



## Contents

Market Overview	2
Stock Performance	3
Industry Developments	4
Selected M&A Transactions	5
Valuation Metrics by Sector	11

## About SOLIC

SOLIC Capital Advisors, LLC ("SCA") is a leading specialty investment bank providing merger & acquisition, restructuring, capital placement and valuation advisory services to companies, lenders, institutional investors, the legal community and other creditor constituencies. SCA is a subsidiary of SOLIC Holdings, LLC which includes: SOLIC Capital Advisors (financial advisory), SOLIC Capital Partners (principal investing), SOLIC Capital, LLC (FINRA registered Broker/Dealer), and SOLIC Capital Management (asset management services).

For the fourth quarter, the SCA Business Services Index increased by 3.6% compared to an increase of 6.2% for the S&P 500. While most Business Services sub-sectors underperformed the S&P 500, only the Specialty Consulting Index (decline by 3.6%) declined for the quarter as it reflected growing concerns over the outlook for energy, healthcare and litigation services, all of which have historically been heavy users of specialty consulting services.

After a substantial number of new private equity investments into the Business Services sector during the first three quarters 2015, the fourth quarter saw a wave of strategic consolidation. In particular, acquisitions of data-based companies and information services businesses remained especially active while traditional HR and Outsourcing sectors experienced reduced activity.

Notable merger and acquisition transactions during the quarter included:

- Impellam Group plc acquired Bartech Holding Corp., a Michigan based Managed Service Provider for engineering and clerical staffing, for an initial payment of \$120 million.
- Oasis Outsourcing, the nation's largest privately held Professional Employment Organization and a portfolio company of Stone Point Capital, acquired Minnesota-based Doherty Employment Services.
- First Advantage Litigation Consulting acquired the Huron Legal practice from Huron Consulting Group for \$134 million.
- AMN Healthcare Services (NYSE:AHS) acquired B.E. Smith, a provider of executive leadership solutions for the healthcare industry.
- NeuStar, Inc. (NYSE:NSR) entered into a definitive agreement to acquire MarketShare Partners, a provider of marketing analytics solutions for businesses, media companies, marketers, and agencies for \$450 million.
- Pamlico Capital acquired World 50, an exclusive, invite-only peer-to-peer network and knowledge exchange platform serving senior executives at leading corporations, from Chicago Growth Partners.

We welcome your comments and hope that you find our *SOLICconnect* report informative.



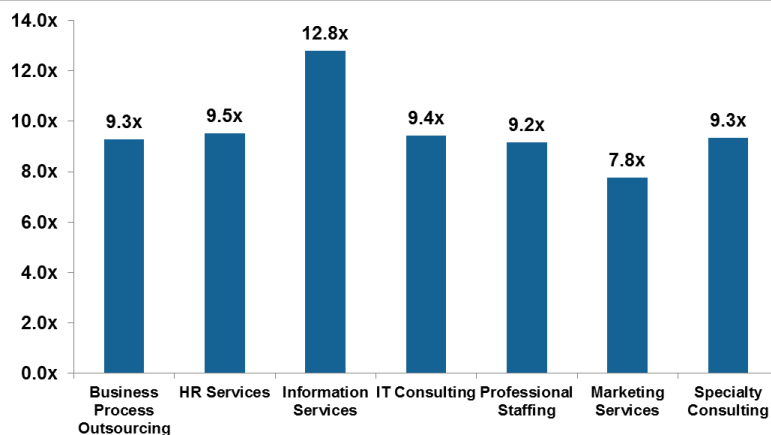
**Gregory Hagood**  
Senior Managing Director  
ghagood@soliccapi.com



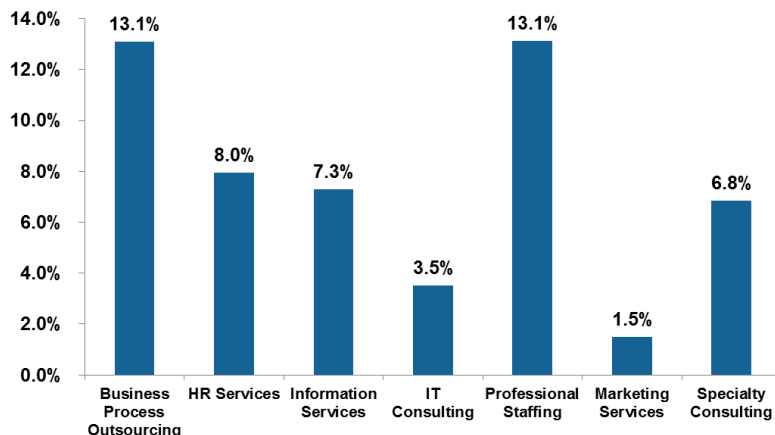
**Edward R. Casas**  
Senior Managing Director  
ecasas@soliccapi.com

## Business Services \*: Market Overview

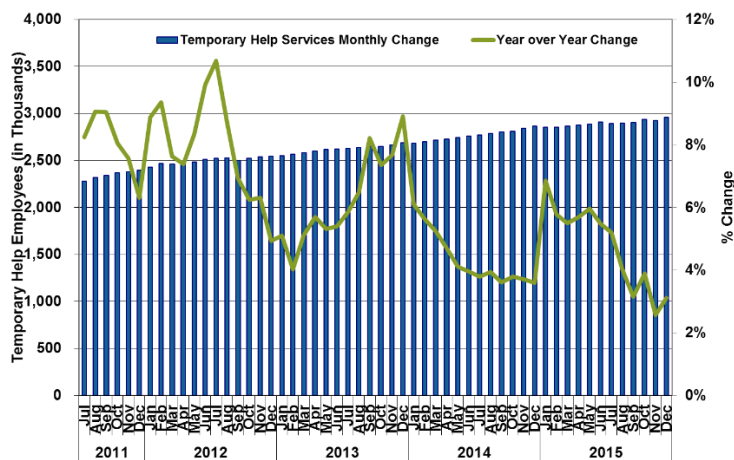
Enterprise Value to NTM EBITDA by SCA Sector



