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BVR
What It's Worth

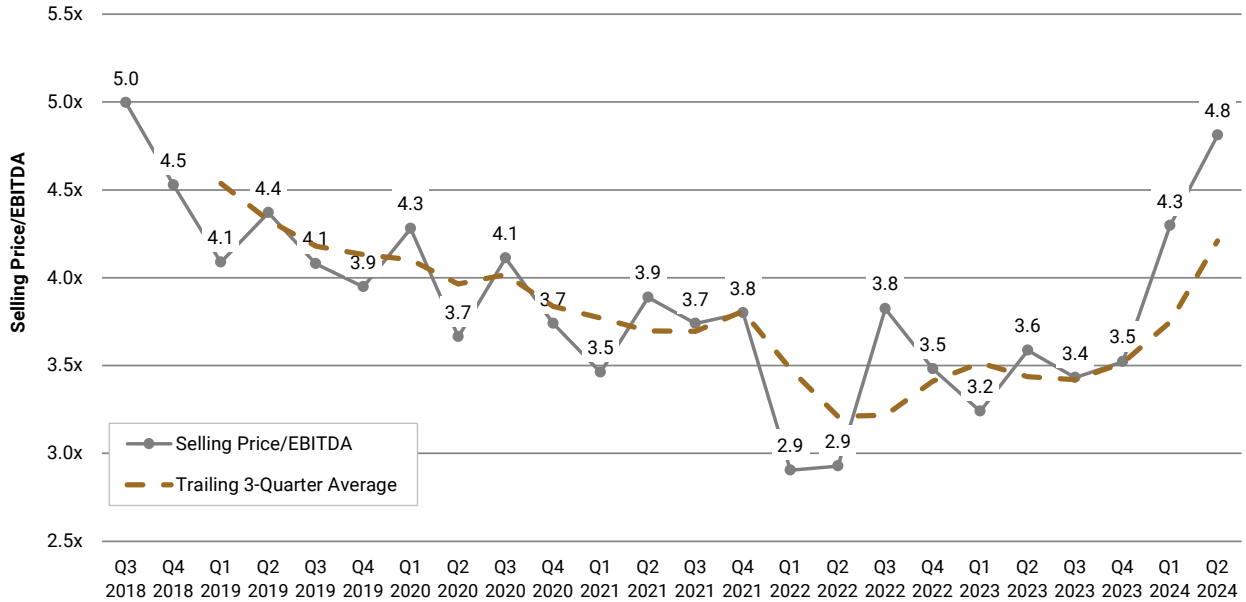
DealStats Value Index Q3 2024

The *DealStats Value Index* summarizes valuation multiples and profit margins for acquired private companies by time period, sector, and size. Business Valuation Resources (BVR) captures this private company transaction data in its DealStats platform. Most BVR deals are not otherwise publicly available. The *DealStats Value Index* is updated quarterly and, as a result, past figures may change in future issues as new data are reported.

EBITDA MULTIPLES RETURN TO TYPICAL LEVELS IN 2024

In the time period analyzed, EBITDA multiples across all industries were highest in the third quarter of 2018, at 5.0x, and trended downward from that high point until the second quarter of 2022. Since then, EBITDA multiples have generally been trending upward, reaching 4.8x in the second quarter of 2024.

EXHIBIT 1A. MEDIAN SELLING PRICE/EBITDA WITH TRAILING THREE-QUARTER AVERAGE (PRIVATE TARGETS)

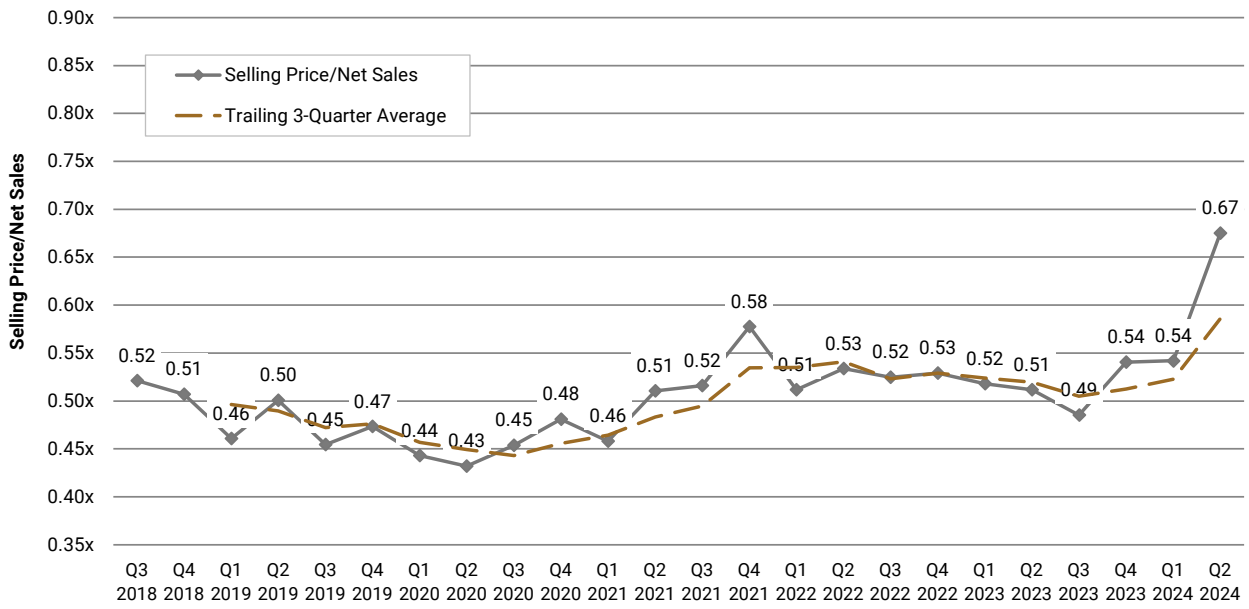


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NET SALES MULTIPLES INCREASE IN Q2 2024

In the quarters analyzed in this report, the net sales multiple of 0.67x in the second quarter of 2024 showed an increase from the previous quarter. Since the second quarter of 2020, net sales multiples have generally been increasing, according to the three-quarter trailing average. This trend contrasts with the previous trend of declines from the third quarter of 2018 to the second quarter of 2020. The lowest multiple recorded since the third quarter of 2018 was 0.43x in the second quarter of 2020.

