

Q2 2018 Human Capital M&A Intelligence Report

August 8, 2018– Irvine, CA – De Bellas & Co., the leading investment banking firm serving the Staffing and Workforce Solutions industries exclusively, reported today on M&A activity in 2018.

Transactions

Year to Date 2018, 94 M&A transactions were announced or completed, vs. 59 in H1 2017, representing an increase of 59%. In this period, the most active staffing segments were IT Staffing, Healthcare and Commercial, with 16, 15 and 13 transactions respectively. Healthcare and IT continue to be the most sought-after segments, as well as generating the highest prices. Other professional segments also continue to command favorable pricing.

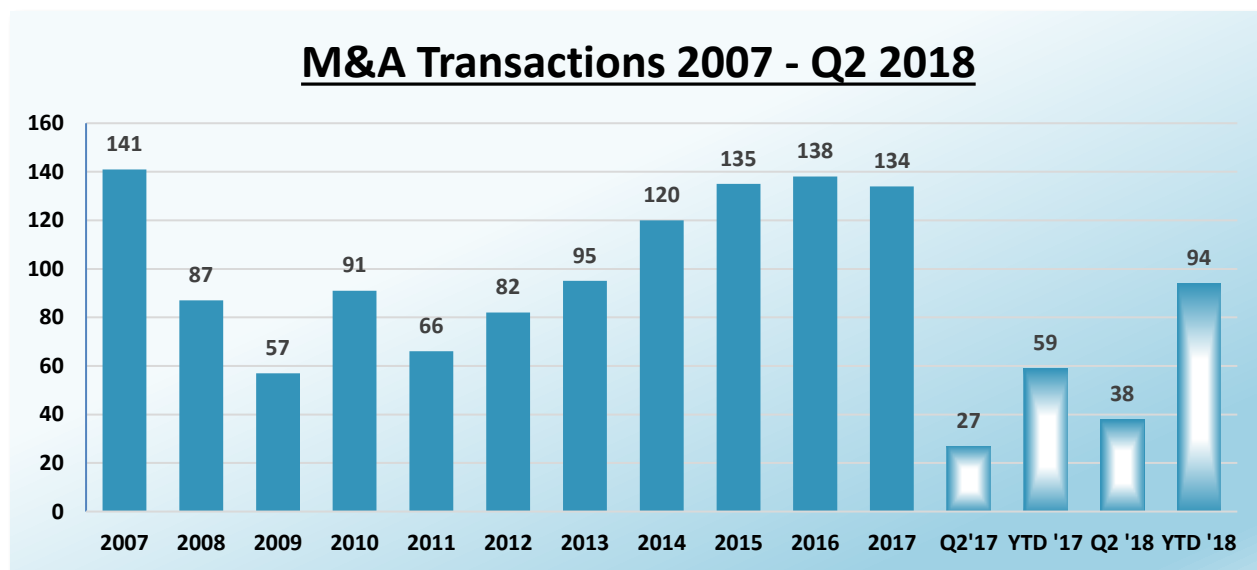
In Q2 2018 38 M&A transactions were announced or completed vs. 27 transactions in Q2 2017, representing a period to period increase of nearly 41%. In this period, the most active staffing segments were IT Staffing, Healthcare and Commercial, with 10, 7 and 5 transactions respectively.

