

DELANCEY STREET  
PARTNERS

SUMMER 2024

# HR Technology Market Pulse

M&A Advisory  
Growth Capital  
Recapitalizations  
Board Advisory  
Strategic Evaluations



More Info: [www.delanceystreetpartners.com](http://www.delanceystreetpartners.com)  
161 Washington Street | Suite 580 | Conshohocken, PA | 19428

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Delancey Street Partners (DSP) is pleased to provide you with this **Summer 2024 Edition** of DSP's HR Technology Market Pulse, your trusted source for HR Technology insights, valuations, investment, and M&A market trends.

***Déjà vu all over again!*** DSP has faced the same question all year: When will things improve? While we monitor interest rates and labor statistics, our focus also includes key metrics from major HR Technology players. See page 7 for DSP's HR Technology Momentum Tracker, which evaluates growth and profitability drivers each quarter to assess their impact on valuation multiples. As shown, most players' performance was flat to down in Q2, with no subsector seeing significant multiple expansion.

***Performance matters.*** There is a clear link between performance and market valuations. Need proof? Check page 9 for DSP's Quartile Analysis, which breaks down growth, profitability, and the Rule of 40 by quartile. Knowing your company's quartile is essential, as your valuation depends on it.

***Reversion to the mean?*** We monitor subsector valuations against their 5- and 10-year mean multiples. Pages 13 and 14 graph this relationship for each HR Technology subsector. Savvy management teams and investors stay aware of their market multiples in relation to the mean to make informed decisions. As our analysis indicates, while conditions are improving, most sectors still lag behind their long-term averages.

## Deep HCM Expertise

Delancey Street Partners has deep domain and M&A expertise in the Human Capital Management (HCM) sector. Our coverage spans all areas within the HCM sector including:

### HR SaaS Technology

- Talent Acquisition
- WorkTech
- Workforce Management
- Learning & Development

### Special Focus:

- Artificial Intelligence (AI)
- Payroll & PEO
- Employer of Record (EOR)
- Background Checking, Credentialing & Assessments
- Gig & On Demand
- HR Community & Recruitment
- Scheduling, Time & Attendance

### HR Tech Enabled & Services

- Professional Services
- Staffing
- Recruitment Process Outsourcing (RPO)
- Interim Talent & Fractional Talent
- Executive Search
- Compliance & EHS
- Compensation, Benefits

### Special Focus:

- Onboarding Solutions
- Skills Development & Coaching
- Employee Engagement & Retention
- Frontline/Hourly Workplace

## Representative Transactions

The grid displays six representative transactions:

- workzone**: has been acquired by **Big Band**. Advisor to Seller.
- PATINA**: has been acquired by **KORN FERRY**. Advisor to Seller.
- WORKFORCE SOLUTIONS GROUP**: has been acquired by **CROSS COUNTRY HEALTHCARE**. Advisor to Seller.
- GLOBO**: has completed growth equity financing with **VSS**. Advisor to GLOBO.
- BirdDogHR**: a portfolio company of **NextLevel VENTURES** and **Bridgepoint**. has been acquired by **PROVIDENCE STRATEGIC GROWTH**. Advisor to Seller.
- rivs**: a portfolio company of **IRISH ANGELS**. has completed a majority growth recapitalization with **GLOW POINT CAPITAL**. Advisor to RIVS.

## DSP's Employment Life Cycle Taxonomy

Pre-Hire	Hire/Onboarding			Compensation	Talent Management		Post
Sourcing/Tracking	Qualify	Interview	Post-Hire	Benefits	Learning	Performance	Succession
<ul style="list-style-type: none"> <li>• Branding Templates</li> <li>• Applicant Tracking</li> <li>• Job Board Integration</li> <li>• Candidate Compliance</li> <li>• Talent Bench</li> <li>• Social Recruitment</li> </ul>	<ul style="list-style-type: none"> <li>• Assess Cultural Fit Testing</li> <li>• Background Credential</li> <li>• Offer Letter Automation</li> <li>• Skill Testing/Validation</li> </ul>	<ul style="list-style-type: none"> <li>• Interview Scheduling</li> <li>• Automated E-mails</li> <li>• Video</li> <li>• Real-Time Evaluation Tools</li> <li>• Offer Letter Automation</li> </ul>	<ul style="list-style-type: none"> <li>• Onboarding Drug Testing</li> <li>• Automated Data Capture</li> <li>• Information Integration</li> <li>• Task Tracking</li> <li>• E-Signatures</li> <li>• Time &amp; Attendance</li> <li>• Employee Scheduling</li> </ul>	<ul style="list-style-type: none"> <li>• Benefits Admin.</li> <li>• Health Insurance</li> <li>• Retirement Services</li> <li>• COBRA</li> <li>• Compensation Mgmt.</li> </ul>	<ul style="list-style-type: none"> <li>• Learning Mgmt. System</li> <li>• Content Integration</li> <li>• Compliance &amp; Certification Mgmt.</li> <li>• Test and Survey</li> </ul>	<ul style="list-style-type: none"> <li>• Talent Mgmt. Customizable Forms</li> <li>• Goal Setting and Tracking</li> <li>• Performance Improvement</li> <li>• Employee Recognition</li> </ul>	<ul style="list-style-type: none"> <li>• Succession Planning</li> <li>• Skill Gap Reporting</li> <li>• Talent Pools and Planning</li> <li>• Offboarding</li> </ul>

**We work with great companies. We want to work with you!**

Please contact DSP's HCM sector leads Bill Filip ([wfilip@delanceyllc.com](mailto:wfilip@delanceyllc.com) 610-888-3865) and Steve Higgins ([shiggins@delanceyllc.com](mailto:shiggins@delanceyllc.com) 484-533-6308) for more information.

Strategic Commentary

“

“So when we think about conversational AI, we try to be really clear about how it's used and what decisions it is or isn't making. We want to use new technology that scales really well within the existing frame of the recruiting process — one where you can schedule hundreds or thousands of interviews at the same time, but also in a way that people understand what's happening and trust it. Candidates are going to go into these conversations thinking, “Is this conversation going to be smart or is this sort of a dumb chatbot?” We want to show them that it's the former.”

– Adam Godson, CEO  
July 24, 2024



“

“In terms of the macro environment, we are seeing normalization and stabilization of key labor market metrics, including quits, hires and openings as job trends stabilize from the pandemic years. Additionally, our customers continue to hire, albeit at a more modest level. Our business continues to be propelled by the fundamental long-term drivers we have spoken about in the past, including the increasing importance of risk management, compliance and turnaround times for our customers.”

– Scott Staples, CEO & Director  
August 8, 2024



“

“The timing and shape of a recovery remain uncertain, and while there are encouraging signs that the labor market downturn is bottoming out, there continues to be a high degree of uncertainty and volatility. We continue to lean into investments that we believe we'll capture market share over time and are well positioned to emerge from this current industry slowdown as a stronger company.”

– Timothy Yarbrough, Executive Vice President & CFO  
August 7, 2024



“

“The pipeline levels remain very healthy and robust. What we're seeing in the industry is that there is a focus on increased automation. The way that [automation] typically translates is that we would see a simplification of 12 systems to about 1. As we simplify the environment for the client, it means that you have more automation, less integration, less manual effort, less manual errors, less FTEs, and higher efficiencies. That messaging is resonating very well in today's economy.”

— David D. Ossip, Chairman, CEO  
May 5, 2024



# “HEARD ON THE STREET” QUOTATIONS

## Strategic Commentary

“

“Pipeline growth in the industry is strong and that is where we’re seeing continued strength. We think both healthcare and higher education are multi-year opportunities for Workday [to implement greater cross-selling of services]. In addition, state, local, and the federal business [are opportunities for cross-selling of services].”

– Douglas Robinson, Co-President  
August 22, 2024



“

“From a category standpoint, the tech industry broadly in the macro at large is being hit harder from a job openings perspective. So, we are seeing that that is flowing through to some extent in terms of demand for tech jobs, our own platform being a bit weaker and not consistent with the macro trends.”

– Erica Gessert, CFO  
August 7, 2024



“

“We’ve incorporated prudent assumptions to account for the impact of worsening macroeconomic environments and execution risks in our enterprise go-to market motions. Those are the some of the factors that are driving the year-over-year deceleration in cloud revenue. Having said that, we remain optimistic for the long-term and expect cloud revenue growth to accelerate in FY 2026 as we improve seat expansion, cross-sell additional products, and upsell premium and enterprise editions of our products.”

– Joe Binz, CFO  
August 1, 2024



“

“In fiscal 2024, we continued to leverage our global scale to strengthen our business. We extended our global footprint by acquiring the payroll business of a partner in Sweden, expanding the scope of our Celergo Payroll offering to include Iceland, and further growing our on-the-ground presence in the APAC region.”

– Maria Black, President, CEO, and Director  
July 31, 2024



# “HEARD ON THE STREET” QUOTATIONS

## Strategic Commentary

“

“Coursera's platform sits at the intersection of several long-term secular trends: the digital transformation of every institution in our society, the urgent need for skills development and the evolution of higher education to better meet demands of a changing economy, shifting demographics, and the globalization of talent.”