EXHIBIT 1B. MEDIAN SELLING PRICE/NET SALES WITH TRAILING THREE-QUARTER AVERAGE (PRIVATE TARGETS)



Oday Merhi
Manager of Valuation Data and Analysis

Adam Manson
Chief Data Officer

David Foster
CEO

Lucretia Lyons
President

The selling prices referred to in the *DealStats Value Index* represent the market value of invested capital (MVIC) price paid for the target firm. The MVIC price is the total consideration paid to the target and includes any cash, notes, and/or securities that were used as a form of payment plus any interest-bearing liabilities of the target company that the acquirer assumed. For more information, please visit the DealStats FAQ page: bvresources.com/products/faqs/dealstats.

The multiples and transaction data presented in the *DealStats Value Index* include both asset sale purchases and stock sale purchases. Unless otherwise noted, the multiples and transaction data presented in the *DealStats Value Index* include purchases made by both private parties and public parties.

The *DealStats Value Index* (ISSN 1937-9021) is published quarterly and exclusively for subscribers of DealStats by Business Valuation Resources, LLC, 111 SW Columbia Street, Suite 750, Portland, OR 97201-5814. Contact info@bvresources.com for more information or visit our website at bvresources.com.

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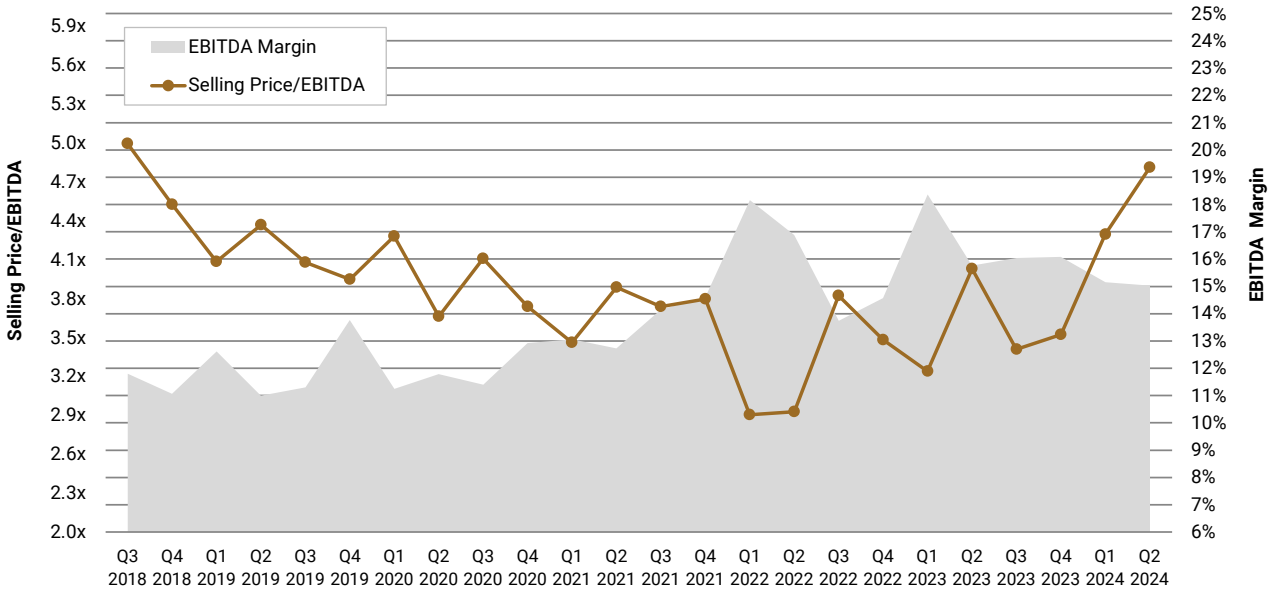
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EBITDA MARGINS MAINTAIN HIGH LEVELS IN Q2 2024

EBITDA margins declined in the first quarter of 2022 but have trended positively since then, reaching 15% in the second quarter of 2024.

EBITDA margins were at their highest point in the first quarter of 2023, at 18%. The previous range was between 11% and 15% from the first quarter of 2019 through the fourth quarter of 2021. Since the third quarter of 2018, EBITDA margins have never been below 11%.

EXHIBIT 2. MEDIAN SELLING PRICE/EBITDA WITH EBITDA MARGINS (PRIVATE TARGETS)

