



## Business Services Update

March 2020

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.

### Primary Business Services Contact

Michael J. Mufson  
Managing Director  
215.399.5410  
[mmufson@mhhco.com](mailto:mmufson@mhhco.com)

Mufson Howe Hunter & Company LLC is a middle-market focused investment bank providing M&A, capital raising and financial advisory services.

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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., Hudson Global, 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., G4S plc, 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 Mufson Howe Hunter Human Resources Outsourcing Index <sup>(a)</sup> decreased by 9.9% in February of 2020.

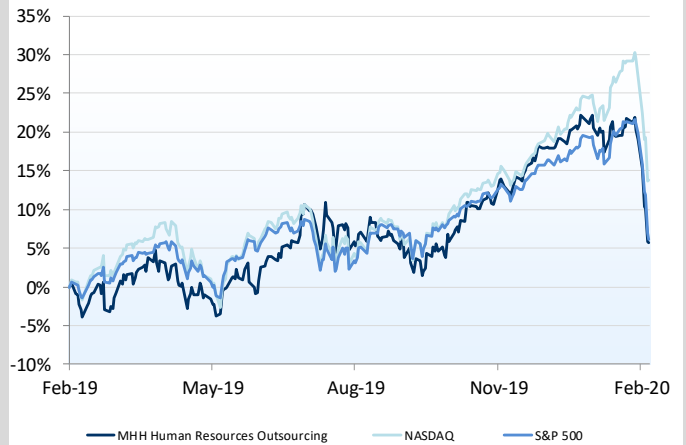
### Last Three Years

Daily from February 28, 2017 to February 28, 2020  
Price as Percent of Base (February 28, 2017 = 0%)



### Last Twelve Months

Daily from February 28, 2019 to February 28, 2020  
Price as Percent of Base (February 28, 2019 = 0%)



## Price Appreciation

	3-Year	LTM	1-Month
Mufson Howe Hunter Human Resources Outsourcing Index <sup>(a)</sup>	42.0%	5.7%	(9.9%)
NASDAQ	47.1%	13.7%	(6.4%)
S&P 500	25.0%	6.1%	(8.4%)

(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.

# Human Resources Outsourcing

## Selected Valuation Metrics

(\$ in millions, except per share data)

