



Mufson Howe Hunter

Business Services Update February 2022

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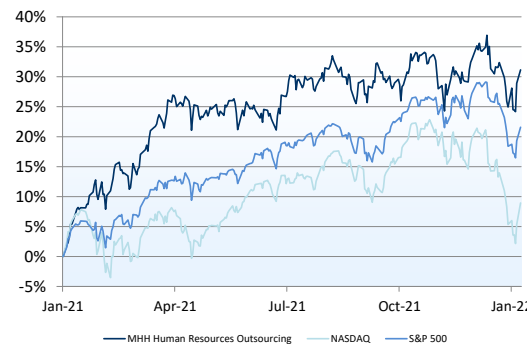
Mufson Howe Hunter & Partners LLC
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The Mufson Howe Hunter Business Services Update is designed to provide business leaders, investors and industry professionals with current market trends and important developments within the Business Services industry. This monthly report contains recent news, analysis, and M&A activity on selected companies and in-depth coverage of the primary sectors.

Last Twelve Months Performance

Daily from January 31, 2021 to January 31, 2022
Price as Percent of Base (January 31, 2021 = 0%)

Human Resources Outsourcing Index



Fixed Asset Management Index

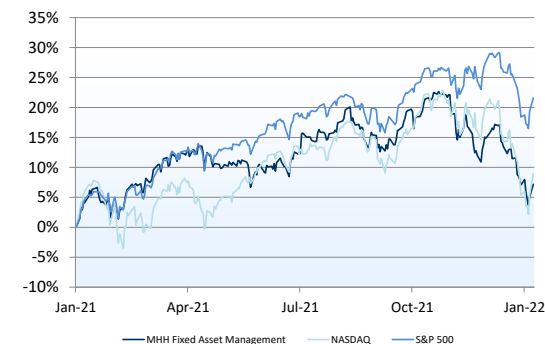


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The Mufson Howe Hunter Human Resources Outsourcing Index is currently comprised of AMN Healthcare Services, Inc., Barrett Business Services, Inc., CBIZ, Inc., Computer Task Group, Inc., Corporate Executive Board Co., CRA International, Inc., Cross Country Healthcare, Inc., CT Partners, Exponent, Inc., Fair Isaac Corp., FTI Consulting, Inc., Heidrick & Struggles Intl. Inc., Huron Consulting, Kelly Services, Inc., Kforce, Inc., Korn/Ferry International Inc., Manpower, Inc., On Assignment, Inc., RCM Technologies, Inc., Resources Connection, Inc., Robert Half International, Inc., Team Health Holdings, Inc., and TrueBlue, Inc.

The Mufson Howe Hunter Fixed Asset Management Index is currently comprised of ABM Industries Inc., Arcadis NV, BrightView Holdings, Inc., Brinks Co., Chemed Corp., Comfort Systems USA Inc., CoreCivic, Inc., Corrections Corporation of America, Ecology & Environment, Inc., EMCOR Group Inc., FirstService Corp., Healthcare Services Group Inc., Jacobs Engineering Group Inc., Prosegur Compania de Seguridad SA, Rentokil Initial plc, Rollins Inc., Securitas AB, SP Plus Corporation, Stantec Inc., Tetra Tech, Inc., and The GEO Group, Inc.

The companies that comprise each Index periodically change as a result of mergers, acquisitions, initial public offerings and other transactions; therefore, comparisons to historical time periods and historical performance for each Index do not entirely correspond and correlate to the Index’s current performance. Historical performance is not a guarantee or prediction of future results.

