions from candidates, conduct initial screening interviews, and assist recruiters by generating contextualised content for their communications with candidates. By automating repetitive tasks and leveraging AI-driven analytics, recruiters can focus on strategic decision-making and building meaningful connections with candidates.

With new products already on the market from *SeekOut*, *Beamery* and others, Workforce Solutions firms must keep pace with the advances by leveraging these technologies in their businesses to remain competitive.

Talent marketplaces gaining market share

Talent marketplaces have emerged as a transformative force in the employment landscape, disrupting traditional hiring and job placement models. These platforms leverage AI and advanced algorithms to connect companies with talent across the globe at scale.

Rather than rely on candidates applying to specific job openings, Talent marketplaces present companies with pre-screened candidates ranked based on fit. This process helps to find candidates who may not have applied for roles they are well-suited for but do not meet all of the stated qualifications. Many platforms are designed to reduce the impact of unconscious bias in the hiring process, thereby increasing diversity and the overall pool of available talent.

JobandTalent, which achieved unicorn status in 2021, has led the way in the commercial and industrial sectors by acquiring many traditional staffing and recruitment firms and migrating these businesses to the marketplace model. Newer to the scene is *Workgenius* which focuses on the professional sectors and has completed two transactions since June 2022.



We expect increasing cross-over between technology-led and services-led firms in the Workforce Solutions M&A market.



- Circle8Group expanded its geographic reach with two acquisitions in the first half of 2023.
- In June, it secured a majority stake in Königstein, one of Germany's leading IT staffing and solutions providers, which follows its March acquisition of Swiss IT staffing and consulting firm Swisslinx.
- Königstein uses its own employees and freelancers to support the implementation of customised IT solutions.
- The existing management team and employees of Königstein will remain and it will also continue to operate under the existing brand.
- Swisslinx, is a market leader for placements of IT professionals into the Swiss financial services industry.
- Swisslinx will also maintain its brand identity and continue to operate independently but within the Circle8Group's umbrella.
- Both acquisitions emphasize Circle8Group's aggressive expansion strategy and commitment to strengthening its position in the European IT staffing and solutions market following the majority investment by Axiom Partners in April 2021.
- Circle8 was formerly known as De Staffing Group before rebranding earlier this year.
- Financial details were not disclosed for either transaction.



- In the first quarter of 2023, House of HR continued its ambitious acquisition plan by acquiring Pluss, a German company specializing in healthcare and social services temporary staffing.
- Founded in 1984, Pluss provides staffing solutions for roles such as nurses, physicians, and other health professionals.
- The company reported revenues of €157m in 2022.
- Currently, the company employs around 470 people from 48 locations across Germany, with plans to expand to 55 locations this year with the support of House of HR.
- The acquisition is House of HR's third in the German healthcare staffing solutions sector, following the previous acquisitions of Avanti in 2021 and LD Personalvermittlung in 2022. These acquisitions are expected to generate synergies and facilitate collective expansion.
- Post-acquisition, Pluss' existing management, including Managing Directors Christian Baumann and Wolfgang Ungerathen, will remain in place and will retain its brand.
- Bain Capital acquired a 55% stake in House of HR in November 2022.

M&A | MOST ACTIVE BUYERS

 HOUSE OF HR <small>WE CHANGE LIVES</small>	 Gi Group <small>HOLDING</small>	 jobsquad <small>FAMILY OF WORKFORCE SOLUTIONS</small>	 ZRG <small>STOP SEARCHING START BUILDING</small>	Other Active Buyers
<p>17 total transactions</p>	<p>7 total transactions</p>	<p>5 total transactions</p>	<p>5 total transactions</p>	<p>4 transactions each</p>
<div data-bbox="257 611 402 789">  Feb-2022 IT staffing </div> <div data-bbox="249 876 422 1022">  Feb-2022 Healthcare staffing </div> <div data-bbox="239 1068 422 1229">  Feb-2023 Healthcare staffing </div>	<div data-bbox="601 639 792 789">  Feb-2022 Commercial staffing </div> <div data-bbox="606 868 797 1022">  Sep-2022 Professional staffing </div> <div data-bbox="596 1086 797 1229">  Dec-2022 Professional staffing </div>	<div data-bbox="996 639 1174 789">  Jul-2022 Healthcare staffing </div> <div data-bbox="945 889 1225 1022">  Jul-2022 Commercial staffing </div> <div data-bbox="988 1086 1179 1229">  Feb-2023 Commercial staffing </div>	<div data-bbox="1314 639 1600 789">  Apr-2022 Professional staffing </div> <div data-bbox="1378 872 1523 1022">  Nov-2022 Place & Search </div> <div data-bbox="1314 1086 1600 1229">  Jun-2023 Industrial Staffing </div>	<div data-bbox="1727 625 1972 696">  </div> <div data-bbox="2181 615 2359 696">  </div> <div data-bbox="1888 851 2252 911">  </div> <div data-bbox="1742 1062 1944 1146">  </div> <div data-bbox="2104 1072 2397 1143">  </div>

M&A Overview

Merger and Acquisition (M&A) activity within the staffing sector reached unprecedented heights in the year 2022, with a total of 341 transactions announced publicly across the globe. Macroeconomic factors have caused the market to cool in the second quarter of 2023, though activity was within the norms of pre-pandemic activity levels. In total, we analysed 491 workforce solutions transactions over the past six quarters in this report.

