



Business Services Update

February 2019

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.

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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., Automatic Data Processing, 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, Insperity, Inc., Kelly Services, Inc., Kforce, Inc., Korn/Ferry International Inc., Manpower, Inc., Navigant Consulting, Inc., On Assignment, Inc., Paychex, Inc., RCM Technologies, Inc., Resources Connection, Inc., Robert Half International, Inc., Team Health Holdings, Inc., TriNet Group, Inc., TrueBlue, Inc. and Willis Towers Watson Public Limited Company.

The Mufson Howe Hunter Contact Center Services Index is currently comprised of Conduent Incorporated, Exlservice Holdings, Inc., Genpact Ltd., StarTek, Inc., Sykes Enterprises, Incorporated, TeleTech Holdings Inc. and WNS (Holdings) Ltd.

The Mufson Howe Hunter Fixed Asset Management Index is currently comprised of ABM Industries Inc., Advanced Disposal Services, Inc., Aramark, BrightView Holdings, Inc., Brinks Co., Casella Waste Systems Inc., Chemed Corp., Cintas Corporation, Clean Harbors, Inc., Comfort Systems USA Inc., Compass Group PLC, CoreCivic, Inc., Corrections Corporation of America, EMCOR Group Inc., FirstService Corp., G4S plc, Healthcare Services Group Inc., Heritage-Crystal Clean, Inc., Prosegur Compania de Seguridad SA, Rentokil Initial plc, Republic Services, Inc., Rollins Inc., Securitas AB, Sodexo, SP Plus Corporation, Stericycle, Inc., The GEO Group, Inc., UniFirst Corp., US Ecology, Inc., Waste Connections Inc. and Waste Management, 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

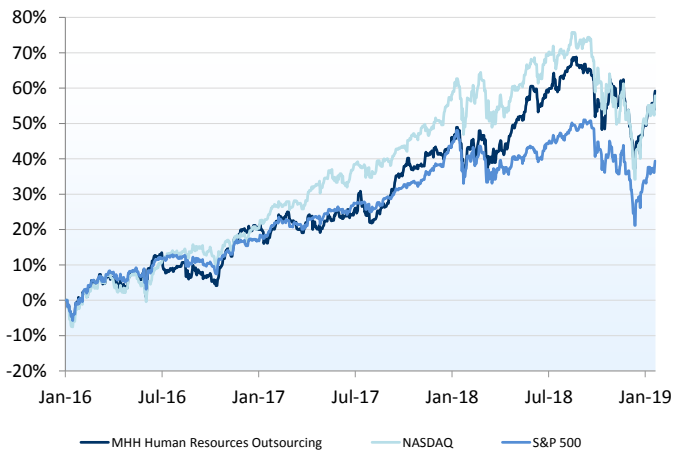
Temporary staffing, HR Outsourcing and Professional Consulting related services for a variety of end-user markets.

Comparative Index Performance

The Mufson Howe Hunter Human Resources Outsourcing Index^(a) increased by 8.7% in January of 2019.

Last Three Years

Daily from January 29, 2016 to January 31, 2019
Price as Percent of Base (January 29, 2016 = 0%)



Last Twelve Months

Daily from January 31, 2018 to January 31, 2019
Price as Percent of Base (January 31, 2018 = 0%)



Price Appreciation

	3-Year	LTM	1 Month
Mufson Howe Hunter Human Resources Outsourcing Index ^(a)	59.2%	3.9%	8.7%
NASDAQ	57.8%	(3.9%)	9.7%
S&P 500	39.4%	(6.2%)	7.9%

(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 two pages.

