



Human Capital Management 2019 Overview

HOULIHAN LOKEY TECHNOLOGY, MEDIA & TELECOM GROUP



Houlihan Lokey is the trusted advisor to more top decision-makers than any other independent global investment bank.

Corporate Finance

2019 M&A Advisory Rankings All U.S. Transactions		
	Advisor	Deals
1	Houlihan Lokey	184
2	Goldman Sachs & Co	167
3	JP Morgan	141
4	Morgan Stanley	122
5	Evercore Partners	112

Source: Refinitiv (formerly known as Thomson Reuters)

No. 1 U.S. M&A Advisor

Top 10 Global M&A Advisor

Leading Capital Markets Advisor

Financial Restructuring

2019 Global Distressed Debt & Bankruptcy Restructuring Rankings		
	Advisor	Deals
1	Houlihan Lokey	76
2	PJT Partners Inc	43
3	Moelis & Co	36
4	Lazard	29
5	AlixPartners	19

Source: Refinitiv (formerly known as Thomson Reuters)

No. 1 Global Restructuring Advisor

1,000+ Transactions Completed
Valued at More Than \$2.5 Trillion
Collectively

Financial Advisory

2000 to 2019 Global M&A Fairness Advisory Rankings		
	Advisor	Deals
1	Houlihan Lokey	1,057
2	JP Morgan	929
3	Duff & Phelps	734
4	Morgan Stanley	621
5	Bank of America Merrill Lynch	612

Refinitiv (formerly known as Thomson Reuters). Announced or completed transactions.

No. 1 Global M&A Fairness Opinion
Advisor

1,000+ Annual Valuation
Engagements

Leading M&A Advisory Firm With Global Reach

- Consistently ranked No. 1 M&A advisor for U.S. transactions under \$1.5 billion for the past several years
- More than 1,300 employees in 23 total offices worldwide
- One unified team with a shared bonus pool incentivizes bankers for global coordination
- Global reach and local country presence required to access cross-border buyers and extract outlier valuations

North America

Atlanta Miami
 Chicago Minneapolis
 Dallas New York
 Houston San Francisco
 Los Angeles Washington, D.C.

Europe and Middle East

Amsterdam Madrid
 Dubai Milan
 Frankfurt Paris
 London

Asia-Pacific

Beijing Sydney
 Hong Kong Tokyo
 Singapore

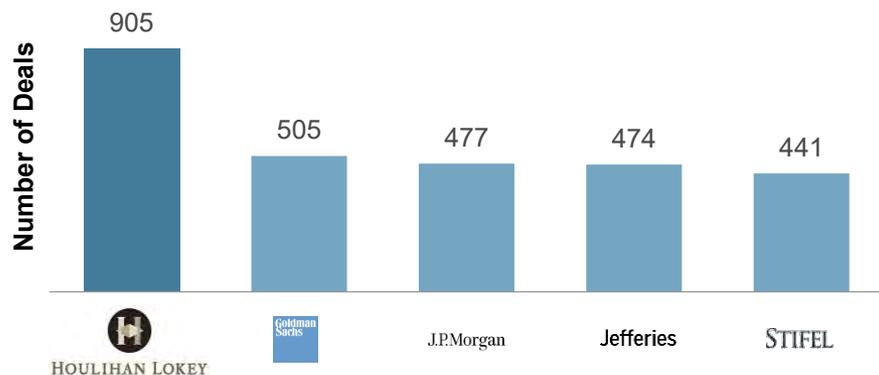
1,300 Employees
 ~**45%** Owned by Employees
 ~**\$1 Billion** of Revenue

HLI
LISTED
NYSE

Publicly Traded
 ~**\$3 Billion** Market Cap
No Debt

U.S. M&A Transaction Leader

Houlihan Lokey executed more transactions under \$1.5 billion over the past five years than any other firm.



Leader in U.S. M&A Transactions Under \$1 Billion

2019 M&A Advisory Rankings U.S. Transactions Under \$1 Billion		
Advisor	Deals	
1 Houlihan Lokey	178	
2 Raymond James Financial Inc	102	
3 Goldman Sachs & Co	96	
3 Jefferies LLC	96	
5 Piper Jaffray Cos	94	

Source: Refinitiv (formerly known as Thomson Reuters)

2018 M&A Advisory Rankings U.S. Transactions Under \$1 Billion		
Advisor	Deals	
1 Houlihan Lokey	199	
2 Goldman Sachs & Co	103	
3 Generational Equity	98	
4 Stifel/KBW	97	
5 Jefferies LLC	95	

Source: Refinitiv (formerly known as Thomson Reuters)

Unparalleled Experience With Financial Sponsors

Largest Financial Sponsor Group Focused on Mid-Cap Funds

Importance of Sponsors

- Houlihan Lokey has sold more than 400 companies to financial sponsors over the past five years
- Buyout firms have approximately \$1 trillion of dry powder¹

Broadest and Deepest Financial Sponsor Coverage Group

- Houlihan Lokey has 16 senior officers dedicated to the sponsor community in North America and Europe
- Coverage of 850 private equity firms, 200 hedge funds, and 100 family offices
- Organized geographically to ensure client coverage proximity

High Quality Relationships

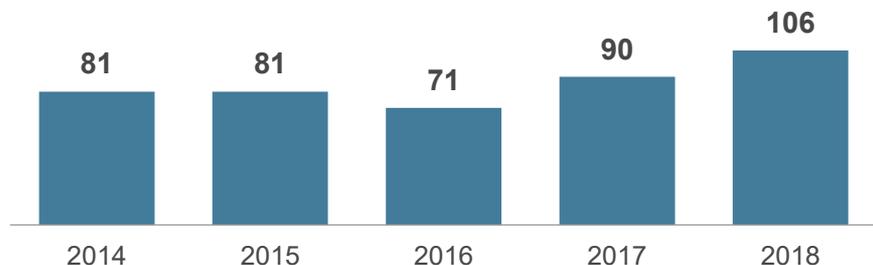
- Worked on more than 800 engagements for financial sponsors in the past year
- Provide financial sponsors access to successful solutions—with coverage officers facilitating two-way information flow between the sponsors and Houlihan Lokey

Unparalleled Data on Buyer Behavior

- Knowledge of, and database on, financial sponsor preferences and behavior through our relationships and deal flow
- Collect and analyze comprehensive data on industry, size, and general market trends

Companies Houlihan Lokey Sold to Financial Sponsors

More Than 400 Companies Over the Past 5 Years



Deep Relationships Across Fund Sizes and Types



¹ Source: Pitchbook.com and Preqin

Leading TMT Advisory Team

Senior Leadership Team With Extensive Experience



Rob Louv
Co-Head and
Managing Director



Roy Kabla
Co-Head and
Managing Director



John Cooper
Managing Director



Steve Cramer
Managing Director



Daniel Gossels
Managing Director



Thomas Olivier
Managing Director



Christopher Wilson
Managing Director

Expertise and Capabilities Key Relationships

AWS/Azure/Cloud Hosting	<ul style="list-style-type: none"> Public Cloud Private Cloud Hybrid Cloud Data Centers Co-Location 	
Broadcast Technology/ Media Services	<ul style="list-style-type: none"> On-Demand Services Creative Participation 	
Marketing Automation	<ul style="list-style-type: none"> CRM Customer Engagement Marketing Automation Ad Tech 	
Consumer Internet Services	<ul style="list-style-type: none"> Music Tech Food Tech 	
Data Analytics/ Intelligence	<ul style="list-style-type: none"> Data Infrastructure Enterprise Analytics Data Sources and APIs Data Resources 	

Expertise and Capabilities Key Relationships

Out-of-Home Entertainment/Digital Signage	<ul style="list-style-type: none"> Digital Content Delivery VR/AR Family Entertainment Arcade Video Games 	
Digital Publishing/Video	<ul style="list-style-type: none"> Digital Publishers Digital Video Health Information Viral Content Digital Rights 	
Film/TV/Music/ Entertainment	<ul style="list-style-type: none"> Film Production and Distribution Music Publishing Entertainment Services Music Festivals Entertainment IP 	
Human Capital Management	<ul style="list-style-type: none"> Talent Acquisition HRIS Talent Management 	
Enterprise Workflow/ Content Management	<ul style="list-style-type: none"> Digital Workplace Enterprise Collaboration ERP 	

