

HUMAN CAPITAL MANAGEMENT M&A PULSE

THIRD QUARTER 2025



OUR INSIGHTS

With the first 9 months of 2025 in the rear-view mirror, a theme of resilience has emerged, as U.S. staffing hours demonstrate stability despite an uncertain and dynamic environment. Slowing growth of the U.S. labor market, persistent inflation, and policy uncertainty continue to cloud the trajectory of the Human Capital Management space, while technological advancements bolstered by AI solutions provide reasons for excitement in an increasingly competitive staffing & outsourcing services landscape.

Following the theme of the previous two quarters, dealmaking remains strong due to increasing interest in tech-enabled outsourcing services as quarterly transaction volumes continue to record modest increases over 2024. Volatile demand for temporary staffing has left staffing services M&A transaction activity mostly level with 2024 volumes, though high performing players in the space are able to command a premium valuation as acquirers look to capture quality assets to facilitate continued growth.

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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.

Mergers & Acquisitions

Carve-outs & Divestitures

Strategic Assessments

Capital Raising

COMPREHENSIVE HUMAN CAPITAL MANAGEMENT AND STAFFING COVERAGE

Staffing

Temporary, temp-to-permanent, permanent / direct hire, and executive search services across all end markets, including professional, industrial, IT, and healthcare

Outsourcing Services

Outside business services vendors, including human resources outsourcing, recruitment process outsourcing, managed service providers, and business process outsourcing

Software & Technology

Talent acquisition technology and HR/staffing software platforms, including human cloud, online recruitment marketplaces, and HR software integrators

SELECT PMCF HUMAN CAPITAL MANAGEMENT TRANSACTIONS





KEY INSIGHTS

1

DYNAMIC HIRING ENVIRONMENT

Hiring trends continue to vary materially between segments. Professional and highly-specialized sectors such as IT, accounting, and legal have maintained stable demand as the outsourcing of these skills becomes more prevalent. Alternatively, blue collar staffing segments such as warehousing, industrial, and clerical continue to report month over month declines in order activity. Human Capital Management growth remains stagnant through Q3 2025 as macroeconomic conditions and policy changes continue to impact temporary staffing and permanent placement services. However, bill rates continue to post modest increases as the demand for contingent labor remains strong. Tech-enabled staffing and outsourcing services providers will be at an advantage in a dynamic environment where rapid changes in strategy are necessary to remain competitive.

2

AI INTEGRATION IS REDEFINING WORKFLOWS

Generative AI is rapidly reshaping the staffing industry, especially front and middle office systems centered around talent acquisition, communication automation, and placements. Many vendors are embedding AI into their platforms, though the sophistication of these solutions varies significantly as rapid evolution and complex data inputs have the potential to outdate features as quickly as they're introduced. The most significant use case for generative AI in staffing is the redefinition of recruiter workflows in creating automated job postings, fielding email and phone responses, and vetting candidates before human intervention is required. While the advantages of AI solutions cannot be overstated, implementation challenges remain as data quality and integration complexity present a steep learning curve to staffing & outsourcing services providers.

3

MIXED OUTLOOK FOR TEMPORARY STAFFING

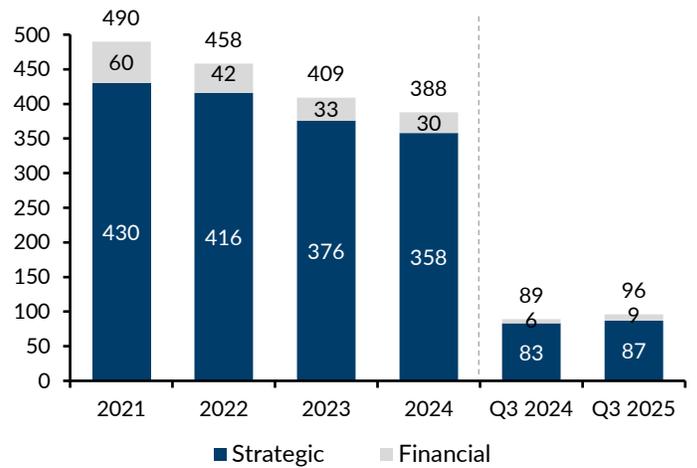
U.S. Staffing hours have continued to fluctuate, with total hours declining by roughly 3% since Q3 2024. While the industry remains forecasted to grow modestly in 2026, the estimate remains clouded by factors such as the slowing growth of the U.S. labor market, continued inflation, uncertainty around policy changes, and the influence of AI. Trends in staffing hours continue to vary between the professional and commercial sectors, with demand for professional staffing remaining resilient despite a stagnant labor market. All things considered, staffing hours are demonstrating stability through the first 9 months of 2025, which is notably stronger than the downward trends observed in 2023 & 2024. This provides reasons for optimism as we set our sights on 2026.

