



# Human Capital Management

## Q3 2020 Overview

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# Current Market Conditions for SaaS and Human Capital Management (HCM)

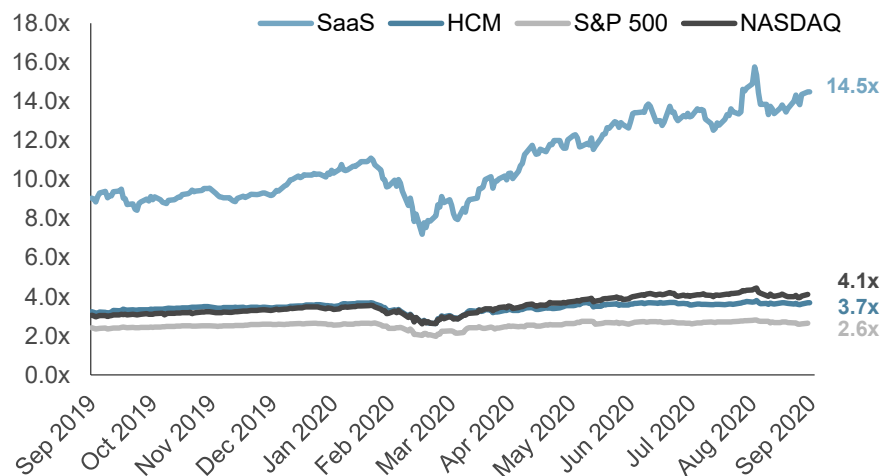
<p><b>SaaS and HCM Comps—Q3 Update<sup>(1)</sup></b></p>	<p>Broad SaaS and HCM markets have been weathering the uncertainty, with median multiples up from 2019 and YoY</p>	
<p><b>Despite Broader Macro Market Uncertainty, Capital Remains Highly Available</b></p>	<p>Many large strategics and financial sponsors are actively looking for acquisition and investment opportunities</p>	
<p><b>Robust Deal Dynamics in an Unusual Climate</b></p>	<p>With deal flow accelerating, investors are open for business and seeking high-quality assets</p>	
<ul style="list-style-type: none"> <li>▪ SaaS trading multiples were up somewhat significantly at the end of the quarter</li> <li>▪ Median SaaS was 11.3x revenue at the end of Q3 2020</li> <li>▪ Median SaaS was 6.9x revenue at the end of Q1 2020</li> <li>▪ Last year, median SaaS multiples were trading at 8.3x</li> </ul>	<ul style="list-style-type: none"> <li>▪ Private equity funds have record levels of dry powder</li> <li>▪ Many private equity funds have recently closed large funds with active mandates and timelines to invest</li> <li>▪ Billions of dollars of cash are on public company balance sheets</li> <li>▪ Strategics will prioritize highly synergistic and value purchases</li> <li>▪ Both strategics and investors are getting aggressive on timeline and valuation for high-quality assets</li> <li>▪ The number of Special Purpose Acquisition Companies (SPACs) has also increased greatly, with 67 IPOs and \$26.5 billion raised in 2020 as of August</li> </ul>	<ul style="list-style-type: none"> <li>▪ HCM trading has also enjoyed an increase during the broad market uncertainty</li> <li>▪ Median HCM was 5.6x revenue at the end of Q3 2020</li> <li>▪ Median HCM was 3.9x revenue at the end of Q1 2020</li> <li>▪ Last year, median HCM multiples were trading at 4.8x</li> </ul>
<ul style="list-style-type: none"> <li>▪ With the deal pipeline down significantly in 1H 2020 but accelerating in Q3 2020, buyers and investors are actively looking for new investments, which is driving competitive tension in the market</li> <li>▪ Fears of increasing competitive market dynamics are also encouraging buyers and investors to move quickly and aggressively on high-quality assets</li> <li>▪ Deal processes will look to remain flexible as buyers/ investors look to run diligence processes remotely and adjust to evolving macro climates</li> </ul>	<ul style="list-style-type: none"> <li>▪ Many are actively looking for new investment opportunities in familiar industries/companies and pursuing aggressive roll-up strategies for many of their portfolio companies</li> <li>▪ Q2 2020 market uncertainty led to a drop in M&amp;A and investment activity but has increased in Q3 2020, as executives rushed to revisit deals left on hold and take advantage of pre-COVID-19 deal dynamics</li> <li>▪ PIPE investment activity has picked up substantially, and special situation and rescue financing deal flow has ramped up in sectors most impacted by the lockdown</li> </ul>	<ul style="list-style-type: none"> <li>▪ Companies with high revenue visibility, strong unit economics, differentiated competitive positioning, and demonstrated financial model discipline will be favored in these more uncertain market conditions</li> <li>▪ Although the impact varies across the market, companies have increasingly looked to their HCM executives as key strategic leaders throughout the pandemic. Despite different levels of volatility across the HCM landscape, HCM companies will largely benefit from companies' needs for increased digitalization and optimization, improved operational efficiencies, and driving employee culture and communications in the evolving workplace landscape</li> </ul>

Sources: 451 Research, S&P Capital IQ, MarketWatch, and Crunchbase.

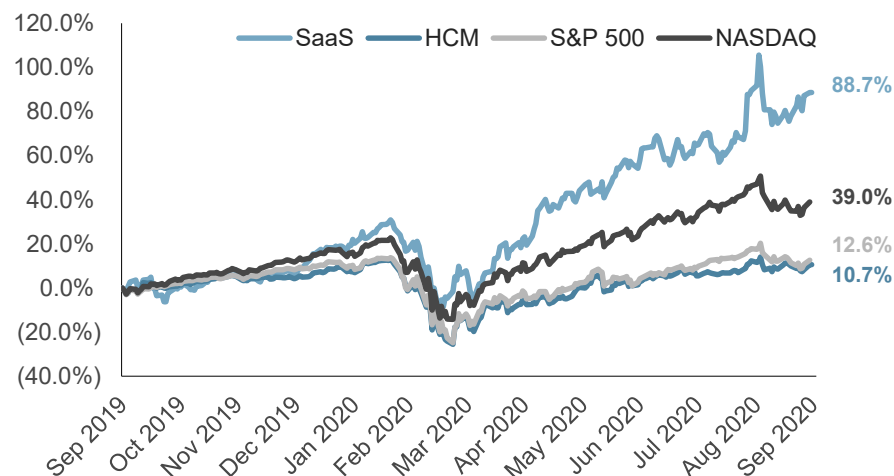
(1) Public equities trading multiples and growth based on 2020E figures. Data from S&P Capital IQ as of September 30, 2020.