Company	Market & Capitalization			LTM Performance <sup>(3)</sup>			Valuation			Margins	
	Price <sup>(1)</sup>	Equity Value	Enterprise Value <sup>(2)</sup>	Revenue	EBITDA <sup>(4)</sup>	EPS	Enterprise Value/Revenue	Price/EBITDA	Price/EPS	Gross Profit	EBITDA
<b>Commercial Staffing</b>											
ManpowerGroup Inc. (MAN)	\$75.94	\$4,456.1	\$4,981.0	\$20,863.5	\$797.3	\$7.72	0.24 x	6.2 x	9.8 x	16.2%	3.8%
Kelly Services, Inc. (KELY.A)	16.61	649.7	692.6	5,355.6	122.4	2.84	0.13 x	5.7 x	5.8 x	18.1%	2.3%
TrueBlue, Inc. (TBI)	14.88	554.4	597.1	2,368.8	105.3	1.61	0.25 x	5.7 x	9.2 x	26.4%	4.4%
<b>Mean</b>		<b>\$1,886.7</b>	<b>\$2,090.2</b>	<b>\$9,529.3</b>	<b>\$341.7</b>	<b>\$4.06</b>	<b>0.21 x</b>	<b>5.9 x</b>	<b>8.3 x</b>	<b>20.2%</b>	<b>3.5%</b>
<b>Median</b>		<b>649.7</b>	<b>692.6</b>	<b>5,355.6</b>	<b>122.4</b>	<b>2.84</b>	<b>0.24 x</b>	<b>5.7 x</b>	<b>9.2 x</b>	<b>18.1%</b>	<b>3.8%</b>
<b>Professional Staffing</b>											
Robert Half International Inc. (RHI)	\$50.41	\$5,712.9	\$5,716.3	\$6,074.4	\$686.0	\$3.90	0.94 x	8.3 x	12.9 x	41.7%	11.3%
Kforce Inc. (KFRC)	30.46	655.9	723.1	1,347.4	81.6	2.29	0.54 x	8.9 x	13.3 x	29.3%	6.1%
Resources Connection, Inc. (RECN)	12.53	402.7	460.3	718.4	60.6	1.02	0.64 x	7.6 x	12.3 x	39.4%	8.4%
Hudson Global, Inc. (HSON)	10.19	29.9	2.0	84.9	0.3	(0.79)	0.02 x	5.8 x	NM	50.3%	0.4%
<b>Mean</b>		<b>\$1,700.4</b>	<b>\$1,725.4</b>	<b>\$2,056.3</b>	<b>\$207.1</b>	<b>\$1.61</b>	<b>0.71 x</b>	<b>7.6 x</b>	<b>12.8 x</b>	<b>40.2%</b>	<b>6.5%</b>
<b>Median</b>		<b>529.3</b>	<b>591.7</b>	<b>1,032.9</b>	<b>71.1</b>	<b>1.66</b>	<b>0.64 x</b>	<b>8.0 x</b>	<b>12.9 x</b>	<b>40.5%</b>	<b>7.2%</b>
<b>Healthcare Staffing</b>											
AMN Healthcare Services, Inc. (AMN)	\$73.60	\$3,448.5	\$4,087.8	\$2,222.1	\$242.6	\$2.40	1.84 x	16.8 x	30.7 x	33.5%	10.9%
Cross Country Healthcare, Inc. (CCRN)	9.48	349.4	444.2	822.2	20.0	(1.61)	0.54 x	22.2 x	NM	24.8%	2.4%
<b>Mean</b>		<b>\$1,899.0</b>	<b>\$2,266.0</b>	<b>\$1,522.2</b>	<b>\$131.3</b>	<b>\$0.39</b>	<b>1.19 x</b>	<b>19.5 x</b>	<b>30.7 x</b>	<b>29.1%</b>	<b>6.7%</b>
<b>Median</b>		<b>1,899.0</b>	<b>2,266.0</b>	<b>1,522.2</b>	<b>131.3</b>	<b>0.39</b>	<b>1.19 x</b>	<b>19.5 x</b>	<b>30.7 x</b>	<b>29.1%</b>	<b>6.7%</b>
<b>IT Staffing</b>											
ASGN Incorporated (ASGN)	\$50.71	\$2,687.6	\$3,726.2	\$3,923.9	\$406.4	\$3.28	0.95 x	9.2 x	15.5 x	28.8%	10.4%
Computer Task Group, Incorporated (CTG)	5.85	88.2	103.9	394.2	10.2	0.29	0.26 x	10.2 x	20.2 x	19.0%	2.6%
RCM Technologies, Inc. (RCMT)	2.48	32.5	72.0	191.1	8.2	0.31	0.38 x	8.8 x	8.0 x	25.4%	4.3%
<b>Mean</b>		<b>\$936.1</b>	<b>\$1,300.7</b>	<b>\$1,503.1</b>	<b>\$141.6</b>	<b>\$1.29</b>	<b>0.53 x</b>	<b>9.4 x</b>	<b>14.5 x</b>	<b>24.4%</b>	<b>5.7%</b>
<b>Median</b>		<b>88.2</b>	<b>103.9</b>	<b>394.2</b>	<b>10.2</b>	<b>0.31</b>	<b>0.38 x</b>	<b>9.2 x</b>	<b>15.5 x</b>	<b>25.4%</b>	<b>4.3%</b>
<b>Executive Search</b>											
Korn Ferry (KFY)	\$34.98	\$1,925.5	\$2,009.6	\$1,983.0	\$269.9	\$2.80	1.01 x	7.4 x	12.5 x	27.5%	13.6%
Heidrick & Struggles International, Inc. (HSII)	22.30	427.5	205.0	706.9	78.7	2.40	0.29 x	2.6 x	9.3 x	29.0%	11.1%
<b>Mean</b>		<b>\$1,176.5</b>	<b>\$1,107.3</b>	<b>\$1,345.0</b>	<b>\$174.3</b>	<b>\$2.60</b>	<b>0.65 x</b>	<b>5.0 x</b>	<b>10.9 x</b>	<b>28.3%</b>	<b>12.4%</b>
<b>Median</b>		<b>1,176.5</b>	<b>1,107.3</b>	<b>1,345.0</b>	<b>174.3</b>	<b>2.60</b>	<b>0.65 x</b>	<b>5.0 x</b>	<b>10.9 x</b>	<b>28.3%</b>	<b>12.4%</b>
<b>Professional &amp; Consulting</b>											
Fair Isaac Corporation (FICO)	\$376.03	\$10,960.5	\$11,872.7	\$1,196.3	\$289.0	\$6.84	9.92 x	NM	NM	70.6%	24.2%
FTI Consulting, Inc. (FCN)	112.59	4,113.7	4,232.0	2,352.7	346.3	5.69	1.80 x	12.2 x	19.8 x	34.8%	14.7%
Exponent, Inc. (EXPO)	73.65	3,816.4	3,608.9	391.4	91.9	1.53	9.22 x	NM	NM	35.6%	23.5%
CBIZ, Inc. (CBZ)	26.04	1,425.1	1,690.5	948.4	102.9	1.27	1.78 x	16.4 x	20.5 x	13.2%	10.8%
Huron Consulting Group Inc. (HURN)	59.34	1,259.4	1,533.9	876.8	98.3	1.87	1.75 x	15.6 x	31.7 x	34.3%	11.2%
CRA International, Inc. (CRAI)	46.51	365.2	499.0	451.4	43.2	2.53	1.11 x	11.5 x	18.4 x	30.3%	9.6%
<b>Mean</b>		<b>\$3,656.7</b>	<b>\$3,906.2</b>	<b>\$1,036.2</b>	<b>\$161.9</b>	<b>\$3.29</b>	<b>4.26 x</b>	<b>13.9 x</b>	<b>22.6 x</b>	<b>36.5%</b>	<b>15.7%</b>
<b>Median</b>		<b>2,620.8</b>	<b>2,649.7</b>	<b>912.6</b>	<b>100.6</b>	<b>2.20</b>	<b>1.79 x</b>	<b>13.9 x</b>	<b>20.1 x</b>	<b>34.6%</b>	<b>13.0%</b>

