



INDUSTRY UPDATE

BUSINESS SERVICES
Q2 2024

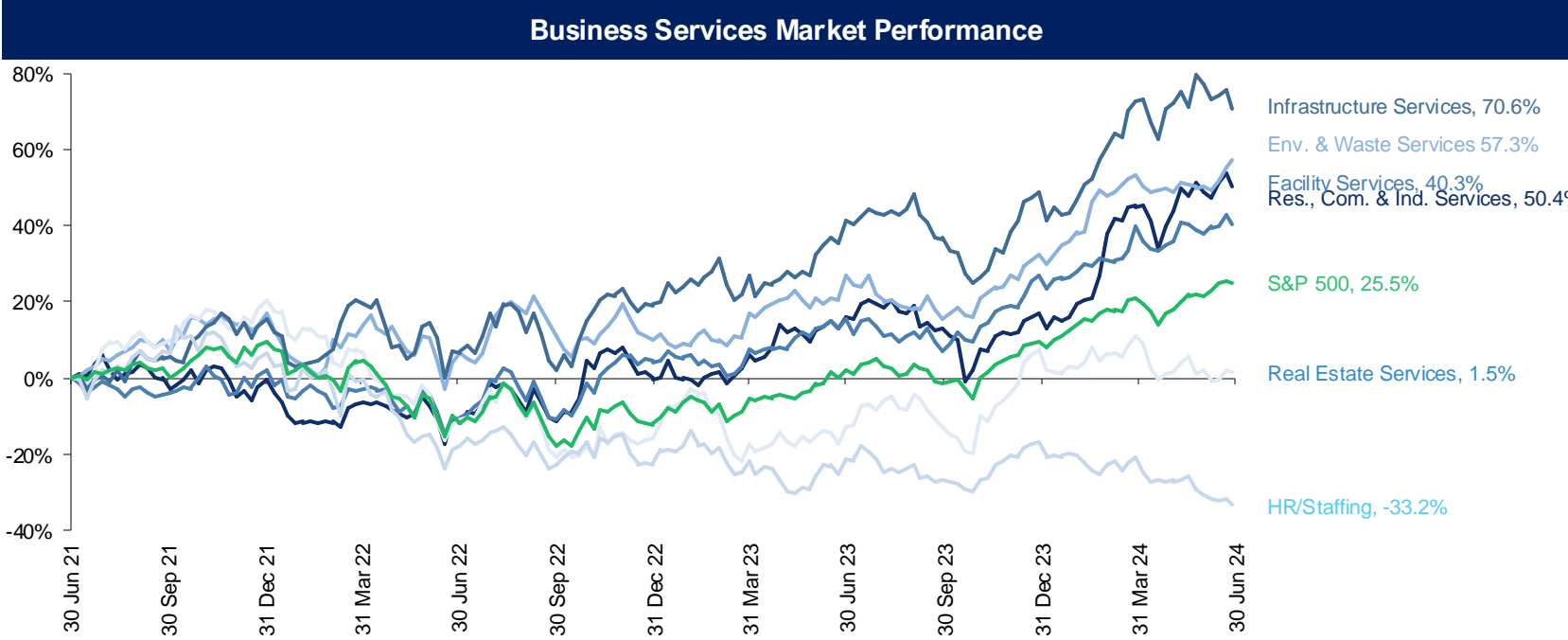


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Public Market Performance

In Q2 2024, public equities across most segments of the Business Services sector performed strong as the broader market continued its year end rally from 2023 into 2024. Business services continues to showcase significant resiliency amid an elevated interest rate environment and a cooling U.S. labor market. Uncertainty surrounding an easing cycle from the Federal Reserve remains a key topic throughout the broader market as closely tracked economic indicators such as the Consumer Price Index (CPI) remains above the 2% mandate although unemployment levels have softened to above 4.0% in the most recent June reading. On a 3-year period ending March 31, 2024, the S&P 500 has returned 25.5%. Segments such as Infrastructure Services, Environmental & Waste Services, and Facility Services were among the leading performers, returning 70.6%, 57.3%, and 40.3%, respectively. HR/staffing has underperformed compared to the broader market primarily due to reduced demand for contingent labor from peak 2022 levels as recent stabilization of the labor market continues to materialize.