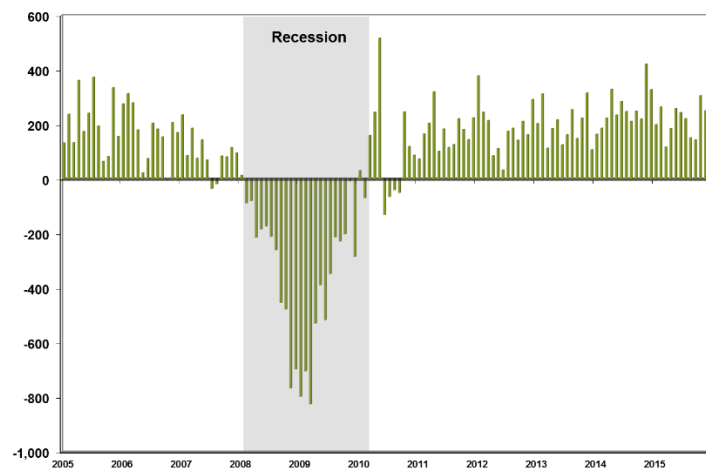
LTM Annual Revenue Growth by SCA Sector



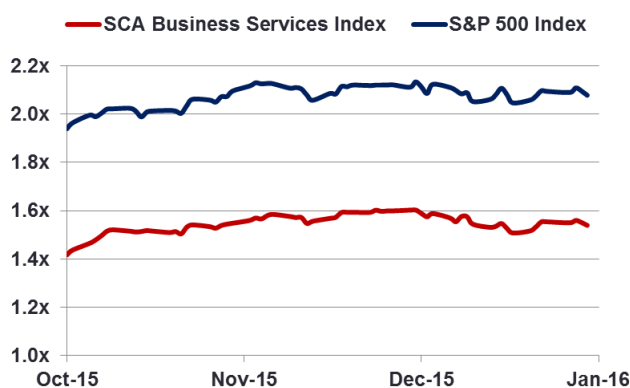
Temporary Help Services Trends



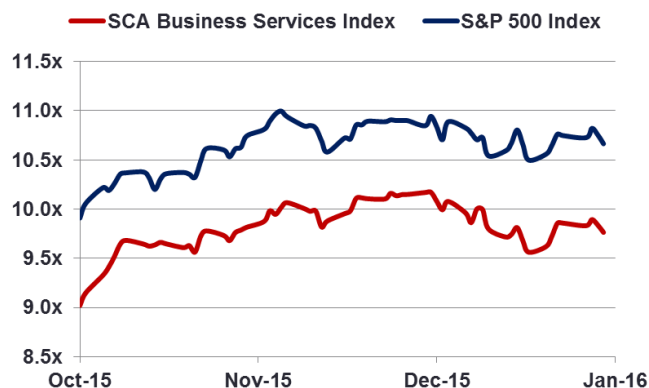
Net Change in U.S. Employment



SCA Business Services Universe vs. S&P 500 Total Enterprise Value / Revenue



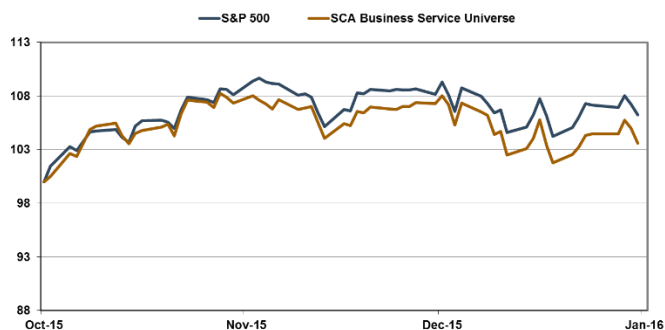
SCA Business Services Universe vs. S&P 500 Total Enterprise Value / EBITDA



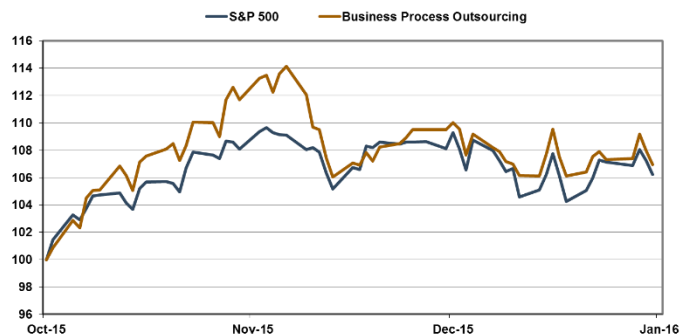
\* Please see pages 10-11 for SCA Business Services Universe and additional information in the "Notes" section at the end of this report

## Business Services \*: Stock Performance

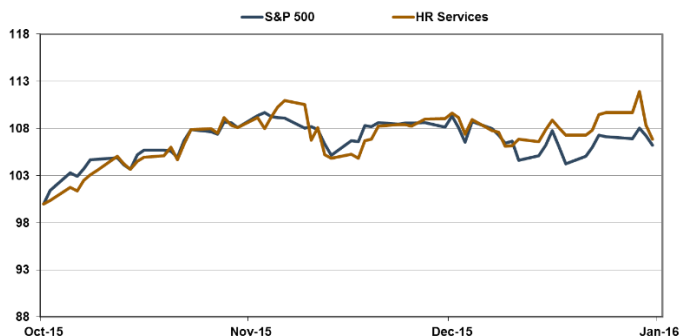
**SCA Business Services Universe vs. S&P 500**



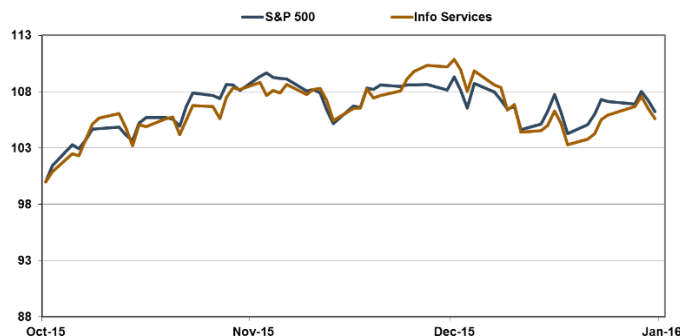
**SCA Business Process Outsourcing Sector vs. S&P 500**



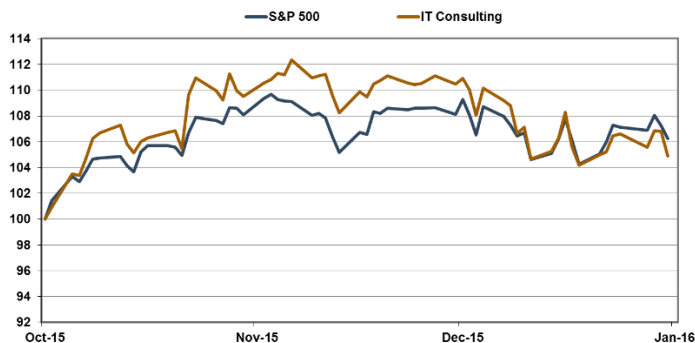
**SCA HR Services Sector vs. S&P 500**



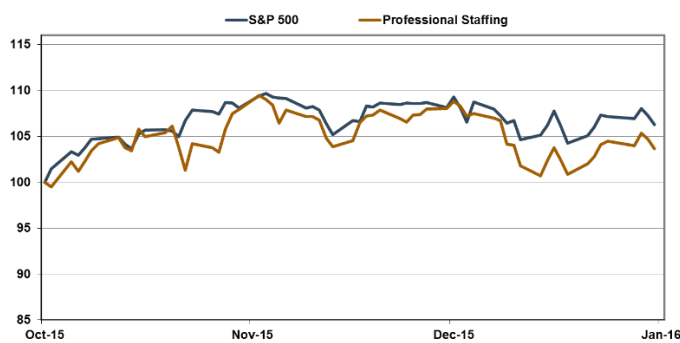
**SCA Information Services Sector vs. S&P 500**