Buyers

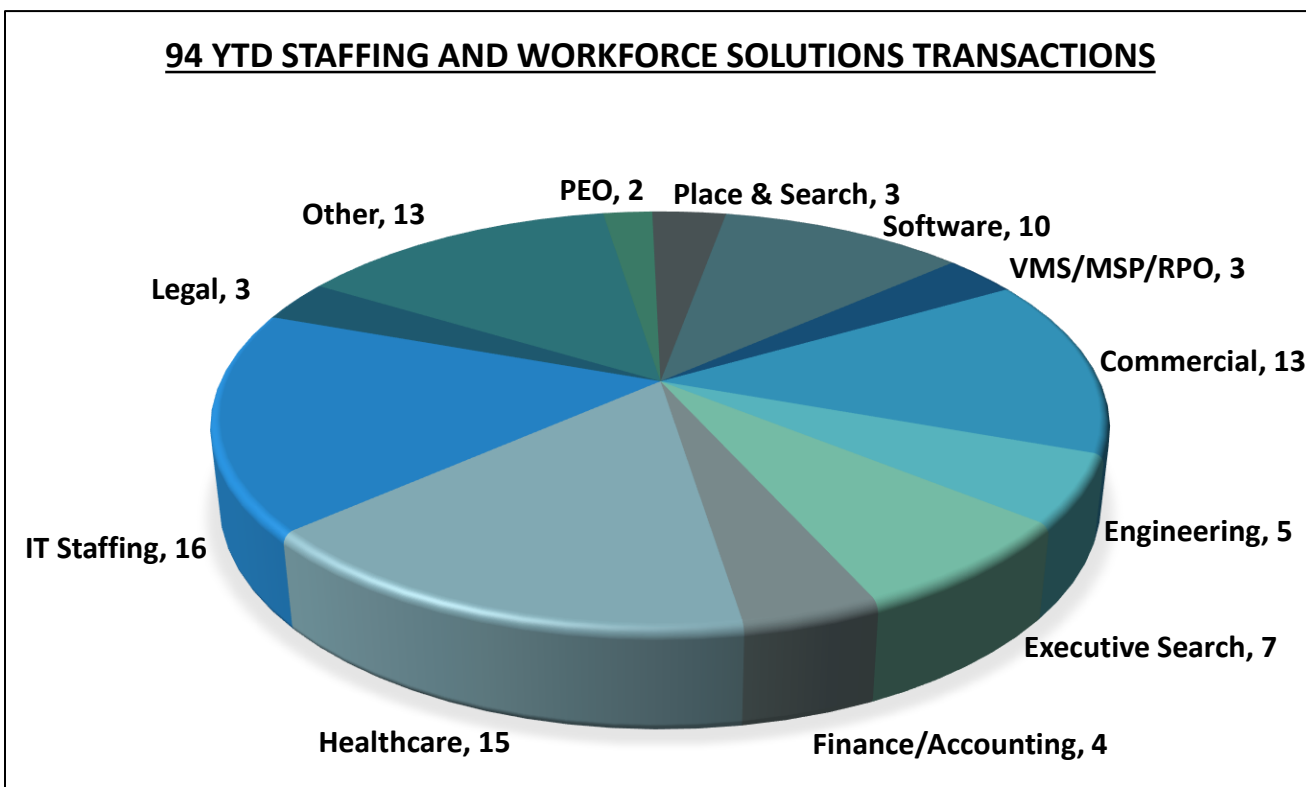
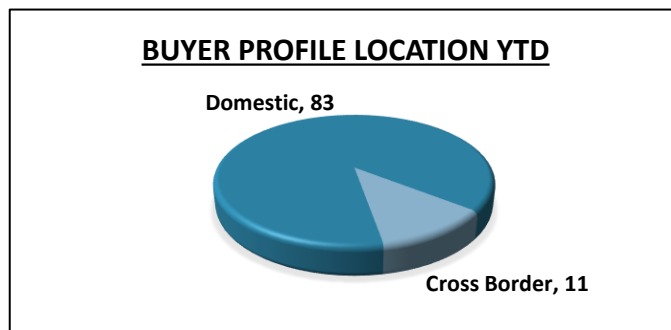
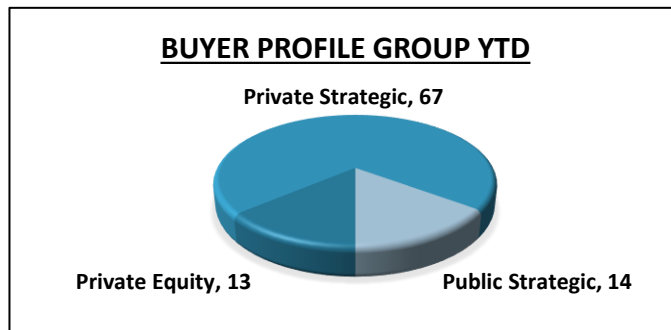
YTD 2018, Private Strategic Buyers made up 71% of the overall activity. Public Strategic Buyers accounted for 15% and Private Equity Firms accounted for 14%.

In Q2 2018 Private Strategic Buyers made up 66% of overall activity. Public Strategic Buyers accounted for 18% and Private Equity Firms accounted for 16%.

Publicly owned companies with M&A activity in H1 included Kelly Services (NASDAQ: KELYA), CTG (NASDAQ: CTG), ADP (NASDAQ: ADP), PayPal Holdings Inc. (NASDAQ: PYPL), Qess Corp Ltd (NSE/BSE: QUEC), AMN Healthcare Services Inc. (NYSE: AMN), On Assignment Inc. (ASGN Inc. (NYSE: ASGN)), TS2 Holdings LLC (Persol Group [Tokyo: 2181]), Recruit Holdings Co. Ltd. (PINX: RCRRF), The Adecco Group (OTC Pink: AHEXY), Monster Worldwide, Inc. (NYSE: MWW).



