

Q3 2022 Human Capital M&A Intelligence Report

January 30, 2023 – Austin, TX – De Bellas & Co., the leading M&A advisory firm serving the Staffing and Workforce Solutions industries exclusively, reported today on M&A activity in Q3 2022:

Economy

According to its December 2022 update, the Conference Board Leading Economic Index for the US “...decreased by 1.0 percent in November 2022 to 113.5 (2016=100), following a decline of 0.9 percent in October. The LEI is now down 3.7 percent over the six-month period between May and November 2022...The US LEI fell sharply in November, continuing the slide it’s been on for most of 2022 after peaking in February...Only stock prices contributed positively to the US LEI in November. Labor market, manufacturing, and housing indicators all weakened—reflecting serious headwinds to economic growth. Interest rate spread and manufacturing new orders components were essentially unchanged in November, confirming a lack of economic growth momentum in the near term.”

We note that Q3 2022 activity decreased more than 17% versus Q2 2022. Many buyers are continuing to come to us to reflect their interest in making acquisitions. These factors plus continuing positive input from buyers lead us to conclude that M&A activity will be robust in the future.

Transactions

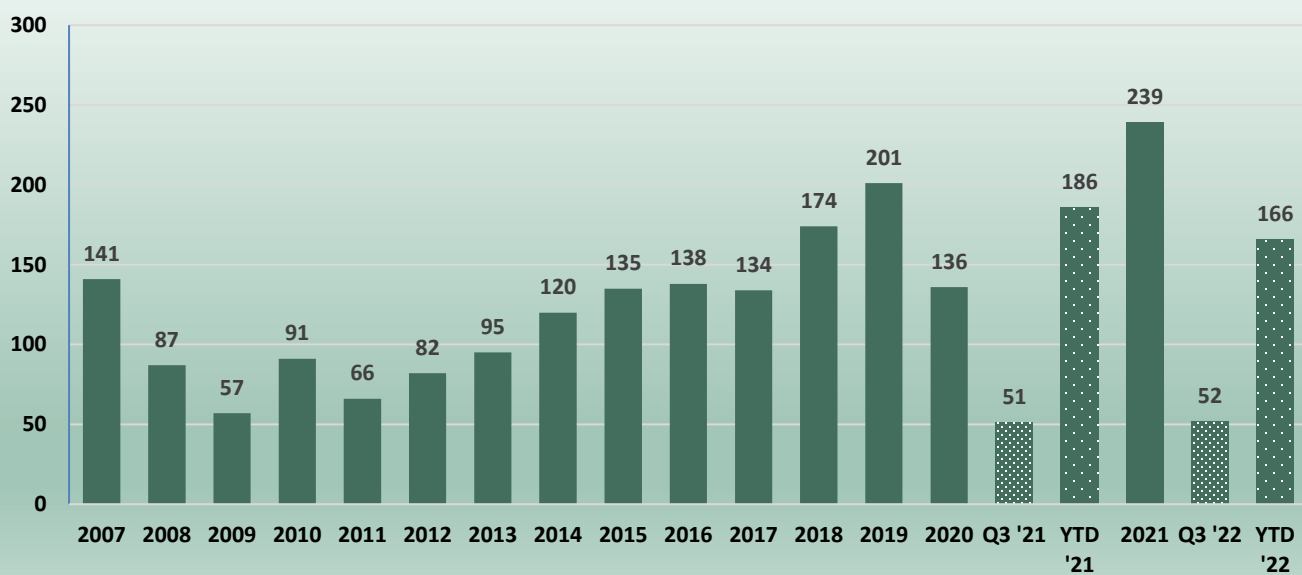
In Q3 2022, 52 M&A transactions were announced or completed, vs. 51 in Q3 2021, representing an increase of 2%. Below is a table showing transactions for each segment in the second quarter of this year and last year.