Q3 2025 Market Summary & Outlook

Human Capital Management M&A Market Dynamics

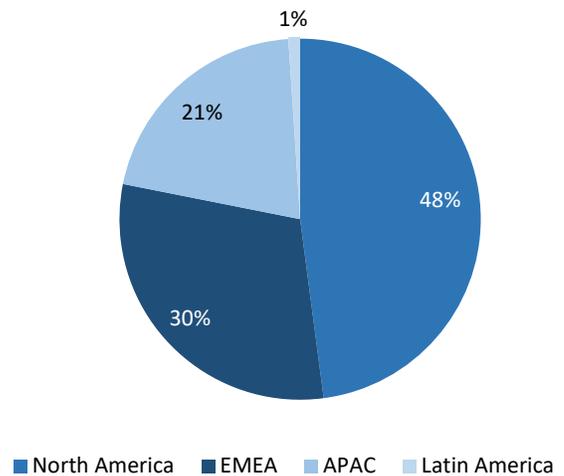
- Global M&A transaction volumes across Staffing, Outsourcing Services, and Software & Technology industries (collectively, "Human Capital Management" or "HCM") saw a modest increase compared to Q3 last year, with 96 transactions completed in Q3 2025.
- Consistent with historical trends, strategic buyers continued to lead M&A activity in the HCM space, representing roughly 91% of all transactions in Q3, in line with Q2 2025. Private equity groups accounted for the remaining 9% of deals.
- Geographic trends reaffirm North America as the most active region in the HCM M&A market. EMEA maintained steady performance with 29 transactions, while APAC posted a notable increase with 20 deals completed in Q3. Latin America recorded just one transaction in the quarter after reporting none in Q2 2025.
- Q3 2025 deal activity was seven transactions higher than Q3 2024, and year-to-date volumes remain on track to surpass full-year totals for both 2023 and 2024, underscoring improved momentum in the M&A markets. Outsourcing Services represented 45% of this quarter's deals, consistent with historical trends, while Software & Technology climbed to 31%, up sharply from roughly 20% in the prior two quarters. Staffing transactions fell to 23, about half of the levels seen in each of the previous two quarters, which averaged nearly 40 deals. All staffing segments declined proportionally except industrial staffing, which held steady at seven total transactions. These patterns reflect broader HCM dynamics, with technology enablement continuing to drive growth in the Outsourced Services and Software segments.

Q3 2025 TRANSACTION VOLUME BY BUYER TYPE



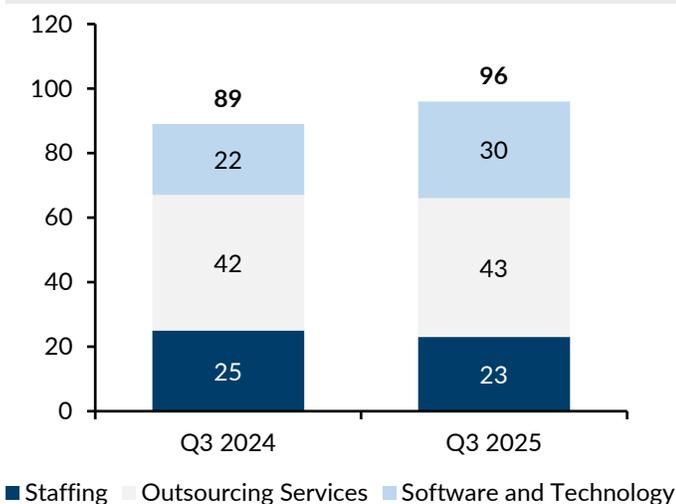
Source: Capital IQ, PMCF Proprietary Research