– Jeffrey Maggioncalda, President, CEO, and Director  
July 25, 2024



“

“We have a lot of cash in the balance sheet now. It gives us the ability to double down on this R&D investment, even at a time when most companies in tech are really pulling back from it. There is a growing realization that you can serve customers better and build much better products by building products in a compound way. The implications of this are that there might be a smaller number of larger winners in the space versus hundreds of point SaaS companies.”

– Parker Conrad, CEO  
July 24, 2024



“

“In terms of the broader macro, you saw the investment in hardware, obviously, for the AI world. You saw the incredible success of the NVIDIA company and the work that they are doing. You see great companies like Microsoft doing incredibly well with Office and Dynamics and Teams and Copilot. So, they are a standard. Then you see the hyper scalers all doing well. Whether it's Azure, it's AWS, or it's GCP, they're all doing well. The good news is we integrate with all of them.”

– William R. McDermott, Chairman & CEO  
July 24, 2024



“

“Another part of our growth formula has historically been M&A, and that would be one that we continually looked at. I do find the market getting back to more rational valuation, both directly in our space and then that the adjacencies that we have been looking at historically where I think there was a lot of inflation as I see those [adjacencies] go back, we're going to continue to be very active in that market.”


– John Bradley Gibson, President, CEO  
June 26, 2024



## Strategic Commentary


“We’re here to help HR and IT leaders consolidate their tools and worry about one less thing. That’s why we’re acquiring Hofy to provide our global customers best-in-class IT services and device lifecycle management, alongside our suite of EOR, global payroll, contractor management, immigration and people management tools. It’s another step in our goal to become the most comprehensive payroll & HR platform worldwide.”

– Alex Bouaziz, Co-Founder & CEO  
July 18, 2024



“As we think about the broader market opportunity, we still see that the majority of the market is uncovered by modern solutions. Half of the entire market is shared between regional providers and in-house ERP providers that are on legacy solutions, definitely not modern solutions. Legacy solutions can’t keep up with the complexity and the compliance difficulties, the constant change in labor laws, and the changing dynamics around payroll. We think that continues to be a dynamic that will be a tailwind for a long time in the market.”

– Adam Ante, CFO  
June 10, 2024



“Of the estimated \$327 billion global job matching market, the advertising and branding business on job boards represents less than \$30 billion. The market for the process closer to hiring — a largely untapped area — is 10 times that latter figure, so there’s a vast opportunity opening up.”

– Chris Hyams, CEO  
February 29, 2024



“The industry backdrop in which we are currently operating is one marked by continued strong premium growth, as rate increases continue. In fact, in the first quarter of 2024, industry-wide direct premium growth increased 10% and Swiss Re’s forecast is for 8% growth for the full year. Profitability across the sector has improved, and industry-wide combined ratios have come down though there is variability by line and geography.”

– Lee M. Shavel, CEO & Director  
July 31, 2024



# SUBSECTOR MOMENTUM TRACKER

## Talent Acquisition

## WorkTech

## WorkForce Management

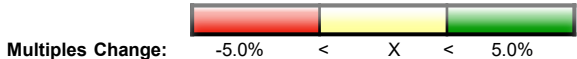
	2023					2024									
	Q2	Q3	Q4	Q1	Q2	Q2	Q3	Q4	Q1	Q2					
<b>Valuations</b>															
EV / LTM Revenue	2.2x	2.1x	2.4x	2.6x	2.7x	12.6x	10.8x	11.7x	12.9x	10.8x	6.8x	7.2x	6.5x	7.6x	7.3x
EV / FYE Revenue	2.2x	2.0x	2.5x	2.6x	2.6x	10.2x	9.3x	11.1x	10.4x	9.8x	6.1x	6.9x	6.3x	6.5x	6.6x
EV / FYE EBITDA	11.3x	10.2x	12.6x	11.5x	11.2x	38.1x	38.4x	46.8x	38.0x	35.1x	18.0x	19.4x	17.7x	22.1x	19.4x
<b>Growth</b>															
3-Yr. Rev CAGR	4.8%	7.2%	8.2%	8.4%	8.1%	20.1%	24.6%	29.5%	28.8%	28.0%	4.6%	6.4%	8.8%	9.4%	9.9%
5-Yr. Rev CAGR	1.0%	1.6%	1.6%	1.5%	1.5%	19.8%	19.3%	19.0%	18.5%	17.9%	5.5%	5.7%	4.9%	5.0%	5.1%
<b>Profitability</b>															
Gross Margin	61.3%	61.2%	61.1%	61.6%	61.6%	81.1%	81.7%	82.1%	82.0%	81.9%	72.8%	72.3%	72.5%	71.8%	71.4%
EBITDA Margin	15.0%	14.6%	15.1%	16.9%	14.6%	-17.3%	-10.3%	-5.8%	-4.4%	-1.8%	22.6%	22.8%	22.7%	23.5%	24.1%

## Learning & Development

## Payroll

## Aggregate HR Technology

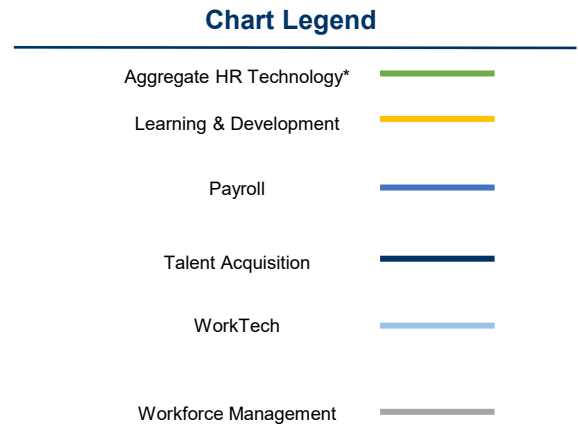
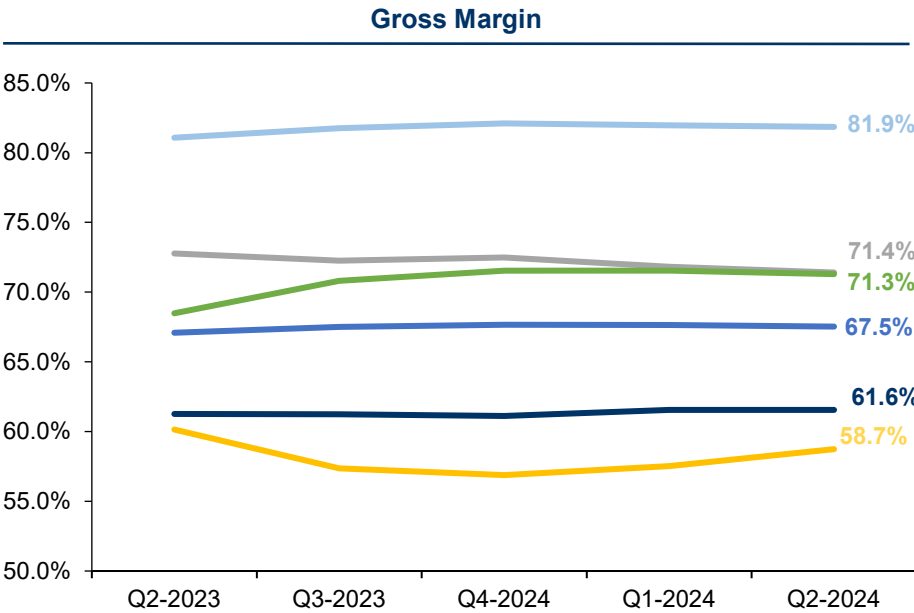
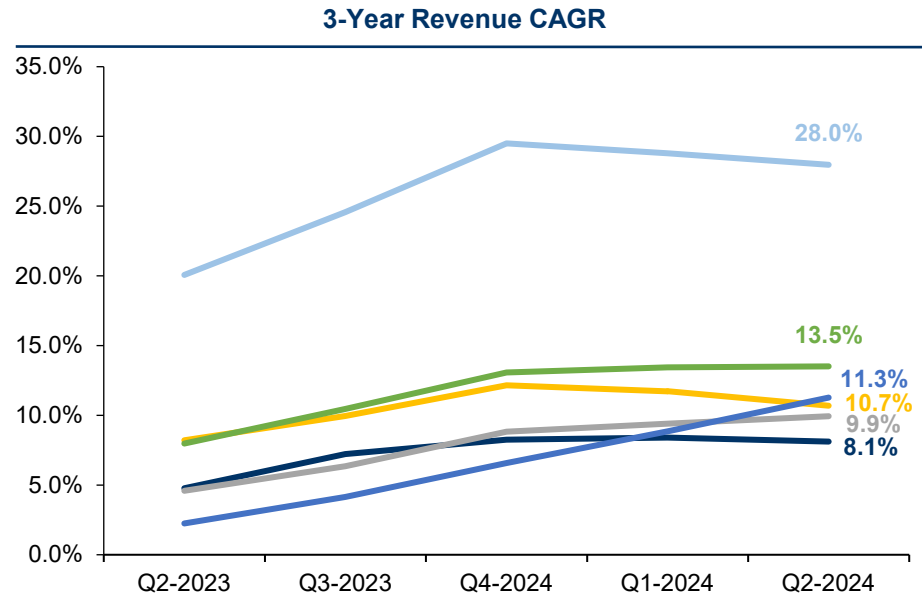
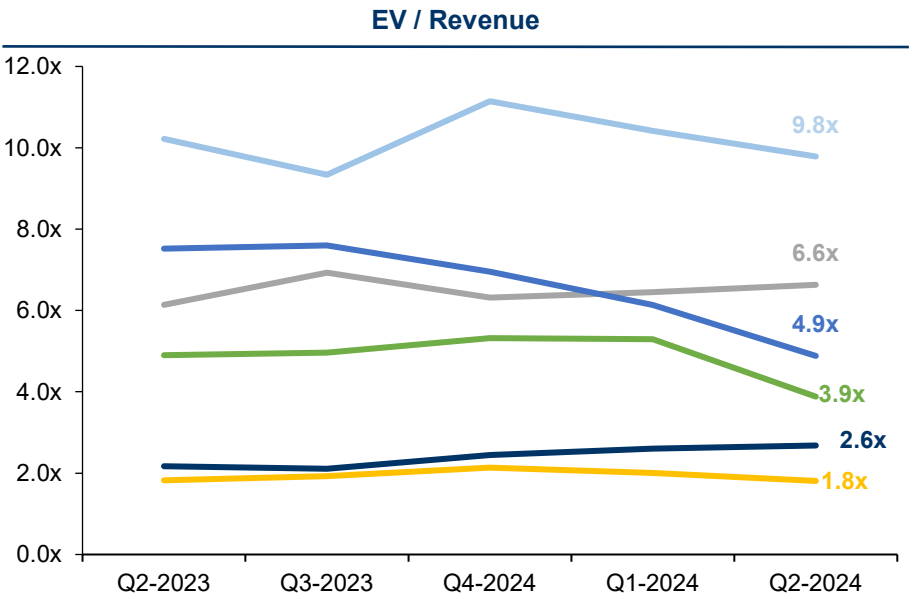
	2023					2024									
	Q2	Q3	Q4	Q1	Q2	Q2	Q3	Q4	Q1	Q2	Q2	Q3	Q4	Q1	Q2
<b>Valuations</b>															
EV / LTM Revenue	1.8x	1.9x	2.1x	2.2x	1.7x	8.1x	8.0x	7.2x	6.9x	5.2x	5.2x	5.2x	5.4x	0.1x	4.3x
EV / FYE Revenue	1.8x	1.9x	2.1x	2.0x	1.8x	7.5x	7.6x	7.0x	6.1x	4.9x	4.9x	5.0x	5.3x	5.3x	3.9x
EV / FYE EBITDA	8.4x	9.3x	9.5x	9.7x	11.1x	24.4x	22.1x	20.6x	18.5x	15.7x	15.2x	14.1x	16.0x	19.6x	15.9x
<b>Growth</b>															
3-Yr. Rev CAGR	8.2%	10.0%	12.2%	11.7%	10.7%	2.2%	4.2%	6.6%	8.8%	11.3%	8.0%	10.5%	13.1%	13.4%	13.5%
5-Yr. Rev CAGR	2.3%	2.7%	3.1%	3.2%	3.3%	4.7%	4.8%	4.8%	4.8%	11.3%	6.7%	6.8%	6.6%	6.6%	6.5%
<b>Profitability</b>															
Gross Margin	60.1%	57.4%	56.9%	57.5%	58.7%	67.1%	67.5%	67.7%	67.6%	67.5%	68.5%	70.8%	71.5%	71.5%	71.3%
EBITDA Margin	11.8%	12.3%	13.1%	13.6%	13.9%	20.8%	22.0%	23.1%	24.0%	24.7%	13.7%	14.2%	14.7%	71.5%	14.9%