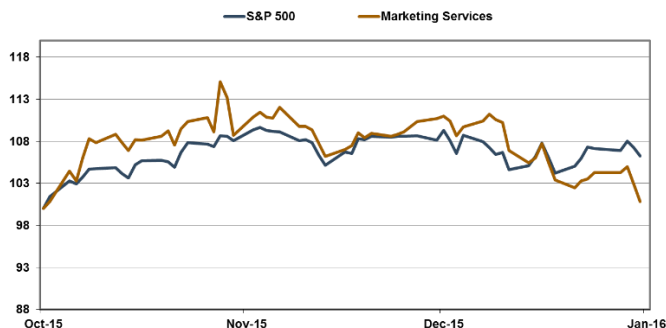
**SCA IT Consulting Sector vs. S&P 500**



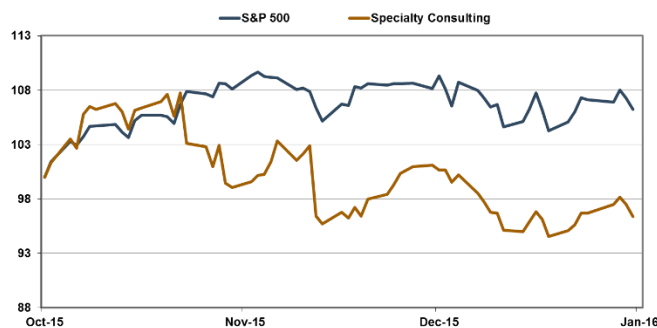
**SCA Professional Staffing Sector vs. S&P 500**



**SCA Marketing Services Sector vs. S&P 500**



**SCA Specialty Consulting Sector vs. S&P 500**



\* Please see pages 10-11 for SCA Business Services Universe and additional information in the "Notes" section at the end of this report

## Business Services: Notable Industry Developments

### Industry Developments

The Bureau of Labor Statistics reported that job gains occurred in several industries, led by professional and business services, construction, health care, and food services and drinking places. Mining employment continued to decline. The unemployment rate held at 5.0% in December, and the number of unemployed persons (7.9 million) was essentially unchanged.

Total nonfarm payroll employment, as reported by the Bureau of Labor Statistics, increased by 292,000 in December compared with an average monthly gain of 260,000 in 2014. In December, employment in professional and business services increased by 73,000, construction increased by 45,000, health care rose by 39,000, food services and drinking places added 37,000, and transportation and warehousing rose by 23,000.

The percentage of temporary workers to total workers, called the “temporary penetration rate,” is commonly used as a metric to track the staffing sector. The temporary penetration rate reached another new high at 2.13% in December. The temporary penetration rate is significant, as small increases in this number have a large impact, amplifying growth as the broader labor market improves.

A new report from the National Federation of Independent Business (NFIB) states that the NFIB Small Business Optimism Index rose 0.4 points in December, increasing to 95.2. The Index is stuck in a “below average” rut, characterizing the performance of the small business sector. Historically accounting for about half of private GDP, below average growth for small businesses has not been offset by strong growth in large firms. Combined, they are producing 2.5% growth overall. With the manufacturing sector in decline, large firms are not likely to add as much to growth in 2016. Auto sales have been strong, but will likely fade in 2016. The service industry has also grown with solid spending in health care, so health insurance costs will likely also rise, an unfortunate outcome for small business owners.

According to the ADP National Employment Report, private sector employment increased by 257,000 jobs from November to December. Goods-producing employment rose by 23,000 jobs in December, well up from a downwardly revised -2,000 the previous month. The construction industry added 24,000 jobs in December, while manufacturing added 2,000. Service-providing employment rose by 234,000 jobs in December, up from an upwardly revised 213,000 in November. The ADP National Employment Report indicates that professional/business services increased by 66,000 jobs in December, while trade/transportation/utilities grew by 38,000 jobs. The financial activities industry added 13,000 jobs in December.

The Standard and Poor’s Information Technology Index increased 8.8% during the fourth quarter of 2015, versus a 4.7% decrease in the third quarter. The Information Technology Index still outperformed the S&P 500 index which increased 6.2% during the fourth quarter.

## Business Services: Selected M&A Transactions

Transaction Date	Sector	Target	Buyer	Enterprise Value (\$ in millions)	Enterprise Value / Revenue	Enterprise Value / EBITDA
12/31/2015	Research & Consulting Services	Paladin Consulting, Inc.	General Employment Enterprises Inc. (AMEX:JOB)	\$4	N/A	N/A
General Employment Enterprises acquired Paladin Consulting, a provider of information technology staff augmentation services. Paladin Consulting was founded in 1983 and is headquartered in Dallas, Texas.						
12/23/2015	Internet Software & Services	Heyzap Inc.	RNTS Media S.A. (DB:RNM)	\$45	N/A	N/A
RNTS Media agreed to acquire Heyzap, a provider of mobile advertising and developer tools, hosts tools, advertisement formats, and backend technology to help publishers maximize revenue and to help advertisers easily acquire quality users. Heyzap was incorporated in 2008 and is based in San Francisco, California.						
12/22/2015	IT Services	M2Dynamics Inc.	Edgewater Technology Inc. (NasdaqGM:EDGW)	\$22.7	N/A	N/A
Edgewater Technology acquired M2Dynamics, a provider of Oracle/Hyperion based implementation services. M2Dynamics is based in Irvine, California.						
12/22/2015	Internet Software & Services	ShopperTrak RCT Corporation	Tyco International plc (NYSE:TYC)	\$175	2.3x	N/A
Tyco International signed a definitive agreement to acquire ShopperTrak RCT, a provider of shopper insights and analytics solutions to improve retail profitability and effectiveness. ShopperTrak RCT was founded in 1989 and is headquartered in Chicago, Illinois with a labs office in San Francisco, California.						
12/15/2015	Research & Consulting Services	Whitehouse Laboratories, Inc.	Albany Molecular Research Inc. (NasdaqGS:AMRI)	\$56	N/A	N/A
Albany Molecular Research acquired Whitehouse Laboratories, a provider of analytical laboratory testing services for materials, finished products, containers, and package systems. Whitehouse Laboratories was founded in 2002 and is based in Lebanon, New Jersey.						
12/15/2015	Publishing	PR Newswire Association LLC	Cision, Inc.	\$841	2.8x	N/A
Cision entered into an agreement to acquire PR Newswire Association, a provider of news and information for global media organizations. PR Newswire Association was founded in 1954 and is based in New York with offices in the U.S. and internationally.						
12/14/2015	Internet Software & Services	Viggle, Inc. Certain Assets	Perk.com Inc. (TSX:PER)	\$17.3	N/A	N/A
Perk.com entered into an agreement to acquire certain assets including Viggle applications and rewards program from Viggle, a mobile and cloud based entertainment marketing platform. Viggle was incorporated in 1994 and is headquartered in New York.						
12/14/2015	Internet Software & Services	World 50, Inc.	Pamlico Capital	N/A	N/A	N/A
Pamlico Capital and the management team of World 50 acquired World 50 from Chicago Growth Partners. World 50 operates an online private community for executives from organizations worldwide. It enables executives to share ideas, solutions, and collaborative discovery from press, competition, and solicitation. The company was founded in 2004 and is based in Atlanta, Georgia. Terms of the transaction were not disclosed.						