Human Resources Outsourcing

Selected Valuation Metrics

(\$ 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	EBITDA	Price/EPS	Gross Profit	EBITDA
Commercial Staffing											
ManpowerGroup Inc. (MAN)	\$79.03	\$4,886.5	\$5,443.6	\$21,991.2	\$882.5	\$8.56	0.25 x	6.2 x	9.2 x	16.3%	4.0%
TrueBlue, Inc. (TBI)	24.39	958.6	991.6	2,499.2	115.0	1.63	0.40 x	8.6 x	15.0 x	26.6%	4.6%
Kelly Services, Inc. (KELY.A)	22.40	870.6	857.9	5,521.5	108.4	1.63	0.16 x	7.9 x	13.7 x	17.8%	2.0%
Mean		\$2,238.6	\$2,431.1	\$10,004.0	\$368.6	\$3.94	0.27 x	7.6 x	12.6 x	20.2%	3.5%
Median		958.6	991.6	5,521.5	115.0	1.63	0.25 x	7.9 x	13.7 x	17.8%	4.0%
Professional Staffing											
Robert Half International Inc. (RHI)	\$64.43	\$7,691.3	\$7,330.2	\$5,800.3	\$653.5	\$3.57	1.26 x	11.2 x	18.0 x	41.6%	11.3%
Kforce Inc. (KFRC)	32.81	811.7	884.8	1,418.4	88.9	2.30	0.62 x	10.0 x	14.3 x	29.5%	6.3%
Resources Connection, Inc. (RECN)	16.71	530.1	547.3	723.6	63.0	0.76	0.76 x	8.7 x	21.9 x	37.9%	8.7%
Hudson Global, Inc (HSON)	1.48	47.4	9.0	462.7	2.2	(0.19)	0.02 x	4.0 x	NM	40.3%	0.5%
Mean		\$2,270.1	\$2,192.8	\$2,101.2	\$201.9	\$1.61	0.88 x	8.5 x	18.1 x	37.3%	6.7%
Median		670.9	716.0	1,071.0	75.9	1.53	0.76 x	9.3 x	18.0 x	39.1%	7.5%
Healthcare Staffing											
AMN Healthcare Services, Inc. (AMN)	\$64.79	\$3,036.6	\$3,488.4	\$2,116.5	\$254.9	\$3.00	1.65 x	13.7 x	21.6 x	32.4%	12.0%
Cross Country Healthcare, Inc. (CCRN)	9.63	349.1	412.3	835.3	34.0	0.86	0.49 x	12.1 x	11.2 x	26.0%	4.1%
Mean		\$1,692.8	\$1,950.3	\$1,475.9	\$144.5	\$1.93	1.07 x	12.9 x	16.4 x	29.2%	8.1%
Median		1,692.8	1,950.3	1,475.9	144.5	1.93	1.07 x	12.9 x	16.4 x	29.2%	8.1%
IT Staffing											
ASGN Incorporated (ASGN)	\$62.99	\$3,305.5	\$4,418.8	\$3,149.2	\$345.2	\$3.39	1.40 x	12.8 x	18.6 x	30.9%	11.0%
RCM Technologies, Inc. (RCMT)	3.97	50.5	74.3	196.1	7.7	0.19	0.38 x	9.7 x	20.9 x	25.0%	3.9%
Computer Task Group, Incorporated (CTG)	4.25	60.7	53.3	340.3	7.1	0.14	0.16 x	7.5 x	31.0 x	19.5%	2.1%
Mean		\$1,138.9	\$1,515.5	\$1,228.5	\$120.0	\$1.24	0.65 x	10.0 x	23.5 x	25.2%	5.7%
Median		60.7	74.3	340.3	7.7	0.19	0.38 x	9.7 x	20.9 x	25.0%	3.9%
Executive Search											
Korn Ferry (KFY)	\$45.60	\$2,584.4	\$2,424.7	\$1,883.7	\$265.6	\$1.33	1.29 x	9.1 x	34.2 x	27.5%	14.1%
Heidrick & Struggles International, Inc. (HSII)	33.05	626.6	462.4	700.1	74.7	(0.07)	0.66 x	6.2 x	NM	28.9%	10.7%
Mean		\$1,605.5	\$1,443.5	\$1,291.9	\$170.2	\$0.63	0.97 x	7.7 x	34.2 x	28.2%	12.4%
Median		1,605.5	1,443.5	1,291.9	170.2	0.63	0.97 x	7.7 x	34.2 x	28.2%	12.4%

(continued on next page)

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, 2019.

(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 September 30, 2018 except KFRC, MAN and RHI (December 31, 2018); TBI (December 30, 2018); KFY (October 31, 2018); RECN (November 24, 2018); KFY (October 31, 2018); RCMT (September 29, 2018) and CTG (September 28, 2018).

(4) Excludes non-recurring and discontinued operations.

Human Resources Outsourcing

Selected Valuation Metrics

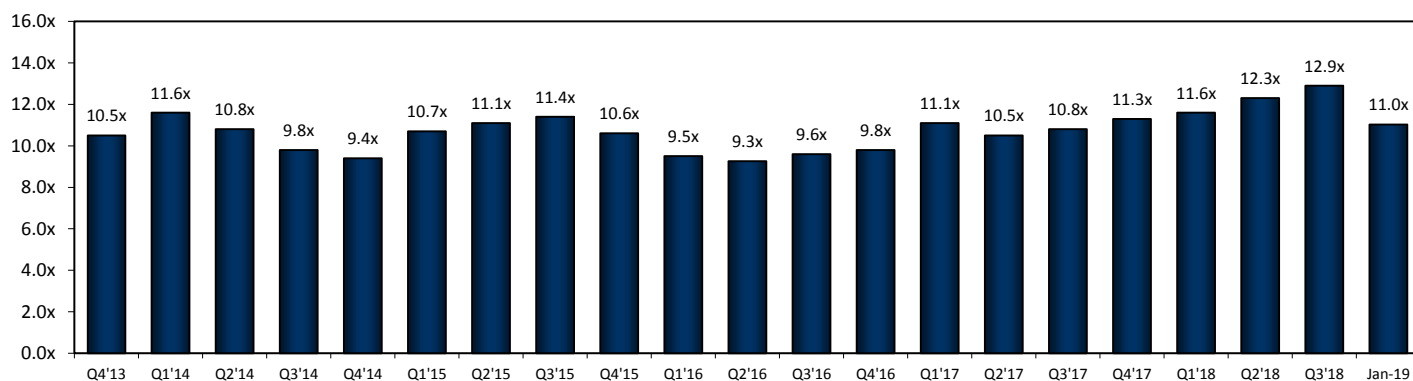
(\$ in millions, except per share data)