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.

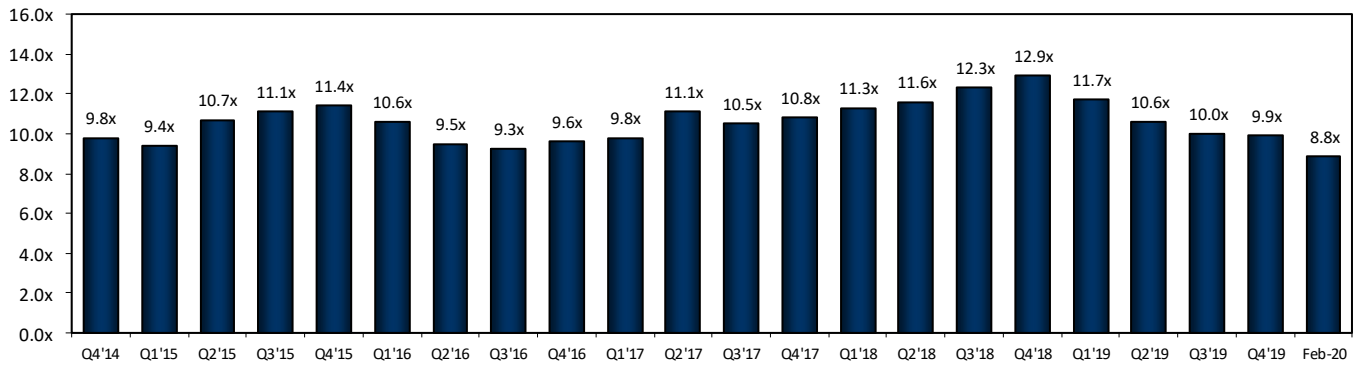
(1) As of close on February 28, 2020.

(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, 2019 except KFY (January 31, 2020); EXPO (January 3, 2020); KELY.A and TBI (December 29, 2019); CRAI and RCMT (December 28, 2020); RECN (November 23, 2019) and HSON (September 30, 2019).

(4) Excludes non-recurring and discontinued operations.

## Historical Enterprise Value-to-LTM EBITDA Multiples



## Selected M&A Transactions

Announced	Target	Target Description	Acquirer	Value
Feb 28	Flex-Team, Inc.	Provides light industrial staffing services	Lingo Staffing, Inc.	ND
Feb 20	Sunshine Systems, Inc.	Provides human capital management implementation and consulting services	CBIZ, Inc. (NYSE:CBZ)	ND
Feb 19	WEEC Inc	Provides executive-level career consulting services	Pharmarise Holdings Corporation (TSE:2796)	ND
Feb 18	Infor Group Spa	Provides talent sourcing, recruitment and human resource management services	Samsic RH	ND
Feb 14	Hoan Nhan Co., Ltd./Green Speed Co., Ltd.	Provides staffing and contracting services	UT Group Co., Ltd. (TSE:2146)	\$16.3
Feb 13	B4Health, LLC	Provides vendor management system (VMS) software for healthcare facilities	AMN Healthcare Services, Inc. (NYSE:AMN)	\$31.9
Feb 10	Avesta Systems, Inc.	Provides recruitment software, background screening and talent management services	OnShift, Inc.	ND
Feb 6	Pension Dynamics Company, LLC	Provides employee retirement and benefit plan advisory services	CBIZ, Inc. (NYSE:CBZ)	ND
Feb 4	EdgeRock Technologies, LLC	Provides IT staffing services of SAP, Oracle and PeopleSoft consultants	BG Staffing, Inc. (NYSE:BGSF)	\$21.6
Feb 4	Hrm Partners Oy	Provides talent, leadership and change management services	Hanken & SSE Executive Education Ab	ND
Feb 4	Strafford Technology	Provides enterprise performance management services in the area of technology staffing	Apps Associates LLC	ND

ND – Not disclosed. Transaction values in millions.

