

# CHILDS

## ADVISORY PARTNERS

### Quarterly Business Services Update

Q3 2009

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#### News and Events

##### 12/9 – 12/10

Cooper Mills, Partner, is speaking at the RPO Summit 2009 in Las Vegas (visit our website below for details)

##### 11/5

CHILDS hosted its 1<sup>st</sup> Annual IT Services & Outsourcing Summit in Atlanta

##### 11/5

CHILDS advised Unify 4 Life on a strategic partnership with a major electronics distributor

##### 10/11 – 10/15

CHILDS attended Oracle OpenWorld conference in San Francisco (visit our website below for details)

##### 9/29

CHILDS advises American Cybersystems in its acquisition of SURVIS Group (visit our website below for details)

##### 9/14

CHILDS advises Ariston Consulting on its sale to Black & Veatch (visit our website below for details)

##### 8/31

CHILDS advises MDI on the sale of its finance and accounting staffing business to UHY Advisors

For additional information, please visit [www.childsadvisorypartners.com](http://www.childsadvisorypartners.com)

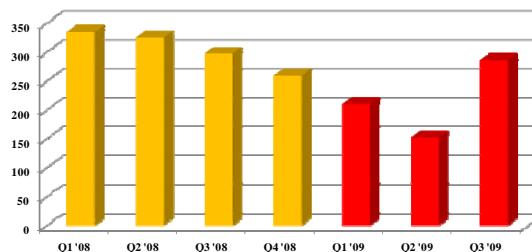
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After six quarters of declining M&A activity, it appears that M&A activity is on its way back. Hoping that this is sustainable, I have now reinstated allowances for my three kids and am allowing the team at CHILDS to once again have free water in the office. Several major deals in Q3 indicate that big buyers are feeling better about the outlook for 2010.

Business Services M&A Activity by Volume



In Staffing, Adecco's purchase of MPS Group is part of a continuing trend of the big firms buying and growing into professional staffing where margins and growth rates appear to be more attractive than traditional clerical/light industrial. The valuation for this deal (in excess of 20x 2009 EBITDA) was too attractive for MPS to turn down and gives insight that Adecco sees good times ahead.

In IT Services, Perot Systems was sold to Dell and Xerox bought ACS. Both Perot and ACS had a significant amount of outsourcing revenue and the acquisitions continued the high-level "IBM Strategy" of hardware-centric players moving into services.

#### What does this mean for M&A activity in the lower-mid market?

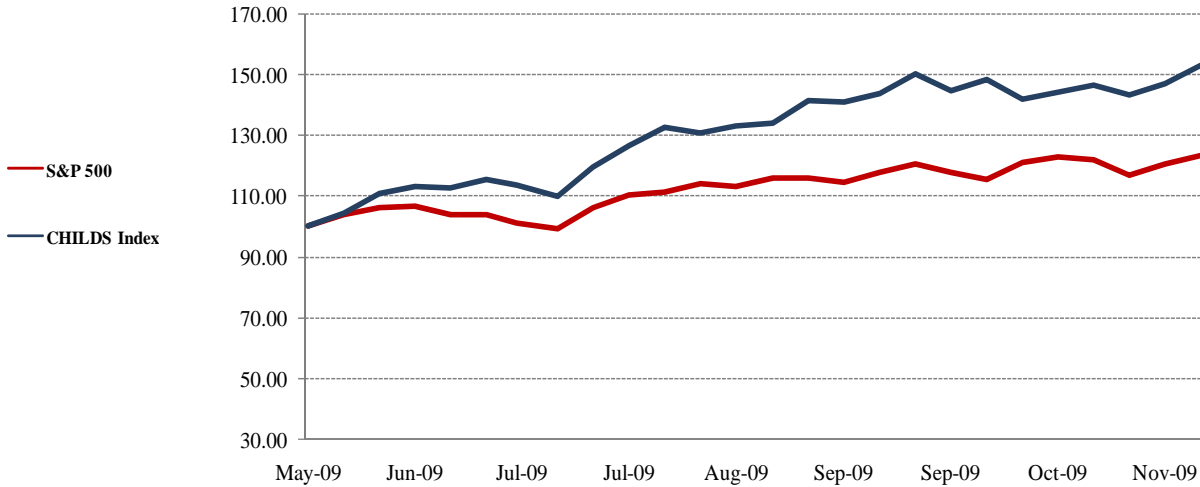
Closer to ground level, we are seeing lower-mid market (transactions under \$300 million) M&A activity begin to accelerate. We speculate that there are several reasons for this:

1. Improving visibility and revenue momentum: buyers are feeling more comfortable that 2010 will be better than 2009.
2. Sense that this is the "low point": as our sequential revenue trends show, quarter to quarter revenues hit a low point in Q2 and began to stabilize. This phenomenon has sparked interest from foreign buyers and private equity.
3. Pent-up seller demand: it was nearly impossible to find active buyers at good prices from Q3 2008 to Q3 2009. Those owners interested in selling or recapitalizing had to wait and now they are seeing some daylight.
4. Proposed capital gains increases: it is viewed as inevitable that 15% federal long-term capital gains rates are going away. They are expected to increase by 5%-15% in 2011+, thus selling in 2010 may make sense.

While the recovery may be a gradual one and credit is still not flowing like it was in 2006, we have seen strength in private company financial results and are feeling much more positive. We hope you are too! Good luck to all for a prosperous and happy ending to 2009!

## Business Services Market Update

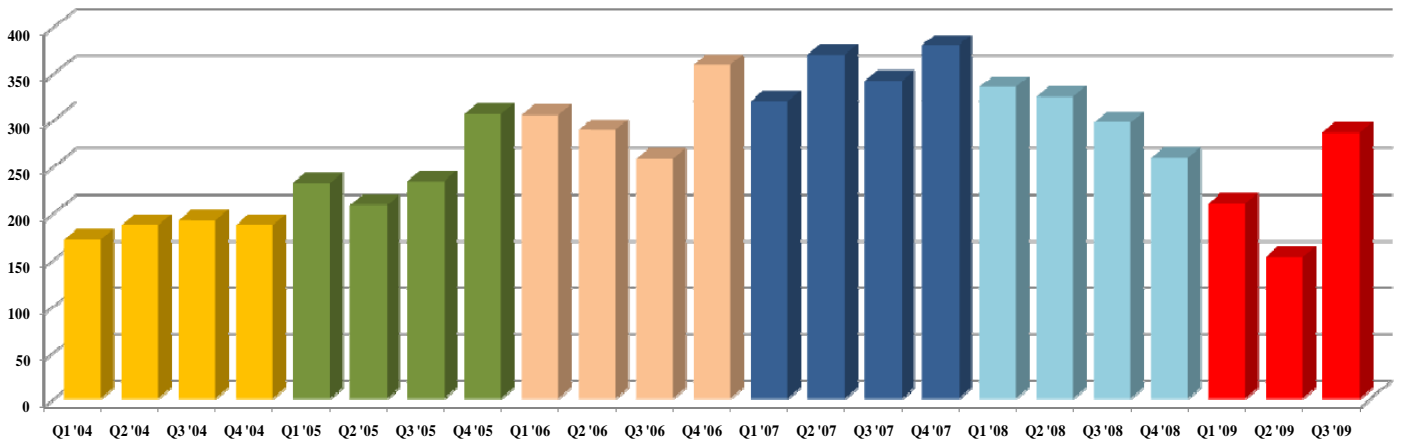
CHILDS Advisory Partners (“CHILDS”) tracks a list of publicly traded companies in the sectors we follow to gain a better understanding of each sector’s performance. Since May 2009, the overall index has outperformed the S&P 500; another indication that prospects for these segments are improving.



