



Business Services Update

January 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.

Primary Business Services Contact

Peter J. Hill
Managing Director
215.399.5407
phill@mhco.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., 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., Willis Towers Watson Public Limited Company and TrueBlue, Inc.

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., Aramark, 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., 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

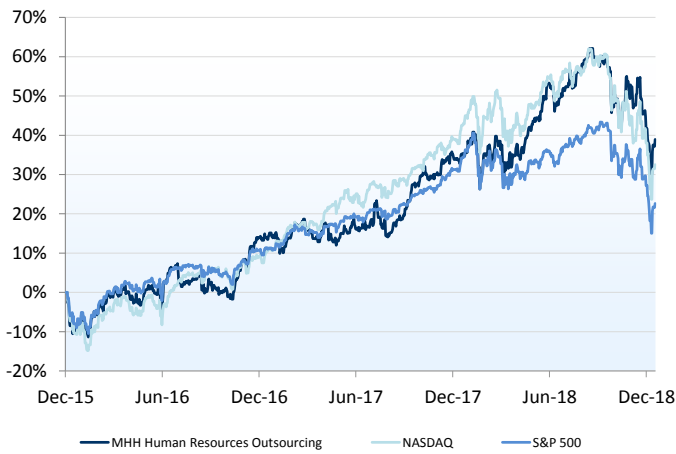
Temporary staffing, HR Outsourcing and Professional Consulting related services for a variety of end-user markets.

Comparative Index Performance

The Mufson Howe Hunter Human Resources Outsourcing Index^(a) decreased by 9.6% in December of 2018.

Last Three Years

Daily from December 31, 2015 to December 31, 2018
Price as Percent of Base (December 31, 2015 = 0%)



Last Twelve Months

Daily from December 29, 2017 to December 31, 2018
Price as Percent of Base (December 29, 2017 = 0%)



Price Appreciation

	3-Year	LTM	1 Month
Mufson Howe Hunter Human Resources Outsourcing Index ^(a)	38.9%	3.9%	(9.6%)
NASDAQ	32.5%	(3.9%)	(9.5%)
S&P 500	22.6%	(6.2%)	(9.2%)

