

## Executive Summary

Delancey Street Partners (“DSP”) is pleased to present our HR Technology 2023 Year in Review, a key subsector within Human Capital Management (“HCM”). This report provides insights on recent industry trends and highlights key capital raising and M&A activity.

## Topics of Discussion

- DSP Industry Trends
- HR Technology Industry Taxonomy
- Private Market Insights
- Public Company Data
- Public Company Executive Commentary
- Economic Indicators
- Big Ideas Q&A with Jason Corsello
- Select Capital Raises and M&A Transactions

### Key Industry Trends:

- *AI Will, Over Time, Change Everything*
- *The Power of Specialization*
- *Time for Upskilling*
- *Leadership Development Critical to Success*
- *Convergence of Flexible Work and WorkTech Platforms*
- *Demand for Analytics Platforms*

### Big Ideas Q&A Interview:

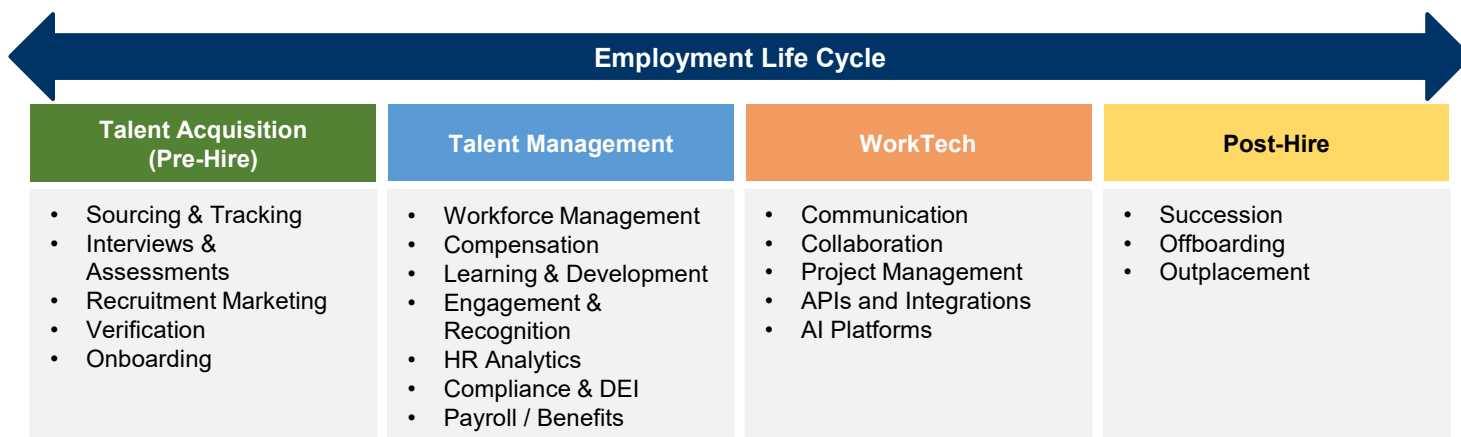
**Jason Corsello – Page 21**



Jason Corsello is the co-founder and Managing Partner of Acadian Ventures

## Overview

DSP’s HCM sector team has been active in the space for over 30 years which is practically an eternity in HR technology time. Over the years, we have witnessed the rise and fall of new spaces, the emergence and evolution of technologies, and the constant morphing of business models, often referred to as “pivots” by our VC friends. Despite the continual transformation, one constant has been the never-ending flow of new buzzwords, which rarely provide clarity. The industry landscape is further complicated by the merging of adjacent business models, resulting in platforms that span multiple HR disciplines. To bring clarity to the industry landscape, we have developed our DSP HR technology taxonomy, categorizing the space into simple groups that represent distinct phases of the employment lifecycle:



In 2023, we saw a material slowdown in M&A and fundraising activity from 2021 and 2022 as business owners and investors took a much more cautious outlook on the economy and company growth. HR technology and the broader SaaS public multiples contracted significantly. For example, the DSP HR technology index average revenue multiple declined from 8.2x in December 2021 to 6.6x in December 2023. Not surprisingly, 2023 was a year where buyer and seller valuation expectations deviated substantially which negatively impacted the M&A environment. Many strong companies elected to delay a capital event until performance and outlook improved. Buyers and investors often leveraged creative structures (i.e., earn-outs and rollover equity) to bridge gaps in valuation expectations to consummate transactions. The higher interest rate environment also negatively impacted private equity involvement in transactions, particularly transactions over \$250 million in enterprise value.

In 2023, we tracked and reviewed approximately 700 financings and M&A transactions. Notably, out of the activity reviewed, approximately 45% were in the Talent Acquisition subsector, 43% in Talent Management, 11% in WorkTech, and 1% in Post-Hire.

## DSP Industry Trends







Within this report, we delineate six overarching mega trends we find particularly compelling. In developing our key trends and outlook, we employed three approaches. First, we engaged in conversations with operators and entrepreneurs who are driving innovation in the industry. This includes both large, established companies and fast-growing, disruptive startups. Second, we conducted discussions with CHROs who possess incredible insights into the vendors they use and how their budgets are being spent. Finally, we maintained ongoing dialogues with the investment community and reviewed as many transactions as possible. After compiling these insights, we believe that the most disruptive force poised to propel HR tech into uncharted waters in 2024 and beyond is the growth of artificial intelligence (“AI”).

The pace of the current AI evolution is significantly faster than previous technology innovations. According to World of Statistics, it took two months for 100 million people to adopt ChatGPT, compared to telephones which took 75 years and mobile phones which took 16 years to achieve the same adoption rates. While the enterprise-level adoption of AI is still to be proven out, these rapid developments are creating significant opportunities for workplace improvement and are reshaping our perspectives on work moving forward. In the words of our good friend and sage investor Jason Corsello, Managing Director of Acadian Ventures, *AI simply changes everything*.

### AI, Large Language Models, Etc. Will Over Time Change Everything

For HR practitioners and vendors, the need to constantly reduce costs and increase productivity has always been a high priority. Nobody reading this report will be surprised by the advantages of automating repetitive, low-value manual functions through technology and the efficiency that AI will provide. The actualization of massive data to drive HR decision-making is now becoming the new reality. As AI models sufficiently learn the role of HR professionals, with specific parameters, we believe that they have the potential to reduce biases in talent acquisition. A race is on for all HR functions and vendors to infuse AI into solutions in the right ways. Vendors who are slow to implement or ignore AI risk losing thought leadership and may be eclipsed by competitors who adopt it more quickly.

We see vast upside for AI to be an amazing tool that dramatically improves people’s effectiveness and focus, similar to what Jason Corsello articulates later in this report. We do not believe that AI solutions will be replacing people any time soon, but AI can immediately make people better and more efficient at their jobs. For example, with models trained on sourcing individuals based on specific criteria – such as specific company or skill-based experience and geography – not only will sourcing be more efficient, but the time to fill candidates will decrease meaningfully. The capital markets are closely watching this evolution, evidenced by the significant capital-raising activity occurring with AI models and venture-backed companies quickly raising larger funding rounds. Notable 2023 investment activity driving AI investments in the Talent Acquisition subsector includes:

Date	Investor	Target	Rationale
September 2023	 Peak State Ventures		Betterleap is an innovative recruitment platform leveraging generative AI to provide recruiters with data-driven insights and automation; the company’s AI engine, CoPilot, allows recruiters to ask critical questions of their data and receive immediate responses
May 2023			Instawork is a recruitment platform for skilled hourly workers; the company leverages AI to enable stronger decision making and will be releasing new self-serve features for shift posting and customization
March 2023			Glider AI is a skill intelligence platform, providing full-suite hiring software solutions; the company leverages AI for stronger skill validation in different modalities including initial screens, interviews, and skills-based assessments

## DSP Industry Trends (Cont'd)

### Power of Specialization

When reviewing the transactions and partnerships this year, a familiar trend emerged: the advantage of having a vertically and / or geographically focused solution. A vendor with such focus facilitates a superior product-market fit, a feat often elusive to horizontal, generalist providers. This specialization carries particular weight in sectors such as Talent Acquisition and Payroll, where clients prioritize expertise, precision, and efficiency. Moreover, we believe that training AI models with deep vertical or geographic data sets will significantly enhance their capabilities and offer more personalized solutions to clients. The ability to identify, quantify, and capitalize on the advantages of a vertical business model will be further amplified, driving growth in an increasingly competitive marketplace.

In 2023, there were significant investments in verticals with unique value propositions going after underserved markets, such as hospitality, janitorial services, healthcare, construction, power plants, etc. Interestingly, we observed a significant growth in the investments made in front-line and blue-collar focused platforms. Notable 2023 investment activity includes:

Date	Investor	Target	Rationale
November 2023	 PRIMERACAPITAL	 BRIGHTGO	BrightGo is providing a platform and mobile app integration that makes scheduling, employee management, and communication simple for the janitorial industry. Janitorial services is the fifth largest job category in the U.S., but has been largely underserved by the tech industry
September 2023	GENERAL  CATALYST	 PowerUs	PowerUs is a career platform that specifically targets electronics technicians and plant mechanics. Individuals can network on the platform, creating professional opportunities for craftsmen and helping companies find qualified skilled workers
March 2023	Various Angel Investors	 APPION SOLUTIONS	Appion Solutions provides a cloud-based, easy-to-use software platform for apprenticeship program management, addressing the skilled labor crisis unions and other organizations face

### Demand for Upskilling and Addressing Skills Gaps

The rapid pace of technological innovation, combined with the limited availability of development opportunities in a distributed / hybrid workforce, is driving employers to reassess their in-house training programs to ensure that employees receive regular upskilling to advance their careers. Statistics indicate that many employees lack the necessary skills for success:

- 57% of U.S. workers want to update their skills<sup>(1)</sup>
- 77% of employees feel their employer does not teach the skills they need to do their job<sup>(2)</sup>
- Since 2017, the average number of skills required for a single job has increased by 10% year-over-year<sup>(2)</sup>
- 33% of skills included in the average 2017 job posting were no longer relevant in 2021<sup>(3)</sup>
- The half life of a skill is less than 5 years and less than 2.5 years in certain technology areas<sup>(4)</sup>









By offering training opportunities to employees, significant benefits accrue for employers and employee sentiment and retention will likely improve. The anticipated pace of technology advancements will further accelerate the demand for addressing skill gaps. By leveraging AI in training businesses, we anticipate that personalized learning and curriculum will enhance user experiences and drive improved engagement. Additionally, gamification can be enhanced through simulations, challenges, etc., reinforcing learning on a large scale.

“AI-driven immersive learning will bridge the gap between theory and practice, allowing employees to learn concepts and apply them in an immersive, simulated environment. Some companies have started creating “Experience Learning Worlds” (ELWs), like digital hospitals and cities, that allow learners to explore different industries in a simulated environment. AI will give learners challenges to solve and will give them feedback on how they’re doing, helping them learn new skills and even get certifications and experience. This will change the way employees learn because it allows them to practice technical skills before they actually start working.”

- Manpreet Singh Ahuja, Partner and Chief Digital Officer at PwC India,  
- LinkedIn Workplace Learning Report 2024

### DSP Industry Trends (Cont'd)

Notable 2023 investment activity in the Learning and Development subsector includes:

Date	Investor	Target	Rationale
November 2023	 RAC	 Masterplan.com	Masterplan is an eLearning platform focused on professional development; launched a no-coding tool (Masterplan Creator) that enables companies to build their own learning courses
September 2023	 ABS Capital	 transfr	Transfr is a workforce training platform leveraging virtual reality and hands-on coaching to deliver personalized learning experiences
March 2023	 ACADIAN	 AG5	AG5's SaaS solution offers the first interface organizations can use to map and track employees' skills that is directly linked to production lines
March 2023	 Jump Capital	 WORKERA	Workera is an upskilling platform geared toward enterprise customers. The company leverages AI to provide objective assessments for over 7,000 defined skills across 60 job domains

### Leadership Development is Critical to Long-Term Success

Increasingly, companies are offering robust Learning and Development programs that align with individual career aspirations and foster personal growth. The top programs implemented encompass leadership development and mentorship, as revealed in LinkedIn's Workplace Learning Report 2024. Notably, 47% of companies actively investing in career mentoring and coaching as integral components of their retention strategies. The rationale behind these investments becomes clearer when we consider the crucial role leaders play in contributing to the success of overall organizations and in the development of employees.

To drive optimal business outcomes, leaders must possess technical expertise as well as the adaptability to overcome people-related challenges. However, the reality often falls short of this, with many leaders feeling ill-equipped to make critical decisions and isolated in their roles. This situation becomes even more difficult in virtual working environments. According to The Global Leadership Forecast, there is a 40% decrease in how leaders rate their effectiveness in virtual leadership and empathy towards others.

In response, organizations are increasingly turning to coaching and mentoring platforms, empowering leaders to enhance their adaptability and gain a fresh perspective on addressing new challenges. The efficacy of such initiatives is highlighted in an International Coaching Federation study, which reports that coaching clients experienced a median ROI of 788%, based on factors including increases in productivity and employee retention. The study also concluded that executive coaching led to a 70% increase in individual performance, a 50% increase in team performance, and a 48% increase in organizational performance.

With the increased adoption of AI, we believe that leaders must focus on refining their core, non-technical skills. At the risk of stating the obvious, "human skills" will be a differentiating quality. From October 2022 to 2023, these skills have experienced significant growth in demand among learning and development professionals, as evidenced by a LinkedIn study to the right:

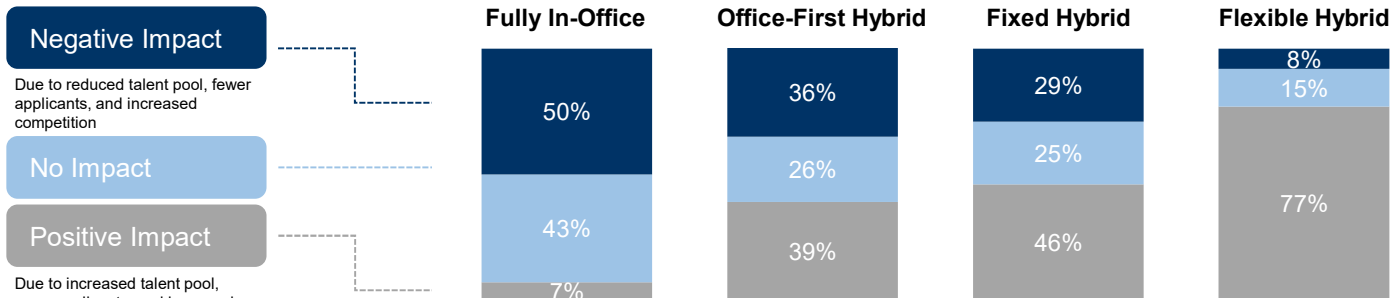
Skill	Year-Over-Year Growth
Interpersonal Skills	+73%
Presentation Skills	+64%
Problem Solving	+57%
People Management	+57%

Companies such as AceUp, BetterUp, ELB Learning, InfoPro, and Sounding Board will continue to drive evolution in this subsector and we believe there will continue to be interest from both large strategics seeking to expand their engagement solutions and the investor community.

## DSP Industry Trends (Cont'd)

### Flexible Work is Here to Stay and Driving Demand for WorkTech

Over the past two years, we have been closely watching the work policies companies are implementing – whether fully in-office, hybrid / flexible, or fully remote. Employees note that working from home provides significant benefits in terms of work-life balance and autonomy. However, they also recognize the advantages of being in the office on certain days to foster collaboration and socialization. We believe that hybrid work policies will be the standard going forward. The demand for this is also evident in LinkedIn candidate data – employers promoting flexible work policies in job postings have a hiring advantage. According to LinkedIn's Future of Recruiting report, companies offering a flexible hybrid work policy have the greatest advantage:



Source: LinkedIn Future of Recruiting

WorkTech is a newer category in our HR technology industry taxonomy, encompassing software platforms designed to enhance productivity within organizations. Due to the prevalence of hybrid workforces, there is a growing imperative for companies to invest in WorkTech platforms. With these solutions in place, employers can enable collaboration and effective communication across teams to curate an in-office experience. Moreover, a recent Microsoft study revealed that 64% of individuals struggle with balancing their workload, while 60% of leaders lament the lack of innovation and strategic thinking among their employees. Mundane tasks such as scheduling and email consume significant time, diverting focus from strategic initiatives. Companies like Superhuman, Vimcal, Leena AI, Ninety.io, Jasper, Mindy.com, etc. are dedicated to saving employees multiple hours every week. Leaders investing in these tools can meaningfully improve employee efficiency which can improve employee wellbeing and ultimately retention.

### Analytics Platforms Are Poised to Change the Game

HR teams compile and analyze substantial amounts of company data. Increasingly, executive teams and boards are demanding HR to have a quantifiable ROI behind all investments. Understanding which investments drive employee retention, productivity, and profitability is crucial. Today, much of this work is carried out using Excel spreadsheets, leading to a growing demand for analytics software platforms. While tools for CFOs and finance teams are widely available, we believe similar solutions tailored for HR will receive significant interest going forward. These models will improve forecasting, predictability, tracking, management, and data storage, ultimately enhancing productivity and decision-making. Notable investment activity includes:

Amount Raised	Investor(s)	Target	AI Initiative
~\$150 million	SoftBank Vision Fund al6z GGV CAPITAL	WorkBoard	Leveraging generative AI to create meaningful objectives and key results (OKRs) to reduce barriers within strategy execution
~\$12 million	CONEXO VENTURES POWERED BY GGV CAPITAL	erudit	Connecting companies' internal data to provide real-time work environment reports that are anonymous and segmented to help companies understand where there are risks of churn
N.A.	Acquired by: paylocity Forward Together.	Trace	Enables organizations to analyze and manage headcount plans, forecast budget relative to these plans, and approve downstream headcount changes



Industry Taxonomy

**Sourcing & Tracking** ZipRecruiter fiverr. upwork Toptal. LinkedIn erin GR8 People Bullhorn CATALANT HuntClub employ Graphite seekout> Gem

**Interview & Assessments** plum thomas\* HackerRank HireVue Criteria PD THE PRODUCTIVE INDEX Credly Lifelong Learner harver SPARK HIRE HOGAN karat SHL

**Recruitment Marketing** indeed Handshake MONSTER snagajob Instawork Appcast radancy PARADOX seek workable JOPWELL Cliquify workwise

**Verification** HIRE RIGHT YARDSTIK First Advantage SKILLSURVEY EQUIFAX empinfo checkr talent. FAMA Verificient truework crosschq certn KarmaCheck

Talent Acquisition

**Workforce Management** humanforce UKG workday beeline GP RIPLING employmenthero papaya global Personio Oyster Mineral Velocity Global PRISMHR ORACLE

**Compensation** salary.com COMP-XL payscale Lattice Compa HRSoft beqom. opencomp glassdoor

**Learning & Development** cornerstone skillsoft coursera udemy edcast Masterplan.com degreed bundle 360 FranklinCovey eeloomi BetterUp MindTools HR.com

**Engagement & Recognition** Culture Amp workhuman. kazoo Leona AI 15five workvivo MERIT awardco Lattice Staffbase Trakstar qualtrics™ kudos\*

**HR Analytics** eightfold.ai qualtrics™ phenom VISIER ingentis IntelliHR OneModel orgvue humu

**Compliance** MITRATECH TRUSAIC NAVEX outsolve MARLOWE complysci The Citation Group hsi bambee cority sphera Compliance & Risks DISA affirmity ZYWAVE

**Payroll / Benefits** PAYCHEX ORACLE paycom Paycor ADP paylocity dayforce VIVENTUM businessolver Collective Health BenefitMall

Talent Management

**WorkTech** asana ATlassian snowflake servicenow ATOSS workzone loom zapier

WorkTech

**Succession** Lattice corestrengths InsideBoard ProFinda SAP mentordiq.




























**Offboarding & Outplacement** GoCo careerminds Onwards HR PeoplePath RiseSmart

Post-Hire

Private Market Insights: 10 Interesting Venture Capital Investments

Close Date	Target	Acquirer	Raised (\$ in mm)	Raised To Date (\$ in mm)
Oct-23	Traba	Founders Fund; Khoisa Ventures	\$22.0	\$43.6
Oct-23	Yardstik	MissionOG; Grotech Ventures; Rally Ventures; Crosslink Capital	12.0	24.3
Oct-23	Harri	Atalya Capital Management; Golub Growth	43.0	136.0
Sep-23	Transfr	ABS Capital; Lumos Capital	40.0	90.0
Sep-23	Erudit	Conexo Ventures; Athos Capital; Ignia Partners; etc.	10.0	12.0
Sep-23	Atomicwork	Matrix Partners India; Blume Ventures; Storm Ventures; etc.	11.0	11.0
Jun-23	Humanly	Drive Capital	12.0	18.0
Jun-23	Squint	Sequoia Capital; Menlo Labs; etc.	6.0	6.0
May-23	Simplr	Norwest Venture Partners; Sapphire Ventures; Tola Capital	70.0	144.0
Feb-23	VirgilHR	Squadra Ventures; Techstars; SHRMLabs; TEDCO	1.5	2.0