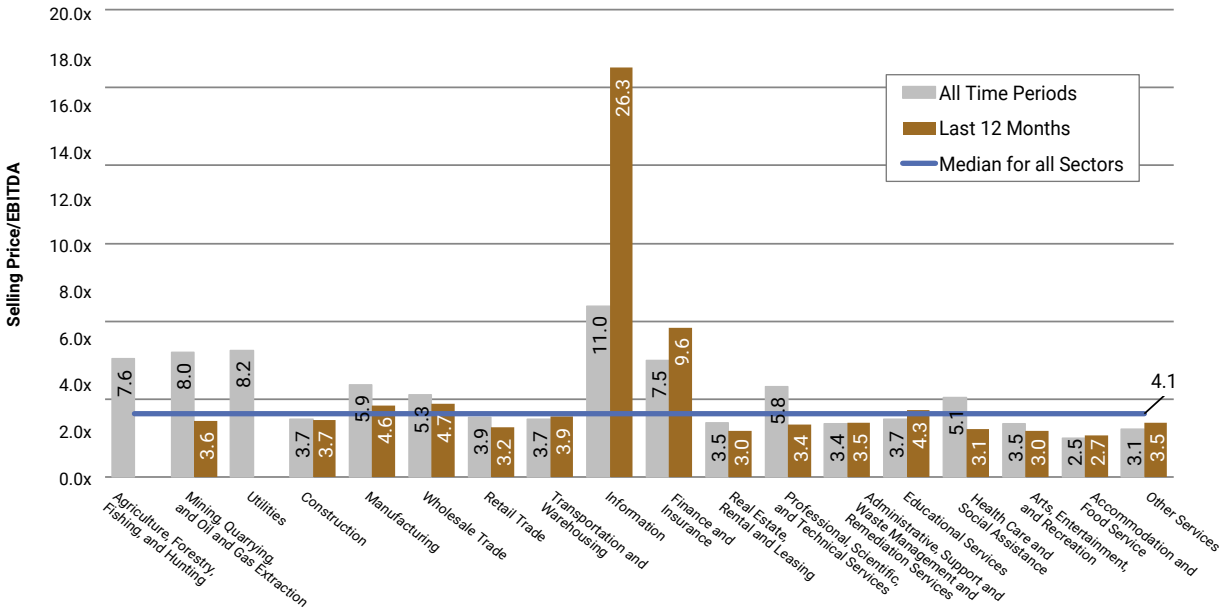


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ALL-TIME MEDIAN EBITDA MULTIPLE FOR ALL SECTORS IS 4.1X

All-time EBITDA multiples remain the highest for the information sector (11.0x) and the utilities sector (8.2x). Meanwhile, the lowest all-time EBITDA multiples are in the accommodation and food services (2.5x) and the other services sectors (3.1x). The median across all industry sectors for all periods is 4.1x. The information sector has shown a notable recent increase, with the last 12-month EBITDA multiple rising to 26.3x compared to its all-time period multiple of 11.0x.

EXHIBIT 3. MEDIAN SELLING PRICE/EBITDA BY SECTOR (PRIVATE TARGETS)

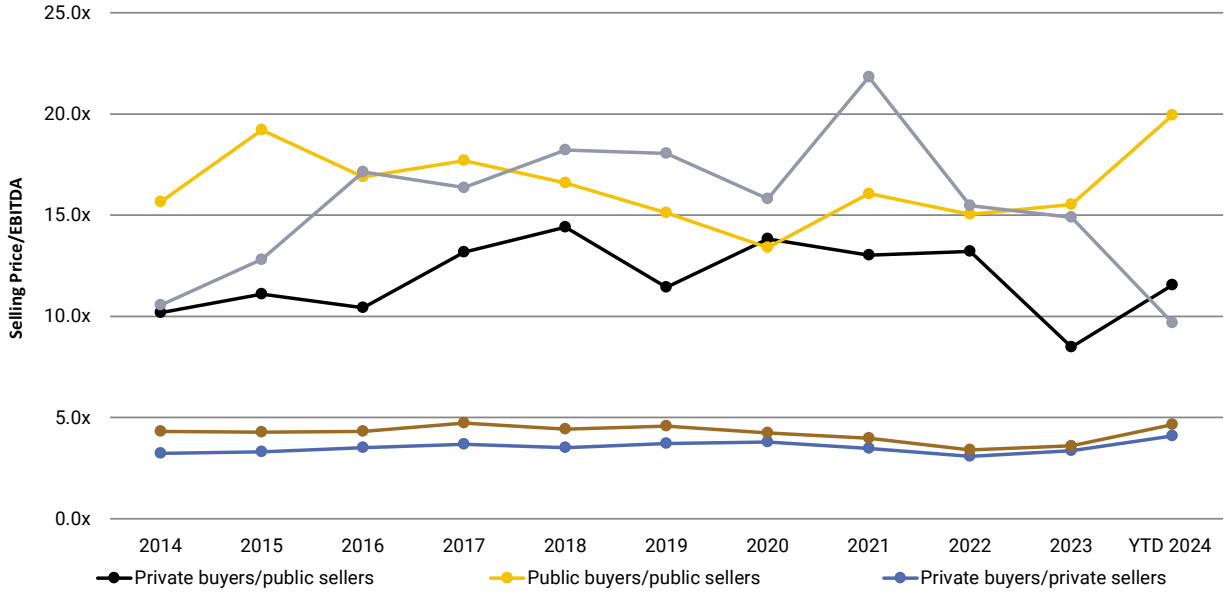


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EBITDA MULTIPLES FOR PRIVATE-BUYER/PUBLIC-SELLER TRANSACTIONS INCREASE IN 2024 YEAR-TO-DATE

The all-transactions category has generally been trending slightly downward since 2020 but has picked up in 2023. EBITDA multiples for private-buyer transactions involving a public seller have shown the most notable EBITDA multiple increase in 2024 year-to-date, increasing from 8.5x to 11.5x.

EXHIBIT 4A. MEDIAN SELLING PRICE/EBITDA (PRIVATE TARGETS)



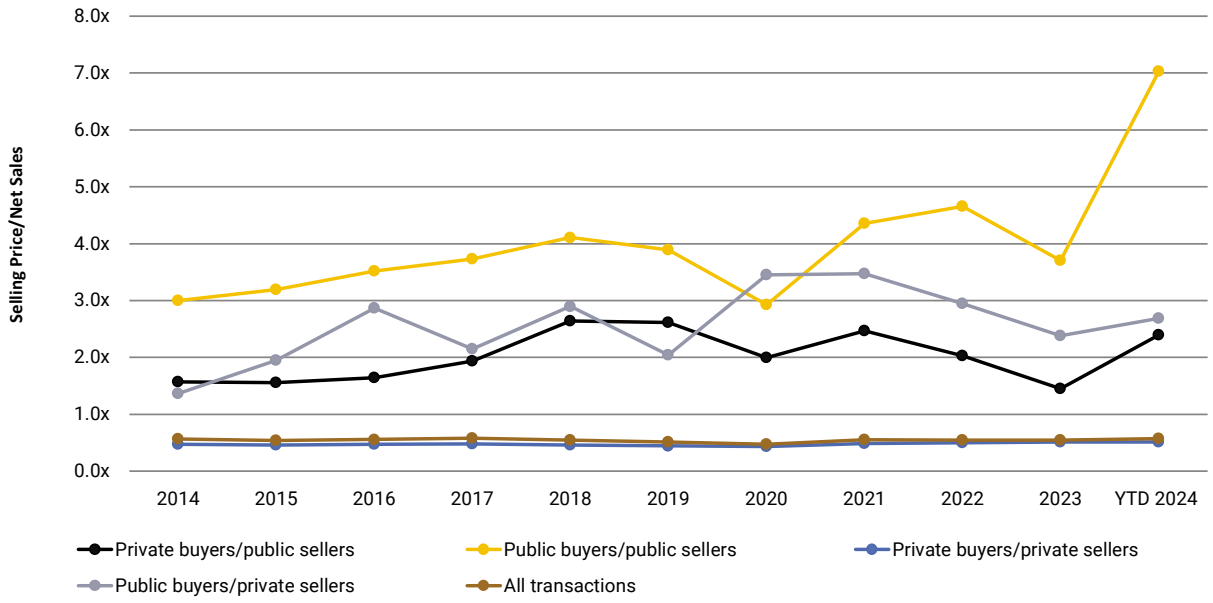
Note: Each data point in this chart is based on a minimum of 10 transaction multiples. If there are not enough transaction multiples for a particular year or quarter, the data are not included.