SEGMENT	Q3 2022	Q3 2021	#CHANGE
STAFFING			
Engineering/Design Staffing	0	3	-3
Healthcare Staffing	7	5	2
Industrial Staffing	2	1	1
IT Staffing	11	7	4
Legal Staffing	1	0	1
Marketing/Creative Staffing	1	1	0
Multiple Commercial Staffing Segments	0	2	-2
Multiple Professional Staffing Segments	2	1	1
Multiple Staffing Segments	2	0	2
Other Staffing	3	0	3
Place & Search	9	2	7
WORKFORCE SOLUTIONS			
Direct Work Engagement	0	11	-11
Multiple Workforce Solutions	2	1	1
Other Workforce Solutions	2	5	-3
Payrolling/Compliance - PEO	1	3	-2
Process Outsourcing (MSP-RPO-BPO)	0	1	-1
Talent Acquisition Technology	9	8	1
TOTALS	52	51	1

In Q1-Q3 2022, 166 M&A transactions were announced or completed, vs. 186 in Q1-Q3 2021, representing a decrease of 11%. Below is a table showing transactions for each segment during the first two quarters of this year and last year.

SEGMENT	Q1-Q3 2022	Q1-Q3 2021	#CHANGE
STAFFING			
Engineering/Design Staffing	1	4	-3
Finance/Accounting Staffing	2	0	2
Healthcare Staffing	22	29	-7
Industrial Staffing	9	7	2
IT Staffing	28	27	1
Legal Staffing	2	6	-4
Life Sciences Staffing	1	2	-1
Marketing/Creative Staffing	4	1	3
Multiple Commercial Staffing Segments	3	3	0
Multiple Professional Staffing Segments	4	3	1
Multiple Staffing Segments	7	6	1
Office/Clerical Staffing	0	1	-1
Other Professional Staffing	1	1	0
Other Staffing	8	3	5
Place & Search	24	13	11
WORKFORCE SOLUTIONS			
Direct Work Engagement	1	13	-12
Multiple Workforce Solutions	3	5	-2
Other Workforce Solutions	11	16	-5
Payrolling/Compliance - PEO	2	6	-4
Process Outsourcing (MSP-RPO-BPO)	5	9	-4
Talent Acquisition Technology	28	31	-3
TOTALS	166	186	-20

M&A TRANSACTIONS 2007 - Q3 2022



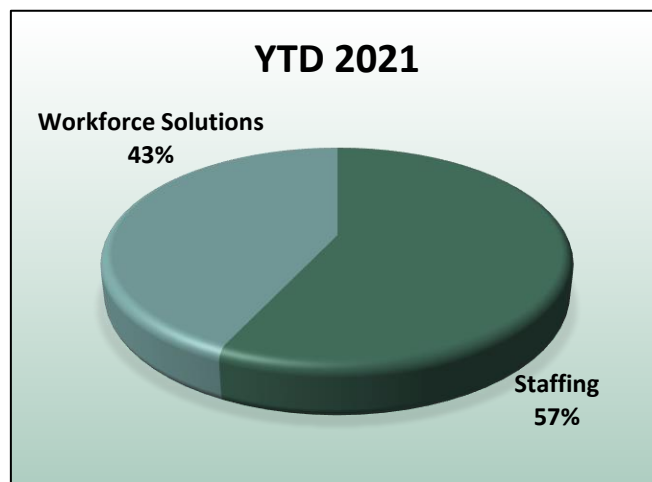
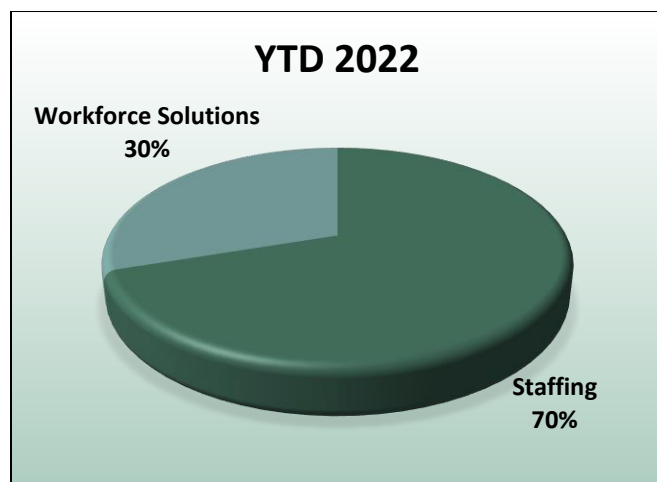
The table below shows transactions by segment for Q1 - Q3 2022, in order of total transactions.