Expertise and Capabilities Key Relationships

Infrastructure/Security	<ul style="list-style-type: none"> Cloud Monitoring Network Management Network Analytics Security Log Management IT Operations Management 	
Vertical Industry Software	<ul style="list-style-type: none"> Legal Travel and Hospitality EdTech Nonprofit Real Estate 	
Sports/Live Entertainment	<ul style="list-style-type: none"> Fantasy Sports/Gaming OTT/Video Data Analytics Social Media/Esports Youth/Amateur 	
Manufacturing Tech/ Supply Chain/Procurement	<ul style="list-style-type: none"> Planning S&OP Procurement Inventory VMS 	
E-Commerce/Retail Tech	<ul style="list-style-type: none"> B2C E-Commerce E-Commerce Enablement Retail Analytics POS 	

Domain Expertise: HCM Technology and Tech-Enabled Services

HCM Software

HCM Tech-Enabled Services

 has been acquired by Sellside Advisor	 a portfolio company of has been acquired by Sellside Advisor	 has been acquired by a portfolio company of Sellside Advisor	 has received an equity investment from Financial Advisor	 has been acquired by Sellside Advisor	 has been acquired by Sellside Advisor	 a portfolio company of has divested to Bert Miller Sellside Advisor	 a portfolio company of has been acquired by Sellside Advisor	 a portfolio company of has divested to Sellside Advisor	 has been acquired by a portfolio company of Sellside Advisor	 along with minority investor has sold ECS Federal to Sellside Advisor	 has been acquired by Sellside Advisor
Learning Management	Learning Management	Talent Analytics	Employee Engagement	Talent Analytics	Workforce Management	Talent Acquisition	Staffing	Staffing	Government Contracting	Contingent Labor	Staffing
 has been acquired by Sellside Advisor*	 Series D Convertible Preferred Stock With participation from existing investors: \$25,000,000 Placement Agent	 has been acquired by Sellside Advisor*	 has been acquired by Sellside Advisor*	 has been acquired by Sellside Advisor	 has been acquired by Sellside Advisor*	 has been acquired by Sellside Advisor & Fairness Opinion	 has made a strategic investment in Sellside Advisor	 a subsidiary of has been acquired by Sellside Advisor	 has partnered with a portfolio company of Sellside Advisor	 has been acquired by Sellside Advisor	 a subsidiary of has been acquired by Sellside Advisor
Predictive Talent Analytics	Social Recruiting Platform	Contingent Labor and Procurement	Social Engagement and Workforce Mgmt	Workforce Management	Contingent Labor	Staffing	Talent Acquisition	Payroll and HRIS	Staffing	Contingent Labor	Contingent Labor
 has been acquired by Sellside Advisor*	 has been recapitalized by Financial Advisor*	 Sale of secondary shares to Financial Advisor*	 a portfolio company of has been acquired by Sellside Advisor*	 has been acquired by Shareholder Advisor*	 has been acquired by Sellside Advisor*	 a portfolio company of has been acquired by Sellside Advisor*	 has been acquired by Sellside Advisor*	 has been acquired by Sellside Advisor	 a portfolio company of has been acquired by Sellside Advisor	 a portfolio company of has been acquired by Sellside Advisor	 \$30,000,000 Series A Preferred Stock Financial Advisor and Placement Agent*
Contingent Labor and Procurement	ATS for Education and Government	Workforce Mgmt for Hourly Employees	HRIS	Learning Management	Sourcing and Talent Analytics	HRIS	Contingent Labor and Procurement	Talent Analytics	Staffing	Training, Learning, and Compliance	Payroll and HRIS

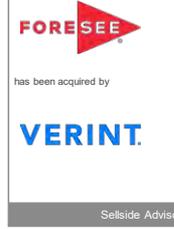
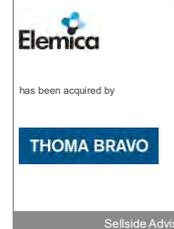
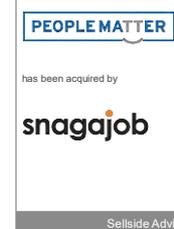
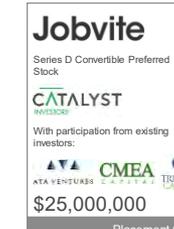
Deep Relationships Across HCM Software and Tech-Enabled Services



Tombstones included herein represent transactions closed from 2008 forward. Selected transactions were executed by Houlihan Lokey professionals while at other firms acquired by Houlihan Lokey or by professionals from a Houlihan Lokey joint venture company.

SaaS Advisory Track Record

Unmatched SaaS transaction experience with more than 80 SaaS sellside transactions closed—more than any other investment bank.

 <p>has been acquired by</p>  <p>Sellside Advisor</p>	 <p>has been acquired by</p>  <p>Sellside Advisor</p>	 <p>has been acquired by</p>  <p>Sellside Advisor</p>	 <p>has been acquired by</p>  <p>Sellside Advisor</p>	 <p>has received a significant growth investment from</p>  <p>Financial Advisor</p>	 <p>has been acquired by</p>  <p>Financial Advisor</p>	 <p>has received an equity investment from</p>  <p>Financial Advisor</p>	 <p>has been acquired by</p>  <p>Sellside Advisor</p>	 <p>has been acquired by</p>  <p>Sellside Advisor</p>
Event Management	Travel Technology	Content Lifecycle Management	Customer Experience Management	Retail Analytics	Web Content Management	Nonprofit CRM and Fundraising	Manufacturing Content Management	Talent Management
 <p>has received an equity investment from</p>  <p>Financial Advisor</p>	 <p>has been acquired by</p>  <p>Sellside Advisor</p>	 <p>has received an equity investment from</p>  <p>Financial Advisor</p>	 <p>has been acquired by</p>  <p>Sellside Advisor</p>	 <p>has been acquired by</p>  <p>Sellside Advisor</p>	 <p>has been acquired by</p>  <p>Sellside Advisor</p>	 <p>has been acquired by</p>  <p>Sellside Advisor</p>	 <p>has received an equity investment from</p>  <p>Financial Advisor</p>	 <p>has received an equity investment from</p>  <p>Financial Advisor</p>
Digital Workplace	Healthcare Analytics	Security Software	Talent Management	Contact Center Workforce Optimization	Supply Chain Network	Recruiting and Onboarding	Mobile Advertising	Marketing Automation
 <p>has been acquired by</p>  <p>Sellside Advisor</p>	 <p>has been acquired by</p>  <p>Sellside Advisor</p>	 <p>has been acquired by</p>  <p>Sellside Advisor</p>	 <p>has been acquired by</p>  <p>Sellside Advisor</p>	 <p>has been acquired by</p>  <p>Sellside Advisor</p>	 <p>has been acquired by</p>  <p>Sellside Advisor</p>	 <p>has been acquired by</p>  <p>Sellside Advisor</p>	 <p>has been acquired by</p>  <p>Sellside Advisor</p>	 <p>Series D Convertible Preferred Stock</p>  <p>With participation from existing investors:</p>  <p>\$25,000,000</p> <p>Placement Agent</p>
Financial Technology	Workplace Management	Web Content Management	Outcomes Management	Outcomes Management	CRM and Call Center	Marketing Automation	E-Signature	Social Recruiting

Current Market Conditions Remain Strong for HCM M&A

Technology and SaaS Comps Remain Strong

We are experiencing strong market conditions for SaaS technology companies and HCM continues to outperform.

- Markets have continued to be strong despite some recent market volatility.
- HCM continues to trade strong
 - Paycom at 20.7x revenue
 - Workday at 10.3x revenue
 - Median HCM is 5.0x revenue
- Strategics and sponsors are looking for more mature models with revenue that will move the needle. Both have shown a willingness to lean in on valuation when unit economics are strong.

Capital Is Highly Available

Cash Stockpiles + Cheap Debt + High Stock Prices = Acquisition Currency

- Billions of cash on public company balance sheets
- Private equity funds need to invest >\$1.4 trillion of committed capital
- Interest rates at record lows
- Public companies need to put cash to work
- Buyers can borrow at record lows to finance acquisitions
- Buyers can use highly valued stock to make acquisitions

Large-Cap Acquirers Seeking New Areas of Growth and Expansion

Few targets of meaningful size that can impact top and bottom line for buyers; HCM is valuing growth.