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NET SALES MULTIPLES INCREASE NOTABLY

The net sales multiple increased across all buyer typer/seller type categories in 2024 year-to-date except for private-buyer transactions involving a private seller, which stayed the same. The net sales multiple for public-buyer transactions involving a public seller had the most significant increase in 2024 year-to-date, increasing from 3.70x to 7.03x.

EXHIBIT 4B. MEDIAN SELLING PRICE/NET SALES (PRIVATE TARGETS)



Note: Each data point in this chart is based on a minimum of 10 transaction multiples. If there are not enough transaction multiples for a particular year or quarter, the data are not included.

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PRICING MULTIPLES AND PROFIT MARGINS ARE ON THE MOVE

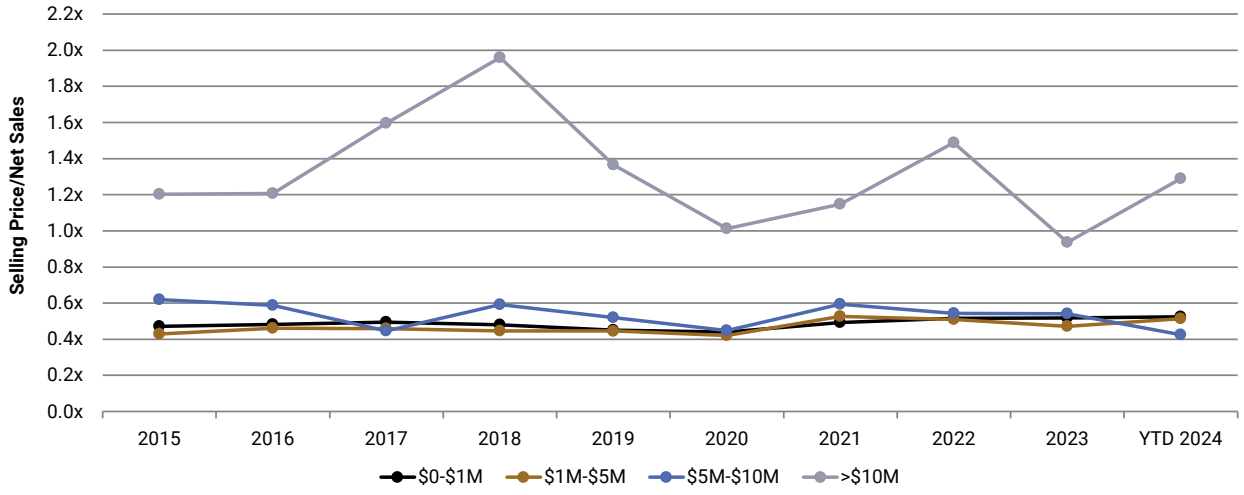
Pricing multiples for private-target acquisitions are displayed across four net sales ranges in Exhibits 5A to 5C and 6A to 6C. Exhibit 5A shows an increase in the net sales multiple in 2024 year-to-date across all size ranges except for companies with net sales between $5 million and $10 million.

Seller's discretionary earnings (SDE) multiples rose in 2024 year-to-date for companies in all size ranges except for companies with net sales between $5 million and $10 million.

EBITDA multiples in 2024 year-to-date have seen an increase for companies in all size ranges except for companies with net sales between $5 million and $10 million.

Profit margins for companies across all size ranges have generally decreased in 2024 year-to-date compared to 2023.

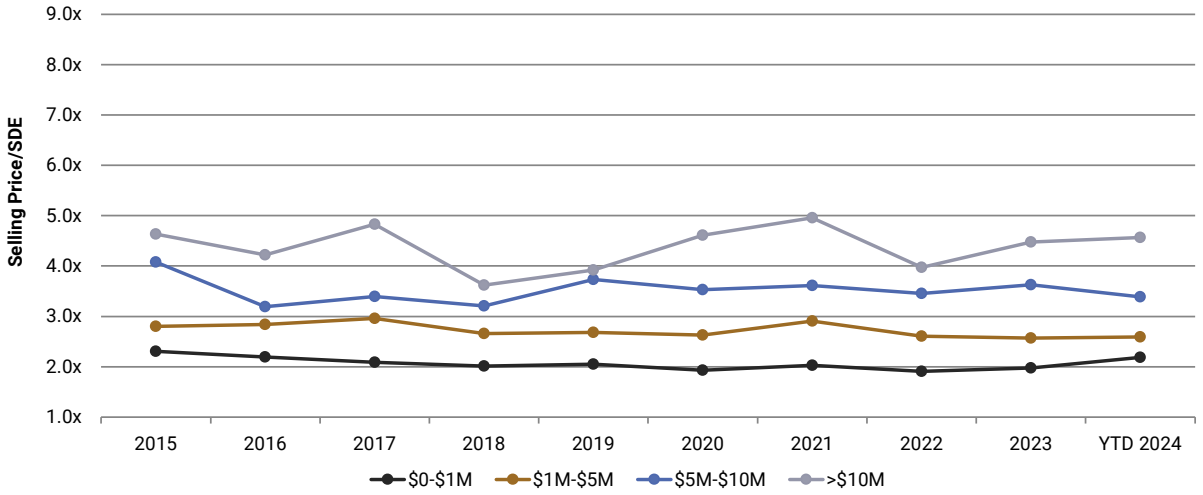
EXHIBIT 5A. MEDIAN SELLING PRICE/NET SALES BY NET SALES RANGE (PRIVATE TARGETS)



Note: Each data point in this chart is based on a minimum of 10 transaction multiples. If there are not enough transaction multiples for a particular year or quarter, the data are not included.

