



Current State of Staffing M&A




A Holistic View - September 2023

Agenda

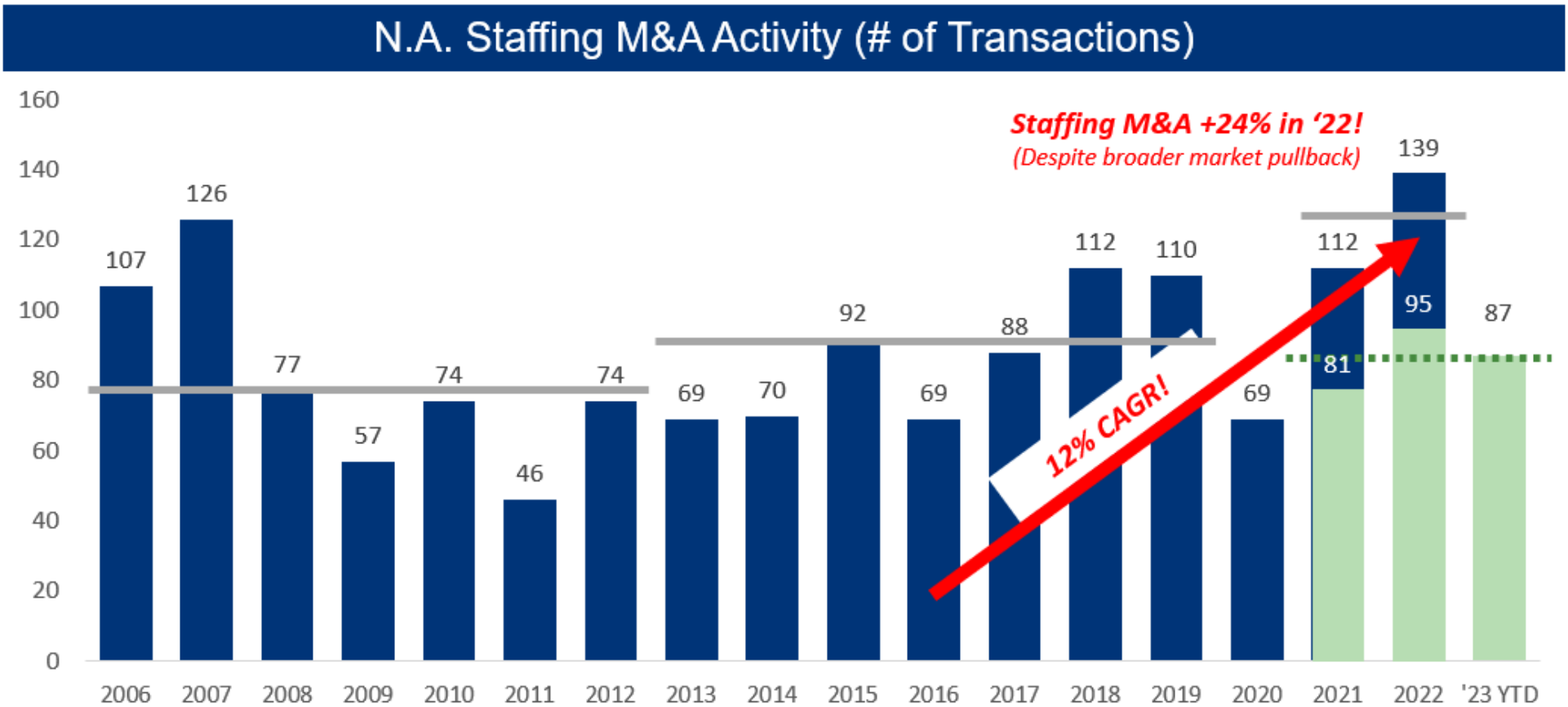
- Panel Introduction
- Q&A at the End
- Impact on *My Business*
- Economic Conditions
- Regulatory Environment
- Current Operating Conditions
- The AI Movement
- Company Valuations

