

LONDON ○ SAN DIEGO ○ BUENOS AIRES

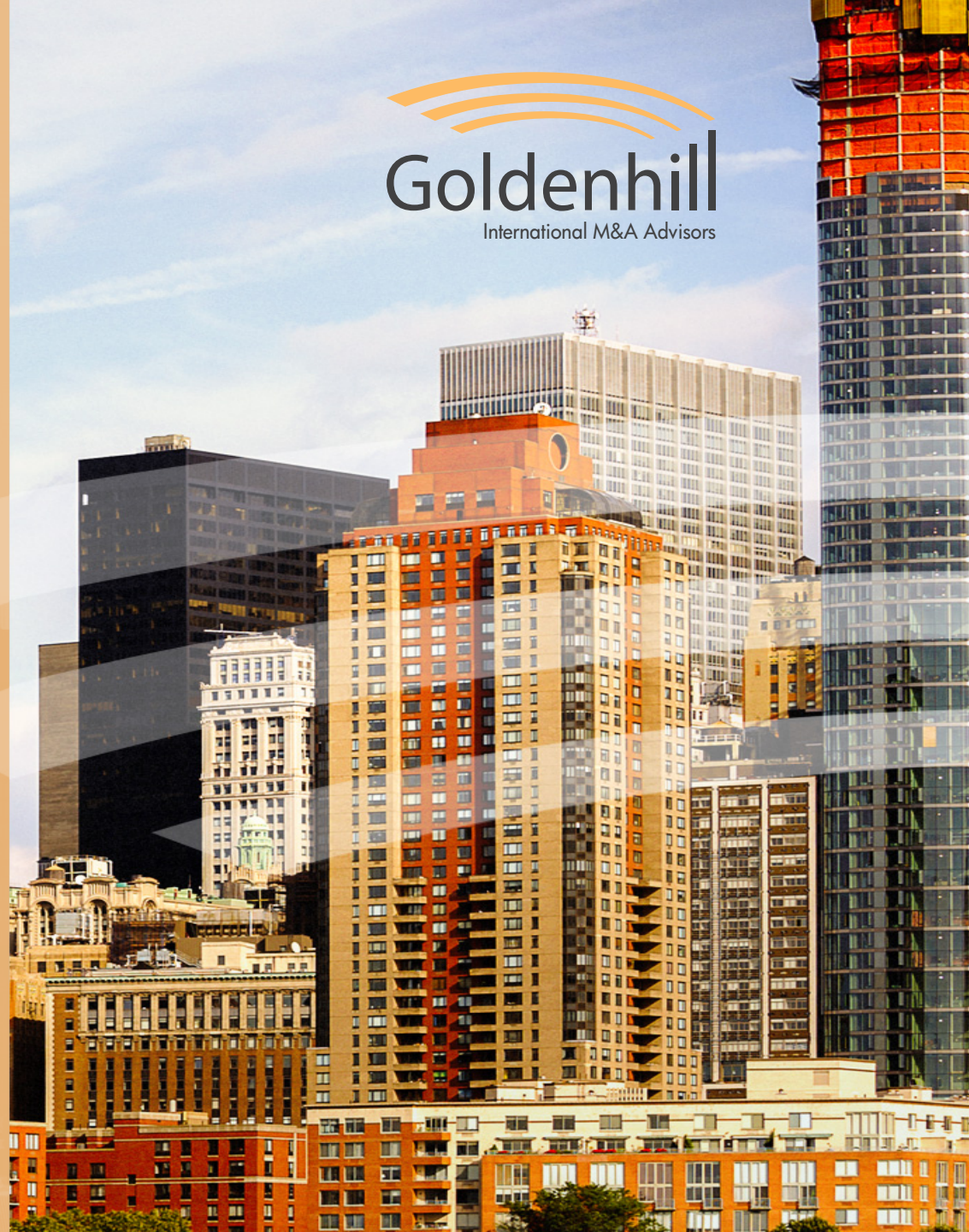
goldenhill.international

HR Technology Sector

M&A Review

Q3 2020


Goldenhill
International M&A Advisors



M&A Overview

In this report, we are highlighting 31 M&A transactions within the HRTech sector. While the overall volume of deals has slightly decreased compared to the previous quarter (31 vs 35), transaction volumes have been consistent for the past 5 quarters – coming down from their peak in the first half of 2019. Valuations remained strong with reported revenue multiples ranging between 7x and 9x.

Certain market segments have been gaining in popularity and driving M&A activity during the COVID-19 pandemic. Unsurprisingly, these are aligned to the shift toward remote working and include: tools and platforms for managing remote hiring, employee engagement, learning, and performance. Particularly in the talent selection space, there has been a wave of consolidation with larger providers seeking to own more of the process by acquiring companies specialising in video interviewing, skills and behavioural assessment and matching software (details on page 4).

In terms of deal types, 69% of the identified transactions were cross-border, the remaining 31% taking place domestically – mostly in the United States.

The most active regions in terms of M&A in the HRTech space continue to be the US and Europe (predominantly the UK, France and the Nordics).

Public Companies Overview

Q3 saw an increase in average revenue multiples across our entire sample of quoted companies, which reflects a recovery in confidence across the economy, as companies are adapting to the new COVID environment and become better equipped to handle current workforce-related challenges. As of 30th September, the average forward revenue multiple overall was 8.2x, going up to 9.7x for Large Cap companies and with Small Caps on average more than doubling their market valuations compared to the first quarter of the year.

Revenue growth continues to be one of the most important drivers for higher valuations. The companies exhibiting the highest expected revenue growth this quarter are Fiverr (freelancing marketplace) and Learning Technologies Group (a fast-growing player in the workplace digital learning and talent management market). Recurring revenue as a proportion of total revenues continues to average above 80%, with Large Cap companies averaging at 87%.

