

Management Consulting

INDUSTRY SUMMARY

COGENT VALUATION identified **Management Consulting** publicly traded companies, IPOs, and recent M&A transactions within the Management Consulting industry, which provides a basis for market and transaction pricing that can be used by your firm in estimating market sentiment and its impact on your firm's value. Over the last year since June 30, 2019, the median 52-week share price return of the Management Consulting industry was 27.5%. Between June 30, 2019 and June 30, 2020, the median EV/EBITDA multiple increased from 10.3 to 11.8. However, the median price-to-earnings multiple decreased from 21.0 to 19.8 over the same period. The median revenue growth and EBITDA margins for the industry for the quarter were 2.0% and 10.0%, respectively.

Public Company Key Statistics

Median 52-Week
Return

27.5%

Median 3-Year CAGR
Return

13.6%

Median EV/Revenue
Multiple

1.2x

Median EV/EBITDA
Multiple

11.8x

Median Price/Earnings
Multiple

19.8x

Median EV/Gross CF
Multiple

17.4x

Comparable Public Company Market Price Returns as of June 30, 2020

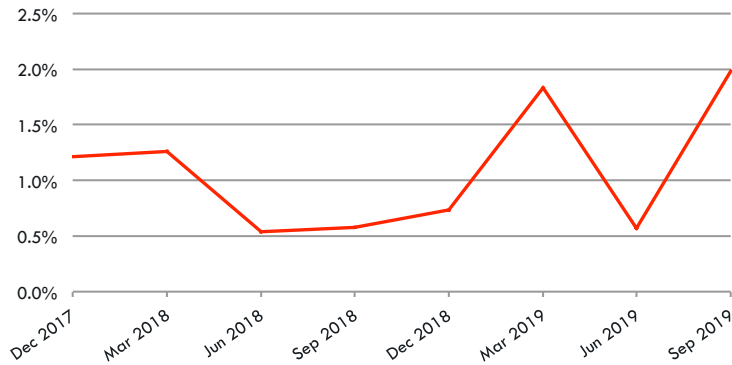
| | 2020 | 3 Month | 1 Year | 2 Year | 3 Year | 2019 | 2018 | 2017 |
|--|--------|---------|--------|--------|--------|--------|--------|--------|
| Booz Allen Hamilton Holding Corporation | 30.2% | 30.2% | 9.8% | 13.5% | 5.7% | 16.9% | 16.3% | 38.5% |
| Cebu Air, Inc. | -35.2% | -35.2% | -6.7% | 1.4% | 6.6% | 7.0% | -8.4% | 81.7% |
| CRA International, Inc. | 11.7% | 11.7% | 44.0% | 14.2% | 22.8% | 96.2% | -38.5% | 53.1% |
| Forrester Research, Inc. | 3.8% | 3.8% | 6.2% | 4.3% | 2.9% | 50.8% | -27.6% | 2.9% |
| Franklin Covey Co. | 14.0% | 14.0% | 25.9% | -2.5% | 3.0% | 20.4% | -13.5% | -2.6% |
| FTI Consulting, Inc. | 70.4% | 70.4% | -14.1% | -7.9% | -4.7% | 30.1% | -10.3% | -6.1% |
| Heidrick & Struggles International | 37.9% | 37.9% | 28.9% | -8.7% | 1.7% | -11.3% | 18.1% | 14.4% |
| Huron Consulting Group Inc. | 22.1% | 22.1% | -28.5% | -21.5% | -20.1% | -14.7% | -13.1% | 9.1% |
| ICF International, Inc. | 43.7% | 43.7% | 15.2% | 16.2% | -4.9% | 55.2% | -13.2% | 18.1% |
| MDC Partners Inc. | -57.4% | -57.4% | -45.9% | -29.1% | 48.9% | -69.8% | -4.4% | -10.9% |
| Navigant Consulting, Inc. | 18.8% | 18.8% | 22.4% | 15.3% | -25.9% | 63.0% | 4.5% | -19.9% |
| PFSweb, Inc. | -0.4% | -0.4% | -13.1% | -22.8% | -12.6% | -34.0% | 1.7% | 39.6% |
| Median of Industry Public Companies | 12.9% | 12.9% | 9.8% | -2.5% | 2.3% | 16.9% | -8.4% | 9.1% |

Multiple year periods are calculated as the average annual return.