Targets from the non-specialist Commercial Staffing (99 transactions, 20%) and Professional Staffing (77 transactions, 16%) subsectors represented the highest proportion of overall transactions. Within the specialist subsectors, Healthcare and IT Staffing were most common, with 64 (13%) and 63 (13%) transactions, respectively.

Geographically, North America, predominantly the US, exhibited the highest M&A activity, accounting for 240 (49%) of buyers and 224 (46%) of targets. Europe followed closely, securing the second position with a share of 42% for both buyers and targets. Targets from the United Kingdom and the Netherlands were the most sought-after in Europe, with 75 and 59 completed deals, respectively. The Asia-Pacific region represented a share of 7% for buyers and 10% for targets. Nearly three-quarters of all reported transactions were domestic, where the buyer and target were headquartered in the same country, with 27% classified as cross-border.

Strategic Buyers accounted for the vast majority (93%) of all M&A transactions in the period. The Strategic Buyer category includes buyers that are PE-backed, as well as listed businesses and other privately-held companies.

As is customary for private M&A transactions, most deal terms were not disclosed. For the small sample of transactions with disclosed transaction metrics, the average EBITDA multiple reported was 5.6x. Listed companies in the sector are currently trading at an average EV/EBITDA multiple of 7.6x.

Workforce Solutions Subsectors



Education Staffing

Teachers and support staff for schools



Clerical Staffing

Office workers and other general white-collar roles



Engineering Staffing

Engineers and skilled technical roles



Commercial Staffing

Mixed blue and white collar roles



Healthcare Staffing

Doctors, nurses and allied health professionals



Professional Staffing

Professionals from multiple sectors



Life Sciences Staffing

Pharmaceutical, Biotech and Med Devices staff



Payrolling/Compliance

Payrolling and Employer of Record firms



Legal Staffing

Lawyers and legal support staff



RPO

Recruitment process outsourcing



Finance Staffing

Accountants and financial analysts



Place & Search

Permanent recruitment including executive search



IT Staffing

Information technology professionals



Other Workforce Solutions

Firms not covered by other sectors



Industrial Staffing

Blue-collar, agricultural and other unskilled labour

M&A REVIEW Q1 2022 – Q2 2023

\$3.1bn

Total Deal Value ¹

\$90m

Average Deal Size ¹

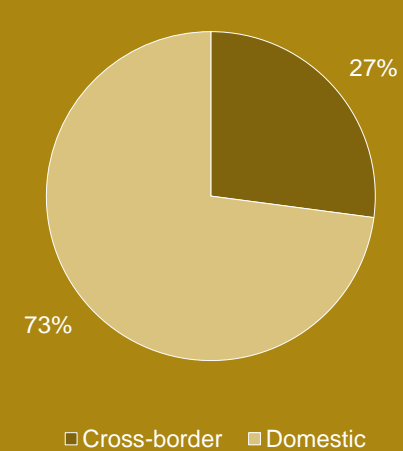
5.6x

Average EBITDA multiple¹

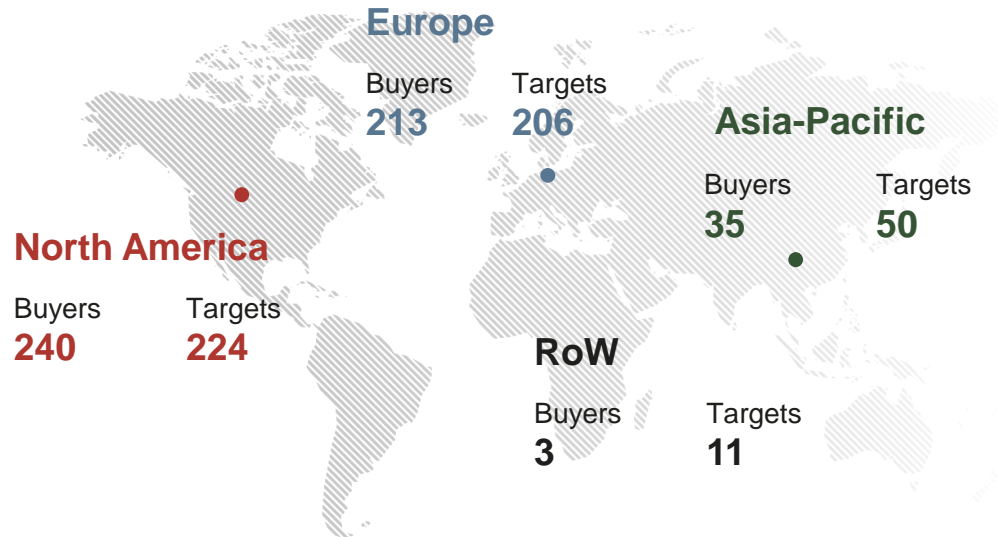
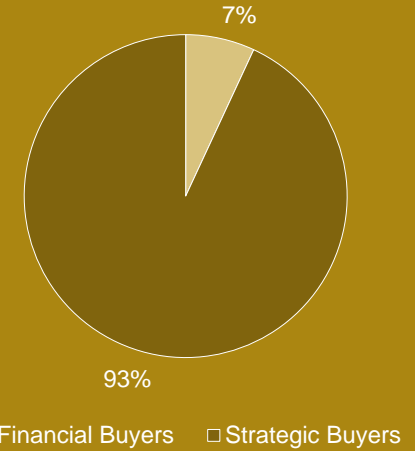
Deals Volume