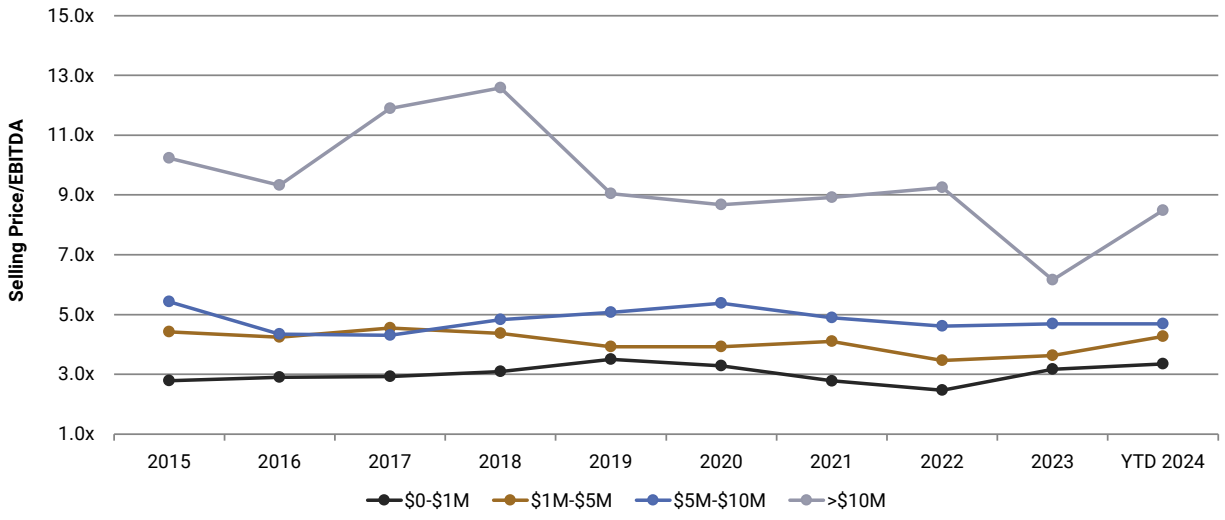
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EXHIBIT 5B. MEDIAN SELLING PRICE/SDE BY NET SALES RANGE (PRIVATE TARGETS)



Note: Each data point in this chart is based on a minimum of 10 transaction multiples. If there are not enough transaction multiples for a particular year or quarter, the data are not included.

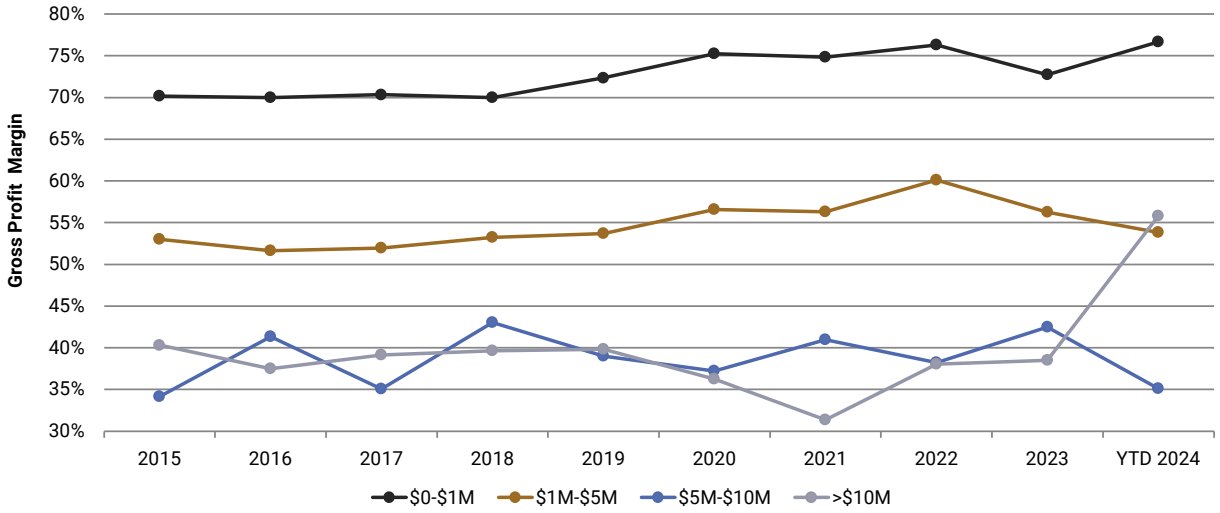
EXHIBIT 5C. MEDIAN SELLING PRICE/EBITDA BY NET SALES RANGE (PRIVATE TARGETS)



Note: Each data point in this chart is based on a minimum of 10 transaction multiples. If there are not enough transaction multiples for a particular year or quarter, the data are not included.

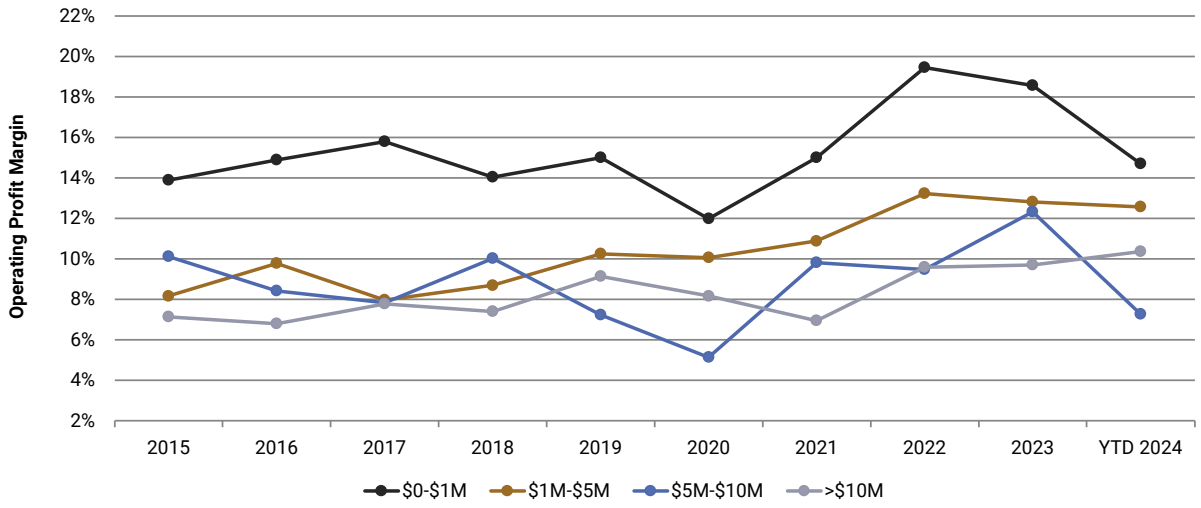
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EXHIBIT 6A. GROSS PROFIT MARGIN BY NET SALES RANGE (PRIVATE TARGETS)