Source: CapIQ  
 Note: Aggregate HR Tech Index includes all DSP HR Tech Subsectors: Talent Acquisition, WorkTech, Workforce Management, Learning & Development, and Payroll; Median statistics for respective metrics; values are equal-weighted



# SUBSECTOR MOMENTUM TRACKER (CON'TD)



Source: CapIQ  
 Note: Aggregate HR Tech Index includes all DSP HR Tech Subsectors: Talent Acquisition, WorkTech, Workforce Management, Learning & Development, and Payroll

The analysis below examines the Aggregate HR Technology Index by quartile performance, ranked by growth (3-year revenue CAGR), profitability (gross and EBITDA margin), and the Rule of 40 (the summation of the 3-year revenue growth and EBITDA margin). In each ranking, vast differences in performance can be seen between the top and bottom quartiles with a strong correlation to quartile valuation metrics.

## Aggregate HR Technology Index Quartiles

<i>Median Statistics by 3-Year Rev CAGR</i>	Market Value (\$mm)	MARGINS		GROWTH		Rule of 40	VALUATION DATA			
		Gross Profit % Margin	EBITDA LTM % Margin	5-Year Rev CAGR	3-Year Rev CAGR		EV / Revenue		EV / EBITDA	
							LTM	2024E	LTM	2024E
Quartile 1 (75th Percentile to Max)	\$6,867.3	78.2%	11.4%	20.4%	13.4%	25.1%	6.2x	5.6x	38.5x	33.5x
Quartile 2 (50th Percentile to 75th Percentile)	5,983.1	75.9%	8.7%	14.4%	8.4%	21.2%	4.5x	4.3x	21.2x	19.0x
Quartile 3 (25th Percentile to 50th Percentile)	20,054.4	66.4%	22.5%	6.2%	4.3%	31.9%	4.2x	4.2x	19.6x	15.3x
Quartile 4 (Min to 25th Percentile)	2,458.8	59.8%	15.4%	5.1%	(4.0%)	23.0%	1.9x	2.3x	14.1x	10.8x
<i>Median Statistics by Gross Profit Margin</i>										
Quartile 1 (75th Percentile to Max)	\$3,097.7	86.1%	7.3%	20.7%	9.7%	19.4%	4.2x	4.0x	13.4x	12.9x
Quartile 2 (50th Percentile to 75th Percentile)	53,387.7	75.9%	20.7%	11.3%	6.2%	38.0%	8.0x	7.6x	21.2x	21.2x
Quartile 3 (25th Percentile to 50th Percentile)	5,784.7	64.7%	17.5%	9.8%	6.1%	26.9%	4.7x	4.6x	25.1x	17.6x
Quartile 4 (Min to 25th Percentile)	3,411.0	48.4%	14.7%	10.2%	2.8%	23.5%	2.4x	2.7x	14.4x	11.7x
<i>Median Statistics by EBITDA Margin</i>										
Quartile 1 (75th Percentile to Max)	\$36,697.7	67.9%	30.7%	8.7%	4.7%	42.1%	8.3x	8.0x	24.0x	18.9x
Quartile 2 (50th Percentile to 75th Percentile)	8,556.5	70.6%	18.9%	4.7%	4.9%	24.5%	3.9x	3.9x	13.7x	14.3x
Quartile 3 (25th Percentile to 50th Percentile)	1,261.2	68.1%	12.7%	10.9%	4.3%	22.6%	2.4x	2.3x	19.1x	11.7x
Quartile 4 (Min to 25th Percentile)	3,381.0	82.5%	(10.0%)	22.0%	11.4%	1.4%	4.2x	3.9x	N.M.	32.5x
<i>Median Statistics by Rule of 40</i>										
Quartile 1 (75th Percentile to Max)	\$38,267.9	72.7%	30.7%	7.0%	6.2%	42.1%	8.4x	8.3x	24.6x	22.6x
Quartile 2 (50th Percentile to 75th Percentile)	8,556.5	54.1%	16.2%	13.4%	3.6%	28.8%	5.7x	5.5x	22.3x	18.9x
Quartile 3 (25th Percentile to 50th Percentile)	1,560.0	69.9%	12.7%	12.4%	5.6%	22.1%	1.8x	1.9x	14.3x	10.8x
Quartile 4 (Min to 25th Percentile)	1,209.9	76.2%	3.0%	13.6%	5.3%	11.1%	1.8x	1.8x	13.6x	12.2x

Quartile 1

Quartile 2

Quartile 3

Quartile 4

Source: CapIQ

Note: Aggregate HR Tech Index includes all DSP HR Tech Subsectors: Talent Acquisition, WorkTech, Workforce Management, Learning & Development, and Payroll

