



M&A MARKET MONITOR

BUSINESS SERVICES

January 2021

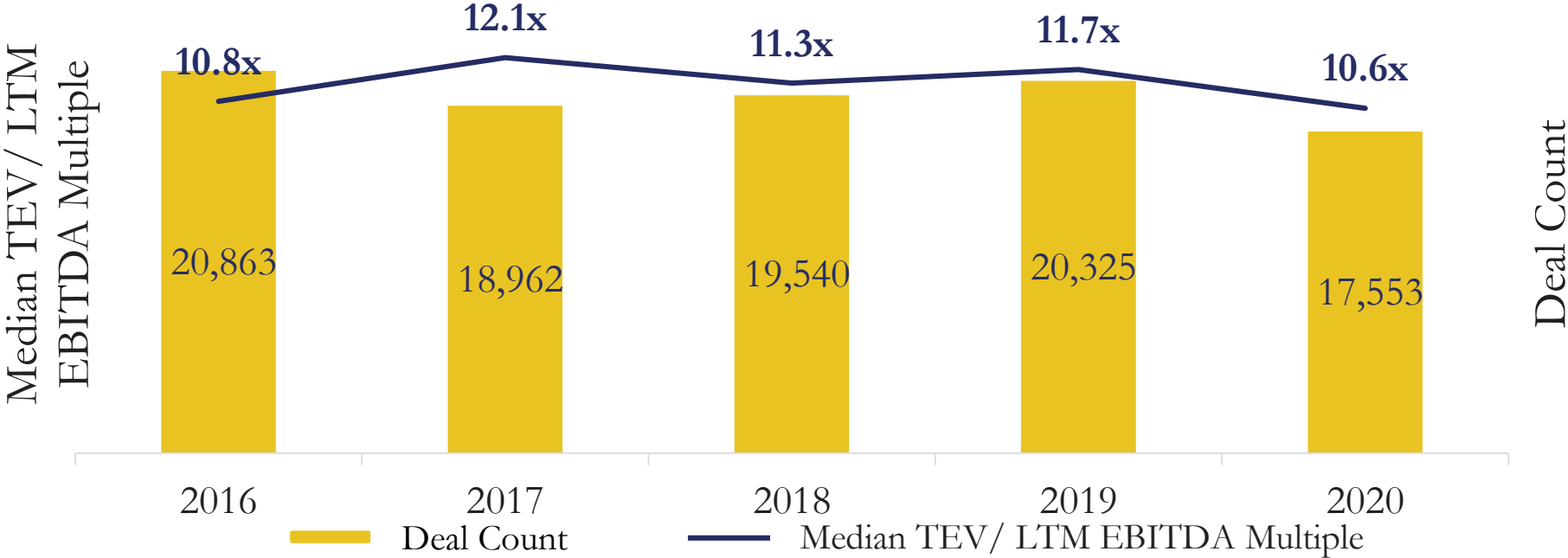
U.S. & Canada M&A Market Overview

Overall Market Transactions



Quick Highlights

- Although the pandemic affected the U.S. & Canada M&A market, volume and multiples ended the year at approximately 90% of recent historical averages
 - 2020 deal count was 88% of the previous 4-year (2016-2019) average
 - 2020 median TEV/LTM EBITDA multiple was 92% of the previous 4-year (2016-2019) average



Source: S&P Capital IQ; ArkMalibu; Other publicly available sources, As of 12/31/2020

About the Data

The information presented in this report is an analysis of deals in the United States or Canada. A deal is described as any closed or announced M&A transaction where the target is headquartered in the United States or Canada, financial terms of the transaction have been disclosed, and the target has an industry classification that falls into the subject industry group and as such may not be representative of your company's market valuation. Past performance is not indicative of future results. Certain adjustments have been made to the information to exclude transactions which are not specific to the industry or incorporate relevant transactions for which an industry classification was omitted.

