

June 2018 Industry snapshot

# STAFFING

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## RECENT M&A ACTIVITY IN THE EUROPEAN STAFFING MARKET SEEMS TO HAVE TWO DRIVERS: TECHNOLOGY AND SIZE

The transaction environment within staffing in Europe continues to be strong, and Clairfield International has assisted Openjobmetis in the acquisition of the innovative Italian start-up company Coverclip S.r.l., the owner of the online platform specializing in the selection and recruitment of candidates for digital and hi-tech jobs using advanced matching systems.

We see this as an example of the increasing digital element across the industry, as the needs of employers and the desires of the younger employees will continue to drive change.

In an environment of changing market needs and the emergence of new(ish) business models driven by technology, there is a clear need for strength to invest and adapt to the necessary change among the midmarket players.

This is for example shown through the announced merger between Poolia and Uniflex, both listed on the Nasdaq OMX Stockholm exchange. Combined, the companies will have revenues of approximately EUR 200 million. We see this as a natural development in the market where the majors of the staffing world are showing limited M&A participation and consolidation is currently much more active on the regional arena and with a fair private equity driven interest.

In addition, the Finland-based staffing group VMP Group filed its application to list on the Nasdaq Helsinki this week.

We expect the market in Europe to continue to be fairly active through the year, benefiting from the strong performance of the Euromarket.

The median valuation of listed companies is slightly down from the beginning of the year, but continues to hover close to **9x EBITDA**. The median margin remains **below 4 %**. See the table on the following slide for additional information.

### Clairfield Italy advised Openjobmetis in the acquisition of Coverclip S.r.l.



STAFFING

Openjobmetis S.p.A., an employment agency listed on the Borsa Italiana MTA, acquired 100% of the share capital of Coverclip S.r.l., the innovative start-up owner of “Meritocracy”, an online platform specializing in the selection and recruitment of candidates for digital and hi-tech jobs using advanced matching systems. Today Meritocracy has more than 600,000 registered users and about 400 companies profiled on its platform. The company, established in 2013, was supported by the venture capital funds United Ventures One S.p.A., Mind The Seed Fund LLC, and Statwolf Ltd. for the first four years. At the closing date the financial sponsors held 67.75% of the company’s share capital.

### VMP Group to list on Nasdaq Helsinki

- The Sentica owned staffing company VMP Group has filed its application to list on Nasdaq Helsinki.
- VMP operates in Finland, Sweden and Estonia. They also have recruitment hubs in Estonia and Romania.
- In 2017 VMP’s revenue amounted to EUR 109.5 million and the combined chain net sales of VMP and the Company’s franchisees were about EUR 178 million. The Company has experienced strong growth organically and through acquisitions. In 2017, VMP’s revenue grew by 25 percent and its EBITDA margin was 8.5%.
- The company is expected to be valued in the interval of EUR 70-80 million.



### Poolia and Uniflex agree to merge

- The boards of the listed companies Poolia and Uniflex have agreed to merge in a transaction that is supported by a majority of the shareholders in both companies. The combined company will have revenues of approximately EUR 200 million and have operations in Sweden, Finland, Norway, and Germany. The merger is expected to create annual synergies in the area **EUR 1 million**.
- The market cap of the combined company will be around **EUR 57 million**.
- The two companies are valued at 8.5x EBITDA 2018E, and the shares in both companies reacted positively after the announcement with a 6% and 3% increase respectively.