# MARKET VALUATION: PUBLIC COMPARABLES

## HR Technology Public Comparables: Sorted by Gross Margin %

COMPANY	STOCK PERFORMANCE AND COMPANY DATA					MARGINS		GROWTH			VALUATION DATA			
Talent Acquisition														
Company	Price 8/31/2024	YTD % Change	% of 52- Week High	Market Value (\$mm)	Enterprise Value (\$mm)	Gross Profit % Margin	EBITDA % Margin	5-Year Rev CAGR	3-Year Rev CAGR	1-Year Rev Growth	EV / Revenue		EV / EBITDA	
											2024E	2025P	2024E	2025P
ZipRecruiter	\$9.6	(31.3%)	62.2%	\$948.7	\$980.2	89.9%	11.9%	N.A.	15.6%	(28.6%)	2.1x	1.9x	13.9x	12.6x
DHI Group	1.9	(25.1%)	61.0%	88.1	131.4	86.4%	18.9%	(1.2%)	11.0%	1.5%	0.9x	0.9x	3.8x	3.9x
Fiverr International	24.9	(8.6%)	78.7%	877.6	636.5	83.3%	(1.3%)	36.8%	24.0%	7.1%	1.7x	1.5x	8.9x	7.4x
Upwork	9.6	(35.2%)	58.9%	1,272.5	1,140.5	76.2%	7.3%	22.2%	22.6%	11.5%	1.5x	1.4x	7.9x	6.7x
SEEK Limited	15.6	(14.4%)	84.5%	5,557.3	6,344.3	61.8%	29.3%	(6.0%)	131.2%	(6.8%)	8.8x	8.2x	20.2x	18.6x
Recruit Holdings	62.1	46.7%	93.9%	94,487.5	87,744.0	57.7%	14.1%	3.2%	4.8%	(5.7%)	3.8x	3.4x	21.7x	18.5x
Equifax	307.1	24.2%	99.2%	38,003.2	43,471.2	55.6%	30.7%	9.1%	8.5%	2.8%	7.6x	6.8x	23.3x	19.4x
First Advantage	19.2	15.6%	95.7%	2,784.6	3,077.7	49.5%	27.4%	N.A.	14.5%	(5.7%)	4.0x	3.7x	13.0x	11.8x
Sterling Check	16.2	16.3%	95.0%	1,586.4	2,073.9	45.3%	13.8%	N.A.	16.6%	(6.1%)	2.7x	2.5x	11.8x	10.5x
<b>Overall Group Mean</b>		<b>(1.3%)</b>	<b>81.0%</b>	<b>\$16,178.4</b>	<b>\$16,177.7</b>	<b>67.3%</b>	<b>16.9%</b>	<b>10.7%</b>	<b>27.6%</b>	<b>(3.4%)</b>	<b>3.7x</b>	<b>3.4x</b>	<b>13.8x</b>	<b>12.1x</b>
<b>Overall Group Median</b>		<b>(8.6%)</b>	<b>84.5%</b>	<b>1,586.4</b>	<b>2,073.9</b>	<b>61.8%</b>	<b>14.1%</b>	<b>6.1%</b>	<b>15.6%</b>	<b>(5.7%)</b>	<b>2.7x</b>	<b>2.5x</b>	<b>13.0x</b>	<b>11.8x</b>
<b>Overall Group Max</b>		<b>46.7%</b>	<b>99.2%</b>	<b>94,487.5</b>	<b>87,744.0</b>	<b>89.9%</b>	<b>30.7%</b>	<b>36.8%</b>	<b>131.2%</b>	<b>11.5%</b>	<b>8.8x</b>	<b>8.2x</b>	<b>23.3x</b>	<b>19.4x</b>
<b>Overall Group Min</b>		<b>(35.2%)</b>	<b>58.9%</b>	<b>88.1</b>	<b>131.4</b>	<b>45.3%</b>	<b>(1.3%)</b>	<b>(6.0%)</b>	<b>4.8%</b>	<b>(28.6%)</b>	<b>0.9x</b>	<b>0.9x</b>	<b>3.8x</b>	<b>3.9x</b>
WorkTech														
Company	Price 8/31/2024	YTD % Change	% of 52- Week High	Market Value (\$mm)	Enterprise Value (\$mm)	Gross Profit % Margin	EBITDA % Margin	5-Year Rev CAGR	3-Year Rev CAGR	1-Year Rev Growth	EV / Revenue		EV / EBITDA	
											2024E	2025P	2024E	2025P
Asana	\$14.1	(26.0%)	60.0%	\$3,207.1	\$2,964.3	90.0%	(37.7%)	53.4%	42.2%	19.2%	4.1x	3.7x	N.M.	N.M.
monday.com	265.9	41.6%	94.5%	13,257.0	12,023.6	89.2%	0.1%	N.A.	65.4%	40.6%	12.5x	9.9x	N.M.	N.M.
Freshworks	11.7	(50.3%)	46.8%	3,528.4	2,541.0	83.6%	(22.6%)	N.A.	33.7%	19.8%	3.6x	3.1x	32.9x	23.1x
Atlassian	165.6	(30.4%)	64.0%	43,060.6	41,971.1	81.6%	(0.9%)	30.3%	29.2%	22.4%	9.1x	7.6x	43.1x	31.5x
Smartsheet	48.8	2.0%	89.5%	6,751.1	6,127.6	81.1%	(8.5%)	40.1%	35.5%	25.0%	5.5x	4.8x	31.7x	25.7x
ServiceNow	855.0	21.0%	90.9%	176,007.7	169,377.7	79.1%	16.5%	28.0%	25.7%	23.8%	15.5x	12.9x	44.5x	36.3x
ATOSS Software	153.5	32.9%	94.1%	2,442.0	2,359.1	77.3%	36.2%	17.2%	18.5%	36.3%	12.6x	10.7x	34.9x	31.0x
<b>Overall Group Mean</b>		<b>(1.3%)</b>	<b>77.1%</b>	<b>\$35,464.8</b>	<b>\$33,909.2</b>	<b>83.1%</b>	<b>(2.4%)</b>	<b>33.8%</b>	<b>35.7%</b>	<b>26.7%</b>	<b>9.0x</b>	<b>7.5x</b>	<b>37.5x</b>	<b>29.5x</b>
<b>Overall Group Median</b>		<b>2.0%</b>	<b>89.5%</b>	<b>6,751.1</b>	<b>6,127.6</b>	<b>81.6%</b>	<b>(0.9%)</b>	<b>30.3%</b>	<b>33.7%</b>	<b>23.8%</b>	<b>9.1x</b>	<b>7.6x</b>	<b>34.9x</b>	<b>31.0x</b>
<b>Overall Group Max</b>		<b>41.6%</b>	<b>94.5%</b>	<b>176,007.7</b>	<b>169,377.7</b>	<b>90.0%</b>	<b>36.2%</b>	<b>53.4%</b>	<b>65.4%</b>	<b>40.6%</b>	<b>15.5x</b>	<b>12.9x</b>	<b>44.5x</b>	<b>36.3x</b>
<b>Overall Group Min</b>		<b>(50.3%)</b>	<b>46.8%</b>	<b>2,442.0</b>	<b>2,359.1</b>	<b>77.3%</b>	<b>(37.7%)</b>	<b>17.2%</b>	<b>18.5%</b>	<b>19.2%</b>	<b>3.6x</b>	<b>3.1x</b>	<b>31.7x</b>	<b>23.1x</b>

Source: CapIQ

Note: N.A. represents data that is not available on CapIQ. N.M. represents data that is not meaningful for analysis due to an EBITDA near or below zero