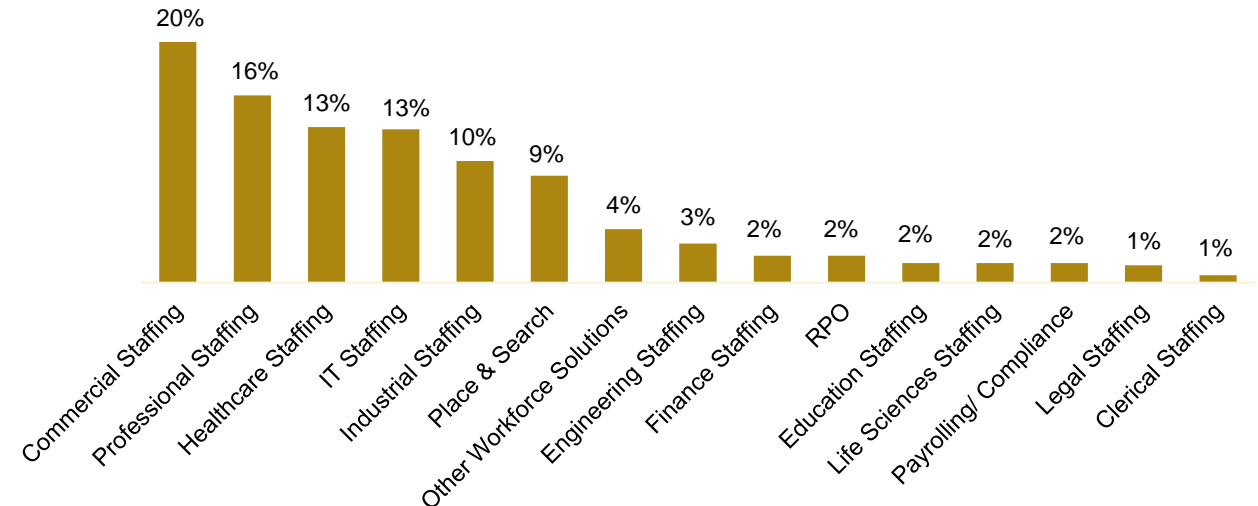
Deals by Type



Deals by Buyer Type



Deal Volumes By Category



¹. Average where deals terms are disclosed

SELECTED M&A TRANSACTIONS

DATE	BUYER	TARGET	DESCRIPTION	SECTOR	DEAL SIZE (\$'m)	EBITDA MULTIPLE (est.)	TRANSACTION RATIONALE
Jan-22	World Holdings (Japan)	Dimple (Japan)	Dimple was founded in 1991 and is involved in temporary staffing, information, store management and education and training.	Commercial Staffing	32.6	nd	The acquisition will strengthen World Holdings' offering in the retail services sector.
Jan-22	Acacium Group (UK)	Favorite Healthcare Staffing (US)	Based in Overland Park, Kansas, and operates nationwide in the US with 27 branch offices. It provides staffing in local per diem and travel for nursing and allied health professionals.	Healthcare Staffing	nd	nd	Acacium said the deal will make it the first specialist healthcare staffing business with operations in the US, Europe and Australia.
Jan-22	Swipejobs (US)	Corestaff (US)	Previously a subsidiary of UK Plc, Impellam, Corestaff provides staffing services in the areas of accounting/finance, administrative/clerical, call center/customer care, HR, and IT.	Commercial Staffing	19.0	nd	Following completion of the disposal of Corestaff, Impellam will use the proceeds of sale to pay down net debt to fund additional investment to further accelerate the group's strategy.
Feb-22	The House of HR (Belgium)	Solcom (Germany)	A Reutlingen, Germany-based recruitment firm specialising in IT and engineering staffing.	IT Staffing	nd	nd	House of HR is one of the most acquisitive firms in the past several years. Solcom will significantly enhance their specialist IT offering as well as their growing presence in the German market.
Feb-22	Gi Group Holding (Italy)	OnTime Group (Germany)	OnTime Group operates in the temporary and permanent staffing sector and in the national and international mobility sector.	Professional Staffing	nd	nd	With this acquisition, Gi Group's presence in Germany increases to over 60 branches, with an overall turnover of more than €150m and more than 4,000 FTE (Full Time Equivalent) work placements.

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DATE	BUYER	TARGET	DESCRIPTION	SECTOR	DEAL SIZE (\$'m)	EBITDA MULTIPLE (est.)	TRANSACTION RATIONALE
Feb-22	The House of HR (Belgium)	TMI (Netherlands)	An HR services provider to the healthcare sector in the Netherlands.	Healthcare Staffing	nd	nd	The acquisition of the Dutch TMI gives us a solid foundation to build on in the Dutch health care staffing and recruitment market. With the TMI acquisition, House of HR aims to have a much stronger presence in the health care sector.
Feb-22	PeopleIn (Australia)	Perigon Group (Australia)	Based in Sydney, Australia, the company specializes in recruiting for transactional accounting to the chief financial officers and technology positions.	Finance & Accounting Staffing	11	nd	Perigon Group strengthens PeopleIn's presence in the accounting & finance sector, which they expect to show above-average growth over the next five years.
Feb-22	HireQuest (US)	Northbound Executive Search (US)	The company provides executive search across a variety of functional areas including accounting and finance, financial operations, legal and compliance, corporate services.	Place & Search	11	nd	The acquisition helps HireQuest's to expand its offerings in the higher-margin executive placement and interim management segments.
Mar-22	Jobandtalent (Spain)	InStaff (US)	Provides mainly temporary staff in the light industrial sector.	Industrial Staffing	30	nd	This strategic divestiture also allows BGSF to deploy more capital into managed services and high-end consulting solutions as well as drive geographic expansion in Real Estate.
Mar-22	Kelly Services (US)	RocketPower (US)	A provider of recruitment process outsourcing and other talent solutions	RPO	nd	nd	This acquisition significantly expands KellyOCG's RPO solution and delivery offering across the globe and enhances specialty RPO strategy and expertise and provides with another entry point into the high-tech industry.