HRTech Subsectors

Compensation and Benefits

HR software relating to the management of employee compensation and benefits administration

Performance Management

Systems to track, measure and reward employee performance

Talent Attraction

Tools to help employers recruit new staff and to help prospective employees search for jobs

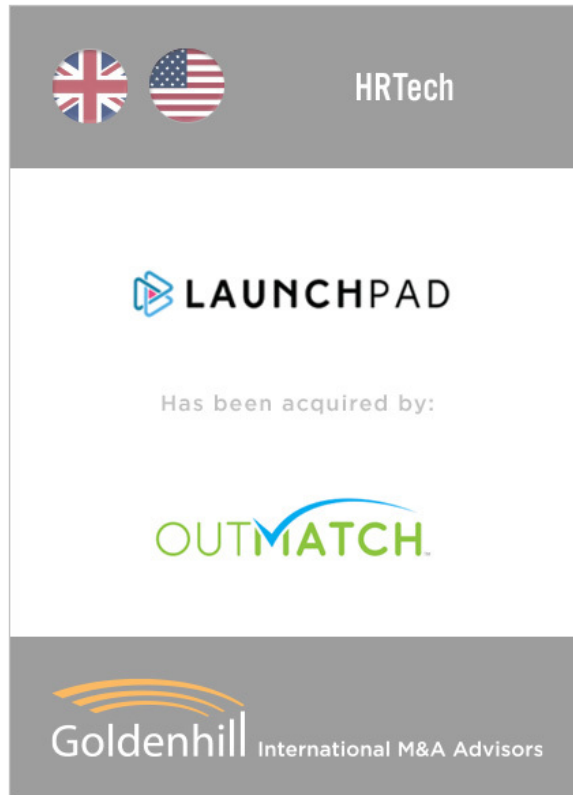
Talent Development

HR software providing the means to train and develop an effective workforce

Workforce Management












HR software that facilitates 'everyday' HR work and the management of employees

DEAL SNAPSHOT



- Goldenhill acted as exclusive advisor to UK-based Launchpad Recruits Ltd (“LaunchPad”) in its recently completed sale to US-based OutMatch.
- LaunchPad is a SaaS-based recruitment automation and video interviewing platform that provides end-to-end recruitment automation and OutMatch is a leading provider of a SaaS-based talent intelligence platform.
- This new offering will combine the assessment, video interview, automation, AI, and insight capabilities of both companies, resulting in faster, more accurate hiring results that provide organisations with the clarity, insight, and speed needed to match the right candidate with the right job.
- The transaction signals an increasing demand for talent acquisition solutions driven by a growing trend of companies moving away from using disparate online and offline selection products and techniques to more extensive solutions that improve the speed, quality and experience of hiring.
- This trend in demand, coupled with the impact of Covid-19 which has caused most companies to rethink and reimagine long-standing practices, has fueled a wave of consolidation which is highlighted on the following page.
- This is also the fourth transaction this year involving a provider of video interviewing software – the most active segment within talent selection which is certainly driven to a large extent as reaction to the Covid-19 pandemic. This is a trend which is sure to put pressure on the smaller, still independent video interview providers who may struggle to stay competitive with these now much larger businesses.

TALENT SELECTION MARKET CONSOLIDATION IN 2020

DATE	BUYER	TARGET	TRANSACTION RATIONALE
6 th Oct			AllyO adds automation and candidate experience features to HireVue's existing suite of video interviewing and other assessment tools.
30 th Sep			My Ally develops virtual assistant solution to automate end-to-end scheduling for interviews, powered by NLP and machine learning and the transaction, Phenom's first, marks a move by Phenom into the recruitment automation space.
22 nd Sep			Combines the assessment, video interview, automation, AI, and insight capabilities of both companies, resulting in faster, more accurate hiring results.
9 th Sep			Talentegy is designed to improve the candidate experience, increase candidate conversions, and hire better candidates faster.
28 th Jul	Modern Hire		The addition of Sonru's complementary customer base vastly extends Modern Hire's geographic reach.
20 th May			Adds enhanced video capabilities to the application process and extends Stepstone's reach from sourcing further into to the selection process.

Key Factors Driving Consolidation

- ✓ **Cost and Speed.** Advances in machine-learning are fueling a rise in the potential for automation within the talent selection process. More automation results in substantial time and cost savings. When one technology vendor "owns" the entire talent selection process the opportunity for automation is optimised.
- ✓ **Quality of Hire.** Typically, candidates move through the selection process based on a pass/fail system at each stage. A single solution which can aggregate the data from each stages allows the process to adapt to the candidate based on results from prior stages as well as produce a more comprehensive final prediction.
- ✓ **Candidate Experience.** Global trends customer and user experience have arrived in the employment screening process with the recognition on the impact this has on the overall employer brand image. Candidates expect a consumer-grade experience throughout the interaction.