SEGMENT	STAFFING/WFS	Q1	Q2	Q3	TOTAL
IT Staffing	Staffing	8	9	11	28
Talent Acquisition Technology	Workforce Solutions	7	12	9	28
Place & Search	Staffing	9	6	9	24
Healthcare Staffing	Staffing	9	6	7	22
Other Workforce Solutions	Workforce Solutions	3	6	2	11
Industrial Staffing	Staffing	5	2	2	9
Other Staffing	Staffing	1	4	3	8
Multiple Staffing Segments	Staffing	0	5	2	7
Process Outsourcing (MSP-RPO-BPO)	Workforce Solutions	3	2	0	5
Marketing/Creative Staffing	Staffing	2	1	1	4
Multiple Professional Staffing Segments	Staffing	1	1	2	4
Multiple Commercial Staffing Segments	Staffing	2	1	0	3
Multiple Workforce Solutions	Workforce Solutions	0	1	2	3
Finance/Accounting Staffing	Staffing	0	2	0	2
Legal Staffing	Staffing	0	1	1	2
Payrolling/Compliance - PEO	Workforce Solutions	0	1	1	2
Direct Work Engagement	Workforce Solutions	0	1	0	1
Engineering/Design Staffing	Staffing	1	0	0	1
Life Sciences Staffing	Staffing	0	1	0	1
Other Professional Staffing	Staffing	0	1	0	1
Total		51	63	52	166

166 STAFFING AND WORKFORCE SOLUTIONS TRANSACTIONS - Q1-Q3 2022

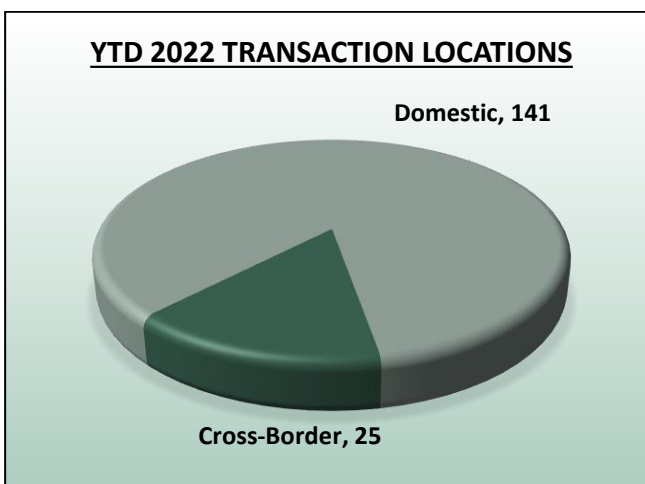
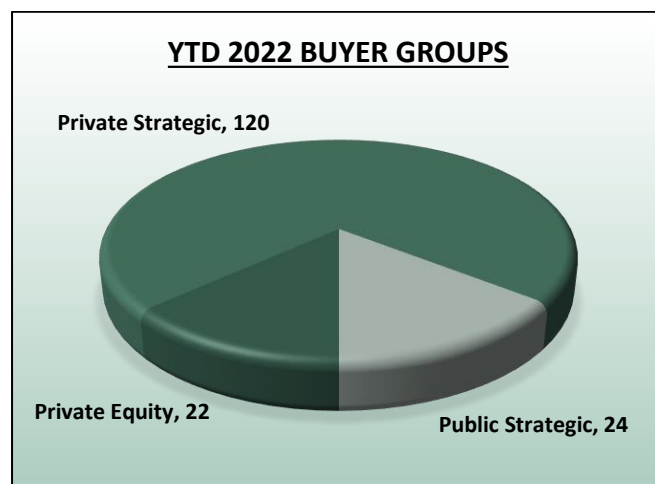


The two charts below show the percentage breakdown of Staffing transactions vs. Workforce Solutions transactions for the first two quarters of this year and last year. Staffing gained 13% in 2022 and Workforce Solutions lost 13%.



