

## FOCUS OVERVIEW

# HUMAN CAPITAL MANAGEMENT ONE OF THE MOST EXPERIENCED MIDDLE MARKET INVESTMENT BANKING TEAMS IN THE COUNTRY.

Welcome to the FOCUS Human Capital Management Group. Leveraging years of industry specific transaction experience, our bankers can confidently advise on mergers, acquisitions and raising capital for growing businesses across the business services industry.

## HUMAN CAPITAL MANAGEMENT OVERVIEW

The FOCUS Human Capital Management (HCM) team provides sell-side and buy-side M&A advisory services for lower-middle market workforce solution firms.


Like many FOCUS M&A advisors, the HCM team is comprised of professionals with relevant real world operating experience in the HCM industry. Our extensive proprietary database of leading HCM companies, includes HCM business owners, strategic buyers and private equity investors active in the space.

FOCUS clients benefit from our deep industry relationships and inside knowledge of current valuations and deal structures.

## AREAS OF FOCUS

- Contract Staffing
- Recruiting / Recruitment Process Outsourcing (RPO)
- eLearning / Training / LMS
- HR Tech / SAAS Platforms
- PEO / Payroll
- VMS Platform Solutions
- Employment Screening Services
- Employee Benefits Solutions / Services

## SAMPLE TRANSACTIONS

<p>Your investment appears as a matter of record only.</p>  <p>Has been acquired by <b>Vienna Parent Corporation</b> an iWate company of <b>BCforward</b></p> <p>The undersigned initiated this transaction, assisted in the negotiations, and acted as financial advisor to TSR Consulting Services.</p> 	<p>Your investment appears as a matter of record only.</p>  <p>Has been acquired by <b>TALENT GROUP</b></p> <p>The undersigned initiated this transaction, assisted in the negotiations, and acted as financial advisor to Queen Consulting Group.</p> 	<p>Your investment appears as a matter of record only.</p>  <p>Has been acquired by <b>TALENT LAUNCH</b></p> <p>The undersigned initiated this transaction, assisted in the negotiations, and acted as financial advisor to Helpmates Corporation.</p> 	<p>Your investment appears as a matter of record only.</p>  <p>Has been acquired by <b>ISG</b></p> <p>The undersigned initiated this transaction, assisted in the negotiations, and acted as financial advisor to Neuralify, LLC.</p> 
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## TEAM CONTACTS

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## FOCUS OVERVIEW

# A LEADING MIDDLE-MARKET INVESTMENT BANK WITH DEEP INDUSTRY EXPERTISE NATIONWIDE FOOTPRINT AND GLOBAL REACH

## ABOUT US

Combining more than 40 years of M&A advisory experience, FOCUS Investment Banking drives results for middle marketing clients across 11 coverage groups. With over 50+ professionals, FOCUS boasts a nationwide footprint and access to foreign markets through 36 global partnerships.

## WHO WE ARE

- Middle market investment bank since 1982; serving clients from \$10-\$300M in transaction size
- Nationwide presence with 30+ bankers and 15+ staff and advisors
- Deep industry experience in targeted industry verticals
- M&A Worldwide partner firm, providing FOCUS clients local expertise—globally

## WHAT WE DO

**Sell Side**

FOCUS delivers superior results with a systematic, comprehensive sales advisory process targeting the optimal acquirer for each client's business.

**Buy Side**

FOCUS helps companies grow via targeted acquisition campaigns that reach a wide variety of companies, including companies not actively for sale.

**Capital Raise**

FOCUS arranges debt and/or equity financing to help fuel client growth.

**Industry Practice Areas**

Advanced Manufacturing  
Automotive Aftermarket  
Business Services  
Consumer  
Food & Beverage  
Government & Defense  
Industrials & Energy  
Healthcare  
Supply Chain  
Technology Services  
Telecom

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CONDUCTED OVER  
**250**  
TRANSACTIONS FIRMWIDE

OVER  
**40**  
YEARS OF MIDDLE MARKET  
EXPERIENCE

## WHY FOCUS

- Bankers have a deep C-level industry operating experience, that optimizes our deal execution
- Customized approach that is tailored to meet each client's objectives
- All engagements are run by senior bankers
- Dedicated senior research team with premier research tools and databases, providing superior research capabilities
- Proven track record of success with strong references