*Note: CHILDS index is made up of select public companies in the following sectors: IT Services, Professional Services, Staffing, Collections/Teleservices/Marketing Services and Industrial Services.*

Overall, CHILDS noted a significant increase in business services M&A activity for the third quarter of 2009. We expect to see this increase in M&A activity to continue well into 2010.

### Business Services M&A Deals by Quarter (2004 – Q3 2009)



Source: CHILDS database and Capital IQ.

## Sector Update –IT Services

### Mergers and Acquisitions:

In the third quarter of 2009, CHILDS noted a total of 191 IT services deals, compared to 191 transactions in the same period of the prior year. This quarter we also noted a significant increase in M&A activity compared to the first two quarters of 2009. This is an early signs of recovery as we head into the fourth quarter.

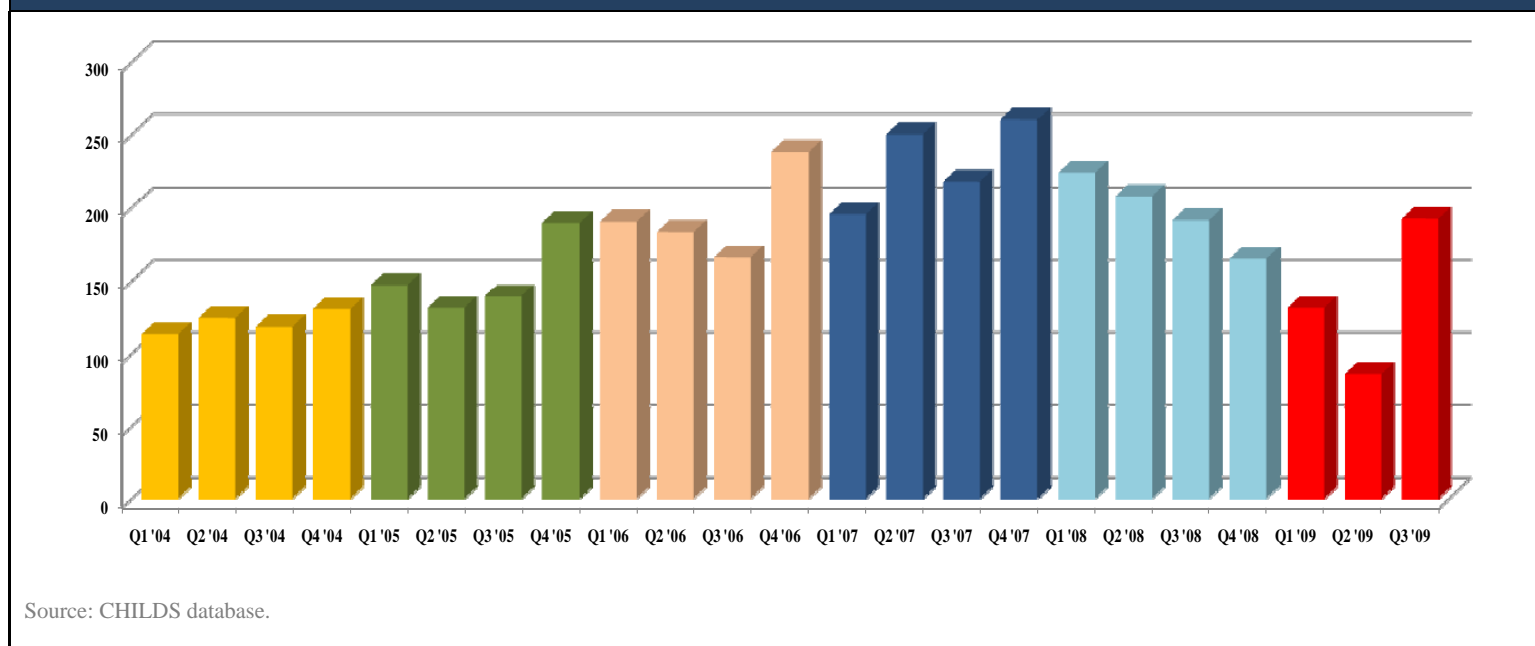
While large M&A deals are getting done at robust multiples, mid-market private deals are still around 5x-7x EBITDA. Notable deals include Software AG's acquisition of ids Scheer AG, Xerox Corporation's acquisition of Affiliated Computer Services Inc, and Dell's acquisition of Perot Systems.

### Highlighted Transactions:

Date Announced	Seller	Buyer	Enterprise Value (\$mm)	Target Description/Comment
07/14/09	ids Scheer AG	Software AG	720	Provides ARIS platform, ARIS training, and maintenance and support services.
07/17/09	Affiliated Computer Services, Inc.	Xerox Corp.	8,803	Provides business process outsourcing and IT services to commercial and government clients in the United States
09/20/09	Perot Systems Corp.	Dell Inc.	4,101	Provides IT services and business solutions worldwide.
09/28/09	Pomeroy IT Solutions	Platinum Equity	42	Provides IT staffing and solutions in the United States.

On the heels of the ACS and Perot deals, we project M&A activity to pick up substantially in 2010 as values recover and optimism returns.