Buyers

During YTD 2022 Private Strategic Buyers accounted for 72% of all transactions. Public Strategic Buyers accounted for 15% and Private Equity Firms accounted for 13%.



16 Publicly Owned Companies with M&A Activity in 2022

COMPANY	NUMBER DEALS	SYMBOL
360 Solutions Inc.	1	NASDAQ: STAF
AMN Healthcare Services Inc.	1	NYSE: AMN
Arthur J. Gallagher & Co.	2	NYSE: AJG
ASGN Inc.	1	NYSE: ASGN
ASGN Inc.	1	NYSE: ASGN
CTG	1	NASDAQ: CTG
Futuris Co.	3	OTCMKTS: FTRS
HireQuest Inc.	3	NASDAQ: HQI
Hudson Global Inc.	1	NASDAQ: HSON
InStaff (Light Industrial Segment of BGSF Inc.	1	NYSE: BGSF
Kelly Services Inc.	2	NASDAQ: KELYA, KELYB
Korn Ferry	2	NYSE: KFY
PayGroup Ltd.	1	ASX : PYG
Volt Information Sciences Inc.	1	NYSEAMERICAN: VOLT
Wipro Ltd.	2	NYSE: WIT
ZoomInfo Technologies Inc.	1	NASDAQ: ZI