Company	18–19E Rev. Growth	EBITDA %	Valuation ¹	Company	18–19E Rev. Growth	EBITDA %	Valuation ¹
Oracle	0.3%	40.9%	5.0x	Workday	28.1%	20.7%	10.3x
ADP	5.1%	24.8%	5.2x	Paycom	29.7%	42.4%	20.7x
IBM	(3.2%)	23.5%	2.3x	Paylocity	23.7%	28.3%	12.4x

Take Privates are Surging as PEs Look to Write Larger Checks²

Take privates of mid-cap companies have surged over the past few years.

- Amber Road acq. by E2Open (\$415.4M/46.6% Premium)
- Ultimate Software acq. by Hellman & Friedman (\$11.0B/32.0% Premium)
- Bazaarvoice acq. by Marlin Equity Partners (\$521.0M/13.4% Premium)
- Xactly acq. by Vista (\$562.0M/34.9% Premium)
- Jive acq. by Wave Systems (\$353.4M/22.1% Premium)
- Halogen acq. by Saba (\$170.1M/25.1% Premium)
- Neustar acq. by Golden Gate (\$2.9B/38.7% Premium)
- Infoblox acq. by Vista (\$1.3B/31.6% Premium)
- Rackspace acq. by Apollo (\$4.3B/36.8% Premium)
- Monster acq. by Randstad (\$429.0M/29.3% Premium)
- Netsuite acq. by Oracle (\$9.4B/57.9% Premium)
- ReachLocal acq. by Gannett (\$156.0M/184.0% Premium)
- LinkedIn acq. by Microsoft (\$26.2B/54.3% Premium)
- Qlik acq. by Thoma Bravo (\$3.0B/40.0% Premium)³
- Demandware acq. by Salesforce (\$2.8B/62.8% Premium)
- Marketo acq. by Vista (\$1.8B/60.3% Premium)
- SciQuest acq. by AKKR (\$373.0M/28.4% Premium)
- Cvent acq. by Vista (\$1.5B/66.1% Premium)

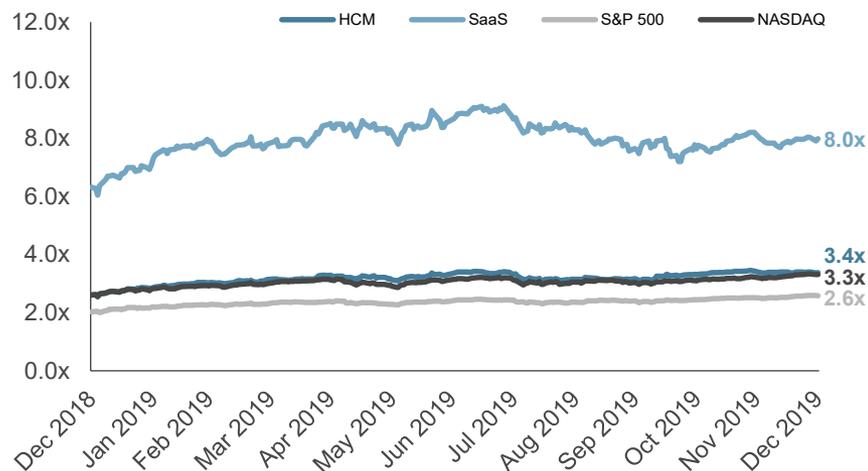
¹ Public equities trading multiples and growth based on 2019E figures. Data from S&P Capital IQ as of December 31, 2019

² Source: 451 Research, S&P Capital IQ and MarketWatch

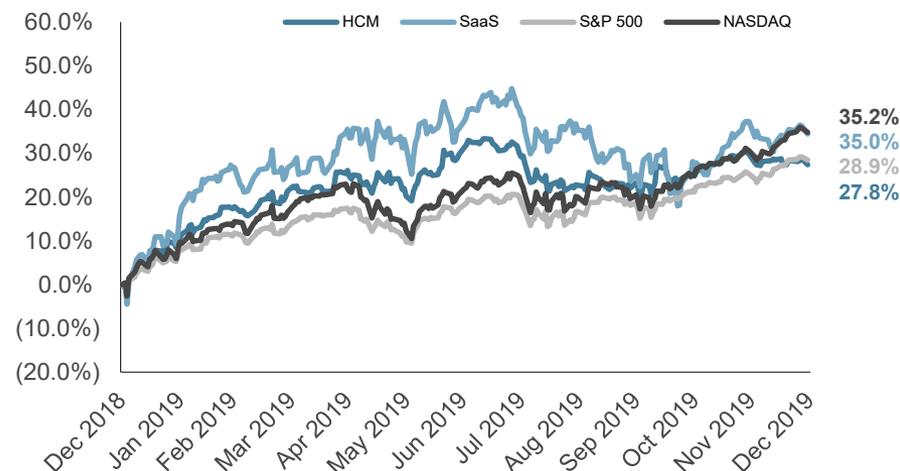
³ Calculated off 10-day moving average from March 3, 2016

Macro Market Snapshot

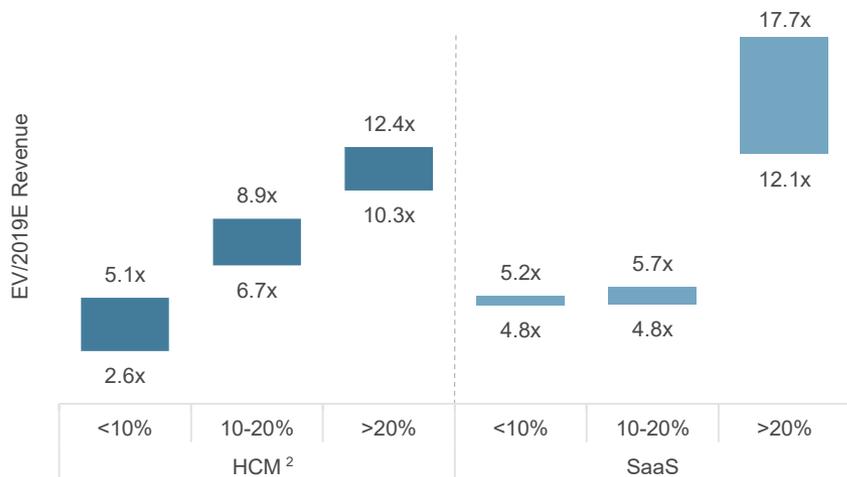
EV/NTM Revenue by Index



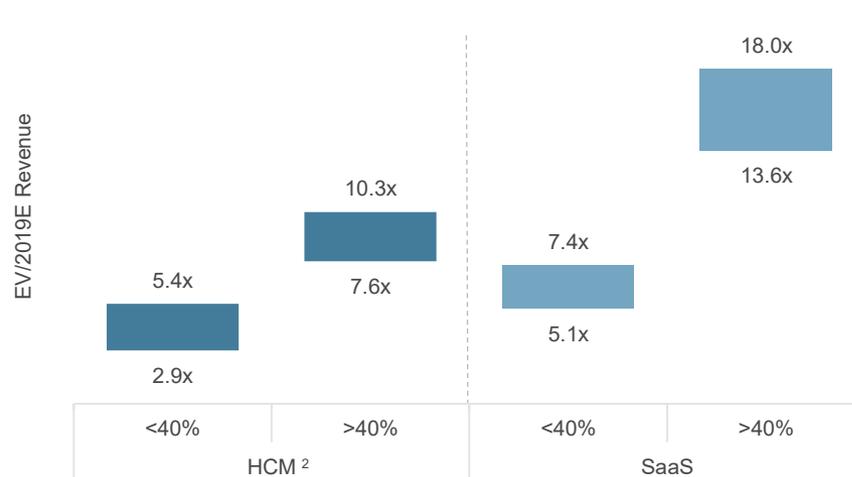
Share Price Weighted by Market Cap



Valuation Is Closely Tied to Revenue Growth¹



Rule of 40: Premium on Growth + Profitability¹



Sources: S&P Capital IQ – Data as of December 31, 2019

¹ Ranges shown indicate Median through Top Quartile EV/2019E Revenue

² HCM Index comprised of companies shown on company benchmarking charts in following pages