Source: S&P Capital IQ
Note: All values based on publicly available data as of 6/30/2024



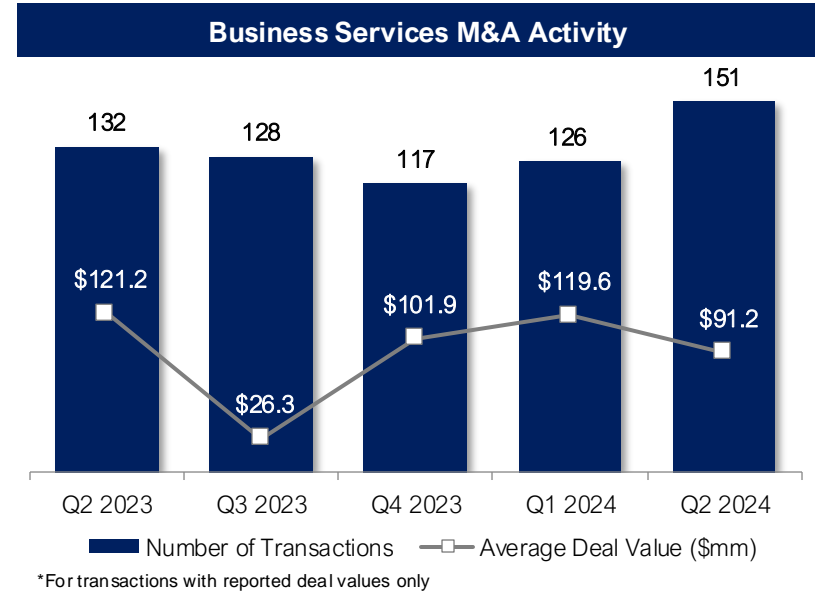
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Middle-Market M&A Activity

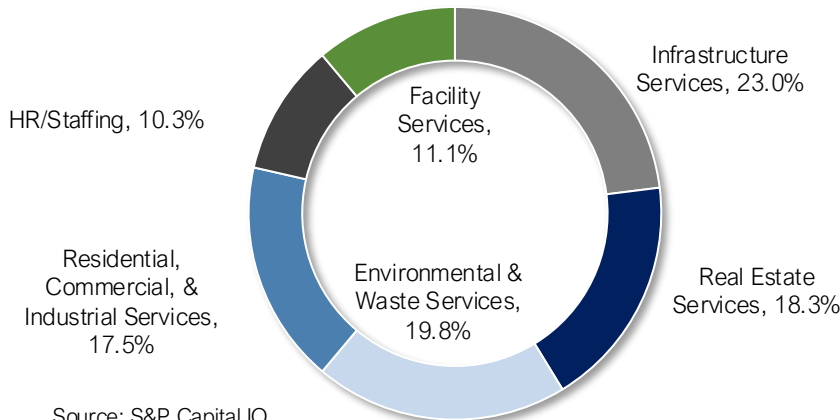
In Q2 2024, M&A activity within the Business Services sector experienced significant growth in deal volume when compared to the prior quarter. Average deal value contracted for the quarter, indicating smaller deals make up the majority of the increased volume, as investors continue to prioritize roll-up strategies over buy-and-build approaches.

Strategic buyers (including private equity backed) continued to hold a prominent position in deal activity and represented the largest percentage of transactions. Focus remained utilizing M&A to expand capabilities, geographic footprint, and capture market share.

M&A sector activity in Q2 experienced wide ranging activity, suggesting that opportunities throughout business services remain attractive as no sector accounted for less than 10% of activity.