Select Transaction Notes

Target	Investor	Notes
		<ul style="list-style-type: none"> <li>Traba is a vertical staffing platform for frontline workers across distribution centers, warehouses, etc.; leverages machine learning to streamline backend processes and algorithmically match workers with their ideal shifts</li> <li>The company quadrupled revenue from 2022 to 2023 and continues to expand its margin</li> </ul>
		<ul style="list-style-type: none"> <li>Yardstik's Trust &amp; Safety platform helps businesses safely hire, verify, and onboard workers at scale</li> <li>In 2023, the company's customer base grew by over 300%</li> </ul>
	 	<ul style="list-style-type: none"> <li>Harri provides a mobile-first frontline employee experience platform</li> <li>The company's platform is highlighted for its ease of use, comprehensiveness, powerful scheduling capabilities, and unmatched depth of compliance capabilities unique to frontline employers and franchise systems</li> </ul>
		<ul style="list-style-type: none"> <li>Transfr's mission is to scale access to quality education and employment for everyone</li> <li>The company has developed a virtual reality (VR) simulation training program for middle-skilled careers that do not require a four-year college degree</li> <li>In 2023, the company increased its user base by 10x</li> </ul>
	   	<ul style="list-style-type: none"> <li>Erudit provides a real-time workforce insights platform that enables better decision-making by leveraging APIs with Google Workspaces, Slack, Teams, and Zoom</li> <li>The company helps clients reduce the time needed to retrieve internal culture assessments from three months to 24 hours</li> </ul>
	 	<ul style="list-style-type: none"> <li>Atomicwork provides software that automates workflows under IT, HR, finance, and other business functions</li> <li>The platform learns from internal documentation and conversations on collaboration tools such as Slack and Teams to assist employees with questions and requests</li> </ul>
		<ul style="list-style-type: none"> <li>Humanly provides an AI-powered recruiting solution that leverages a proprietary chatbot trained on more than three years of the company's hiring data</li> <li>The company is investing heavily in its chatbot and broader generative AI capabilities</li> </ul>
		<ul style="list-style-type: none"> <li>Squint's augmented reality (AR) training platform provides factory operators with an interactive learning, that increases knowledge retention and learning speed</li> <li>The solution is "open world" meaning that content can be created anywhere, on the spot, without needing a QR code or a 3D model to detect objects and orient itself</li> </ul>
	  	<ul style="list-style-type: none"> <li>Simplr provides an employee experience platform designed to provide a single-source for company updates, employee contact information, company policies, etc.</li> <li>The company leverages AI to help employees find personalized information from various documents and content management systems</li> </ul>
	  	<ul style="list-style-type: none"> <li>VirgilHR provides a web portal and integrated chatbot that acts as a "real-time legal guide" by sourcing information and regulatory requirements for HR professionals to make informed employment and labor law decisions</li> </ul>

Private Market Insights: 10 Interesting Platform Investments

Close Date	Target	Acquirer	EV (\$ in mm)	EV / Revenue	EV / EBITDA
Announced	HireRight (NYSE:HRT)	General Atlantic & Stone Point Capital	\$1,650.0	-	10.0x
Dec-23	Workzone	Big Band Software	-	-	-
Sep-23	Worklife	Credit Agricole Group	-	-	-
Sep-23	Clear Company	Gemspring Capital	-	-	-
Aug-23	Epassi	Warburg Pincus & TA Associates	-	-	-
Jul-23	SmartLinx	Lone View Capital Management	-	-	-
Jul-23	PushFar	ScaleUp Capital	-	-	-
Jun-23	Worksuite	H.I.G. Growth Partners	-	-	-
May-23	ProService	Silver Lake Capital	-	-	-
Jan-23	Prodoscore	Providence Strategic Growth (PSG)	-	-	-

Select Transaction Notes

Target	Investor	Notes
 HIRE RIGHT™	 STONE POINT CAPITAL	<ul style="list-style-type: none"> <li>HireRight (NYSE:HRT) is a leading provider of global background screening services and workforce solutions</li> <li>General Atlantic and Stone Point Capital will acquire all of the outstanding shares they do not already own for \$14.35 per share in cash; expected to close in mid-2024</li> </ul>
 workzone	 Big Band	<ul style="list-style-type: none"> <li>Workzone is a WorkTech project management platform that enables businesses to plan, manage, and execute multi-step projects, particularly for distributed workforces</li> <li>The company will leverage this investment to bolster its sales and marketing capabilities and continue to expand upon its product suite</li> </ul>
 worklife	 CRÉDIT AGRICOLE	<ul style="list-style-type: none"> <li>Worklife is a fintech platform specializing in the digitalization of employee benefits with a single card system for employees to access various benefits</li> <li>The company will leverage this investment to expand its product suite and market share in the French market</li> </ul>
 ClearCo <small>The Talent Maximization Company</small>	 GEMSPRING CAPITAL	<ul style="list-style-type: none"> <li>ClearCompany provides solutions for social recruiting, onboarding, and performance management, with a primary focus on serving mid-market and enterprise businesses</li> <li>The company will leverage this investment to expand its product suite and bolster operations</li> </ul>
 epassi	WARBURG PINCUS  TA ASSOCIATES	<ul style="list-style-type: none"> <li>Epassi is a market leader for digital employee benefit payments in the Nordic region, serving over 10,000 employers and 2 million employees in the region</li> <li>The company will leverage this investment to expand internationally; under the prior ownership of Bregal Milestone, the company increased gross merchandise value ninefold since 2019 and expanded into the UK, Ireland, and Italy</li> </ul>
 smartlinx	 LONE VIEW CAPITAL	<ul style="list-style-type: none"> <li>SmartLinx provides a workforce management platform to the healthcare industry aiding long-term care and post acute facilities in managing workflows such as scheduling</li> <li>The company will leverage this investment to expand its technology and product suite; SmartLinx was previously owned by Marlin Equity Partners</li> </ul>
 PushFar	 scaleup capital™	<ul style="list-style-type: none"> <li>PushFar provides a career progression platform offering mentor matching and relationship management</li> <li>The company will leverage this investment to expand its customer reach and continuously improve upon its technology platform</li> </ul>
 worksuite	 H. I. G. GROWTH PARTNERS	<ul style="list-style-type: none"> <li>Worksuite provides a freelancer operations management platform offering talent management, project management, automated compliance, tax forms, and payments</li> <li>The company will leverage this investment to expand its market share and grow its customer base</li> </ul>
 ProService HAWAII	 SILVERLAKE	<ul style="list-style-type: none"> <li>ProService the largest professional employer organization (“PEO”) in Hawaii</li> <li>The company will leverage this investment to expand its technology capabilities and expand its market share</li> </ul>
 Prodoscore™	PSG   PROVIDENCE STRATEGIC GROWTH	<ul style="list-style-type: none"> <li>Prodoscore provides a data visualization platform for business leaders / managers to track productivity and better understand employee behaviors</li> <li>The company will leverage this investment for further product development and an increase in sales and marketing</li> </ul>



Private Market Insights: 10 Interesting Strategic and Tuck-In M&A Transactions

Close Date	Target	Acquirer	EV (\$ in mm)	EV / Revenue	EV / EBITDA
Nov-23	CompXL	Salary.com (Accel-KKR)	-	-	-
Nov-23	theEMPLOYEEapp	Engagedly (Aquila Capital Partners)	-	-	-
Sep-23	Socrates AI	Simpplr (Sapphire Ventures)	-	-	-
Sep-23	VIA	Justworks (Union Square Ventures, etc.)	-	-	-
Sep-23	Chally	Spark Hire (Boathouse Capital)	-	-	-
May-23	intelliHR	Humanforce (Accel-KKR)	56.7	12.4x	-
May-23	HR Downloads	Citation Group (Hg Capital & KKR)	-	-	-
Apr-23	Social Intelligence Corp.	Fama Technologies (Silverton Partners)	-	-	-
Apr-23	Circa, Trakstar	Mitrtech (Ontario Teachers' Pension Plan)	-	-	-
Apr-23	Workvivo	Zoom (Nasdaq:ZM)	221.8	-	-

Select Transaction Notes



















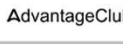















































































Target	Acquiror	Notes
	 	<ul style="list-style-type: none"> <li>CompXL provides an enterprise incentive compensation planning software, supporting the management of merit raises, bonuses, commissions, incentive awards, etc.</li> <li>With this acquisition, Salary.com builds on its core foundation of highly accurate and comprehensive data and software</li> </ul>
	 	<ul style="list-style-type: none"> <li>theEmployeeApp provides a communications software designed for “deskless” workers</li> <li>With this acquisition, Engagedly will further its platform to connect, activate, and engage deskless employees with theEmployeeApp’s AI-powered platform</li> </ul>
	 	<ul style="list-style-type: none"> <li>Socrates.ai is a generative AI-powered virtual employee assistant</li> <li>With this acquisition, Simpplr furthers its capabilities to transform the employee experience by delivering a seamless and personalized work journey for employees</li> </ul>
	 	<ul style="list-style-type: none"> <li>VIA provides a global payroll and employment platform, facilitating international team onboarding and payments for companies while ensuring compliance</li> <li>With this acquisition, Justworks continues to expand its market share globally</li> </ul>
	 	<ul style="list-style-type: none"> <li>Chally provides a predictive talent assessment platform that evaluates over 130 competencies</li> <li>With this acquisition, SparkHire expands its suite of candidate assessment tools to provide a full-suite of interviewing tools</li> </ul>
	 	<ul style="list-style-type: none"> <li>IntelliHR provides a workforce management platform designed to help businesses make intelligent people decisions through real-time, proactive and data-rich insights</li> <li>With this acquisition, Humanforce expands its suite of solutions and gains greater market share; this is Humanforce’s third acquisition since receiving an investment in May 2022</li> </ul>
	 	<ul style="list-style-type: none"> <li>HRdownloads provides an HRIS platform delivering core management technology, content, and advisory support that makes it easy to manage HR tasks</li> <li>With this acquisition, The Citation Group is able to expand into the North American market and expands its compliance solutions with tools and educational content</li> </ul>
	 	<ul style="list-style-type: none"> <li>Social Intelligence provides background screening tools, specializing in social media data and analysis</li> <li>With this acquisition, Fama expands its network of background screening partners by over 75% and expands its market share with Social Intelligence’s solutions</li> </ul>
 	 	<ul style="list-style-type: none"> <li>Circa provides a compliance software focused on DE&amp;I and contract compliance; Trakstar provides a talent acquisition and management solution</li> <li>With these acquisitions, Mitrtech accelerates its leadership position in HR compliance and talent strategy</li> </ul>
		<ul style="list-style-type: none"> <li>Workvivo provides a software solution focused on improving companies’ internal communications and culture</li> <li>With this acquisition, Zoom is able to offer new ways to keep employees informed, engaged, and connected</li> </ul>

Private Market Insights: Active Investors in HR Technology

Private equity plays a prominent role as an acquirer within the HCM industry, including HR technology. Major investors such as Apollo, Bain Capital, Hellman & Friedman, KKR, The Carlyle Group, Vista Equity Partners, Warburg Pincus, etc. have executed mega-cap transactions over the past decade. Additionally, industry focused private equity firms are increasingly pursuing acquisitions and executing complementary add-ons to strategically expand their portfolio companies. Representative growth equity private equity firms actively investing in software and technology-enabled HR business models include:



Private Market Insights: Active Investors in HR Technology Past 5 Years

Investor	Number of Investments in Past 5 Years	Select Investments					
<b>techstars</b>	102	 lantum	 Getro	 WOLF	 STRONGSUIT	 TransCrypts	
 Y Combinator	99	 Qualifi	 tilt	 roleshare	 virgil HR	 krita.ai	
<b>500</b>	51	 Lattice checkr	 mesh.ai	 Bemlo	 deel.	 RIPPLING	
		 disclo	 CompUp	 AdvantageClub	 Searchlight		
		 Rising Team 1huddle	 zenHR	 charlie	 darwinbox	 HUMANLY.ID	
		 BlueBoard	 alongside	 SWING	 UPSHIFT		
 PeopleTech PARTNERS	38	 BrightHire	 recruitbot	 Sparrow	 Lattice knoetic	 forma	
		 mosey	 ethena	 FRINGE	 Ashby		
 Gaingels	36	 Sounding Board interviewing.io	 MATHISON FAMA	 CareRev	 glue remote	 workstream TURING	
		 staff inc Sollective	 EQUALITY CHECK Grapefruit Health	 Jetty unlock	 Sama Quest	 blend. learn your own way Paismo	
 Alumni Ventures	33	 levee MERIT	 untapped TURING	 KarmaCheck CodeSignal	 PARO renboarder	 opencomp Graphite	
<b>F J LABS</b>	30	 HuntClub wellfound:	 Revelo PARO	 Thriver bambee	 jobandtalent Bennie	 Welcome to the Jungle comex	
 Hg	28	 benevity People	 abintegrati HRdownloads	 Circa Definitiv	 Diversity	 talentReef Alaya	
<b>TIGERGLOBAL</b>	28	 workvivo seekout	 Lattice	 Moka papaya global	 karat^ aontop	 otta THE ORG	
<b>10X CAPITAL PARTNERS</b>	27	 certn glue	 together bambee	 CommSafe AI™ truework	 Valence commit	 pando levee	
 SOMA CAPITAL	24	 deel. workstream	 sora Dover	 aontop Worky	 Nayya RIPPLING	 movo AdvantageClub	
<b>INSIGHT PARTNERS</b>	20	 pathlight harver	 papaya global employmenthero	 Canditech apna	 Valence Riviera PARTNERS	 Staffbase VNDLY	
<b>Accel</b>	19	 Personio gloat	 knoetic UpSmith	 checkr PayFit	 Searchlight Gem	 zelt ModernLoop	
<b>GENERAL CATALYST</b>	18	 CATALANT eightfold.ai	 awardco multiverse	 PowerUs localize	 medely teambridge	 finch traba	

Summary Public Company Valuation Data and Financial Metrics<sup>(5)</sup>

Talent Acquisition		WorkTech		Workforce Management	
EV / 2023E Revenue	2.5x	EV / 2023E Revenue	10.5x	EV / 2023E Revenue	6.2x
EV / 2024P Revenue	2.4x	EV / 2024P Revenue	8.4x	EV / 2024P Revenue	5.5x
EV / 2024P EBITDA	10.4x	EV / 2024P EBITDA	38.1x	EV / 2024P EBITDA	14.5x
3-Yr. Rev CAGR	3.4%	3-Yr. Rev CAGR	18.4%	3-Yr. Rev CAGR	7.7%
5-Yr. Rev CAGR	8.0%	5-Yr. Rev CAGR	28.4%	5-Yr. Rev CAGR	6.4%
Gross Margin	60.5%	Gross Margin	81.0%	Gross Margin	71.6%
EBITDA Margin	15.5%	EBITDA Margin	(10.1%)	EBITDA Margin	6.4%
2023 YoY Stock Price Change	20.3%	2023 YoY Stock Price Change	54.6%	2023 YoY Stock Price Change	32.2%

Learning & Development		Payroll		Aggregate HR Technology	
EV / 2023E Revenue	2.1x	EV / 2023E Revenue	7.0x	EV / 2023E Revenue	5.3x
EV / 2024P Revenue	2.0x	EV / 2024P Revenue	6.1x	EV / 2024P Revenue	5.0x
EV / 2024P EBITDA	9.1x	EV / 2024P EBITDA	17.3x	EV / 2024P EBITDA	14.8x
3-Yr. Rev CAGR	5.0%	3-Yr. Rev CAGR	14.6%	3-Yr. Rev CAGR	7.7%
5-Yr. Rev CAGR	4.6%	5-Yr. Rev CAGR	12.9%	5-Yr. Rev CAGR	9.1%
Gross Margin	61.4%	Gross Margin	67.7%	Gross Margin	70.2%
EBITDA Margin	13.0%	EBITDA Margin	23.1%	EBITDA Margin	14.9%
2023 YoY Stock Price Change	8.7%	2023 YoY Stock Price Change	(7.1%)	2023 YoY Stock Price Change	13.3%

Note: Median statistics for respective metrics, as of December 31, 2023.

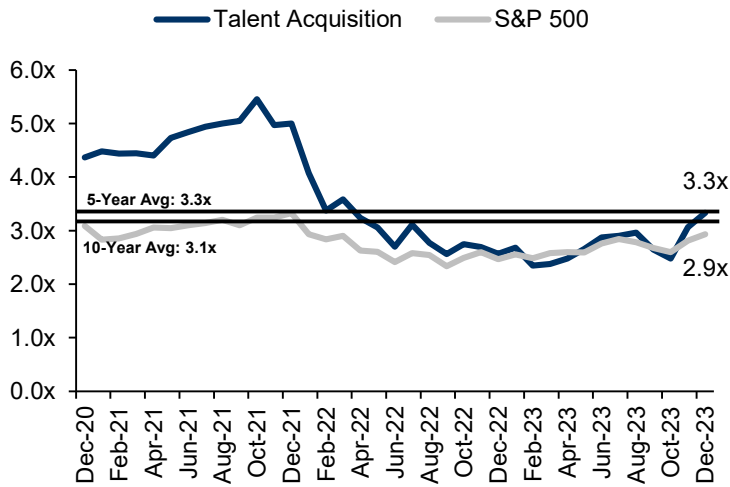
Aggregate HR Technology Index Quartiles<sup>(5)</sup>

Median Statistics by 3-Year Rev CAGR	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	
		2023E	2024P	2023E	2024P					
Quartile 1 (75th Percentile to Max)	\$6,515.8	81.5%	2.3%	28.4%	19.7%	22.2%	6.8x	5.8x	22.0x	17.5x
Quartile 2 (50th Percentile to 75th Percentile)	5,688.6	74.7%	14.5%	14.9%	11.7%	28.5%	7.2x	6.4x	27.1x	22.7x
Quartile 3 (25th Percentile to 50th Percentile)	1,911.4	55.3%	13.7%	5.1%	5.4%	22.5%	2.3x	2.2x	13.2x	10.7x
Quartile 4 (Min to 25th Percentile)	5,480.4	57.8%	19.7%	1.7%	(0.2%)	27.1%	2.5x	2.7x	11.6x	10.5x
Median Statistics by Gross Profit Margin	Market Value (\$mm)	Gross Profit % Margin	EBITDA LTM % Margin	5-Year Rev CAGR	3-Year Rev CAGR	Rule of 40	EV / Revenue		EV / EBITDA	
							2023E	2024P	2023E	2024P
Quartile 1 (75th Percentile to Max)	\$6,515.8	87.1%	(4.6%)	27.6%	16.8%	12.9%	6.3x	5.5x	16.1x	17.6x
Quartile 2 (50th Percentile to 75th Percentile)	57,731.1	74.9%	17.8%	12.5%	10.1%	32.1%	7.7x	7.2x	22.4x	16.9x
Quartile 3 (25th Percentile to 50th Percentile)	6,071.5	64.5%	16.6%	2.0%	3.8%	27.6%	6.4x	5.4x	20.6x	17.1x
Quartile 4 (Min to 25th Percentile)	2,404.6	47.5%	14.5%	7.1%	4.8%	23.3%	2.2x	2.1x	9.9x	9.0x
Median Statistics by EBITDA Margin	Market Value (\$mm)	Gross Profit % Margin	EBITDA LTM % Margin	5-Year Rev CAGR	3-Year Rev CAGR	Rule of 40	EV / Revenue		EV / EBITDA	
							2023E	2024P	2023E	2024P
Quartile 1 (75th Percentile to Max)	\$30,470.3	67.5%	31.4%	8.4%	5.8%	40.1%	7.2x	6.7x	19.2x	17.3x
Quartile 2 (50th Percentile to 75th Percentile)	1,312.4	70.2%	17.7%	3.7%	1.7%	23.3%	2.2x	2.2x	9.1x	8.5x
Quartile 3 (25th Percentile to 50th Percentile)	4,339.0	53.1%	13.5%	6.4%	5.7%	20.3%	2.2x	2.1x	13.0x	11.1x
Quartile 4 (Min to 25th Percentile)	3,834.1	80.8%	(5.8%)	28.0%	16.1%	5.1%	6.3x	5.4x	26.3x	29.6x
Median Statistics by Rule of 40	Market Value (\$mm)	Gross Profit % Margin	EBITDA LTM % Margin	5-Year Rev CAGR	3-Year Rev CAGR	Rule of 40	EV / Revenue		EV / EBITDA	
							2023E	2024P	2023E	2024P
Quartile 1 (75th Percentile to Max)	\$34,631.5	71.5%	31.4%	8.4%	7.7%	40.1%	8.3x	7.7x	20.6x	18.4x
Quartile 2 (50th Percentile to 75th Percentile)	2,457.5	69.1%	16.1%	7.5%	4.8%	27.1%	4.5x	4.2x	13.4x	11.1x
Quartile 3 (25th Percentile to 50th Percentile)	2,787.8	66.0%	14.0%	7.1%	6.1%	18.2%	2.4x	2.4x	9.9x	9.1x
Quartile 4 (Min to 25th Percentile)	2,258.5	81.0%	(5.2%)	27.6%	12.0%	0.8%	2.5x	2.6x	13.5x	10.4x