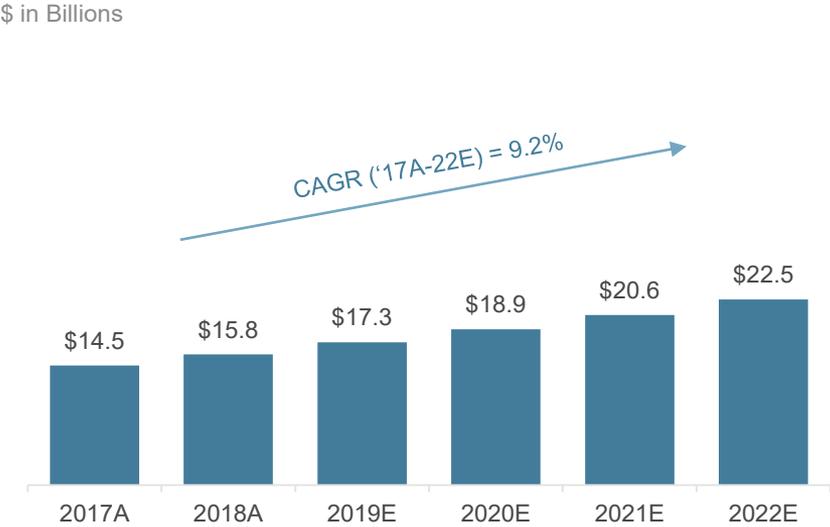
Human Capital Management Landscape

	Talent Acquisition						Core HR				Talent Management				
	Sourcing	Recruitment Marketing	Assessments	Applicant Tracking	Hiring Tools	Onboarding	Payroll	HRIS	Workforce Management	Contingent Labor	Compensation and Benefits	Performance and Succession	Learning	Employee Engagement	Talent Analytics
Leaders															
Challengers															
Emerging															
New															

Large and Growing Market With Massive TAM

HCM market forecast to grow at nearly 10% annually until 2022, driven in large part by the growth in overall enterprise SaaS and cloud software.

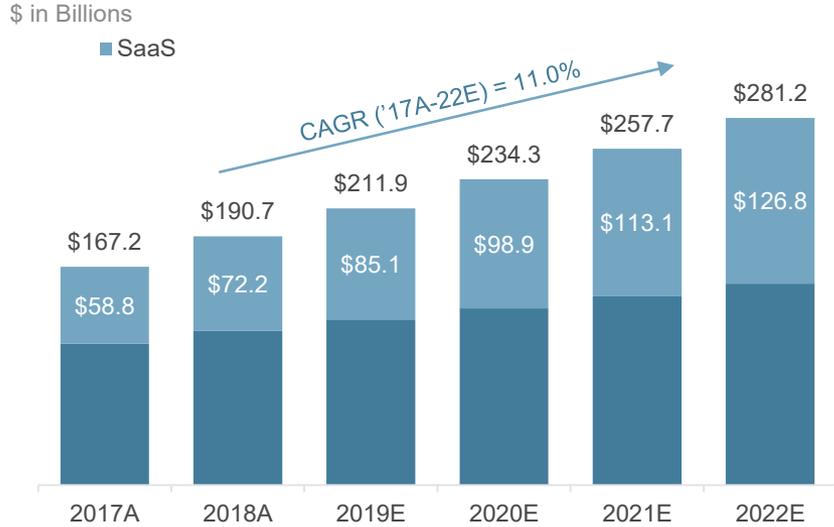
Human Capital Management Growth



Estimated \$22.5B in total revenue by 2022, driven by:

- Enterprises looking for unified HCM suites to save costs and manage the entire HCM workflow
- Emergence of artificial intelligence in automating HR processes, intelligently recommending candidates and streamlining the recruiting process
- Record low U.S. unemployment forcing companies to find creative solutions to source talent

SaaS and Cloud Services Forecast

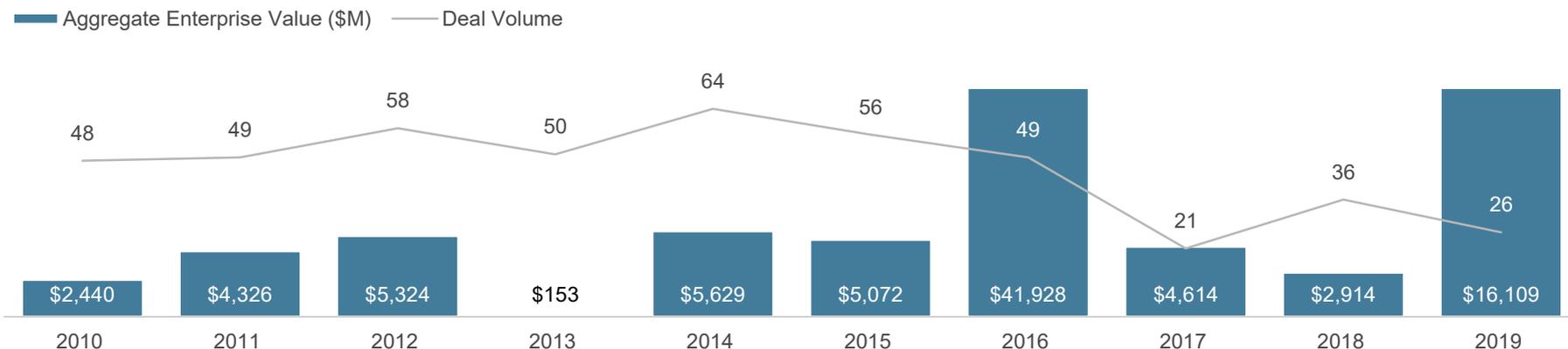


Overall enterprise software growth has been driven by the proliferation of SaaS and hybrid cloud models in the last decade

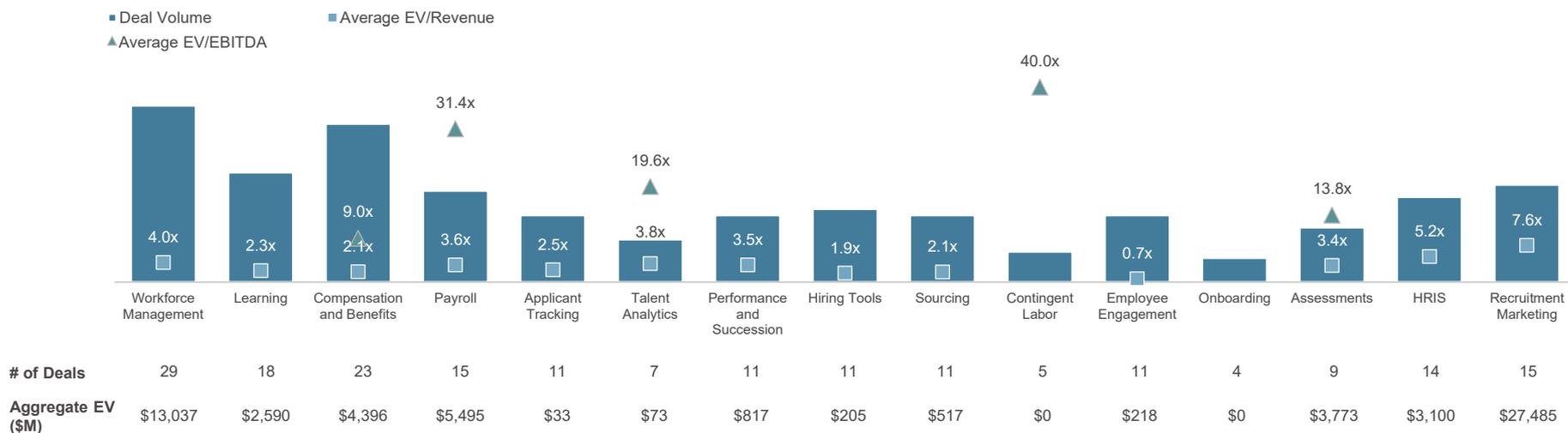
- Organizations are seeking simpler, more flexible and economic ways to move and manage workloads across environments
- Overall SaaS market is estimated to grow to \$126.8B by 2022 at a CAGR of 16.6%

