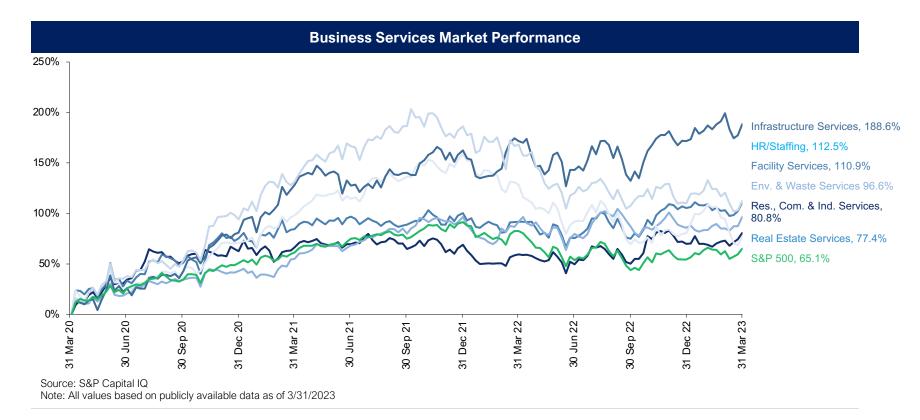




Public Market Performance

In Q1 2023, public equities across most segments of the Business Services sector that GCG tracks outpaced the broader U.S. equity market. As outsourcing trends continue to be positive, companies that are well-positioned with their customers that value consistency, and in many cases reliability over price, are experiencing even better performance. There continues to be a tremendous amount of M&A activity across the sector as well, as corporate consolidators and private equity investors remain highly attracted to its value proposition and opportunities for outsized returns. On a 3-year period ending March 31, 2023, the S&P 500 has returned 65.1%. Segments such as Infrastructure Services, HR/Staffing, Facility Services, and Environmental & Waste Services were among the leading performers, returning 188.6%, 112.5%, 110.9%, and 96.6%, respectively.



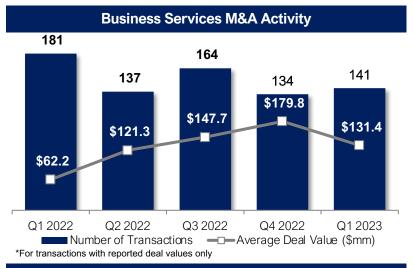


Middle-Market M&A Activity

The volume of M&A activity in the Business Services sector saw an increase during Q1 2023, with 141 deals closed, versus 134 in Q4 2022. The average deal value decreased by 26.9% over the prior quarter. Strategic buyers continue to represent the largest percentage of the transactions and have sought acquisitions to expand their service offerings and geographic footprint and continue to aggressively gain market share through consolidation. Private equity remains very active in the sector as well, representing 14.2% of total activity during Q1 2023.

Environmental & Waste Services led activity, accounting for 30.5% of total Business Services transaction volume as Infrastructure Services and Real Estate Services continue to receive strong interest representing 22.0% and 19.1% of transaction volume.





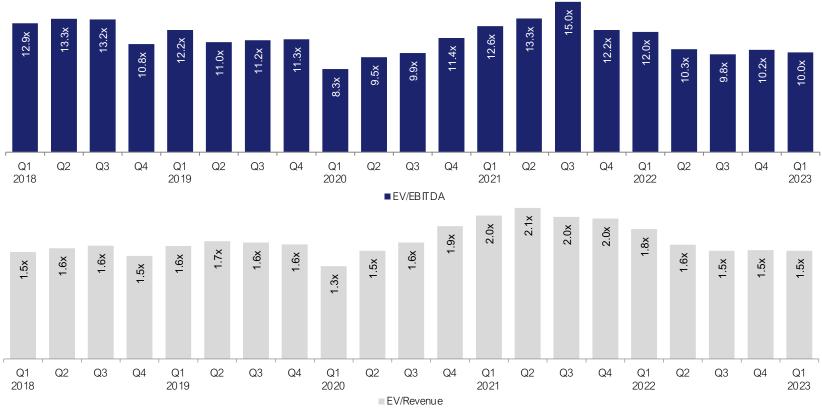
M&A Activity by Buyer Type





Public Company Trading Multiples

Select publicly traded companies representing the key sectors across the Business Services industry traded at an average multiple of 10.0x EBITDA and 1.5x revenue. Trading multiples varied significantly across and within the six categories, with the strongest multiples observed in the Residential, Commercial, and Industrial services and Environmental & Waste Services categories with average EBITDA multiples of 12.7x and 12.6x, respectively. Infrastructure Services and Facility Services have become attractive over the quarter, with average EBITDA multiples of 10.4x and 10.2x, respectively.