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
HR Outsourcing											
Automatic Data Processing, Inc. (ADP)	\$139.84	\$60,918.5	\$61,337.8	\$13,839.4	\$3,231.5	\$3.63	4.43 x	19.0 x	NM	44.2%	23.4%
Paychex, Inc. (PAYX)	70.80	25,423.7	24,722.0	3,506.7	1,439.6	2.78	7.05 x	17.2 x	25.5 x	69.6%	41.1%
Willis Towers Watson Public Limited Company (WLTW)	162.79	20,987.1	24,686.1	8,513.0	2,062.0	5.27	2.90 x	12.0 x	30.9 x	39.8%	24.2%
Insperty, Inc. (NSP)	106.68	4,460.3	4,217.1	3,828.5	200.8	3.22	1.10 x	21.0 x	33.1 x	17.8%	5.2%
TriNet Group, Inc. (TNET)	45.66	3,216.5	3,359.5	3,434.0	285.0	3.17	0.98 x	11.8 x	14.4 x	18.9%	8.3%
Mean		\$23,001.2	\$23,664.5	\$6,624.3	\$1,443.8	\$3.61	3.29 x	16.2 x	26.0 x	38.1%	20.4%
Median		\$20,987.1	\$24,686.1	\$3,828.5	\$1,439.6	\$3.22	2.90 x	17.2 x	28.2 x	39.8%	23.4%
Professional & Consulting											
Fair Isaac Corporation (FICO)	\$225.20	\$6,546.8	\$7,299.1	\$1,062.4	\$246.9	\$4.85	6.87 x	NM	NM	70.6%	23.2%
FTI Consulting, Inc. (FCN)	68.32	2,533.1	2,587.4	1,990.6	262.0	5.09	1.30 x	9.9 x	13.4 x	34.9%	13.2%
Exponent, Inc. (EXPO)	49.96	2,598.5	2,390.0	354.6	97.7	1.33	6.74 x	24.5 x	NM	39.4%	27.6%
Huron Consulting Group Inc. (HURN)	48.35	1,045.5	1,352.3	775.6	92.7	(0.85)	1.74 x	14.6 x	NM	35.5%	12.0%
CBIZ, Inc. (CBZ)	19.60	1,075.3	1,240.2	918.1	105.5	1.20	1.35 x	11.8 x	16.3 x	13.0%	11.5%
Navigant Consulting, Inc. (NCI)	25.92	1,103.9	830.2	957.4	123.1	1.64	0.87 x	6.7 x	15.8 x	30.4%	12.9%
CRA International, Inc. (CRAI)	41.74	338.1	331.6	405.9	30.6	1.56	0.82 x	10.8 x	26.8 x	30.6%	7.5%
Mean		\$2,177.3	\$2,290.1	\$923.5	\$136.9	\$2.12	2.81 x	13.0 x	18.1 x	36.3%	15.4%
Median		1,103.9	1,352.3	918.1	105.5	1.56	1.35 x	11.3 x	16.0 x	34.9%	12.9%

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, 2019.
 (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 September 30, 2018 except ADP, FICO, NSP and WLTW (December 31, 2018); EXPO (December 28, 2019); PAYX (November 30, 2018) and CRAI (September 29, 2018).
 (4) Excludes non-recurring and discontinued operations.

Historical Enterprise Value-to-LTM EBITDA Multiples



Selected M&A Transactions

Announced	Target	Target Description	Acquirer	Value
January 22	Fixx iT Detachering B.V.	Provides staffing services	Entelect Software (Pty) Ltd	ND
January 22	SLAIT Consulting, LLC	Provides IT consulting services	ePlus Technology, inc.	ND
January 17	eTERA Consulting, LLC	Provides IT consulting services	HAYSTACKID LLC	ND
January 14	Capax Global, LLC	Provides staffing services	Hitachi Solutions America, Ltd.	ND
January 9	Actos Groep B.V.	Provides human capital services	Value Enhancement Partners B.V.	ND
January 8	Bolder Staffing, Inc.	Provides recruiting services	Intermountain Staffing, Inc.	ND
January 8	Global Technology Associates, LLC/NextGen Global Resources, LLC	Provides IT staffing services	Kelly Services, Inc. (NasdaqGS:KELY.A)	ND
January 7	Substantially All Assets of The Wenner Group, LLC	Provides outsourced professional services	CBIZ, Inc. (NYSE:CBZ)	ND

ND – Not disclosed. Transaction values in millions.

Selected News

Automatic Data Processing, Inc. (NasdaqGS:ADP) reported second quarter net income of \$558.2 million for fiscal year 2019 as compared to \$670.4 million for the prior year period. Earnings per share were \$1.27 versus \$1.51 for the prior year period. Revenues for the quarter increased to \$3,505.9 million from \$3,238.3 million for the same period in fiscal year 2018.

Cross Country Healthcare, Inc. (NasdaqGS:CCRN) announced the appointment of **William J. Burns** to **Chief Financial Officer**, effective February 1, 2019.

Exponent, Inc. (NasdaqGS:EXPO) reported net income of \$72.3 million for fiscal year 2018 as compared to \$41.3 million for the prior year. Earnings per share were \$1.33 versus \$0.77 for the prior year. Revenues for the year increased to \$354.6 million from \$329.7 million for fiscal year 2017.