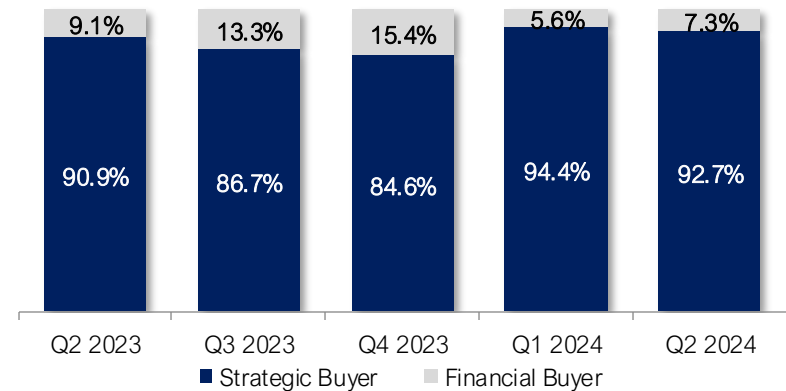


Q2 2024 M&A Activity by Sector



Source: S&P Capital IQ
 Note: All values based on publicly available data as of 6/30/2024

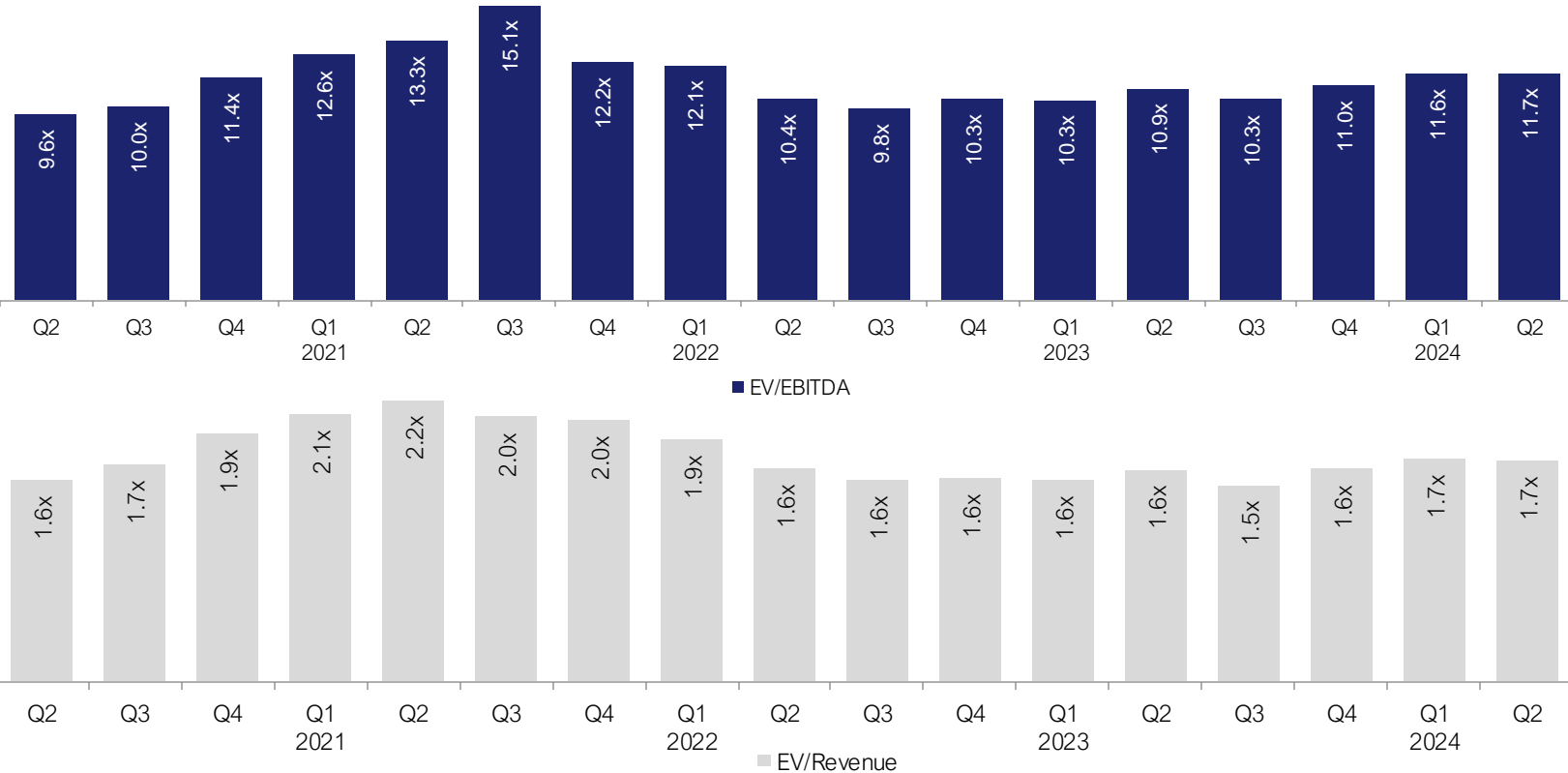
M&A Activity by Buyer Type



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Public Company Trading Multiples

Select publicly traded companies representing the key sectors across the Business Services industry traded at an average multiple of 11.7x EBITDA and 1.7x revenue. Trading multiples varied significantly across and within the six categories, with the strongest multiples observed in the Environmental & Waste Services and Residential, Commercial, and Industrial Services categories with an average EBITDA multiples of 15.4x and 12.8x, respectively.



Source: S&P Capital IQ
 Note: All values based on publicly available data as of 6/30/2024



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Public Comparable Companies

Company Name	Enterprise Value (\$mils)	Share Stock Price	Price Change		LTM Margins		TEV / LTM:		
			3 month	12 month	Gross	EBITDA	Revenue	EBITDA	
Residential, Commercial and Industrial Services									
ADT Inc.	\$ 14,757	\$ 7.60	13.1%	26.0%	80.6%	51.2%	3.0x	5.9x	
BrightView Holdings, Inc.	\$ 2,558	\$ 13.30	11.8%	85.2%	23.9%	11.7%	0.9x	7.8x	
Comfort Systems USA, Inc.	\$ 11,054	\$ 304.12	(4.3%)	85.2%	20.0%	13.0%	1.8x	16.3x	
EMCOR Group, Inc.	\$ 16,669	\$ 365.08	4.2%	97.6%	17.7%	11.6%	1.2x	11.6x	
Rentokil Initial plc	\$ 18,685	\$ 5.83	(2.2%)	(25.4%)	82.5%	21.8%	2.7x	12.6x	
Rollins, Inc.	\$ 24,368	\$ 48.79	5.4%	13.9%	52.6%	27.2%	7.5x	28.8x	