M&A HIGHLIGHTS Q1 2020

\$6.8bn

Aggregate Deal Value

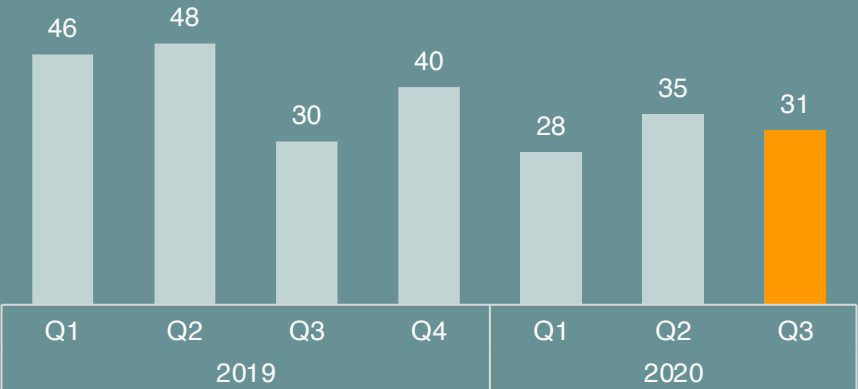
\$29m

Average Deal Size¹

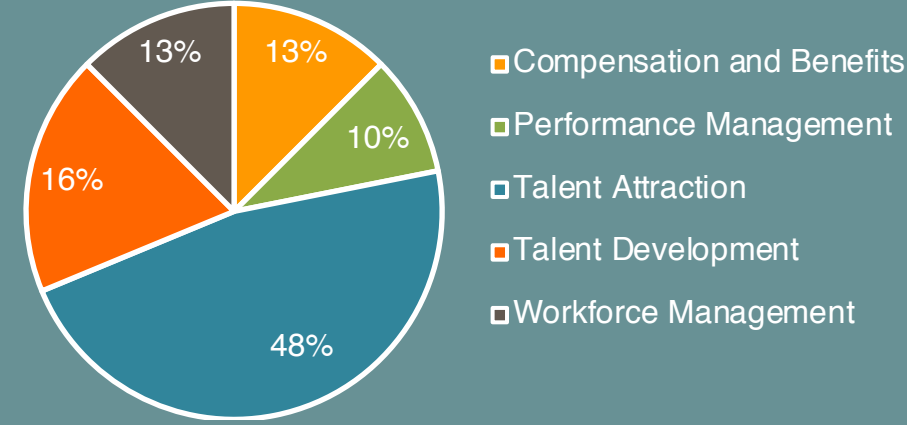
7.8x

Average Revenue Multiple

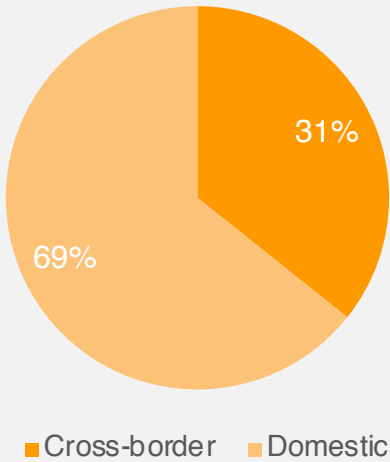
Deals Volume



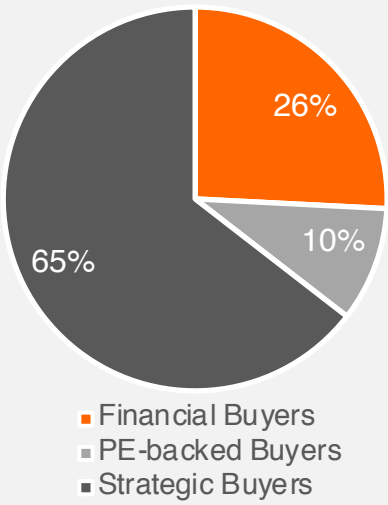
Deals by Subsector



Deals by Type



Deals by Buyer Type



¹Excluding transactions with a deal size above \$500m

SELECTED TALENT ATTRACTION TRANSACTIONS

DATE	BUYER	TARGET	DESCRIPTION	DEAL SIZE (\$'m)	TARGET REVENUE (\$'m)	REVENUE MULTIPLE (x)	TRANSACTION RATIONALE
Jul-20	Providence Strategic Growth (PSG) (US)	Jobcase (US)	Operator of a career-focused social media platform that aims to be the 'LinkedIn' for workers without college degrees.	30	n/a	n/a	New capital investment, with PSG acquiring a majority stake and Workday Ventures participating as a strategic investment partner. The investment includes \$30m of primary capital to accelerate Jobcase's product development, member services, and employer partnerships. In addition, Jobcase is joining the Workday Software Partner Program
Jul-20	TMS Talent (Australia)	Scout Talent (Australia)	Provider of recruitment software and candidate management systems.	n/a	n/a	n/a	"The acquisition of Scout is a natural progression for us as we continue to position ourselves as a brand synonymous with being specialist in our chosen markets and disciplines. Scout's market is an exciting place and strategically where we need to be. It will also provide further learning opportunities for current and future staff." said TMS Talent chairman, Steve Hamblin.
Jul-20	Universal Background Screening (US)	OPENonline (US)	Provider of business-to-business employment screening and investigative research tool.	n/a	n/a	n/a	This is the fourth acquisition for Universal in the background screening industry. It is a portfolio company of SNH Capital Partners, middle-market PE firm
Jul-20	Jobvite (US)	Predictive Partner (US)	Leverages AI through automation, predictive analytics, data science, machine learning, natural language processing, and optical character recognition.	n/a	n/a	n/a	Jobvite has acquired the AI and data science team at Predictive Partner. Predictive Partner CEO Morgan Llewellyn will serve as Jobvite's Chief Data Scientist and will lead a team utilizing AI through predictive analytics, automation, data science and machine learning and natural language processing.
Jul-20	Infosoft Group Holding LLC d/b/a Circa (US)	America's Job Exchange (US)	Operator of a recruitment platform that provides recruitment advertising, diversity hiring, and OFCCP compliance solutions.	n/a	n/a	n/a	This is the first acquisition for Circa, which is expected to accelerate the company's growth, expanding its services and increasing its market share.
Jul-20	Modern Hire (US)	Sonru (Ireland)	Provider of automated video interviewing solutions for screening candidates.	n/a	n/a	n/a	The addition of Sonru's complementary customer base vastly extends Modern Hire's geographic reach.

SELECTED TALENT ATTRACTION TRANSACTIONS

DATE	BUYER	TARGET	DESCRIPTION	DEAL SIZE (\$'m)	TARGET REVENUE (\$'m)	REVENUE MULTIPLE (x)	TRANSACTION RATIONALE
Sep-20	Jobberman (Nigeria)	Ngcareers (Nigeria)	Career site connecting professionals and jobseekers to the latest job opportunities in Nigeria.	n/a	n/a	n/a	Through this acquisition, ROAM Africa, the owner of Jobberman Nigeria, will further consolidate the Nigerian job marketplaces market. Together, Jobberman Nigeria and Ngcareers will reach over 1 million monthly users.
Sep-20	Stone Point Capital (US)	Bullhorn (US)	Provider of recruitment software and applicant tracking systems for the staffing industry.	n/a	n/a	n/a	New strategic investment from Stone Point Capital to fuel the company's continued growth. Stone Point is already an investor in one of Bullhorn's fastest-growing partners, Prism HR, which provides an integrated payroll and benefits solution that extends the power of Bullhorn's pay and bill solutions.
Sep-20	Jobvite (US)	Talentegy (US)	Developer of a talent analytics platform which helps companies monitor candidate and employee experience.	n/a	n/a	n/a	The addition will help Jobvite customers improve the candidate experience, increase candidate conversions, and hire better candidates faster using actionable insights drawn from real-time engagement data across a company's existing HR Technology stack. The move follows Jobvite's acquisition of the AI team at Predictive Partner, which accelerated its efforts to weave AI into all aspects of Jobvite software.
Sep-20	DGP Investments (China)	51job (China)	Leading Chinese recruitment website, offering recruitment solutions, training and assessment, and HR outsourcing and consulting services.	5,450	530	7	As of September 21, 2020, 51job's Board of Directors formed a special committee of two independent directors, Li-Lan Cheng and Eric He, to evaluate and consider the preliminary non-binding acquisition proposal letter.
Sep-20	OutMatch (US)	LaunchPad Recruits (UK)	SaaS-based recruitment automation and video interviewing platform that provides end-to-end recruitment automation.	n/a	n/a	n/a	This new offering will combine the assessment, video interview, automation, AI, and insight capabilities of both companies, resulting in faster, more accurate hiring results that provide organisations with the clarity, insight, and speed needed to match the right candidate with the right job.
Sep-20	Phenom People (US)	My Ally (US)	Developer of a virtual assistant solution to automate end-to-end scheduling for interviews, powered by natural language processing and machine learning.	n/a	n/a	n/a	My Ally develops virtual assistant solution to automate end-to-end scheduling for interviews, powered by NLP and machine learning and the transaction, Phenom's first, marks a move by Phenom into the recruitment automation space. and comes about eight months after raising \$30m of Series C financing.