Fair Isaac Corporation (NYSE:FICO) reported first quarter net income of \$40.0 million for fiscal year 2019 as compared to \$32.9 million for the prior year period. Earnings per share were \$1.32 versus \$1.04 for the prior year period. Revenues for the quarter increased to \$262.3 million from \$232.4 million for the same period in fiscal year 2018.

Heidrick & Struggles International, Inc. (NasdaqGS:HSII) announced the appointment of **Stacey Rauch** to its **Board of Directors**, effective February 1, 2019.

ManpowerGroup Inc. (NYSE:MAN) reported net income of \$556.7 million for fiscal year 2018 as compared to \$545.4 million for the prior year. Earnings per share were \$8.56 versus \$8.04 for the prior year. Revenues for the year increased to \$21,991.2 million from \$21,034.3 million for fiscal year 2017.

Resources Connection, Inc. (NasdaqGS:RECN) reported second quarter net income of \$10.6 million for fiscal year 2019 as compared to \$8.1 million for the prior year period. Earnings per share were \$0.33 versus \$0.27 for the prior year period. Revenues for the quarter increased to \$188.8 million from \$156.7 million for the same period in fiscal year 2018.

Robert Half International Inc. (NYSE:RHI) reported net income of \$434.3 million for fiscal year 2018 as compared to \$290.6 million for the prior year. Earnings per share were \$3.57 versus \$2.33 for the prior year. Revenues for the year increased to \$5,800.3 million from \$5,266.8 million for fiscal year 2017.

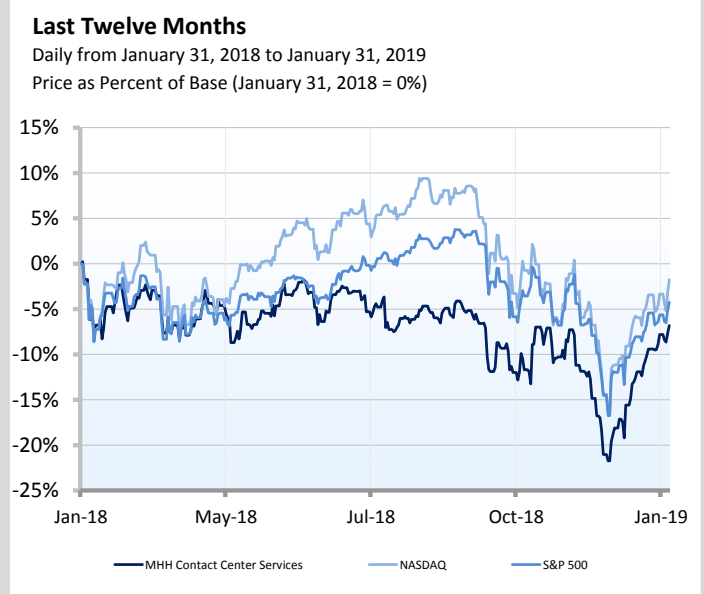
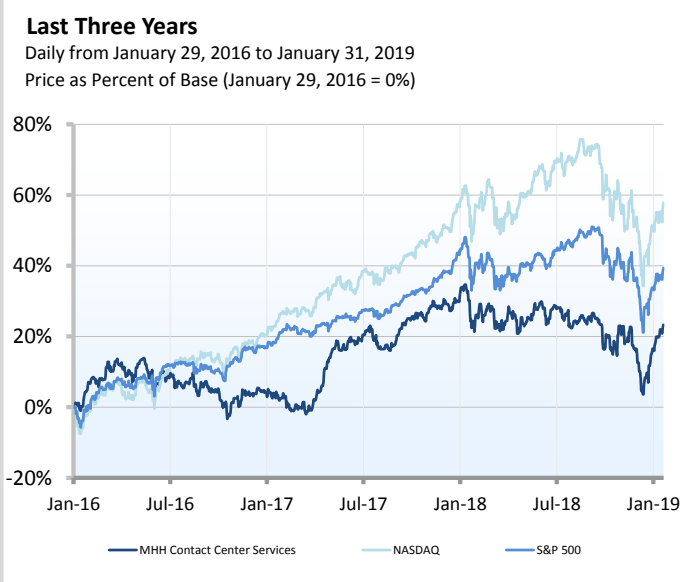
Note: All per share results are reported on a fully-diluted basis.

Contact Center Services

Outsourced customer management and business process outsourcing services, including: customer care, fulfillment, marketing, technical support and acquisition services.

Comparative Index Performance

The Mufson Howe Hunter Contact Center Services Index^(a) increased by 12.6% in January of 2019.