YTD 2018 M&A ACTIVITY BY SEGMENT			
Segments	Q1	Q2	YTD Total
IT Staffing	6	10	16
Healthcare	8	7	15
Commercial	8	5	13
Software	2	8	10
Executive Search	5	2	7
Engineering	5		5
Finance/Accounting	3	1	4
VMS/MSP/RPO	1	2	3
Place & Search	3		3
Legal	3		3
PEO	2		2
Other	10	3	13
Grand Total	56	38	94



Q2 2018 Notable Transactions

Alexander Mann Solutions - a London-based of RPO and MSP services, is being acquired by Omers Private Equity, the investment arm of the pension plan for municipal employees of Ontario, Canada. The deal is expected to close this quarter. The deal gives Alexander Mann an enterprise value of £820 million (US\$1.1 billion). Omers is buying the company from New Mountain Capital, which acquired the company in 2013 for £260 million, which represented US\$352.3 million at the time.

Alexander Mann has more than 100 clients in more than 85 countries. Its seven global client delivery centers employ more than 4,000 people. Alexander Mann was founded in 1996.

ECS Federal LLC - Professional staffing firm ASGN Inc. (NYSE: ASGN) completed its \$775 million acquisition of government services contractor ECS Federal LLC. Concurrent with the acquisition, On Assignment changed its name to ASGN Inc. to better reflect the combined company's business.

ECS will continue to operate under the ECS brand name and will also operate as a separate segment of ASGN. ECS President George Wilson and the current ECS leadership team will remain.

General Assembly - The Adecco Group acquired General Assembly, a training firm focused on IT skills, in a deal that gives General Assembly a total enterprise value of \$412.5 million. General Assembly provides coding boot camps and IT skills training; revenue for 2017 was \$100 million, and its three-year compound annual growth rate was 30%. It has 20 campuses in North America, Australia and Asia, but it provides training via in-person classes, online or through a blended model. The New York-based company was founded in 2011 and was initially a co-working space.

Adecco's announcement today that it acquired General Assembly follows an announcement earlier this year of buying online staffing firm Vettery.

MedPartners - AMN Healthcare Services Inc. (NYSE: AMN), which ranks as the largest US healthcare staffing firm, acquired MedPartners for \$195 million, with up to an additional \$20 million based on future financial performance. Tampa, Fla.-based MedPartners provides health information management and locum tenens staffing. It was a division of P2P Staffing Corp., a professional staffing company that also owns IT staffing business TekPartners. MedPartners generated 2017 revenue of approximately \$125 million. TekPartners/MedPartners ranks No. 18 on Staffing Industry Analysts' list of largest healthcare staffing firms in and No. 5 on the list largest allied healthcare staffing firms in the US.

Glassdoor - Recruit Holdings Co. Ltd., one of the world's largest staffing firms, completed its \$1.2 billion acquisition of Glassdoor in Q2 2018. Tokyo-based Recruit ranked as one of the largest job board operators in Staffing Industry Analysts' Job Board Market Report issued last year; Glassdoor also ranks in the top 20.

Glassdoor will operate as a distinct and separate part of Recruit's HR technology business segment as a sister company of Indeed. Robert Hohman, Glassdoor CEO and co-founder, will continue to lead the company. Launched in 2008, Mill Valley, Calif.-based Glassdoor hosts reviews and insights for 770,000 companies located in more than 190 countries.

Xtreme Consulting Group - Digital Intelligence Systems LLC, or DISYS, announced it will acquire Xtreme Consulting Group, a Kirkland, Wash.-based provider of staffing and IT solutions. Xtreme had revenue of \$76 million in 2017. Xtreme was founded in 2005 and counts more than 550 employees

in the US. DISYS reported the acquisition adds technical test administration and online training platform services to DISYS' offerings as well as bolstering DISYS' footprint in the Pacific Northwest.

PeopleFluent - Learning Technologies Group plc agreed to acquire Waltham, Mass.-based vendor management system provider PeopleFluent for approximately \$150 million. PeopleFluent posted revenue of approximately \$59 million in 2017, according to a Learning Technologies Group filing with the London Stock Exchange.

Learning Technologies Group is a London-based holding company comprising specialist digital learning technology businesses. It has offices in Europe, the US, Asia-Pacific and South America.

Locums Unlimited - Aya Healthcare, a provider of travel nursing and workforce solutions to hospitals, acquired Locums Unlimited, a San Diego-based locum tenens staffing company. Terms were not disclosed. Locums Unlimited places physicians in locum tenens and temp-to-perm jobs nationwide. Aya Healthcare ranks No. 7 on Staffing Industry Analysts' most recent list of largest healthcare staffing firms in the US with \$340 million in estimated 2016 US healthcare temporary staffing revenue. The company also ranks No. 4 on the list of largest US providers of travel nurse staffing.