Q3 2025 TRANSACTION VOLUME BY GEOGRAPHY



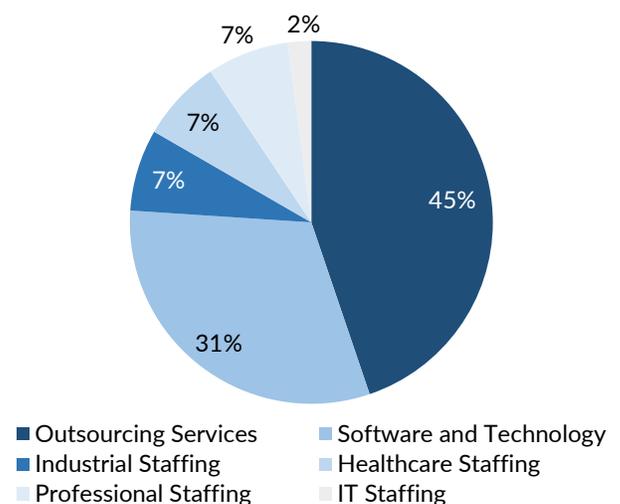
Source: Capital IQ, PMCF Proprietary Research

Q3 2024 VS. Q3 2025 VOLUME BY SEGMENT



Source: Capital IQ, PMCF Proprietary Research

Q3 2025 TRANSACTION VOLUME BY SEGMENT

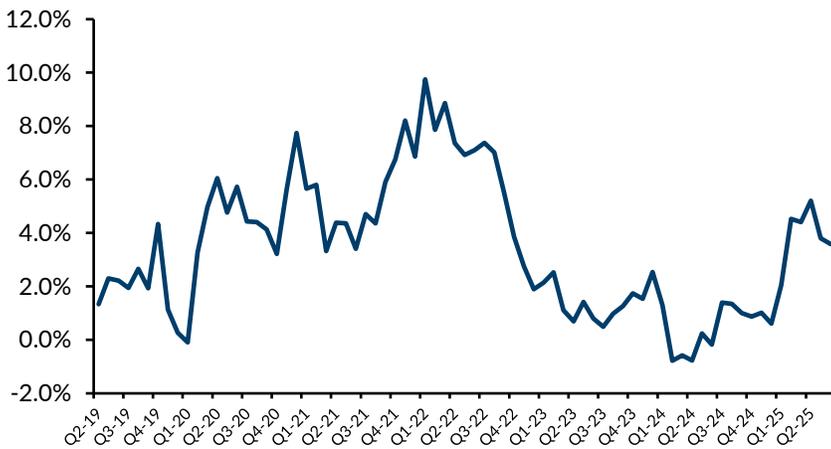


Source: Capital IQ, PMCF Proprietary Research

HCM Industry Trends & Outlook

- The U.S. staffing and HCM industry faced headwinds in Q3 2025 as the Federal Reserve has decided to cut interest rates in its last two meetings amid signs of a slowing labor market, in hopes of driving increased activity in the space. This move reflects growing concerns about economic softness and hiring hesitancy, particularly in cyclical sectors. Current indicators point to gradual economic growth. However, job gains have slowed and both unemployment and inflation have inched higher through Q3 2025. As a result, demand for flexible staffing solutions and highly-specialized positions remains steady, but overall growth expectations have moderated.
- Evolving hiring environments are yielding mixed results across various staffing segments. While some professional and highly-specialized categories have maintained stable demand, industrial, commercial, and clerical segments are reporting declines in order activity. Bill rate trends continue to demonstrate modest upward pressure, offsetting gross margins that remain compressed due to rising operational costs, unfavorable mix changes, and declines in permanent placement.
- Looking ahead, the industry anticipates stagnated growth through year-end, with uncertainty driven by macroeconomic conditions and policy shifts. However, adaptability remains a key advantage, and HCM providers leveraging technology and diversified service offerings are better positioned to navigate volatility as the market recalibrates. Transaction volumes remain elevated compared to 2024, reflecting sustained interest in high-quality HCM assets despite ongoing concerns.