Price Appreciation

	3-Year	LTM	1 Month
Mufson Howe Hunter Contact Center Services Index ^(a)	23.3%	(13.8%)	12.6%
NASDAQ	57.8%	(3.9%)	9.7%
S&P 500	39.4%	(6.2%)	7.9%

(a) Market cap weighted index assuming no dividend reinvestment. Mufson Howe Hunter Contact Center Services 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 ⁽³⁾			Valuation			Margins	
	Price ⁽¹⁾	Equity Value	Enterprise Value ⁽²⁾	Revenue	EBITDA ⁽⁴⁾	EPS	Enterprise Value/Revenue	EBITDA	Price/EPS	Gross Profit	EBITDA
On-Shore											
Conduent Incorporated (CNDT)	\$12.75	\$2,694.0	\$3,827.0	\$5,604.0	\$682.0	(\$0.38)	0.68 x	5.6 x	NM	18.7%	12.2%
TTEC Holdings, Inc. (TTEC)	33.43	1,544.2	1,731.1	1,516.7	174.9	(0.56)	1.14 x	9.9 x	NM	23.7%	11.5%
Sykes Enterprises, Incorporated (SYKE)	27.57	1,176.0	1,100.7	1,629.7	155.3	0.35	0.68 x	7.1 x	NM	36.8%	9.5%
StarTek, Inc. (SRT)	6.99	261.6	473.3	508.0	35.9	(0.63)	0.93 x	13.2 x	NM	14.3%	7.1%
Mean		\$1,419.0	\$1,783.0	\$2,314.6	\$262.0	(\$0.30)	0.86 x	8.9 x	NA	23.4%	10.1%
Median		1,360.1	1,415.9	1,573.2	165.1	(0.47)	0.81 x	8.5 x	NA	21.2%	10.5%
Off-Shore											
Genpact Limited (G)	\$29.83	\$5,648.2	\$6,583.9	\$3,000.8	\$451.9	\$1.45	2.19 x	14.6 x	20.6 x	36.0%	15.1%
WNS (Holdings) Limited (WNS)	48.79	2,438.0	2,378.4	801.3	136.3	1.90	2.97 x	17.4 x	25.7 x	35.7%	17.0%
ExlService Holdings, Inc. (EXLS)	57.50	1,969.8	2,028.6	846.1	117.2	1.23	2.40 x	17.3 x	46.6 x	33.9%	13.9%
Mean		\$3,352.0	\$3,663.7	\$1,549.4	\$235.1	\$1.53	2.52 x	16.4 x	31.0 x	35.2%	15.3%
Median		2,438.0	2,378.4	846.1	136.3	1.45	2.40 x	17.3 x	25.7 x	35.7%	15.1%
All Companies											
Mean		\$2,247.4	\$2,589.0	\$1,986.7	\$250.5	\$0.48	1.57 x	12.2 x	31.0 x	28.4%	12.3%
Median		1,969.8	2,028.6	1,516.7	155.3	0.35	1.14 x	13.2 x	25.7 x	33.9%	12.2%

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.

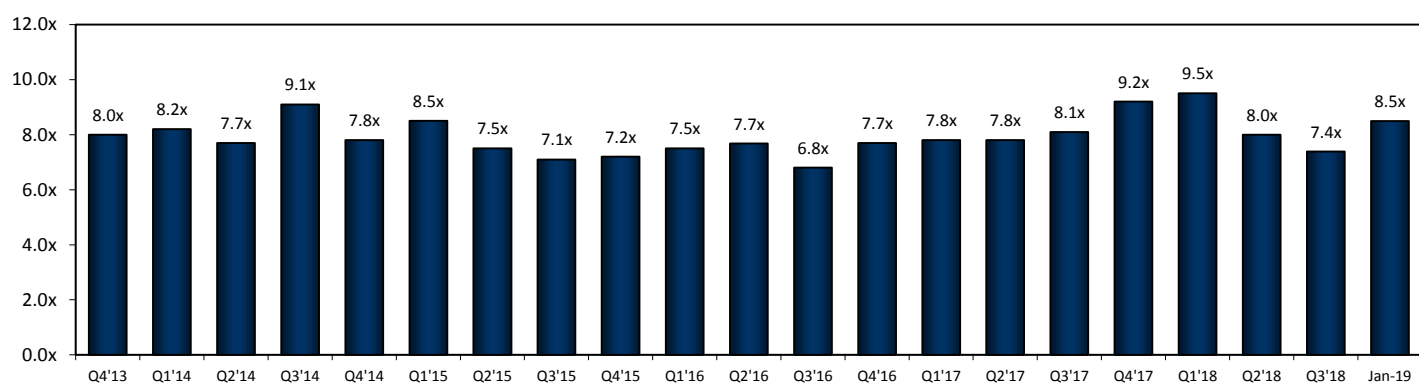
(1) As of close January 31, 2019.

(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 September 30, 2018 except G and WNS (December 31, 2018).

(4) Excludes non-recurring and discontinued operations.

Historical Enterprise Value-to-LTM EBITDA Multiples



Selected M&A Transactions

Announced	Target	Target Description	Acquirer	Value
January 28	MCCi, LLC	Provides business process management services	Century Park Capital Partners, LLC	ND
January 17	Nighthawk Global Business Process Services, Inc. (nka:Extend Resources Global Solutions, Inc.)	Provides outsourced customer care services	EXTEND Resources	ND
January 8	riskCanvas LLC	Provides outsourced compliance software solutions	Genpact Limited (NYSE:G)	ND
January 8	TMS Online Services, LLC	Provides professionally-managed online chat services	Ruby Receptionists, Inc.	ND
January 2	West Revenue Generation Services, LLC (contact center arm of West Corporation)	Provides call center services	Apollo Global Management (Majority Shareholder)	ND

ND – Not disclosed. Transaction values in millions.