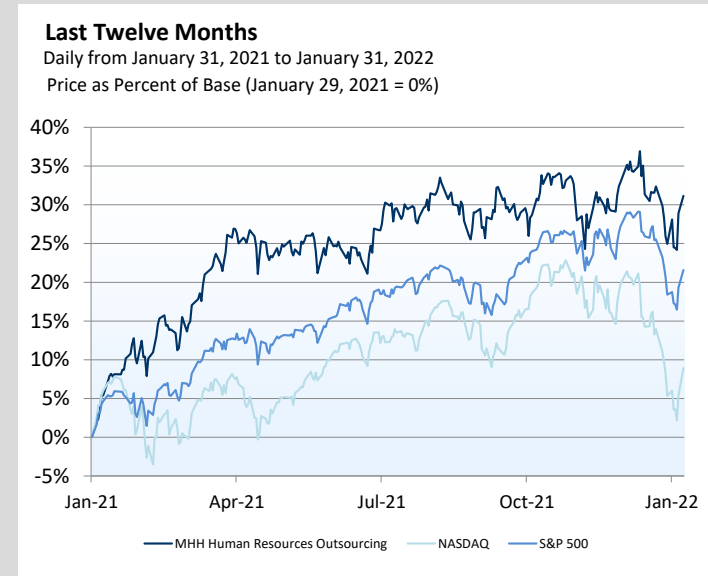
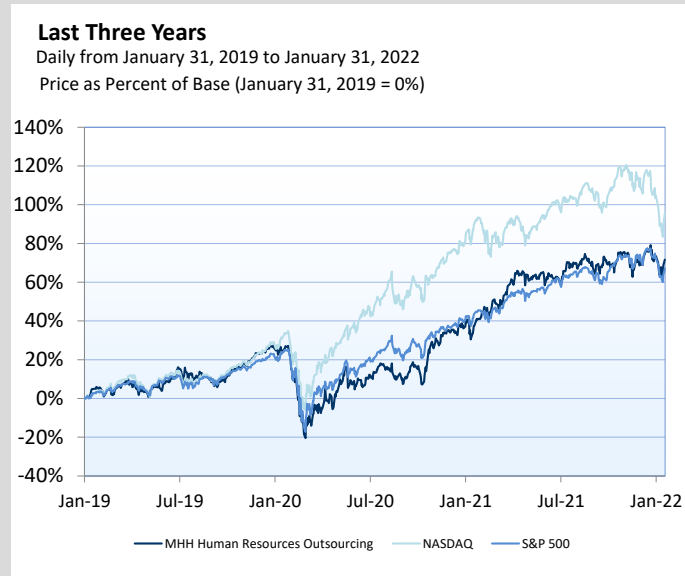
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Human Resources Outsourcing

Temporary staffing, HR Outsourcing and Professional Consulting related services for a variety of end-user markets.

Comparative Index Performance

The MHH Human Resources Outsourcing Index^(a) creased by 2.6% in January of 2022.



Price Appreciation

	3-Year	LTM	1-Month
MHH Human Resources Outsourcing Index ^(a)	71.7%	31.2%	-2.6%
NASDAQ	95.6%	9.0%	-9.0%
S&P 500	67.0%	21.6%	-5.3%

(a) Market cap weighted index assuming no dividend reinvestment. Mufson Howe Hunter Human Resources Outsourcing Index is comprised of all companies listed on the following page.

Selected Valuation Metrics

Human Resources Outsourcing

(*\$ in millions, except per share data*)