# MARKET VALUATION: PUBLIC COMPARABLES (CONT'D)

## HR Technology Public Comparables: Sorted by Gross Margin %

COMPANY	STOCK PERFORMANCE AND COMPANY DATA					MARGINS		GROWTH			VALUATION DATA			
Company	Price 8/31/2024	YTD % Change	% of 52- Week High	Market Value (\$mm)	Enterprise Value (\$mm)	Gross Profit % Margin	EBITDA % Margin	5-Year Rev CAGR	3-Year Rev CAGR	1-Year Rev Growth	EV / Revenue		EV / EBITDA	
											2024E	2025P	2024E	2025P
<b>Talent Management</b>														
The Sage Group	\$13.3	(11.0%)	77.9%	\$13,273.5	\$14,339.3	92.8%	21.5%	1.9%	4.5%	10.2%	4.8x	4.1x	18.9x	16.0x
Intuit	630.3	0.8%	93.1%	176,187.3	178,609.3	79.6%	27.6%	19.1%	25.1%	10.3%	10.7x	9.3x	27.0x	22.5x
Workday	263.2	(4.7%)	84.6%	69,456.9	65,447.9	75.8%	8.1%	20.8%	18.9%	16.8%	7.8x	6.8x	26.8x	22.3x
SAP	218.7	41.8%	95.0%	255,054.0	252,115.1	72.7%	24.9%	3.0%	2.6%	8.5%	6.9x	6.0x	25.6x	19.7x
Oracle	141.3	34.0%	81.2%	389,375.5	473,663.5	71.4%	40.1%	5.5%	9.4%	12.1%	8.6x	7.7x	16.7x	14.7x
Asure Software	8.6	(9.8%)	81.7%	227.3	218.1	69.9%	10.1%	13.4%	22.0%	24.3%	1.7x	1.6x	8.6x	7.6x
Verisk Analytics	272.8	14.2%	95.0%	38,856.1	41,517.3	67.9%	47.7%	2.3%	5.7%	7.4%	14.5x	13.5x	26.5x	24.4x
HealthEquity	79.6	20.0%	90.1%	6,922.6	7,655.0	63.4%	28.6%	28.3%	10.9%	16.0%	6.5x	5.8x	16.4x	13.7x
Alight	7.5	(12.5%)	71.9%	3,993.6	6,737.6	36.0%	13.3%	7.5%	7.7%	8.9%	2.9x	2.8x	11.4x	10.6x
<b>Overall Group Mean</b>		<b>8.1%</b>	<b>85.6%</b>	<b>\$105,927.4</b>	<b>\$115,589.2</b>	<b>70.0%</b>	<b>24.7%</b>	<b>11.3%</b>	<b>11.9%</b>	<b>12.7%</b>	<b>7.1x</b>	<b>6.4x</b>	<b>19.8x</b>	<b>16.8x</b>
<b>Overall Group Median</b>		<b>0.8%</b>	<b>84.6%</b>	<b>38,856.1</b>	<b>41,517.3</b>	<b>71.4%</b>	<b>24.9%</b>	<b>7.5%</b>	<b>9.4%</b>	<b>10.3%</b>	<b>6.9x</b>	<b>6.0x</b>	<b>18.9x</b>	<b>16.0x</b>
<b>Overall Group Max</b>		<b>41.8%</b>	<b>95.0%</b>	<b>389,375.5</b>	<b>473,663.5</b>	<b>92.8%</b>	<b>47.7%</b>	<b>28.3%</b>	<b>25.1%</b>	<b>24.3%</b>	<b>14.5x</b>	<b>13.5x</b>	<b>27.0x</b>	<b>24.4x</b>
<b>Overall Group Min</b>		<b>(12.5%)</b>	<b>71.9%</b>	<b>227.3</b>	<b>218.1</b>	<b>36.0%</b>	<b>8.1%</b>	<b>1.9%</b>	<b>2.6%</b>	<b>7.4%</b>	<b>1.7x</b>	<b>1.6x</b>	<b>8.6x</b>	<b>7.6x</b>
<b>Talent Management</b>														
Docebo	\$42.9	(11.5%)	76.4%	\$1,297.1	\$1,216.1	80.8%	7.3%	46.2%	42.2%	26.5%	5.7x	4.9x	37.0x	26.9x
Franklin Covey	40.3	(7.5%)	89.5%	527.2	498.8	76.4%	13.5%	5.3%	14.1%	3.2%	1.7x	1.6x	9.5x	N.A.
John Wiley & Sons	48.3	52.2%	98.2%	2,622.2	3,412.2	70.6%	15.4%	1.6%	0.9%	(5.3%)	2.1x	2.0x	8.8x	8.2x
HealthStream	29.0	7.4%	93.2%	883.1	818.8	66.4%	13.6%	3.8%	4.5%	4.6%	2.8x	2.7x	12.4x	11.7x
Udemy	8.5	(42.5%)	52.9%	1,273.6	865.7	60.0%	(11.6%)	N.A.	19.2%	15.9%	1.1x	1.0x	36.7x	13.5x
Coursera	8.1	(58.2%)	38.1%	1,271.0	564.7	52.3%	(17.2%)	N.A.	29.4%	21.4%	0.8x	0.7x	21.6x	11.1x
Pearson	13.9	13.0%	96.5%	9,206.9	10,971.8	50.6%	17.5%	(3.7%)	1.6%	(3.8%)	2.4x	2.2x	10.9x	9.9x
BTS Group	27.1	(8.0%)	76.1%	525.5	518.1	43.6%	13.8%	6.6%	16.6%	0.8%	1.9x	1.6x	11.8x	10.0x
Wilmington	5.0	19.3%	91.4%	450.2	426.6	N.A.	20.0%	(0.8%)	3.7%	20.3%	3.0x	3.1x	12.3x	11.9x
Learning Technologies Group	0.9	(11.9%)	76.0%	720.2	838.3	N.A.	15.5%	41.0%	60.3%	(3.9%)	1.4x	1.3x	6.1x	5.7x
<b>Overall Group Mean</b>		<b>(4.7%)</b>	<b>78.8%</b>	<b>\$1,877.7</b>	<b>\$2,013.1</b>	<b>62.6%</b>	<b>8.8%</b>	<b>12.5%</b>	<b>19.2%</b>	<b>8.0%</b>	<b>2.3x</b>	<b>2.1x</b>	<b>16.7x</b>	<b>12.1x</b>
<b>Overall Group Median</b>		<b>(7.7%)</b>	<b>83.0%</b>	<b>1,077.0</b>	<b>828.6</b>	<b>63.2%</b>	<b>13.7%</b>	<b>4.6%</b>	<b>15.4%</b>	<b>3.9%</b>	<b>2.0x</b>	<b>1.8x</b>	<b>12.0x</b>	<b>11.1x</b>
<b>Overall Group Max</b>		<b>52.2%</b>	<b>98.2%</b>	<b>9,206.9</b>	<b>10,971.8</b>	<b>80.8%</b>	<b>20.0%</b>	<b>46.2%</b>	<b>60.3%</b>	<b>26.5%</b>	<b>5.7x</b>	<b>4.9x</b>	<b>37.0x</b>	<b>26.9x</b>
<b>Overall Group Min</b>		<b>(58.2%)</b>	<b>38.1%</b>	<b>450.2</b>	<b>426.6</b>	<b>43.6%</b>	<b>(17.2%)</b>	<b>(3.7%)</b>	<b>0.9%</b>	<b>(5.3%)</b>	<b>0.8x</b>	<b>0.7x</b>	<b>6.1x</b>	<b>5.7x</b>

Source: CapIQ

Note: N.A. represents data that is not available on CapIQ. N.M. represents data that is not meaningful for analysis due to an EBITDA near or below zero

# MARKET VALUATION: PUBLIC COMPARABLES (CONT'D)

## HR Technology Public Comparables: Sorted by Gross Margin %

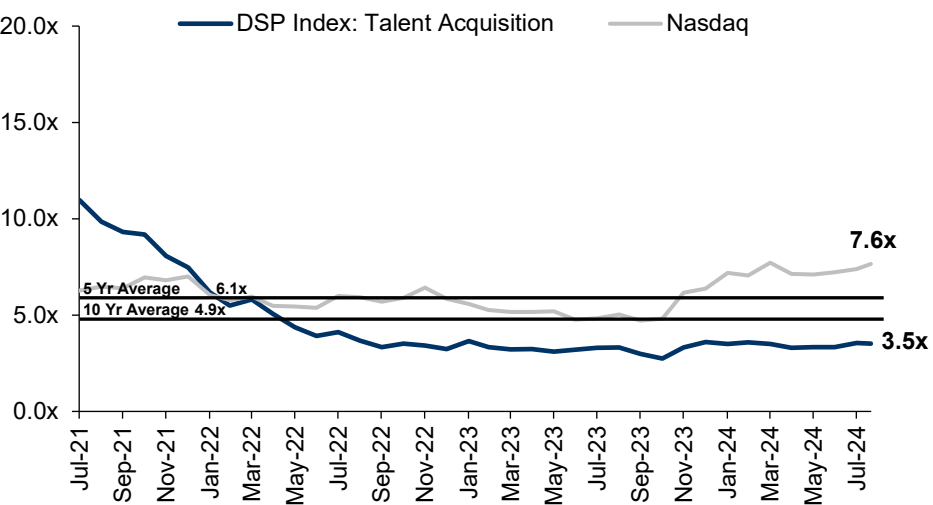
COMPANY	STOCK PERFORMANCE AND COMPANY DATA					MARGINS		GROWTH			VALUATION DATA			
	Price 8/31/2024	YTD % Change	% of 52- Week High	Market Value (\$mm)	Enterprise Value (\$mm)	Gross Profit % Margin	EBITDA % Margin	5-Year Rev CAGR	3-Year Rev CAGR	1-Year Rev Growth	EV / Revenue		EV / EBITDA	
Company											2024E	2025P	2024E	2025P
<b>Payroll</b>														
Paycom Software	\$162.8	(21.3%)	58.1%	\$9,105.1	\$8,758.6	86.1%	36.6%	24.5%	26.3%	23.2%	4.7x	4.2x	12.0x	10.6x
Paychex	131.2	10.2%	95.5%	47,248.7	46,631.4	72.0%	44.5%	8.0%	9.1%	7.0%	8.7x	8.2x	19.3x	18.0x
Paylocity	161.4	(2.1%)	78.2%	8,968.5	8,621.2	68.6%	20.5%	25.3%	30.3%	29.1%	5.9x	5.5x	17.3x	15.3x
Paycor HCM	14.2	(34.4%)	55.6%	2,532.1	2,434.6	65.9%	8.0%	N.A.	N.A.	24.7%	3.5x	3.2x	10.8x	9.6x
Dayforce	57.2	(14.8%)	75.9%	9,038.6	9,811.6	48.8%	14.8%	15.4%	21.6%	21.5%	5.6x	5.0x	19.7x	16.7x
Automatic Data Processing	275.9	18.4%	98.0%	112,514.8	113,400.0	47.9%	29.1%	6.1%	8.4%	7.8%	5.8x	5.5x	20.2x	18.7x
<b>Overall Group Mean</b>		<b>(7.3%)</b>	<b>76.9%</b>	<b>\$31,568.0</b>	<b>\$31,609.6</b>	<b>64.9%</b>	<b>25.6%</b>	<b>15.9%</b>	<b>19.1%</b>	<b>18.9%</b>	<b>5.7x</b>	<b>5.3x</b>	<b>16.6x</b>	<b>14.8x</b>
<b>Overall Group Median</b>		<b>(8.5%)</b>	<b>77.1%</b>	<b>9,071.8</b>	<b>9,285.1</b>	<b>67.3%</b>	<b>24.8%</b>	<b>15.4%</b>	<b>21.6%</b>	<b>22.3%</b>	<b>5.7x</b>	<b>5.2x</b>	<b>18.3x</b>	<b>16.0x</b>
<b>Overall Group Max</b>		<b>18.4%</b>	<b>98.0%</b>	<b>112,514.8</b>	<b>113,400.0</b>	<b>86.1%</b>	<b>44.5%</b>	<b>25.3%</b>	<b>30.3%</b>	<b>29.1%</b>	<b>8.7x</b>	<b>8.2x</b>	<b>20.2x</b>	<b>18.7x</b>
<b>Overall Group Min</b>		<b>(34.4%)</b>	<b>55.6%</b>	<b>2,532.1</b>	<b>2,434.6</b>	<b>47.9%</b>	<b>8.0%</b>	<b>6.1%</b>	<b>8.4%</b>	<b>7.0%</b>	<b>3.5x</b>	<b>3.2x</b>	<b>10.8x</b>	<b>9.6x</b>
<b>Aggregate HR Tech Index</b>														
<b>Overall Group Mean</b>		<b>(0.3%)</b>	<b>80.7%</b>	<b>\$38,804.6</b>	<b>\$40,752.3</b>	<b>68.9%</b>	<b>15.9%</b>	<b>14.4%</b>	<b>21.8%</b>	<b>11.1%</b>	<b>5.3x</b>	<b>4.7x</b>	<b>19.4x</b>	<b>16.0x</b>
<b>Overall Group Median</b>		<b>(3.4%)</b>	<b>84.5%</b>	<b>4,775.4</b>	<b>6,236.0</b>	<b>71.0%</b>	<b>15.1%</b>	<b>8.5%</b>	<b>16.6%</b>	<b>10.2%</b>	<b>4.3x</b>	<b>3.9x</b>	<b>17.3x</b>	<b>14.2x</b>
<b>Overall Group Max</b>		<b>52.2%</b>	<b>99.2%</b>	<b>389,375.5</b>	<b>473,663.5</b>	<b>92.8%</b>	<b>47.7%</b>	<b>46.2%</b>	<b>131.2%</b>	<b>40.6%</b>	<b>15.5x</b>	<b>13.5x</b>	<b>44.5x</b>	<b>36.3x</b>
<b>Overall Group Min</b>		<b>(58.2%)</b>	<b>38.1%</b>	<b>88.1</b>	<b>131.4</b>	<b>36.0%</b>	<b>(22.6%)</b>	<b>(6.0%)</b>	<b>0.9%</b>	<b>(28.6%)</b>	<b>0.8x</b>	<b>0.7x</b>	<b>3.8x</b>	<b>3.9x</b>