Team, Inc.	\$ 365	\$ 8.88	23.2%	7.0%	24.8%	6.5%	0.4x	6.5x	
Mean	\$ 12,636	\$ 107.66	7.3%	41.4%	43.1%	20.4%	2.5x	12.8x	
Median	\$ 14,757	\$ 13.30	5.4%	26.0%	24.8%	13.0%	1.8x	11.6x	

Source: S&P Capital IQ

Note: All values based on publicly available data as of 6/30/2024



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Public Comparable Companies

Company Name	Enterprise Value (\$mils)	Share Stock Price	Price Change		LTM Margins		TEV / LTM:		
			3 month	12 month	Gross	EBITDA	Revenue	EBITDA	
Infrastructure Services									
AECOM	\$ 13,836	\$ 88.14	(10.1%)	4.1%	6.6%	5.9%	0.9x	15.3x	
Dycom Industries, Inc.	\$ 5,802	\$ 168.76	17.6%	48.5%	19.7%	13.3%	1.4x	10.2x	
Fluor Corporation	\$ 6,288	\$ 43.55	3.0%	47.1%	4.0%	4.4%	0.4x	9.3x	
IES Holdings, Inc.	\$ 2,844	\$ 139.33	14.5%	145.0%	21.9%	11.0%	1.1x	10.1x	
Jacobs Solutions Inc.	\$ 20,894	\$ 139.71	(9.1%)	17.5%	21.0%	9.2%	1.2x	13.4x	
KBR, Inc.	\$ 10,323	\$ 64.14	0.8%	(1.4%)	13.9%	13.1%	1.4x	10.9x	
MasTec, Inc.	\$ 11,255	\$ 106.99	14.7%	(9.3%)	12.1%	13.7%	0.9x	6.8x	
MYR Group Inc.	\$ 2,350	\$ 135.71	(23.2%)	(1.9%)	10.0%	5.4%	0.6x	11.9x	
NV5 Global, Inc.	\$ 1,745	\$ 92.97	(5.1%)	(16.1%)	50.2%	15.5%	2.0x	12.6x	
Primoris Services Corporation	\$ 3,836	\$ 49.89	17.2%	63.7%	10.6%	8.7%	0.7x	7.5x	
Stantec Inc.	\$ 10,977	\$ 83.68	0.8%	28.1%	54.3%	16.0%	2.9x	18.1x	
Tutor Perini Corporation	\$ 1,634	\$ 21.78	50.6%	204.6%	6.7%	3.2%	0.4x	12.3x	
Quanta Services, Inc.	\$ 40,682	\$ 254.09	(2.2%)	29.3%	13.9%	14.3%	1.9x	13.3x	
Mean	\$ 10,190	\$ 106.83	5.3%	43.0%	18.8%	10.3%	1.2x	11.7x	
Median	\$ 6,288	\$ 92.97	0.8%	28.1%	13.9%	11.0%	1.1x	11.9x	