# Macro Market Snapshot

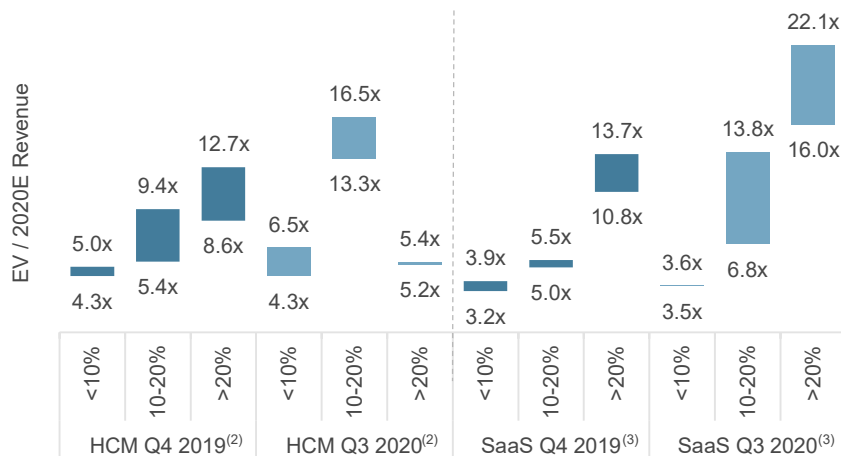
## EV/NTM Revenue by Index



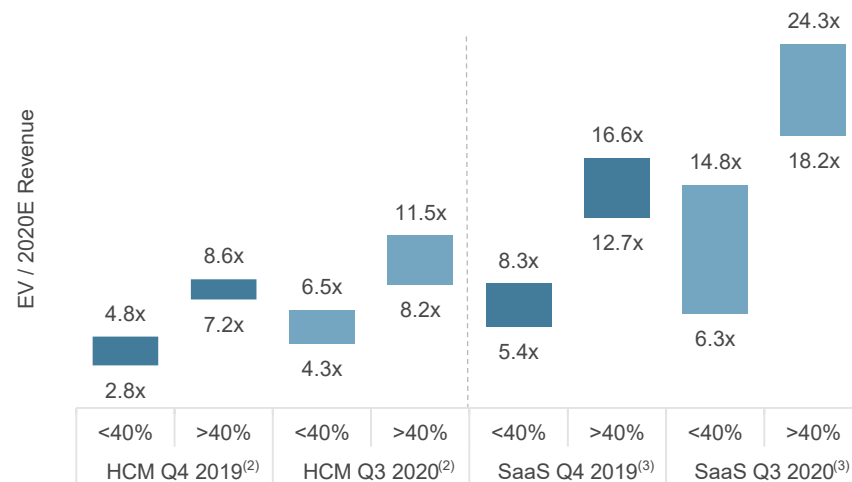
## Share Price Weighted by Market Cap



## Valuation Remains Closely Tied to Revenue Growth<sup>(1)</sup>



## Rule of 40: Premium on Growth + Profitability<sup>(1)</sup>



Source: S&P Capital IQ. Data as of September 30, 2020.

(1) Ranges shown indicate Median through Top Quartile EV/2020E Revenue.

(2) HCM Index comprised of companies shown on company benchmarking charts in the following pages.

(3) SaaS Index comprised of an aggregate sample set of SaaS companies.

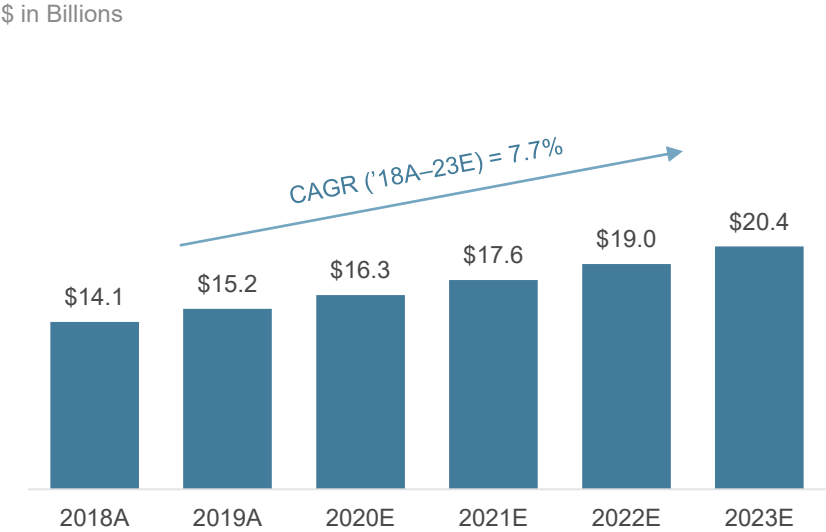
# Representative Human Capital Management Landscape

	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

The HCM market is forecasted to grow at nearly 10% annually until 2023, driven in large part by the growth in overall enterprise SaaS and cloud software and the consistent need for operational efficiency in the evolving HCM roles

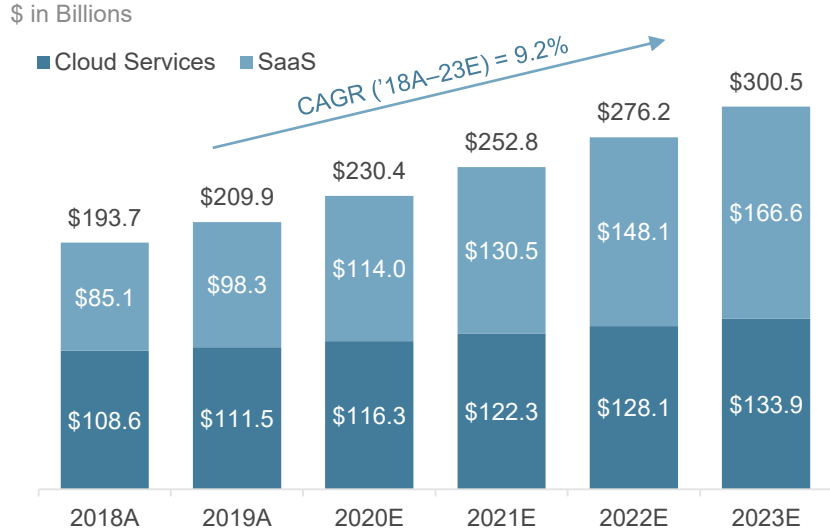
## Human Capital Management Growth



Estimated \$20.4 billion in total revenue by 2023, 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
- Companies continuing to evolve to generate more HR efficiencies through changing macro dynamics
- Talent management and employee engagement platforms evolving to meet changing COVID-19 climate dynamics

## SaaS and Cloud Services Forecast



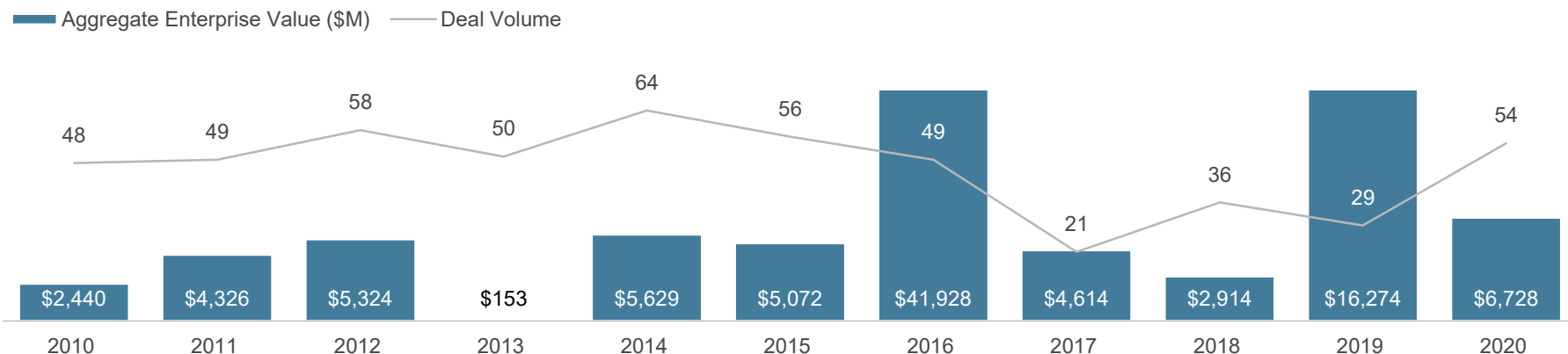
Overall enterprise software growth has been driven by the proliferation of SaaS and hybrid cloud models in the last decade

- Organizations are seeking simpler, more flexible, and economic ways to move and manage workloads across environments
- Overall, the SaaS market is estimated to grow to \$166.6 billion by 2023 at a CAGR of 14.4%