Impact on Your Business



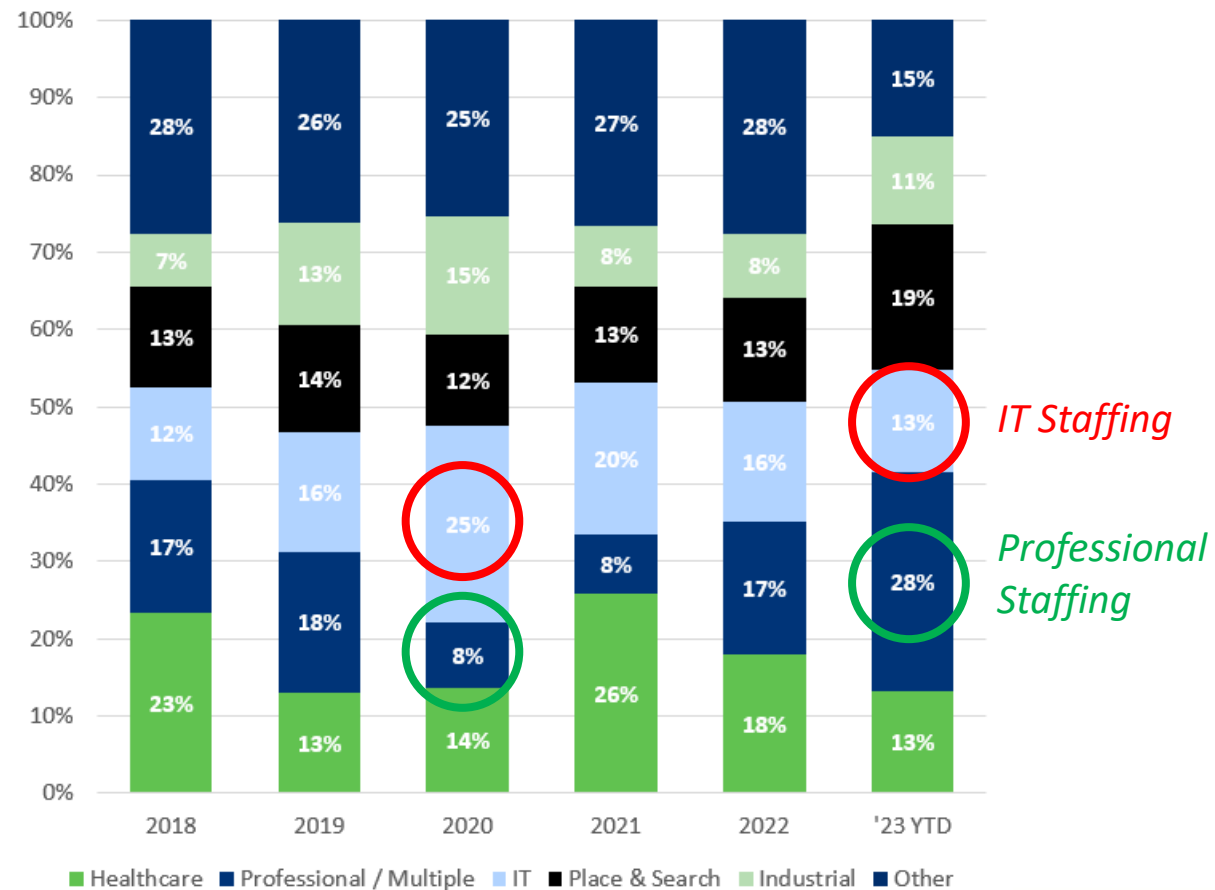
- Has the M&A Market Changed for Staffing Companies in the Last Six Months? For IT and Professional Staffing Companies, in particular?
 - What Impact Do We See Going Forward for 2023 and 2024?
 - How Can I Use This Information To Make Strategic Decisions?
 - Should I Be a Seller? Should I Be a Buyer?
- 

Impact on Your Business (Data)



Impact on Your Business (Data)

U.S. Staffing Sub-Sector Breakdown




Economic Conditions

- Inflation
- Unemployment
- Cost of Capital
- Recession-Yes or Recession-No
- Corporate Hiring
- What Does This Mean To Me?

Regulatory Climate




- State Specific Regulations
 - Data Capture - Retention - Security
 - Costs to Implement and Maintain
 - Are You Prepared?
- 

Current Operating Conditions

- 2023 is a “Flat” Revenue Year
- Job Orders have Declined
- Perm Requirements are Down “30%”
- All Impacting Your Bottom Line
- Competition is Fierce
- Is This Your Company?