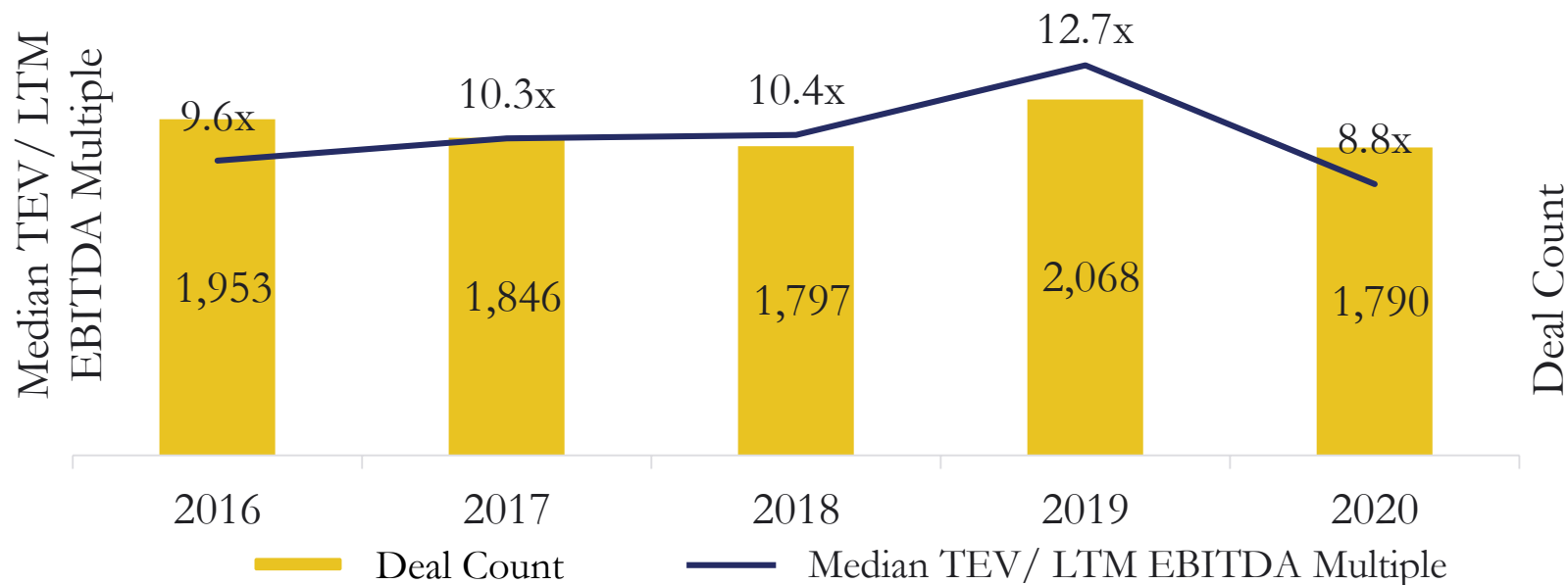
U.S. & Canada M&A Market Overview

Business Services Transactions



Quick Highlights

- The Business Services industry 2020 deal count and multiples lagged historical averages
 - 2020 deal count was 93% of the previous 4-year (2016-2019) average
 - 2020 median TEV/LTM EBITDA multiple was 82% of the previous 4-year (2016-2019) average



Source: S&P Capital IQ; ArkMalibu; Other publicly available sources

As of 12/31/2020

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Public Companies' Trading Metrics | Business Services