Selected News

Genpact Limited (NYSE:G) announced the appointment of **Ajay Agrawal** to its **Board of Directors**, effective immediately.

WNS (Holdings) Limited (NYSE:WNS) reported third quarter net income of \$28.6 million for fiscal year 2019 as compared to \$26.3 million for the prior year period. Earnings per share were \$0.55 versus \$0.51 for the prior year period. Revenues for the quarter increased to \$199.7 million from \$188.6 million for the same period in fiscal year 2018.

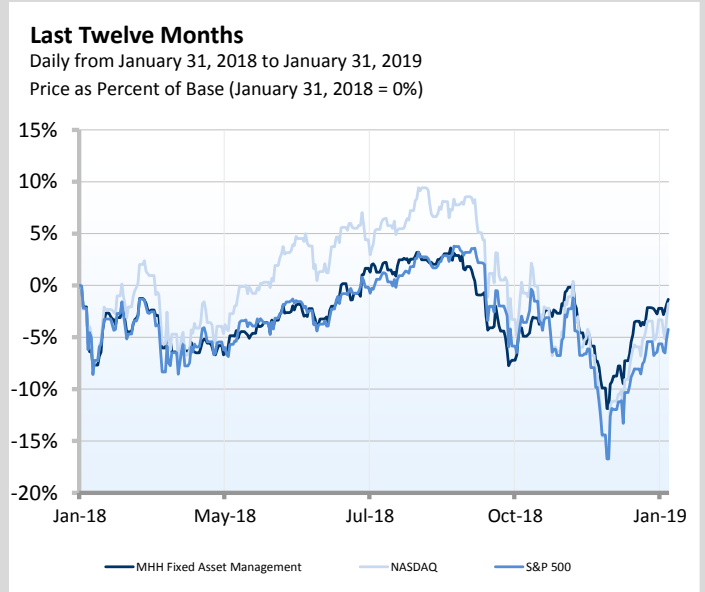
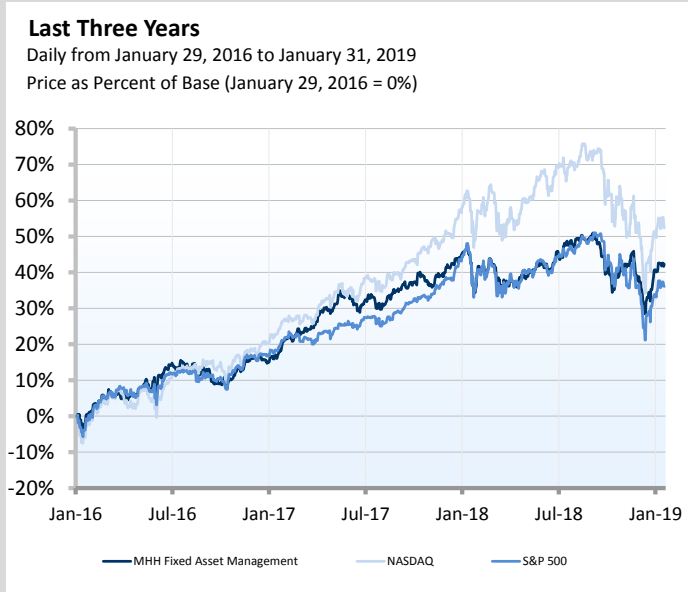
WNS (Holdings) Limited (NYSE:WNS) announced the appointment of **Gautam Barai** to **Chief Operating Officer**, effective immediately.

Fixed Asset Management

Outsourced facility management services including: 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^(a) increased by 7.1% in January of 2019.



Price Appreciation

	3-Year	LTM	1 Month
Mufson Howe Hunter Fixed Asset Management Index ^(a)	43.8%	(1.3%)	7.1%
NASDAQ	57.8%	(3.9%)	9.7%
S&P 500	39.4%	(6.2%)	7.9%

(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 two pages.