2022 Transactions

DATE	ACQUIRER	TARGET	SIA SEGMENT
STAFFING			
1/4/2022	Trilantic North America	Addison Group	IT Staffing
1/5/2022	RedCloud Consulting	Denny Mountain Media	Marketing/Creative Staffing
1/5/2022	System One	Dreamtek	Marketing/Creative Staffing
1/6/2022	Acacium Group	Favorite Healthcare Staffing	Healthcare Staffing
1/10/2022	Hamilton-Ryker	Time Staffing	Industrial Staffing
1/10/2022	HireQuest Inc. (NASDAQ: HQI)	Staffing Division of dmDickason Personnel Services	Multiple Commercial Staffing Segments
1/10/2022	Littlejohn Capital LLC	Alto Healthcare Staffing	Healthcare Staffing
1/10/2022	Motion Recruitment Partners LLC	Matrix Resources	IT Staffing
1/11/2022	MidOcean Partners	GHR Healthcare	Healthcare Staffing
1/11/2022	Mitchell Martin Inc.	TransTech IT Staffing	IT Staffing
1/11/2022	Talent Group	EdgeLink	IT Staffing
1/12/2022	Swoon	Grapevine	Place & Search
1/13/2022	Interim HealthCare Inc.	Interim's Sacramento, CA hospice franchise	Healthcare Staffing
1/14/2022	A&M Capital Partners	P2P Staffing Corp.	Multiple Professional Staffing Segments
1/18/2022	Lee Equity Partners LLC	Therapy Partner Solutions	Healthcare Staffing
1/19/2022	FTV Capital	Gale Healthcare Solutions	Healthcare Staffing
1/19/2022	HireQuest Inc. (NASDAQ: HQI)	The Dubin Group Inc. and Dubin Workforce Solutions Inc.	Place & Search
1/24/2022	Swipejobs Inc.	Corestaff	Industrial Staffing
1/26/2022	HireQuest Inc. (NASDAQ: HQI)	Northbound Executive Search Ltd.	Place & Search
1/26/2022	Power Labor Staffing LLC	Power and Cable Division of SelecSource Staffing	Industrial Staffing
2/2/2022	Crescent Cove Advisors	Kingsley Gate Partners	Place & Search
2/2/2022	Futuris Co. (OTCMKTS: FTRS)	Cadan Technologies	IT Staffing
2/8/2022	The Judge Group	Slayton Search Partners	Place & Search
2/28/2022	Infinedi Partners LP	LaSalle Network	Place & Search
3/1/2022	Jobandtalent	InStaff (Light Industrial Segment of BGSF Inc. (NYSE: BGSF))	Industrial Staffing
3/2/2022	Job.com	QCI Healthcare	Healthcare Staffing
3/3/2022	Ascend Staffing	WorkStaffing	Industrial Staffing
3/4/2022	Diversified Search Group	Alta Associates	Place & Search
3/11/2022	33eleven	Lumeidon Partners	Place & Search
3/11/2022	Futuris Co. (OTCMKTS: FTRS)	Affordable Rehab Services	Healthcare Staffing
3/11/2022	PRN Health Services LLC	Alliant Staffing LLC	Healthcare Staffing
3/14/2022	Sentinel Capital Partners	TriMech	Engineering/Design Staffing
3/14/2022	Vega Consulting Inc., a division of ACS Solutions	Volt Information Sciences Inc. (NYSEAMERICAN: VOLT)	Multiple Commercial Staffing Segments
3/15/2022	MSRcosmos Group	Synopsis Group	IT Staffing
3/17/2022	CSS Corp	Directly's OnDemand Business Unit	Other Staffing
3/18/2022	PDQ Staffing	McKee-Burke and Associates	Place & Search
3/22/2022	Mission Critical Partners	RKV Technologies	IT Staffing
3/29/2022	NTT Data	Vectorform	IT Staffing
4/1/2022	Masis Staffing Solutions	Davis Cos.' light industrial operations in New Jersey and Tennessee	Industrial Staffing
4/4/2022	Korn Ferry (NYSE: KFY)	Patina Solutions Group Inc.	Multiple Staffing Segments
4/4/2022	ZRG	RoseRyan Inc.	Finance/Accounting Staffing
4/5/2022	E78 Partners	The CFO Suite	Finance/Accounting Staffing
4/5/2022	SRI	LPA Search Partners	Place & Search
4/7/2022	CorTech International	AIM Distribution Inc.	Industrial Staffing
4/7/2022	The Reserves Network	Staffing Connections & Medical Connections Div.	Multiple Staffing Segments
4/11/2022	SkillStorm	Talent Path	Multiple Professional Staffing Segments





