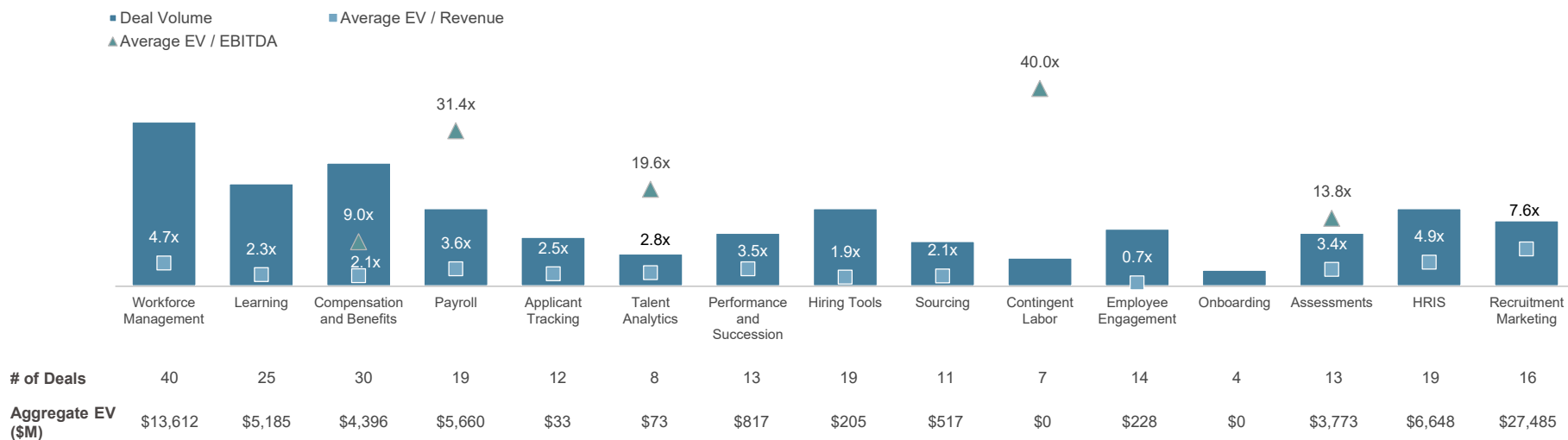
Sources: U.S. Bureau of Labor Statistics, Gartner, Deloitte.

# Historical HCM M&A Summary

## HCM M&A Transaction Summary (2010–YTD 2020)



## HCM M&A Transaction by Subsector (2015–YTD 2020)



Source: Trading multiples are based on share price, other market data, and broker consensus future earnings estimates from S&P Capital IQ, 451 Research, and Kognetics as of September 30, 2020.

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 (2015–2020 YTD)

	Sourcing	Recruitment Marketing	Assessments	Applicant Tracking	Hiring Tools	Onboarding	Payroll	HRIS	Workforce Management	Contingent Labor	Comp and Benefits	Performance and Succession	Learning	Employee Engagement	Talent Analytics
Deal Volume	11	16	13	12	19	4	19	19	40	7	30	13	25	14	8
Aggregate EV (\$M)	\$517	\$27,485	\$3,773	\$33	\$205	\$0	\$5,660	\$6,648	\$13,612	\$0	\$4,396	\$817	\$5,185	\$228	\$73

Randstad	LinkedIn	PSI	Paycor	Engage 2Excel	Sterling	ADP	ECI	Kronos	Intuit	PlanSource	Salesforce	SAP	REFFIND	Workday
Indeed	Microsoft	PSI	Snagajob	Infor	Equifax	Visa AS	Roper	ShiftHub	Adecco	Mercer	Deltek	LinkedIn	Blackhawk	Ultimate
Indeed	Monster	Gartner	Sage	Adecco	Sterling	NGA	Ultimate	ADP	IQ Navigator	CareerBuilder	Saba	Talentsoft	Aon	CEB
Cornerstone OnDemand	Figaro Classifieds	CEB	Saba	Recruit	GIS	Intuit	Kronos	Intuit	ADP	HealthEquity	Saba	Workday	Deloitte	Medix Staffing
WayUp	Xing	ADP	Bullhorn	iCIMS		ADP	Access Group	Ascentis	Workday	Stone Point	Visma	Learning Tech.	YouEarnedIt	Workforce Logiq
Bullhorn	PIXID	John Wiley		Montage		Visma	Ultimate	Paycor	WorkJam	Medical Mutual	Culture Amp	PeopleAdmin	LinkedIn	Pay Asia
	Bullhorn	PSI		Shaker		iSolved	Access Group	Salesforce		Securian Financial	PowerSchool	Intertek	Healthcare Services	
	iCIMS	Capp & Co		Entelo		Iris	TriNet	Zebra		Marlin	Learning Tech.	ATS	Perceptyx	
	StepStone	PSI		Bullhorn		SilverLake		Helmes		Paycor	Cornerstone OnDemand	Perceptyx		
	Symphony	Criteria		Circa				Spi Global			Advance Publications			
	PageUp	Veriforce		Modern Hire				Exact			Cornerstone OnDemand			
		Collegis Education		Mitrtech							Paylocity			
		OutMatch		Indeed										

Source: Trading multiples are based on share price, other market data, and broker consensus future earnings estimates from S&P Capital IQ, 451 Research, and Kognetics as of September 30, 2020.

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# Select Sponsor Activity

## HCM Transaction by Subsector (2015–2020 YTD)

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	findly Symphony	SmartRecruiters Insight	psi Waud	Bullhorn Vista	HireVue TCV	Verisys Spectrum	NETCHEX Primus	bamboohr ICONIQ	TimeClock Plus Providence	talentwave Serent	HealthSource Francisco	PeopleFluent Bedford Funding	SABA Vector	Marlin Equity	VISIER Summit
	BERNARD HODES GROUP Symphony	Bullhorn Insight	CEB Exponent	Haystack Francisco	HireVue Carlyle	ASURINT Guidepost	apex Serent	PERI Permira	Lattice Tiger Global	RIGUP Andressen Horowitz	JUSTWORKS Bain	talentia Argos Soditic	KALLIDUS FF&P	Reflektive TPG	harver Insight
	TEMP BUDDY Symphony	HERON TS2 Holdings	pymetrics GA	exact Apax	Hireology Bain	Checkr T. Rowe Price	vibe Frontier	NGA KKR	FRACILITY GSP	VNDLY Insight	beqom Goldman	TALENTSOFT Goldman	ON24 Goldman	Peakon EQT/Sunstone	ClearCompany Primus
	tmpworldwide VSS	iams Vista	SHAKER Riverside	recruiterbox Turn/River	AllyO Bain/Scale		CLOUDPAY Rho	access Hg/TA	zinier ICONIQ	cloudfactory FTV	Benelex Bain	PeakSpan	Axonify JMI	kazoo Vista	SKILLSURVEY Primus
	cielo AKKR	greenhouse Riverwood	CRITERIA Sumeru	Bullhorn Insight			Paycor Apax	advanced BC Partners	LABORCHART Five Elms	CATALANT Goldfinch	PLANSOURCE Vista		KALING Apse Capital	IGLOO Frontier	OUTMATCH Rubicon
	tenstreet Spectrum	ZipRecruiter IVP	traotify JMI	entelo Battery			popaya global Insight	bob Battery	THE ORG Founders Fund		PayScale Francisco		Think Guidepost	Peakon Atomico	Prodoscore Troy Carter
	snagajob Rho/Invus	LEVER Scale	CoderPad Summit	Bullhorn Stone Point			hastee IDC/Umbr	Personio Accel	intelycare Endeavour Vision		GUSTO Fidelity/Generations		degreed Owl	Culture Amp Sequoia	
	tmpworldwide Gemspring	workable 83North					IRIS Hg/ICH	PERI Hg	smartlinx Marlin		corestream LLR		Deel Andressen Horowitz	15Five Matrix	
	yello JMI	Jobvite K1					everee Origin/Signal Peak	infor Koch	workjam Inovia		JUSTWORKS Union Square/FirstMark		go Madrona/Seek	Staffbase Insight	
	Wenele Bain	fountain DCM					Wagepoint Providence	Oyster Connect	Factorial CRV		HealthJoy Health Velocity		skillsoft Churchill	central. Aleph/JVP	
		MEDWING Cathay Innovation						remote Two Sigma	workvivo Tiger Global		Human Interest Oberndorf		Expressive Insight		
									QGenda ICONIQ		Swile Index		Bonusly Access		

Source: Trading multiples are based on share price, other market data, and broker consensus future earnings estimates from S&P Capital IQ, 451 Research, and Kognetics as of September 30, 2020.