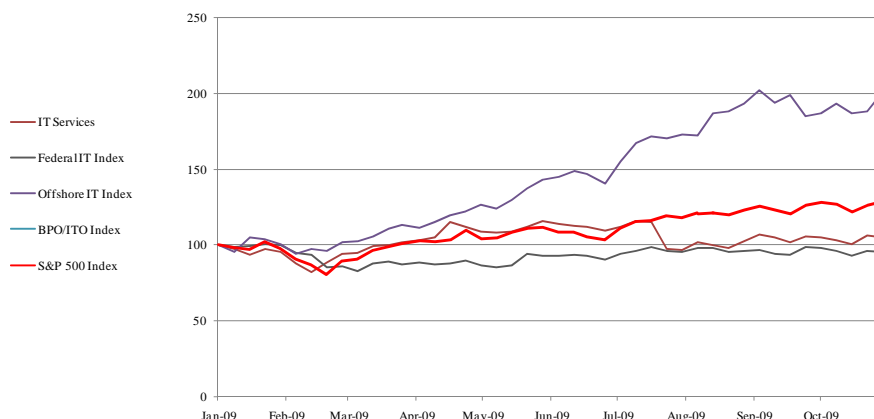
### IT Services M&A Deals by Quarter (2004 – Q3 2009)



## Sector Update – IT Services (cont'd)

### Public Company Stock Performance:

Led by the offshore sector, the IT services stock index has outperformed the S&P 500 index since the beginning of this year.



### Mid-Market IT Services

EBITDA multiples stayed consistent at around 6.0x~7.0x over the past two quarters.

Company Name	Stock Price <sup>(2)</sup>	% of 52 Wk High	Enterprise Value /	
			LTM Revenue <sup>(1)</sup>	LTM EBITDA <sup>(1)</sup>
CIBER, Inc.	\$3.18	56.2%	0.3x	5.5x
Diamond Management & Technology	\$7.39	93.8%	0.8x	NM *
Edgewater Technology Inc.	\$2.75	82.3%	0.2x	NM *
eLoyalty Corp.	\$7.44	71.1%	0.9x	NM *
Intelligroup Inc.	\$2.94	93.3%	0.8x	6.7x
Perficient Inc.	\$8.15	85.8%	1.1x	21.6x *
Sapient Corp.	\$7.02	77.8%	1.1x	10.2x
TechTeam Global Inc.	\$7.09	72.4%	0.3x	3.9x
<b>Average</b>		<b>79.1%</b>	<b>0.7x</b>	<b>6.6x</b>

### Federal IT

The Federal IT Services sector continues to trade at healthy levels. EBITDA multiples are around 7.5x this quarter, compared to around 8.0x at the end of the second quarter 2009.

Company Name	Stock Price <sup>(2)</sup>	% of 52 Wk High	Enterprise Value /	
			LTM Revenue <sup>(1)</sup>	LTM EBITDA <sup>(1)</sup>
CACI International Inc.	\$47.73	95.8%	0.6x	7.7x
Dynamics Research Corp.	\$11.84	82.7%	0.6x	5.9x
DynCorp International Inc.	\$16.60	75.4%	0.4x	5.4x
ICF International Inc.	\$28.40	91.5%	1.0x	10.7x *
ManTech International Corp.	\$44.98	74.2%	0.8x	8.2x
NCL, Inc.	\$28.70	83.8%	0.9x	10.8x *
SAIC, Inc.	\$18.45	90.4%	0.7x	8.2x
SRA International Inc.	\$18.13	78.4%	0.7x	7.7x
Stanley, Inc.	\$28.08	77.2%	1.0x	9.5x
<b>Average</b>		<b>83.3%</b>	<b>0.7x</b>	<b>7.5x</b>

### Offshore IT

Offshore IT Services stocks have continued strong gains compared to the prior quarter. Cognizant had an excellent Q3 earnings report. EBITDA multiples improved slightly from 9.6x in the second quarter of 2009 to 10.5x this quarter.

Company Name	Stock Price <sup>(2)</sup>	% of 52 Wk High	Enterprise Value /	
			LTM Revenue <sup>(1)</sup>	LTM EBITDA <sup>(1)</sup>
Cognizant Technology Solutions Corp.	\$44.83	99.6%	3.8x	17.7x
HCL Technologies LTD	\$336.10	95.9%	2.2x	10.9x
iGATE Corp.	\$9.29	94.2%	2.2x	11.3x
Infosys Technologies Ltd.	\$2,358.80	97.7%	5.5x	16.1x
Ness Technologies Inc.	\$5.61	67.0%	0.4x	8.1x
Palm Computer Systems Ltd.	\$505.45	98.9%	1.9x	11.0x
Satyam Computer Services Ltd.	\$109.70	39.3%	0.8x	3.4x
Syntel Inc.	\$40.03	80.1%	3.7x	11.3x
VanceInfo Technologies Inc.	\$18.73	88.9%	5.4x	29.2x *
Virtusa Corp.	\$9.06	84.8%	0.7x	6.0x
Wipro Ltd.	\$632.90	99.0%	3.4x	16.2x *
WNS (Holdings) Ltd.	\$15.76	91.4%	1.5x	9.4x
<b>Average</b>		<b>86.4%</b>	<b>2.6x</b>	<b>10.5x</b>

### BPO/ITO

Valuations have slightly improved for the BPO group. EBITDA multiples stayed around 6.0x~7.0x this quarter. Demand in this sector remains stable and contracts are generally long-term in nature. Although business activity remains slow (bookings are down across the board), analysts believe the near-term outlook is positive (mostly in 2010).

Company Name	Stock Price <sup>(2)</sup>	% of 52 Wk High	Enterprise Value /	
			LTM Revenue <sup>(1)</sup>	LTM EBITDA <sup>(1)</sup>
Accenture Ltd.	\$39.55	98.9%	0.9x	6.2x
Affiliated Computer Services, Inc.	\$55.04	98.2%	1.1x	7.2x
Automatic Data Processing, Inc.	\$43.51	99.4%	2.3x	9.2x
CGI Group, Inc.	\$13.15	94.6%	1.0x	6.5x
Computer Sciences Corporation	\$53.96	98.7%	0.7x	4.4x
Convergys Corporation	\$11.62	97.1%	0.6x	7.6x
DST Systems Inc.	\$43.66	91.9%	1.4x	6.8x
Genpact Ltd.	\$13.75	95.2%	2.4x	11.5x *
Unisys Corporation	\$32.84	95.3%	0.4x	5.0x
<b>Average</b>		<b>96.6%</b>	<b>1.2x</b>	<b>6.6x</b>

\* Has not been included in Mean or Median. LTM: Latest Twelve Months. <sup>(1)</sup> Data obtained from Capital IQ. <sup>(2)</sup> Stock price as of November 13, 2009.