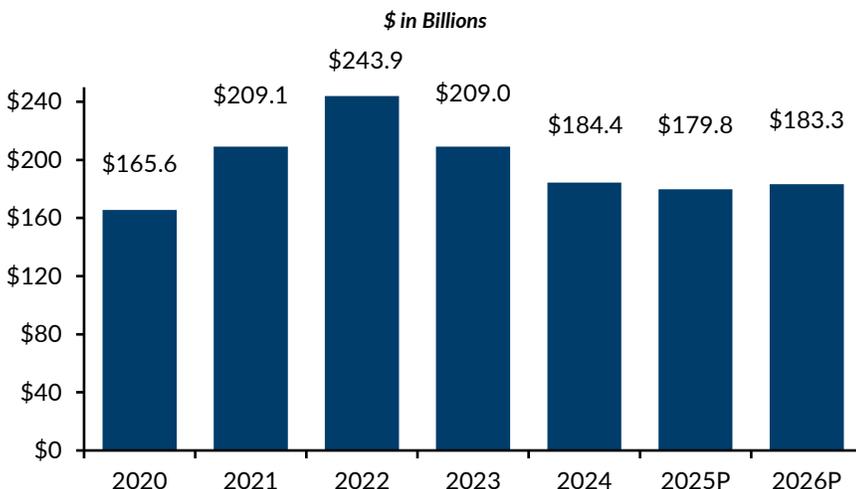
STAFFING INDUSTRY PRODUCER PRICE INDEX (PPI)



Source: Federal Reserve Bank of St. Louis
 Note: Year-over-year Percent Change in Staffing Industry PPI
 Data as of August 2025

- 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. After observing the largest growth spike since late 2022 in Q1 2025, bill rate growth has tempered, increasing at a more normalized pace in the second and third quarters.

U.S. STAFFING HISTORICAL AND PROJECTED MARKET SIZE



Source: Staffing Industry Analysts
 (1) Includes Direct Hire and Retained Search firms
 Data as of September 2025

- The latest U.S. staffing market forecast anticipates a contraction in market size at year-end, revising initial 2025 estimates downward by 5%. The revised outlook supersedes the previous forecast, now reflecting a decline of 2.5% through the remainder of the year, driven by ongoing labor market uncertainty.
- Despite a downward revision in the 2025 outlook, modest growth of 2% is still expected in 2026. Although ongoing policy changes and geopolitical uncertainty persist, businesses are expected to adapt to evolving conditions, supporting long-term expansion.

PMCF Human Capital Management Index

Public Equity Valuation Trends:

- Median public equity EV/EBITDA multiples in the HCM Index declined in Q3 2025 both year-over-year and versus last quarter, though select segments posted modest upticks versus Q2 2025. Despite improving investor sentiment in the overall markets, HCM valuations were pressured by uncertainty around hiring and broader labor market conditions.
- Staffing multiples improved relative to Q2 2025 despite compression in the overall HCM Index, driven by rebounds in both Industrial and Professional segments after two quarters of decline. Multiples remain below Q3 2024 levels, reflecting a continued shift in demand dynamics across key end markets, particularly as employers adjust to evolving sector-specific conditions.
- Outsourcing Services experienced a steep quarter-over-quarter decline in valuation multiples, normalizing after a period of strong expansion and offsetting slight gains in staffing segments in Q3. However, persistently elevated multiples in Outsourcing Services and Technology reflect sustained demand for tech-enabled solutions, as HCM providers continue to invest in tools that enhance offerings and drive efficiencies in an increasingly competitive and volatile market.