YTD 2018 Transactions

Date	Target	Staffing Acquirer	Seller Category
1/1/2018	ReWork	Koya Leadership Partners	Healthcare
1/2/2018	Employment Resource Center Inc.	Penmac Staffing Services Inc.	Commercial
1/3/2018	juvo telecom	System One	Engineering
1/3/2018	Trucking Unlimited	TransForce Inc.	Other
1/10/2018	Kelly Healthcare Resources (NASD: KELYA).	InGenesis Inc.	Healthcare
1/11/2018	Gros Executive Recruiters	Molding Business Services	Executive Search
1/11/2018	Avant Healthcare Professionals	Jackson Healthcare	Healthcare
1/11/2018	Emergency Practice Associates	Wapiti Medical Staffing	Healthcare
1/11/2018	Employer Essentials.	G&A Partners	PEO
1/11/2018	Career Professionals Inc.	Seek Professionals	Place & Search
1/12/2018	On Time Staffing	First Step Staffing	Other
1/16/2018	Kranect	KORE1	IT Staffing
1/17/2018	Arlington Resources Inc.	Cornerstone Staffing Solutions	Other
1/19/2018	MatrixOneSource	GPB Capital Holdings LLC	PEO
1/22/2018	The Planet Group	MidOcean Partners	Engineering
1/22/2018	WorkMarket	ADP (NASD: ADP)	Other
1/23/2018	Construction Labor Contractors LLC	Tradesmen International	Commercial
1/24/2018	AND CO	Fiverr	Other
1/29/2018	Update Legal	Driven Inc.	Legal
2/1/2018	Miligistix LLC	Bridge My Return LLC	Other
2/1/2018	Monster Worldwide, Inc. (NYSE: MWW)	Quess Corp Ltd (NSE/BSE: QUEC)	Other
2/2/2018	Mark/Ryan Associates	The Reserves Network Inc.	Finance/Accounting
2/7/2018	Carnegie Affiliates	Resource1	IT Staffing
2/7/2018	Hero.jobs	TS2 Holdings LLC	Executive Search
2/7/2018	Neohire South	TS2 Holdings LLC	Executive Search
2/7/2018	RockIT	TS2 Holdings LLC	Executive Search
2/8/2018	Regal Staffing Services - Columbus, Ohio Operations	Nesco Resource	Engineering
2/9/2018	PPR	Medical Solutions	Healthcare
2/12/2018	Health eCareers'	Naylor Association Solutions	Healthcare
2/15/2018	Soft Company	CTG (NASD: CTG)	Engineering
2/20/2018	STAFFWORKS - Indianapolis	ULG Companies	Commercial
2/20/2018	Vetterly	The Adecco Group (OTC Pink: AHEXY)	Place & Search
2/21/2018	Clearwater Legal	CertaTech Solutions	Legal
2/22/2018	Agility Staffing Inc.	Staffing Express Inc., dba StaffEx	Commercial
2/23/2018	MBS Associates Inc.	Kable Staffing Resources	Engineering
2/23/2018	GGK Technologies	American CyberSystems Inc.	IT Staffing
2/23/2018	Rumba Solutions LLC	Technosoft Corp.	IT Staffing
2/23/2018	Provade Inc.	Smart ERP Solutions Inc.	VMS/MSP/RPO
2/28/2018	Maxsys Solutions LLC/Maxsys Financial Solutions LLC	Yoh	IT Staffing
2/28/2018	JHill's Staffing Services Inc.	Marcum Search LLC	Legal
3/1/2018	GECO Deutschland	Yoh	IT Staffing
3/5/2018	Lyneer Staffing Solutions LLC	Palm Beach Capital	Commercial
3/5/2018	Victory Personnel Services Inc.	CorTech International	Commercial
3/5/2018	Epsen Fuller Group	ZRG Partners Inc.	Executive Search
3/6/2018	Roy's Staffing Inc.	Trillium Staffing	Other
3/12/2018	Emerald Health Services	Webster Capital	Healthcare
3/13/2018	Jobscience	Bullhorn	Software
3/13/2018	Talent Rover	Bullhorn	Software
3/14/2018	CoreMedical Group	Gen Cap America Inc.	Healthcare
3/15/2018	SEARCH Group Partners Inc. - Westlake Village, CA Office	Partners Personnel	Finance/Accounting
3/19/2018	Access Staffing	TemPositions Logistics	Commercial
3/19/2018	PlaneTechs LLC	Launch Technical Workforce Solutions LLC	Other
3/22/2018	Smart Rhino Labs	Randall-Reilly	Place & Search
3/27/2018	Brilliant	Silver Oak Services Partners	Finance/Accounting
3/28/2018	TempForce Pennsylvania	Management Buyout	Commercial
3/29/2018	Agency a la Carte	Hueman People Solutions	Other
4/2/2018	ECS Federal LLC	On Assignment Inc. (ASGN Inc. (NYSE: ASGN))	IT Staffing