SELECTED TALENT ATTRACTION TRANSACTIONS

DATE	BUYER	TARGET	DESCRIPTION	DEAL SIZE (\$'m)	TARGET REVENUE (\$'m)	REVENUE MULTIPLE (x)	TRANSACTION RATIONALE
Sep-20	Main Capital Partners (Netherlands)	Textkernel (Netherlands)	Develops and delivers information extraction, document understanding, web mining, and semantic searching and matching solutions for the HR sector worldwide.	n/a	n/a	n/a	Textkernel will focus on autonomous growth and further development of the technology platform required to execute on its ambitious growth plans in the coming period. In addition, the company stated that the combination will pursue a selective strategy for smart acquisitions in the broader HR software space.
Sep-20	MBO Partners (US)	MindSumo (US)	Provider of a platform that enables businesses to crowdsource ideas by posting online challenges, thereby accessing a community of 500,000 millennial and Gen Z users that submit solutions in order to win money and recognition for their problem solving.	n/a	n/a	n/a	Savvy enterprises are rethinking the way work gets done, increasingly shifting from purchasing services to purchasing results. Adding this capability to the MBO platform, which enables frictionless transactions and engagement between independents and enterprises of all sizes, is a natural fit for all. Additionally, the acquisition represents a significant diversification for MBO Partners.
Oct-20	HireVue (US)	AllyO (US)	Leading end-to-end recruiting AI and automation software.	n/a	n/a	n/a	The acquisition of AllyO adds automation and candidate experience features to HireVue's existing suite of video interviewing and other assessment tools.
Oct-20	Learning Technologies Group plc (UK)	eCreators (Australia)	Provider of e-learning content for a range of businesses.	9	n/a	n/a	eCreators, Australia's largest regional Moodle provider, will be integrated into LTG's market-leading Moodle business, Open LMS. The addition enhances LTG's position within the Australian market, adding significant corporate and further education clients. The proposed acquisition is subject to regulatory approval and is expected to complete before the end of October 2020.

SELECTED TALENT DEVELOPMENT TRANSACTIONS

DATE	BUYER	TARGET	DESCRIPTION	DEAL SIZE (\$'m)	TARGET REVENUE (\$'m)	REVENUE MULTIPLE (x)	TRANSACTION RATIONALE
Jul-20	Gi Group (Italy)	CareerArc Outplacement (US)	Outplacement tech platform which delivers on-demand access to personalized guidance from expert career coaches	n/a	n/a	n/a	CareerArc Outplacement will be rebranded as Intoo USA and will join Gi Group's portfolio of operations in more than 57 countries across Europe, Asia, Africa and the Americas. Intoo USA marks Gi Group's strategic expansion into the US
Sep-20	SafetyCulture (Australia)	EdApp (Australia)	Provider of a microlearning SaaS platform that enhances corporate and retail training.	29	n/a	n/a	SafetyCulture's acquisition of EdApp fast tracked to respond to increased demand for training in the face of COVID-19. With the backing of SafetyCulture, EdApp will now offer a free version of its training platform globally to businesses of all sizes.
Sep-20	CIPHR (UK)	Digits (UK)	Provider of a digital learning platform specialising in the automotive, retail and finance sectors.	n/a	n/a	n/a	CIPHR has partnered with Digits since 2018 to provide learning management solutions to CIPHR customers, integrated with CIPHR's people management solutions. The acquisition follows CIPHR Group's acquisition in December 2019 of Payroll Business Solutions (PBS).
Sep-20	Pracuj Ventures (Poland)	Gamfi (Poland)	Operator of an online gamification platform for setting goals, building engagement, feedbacking, and rewarding.	n/a	n/a	n/a	Pracuj Ventures is Poland's first corporate innovation fund, which focuses on investments in technology companies operating in Learning & Development as well as the broader HR market. The investment will enable further development of Gamfi's technology and simplification for clients, while also planning to embark on new educational campaigns that will allow companies to build their gamification competencies.

SELECTED WORKFORCE MANAGEMENT TRANSACTIONS

DATE	BUYER	TARGET	DESCRIPTION	DEAL SIZE (\$'m)	TARGET REVENUE (\$'m)	REVENUE MULTIPLE (x)	TRANSACTION RATIONALE
Jul-20	Kingsbridge Group (UK)	IR35.io (UK)	Provider of an online IR35 status assessment tool, enabling clients to immediately assess the IR35 status of contract-based roles and whether a contractor should be treated as an employee or not for tax purposes.	n/a	n/a	n/a	The combined company's enhanced IR35 offering now provides a unique combination of automated status-assessment and human judgment, backed by a bespoke (custom) insurance product, that will enable end-clients and recruitment agencies to navigate the forthcoming changes in the IR35 tax legislation. The acquisition marks Kingsbridge's first acquisition since its sale to NSM Insurance Group in March 2020.
Jul-20	Zebra Technologies Corporation (US)	Reflexis Systems (US)	Provider of retail workforce management software solutions.	575	66	9	The acquisition of Reflexis Systems fits squarely within Zebra's Enterprise Asset Intelligence vision of making every worker and asset at the edge connected, visible and fully optimised.
Jul-20	Mitrtech (US)	Tracker Corp (US)	Provider of SaaS I-9, E-Verify, and immigration management solutions.	n/a	n/a	n/a	The acquisition adds leading I-9 and Immigration Management solutions to Mitrtech's legal and compliance technology portfolio. This will uniquely equip Mitrtech to help organisations overcome the challenges of increased government scrutiny, remote workforces, inefficient immigration management, and painful and costly manual staffing processes.
Sep-20	Kelley Connect (US)	J&H (US)	Provider of employee and workforce management and document management solutions.	n/a	n/a	n/a	With the acquisition of J&H, Kelley Connect will double its footprint in Montana. This is the third acquisition for Kelley within the past 18 months.