\$ 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 '25	Q3 '24
Professional & Specialty Staffing										
Recruit Holdings Co., Ltd.	Japan	\$ 76,427	\$ 74,395	\$ 24,500	58.8%	16.5%	(0.5x)	3.1x	18.1x	22.6x
Robert Half Inc.	United States	3,397	3,260	5,458	37.5%	3.1%	(0.8x)	0.6x	10.9x	14.1x
ASGN Incorporated	United States	2,074	3,220	3,985	28.9%	8.9%	2.9x	0.8x	8.0x	10.9x
Korn Ferry	United States	3,666	3,512	2,764	24.8%	13.9%	(0.4x)	1.3x	8.0x	9.9x
AMN Healthcare Services, Inc.	United States	742	1,656	2,770	29.8%	8.1%	4.1x	0.6x	7.0x	7.3x
Hays plc	United Kingdom	1,203	1,396	9,052	4.1%	1.0%	2.3x	0.2x	9.6x	12.0x
PageGroup plc	United Kingdom	957	1,135	2,246	48.1%	2.3%	3.5x	0.5x	10.9x	9.3x
Kforce Inc.	United States	530	614	1,361	27.2%	4.7%	1.3x	0.5x	8.8x	14.5x
Heidrick & Struggles International, Inc.	United States	1,032	738	1,156	23.1%	8.6%	(3.0x)	0.6x	5.6x	4.5x
Cross Country Healthcare, Inc.	United States	465	387	1,193	20.2%	2.0%	(3.2x)	0.3x	14.2x	7.4x
Resources Connection, Inc.	United States	169	108	535	38.3%	1.9%	(5.1x)	0.2x	5.1x	4.9x
Median					28.9%	4.7%	(0.4x)	0.6x	8.8x	9.9x
Industrial & Commercial Staffing										
Randstad N.V.	Netherlands	\$ 7,436	\$ 9,801	\$ 27,389	18.8%	2.6%	2.9x	0.4x	10.4x	9.5x
Adecco Group AG	Switzerland	4,683	8,739	26,923	19.2%	3.2%	4.7x	0.3x	7.5x	7.6x
ManpowerGroup Inc.	United States	1,754	3,188	17,644	16.9%	2.0%	3.9x	0.2x	5.8x	7.3x
Barrett Business Services, Inc.	United States	1,139	1,074	1,199	21.8%	5.6%	(1.0x)	0.9x	14.0x	12.8x
Groupe CRIT SA	France	744	616	3,956	4.7%	3.6%	(1.0x)	0.2x	3.4x	4.8x
Kelly Services, Inc.	United States	467	583	4,496	20.6%	2.6%	1.0x	0.1x	4.5x	7.1x
Synergie SE	France	856	534	3,773	9.9%	3.0%	(2.8x)	0.1x	3.9x	3.6x
Brunel International N.V.	Netherlands	481	534	1,511	18.5%	3.4%	1.0x	0.4x	8.2x	7.0x
SThree plc	United Kingdom	278	273	1,857	24.6%	3.1%	(0.1x)	0.1x	3.7x	4.7x
TrueBlue, Inc.	United States	183	271	1,535	24.7%	(0.9%)	(6.6x)	0.2x	24.3x	10.6x
Median					19.0%	3.0%	0.4x	0.2x	6.7x	7.2x
Outsourcing Services and Technology										
Automatic Data Processing, Inc.	United States	\$ 118,894	\$ 120,291	\$ 20,903	48.3%	29.2%	0.3x	5.9x	19.5x	19.9x
Paychex, Inc.	United States	45,620	48,971	5,793	72.8%	45.4%	1.3x	8.5x	18.4x	20.0x
Gartner, Inc.	United States	19,909	20,573	6,420	68.0%	20.6%	0.5x	3.2x	14.7x	29.7x
TriNet Group, Inc.	United States	3,250	3,878	5,024	17.4%	5.5%	2.3x	0.8x	15.2x	12.0x
Insperty, Inc.	United States	1,854	1,834	6,695	14.6%	1.2%	(0.3x)	0.3x	18.6x	11.6x
Qess Corp Limited	India	427	410	1,707	5.4%	1.6%	(0.6x)	0.2x	14.4x	15.5x
Median					32.9%	13.0%	0.4x	2.0x	16.8x	17.7x
Median					23.1%	3.2%	0.3x	0.4x	9.6x	9.9x
Mean					27.7%	7.5%	0.2x	1.1x	10.8x	11.1x

Market capitalizations and total enterprise values as of September 30, 2025; 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

Key HCM Public Company Statistics

PUBLIC VALUATIONS – PROFESSIONAL AND SPECIALTY STAFFING INDEX ^{(1) (2)}

	Q3 2023	Q4 2023	Q1 2024	Q2 2024	Q3 2024	Q4 2024	Q1 2025	Q2 2025	Q3 2025
Revenue Multiple									
Median	0.7x	0.8x	0.9x	0.8x	0.8x	0.7x	0.7x	0.6x	0.6x
Mean	0.8x	0.9x	0.9x	1.0x	1.0x	1.1x	0.8x	0.8x	0.8x
EBITDA Multiple⁽¹⁾									
Median	6.8x	7.9x	8.2x	7.8x	9.9x	10.3x	8.6x	8.3x	8.8x
Mean	7.4x	8.7x	9.4x	9.4x	10.7x	12.0x	10.7x	11.2x	9.7x

PUBLIC VALUATIONS – INDUSTRIAL AND COMMERCIAL STAFFING INDEX ^{(1) (2)}

	Q3 2023	Q4 2023	Q1 2024	Q2 2024	Q3 2024	Q4 2024	Q1 2025	Q2 2025	Q3 2025
Revenue Multiple									
Median	0.3x	0.3x	0.3x	0.3x	0.3x	0.2x	0.2x	0.2x	0.2x
Mean	0.3x								
EBITDA Multiple⁽¹⁾									
Median	6.0x	6.8x	7.0x	6.9x	7.2x	6.5x	6.4x	5.8x	6.7x
Mean	6.0x	6.9x	6.8x	6.4x	7.5x	7.4x	8.1x	8.1x	8.6x