Company	Market & Capitalization			LTM Performance ⁽³⁾			Valuation			Margins	
	Price ⁽¹⁾	Equity Value	Enterprise Value ⁽²⁾	Revenue	EBITDA ⁽⁴⁾	EPS	Enterprise Value/Revenue	Price/EBITDA	Price/EPS	Gross Profit	EBITDA
Commercial Staffing											
ManpowerGroup Inc. (MAN)	\$104.87	\$5,625.9	\$6,292.2	\$20,724.4	\$687.3	\$6.91	0.30 x	9.2 x	15.2 x	16.4%	3.3%
TrueBlue, Inc. (TBI)	26.60	916.7	933.8	2,173.6	96.0	1.74	0.43 x	9.7 x	15.3 x	25.8%	4.4%
Kelly Services, Inc. (KELY.A)	17.08	672.9	642.2	4,909.7	84.9	3.91	0.13 x	7.6 x	4.4 x	18.7%	1.7%
Mean		\$2,405.2	\$2,622.8	\$9,269.2	\$289.4	\$4.19	0.29 x	8.8 x	11.6 x	20.3%	3.2%
Median		916.7	933.8	4,909.7	96.0	3.91	0.30 x	9.2 x	15.2 x	18.7%	3.3%
Professional Staffing											
Robert Half International Inc. (RHI)	\$113.26	\$12,337.3	\$11,983.4	\$6,461.4	\$797.0	\$5.36	1.85 x	15.0 x	21.1 x	41.7%	12.3%
Kforce Inc. (KFRC)	68.67	1,393.2	1,414.5	1,579.9	109.3	3.54	0.90 x	12.9 x	19.4 x	28.9%	6.9%
Resources Connection, Inc. (RGP)	17.43	566.9	566.9	712.3	68.4	1.55	0.80 x	8.3 x	11.3 x	38.7%	9.6%
Mean		\$4,765.8	\$4,654.9	\$2,917.9	\$324.9	\$3.48	1.18 x	12.1 x	17.3 x	36.4%	9.6%
Median		1,393.2	1,414.5	1,579.9	109.3	3.54	0.90 x	12.9 x	19.4 x	38.7%	9.6%
Healthcare Staffing											
AMN Healthcare Services, Inc. (AMN)	\$101.34	\$4,726.6	\$5,412.8	\$3,984.2	\$579.2	\$6.81	1.36 x	9.3 x	14.9 x	32.9%	14.5%
Cross Country Healthcare, Inc. (CCRN)	21.51	817.5	1,011.9	1,676.7	153.8	3.53	0.60 x	6.6 x	6.1 x	22.4%	9.2%
Mean		\$2,772.0	\$3,212.3	\$2,830.4	\$366.5	\$5.17	0.98 x	8.0 x	10.5 x	27.6%	11.9%
Median		2,772.0	3,212.3	2,830.4	366.5	5.17	0.98 x	8.0 x	10.5 x	27.6%	11.9%
IT Staffing											
ASGN Incorporated (ASGN)	\$114.87	\$5,984.7	\$6,489.0	\$4,009.5	\$440.9	\$4.33	1.62 x	14.7 x	26.5 x	28.5%	11.0%
Computer Task Group, Incorporated (CTG)	8.91	136.7	123.2	392.3	17.0	0.92	0.31 x	7.2 x	9.7 x	22.0%	4.3%
RCM Technologies, Inc. (RCMT)	6.86	71.9	81.4	180.1	(1.1)	0.29	0.45 x	NM	23.9 x	25.5%	NM
Mean		\$2,064.5	\$2,231.2	\$1,527.3	\$152.3	\$1.85	0.79 x	11.0 x	20.0 x	25.4%	7.7%
Median		136.7	123.2	392.3	17.0	0.92	0.45 x	11.0 x	23.9 x	25.5%	7.7%

NA = Not Available; NM = Not Meaningful; LTM = Latest Twelve Months

‡ = excluded from Mean and Median calculations

Source: Public Filings, Press Releases and Published Research Reports.

(1) As of close on January 31, 2022.

(2) Enterprise value is defined as equity value plus net debt, preferred stock and minority interests. Net Debt includes long term debt, short term debt, postretirement benefits and unfunded pensions, if applicable, less cash and cash equivalents.

(3) As of December 31, 2021 except KELY.A (January 2, 2022); TBI (December 26, 2021); RGP (November 27, 2021); KFY (October 31, 2021); CRAI and RCMT (October 2, 2021) and HSII (September 30, 2021).

(4) Excludes non-recurring and discontinued operations.

Selected Valuation Metrics

Human Resources Outsourcing

(\$ in millions, except per share data)