SELECTED M&A TRANSACTIONS

DATE	BUYER	TARGET	DESCRIPTION	SECTOR	DEAL SIZE (\$'m)	EBITDA MULTIPLE (est.)	TRANSACTION RATIONALE
Mar-22	ACS Solutions (US)	Volt Information Sciences (US)	Provides contingent workers, personnel recruitment services and managed staffing services programs supporting primarily administrative, technical, information technology, and light-industrial.	Commercial Staffing	187	7.3x	This transaction will diversify ACS's business mix by adding a sizable commercial staffing and MSP business to their staffing services portfolio, further expanding suite of services and offerings.
Apr-22	Premier Health of America (Canada)	Canadian Health Care Agency (Canada)	A firm that provides nursing staff to northern Canada health organizations.	Healthcare Staffing	11	4.5x	The acquisition of Canadian Health Care Agency starts Premier's expansion outside of the Quebec province. In addition, the Cambridge based-agency provides with a good management infrastructure in Ontario that will serve as a base to continue expansion in this province.
May-22	Kelly Services (US)	Pediatric Therapeutic Services (US)	Provider of advanced therapy staffing solutions to school districts, charter schools and early intervention programs.	Healthcare Staffing	86	nd	The acquisition gives Kelly an entry point into the fast-growing therapeutic services market, a specialty domain where it didn't previously have a presence, while being synergistic with Kelly's large education staffing business.
May-22	Jobandtalent (Spain)	Jobzone (Norway)	Norwegian headquartered staffing company with over 40 local offices with a total of 150 employees.	Commercial Staffing	52	nd	Jobandtalent said the transaction will help strengthen its position in Scandinavia and will give Jobzone access to its platform.
May-22	Gi Group Holding (Italy)	Stato Consultoria (Brazil)	The company offers career transition, talent development, recruitment and selection, and executive search services.	Commercial Staffing	nd	nd	This acquisition is in line with Gi Group's strategy of Latin American expansion.

SELECTED M&A TRANSACTIONS

DATE	BUYER	TARGET	DESCRIPTION	SECTOR	DEAL SIZE (\$'m)	EBITDA MULTIPLE (est.)	TRANSACTION RATIONALE
May-22	Gi Group Holding (Italy)	Focun Group (Colombia)	A provider of staffing and business processes outsourcing based in Bogotá, Colombia.	Other Workforce Solutions	nd	nd	This strategic transaction increases Gi Group offerings in Colombia tenfold and continues their strategy of Latin American expansion.
May-22	AMN Healthcare Services (US)	Connetics (US)	The company specializes in matching international healthcare workers with healthcare facilities in the USA.	Place & Search	79	nd	This acquisition also allows AMN Healthcare to benefit from the expertise and knowledge of the Connetics USA team in recruitment, placement and operations involving international workers.
May-22	Bain Capital (US)	House of HR (Belgium)	Headquartered in Roeselare (Belgium), the group consists of eight companies that together represent over 40 brands, all focusing on 'Engineering & Consulting' and 'Specialised Talent Solutions'.	Commercial Staffing	1,653 (est.)	nd	Bain Capital has acquired 55% of the equity and the management, Naxicap Partners, Ergo Partners and Ms. Conny Vandendriessche will jointly own the remaining stake in the company. House of HR is expected to continue its ambitious buy-and-build growth strategy.
Jun-22	Acacium Group (UK)	R&D Partners (US)	A provider of life sciences staffing based in the US.	Life Sciences Staffing	nd	nd	The acquisition further strengthens Acacium's position as a leading healthcare and life sciences recruiter in the UK, US and Australia.
Jun-22	The House of HR (Belgium)	Vijverberg Interim Juristen (Netherlands)	A Dutch firm focused on the placement interim lawyers.	Legal Staffing	nd	nd	The acquisition Improves House of HR's offering in the legal staffing sector as it continues to develop as one of the largest, multi-sector staffing providers in Europe.

SELECTED M&A TRANSACTIONS

DATE	BUYER	TARGET	DESCRIPTION	SECTOR	DEAL SIZE (\$'m)	EBITDA MULTIPLE (est.)	TRANSACTION RATIONALE
Jun-22	WorkGenius (Germany)	JBC (US)	A New York-based staffing provider catering to the retail, entertainment, media, creative services and fashion industries. JBC primarily operates in the US, the UK, Spain, France, Canada and Hong Kong.	Professional Staffing	nd	nd	Workgenius will seek to leverage its technology platform to drive efficiencies and growth from the combination.
Jun-22	CPL Resources (Ireland)	Neusta Consulting (Germany)	German IT contracting company, are headquartered in Hamburg, with additional offices in Berlin, Bremen, Cologne, Munich, Frankfurt, and Dresden.	IT Staffing	nd	nd	The acquisition give CPL a foothold in the lucrative German IT staffing market, the second largest in Europe.
Jul-22	Randstad (Netherlands)	Finite Recruitment (Australia)	Based in Sydney, Australia, the company offers contract and perm recruitment in the information technology sector.	IT Staffing	nd	nd	This acquisition strengthens Randstad's position as the market leader within the IT sector in Australia and New Zealand and will be a strong addition to its current service offering.
Aug-22	Korn Ferry (US)	Infinity Consulting Solutions (US)	Provider of staffing and recruiting services based in New York, predominately focused on the IT sector.	IT Staffing	99	nd	The acquisition confirms Korn Ferry's commitment to scale its solutions and further increase its focus on speciality staffing.
Sep-22	Gi Group Holding (Italy)	Encore Personnel (UK)	Operator of recruitment agency providing services to clients in driving, industrial, and manufacturing sectors in the UK.	Commercial Staffing	nd	nd	The acquisition helps GI Group to consolidate its position as a leading provider of recruitment services to the UK's driving, industrial, and manufacturing sectors.