PUBLIC VALUATIONS – OUTSOURCING SERVICES AND TECHNOLOGY INDEX ^{(1) (2)}

	Q3 2023	Q4 2023	Q1 2024	Q2 2024	Q3 2024	Q4 2024	Q1 2025	Q2 2025	Q3 2025
Revenue Multiple									
Median	3.1x	3.4x	3.6x	3.2x	3.5x	3.6x	3.1x	2.9x	2.0x
Mean	3.5x	3.7x	3.9x	3.6x	4.0x	4.0x	3.9x	3.8x	3.1x
EBITDA Multiple⁽¹⁾									
Median	15.1x	16.1x	16.6x	15.4x	17.7x	17.3x	18.6x	18.7x	16.8x
Mean	15.1x	17.2x	18.0x	16.6x	18.1x	18.3x	18.7x	18.9x	16.8x

PMCF HCM AND STAFFING INDEX PUBLIC EQUITY PERFORMANCE⁽³⁾



Source: Capital IQ, Proprietary Research

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

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

(3) Industry and segment returns are based on price-weighted performance

Human Capital Management M&A Activity

Geographic Expansion

HR Path acquires Next Generation

Sep 2025 – HR Path, a France-based global leader in HR consulting and HRIS solutions, has continued its U.S. expansion following its recent acquisitions of ClearCourse Consulting and PredictiveHR by acquiring Next Generation Inc. HR Path, which operates in 28 countries, specializes in advisory, implementation, and managed services for leading HCM platforms. Next Generation, headquartered in Chicago, brings deep expertise in ERP and HCM digital transformation for public and commercial sector clients, strengthening HR Path’s capabilities in large-scale system implementations. This string of acquisitions collectively enhances HR Path’s geographic reach and add advanced workforce analytics.

Capabilities Expansion

Workday acquires Paradox

Aug 2025 – Workday, a productivity platform specializing in HCM and financial management solutions, has acquired Paradox in an all-cash transaction valued at \$1 billion. Paradox is a leading provider of conversational AI solutions for candidate engagement and hiring. The deal strengthens Workday’s position in talent acquisition by integrating Paradox’s AI-driven candidate experience capabilities with Workday Recruiting and HiredScore, creating a unified, end-to-end AI-powered hiring suite. This combined platform enables organizations to accelerate hiring, improve recruiter efficiency, and deliver personalized candidate experiences across all roles, including high-volume frontline positions.

Capabilities Expansion

Allied Resources Group acquires Verigent

Aug 2025 – Allied Resources Group (ARG), a technical and professional services companies, has acquired Verigent, a nationally recognized provider of IT staffing and telecom workforce solutions. The acquisition advances ARG’s strategy to broaden its service offerings across critical infrastructure sectors, strengthen its national presence, and deliver integrated talent solutions for the evolving digital economy. Headquartered in Charlotte, North Carolina, Verigent brings over two decades of experience placing skilled IT and telecom professionals in more than 40 states, complementing ARG’s existing capabilities in engineering, healthcare, construction management, energy, and industrial inspection.

Geographic Expansion

Partners Personnel acquires ClearStaff

Jul 2025 – Partners Personnel, one of the largest industrial staffing firms in the U.S., has acquired ClearStaff, a light industrial staffing provider with offices across the Chicago metropolitan area. The acquisition strengthens Partners Personnel’s Midwest presence and supports its strategy to deliver comprehensive workforce solutions nationwide. ClearStaff serves hundreds of clients and reported \$105 million in 2024 revenue, positioning it for significant growth in 2025. By combining ClearStaff’s strong regional network and deep client relationships with Partners Personnel’s scale and technology investments, the acquisition enhances service capabilities and accelerates growth in key industrial markets.