Company	Market & Capitalization			LTM Performance ⁽³⁾			Valuation			Margins	
	Price ⁽¹⁾	Equity Value	Enterprise Value ⁽²⁾	Revenue	EBITDA ⁽⁴⁾	EPS	Enterprise Value/ Revenue	Price/ EBITDA	EPS	Gross Profit	EBITDA
Executive Search											
Korn Ferry (KFY)	\$66.38	\$3,612.0	\$3,403.2	\$2,255.3	\$389.2	\$4.90	1.51 x	8.7 x	13.6 x	27.8%	17.3%
Heidrick & Struggles International, Inc. (HSII)	43.77	857.5	591.6	878.4	113.4	3.28	0.67 x	5.2 x	13.3 x	24.2%	12.9%
Mean		\$2,234.8	\$1,997.4	\$1,566.9	\$251.3	\$4.09	1.09 x	7.0 x	13.4 x	26.0%	15.1%
Median		2,234.8	1,997.4	1,566.9	251.3	4.09	1.09 x	7.0 x	13.4 x	26.0%	15.1%
Professional & Consulting											
Fair Isaac Corporation (FICO)	\$494.99	\$13,008.1	\$14,530.3	\$1,326.5	\$464.5	\$13.62	NM	NM	NM	76.5%	35.0%
Exponent, Inc. (EXPO)	94.98	4,949.6	4,666.8	434.9	115.4	1.90	NM	NM	NM	36.1%	26.5%
FTI Consulting, Inc. (FCN)	145.81	4,894.1	4,963.7	2,776.2	356.8	6.65	1.79 x	13.9 x	21.9 x	31.0%	12.9%
CBIZ, Inc. (CBZ)	38.63	1,995.2	2,148.0	1,104.9	130.2	1.32	1.94 x	16.5 x	29.3 x	14.4%	11.8%
Huron Consulting Group Inc. (HURN)	44.12	902.3	1,178.8	905.6	91.4	2.89	1.30 x	12.9 x	15.3 x	29.7%	10.1%
CRA International, Inc. (CRAI)	85.06	631.7	760.8	568.6	68.1	5.14	1.34 x	11.2 x	16.6 x	28.5%	12.0%
Mean		\$4,396.8	\$4,708.1	\$1,186.1	\$204.4	\$5.25	1.59 x	13.6 x	20.8 x	36.0%	18.0%
Median		3,444.7	3,407.4	1,005.3	122.8	4.01	1.56 x	13.4 x	19.2 x	30.3%	12.4%

NA = Not Available; NM = Not Meaningful; LTM = Latest Twelve Months

‡ = excluded from Mean and Median calculations

Source: Public Filings, Press Releases and Published Research Reports.

(1) As of close on January 31, 2022.

(2) Enterprise value is defined as equity value plus net debt, preferred stock and minority interests. Net Debt includes long term debt, short term debt, postretirement benefits and unfunded pensions, if applicable, less cash and cash equivalents.

(3) As of December 31, 2021 except KELLY.A (January 2, 2022); TBI (December 26, 2021); RGP (November 27, 2021); KFY (October 31, 2021); CRAI and RCMT (October 2, 2021) and HSII (September 30, 2021).

(4) Excludes non-recurring and discontinued operations.

Selected M&A Transactions

Human Resources Outsourcing

Announced	Target	Target Description	Acquirer	Value
Jan 12	Weiss & Company.	Provides accounting services in San Diego, CA.	CBIZ, Inc. (NYSE:CBZ)	ND
Jan 10	Substantially all assets of Marks Paneth LLP	Provides accounting and auditing services across NY, NJ, PA, DC, and FL.	CBIZ, Inc. (NYSE:CBZ)	ND
Jan 6	Dimples' Co., Ltd.	Offers staffing, employment placement, and recruitment services in Osaka, Japan.	World Holdings Co., Ltd. (TSE:2429)	\$36.3

ND – Not disclosed. Transaction values in millions.

Selected News

Human Resources Outsourcing

Automatic Data Processing, Inc. (NasdaqGS:ADP) reported second quarter net income of \$694.4 million for fiscal year 2022 as compared to \$647.5 million for the prior year period. Earnings per share were \$1.65 versus \$1.51 for the prior year period. Revenues for the quarter increased to \$4,025.4 million from \$3,695.7 million for the same period in fiscal year 2021.

Fair Isaac Corporation (NYSE:FICO) reported first quarter net income of \$85.0 million for fiscal year 2022 as compared to \$86.5 million for the prior year period. Earnings per share were \$3.09 versus \$2.90 for the prior year period. Revenues for the quarter increased to \$322.4 million from \$312.4 million for the same period in fiscal year 2021.

Robert Half International Inc. (NYSE:RHI) reported net income of \$598.6 million for fiscal year 2021 as compared to \$306.3 million for the prior year. Earnings per share were \$5.36 versus \$2.70 for the prior year. Revenues for the year increased to \$6,461.4 million from \$5,109.0 million for fiscal year 2020.