## Selected News

**AMN Healthcare Services, Inc. (NYSE:AMN)** reported net income of \$114.0 million for fiscal year 2019 as compared to \$141.7 million for the prior year. Earnings per share were \$2.40 versus \$2.91 for the prior year. Revenues for the year increased to \$2,222.1 million from \$2,136.1 million for fiscal year 2018.

**ASGN Incorporated (NYSE:ASGN)** reported net income of \$174.7 million for fiscal year 2019 as compared to \$157.7 million for the prior year. Earnings per share were \$3.28 versus \$2.97 for the prior year. Revenues for the year increased to \$3,923.9 million from \$3,399.8 million for fiscal year 2018.

**Barrett Business Services, Inc. (NasdaqGS:BBSI)** reported net income of \$48.3 million for fiscal year 2019 as compared to \$38.1 million for the prior year. Earnings per share were \$6.27 versus \$4.98 for the prior year. Revenues for the year increased to \$942.3 million from \$940.7 million for fiscal year 2018.

**CBIZ, Inc. (NYSE:CBZ)** reported net income of \$70.7 million for fiscal year 2019 as compared to \$61.6 million for the prior year. Earnings per share were \$1.26 versus \$1.09 for the prior year. Revenues for the year increased to \$948.4 million from \$922.0 million for fiscal year 2018.

**Computer Task Group, Incorporated (NasdaqGS:CTG)** reported net income of \$4.1 million for fiscal year 2019 as compared to (\$2.8) million for the prior year. Earnings per share were \$0.29 versus (\$0.20) for the prior year. Revenues for the year increased to \$394.2 million from \$358.8 million for fiscal year 2018.

**CRA International, Inc. (NasdaqGS:CRAI)** reported net income of \$20.7 million for fiscal year 2019 as compared to \$22.5 million for the prior year. Earnings per share were \$2.53 versus \$2.61 for the prior year. Revenues for the year increased to \$451.4 million from \$417.6 million for fiscal year 2018.

**CRA International, Inc. (NasdaqGS:CRAI)** announced the appointment of current Chief Executive Officer **Paul Maleh** to the role of **Chairman of the Board of Directors**, as well as the appointment of current Chief Financial Officer **Chad Holmes** to transition into the role of **Chief Corporate Development Officer**.

**Exponent, Inc. (NasdaqGS:EXPO)** reported net income of \$82.5 million for fiscal year 2020 as compared to \$72.3 million for the prior year. Earnings per share were \$1.53 versus \$1.33 for the prior year. Revenues for the year increased to \$391.4 million from \$354.6 million for fiscal year 2019.

**FTI Consulting, Inc. (NYSE:FCN)** reported net income of \$216.7 million for fiscal year 2019 as compared to \$150.6 million for the prior year. Earnings per share were \$5.69 versus \$3.93 for the prior year. Revenues for the year increased to \$2,352.7 million from \$2,027.9 million for fiscal year 2018.

**Heidrick & Struggles International, Inc. (NasdaqGS:HSII)** reported net income of \$46.9 million for fiscal year 2019 as compared to \$49.3 million for the prior year. Earnings per share were \$2.40 versus \$2.52 for the prior year. Revenues for the year decreased to \$706.9 million from \$716.0 million for fiscal year 2018.

**Huron Consulting Group Inc. (NasdaqGS:HURN)** reported net income of \$41.7 million for fiscal year 2019 as compared to \$13.6 million for the prior year. Earnings per share were \$1.86 versus \$0.62 for the prior year. Revenues for the year increased to \$876.8 million from \$795.1 million for fiscal year 2018.

**Insperty, Inc. (NYSE:NSP)** reported net income of \$151.1 million for fiscal year 2019 as compared to \$135.4 million for the prior year. Earnings per share were \$3.70 versus \$3.22 for the prior year. Revenues for the year increased to \$4,314.8 million from \$3,828.5 million for fiscal year 2018.

**Kelly Services, Inc. (NasdaqGS:KELY.A)** reported net income of \$112.4 million for fiscal year 2019 as compared to \$22.9 million for the prior year. Earnings per share were \$2.84 versus \$0.58 for the prior year. Revenues for the year decreased to \$5,355.6 million from \$5,513.9 million for fiscal year 2018.

**Kelly Services, Inc. (NasdaqGS:KELY.A)** announced the appointment of **Tim Dupree** to the role of **Chief Growth Officer**.

**Kforce Inc. (NasdaqGS:KFRC)** reported net income of \$130.9 million for fiscal year 2019 as compared to \$58.0 million for the prior year. Earnings per share were \$5.50 versus \$2.30 for the prior year. Revenues for the year increased to \$1,347.4 million from \$1,303.9 million for fiscal year 2018.