Source: S&P Capital IQ



Public Comparable Companies

	Enterprise		Share	Price C	<u>Change</u>	LTM Ma	argins	TEV /	LTM:
Company Name	Value (\$mils)	<u>s</u>	tock Price	3 month	12 month	<u>Gross</u>	<u>EBITDA</u>	Revenue	<u>EBITDA</u>
Residential and Commercial Field Services									
ADT Inc.	\$ 16,202	\$	7.23	(20.3%)	(4.7%)	68.1%	40.0%	2.5x	6.3x
BrightView Holdings, Inc.	\$ 2,011	\$	5.62	(18.4%)	(58.7%)	24.0%	11.4%	0.7x	6.2x
Comfort Systems USA, Inc.	\$ 5,533	\$	145.96	26.8%	64.0%	17.9%	9.2%	1.3x	14.6x
EMCOR Group, Inc.	\$ 7,833	\$	162.59	9.8%	44.4%	14.5%	8.5%	0.7x	8.3x
Rentokil Initial plc	\$ 22,296	\$	7.32	19.6%	5.9%	80.9%	21.6%	5.0x	24.8x
Rollins, Inc.	\$ 18,733	\$	37.53	2.7%	7.1%	51.5%	25.3%	6.9x	27.4x
Team, Inc.	\$ 304	\$	5.48	4.4%	(75.2%)	23.9%	27.4%	0.4x	1.3x
Mean	\$ 10,416	\$	53.10	3.5%	(2.5%)	40.1%	20.5%	2.5x	12.7x
Median	\$ 7,833	\$	7.32	4.4%	5.9%	24.0%	21.6%	1.3x	8.3x

Source: S&P Capital IQ



Public Comparable Companies

		Enterprise		Share	Price Change		LTM Margins		TEV / LTM:	
Company Name		Value (\$mils)	<u>s</u>	tock Price	3 month	12 month	<u>Gross</u>	<u>EBITDA</u>	Revenue	<u>EBITDA</u>
Infrastructure Services										
AECOM	\$	13,653	\$	84.32	(0.7%)	9.8%	6.5%	8.7%	1.0x	11.9x
Dycom Industries, Inc.	\$	3,397	\$	93.65	0.1%	(1.7%)	17.0%	11.0%	0.9x	8.1x
Fluor Corporation	\$	3,286	\$	30.91	(10.8%)	7.7%	2.6%	3.3%	0.2x	7.2x
IES Holdings, Inc.	\$	998	\$	43.09	21.1%	7.2%	14.8%	4.9%	0.4x	9.0x
Jacobs Solutions Inc.	\$	18,602	\$	117.51	(2.1%)	(14.7%)	21.8%	10.0%	1.2x	12.1x
KBR, Inc.	\$	9,142	\$	55.05	4.3%	0.6%	12.6%	12.9%	1.4x	10.8x
MasTec, Inc.	\$	10,395	\$	94.44	10.7%	8.4%	12.5%	13.0%	1.1x	8.2x
MYR Group Inc.	\$	2,124	\$	126.01	36.9%	34.0%	11.4%	6.1%	0.7x	11.5x
NV5 Global, Inc.	\$	1,672	\$	103.97	(21.4%)	(22.0%)	49.1%	17.4%	2.1x	12.2x
Primoris Services Corporation	\$	2,411	\$	24.66	12.4%	3.5%	10.3%	7.9%	0.5x	6.9x
Stantec Inc.	\$	7,779	\$	58.40	21.8%	16.3%	54.2%	14.6%	2.4x	16.2x
Tutor Perini Corporation	\$	1,065	\$	6.17	(18.3%)	(42.9%)	0.8%	(1.7%)	0.3x	NM
Quanta Services, Inc.	\$	27,559	\$	166.64	16.9%	26.6%	14.8%	15.3%	1.6x	10.5x
Mean	\$	7,853	\$	77.29	5.4%	2.5%	17.6%	9.5%	1.1x	10.4x
Median	\$	3,397	\$	84.32	4.3%	7.2%	12.6%	10.0%	1.0x	10.7x