SELECTED M&A TRANSACTIONS

DATE	BUYER	TARGET	DESCRIPTION	SECTOR	DEAL SIZE (\$'m)	EBITDA MULTIPLE (est.)	TRANSACTION RATIONALE
Oct-22	Wilson Human Capital Group (US)	Tracking Talent (South Africa)	Operator of a recruitment agency intended to serve organizations in financial services and commercial sectors.	Finance Staffing	nd	nd	The acquisition will allow WilsonHCG to continue to build upon its presence in South Africa while supporting its wider client base in Europe, the Middle East and Africa (EMEA).
Oct-22	Teleperformance (France)	PSG Global Solutions (US)	A digital recruitment process outsourcing firm providing outsourced recruiting, recruiting support and full-cycle RPO. Its clients include staffing companies and other firms, and its recruiting centers are based in the Philippines.	RPO	300	nd	With the acquisition, Teleperformance aims to strengthen its specialized services activities, its position in the US healthcare vertical and its digital recruitment practices. The Group intends to scale up PSG's RPO activity in new client verticals and new geographies.
Oct-22	Medical Solutions (US)	Host Healthcare (US)	Specializes in nursing, allied and therapy staffing, as well as offers, travel doctors, travel therapy, travel rehab and travel nursing, helping clients to get qualified, medical staff and individuals.	Healthcare Staffing	nd	nd	Medical Solutions, which ranked as the third largest travel nurse staffing firm in the US prior to this acquisition, further strengthens its leadership position in the sector.
Nov-22	Le groupe PROMAN (France)	National Skilled Trades Masters (US)	Based in Dallas with 43 employees in five locations across Texas, provides contract labor, direct placement, training, and consulting services.	Commercial Staffing	nd	nd	Trades Masters expands the geographic footprint in the US for Proman's existing skilled trades division.
Nov-22	Kingsway Financial Services (US)	Secure Nursing Service (US)	Recruits highly skilled and professional per diem and travel registered nurses, licensed vocational nurses, certified nurse assistants, and allied healthcare professionals.	Healthcare Staffing	11	4.0x	Kingsway is a holding company that owns or controls subsidiaries primarily in the extended warranty, business services, asset management and real estate industries. This is the third business acquisition under the Kingsway Search Xcelerator program.

SELECTED M&A TRANSACTIONS

DATE	BUYER	TARGET	DESCRIPTION	SECTOR	DEAL SIZE (\$'m)	EBITDA MULTIPLE (est.)	TRANSACTION RATIONALE
Dec-22	Gi Group Holding (Italy)	Eupro (Switzerland)	Provider of temporary and permanent staffing services, with a primary focus on the construction and manufacturing industries.	Industrial Staffing	nd	nd	This acquisition allows Gi Group to consolidate the position as a leading provider of recruitment services in Switzerland and Lichtenstein.
Dec-22	Groupe Crit (France)	OK Job (Switzerland)	Provides staff across a wide range of sectors to Swiss clients.	Commercial Staffing	nd	nd	Groupe Crit strengthens its position in the Swiss market with the deal which will add over €100m in revenues to its existing business.
Jan-23	Heidrick & Struggles International (US)	Atreus (Germany)	A Munich, Germany-based firm that provides experienced interim C-suite-level executives for line, project and program management tasks.	Professional Staffing	nd	nd	The acquisition builds on Heidrick & Struggles' position in the on-demand talent space by expanding this offering into continental Europe and is an important component of the firm's broader strategy to diversify its suite of executive talent and leadership advisory offerings.
Jan-23	WorkGenius (Germany)	Agency WorX (US)	New York-based staffing firm operating in IT, design and admin.	Professional Staffing	nd	nd	This is the second acquisition for the WorkGenius Group, following the acquisition of JBC in June 2022. It will look to leverage its technology platform to enhance the margins and growth rates of the newly acquired business.
Jan-23	Wilson Human Capital Group (US)	Personify Search (US)	Provider of recruitment process outsourcing provider based in Raleigh, North Carolina.	RPO	nd	nd	This expansion enables continued growth while cementing position as a global leader in talent acquisition.