**Resources Connection, Inc. (NasdaqGS:RECN)** announced the appointment of **Jennifer Ryu** to the role of **Chief Financial Officer** and **Executive Vice President**.

**TriNet Group, Inc. (NYSE:TNET)** reported net income of \$212.0 million for fiscal year 2019 as compared to \$192.0 million for the prior year. Earnings per share were \$2.99 versus \$2.65 for the prior year. Revenues for the year increased to \$3,856.0 million from \$3,503.0 million for fiscal year 2018.

**TrueBlue, Inc. (NYSE:TBI)** reported net income of \$63.1 million for fiscal year 2019 as compared to \$65.8 million for the prior year. Earnings per share were \$1.61 versus \$1.63 for the prior year. Revenues for the year decreased to \$2,368.8 million from \$2,499.2 million for fiscal year 2018.

**Willis Towers Watson Public Limited Company (NasdaqGS:WLTW)** reported net income of \$1,044.0 million for fiscal year 2019 as compared to \$695.0 million for the prior year. Earnings per share were \$8.02 versus \$5.27 for the prior year. Revenues for the year increased to \$9,039.0 million from \$8,513.0 million for fiscal year 2018.

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

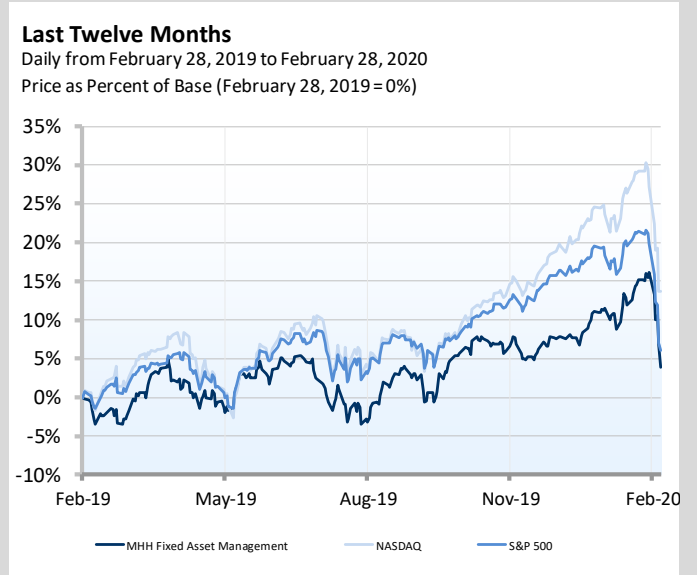


# Fixed Asset Management

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 Mufson Howe Hunter Fixed Asset Management Index <sup>(a)</sup> decreased by 4.7% in February of 2020.



### Price Appreciation

	3-Year	LTM	1-Month
Mufson Howe Hunter Fixed Asset Management Index <sup>(a)</sup>	25.7%	3.8%	(4.7%)
NASDAQ	47.1%	13.7%	(6.4%)
S&P 500	25.0%	6.1%	(8.4%)

(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

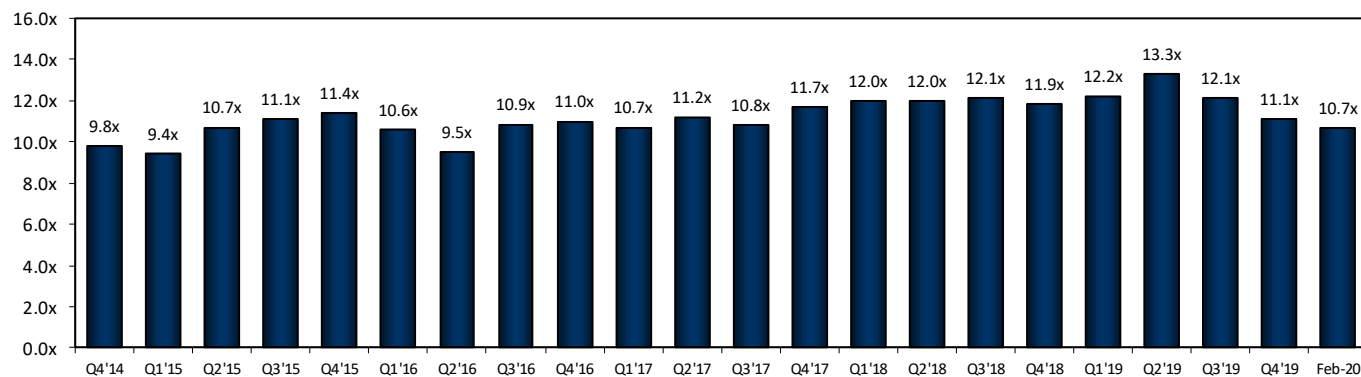
(\$ in millions, except per share data)