Source: S&P Capital IQ



Public Comparable Companies

		Enterprise		Share	Price C	Change	LTM Ma	argins	TEV /	LTM:
Company Name	7	Value (\$mils)	<u>s</u>	tock Price	3 month	12 month	<u>Gross</u>	<u>EBITDA</u>	<u>Revenue</u>	<u>EBITDA</u>
Environmental & Waste Services										
Casella Waste Systems, Inc.	\$	4,857	\$	82.66	4.2%	(5.7%)	33.4%	22.7%	4.5x	19.7x
Clean Harbors, Inc.	\$	9,847	\$	142.56	24.9%	27.7%	31.4%	23.3%	1.9x	8.2x
GFL Environmental Inc.	\$	18,927	\$	34.44	17.9%	5.8%	12.2%	25.1%	3.8x	15.1x
Harsco Corporation	\$	1,973	\$	6.83	8.6%	(44.2%)	17.8%	16.9%	1.0x	6.2x
Heritage-Crystal Clean, Inc	\$	1,062	\$	35.61	9.6%	20.3%	30.0%	25.2%	1.5x	5.9x
Republic Services, Inc.	\$	54,801	\$	135.22	4.8%	2.1%	40.4%	28.6%	4.1x	14.2x
Stericycle, Inc.	\$	5,900	\$	43.61	(12.6%)	(26.0%)	37.4%	21.0%	2.2x	10.4x
Waste Connections, Inc.	\$	42,793	\$	139.07	4.9%	(0.5%)	39.9%	31.2%	5.9x	19.0x
Waste Management, Inc.	\$	81,544	\$	163.17	4.0%	2.9%	37.6%	28.3%	4.1x	14.6x
Mean	\$	24,634	\$	87.02	7.4%	(2.0%)	31.1%	24.7%	3.2x	12.6x
Median	\$	9,847	\$	82.66	4.9%	2.1%	33.4%	25.1%	3.8x	14.2x

Source: S&P Capital IQ



Public Comparable Companies

		Enterprise		Share	Price Change		LTM Margins		TEV / LTM:	
Company Name	7	/alue (\$mils)	<u>s</u>	tock Price	3 month	12 month	<u>Gross</u>	<u>EBITDA</u>	Revenue	<u>EBITDA</u>
Facility Services										
ABM Industries Incorporated	\$	4,401	\$	44.94	1.2%	(2.4%)	13.7%	6.6%	0.6x	8.4x
Aramark	\$	17,480	\$	35.80	(13.4%)	(4.8%)	15.0%	13.3%	1.0x	7.7x
Cintas Corporation	\$	49,870	\$	462.68	2.4%	8.8%	46.8%	24.5%	5.8x	23.6x
Compass Group PLC	\$	47,611	\$	25.15	8.9%	16.0%	6.3%	8.2%	1.7x	NM
Healthcare Services Group, Inc.	\$	949	\$	13.87	15.6%	(25.3%)	11.5%	4.2%	0.6x	13.5x
Prosegur Compañía de Seguridad, S.A.	\$	2,681	\$	1.99	5.0%	(9.2%)	23.8%	10.6%	0.6x	5.6x
Securitas AB (publ)	\$	9,158	\$	8.91	6.8%	(21.8%)	19.4%	8.0%	0.7x	9.0x
SP Plus Corporation	\$	1,223	\$	34.29	(1.2%)	9.3%	27.6%	33.4%	1.5x	4.6x
UniFirst Corporation	\$	2,991	\$	176.23	(8.7%)	(4.4%)	33.9%	12.6%	1.4x	11.3x
The Brink's Company	\$	5,974	\$	66.80	24.4%	(1.8%)	23.7%	16.9%	1.3x	7.8x
Mean	\$	14,234	\$	87.07	4.1%	(3.6%)	22.2%	13.8%	1.5x	10.2x
Median	\$	5,187	\$	35.05	3.7%	(3.4%)	21.6%	11.6%	1.2x	8.4x