(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)	\$64.80	\$4,006.7	\$4,487.5	\$22,235.5	\$939.8	\$9.26	0.20 x	4.8 x	7.0 x	16.3%	4.2%
TrueBlue, Inc. (TBI)	22.25	874.5	947.7	2,518.7	126.5	1.66	0.38 x	7.5 x	13.4 x	26.2%	5.0%
Kelly Services, Inc. (KELY.A)	20.48	796.0	783.3	5,521.5	108.4	1.63	0.14 x	7.2 x	12.6 x	17.8%	2.0%
Mean		\$1,892.4	\$2,072.8	\$10,091.9	\$391.6	\$4.18	0.24 x	6.5 x	11.0 x	20.1%	3.7%
Median		874.5	947.7	5,521.5	126.5	1.66	0.20 x	7.2 x	12.6 x	17.8%	4.2%
Professional Staffing											
Robert Half International Inc. (RHI)	\$57.20	\$6,828.2	\$6,467.2	\$5,664.9	\$628.1	\$3.00	1.14 x	10.3 x	19.0 x	41.4%	11.1%
Kforce Inc. (KFRC)	30.92	765.0	845.5	1,403.0	85.2	1.89	0.60 x	9.9 x	16.4 x	29.6%	6.1%
Resources Connection, Inc. (RECN)	14.20	450.5	467.7	723.6	63.0	0.76	0.65 x	7.4 x	18.6 x	37.9%	8.7%
Hudson Global, Inc (HSON)	1.35	43.3	4.8	462.7	2.2	(0.19)	0.01 x	2.2 x	NM	40.3%	0.5%
Mean		\$2,021.7	\$1,946.3	\$2,063.5	\$194.6	\$1.36	0.80 x	7.5 x	18.0 x	37.3%	6.6%
Median		607.7	656.6	1,063.3	74.1	1.33	0.65 x	8.7 x	18.6 x	39.1%	7.4%
Healthcare Staffing											
ASGN Incorporated (ASGN)	\$54.50	\$2,860.0	\$3,973.3	\$3,149.2	\$345.2	\$3.39	1.26 x	11.5 x	16.1 x	30.9%	11.0%
AMN Healthcare Services, Inc. (AMN)	56.66	2,655.5	3,107.3	2,116.5	254.9	3.00	1.47 x	12.2 x	18.9 x	32.4%	12.0%
Cross Country Healthcare, Inc. (CCRN)	7.33	265.7	328.9	835.3	34.0	0.86	0.39 x	9.7 x	8.5 x	26.0%	4.1%
Mean		\$1,927.1	\$2,469.8	\$2,033.6	\$211.4	\$2.41	1.04 x	11.1 x	14.5 x	29.8%	9.0%
Median		2,655.5	3,107.3	2,116.5	254.9	3.00	1.26 x	11.5 x	16.1 x	30.9%	11.0%
IT Staffing											
RCM Technologies, Inc. (RCMT)	\$3.10	\$39.5	\$63.2	\$196.1	\$7.7	\$0.19	0.32 x	8.2 x	16.3 x	25.0%	3.9%
Computer Task Group, Incorporated (CTG)	4.08	58.3	50.9	340.3	7.1	0.14	0.15 x	7.2 x	29.8 x	19.5%	2.1%
Mean		\$48.9	\$57.0	\$268.2	\$7.4	\$0.16	0.24 x	7.7 x	23.0 x	22.3%	3.0%
Median		48.9	57.0	268.2	7.4	0.16	0.24 x	7.7 x	23.0 x	22.3%	3.0%
Executive Search											
Korn Ferry (KFY)	\$39.54	\$2,240.9	\$2,081.2	\$1,883.7	\$265.6	\$1.33	1.10 x	7.8 x	29.7 x	27.5%	14.1%
Heidrick & Struggles International, Inc. (HSII)	31.19	591.3	427.1	700.1	74.7	(0.07)	0.61 x	5.7 x	NM	28.9%	10.7%
Mean		\$1,416.1	\$1,254.2	\$1,291.9	\$170.2	\$0.63	0.86 x	6.8 x	29.7 x	28.2%	12.4%
Median		1,416.1	1,254.2	1,291.9	170.2	0.63	0.86 x	6.8 x	29.7 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 December 31, 2018.

(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 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

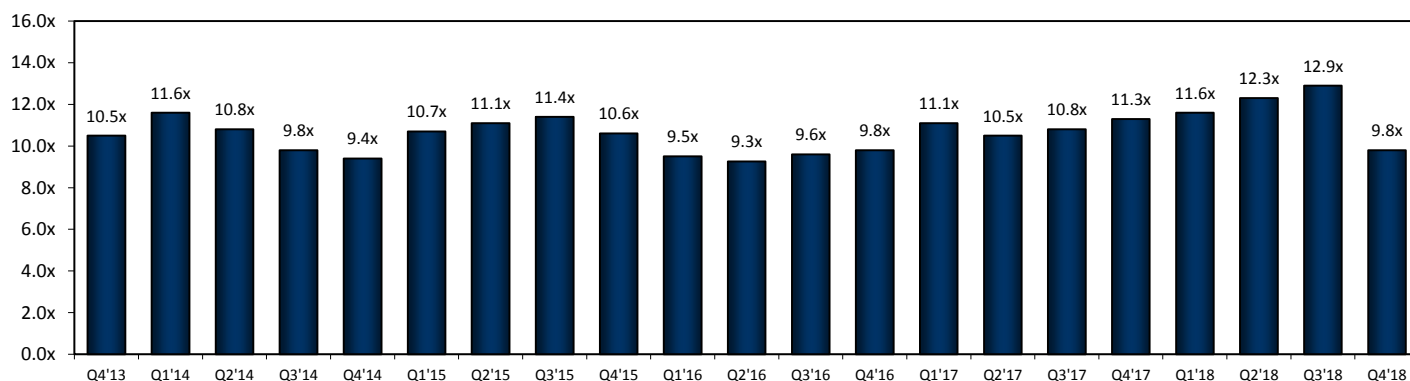
(\$ in millions, except per share data)