Company	Market & Capitalization			LTM Performance <sup>(3)</sup>			Valuation			Margins	
	Price <sup>(1)</sup>	Equity	Enterprise	Revenue	EBITDA <sup>(4)</sup>	EPS	Enterprise Value/		Price/ EPS	Gross	
		Value	Value <sup>(2)</sup>				Revenue	EBITDA		Profit	EBITDA
<b>Facility Maintenance</b>											
Rentokil Initial plc (LSE:RTO)	\$6.18	\$11,380.4	\$12,770.9	\$3,595.0	\$656.0	\$0.20	3.55 x	19.5 x	30.6 x	100.0%	18.2%
Rollins, Inc. (ROL)	37.44	12,272.0	12,671.0	2,015.5	398.5	0.62	6.29 x	31.8 x	60.4 x	50.7%	19.8%
Chemed Corporation (CHE)	417.62	6,705.0	6,914.8	1,938.6	311.8	13.31	3.57 x	22.2 x	31.4 x	31.8%	16.1%
FirstService Corporation (TSX:FSV)	99.28	4,130.5	5,092.4	2,407.4	227.1	(6.58)	2.12 x	22.4 x	NM	32.1%	9.4%
EMCOR Group, Inc. (EME)	76.92	4,327.5	4,539.6	9,174.6	556.1	5.75	0.49 x	8.2 x	13.4 x	14.8%	6.1%
ABM Industries Incorporated (ABM)	32.92	2,193.5	3,189.1	6,503.6	342.3	2.12	0.49 x	9.3 x	15.5 x	11.8%	5.3%
BrightView Holdings, Inc. (BV)	14.00	1,466.6	2,690.5	2,449.3	271.0	0.39	1.10 x	9.9 x	35.7 x	26.5%	11.1%
Healthcare Services Group, Inc. (HCSG)	27.54	2,049.1	1,957.9	1,840.8	91.8	0.87	1.06 x	21.3 x	31.7 x	12.4%	5.0%
Comfort Systems USA, Inc. (FIX)	42.22	1,542.5	1,804.6	2,615.3	211.9	3.08	0.69 x	8.5 x	13.7 x	19.2%	8.1%
SP Plus Corporation (SP)	36.51	839.6	1,627.8	934.9	120.3	2.20	1.74 x	13.5 x	16.6 x	24.4%	12.9%
<b>Mean</b>		<b>\$4,690.7</b>	<b>\$5,325.9</b>	<b>\$3,347.5</b>	<b>\$318.7</b>	<b>\$2.20</b>	<b>2.11x</b>	<b>16.7x</b>	<b>27.7x</b>	<b>32.4%</b>	<b>11.2%</b>
<b>Median</b>		<b>3,162.0</b>	<b>3,864.3</b>	<b>2,428.4</b>	<b>291.4</b>	<b>1.49</b>	<b>1.42x</b>	<b>16.5x</b>	<b>30.6x</b>	<b>25.5%</b>	<b>10.2%</b>
<b>Manned Security Services</b>											
Securitas AB (OM: SECU B)	\$13.47	\$4,915.8	\$6,857.8	\$11,871.2	\$899.0	\$0.98	0.58 x	7.6 x	13.7 x	17.4%	7.6%
G4S plc (LSE:GFS)	2.19	3,379.7	6,276.2	10,274.8	878.1	(0.08)	0.61 x	7.1 x	NM	17.3%	8.5%
The Brink's Company (BCO)	78.29	3,927.4	5,559.9	3,683.2	393.8	0.55	1.51 x	14.1 x	NM	23.1%	10.7%
The GEO Group, Inc. (GEO)	14.64	1,745.0	4,581.8	2,477.9	431.2	1.40	1.85 x	10.6 x	NM	24.9%	17.4%
CoreCivic, Inc. (CXW)	14.81	1,763.8	3,725.5	1,980.7	437.6	1.59	1.88 x	8.5 x	9.3 x	28.2%	22.1%
Prosegur Compañía de Seguridad, S.A. (BME:PSG)	3.70	2,103.6	3,198.7	4,711.3	550.9	0.22	0.68 x	5.8 x	17.2 x	24.5%	11.7%
<b>Mean</b>		<b>\$2,972.5</b>	<b>\$5,033.3</b>	<b>\$5,833.2</b>	<b>\$598.4</b>	<b>\$0.8</b>	<b>1.18x</b>	<b>9.0x</b>	<b>13.4x</b>	<b>22.6%</b>	<b>13.0%</b>
<b>Median</b>		<b>2,741.6</b>	<b>5,070.9</b>	<b>4,197.2</b>	<b>494.3</b>	<b>0.8</b>	<b>1.09x</b>	<b>8.1x</b>	<b>13.7x</b>	<b>23.8%</b>	<b>11.2%</b>
<b>Environmental Services</b>											
Jacobs Engineering Group Inc. (J)	\$92.34	\$12,285.8	\$13,764.0	\$13,014.1	\$977.1	\$2.96	1.06 x	14.1 x	31.2 x	19.7%	7.5%
Tetra Tech, Inc. (TTEK)	80.87	4,422.3	4,898.9	2,450.3	242.3	2.94	2.00 x	20.2 x	27.5 x	17.1%	9.9%
Stantec Inc. (TSX:STN)	29.89	3,333.0	4,362.9	2,861.4	339.5	1.34	1.52 x	12.9 x	22.3 x	54.1%	11.9%
Arcadis NV (ARCAD)	22.76	2,021.4	2,705.0	3,897.8	253.1	0.16	0.69 x	10.7 x	NM	16.7%	6.5%
EEl Corporation (EEI)	0.16	160.9	351.6	446.1	43.7	0.01	0.79 x	8.0 x	12.9 x	13.5%	9.8%
<b>Mean</b>		<b>\$4,444.7</b>	<b>\$5,216.5</b>	<b>\$4,534.0</b>	<b>\$371.1</b>	<b>\$1.48</b>	<b>1.21 x</b>	<b>13.2 x</b>	<b>23.5 x</b>	<b>24.2%</b>	<b>9.1%</b>
<b>Median</b>		<b>3,333.0</b>	<b>4,362.9</b>	<b>2,861.4</b>	<b>253.1</b>	<b>1.34</b>	<b>1.06 x</b>	<b>12.9 x</b>	<b>24.9 x</b>	<b>17.1%</b>	<b>9.8%</b>