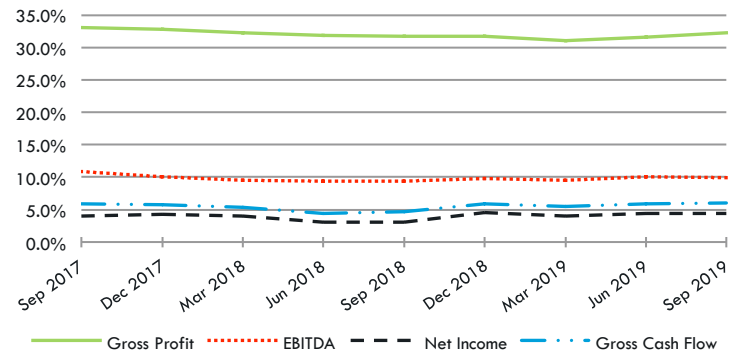
■ Highest Return
 ■ Lowest Return
 ■ Median Return

Industry Revenue Growth and Profit Margins for the Past Two Years

Median Quarterly Revenue Growth of All Management Consulting Companies



Median Gross Profit, EBITDA, Net Income, and Gross Cash Flow Margins



Public Company Median Multiples by Quarter

| | 6/30/20 | 3/31/20 | 12/31/19 | 9/30/19 | 6/30/19 | 3/31/19 | 12/31/18 | 9/30/18 |
|-------------------------------------|---------|---------|----------|---------|---------|---------|----------|---------|
| EV/Revenues Multiple | 1.2x | 1.2x | 1.1x | 1.0x | 1.1x | 1.1x | 1.1x | 1.1x |
| EV/EBITDA Multiple | 11.8x | 11.8x | 10.3x | 10.4x | 10.8x | 11.2x | 10.1x | 10.3x |
| Price/Earnings Multiple | 19.8x | 18.5x | 15.1x | 15.1x | 21.3x | 19.0x | 22.8x | 22.5x |
| EV/Gross Cash Flows Multiple | 17.4x | 18.3x | 15.8x | 14.6x | 22.0x | 17.5x | 18.9x | 20.6x |

■ Highest Multiple
 ■ Lowest Multiple
 ■ Median Multiple

Industry Initial Public Offerings—Management Consulting (dollars in millions, except share prices)

| Offer Date | Company Name | Offer Price | Shares Offered | Amount Raised | Total Assets | Debt | LTM Revenues | LTM EBITDA | LTM Net Income | LTM Cash Flows |
|------------|--|-------------|----------------|---------------|--------------|-----------|--------------|------------|----------------|----------------|
| 6/7/20 | Frontier Management Inc. | \$19.95 | 0.2 | \$7.0 | \$2,136.0 | \$588.0 | \$34.4 | \$0.0 | \$179.0 | \$0.0 |
| 5/22/20 | Management Solutions Co.,Ltd. | \$18.78 | 14.0 | \$238.0 | \$3,082.1 | \$1,474.9 | \$22.2 | \$0.0 | \$49.2 | \$388.7 |
| 12/2/19 | Lex Nimble Solutions Limited | \$0.88 | 4.2 | \$54.2 | \$101.5 | \$0.0 | \$0.3 | \$336.6 | \$10.0 | (\$2.3) |
| 9/29/19 | G-Factory Co.,Ltd. | \$31.91 | 7.8 | \$74.2 | \$187.8 | \$19.7 | \$17.5 | (\$4.1) | \$21.3 | \$24.6 |
| 11/16/18 | Booz Allen Hamilton Holding Corporation | \$17.00 | 2.9 | \$29.0 | \$37.8 | \$1.0 | \$5,323.1 | \$24.3 | \$0.8 | \$6.3 |
| 5/19/18 | ReachLocal, Inc. | \$13.00 | 4.7 | \$56.0 | \$171.2 | \$64.9 | \$224.0 | \$4.7 | (\$0.1) | \$10.8 |
| 5/4/18 | Charm Communications Inc. | \$9.50 | 5.0 | \$77.5 | \$55.5 | \$10.1 | \$123.7 | \$8.0 | \$7.6 | \$26.3 |
| 9/27/18 | Median of all IPOs | nm | nm | \$65.1 | \$179.5 | \$42.3 | \$123.7 | \$15.3 | \$15.7 | \$17.7 |

Multiple year periods are calculated as the average annual return.

■ Highest Return ■ Lowest Return ■ Median Return

Size of Recent Merger and Acquisition Transactions for a Majority Stake (dollars in millions)

| Transaction Date | Target | Acquirer | Transaction Size | % Bought | LTM Revenues | EV/ Revenues |
|------------------|--------------------------------|--|------------------|----------|--------------|--------------|
| 6/2/20 | Projects Assured Pty Ltd | DWS Limited | \$31.8 | 100% | N/A | N/A |
| 4/28/20 | Cartesian, Inc. | Blackstreet Capital Management, LLC | \$11.5 | 100% | \$50.8 | N/A |
| 12/5/19 | Airlie Funds Management | Magellan Financial Group | \$114.8 | 100% | N/A | N/A |
| 2/19/19 | SQS Software Quality Systems | Assystem Technologies SA | \$436.2 | 100% | \$378.0 | 1.5x |
| 2/2/18 | Orchard Marketing Pty. Ltd. | Enero Group Limited | \$21.4 | 100% | N/A | N/A |
| 11/15/18 | Eons Global Holdings Pte. Ltd. | N/A | \$1.4 | 100% | N/A | 0.9x |
| 7/12/18 | Vynamic, LLC | UDG Healthcare plc | \$32.0 | 100% | N/A | N/A |
| 7/6/17 | Sentensia Q AB | B3IT Management AB (nka:B3 Consulting Group AB (publ)) | \$3.0 | 100% | N/A | 0.6x |
| 6/20/17 | ProofID Limited | PEGRight, Inc. | \$5.0 | 100% | N/A | 0.2x |
| 5/8/17 | Jibe Consulting, Inc. | The Hackett Group, Inc. | \$20.0 | 100% | N/A | 0.6x |
| 1/6/17 | The Investment Firm Pte. Ltd. | Sino Holdings (S'pore) Pte Ltd | \$1.4 | 100% | N/A | 2.2x |
| 12/31/15 | R.A.S. Associates, Inc. | Perficient, Inc. | \$13.5 | 100% | \$9.0 | N/A |