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)	\$131.12	\$57,395.5	\$58,233.5	\$13,571.8	\$3,052.0	\$3.88	4.29 x	19.1 x	33.8 x	43.7%	22.5%
Willis Towers Watson Public Limited Company (WLTW)	151.86	19,732.5	23,626.5	8,133.0	1,365.0	4.24	2.91 x	17.3 x	NM	39.3%	16.8%
Paychex, Inc. (PAYX)	65.15	23,394.8	22,693.1	3,506.7	1,439.6	2.78	6.47 x	15.8 x	23.4 x	69.6%	41.1%
Insperty, Inc. (NSP)	93.36	3,903.4	3,641.9	3,688.3	196.5	3.00	0.99 x	18.5 x	31.1 x	18.0%	5.3%
Barrett Business Services, Inc. (BBSI)	57.25	422.6	391.4	947.6	38.6	4.14	0.41 x	10.1 x	13.8 x	63.0%	4.1%
Mean		\$20,969.7	\$21,717.3	\$5,969.5	\$1,218.3	\$3.61	3.01 x	16.2 x	25.5 x	46.7%	17.9%
Median		\$19,732.5	\$22,693.1	\$3,688.3	\$1,365.0	\$3.88	2.91 x	17.3 x	27.3 x	43.7%	16.8%
Professional & Consulting											
Fair Isaac Corporation (FICO)	\$187.00	\$5,414.6	\$6,088.5	\$1,032.5	\$234.2	\$4.57	5.90 x	NM	NM	69.9%	22.7%
FTI Consulting, Inc. (FCN)	66.64	2,470.8	2,525.1	1,990.6	262.0	5.09	1.27 x	9.6 x	13.1 x	34.9%	13.2%
Exponent, Inc. (EXPO)	50.71	2,637.5	2,435.2	352.1	88.7	0.98	6.92 x	NM	NM	37.1%	25.2%
Huron Consulting Group Inc. (HURN)	51.31	1,109.5	1,416.3	775.6	92.7	(0.85)	1.83 x	15.3 x	NM	35.5%	12.0%
CBIZ, Inc. (CBZ)	19.70	1,080.8	1,245.7	918.1	105.5	1.20	1.36 x	11.8 x	16.4 x	13.0%	11.5%
Navigant Consulting, Inc. (NCI)	24.05	1,024.3	750.5	957.4	123.1	1.64	0.78 x	6.1 x	14.6 x	30.4%	12.9%
CRA International, Inc. (CRAI)	42.55	344.7	338.1	405.9	30.6	1.56	0.83 x	11.1 x	27.3 x	30.6%	7.5%
Mean		\$2,011.7	\$2,114.2	\$918.9	\$133.8	\$2.03	2.70 x	10.8 x	17.8 x	35.9%	15.0%
Median		1,109.5	1,416.3	918.1	105.5	1.56	1.36 x	11.1 x	15.5 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 December 31, 2018.
 (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 PAYX (November 30, 2018); CRAI (September 29, 2018) and EXPO (September 28, 2018).
 (4) Excludes non-recurring and discontinued operations.

Historical Enterprise Value-to-LTM EBITDA Multiples



Human Resources Outsourcing

Selected M&A Transactions

Announced	Target	Target Description	Acquirer	Value
December 26	Quality Driver Solutions, Inc.	Provides logistics staffing services	CPC Logistics, Inc.	ND
December 21	Avanti Staff Corp.	Provides temporary staffing services	PERSOL TEMPSTAFF CO., LTD.	ND
December 20	Cielo, Inc.	Provides recruiting process outsourcing (RPO) services	Permira Advisers Ltd.	ND
December 17	Courtland Resources, Inc./Best Staffing, Inc./Michael Dubois CPA, Inc.	Provides staffing services	Resourcing Edge, Inc.	ND
December 17	Hire Edge Logistics Personnel	Provides logistics staffing services	TransForce, Inc.	ND
December 13	Management Decisions, Inc.	Provides IT staffing services	Motion Recruitment Partners, LLC	ND
December 12	GoOn - Evolucao em Gestao de Riscos Ltda	Provides outsourced professional development services	Fair Isaac Corporation (NYSE:FICO)	ND
December 10	Cape Fear Staffing	Provides staffing services	BelFlex Staffing Network	ND
December 10	Mondo	Provides staffing services	Addison Group, LLC	ND
December 7	JDC Group, Inc.	Provides IT staffing services	Consulting Solutions International, Inc.	ND
December 5	American Personnel Inc	Provides healthcare staffing services	Cross Country Healthcare, Inc. (NasdaqGS:CCRN)	ND
December 3	Sequoia Institutional Services	Provides outsourced retirement services	CBIZ, Inc. (NYSE:CBZ)	ND
December 3	Commercial Staffing Division of Lyons HR, Inc.	Provides staffing services	Elwood Staffing Services, Inc.	ND

ND – Not disclosed. Transaction values in millions.