Source: S&P Capital IQ



Public Comparable Companies

		Enterprise		Share	Price C	<u>Change</u>	LTM Ma	argins	TEV /	<u>LTM:</u>
Company Name	7	/alue (\$mils)	<u>s</u>	tock Price	3 month	12 month	<u>Gross</u>	<u>EBITDA</u>	Revenue	<u>EBITDA</u>
Real Estate Services										
Assurant, Inc.	\$	6,987	\$	120.07	(4.0%)	(34.0%)	7.0%	7.1%	0.7x	9.7x
CBRE Group, Inc.	\$	25,041	\$	72.81	(5.4%)	(20.4%)	21.5%	8.4%	0.8x	9.7x
Colliers International Group Inc.	\$	7,526	\$	105.42	14.7%	(19.2%)	38.3%	16.5%	1.7x	10.2x
Cushman & Wakefield plc	\$	5,464	\$	10.54	(15.4%)	(48.6%)	19.3%	9.2%	0.5x	5.9x
Fidelity National Financial, Inc.	\$	11,480	\$	34.93	(7.2%)	(28.5%)	61.2%	19.9%	1.0x	5.0x
First American Financial Corporation	\$	6,830	\$	55.66	6.3%	(14.1%)	56.4%	9.4%	0.9x	9.6x
FirstService Corporation	\$	7,319	\$	140.75	14.9%	(2.8%)	31.5%	10.2%	2.0x	19.1x
Anywhere Real Estate Inc.	\$	3,902	\$	5.28	(17.4%)	(66.3%)	36.1%	8.8%	0.6x	6.4x
RE/MAX Holdings, Inc.	\$	270	\$	18.76	0.6%	(32.3%)	74.4%	30.5%	0.8x	2.5x
Stewart Information Services Corporation	\$	1,461	\$	40.35	(5.6%)	(33.4%)	57.3%	11.8%	0.5x	4.0x
Mean	\$	7,628	\$	60.46	(1.8%)	(30.0%)	40.3%	13.2%	0.9x	8.2x
Median	\$	6,908	\$	48.01	(4.7%)	(30.4%)	37.2%	9.8%	0.8x	8.0x

Source: S&P Capital IQ



Public Comparable Companies

	En	terprise	,	Share	Price Change		LTM Margins		TEV / LTM:	
Company Name	<u>Valu</u>	ıe (\$mils)	Sto	ock Price	3 month	12 month	<u>Gross</u>	<u>EBITDA</u>	<u>Revenue</u>	<u>EBITDA</u>
HR/Staffing										
AMN Healthcare Services, Inc.	\$	4,203	\$	82.96	(19.3%)	(20.5%)	32.7%	15.4%	0.8x	5.2x
ASGN Incorporated	\$	5,127	\$	82.67	1.5%	(29.2%)	29.9%	11.7%	1.1x	9.5x
Cross Country Healthcare, Inc.	\$	976	\$	22.32	(16.0%)	3.0%	22.4%	10.8%	0.3x	3.2x
Heidrick & Struggles International, Inc.	\$	64	\$	30.36	8.5%	(23.3%)	24.7%	13.6%	0.1x	0.4x
Hudson Global, Inc.	\$	37	\$	22.27	(1.6%)	(45.2%)	12.4%	6.0%	0.2x	NM
Insperity, Inc.	\$	4,280	\$	121.55	7.0%	21.0%	17.0%	5.0%	0.7x	14.4x
Kelly Services, Inc.	\$	533	\$	16.59	(1.8%)	(23.5%)	20.4%	2.7%	0.1x	4.0x
Kforce Inc.	\$	1,274	\$	63.24	15.3%	(14.5%)	29.3%	7.3%	0.7x	10.2x
ManpowerGroup Inc.	\$	4,922	\$	82.53	(0.8%)	(12.1%)	18.2%	4.4%	0.3x	5.6x
Robert Half International Inc.	\$	8,115	\$	80.57	9.1%	(29.4%)	42.7%	15.4%	1.1x	7.3x
ShiftPixy, Inc.	\$	56	\$	4.42	(78.9%)	(94.3%)	7.7%	(98.5%)	2.1x	NM
TrueBlue, Inc.	\$	561	\$	17.80	(9.1%)	(38.4%)	26.7%	5.6%	0.2x	4.5x
Upwork Inc.	\$	1,395	\$	11.32	8.4%	(51.3%)	74.1%	(13.7%)	2.3x	NM
Mean	\$	2,426	\$	49.12	(6.0%)	(27.5%)	27.6%	(1.1%)	0.8x	6.4x
Median	\$	1,274	\$	30.36	(0.8%)	(23.5%)	24.7%	6.0%	0.7x	5.4x
Business Services Mean	\$	10,433	\$	69	1.7%	(11.2%)	28.6%	12.0%	1.5x	9.9x
Business Services Median	\$	5,024	\$	44	4.1%	(5.2%)	23.8%	11.6%	1.0x	9.0x