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 February 28, 2020.  
 (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, 2019 except ABM (January 31, 2020); TTEK (December 29, 2019); J (December 27, 2019) and EEI (September 30, 2019).  
 (4) Excludes non-recurring and discontinued operations.

## Historical Enterprise Value-to-LTM EBITDA Multiples



## Selected M&amp;A Transactions

Announced	Target	Target Description	Acquirer	Value
Feb 28	Europea De Servicios E Higiene Euro Servhi, S.A.	Provides environmental and pest control services	Rentokil Initial plc (LSE:RTO)	\$5.5
Feb 26	Cash Operations of G4S plc (LSE:GFS)	Provides cash management and security services	The Brink's Company (NYSE:BCO)	\$860.0
Feb 14	ICM A/S	Offers work environment solutions (e.g., work wear, safety gear)	Bunzl plc (LSE:BNZL)	ND
Feb 12	Amalgamated Lifts Limited	Provides lift installation, maintenance and repair services	Fujitec UK Limited	ND
Feb 10	Starr Electric Company Incorporated	Provides commercial and industrial contract electrical services	Comfort Systems USA, Inc. (NYSE:FIX)	ND

ND – Not disclosed. Transaction values in millions.

## Selected News

**Aramark (NYSE:ARMK)** reported first quarter net income of \$145.8 million for fiscal year 2020 as compared to \$250.7 million for the prior year period. Earnings per share were \$0.57 versus \$0.99 for the prior year period. Revenues for the quarter decreased to \$4,253.6 million from \$4,265.3 million for the same period in fiscal year 2019.

**Casella Waste Systems, Inc. (NasdaqGS:CWST)** reported net income of \$31.7 million for fiscal year 2019 as compared to \$6.4 million for the prior year. Earnings per share were \$0.66 versus \$0.15 for the prior year. Revenues for the year increased to \$743.3 million from \$660.7 million for fiscal year 2018.

**Chemed Corporation (NYSE:CHE)** reported net income of \$219.9 million for fiscal year 2019 as compared to \$205.5 million for the prior year. Earnings per share were \$13.31 versus \$12.23 for the prior year. Revenues for the year increased to \$1,938.6 million from \$1,782.6 million for fiscal year 2018.

**Clean Harbors, Inc. (NYSE:CLH)** reported net income of \$97.7 million for fiscal year 2019 as compared to \$65.6 million for the prior year. Earnings per share were \$1.74 versus \$1.16 for the prior year. Revenues for the year increased to \$3,412.2 million from \$3,300.3 million for fiscal year 2018.

**Colliers International Group Inc. (TSX:CIGI)** reported net income of \$102.9 million for fiscal year 2019 as compared to \$97.7 million for the prior year. Earnings per share were \$2.57 versus \$2.45 for the prior year. Revenues for the year increased to \$3,045.8 million from \$2,825.4 million for fiscal year 2018.

**Comfort Systems USA, Inc. (NYSE:FIX)** reported net income of \$114.3 million for fiscal year 2019 as compared to \$112.9 million for the prior year. Earnings per share were \$3.08 versus \$3.00 for the prior year. Revenues for the year increased to \$2,615.3 million from \$2,182.9 million for fiscal year 2018.