Selected News

Computer Task Group, Incorporated (NasdaqGS:CTG) announced the appointment of **Filip Gydé** as **President and Chief Executive Officer**, replacing Arthur W. (“Bud”) Crumlish, effective March 1, 2019.

Korn Ferry (NYSE:KFY) reported second quarter net income of \$46.0 million for fiscal year 2019 as compared to \$36.3 million for the prior year period. Earnings per share were \$0.81 versus \$0.64 for the prior year period. Revenues for the quarter increased to \$495.2 million from \$443.0 million for the same period in fiscal year 2018.

Korn Ferry (NYSE:KFY) announced the appointment of **Christina A. Gold** to its **Board of Directors**, effective January 1, 2019.

Paychex, Inc. (NasdaqGS:PAYX) reported second quarter net income of \$235.8 million for fiscal year 2019 as compared to \$198.8 million for the prior year period. Earnings per share were \$0.65 versus \$0.55 for the prior year period. Revenues for the quarter increased to \$858.9 million from \$803.0 million for the same period in fiscal year 2018.

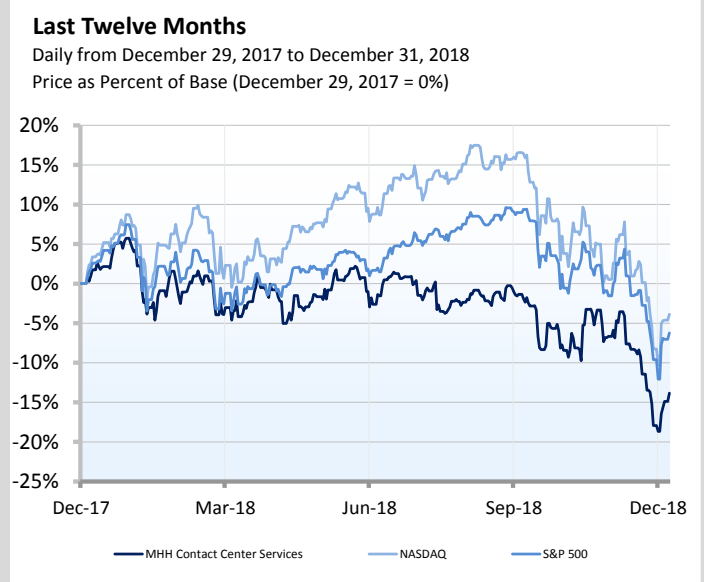
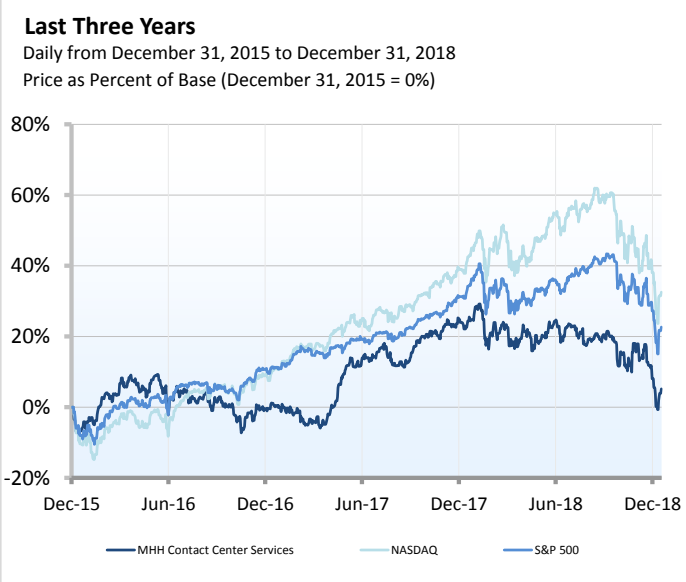
Note: All per share results are reported on a fully-diluted basis.