Fixed Asset Management

Selected Valuation Metrics

(\$ 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	EBITDA	Price/EPS	Gross Profit	EBITDA
Facility Maintenance											
Rollins, Inc. (ROL)	\$37.24	\$12,189.3	\$12,073.9	\$1,821.6	\$376.5	\$0.71	6.63 x	32.1 x	52.6 x	50.9%	20.7%
Rentokil Initial plc (LSE:RTO)	4.36	8,008.3	9,413.2	3,046.8	585.1	0.13	3.09 x	16.1 x	33.0 x	79.8%	19.2%
Chemed Corporation (CHE)	297.94	4,770.7	4,833.3	1,753.5	265.9	12.25	2.76 x	18.2 x	24.3 x	31.2%	15.2%
EMCOR Group, Inc. (EME)	65.23	3,754.6	3,701.0	7,914.0	482.2	4.42	0.47 x	7.7 x	14.8 x	14.9%	6.1%
FirstService Corporation (TSX:FSV)	80.38	2,892.0	3,311.8	1,931.5	184.8	1.80	1.71 x	17.9 x	44.7 x	31.6%	9.6%
ABM Industries Incorporated (ABM)	34.19	2,257.5	3,157.4	6,442.2	303.3	1.45	0.49 x	10.4 x	23.6 x	10.8%	4.7%
Healthcare Services Group, Inc. (HCSG)	43.62	3,219.1	3,116.7	2,008.8	109.6	1.12	1.55 x	28.4 x	38.9 x	11.8%	5.5%
BrightView Holdings, Inc. (BV)	14.81	1,554.5	2,704.8	2,328.5	229.9	(0.48)	1.16 x	11.8 x	NM	26.4%	9.9%
Comfort Systems USA, Inc. (FIX)	47.97	1,772.8	1,850.5	2,055.6	176.1	2.53	0.90 x	10.5 x	19.0 x	20.5%	8.6%
SP Plus Corporation (SP)	33.10	739.2	826.8	802.3	96.9	2.30	1.03 x	8.5 x	14.4 x	22.1%	12.1%
Mean		\$4,115.8	\$4,498.9	\$3,010.5	\$281.0	\$2.62	1.98x	16.2x	29.5x	30.0%	11.1%
Median		3,055.5	3,234.6	2,032.2	247.9	1.63	1.36x	13.9x	24.3x	24.2%	9.7%
Food Services											
Compass Group PLC (LSE:CPG)	\$21.10	\$33,460.1	\$37,977.0	\$29,712.2	\$2,793.4	\$0.92	1.28 x	13.6 x	23.0 x	24.7%	9.4%
Sodexo S.A. (ENXTPA:SW)	103.06	15,003.7	17,681.0	23,111.0	1,539.1	4.92	0.77 x	11.5 x	21.0 x	15.1%	6.7%
Aramark (ARMK)	32.95	8,115.5	15,253.0	16,089.9	1,429.9	2.07	0.95 x	10.7 x	15.9 x	11.4%	8.9%
Mean		\$18,859.8	\$23,637.0	\$22,971.0	\$1,920.8	\$2.64	1.00x	11.9x	19.9x	17.1%	8.3%
Median		15,003.7	17,681.0	23,111.0	1,539.1	2.07	0.95x	11.5x	21.0x	15.1%	8.9%
Manned Security Services											
Securitas AB (OM: SECU B)	\$15.67	\$5,721.4	\$7,357.0	\$10,948.3	\$751.6	\$0.89	0.67 x	9.8 x	17.6 x	17.6%	6.9%
G4S plc (LSE:GFS)	2.53	3,918.4	6,009.3	9,741.5	652.1	0.16	0.62 x	9.2 x	15.9 x	17.7%	6.7%
The GEO Group, Inc. (GEO)	22.55	2,744.0	5,416.7	2,300.9	395.1	1.22	2.35 x	13.7 x	18.5 x	25.1%	17.2%
The Brink's Company (BCO)	74.05	3,748.1	4,958.7	3,488.0	447.4	(0.65)	1.42 x	11.1 x	NM	12.7%	12.8%
CoreCivic, Inc. (CXW)	19.87	2,358.2	4,029.6	1,794.1	408.8	1.34	2.25 x	9.9 x	14.8 x	28.5%	22.8%
Prosegur Compañía de Seguridad, S.A. (BME:PSG)	5.35	3,203.7	3,886.2	4,456.7	530.2	0.29	0.87 x	7.3 x	18.8 x	25.1%	11.9%
Mean		\$3,615.6	\$5,276.2	\$5,454.9	\$530.9	\$0.5	1.36x	10.2x	17.1x	21.1%	13.0%
Median		3,475.9	5,187.7	3,972.3	488.8	0.6	1.15x	9.8x	17.6x	21.4%	12.4%
Uniform / Linen Rentals											
Cintas Corporation (CTAS)	\$187.51	\$19,603.0	\$22,224.5	\$6,674.9	\$1,364.5	\$8.40	3.33 x	16.3 x	22.3 x	45.0%	20.4%
UniFirst Corporation (UNF)	138.43	2,650.4	2,373.8	1,719.3	280.9	8.55	1.38 x	8.5 x	16.2 x	37.2%	16.3%
Mean		\$11,126.7	\$12,299.1	\$4,197.1	\$822.7	\$8.47	2.36x	12.4x	19.3x	41.1%	18.4%
Median		11,126.7	12,299.1	4,197.1	822.7	8.47	2.36x	12.4x	19.3x	41.1%	18.4%

(continued on next page)

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 January 31, 2019.

(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 September 30, 2018 except BCO, BV, FSV, HCSG and SECU B; ROL (December 31, 2018); ARMK (December 28, 2018); CTAS (November 30, 2018); UNF (November 24, 2018); ABM (October 31, 2018); SW (August 31, 2018) and GFS and RTO (June 30, 2018).

(4) Excludes non-recurring and discontinued operations.