■ USA
 ■ International
 ■ Highest
 ■ Lowest
 ■ Median

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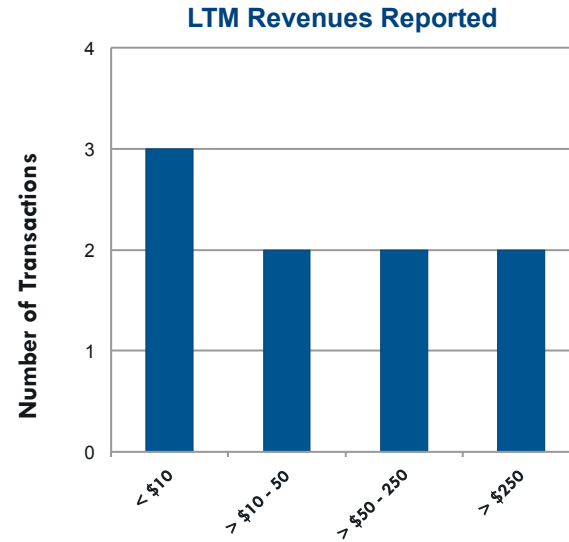
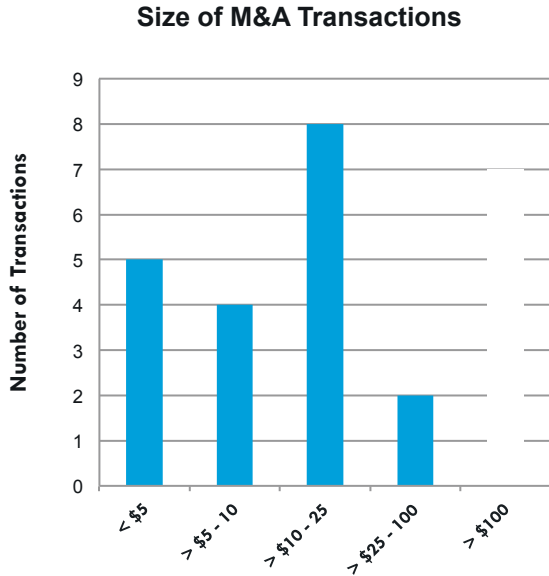
Size of Recent Merger and Acquisition Transactions for a Majority Stake (dollars in millions)

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| Transaction Date | Target | Acquirer | Transaction Size | % Bought | LTM Revenues | EV/ Revenues |
|---|------------------------------------|---------------------------|------------------|-------------|--------------|--------------|
| 11/4/15 | Horwath Consulting Services | Shiji (Hong Kong) Limited | \$10.0 | 75% | N/A | N/A |
| 8/25/15 | Kerensen Consulting SAS | Salesforce.com, inc. | \$24.2 | 100% | \$17.0 | 1.4x |
| 7/28/15 | Agora Group, Inc. | Virtusa Corporation | \$7.5 | 100% | N/A | N/A |
| 7/27/15 | ThinOps Resources, LLC | Code Rebel Corp | \$9.3 | 100% | \$1.9 | 4.9x |
| 6/3/15 | Trissential, LLC | SQS Software Quality | \$30.9 | 100% | \$32.3 | 1.0x |
| 11/27/14 | Sandra Hartog & Assc. | BTS USA, Inc. | \$6.6 | 100% | N/A | N/A |
| 11/3/14 | VERTEX Incorporated | Ebix Inc. | \$29.0 | 100% | N/A | N/A |
| Median of the 20 M&A Transaction Targets | | | \$22.7 | 100% | N/A | N/A |

USA
 International
 Highest
 Lowest
 Median

Size of Recent Merger and Acquisition Transactions for a Majority Stake (dollars in millions)



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Definitions of Financial Terms Used in this Quarterly Industry Update:

Enterprise Value (EV): Market Value of Equity + Market Value of Debt —Cash

Earnings Before Interest, Taxes, Depreciation and Amortization (EBITDA): Profitability metric sometimes also referred to as operating profit or operating earnings.

Gross Cash Flows: Net Income + Depreciation and Amortization Expense

Latest Twelve Months (LTM): Financial information is as of the latest twelve months through the date of this Quarterly Industry Update.

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