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) decreased by 10.7% in December of 2018.



Price Appreciation

	3-Year	LTM	1 Month
Mufson Howe Hunter Contact Center Services Index ^(a)	5.2%	(13.8%)	(10.7%)
NASDAQ	32.5%	(3.9%)	(9.5%)
S&P 500	22.6%	(6.2%)	(9.2%)

(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)	\$10.63	\$2,246.0	\$3,379.0	\$5,604.0	\$682.0	(\$0.38)	0.60 x	5.0 x	NM	18.7%	12.2%
TTEC Holdings, Inc. (TTEC)	28.57	1,319.7	1,506.6	1,516.7	174.9	(0.56)	0.99 x	8.6 x	NM	23.7%	11.5%
Sykes Enterprises, Incorporated (SYKE)	24.73	1,054.9	979.6	1,629.7	155.3	0.35	0.60 x	6.3 x	NM	36.8%	9.5%
StarTek, Inc. (SRT)	6.65	248.9	248.9	NM	NM	NM	NA	NA	NA	NM	NM
Mean		\$1,217.4	\$1,528.5	\$2,916.8	\$337.4	(\$0.20)	0.73 x	6.6 x	NA	26.4%	11.1%
Median		1,187.3	1,243.1	1,629.7	174.9	(0.38)	0.60 x	6.3 x	NA	23.7%	11.5%
Off-Shore											
Genpact Limited (G)	\$26.99	\$5,130.5	\$6,073.0	\$2,899.9	\$407.7	\$1.39	2.09 x	14.9 x	19.4 x	36.4%	14.1%
WNS (Holdings) Limited (WNS)	41.26	2,060.3	2,053.4	790.2	127.4	1.85	2.60 x	16.1 x	22.3 x	34.9%	16.1%
ExlService Holdings, Inc. (EXLS)	52.62	1,802.6	1,861.4	846.1	117.2	1.23	2.20 x	15.9 x	42.7 x	33.9%	13.9%
Mean		\$2,997.8	\$3,329.3	\$1,512.0	\$217.4	\$1.49	2.30 x	15.6 x	28.1 x	35.0%	14.7%
Median		2,060.3	2,053.4	846.1	127.4	1.39	2.20 x	15.9 x	22.3 x	34.9%	14.1%
All Companies											
Mean		\$1,980.4	\$2,300.3	\$2,214.4	\$277.4	\$0.65	1.52 x	11.1 x	28.1 x	30.7%	12.9%
Median		1,802.6	1,861.4	1,573.2	165.1	0.79	1.54 x	11.8 x	22.3 x	34.4%	13.0%

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.

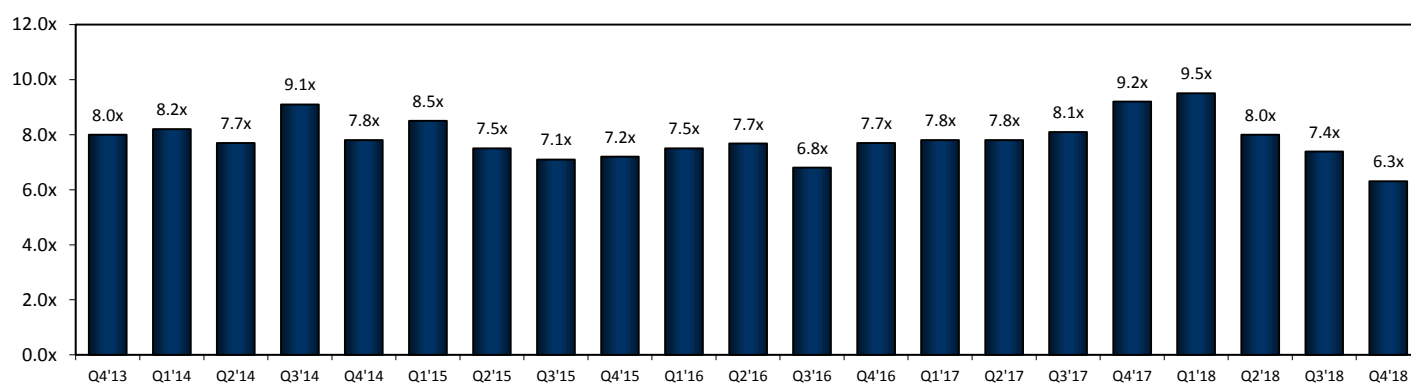
(1) As of close December 31, 2018.

