

Standing Out in the Staffing M&A Market

Bret Schoch, Managing Director
Baird

BAIRD GLOBAL INVESTMENT BANKING

Standing Out in the Staffing M&A Market

Bret Schoch
Managing Director

Don McCuniff
Vice President

May 2023

Baird's Long-Standing Commitment and Leadership in the Human Capital Management Landscape

30 YEAR COMMITMENT TO HCM...

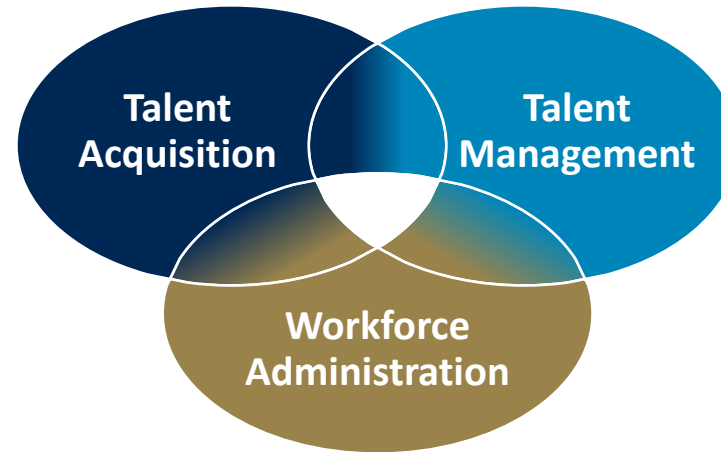
115+
Transactions Completed

\$26B
In Total Deal Value

\$100M+
~60% of M&A Deals EV

~25%
Cross-border and European Deal Value

...ACROSS ALL MAJOR SEGMENTS...




Bret Schoch
Managing Director



Don McCunniff
Vice President

A Proud Partner to Leading Providers





The Staffing M&A Market

What does it take to be a winner?

The Best Outcomes Come From Having a Great “Core” ...

CORE ALL-STARS



Rizzo



Bryant



Baez



Lester



Arrieta



Maddon

...Supplemented by Key Differentiators

CORE ALL-STARS



Rizzo



Bryant



Baez



Lester



Arrieta



Maddon

DIFFERENTIATORS



Chapman



Fowler



Zobrist



Heyward

Having a Great Core in the Staffing Industry Means...

Great People



Great Service



Great Culture



...But You Still Need Differentiators to Win



**GREAT
PEOPLE**

**GREAT
SERVICE**

**GREAT
CULTURE**

Differentiators in the Staffing Industry

SPECIALIZATION



**GREAT
PEOPLE**

**GREAT
SERVICE**

**GREAT
CULTURE**

Differentiators in the Staffing Industry

SPECIALIZATION



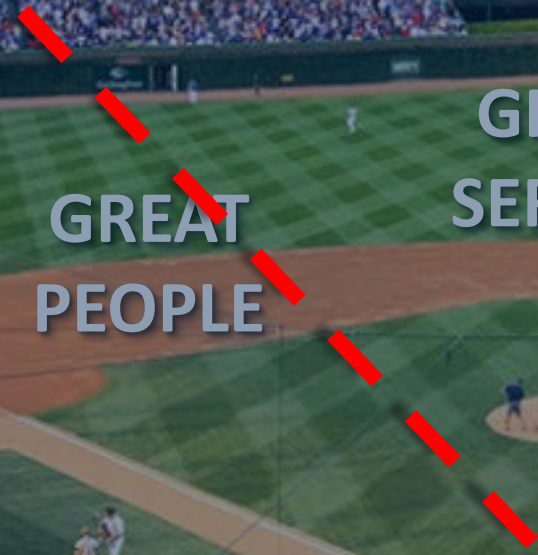
**CLIENT
RELATIONSHIPS**



**GREAT
PEOPLE**

**GREAT
SERVICE**

**GREAT
CULTURE**



Differentiators in the Staffing Industry

SPECIALIZATION



**CLIENT
RELATIONSHIPS**



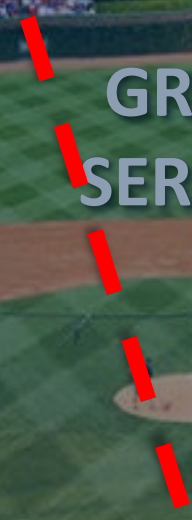
**RECRUITING
STRATEGY**



**GREAT
PEOPLE**

**GREAT
SERVICE**

**GREAT
CULTURE**



Differentiators in the Staffing Industry

SPECIALIZATION



**CLIENT
RELATIONSHIPS**



**RECRUITING
STRATEGY**



**TECH
INVESTMENT**



**GREAT
PEOPLE**

**GREAT
SERVICE**

**GREAT
CULTURE**



Differentiators in the Staffing Industry

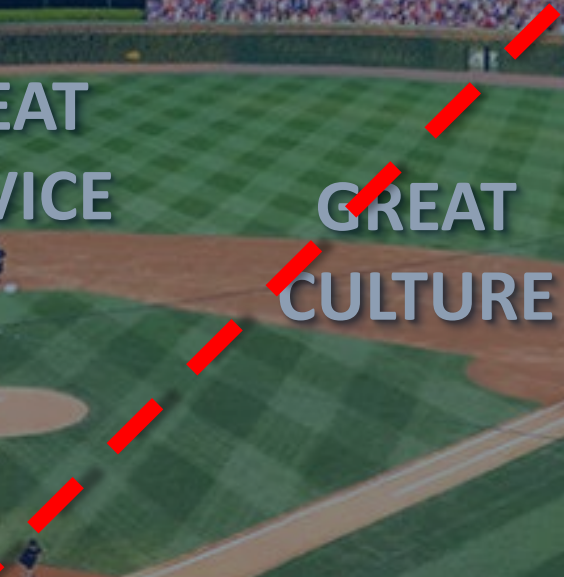
- SPECIALIZATION
- CLIENT RELATIONSHIPS
- RECRUITING STRATEGY
- TECH INVESTMENT
- LEADERSHIP GROOMING



GREAT PEOPLE

GREAT SERVICE

GREAT CULTURE



Differentiators in the Staffing Industry

SPECIALIZATION

**CLIENT
RELATIONSHIPS**

**RECRUITING
STRATEGY**

**TECH
INVESTMENT**

**LEADERSHIP
GROOMING**

**PERFORMANCE
MANAGEMENT**



**GREAT
PEOPLE**

**GREAT
SERVICE**

**GREAT
CULTURE**

The Effort is Worth the Outcome



Thank You

BEST-IN-CLASS INVESTMENT BANKING ADVISORY PLATFORM



Bret Schoch
Managing Director



Don McCunniff
Vice President

BAIRD

Senior-level attention and focus

BAIRD

Superior market intelligence

BAIRD

Unique teamwork approach

BAIRD

High quality engagements

BAIRD

Nuanced processes