**CoreCivic, Inc. (NYSE:CXW)** reported net income of \$188.9 million for fiscal year 2019 as compared to \$159.2 million for the prior year. Earnings per share were \$1.59 versus \$1.34 for the prior year. Revenues for the year increased to \$1,980.7 million from \$1,835.8 million for fiscal year 2018.

**EMCOR Group, Inc. (NYSE:EME)** reported net income of \$325.1 million for fiscal year 2019 as compared to \$283.5 million for the prior year. Earnings per share were \$5.75 versus \$4.85 for the prior year. Revenues for the year increased to \$9,174.6 million from \$8,130.6 million for fiscal year 2018.

**Healthcare Services Group, Inc. (NasdaqGS:HCSG)** reported net income of \$64.6 million for fiscal year 2019 as compared to \$83.5 million for the prior year. Earnings per share were \$0.87 versus \$1.12 for the prior year. Revenues for the year decreased to \$1,840.8 million from \$2,002.6 million for fiscal year 2018.

**Healthcare Services Group, Inc. (NasdaqGS:HCSG)** announced the appointment of current Chief Administrative Officer **Andy Kush** to the role of **Chief Operating Officer**.

**Jacobs Engineering Group Inc. (NYSE:J)** reported first quarter net income of \$257.0 million for fiscal year 2020 as compared to \$124.3 million for the prior year period. Earnings per share were \$1.91 versus \$0.86 for the prior year period. Revenues for the quarter increased to \$3,360.0 million from \$3,083.8 million for the same period in fiscal year 2019.

**Prosegur Compañía de Seguridad, S.A. (BME:PSG)** reported net income of \$127.8 million for fiscal year 2019 as compared to \$151.4 million for the prior year. Earnings per share were \$0.22 versus \$0.25 for the prior year. Revenues for the year increased to \$4,711.3 million from \$4,510.2 million for fiscal year 2018.

**Rentokil Initial plc (LSE:RTO)** reported net income of \$375.9 million for fiscal year 2019 as compared to (\$125.3) million for the prior year. Earnings per share were \$0.20 versus (\$0.07) for the prior year. Revenues for the year increased to \$3,595.0 million from \$3,151.0 million for fiscal year 2018.

**Rentokil Initial plc (LSE:RTO)** announced the appointment of **Stuart Ingall-Tombs** to the role of **Chief Financial Officer**, as well as the appointment of **Cathy Turner** to its **Board of Directors**.

**Republic Services, Inc. (NYSE:RSG)** reported net income of \$1,073.3 million for fiscal year 2019 as compared to \$1,036.9 million for the prior year. Earnings per share were \$3.33 versus \$3.16 for the prior year. Revenues for the year increased to \$10,299.4 million from \$10,040.9 million for fiscal year 2018.

**Securitas AB (OM:SECU B)** reported net income of \$359.3 million for fiscal year 2019 as compared to \$339.4 million for the prior year. Earnings per share were \$0.98 versus \$0.93 for the prior year. Revenues for the year increased to \$11,871.2 million from \$11,417.6 million for fiscal year 2018.

**SP Plus Corporation (NasdaqGS:SP)** reported net income of \$48.8 million for fiscal year 2019 as compared to \$53.2 million for the prior year. Earnings per share were \$2.20 versus \$2.35 for the prior year. Revenues for the year increased to \$934.9 million from \$775.4 million for fiscal year 2018.

**Stericycle, Inc. (NasdaqGS:SRCL)** reported net income of (\$346.8) million for fiscal year 2019 as compared to (\$244.7) million for the prior year. Earnings per share were (\$3.81) versus (\$2.91) for the prior year. Revenues for the year decreased to \$3,308.9 million from \$3,485.9 million for fiscal year 2018.

**The Brink's Company (NYSE:BCO)** reported net income of \$29.0 million for fiscal year 2019 as compared to (\$33.3) million for the prior year. Earnings per share were \$0.56 versus (\$0.65) for the prior year. Revenues for the year increased to \$3,683.2 million from \$3,488.9 million for fiscal year 2018.

**Waste Connections, Inc. (NYSE:WCN)** reported net income of \$566.8 million for fiscal year 2019 as compared to \$546.9 million for the prior year. Earnings per share were \$2.14 versus \$2.07 for the prior year. Revenues for the year increased to \$5,388.7 million from \$4,922.9 million for fiscal year 2018.

**Waste Management, Inc. (NYSE:WM)** reported net income of \$1,670.0 million for fiscal year 2019 as compared to \$1,925.0 million for the prior year. Earnings per share were \$3.91 versus \$4.45 for the prior year. Revenues for the year increased to \$15,455.0 million from \$14,914.0 million for fiscal year 2018.

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

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Mufson Howe Hunter & Company LLC  
1717 Arch Street  
39th Floor  
Philadelphia, PA 19103  
215.399.5400

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