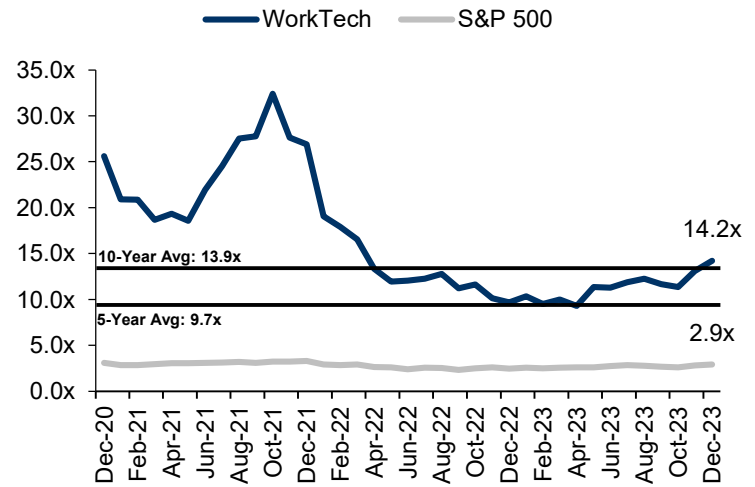


## Public Company Valuation Data: HR Technology Sector<sup>(5)</sup>

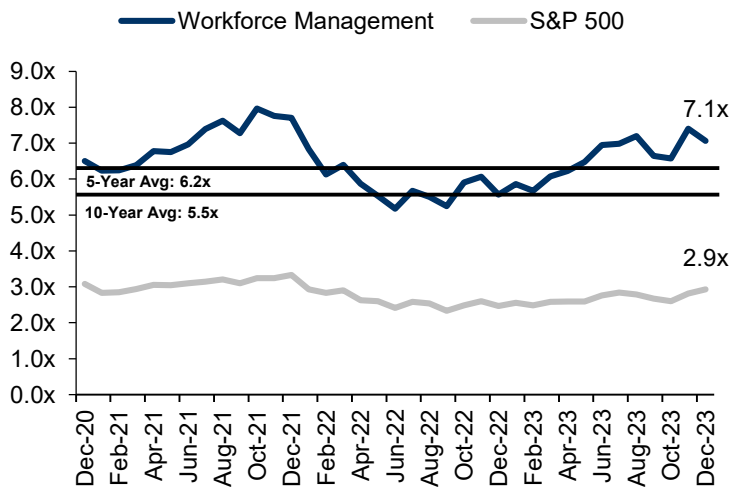
### HR Tech: Talent Acquisition (EV / Revenue)



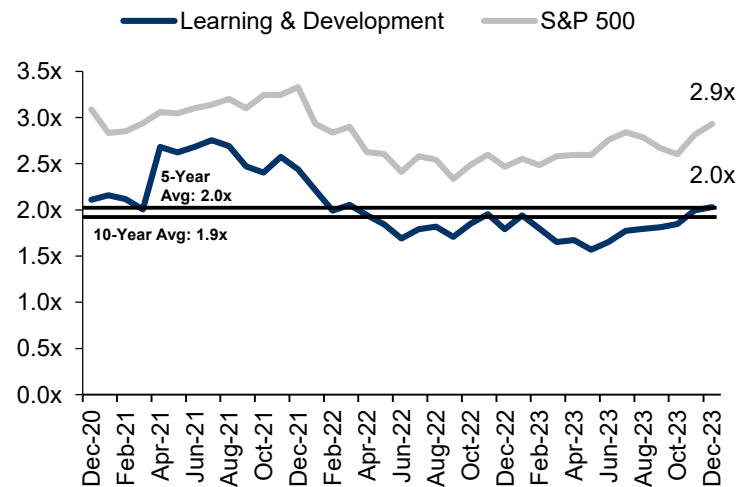
### HR Tech: WorkTech (EV / Revenue)



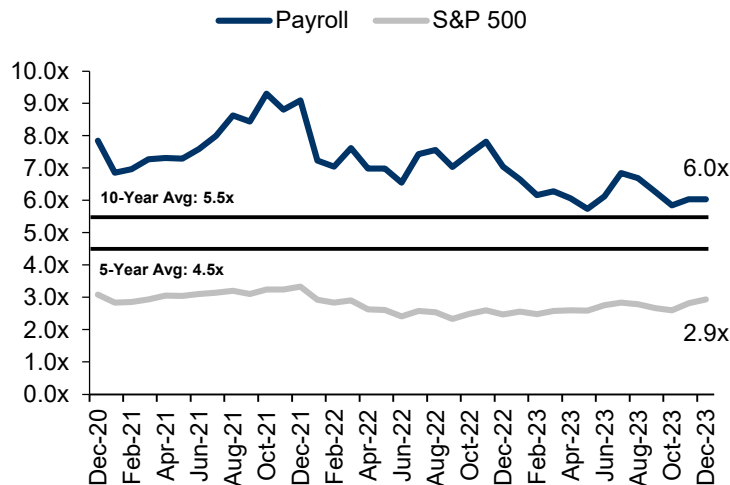
### HR Tech: Workforce Management (EV / Revenue)



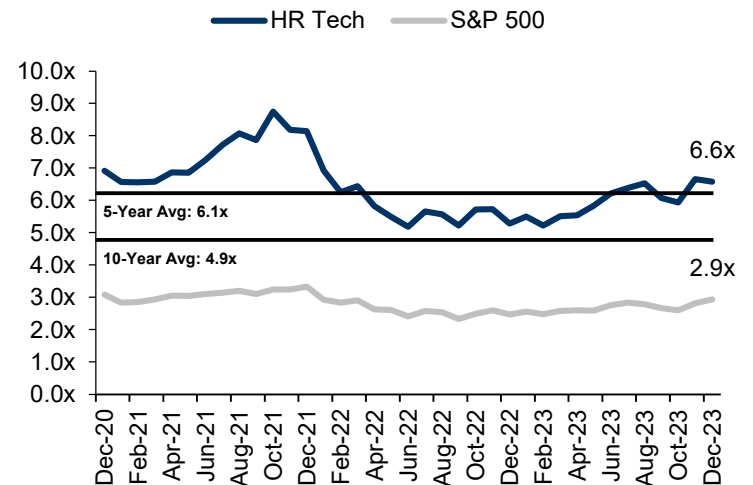
### HR Tech: Learning & Development (EV / Revenue)



### HR Tech: Payroll (EV / Revenue)

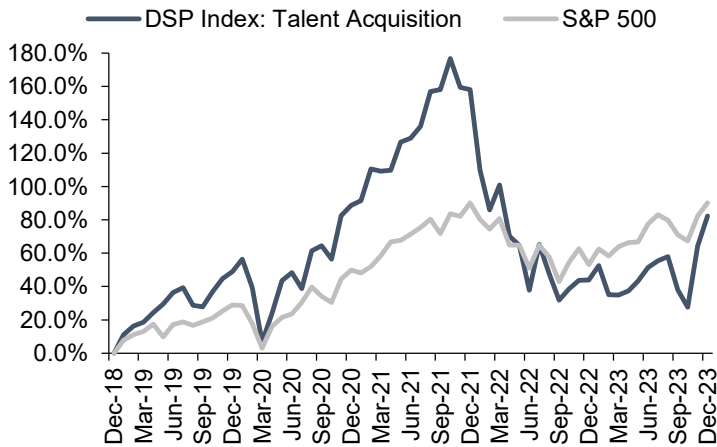


### HR Technology Aggregate Index (EV / Revenue)

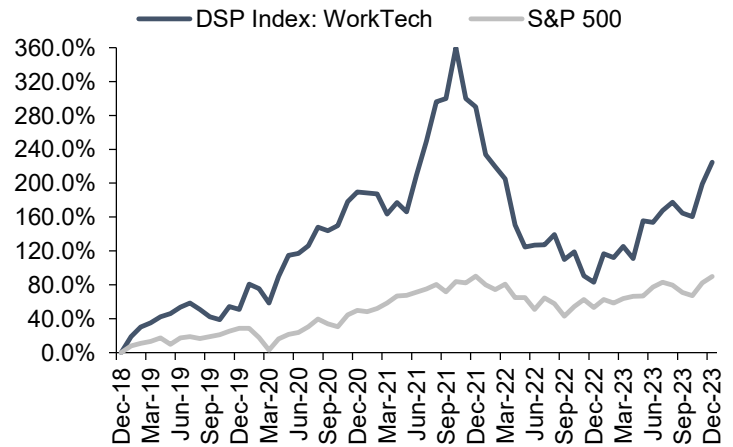


5-Year Stock Price Performance by Sub-Sector (% Change)<sup>(5)</sup>

HR Tech: Talent Acquisition



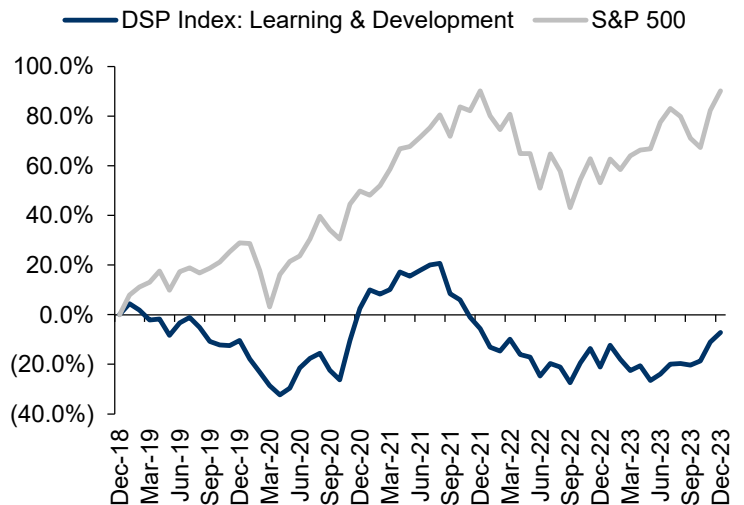
HR Tech: WorkTech



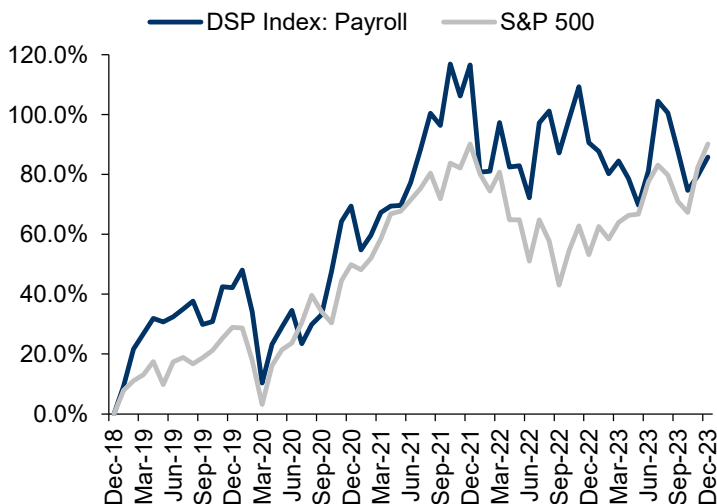
HR Tech: Workforce Management



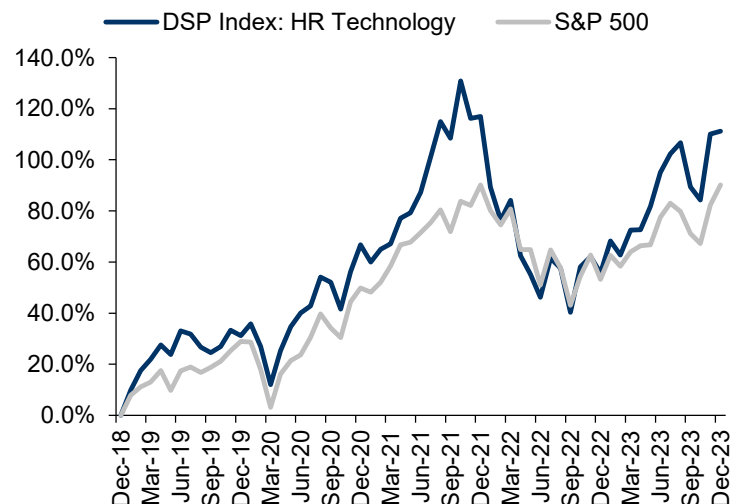
HR Tech: Learning & Development



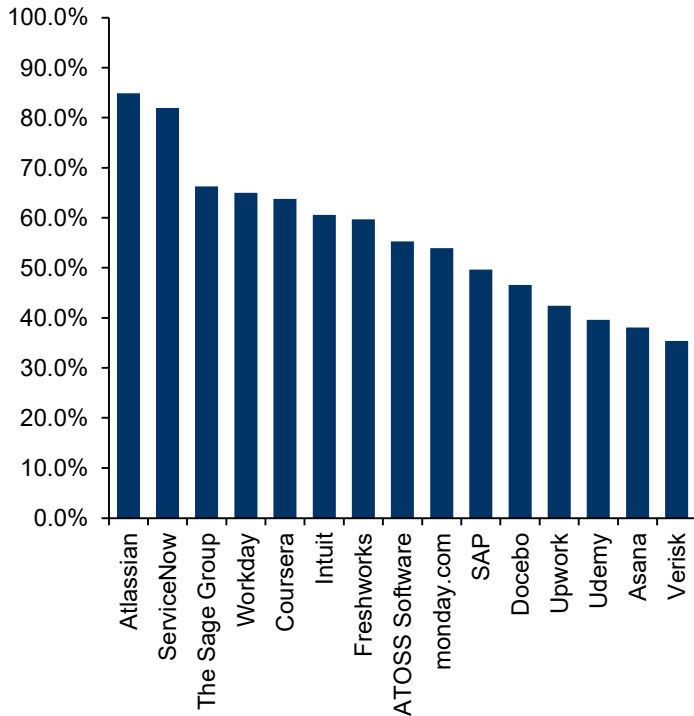
HR Tech: Payroll



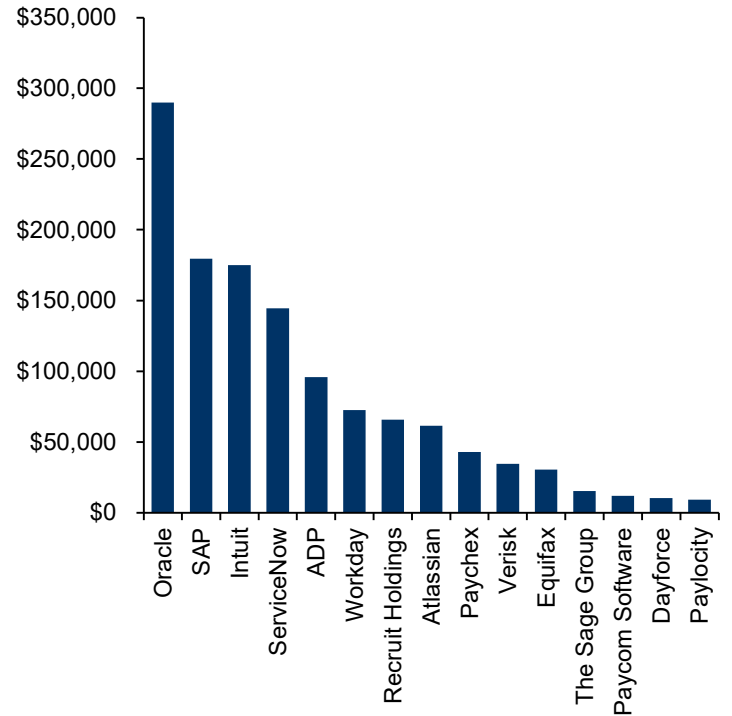
HR Technology Aggregate Index



Top 15 HR Tech Stock Performers (Jan 2023 – Dec 2023)<sup>(5)</sup>

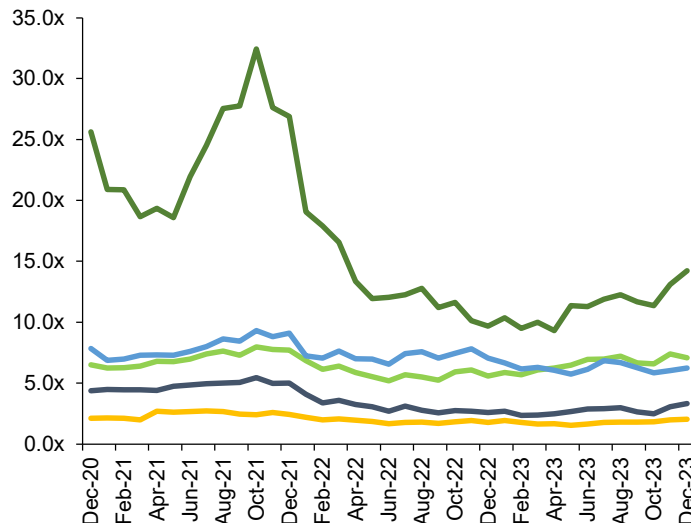


Top 15 HR Tech Market Capitalizations (\$ in millions)<sup>(5)</sup>



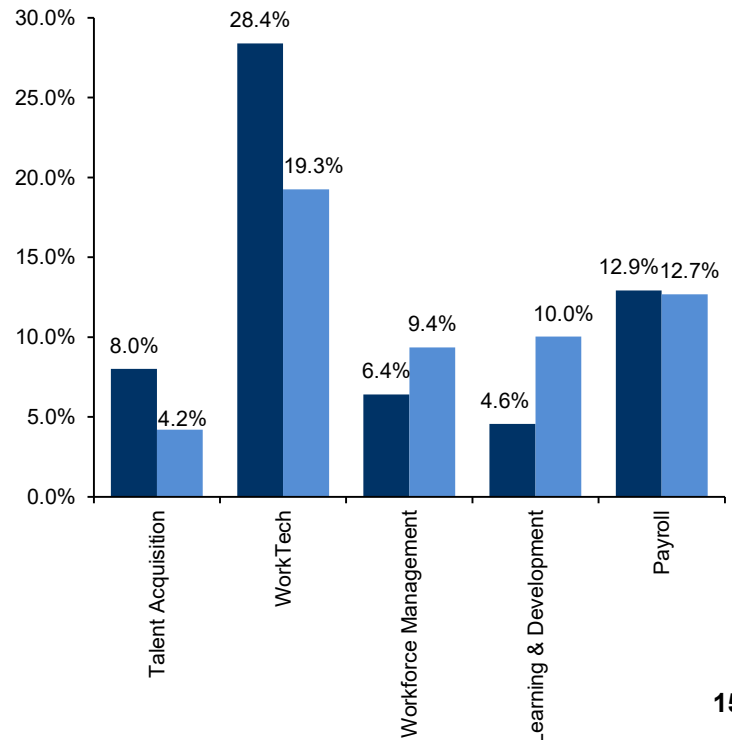
3-Year EV / Revenue by HR Tech Sub-Sector

— DSP Index: WorkTech  
 — DSP Index: Workforce Management  
 — DSP Index: Payroll  
 — DSP Index: Talent Acquisition  
 — DSP Index: Learning & Development



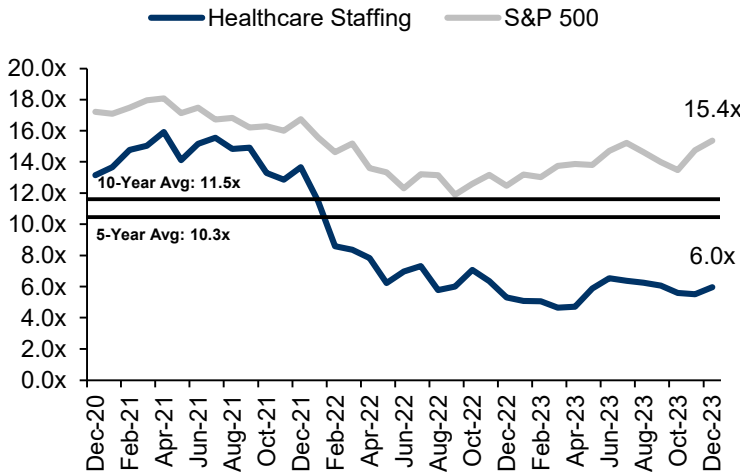
Median Revenue Growth by HR Tech Sub-Sector<sup>(5)</sup>

■ 5-Yr CAGR    ■ 2023E-2024P Rev Growth

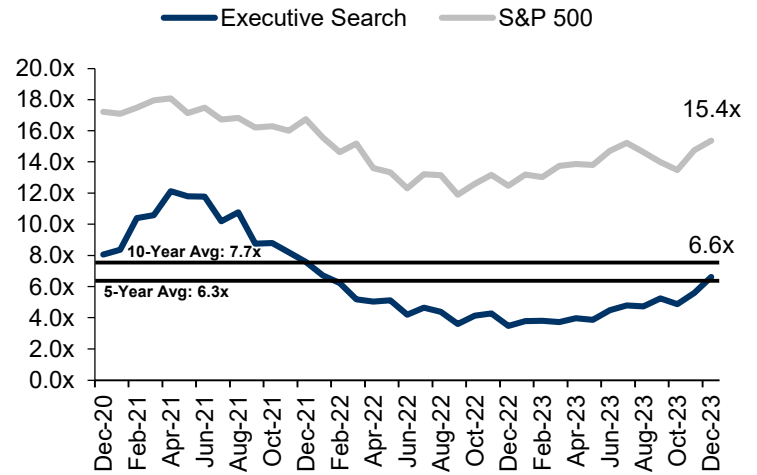


Public Company Valuation Data: Other HCM<sup>(5)</sup>

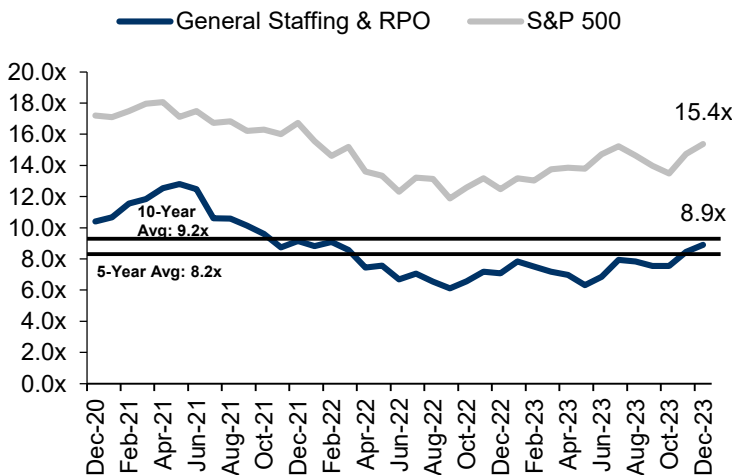
Other HCM: Healthcare Staffing (EV / EBITDA)