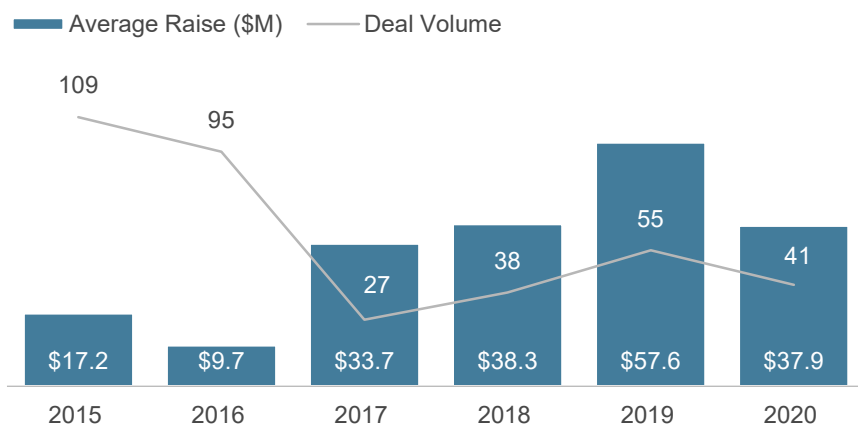
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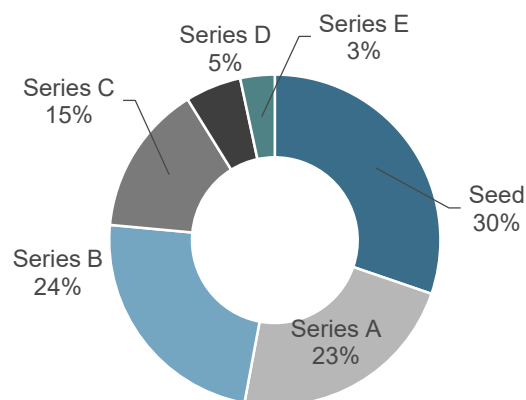
# HCM Actively Drawing Growth Equity

Interest continues to be high from growth equity investors in the HCM market, with larger checks being put to work in more mature companies

## HCM Growth Equity Summary (2015–2020 YTD)



## HCM Growth Equity Volume by Round (2015–2020 YTD)



## Select Recent Growth Equity Transactions

Date	Target	Lead Investor(s)	Subsector	\$M
09/2020	papayaglobal	SCALE	Payroll	\$40
09/2020	Deel	ANDREESSEN HOROWITZ SPARK CAPITAL	Payroll	\$30
08/2020	BlueBoard	origin ventures	Employee Engagement	\$9
05/2020	PARADOX	BRIGHTON PARK CAPITAL	Hiring Tools	\$40
08/2020	hiretual	OCEANPINE	Recruitment Marketing	\$13
08/2020	PayActiv	ELDRIDGE	Payroll	\$100
08/2020	cloudpay	RUNWAY GROWTH CAPITAL	Payroll	\$35
08/2020	RIPPLING	FOUNDERS FUND	HRIS	\$145
07/2020	Guideline	generation	Compensation and Benefits	\$80
07/2020	Gem	greylock	Recruitment Marketing	\$37
07/2020	Lattice	TIGERGLOBAL	Performance and Succession	\$45
07/2020	BEEKEEPER	ENERGIZ	Workforce Management	\$10
07/2020	WAGESTREAM	NORTHZONE	Compensation and Benefits	\$25
06/2020	Swile	Index Ventures	Compensation and Benefits	\$70
06/2020	degreed	Owl Ventures	Learning	\$32
06/2020	CoderPad	SEMMEL PARTNERS	Assessments	ND
06/2020	QGenda	ICONIQ	Workforce Management	ND
06/2020	Bonusly	ACCESS VENTURE PARTNERS	Employee Engagement	\$9
05/2020	MEDWING	CATHAY	Recruitment Marketing	\$30
05/2020	Deel	ANDREESSEN HOROWITZ	Learning	\$14
05/2020	go	MAJESTIC VENTURE PARTNERS seek	Learning	\$40

Source: Trading multiples are based on share price, other market data, and broker consensus future earnings estimates from S&P Capital IQ, 451 Research, and Kognetics as of September 30, 2020.

Note: ND indicates not publicly available.

# HCM Precedent M&A Transactions

## Enterprise Value and Relevant Multiples (\$M)

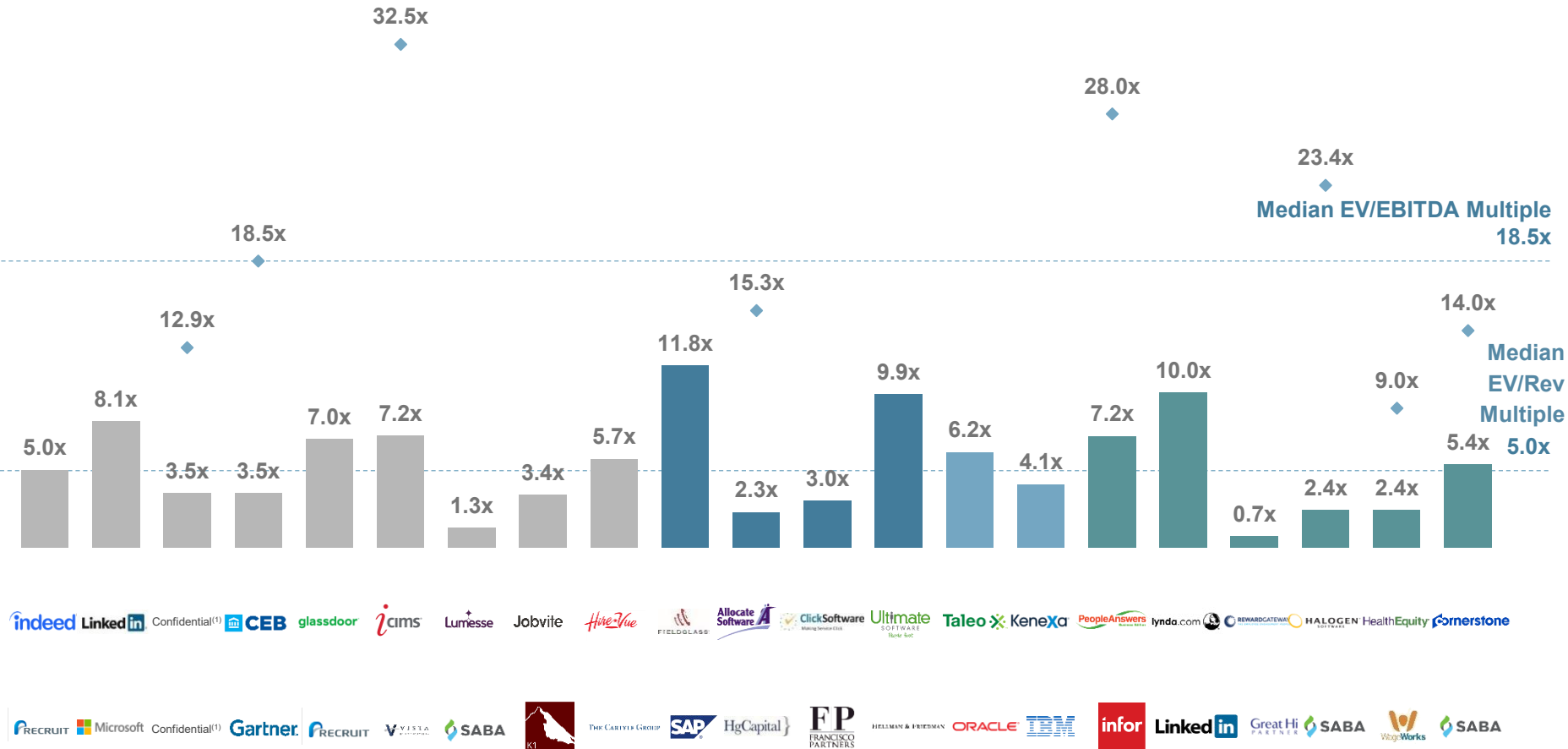
2012	2016	2016	2017	2018	2018	2018	2019	2019	2014	2014	2015	2019	2012	2012	2014	2015	2015	2017	2019	2020
\$750	\$26,191	\$116	\$3,300	\$1,200	\$1,300	\$100	\$135	\$400	\$1,000	\$152	\$378	\$10,867	\$1,900	\$1,300	\$200	\$1,500	\$218	\$175	\$1,149	\$1,395