SELECTED COMPENSATION & BENEFITS TRANSACTIONS

DATE	BUYER	TARGET	DESCRIPTION	DEAL SIZE (\$'m)	TARGET REVENUE (\$'m)	REVENUE MULTIPLE (x)	TRANSACTION RATIONALE
Jul-20	Papaya Global (US)	Mensch (Israel)	Provider of a human resources information system (HRIS) platform	n/a	n/a	n/a	Papaya Global acquired the intellectual property of Mensch's HRIS platform. The acquisition strengthens Papaya's end-to-end global workforce management offering – from hiring and onboarding to payroll processing and cross-border payment – and adds new tools to manage and engage with global teams.
Jul-20	Silver Lake (UK)	Silae (France)	Provider of fully cloud-based payroll and HR software, offering a range of SaaS solutions and cloud services	645	n/a	n/a	Silver Lake is planning to invest meaningfully into Silae and support it in its next phase of development to further accelerate its growth, through innovative new products and services.
Sep-20	Confirma Software (Sweden)	DataVara (Sweden)	Developer of payroll and personnel administration software solution for small and medium enterprises (SMEs)	n/a	n/a	n/a	Confirma Software acquired DataVara AB and simultaneously acquired SKJ Systems, a Finnish provider of point-of-sales systems. The two acquisitions demonstrate Confirma's acquisition strategy into new and existing verticals. The DataVara acquisition expands on its outsourced financial services offerings by adding a leading provider of payroll systems.
Sep-20	Tenzing (UK)	Payroll Software & Services Group (PSSG) (UK)	Provider of software and outsourcing solutions for HR, payroll and business support in the UK and International markets	n/a	n/a	n/a	This follows on from Tenzing's investment in Activpayroll last January. Tenzing and its Entrepreneurs Panel will support PSSG, formed from the combination of Cintra, Trace Payroll Services and UnaTerra, in maximising its growth potential through product development, internationalisation, continued investment in sales and developing an acquisitions strategy.

SELECTED PERFORMANCE MGMT TRANSACTIONS

DATE	BUYER	TARGET	DESCRIPTION	DEAL SIZE (\$'m)	TARGET REVENUE (\$'m)	REVENUE MULTIPLE (x)	TRANSACTION RATIONALE
Aug-20	Everbridge (US)	SnapComms (New Zealand)	Provider of internal employee communication software	38	n/a	n/a	Everbridge acquired SnapComms for its internal communications software strategic technology assets to enhance the company's Critical Event Management suite of solutions.
Aug-20	Providence Strategic Growth (US)	Sympa (Finland)	Provider of all-in-one human resources software, including powerful analytics and reporting.	n/a	n/a	n/a	PSG's investment will support Sympa's next phase of growth focused on product enhancement and strategic M&A to drive expansion across Europe. Alfvén & Didrikson, an active, long-term backer of Nordic businesses with international growth potential, invested in Sympa in 2016 and will retain a minority stake alongside the company's founding team.
Sep-20	Paycor (US)	Paltech Solutions, Inc. d/b/a 7Geese (Canada)	Provider of a cloud-based social performance management platform for the agile and entrepreneurial workforce to track goals, receive recognition, and gather feedback	n/a	n/a	n/a	7Geese's platform will be fully integrated into Paycor's product portfolio. The 40 employees including management of 7Geese will join Paycor, continuing to work in Vancouver. This transaction follows Paycor's acquisition of Nimble Software in 2019.