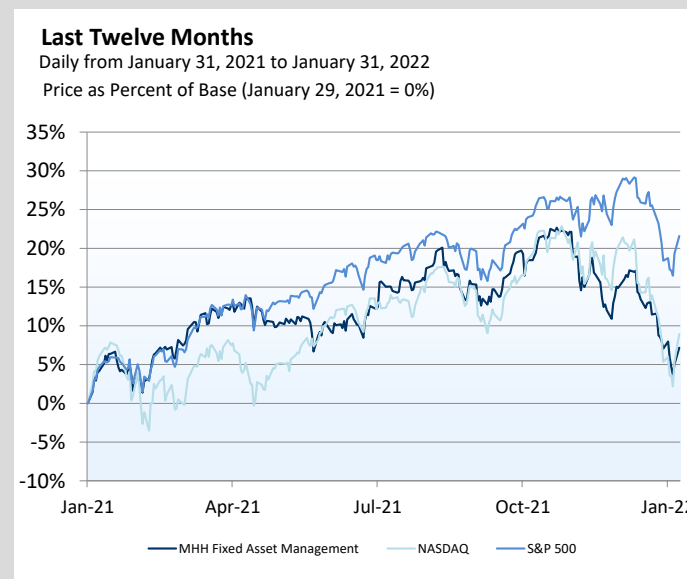
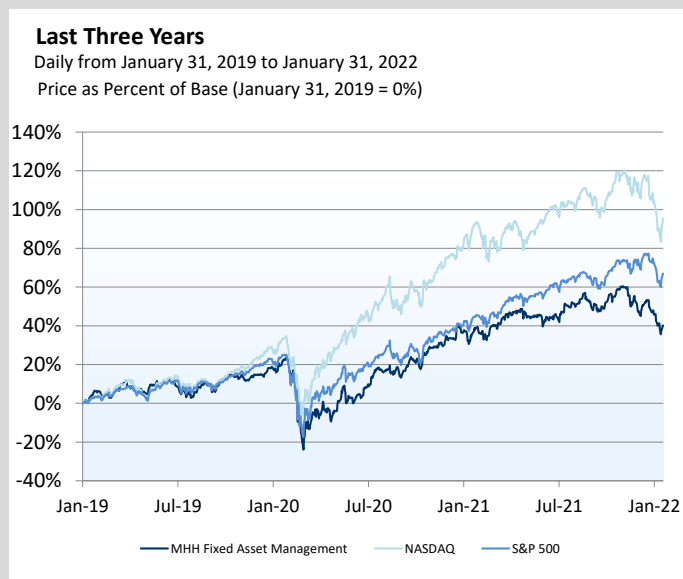
Note: All per share results are reported on a fully-diluted basis.

Fixed Asset Management

Outsourced facility management services including: environmental services, facility maintenance, food service contracting, manned security services, uniform/linen rental, and waste management services.

Comparative Index Performance

The MHH Fixed Asset Management Index^(a) decreased by 8.5% in January of 2022.



Price Appreciation

	3-Year	LTM	1-Month
MHH Fixed Asset Management Index ^(a)	40.2%	7.2%	-8.5%
NASDAQ	95.6%	9.0%	-9.0%
S&P 500	67.0%	21.6%	-5.3%

(a) Market cap weighted index assuming no dividend reinvestment. Mufson Howe Hunter Fixed Asset Management Index is comprised of all companies listed on the following page.

Selected Valuation Metrics

Fixed Asset Management

(\$ in millions, except per share data)