DATE	ACQUIRER	TARGET	SIA SEGMENT
4/12/2022	ZRG	Terra Search Partners	Place & Search
4/18/2022	Westinghouse Electric Co.	BHI Energy (Private equity firm AE Industrial Partners LP)	Other Staffing
4/19/2022	360 Solutions Inc. (NASDAQ: STAF)	Headway Workforce Solutions	Other Staffing
4/19/2022	The Pritzker Organization	Epic Staffing Group	Multiple Staffing Segments
4/22/2022	MitchellLake Group	Tyzack Partners	Place & Search
4/26/2022	MedHQ	Becker Health	Healthcare Staffing
4/27/2022	Oak Healthcare Staffing	Cunningham Elite Staffing	Healthcare Staffing
4/28/2022	Ingenovis Health Inc.	Vista Staffing Solutions	Healthcare Staffing
5/3/2022	Kelly Services Inc. (NASDAQ: KELYA, KELYB)	Pediatric Therapeutic Services	Healthcare Staffing
5/9/2022	Kore1	Technical Connections Inc.	IT Staffing
5/17/2022	AMN Healthcare Services Inc. (NYSE: AMN)	Connetics USA	Healthcare Staffing
5/18/2022	Futura Healthcare	Winola Lake Health IT	IT Staffing
5/18/2022	Lingo Staffing	FJC Personnel	Multiple Staffing Segments
5/24/2022	Arthur J. Gallagher & Co. (NYSE: AJG)	Valerie Frederickson & Co. Inc., dba Frederickson Partners	Place & Search
5/27/2022	The Acacia Group	The Baer Group	IT Staffing
6/1/2022	ARR Healthcare Inc.	Enterprise Medical Recruiting	Healthcare Staffing
6/1/2022	Lexitas	Yorkson Legal	Legal Staffing
6/2/2022	Acacium Group	R&D Partners	Life Sciences Staffing
6/2/2022	ASGN Inc. (NYSE: ASGN)	GlideFast Consulting LLC	IT Staffing
6/8/2022	Ascend Staffing	Apprentice Personnel	Multiple Commercial Staffing Segments
6/8/2022	Teneo	WestExec Advisors	Other Professional Staffing
6/8/2022	WorkGenius	JBC	Marketing/Creative Staffing
6/10/2022	Soal Technologies	Tekberry	IT Staffing
6/16/2022	Sales Xceleration	Quintegra Resourcing Inc.	Other Staffing
6/17/2022	The Planet Group	Launch Consulting Group	Place & Search
6/21/2022	Futuris Co. (OTCMKTS: FTRS)	IT staffing division of Savantis Solutions LLC	IT Staffing
6/21/2022	PMP Personnel (Merger)	Axios HR (Merger)	Multiple Staffing Segments
6/23/2022	The Halifax Group	The Liberty Group	Other Staffing
6/27/2022	TriMech	Solid Solutions Group	IT Staffing
6/29/2022	Levi, Ray & Shoup Inc.	Fulcrum Consulting, LLC	IT Staffing
6/29/2022	The Planet Group	Future State Consulting	IT Staffing
6/30/2022	N2Growth Inc.	FluidMind Consulting	Place & Search
7/1/2022	GHR Healthcare	Meleco	Healthcare Staffing
7/6/2022	Park Hudson International	MERGER: Access Staffing	Place & Search
7/6/2022	Tandym Group	Metro Systems Inc.	IT Staffing
7/6/2022	ASGN Inc. (NYSE: ASGN)	GlideFast Consulting LLC	IT Staffing
7/8/2022	Consulting Solutions (portfolio company of White Wolf Capital)	iBridge Solutions LLC	Multiple Staffing Segments
7/8/2022	Inspyr Solutions	MERGER: TekPartners and Genuent Holdings LLC	IT Staffing
7/11/2022	Dependable Health Services	M33 Growth	Healthcare Staffing
7/11/2022	Addison Group	Harmony Healthcare	Multiple Professional Staffing Segments
7/12/2022	The Intersect Group	Vincent Benjamin	IT Staffing
7/18/2022	Further Global (global investor consortium led by funds managed by them)	Phaidon International (current sponsor, Quilvest Capital Partners)	Place & Search
7/18/2022	Arthur J. Gallagher & Co. (NYSE: AJG)	Four Corners Group Inc.	Place & Search
7/19/2022	Accurate Background	Vero Screening Ltd.	Other Staffing
7/19/2022	Lexitas	Phipps Reporting	Legal Staffing
7/20/2022	Provisions Group	Insight Powered	IT Staffing
7/21/2022	Careerminds Group Inc.	CareerCurve LLC	Place & Search
7/21/2022	Longship Group	CareStaf	Healthcare Staffing
7/26/2022	Job.com	PrincetonOne	Place & Search
7/28/2022	Ascend Staffing	Star 1 Personnel	Industrial Staffing
8/1/2022	One of H.I.G. Capital Portfolio Companies	Barton & Associates Inc.	Healthcare Staffing
8/2/2022	Korn Ferry (NYSE: KFY)	Infinity Consulting Solutions	IT Staffing
8/3/2022	Tandym Group	Longford & Co.	Place & Search
8/3/2022	The Pedowitz Group	BizMark CT LLC	Marketing/Creative Staffing