Historical HCM M&A Summary

HCM M&A Transaction Summary (2010–2019)



HCM M&A Transaction by Subsector (2015–2019)



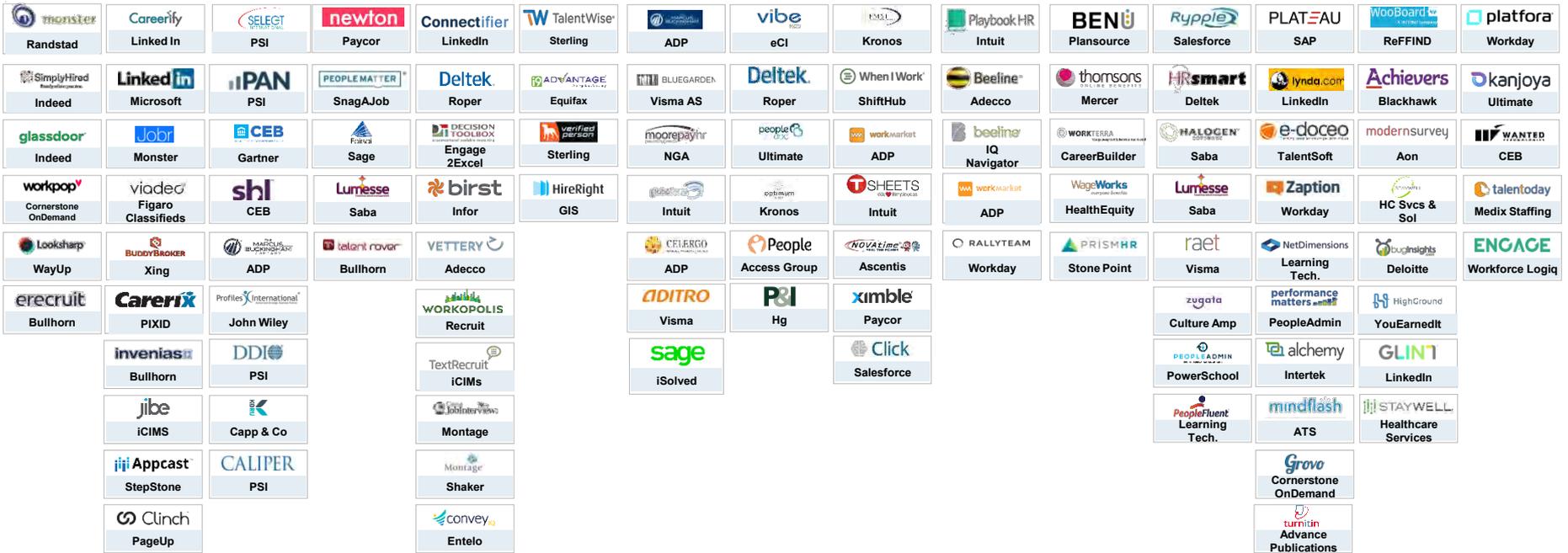
Source: S&P Capital IQ, 451 Research, and Kognetics as of December 31, 2019

Note: Includes transactions with undisclosed financial terms; Transactions may fall into more than one indicator NA or data not shown if data isn't publicly available or EV/Revenue or EV/EBITDA is greater than 50x.

Historical M&A: Select Strategic Transactions

HCM M&A Transaction by Subsector (2015–2019)

	Sourcing	Recruitment Marketing	Assessments	Applicant Tracking	Hiring Tools	Onboarding	Payroll	HRIS	Workforce Mgmt	Contingent Labor	Comp and Benefits	Performance and Succession	Learning	Employee Engagement	Talent Analytics
Deal Volume	11	15	9	11	11	4	15	14	29	5	23	11	18	11	7
Aggregate EV (\$M)	\$517	\$27,485	\$3,773	\$33	\$205	NA	\$5,495	\$3,100	\$13,037	NA	\$4,396	\$817	\$2,590	\$218	\$73



Source: S&P Capital IQ, 451 Research, and Kognetics as of December 31, 2019

Note: Includes transactions with undisclosed financial terms; Transactions may fall into more than one indicator
 NA or data not included if data isn't publicly available or EV/Revenue or EV/EBITDA is greater than 50x

Select Sponsor Activity

HCM Transaction by Subsector (2015–2019)

	Sourcing	Recruitment Marketing	Assessments	Applicant Tracking	Hiring Tools	Onboarding	Payroll	HRIS	Workforce Mgmt	Contingent Labor	Comp and Benefits	Performance and Succession	Learning	Employee Engagement	Talent Analytics										
Deal Volume	11	15	9	11	11	4	15	14	29	5	23	11	18	11	7										
Aggregate EV (\$M)	\$517	\$27,485	\$3,773	\$33	\$205	NA	\$5,495	\$3,100	\$13,037	NA	\$4,396	\$817	\$2,590	\$218	\$73										
	 Symphony	 Insight	 Waud	 Vista	 TCV	 Spectrum	 Primus	 Summit	 Summit	 Serent	 AKKR	 Bedford Funding	 Vector	 Great Hill	 Summit										
	 Symphony	 Insight	 Exponent	 Francisco	 Carlyle	 Guidepost	 Serent	 Serent	 Great Hill	 Andressen Horowitz	 LLR	 Argos Soditic	 FF&P	 Marlin Equity	 Insight										
	 Symphony	 TS2 Holdings	 GA	 Apax	 Bain	 T. Rowe Price	 Frontier	 JMI	 KKR	 Insight	 FTV	 Goldman	 Goldman	 TPG	 Primus										
	 VSS	 Vista	 Riverside	 Turn/River	 Bain / Scale	 Rho	 Iconiq	 ParkerGale	 Warburg	 JMI	 EQT / Sunstone	<td> </td> <td> </td> <td> </td> <td> </td>													
	 AKKR	 Riverwood	 Sumeru	 Insight	<td> </td> <td> Apax </td> <td> Permira </td> <td> Inverness Graham </td> <td> Vista </td> <td> <td> </td> <td> Apse Capital </td> <td> Vista </td> <td> <td> </td> <td> </td> <td> </td> </td></td>		 Apax	 Permira	 Inverness Graham	 Vista	<td> </td> <td> Apse Capital </td> <td> Vista </td> <td> <td> </td> <td> </td> <td> </td> </td>		 Apse Capital	 Vista	<td> </td> <td> </td> <td> </td>										
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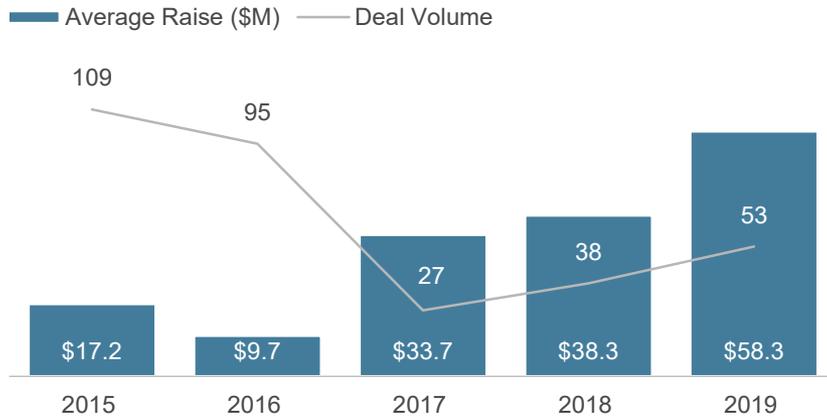
Source: S&P Capital IQ, 451 Research, and Kognetics as of December 31, 2019

Note: Includes transactions with undisclosed financial terms; Transactions may fall into more than one indicator NA or data not included if data isn't publicly available or EV/Revenue or EV/EBITDA is greater than 50x

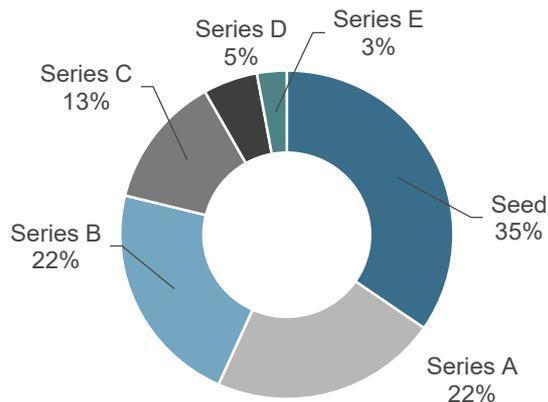
HCM Actively Drawing Growth Equity

The past few years have seen a resurgence of growth equity into the HCM market with larger checks being put to work in more mature companies.