(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.

(4) Excludes non-recurring and discontinued operations.

Historical Enterprise Value-to-LTM EBITDA Multiples



Selected M&A Transactions

Announced	Target	Target Description	Acquirer	Value
December 31	Getcom International Investments, SL	Provides call center services	Seger Investments, Corp.	ND
December 17	Conalcreditos - Conalcenter BPO	Provides outsourced customer care services	Energia Contact Center, S.L.	ND
December 5	Spark Ecommerce Group Limited	Provides fulfillment and contact center services	Whistl UK Limited	ND

ND – Not disclosed. Transaction values in millions.

Selected News

No Contact Center Services Selected News for the month of December.

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) decreased by 7.6% in December of 2018.

Last Three Years

Daily from December 31, 2015 to December 31, 2018
Price as Percent of Base (December 31, 2015 = 0%)



Last Twelve Months

Daily from December 29, 2017 to December 31, 2018
Price as Percent of Base (December 29, 2017 = 0%)



Price Appreciation

	3-Year	LTM	1 Month
Mufson Howe Hunter Fixed Asset Management Index ^(a)	33.2%	(5.8%)	(7.6%)
NASDAQ	32.5%	(3.9%)	(9.5%)
S&P 500	22.6%	(6.2%)	(9.2%)

(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)	\$36.10	\$11,816.2	\$11,697.5	\$1,791.7	\$372.3	\$0.65	6.53 x	31.4 x	55.3 x	50.8%	20.8%
Rentokil Initial plc (LSE:RTO)	4.30	7,906.4	9,292.5	3,006.2	577.3	0.13	3.09 x	16.1 x	33.0 x	79.8%	19.2%
Chemed Corporation (CHE)	283.28	4,536.0	4,598.5	1,753.5	265.9	12.25	2.62 x	17.3 x	23.1 x	31.2%	15.2%
EMCOR Group, Inc. (EME)	59.69	3,435.8	3,382.1	7,914.0	482.2	4.42	0.43 x	7.0 x	13.5 x	14.9%	6.1%
ABM Industries Incorporated (ABM)	32.11	2,120.2	3,020.1	6,442.2	303.3	1.45	0.47 x	10.0 x	22.1 x	10.8%	4.7%
FirstService Corporation (TSX:FVS)	70.73	2,544.4	2,940.0	1,848.2	178.7	1.92	1.59 x	16.5 x	36.8 x	31.2%	9.7%
Healthcare Services Group, Inc. (HCSG)	40.18	2,965.2	2,885.3	2,011.8	103.8	0.97	1.43 x	27.8 x	41.4 x	11.6%	5.2%
Comfort Systems USA, Inc. (FIX)	43.68	1,614.2	1,692.0	2,055.6	176.1	2.53	0.82 x	9.6 x	17.3 x	20.5%	8.6%
SP Plus Corporation (SP)	29.54	659.7	747.3	802.3	96.9	2.30	0.93 x	7.7 x	12.8 x	22.1%	12.1%
Mean		\$4,177.6	\$4,472.8	\$3,069.5	\$284.1	\$2.96	1.99x	15.9x	28.4x	30.3%	11.3%
Median		2,965.2	3,020.1	2,011.8	265.9	1.92	1.43x	16.1x	23.1x	22.1%	9.7%
Food Services											
Compass Group PLC (LSE:CPG)	\$21.06	\$33,408.7	\$37,865.4	\$29,316.6	\$2,756.3	\$0.91	1.29 x	13.7 x	23.2 x	24.7%	9.4%
Sodexo S.A. (ENXTPA:SW)	103.04	15,001.0	17,722.7	23,494.1	1,564.6	5.00	0.75 x	11.3 x	20.6 x	15.1%	6.7%
Aramark (ARMK)	28.97	7,166.7	14,204.3	15,789.6	1,416.0	2.24	0.90 x	10.0 x	12.9 x	11.4%	9.0%
Mean		\$18,525.5	\$23,264.1	\$22,866.8	\$1,912.3	\$2.71	0.98x	11.7x	18.9x	17.1%	8.3%
Median		15,001.0	17,722.7	23,494.1	1,564.6	2.24	0.90x	11.3x	20.6x	15.1%	9.0%
Manned Security Services											
Securitas AB (OM:SECU B)	\$16.00	\$5,840.8	\$7,685.2	\$11,097.6	\$725.5	\$0.90	0.69 x	10.6 x	17.9 x	17.7%	6.5%
G4S plc (LSE:GFS)	2.51	3,893.9	5,956.9	9,611.8	643.4	0.16	0.62 x	9.3 x	16.0 x	17.7%	6.7%
The GEO Group, Inc. (GEO)	19.70	2,397.2	5,069.9	2,300.9	395.1	1.22	2.20 x	12.8 x	16.1 x	25.1%	17.2%
The Brink's Company (BCO)	64.65	3,272.3	4,498.2	3,484.4	402.8	(2.36)	1.29 x	11.2 x	NM	22.1%	11.6%
Prosegur Compañía de Seguridad, S.A. (BME:PSG)	5.09	3,047.4	3,741.1	4,530.6	539.0	0.29	0.83 x	6.9 x	17.6 x	25.1%	11.9%
CoreCivic, Inc. (CXW)	17.83	2,116.1	3,787.4	1,794.1	408.8	1.34	2.11 x	9.3 x	13.3 x	28.5%	22.8%
Mean		\$3,427.9	\$5,123.1	\$5,469.9	\$519.1	\$0.3	1.29x	10.0x	16.2x	22.7%	12.8%
Median		3,159.8	4,784.0	4,007.5	473.9	0.6	1.06x	9.9x	16.1x	23.6%	11.7%
Uniform / Linen Rentals											
Cintas Corporation (CTAS)	\$167.99	\$17,562.3	\$20,183.8	\$6,674.9	\$1,364.5	\$8.40	3.02 x	14.8 x	20.0 x	45.0%	20.4%
UniFirst Corporation (UNF)	143.07	2,739.2	2,462.7	1,719.3	280.9	8.55	1.43 x	8.8 x	16.7 x	37.2%	16.3%
Mean		\$10,150.8	\$11,323.2	\$4,197.1	\$822.7	\$8.47	2.23x	11.8x	18.4x	41.1%	18.4%
Median		10,150.8	11,323.2	4,197.1	822.7	8.47	2.23x	11.8x	18.4x	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 December 31, 2018.