Company	Market & Capitalization			LTM Performance ⁽³⁾			Valuation			Margins	
	Price ⁽¹⁾	Equity	Enterprise	Revenue	EBITDA ⁽⁴⁾	EPS	Enterprise Value/		Price/ EPS	Gross	
		Value	Value ⁽²⁾				Revenue	EBITDA		Profit	EBITDA
Facility Maintenance											
Rollins, Inc. (ROL)	\$30.85	\$15,179.7	\$15,477.2	\$2,424.3	\$534.0	\$0.71	6.38 x	29.0 x	43.5 x	52.0%	22.0%
Rentokil Initial plc (LSE:RTO)	6.95	12,878.0	14,442.2	4,136.7	818.6	0.19	3.49 x	17.6 x	36.4 x	76.5%	19.8%
Chemed Corporation (CHE)	468.91	6,955.1	7,245.8	2,139.3	402.1	16.85	3.39 x	18.0 x	27.8 x	36.0%	18.8%
FirstService Corporation (TSX:FSV)	159.24	6,995.3	7,872.0	3,249.1	312.6	3.05	2.42 x	25.2 x	52.2 x	32.2%	9.6%
EMCOR Group, Inc. (EME)	119.21	6,278.3	5,998.0	9,903.6	646.9	7.06	0.61 x	9.3 x	16.9 x	15.2%	6.5%
ABM Industries Incorporated (ABM)	41.69	2,811.7	3,788.5	6,228.6	448.1	1.86	0.61 x	8.5 x	22.4 x	16.4%	7.2%
Comfort Systems USA, Inc. (FIX)	89.78	3,217.9	3,673.9	3,073.6	255.8	3.93	1.20 x	14.4 x	22.8 x	18.3%	8.3%
BrightView Holdings, Inc. (BV)	13.27	1,317.7	2,479.4	2,591.0	259.0	0.43	0.96 x	9.6 x	30.7 x	25.4%	10.0%
SP Plus Corporation (SP)	28.18	654.4	1,228.0	1,177.2	98.4	1.48	1.04 x	12.5 x	19.0 x	15.7%	8.4%
Healthcare Services Group, Inc. (HCSG)	18.19	1,346.0	1,160.9	1,642.0	62.1	0.61	0.71 x	18.7 x	29.8 x	13.8%	3.8%
Mean		\$5,763.4	\$6,336.6	\$3,656.5	\$383.8	\$3.62	2.08x	16.3x	30.2x	30.2%	11.4%
Median		4,748.1	4,893.3	2,832.3	357.4	1.67	1.12x	16.0x	28.8x	21.8%	9.0%
Manned Security Services											
The Brink's Company (BCO)	\$69.78	\$3,430.0	\$5,928.2	\$4,200.0	\$643.2	\$2.06	1.41 x	9.2 x	33.9 x	14.9%	15.3%
Securitas AB (OM: SECU B)	11.96	4,360.3	6,047.5	11,910.9	955.4	0.95	0.51 x	6.3 x	12.6 x	18.4%	8.0%
The GEO Group, Inc. (GEO)	6.73	807.0	3,363.1	2,256.6	421.8	0.58	1.49 x	8.0 x	11.6 x	27.8%	18.7%
Prosegur Compañía de Seguridad, S.A. (BME:PSG)	2.46	1,324.9	2,759.4	3,915.1	(181.5)	0.10	0.70 x	NM	25.3 x	18.3%	-4.6%
CoreCivic, Inc. (CXW)	10.11	1,216.1	2,603.6	1,862.6	394.1	(0.43)	1.40 x	6.6 x	NM	28.3%	21.2%
Mean		\$1,856.4	\$3,450.3	\$4,024.2	\$372.2	\$0.5	1.10x	7.5x	20.9x	18.0%	NA
Median		1,270.5	3,061.2	3,085.8	408.0	0.3	1.40x	7.3x	18.9x	18.3%	NA
Environmental Services											
Jacobs Engineering Group Inc. (J)	\$130.18	\$16,821.4	\$20,247.2	\$14,091.4	\$1,392.4	\$2.19	1.44 x	14.5 x	59.5 x	23.4%	9.9%
Tetra Tech, Inc. (TTEK)	139.19	7,516.2	7,819.0	2,626.3	315.7	4.55	2.98 x	24.8 x	30.6 x	19.7%	12.0%
Stantec Inc. (TSX:STN)	52.97	5,901.2	7,251.4	2,873.3	330.0	1.42	2.52 x	22.0 x	37.2 x	54.0%	11.5%
Arcadis NV (ARCAD)	43.41	3,864.3	4,053.7	3,842.2	316.2	2.13	1.06 x	12.8 x	20.4 x	16.8%	8.2%
Mean		\$8,525.8	\$9,842.8	\$5,858.3	\$588.6	\$2.57	2.00 x	18.5 x	36.9 x	28.5%	10.4%
Median		6,708.7	7,535.2	3,357.8	323.1	2.16	1.98 x	18.3 x	33.9 x	21.6%	10.7%

NA = Not Available; NM = Not Meaningful; LTM = Latest Twelve Months
 ‡ = excluded from Mean and Median calculations
 Source: Public Filings, Press Releases and Published Research Reports.

