

The Only Canadian Public Consolidator of Staffing Firms

The staffing industry is highly fragmented with over 5,000 staffing firms operating in Canada with no firm holding more than 10% market share.

Our revenue streams are resistant to recessionary pressures and uniquely poised to take advantage of the economic recovery.

Historically, the staffing industry has seen double-digit post-recession growth.

\$500bn

Global Staffing Industry Revenue

\$15bn

Canadian Staffing Industry Revenue

\$20bn

Human Capital Management
("HCM") Market



Core Solutions



Staffing

Resilient revenue streams from recurring contracts and high margins via on-occurrence permanent placement services.



SaaS

Employee Engagement and Performance Management are high growth areas in HCM SaaS products.



HR Consulting

Recruiting is growing more strategic with 82% of business leaders believing recruiting will evolve into consulting.

Acquisition Strategy



Acquire & Invest

We maintain the unique DNA of our Brands while also combining Staffing, HR Consulting & SaaS technology solutions.



Integrate

We establish corporate governance guidelines, centralize treasury and integrate back-office processes.



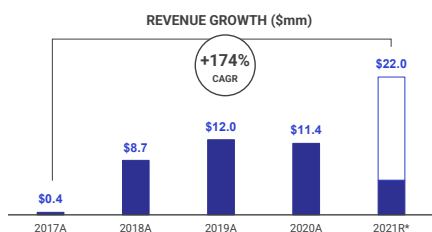
Optimize & Scale

We drive efficiencies and cost reductions by leveraging our Shared Services structure and leadership network while providing growth through cross-selling.

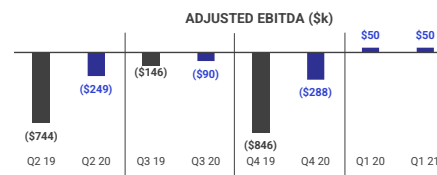
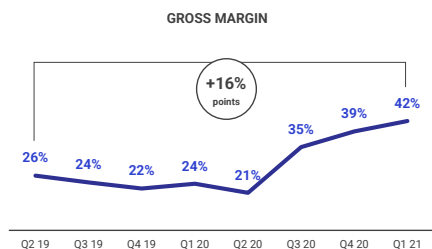
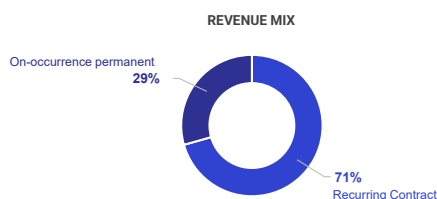
Completed Transactions

 <p>was acquired in a transaction valued at</p> <p>\$150,000</p> <p>December 1, 2017</p>	 <p>was acquired in a transaction valued at</p> <p>\$1,750,000</p> <p>August 1, 2018</p>	 <p>was acquired in a transaction valued at</p> <p>\$400,000</p> <p>September 1, 2020</p>
 <p>was acquired in a transaction valued at</p> <p>\$1,226,587</p> <p>December 11, 2020</p>	 <p>was acquired in a transaction valued at</p> <p>\$4,112,000</p> <p>December 17, 2020</p>	 <p>was acquired in a transaction valued at</p> <p>\$1,908,169</p> <p>April 1, 2021</p>

Financial Snapshot



*2021R represents annualized Q1 2021. This annualized growth is provided for illustrative purposes only and is not an estimate of future performance.



Adjusted EBITDA excludes restructuring and other non-operating items, realized gains or losses on derivative financial instruments, other unrealized fair value through profit or loss mark-to-market gains or losses, earnout payments treated as future contingent remuneration from acquisitions, and share based compensation expenses.

Our Team



Simon Dealy
Chief Executive Officer

- 30+ years of experience in professional services supporting multiple industries
- Advisor to Fortune 500 clients; held many executive titles including CEO, COO, CFO and IA Director
- Track record of successful international growth mandates and capital raises
- Built and completed a public company exit of Control Solutions, a global consulting firm with offices in 35 countries.



Dan Teguh
Chief Financial Officer

- Formerly Director of Corporate Development at a leading healthcare consolidator
- Previously at a prominent insurance holding company covering M&A, financial reporting, and investor relations
- Began career in the Banking & Capital Markets group at Ernst & Young



Eric Loree
Chief Legal Officer

- Practiced in the Corporate Finance & Securities department of a national law firm
- Former legal counsel at a major telecom company
- Former member of the TSX Venture Exchange's Executive Listing & Policy Committee