Sources: Capital IQ, Staffing Industry Analysts (SIA), company websites, and PMCF proprietary research

Human Capital Management M&A Activity

SELECT STAFFING TRANSACTIONS

(\$ in Millions)

Announced Date	Target	Buyer	Implied EV	EV/TTM Revenue	EV/TTM EBITDA
Sep-25	Alpha Staff	ZIGExN	\$1	n/a	n/a
Sep-25	Summit Medical Staffing	CrossMed Healthcare Staffing	n/a	n/a	n/a
Sep-25	Ropner Search (Merger)	Lewis Sanders	n/a	n/a	n/a
Sep-25	Axcis Education	The Edwin Group	n/a	n/a	n/a
Sep-25	Lean Hr	Umani Group	n/a	n/a	n/a
Aug-25	MPLT Healthcare	Cortec Group	n/a	n/a	n/a
Aug-25	TechnoPro Holdings, Inc.	Blackstone Inc.	\$3,249	2.0x	15.3x
Aug-25	Infosec People	Gattaca	\$3	1.4x	n/a
Aug-25	Wilderness Medical Staffing	Elite365 Healthcare Workforce Solutions	n/a	n/a	n/a
Aug-25	Verigent	Allied Resources Group	n/a	n/a	n/a
Jul-25	cyberThink	Smart IMS	n/a	n/a	n/a
Jul-25	Klmed	Beyond Capital Partners	n/a	n/a	n/a
Jul-25	AnyCareer	ZIGExN	\$19	2.1x	n/a
Jul-25	Just Construction	asap.work	n/a	n/a	n/a
Jul-25	ClearStaff	Partners Personnel	n/a	n/a	n/a

SELECT OUTSOURCING SERVICES / HCM SOFTWARE TRANSACTIONS

(\$ in Millions)

Announced Date	Target	Buyer	Implied EV	EV/TTM Revenue	EV/TTM EBITDA
Sep-25	Embarq	PROMAN	n/a	n/a	n/a
Sep-25	Next Generation	HR Path	n/a	n/a	n/a
Aug-25	Goodwork	ProRank	n/a	n/a	n/a
Aug-25	Star Equity Holdings (Merger)	Hudson Global	\$28	n/a	n/a
Aug-25	Paradox	Workday	\$1,000	n/a	n/a
Aug-25	CyberCX	Accenture	\$661	n/a	n/a
Aug-25	PredictiveHR	HR Path	n/a	n/a	n/a
Aug-25	TargetRecruit	Bullhorn	n/a	n/a	n/a
Jul-25	JFTL Holdings	ZRG Partners	n/a	n/a	n/a
Jul-25	Auxis	Grant Thornton Advisors	n/a	n/a	n/a
Jul-25	Monster Government Solutions	PartnerOne	n/a	n/a	n/a
Jul-25	Maryville Consulting Group	Accenture	n/a	n/a	n/a
Jul-25	Adevinta's Spanish operations	EQT	\$2,332	n/a	n/a
Jul-25	AMN Healthcare's Smart Square	symplr	n/a	n/a	n/a
Jul-25	mywage	zvoove	n/a	n/a	n/a

Sources: Capital IQ, company websites and 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. We advise our clients consider before a planned liquidity event to ensure your company is ready for a transaction. This process 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

7 Reasons Why a Strategic Assessment is Essential for Maximizing Business Value In Preparation of a Liquidity Event

- 1 Prepares your company for the scrutiny of capital investors
- 2 Helps ownership and management identify the value attributes and constraints of the business
- 3 Provides ownership with an understanding of perceived value considerations in the eyes of investors
- 4 Affords your company an opportunity to address shortfalls and enhance the value in advance of a capital transaction
- 5 Helps align corporate strategy with organizational, tax, and wealth transfer planning
- 6 Helps shareholders/management understand how various business strategies can impact future value
- 7 Resolves potential deal obstacles to ensure a smooth diligence process and higher likelihood of deal success

As an investment in your company, PMCF will complete a complimentary Strategic Assessment.

For additional information, please visit pmcf.com

SIGNIFICANT INDUSTRY EXPERTISE AND RESOURCES

Founded in 1995, PMCF has spent 30+ 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.

- 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

OUR LOCATIONS



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OUR FIRM

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- Differentiated approach via senior banker leadership and direct involvement through every step of the transaction providing a consistent and highly experienced point of contact
- One of the largest, most active investment banking boutiques with a focus on specialty niche businesses
- Proven positioning and marketing processes to obtain premium valuations in company sales
- Tailored sale process provides for extensive upfront preparation, detailed company review and identification of any potential issues in advance, and buyer evaluation/diligence ensuring the right fit
- Unique sale planning approach that helps shareholders best prepare for a future sale whether its six months or several years
- Long-term and client first approach allows PMCF to provide unbiased feedback

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