PUBLIC COMPS HIGHLIGHTS

8.2x

Avg. EV/Revenue CY2020E

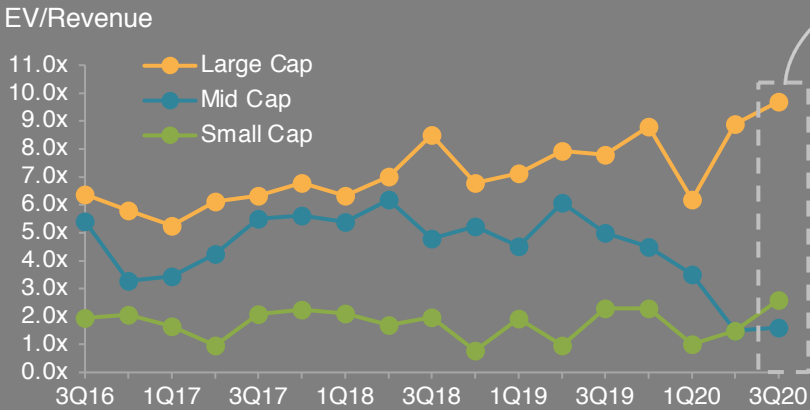
17%

Avg. Revenue Growth CY2019

84%

% Recurring Revenue

Historic Revenue Multiples



Large Cap

9.7x

Avg. EV/Revenue

22%

Avg. Revenue Growth

87%

% Recurring Revenue

Mid Cap

1.6x

Avg. EV/Revenue

21%

Avg. Revenue Growth

74%

% Recurring Revenue

Small Cap

2.6x

Avg. EV/Revenue

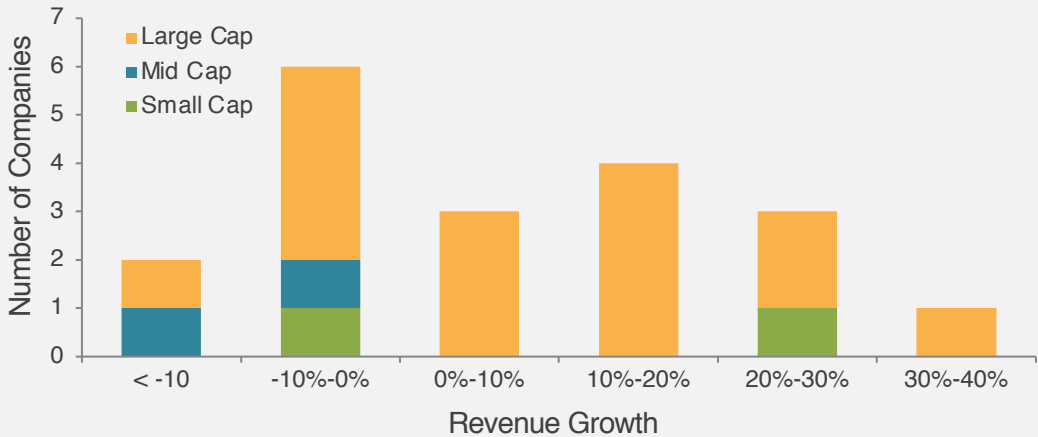
2%

Avg. Revenue Growth

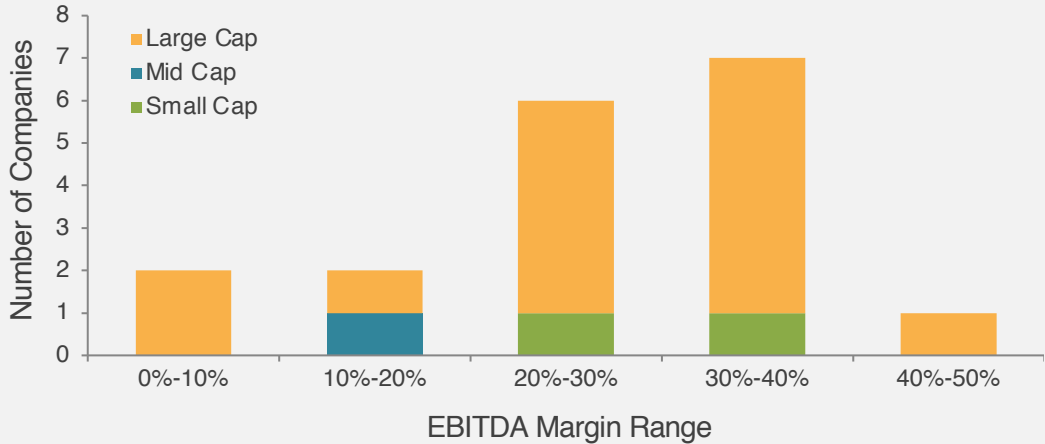
75%

% Recurring Revenue

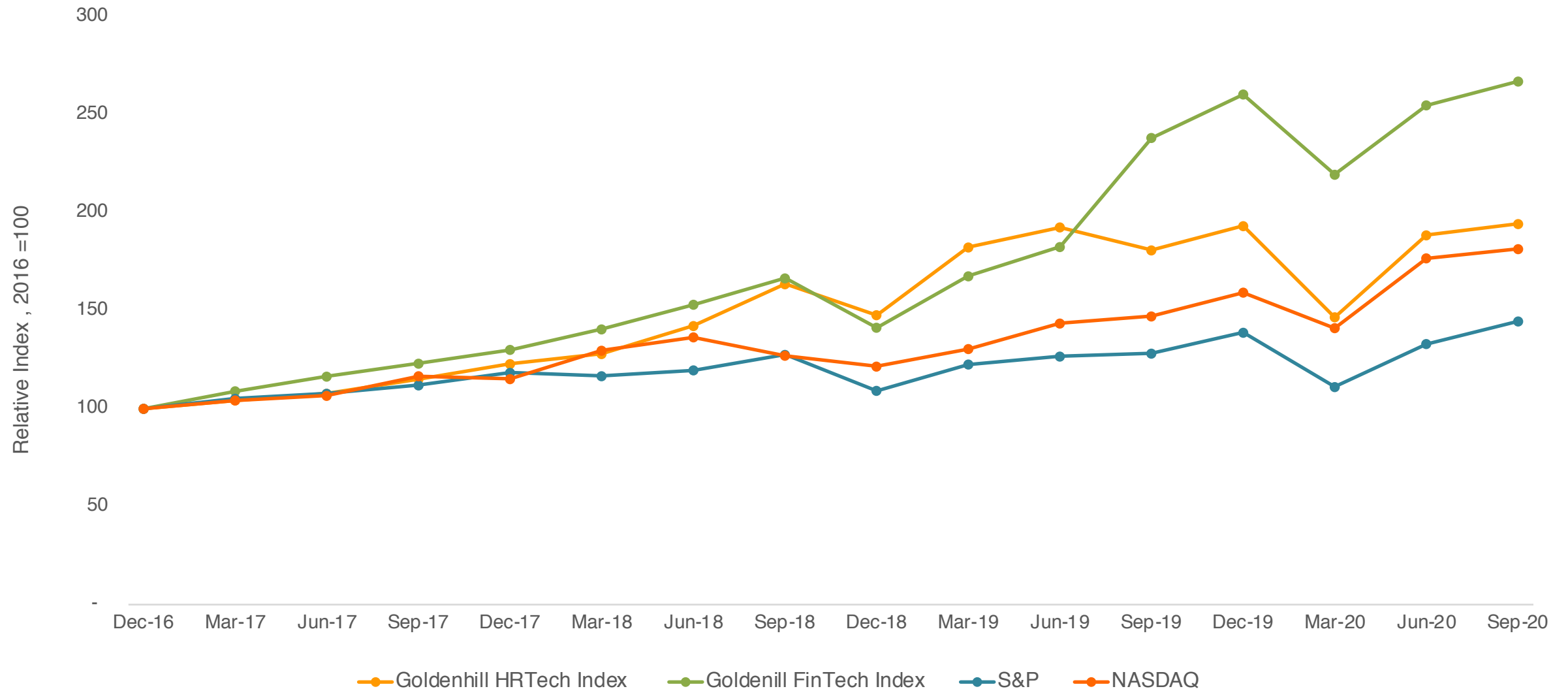
Revenue Growth Distribution