Note: Each data point in this chart is based on a minimum of 10 transaction multiples. If there are not enough transaction multiples for a particular year or quarter, the data are not included.

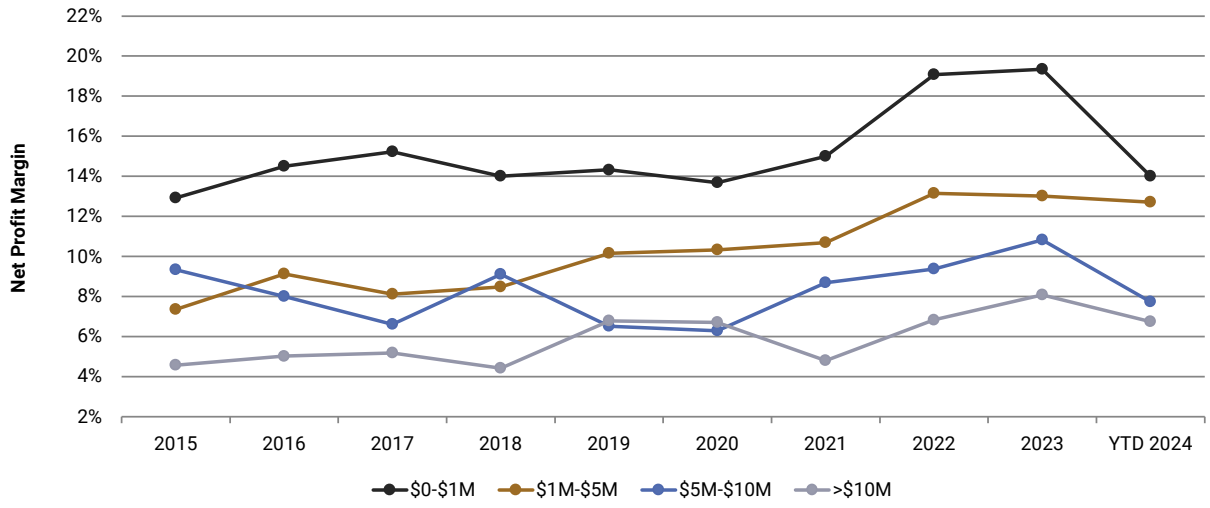
EXHIBIT 6B. OPERATING PROFIT MARGIN BY NET SALES RANGE (PRIVATE TARGETS)



Note: Each data point in this chart is based on a minimum of 10 transaction multiples. If there are not enough transaction multiples for a particular year or quarter, the data are not included.

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EXHIBIT 6C. NET PROFIT MARGIN BY NET SALES RANGE (PRIVATE TARGETS)



Note: Each data point in this chart is based on a minimum of 10 transaction multiples. If there are not enough transaction multiples for a particular year or quarter, the data are not included.



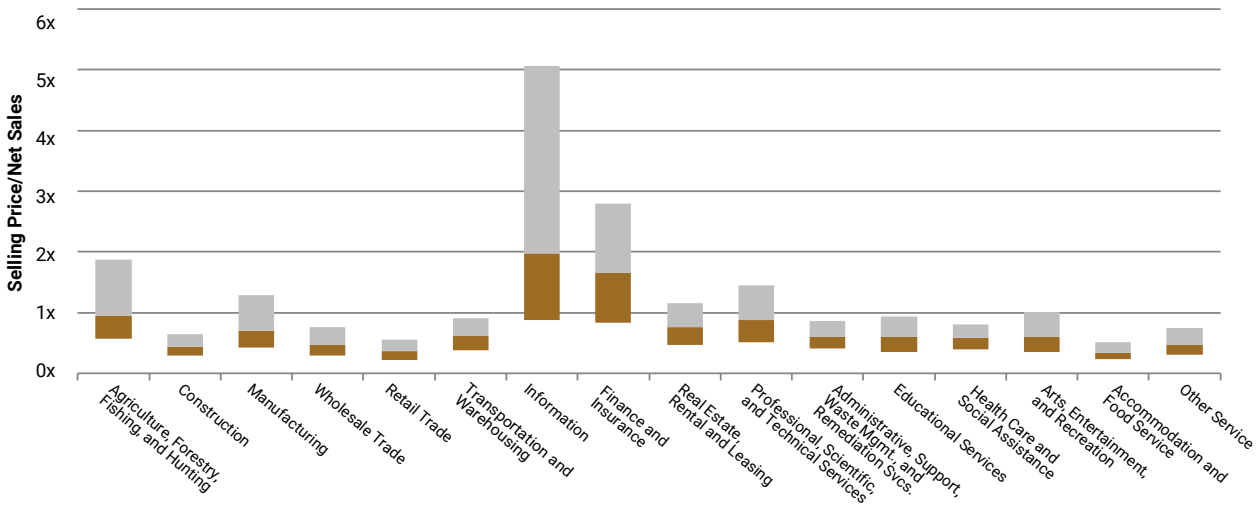
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INTERQUARTILE RANGES ARE FAIRLY CONSISTENT

Exhibits 7A through 7D display the interquartile range of the selling price-to-net sales and selling price-to-EBITDA multiples by major industry sector and by year for private targets. In addition to showing the median multiples by sector and year, the interquartile range provides a measure of dispersion. The interquartile range is the difference between the 25th and 75th percentiles (also called the first and third quartiles), so the interquartile range describes the middle 50% of observations. The top of the gray bar indicates the 75th percentile, the bottom of the brown bar indicates the 25th percentile, and the line where the two meet represents the median. A large interquartile range indicates that the middle 50% of observations are spaced wide apart, and, if the interquartile range is narrow, the middle 50% of observations are spaced close together.