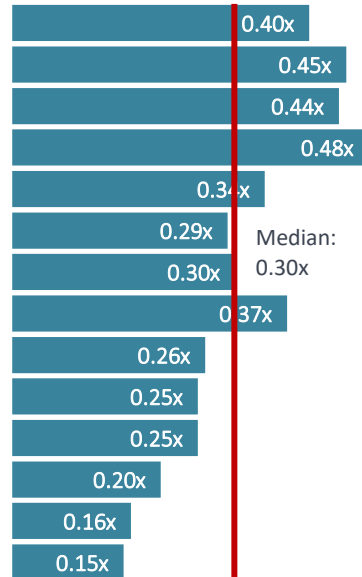
## VALUATION OF KEY PLAYERS

## LISTED PLAYERS

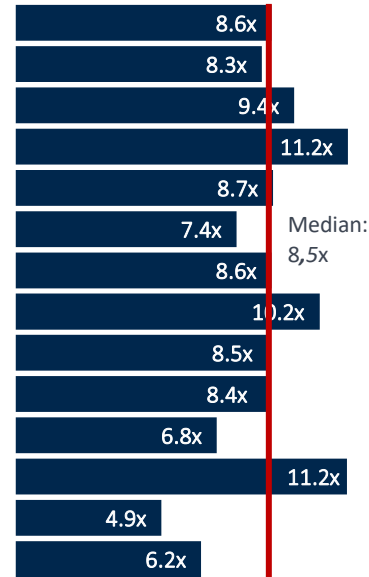


Switzerland  
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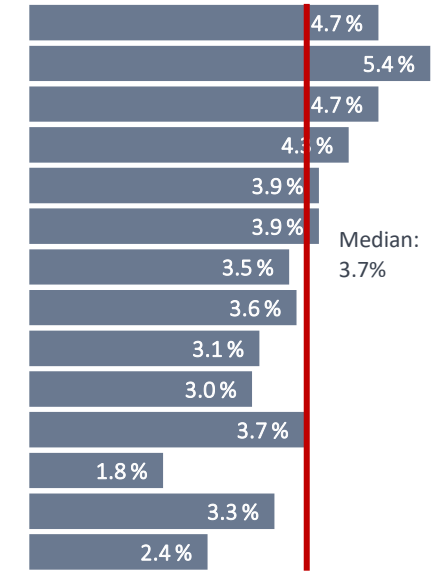
## EV/SALES 2018E



## EV/EBIT 2018E



## EBIT% 2018E



- EUR 123.2 million in total revenue
- More than 50 branches in the Nordic region
- **More than 4000 employees**



- EUR 80 million in total revenue
- **Represented at 17 locations in three countries**
- 1500 employees



- EUR 22.7 billion in total revenue with 60% stemming from Europe
- 5100 branches in over 60 countries
- 700,000 associates on assignment daily
- Involved in 48 deals



- USD 19 billion in total revenue (all segments) with 12.5 located in Europe
- Over 600,000 people employed every day
- Involved in 24 deals

## SELECTED TRANSACTIONS (EUR MILLION)

DATE	TARGET	COUNTRY	BUYER	COUNTRY	EV	EV/SALES	EV/EBITDA
1/17	Orizon Unser Job ist gutes Personal		Out-Sourcing!		72.6	0.3x	5.0x
1/17	Obiettivo Lavoro		randstad		102.5	0.2x	5.1x
8/16	groep		Gilde Buy Out Partners		132.4	0.3x	5.8x
3/16	Co.Mark		TECNOINVESTIMENTI		50.5		9.0x
2/16	Proffice		randstad		183.9	0.4x	11.1x

Source: Factset, MergerMarket

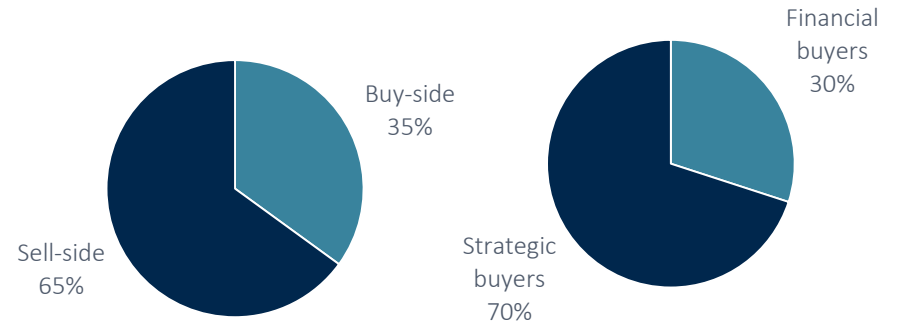
## CLAIRFIELD TRACK RECORD IN BUSINESS SERVICES: SERVING A DIVERSE CLIENT BASE ON MIDMARKET DEALS