As of: 12/31/2020

Category / Company	Valuation Statistics				Multiples Data			
	Last Price	Equity Value	Enterprise Value	EBITDA Margin	EV / Revenue (x)		EV / EBITDA (x)	
					LTM	NTM	LTM	NTM
USD in millions except per share price								
Automation Engineering								
Alten S.A.	\$113.33	\$3,820	\$3,749	8.9%	1.2	1.3	10.8	13.6
Capgemini SE	\$155.11	\$26,141	\$35,121	12.6%	2.0	1.7	13.5	11.0
EPAM Systems, Inc.	\$358.35	\$20,064	\$19,113	16.0%	7.4	6.3	38.7	32.1
Genpact Limited	\$41.36	\$7,831	\$9,033	15.6%	2.4	2.4	13.7	12.2
HCL Technologies Limited	\$12.96	\$35,159	\$34,531	26.5%	3.4	3.2	12.9	12.1
Median	\$113.33	\$20,064	\$19,113	15.6%	2.4	2.4	13.5	12.2
Education Services								
Adtalem Global Education Inc.	\$33.95	\$1,769	\$1,740	22.5%	1.6	1.5	6.3	6.7
Stride, Inc.	\$21.23	\$847	\$971	8.1%	0.8	0.7	8.8	4.7
Laureate Education, Inc.	\$14.56	\$3,059	\$4,223	16.9%	1.3	1.7	5.9	7.7
Lincoln Educational Services Corporation	\$6.50	\$172	\$240	6.2%	0.8	0.8	6.7	9.1
Median	\$17.90	\$1,308	\$1,356	12.5%	1.1	1.2	6.5	7.2
Education Training								
Chegg, Inc.	\$90.33	\$11,635	\$11,939	14.4%	21.2	16.3	138.1	49.4
Graham Holdings Company	\$533.38	\$2,670	\$2,973	14.6%	1.0	NM	6.3	NM
New Oriental Education & Technology Group In	\$185.81	\$31,619	\$29,426	13.3%	8.4	6.4	33.3	32.2
Pearson plc	\$9.29	\$6,966	\$8,675	12.3%	1.8	1.8	11.9	10.9
Strategic Education, Inc.	\$95.33	\$2,305	\$1,638	25.7%	1.6	1.4	5.6	6.0
TAL Education Group	\$71.51	\$42,930	\$41,818	4.7%	11.3	8.2	77.1	152.5
Median	\$92.83	\$9,301	\$10,307	13.9%	5.1	6.4	22.6	32.2

Source: S&P Capital IQ; ArkMalibu

EV = enterprise value; LTM = last twelve months; NTM = next twelve months; NM = not meaningful

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					LTM	NTM	LTM	NTM
USD in millions except per share price								
Engineering Services								
AECOM	\$49.78	\$7,505	\$8,893	5.7%	0.7	0.7	8.5	11.1
Arcadis NV	\$33.08	\$2,974	\$3,711	5.6%	0.9	0.9	11.3	10.3
Babcock International Group PLC	\$3.82	\$1,931	\$4,276	4.5%	0.7	0.7	8.1	5.3
EMCOR Group, Inc.	\$91.46	\$5,024	\$4,880	6.5%	0.5	0.6	6.0	8.8
Fluor Corporation	\$15.97	\$2,247	\$2,033	-0.4%	0.2	0.1	NM	5.0
Jacobs Engineering Group Inc.	\$108.96	\$14,163	\$15,601	7.7%	1.1	1.1	12.6	13.7
John Wood Group PLC	\$4.24	\$2,858	\$4,777	5.2%	0.5	0.6	6.8	7.3
KBR, Inc.	\$30.93	\$4,408	\$5,054	6.6%	0.9	0.9	9.1	9.8
MasTec, Inc.	\$68.18	\$4,918	\$6,187	10.8%	1.0	0.8	5.4	7.2
SNC-Lavalin Group Inc.	\$17.05	\$2,994	\$3,983	4.1%	0.6	0.6	10.9	7.2
Stantec Inc.	\$32.40	\$3,632	\$4,464	11.9%	1.5	1.5	10.1	9.9
Tetra Tech, Inc.	\$115.78	\$6,226	\$6,638	11.4%	2.8	2.7	18.8	23.1
WSP Global Inc.	\$94.64	\$10,744	\$11,743	8.5%	1.7	2.0	14.7	12.6
Median	\$33.08	\$4,408	\$4,880	6.5%	0.9	0.8	9.6	9.8
Environmental Services								
Casella Waste Systems, Inc.	\$61.95	\$3,164	\$3,773	20.2%	4.9	4.6	21.5	20.9
Clean Harbors, Inc.	\$76.10	\$4,204	\$5,414	16.8%	1.7	1.6	7.8	10.1
Covanta Holding Corporation	\$13.13	\$1,730	\$4,316	18.1%	2.3	2.2	12.4	10.2
Heritage-Crystal Clean, Inc	\$21.07	\$490	\$550	8.7%	1.3	1.3	6.2	10.2
Republic Services, Inc.	\$96.30	\$30,693	\$39,433	28.8%	3.9	3.7	13.6	12.7
US Ecology, Inc.	\$36.33	\$1,131	\$1,943	17.5%	2.1	2.0	10.7	10.6
Veolia Environnement S.A.	\$24.48	\$13,848	\$29,670	10.5%	0.9	0.9	7.4	6.2
Waste Connections, Inc.	\$102.57	\$26,958	\$31,084	30.2%	5.7	5.4	18.6	17.5
Waste Management, Inc.	\$117.93	\$49,838	\$59,559	27.9%	4.0	3.6	14.5	12.5
Median	\$61.95	\$4,204	\$5,414	18.1%	2.3	2.2	12.4	10.6