DATE	ACQUIRER	TARGET	SIA SEGMENT
8/10/2022	JobSquad Staffing Solutions	Six branches of Oklahoma-based People Source Staffing.	Multiple Staffing Segments
8/15/2022	TalentoHCM	De Forest Search	Place & Search
8/16/2022	MAU Inc.	Doozer Software	IT Staffing
8/17/2022	Careers in Nonprofits	PNP Staffing Group	Place & Search
8/19/2022	Eliassen Group LLC	Foothills Consulting Group	IT Staffing
8/23/2022	Offr Group	Denver Devshop	IT Staffing
8/25/2022	New State Capital Partners	Afimac Global Inc.	Other Staffing
8/25/2022	Flexible Staffing	Purcell Staffing	Industrial Staffing
8/29/2022	Digital Intelligence Systems LLC (Disys)	Make Corp.	Multiple Professional Staffing Segments
8/30/2022	DTS Corp.	Partners Information Technology Inc.	IT Staffing
9/1/2022	Titan Security Group LLC	Prudential Security Inc. (security staffing operations)	Other Staffing
9/8/2022	Starfish Partners	Direct Recruiters Inc.	Place & Search
9/20/2022	Longship Group	Lawton Group	Healthcare Staffing
9/21/2022	All Medical Personnel	Ethika Group	Healthcare Staffing
9/27/2022	One Equity Partners	Prime Time Healthcare	Healthcare Staffing
9/29/2022	Caymus Equity Partners LLC	Seneca Resources LLC	IT Staffing
WORKFORCE SOLUTIONS			
1/11/2022	Bullhorn	Able	Talent Acquisition Technology
1/24/2022	Vista Credit Partners, a subsidiary of Vista Equity Partners	Globalization Partners	Other Workforce Solutions
2/1/2022	Cross Country Education, a division of Cross Country Healthcare Inc. (NASDAQ: CCRN)	Selected	Talent Acquisition Technology
2/8/2022	Equifax Inc.	Efficient Hire	Talent Acquisition Technology
2/24/2022	Aquent	Workgroups DaVinci	Process Outsourcing (MSP-RPO-BPO)
2/28/2022	LinkedIn	Oribi	Talent Acquisition Technology
3/7/2022	Jobcase	Recruitology	Talent Acquisition Technology
3/9/2022	Kelly Services Inc. (NASDAQ: KELYA, KELYB)	RocketPower	Process Outsourcing (MSP-RPO-BPO)
3/16/2022	WilsonHCG	Claro Analytics	Talent Acquisition Technology
3/18/2022	Talent Inc.	Careerminds Group Inc.	Other Workforce Solutions
3/28/2022	Papaya Global	Azimo	Other Workforce Solutions
3/29/2022	iCims	Candidate.ID	Talent Acquisition Technology
3/29/2022	Pro Unlimited	Geometric Results Inc.	Process Outsourcing (MSP-RPO-BPO)
4/6/2022	Hirewell	Rainmakers	Talent Acquisition Technology
4/12/2022	Checkr	Inflection	Talent Acquisition Technology
4/13/2022	Wipro Ltd. (NYSE: WIT)	Convergence Acceleration Solutions LLC	Other Workforce Solutions
4/14/2022	Handshake	Talentspace	Talent Acquisition Technology
4/27/2022	Beamery	Flux	Talent Acquisition Technology
4/27/2022	Wipro Ltd. (NYSE: WIT)	Rizing Intermediate Holdings Inc.	Direct Work Engagement
5/2/2022	eLearning Brothers	CoreAxis	Other Workforce Solutions
5/3/2022	Stone Point Capital	Beeline	Process Outsourcing (MSP-RPO-BPO)
5/4/2022	ZoomInfo Technologies Inc. (NASDAQ: ZI)	Comparably	Multiple Workforce Solutions
5/10/2022	Cielo	Peridus Group	Other Workforce Solutions
5/10/2022	HCAP Partners	FleetNurse	Talent Acquisition Technology
5/12/2022	FlexJobs	Localwise	Talent Acquisition Technology
5/23/2022	Bravado	Compauge	Talent Acquisition Technology
6/13/2022	Presidio Inc.	Rove	Other Workforce Solutions
6/14/2022	Adzuna	Getwork	Talent Acquisition Technology
6/16/2022	Revelo	Listopro	Talent Acquisition Technology
6/20/2022	Talent Systems LLC	eTribez	Talent Acquisition Technology
6/20/2022	Talent Systems LLC	Staff Me Up	Talent Acquisition Technology
6/21/2022	People2.0	Brookson Group	Process Outsourcing (MSP-RPO-BPO)
6/22/2022	Greenwood Inc.	Valence	Talent Acquisition Technology
6/23/2022	Deel Inc.	PayGroup Ltd. (ASX : PYG)	Payrolling/Compliance - PEO
6/29/2022	LinkedIn	EduBrite	Other Workforce Solutions
6/30/2022	CreativeLive, a Fiverr International Ltd. (NYSE: FVRR) company	Wildist.co (Content & Website)	Other Workforce Solutions
7/7/2022	Medical Solutions	Matchwell	Talent Acquisition Technology