Source: S&P Capital IQ

Note: All values based on publicly available data as of 6/30/2024



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Public Comparable Companies

Company Name	Enterprise Value (\$mils)	Share Stock Price	Price Change		LTM Margins		TEV / LTM:		
			3 month	12 month	Gross	EBITDA	Revenue	EBITDA	
Environmental & Waste Services									
Casella Waste Systems, Inc.	\$ 6,694	\$ 99.22	0.4%	9.7%	34.2%	23.3%	5.0x	21.4x	
Clean Harbors, Inc.	\$ 14,884	\$ 226.15	12.3%	37.5%	30.9%	22.6%	2.7x	12.0x	
GFL Environmental Inc.	\$ 21,786	\$ 38.93	12.9%	0.2%	17.7%	23.4%	3.9x	17.0x	
Enviri Corporation	\$ 2,198	\$ 8.63	(5.7%)	(12.6%)	21.3%	17.5%	1.0x	5.9x	
Republic Services, Inc.	\$ 74,184	\$ 194.34	1.5%	26.9%	41.9%	30.2%	4.8x	16.2x	
Stericycle, Inc.	\$ 7,297	\$ 58.13	10.2%	25.2%	38.1%	21.5%	2.8x	13.1x	
Waste Connections, Inc.	\$ 53,222	\$ 175.36	1.9%	22.7%	41.5%	30.6%	6.3x	21.5x	
Waste Management, Inc.	\$ 101,385	\$ 213.34	0.1%	23.0%	39.1%	30.5%	4.8x	16.3x	
Mean	\$ 35,206	\$ 126.76	4.2%	16.6%	33.1%	24.9%	3.9x	15.4x	
Median	\$ 18,335	\$ 137.29	1.7%	22.9%	36.1%	23.3%	4.3x	16.3x	

Source: S&P Capital IQ

Note: All values based on publicly available data as of 6/30/2024



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Public Comparable Companies

Company Name	Enterprise Value (\$mils)	Share Stock Price	Price Change		LTM Margins		TEV / LTM:		
			3 month	12 month	Gross	EBITDA	Revenue	EBITDA	
Facility Services									
ABM Industries Incorporated	\$ 4,509	\$ 50.57	13.3%	18.6%	13.6%	6.8%	0.5x	8.1x	
Aramark	\$ 14,675	\$ 34.02	4.6%	(21.0%)	16.4%	14.7%	0.7x	5.1x	
Cintas Corporation	\$ 73,588	\$ 700.26	1.9%	40.9%	48.8%	27.0%	7.7x	30.9x	
Compass Group PLC	\$ 51,622	\$ 27.30	(7.0%)	(2.4%)	6.5%	8.2%	1.3x	NM	
Healthcare Services Group, Inc.	\$ 732	\$ 10.58	(15.2%)	(29.1%)	12.8%	3.2%	0.4x	10.8x	
Prosegur Compañía de Seguridad, S.	\$ 2,788	\$ 1.83	10.7%	3.1%	23.1%	9.8%	0.6x	6.1x	
Securitas AB (publ)	\$ 9,697	\$ 9.93	(3.8%)	21.0%	20.3%	8.5%	0.7x	7.6x	
UniFirst Corporation	\$ 3,144	\$ 171.53	(1.1%)	10.7%	34.3%	13.7%	1.3x	9.6x	
The Brink's Company	\$ 7,391	\$ 102.40	10.8%	51.0%	24.6%	20.0%	1.5x	7.5x	
Mean	\$ 18,683	\$ 123.16	1.6%	10.3%	22.3%	12.4%	1.6x	10.7x	
Median	\$ 7,391	\$ 34.02	1.9%	10.7%	20.3%	9.8%	0.7x	7.9x	