SELECTED M&A TRANSACTIONS

DATE	BUYER	TARGET	DESCRIPTION	SECTOR	DEAL SIZE (\$'m)	EBITDA MULTIPLE (est.)	TRANSACTION RATIONALE
Jan-23	Korn Ferry (US)	Salo (US)	Finance & accounting and human resources staffing firm based in Minneapolis.	Finance Staffing	nd	nd	The company's substantial interim professional solutions and contract staffing expertise will enhance Korn Ferry's industry-leading organizational consulting portfolio.
Feb-23	International Holding (UAE)	Reach Employment Services (UAE)	Provider of management consulting, recruitment and outsourcing services to clients in the public and private sectors.	Place & Search	86	8.5x	International Holding Co., an Abu Dhabi-based diversified conglomerate, acquired a 55% stake for \$86m.
Feb-23	NES Fircroft (UK)	Scientific Recruitment (Australia)	Specializes in scientific technical recruitment in the pharmaceutical, food, biotechnology, chemical, petrochemical, environmental, health services, life sciences and mining sectors.	Professional Staffing	nd	nd	This acquisition enhances NES's activities in the life science markets and at the same time expands capabilities across APAC.
Feb-23	Pauwels Consulting (Belgium)	4People (Netherlands)	4People, a Dutch firm that specializes in secondment and placement of executives in the construction, infrastructure and environment and engineering sector	Place & Search	nd	nd	Strengthen Pauwels presence in the Netherlands and the engineering staffing sector.
Feb-23	The House of HR (Belgium)	Pluss (Germany)	Specialises in temporary recruitment in healthcare and social services.	Healthcare Staffing	nd	nd	With this acquisition House of HR will become one of the largest HR healthcare providers in Germany.

SELECTED M&A TRANSACTIONS

DATE	BUYER	TARGET	DESCRIPTION	SECTOR	DEAL SIZE (\$'m)	EBITDA MULTIPLE (est.)	TRANSACTION RATIONALE
Mar-23	Twenty20 Capital (UK)	Impellam Group (UK)	Impellam Group's regional staffing businesses in the UK comprising this brands: Tate, Blue Arrow Group, Chadwick Nott, and Career Teachers; and its healthcare staffing business in the UK, Ireland and APAC.	Commercial Staffing	108	9.5x	Twenty20 will bring the businesses together under the new brand RSS Global. The investment and acquisition of RSS Global adds more than £600m of revenue to their growing portfolio of businesses, bringing total revenues managed to more than £1.5bn.
Mar-23	Synergie SE (France)	Runtime (Germany)	Commercial and industrial staffing with 31 branches throughout Germany.	Commercial Staffing	nd	nd	With this acquisition Synergie accelerates its development in the second largest European market and aims in 2023 for a turnover of €140 million in Germany. It is in line with the group's strategy to support its clients.
Mar-23	Elwood Staffing Services (US)	NAOS Staffing (US)	A US regional provider of on-site contingent staffing and workforce management solutions.	Industrial Staffing	nd	nd	It's the third transaction this year for Elwood, following the acquisitions of Advanced Personnel in February and IES Custom Staffing Solutions in January.
Mar-23	Circle8 Group (Netherlands)	Swisslinx (Switzerland)	IT staffing and consulting provider throughout Switzerland.	IT Staffing	nd	nd	Swisslinx will continue to operate under the current brand name. In addition, the Swiss organization will continue its activities independently from other staffing organizations under the banner of Circle8 Group.
Apr-23	Le groupe PROMAN SAS (France)	PeopleShare (US)	A clerical and light industrial workforce solutions provider based in Pennsylvania.	Industrial Staffing	nd	nd	With the acquisition, Proman is expanding its service offering for its customers and strengthening its geographic network by setting up in four new states: Delaware, Maryland, Pennsylvania and Virginia.

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DATE	BUYER	TARGET	DESCRIPTION	SECTOR	DEAL SIZE (\$'m)	EBITDA MULTIPLE (est.)	TRANSACTION RATIONALE
Apr-23	H.I.G. Capital (UK)	Office People Personalmanagement (Germany)	Provider of personnel management and temporary staffing services focusing on sectors with structurally high workforce demand including aviation, e-commerce, logistics and mobility/automotive.	Industrial Staffing	nd	nd	The company was acquired by H.I.G. Capital through an LBO for an undisclosed amount. The investment will help the company to continue its long-term growth plans while seizing additional opportunities in Germany and Europe. In support of the transaction, the company received debt financing in the form of a loan.
Apr-23	NES Fircroft (UK)	Polarities (Japan)	A Tokyo-based firm that provides advisory and outsourcing services to companies entering Japan across industries, including staffing.	Commercial Staffing	nd	nd	The acquisition will expand NES capabilities with the support of its global infrastructure and presence in Asian markets.
Apr-23	BGSF Staffing (US)	Arroyo Consulting (US)	An IT staffing and solutions firm headquartered in Nashville, Tennessee, Arroyo provides nearshore and offshore professional workforce solutions with operations in the US, Colombia and India.	IT Staffing	nd	nd	The acquisition will expand BGSF presence in US, Colombia and India further enhancing custom software application development, testing, and ongoing support for customers.
May-23	Andela (US)	Casana (US)	Provider of information technology freelancers based in Munich, Germany.	IT Staffing	nd	nd	Casana's business model aligns with Andela's approach to assessing the qualifications for accepting members into its global talent network. The acquisition will enable Andela to expand its footprint in Europe.
May-23	Hays (UK)	Vercida Consulting (UK)	A UK-based Diversity, Equity & Inclusion advisory organisation	Other Workforce Solutions	nd	nd	Hays stated that it will immediately seek to leverage Vercida Consulting as the front of its Diversity, Equity & Inclusion offering as part of its Advisory Services.