EBITDA Margin Distribution

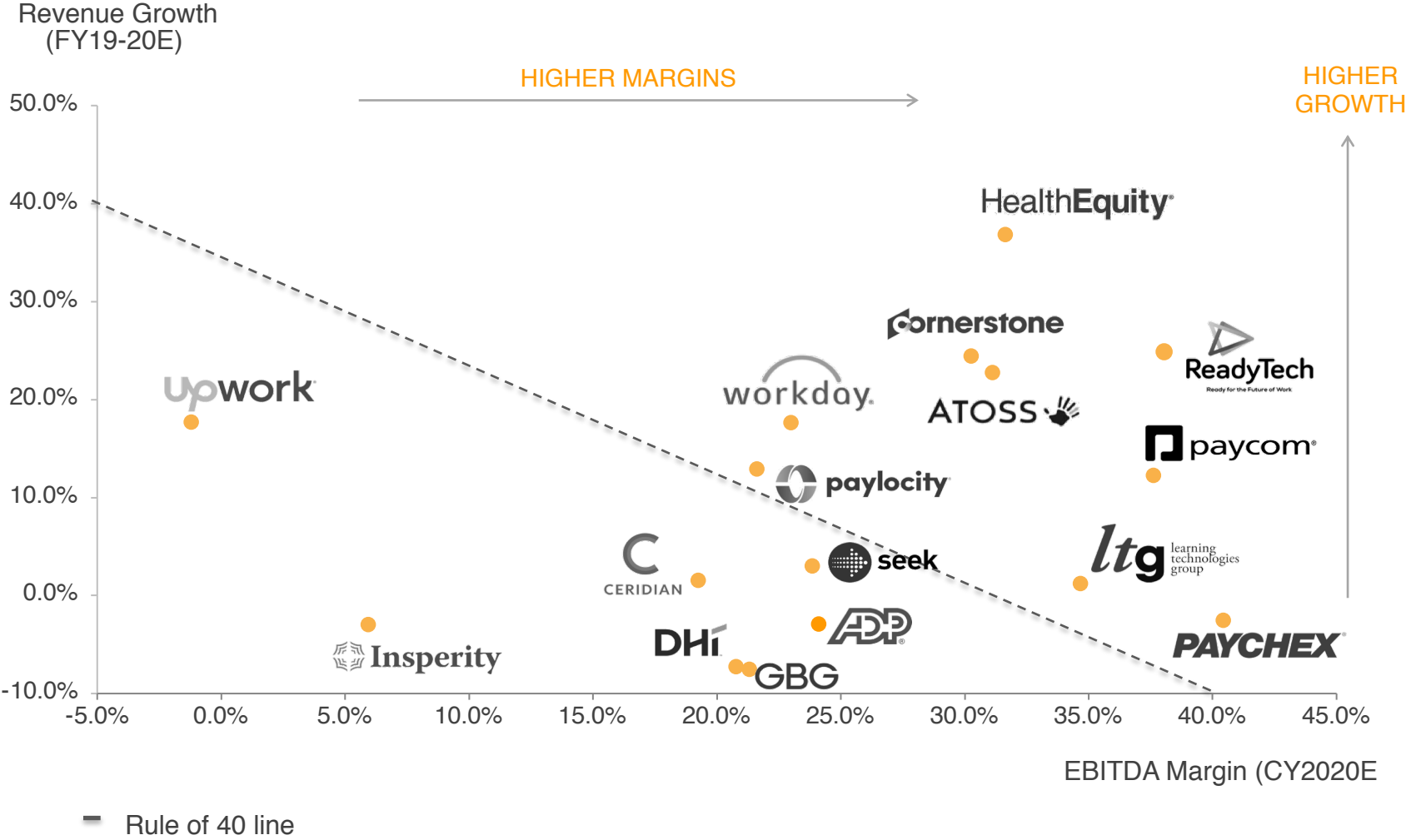


GOLDENHILL HRTECH INDEX



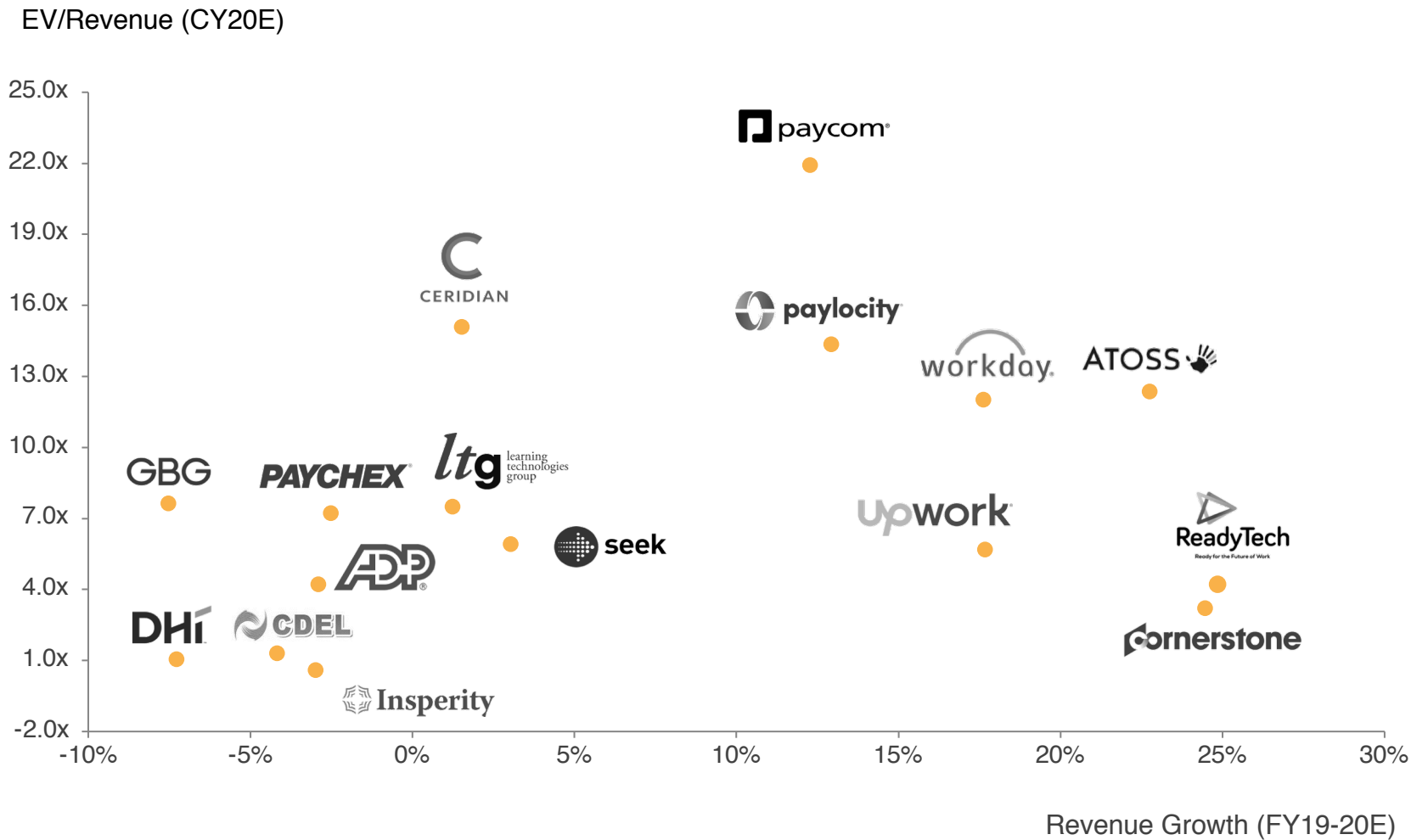
PERFORMANCE QUADRANTS

The Rule of 40 is a recognised measure of health for SaaS companies, which states that Revenue Growth % and EBITDA Margin (profitability) should ideally add up to roughly 40%.



REVENUE GROWTH AS A VALUE DRIVER

Revenue growth continues to be one of the most important drivers for higher valuations. The companies exhibiting the highest expected revenue growth this year are Cornerstone (HCM) and ReadyTech (online training software).