100+











SERVICES TRANSACTIONS  
CLOSED SINCE 2006

+EUR 2.8 bn

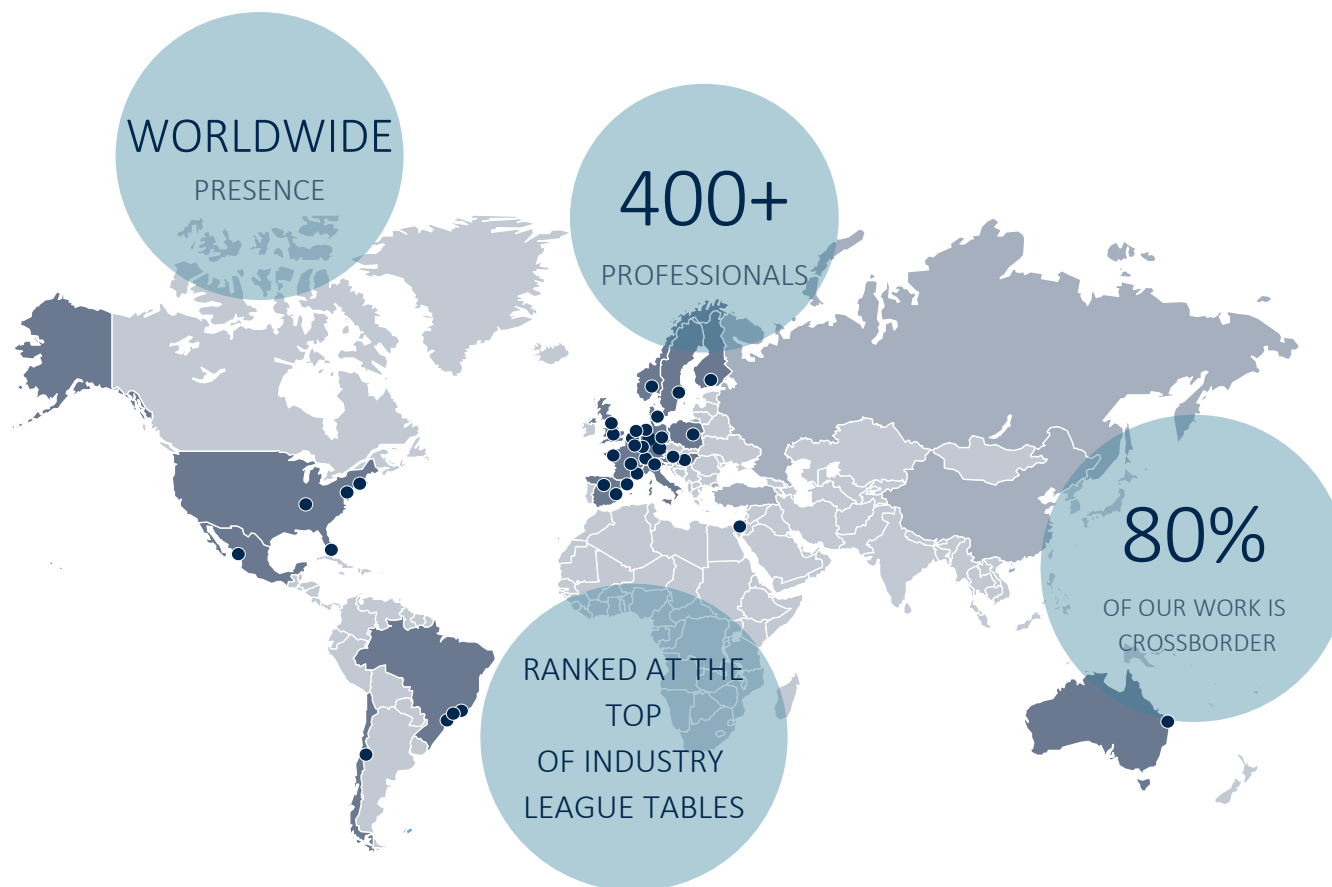
CUMULATIVE VALUE OF  
SERVICES TRANSACTIONS  
CLOSED SINCE 2006



## SELECTED TRANSACTIONS

Norway	Denmark	France	Denmark	Netherlands	Belgium/ Spain
 <p>was sold to</p> 	 <p>acquired</p> 	 <p>was sold to</p> <p>R3G2</p>	 <p>was sold to</p> 	 <p>acquired</p> 	 <p>sold its Spanish operations to management through an MBO</p>
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# CLAIRFIELD – A GLOBAL PARTNERSHIP OF M&A SPECIALISTS



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