## Business Services: Selected M&A Transactions (cont.)

Transaction Date	Sector	Target	Buyer	Enterprise Value (\$ in millions)	Enterprise Value / Revenue	Enterprise Value / EBITDA
12/11/2015	Research & Consulting Services	The Dolan Company	GateHouse Media, Inc.	\$35	N/A	N/A
GateHouse Media agreed to acquire The Dolan Company, which provides professional services and business information to legal, financial, and real estate sectors. The Dolan Company was founded in 1992 and is headquartered in Minneapolis, Minnesota.						
12/10/2015	IT Services	Huron Consulting Group Inc., Huron Legal Practice	First Advantage Litigation Consulting, LLC	\$134	N/A	N/A
First Advantage Litigation Consulting entered into a definitive agreement to acquire the Huron Legal practice from Huron Consulting Services and Huron Consulting Group, a provider of consultancy and technology enabled solutions for the legal sector.						
12/8/2015	IT Services	Tier3 Solutions Group, LLC	MDL Technology, LLC	\$0.21	N/A	N/A
MDL Technology acquired Tier3 Solutions Group, a provider of information technology management solutions and services. Tier3 Solutions Group was incorporated in 2012 and is based in Overland Park, Kansas.						
12/8/2015	Human Resources & Personnel	The Bartech Group, Inc.	Impellam Group PLC (AIM:IPEL)	\$126	N/A	N/A
Impellam Group entered into an agreement to acquire The Bartech Group, a provider of workforce management and staffing solutions worldwide. The Bartech Group was incorporated in 1976 and is based in Southfield, Michigan.						
12/1/2015	Advertising	Undertone Networks, Inc.	Perion Network Ltd. (NasdaqGS:PERI)	\$180	N/A	N/A
Perion Network acquired Undertone Networks, a developer and provider of cross-screen digital advertising solutions for brands. Undertone Networks was founded in 2001 and is based in New York.						
11/21/2015	Healthcare Services	Med Staff On-Call, LLC	Med-Call Healthcare, Inc.	N/A	N/A	N/A
Med Call Healthcare acquired Med Staff On-Call, a provider of nursing staffing solutions to health care facilities throughout Midwest. Med Staff On-Call was founded in 1989 and is based in Chicago, Illinois. Terms of the transaction were not disclosed.						
11/20/2015	IT Services	Bellsoft, Inc.	AMERI Holdings, Inc. (OTCPK:AMRH)	\$5.2	N/A	N/A
AMERI Holdings acquired Bellsoft, a provider of consulting and systems integration. Bellsoft was founded in 1996 and is headquartered in Lawrenceville, Georgia.						
11/18/2015	IT Services	Product Support Solutions Inc.	Eckoh Plc (AIM:ECK)	\$5.7	0.327x	N/A
Eckoh acquired Product Support Solutions, a provider of systems that designs and delivers integrated communication solutions for the contact center market. Product Support Solutions was founded in 2002 and is based in Dublin, California.						



## Business Services: Selected M&A Transactions (cont.)

Transaction Date	Sector	Target	Buyer	Enterprise Value (\$ in millions)	Enterprise Value / Revenue	Enterprise Value / EBITDA
11/17/2015	Healthcare Services	B.E. Smith, Inc.	AMN Healthcare Services (NYSE:AHS)	\$160	1.6x	N/A
AMN Healthcare Services entered into a stock purchase agreement to acquire B.E. Smith, a provider of executive leadership solutions for the healthcare industry. B. E. Smith was founded in 1978 and is based in Lenexa, Kansas.						
11/17/2015	Internet Software & Services	Fluent, Inc.	IDI, Inc. (AMEX:IDI)	N/A	N/A	N/A
IDI entered into a definitive agreement to acquire Fluent, a provider of integrated performance marketing solutions for the digital domain. Fluent is based in New York. Terms of the transaction were not disclosed.						
11/16/2015	IT Services	Binary Group Inc.	Cybergry Holdings, Inc. (OTCPK:CYBG)	\$3.6	N/A	N/A
Cybergry Holdings acquired Binary Group, a provider of technology solutions, data analytics, training, agile enterprise architecture, and consulting services to the federal government. Binary Group was founded in 1996 and is based in Arlington, Virginia.						
11/16/2015	Internet Software & Services	Optimatic Media, Inc.	Matomy Media Group Ltd. (LSE:MTMY)	\$25	1.64x	N/A
Matomy Media Group acquired Optimatic Media, a video advertising platform provider. Optimatic Media was incorporated in 1999 and is based in New York.						
11/16/2015	Advertising	Nielsen National Research Group, Inc.	The Stagwell Group	N/A	N/A	N/A
Stagwell Media, managed by The Stagwell Group, acquired Nielsen National Research Group, a provider of market research and consulting services to the entertainment industry. Nielsen National Research Group is based in Los Angeles, California. Terms of the transaction were not disclosed.						
11/12/2015	Internet Software & Services	Medresponse Corp.	Andrew Stepansky	\$0.4	N/A	N/A
Andrew Stepansky acquired Medresponse, a development stage company focused on the design, development, and run of web services for the spa and wellness industry. Medresponse was founded in 2013 and is based in Valley Cottage, New York.						
11/9/2015	Publishing	Geotext Translations, Inc.	Lionbridge Technologies Inc. (NasdaqGS:LIOX)	\$17.3	1.02x	N/A
Lionbridge Technologies acquired Geotext Translations, a provider of language solutions for legal professionals worldwide. Geotext Translations was founded in 1997 and is based in New York.						
11/6/2015	IT Services	DMW&H	Dearborn Mid-West Company, LLC	\$14	N/A	N/A
Dearborn Mid-West Company agreed to acquire W&H Systems Acquisition nka DMW&H, a provider of material handling systems integration, process consulting, and turnkey system integration services. DMW&H is based in New Jersey.						