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(3) As of December 31, 2021 except TTEK (January, 2, 2022); ABM (October 31, 2021); BME:PSG (September 30, 2021) and LSE:RTO (June 30, 2021).

(4) Excludes non-recurring and discontinued operations.

Selected M&A Transactions

Fixed Asset Management

Announced	Target	Target Description	Acquirer	Value
Jan 24	Basalt Infrastructure Partners LLP	Principal investment firm specializing in infrastructure investments.	Colliers International Group Inc. (TSX:CIGI)	ND
Jan 13	North Star Shipping (Aberdeen) Limited	Owns and operates a fleet of vessels in the UK offshore industry, providing emergency response and rescue, tanker assist, offshore support, and platform supply.	Partners Group	ND
Jan 13	Force Vigilancia / Force Servicos Terceirizados	The combined operations provides private-security and facilities services in Brazil.	Graber Sistemas de Segurança Ltda.	ND
Jan 11	S&S Termite and Pest Control, LLC	Provides premier termite and pest control services in Opelika, Alabama.	Northwest Exterminating Co., Inc.	ND
Jan 10	A&R Services	Provides services across cleaning, security, washroom, pest control, bio misting, and janitorial supplies based in Bridgend, UK.	Three Directors of A&R Services	ND
Jan 05	Edwards Electrical and Mechanical, Inc.	Provides electrical and mechanical services for commercial and industrial facilities in the Midwest.	Comfort Systems USA, Inc. (NYSE:FIX)	ND
Jan 05	DB Energy Assets, LLC / Beacon Energy Holdings, LLC	A portfolio of eight district cooling and heating systems.	Vauban Infrastructure Partners	ND
Jan 05	TSR Solutions, Inc.	Provides information services in Tokyo, Japan.	Branding Engineer Co., Ltd. (TSE:7352)	\$3.0
Jan 05	Kodiak Labor Solutions, LLC	Offers temporary staffing and recruitment services in Indianapolis, Indiana.	Comfort Systems USA, Inc. (NYSE:FIX)	ND
Jan 05	Thermal Service, LLC / TESC Automation	The combined operations provide installation, servicing, and upgrading of automation systems, and commercial & industrial HVAC services.	Comfort Systems USA, Inc. (NYSE:FIX)	ND

ND – Not disclosed. Transaction values in millions.

Rollins, Inc. (NYSE:ROL) reported net income of \$350.7 million for fiscal year 2021 as compared to \$260.8 million for the prior year. Earnings per share were \$0.71 versus \$0.53 for the prior year. Revenues for the year increased to \$2,424.3 million from \$2,161.2 million for fiscal year 2020.

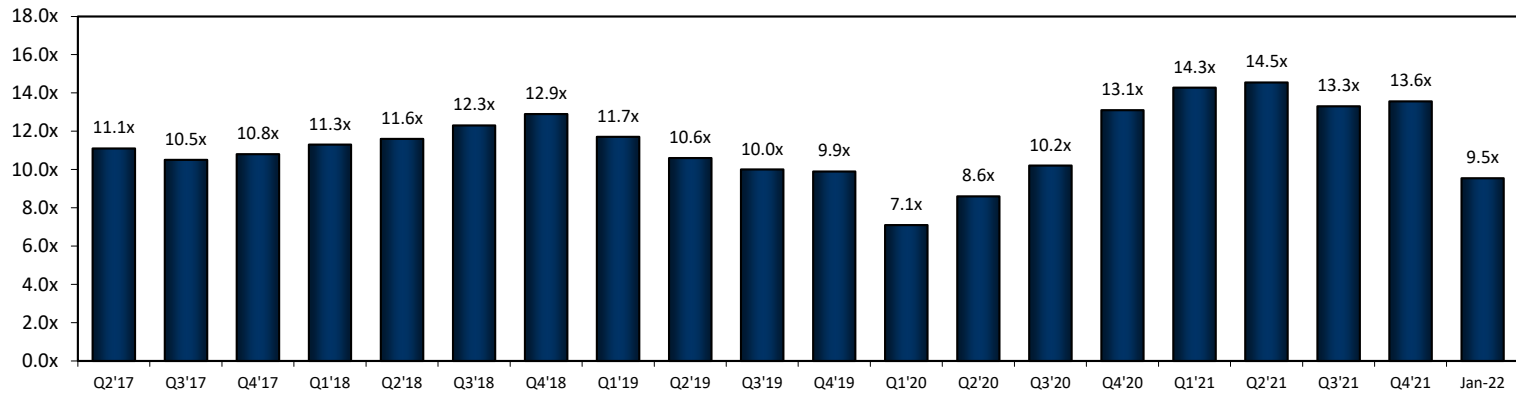
Sodexo S.A. (ENXTPA:SW) reported net income of \$164.1 million for fiscal year 2021 as compared to (\$376.6) million for the prior year. Earnings per share were \$1.11 versus (\$2.58) for the prior year. Revenues for the year decreased to \$20,571.3 million from \$23,097.4 million for fiscal year 2020.