Source: S&P Capital IQ



Select M&A Transaction Activity

Announcemen Date	t Target Name	Buyer Name	Sector	Value (\$mm) TEV/Rev	TEV/EBITDA
3/21/2023	George M. Hill & Sons, Inc.	Five Star Plumbing Heating Cooling	Res. & Comm Field Services	-	-	-
3/20/2023	Litton Enterprises Inc.	Lincoln Road Global Management, LLC	Res. & Comm Field Services	-	-	-
3/17/2023	Sandlands C&D Landfill of SC, LLC	Capital Waste Services, LLC	Env. & Waste Services	-	-	-
3/16/2023	C. L. Frank & Company, LLC	The F.A. Bartlett Tree Expert Company	Res. & Comm Field Services	-	-	
3/13/2023	Landmark Event Staffing Services Inc.	Allied Universal Security Services LLC	Facility Services	-	-	-
3/13/2023	Solid Ground Landscape Services, LLC	Landscape Workshop LLC	Res. & Comm Field Services	-	-	-
3/9/2023	RSI Logistics, Inc.	Trinity Industries, Inc.	Infrastructure Services	70.00	-	-
3/8/2023	R. James Tatum, Incorporated	MR Engineering & Surveying, LLC	Infrastructure Services	-	-	-
3/7/2023	Landscape Service Professionals, Inc.	United Land Services Holdings, LLC	Res. & Comm Field Services	-	-	-
3/6/2023	PrimeFlight Aviation Services, Inc.	The Sterling Group, L.P.; Capitol Meridian Partners LP	Res. & Comm Field Services	-	-	-
3/3/2023	Mighty Green Lawn Care Services	Turf Masters Lawn Care Services, Inc.	Res. & Comm Field Services	-	-	-
3/1/2023	A.C. Daughtry Security, Inc.	Pye-Barker Fire & Safety, LLC	Facility Services	-	-	-
2/28/2023	Sunsetter, Inc.	SavATree, LLC	Res. & Comm Field Services	-	-	-
2/27/2023	SNIDER & Associates, LLC	Exacta Land Surveyors, Inc.	Real Estate Services	-	-	-

Source: S&P Capital IQ



Select M&A Transaction Activity

Announceme Date	nt Target Name	Buyer Name	Sector	Value (\$mm) TEV/Rev	TEV/EBITDA
2/23/2023	Mckee Utility Contractors, Inc.	Boyne Capital Management, LLC; BCM Fund II, LP	Infrastructure Services		-
2/22/2023	EIDeCo, Inc.	Comfort Systems USA, Inc.	Res. & Comm Field Services		-
2/22/2023	Life Safety Inspections, LLC	Superhero Fire Protection, LLC	Facility Services		-
2/21/2023	Armeni Consulting Services, LLC	KCI Technologies Inc.	Infrastructure Services		
2/15/2023	Paradigm Security Services, Inc.	Pinnacle Security & Investigation Inc.	Facility Services		-
2/14/2023	Southeastern Termite & Pest Control	Wayne's Pest Control Company, Inc.	Res. & Comm Field Services		-
2/14/2023	Advanced Personnel, Inc.	Elwood Staffing Services, Inc.	HR/Staffing		-
2/14/2023	Lacombe LSC	Trivest Partners, L.P.	Env. & Waste Services		-
2/14/2023	GrassCor Lawn and Landscapes LLC	Schill Landscaping And Lawn Care Services, Inc.	Res. & Comm Field Services		-
2/8/2023	Clean Uniform Company	UniFirst Corporation	Facility Services	300.00 3.33	-
2/8/2023	Sterling Site Access Solutions, LLC	Blue Wolf Capital Partners LLC	Infrastructure Services		-
2/8/2023	Enercon Services, Inc.	Oaktree Capital Management, L.P.	Env. & Waste Services	_	-
2/1/2023	Apex Companies, LLC	Morgan Stanley Private Equity	Env. & Waste Services	_	-
2/1/2023	Ardurra Group, Inc.	Littlejohn & Co., LLC	Real Estate Services	_	-
1/31/2023	Island Plant Company, LLC	BrightView Holdings, Inc.	Res. & Comm Field Services		-
1/31/2023	Crystal Springs Landscapes, Inc.	Bayscape Management, Inc.	Res. & Comm Field Services		-