## Business Services: Selected M&A Transactions (cont.)

Transaction Date	Sector	Target	Buyer	Enterprise Value (\$ in millions)	Enterprise Value / Revenue	Enterprise Value / EBITDA
11/5/2015	Information Services	Xcira, Inc.	Ritchie Bros. Auctioneers Incorporated (NYSE:RBA)	\$21.2	N/A	N/A
Ritchie Bros. Auctioneers acquired a 75% stake in Xcira, a provider of asset disposition technology and solutions for companies conducting auctions worldwide. Xcira was founded in 1996 and is based in Tampa, Florida.						
11/5/2015	Information Services	Insurancequotes, Inc. And NetQuote, Inc.	All Web Leads, Inc.	\$165	N/A	N/A
All Web Leads signed a definitive agreement to acquire Insurancequotes and NetQuote, a provider of an online marketplace for purchasing insurance products and services.						
11/5/2015	Application Software	MarketShare Partners, LLC	NeuStar, Inc. (NYSE:NSR)	\$450	7.9x	N/A
NeuStar entered into a definitive agreement to acquire MarketShare Partners, a provider of marketing analytics solutions for businesses, media companies, marketers, and agencies. MarketShare Partners was founded in 2005 and is based in Los Angeles, California.						
11/3/2015	Healthcare Services	Next Medical Staffing	Health Carousel, LLC	N/A	N/A	N/A
Health Carousel acquired Next Medical Staffing, a provider of temporary and direct placement services in the U.S. Next Medical Staffing was founded in 2009 and is based in Dayton, Ohio. Terms of the transaction were not disclosed.						
11/2/2015	Research & Consulting Services	ConSova Corporation	Medtech Holdings USA, Inc.	\$1.7	N/A	N/A
Medtech Holdings USA acquired the remaining 49.9% stake in ConSova, a provider of health care cost containment solutions. ConSova was founded in 2003 and is based in Lakewood, Colorado.						
11/2/2015	Internet Software & Services	Constant Contact, Inc. (Nasdaq:CTCT)	Endurance International Group Holdings, Inc. (NasdaqGS:EIGI)	\$931.6	2.6x	20.5x
Endurance International Group Holdings entered into a definitive agreement to acquire Constant Contact, a provider of online marketing tools designed for small businesses, nonprofits, and associations worldwide. Constant Contact was founded in 1995 and is headquartered in Waltham, Massachusetts.						
10/27/2015	Internet Software & Services	Pure Auto LLC	Raycom Media, Inc.	\$125	N/A	N/A
Raycom Media acquired Pure Auto, a provider of an online platform that provides value reports on used cars and trucks. Pure Auto was founded in 2007 and is based in Charleston, South Carolina.						
10/26/2015	Information Services	Interactive Data Holdings Corporation	Intercontinental Exchange, Inc. (NYSE:ICE)	\$7,449.5	7.92x	22.45x
Intercontinental Exchange entered into a definitive agreement to acquire Interactive Data Holdings, a provider of financial market data, analytics, and related solutions to financial institutions, active traders, mutual funds/investment funds investors, asset managers, securities firms, banks, custodians, and software and service providers worldwide. Interactive Data Holdings was founded in 1968 and is based in Bedford, Massachusetts.						



## Business Services: Selected M&A Transactions (cont.)

Transaction Date	Sector	Target	Buyer	Enterprise Value (\$ in millions)	Enterprise Value / Revenue	Enterprise Value / EBITDA
10/22/2015	Professional & Management Development	SmartPros Ltd. (NasdaqCM:SPRO)	Kaplan, Inc.	\$12.6	0.932x	10.96x
Kaplan entered into an agreement and plan of merger to acquire SmartPros, a provider of learning and educational solutions for accounting/finance, legal, engineering, securities, and insurance markets. SmartPros was founded in 1981 and is headquartered in Hawthorne, New York.						
10/19/2015	Advertising	DigitizeIQ, LLC	KSIX Media Holdings, Inc. (OTCPK:KSIX)	\$1.4	N/A	N/A
KSIX Media Holdings agreed to acquire DigitizeIQ, a digital advertising agency. DigitizeIQ is based in Las Vegas, Nevada.						
10/19/2015	Consulting Services	Noah Consulting, L.L.C.	Infosys Consulting, Inc.	\$70	N/A	N/A
Infosys Consulting entered into a definitive agreement to acquire Noah Consulting, a provider of information management services and solutions in the U.S. and Canada. Noah Consulting was founded in 2008 and is based in Houston, Texas.						
10/19/2015	Healthcare Services	Mediscan, LLC	Cross Country Healthcare (Nasdaq:CCRN)	\$40.3	1.3x	N/A
Cross Country Healthcare entered into a definitive agreement to acquire Mediscan, Mediscan Diagnostic Services and Mediscan Nursing Staffing, a provider of temporary workers to the healthcare and education sectors. Mediscan is based in the U.S.						
10/16/2015	Advertising	Datamyx LLC	Deluxe Corp. (NYSE:DLX)	\$160	N/A	N/A
Deluxe agreed to acquire Datamyx, a provider of risk-based data-driven marketing solutions. Datamyx was founded in 1997 and is based in Boca Raton, Florida.						
10/15/2015	Advertising	Square One Advertising, Inc.	Ansira, Inc.	\$55	N/A	N/A
Ansira acquired Square One Advertising, a provider of digital marketing services. Square One Advertising was founded in 1995 and is based in Dallas, Texas.						
10/14/2015	General Management Services	Fulfillment Technologies, LLC	Singapore Post Enterprise Private Limited	\$175.1	N/A	N/A
Singapore Post signed a conditional stock purchase agreement to acquire 96.3% stake in Fulfillment Technologies, a provider of various fulfillment services and solutions to customers in North America and Europe. Fulfillment Technologies was founded in 2001 and is headquartered in Cincinnati, Ohio.						
10/13/2015	Information Services	REIsmart, LLC and RentRange LLC and Onit Solutions, LLC	Altisource Portfolio Solutions S.A. (NasdaqGS:ASPS)	\$24.5	N/A	N/A
Altisource Portfolio Solutions acquired REIsmart, RentRange and Onit Solutions, providers of market research services. REIsmart operates an online platform for searching properties.						