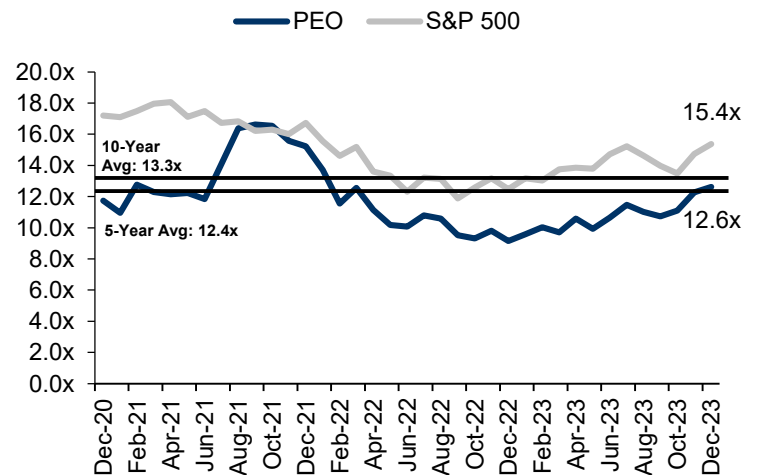
Other HCM: Executive Search (EV / EBITDA)



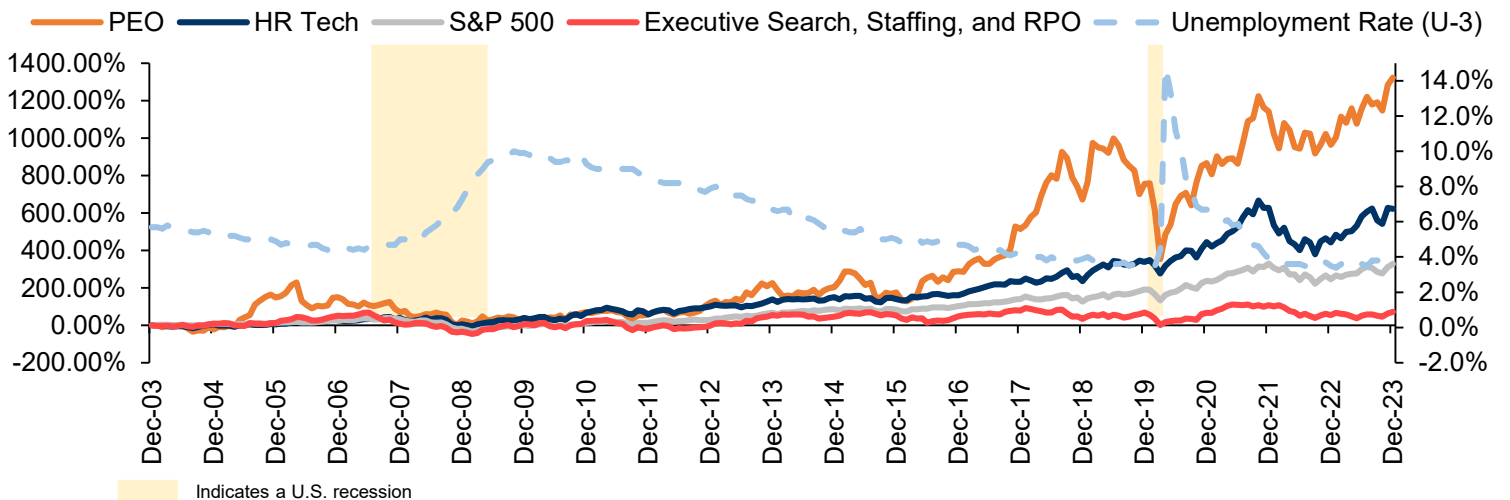
Other HCM: General Staffing & RPO (EV / EBITDA)



Other HCM: PEO (EV / EBITDA)



Unemployment Rate & Index Pricing Comparison





Public Company Comparable Analysis: HR Technology<sup>(5)</sup>

Company		Stock Performance and Company Data					Margins		Growth		Valuation Data			
Talent Acquisition: Verification		Price	2023	% of 52-	Market	Enterprise	Gross Profit	EBITDA	5-Year Rev	3-Year Rev	EV / Revenue		EV / EBITDA	
Company	12/29/2023	% Change	Week High	Value (\$mm)	Value (\$mm)	% Margin	% Margin	CAGR	CAGR	2023E	2024P	2023E	2024P	
SEEK Limited	\$18.22	28.0%	100.0%	\$6,454.5	\$7,298.3	63.2%	33.9%	(6.9%)	4.4%	9.0x	8.9x	20.6x	19.1x	
Equifax	247.29	27.2%	96.5%	30,470.3	36,250.4	55.4%	29.3%	8.4%	2.2%	6.9x	6.3x	21.4x	18.4x	
First Advantage	16.57	27.5%	96.7%	2,404.6	2,798.3	49.2%	27.4%	9.9%	2.7%	3.6x	3.4x	11.6x	10.5x	
Recruit Holdings	42.30	33.6%	99.3%	65,792.5	59,829.3	57.8%	12.9%	1.8%	(1.2%)	2.5x	2.6x	15.9x	15.9x	
Upwork	14.87	42.4%	90.9%	2,023.9	1,837.6	75.1%	(5.2%)	17.8%	10.8%	2.7x	2.4x	26.3x	16.4x	
Sterling Check	13.92	(10.0%)	91.2%	1,312.4	1,769.5	46.5%	15.8%	7.8%	4.0%	2.4x	2.4x	9.4x	8.7x	
ZipRecruiter	13.90	(15.3%)	57.8%	1,373.8	1,433.5	90.0%	14.7%	8.3%	(4.8%)	2.2x	2.4x	8.6x	9.5x	
Fiverr International	27.22	(6.6%)	58.1%	1,044.7	796.2	82.4%	(5.1%)	27.6%	6.7%	2.2x	2.0x	13.5x	10.4x	
HireRight Holdings	13.45	13.4%	96.1%	909.8	1,571.8	48.1%	21.7%	2.3%	(0.2%)	2.2x	2.1x	9.0x	8.2x	
DHI Group	2.59	(51.0%)	53.2%	115.5	159.7	87.3%	15.2%	5.1%	7.8%	1.1x	1.1x	4.6x	4.6x	
Overall Group Mean		8.9%	84.0%	\$11,190.2	\$11,374.5	65.5%	16.0%	8.2%	3.2%	3.5x	3.4x	14.1x	12.2x	
Overall Group Median		20.3%	93.6%	1,698.9	1,803.6	60.5%	15.5%	8.0%	3.4%	2.5x	2.4x	12.6x	10.4x	
Overall Group Max		42.4%	100.0%	65,792.5	59,829.3	90.0%	33.9%	27.6%	10.8%	9.0x	8.9x	26.3x	19.1x	
Overall Group Min		(51.0%)	53.2%	115.5	159.7	46.5%	(5.2%)	(6.9%)	(4.8%)	1.1x	1.1x	4.6x	4.6x	
WorkTech		Price	2023	% of 52-	Market	Enterprise	Gross Profit	EBITDA	5-Year Rev	3-Year Rev	EV / Revenue		EV / EBITDA	
Company	12/29/2023	% Change	Week High	Value (\$mm)	Value (\$mm)	% Margin	% Margin	CAGR	CAGR	2023E	2024P	2023E	2024P	
Atlassian	\$237.86	84.8%	91.9%	\$61,381.9	\$60,388.9	82.1%	(4.6%)	21.8%	16.1%	15.9x	13.2x	N.M.	N.M.	
ServiceNow	706.49	82.0%	86.7%	144,516.1	139,770.1	78.5%	13.8%	20.9%	14.9%	15.6x	12.8x	46.8x	38.1x	
ATOSS Software	231.02	55.3%	83.3%	1,837.3	1,784.8	78.1%	32.8%	14.9%	11.7%	11.2x	9.5x	34.2x	29.9x	
monday.com	187.81	53.9%	78.5%	9,067.0	8,076.6	88.8%	(5.8%)	56.1%	33.0%	11.1x	8.7x	N.M.	N.M.	
Freshworks	23.49	59.7%	94.1%	6,936.3	5,802.4	82.2%	(31.8%)	28.1%	17.0%	9.8x	8.2x	N.M.	N.M.	
Asana	19.01	38.1%	72.4%	4,230.4	3,983.0	90.2%	(43.5%)	35.4%	19.7%	6.1x	5.6x	N.M.	N.M.	
Smartsheet	47.82	21.5%	90.5%	6,515.8	6,000.2	79.8%	(14.4%)	28.7%	20.2%	6.3x	5.3x	54.3x	42.3x	
Overall Group Mean		51.7%	84.2%	\$28,850.5	\$27,569.5	82.9%	(8.1%)	30.7%	19.4%	10.0x	8.3x	45.1x	36.8x	
Overall Group Median		54.6%	85.0%	6,726.1	5,901.3	81.0%	(10.1%)	28.4%	18.4%	10.5x	8.4x	46.8x	38.1x	
Overall Group Max		82.0%	94.1%	144,516.1	139,770.1	90.2%	32.8%	56.1%	33.0%	15.6x	12.8x	54.3x	42.3x	
Overall Group Min		21.5%	72.4%	1,837.3	1,784.8	78.1%	(43.5%)	14.9%	11.7%	6.1x	5.3x	34.2x	29.9x	
Talent Management: Workforce Management		Price	2023	% of 52-	Market	Enterprise	Gross Profit	EBITDA	5-Year Rev	3-Year Rev	EV / Revenue		EV / EBITDA	
Company	12/29/2023	% Change	Week High	Value (\$mm)	Value (\$mm)	% Margin	% Margin	CAGR	CAGR	2023E	2024P	2023E	2024P	
Verisk Analytics	\$238.86	35.4%	94.8%	\$34,631.5	\$37,319.4	67.5%	32.5%	0.5%	2.8%	13.9x	13.0x	26.1x	23.7x	
Intuit	625.03	60.6%	94.3%	174,968.4	179,134.4	79.2%	27.1%	16.0%	9.5%	11.9x	10.6x	31.7x	26.8x	
Workday	276.06	65.0%	89.4%	72,603.8	68,999.8	74.7%	4.5%	14.9%	12.2%	9.5x	8.2x	34.4x	29.3x	
Oracle	105.43	29.0%	82.7%	289,818.8	370,429.8	71.9%	39.3%	5.5%	7.7%	7.2x	6.7x	14.7x	13.1x	
HealthEquity	66.30	7.6%	80.9%	5,688.6	6,289.2	60.9%	26.9%	13.3%	9.5%	6.3x	5.5x	17.7x	14.2x	
The Sage Group	14.93	66.2%	98.5%	15,249.1	15,963.7	92.9%	21.1%	1.4%	1.6%	6.0x	5.3x	23.5x	20.4x	
SAP	154.17	49.7%	84.8%	179,485.3	178,071.6	71.3%	19.1%	1.7%	0.7%	5.3x	4.8x	16.3x	14.5x	
Alight	8.53	2.0%	83.8%	4,665.2	7,692.2	35.1%	13.9%	6.4%	6.1%	2.2x	2.1x	10.4x	9.4x	
Asure Software	9.52	1.9%	55.5%	236.6	213.1	72.8%	16.5%	10.2%	16.1%	1.8x	1.7x	9.2x	8.4x	
Ebix	1.04	(94.8%)	3.2%	32.1	623.7	47.0%	17.8%	N.A.	N.A.	0.8x	N.A.	N.A.	N.A.	
Overall Group Mean		22.3%	76.8%	\$77,737.9	\$86,473.7	67.3%	21.9%	7.8%	7.3%	6.5x	6.4x	20.4x	17.7x	
Overall Group Median		32.2%	84.3%	24,940.3	26,641.6	71.6%	20.1%	6.4%	7.7%	6.2x	5.5x	17.7x	14.5x	
Overall Group Max		66.2%	98.5%	289,818.8	370,429.8	92.9%	39.3%	16.0%	16.1%	13.9x	13.0x	34.4x	29.3x	
Overall Group Min		(94.8%)	3.2%	32.1	213.1	35.1%	4.5%	0.5%	0.7%	0.8x	1.7x	9.2x	8.4x	
Talent Management: Learning & Development		Price	2023	% of 52-	Market	Enterprise	Gross Profit	EBITDA	5-Year Rev	3-Year Rev	EV / Revenue		EV / EBITDA	
Company	12/29/2023	% Change	Week High	Value (\$mm)	Value (\$mm)	% Margin	% Margin	CAGR	CAGR	2023E	2024P	2023E	2024P	
Docebo	\$48.45	46.6%	90.6%	\$1,469.1	\$1,296.7	80.9%	2.3%	34.1%	20.0%	7.2x	5.8x	N.M.	N.M.	
Coursera	19.37	63.7%	91.1%	2,954.8	2,242.2	53.9%	(26.6%)	27.9%	14.9%	3.6x	3.0x	N.M.	N.M.	
HealthStream	27.03	8.8%	97.3%	818.6	767.8	65.9%	13.1%	2.0%	3.0%	2.7x	2.6x	12.6x	N.M.	
Udemy	14.73	39.6%	92.0%	2,258.5	1,787.7	56.9%	(18.8%)	21.3%	12.0%	2.5x	2.2x	N.M.	73.9x	
Pearson	12.28	8.5%	98.4%	8,556.2	9,943.3	48.0%	14.2%	(1.4%)	(0.8%)	2.2x	2.1x	9.9x	9.1x	
Wilmington	4.23	13.2%	94.6%	377.3	331.5	N.A.	20.2%	0.2%	(0.3%)	2.1x	1.9x	8.7x	8.1x	
BTS Group	29.43	5.4%	85.7%	570.9	531.5	41.9%	12.8%	5.2%	4.3%	2.1x	1.8x	13.7x	11.1x	
Franklin Covey	43.53	(6.9%)	87.6%	577.9	555.8	76.1%	12.5%	4.0%	5.7%	2.0x	1.8x	13.0x	9.8x	
John Wiley & Sons	31.74	(20.8%)	68.4%	1,741.6	2,719.6	69.2%	15.5%	(2.2%)	(7.3%)	1.6x	1.6x	9.0x	7.5x	
Learning Technologies Group	1.03	(25.8%)	55.0%	816.0	970.1	N.A.	14.3%	33.2%	25.2%	1.4x	1.4x	6.6x	6.0x	
Overall Group Mean		13.2%	86.1%	\$2,014.1	\$2,114.6	61.6%	6.0%	12.4%	7.7%	2.7x	2.4x	10.5x	17.9x	
Overall Group Median		8.7%	90.9%	1,143.8	1,133.4	61.4%	13.0%	4.6%	5.0%	2.1x	2.0x	9.9x	9.1x	
Overall Group Max		63.7%	98.4%	8,556.2	9,943.3	80.9%	20.2%	34.1%	25.2%	7.2x	5.8x	13.7x	73.9x	
Overall Group Min		(25.8%)	55.0%	377.3	331.5	41.9%	(26.6%)	(2.2%)	(7.3%)	1.4x	1.4x	6.6x	6.0x	
Talent Management: Payroll		Price	2023	% of 52-	Market	Enterprise	Gross Profit	EBITDA	5-Year Rev	3-Year Rev	EV / Revenue		EV / EBITDA	
Company	12/29/2023	% Change	Week High	Value (\$mm)	Value (\$mm)	% Margin	% Margin	CAGR	CAGR	2023E	2024P	2023E	2024P	
Paychex	\$119.11	3.1%	91.8%	\$42,858.4	\$42,326.4	71.5%	44.3%	4.9%	5.8%	8.3x	7.7x	18.5x	17.3x	
Dayforce	67.12	4.6%	86.1%	10,353.5	11,088.9	48.4%	14.5%	12.9%	13.9%	7.3x	6.4x	27.1x	22.7x	
Paylocity	164.85	(15.1%)	71.5%	9,260.8	9,024.7	69.1%	17.7%	19.7%	20.3%	7.1x	6.1x	22.0x	17.8x	
Paycom Software	206.72	(33.4%)	55.3%	11,927.9	11,472.9	87.1%	31.4%	17.9%	16.8%	6.8x	6.1x	16.1x	14.8x	
Automatic Data Processing	232.97	(2.5%)	90.7%	95,821.7	98,131.6	47.5%	28.4%	5.0%	5.5%	5.3x	5.0x	19.2x	17.3x	
Paycor HCM	21.59	(11.8%)	78.5%	3,834.1	3,795.1	66.2%	2.8%	N.A.	15.3%	6.5x	5.4x	22.9x	17.1x	
Overall Group Mean		(9.2%)	79.0%	\$29,009.4	\$29,306.6	65.0%	23.2%	12.1%	12.9%	6.9x	6.1x	21.0x	17.9x	
Overall Group Median		(7.1%)	82.3%	11,140.7	11,280.9	67.7%	23.1%	12.9%	14.6%	7.0x	6.1x	20.6x	17.3x	
Overall Group Max		4.6%	91.8%	95,821.7	98,131.6	87.1%	44.3%	19.7%	20.3%	8.3x	7.7x	27.1x	22.7x	
Overall Group Min		(33.4%)	55.3%	3,834.1	3,795.1	47.5%	2.8%	4.9%	5.5%	5.3x	5.0x	16.1x	14.8x	