DATE	ACQUIRER	TARGET	SIA SEGMENT
7/7/2022	Partners Personnel	Staffing Engine Inc. ("significant" minority investment)	Talent Acquisition Technology
7/15/2022	Bullhorn	SourceBreaker	Talent Acquisition Technology
8/8/2022	Employ Inc.	Lever	Talent Acquisition Technology
8/10/2022	Upskls	Work Simplr Ltd	Talent Acquisition Technology
8/11/2022	Harver	pymetrics	Talent Acquisition Technology
8/22/2022	Mitrtech	TalentReef	Talent Acquisition Technology
8/23/2022	strategic investment from Bullhorn Ventures	Staffing Future	Talent Acquisition Technology
8/24/2022	Hudson Global Inc. (NASDAQ: HSON)	Hunt & Badge Consulting Private Limited	Multiple Workforce Solutions
8/29/2022	People2.0	Husys	Payrolling/Compliance - PEO
9/8/2022	Sense	Skillate	Talent Acquisition Technology
9/14/2022	Haley Marketing	Recruiters Websites	Other Workforce Solutions
9/15/2022	Belcan LLC	RTM Consulting	Multiple Workforce Solutions
9/30/2022	CTG (NASDAQ: CTG)	Eleviant Technologies Inc.	Other Workforce Solutions

Sources: Staffing Industry Analysts, PRNewswire, Capital IQ, PEHUB and De Bellas & Co.

De Bellas & Co. Certain Recent Transactions

 <p>Division of</p>  <p>Has been acquired by</p>  <hr/> <p>We represented the seller.</p> <hr/> 	 <p>Has been acquired by</p>  <hr/> <p>We represented the seller.</p> <hr/> 	 <p>Has been acquired by</p>  <hr/> <p>We represented the seller.</p> <hr/> 
 <p>Has been acquired by</p>  <hr/> <p>We represented the seller.</p> <hr/> 	 <p>Has been recapitalized by</p>  <hr/> <p>We represented the seller.</p> <hr/> 	 <p>Has been acquired by</p>  <hr/> <p>We represented the seller.</p> <hr/> 
 <p>has been acquired by</p>  <hr/> <p>We advised Lighthouse Management Group</p> <hr/> 	 <p>has been acquired by</p>  <hr/> <p>We represented the seller.</p> <hr/> 	 <p>Has been acquired by</p>  <hr/> <p>We represented the seller.</p> <hr/> 

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 250 completed transactions and have performed hundreds of valuations, and other corporate financial advisory assignments. De Bellas monitors nationwide consolidation activity to support its Investment Banking specialty. For more information about De Bellas & Co. please visit our website at: www.debellas.com

Our Senior Professionals

Alfred F. De Bellas, Jr.	Royal J. Brown
President	Managing Director
adebellas@debellas.com	rbrown@debellas.com
713.443.0805	949.842.7068

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