Source: CapIQ

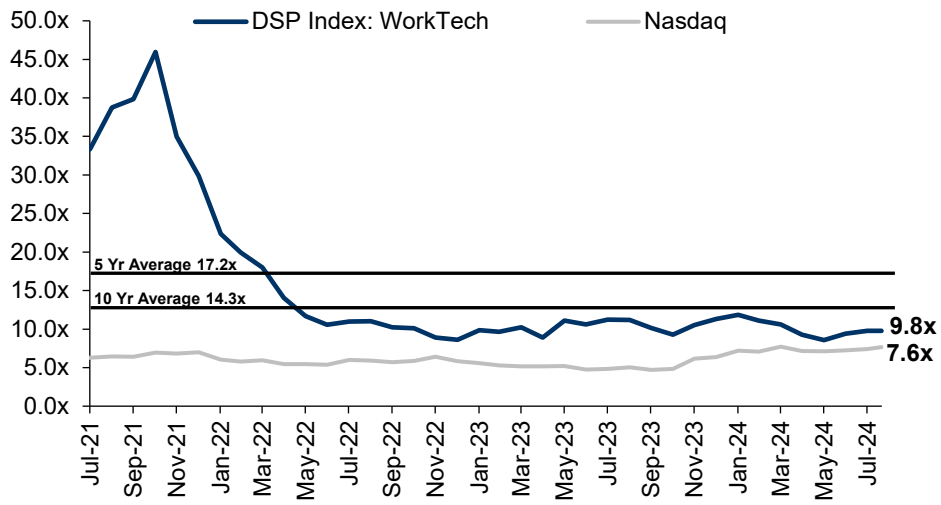
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# SUBSECTOR VALUATION TRENDS

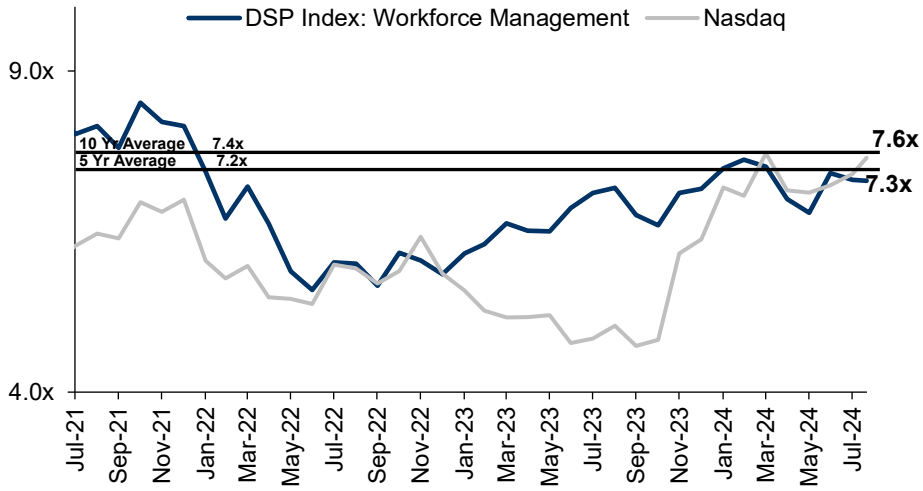
### Talent Acquisition (EV / Revenue)



### WorkTech (EV / Revenue)



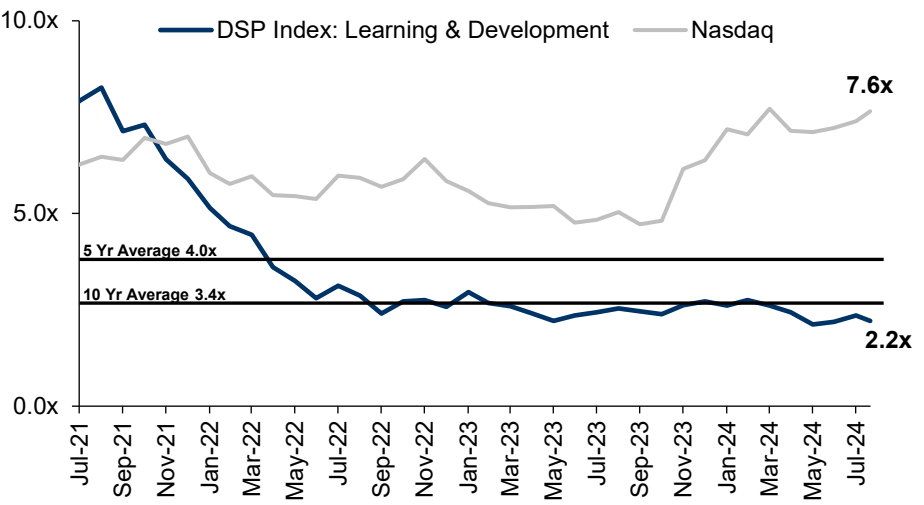
### Workforce Management (EV / Revenue)



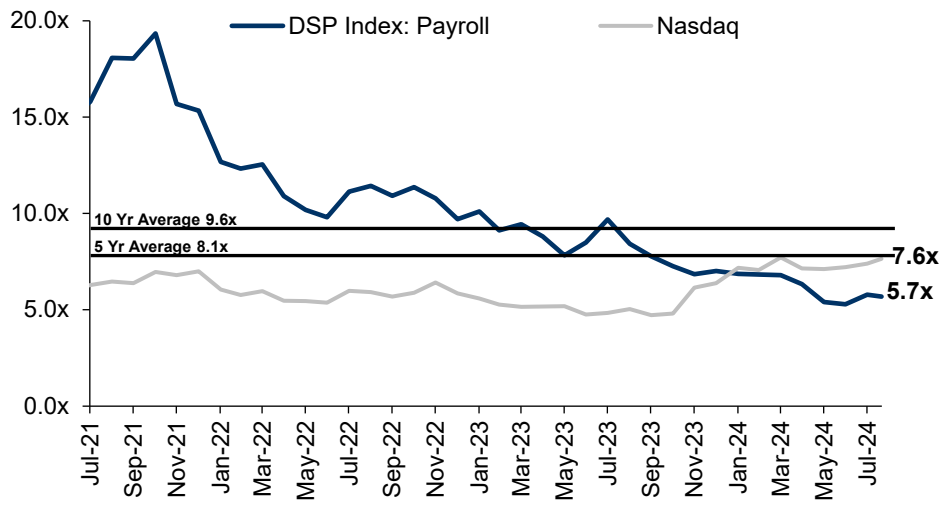
Note: Valuation multiples are equally weighted; Source: CapIQ