Public Company Comparable Analysis: Other HCM<sup>(5)</sup>

Company		Stock Performance and Company Data				Margins		Growth		Valuation Data				
General Staffing		Price	2023	% of 52-	Market	Enterprise	Gross Profit	EBITDA	5-Year Rev	3-Year Rev	EV / Revenue		EV / EBITDA	
Company	12/29/2023	% Change	Week High	Value (\$mm)	Value (\$mm)	% Margin	% Margin	CAGR	CAGR	2023E	2024P	2023E	2024P	
TrueBlue	\$15.34	(21.7%)	78.6%	\$477.7	\$494.7	26.7%	1.5%	(4.5%)	(4.6%)	0.3x	0.3x	17.9x	17.7x	
Robert Half	87.92	19.1%	99.5%	9,155.8	8,641.7	40.8%	9.4%	1.0%	(0.4%)	1.4x	1.4x	14.3x	14.0x	
Kforce	67.56	23.2%	92.1%	1,278.0	1,315.7	28.2%	6.1%	2.6%	(1.0%)	0.9x	0.9x	11.4x	12.0x	
ASGN	96.17	18.0%	97.9%	4,539.2	5,495.1	29.1%	10.4%	5.3%	3.4%	1.2x	1.3x	10.7x	11.2x	
Adecco Group	49.01	48.8%	100.0%	8,190.5	12,006.8	20.9%	3.7%	(0.3%)	1.4%	0.5x	0.5x	11.2x	10.6x	
ManpowerGroup	79.47	(4.5%)	89.4%	3,878.8	4,688.6	17.9%	3.1%	(2.0%)	(3.1%)	0.2x	0.3x	8.7x	8.4x	
Randstad	62.69	3.0%	93.2%	11,303.9	12,426.4	20.8%	4.1%	0.8%	(1.8%)	0.5x	0.4x	8.3x	8.2x	
Hays	1.39	(0.2%)	85.3%	2,203.8	2,272.8	5.6%	2.9%	N.A.	3.0%	0.3x	0.3x	7.5x	7.1x	
Brunel International	12.36	20.7%	85.0%	625.0	649.6	21.0%	5.2%	4.4%	10.8%	0.4x	0.4x	7.0x	6.2x	
Kelly Services	21.62	27.9%	96.4%	762.7	710.3	20.1%	2.0%	N.A.	(0.6%)	0.1x	0.2x	6.4x	5.4x	
Sthree	5.32	9.7%	86.2%	708.7	653.2	25.8%	4.5%	N.A.	2.6%	0.3x	0.3x	5.8x	5.2x	
Resources Connection	14.17	(22.9%)	76.7%	477.5	381.6	40.0%	8.6%	N.A.	(0.8%)	0.5x	0.6x	6.8x	4.9x	
Groupe CRIT	86.88	33.3%	97.1%	964.6	557.7	5.2%	4.7%	N.A.	4.4%	0.2x	0.2x	4.0x	3.9x	
Synergie	38.91	21.4%	100.0%	920.3	669.1	10.9%	4.5%	N.A.	1.8%	0.2x	0.2x	4.0x	3.8x	
Hudson Global	15.49	(31.6%)	57.6%	43.6	23.1	10.9%	2.6%	N.A.	(0.8%)	0.1x	0.1x	3.0x	2.5x	
Overall Group Mean			11.3%	89.0%	\$2,761.3	\$3,219.2	19.7%	4.8%	1.8%	1.5%	0.4x	0.4x	7.3x	6.9x
Overall Group Median			18.0%	92.1%	964.6	710.3	20.8%	4.5%	1.7%	1.4%	0.3x	0.3x	7.0x	6.2x
Overall Group Max			48.8%	100.0%	11,303.9	12,426.4	40.0%	10.4%	5.3%	10.8%	1.2x	1.3x	11.4x	12.0x
Overall Group Min			(31.6%)	57.6%	43.6	23.1	5.2%	2.0%	(2.0%)	(3.1%)	0.1x	0.1x	3.0x	2.5x
Healthcare Staffing		Price	2023	% of 52-	Market	Enterprise	Gross Profit	EBITDA	5-Year Rev	3-Year Rev	EV / Revenue		EV / EBITDA	
Company	12/29/2023	% Change	Week High	Value (\$mm)	Value (\$mm)	% Margin	% Margin	CAGR	CAGR	2023E	2024P	2023E	2024P	
AMN Healthcare Services	\$74.88	(27.2%)	66.6%	\$2,829.7	\$3,739.7	33.3%	14.2%	11.2%	(1.8%)	1.0x	1.1x	6.5x	9.3x	
Cross Country Healthcare	22.64	(14.8%)	78.7%	795.8	787.3	22.3%	7.7%	19.6%	6.2%	0.4x	0.5x	5.4x	7.8x	
Overall Group Mean			(21.0%)	72.7%	\$1,812.7	\$2,263.5	27.8%	10.9%	15.4%	2.2%	0.7x	0.8x	6.0x	8.6x
Overall Group Median			(21.0%)	72.7%	1,812.7	2,263.5	27.8%	10.9%	15.4%	2.2%	0.7x	0.8x	6.0x	8.6x
Overall Group Max			(14.8%)	78.7%	2,829.7	3,739.7	33.3%	14.2%	19.6%	6.2%	1.0x	1.1x	6.5x	9.3x
Overall Group Min			(27.2%)	66.6%	795.8	787.3	22.3%	7.7%	11.2%	(1.8%)	0.4x	0.5x	5.4x	7.8x
Executive Search		Price	2023	% of 52-	Market	Enterprise	Gross Profit	EBITDA	5-Year Rev	3-Year Rev	EV / Revenue		EV / EBITDA	
Company	12/29/2023	% Change	Week High	Value (\$mm)	Value (\$mm)	% Margin	% Margin	CAGR	CAGR	2023E	2024P	2023E	2024P	
Korn Ferry	\$59.35	17.2%	97.2%	\$3,118.3	\$3,016.0	21.7%	11.5%	6.6%	3.5%	1.1x	1.1x	8.0x	7.4x	
Heidrick & Struggles	29.53	5.6%	84.0%	594.2	337.0	24.9%	9.6%	7.7%	0.6%	0.3x	0.3x	2.7x	2.9x	
Overall Group Mean			11.4%	90.6%	\$1,856.3	\$1,676.5	23.3%	10.6%	7.1%	2.1%	0.7x	0.7x	5.4x	5.1x
Overall Group Median			11.4%	90.6%	1,856.3	1,676.5	23.3%	10.6%	7.1%	2.1%	0.7x	0.7x	5.4x	5.1x
Overall Group Max			17.2%	97.2%	3,118.3	3,016.0	24.9%	11.5%	7.7%	3.5%	1.1x	1.1x	8.0x	7.4x
Overall Group Min			5.6%	84.0%	594.2	337.0	21.7%	9.6%	6.6%	0.6%	0.3x	0.3x	2.7x	2.9x
Aggregate General Staffing, Healthcare Staffing, and Executive Search														
Overall Group Mean			3.1%	89.3%	\$7,516.4	\$7,844.4	38.2%	10.6%	7.8%	4.7%	2.1x	2.0x	10.6x	11.6x
Overall Group Median			4.6%	90.6%	1,741.6	1,787.7	29.1%	9.6%	5.0%	3.0%	1.1x	1.1x	8.7x	8.3x
Overall Group Max			48.8%	97.2%	95,821.7	98,131.6	87.1%	44.3%	33.2%	25.2%	8.3x	7.7x	27.1x	73.9x
Overall Group Min			(33.4%)	84.0%	43.6	23.1	5.2%	(18.8%)	(2.2%)	(7.3%)	0.1x	0.1x	2.7x	2.5x
PEO		Price	2023	% of 52-	Market	Enterprise	Gross Profit	EBITDA	5-Year Rev	3-Year Rev	EV / Revenue		EV / EBITDA	
Company	12/29/2023	% Change	Week High	Value (\$mm)	Value (\$mm)	% Margin	% Margin	CAGR	CAGR	2023E	2024P	2023E	2024P	
TriNet Group	\$118.93	75.4%	96.2%	\$6,007.0	\$6,755.0	22.1%	10.8%	(18.6%)	(32.8%)	4.9x	5.0x	10.2x	12.3x	
Insperty	117.22	3.2%	89.4%	4,370.0	4,099.0	16.5%	4.3%	8.5%	9.3%	0.6x	0.6x	11.7x	11.3x	
Barrett Business Services	115.80	24.1%	97.0%	766.2	656.8	22.3%	5.8%	2.6%	3.8%	0.6x	0.6x	10.0x	9.5x	
Overall Group Mean			34.2%	94.2%	\$3,714.4	\$3,836.9	20.3%	7.0%	(2.5%)	(6.6%)	2.1x	2.1x	10.6x	11.0x
Overall Group Median			24.1%	96.2%	4,370.0	4,099.0	22.1%	5.8%	2.6%	3.8%	0.6x	0.6x	10.2x	11.3x
Overall Group Max			75.4%	97.0%	6,007.0	6,755.0	22.3%	10.8%	8.5%	9.3%	4.9x	5.0x	11.7x	12.3x
Overall Group Min			3.2%	89.4%	766.2	656.8	16.5%	4.3%	(18.6%)	(32.8%)	0.6x	0.6x	10.0x	9.5x

Public Company Executive Commentary

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"I think from a macro perspective, what I'm hearing in the ecosystem is not all roses for 2024. In 2021, everything was gangbusters and I think everyone got caught off guard because nobody knew how long the uncertainty would last. Now, people are a little bit more comfortable in the uncertainty and are realizing that life and business goes on. Therefore, if they want to be successful when we come out of this, they need to continue to invest. So, companies have worked on prioritizing spend, which took a little bit of time, and are more comfortable on executing now. All of that being said, deal cycles are still longer. I think the scrutiny on costs is still here and I don't think it's going away anytime soon, even if the economy does get better, because everyone is more disciplined on profitability."

**- Gina Mastantuono, CFO, ServiceNow**  
**November 29, 2023**



"Regarding AI solutions, the goal is best of suite versus best of breed. There's a desire for best of suite, which is reflected in the desire of C-Suites to consolidate IT spend. The other desire is efficiency and productivity with business applications which equates to getting employees in and out faster through a greater efficiency of applications. And that, by the way, has the side effect of driving a better employee experience. While there's a large talent, skills, and employee experience focus, CIOs come into our corporate visit center and ask, 'how do I get more productivity and more efficiencies?' And that's where the Gen-AI conversations get really interesting."

**- Doug Robinson, Co-President, Workday**  
**November 28, 2023**



"Given our success with EBI, Socrates, and A-check, we are confident in our ability to execute on future M&A opportunities. We will continue to pursue opportunities that enable us to expand our addressable market and grow revenue with accretive margins, either as tuck-ins, geographic expansion opportunities, or the strategic in-sourcing of our supply chain where we can create competitive advantages and operational efficiency... We're not seeing a big change in valuations yet which tempers our ability to execute on tuck-in acquisitions in the U.S. but we are seeing some interesting opportunities, however, outside the U.S., as those valuations are a bit more attractive."

**- Joshua Peirez, CEO, Sterling Check Corporation**  
**November 8, 2023**

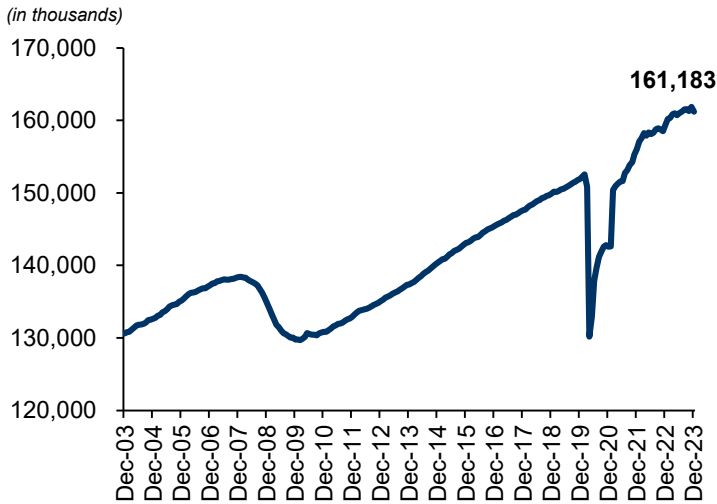


"While still too soon to call a bottom, we are seeing customers beginning to ease their budgetary constraints, although still below historic norms. As customers plan for 2024, it is clear that investments in upskilling and reskilling are a key focus... A study from McKinsey underscored the urgency of this situation, revealing that 87% of executives are already identifying skills gaps within their organizations. It is abundantly clear that we are in the early innings of a dramatic global transformation, one that businesses must fully embrace to enhance productivity, foster innovation and create sustainable value."

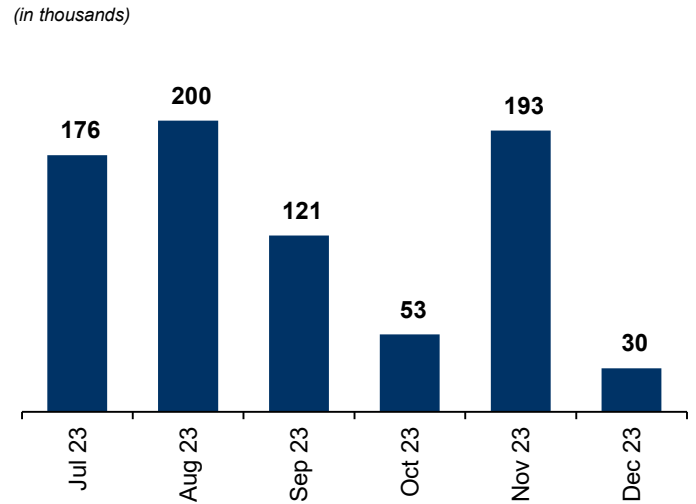
**- Greg Brown, CEO, Udemy**  
**November 2, 2023**

Economic Indicators

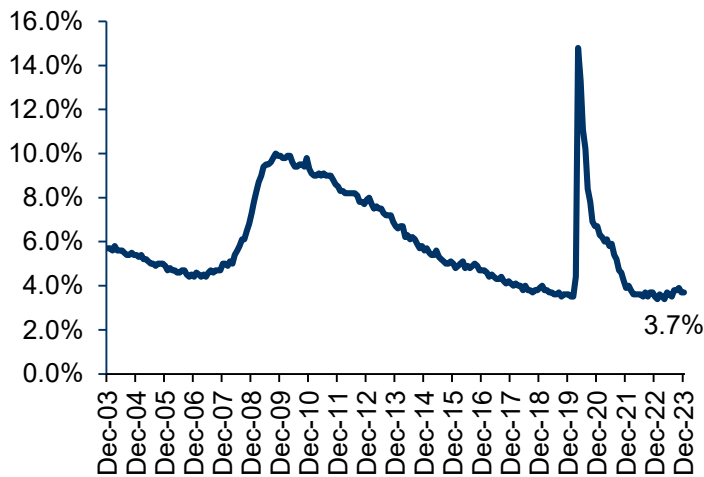
Employment Level (U-3)<sup>(7)</sup>



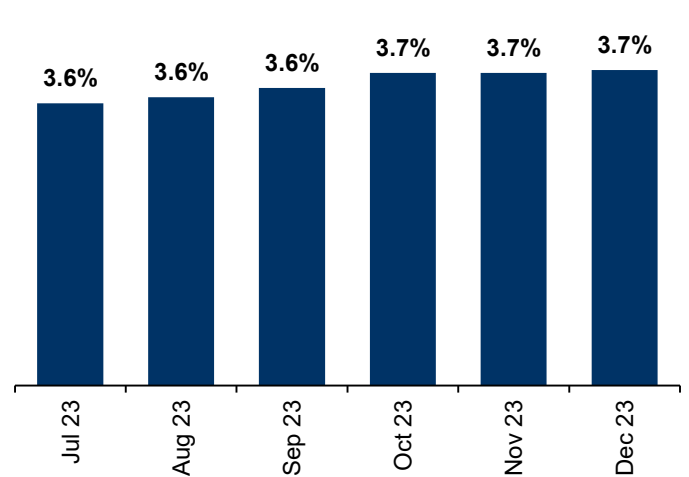
Change in Employment (Trailing Six Month Average)<sup>(7)</sup>



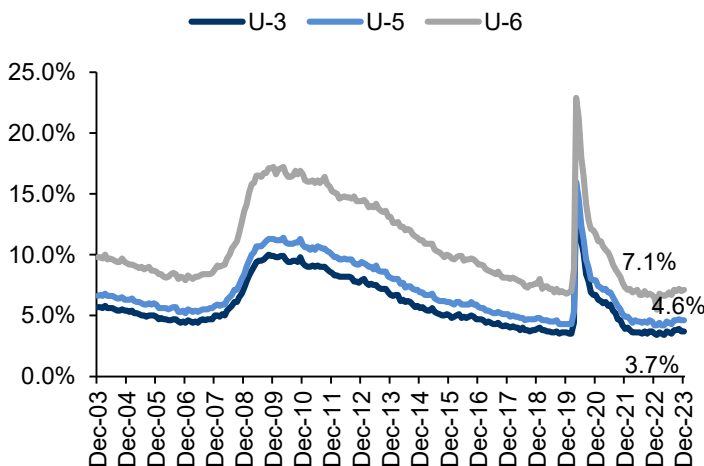
U.S. Unemployment Rate (U-3)<sup>(8)</sup>



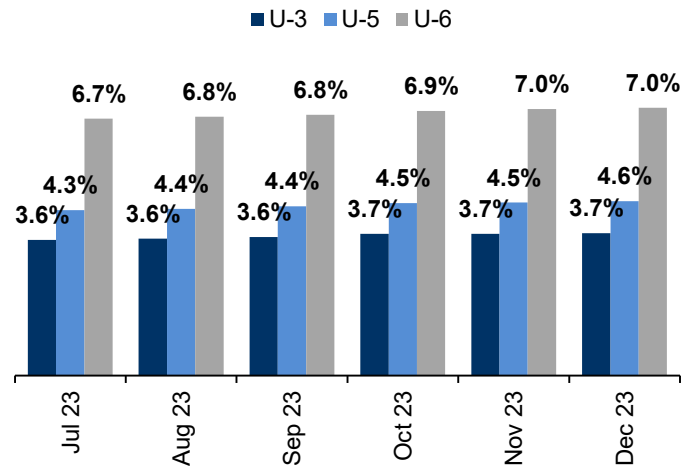
U-3 Trailing Six Month Average<sup>(8)</sup>



Labor Underutilization<sup>(9)</sup>



Labor Utilization (Trailing Six Month Average)<sup>(9)</sup>





# Jason Corsello is Passionate About HR Tech

*Acadian Ventures is a global venture capital firm that invests in the next generation of work technologies.*



**JASON CORSELLO**  
Managing Partner  
Acadian Ventures



**Jason is the founder & General Partner of Acadian Ventures.** Acadian Ventures is an early-stage venture capital firm specializing in the Future of Work with investments in companies including Nomi Health, Oyster, SmartRecruiters, Degreed, and Utmost. Jason has nearly 20 years experience in the human capital management market as an industry analyst, management consultant, and operating executive.

Most recently, he was on the executive leadership team at Cornerstone OnDemand as Senior Vice President of Strategy and Corporate Development. In this role, Jason was responsible for driving innovation, go-to-market strategies and new corporate initiatives including guiding M&A, leading the company's corporate venture investments, and overseeing the company's content strategy and innovation lab.

During his tenure, the company grew revenue from \$50M to over \$500M in 7 years, garnering a market capitalization of over \$5 billion. Prior to this role, he had several roles across Wipro Limited, Yankee Group, and Flextronics International. Jason is an active participant in the HCM community and is a frequent presenter and panelist at industry events.

Big Ideas Q&A with Jason Corsello (Acadian Ventures) (Cont'd)

**DSP:** Jason, you are one of the leading investors in HR Tech and clearly passionate about the space. What's the genesis for this strong interest in HR Tech? Please give us some of your key career milestones leading up to this and why you ultimately founded Acadian Ventures.

**JC:** It's what I know! I've spent over 20 years in the HR Tech space as an analyst, consultant, operator, and now, investor. Prior to launching Acadian Ventures, I was on the executive leadership team at Cornerstone OnDemand, one of the pioneering SaaS companies in the space. During my tenure at Cornerstone we grew the business 10x, to over \$500M in revenue. It was a foundational experience with a great team.

During my tenure at Cornerstone we launched the Cornerstone Innovation Fund, a corporate venture capital (CVC) fund, that launched my journey into venture investing. After doing that for a few years, I decided that I wanted to launch my own entrepreneurial journey and launch a fund. One of the main reasons why we launched Acadian is that we were consistently getting the same question from founders while at Cornerstone: "who are the best VCs investing in WorkTech?". I could never come up with a firm or a name and thought there was a huge opportunity to create a unique firm with a specialization in work technologies.

**DSP:** You founded Acadian Ventures in 2019 and recently announced the closing of your second fund. Give our DSP readers the quick elevator pitch on Acadian, your investment thesis, how you find companies to invest in, investment parameters, etc.



“*Our secret sauce comes from the operational scars we have from building companies.*”

**JC:** Acadian Ventures is a global venture capital firm that invests in the next generation of work technologies. Our thesis is to invest in companies transforming work by leveraging technology to make people's working lives simpler, more gratifying, and ultimately more productive. In achieving our mission, we can create a flywheel where workers achieve financial independence and companies can become wildly profitable. It's a win-win!

**DSP:** Can you share some of Acadian's "secret sauce"? How do you assess the teams that you invest in / back?

**JC:** Our secret sauce comes from the operational scars we have from building companies. I ran strategy and corporate development at Cornerstone OnDemand. My partner, Thomas Otter, ran product management at SAP SuccessFactors. Our operating partner, David Clarke, was the CTO at Workday. In addition, two-thirds of our limited partners (i.e. investors) come from the space who were CEOs, CTOs, CMOs, CSOs, etc. We hope to provide entrepreneurs with knowledge, experience, and operating networks that they can leverage every day.

**DSP:** We've heard you talk about the importance of the founding team when assessing an investment opportunity and that you frequently get to know a team well before writing a check. What type of founder-investor fit are you looking for? Moreover, in those early years, how do you assess a team's performance?

**JC:** Ultimately, we look for teams that have a set of collective experiences, with an obsession to solve a very big problem, and have the stamina to endure the challenges of building a startup. Startups are very hard and we need to believe the founders are playing the long game.

Big Ideas Q&A with Jason Corsello (Acadian Ventures) (Cont'd)

There are a few criteria we look for: i) does the founder have a set of experiences that make them ideally qualified to start a company; ii) are the founders coachable and do they have a strong desire to learn; and iii) can they make rapid decisions and quickly execute on their plan? Those are just a few. When we invest, we are signing up for a 10+ year journey together and it's important for both us and the entrepreneur to want to work together. Building startups often don't go as planned and it's important that we build mutual respect and trust.

*“We have learned it's much better to ‘bet the jockey, not the horse’.”*

**DSP:** In an early-stage business that has little to no revenue traction, what gives you the “leap of faith” that the business will be successful?

**JC:** We have to initially be convinced the team has a set of experiences that collectively can build something big, unique, and differentiated. Secondly, we have to believe that the team can build a large company, over \$100M ARR, addressing a big problem and ultimately become first or second in a large, multi-billion dollar market. Our best investments are often second- and third-time founders and understand the startup journey and have the stamina to endure the highs and lows of building a company.

**DSP:** Here is a fun question, in your experience, which is more important for generating outsized returns: a) backing an “A Team” with a business operating in a “B Space” or b) investing into a business operating in an “A Space” led by a “B Team”?

**JC:** “A Team” always. “A Teams” know how to win even if the initial market opportunity may be as big as it ultimately becomes. We have learned it's much better to “bet the jockey, not the horse”.

**DSP:** Jason, we know one of your key themes is that work is becoming increasingly global and that companies who tap into the global workforce can immensely benefit. Please expand on the globalization theme a bit. What types of innovation are you excited about in this space? Alternatively, have you placed

any bets there and if so, why?

**JC:** Our view on globalization is two-fold. We are finding that highly efficient (and profitable) companies are increasingly leveraging a global workforce. We have been looking for startups that make it easy for companies to hire employees anywhere in the world. One example of a company that we invested in is OysterHR. They take the complexity out of hiring and managing employees globally. The other global focus for us is on emerging markets. In many of these markets, they are larger than established markets like the US, but SaaS adoption is still nascent. These markets can be complex and require local market knowledge and expertise. A few examples in our portfolio include Worky (Latin America), Workpay (Africa), BrioHR (Southeast Asia) and palm.hr (Middle East).



**DSP:** Silicon Valley has long been the highest profile/active zip code for HR Tech venture activity. You've written a lot about the performance of Silicon Valley VC-backed companies. Is the Valley all it's made out to be? What are some of your findings?

**JC:** We've done a lot of research on VC investment in Silicon Valley. I'll start by saying historically, the Valley has produced some of the most iconic companies in our industry including Workday, SuccessFactors, LinkedIn, and the list goes on. It remains the global capital of innovation.