Talent Acquisition

Core HR

HCM Suite

Talent Management



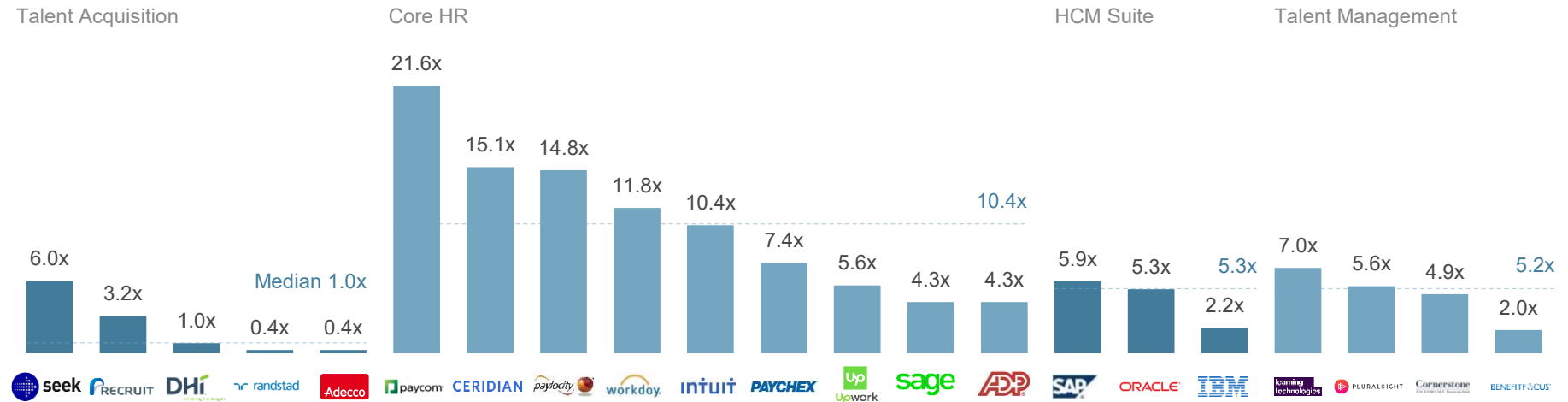
Source: Trading multiples are based on share price, other market data, and broker consensus future earnings estimates from S&P Capital IQ and Wall Street research as of September 30, 2020.

Note: Additional M&A transactions included in the appendix.

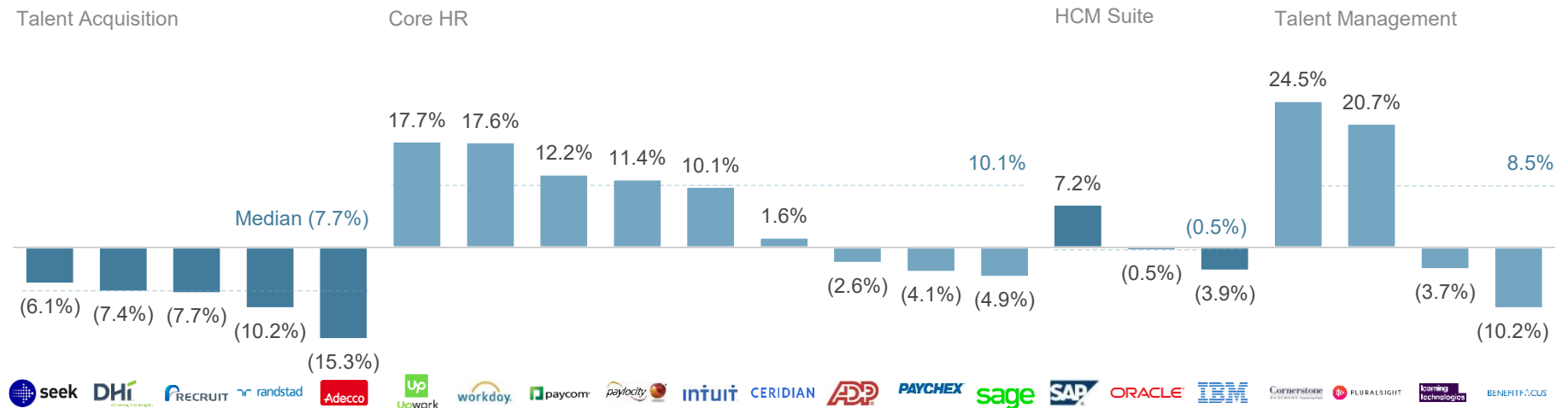
(1) Refers to Houlihan Lokey transaction.