# CHILDS Quarterly Update: Q3 2009

CHILDS, along with CTPartners, conducted its first annual IT Services & Outsourcing Summit on November 5<sup>th</sup> in Atlanta. The forum was targeted at owners and C-level executives of high growth IT consulting firms and private equity investors interested in the space. The conference had approximately 100 attendees and received great feedback. Below is the agenda for the one-day event:

## IT Services & outsourcing Summit Agenda

12:30-1:00	<p><b>Welcoming remarks from sponsoring Partners</b></p> <ul style="list-style-type: none"> <li>▪ Key trends in executive management               <ul style="list-style-type: none"> <li>- <i>Brian Sullivan, CEO, CTPartners</i></li> </ul> </li> <li>▪ Overview of the M&amp;A market in IT Services &amp; Outsourcing               <ul style="list-style-type: none"> <li>- <i>Jim Childs, Managing Partner, CHILDS Advisory Partners</i></li> </ul> </li> </ul>
1:15-2:15	<p><b>Views from the top: what C-level execs are seeing in the market</b></p> <ul style="list-style-type: none"> <li>▪ The recent M&amp;A wave &amp; the consolidating landscape</li> <li>▪ Increasing profitability to keep pace with outsourcing demands of F50 clientele</li> <li>▪ The future of off-shoring</li> </ul> <p><u>Panelists:</u></p> <ul style="list-style-type: none"> <li>- <i>Peter Allen, Group President, CSC Managed Services</i></li> <li>- <i>William Bangert, Executive Vice President, TeleTech</i></li> <li>- <i>Mike Garber, Former Vice President &amp; General Manger – Insurance, Cognizant and Former President, Birlasoft</i></li> </ul> <p><u>Moderators:</u> <i>Adam Prager, Partner, CTPartners &amp; Mike DeSimone, Partner, CTPartners</i></p>
2:15-2:30	<p><b>Break</b></p>
2:30-3:30	<p><b>Healthcare IT: potentially IT's hottest segment; can you capitalize?</b></p> <ul style="list-style-type: none"> <li>▪ Clinical documentation digitization – processes &amp; approaches, challenges &amp; opportunities</li> <li>▪ Federal funding stimulus &amp; implementing EMR</li> <li>▪ The push for payment reform – ramifications for payers, providers &amp; other Healthcare constituents</li> </ul> <p><u>Panelists:</u></p> <ul style="list-style-type: none"> <li>- <i>Glen Tobbin, Former COO, Cerner</i></li> <li>- <i>Chris Harding, President &amp; CEO, Concordant</i></li> <li>- <i>Kevin Smith, Managing Director for Healthcare Provider Consulting, Dell</i></li> </ul> <p><u>Moderator:</u> <i>Adam Prager, Partner, CTPartners</i></p>
3:30-3:45	<p><b>Break</b></p>
3:45-4:45	<p><b>Panel: taking your business to the next level: CEO lessons learned</b></p> <ul style="list-style-type: none"> <li>▪ Lessons learned – from start-up to \$50 million</li> <li>▪ Raising private equity funding to support acquisition fueled growth</li> <li>▪ PEG diligence – how do leading groups decide where &amp; with whom to invest</li> </ul> <p><u>Panelists:</u></p> <ul style="list-style-type: none"> <li>- <i>Scott Walker, CEO &amp; Co-founder, Ironworks</i></li> <li>- <i>Jonna Ward, President &amp; CEO, Visionary Integration Professionals</i></li> <li>- <i>Peter Casella, Vice President, FTV Capital</i></li> </ul> <p><u>Moderator:</u> <i>Jim Childs, Managing Partner, CHILDS Advisory Partners</i></p>

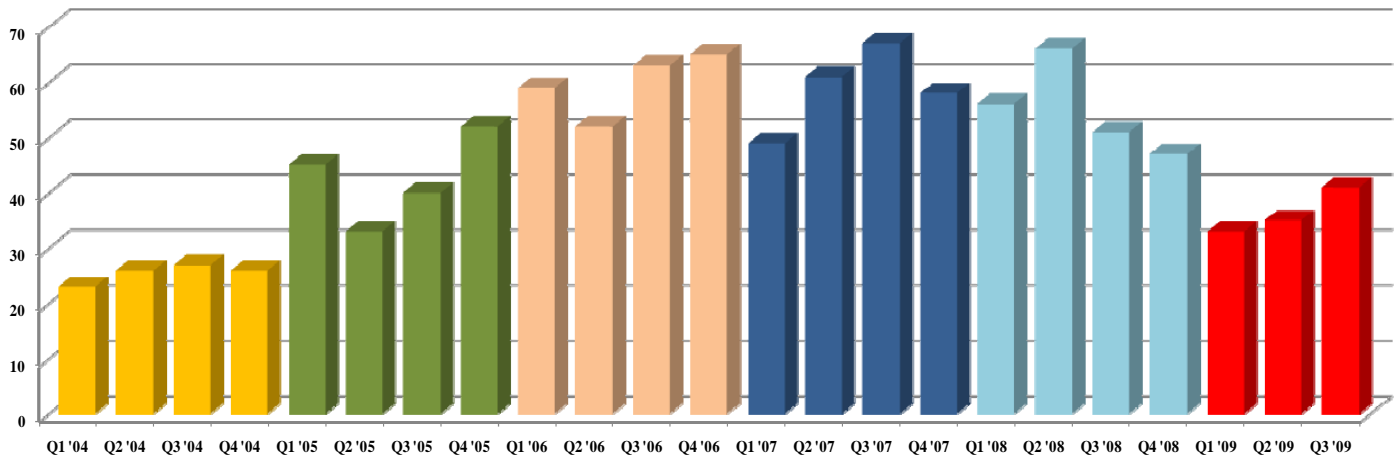
## Sector Update – Professional Services

### Mergers and Acquisitions:

In the third quarter of 2009, CHILDS noted a total of 41 professional services M&A deals compared to 51 transactions in the same period of the prior year and 35 transactions in the second quarter of 2009.

Notable deals in this quarter include Chimes Communications' acquisition of Essentially Group (an entertainment, marketing, and services firm) for \$42 million and Comsys IT Partners' acquisition of RCA Research.

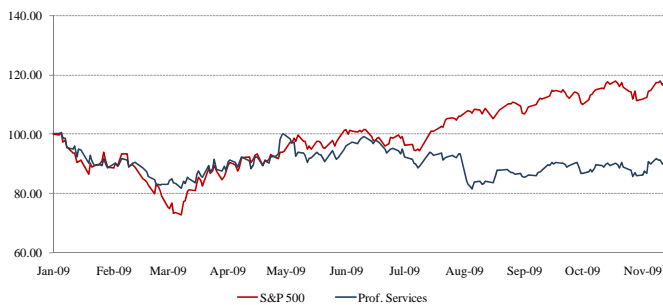
### Professional Services M&A Deals by Quarter (2004 – Q3 2009)



Source: capital IQ and CHILDS database.