## Business Services: Selected M&A Transactions (cont.)

Transaction Date	Sector	Target	Buyer	Enterprise Value (\$ in millions)	Enterprise Value / Revenue	Enterprise Value / EBITDA
10/12/2015	Internet Software & Services	Vuforia Business and Qualcomm Connected Experiences Switzerland AG	PTC Inc. (NasdaqGS:PTC)	\$65	N/A	N/A
PTC signed a definitive agreement to acquire Vuforia business and Qualcomm Connected Experiences Switzerland, an augmented reality technology platform that enables applications to connect the physical world with digital experiences. The asset is located in the U.S. and the company is based in Switzerland.						
10/7/2015	Advertising	Ticketfly, Inc.	Pandora Media, Inc. (NYSE:P)	\$479.9	8.73x	N/A
Pandora Media entered into agreement to acquire Ticketfly, a provider of a cloud-based integrated social marketing and ticketing platform for general admission and reserved seating events and venues. Ticketfly was founded in 2008 and is based in San Francisco, California.						
10/6/2015	IT Services	EdgeRock Technologies, LLC	CDI Corporation	\$35.3	0.8x	N/A
CDI acquired EdgeRock Technology, business intelligence and enterprise resource planning consultants. EdgeRock Technologies was founded in 2004 and is based in Boston, Massachusetts.						
10/5/2015	IT Services	Access Data Consulting Corporation	General Employment Enterprises Inc. (AMEX:JOB)	\$15	0.72x	6.01x
General Employment Enterprises acquired Access Data Consulting, a provider of systems outsourcing and information systems professionals to Fortune 500 clients. Access Data Consulting was founded in 1988 and is based in Greenwood Village, Colorado.						
10/1/2015	Internet Software & Services	AutoWeb, Inc.	Autobyte Inc. (NasdaqCM:ABTL)	\$27.7	N/A	N/A
Autobyte acquired remaining 85% stake in AutoWeb, a provider of an automotive search company that connects high-intent automotive shoppers with automotive sellers. AutoWeb was founded in 1995 and is based in Miami, Florida.						

## Business Services \*: Valuation Metrics by Sector

Ticker	Company Name	Stock Price	52 - Week		% of 52 Week High	Market Cap (\$ mm)	Enterprise Value (\$ mm)	Enterprise Value to:			P/E
			High	Low				LTM Sales	LTM EBITDA	NTM EBITDA	
<b><u>Business Process Outsourcing<sup>1</sup></u></b>											
CVG	Convergys Corporation	24.89	26.60	18.81	93.6%	2,427.6	2,571.8	0.9x	6.9x	6.5x	15.1x
EXLS	Exlservice Holdings, Inc.	44.93	47.90	27.73	93.8%	1,480.6	1,367.6	2.3x	15.5x	11.7x	34.5x
G	Genpact Limited	24.98	25.97	18.51	96.2%	5,313.0	5,653.1	2.3x	14.3x	12.6x	25.0x
IRM	Iron Mountain Incorporated	27.01	41.53	25.99	65.0%	5,703.2	10,397.2	3.4x	11.5x	10.5x	44.2x
PRGX	PRGX Global, Inc.	3.72	5.77	3.35	64.5%	85.0	69.4	0.5x	7.9x	4.2x	NM
PRSC	Providence Service Corp.	46.92	56.92	36.03	82.4%	721.3	1,174.5	0.6x	11.3x	10.1x	72.0x
SRT	StarTek, Inc.	3.58	10.12	2.86	35.4%	55.8	92.4	0.3x	58.5x	115.5x	NM
SYKE	Sykes Enterprises, Incorporated	30.78	33.00	22.02	93.3%	1,311.9	1,155.2	0.9x	7.5x	7.5x	18.3x
TTEC	TeleTech Holdings Inc.	27.91	30.75	21.52	90.8%	1,350.7	1,392.0	1.1x	8.5x	7.9x	20.6x
WNS	WNS (Holdings) Ltd.	31.19	34.37	19.36	90.7%	1,596.5	1,467.4	2.7x	15.0x	12.6x	28.1x
[1] SRT is excluded from mean EV / LTM & NTM EBITDA calculations. PRSC is excluded from the mean P/E multiple calculation.							Mean	1.5x	11.0x	9.3x	26.6x
<b><u>HR Services</u></b>											
JOBS	51job Inc.	29.46	38.12	22.23	77.3%	1,730.7	1,158.6	3.7x	12.4x	10.2x	21.3x
ADP	Automatic Data Processing, Inc.	84.72	90.67	64.29	93.4%	39,073.4	37,856.7	3.4x	16.4x	14.9x	28.3x
BBSI	Barrett Business Services Inc.	43.54	53.00	25.21	82.2%	313.6	326.5	0.5x	8.3x	6.7x	14.7x
DHX	DHI Group, Inc.	9.17	10.48	7.09	87.5%	482.9	550.6	2.1x	8.3x	7.3x	20.4x
NSP	Insperity, Inc.	48.15	55.42	32.43	86.9%	1,169.0	958.1	0.4x	9.9x	7.8x	30.3x
MWW	Monster Worldwide, Inc.	5.73	8.23	4.06	69.6%	523.1	680.1	0.9x	7.1x	5.3x	NM
PAYX	Paychex, Inc.	52.89	54.78	41.59	96.5%	19,090.4	18,614.0	6.5x	15.3x	14.3x	26.3x
							Mean	2.5x	11.1x	9.5x	23.6x
<b><u>Information Services<sup>2</sup></u></b>											
ABCO	The Advisory Board Company	49.61	60.38	40.70	82.2%	2,078.4	2,581.9	3.6x	35.9x	14.0x	NM
SCOR	comScore, Inc.	41.15	65.00	36.91	63.3%	1,603.7	1,492.9	4.1x	64.9x	15.3x	NM
CPRT	Copart, Inc.	38.01	39.86	32.60	95.4%	4,570.2	4,702.3	4.1x	12.1x	10.7x	22.5x
CEB	CEB Inc.	61.39	91.57	58.63	67.0%	2,031.5	2,447.4	2.6x	11.3x	9.8x	20.2x
CSGP	CoStar Group Inc.	206.69	223.49	163.49	92.5%	6,715.2	6,709.6	9.9x	84.7x	32.8x	NM
TRAK	Trakm8 Holdings PLC	3.56	4.10	0.83	86.9%	106.5	108.7	5.2x	37.6x	22.7x	50.0x
DNB	Dun & Bradstreet Corp.	103.93	137.25	100.02	75.7%	3,755.3	5,231.9	3.1x	12.2x	10.2x	16.6x
EFX	Equifax Inc.	111.37	114.46	79.62	97.3%	13,194.6	14,458.4	5.5x	15.9x	14.6x	32.6x
FDS	FactSet Research Systems Inc.	162.57	177.28	136.80	91.7%	6,730.4	6,827.1	6.6x	18.4x	16.4x	27.9x
FICO	Fair Isaac Corporation	94.18	97.56	69.44	96.5%	2,926.7	3,448.6	4.1x	18.2x	15.1x	35.5x
FORR	Forrester Research Inc.	28.48	39.90	28.25	71.4%	505.3	401.1	1.3x	11.5x	11.2x	38.4x
IT	Gartner Inc.	90.70	94.82	74.39	95.7%	7,515.1	7,983.9	3.8x	23.7x	17.3x	46.2x
IHS	IHS Inc.	118.43	135.17	104.65	87.6%	8,074.4	9,918.5	4.3x	17.0x	13.0x	39.2x
INWK	InnerWorkings Inc.	7.50	8.69	4.94	86.3%	404.3	519.7	0.5x	14.7x	9.3x	8.9x
LQDT	Liquidity Services, Inc.	6.50	11.00	6.20	59.1%	198.6	103.1	0.3x	5.1x	12.6x	NM
MORN	Morningstar Inc.	80.41	86.88	62.14	92.6%	3,555.5	3,292.8	4.2x	13.3x	11.9x	28.2x
RBA	Ritchie Bros. Auctioneers Incorporated	24.11	30.85	23.12	78.2%	2,583.8	2,350.3	4.5x	11.3x	10.2x	21.7x
[2] ABCO and SCOR are excluded from mean EV / LTM EBITDA calculation. CSGP is excluded from all mean calculations. TRAK is excluded from the mean EV / LTM & NTM EBITDA calculations.							Mean	3.6x	14.2x	12.8x	29.8x