# SUBSECTOR VALUATIONS VERSUS THE MEAN (CONT'D)

### Learning & Development (EV / Revenue)



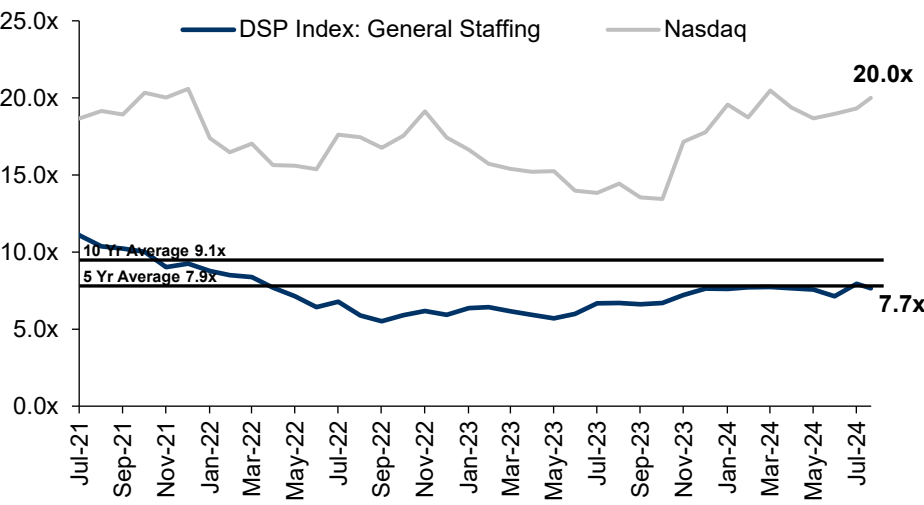
### Payroll (EV / Revenue)



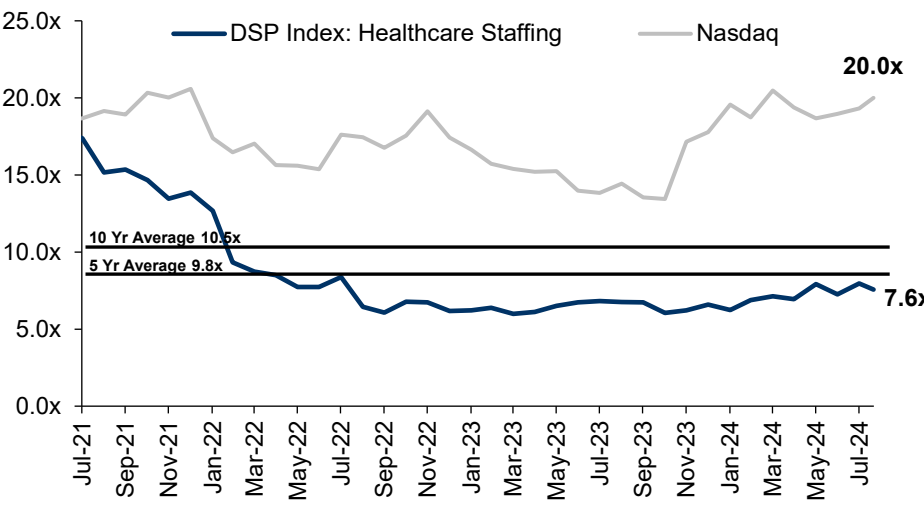
Note: Valuation multiples are equally weighted; Source: CapIQ

# OTHER HCM INDUSTRY SECTORS

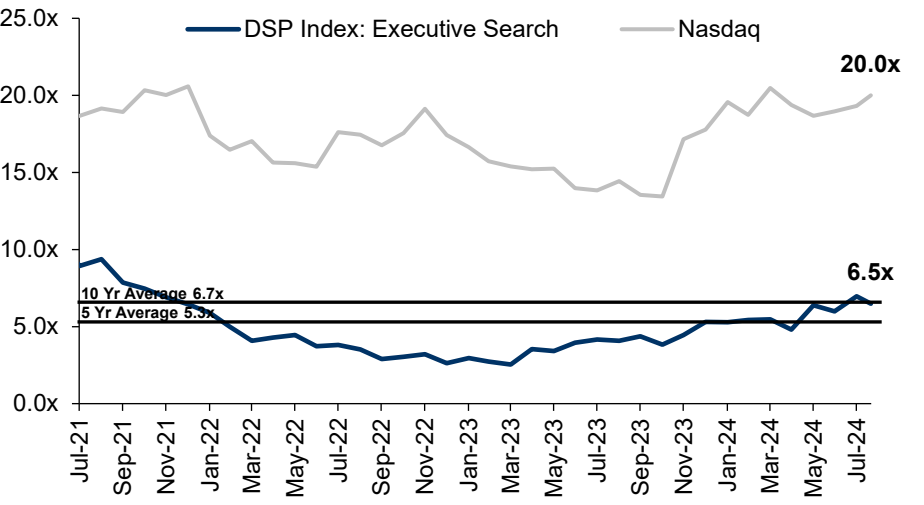
### General Staffing (EV / EBITDA)



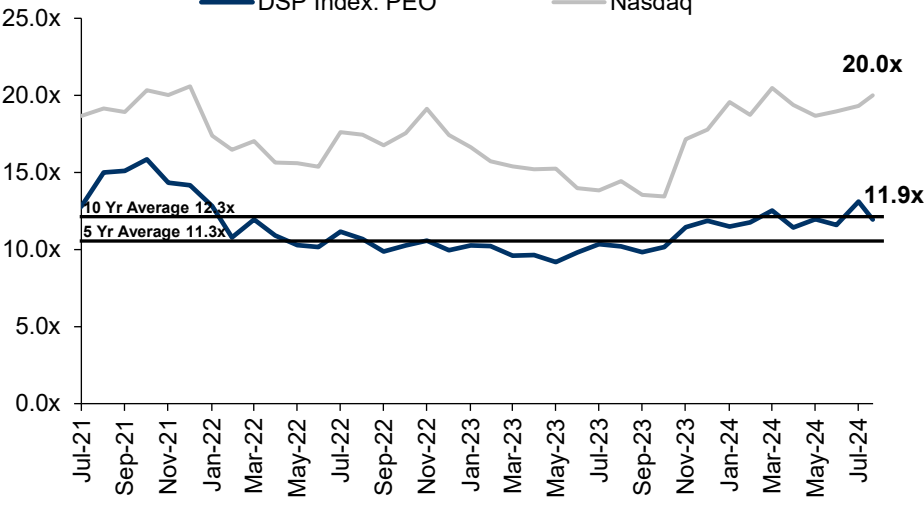
### Healthcare Staffing (EV / EBITDA)



### Executive Search (EV / EBITDA)















### PEO (EV / EBITDA)



Note: Valuation multiples are equally weighted; Source: CapIQ

















# INTERESTING INVESTOR AND M&A ACTIVITY

Date	Target	Acquirer	Transaction Notes
August 2024		 Headquarters: Austin, TX CEO: Patrick F. Goepel	Asure Software, a provider of cloud-based software solutions, has acquired HireClick, an innovative hiring solution designed to streamline the recruitment process for small and mid-sized businesses; Asure Software will integrate HireClick into its HCM suite
August 2024		 Headquarters: New York, NY CEO: John Caplan	Skuad is an EOR offering global payroll, contractor hiring, visa & immigration support, and candidate screening services in over 100 countries. With this acquisition, Payoneer (NASDAQ: PAYO) is expanding its business-grade financial stack for SMBs to include workforce management capabilities.
July 2024	Poplar Technologies Limited	 Headquarters: Santa Monica, CA CEO: Ian H. Siegel	Poplar Technologies is the parent company of Breakroom, an employer review platform focused on the retail and hospitality industries. ZipRecruiter plans to operate Breakroom as an indendent brand. The transaction was valued at \$16.5 million
July 2024		 Headquarters: San Francisco, CA CEO: Alexandre N. Bouaziz	Deel, the global HR and payroll company, announced the acquisition of Hofy, a device supply and management company that serves newly onboarded employees in over 127 countries. The acquisition will allow Deel, which already had a partnership with Hofy, to further integrate with Hofy's services and establish a robust in-house offering
July 2024	PageStitch Inc.	 Headquarters: Ambler, PA CEO: Mahe Bayireddi	Phenom People, a global HR tech provider, announced its acquisition of Tydy, a HR technology company focused on delivering phenomenal preboarding and onboarding experiences for employees. This marks Phenom's fifth addition by acquisition to their intelligent talent experience platform
July 2024		 Headquarters: France CEO: Etienne Colella	Pixid Group, a SaaS platform that provides digitized recruitment and workforce management, acquired VectorVMS, a vendor management platform for contingent labor
June 2024			HireRight (NYSE: HRT), a leading global background checking company, announced a definitive agreement to be acquired by investment funds General Atlantic and Stone Point Capital. The transaction is expected to close mid-2024