### Professional Services Stock Index

The Professional Services stocks appeared to be underperforming compared to the S&P 500 this quarter.



### Professional Services Public Company Comparables

EBITDA multiples averaged around 7.8x this quarter compared to 8.1x in the prior quarter, a slight decline in valuation.

Company Name	Stock Price <sup>(2)</sup>	% of 52 Wk High	Enterprise Value /	
			LTM Revenue <sup>(1)</sup>	LTM EBITDA <sup>(1)</sup>
Advisory Board Co.	\$26.01	90.3%	1.5x	11.6x
CRA International Inc.	\$24.50	77.9%	0.8x	6.7x
Exponent Inc.	\$25.56	77.2%	1.3x	7.5x
FTI Consulting, Inc.	\$46.92	83.2%	1.9x	8.6x
Hewitt Associates Inc.	\$40.95	100.1%	1.2x	6.5x
Huron Consulting Group Inc.	\$23.88	39.1%	1.1x	6.6x
LECG Corp.	\$2.93	41.7%	0.3x	NM *
Navigant Consulting Inc.	\$13.87	68.0%	1.3x	8.7x
Resources Connection Inc.	\$18.28	89.5%	1.1x	21.7x *
Watson Wyatt Worldwide, Inc.	\$43.51	80.4%	1.1x	6.5x
<b>Average</b>		<b>74.7%</b>	<b>1.2x</b>	<b>7.8x</b>

\* Has not been included in Mean or Median. LTM: Latest Twelve Months.  
<sup>(1)</sup> Data obtained from Capital IQ. <sup>(2)</sup> Stock price as of November 13, 2009.

## Sector Update – Staffing

### Mergers and Acquisitions:

In the third quarter of 2009, CHILDS noted a total of 20 staffing M&A deals compared to 32 transactions in the same period of the prior year and 22 transactions in the second quarter of 2009.

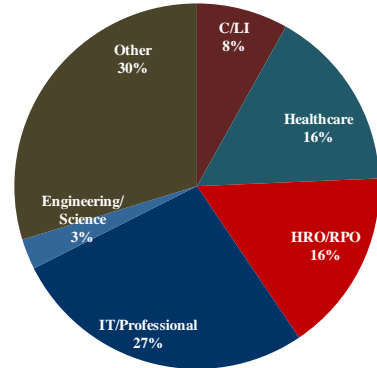
M&A activity is still sluggish but is accelerating as IT/Professional and Clerical/Light Industrial firms have been posting weekly increases since Labor Day. Healthcare M&A has slowed although there is strength in healthcare IT, locum tenens and certain allied segments. We believe that we may be at or near the low point and that deal activity will begin to increase.

On the sub-segment level, IT/professional M&A activity continued to be the leader in staffing M&A.

Notable deals in this quarter include Adecco's acquisitions of MPS Group and Spring Group. CHILDS advised on 2 of the 20 transactions in Q3 making it the most active advisor in the segment.

**Chart B:**

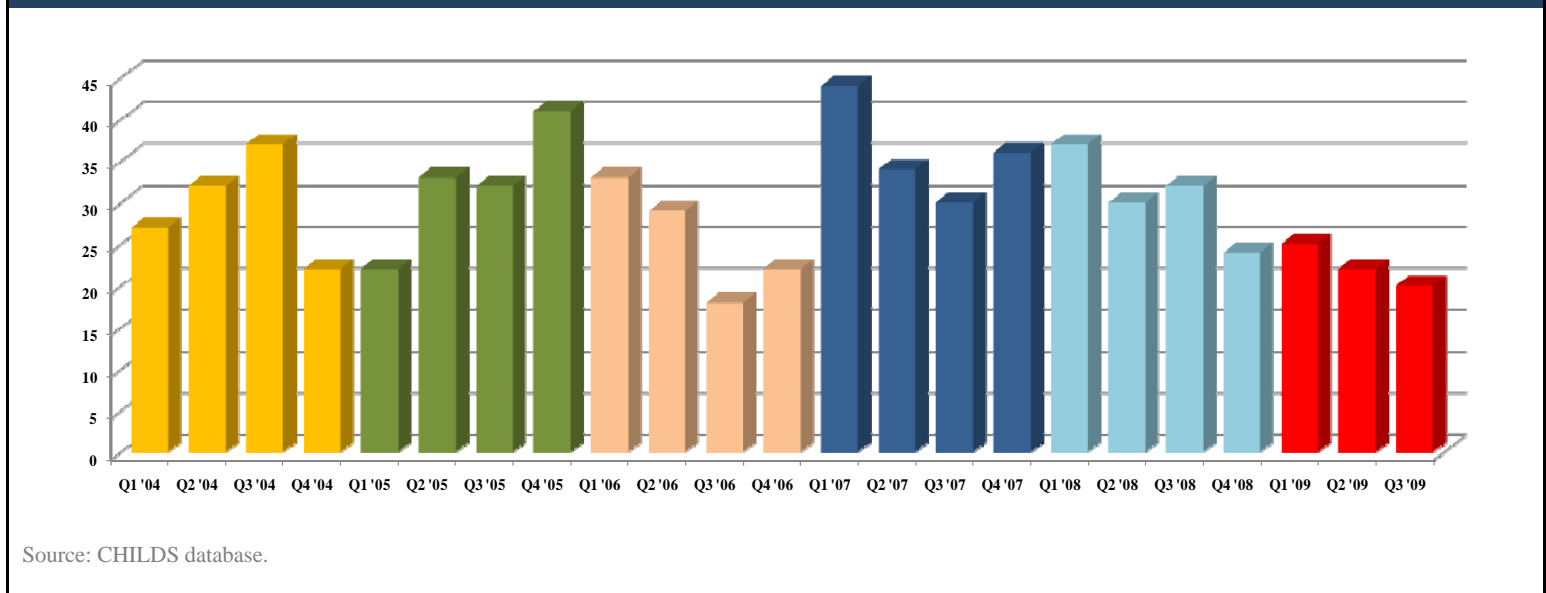
*Q3 Staffing M&A Deal Volume by Subsector*



### Highlighted Transactions:

Date Announced	Seller	Buyer	Enterprise Value (\$mm)	Target Description/Comment
8/11/09	Spring Group	Adecco	99	Provides general staffing, professional staffing and managed services internationally.
8/31/09	MPS Group	Adecco Inc	1,310	Provides professional and IT staffing services to various industries in the World.