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DATE	BUYER	TARGET	DESCRIPTION	SECTOR	DEAL SIZE (\$'m)	EBITDA MULTIPLE (est.)	TRANSACTION RATIONALE
Jun-23	Circle8 Group (Netherlands)	Koenigstein Consulting Company (Germany)	IT staffing and consulting provider throughout Germany.	IT Staffing	nd	nd	The acquisition of the company is Circle8 Group's second overseas acquisition this year and brings the total number of brands within the group to seven.
Jun-23	Andera Partners (France)	Pauwels Consulting (Belgium)	Provider of consulting and project management services intended to outsource skilled profiles in IT, engineering and life sciences sectors.	Commercial Staffing	nd	nd	The company was acquired by Andera Partners, Mr. Bert Pauwels and its management through an LBO for an undisclosed amount. The deal will enable the company to accelerate its European development, driven by both organic growth and buy & build strategy.
Jun-23	Russell Reynolds Associates (US)	Nvolv (US)	A leadership consulting firm based in Rochester, New York. advising first-time CEOs and leaders pursuing significant transformation objectives.	Other Workforce Solutions	nd	nd	The acquisition will bolster Russell Reynold's client offerings and further strengthen their position as leaders in C-suite leadership advisory services.
Jun-23	Tandym Group (US)	AETEA Information Technology (US)	An IT staffing firm based in Pennsylvania, provides technology staffing and consulting services to a broad range of companies, including financial services, biotech and consumer packaged goods.	IT Staffing	nd	nd	AETEA provides technology staffing and consulting services to a broad range of companies. The acquisition enhances the range of services Tandym can provide to its clients.

SECTOR VALUATION METRICS

Company	Ticker	Share Price 30-Jun-23	Market Cap (\$m)	EV (\$m)		Revenue (\$m)		EBITDA (\$m)		EV/Revenue		EV/EBITDA		Revenue Growth (%)		EBITDA Margin	
				TTM	FY	TTM	FY	TTM	FY	TTM	FY	TTM	FY	TTM	FY	TTM	FY
Selected Large Cap																	
Recruit Holdings	6098	31.5	49,840	39,044	39,044	25,332	25,332	3,467	3,467	1.5x	1.5x	10.3x	10.3x	19.4	19.4	13.7	13.7
Randstad	RAND	52.5	9,608	11,810	11,767	28,578	28,985	1,465	1,535	0.4x	0.4x	7.7x	7.2x	6.8	11.9	5.1	5.3
Robert Half International	RHI	75.2	8,106	8,256	7,649	7,140	7,238	877	938	1.1x	1.1x	8.8x	8.0x	3.8	12.0	12.3	13.0
Adecco Group	ADEN	32.5	5,475	9,254	8,772	25,062	24,855	811	800	0.4x	0.4x	11.6x	9.7x	12.4	12.9	3.2	3.2
AMN Healthcare Services	AMN	109.1	4,326	4,203	5,162	4,817	5,243	709	784	0.8x	0.9x	5.4x	6.3x	3.6	31.6	14.7	15.0
Persol Holdings Company	2181	17.9	4,006	4,333	4,333	9,041	9,041	476	476	0.5x	0.5x	7.1x	7.1x	15.4	15.4	5.3	5.3
ManpowerGroup	MAN	79.4	4,004	4,816	4,803	19,437	19,828	648	671	0.2x	0.2x	7.2x	6.5x	(7.2)	(4.3)	3.3	3.4
ASGN	ASGN	75.6	3,729	5,127	4,996	4,619	4,581	489	501	1.1x	1.1x	10.2x	10.0x	10.1	14.3	10.6	10.9
Korn Ferry	KFY	49.5	2,585	2,260	2,260	2,864	2,864	390	390	0.8x	0.8x	5.1x	5.1x	8.3	8.3	13.6	13.6
Hays	HAS	1.3	2,048	2,104	2,176	NA	8,761	NA	364	0.2x	0.3x	5.8x	9.9x	NA	16.7	NA	4.2
PageGroup	PAGE	5.1	1,665	1,785	1,785	2,453	2,453	316	316	0.7x	0.7x	4.8x	4.8x	21.1	21.1	12.9	12.9
Meitec	9744	17.1	1,340	1,092	1,078	890	954	NA	120	1.2x	1.1x	8.7x	10.2x	12.3	10.9	NA	12.6
Kforce	KFRC	62.7	1,275	1,332	1,145	1,700	1,711	103	107	0.8x	0.7x	12.5x	9.5x	4.1	8.3	6.1	6.3
Open Up Group	2154	14.5	1,257	1,158	919	1,166	1,266	109	113	1.0x	0.7x	9.6x	8.5x	5.1	50.3	9.4	8.9
Outsourcing	2427	9.4	1,185	2,164	1,825	5,247	5,249	290	299	0.4x	0.3x	7.2x	5.6x	18.2	21.2	5.5	5.7
Cross Country Healthcare	CCRN	28.1	1,009	976	1,100	2,641	2,807	239	283	0.4x	0.4x	3.5x	3.6x	23.6	67.4	9.0	10.1
Average										0.7x	0.7x	7.8x	7.6x	10.5	19.8	8.9	9.0
Total (Large Cap)			101,456	99,716	98,815	140,985	151,167										

(1) Net financial debt minus marketable securities and collaterals; (2) NM - Not meaningful and NA - Not available