The AI Movement

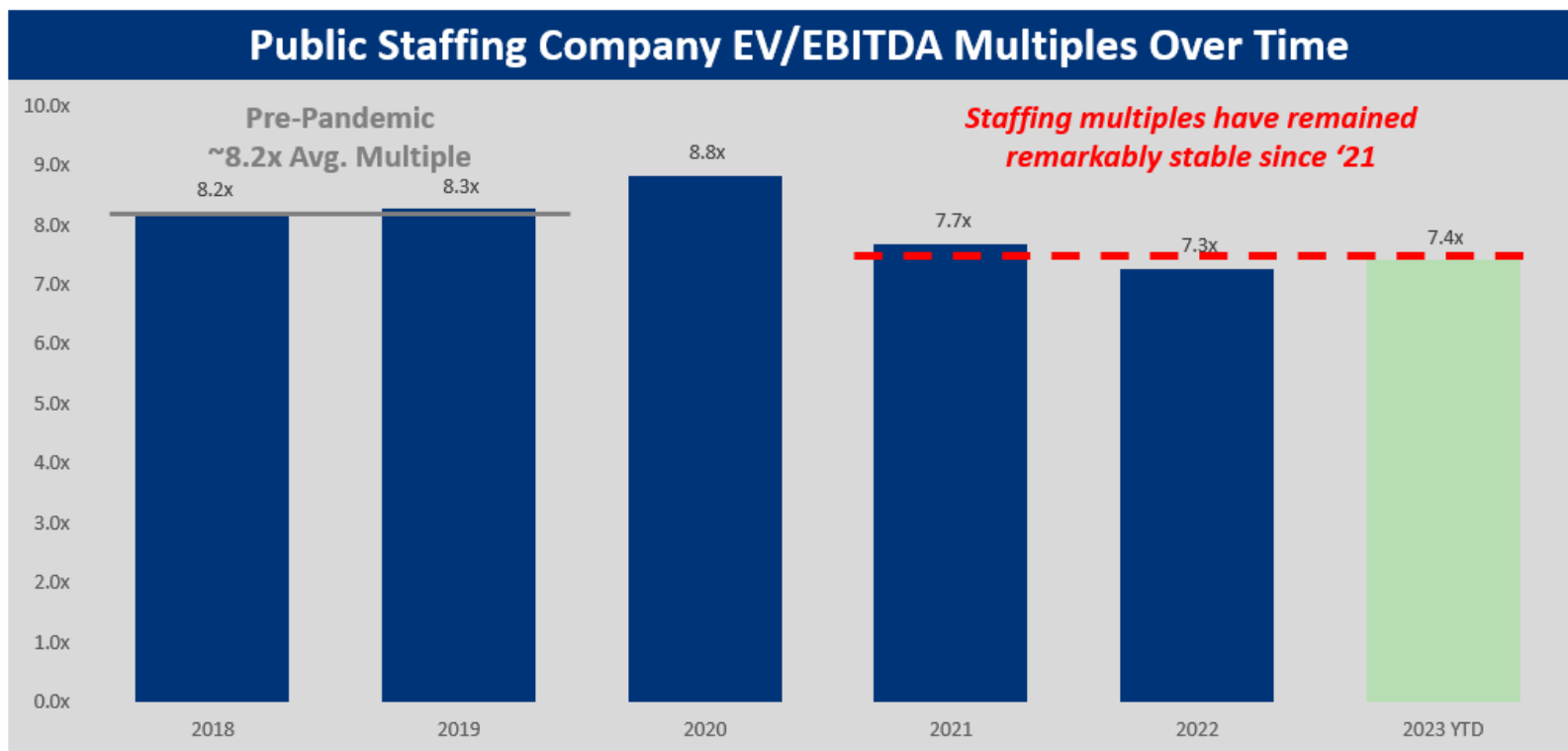


- Multi-Faceted - Financial - Operational - Cultural - Personal - Technical
 - Will it Impact our Consultants?
 - Will it Impact our Clients?
 - Will it Impact My Staffing Business?
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How Valuable Is My Company In This Market?