In our research, though, we have found that access to technology and innovation has become universal and great companies can now be created anywhere in the world. The challenge of modern Silicon Valley is the abundance of capital over the last decade that has



### Big Ideas Q&A with Jason Corsello (Acadian Ventures) (Cont'd)

driven up salaries, operational costs, and ultimately valuations. Our job as investors is to generate outsized returns to our limited partners and our data would suggest you can find companies at lower valuations that are more efficient and growing faster outside of Silicon Valley. Therefore, we actually look outside of Silicon Valley for great companies. To date, we have invested in companies across 13 countries.

In any given year, we evaluate approximately 1,200 companies for investment and only make 10-12 new investments every year. We have a high bar for investment, as do many other VC firms, and the story must be unique.

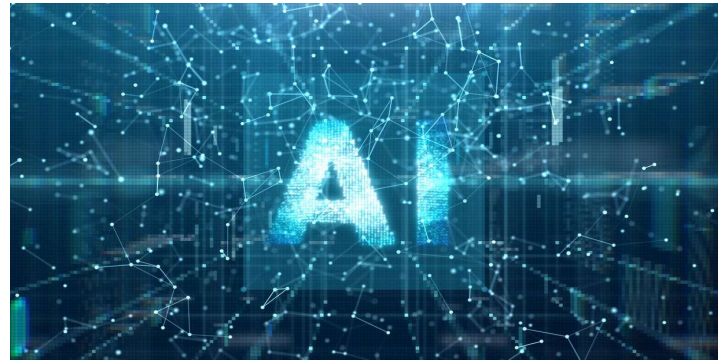
**DSP:** Ok Jason, look into your crystal ball. Other than AI (discussed separately), what are the top trends you see emerging in HR Tech that intrigue you the most?

**JC:** Today, the firm is focused on four core themes: Intelligent work applications (i.e. A.I.), work infrastructure (i.e. data and APIs), new regulatory and compliance, and the emerging global workforce. A few recent examples in the work infrastructure theme include Techwolf (Belgium) and Kombo (Germany). We haven't yet made an investment in regulatory and compliance but we've been looking closely at the AI governance space. These emergent areas in technology will create opportunities for new ways to manage work, creating new market categories, and disrupting existing incumbents. Many of the historical markets in HR Tech have become highly saturated and we are looking for opportunities to create new markets in the next few years.

**DSP:** Really insightful, thank you. Ok, let's jump into AI! Let's start with an "easy" one... does AI change everything in HR Tech?

**JC:** In one word: YES! Every business process, workflow, application, etc. will be disrupted with AI. AI will make enterprises more efficient by a magnitude of order and make technology companies more efficient as well. We believe AI will have a much more profound impact than SaaS and, as investors, with any massive technology shift, new market leaders will emerge.

**DSP:** What's the best current AI business case that you've seen?



**JC:** Let me share a few stats to start. In 2022, about 17% of our portfolio was doing something in/around AI. In 2023, that number spiked to 83%. Obviously, the launch of ChatGPT opened art of the possible of AI. We have many AI use cases across the portfolio. Arist is using AI to create content, in some cases 90% faster and of much higher quality. Techwolf is using AI to infer skills based on existing enterprise data, Copyleaks is identifying plagiarism detection with 99%+ accuracy. Fora is using AI to build personalized, executive insights. It's important to note some of our best companies have been building and iterating upon their AI models for many years now.

**DSP:** Do you think AI will evolve to the point where (in many cases) we won't need a human recruiter?

**JC:** I hope not. AI should make recruiters 70-80% more productive. The best recruiters will always have a job and that won't change. I saw a sign recently that said: "AI is going to take your jobs...and make them better"! We strongly believe that AI is going to provide tremendous productivity gains while creating jobs, not destroying them.

**DSP:** How are you working with some of your portfolio companies to take advantage of AI?

**JC:** We work with many companies on brainstorming future products. Right, wrong, or indifferent, as former analysts, we have a historical knowledge of the market. We love spending time with founders to share what's worked in the past and how existing business processes can be transformed with AI. We also leverage our network. We have many experts in our network, both practitioners and academics, that support our companies with their research and insights. Lastly, we facilitate working sessions with our founders so they can share amongst each other.



Big Ideas Q&A with Jason Corsello (Acadian Ventures) (Cont'd)

**DSP:** What advice would you give to the early-stage HR Tech entrepreneur / CEO looking to raise venture capital in today's market?

**JC:** Oddly enough, I often tell founders not to raise venture capital. It's easier said than done, but you should only be raising institutional capital if you are chasing a big idea that demands outside capital to accelerate growth. When you raise venture capital, there is an expectation that you should be building a company to become a market leader. Oftentimes that means building faster, selling quicker, and constantly juggling growth and profitability.

We ultimately look for 3 things when making an investment: 1) are the founders "world-class", meaning do we think they are in the top 1% of the founders we meet, 2) are they building something unique and doing it faster than anyone else, and 3) do they understand how to scale the business over time (i.e. does the financial model hold water).

**DSP:** What are you seeing in regards to exits in the HR tech industry? Do you believe that 2024 will be a strong year for M&A?

**"2023 was the year of efficiency and most large strategics were focused on operational excellence and cost reduction. M&A, for all intents and purposes, has been off the table. That is still lingering in 2024."**

**JC:** We will see increased M&A activity in 2024. There are still a few headwinds to a healthy M&A market. First, we still have a material "bid-ask" spread for most late-stage, venture-backed companies. The median revenue multiple of the largest venture-backed companies remains around 20x. That's over 2x the revenue multiple of the best performing public SaaS companies.

Many late-stage companies have been kicking the can down the road because they haven't needed to raise capital. The end of the road is coming and most companies will soon be faced with only a few options: i) raise more capital at lower valuations, ii) prioritize profitability at the expense of revenue growth, or iii) exit through an acquisition. The longer companies wait to identify their chosen path, the most precarious of a position they will be in.

Secondly, the traditional M&A buyer has not yet returned to the market. 2023 was the year of efficiency and most large strategics were focused on operational excellence and cost reduction. M&A, for all intents and purposes, has been off the table. That is still lingering in 2024. PE buyers have also been on the sidelines looking for meaningful discounts to transact.

I think 2024 will be more of a "distressed sale" market where companies will need liquidity for their shareholders. I'm expecting more of a return to normalcy in M&A in 2025.

**DSP:** Shifting to a more personal question – in your long, distinguished career, what are you most proud of?

**JC:** In venture capital your job is to serve others. This sounds corny but I love to work with founders in service of their mission and vision. One of the most important metrics that we track as a firm is "founder NPS": do founders like working with us and will they refer us to other founders? Last year, our founder NPS was 96%. I am very proud that founders enjoy working with us and that is most meaningful for me.



Big Ideas Q&A with Jason Corsello (Acadian Ventures) (Cont'd)

Jason, for a “closer look” give the DSP readers a few Personal Fun Facts about yourself...



<b>Birthplace &amp; Where You Grew Up:</b>	San Jose, California
<b>First Job:</b>	I started delivering newspapers when I was 12
<b>Favorite Restaurant:</b>	Marmalade in Puerto Rico (we just returned from there and it was amazing)
<b>Favorite Music / Artist:</b>	Jimmy Buffett or The Foo Fighters
<b>Hobby or Personal Interests:</b>	Many things – volunteering as a ski patrol, being a sport announcer, and of course mediocre golfer
<b>Memorable Vacation Spot:</b>	Traveling in Italy with family and backcountry skiing in the Canadian Rockies
<b>Car You Drive:</b>	Ford Bronco
<b>Last Book You Read or Favorite Book:</b>	Shoe Dog by Phil Knight
<b>Someone You Look Up to or Admire:</b>	My partners and my wife
<b>Little Known Fact:</b>	My wife and I are both cancer survivors
<b>My Golden Rule:</b>	<i>Five minutes early is 10 minutes late!</i>

Background picture of San Jose

*Thanks Jason!*

## Select Capital Raises & M&A Transactions

Date	Sub-Sector	Acquirer / Investor	Company	Target Description
Dec-23	WorkTech	Big Band Software	WorkZone	WorkZone specializes in developing robust project management software designed to assist teams in delivering projects effectively and on time
Dec-23	Talent Acquisition	General Atlantic; StonePoint Capital; etc.	HireRight	HireRight provides technology-driven workforce risk management and compliance solutions, including background screening and drug and health screening services
Dec-23	Talent Management	Quantum Workplace (LLR Partners)	TalentKeepers	TalentKeepers develops software solutions designed for employee onboarding, employee satisfaction surveys, leadership development, and employee engagement / retention
Dec-23	Talent Management	beqom (Sumeru Equity)	PayAnalytics	PayAnalytics provides cloud based software solution that enables human resources managers to conduct their own salary review and analysis
Dec-23	Talent Management	GSoft Group (Caisse de dépôt et placement du Québec)	Pingboard	Pingboard delivers real-time organization chart software for team planning in large and mid-sized companies, providing solutions for workforce planning and employee management
Dec-23	Talent Acquisition	5Y Capital	JJJ International	JJJ International provides a workforce management platform and talent marketplace to help people reach their potential, talent, and business partners
Dec-23	WorkTech	Udata Management	ContactMonkey	ContactMonkey provides Outlook / Gmail-integrated email software, enhancing workplace communication, feedback collection, event management, and real-time performance measurement with detailed analysis
Dec-23	Talent Management	Vensure HR	Canadian Payroll Services	Canadian Payroll Services provides employer of record and contractor payroll services
Dec-23	Talent Management	Paylocity Holding Corporation (NASDAQGS:PCTY)	TraceHQ.com	TraceHQ.com provides collaborative workflows and analytics for the companies to manage financial services, such as budgeting, spending, and hiring
Nov-23	WorkTech	Sequoia Capital; Menlo Ventures	Squint	Squint provides digitized solutions for manufacturing industries to optimize factory procedures and workforce
Nov-23	Talent Management	Resolve Growth Partners	Kahuna Workforce Solutions	Kahuna Workforce Solutions provides human optimization software and provides strategic consultation services
Nov-23	Talent Acquisition	Benson Capital Partners	Inclusively	Inclusively is a workforce inclusion platform that strives to create more equitable and resilient organizations. The company provides access to over 1 million diverse candidates seeking employment.
Nov-23	Talent Acquisition	SquareOne; Porsche Ventures; Storm Ventures	retorio	retorio provides a software solution for personality assessment using artificial intelligence to help recruiters identify talent
Nov-23	Talent Management	Index Ventures; Costanoa Venture Capital	BrightGo	BrightGo provides a janitorial software platform streamlining workforce management, aiding in scheduling, attendance tracking, job costing, and inspections
Nov-23	Talent Acquisition	Industrial Growth Platform	Fourth Valley Concierge	Fourth Valley Concierge provides an online platform for job recruitment
Nov-23	Talent Acquisition	Inter-American Development Bank (IDB Lab)	Jobecam	Jobecam provides an interactive platform that connects businesses to candidates through video technology
Nov-23	Talent Management	Riverside Acceleration Capital	Masterplan	Masterplan is a B2B edTech solution providing over 2,000 lessons on topics such as leadership skills, data protection & occupational safety or sales & marketing
Nov-23	Talent Management	Ballast Point Ventures	Work Shield	Work Shield provides a platform for reporting and tracking harassment and discrimination claims, ensuring secure reporting, unbiased investigations, and effective resolutions
Nov-23	Talent Acquisition	Aya Healthcare	Winnov AI	Winnov provides an AI platform for physician hiring
Nov-23	Talent Management	Gemspring Capital	ClearCompany	ClearCompany provides talent management software solutions that connect recruiting, new employee onboarding, and performance management

Select Capital Raises & M&A Transactions (Cont'd)

Date	Sub-Sector	Acquirer / Investor	Company	Target Description
Nov-23	WorkTech	Engagedly (Acquiline Partners)	theEMPLOYEEapp	theEMPLOYEEapp offers software designed by communication and HR professionals to tackle communication challenges with frontline and deskless workforces in organizations
Nov-23	Talent Management	Salary.com (Accel-KKR)	CompXL	CompXL specializes in pay-for-performance software and services, providing web-based applications for automating recruiting, performance, and compensation processes for companies
Nov-23	Talent Management	Virgin Pulse (Marlin Equity Partners)	HealthComp	HealthComp administers benefits for self-funded employers on a digital platform, providing health plan management, network coverage, care services, flexible benefits, and reference-based pricing
Oct-23	WorkTech	Predictive Index (JM Family Enterprise)	WorkPatterns	WorkPatterns offers a people management toolkit, enabling users to seamlessly implement best practices for meetings, feedback, goals, and reviews
Oct-23	WorkTech	Radancy (New Mountain Capital)	Brazen Technologies	Brazen Technologies creates recruiting software with chat-based features, providing live chat, scheduled chat, chat events, and AI-powered chatbots
Oct-23	Talent Acquisition	VensureHR (Stone Point Capital)	Resource Management	Resource Management offers comprehensive HR services, encompassing hiring support, online onboarding, agreement development, policy creation, discipline assistance, job descriptions, compliance, worker's compensation oversight, background checks, drug testing, training, and unemployment claims management
Oct-23	WorkTech	LocumTenens.com (Jackson Healthcare)	Kimedics	Kimedics creates a healthcare workforce management platform encompassing a provider portal, roster management, smart forms, and scheduler features
Oct-23	Talent Acquisition	Toptal	WeLoveNoCode	WeLoveNoCode offers a no-code matching platform for hiring candidates based on project requirements
Oct-23	Talent Acquisition	Home Care Pulse	Predictive Intent	Predictive Intent provides an automated engagement and mobile application platform designed for recruiting front-line talent
Oct-23	Talent Acquisition	Agilea Solutions	Workerbee Marketplace	Workerbee Marketplace provides an online talent marketplace for businesses to access on-demand corporate software experts for solutions
Oct-23	Talent Management	360Learning (Sumeru Equity Partners)	eLamp	eLamp provides a comprehensive solution enabling customers to navigate the data era concerning their employees, offering services like project staffing, certifications, internal mobility, trainings, and workforce planning
Oct-23	Talent Management	Everfield UK Ltd	Grafik	Grafik provides an employee time management and reporting application for enterprises
Oct-23	Talent Management	Clear Ventures; Crosslink Capital; New Era Capital Partners; etc.	Espresa	Espresa provides an employee program automation platform that helps benefits teams manage, scale, and measure their programs
Oct-23	Talent Management	Nauta Capital; Act VC; Playfair Capital; Entrepreneur First	Spotted Zebra Solutions	Spotted Zebra provides a workforce management platform that allows large enterprises to identify skills gaps within their workforces and fill these gaps through hiring, succession planning or reskilling existing employees
Oct-23	WorkTech	Norwest Venture Partners; Entrée Capital; etc.	Guidde	Guidde is a video documentation platform harnessing generative AI to enable the generation of video content for, predominantly, training purposes
Oct-23	Talent Acquisition	IDB Lab	Jobecam	Jobecam provides an interactive platform that connects businesses to candidates through video technology
Oct-23	Talent Management	Lightspeed Venture Partners	Intenseye	Intenseye provides an AI-powered employee health and safety (EHS) software platform that helps enterprises scale employee health and safety across their facility footprints
Oct-23	Talent Acquisition	Founders Fund; Kholsa Ventures	Traba	Traba provides online recruitment services for on-demand job shifts, connecting workers with available shifts in warehouses, distribution centers, and event venues

## Select Capital Raises & M&A Transactions (Cont'd)

Date	Sub-Sector	Acquirer / Investor	Company	Target Description
Oct-23	Talent Management	EQT Ventures; Northzone; Frontline Ventures	Kota	Kota provides a platform which connects insurers with HR tools for local benefit packages, offering health insurance and retirement benefits for startups, small businesses, and freelancers
Oct-23	Talent Acquisition	Dental Innovation Alliance (DIA)	Cloud Dentistry	Cloud Dentistry provides a cloud-based dental networking platform for dental offices to connect with dental staff in real time
Oct-23	Talent Management	Foundation Capital; RSquared Global Ventures; Scribble Ventures	Sidebar	Sidebar provides a platform which provides development opportunities for leaders through collaborative small group sessions
Oct-23	Talent Acquisition	Dream Ventures	Micro1	Micro1 provides a platform that allows users to hire software engineers, manage the talent, send bonuses, track hours, and give raises
Oct-23	Talent Management	TCV; Insight Partners; AirTree Ventures; etc.	Employment Hero	Employment Hero provides comprehensive HR solutions for small and medium businesses, covering onboarding, compliance, payroll, employee benefits, global team management, and additional services like advisory and assistance
Oct-23	Talent Management	Benesse Holdings (TSE:9783)	SkyHive Technologies	SkyHive Technologies provides quantum labor analysis platform to optimize the transition from jobs-based to skills-based for companies, communities, and countries
Oct-23	Talent Acquisition	Knife Capital	Outsized Limited	Outsized Limited provides a talent-on-demand platform for large enterprises
Oct-23	Talent Management	Summit Partners; Enhanced Healthcare Partners; etc.	Hallmark Health Care Solutions	Hallmark Health Care Solutions provides SaaS physician compensation and workforce management solutions for health systems, academic medical centers, and physician groups
Oct-23	Talent Acquisition	MissionOG; Grotech Ventures; Rally Ventures; Crosslink Capital	Yardstik	Yardstik's Trust & Safety platform is built to help high-volume hiring businesses safely hire, verify, and onboard workers at scale
Oct-23	Talent Management	Tenzing Private Equity; Five V Capital	Totara Learning Solutions	Totara provides employee engagement, learning, and performance management technologies
Oct-23	Talent Management	New Jersey Economic Development Authority	1Huddle	1Huddle provides staff training and consulting services worldwide
Oct-23	Talent Management	Riverwood Capital; Queensland Investment Corporation (QIC); etc.	One Model	One Model provides people analytics software that provides organizations with solutions to harness the power of their workforce data
Oct-23	Talent Management	Alliance of Angels	Media Partners	Media Partners provides online and video based learning for organizations
Oct-23	Talent Acquisition	Boarski Fund; Arches Capital	The Selection Lab	The Selection Lab provides assessment software for firms to determine the best candidate
Oct-23	Talent Acquisition	Atalaya Capital Management; Golub Growth	Harri	Harri provides a frontline employee experience platform, including talent attraction and workforce management
Oct-23	WorkTech	Connetic Ventures	Harmony	Harmony provides a platform to harmonize workforces and translate personality and communication styles through behavioral psychology
Oct-23	Talent Acquisition	Alfvén & Didrikson; Viking Venture	Humly Edtech	Humly Edtech provides an online recruitment platform to find school teachers and educators
Oct-23	Talent Acquisition	BDC Capital	HiringBranch	HiringBranch is a hiring assessment and training AI solution helping the global human resource teams hire and retain customer-facing talent
Oct-23	Talent Management	Merak Capital	Jisr	Jisr provides its clients with HR tech solutions, dedicated to transforming and modernising human resource management in Saudi Arabia. The company stands as the first Saudi human resources management platform, supporting over 3,000 clients with 350,000 registered employees
Oct-23	Talent Management	Smartlink Partners	Ostendi Global	Ostendi provides a HR management platform including recruitment, onboarding, competence testing, and an employee evaluation system



## Select Capital Raises & M&A Transactions (Cont'd)

Date	Sub-Sector	Acquirer / Investor	Company	Target Description
Sep-23	Talent Management	ABS Capital; JPMorgan Chase; etc.	Transfr	Transfr provides VR training solutions for workforce development
Sep-23	Talent Management	Reach Capital; r Combinator; EO Ventures; Company Ventures	Stepful	Stepful provides online training for healthcare jobs
Sep-23	Talent Management	Silverton Partners	Axial Shift	Axial Shift is a restaurant operations software provider that is revolutionizing the restaurant industry by creating gamified incentives that empower and engage frontline managers and staff
Sep-23	Talent Management	Grotech Ventures; IDEA Fund Partners; BDC Capital; etc.	Cognota	Cognota provides a cloud-based learning software to improve the productivity of learning and development teams
Sep-23	Talent Management	Conexo Ventures; Athos Capital; Ignia Partners; True Blue Partners; etc.	Erudit AI	Erudit provides an AI-SaaS platform empowering leaders with real-time workforce insights that drive better decision making. The platform uses AI to produce actionable insights on over 100 workforce indicators, such as burnout risk, engagement, and turnover risk
Sep-23	Talent Management	Equity Cap; NoBa Capital; Scottish Enterprise	Trickle Data Insights	Trickle Data Insights provides a platform where employees can provide their informal feedback
Sep-23	Talent Management	Endeit; Educapital; Mars Growth Capital; Liquidity Capital; etc.	Lepaya	Lepaya provides power skills training enhanced by technology and a scalable learning approach, empowering businesses to train and upskill their workforce
Sep-23	Talent Acquisition	General Catalyst; Headline; HV Capital; Eurazeo (ENXTPA:RF)	PowerUs	PowerUs provides an online career platform that specifically targets electronics technicians and plant mechanics
Sep-23	Talent Management	Edison Partners; LiveOak Venture Partners; SJF Ventures	Take Command Insurance	Take Command Insurance offers a health reimbursement arrangement tool for tax-free reimbursement of employees' health insurance premiums and medical expenses by business owners
Sep-23	Talent Management	Framework venture Partners; Export Development Canada; etc.	ZayZoon	ZayZoon provides an employee financial wellness platform which allows employees to access paycheck funds prior to the employers
Sep-23	Talent Management	Farallon Capital; Alpha Wave Global; etc.	HiBob	HiBob provides a cloud-based human resources management system enabling stronger talent acquisition and retention
Sep-23	WorkTech	ICONIQ Growth; Insight Partners; WndrCo; Balderton Capital; etc.	Writer	Writer is a AI writing platform enhancing content creation across applications, websites, and marketing materials with a machine-learning solution for localization
Sep-23	Talent Acquisition	a16z; Peakstate Ventures; Active Capital; etc.	BetterLeap	BetterLeap provides a platform enabling candidates to find and apply for jobs, while also providing companies with sourcing and recruiting services
Sep-23	Talent Management	Hi Inov	Kenjo	Kenjo provides a SaaS human resources software for HR administration, recruiting, and employee development
Sep-23	WorkTech	TQ Ventures; Smedvig Capital; Endeavor; Verve Ventures; etc.	DRUID	Druid provides a AI-powered chatbot platform for designing and deploying natural interactions between employees, customers, partners, and systems through omnichannel text and voice conversations
Sep-23	Talent Management	Carbide Ventures; Escape; Velocity; 8VC; etc.	LumberFi	LumberFi provides a workforce management platform tailored for the construction industry, featuring time tracking, payroll, job costing, and project management solutions
Sep-23	Talent Management	Georgian	Beam Technologies	Beam Technologies offers dental insurance plans and perks
Sep-23	Talent Management	CIBC Innovation Banking	Performio	Performio provides an enterprise commission management platform with advanced functionality
Sep-23	Talent Acquisition	ABBERLINE (SAS)	JOB4	JOB4 provides recruitment services for startup jobs
Sep-23	WorkTech	ALSTIN Capital; AXA Venture Partners; etc.	deskbird	deskbird provides workplace management software for hybrid workforces; employees can collaborate on who is in the office when, plan their week, and book desks