Selected Valuation Metrics

(\$ 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/	Gross	
		Value	Value ⁽²⁾				Revenue	EBITDA		EPS	Profit
Waste Management Services											
Waste Management, Inc. (WM)	\$95.67	\$40,788.6	\$50,723.6	\$14,724.0	\$4,139.0	\$5.29	3.44 x	12.3 x	18.1 x	38.0%	28.1%
Republic Services, Inc. (RSG)	76.71	24,739.0	33,008.4	10,040.9	2,791.4	3.16	3.29 x	11.8 x	24.3 x	38.4%	27.8%
Waste Connections, Inc. (WCN)	83.56	21,987.8	25,505.6	4,818.4	1,524.1	2.76	5.29 x	16.7 x	30.3 x	41.8%	31.6%
Stericycle, Inc. (SRCL)	44.08	3,993.4	6,790.5	3,521.0	609.8	1.72	1.93 x	11.1 x	25.6 x	39.6%	17.3%
Clean Harbors, Inc. (CLH)	59.21	3,316.1	4,686.9	3,189.5	467.3	2.36	1.47 x	10.0 x	25.1 x	29.9%	14.7%
Advanced Disposal Services, Inc. (ADSW)	25.20	2,234.3	4,108.1	1,547.8	382.6	0.55	2.65 x	10.7 x	46.2 x	35.0%	24.7%
Casella Waste Systems, Inc. (CWST)	30.12	1,400.5	1,914.1	637.2	117.7	0.92	3.00 x	16.3 x	32.6 x	31.6%	18.5%
US Ecology, Inc. (ECOL)	63.67	1,402.8	1,653.7	542.1	123.2	3.03	3.05 x	13.4 x	21.0 x	31.7%	22.7%
Heritage-Crystal Clean, Inc (HCCI)	25.60	590.1	573.3	398.9	43.2	1.03	1.44 x	13.3 x	25.0 x	22.6%	10.8%
Mean		\$11,161.4	\$14,329.3	\$4,380.0	\$1,133.1	\$2.31	2.84 x	12.9 x	27.6 x	34.3%	21.8%
Median		3,316.1	4,686.9	3,189.5	467.3	2.36	3.00 x	12.3 x	25.1 x	35.0%	22.7%

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.

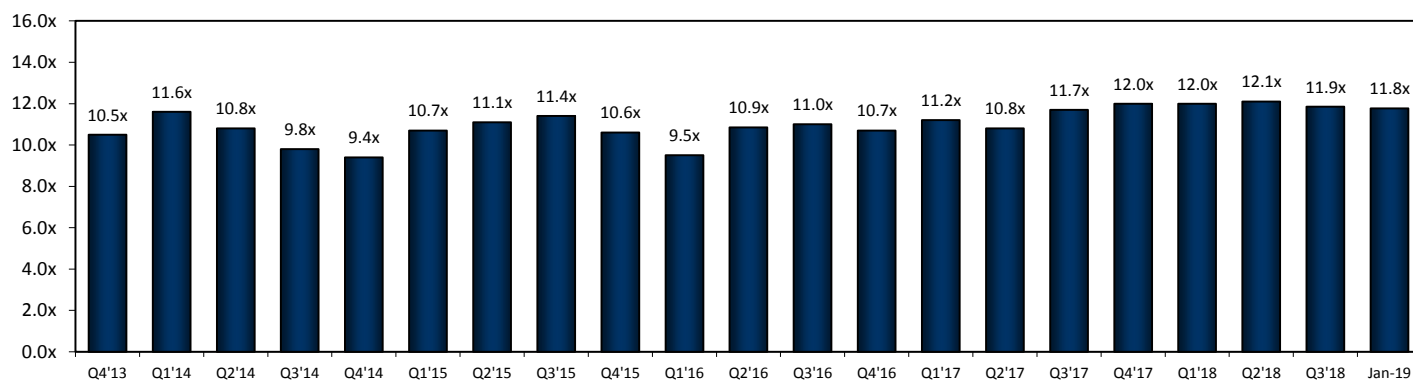
(1) As of close January 31, 2019.

(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 September 30, 2018 except RSG (December 31, 2018) and ECOL (September 8, 2018).

(4) Excludes non-recurring and discontinued operations.

Historical Enterprise Value-to-LTM EBITDA Multiples



Selected M&A Transactions

Announced	Target	Target Description	Acquirer	Value
January 29	ZIEMANN SICHERHEIT GmbH	Provides security services	Loomis AB (publ) (OM:LOOMB)	\$183.0
January 21	Spie Autocité	Provides parking solutions	Indigo Infra S.A.	ND
January 8	Tri Environnement Recyclage SAS	Provides waste management services	Paprec France SA	ND
January 8	Clark Pest Control of Stockton, Inc./Geotech Supply LLC	Provide pest control services	Rollins, Inc. (NYSE:ROL)	ND
January 1	Saratoga County Landfill of Finch Paper Holdings, LLC	Provides waste management services	Waste Management, Inc. (NYSE:WM)	ND

ND – Not disclosed. Transaction values in millions.

Selected News

Rollins, Inc. (NYSE:ROL) reported net income of \$231.7 million for fiscal year 2018 as compared to \$179.1 million for the prior year. Earnings per share were \$0.71 versus \$0.55 for the prior year. Revenues for the year increased to \$1,821.6 million from \$1,674.0 million for fiscal year 2017.

UniFirst Corporation (NYSE:UNF) reported first quarter net income of \$38.3 million for fiscal year 2019 as compared to \$34.2 million for the prior year period. Earnings per share were \$1.99 versus \$1.67 for the prior year period. Revenues for the quarter increased to \$438.6 million from \$415.8 million for the same period in fiscal year 2018.

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

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