Date	Target	Staffing Acquirer	Seller Category
4/3/2018	BOC Staffing Solutions	The Panther Group	Finance/Accounting
4/4/2018	Workopolis.com	Indeed	Software
4/5/2018	Continental Inc.	Morales Group Inc.	Commercial
4/6/2018	Tallience	StevenDouglas	IT Staffing
4/10/2018	Phaidon International	Quilvest Private Equity	Other
4/10/2018	Leaders for Today	AMN Healthcare Services Inc. (NYSE: AMN)	Healthcare
4/10/2018	MedPartners	AMN Healthcare Services Inc. (NYSE: AMN)	Healthcare
4/10/2018	Phillips DiPisa	AMN Healthcare Services Inc. (NYSE: AMN)	Healthcare
4/11/2018	ASAP Business Solutions	Intermountain Staffing	Commercial
4/16/2018	The Adecco Group	General Assembly	IT Staffing
4/18/2018	Technical Resource Group Inc.	Consulting Solutions International	IT Staffing
4/24/2018	V-Force Staffing Solutions	CorTech International	Commercial
4/24/2018	Xtreme Consulting Group	Digital Intelligence Systems LLC (DISYS)	IT Staffing
4/25/2018	PeopleFluent	Learning Technologies Group plc	Software
4/25/2018	Economic Modeling Specialists International	Strada Education Network	Software
4/27/2018	Halftime Talent Solutions	FaithSearch Partners	Executive Search
4/30/2018	Motion Recruitment Partners	Littlejohn & Co. LLC	IT Staffing
5/3/2018	Remedy Rehab	CareerStaff Unlimited	Healthcare
5/7/2018	TargetRecruit	Mountview Partners	Software
5/7/2018	Q Works Group Inc., an affiliate of MRINetwork	Michael Clegg	Executive Search
5/10/2018	Alexander Mann Solutions	Omers Private Equity	VMS/MSP/RPO
5/23/2018	ProClinical	Independent Clinical Services	Healthcare
5/25/2018	New Start Personnel	Essential Staffing	Commercial
5/25/2018	Resume.com	Indeed	Software
5/30/2018	Locums Unlimited	Aya Healthcare	Healthcare
5/31/2018	DHI Group Inc. - Operates Dice.com-other job boards (NYSE: DHX)	TCS Capital Management LLC	Software
6/7/2018	HireMore	Astrea	IT Staffing
6/8/2018	1st Solution USA	Optomi LLC	IT Staffing
6/13/2018	Allegiant International LLC	Belcan LLC	Other
6/13/2018	TMP Holdings Ltd.	PeopleScout, a division of TrueBlue (NYSE: TBI)	VMS/MSP/RPO
6/15/2018	Meridian Staffing Services / Meridian Technologies	Consulting Solutions International	IT Staffing
6/15/2018	Redbock LLC	NES Global Talent	Other
6/18/2018	Consulting Solutions International	Ironwood Capital	IT Staffing
6/20/2018	Hyperwallet	PayPal Holdings Inc. (NASDAQ: PYPL)	Software
6/21/2018	Glassdoor	Recruit Holdings Co. Ltd. (PINX: RCRRF)	Software
6/25/2018	Hallmark Personnel	SVS Group Inc.	Commercial
6/27/2018	Priority Medical Staffing	Dedicated Nursing Associates, Inc.	Healthcare

Source: Capital IQ, Staffing Industry Analysts and De Bellas & Co.

De Bellas & Co. Certain Recent Transactions



 Has been acquired by


 We represented the seller.




 Has been recapitalized by


 We represented the seller.




 Has been acquired by




 We represented the seller.





 Has been acquired by


 We represented the seller.




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About De Bellas & Co.

Serving the Staffing industry since 1985, De Bellas & Co. is the leading M&A Advisory firm focused exclusively on the Staffing and Workforce Solutions industry. We have advised in over 225 completed transactions and have performed hundreds of valuations, as well as corporate financial advisory assignments.

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