As shown in Exhibits 7A and 7B, the information sector has the greatest median selling price-to-net sales multiple and selling price-to-EBITDA multiple, as well as the greatest spread between the 25th and 75th percentile. The data by year (Exhibits 7C and 7D) shows that the median selling price-to-net sales multiple is consistently around 0.5x, while the selling price-to-EBITDA multiple is generally between 3.0x and 4.0x.

EXHIBIT 7A. SELLING PRICE/NET SALES INTERQUARTILE RANGE BY INDUSTRY SECTOR–ALL TIME PERIODS (PRIVATE TARGETS)



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EXHIBIT 7B. SELLING PRICE/EBITDA INTERQUARTILE RANGE BY INDUSTRY SECTOR–ALL TIME PERIODS (PRIVATE TARGETS)

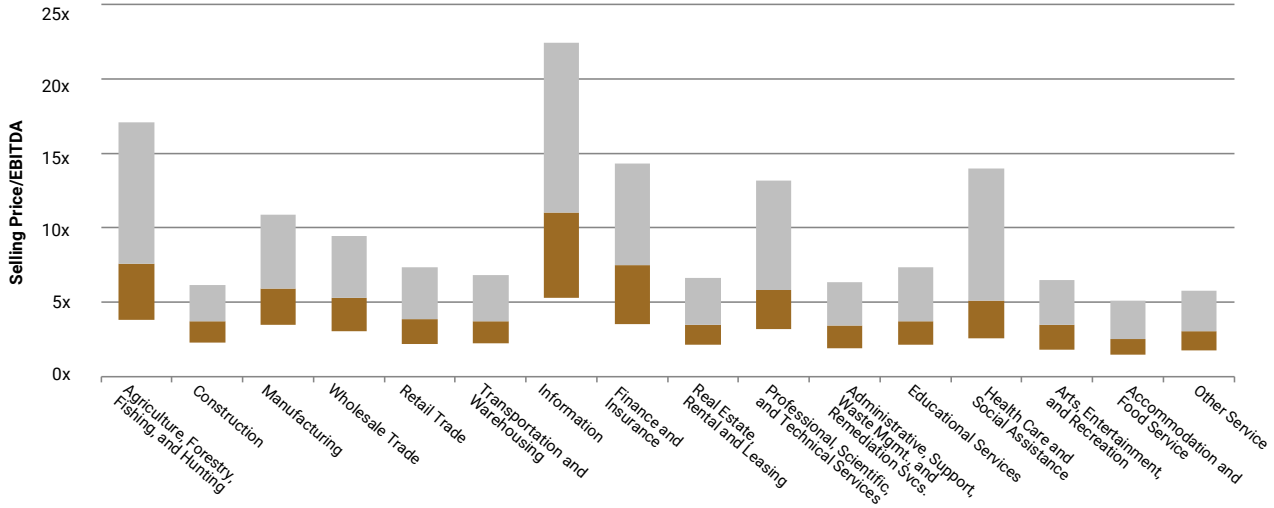
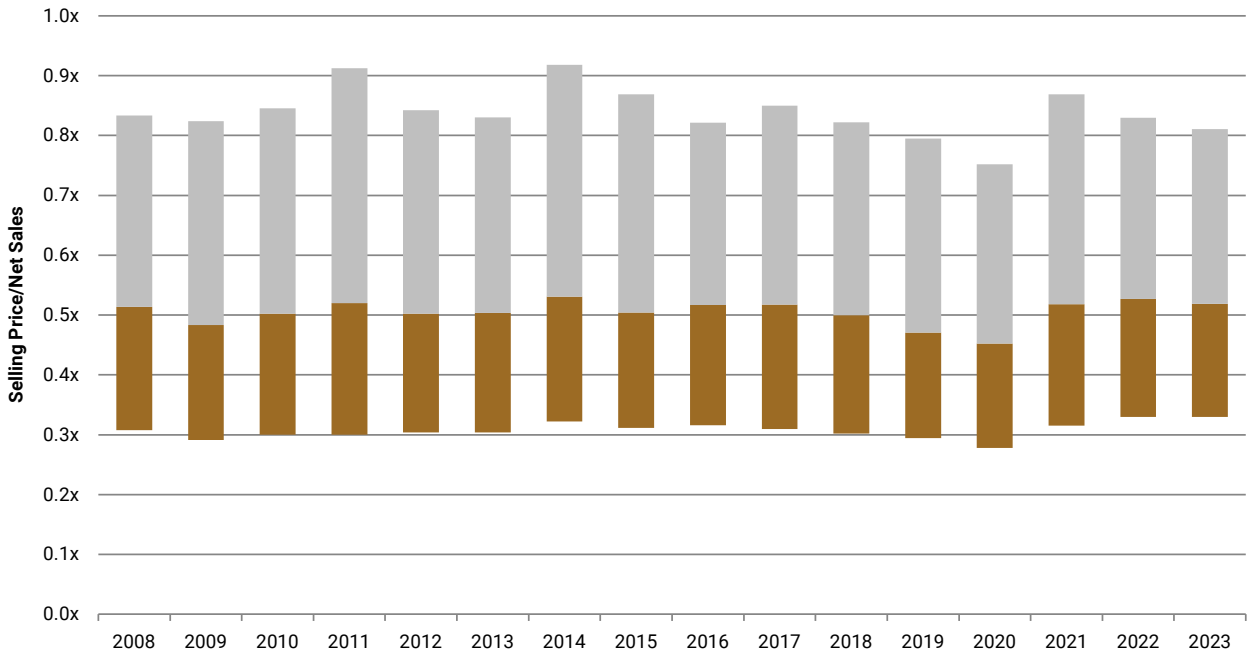
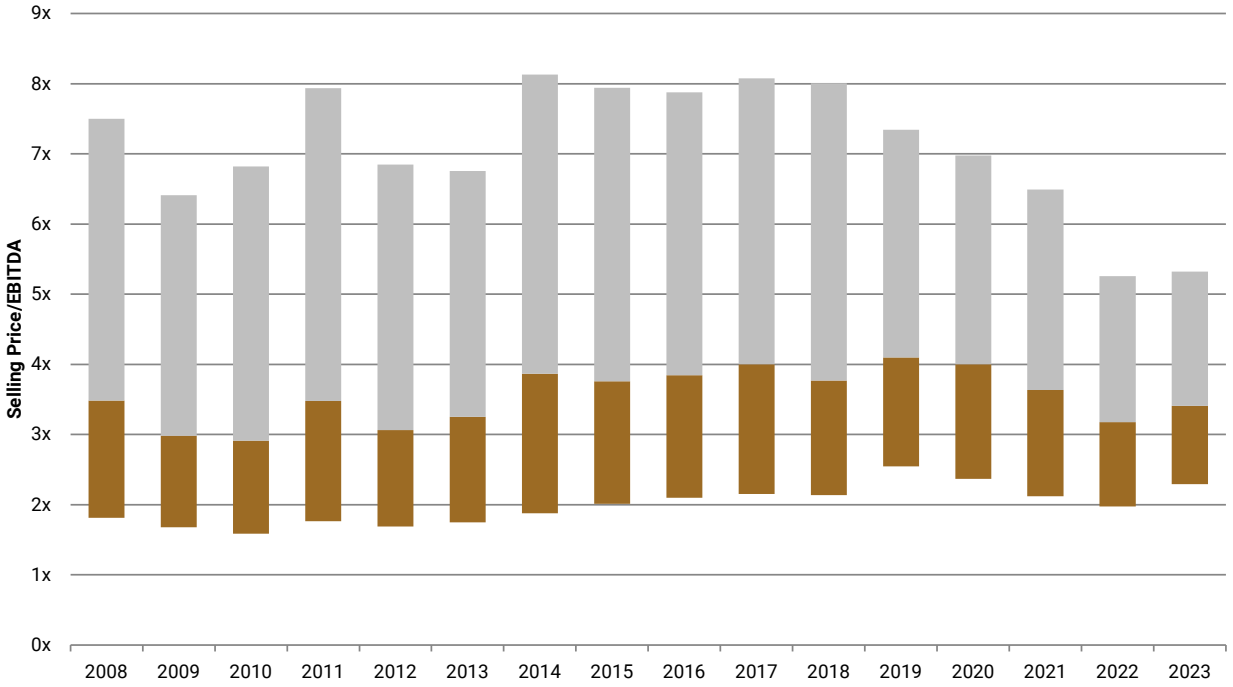