### Staffing M&A Deals by Quarter (2004 – Q3 2009)

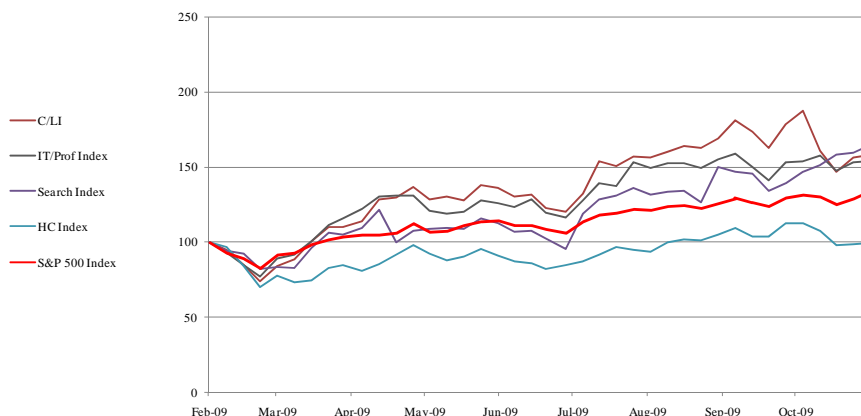


## Sector Update – Staffing (cont'd)

### Public Company Stock Performance:

In the third quarter of 2009, staffing stocks continued to experience healthy appreciation although healthcare staffing stocks continued their struggle.

EBITDA multiples are relatively high in the space as the trailing period is the low point (we hope).



### Commercial & Industrial Staffing

Overall, companies in the Commercial & Industrial Staffing sub-segment experienced positive revenue growth compared to the prior quarter. EBITDA Multiples improved to around 11.3x.

Company Name	Stock Price <sup>(2)</sup>	% of 52 Wk High	Enterprise Value /	
			LTM Revenue <sup>(1)</sup>	LTM EBITDA <sup>(1)</sup>
Kelly Services Inc.	\$11.03	78.1%	0.1x	NM
Manpower Inc.	\$50.21	79.7%	0.2x	10.1x
Spherion Corp.	\$5.31	76.6%	0.2x	10.0x
TrueBlue, Inc.	\$12.78	82.5%	0.4x	13.7x
<b>Average</b>		<b>79.2%</b>	<b>0.2x</b>	<b>11.3x</b>

### IT & Professional Staffing

EBITDA Multiples surged on the Adecco-MPS announcement.

Company Name	Stock Price <sup>(2)</sup>	% of 52 Wk High	Enterprise Value /	
			LTM Revenue <sup>(1)</sup>	LTM EBITDA <sup>(1)</sup>
Hudson Highland Group Inc.	\$3.95	80.3%	0.1x	NM
Kforce Inc.	\$13.50	99.1%	0.6x	14.7x
MPS Group Inc.	\$13.62	99.7%	0.6x	19.0x
On Assignment Inc.	\$6.18	90.9%	0.6x	7.9x
RCM Technologies Inc.	\$2.27	73.2%	0.1x	6.5x
Robert Half International Inc.	\$23.75	84.6%	1.0x	18.0x
<b>Average</b>		<b>88.0%</b>	<b>0.5x</b>	<b>13.2x</b>

### Search

After a disappointing first quarter, Heidrick & Struggles began an aggressive cost-cutting program and generated earnings of around \$1.00 per share versus breakeven results for most other firms in this group.

Company Name	Stock Price <sup>(2)</sup>	% of 52 Wk High	Enterprise Value /	
			LTM Revenue <sup>(1)</sup>	LTM EBITDA <sup>(1)</sup>
Heidrick & Struggles International Inc.	\$28.38	97.9%	0.9x	53.7x *
Korn/Ferry International	\$16.98	98.3%	1.0x	20.8x
<b>Average</b>		<b>98.1%</b>	<b>1.0x</b>	<b>20.8x</b>

### Healthcare Staffing

EBITDA Multiples improved to around 6.0x compared to the 5.4x in the prior quarter. These multiples are low by historical standards.

Company Name	Stock Price <sup>(2)</sup>	% of 52 Wk High	Enterprise Value /	
			LTM Revenue <sup>(1)</sup>	LTM EBITDA <sup>(1)</sup>
Allied Healthcare International Inc.	\$2.61	76.8%	0.3x	4.9x
AMN Healthcare Services Inc.	\$8.36	76.0%	0.4x	5.5x
Cross Country Healthcare Inc.	\$8.55	83.6%	0.5x	8.0x
Sun Healthcare Group Inc.	\$8.59	67.4%	0.5x	5.8x
<b>Average</b>		<b>75.9%</b>	<b>0.4x</b>	<b>6.0x</b>

\* Has not been included in Mean or Median. LTM: Latest Twelve Months. <sup>(1)</sup> Data obtained from Capital IQ. <sup>(2)</sup> Stock price as of November 13, 2009.

## Sector Update – Collections and Teleservices

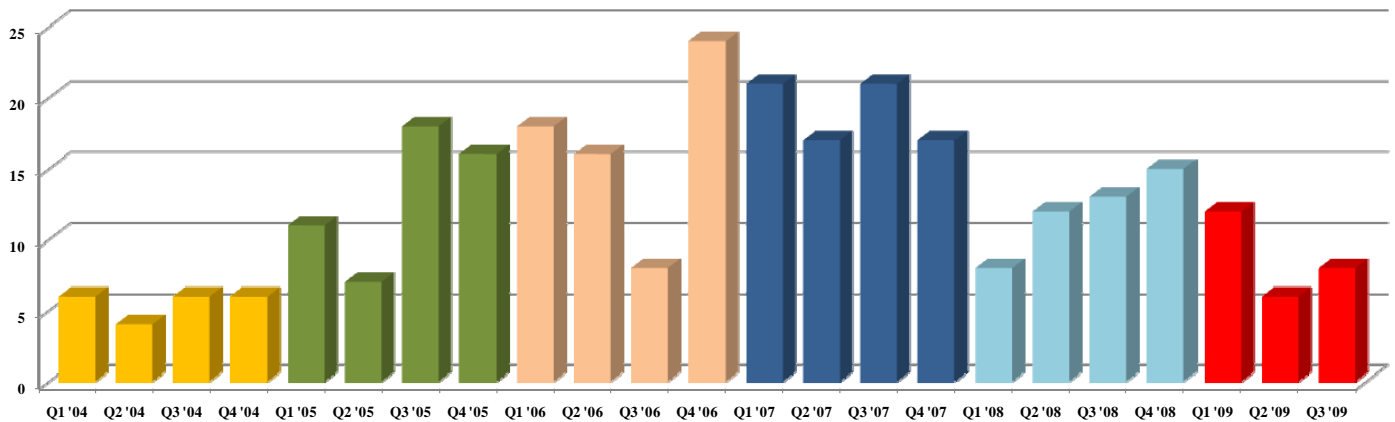
### Mergers and Acquisitions:

Collections and Teleservices deal flow remained flat in the third quarter of 2009.