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					LTM	NTM	LTM	NTM
USD in millions except per share price								
Facility & Field Services								
ABM Industries Incorporated	\$37.84	\$2,526	\$3,039	6.2%	0.5	0.5	6.5	8.5
Aeon Delight Co., Ltd.	\$26.03	\$1,301	\$789	6.0%	0.3	0.3	4.5	4.3
Aramark	\$38.48	\$9,771	\$17,081	3.7%	1.3	1.3	16.3	20.4
Cintas Corporation	\$353.46	\$37,108	\$39,106	21.9%	5.6	5.3	24.6	22.7
Compass Group PLC	\$18.61	\$33,193	\$37,652	4.6%	1.4	1.4	25.5	17.8
EMCOR Group, Inc.	\$91.46	\$5,024	\$4,880	6.5%	0.5	0.6	6.0	8.8
GDI Integrated Facility Services Inc.	\$34.90	\$795	\$941	7.4%	0.9	0.8	11.3	10.8
ISS A/S	\$17.32	\$3,199	\$5,916	1.4%	0.5	0.5	17.5	37.3
Mitie Group plc	\$0.56	\$792	\$701	4.1%	0.2	0.2	4.7	4.9
Rentokil Initial plc	\$6.96	\$12,848	\$14,269	17.7%	3.9	3.7	18.5	17.4
Rollins, Inc.	\$39.07	\$19,208	\$19,496	20.8%	9.1	8.6	34.5	40.7
Terminix Global Holdings, Inc.	\$51.01	\$6,739	\$8,239	18.7%	3.7	4.1	18.5	22.4
Sodexo S.A.	\$84.67	\$12,363	\$17,704	4.7%	0.7	0.8	12.1	12.9
SP Plus Corporation	\$28.83	\$666	\$1,344	9.8%	2.0	2.4	7.9	16.2
Stericycle, Inc.	\$69.33	\$6,347	\$8,691	17.8%	3.1	3.3	14.0	16.9
UniFirst Corporation	\$211.69	\$3,995	\$3,562	15.4%	2.0	2.0	12.0	12.7
Median	\$38.16	\$5,686	\$7,077	7.0%	1.4	1.4	13.1	16.5
Marketing Services								
Dentsu Group Inc.	\$29.70	\$8,355	\$12,367		1.3	1.4	7.7	9.1
Hakuhodo DY Holdings Inc	\$13.71	\$5,121	\$5,002	3.9%	0.4	0.4	9.9	10.3
The Interpublic Group of Companies, Inc.	\$23.52	\$9,174	\$13,436	15.8%	1.6	1.6	8.3	10.0
MDC Partners Inc.	\$2.51	\$184	\$1,523	10.8%	1.2	NM	7.3	NM
Omnicom Group Inc.	\$62.37	\$13,408	\$17,757	15.4%	1.3	1.3	7.4	8.4
Publicis Groupe S.A.	\$49.86	\$12,237	\$18,752	17.1%	1.3	1.5	6.5	7.3
WPP plc	\$10.92	\$13,283	\$20,710	-11.9%	1.2	1.5	NM	9.0
Median	\$23.52	\$9,174	\$13,436	13.1%	1.3	1.4	7.6	9.0