# INTERESTING INVESTOR AND M&A ACTIVITY

Date	Target	Acquirer	Transaction Notes
June 2024	PayCheck Connection, LLC	<b>Digital Insurance</b> Headquarters: Atlanta, GA CEO: Adam Bruckman	Digital Insurance, an insurance brokerage, financial services, and HR consulting firm, acquired PayCheck Connection, a PEO and HR management company. This strategic acquisition allows OneDigital, Digital Insurance's parent company, to expand its OneDigital Resourcing Edge PEO solution to its Northwest market, which excels in its employee benefits, retirement plan services, wealth management and property and casualty insurance offerings
June 2024		 <b>Bullhorn</b> Headquarters: Boston, MA CEO: Arthur Papas	Bullhorn, a staffing and recruiting software provider, acquired Textkernel, an AI-powered recruitment platform. The acquisition will improve Bullhorn's AI capabilities with Textkernel's unmatched parsing and matching technologies
June 2024			H.I.G. Growth Partners, a venture capital and private equity firm, acquired Mobile Health Consumer, a digital health SaaS platform designed to reduce employer costs and strengthen employee wellbeing
June 2024		<b>ClearCo</b> Headquarters: Boston, MA CEO: Andre Lavoie	ClearCompany, a talent management software company, acquired Brainier Solutions, a developer of cloud-based learning management systems. The acquisition will serve to expand ClearCompany's talent suite to offer a complete set of recruiting, onboarding, performance, engagement, and learning
June 2024		<b>JobGet</b> Headquarters: Boston, MA CEO: Tony Liu	JobGet, an hourly workforce hiring platform, acquired the ATS enabled recruitment platform, Wirkn. The acquisition will expand JobGet's retail footprint through partnerships with shopping centers
June 2024		 Headquarters: Boston, MA CEO: Tony Liu	SAP, an enterprise application and business AI provider, acquired WalkMe, a workflow AI platform based in Israel. WalkMe's adoption capabilities will be strengthened with SAP's copilot Joule to boot AI productivity gains
June 2024	Imperative Group, Inc.	 Headquarters: Seattle, WA CEO: David A. Satterwhite	Chronus, an employee-driven development platform providing mentorship and ERG management, acquired Imperative, an employee engagement platform. The acquisition will serve to combine Chronus' mentoring and development offerings with Imperative's Purpose IP









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Date	Target	Acquirer	Transaction Notes
June 2024	 <b>Orgnostic</b>	 Headquarters: United Kingdom	Orgnostic is a developer of a human capital analytics platform.
May 2024	 <b>Teamable</b>	 HUMANLY Headquarters: Seattle, WA CEO: Prem Kumar	Humanly, a Seattle startup that helps companies automate their recruiting functions, announced the acquisition of Teamable, a San Francisco startup offering similar AI-boosted HR tools
May 2024	 <b>SkyHive</b>	 <b>cornerstone</b> Headquarters: Santa Monica, CA CEO: Himanshu S. Palsule	Cornerstone OnDemand Inc., a leader in Workforce Agility solutions, acquired workforce skills intelligence capabilities and a team of highly specialized domain experts from SkyHive Technologies Holdings Inc. This acquisition accelerates Cornerstone's reskilling capabilities with predictive labor market intelligence, automated job architecture management, rapid skill proficiency detection, and other services to help organizations build agile workforces
May 2024	 <b>hirehive</b>	 Headquarters: Belgium	Invincible Software Holdings ("ISH"), a private equity firm that specializes in smaller scale B2B SaaS businesses, acquired HireHive, a SaaS recruitment platform and applicant tracking system. The acquisition will increase ISH's customer count and enhance their positioning in the HR software market
May 2024	 <b>torc</b>	 Headquarters: The Netherlands CEO: Alexander van't Noordende	Randstad Digital, a leading digital enablement company, has acquired Torc, a next-generation AI-powered talent marketplace platform with more than 25,000 digital talent enrolled worldwide with a specific current emphasis on LATAM, the U.S. and India. The acquisition will allow Randstad Digital to accelerate clients' access to digital talent
May 2024		 Headquarters: United Kingdom CEO: Elona Mortimer-Zhika	Swipeclock develops cloud-based integrated workforce management software for small businesses. The Company's software tracks employee time, attendance, scheduling, and leave management. This expands IRIS' integrated Human Capital Management suite.
May 2024		 Headquarters: Stockholm, Sweden	Trustcruit is a candidate feedback collection tool designed to improve the recruitment process.

# INTERESTING INVESTOR AND M&A ACTIVITY

Date	Target	Acquirer	Transaction Notes
April 2024	Work Here LLC	 Headquarters: United Kingdom	Daxtra, the leading provider of AI-enriched software for the talent acquisition ecosystem, has acquired PivotCX, a technology-based talent acquisition and HR communications hub. PivotCX has become part of the Daxtra Group, and its products have been rolled into the Daxtra suite of solutions
April 2024			Workforce management software provider Rippling closed a \$200 million series F round valuing the business at \$13.5 billion. Coatue Management led the round, with participation from prior investors Greenoaks, Founders Fund and others. Rippling CEO Parker Conrad stated, "Rippling's core thesis is that employee data is critical to a surprisingly large number of business systems, including ones well outside of HR. Products that are built on top of rich graph of data about the organization, employees, their devices and apps aren't just easier to manage, they are better as software products." In March 2023, Rippling reported over \$100 million in ARR. Recent updates suggest this figure has now surpassed \$350 million
April 2024		 Headquarters: Des Moines, IA CEO: Thomas Mahoney	Coolleaf is a recognition and rewards SaaS technology platforms. This transaction enables ITA Group's employee engagement platform to offer a robust suite of turnkey recognition, incentive and integration features
March 2024		 Headquarters: Pleasanton, CA CEO: Carl M. Eschenbach	Workday entered into a definitive agreement to acquire HiredScore, a leading provider of AI-powered talent orchestration solutions, which enable companies to use data-driven insights to improve recruiting and talent mobility processes. Workday will combined the HiredScore platform with its Workday Talent Management and Workday Skills Cloud platforms
March 2024	Before You Apply, Inc.	 Headquarters: Reno, NV	Job Mobz, a provider of innovative recruitment solutions, announced the acquisition of Before You Apply, a platform in the passive candidate sourcing, corporate transparency and employment branding sectors
March 2024		 Headquarters: Atlanta, GA CEO: Scott Staples	First Advantage Corporation (NASDAQ: FA), a leading provider of employment background screening, identity and verification solutions, announced it has entered into a definitive purchase agreement to acquire Sterling Check Corp (NASDAQ: STER), a provider of background screening and identity services. The transaction values Sterling at approximately \$2.2 billion
March 2024		 Headquarters: San Francisco, CA CEO: Alexandre N. Bouaziz	PaySpace has developed a native payroll engine in 44 countries across Africa and the Middle East. The Company has 14,000 customers. With this acquisition, Deel gains a native payroll engine to enhance its global payroll offerings in Africa and the Middle East, and now has a full HR stack in more than 150 countries.

# INTERESTING INVESTOR AND M&A ACTIVITY

Date	Target	Acquirer	Transaction Notes
February 2024	 <b>zavvy</b>	 Headquarters: San Francisco, CA CEO: Alexandre N. Bouaziz	Zavvy is a people enablement platform that leverages AI for its career development, performance management, and training program offerings. With this acquisition, Deel will add people enablement services to its full-service platform of capabilities. The combined capabilities of Zavvy and Deel will be integrated into a new product suite called Deel Engage.
February 2024		 Headquarters: Minneapolis, MN CEO: David D. Ossip	Dayforce (NYSE: DAY), formerly known as Ceridian, a leading provider of payroll and HCM technology, announced the acquisition of eloomi, a Copenhagen and Orlando-based provider of learning experience software.
February 2024	 <b>pento</b>	 Headquarters: Israel CEO: Ronni zehavi	Pento is a developer of a cloud-based payroll platform focused on optimizing workflows
January 2024			VEDA is a full-suite HR software provider with services including payroll, time and security, recruiting, personnel development, and learning management. The Company primarily serves enterprises with between 150-5,000 employees.

## WE WORK WITH GREAT COMPANIES

### **We Want To Work With You**

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For further details regarding DSP's business services and technology practices, reach out to our sector team.

### **Contact us:**

- Bill Filip, Managing Director & HCM Lead  
(610) 888-3865 [wfilip@delanceyllc.com](mailto:wfilip@delanceyllc.com)  
[www.delanceystreetpartners.com](http://www.delanceystreetpartners.com)

- Steve Higgins, Managing Director  
(484) 533-6308 [shiggins@delanceyllc.com](mailto:shiggins@delanceyllc.com)  
[www.delanceystreetpartners.com](http://www.delanceystreetpartners.com)