Source: S&P Capital IQ

Note: All values based on publicly available data as of 6/30/2024



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Public Comparable Companies

Company Name	Enterprise Value (\$mils)	Share Stock Price	Price Change		LTM Margins		TEV / LTM:		
			3 month	12 month	Gross	EBITDA	Revenue	EBITDA	
Real Estate Services									
Assurant, Inc.	\$ 9,442	\$ 166.25	(11.7%)	32.2%	11.5%	11.5%	0.8x	7.2x	
CBRE Group, Inc.	\$ 33,050	\$ 89.11	(8.4%)	10.4%	19.4%	7.3%	1.0x	14.4x	
Colliers International Group Inc.	\$ 8,295	\$ 111.62	(8.7%)	13.7%	40.1%	15.7%	1.9x	12.2x	
Cushman & Wakefield plc	\$ 5,318	\$ 10.40	(0.6%)	27.1%	17.6%	6.7%	0.6x	8.4x	
Fidelity National Financial, Inc.	\$ 15,218	\$ 49.42	(6.9%)	37.3%	51.2%	16.3%	1.2x	7.4x	
First American Financial Corporation	\$ 6,428	\$ 53.95	(11.6%)	(5.4%)	62.3%	9.8%	1.1x	8.9x	
FirstService Corporation	\$ 8,465	\$ 152.12	(8.1%)	(1.3%)	32.4%	10.0%	1.8x	18.9x	
Anywhere Real Estate Inc.	\$ 3,506	\$ 3.31	(46.4%)	(50.4%)	34.9%	6.8%	0.6x	9.2x	
RE/MAX Holdings, Inc.	\$ 62	\$ 8.10	(7.6%)	(57.9%)	74.0%	24.9%	0.2x	0.8x	
Stewart Information Services Corpora	\$ 2,169	\$ 62.08	(4.6%)	50.9%	60.8%	9.2%	0.9x	10.2x	
Mean	\$ 9,195	\$ 70.64	(11.5%)	5.7%	40.4%	11.8%	1.0x	9.8x	
Median	\$ 7,362	\$ 58.02	(8.3%)	12.1%	37.5%	9.9%	1.0x	9.0x	