Source: S&P Capital IQ



Select M&A Transaction Activity

Announcement Date	nt Target Name	Buyer Name	Sector	Value (\$mm) TEV/Rev	TEV/EBITDA
1/31/2023	Patriot Communications LLC	Everest Infrastructure Partners, Inc.	Infrastructure Services	-	-	-
1/31/2023	Lyndon Tree Care & Landscaping, LLC	SavATree, LLC	Res. & Comm Field Services	-	-	-
1/30/2023	Lineman's Testing Laboratories of Canada Limited	Rexel USA, Inc.	Infrastructure Services	-	-	-
1/25/2023	Smith's Tree Care, Inc.	BrightView Holdings, Inc.	Res. & Comm Field Services	-	-	-
1/25/2023	Clean Water Environmental, LLC	Valicor Environmental Services, LLC	Env. & Waste Services	-	-	-
1/23/2023	Climb High Tree Service LLC	The F.A. Bartlett Tree Expert Company	Res. & Comm Field Services	-	-	-
1/19/2023	Haskell Tree Service Inc.	The F.A. Bartlett Tree Expert Company	Res. & Comm Field Services	-	-	-
1/18/2023	Salo, LLC	Korn Ferry	HR/Staffing	-	-	-
1/17/2023	Lancaster Tank and Truck Wash	QualaWash Holdings, LLC	Env. & Waste Services	-	-	-
1/12/2023	RMD Environmental Solutions, Inc. Elite Land Title, LLC / Aspen Land Title Agency LLC / Citizens Land Title Agency	Citadel Environmental Services, Inc.	Env. & Waste Services	-	-	-
1/11/2023	LLC	Stewart Title Guaranty Company	Real Estate Services	-	-	-
1/5/2023	Usher Enterprises, Inc.	Valicor Environmental Services, LLC	Env. & Waste Services	-	-	-
1/4/2023	Yohe's Lawncare & Landscaping LLC	Juniper Landscaping Holdings, LLC	Res. & Comm Field Services	-	-	-
1/3/2023	Illini Power Products Company	GenServe, Inc.	Infrastructure Services	-	-	-
1/1/2023	Moore Landscapes, LLC	Yellowstone Landscape, Inc.	Res. & Comm Field Services	-	-	-

Source: S&P Capital IQ



Business Services Expertise

GCG offers a unique breadth and depth of expertise in Business Services from both an operational and transactional standpoint. Our professionals bring direct experience in senior operating roles within the industry to augment our investment banking and consulting services.

Business Services is an evolving industry facing many opportunities and challenges. GCG's senior investment banking team leverages its deep industry knowledge and experience to provide strategic financial solutions for our clients in this rapidly changing environment. Our professionals are dedicated to understanding complex industry dynamics while providing merger and acquisition advisory services to companies and investors across several sectors in Business Services.

More about Greenwich Capital Group

Greenwich Capital Group LLC ("GCG") is a leading investment bank that advises clients including closely-held and family-owned businesses, private equity firms, and public companies. GCG's senior bankers have collectively advised on hundreds of transactions over many years of experience in mergers and acquisitions, with most having backgrounds with large U.S. and global firms. GCG is focused on advising clients in key industry verticals throughout the U.S.

GCG was founded by entrepreneurially minded investment banking professionals focused on building an organization centered around advising clients. We strive to build relationships by representing our clients' long-term interests and earning their trust. In contrast to the practice of pushing transaction responsibilities to junior resources, our philosophy is to deliver personalized, senior-level attention and experience to every GCG engagement. We are proud to offer references that will speak to a differentiated level of service and results. For additional perspective or to discuss M&A related opportunities in the Business Services sector, please reach out to GCG's Business Services practice leader, Matt Melago. For more information, please visit www.greenwichgp.com.



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Data Sources: We have based our findings on data provided by industry recognized sources. Data and information for this publication was collated from the S&P Capital IQ database. For more information on this or anything else related to our research, please email info@greenwichgp.com.

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