HCM Growth Equity Summary (2015–2019)



HCM Growth Equity Volume by Round (2015–2019)



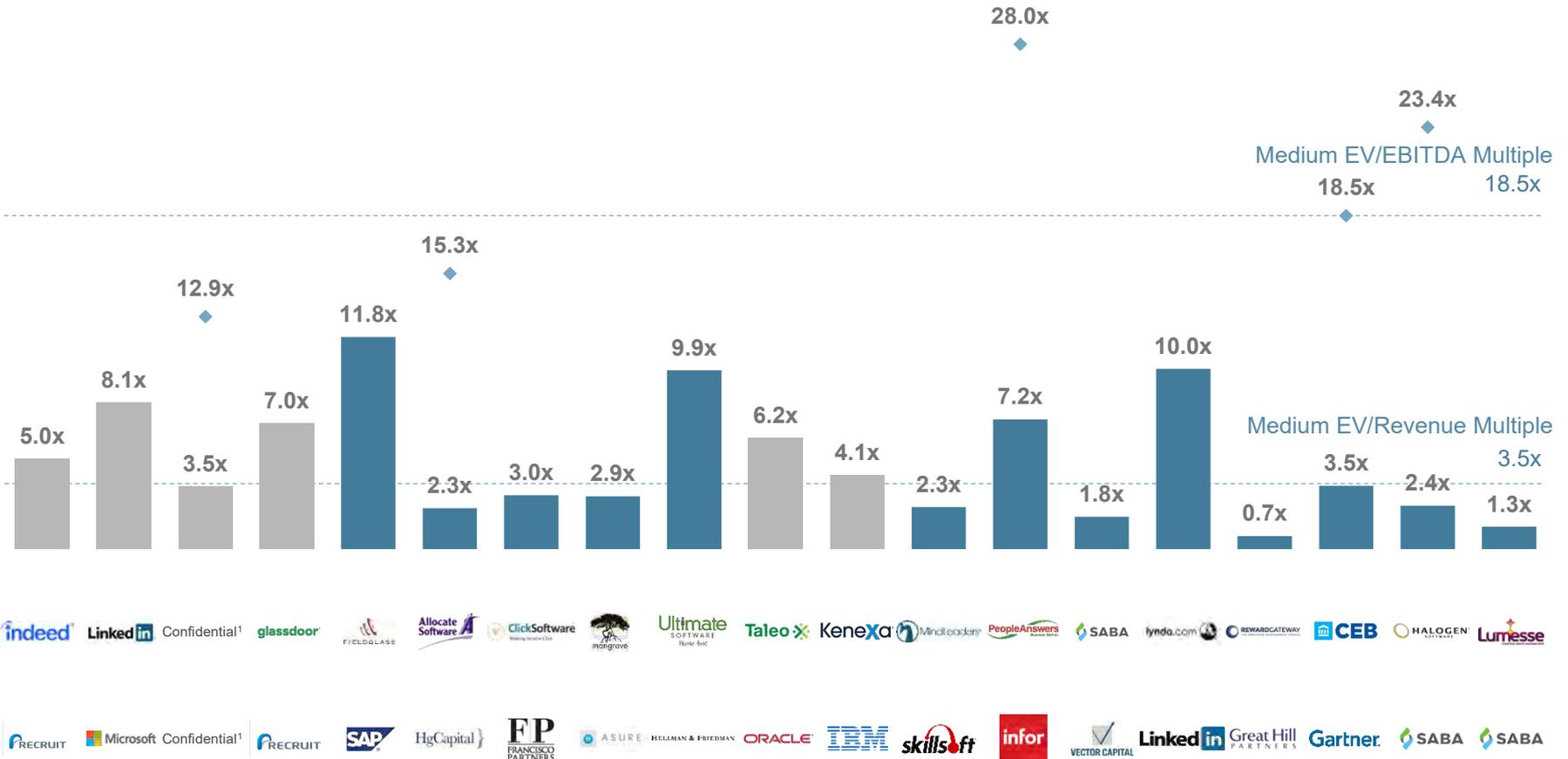
Select Recent Growth Equity Transactions

Date	Target	Lead Investor(s)	Subsector	\$M
12/2019	VNDLY	INSIGHT PARTNERS	Contingent Labor	\$35
12/2019	HRACUITY	gsp	Workforce Management	NA
12/2019	hastee.	IDC, Umbra	Payroll	\$270
11/2019	central.	ALEPH, JVP	Employee Engagement	\$13
11/2019	popaya global	INSIGHT PARTNERS	Payroll	\$45
10/2019	fountain	dem	Recruitment Marketing	\$23
10/2019	Lattice	TIGERGLOBAL	Workforce Management	\$25
10/2019	RIGUP	ANDREESSEN HOROWITZ	Contingent Labor	\$300
09/2019	corestream	LLR	Compensation and Benefits	NA
09/2019	Checkr	T Rowe Price	Onboarding	\$160
09/2019	TimeClock Plus	PROVIDENCEEQUITY	Workforce Management	NA
09/2019	HireVue	THE CARLYLE GROUP	Hiring Tools	NA
09/2019	Culture Amp	SEBODIA CAPITAL	Employee Engagement	\$82
07/2019	GUSTO	Fidelity, generation	Compensation and Benefits	\$200
07/2019	builtin	update	Recruitment Marketing	\$22
07/2019	15F16	matrix	Employee Engagement	\$31
07/2019	snapsync	AirTree, seek	HRIS	\$15
06/2019	degreed.	Owl Ventures, JumpCapital	Learning	\$35
06/2019	PayFit	euiozeo, ACCEL PARTNERS	Payroll	\$79
06/2019	BetterUp	DFJ, lightspeed	Performance and Succession	\$103
06/2019	AllyO	BainCapital VENTURES, SCALE	Hiring Tools	\$45

Precedent M&A Transactions

Enterprise Value and Relevant Multiples (\$M)

2012	2016	2016	2018	2014	2014	2015	2016	2019	2012	2012	2012	2014	2015	2015	2015	2017	2017	2018
\$750	\$26,191	\$116	\$1,200	\$1,000	\$152	\$378	\$17	\$10,867	\$1,900	\$1,300	\$70	\$200	\$268	\$1,500	\$218	\$3,300	\$175	\$100
Talent Acquisition			Core HR			HCM Suite			Talent Management									



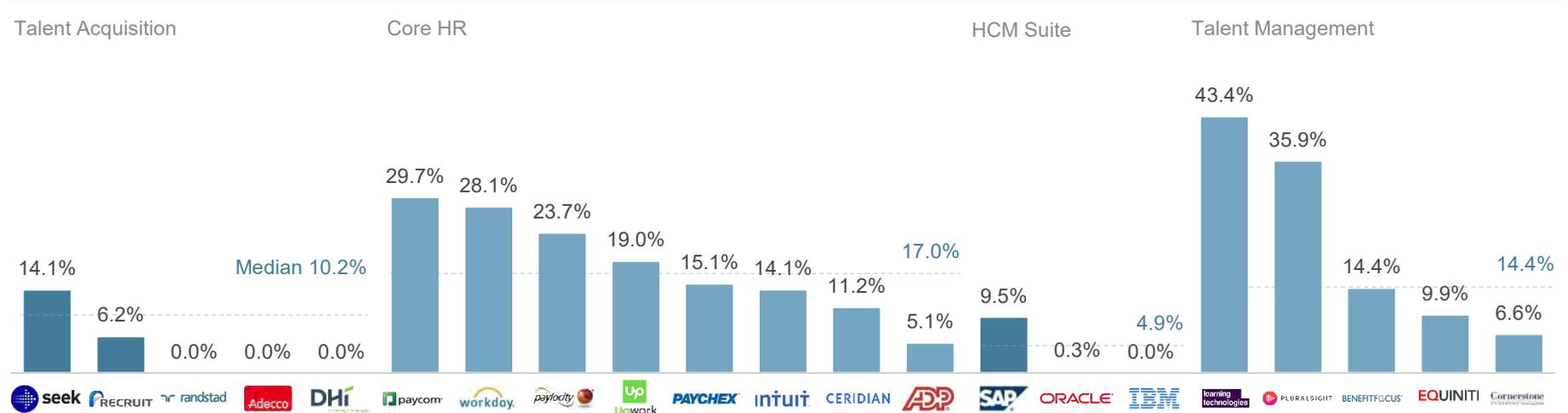
Source: S&P Capital IQ, Wall Street research
 Note: Additional M&A transactions included in the appendix
¹ Refers to Houlihan Lokey transaction