(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 CTAS (November 30, 2018); UNF (November 24, 2018); ABM (October 31, 2018); ARMK (September 28, 2018); SW (August 31, 2018); RTO (June 30, 2018) and GFS (June 30, 2018).

(4) Excludes non-recurring and discontinued operations.

Fixed Asset Management

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		Profit	EBITDA
Waste Management Services											
Waste Management, Inc. (WM)	\$88.99	\$37,940.6	\$47,875.6	\$14,724.0	\$4,139.0	\$5.29	3.25 x	11.6 x	16.8 x	38.0%	28.1%
Republic Services, Inc. (RSG)	72.09	23,398.3	31,569.6	10,070.9	2,804.3	4.22	3.13 x	11.3 x	17.1 x	38.3%	27.8%
Waste Connections, Inc. (WCN)	74.25	19,555.6	23,073.4	4,818.4	1,524.1	2.76	4.79 x	15.1 x	26.9 x	41.8%	31.6%
Stericycle, Inc. (SRCL)	36.69	3,323.9	6,121.0	3,521.0	609.8	1.72	1.74 x	10.0 x	21.3 x	39.6%	17.3%
Clean Harbors, Inc. (CLH)	49.35	2,763.9	4,134.7	3,189.5	467.3	2.36	1.30 x	8.8 x	21.0 x	29.9%	14.7%
Casella Waste Systems, Inc. (CWST)	28.49	1,222.8	1,736.4	637.2	117.7	0.92	2.73 x	14.8 x	30.8 x	31.6%	18.5%
Heritage-Crystal Clean, Inc (HCCI)	23.01	530.4	513.6	398.9	43.2	1.03	1.29 x	11.9 x	22.4 x	22.6%	10.8%
Mean		\$12,676.5	\$16,432.0	\$5,337.1	\$1,386.5	\$2.61	2.60 x	11.9 x	22.3 x	34.5%	21.3%
Median		3,323.9	6,121.0	3,521.0	609.8	2.36	2.73 x	11.6 x	21.3 x	38.0%	18.5%

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.