Source: S&P Capital IQ

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Public Comparable Companies

Company Name	Enterprise Value (\$mils)	Share Stock Price	Price Change		LTM Margins		TEV / LTM:		
			3 month	12 month	Gross	EBITDA	Revenue	EBITDA	
HR/Staffing									
AMN Healthcare Services, Inc.	\$ 3,212	\$ 51.23	(18.0%)	(53.1%)	32.7%	12.5%	0.9x	7.4x	
ASGN Incorporated	\$ 4,997	\$ 88.17	(15.8%)	16.6%	28.6%	10.1%	1.2x	10.2x	
Cross Country Healthcare, Inc.	\$ 481	\$ 13.84	(26.1%)	(50.7%)	21.9%	5.8%	0.3x	4.7x	
Heidrick & Struggles International, Inc	\$ 485	\$ 31.58	(6.2%)	19.3%	25.4%	12.6%	0.5x	3.7x	
Hudson Global, Inc.	\$ 28	\$ 16.61	(5.9%)	(22.9%)	9.4%	0.7%	0.2x	NM	
Insperty, Inc.	\$ 3,177	\$ 91.21	(16.8%)	(23.3%)	16.1%	3.9%	0.5x	12.4x	
Kelly Services, Inc.	\$ 611	\$ 21.41	(14.5%)	21.6%	19.8%	2.8%	0.1x	4.8x	
Kforce Inc.	\$ 1,219	\$ 62.13	(11.9%)	(0.8%)	27.6%	6.0%	0.8x	13.6x	
ManpowerGroup Inc.	\$ 4,134	\$ 69.80	(10.1%)	(12.1%)	17.5%	3.4%	0.2x	6.5x	
Robert Half Inc.	\$ 6,301	\$ 63.98	(19.3%)	(14.9%)	39.5%	6.4%	1.1x	12.3x	
TrueBlue, Inc.	\$ 323	\$ 10.30	(17.7%)	(41.8%)	26.2%	2.0%	0.2x	8.6x	
Upwork Inc.	\$ 1,305	\$ 10.75	(12.3%)	15.1%	75.8%	4.8%	1.8x	37.8x	
Mean	\$ 2,189	\$ 44.25	(14.6%)	(12.3%)	28.4%	5.9%	0.6x	11.1x	
Median	\$ 1,262	\$ 41.41	(15.2%)	(13.5%)	25.8%	5.3%	0.5x	8.6x	
Business Services Mean	\$ 13,372	\$ 93.26	(2.0%)	16.7%	29.8%	13.2%	1.7x	11.8x	
Business Services Median	\$ 6,301	\$ 62.08	(3.8%)	13.9%	23.9%	11.5%	1.1x	10.2x	

Source: S&P Capital IQ

Note: All values based on publicly available data as of 6/30/2024



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Select M&A Transaction Activity

Announcement Date	Target Name	Buyer Name	Sector	Value (\$mm)	TEV/Rev	TEV/EBITDA
6/28/2024	Garland Company Real Estate, LLC	Crye-Leike Realty, Inc.	Real Estate Services	-	-	-
6/28/2024	Human Bees, Inc.	ShiftPixy, Inc.	HR/Staffing	\$16.50	-	-
6/26/2024	AlarmTech Inc.	Pye-Barker Fire & Safety, LLC	Facility Services	-	-	-
6/26/2024	Cla Landscaping, LLC	S & R Landscaping, LLC	Res. & Comm Field Services	-	-	-
6/25/2024	Noetis Capital Inc.	freelance.ca inc	HR/Staffing	-	-	-
6/25/2024	Digi Security Systems, LLC	Cobalt Service Partners, LLC	Facility Services	-	-	-
6/25/2024	Growth Collective Solutions, Inc.	Toptal, LLC	HR/Staffing	-	-	-
6/19/2024	CEDA International Corporation	Hillcore Group	Env. & Waste Services	-	-	-
6/19/2024	Vytis Security Systems LLC	LOUD Security Systems, Inc.	Facility Services	-	-	-
6/17/2024	LaBahn's Landscaping	Juniper Landscape Company	Res. & Comm Field Services	-	-	-
6/17/2024	OMAC Refrigeration	Pro Reefer And Mobile Trucking Services Inc.	Res. & Comm Field Services	-	-	-
6/11/2024	Bates Security, LLC	Pye-Barker Fire & Safety, LLC	Facility Services	-	-	-
6/11/2024	Infrastructure Services Group LLC	Azuria Water Solutions, Inc.	Facility Services	-	-	-
6/6/2024	PrincetonOne LLC	Hueman People Solutions, LLC	HR/Staffing	-	-	-
6/4/2024	Summit Off Duty Services, LLC	Security Services Holdings LLC	Facility Services	-	-	-
6/4/2024	S.T. Burke Retail Partners	Divaris Real Estate, Inc.	Real Estate Services	-	-	-

Source: S&P Capital IQ

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Select M&A Transaction Activity