# Comparable Public Company Benchmarking

## EV/CY2020E Revenue Multiple

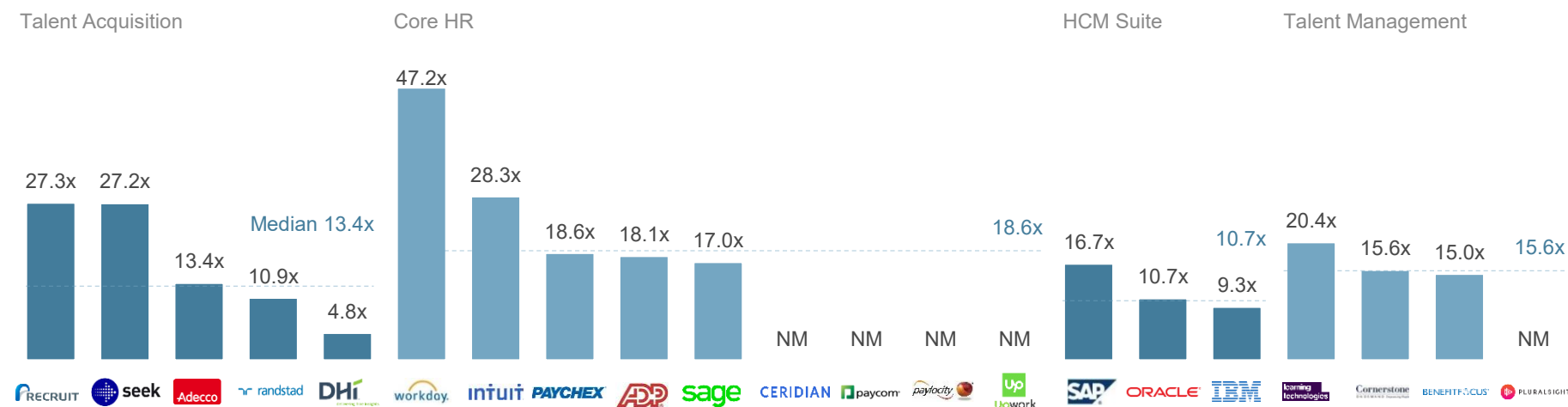


## 2019–2020E Revenue Growth

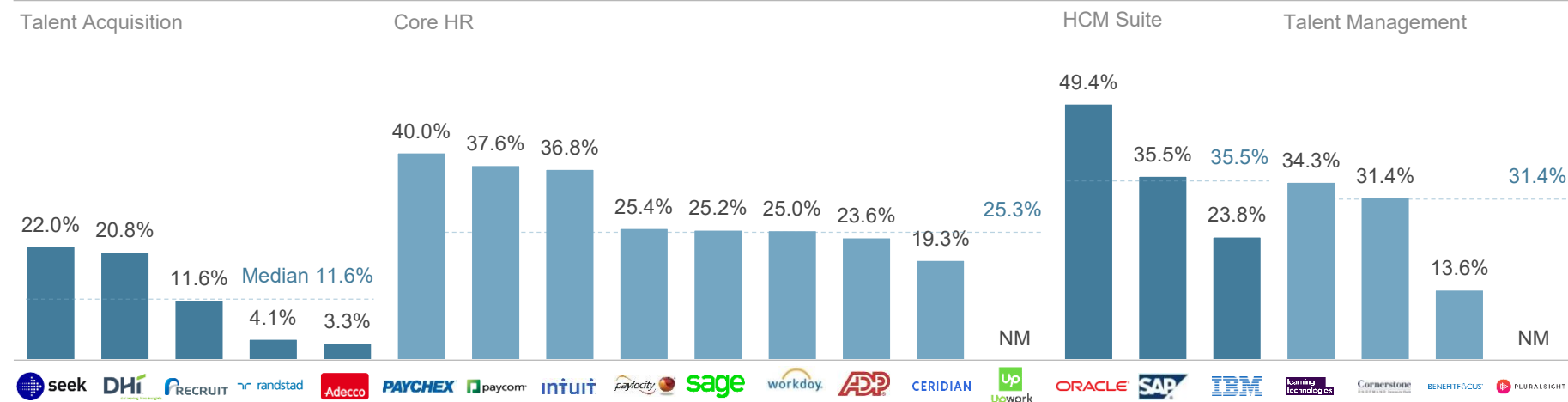


# Comparable Public Company Benchmarking (cont.)

## EV/CY2020E EBITDA Multiple



## 2020E EBITDA Margin



Source: Trading multiples are based on share price, other market data, and broker consensus future earnings estimates from S&P Capital IQ as of September 30, 2020

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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	<b>Houlihan Lokey</b>	<b>184</b>
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	<b>Houlihan Lokey</b>	<b>76</b>
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 Investment Banking  
Restructuring Advisor

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

### Financial and Valuation Advisory

#### 2000 to 2019 Global M&A Fairness Advisory Rankings

	Advisor	Deals
1	<b>Houlihan Lokey</b>	<b>1,057</b>
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 Over the Past 20 Years

**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 1,500 employees in 23 total locations worldwide
- One unified team with a shared bonus pool that incentivizes bankers for global coordination
- Global reach and local country presence required to access cross-border buyers and extract outlier valuations

North America		Europe and Middle East		Asia-Pacific	
Atlanta	Miami	Amsterdam	Madrid	Beijing	Sydney
Boston	Minneapolis	Dubai	Milan	Hong Kong	Tokyo
Chicago	New York	Frankfurt	Paris	Singapore	
Dallas	San Francisco	London			
Houston	Washington, D.C.				
Los Angeles					

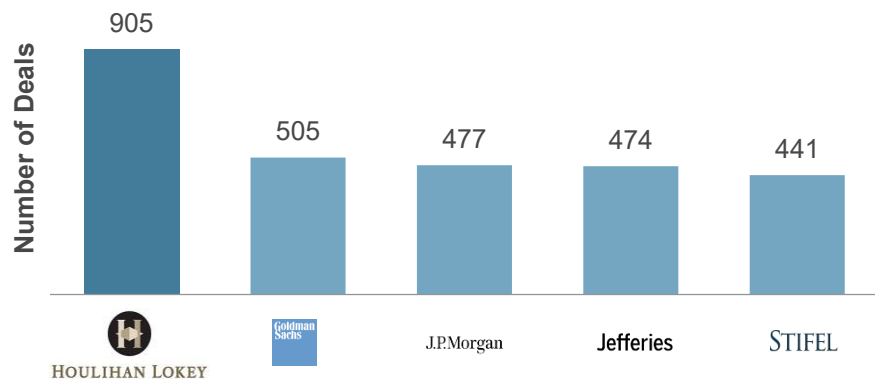
**1,500+ Employees**  
**~35% Owned by Employees**  
**~\$1 Billion of Revenue**

**HLI LISTED NYSE**

**Publicly Traded**  
**~\$4 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		
Rank	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		
Rank	Advisor	Deals
1	Houlihan Lokey	199
2	Goldman Sachs & Co	103
3	Generational Equity	98
4	Stifel/KBW	97
5	Jefferies LLC	95

Source: Thomson Reuters  
\* Denotes tie

# Leading Financial Sponsors Coverage

Houlihan Lokey has the largest Financial Sponsors Group focused on mid- and large-cap funds

## Broadest and Deepest Financial Sponsors Group

- Houlihan Lokey has 19 senior officers dedicated to the sponsor community in North America and Europe
- Coverage of 900+ private equity firms, 250+ hedge funds, and 125+ family offices
- Organized geographically to ensure client coverage proximity

## High-Quality Relationships

- Worked on more than 1,000 sponsor-related engagements in 2019 alone
- Sold close to 400 companies to and for financial sponsors over the past five years
- Provide financial sponsors access to successful solutions—with coverage officers facilitating two-way information flow between the sponsors and Houlihan Lokey

## Recent Sponsor Clients



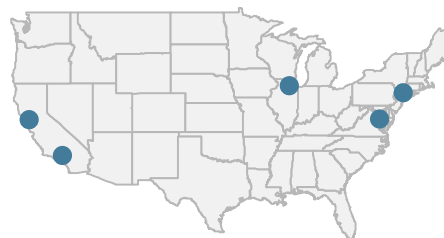
## Unparalleled Data on Buyer Behavior

- 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

## 2019's Most Active Investment Banks to U.S. Private Equity<sup>(1)</sup>

1	Houlihan Lokey	81
2	Lincoln International	67
3	Jefferies Financial Group	61
4	William Blair & Company	58
5	Piper Sandler Companies <sup>(2)</sup>	55