### Highlighted Transactions:

Date Announced	Seller	Buyer	Enterprise Value (\$mm)	Target Description/Comment
9/8/09	Banco Pastor	Accion de Cobro	NA	Provides debt collection services for third parties.
9/30/09	Apax Partners Worldwide	Bezeq Israel Telecommunication Corp	198	Provides communications services to business and private customers in Israel.

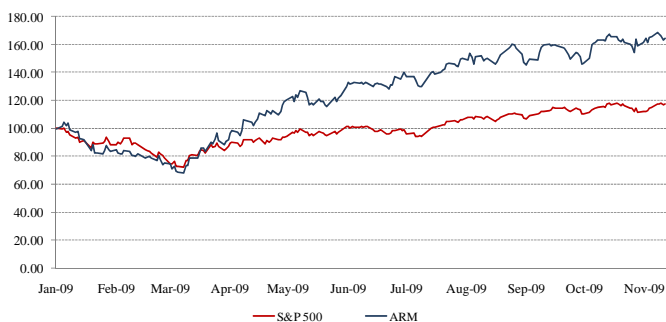
### Collections and Teleservices M&A Deals by Quarter (2004 – Q3 2009)



Source: capital IQ.

### Collections and Teleservices Stock Index

The collections and teleservices stock index consistently outperformed the S&P 500 index during the third quarter of 2009 as investors continue to believe that economic recovery is in the near future.



### Collections and Teleservices Public Company Comparables

Valuations stayed consistent as business momentum continues. EV/LTM EBITDA stayed around 8.3x over the past few quarters.

Company Name	Stock Price <sup>(2)</sup>	% of 52 Wk High	Enterprise Value /	
			LTM Revenue <sup>(1)</sup>	LTM EBITDA <sup>(1)</sup>
Asset Acceptance Capital Corp.	\$5.18	52.7%	1.4x	10.7x
Asta Funding Inc.	\$7.22	78.1%	3.2x	NM
Encore Capital Group Inc.	\$16.98	90.2%	2.5x	12.4x
ICT Group Inc.	\$16.21	97.2%	0.5x	7.9x
Portfolio Recovery Associates Inc.	\$46.97	93.0%	3.7x	11.4x
Velocity Asset Management Inc.	\$1.75	17.5%	1.0x	NM
APAC Customer Services Inc.	\$5.66	80.6%	1.0x	6.9x
Convergys Corporation	\$11.62	97.1%	0.6x	7.6x
StarTek Inc.	\$5.89	59.1%	0.2x	3.2x
Sykes Enterprises, Incorporated	\$25.20	96.9%	0.9x	7.7x
TeleTech Holdings Inc.	\$19.66	96.0%	0.9x	6.7x
<b>Average</b>		<b>78.0%</b>	<b>1.5x</b>	<b>8.3x</b>

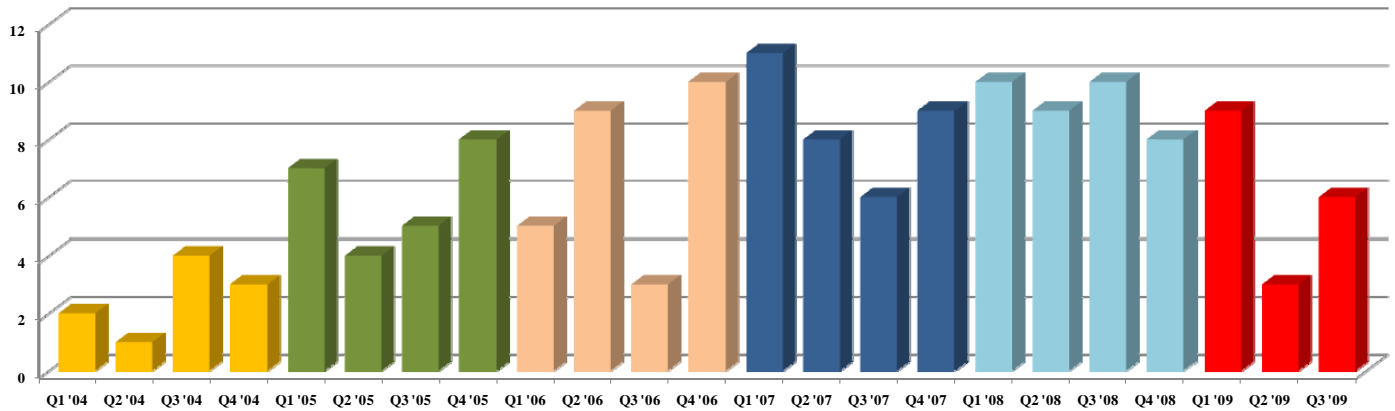
\* Has not been included in Mean or Median. LTM: Latest Twelve Months. <sup>(1)</sup> Data obtained from Capital IQ. <sup>(2)</sup> Stock price as of November 13, 2009.

## Sector Update – Industrial Services

### Mergers and Acquisitions:

We noted a significant increase in M&A activity during the third quarter of 2009, nearly doubled compared to the prior quarter.

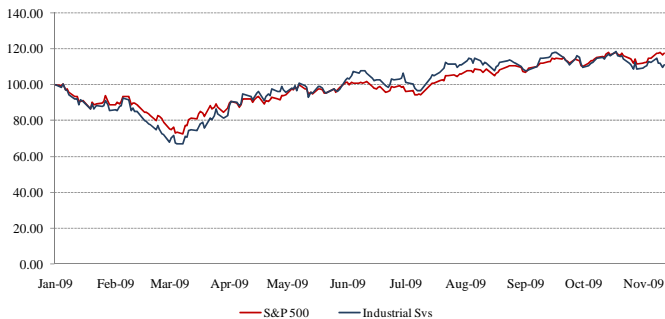
### Industrial Services M&A Deals by Quarter (2004 – Q3 2009)



Source: capital IQ.

### Industrial Services Stock Index

The industrial services stock index followed closely with the S&P 500 index.



### Industrial Services Public Company Comparables

EV/LTM EBITDA is down slightly from 8.4x in the second quarter of 2009 to 7.0x this quarter. Within this sector, security services companies showed stronger performance compared to other general industrial services firms.