\* Please see additional information in the "Notes" section at the end of this report

## Business Services \*: Valuation Metrics by Sector (cont.)

Ticker	Company Name	Stock Price	52 - Week		% of 52 Week High	Market Cap (\$ mm)	Enterprise Value (\$ mm)	Enterprise Value to:			P/E	
			High	Low				LTM Sales	LTM EBITDA	NTM EBITDA		
IT Consulting												
ACN	Accenture plc	104.50	109.86	83.47	95.1%	65,617.0	63,073.8	2.0x	12.1x	11.6x	22.0x	
CBR	Ciber, Inc.	3.51	4.21	3.00	83.4%	278.8	291.2	0.4x	11.4x	8.7x	33.2x	
CTSH	Cognizant Technology Solutions Corporation	60.02	69.80	50.71	86.0%	36,496.3	33,395.6	2.8x	14.1x	11.9x	23.5x	
CTG	Computer Task Group Inc.	6.62	9.69	6.11	68.3%	125.6	114.7	0.3x	7.5x	7.6x	20.8x	
DST	DST Systems Inc.	114.06	134.65	92.58	84.7%	3,946.9	4,559.6	1.6x	9.9x	10.4x	7.8x	
PRFT	Perficient Inc.	17.12	21.57	14.90	79.4%	604.7	657.0	1.5x	12.1x	8.1x	26.8x	
SNX	SYNNEX Corp.	89.93	96.92	70.03	92.8%	3,558.5	3,986.0	0.3x	8.4x	7.9x	17.6x	
SYNT	Syntel, Inc.	45.25	52.99	41.07	85.4%	3,795.8	2,947.6	3.1x	11.1x	9.2x	15.3x	
Mean								1.5x	10.8x	9.4x	20.9x	
Professional Staffing <sup>3</sup>												
SWX:ADEN	Adecco S.A.	68.90	83.95	58.30	82.1%	12,021.3	13,394.4	0.6x	10.7x	9.5x	NM	
AHS	AMN Healthcare Services Inc.	31.05	37.47	17.92	82.9%	1,480.9	1,683.8	1.3x	12.5x	9.5x	21.1x	
CDI	CDI Corp.	6.76	19.24	6.46	35.1%	133.2	109.8	0.1x	6.9x	18.6x	NM	
CCRN	Cross Country Healthcare, Inc.	16.39	18.76	9.36	87.4%	533.9	581.8	0.8x	19.0x	12.3x	NM	
KELY.A	Kelly Services, Inc.	16.15	18.22	13.47	88.6%	614.3	646.2	0.1x	9.1x	7.3x	17.1x	
KFRC	Kforce Inc.	25.28	29.33	20.32	86.2%	731.1	811.3	0.6x	10.7x	8.9x	18.1x	
MAN	ManpowerGroup Inc.	84.29	96.87	63.16	87.0%	6,205.1	6,496.3	0.3x	8.3x	7.9x	16.1x	
ASGN	On Assignment Inc.	44.95	51.00	30.60	88.1%	2,373.3	3,129.2	1.5x	14.6x	10.9x	30.5x	
ENXTAM:RAND	Randstad Holding NV	57.53	64.99	37.93	88.5%	10,513.4	10,966.1	0.6x	13.5x	10.4x	25.8x	
RCMT	RCM Technologies Inc.	5.50	7.00	4.16	78.6%	67.5	78.0	0.4x	8.1x	0.0x	14.9x	
RECN	Resources Connection, Inc.	16.34	18.71	14.37	87.3%	606.9	505.7	0.8x	8.9x	8.2x	21.2x	
RHI	Robert Half International Inc.	47.14	63.27	44.95	74.5%	6,254.8	6,004.2	1.2x	9.7x	8.7x	18.1x	
STAF	Staffing 360 Solutions, Inc.	3.60	10.24	2.45	35.2%	16.6	40.8	0.3x	NM	0.0x	NM	
TBI	TrueBlue, Inc.	25.76	31.50	19.82	81.8%	1,081.1	1,171.8	0.5x	8.2x	7.2x	15.3x	
Mean								0.6x	10.1x	9.2x	19.8x	
[3] CCRN is excluded from mean EV / LTM EBITDA calculation. CDI, RCMT, and STAF is excluded from the EV / NTM EBITDA calculation.												
Marketing Services <sup>4</sup>												
ACXM	Acxiom Corporation	20.92	23.42	15.78	89.3%	1,629.1	1,657.4	1.6x	10.5x	12.5x	NM	
HHS	Harte-Hanks Inc.	3.24	8.27	3.20	39.2%	198.5	249.6	0.5x	5.4x	4.8x	NM	
VVI	Viad Corp	28.23	32.89	24.73	85.8%	568.5	622.9	0.6x	7.9x	6.0x	27.7x	
Mean								0.9x	7.9x	7.8x	NM	
[4] VVI is excluded from mean P/E calculation.												
Specialty Consulting												
CBZ	CBIZ, Inc.	9.86	11.54	7.93	85.4%	515.6	713.9	1.0x	8.4x	7.4x	15.1x	
CRAI	CRA International Inc.	18.65	32.47	17.77	57.4%	167.3	146.9	0.5x	5.2x	4.0x	13.6x	
EXPO	Exponent Inc.	49.95	54.73	39.20	91.3%	1,286.1	1,134.8	3.8x	15.3x	13.7x	31.8x	
FCN	FTI Consulting, Inc.	34.66	45.98	32.89	75.4%	1,454.1	1,869.1	1.1x	9.3x	9.5x	25.5x	
HURN	Huron Consulting Group Inc.	59.40	78.89	43.35	75.3%	1,301.9	1,708.5	2.1x	10.7x	9.6x	25.5x	
MMS	MAXIMUS, Inc.	56.25	70.00	47.95	80.4%	3,675.1	3,814.7	1.8x	12.3x	11.2x	23.9x	
NCI	Navigant Consulting Inc.	16.06	17.95	12.71	89.5%	764.2	906.9	1.1x	7.5x	7.5x	13.2x	
HCKT	The Hackett Group, Inc.	16.07	20.02	7.31	80.3%	472.2	465.1	2.0x	17.6x	11.9x	36.5x	
Mean								1.7x	10.8x	9.3x	23.1x	
OVERALL BUSINESS SERVICES SECTOR								Mean	1.8x	10.8x	9.6x	24.0x