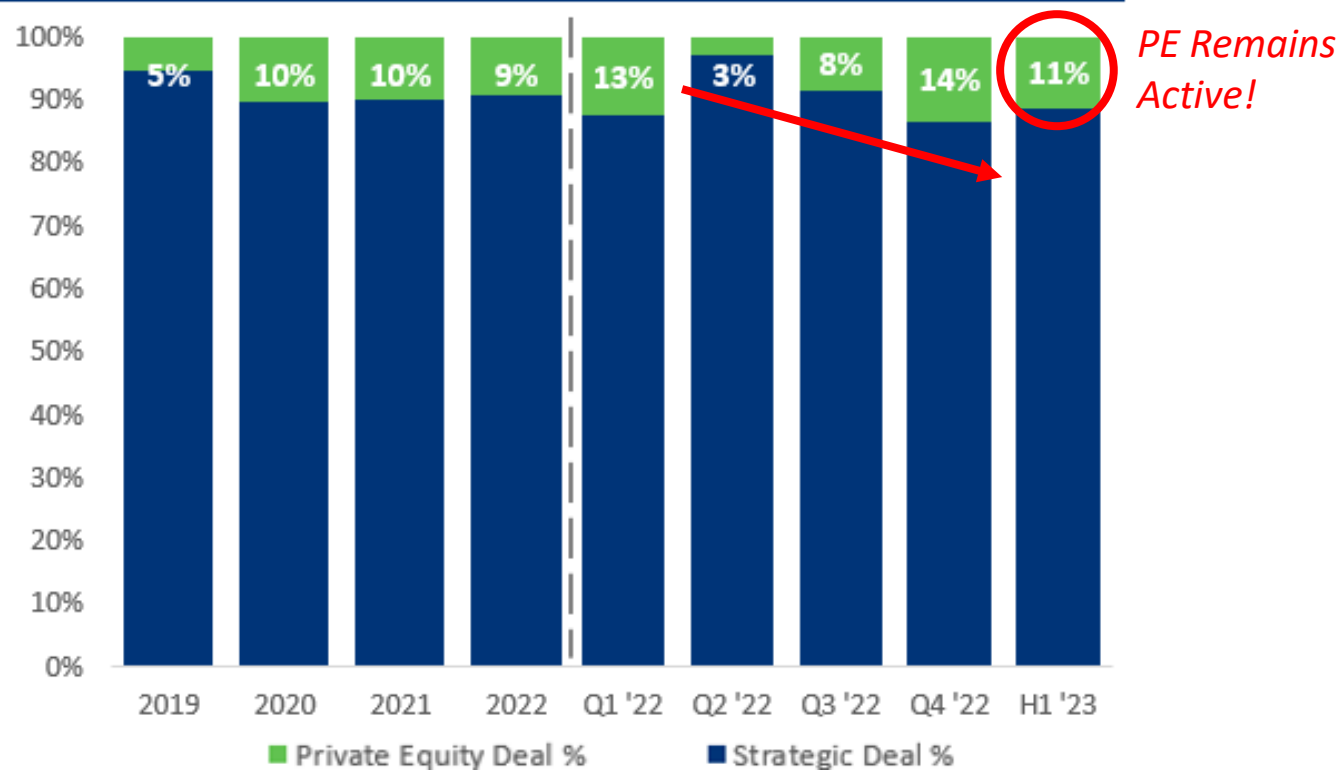
- Enterprise Value and Market Multiples
- Are You Ready? - We Mean Really Ready to Go to Market
- Tell Us Your Story
- Are There Active Buyers in Today's M&A Market?
- Structure Adjustments in 2023 Deals - Will 2024 See the Same?
- Ask the Right Question - It is Not, Will My Company Be more Valuable Next Year?

How Valuable Is My Company In This Market? (Data)



How Valuable Is My Company In This Market? (Data)

Buyer Composition: PE vs. Strategics



Q & A

- Online Questions from Participants

Use code **M&A23** to receive
\$200 off The Executive Summit registration price

Pre-Summit Workshop

November 14

1:00 - 4:00 pm

Building a Technology Staffing Firm of Enduring Value: What it Takes

Workshop Leaders: John Larson, Consultant, TechServe Alliance M&A Marketplace
Steve Norris, Consultant, TechServe Alliance M&A Marketplace

Workshop will do a deep dive into what is necessary to build significant enterprise value in your firm.

Topics to include:

- Accelerating growth and scaling revenue
- Client diversification
- Driving above average gross margins & profitability
- Investing in a leadership team
- Creating a remarkable company culture
- Differentiation in a crowded marketplace

Additional Registration Fee: \$500 – must be registered to attend the Summit to participate in workshop.

TechServe Alliance Executive Summit 2023

Nov. 14–16, 2023

In partnership with
the **Society for Information Management (SIM)**

This year at the Executive Summit:

Enhanced Client Prospect Opportunities

The Summit will be held in conjunction with SIM's leadership conference **TechExec 2023**, bringing **CIOs, CTOs, technology leaders, and Senior Procurement Professionals** from some of the largest U.S. companies, offering unparalleled networking and collaboration opportunities during joint general and breakout sessions.

Strategies and Tactics Empowering Technology Staffing Firms to Succeed in a Dynamic Environment

As in the past, TechServe Alliance Executive Summit will deliver keynotes, breakout sessions, and roundtables that address the unique business needs of the Technology Staffing & Solutions firms.

Use code M&A23 to receive \$200 off current registration price



Nov. 14–16, 2023

The Ritz Carlton, Amelia Island, FL

<https://events.techservealliance.org/2023>

Thank You for Attending

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