

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.

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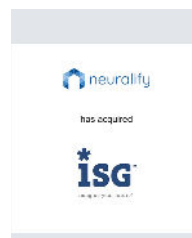
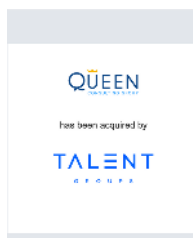
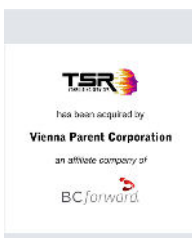
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AREAS OF FOCUS

- 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



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
- Seamless cross-border transaction capabilities giving clients access to global buyers, investors, and opportunities in today's dynamic international market.

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

CONDUCTED OVER
250
TRANSACTIONS FIRMWIDE

WHY FOCUS

- **Deep Operating Expertise:** Our senior bankers bring real-world C-level operating experience, giving us unique insight into your business—and how to position it for maximum value.
- **Senior-Level Attention—Start to Finish:** Every engagement is led by a senior banker who remains hands-on throughout the process, ensuring experience and accountability at every step.
- **Tailored Strategies, Not Templates:** No two businesses are alike. We customize each process to align with your goals, timeline, and legacy.
- **Best-in-Class Research Power:** Our in-house research team leverages top-tier data platforms and proprietary insights to uncover the right buyers, investors, or targets others might miss.
- **Proven Results Across Industries:** With hundreds of successful transactions and satisfied clients, our track record speaks for itself—ask us for references.

OVER
40
YEARS OF MIDDLE MARKET
EXPERIENCE