

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.

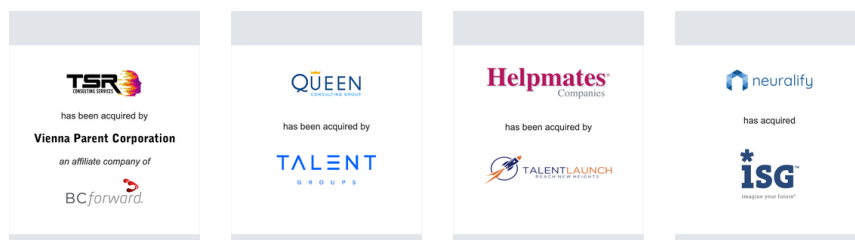
Like many FOCUS M&A advisors, the HCM team is comprised of professionals with relevant real world operating experience in the HCM industry. Our extensive proprietary database of leading HCM companies, includes HCM business owners, strategic buyers and private equity investors active in the space.

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



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 delivers results for middle-market clients across 11 industry coverage groups. With a team of over 60 banking professionals supported by senior advisors and specialists in operations, research, compliance, and marketing, FOCUS provides clients with comprehensive expertise and seamless execution.

WHO WE ARE

- Established middle-market investment banking platform with offices in the United States, Ireland, and the United Kingdom.
- Specialized in strategic transactions ranging from \$10 million to \$150 million.
- 60+ banking professionals across North America and Europe supported by operations, research, compliance, and marketing support staff.
- Named #1 on Axial's Top 20 Lower Middle Market Investment Banks.
- Member of M&A Worldwide, providing access to a global network of strategic buyers and investors.
- FOCUS Securities LLC is a registered broker/dealer and member of FINRA/SIPC.

Industry Practice Areas

Agribusiness & Food
Automotive
Business Services
Consumer
Energy
Fintech
Government & Defense
Healthcare
Manufacturing
Technology Services
Telecom

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.

CONDUCTED OVER
1000
TRANSACTIONS FIRMWIDE

OVER
40
YEARS OF MIDDLE MARKET
EXPERIENCE

OFFICES IN
U.S. | Ireland | U.K.

WHY FOCUS

- **Deep Operating Expertise:** Senior bankers with real C-suite experience.
- **Senior-Level Attention—Start to Finish:** Hands-on senior leadership throughout.
- **Tailored Strategies, Not Templates:** Customized to your goals and timeline.
- **Best-in-Class Research Power:** Proprietary research that finds the right opportunities.
- **Proven Results Across Industries:** Hundreds of successful transactions.