## Strong Network of Senior Sponsor Coverage Officers



Los Angeles

**John Mavredakis**  
Senior Managing Director

**Kevin Stephens**  
Managing Director

**Mark Goldman**  
Managing Director  
Head of Alternative Capital

New York

**Justin Abelow**  
Managing Director

**Michael Repka**  
Director

**Patrick Collins**  
Managing Director

**Rachel Schaller**  
Director

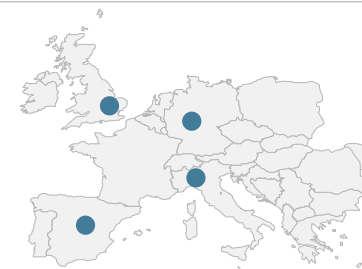
**Thomas Dippel**  
Managing Director

**George Mavredakis**  
Vice President

**Kevin Salmini**  
Managing Director  
Head of Private Equity

Wash., DC

**David Roberts**  
Managing Director



London

**Johnny Colville**  
Managing Director

**Ann Sharkey**  
Managing Director

**Leon Gillespie**  
Managing Director

Frankfurt

**Christian Keller**  
Managing Director

Madrid

**Ignacio Blasco Lafita**  
Managing Director

Milan

**Andrea Mainetti**  
Managing Director

Chicago

**Jeff Stern**  
Managing Director

San Francisco

**Andrew Morrow**  
Managing Director

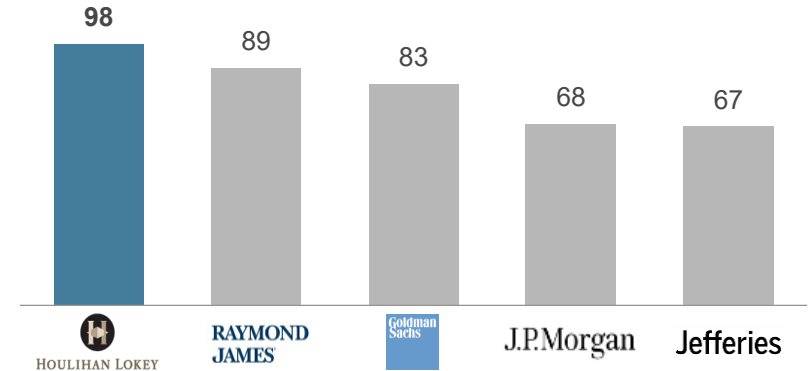
(1) Source: PitchBook.

(2) Formerly known as Piper Jaffray and renamed Piper Sandler following the acquisition of Sandler O'Neill in July 2019.

# Leading Technology, Media, and Telecom (TMT) Advisory Team

## Market Leader in TMT With Broad Sector Coverage

- Houlihan Lokey has executed more TMT transactions under \$1.0 billion over the past three years than any other firm
- Our market dominance in transaction success maintains constant touchpoints with key decision-makers for both strategic counterparties and private equity sponsors, ensuring the most recent and relevant buyer insights for our clients



	Expertise and Capabilities	Key Relationships		Expertise and Capabilities	Key Relationships		Expertise and Capabilities	Key Relationships
<b>AWS/Azure/Cloud Hosting</b>	<ul style="list-style-type: none"> <li>Public Cloud</li> <li>Private Cloud</li> <li>Hybrid Cloud</li> <li>Data Centers</li> <li>Co-Location</li> </ul>		<b>Out-of-Home Entertainment/Digital Signage</b>	<ul style="list-style-type: none"> <li>Digital Content Delivery</li> <li>VR/AR</li> <li>Family Entertainment</li> <li>Arcade Video Games</li> </ul>		<b>Infrastructure/Security</b>	<ul style="list-style-type: none"> <li>Cloud Monitoring</li> <li>Network Management</li> <li>Network Analytics</li> <li>Security, Log Management</li> <li>IT Operations Management</li> </ul>	
<b>Broadcast Technology/Media Services</b>	<ul style="list-style-type: none"> <li>On-Demand Services</li> <li>Creative Participation</li> </ul>		<b>Digital Publishing/Video</b>	<ul style="list-style-type: none"> <li>Digital Publishers</li> <li>Digital Video</li> <li>Health Information</li> <li>Viral Content</li> <li>Digital Rights</li> </ul>		<b>Vertical Industry Software</b>	<ul style="list-style-type: none"> <li>Legal</li> <li>Travel and Hospitality</li> <li>EdTech</li> <li>Nonprofit</li> <li>Real Estate</li> </ul>	
<b>Marketing Automation</b>	<ul style="list-style-type: none"> <li>CRM</li> <li>Customer Engagement</li> <li>Marketing Automation</li> <li>Ad Tech</li> </ul>		<b>Film/TV/Music/Entertainment</b>	<ul style="list-style-type: none"> <li>Film Production and Distribution</li> <li>Music Publishing</li> <li>Entertainment Services</li> <li>Music Festivals</li> <li>Entertainment IP</li> </ul>		<b>Sports/Live Entertainment</b>	<ul style="list-style-type: none"> <li>Fantasy Sports/Gaming</li> <li>OTT/Video</li> <li>Data Analytics</li> <li>Social Media/Esports</li> <li>Youth/Amateur</li> </ul>	
<b>Consumer Internet Services</b>	<ul style="list-style-type: none"> <li>Music Tech</li> <li>Food Tech</li> </ul>		<b>Human Capital Management (HCM)</b>	<ul style="list-style-type: none"> <li>Talent Acquisition</li> <li>HRIS</li> <li>Talent Management</li> </ul>		<b>Manufacturing Tech/Supply Chain/Procurement</b>	<ul style="list-style-type: none"> <li>Planning</li> <li>S&amp;OP</li> <li>Procurement</li> <li>Inventory</li> <li>VMS</li> </ul>	
<b>Data Analytics/Intelligence</b>	<ul style="list-style-type: none"> <li>Data Infrastructure</li> <li>Enterprise Analytics</li> <li>Data Sources and APIs</li> <li>Data Resources</li> </ul>		<b>Enterprise Workflow/Content Management</b>	<ul style="list-style-type: none"> <li>Digital Workplace</li> <li>Enterprise Collaboration</li> <li>ERP</li> </ul>		<b>E-Commerce/Retail Technology</b>	<ul style="list-style-type: none"> <li>B2C E-Commerce</li> <li>E-Commerce Enablement</li> <li>Retail Analytics</li> <li>POS</li> </ul>	