\* Please see additional information in the "Notes" section at the end of this report

## Notes

- Sources: Capital IQ, Bloomberg, company 10-K, 10-Q and 8-K SEC filings, annual reports, press releases, Bureau of Labor Statistics and others as indicated.
- Any public companies chosen for the “SCA Business Services Universe” are companies commonly used for industry information to show performance within a sector. They do not include all public companies that could be categorized within the sector and were not created as benchmarks; they do not imply benchmarking and do not constitute recommendations for a particular security and/or sector. The charts and graphs used in this report have been compiled by SOLIC Capital Advisors solely for purposes of illustration.

---

***For further information on our Business Services, please contact:***

***Edward R. Casas, Senior Managing Director, [ecasas@soliccapiatal.com](mailto:ecasas@soliccapiatal.com)***

***Gregory Hagood, Senior Managing Director, [ghagood@soliccapiatal.com](mailto:ghagood@soliccapiatal.com)***

To view all of quarterly industry reports or to make changes to your subscription(s), please go to [www.soliccapiatal.com/SOLICconnect](http://www.soliccapiatal.com/SOLICconnect)

### **About SOLIC**

SOLIC Capital Advisors, LLC (“SCA”) is a leading specialty investment bank providing merger & acquisition, restructuring, capital placement and valuation advisory services to companies, lenders, institutional investors, the legal community and other creditor constituencies. SCA is a subsidiary of SOLIC Holdings, LLC which includes: SOLIC Capital Advisors (financial advisory), SOLIC Capital Partners (principal investing), SOLIC Capital, LLC (FINRA registered Broker/Dealer), and SOLIC Capital Management (asset management services).

---

SCA gathers its data from sources it considers reliable. However, it does not guarantee the accuracy or completeness of the information provided within this publication. Any opinions presented reflect the current judgment of the authors and are subject to change. SCA makes no warranties, expressed or implied, regarding the accuracy of this information or any opinions expressed by the authors. (Officers, directors and employees of SOLIC and its subsidiaries may have positions in the securities of the companies discussed.) This publication does not constitute a recommendation with respect to the securities of any company discussed herein, and it should not be construed as such. SCA or its affiliates may from time to time provide investment banking or related services to these companies. Like all SCA employees, the authors of this publication receive compensation that is affected by overall firm profitability.

©2016 SOLIC Capital Advisors, LLC. All rights reserved.

Investment banking, private placement, merger, acquisition and divestiture services offered through SOLIC Capital, LLC. Member FINRA/SIPC. SOLIC Capital Management, LLC is an SEC Registered Investment Adviser. SOLIC is not a certified public accounting firm and does not provide audit, attest, or public accounting services.

## Recent Representative Engagements \*

HEALTHCARE	 <i>has merged with</i>  <i>With all our heart. With all our mind.®</i> Financial Advisor to Rockford Health System	\$75,000,000  <i>has affiliated with</i>  Virginia Commonwealth University Health System Financial Advisor to Community Memorial Healthcenter	\$690,600,000 Sale of Assets on behalf of  <b>MedCath Corporation</b> (Nasdaq: MDTH) Sell Side Advisor	 <i>has acquired an interest in</i>  Financial Advisor to Physician Members of Siouxland Surgery Center
	\$100,000,000 Capital Placement  Placement Agent and Financial Advisor	\$750,000,000 Assets under Management  Fiduciary Oversight	\$150,000,000 Sale of REO Portfolio  Sell Side Advisor	\$4,500,000,000 of Assets  Financial Advisor
	\$357,000,000  <i>has been acquired by</i>  Regus, PLC Sell Side Advisor	\$118,000,000 Sale of senior notes secured by property located at 610 Lexington Avenue New York  Financial Advisor	\$212,320,000 Debt Restructuring  <b>SunCal Companies</b> The Westland Project Albuquerque, New Mexico Financial Advisor	\$87,000,000 Debt Restructuring for the Illinois Tollway Oasis Project  Financial Advisor
	Pre Restructuring Invested Capital of Over \$800,000,000  Financial and Restructuring Advisor in Connection with Chapter 11 Bankruptcy	\$240,600,000 Restructured Debt  <b>VAREL</b> INTERNATIONAL Restructuring Advisor	 Financial Advisor to Chairman of the Board and its Disinterested Directors in Connection with Chapter 11 Bankruptcy	 <i>has merged with</i>  HMT, Inc. a company sponsored by BerkshirePartners LLC Financial Advisor to Pasadena Tank Corporation
	 <i>has acquired</i>  <b>Tandem</b> Workforce Solutions Tandem Staffing Solutions, Inc. an affiliate of Cerberus Capital Management Buy Side Advisor	 TUBULAR PRODUCTS COMPANY Tubular Products Company <i>has been acquired by</i>  SAMUEL MANN-TECH INC. (TSX:SMT) Sell Side Advisor	 <b>Tensor Corporation</b> <i>has completed a  capital restructuring of</i> \$280,000,000 of senior debt and \$100,000,000 of subordinated debt Financial Advisor	\$177,000,000  Loehmann's Holdings, Inc. <i>has been acquired by</i> <b>Designer Apparel  Holding Company</b> a Company Sponsored by  ARCAPITA Buy Side Advisor
MANUFACTURING, BUSINESS SERVICES, OTHER				

\* Includes transactions led by the team of SOLIC professionals at predecessor firms