Select Capital Raises & M&A Transactions (Cont'd)

Date	Sub-Sector	Acquirer / Investor	Company	Target Description
Sep-23	Talent Management	Omnes Capital; IRDI Capital; etc.	PeopleSpheres	PeopleSpheres provides software that enables companies to connect and synchronize all existing HR tech into a flexible and extendable platform
Sep-23	Talent Acquisition	Verissimo Ventures; Shine Capital; Hydrazine Capital	Mentra	Mentra provides an online hiring platform that connects neurodivergent people, including those with autism, dyslexia, and other forms of neurological diversity, with a suitable job
Sep-23	Talent Acquisition	Mynavi; Golden Gate Ventures; etc.	Staffinc	Staffinc provides a mobile application that connects users with jobs that need to be done by a business
Sep-23	Talent Management	Benefex	Cloud 8	Cloud 8 provides employee benefits platforms for EBCs, intermediaries, and advisers
Sep-23	Talent Management	Crédit Agricole (ENXTPA:ACA)	Worklife	Worklife provides a platform that allows users to manage, finance, and administer employee benefits
Sep-23	WorkTech	think-cell Software	AskBrian	AskBrian provides an AI-based digital assistant software for business professionals, offering information, support, access to databases, data acquisition, analysis, document creation, and translation services
Sep-23	Talent Acquisition	Access Group	Diversely	Diversely offers an AI-based diversity and inclusion recruiting platform
Sep-23	Talent Acquisition	Starred	Talenthub.io	Talenthub.io provides a platform offering recruitment process solutions by providing candidate experience analytics and insights for companies
Sep-23	Talent Acquisition	First Advantage Corporation (NASDAQGS:FA)	Infinite ID	Infinite ID provides advanced software and data solutions, offering custom biometric solutions, enrollment, multi-biometric identification, system integration, mobile solutions, and data management service
Sep-23	Talent Acquisition	Justworks (Union Square Ventures)	VIA Global Ventures	VIA Global Ventures offers a platform that links professionals to short-term onsite work through an online marketplace, offering services in strategy, business development, and marketing
Sep-23	Talent Acquisition	Gigster (Ionic Partners)	CodersRank	CodersRank provides an online platform that enables coders to establish their profiles, measure their skills, compare them to the market, and search for potential jobs
Sep-23	WorkTech	Simplr (Sapphire Ventures)	Socrates AI	Socrates AI provides an artificial intelligence-based enterprise human resource assistant that works between people, applications, and services to answer questions, automate tasks, and improve employee engagement
Sep-23	Talent Acquisition	The We Select Company (Procuritas Capital Investors)	Uptrail	Uptrail is one of the Nordic region's leading job sites in IT, Tech & Engineering with +60,000 job subscribers
Sep-23	Talent Management	Spark Hire (Boathouse Capital)	SSS Consulting	Chally provides predictive analytics tools for sales and sales leadership selection, development, and deployment
Sep-23	Talent Management	Warburg Pincus; TA Associates Management	Epassi Group	Epassi Group provides mobile payments solution for employment benefits
Sep-23	Talent Acquisition	Aluminu	TrueAbility	TrueAbility delivers global skills-based assessments through a managed service, utilizing a cloud-based performance assessment platform for certification programs, training, and talent assessments
Aug-23	Talent Management	BPEA EQT; Baring Private Equity Asia EQT	HRBrain	HRBrain provides online platforms that offer cloud-based human resource evaluation services
Aug-23	Talent Management	Spectrum Equity Management	VBA Software	VBA Software provides SaaS-based healthcare administration software, offering detailed, real-time information to its members in a user-friendly environment
Aug-23	Talent Acquisition	ETS Strategic Capital	Integrated Learning Solution	Integrated Learning Solution provides online talent and skill assessment and measurement solutions for clients to find right talent for right roles in India and internationally

## Select Capital Raises & M&A Transactions (Cont'd)

Date	Sub-Sector	Acquirer / Investor	Company	Target Description
Aug-23	Talent Acquisition	Careerminds (Talent Inc.)	Premier Virtual	Premier Virtual provides a multifunctional SaaS platform that enables organizations to host virtual job fairs and online hiring events more efficiently and effectively
Aug-23	Talent Management	WebMD Health Services (KKR)	Limeade	Limeade offers global well-being, employee experience, and listening software, including Limeade Well-Being and Limeade Listening to enhance employee engagement
Aug-23	Talent Acquisition	Job Mobz	Recruiter.com	Recruiter.com offers an on-demand recruiting platform providing consulting and staffing services to place professional recruiters and personnel for employers
Aug-23	Talent Acquisition	Avionte (Serent Capital)	SimpleVMS	SimpleVMS offers SaaS vendor management solutions that streamlines all aspects of workforce acquisition and management
Aug-23	Talent Acquisition	Raise	Shiftfillers	Shiftfillers provides an online staffing platform that connects job seekers with industrial companies around the U.S.A.
Aug-23	Talent Acquisition	Howdy.com	GeekHunter	GeekHunter provides an online recruitment platform for software engineers
Aug-23	Talent Management	DelteK	Replicon	Replicon provides SaaS-based timesheet and expense management software solutions for corporations worldwide
Aug-23	Talent Acquisition	M3 (TSE:2413)	Messly	Messly functions as a physician recruiting platform, offering a recruiting marketplace for doctors and recruiting agencies in the U.K.
Aug-23	Talent Acquisition	LocumTenens.com (Jackson Healthcare)	Inlightened	Inlightened provides a web-based network platform that enables healthcare companies to connect with clinical experts to improve their product development
Aug-23	Talent Acquisition	PeopleGrove	Career Analytics Network	Career Analytics Network provides SaaS-based human resource tools and solutions that help employers and job seekers connect through scientific measures of fit
Aug-23	Talent Acquisition	WorkGenius	Lindentor	Lindentor efficiently connects businesses with freelancers and tech professionals, matching registered individuals, such as senior developers, data science experts, and project managers, to specific project needs
Aug-23	Talent Acquisition	SION & Co.	Nendo	Nendo offers a platform which facilitates career searches, allowing users to explore ideal careers through examples similar to their own and access job information about desired companies
Aug-23	Talent Management	Peoplelogic	Plai	Plai provides a tool for streamlined people and performance management, fostering employee growth and optimizing performance processes
Aug-23	Talent Management	Automatic Data Processing (NASDAQ:ADP)	Sora	Sora provides HR management and automation software, streamlining employee onboarding, off-boarding, and key moments
Aug-23	Talent Management	Perceptyx (TCV)	Humu	Humu provides a platform driving behavior change with survey analytics, actionable insights, and science-backed recommendations for manager effectiveness, behavioral frameworks, and training reinforcement in organizations
Aug-23	Talent Management	Spreo Ventures; SHRMLabs; Elefund; etc.	Confirm HR	Confirm HR provides an all-in-one people platform using organizational network analysis in performance reviews and quantifying employee influence and impact
Aug-23	Talent Management	Riverwood Capital; Toba Capital	Hyperproof	Hyperproof provides software for managing compliance programs
Aug-23	Talent Acquisition	Pelion; Drive Capital; Kickstart Seed Fund	Nursa	Nursa provides a gig healthcare staffing platform that enhances patient care by connecting nurses seeking flexible work with facilities in need of help
Aug-23	Talent Management	GSR Ventures; Headwater VC; Revelry Venture Partners; etc.	Venteur	Venteur provides insurance brokerage services, specializing in health insurance plans for independent workers like freelancers, consultants, contractors, and gig workers

## Select Capital Raises & M&A Transactions (Cont'd)

Date	Sub-Sector	Acquirer / Investor	Company	Target Description
Aug-23	Talent Acquisition	Craft Ventures	Toothio	Toothio provides a dental staffing platform that connects dental offices with qualified professionals
Aug-23	Talent Acquisition	BV Investment Partners	The Hardenbergh Group	The Hardenbergh Group provides temporary medical staffing services
Aug-23	WorkTech	H.I.G. Growth Partners	Worksuite	Worksuite provides a freelancer management platform, offering an enterprise system for organizing workforce, tracking, managing, onboarding, and task assignments
Aug-23	Talent Management	Altis Consulting; Venturanc	Talana	Talana provides an HR software to digitize processes and improve company-employee communication
Aug-23	Talent Management	FSE Fund Managers; Enterprise M3	MyPeopleManager	MyPeopleManager provides MyPeople software, an employee performance management software which measures the environmental, behavioral, and psychological factors that affect team performance
Aug-23	Talent Management	QIC; Riverwood Capital Management; AV8 Ventures; Geekdom Fund	One Model	One Model provides a data management and people analytics platform
Aug-23	Talent Management	Coatue; DN Capital; Prosus Ventures; SoftBank Vision Fund; etc.	GoStudent	GoStudent provides an online tutoring platform and a mobile application that help students with individual tutoring and a homework chat in virtual classroom
Aug-23	Talent Acquisition	Venture Catalysts; Coursera (NYSE:COUR)	FLIVE Consulting	FLIVE Consulting provides a community engagement and hiring platform for students and graduates
Jul-23	Talent Management	Automattic; Forum Ventures; Right Side Capital; etc.	Offsite Experiences	Offsite Experiences is an online platform for managing in-person corporate connections, such as team retreats, VIP client-facing events, and similar gatherings
Jul-23	Talent Acquisition	MetaProp; BOW Capital; Building Ventures	Skillit	Skillit provides a recruiting platform that connects contractors and skilled workers
Jul-23	Talent Acquisition	Freestyle Capital; Slow Ventures; OCA Venture Partners; etc.	RecruitBot	RecruitBot provides artificial intelligence based recruiting platform, which uses machine learning to help companies identify and hire candidates
Jul-23	Talent Management	Canadian Imperial Bank of Commerce (TSX:CM)	Bridgit	Bridgit offers a workforce planning and optimization platform that converts workforce data into actionable insights, empowering contractors to effectively bid on and staff projects
Jul-23	Talent Management	Skyfall Ventures; CCAP Investments & Advisory	Optio Incentives	Optio Incentives provides software and deep expertise to manage equity compensation plans for companies of all sizes
Jul-23	Talent Acquisition	WisdomArk; Intelligent Capita; etc.	X-Giants	X-Giants provides recruitment solutions including talent search, recruitment process outsourcing, flexible employment, personnel outsourcing, consulting training, salary and benefits, and HR-SaaS solutions
Jul-23	Talent Acquisition	REAPRA; SEEDS Capital; etc.	Ideatory	Ideatory provides an AI-based chatbot software for recruiting and human resource management to facilitate the talent acquisition process
Jul-23	Talent Acquisition	LiveOak Venture Partners; Alumni Ventures; TAU Ventures; etc.	Flo Recruit	Flo Recruit provides a recruiting software platform for the legal industry
Jul-23	Talent Acquisition	500 Global; Iterative; Persol Venture Partners	NodeFlair	NodeFlair provides a career platform that offers online recruitment and job listing services
Jul-23	WorkTech	OpenView; Merus Capital; Thrive Capital; Flexport Ventures; etc.	Parabola Labs	Parabola Labs provides a drag-and-drop productivity tool to analyze engagement across email, web, and social media
Jul-23	Talent Acquisition	Saramin (KOSDAQ:A143240)	Rarajob	Rarajob offers talent dispatch services and provides a real-time job posting application to connect job seekers with companies for various positions
Jul-23	Talent Acquisition	LiveHire (ASX:LVBH)	GigRonin	GigRonin offers a mobile on-demand staffing platform that assists staffing organizations in filling shifts faster and retaining clients
Jul-23	Talent Management	Aya Healthcare	Polaris Health	Polaris provides a machine learning platform that predicts future patient volume and staffing levels in clinical settings for greater efficiency and cost savings for healthcare organizations
Jul-23	Talent Management	Home Care Pulse	Teaching Transitions	Teaching Transitions offers online hospice training

## Select Capital Raises & M&A Transactions (Cont'd)

Date	Sub-Sector	Acquirer / Investor	Company	Target Description
Jul-23	Talent Management	Marsh & McLennan Agency	Integrity HR	Integrity HR offers human resource outsourcing, recruiting, consulting, compliance audit, training, compensation planning, leadership development, and succession planning services for small businesses
Jul-23	Talent Acquisition	DISA Global Solutions (Audax Private Equity)	Crimcheck Holdings	Crimcheck provides comprehensive and legally compliant employment background services
Jul-23	Talent Management	When I Work (Bain Capital Private Equity)	Lean Financial	Lean Financial enables marketplace companies to offer advances, instant payouts, financial products, and insurance to 1099 or W2 workers
Jul-23	Talent Management	UKG (Hellman & Friedman)	Immedis Limited	Immedis provides consolidated payroll and employment tax solutions for individuals and organizations in Ireland and internationally
Jul-23	Talent Management	Lone View Capital Management	SmartLinx Solutions	SmartLinx Solutions provides human capital lifecycle solutions. It offers time and attendance management, human resources management, payroll processing, in-service licensing management, and business analytics solutions
Jul-23	Talent Acquisition	Movens Capital	Devskiller	Devskiller delivers a screening and online interview platform that facilitates and automates the recruitment of programmers
Jul-23	Talent Acquisition	ScaleUp Capital	PushFar	PushFar provides SaaS mentoring and career progression platform, including mentor matching, mentor relationship management, event recommendations, job postings, and networking opportunities
Jun-23	Talent Management	People Corporation (Goldman Sachs Asset Management)	Organizational Solutions	Organizational Solutions provides disability management and workers' compensation claims management services for businesses in Canada
Jun-23	Talent Acquisition	Spark Hire (Boathouse Capital Partners)	CoMeet Technologies	CoMeet Technologies manages candidate information and interviews through a platform, providing services like job publishing, sourcing, automated workflows, screening, interview scheduling, and hiring team management
Jun-23	Talent Management	Bonterra	WeSpire	WeSpire provides an employee experience technology platform to design, run, and measure the impact of global companies' purpose-driven employee engagement initiatives
Jun-23	Talent Management	Edenred (ENXTPA:EDEN)	Golntegro	Golntegro provides a SaaS-based corporate social network that connects employees to acquire the internal culture of the company
Jun-23	Talent Acquisition	NL Starfish Partners	HireIQ	HireIQ provides a community-run job platform for the cybersecurity industry
Jun-23	Talent Acquisition	Kelio	TalentView	TalentView provides an applicant tracking software
Jun-23	Talent Management	Teal	OwnTrail	OwnTrail creates a platform for sharing life journeys, inspiring and connecting people to forge their paths and motivate others
Jun-23	Talent Acquisition	Vidcruiter	Ingage Solutions	Ingage Solutions provides AI intelligence interview platform that provides professional teams to improve the interview process
Jun-23	Talent Acquisition	Veritone (NASDAQGM:VERI)	Broadbean Technology	Broadbean Technology designs job posting, candidate search, and social recruiting tools for staffing and corporate recruiters. CareerBuilder provides an online platform to help employees find jobs and companies to find, hire, and manage talent
Jun-23	Talent Acquisition	Aya Healthcare	Flexwise Health	Flexwise Health provides an on-demand health care staffing platform that links nurses and other health care professionals with per diem and travel contract assignments
Jun-23	Talent Management	Neobrain	Flashbrand	Flashbrand pioneers a transformative approach to HR, embracing employee-centric software for the evolving world of work, including continuous feedback with instant training recommendations, agile performance management, and career development paths



## Select Capital Raises & M&A Transactions (Cont'd)

Date	Sub-Sector	Acquirer / Investor	Company	Target Description
Jun-23	Talent Management	HRSOft (Bow River Capital Software Growth Equity)	CompTrak	CompTrak provides a compensation management platform, providing software along with equity plan management and total rewards statements
Jun-23	Talent Management	CVC Capital Partners	SD Worx	SD Worx provides a comprehensive range of HR solutions, including payroll, workforce management, legal support, and talent management, along with training and consulting services
Jun-23	Talent Management	VMG Partners; Builders VC	Nowsta	Nowsta provides a software enabling caterers and staffing agencies with automation tools to staff events, track hours, and process payroll
Jun-23	Talent Management	FJ Labs	Enternships	Enternships provides a workplace learning platform
Jun-23	Talent Acquisition	New Markets Venture Partners; First Round Capital; Gaingels; etc.	Tapwage	Tapwage provides recruiting analytics, job search, and inclusive job descriptions software platform
Jun-23	Talent Management	Foresight Group; YFM Equity Partners; etc.	WorkBuzz Analytics	WorkBuzz provides an employee engagement platform and consultancy service
Jun-23	Talent Acquisition	Drive Capital	Humanly HR	Humanly HR provides a hiring platform that screens and schedules job candidates at scale
Jun-23	Talent Acquisition	Top Tier Capital; Madrona Ventures; Sierra Ventures; etc.	Admiin	Admiin provides a platform that connects companies with freelance finance professionals, such as bookkeepers, accountants, and analysts to provide remote, hourly support on demand
Jun-23	Talent Acquisition	TransUnion (NYSE:TRU)	Zethos	Zethos provides an online platform providing employment and income verification services for banks, lenders, payroll providers, and HR departments
Jun-23	Talent Acquisition	Golden Section Venture Capital	Vanhack Technologies	Vanhack Technologies provides a platform for technology professionals who are interested in working abroad or employing professionals
Jun-23	Talent Acquisition	City Light Capital; Gaingels; JAM Fund; SHRM Foundation	Sh1ft	Sh1ft provides an online human resource platform for frontline workforce
Jun-23	Talent Acquisition	Bull City Venture; Seed Round Capital	Ferretly International	Ferretly provides an online pre-employment screening platform
Jun-23	Talent Acquisition	Apax Partners; Reach Capital	Swing Education	Swing Education provides an online platform that enables K-12 schools to find substitute teachers
Jun-23	Talent Management	Sequoia Capital; Menlo Ventures	Squint	Squint works with companies across the manufacturing and energy sectors to help them scale individualized learning
May-23	Talent Acquisition	BIP Capital	Dropstat	Dropstat provides a staffing supply chain management healthcare platform that designs to help hospitals optimize their staffing costs
May-23	Talent Management	JumpStart; North Coast Ventures; Ovo Fund	UnifyWork	UnifyWork provides a workforce intelligence platform that enables equitable hiring and provides data on job market supply and demand
May-23	Talent Acquisition	Deloitte Ventures	Certn	Certn Holdings provides applicant screening and risk management tools for landlords, property management firms, and credit issuers
May-23	Talent Management	Y Combinator; Reach Capital; Company Ventures; etc.	Stepful	Stepful offers online training for healthcare jobs
May-23	Talent Acquisition	First Cressey	Axual	Axual provides a software company providing solutions for workforce intelligence and digital credentialing in the healthcare industry
May-23	Talent Acquisition	HBM Partners	connectRN	connectRN provides a nurse-centric staffing application for hospitals and healthcare institutions to communicate with available nurses
May-23	WorkTech	StepStone Group; The Founders Fund; Global Founders etc.	BuildOps	BuildOps provides scheduling software for landscaping businesses

Select Capital Raises & M&A Transactions (Cont'd)