# Domain Expertise: HCM Technology and Tech-Enabled Services

## HCM Software

## HCM Tech-Enabled Services

<p><b>skillssoft</b></p> <p>has confirmed a "pre-packaged" Chapter 11 Plan of Reorganization, restructuring \$2.3 billion of debt and raising \$110 million of new money investment</p> <p>Company Advisor</p>	<p><b>TRACKER</b></p> <p>has been acquired by <b>MITRATECH</b></p> <p>a portfolio company of <b>Hg and TA ASSOCIATES</b></p> <p>Sellside Advisor</p>	<p>Funds managed by <b>HELLMAN &amp; FRIEDMAN</b></p> <p><b>Blackstone</b> have entered into an agreement to combine</p> <p><b>Ultimate</b> has been acquired by <b>KRONOS</b></p> <p>Fairness Opinion</p>	<p><b>KALLIDUS</b></p> <p>has been acquired by <b>APSE CAPITAL</b></p> <p>Sellside Advisor</p>	<p><b>Project Falcon</b></p> <p>has acquired a minority stake in a Human Capital Management software business</p> <p>Buyside Advisor</p>	<p><b>alchemy</b></p> <p>a portfolio company of <b>Riverside</b></p> <p>has been acquired by <b>intertek</b></p> <p>Sellside Advisor</p>	<p><b>AVEDON</b></p> <p>has sold its majority stake in a portfolio company of <b>OLYMPIA</b></p> <p>to Management and <b>Morgan Stanley INVESTMENT MANAGEMENT</b></p> <p>Sellside Advisor</p>	<p><b>ELIASSEN GROUP</b></p> <p>a portfolio company of <b>Riverside PARTNERS</b></p> <p>has been acquired by <b>STONE POINT CAPITAL</b></p> <p>Sellside Advisor</p>	<p><b>ettain group</b></p> <p>a portfolio company of <b>NIMB CAPITAL</b></p> <p>has been acquired by <b>A&amp;M CAPITAL PARTNERS</b></p> <p>Sellside Advisor</p>	<p><b>GLOBAL</b></p> <p>has been acquired by <b>ettain group</b></p> <p>a portfolio company of <b>A&amp;M CAPITAL PARTNERS</b></p> <p>Sellside Advisor</p>	<p><b>ECS</b></p> <p>along with minority investor <b>LINDSAY GOLDBERG</b></p> <p>has sold ECS Federal to <b>On Assignment</b></p> <p>Sellside Advisor</p>	<p><b>MedPartners</b></p> <p>has been acquired by <b>AMN Healthcare</b></p> <p>Sellside Advisor</p>
HRIS	I-9 Compliance	HRIS	Learning Management	Performance Management	Learning Management	Staffing	Staffing	Staffing	Staffing	Contingent Labor	Staffing
<p><b>SELEGT</b></p> <p>has been acquired by <b>psi</b></p> <p>a portfolio company of <b>WestCap tel</b></p> <p>Sellside Advisor</p>	<p><b>IGLOO</b></p> <p>has received an equity investment from <b>Frontier Capital</b></p> <p>Financial Advisor</p>	<p><b>iPAN</b></p> <p>has been acquired by <b>psi</b></p> <p>Sellside Advisor</p>	<p><b>PEOPLE MATTER</b></p> <p>has been acquired by <b>snagajob</b></p> <p>Sellside Advisor</p>	<p><b>PeopleAnswers</b></p> <p>has been acquired by <b>infor</b></p> <p>Sellside Advisor</p>	<p><b>Jobvite</b></p> <p>Series D Convertible Preferred Stock</p> <p><b>CATALYST</b> has been acquired by <b>CMEA</b></p> <p>With participation from existing investors: <b>ATA VENTURES</b>, <b>CMEA</b>, <b>TRUSTEES CAPITAL</b></p> <p>\$25,000,000</p> <p>Placement Agent</p>	<p><b>CDI Corporation</b></p> <p>has been acquired by <b>ae Industrial Partners</b></p> <p>Sellside Advisor &amp; Fairness Opinion</p>	<p><b>CIP CAPITAL</b></p> <p>has made a strategic investment in <b>WilsonHCG</b></p> <p>Buyside Advisor</p>	<p><b>hr@payroll</b></p> <p>a subsidiary of <b>BOND</b></p> <p>has been acquired by <b>TENZING</b></p> <p>Sellside Advisor</p>	<p><b>iPAN</b></p> <p>has been acquired by <b>psi</b></p> <p>Sellside Advisor</p>	<p><b>MOTION RECRUITMENT</b></p> <p>a portfolio company of <b>GRIDIRON CAPITAL</b></p> <p>has been acquired by <b>LITTLEJOHN &amp; CO.</b></p> <p>Sellside Advisor</p>	<p><b>ciber</b></p> <p>Infor Practice a subsidiary of <b>ciber</b></p> <p>has been acquired by <b>infor</b></p> <p>Sellside Advisor</p>
Talent Analytics	Employee Engagement	Talent Analytics	Workforce Management	Predictive Talent Analytics	Social Recruiting Platform	Staffing	Talent Acquisition	Payroll and HRIS	Talent Analytics	RPO and Staffing	Contingent Labor
<p><b>FIELDGLASS</b></p> <p>has been acquired by <b>MDP</b></p> <p>Sellside Advisor</p>	<p><b>Rypple</b></p> <p>has been acquired by <b>salesforce</b></p> <p>Sellside Advisor</p>	<p><b>FIELDID</b></p> <p>has been acquired by <b>Master Lock</b></p> <p>Sellside Advisor</p>	<p><b>nettime solutions</b></p> <p>has been acquired by <b>PAYCHEX</b></p> <p>Sellside Advisor</p>	<p><b>IQNavigator</b></p> <p>has been acquired by <b>GTCR</b></p> <p>Sellside Advisor</p>	<p><b>PeopleAdmin</b></p> <p>has been recapitalized by <b>SUMMIT PARTNERS</b></p> <p>Financial Advisor</p>	<p><b>R&amp;ET</b></p> <p>a portfolio company of <b>INVEST</b></p> <p>has been acquired by <b>CVC Capital Partners</b></p> <p>Sellside Advisor</p>	<p><b>IQNavigator</b></p> <p>has been acquired by <b>GTCR</b></p> <p>Sellside Advisor</p>	<p><b>FFL PARTNERS</b></p> <p>has completed a majority investment in <b>ProService   HAWAII</b></p> <p>Buyside Advisor</p>	<p><b>system one</b></p> <p>a portfolio company of <b>MID OCEAN</b></p> <p>has been acquired by <b>THL Thomas H. Lee Partners</b></p> <p>Sellside Advisor</p>	<p><b>DISA</b></p> <p>a portfolio company of <b>Riverside</b></p> <p>has been acquired by <b>THL</b></p> <p>Sellside Advisor</p>	<p><b>Patersons</b></p> <p>\$30,000,000 Series A Preferred Stock</p> <p>Financial Advisor and Placement Agent</p>
Contingent Labor and Procurement	Social Engagement and Workforce Mgmt	Contingent Labor	Workforce Management	Contingent Labor and Procurement	ATS for Education and Government	HRIS	Contingent Labor and Procurement	PEO	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.

# How Houlihan Lokey Can Help

Our firm is extremely well equipped to help our clients navigate uncertain times. We respond quickly to challenging situations and are constantly helping clients to analyze, structure, negotiate, and execute the best possible solutions from both strategic and financial perspectives

## What We Offer

- 1 Corporate Finance**
  - Mergers and Acquisitions
  - Capital Markets
  - Private Funds Advisory
  - Board Advisory Services
- 2 Financial Restructuring**
  - Company Advisory
  - Distressed M&A
  - Liability Management
  - Creditor Advisory
- 3 Financial and Valuation Advisory**
  - Portfolio Valuation and Fund Advisory
  - Transaction Opinions
  - Corporate Valuation Advisory Services
  - Transaction Advisory Services
  - Real Estate Valuation and Advisory
  - Dispute Resolution Consulting

**Corporate Finance**  
 We are widely recognized as a leading M&A advisor to the mid cap and have long-standing relationships with capital providers, including commercial banks and other senior credit providers, insurance funds, asset managers, and mezzanine fund investors. Few other investment banks maintain the breadth of relationships and capital markets intelligence that we do.

**Financial Restructuring**  
 We have the largest restructuring practice of any global investment bank. Since 1988, we have advised on more than 1,000 restructuring transactions (with aggregate debt claims in excess of \$2.5 trillion). We served as an advisor in 12 of the largest 15 bankruptcies from 2000 to 2019.

**Financial and Valuation Advisory**  
 For nearly four decades, we have established ourselves as one of the largest financial and valuation advisory firms. Our transaction expertise and leadership in the field of valuation help inspire confidence in financial executives, boards of directors, special committees, investors, and business owners we serve.

## Why We Are Different

- ✓ Dominant in Special Situations and Restructuring
- ✓ Significant Experience With Financing Markets
- ✓ Senior-Level Commitment and Dedication
- ✓ Deep, Industry-Specific Expertise
- ✓ Superior Work Product/Technical Abilities
- ✓ Creativity, Imagination, Tenacity, and Positivity

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