UniFirst Corporation (NYSE:UNF) reported first quarter net income of \$33.7 million for fiscal year 2022 as compared to \$41.9 million for the prior year period. Earnings per share were \$1.77 versus \$2.20 for the prior year period. Revenues for the quarter increased to \$486.2 million from \$446.9 million for the same period in fiscal year 2021.

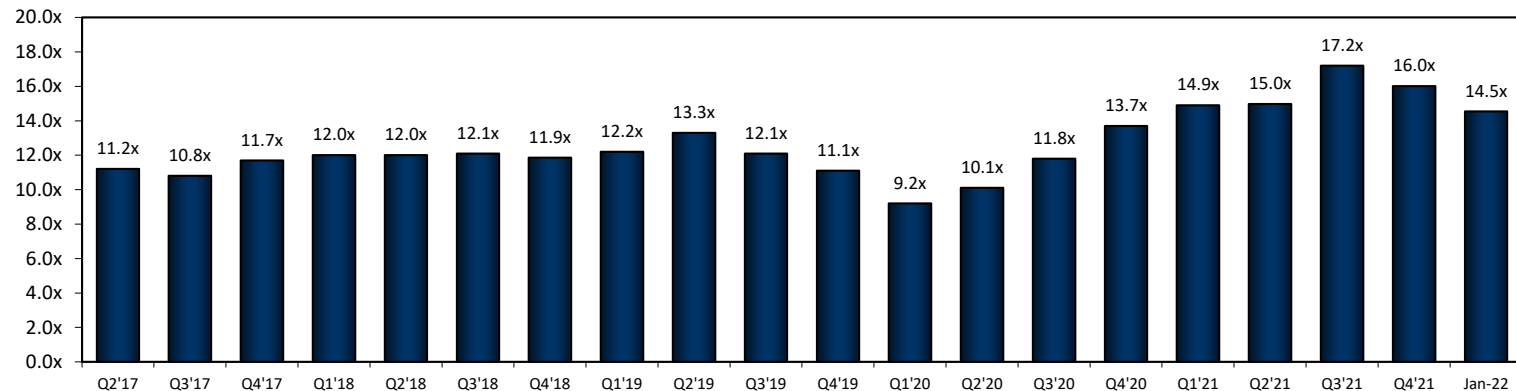
Note: All per share results are reported on a fully-diluted basis.

Historical Enterprise Value-to-LTM EBITDA Multiples

Human Resources Outsourcing



Fixed Asset Management



Mufson Howe Hunter & Co. is an independent investment bank for middle-market companies. We focus on mergers and acquisitions, recapitalizations and raising capital.

Mergers & Acquisitions

- Advise buyers and sellers (public and private companies)
- Sale of businesses, strategic acquisitions, management buy-outs and industry build-ups

Raise Capital

- Equity (control and non-control)
- Mezzanine financing
- Senior and junior debt
- Typically raise capital from banks, finance companies, private investment funds and private equity groups

Financial Advisory Services

- Analysis of business strategies and options
- Fairness opinions
- Valuations

Broker dealer services provided by our wholly-owned subsidiary

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