Date	Sub-Sector	Acquirer / Investor	Company	Target Description
May-23	Talent Acquisition	Greylock; Benchmark; Spark Capital; Craft Ventures; etc.	Garuda Labs	Garuda Labs connects candidates for small businesses, catering to coffee shops, bars, restaurants, retail, hospitality, salons, and spas
May-23	Talent Acquisition	Techstars; Elevate Ventures; Rally Ventures; etc.	Qualifi Technologies	Qualifi Technologies serves the hiring process with an screening platform, allowing recruiters to conduct numerous pre-recorded audio interviews over the phone efficiently
May-23	Talent Acquisition	Edge Investments Limited; Create the Future	The Education Hub	The Education Hub provides Springpod, a platform that connects students with career paths and companies within the science, tech, engineering, and maths (STEM) industries
May-23	Talent Acquisition	Flare Capital Partners; Intermountain Ventures; LocumTenens.com; etc.	Axual	Axual provides software solutions for workforce intelligence and digital credentialing in the healthcare industry
May-23	Talent Acquisition	Foresight; Volition Capital; AXA Venture Partners	Hackajob	Hackajob is an online marketplace that matches technical candidates with direct employers and then users apply by completing job-specific challenges
May-23	Talent Management	Norwest; Tola Capital; Sapphire Ventures; Salesforce Ventures	Simplr	Simplr provides employee intranet software that connects distributed teams and transforms how they communicate
May-23	Talent Acquisition	Wonder Ventures; Slauson & Co.	Gigs	Gigs connects companies with job seekers seeking full-time or part-time hourly roles in their neighborhood, facilitating matches based on reliability, location, and shift availability
May-23	Talent Management	BDev Ventures	Worky	Worky provides a cloud-based application tailored for small and medium-sized companies in Mexico, featuring calendar, directory, organization chart, time clock, recruitment, and payroll services
May-23	Talent Management	Silver Lake Capital	ProService Hawaii	ProService provides human resource administration services, including web-based timesheet software, payroll services, benefits management, workers' compensation, and compliance services
May-23	Talent Management	PSG Equity	Prodoscore	Prodoscore provides employee visibility software including that provides solutions for the management of employees both in-office and remote
May-23	Talent Acquisition	HireVue (The Carlyle Group)	Modern Hire	Modern Hire provides a hiring platform with screening, assessment, interview, and workflow automation tools, utilizing AI, predictive analytics, and SaaS integration with HCM systems
May-23	Talent Acquisition	True (LLR Partners)	Jopwell	Jopwell provides a platform that connects minority professionals and students with companies to navigate their careers
May-23	Talent Acquisition	Fuse Cooperative	Gustav Technologies	Gustav Technologies aggregates small staffing agencies in a marketplace, providing temporary, contractor, temp-to-hire staffing, and direct hire services
May-23	Talent Management	Zone & Company Software Consulting	Infinet Cloud Solutions	Infinet Cloud Solutions offers cloud-based payroll solutions for the APAC market
May-23	Talent Acquisition	JobGet	Heroes Jobs	Heroes Jobs provides a video job application connecting seekers and employers, enabling users to answer pre-recorded questions and submit their responses
May-23	Talent Management	Edenred (ENXTPA:EDEN)	Reward Galaxy	Reward Galaxy provides an employee engagement hub offering recognitions, rewards, wellbeing, surveys, benefits and discounts that support talent acquisition, retention and values-driven growth
May-23	Talent Acquisition	X (f.k.a. Twitter)	Laskie	Laskie provides a freelancer hiring platform intended to help companies discover and work effectively with top freelancers, contractors, and agencies
May-23	Talent Acquisition	Andela	Casana	Casana provides IT freelancers to high-growth companies to accelerate product development
May-23	Talent Acquisition	Recruitics	Jamyr	Jamyr provides a video platform that automates and scales employee generated video content for recruiting and onboarding
May-23	Talent Management	Paycor HCM (NASDAQGS:PYCR)	Verb	Verb manages an online platform dedicated to building a social impact community, organizing competitions and offering prizes to address social and environmental challenges

## Select Capital Raises & M&A Transactions (Cont'd)

Date	Sub-Sector	Acquirer / Investor	Company	Target Description
May-23	Talent Management	Citation Group (Hg Capital & KKR)	HR Downloads	HR Downloads provides HR technology, HR content, and HR support solution for human resources industry
May-23	Talent Management	Humanforce (Accel-KKR)	intelliHR	intelliHR offers a comprehensive cloud-based people management platform with centralized HR data, automation, analytics, compliance, and solutions for performance, engagement, feedback, retention, and onboarding
Apr-23	Talent Acquisition	Fama Technologies (Silverton Partners)	Social Intelligence Corp.	Social Intelligence provides employee screening services, offering search and analysis of web and social data to find actionable employment insights and help companies leverage online data in their employment decisions
Apr-23	Talent Management	Mitrtech (Ontario Teachers' Pension Plan)	Infosoft Group Holding	Circa provides a SaaS recruitment platform, delivering solutions for recruitment advertising and OFCCP compliance on their online platform
Apr-23	Talent Management	Mitrtech (Ontario Teachers' Pension Plan)	Trakstar	Trakstar offers a cloud-based performance appraisal solution facilitating goal alignment, peer feedback, and convenient employee access to appraisals
Apr-23	Talent Management	Employee Navigator (JMI Equity)	Enrollease	Enrollease provides Ease, a benefits administration and HR software for small- and medium-sized businesses
Apr-23	Talent Acquisition	Radancy (New Mountain Capital)	Ascendify	Ascendify Corporation provides social recruitment for talent management that transform how companies attract, develop, and retain employees
Apr-23	Talent Management	AXIM Fringe Solutions Group	PERKS Convention	PERKS Convention organizes conferences for employers to find employee-centric perks, services, and amenities
Apr-23	WorkTech	Zoom Video Communications (NASDAQGS:ZM)	Workvivo	Workvivo provides a cloud-based internal communication software platform that helps companies to maximize employee engagement
Apr-23	Talent Management	Septeo	Listo	Listo provides a web-based payroll management software solutions that can be integrated into third-party software
Apr-23	Talent Management	Abacus Research	Umantis	Umantis provides web-based talent and performance management software, providing software to recruit, develop, place, and retain employees
Apr-23	Talent Management	FinFit Ops	Salary Finance	Salary Finance partners with employers to provide financial education and salary-linked loans, offering financial wellness solutions to promote employees' financial health
Apr-23	Talent Acquisition	HireRight (NYSE:HRT)	InquiroVitae	InquiroVitae provides candidate background check and annual employee screening services
Apr-23	Talent Acquisition	Future Venture Capital; Kyoshin Innovation; etc.	Yolo	Yolo provides an online job listing platform for foreign nationals living in Japan
Apr-23	Talent Acquisition	360 ONE Asset Management; Kalaari Capital	HerKey Restart Portal	HerKey, a career engagement platform in India, connects women with mentors, unlocking opportunities, learning, and communities for career growth
Apr-23	Talent Management	BFB Brandenburg Kapital; High-Tech; IMPACT 51	DearEmployee	DearEmployee provides a software tool to analyze mental stress at the place of work and to plan health and staff development measures
Apr-23	Talent Acquisition	ClearCompany (Gemspring Capital)	Growmotely	Growmotely provides a global platform for remote conscious work that connects professionals to culture-conscious companies
Apr-23	Talent Acquisition	Alberts Impact Capital; LaunchVic; Alice Anderson Fund	Circle In	Circle In provides an online portal for organizations to manage the parental leaves and return to work journey for their employees
Apr-23	Talent Management	Gotham Green Partners	Engin Sciences	Engin Sciences provides an AI and machine learning platform that provides virtual talent management system
Apr-23	WorkTech	BDev Ventures	Fichap	Fichap utilizes AI algorithms for efficient workforce management, tracking work hours, locations, and itineraries through a mobile app and dashboard, featuring facial recognition and streamlined communication

## Select Capital Raises & M&A Transactions (Cont'd)

Date	Sub-Sector	Acquirer / Investor	Company	Target Description
Mar-23	Talent Management	Bonfire Ventures; Operator Collective Management	TeamSense	TeamSense is a text-based digital platform that enhances productivity and connection with hourly workers
Mar-23	Talent Management	New Enterprise Associates; Jump Capital; Owl Ventures; etc.	Workera	Workera provides an upskilling platform through which it measures skills of technical and non-technical
Mar-23	Talent Management	Greenoaks Capital Partners	Rippling	Rippling provides a unified workforce management platform, offering workflow automation that automates HR, IT, and financial processes
Mar-23	Talent Acquisition	Dental Innovation Alliance	Cloud Dentistry	Cloud Dentistry provides a digital marketplace connecting dental offices with dental professionals through its on-demand booking and messaging features
Mar-23	Talent Acquisition	Prota Ventures; Verte Opportunity Fund; etc.	RiseKit	RiseKit connects entry to job candidates with jobs, training programs, and supportive services
Mar-23	Talent Management	Headline; Peak Capital; Acadian Ventures	AG5	AG5 offers a skill management software, offering critical communication, digital instructions, e-learning, HCM, SSO, microlearning, and shift planning
Mar-23	Talent Acquisition	Greylock Partners; Breyer Capital; Susa Ventures; etc.	HeadRace Technologies	Headrace Technologies provides a recruiting platform for employers to get access to a network of tenured recruiters via curated recommendations
Mar-23	Talent Management	Plymouth Management; PSG Equity; Rev1 Ventures	MentorcliQ	MentorcliQ provides an employee mentoring software system for recruiting, enrolling, matching, managing, and measuring mentoring participants
Mar-23	Talent Acquisition	Primera Capital	Glider AI	Glider AI provides an AI-based candidate hiring and monitoring software
Mar-23	Talent Management	Origin Ventures Group; Firework Ventures	Career Allies	Career Allies provides a human resources software platform that provides a medium to implement leave policy and avoid litigation
Mar-23	Talent Management	SoftBank	Rankmi	Rankmi creates a web platform for people management, aiding in measuring and enhancing the work climate within a company
Mar-23	Talent Acquisition	BetterPlace	Troopers Innovation	Troopers Innovation provides part-time recruitment, human resource management, and event consulting services through its digital HR solutions platform
Mar-23	Talent Acquisition	Clovers AI	TalVista	TalVista provides a SaaS platform addressing unconscious bias in hiring and providing educational curriculum mapping for K-12 faith-based schools
Mar-23	Talent Acquisition	Professional Diversity Network (NASDAQCM:IPDN)	RemoteMore	RemoteMore USA provides remote-hiring marketplace services for developers and companies
Mar-23	Talent Acquisition	Pairin	Savviest	Savviest provides an AI platform with features such as resumes, job tracker, career coaching for educators
Mar-23	Talent Management	Moorepay	Natural HR	Natural HR provides HR software, including a online employee management system to help companies manage their people and facilitate the management of remote employees who need to submit weekly timesheets
Mar-23	Talent Management	Anderson Anderson & Brown	Dominion Systems	Dominion Systems is a fully integrated, cloud-based software with payroll and human resources options. It supports a range of industries, including agriculture, car dealerships, health care and food and beverage
Mar-23	Talent Acquisition	Sterling Check Corp. (NASDAQGS:STER)	A-Check America	A-Check America provides employee screening, background checks, and drug testing programs
Mar-23	Talent Management	Bloomerang	InitLive	InitLive provides an all-in-one staff and volunteer management solution for programs and events
Mar-23	Talent Acquisition	Textkernel (Main Capital Partners)	Joboti	Joboti provides virtual recruitment assistant for candidate engagement

## Select Capital Raises & M&A Transactions (Cont'd)

Date	Sub-Sector	Acquirer / Investor	Company	Target Description
Feb-23	Talent Management	Leeds Equity Partners	Talent Neuron	Talent Neuron provides a labor market analytics tool that helps HR leaders to make data-based decisions
Feb-23	Talent Acquisition	WeAreDevelopers	4scotty	4scotty delivers technical recruiting services in Germany, catering to both companies and technical professionals
Feb-23	Talent Management	Empyrean Benefit Solutions	Enspire Learning	Enspire Learning provides an employee communication and engagement platform that integrates all employee communication into one app to reconnect employee experiences with brand
Feb-23	Talent Management	GoCo.io	WFHomie	WFHomie provides a platform for companies to enhance employee engagement and foster a distributed team culture, providing virtual experiences, team-building, and workshops
Feb-23	Talent Management	GSoft Group	Didacte	Didacte provides a web-hosted learning management system for small and medium-sized businesses
Feb-23	Talent Acquisition	Medline Industries	ShiftKey	ShiftKey provides a healthcare scheduling and credential platform, streamlining facility schedules, connecting with providers, and enabling professionals to manage shifts, timesheets, and credentials
Feb-23	WorkTech	Foundation Capital; January Ventures; etc.	Gable	Gable provides a platform that offers workspace-as-a-service to remote professionals
Feb-23	Talent Management	FirstMark Capital; Next Frontier Capital; Access Venture Partners; etc.	Smartly	Smartly provides a SaaS-based platform for peer-to-peer recognition and rewards
Feb-23	WorkTech	Invest Tech	Ahgora Sistemas	Ahgora Sistemas provides cloud solutions for personnel, HR, access control, and activities supporting strategic decisions, streamlining business management
Feb-23	Talent Management	Grotech Management; Lavrock Ventures; Osage Venture Partners	FOUNT Global	FOUNT Global assists in identifying the root cause of employee dissatisfaction so that organizations can prioritize what to fix in their environment
Feb-23	Talent Acquisition	BDC Capital; Real Investment Management; Pearson Ventures; etc.	Plum.io	Plum.io provides a software recruitment platform to match job candidates with companies
Feb-23	Talent Management	Seyen Capital; Tech Square Ventures; etc.	Kanarys	Kanarys' platform fosters collaboration between companies and employees on improving diversity, equity, and inclusion in the workplace
Feb-23	Talent Acquisition	Sukna Ventures; Almajdiah Company	Marn	Marn utilizes AI and machine learning to provide highly-effective recruitment solutions as Saudi's first flexible work platform
Feb-23	Talent Acquisition	ITI Growth Ventures; etc.	Growth Skills	Growth Skills connects brands with freelance sales professionals
Feb-23	Talent Management	Bowery Capital; Geek Ventures; Surface Venture	Performica	Performica provides an AI-based solution that helps organizations retain the best employees and automate HR best practises
Feb-23	Talent Management	Speedinvest; Wamda Capital; RAED Ventures	PalmHR	PalmHR provides a cloud based human resource management software
Feb-23	Talent Acquisition	Blue Heron Capital; BIP Capital; Audacious Capital	ShiftMed	ShiftMed provides a workforce management platform that connects hospitals, assisted living providers, and nursing facilities to licensed nurses
Feb-23	WorkTech	Storm Ventures; Blume Ventures; etc.	Atomicwork	Atomicwork provides employee experience platform that allow teams to find information and get help at work
Feb-23	Talent Management	Techstars; SHRM; Squadra VC.; Tedco	VirgilHR	VirgilHR provides human resource compliance software designed for organizations to make well-informed employment and labor law decisions without the need to research regulatory requirements
Feb-23	Talent Acquisition	FJ Labs; SaaS Venture Capital; Remarkable Ventures; etc.	Dalia	Dalia provides a recruitment marketing automation platform that helps employers get more qualified applicants for less



## Select Capital Raises & M&A Transactions (Cont'd)

Date	Sub-Sector	Acquirer / Investor	Company	Target Description
Feb-23	Talent Acquisition	BetterPlace	PT Myrobin	PT Myrobin provides an online recruitment platform, offering on-demand, pre-screened, and flexible workforce solutions for businesses
Feb-23	Talent Acquisition	S2 Verify	Yale Associates	Yale Associates offers a variety of screening products and services for hiring industries
Jan-23	Talent Management	Pine Labs	Saluto Wellness	Saluto Wellness provides a cloud based digital platform and solutions for companies to connect with, reward, recognize, and incentivize their employees
Jan-23	WorkTech	Deel	Capbase	Capbase provides digital governance platform that automate and streamline start up's legal paperwork
Jan-23	Talent Acquisition	Professional Diversity Network (NASDAQCM:IPDN)	Expo Experts	Expo Experts provides as a career fair company hosts job fairs specializing in STEM based employers across North America
Jan-23	Talent Acquisition	Sterling Check Corp. (NASDAQGS:STER)	Socrates	Socrates provides human resource services including criminal background checks, employment and education verifications, and credit checks
Jan-23	Talent Acquisition	Lorient Capital; Clearlake Capital; Health Velocity Capital; etc.	ShiftKey	ShiftKey offers a healthcare scheduling and credential platform, streamlining facility schedules, connecting with providers, and enabling professionals to manage shifts, timesheets, and credentials
Jan-23	Talent Acquisition	Kismet Capital Group	HeadHunter Group	HeadHunter Group provides an online recruitment platform in Russia, Kazakhstan, and Belarus, which offers employers and recruiters paid access to its CV database and job postings platform
Jan-23	Talent Management	NorthEdge Capital	Cezanne HR	Cezanne HR provides cloud-based human capital management software and payroll services
Jan-23	Talent Management	CrossLink Capital; Liberty City Ventures; Moonshots Capital; etc.	Cleary Technologies	Cleary Technologies provides a digital employee experience platform for distributed teams
Jan-23	Talent Management	Neuberger Berman; etc.	DailyPay	DailyPay provides a financial system platform, offering a digital wallet solution, including on-demand pay solutions
Jan-23	Talent Acquisition	HOLT Ventures; 1Sharpe Capital; etc.	Skillit	Skillit provides a data-driven recruiting platform for skilled, full-time construction labor
Jan-23	Talent Management	Andreessen Horowitz; Ludlow Ventures; Long Journey Ventures; etc.	Wingspan Networks	Wingspan Networks provides a payroll platform to onboard, pay, and support contractors
Jan-23	Talent Acquisition	Jesselson Capital; Entrée Capital; Ocean Azul Partners; etc.	Myinterview Solutions	Myinterview Solutions provides AI-based video interview platform
Jan-23	Talent Management	Microsoft Corporation & State of Bank India	Darwinbox	Darwinbox is cloud-based HR management platform, providing an HRMS that automates processes
Jan-23	Talent Management	Capital One Ventures	Canary Benefits	Canary Benefits provides an emergency relief platform that makes it easy for employers to raise and distribute tax-advantaged payments for workers experiencing financial hardships
Jan-23	Talent Acquisition	Par Equity; Techstart Ventures; Nile Hq	Gigged	Gigged provides a talent platform that connects companies with expert tech talent through our AI-driven internal and open talent marketplace software
Jan-23	Talent Acquisition	Beringea; Calculus Capital; Praetura Ventures	Arctic Shores	Arctic Shores offers HR management services, specializing in game-based assessments for predictive and unbiased hiring, providing insights on personality traits for recruitment and employee development
Jan-23	Talent Management	Inclusion Japan	Gebeya	Gebeya is an education tech and online software outsourcing marketplace company that provides specialized industry-specific training in software engineering, design, and digital
Jan-23	Talent Management	Atinum Investment; BonAngels Venture Partners; Kakao Ventures	Lemonbase	Lemonbase provides a SaaS-based performance management software to support the growth of companies and their employees

Recent Transaction Experience

Business Services & Technology

 has been acquired by  Advisor to Seller	 a division of  a portfolio company of  has been acquired by  Advisor to Seller	 a portfolio company of  has been acquired by  a portfolio company of  Advisor to Seller	 has been acquired by  a portfolio company of  Advisor to Seller
 has been acquired by  Advisor to Seller	 has completed growth equity financing with  Advisor to GLOBO	 has been acquired by  Advisor to Seller	 a portfolio company of  has completed a majority growth recapitalization with  Advisor to RVS

Healthcare

 has received an investment from  Advisor to Herspiegel	 has acquired  Advisor to Buyer	 has been acquired by  a portfolio company of  and  Advisor to Seller	 has received an investment from  Advisor to Deerfield
 has been acquired by  a portfolio company of  Advisor to Seller	 has merged with  a portfolio company of  Advisor to Pyxa	 has completed a majority recapitalization with  Advisor to Emmes	 has been acquired by  Advisor to Seller

Industrial & Industrial Technology

 has been acquired by  a portfolio company of  Advisor to Seller	 has combined with  a portfolio company of  Advisor to Azer	 has been acquired by  a portfolio company of  Advisor to Seller	 has merged with  Advisor to Deacon
 has acquired  Advisor to Buyer	 a portfolio company of  has been acquired by  Advisor to Seller	 a portfolio company of  has completed a senior debt financing with  Advisor to FST Technical Services	 a portfolio company of  has been acquired by  Advisor to Seller

Infrastructure

 has been acquired by  a portfolio company of  Advisor to Seller	 has been acquired by  a portfolio company of  Advisor to Seller	 a portfolio company of  has been acquired by an entity formed by  Advisor to Seller	 a portfolio company of  has been acquired by  Advisor to Seller
 has been acquired by  Advisor to Seller	 has been acquired by  Advisor to Seller	 has been acquired by  Advisor to Seller	 has divested certain assets of  to  Advisor to Seller

Delancey Street Partners

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### Footnotes

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1. Source: Gallup
2. Source: Gartner
3. Source: IBM Future of Work
4. Source: Harvard Business Review
5. Source: CapitalIQ and public SEC filings. All financial information is calendarized based on a December 31<sup>st</sup> year end.
6. Source: Earnings call transcripts.
7. Source: Federal Reserve Bank of St. Louis.
8. Source: Bureau of Labor Statistics. U-3 rate defined as total unemployed persons as a percent of civilian labor force. Data is seasonally adjusted.
9. Source: Bureau of Labor Statistics. U-5 rate defined as total unemployed persons, plus discouraged workers, plus all other persons marginally attached to the labor force, as a percent of the civilian labor force plus all persons marginally attached to the labor force. U-6 rate defined as total unemployed persons, plus all persons marginally attached to the labor force, plus total persons employed part time for economic reasons, as a percent of the civilian labor force plus all persons marginally attached to the labor force. Data is seasonally adjusted.
10. Source: CapitalIQ and the Federal Reserve Bank of St. Louis. Note, represents the period July 1, 2001 to July 1, 2022 and the U-6 unemployment rate.