SECTOR VALUATION METRICS

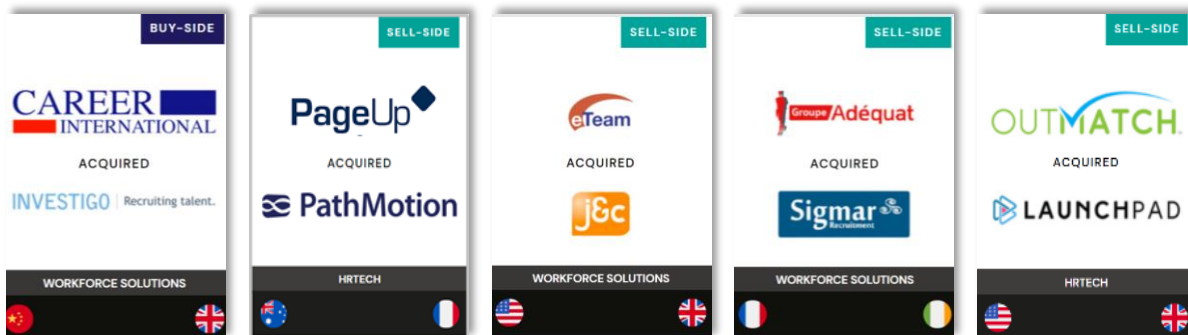
Company	Ticker	Share Price 30-Jun-23	Market Cap (\$m)	EV (\$m)		Revenue (\$m)		EBITDA (\$m)		EV/Revenue		EV/EBITDA		Revenue Growth (%)		EBITDA Margin	
				TTM	FY	TTM	FY	TTM	FY	TTM	FY	TTM	FY	TTM	FY	TTM	FY
Selected Mid Cap																	
Career International	300662	85.9	952	1,193	1,306	1,356	1,350	64	81	0.9x	1.0x	16.8x	18.4x	19.9	29.7	4.7	6.0
Groupe Crit	CEN	4.7	932	438	438	2,457	2,457	147	147	0.2x	0.2x	2.9x	2.9x	15.0	15.0	6.0	6.0
UT Group	2146	36.9	879	644	644	1,260	1,260	74	74	0.5x	0.5x	7.1x	7.1x	8.8	8.8	5.9	5.9
Synergie	SDG	20.4	817	583	583	3,066	3,066	168	168	0.2x	0.2x	3.7x	3.7x	8.1	8.1	5.5	5.5
Quess Corporation	539978	5.4	803	729	729	2,137	2,137	83	83	0.4x	0.4x	8.4x	8.4x	25.3	25.3	3.9	3.9
Brunel International	BRNL	13.8	692	531	531	1,243	1,243	73	73	0.5x	0.5x	7.4x	7.4x	31.4	31.4	5.9	5.9
Kelly Services	KELYA	18.8	668	532	590	4,937	4,965	54	(20)	0.1x	0.1x	NA	9.5x	(1.3)	1.1	1.1	(0.4)
Sthree	STEM	4.5	605	629	629	2,035	2,035	120	120	0.3x	0.3x	5.0x	5.0x	23.2	23.2	5.9	5.9
TeamLease Services	TEAMLEASE	30.1	501	418	418	980	980	20	20	0.4x	0.4x	20.2x	20.2x	21.5	21.5	2.1	2.1
Pasona Group	2168	12.0	468	181	889	2,778	3,172	NA	240	0.1x	0.3x	1.0x	4.0x	3.3	9.4	NA	7.6
Impellam Group	IPEL	9.4	425	354	354	2,400	2,400	46	46	0.1x	0.1x	5.5x	5.5x	23.2	23.2	1.9	1.9
Robert Walters Group	RWA	5.2	388	467	467	1,355	1,355	99	99	0.3x	0.3x	4.5x	4.5x	13.3	13.3	7.3	7.3
Average										0.3x	0.4x	7.5x	8.1x	16.0	17.5	4.6	4.8
Total (Mid Cap)			8,130	6,700	7,578	26,004	26,421										
Selected Small Cap																	
Hito-Communications	4433	11.2	191	155	160	490	527	45	54	0.3x	0.3x	2.9x	2.8x	(12.6)	(23.9)	9.2	10.3
Will Group	6089	7.9	172	199	199	1,063	1,063	55	55	0.2x	0.2x	3.6x	3.6x	9.8	9.8	5.2	5.2
Openjobmetis	OJM	9.3	125	172	134	800	808	28	29	0.2x	0.2x	5.9x	4.9x	0.9	6.6	3.5	3.6
Renrui Human Resources	06919	0.5	76	15	15	540	540	10	10	0.0x	0.0x	24.4x	24.4x	(23.2)	(23.2)	1.9	1.9
Human Holdings Company	2415	7.1	75	(47)	(47)	676	676	24	24	NA	NA	NA	NA	6.1	NA	3.6	3.6
Staffline Group	STAF	0.4	54	95	95	1,159	1,159	22	22	0.1x	0.1x	4.3x	4.3x	(0.2)	(0.2)	1.9	1.9
Adcorp Holdings	ADR	0.4	35	48	58	736	760	18	19	0.1x	0.1x	2.5x	3.8x	1.9	(3.4)	2.5	2.6
Average										0.1x	0.1x	7.3x	7.3x	(2.5)	(5.7)	4.0	4.1
Total (Small Cap)			729	638	615	5,464	5,534										
Sector Total			110,315	107,053	107,008	172,454	183,122			0.5x	0.5x	7.6x	7.7x	9.7	14.5	6.3	6.6

(1) Net financial debt minus marketable securities and collaterals; (2) NM - Not meaningful and NA - Not available

Quick Facts

- Sector experts focused on providing advisory services to sellers and buyers in M&A projects across the globe.
- Deep domain expertise across Workforce Solutions, HRTech, FinTech and ESG.
- Our Partners have advised on 100+ transactions with values ranging from \$15 million to over \$100 million; the majority (70%) of our engagements result in cross-border transactions.
- International presence with offices in London, Milan, San Diego, Luxembourg, and Buenos Aires.
- Proven track record of successful long-term advisory relationships positioning clients for premium transactions using current insights into the relevant strategic acquirers.

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Carlos Ratto
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