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					LTM	NTM	LTM	NTM
USD in millions except per share price								
Professional Services								
Barrett Business Services, Inc.	\$68.21	\$522	\$402	5.0%	0.5	0.4	7.5	8.5
CBIZ, Inc.	\$26.61	\$1,439	\$1,713	12.7%	1.8	1.8	10.9	12.7
GP Strategies Corporation	\$11.86	\$204	\$259	2.1%	0.5	0.5	12.5	7.6
IBI Group Inc.	\$6.43	\$201	\$319	9.5%	0.8	1.0	6.9	8.3
Willdan Group, Inc.	\$41.70	\$503	\$632	3.4%	1.5	1.4	25.6	16.8
Median	\$26.61	\$503	\$402	5.0%	0.8	1.0	10.9	8.5
Safety & Security								
G4S plc	\$3.47	\$5,358	\$7,555	8.8%	0.7	0.8	7.0	9.2
Prosegur Compañía de Seguridad, S.A.	\$2.98	\$1,502	\$2,912	21.3%	0.6	0.6	2.8	5.2
Securitas AB	\$16.16	\$5,899	\$7,651	5.9%	0.6	0.6	8.4	7.9
Median	\$3.47	\$5,358	\$7,555	8.8%	0.6	0.6	7.0	7.9
Specialty Consulting								
Booz Allen Hamilton Holding Corporation	\$87.18	\$12,022	\$13,513	10.2%	1.7	1.6	15.2	16.0
CACI International Inc	\$249.33	\$6,288	\$8,248	10.5%	1.4	1.3	11.6	12.4
CRA International, Inc.	\$50.93	\$396	\$566	9.8%	1.2	1.1	8.1	11.1
FTI Consulting, Inc.	\$111.72	\$3,875	\$4,082	12.7%	1.7	1.6	11.0	12.4
Huron Consulting Group Inc.	\$58.95	\$1,271	\$1,526	10.7%	1.7	1.8	14.3	18.0
ICF International, Inc.	\$74.33	\$1,402	\$1,936	8.8%	1.3	1.3	11.5	13.4
Median	\$80.76	\$2,638	\$3,009	10.3%	1.5	1.5	11.5	12.9
Technology Services								
Arrow Electronics, Inc.	\$97.30	\$7,368	\$9,462	3.5%	0.3	0.3	9.9	7.8
Avnet, Inc.	\$35.11	\$3,470	\$4,671	2.0%	0.3	0.3	10.4	12.0
CDW Corporation	\$131.79	\$18,844	\$22,339	8.6%	1.2	1.2	13.6	14.7
Datatec Limited	\$1.68	\$336	\$489	2.7%	0.1	0.1	2.8	NM
ePlus inc.	\$87.95	\$1,188	\$1,297	7.4%	0.8	0.8	10.5	11.5
Insight Enterprises, Inc.	\$76.09	\$2,671	\$3,347	4.1%	0.4	0.4	8.8	9.1
PC Connection, Inc.	\$47.29	\$1,238	\$1,144	3.7%	0.4	0.4	9.9	11.1
Median	\$76.09	\$2,671	\$3,347	3.7%	0.4	0.4	9.9	11.3

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Unconflicted. Loyalty to You is our Livelihood

- We only represent sellers; we're not incentivized to encourage you to accept less than your company's true maximum value.
- We pursue the highest possible value because we're unconflicted.



Unorthodox. Senior-Level Service is Our Standard

- All of ArkMalibu's clients receive care and attention from our senior-level advisors and principals.
- From analysts to principals, our team remains present and available throughout the process.



Unrelenting. Our Unrivaled Strategy Sells Your Story

- Our approach: understand, capture, and communicate your company's culture – the asset that can't be duplicated – and work to identify buyers whose goals and values align with yours, negotiating tirelessly on your behalf in order to complete the deal with the best partner.
- Our proprietary Four Boxes Analysis delivers prospective buyers a compelling investment story with undeniable upside.



We are Anchored to Increasing Your Value

- ArkMalibu is tied to your destiny; we are anchored to the goal of bringing you unparalleled value while navigating the personalities and interests of the people involved.
- Selling a business requires as much EQ as IQ; with our depth of experience and understanding of the complex human dynamics at play, we coach you through the challenges so you can enjoy your hard-earned and well-deserved prosperity.



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