Announcement Date	Target Name	Buyer Name	Sector	Value (\$mm)	TEV/Rev	TEV/EBITDA
6/3/2024	Stericycle, Inc.	Waste Management, Inc.	Env. & Waste Services	\$7,766.51	2.94x	13.91x
6/3/2024	Magic Foam WNY LLC	NOCO Inc.	Real Estate Services	-	-	-
5/29/2024	RSB Solutions, Ltd Co.	Alliance Technical Group, LLC	Env. & Waste Services	-	-	-
5/28/2024	Voltix Energy Solutions	Asplundh Tree Expert, LLC	Facility Services	-	-	-
5/26/2024	Security Solutions Inc.	Pye-Barker Fire & Safety, LLC	Facility Services	-	-	-
5/23/2024	Dr. Jack's Lawn Care, Termite & Pest Control	Fairway Lawns, LLC	Real Estate Services	-	-	-
5/22/2024	Vermillion Systems, Inc.	Pye-Barker Fire & Safety, LLC	Facility Services	-	-	-
5/22/2024	Stat Pest Control LLC	Certus Pest, Inc.	Real Estate Services	-	-	-
5/20/2024	Arrowhead Environmental Services	Superior Environmental Solutions, LLC	Env. & Waste Services	-	-	-
5/20/2024	Materials Management Company	Apex Waste Solutions	Env. & Waste Services	-	-	-
5/17/2024	Nexgen Exterminating, Inc.	Clark Pest Control, Inc.	Real Estate Services	-	-	-
5/16/2024	MYND Management, Inc.	Roofstock, Inc.	Real Estate Services	-	-	-
5/14/2024	Litterally LLC	Ally Waste Services, LLC	Env. & Waste Services	-	-	-
5/14/2024	Game Theory Group International, Inc.	BridgeAthletic, Inc.	HR/Staffing	-	-	-
5/13/2024	Creighton Manning, a GAI Company	GAI Consultants, Inc.	Infrastructure Services	-	-	-
5/7/2024	Beary Landscaping, Inc.	Silver Oak Services Partners, LLC; Silver Oak Services Partners IV, L.P.	Res. & Comm Field Services	-	-	-

Source: S&P Capital IQ

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Select M&A Transaction Activity

Announcement Date	Target Name	Buyer Name	Sector	Value (\$mm)	TEV/Rev	TEV/EBITDA
5/1/2024	Metropolitan Protective Services, Inc.	Citadel Security Holdings, Inc.	Facility Services	-	-	-
4/24/2024	Albuquerque Low Voltage Inc.	Rapid Fire Safety & Security LLC	Facility Services	-	-	-
4/23/2024	Cenergy International Services, LLC	First Tek Inc.	HR/Staffing	-	-	-
4/23/2024	Strategic Materials, Inc.	SCR-Sibelco N.V.	Env. & Waste Services	-	-	-
4/22/2024	VMG Sports	Milk & Honey Music	HR/Staffing	-	-	-
4/18/2024	Pinnacle Automotive Group, LLC	Xcite Automotive	HR/Staffing	-	-	-
4/18/2024	Pro Serv Industrial Contractors, LLC	HPI, LLC	Res. & Comm Field Services	-	-	-
4/16/2024	Petra Coach	Cultivate Brands LP	HR/Staffing	-	-	-
4/15/2024	Elevated Facility Services Group	APi Group Corporation	Res. & Comm Field Services	\$570.00	-	-
4/15/2024	E & M International, Inc.	Chenega Corporation	Facility Services	-	-	-
4/10/2024	The Surveillance Shop Ltd.	BearCom Group, Inc.	Facility Services	-	-	-
4/10/2024	Strauser Natures Helpers	Schill Landscaping And Lawn Care Services, Inc.	Res. & Comm Field Services	-	-	-
4/9/2024	Toepfer Security Corporation	Cobalt Service Partners, LLC	Facility Services	-	-	-
4/9/2024	Segers Aero Corporation	H.I.G. Capital, LLC	Res. & Comm Field Services	-	-	-
4/3/2024	Forklift Training Systems, Inc.	Fleet Team Inc.	Res. & Comm Field Services	-	-	-
4/1/2024	Green-Tech Landcare, Inc.	Verde Equity Partners LP	Res. & Comm Field Services	-	-	-

Source: S&P Capital IQ

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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, Joe Schmitt. For more information, please visit www.greenwichgp.com.

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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