Comparable Public Company Benchmarking

EV/CY2019E Revenue Multiple

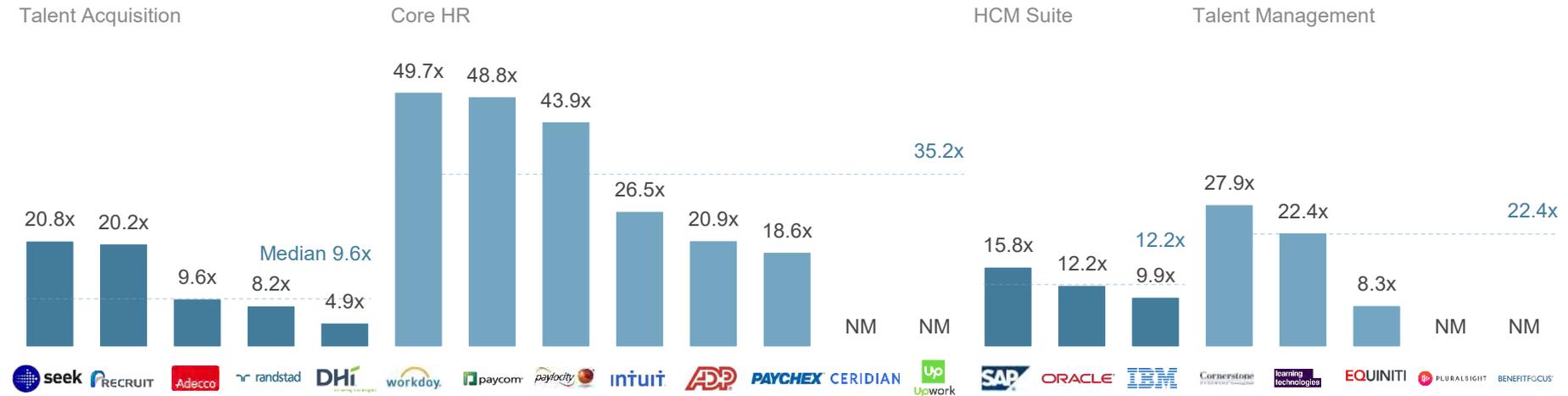


2018–2019E Revenue Growth

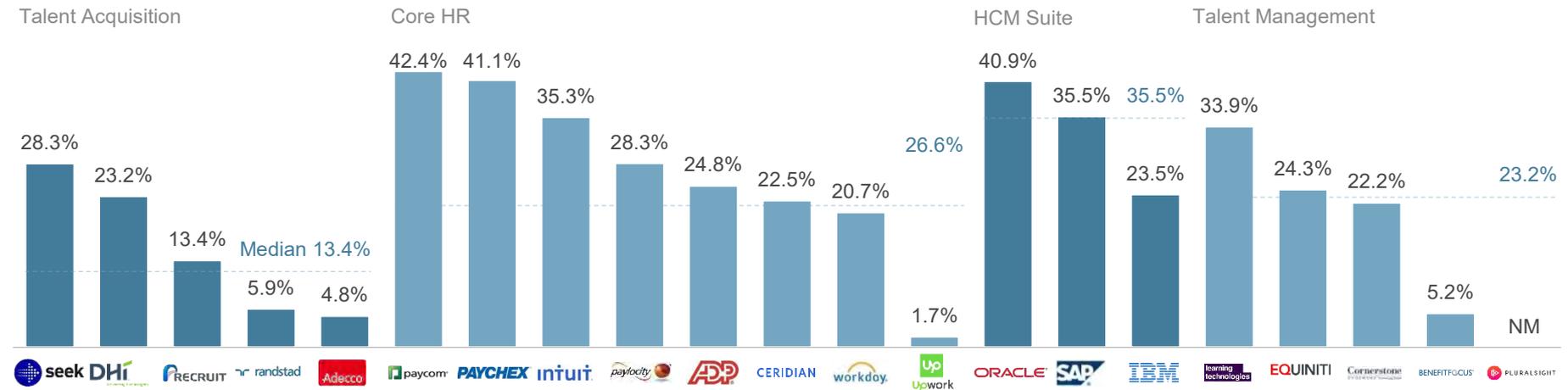


Comparable Public Company Benchmarking (cont.)