Company Name	Stock Price <sup>(2)</sup>	% of 52 Wk High	Enterprise Value /	
			LTM Revenue <sup>(1)</sup>	LTM EBITDA <sup>(1)</sup>
ABM Industries Inc.	\$19.28	82.7%	0.3x	8.8x
Brinks Co.	\$23.53	72.7%	0.4x	4.3x
Command Security Corp.	\$2.25	55.1%	0.3x	12.0x
EMCOR Group Inc.	\$25.24	95.7%	0.2x	3.3x
Garda World Security Corp.	\$9.80	83.1%	0.8x	7.2x
Group 4 Securicor Ltd	\$2.47	95.6%	0.7x	8.5x
Johnson Controls Inc.	\$27.04	96.9%	0.7x	21.1x *
Pike Electric Corporation	\$9.14	70.4%	0.7x	4.2x
Rentokil Initial plc	\$1.07	89.6%	1.3x	8.0x
<b>Average</b>		<b>82.4%</b>	<b>0.6x</b>	<b>7.0x</b>

\* Has not been included in Mean or Median. LTM: Latest Twelve Months. <sup>(1)</sup> Data obtained from Capital IQ. <sup>(2)</sup> Stock price as of November 13, 2009.

## About CHILDS Advisory Partners

CHILDS Advisory Partners provides investment banking and strategic consulting services to growing services companies globally. We have assembled a team of experienced professionals that has both industry and transaction advisory experience to assist company owners in creating and realizing maximum value for their businesses. Collectively, our Partners have executed over 150 transactions in the sector totaling over \$9 billion.

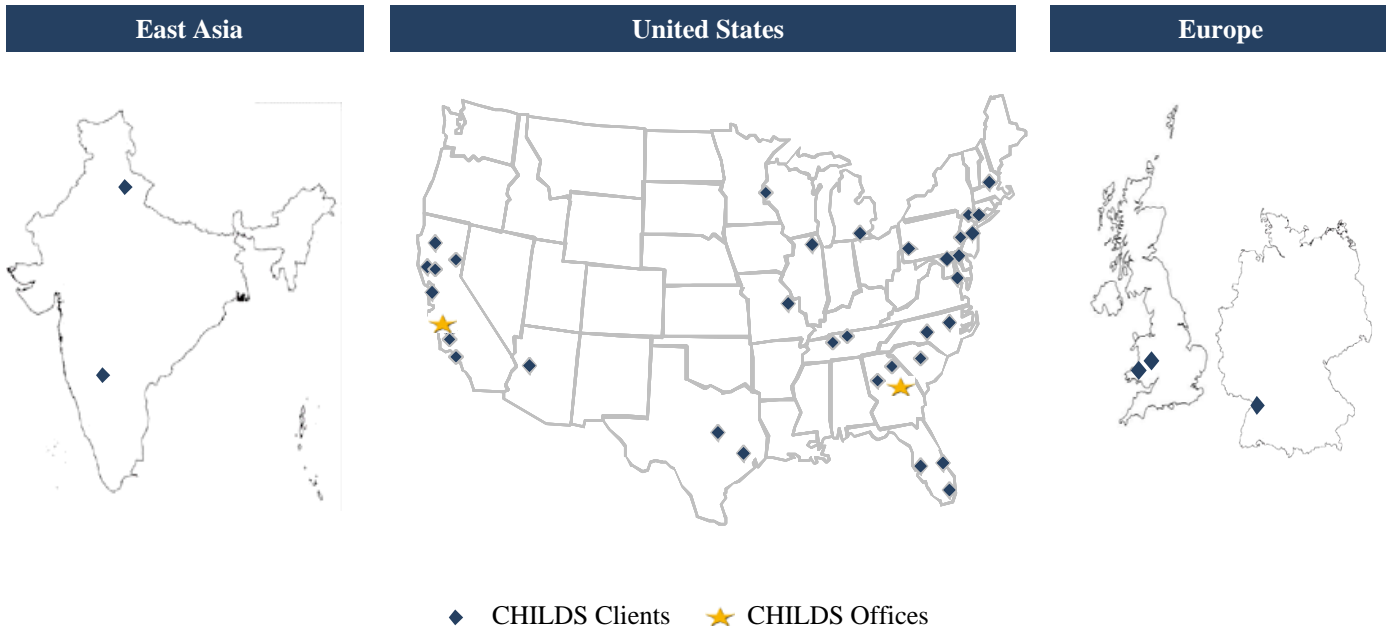
### What We Do

**Sell-side Advisory:** When you desire to sell or merge your business we help you prepare, position and execute the process with confidentiality and speed to obtain maximum results.

**Buy-side Assistance:** CHILDS can help you source deals, qualify them and negotiate them. Our sourcing “engine”, market knowledge and experience in creative deal structures will ensure that you see as many deals as possible and have the ability to get them done.

**Debt/Equity Financing & Restructuring:** We advise companies seeking equity or debt capital for growth, recapitalization or restructuring. We can also help with buyouts of partners or other key transactions. CHILDS can help you negotiate with your existing lenders to renew or restructure debt facilities. If needed, we can tap our many banking relationships to solicit and negotiate term sheets with other potential lenders as well.

**Strategic Consulting and Valuation:** Our Roadmap Process brings an objective and disciplined methodology to help your team develop a winning plan for short-term performance and long-term value creation. Our Strategic Alternatives Assessment project provides insight to the options available for company owners to maximize value and liquidity. Finally, we provide valuations as needed for private companies.



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Selected CHILDS Transactions

 <p><i>has been acquired by</i></p>  <hr/> <p>September 2009</p>	 <p><i>has been acquired by</i></p>  <hr/> <p>September 2009</p>	 <p>Finance &amp; Accounting</p> <p><i>has been acquired by</i></p>  <hr/> <p>August 2009</p>	 <p><i>has been acquired by</i></p>  <hr/> <p>May 2009</p>
 <p><i>has been recapitalized by</i></p>  <hr/> <p>January 2009</p>	 <p><i>has been acquired by</i></p>  <hr/> <p>December 2008</p>	 <p><i>has been acquired by</i></p>  <hr/> <p>September 2008</p>	 <p><i>has been acquired by</i></p>  <hr/> <p>September 2008</p>
 <p><i>has been acquired by</i></p>  <hr/> <p>July 2008</p>	 <p><i>has been acquired by</i></p>  <hr/> <p>June 2008</p>	 <p><i>has been acquired by</i></p>  <hr/> <p>May 2008</p>	 <p><i>has been acquired by</i></p>  <hr/> <p>October 2007</p>
 <p><i>has been acquired by</i></p>  <hr/> <p>July 2007</p>	 <p><i>has been acquired by</i></p>  <hr/> <p>December 2006</p>	 <p><i>has been acquired by</i></p>  <hr/> <p>December 2006</p>	 <p><i>has been acquired by</i></p>  <hr/> <p>November 2006</p>