SECTOR VALUATION METRICS

Company	Ticker	Share Price	Market Cap	Net Debt	Enterprise Value	Revenue	EV/Revenue		EV/Revs	EV/EBITDA		Revenue Growth		EBITDA Margin		% Revs
		Local				(\$m) ⁽¹⁾	(\$m) ⁽²⁾	(\$m)	CY20E (\$m)	CY2019	CY2020E	Recurring	CY2019	CY2020E	CY2019	CY2020E
Selected Large Cap																
ADP	ADP US Equity	139.5	59,959	550	60,509	14,379	4.2x	4.2x	4.4x	16.8x	17.5x	3.4%	-2.9%	25.2%	24.1%	96%
Workday	WDAY US Equity	215.1	50,986	(375)	50,611	4,213	14.2x	12.0x	13.7x	NM	52.3x	28.5%	17.6%	-1.7%	23.0%	88%
Paychex	PAYX US Equity	79.8	28,715	4	28,719	3,981	7.3x	7.2x	7.3x	17.5x	17.8x	7.1%	-2.5%	41.8%	40.4%	98%
Paycom	PAYC US Equity	3.1	18,221	(72)	18,149	828	24.6x	21.9x	22.4x	65.2x	58.2x	30.3%	12.3%	37.8%	37.6%	98%
Ceridian HCM	CDAY US Equity	82.7	12,193	435	12,627	837	15.3x	15.1x	18.3x	88.8x	78.4x	11.3%	1.5%	17.3%	19.3%	83%
Paylocity	PCTY US Equity	161.4	8,687	(104)	8,583	598	16.7x	14.4x	14.5x	83.9x	66.4x	20.0%	12.9%	19.9%	21.6%	99%
SEEK Ltd	SEK AU Equity	21.3	5,390	965	6,354	1,075	5.9x	5.9x	6.6x	22.3x	24.8x	-3.7%	3.0%	26.4%	23.9%	90%
Fiverr	FVRR US Equity	139.0	4,881	(149)	4,732	180	44.2x	26.3x	34.6x	NM	NM	41.8%	68.1%	-29.1%	3.7%	76%
Trinet	TNET US Equity	59.3	3,992	175	4,167	978	1.1x	4.3x	4.9x	12.1x	10.8x	10.1%	-74.6%	8.9%	39.3%	87%
Healthequity	HQY US Equity	51.4	3,948	1,109	5,058	712	9.9x	7.1x	7.1x	36.9x	22.5x	85.2%	36.8%	26.8%	31.6%	100%
Insperty	NSP US Equity	0.7	2,541	(59)	2,482	4,186	0.6x	0.6x	0.6x	10.7x	10.0x	12.7%	-3.0%	5.4%	5.9%	99%
Cornerstone	CSOD US Equity	36.4	2,347	(50)	2,297	718	4.0x	3.2x	3.3x	35.3x	10.6x	7.2%	24.5%	11.3%	30.3%	96%
Upwork	UPWK UW Equit	17.4	2,098	(91)	2,006	354	6.7x	5.7x	6.3x	NM	NM	18.6%	17.7%	-2.2%	-1.2%	90%
GB Grp	GBG LN Equity	7.0	1,769	51	1,820	239	7.7x	7.6x	17.4x	34.5x	35.7x	34.4%	-7.5%	22.2%	21.3%	44%
Learning Tech	LTG LN Equity	1.3	1,249	11	1,259	168	7.6x	7.5x	9.2x	22.6x	21.6x	32.5%	1.2%	33.5%	34.7%	81%
Atoss	AOF GR Equity	132.0	1,231	(19)	1,211	98	15.2x	12.3x	17.1x	48.1x	39.7x	8.1%	22.7%	31.5%	31.1%	72%
Average							11.6x	9.7x		38.1x	33.3x	22%	8%	17.2%	24.2%	87.3%
Total (Large Cap)			208,205	2,380	210,585											
Selected Mid Cap																
Benefitfocus	BNFT US Equity	11.2	361	153	514	266	1.7x	1.9x	2.4x	NM	14.2x	14.3%	-10.1%	-0.5%	13.7%	79%
CDEL	DL US Equity	0.1	324	(52)	272	211	1.3x	1.3x	1.9x	NA	NA	27.1%	-4.2%	NA	NA	69%
Average							1.5x	1.6x		NA	14.2x	21%	-7%	-0.5%	13.7%	74.1%
Total (Mid Cap)			685	101	787											
Selected Small Cap																
Freelancer	FLN AU Equity	0.5	154	(4)	150	NA	3.7x	NA	NA	78.3x	NA	4.0%	NA	4.8%	NA	NA
DHI Group	DHX US Equity	2.3	120	24	144	139	1.0x	1.0x	1.0x	4.8x	5.0x	-7.6%	-7.3%	19.9%	20.8%	100%
ReadyTech	RDY AU Equity	1.9	111	13	124	30	5.0x	4.2x	4.7x	16.2x	11.0x	12.7%	24.8%	30.8%	38.1%	89%
Clearstar	CLSU LN Equity	0.4	19	0	19	NA	0.8x	NA	NA	NM	NA	14.0%	NA	-0.7%	NA	22%
Dillistone	DSG LN Equity	15.5	4	1	4	NA	0.4x	NA	NA	4.9x	NA	-11.7%	NA	8.8%	NA	90%
Average							2.2x	2.6x		26.1x	8.0x	2%	9%	12.7%	29.4%	75.2%
Total (Small Cap)			408	34	442											
Sector Total			209,298	2,515	211,813		8.7x	8.2x	9.9x	35.2x	29.2x	17%	7%	15%	24%	84%

(1) Excludes treasury shares

(2) Net financial debt minus marketable securities and collaterals.

(3) Recurring revenues (renewing licences, maintenance, subscriptions, SaaS etc.) where reported for last full year

(4) NM - Not meaningful and NA - Not available

Quick Facts

- Partner-centric firm focused on providing advisory services to sellers and buyers in M&A projects across the globe
- Deep domain expertise across software, services and data intensive sectors, with a focus on FinTech, HRTech and Human Capital
- Our Partners have advised on 100+ transactions with values up to £130m; the majority (70%) of our engagements result in cross-border transactions
- International presence with offices in London, San Diego and Buenos Aires
- Proven track record of successful long-term advisory relationships positioning clients for premium transactions using current insights into the relevant strategic investors

Selected Transactions



Offices

LONDON
49 Grosvenor Street
London
W1K 3HP
United Kingdom

SAN DIEGO
415 Laurel Street
San Diego, California
92101
United States

BUENOS AIRES
Torre ABN Amro Victoria Ocampo 360
Puerto Madero, Buenos Aires
C1107BGA
Argentina

© Copyright 2020 Goldenhill International M&A Advisors

This communication is provided for informational purposes only and should not be regarded as an offer or solicitation to buy or sell any financial instrument. Distribution without the express consent of the authors, Goldenhill International M&A Advisors, is strictly prohibited. Goldenhill International M&A Advisors accepts no liability whatsoever arising directly or indirectly from the use of this document, and offers no warranty in relation to the accuracy or completeness of the information therein.

HRTech Partners



Philip Albright
London



William Berrington
London



Kevin O'Neill
San Diego



Carlos Ratto
Buenos Aires