EV/CY2019E EBITDA Multiple

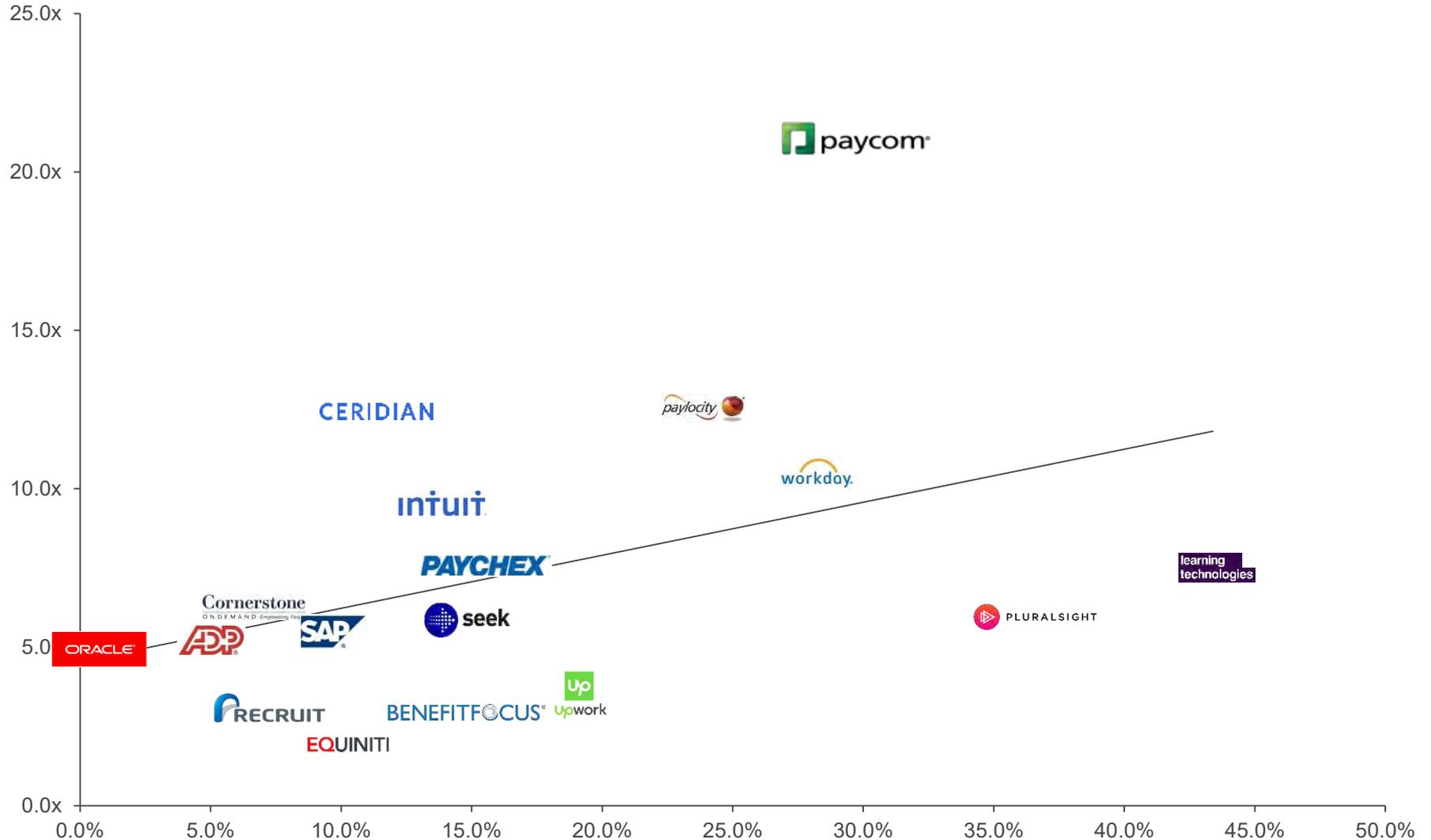


2019E EBITDA Margin



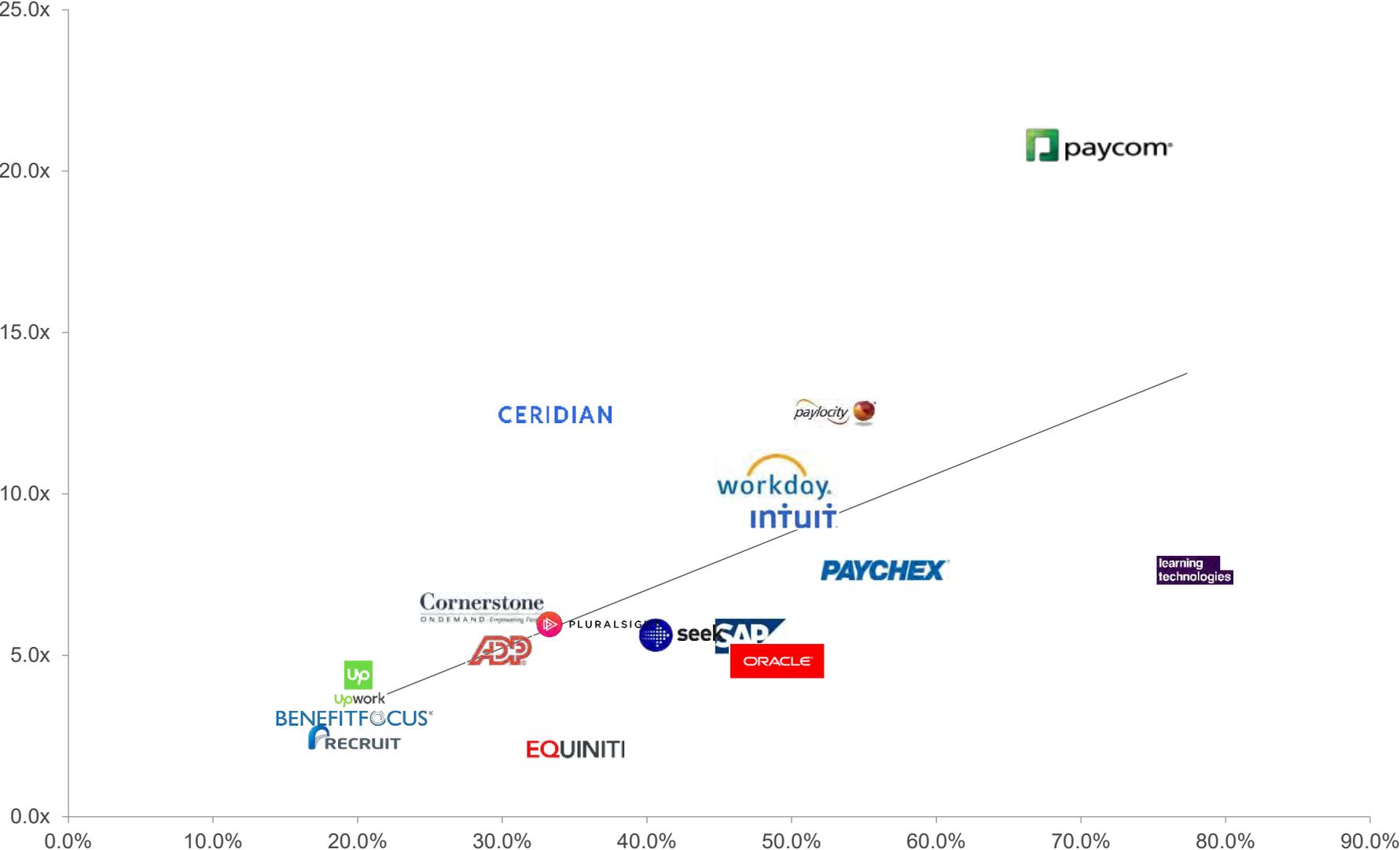
Regression Analysis on Select HCM Public Companies

EV/2019E Revenue Multiple vs. 2018–2019E Revenue Growth Rate



Regression Analysis on Select HCM Public Companies

“Rule of 40”: EV/2019E Revenue Multiple vs. 2018–2019E Revenue Growth + 2019E EBITDA Margin



Source: S&P Capital IQ—Trading data as of December 31, 2019
R-squared = 44%



Rob Louv

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and Co-Head of TMT
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Mr. Louv is a Managing Director and Co-Head of Houlihan Lokey's Technology, Media & Telecom (TMT) Group. He has an extensive background in TMT investment banking, with more than 200 announced transactions, representing nearly \$200 billion in aggregate consideration. Mr. Louv advises companies in a broad range of technology domains, including technology-enabled services, SaaS, data services, cloud computing, vertical application solutions, human capital management, enterprise software, supply chain, mobility, business intelligence/analytics, infrastructure software, and financial technology.

Before joining Houlihan Lokey, Mr. Louv was Co-Founder of ArchPoint Partners which he sold to Houlihan Lokey in 2014.

Prior to co-founding ArchPoint Partners, Mr. Louv was a Managing Director and Co-Head of Technology Banking at Montgomery & Co., where he also served on the Board of Directors.

Before joining Montgomery & Co., Mr. Louv was a Vice President with J.P. Morgan leading the firm's West Coast mergers and acquisitions efforts in the technology sector.

Prior to attending graduate school, Mr. Louv worked for SunTrust as an Assistant Vice President, executing leveraged loans and providing financial advisory services.

Qualifications

B.S.B.A.	University of Florida
MBA	Vanderbilt University
PAST	ArchPoint Partners
	Montgomery & Co.
	J.P. Morgan
	SunTrust



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Qualifications

B.A. University of Minnesota
PAST ArchPoint Partners
Montgomery & Co.
ThinkTank
Microsoft

Mr. Cooper is a member of Houlihan Lokey's Technology, Media & Telecom (TMT) Group. He has a long and successful track record in developing the strategy and creating the environment to achieve an optimal outcome for his clients.

Before joining Houlihan Lokey, Mr. Cooper was Co-Founder of ArchPoint Partners, where he led the firm's efforts in advising growth companies in software and related sectors. Prior to co-founding ArchPoint, he was a Managing Director and Co-Head of Technology Banking at Montgomery & Co. Before joining Montgomery & Co. in January 2003, Mr. Cooper was the Senior Managing Director in Microsoft's Corporate Development and Strategy group. While there, he developed and led a senior team responsible for a number of key investments and acquisitions and effected more than 30 transactions.

To date, Mr. Cooper has managed more than 200 strategic investment and acquisition processes. He also has an operating background, having himself founded and successfully sold two venture capital-financed technology and services companies. He has been an active board member for both public and private companies in the technology sector.



Erin L. Duffy

Vice President
San Francisco

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Ms. Duffy is a Vice President in Houlihan Lokey's Technology, Media & Telecom (TMT) Group.

Prior to joining Houlihan Lokey, Ms. Duffy served as an Associate with Dominick & Dominick LLC in New York, where she provided M&A advisory and capital-raising services to lower-middle-market companies located around the globe. She worked across multiple industries, including manufacturing, sports and entertainment, consumer, clean tech, and healthcare.

Ms. Duffy graduated *magna cum laude* from Columbia University with a B.A. in Economics and a concentration in Psychology.

Qualifications

B.A. Columbia University

PAST Dominick & Dominick

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