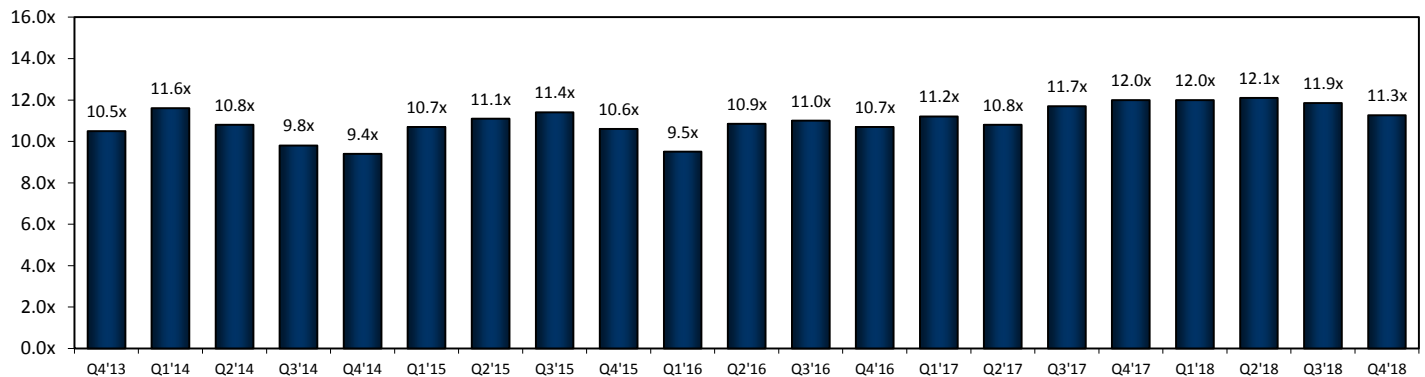
(1) As of close December 31, 2018.

(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 HCCI (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
December 20	3R Environmental Industry Inc.	Provides waste management services	KC Enviro Services Co., Ltd.	\$4.3
December 19	Watbio Limited	Provides waste management services	Filta Group Holdings plc (AIM:FLTA)	\$10.2
December 15	Uniq Detective & Security Services Private Limited	Provides manned security services	Security and Intelligence Services (India) Limited (BSE:540673)	ND
December 10	American Disposal Services, Inc.	Provides waste management services	Waste Connections, Inc. (NYSE:WCN)	ND
December 10	Tyler's Sanitation, Inc.	Provides waste management services	Waste Management, Inc. (NYSE:WM)	ND
December 10	CIPHER	Provides security services	Prosegur Compañía de Seguridad, S.A. (BME:PSG)	ND
December 5	Lavanderias Triton SL	Provides linen laundry services	Elis SA (ENXTPA:ELIS)	ND
December 3	Assets of AI's Maintenance	Provides waste management services	Casella Waste Systems, Inc. (NasdaqGS:CWST)	ND

ND – Not disclosed. Transaction values in millions.

Selected News

ABM Industries Incorporated (NYSE:ABM) reported net income of \$97.8 million for fiscal year 2018 as compared to \$3.8 million for the prior year. Earnings per share were \$1.48 versus \$0.07 for the prior year. Revenues for the year increased to \$6,442.2 million from \$5,453.6 million for fiscal year 2017.

Cintas Corporation (NasdaqGS:CTAS) reported second quarter net income of \$243.0 million for fiscal year 2019 as compared to \$137.1 million for the prior year period. Earnings per share were \$2.18 versus \$1.23 for the prior year period. Revenues for the quarter increased to \$1,718.3 million from \$1,606.4 million for the same period in fiscal year 2018.

EMCOR Group, Inc. (NYSE:EME) announced the appointment of **Robin Walker-Lee** to its **Board of Directors**, effective immediately.

Waste Management, Inc. (NYSE:WM) announced the appointment of **John J. Morris, Jr.** to **Chief Operating Officer**, effective immediately.

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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