EXHIBIT 7C. SELLING PRICE/NET SALES INTERQUARTILE RANGE BY YEAR (PRIVATE TARGETS)



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EXHIBIT 7D. SELLING PRICE/EBITDA INTERQUARTILE RANGE BY YEAR (PRIVATE TARGETS)



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TEN-YEAR TREND FOR PRIVATE-SELLER SECTOR MULTIPLES

Exhibits 8 through 13 display median multiples paid for private targets, as well as median profit margins, and are organized by industry sector. Multiples across the 15 sectors appear to rise and fall based on cyclical trends.

Median net sales multiples decreased in nine of the 15 sectors in 2023. The sectors that saw a significant decrease were the information and finance and insurance sectors, with a decrease of 16% and 21%, respectively.

Median seller's discretionary earnings (SDE) multiples increased in five of the 15 sectors in 2023. Among the sectors that saw a significant SDE multiple increase were the healthcare and social assistance and finance and insurance sectors, where their SDE multiples increased by 8%.

Median EBITDA multiples trended positively across most sectors in 2023. The sectors that saw the most notable increases were accommodation and food services and professional, scientific, and technical services sectors (with an increase of 14% and 11%, respectively).

In 2023, median gross profit, operating profit, and net profit margins generally moved upwards or have maintained levels similar to those in 2022.

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EXHIBIT 8. MEDIAN SELLING PRICE/NET SALES BY SECTOR (PRIVATE TARGETS)

NAICS	NAICS Industry Sector	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
23	Construction	0.42	0.44	0.46	0.42	0.40	0.42	0.42	0.46	0.49	0.51
31-33	Manufacturing	0.66	0.69	0.62	0.71	0.70	0.60	0.61	0.71	0.65	0.59
42	Wholesale Trade	0.51	0.48	0.47	0.50	0.41	0.51	0.38	0.55	0.48	0.52
44-45	Retail Trade	0.36	0.37	0.39	0.37	0.38	0.36	0.35	0.41	0.41	0.36
48-49	Transportation and Warehousing	0.58	0.75	0.73	0.69	0.65	0.57	0.65	0.57	0.58	0.55
51	Information	2.17	1.69	1.95	2.31	3.59	2.39	1.58	4.54	1.95	1.63
52	Finance and Insurance	1.85	1.67	1.89	2.04	2.31	1.93	2.22	2.17	1.60	1.26
53	Real Estate, Rental, and Leasing	0.79	0.68	0.72	0.69	0.62	0.75	0.72	0.74	0.73	0.80
54	Professional, Scientific, and Technical Services	0.89	0.87	0.89	0.81	0.92	0.86	0.83	0.81	0.81	0.80
56	Administrative, Support, Waste Mgmt., and Remediation Svcs.	0.59	0.54	0.59	0.64	0.57	0.60	0.57	0.60	0.69	0.62
61	Educational Services	0.60	0.37	0.63	0.62	0.50	0.72	0.49	0.87	0.66	0.74
62	Health Care and Social Assistance	0.56	0.55	0.55	0.56	0.58	0.50	0.47	0.52	0.61	0.60
71	Arts, Entertainment, and Recreation	0.59	0.67	0.67	0.51	0.54	0.63	0.44	0.53	0.51	0.57
72	Accommodation and Food Services	0.33	0.32	0.34	0.31	0.33	0.33	0.30	0.33	0.34	0.34
81	Other Services	0.47	0.42	0.44	0.43	0.48	0.43	0.44	0.49	0.53	0.51
	All Sectors	**0.53**	**0.50**	**0.51**	**0.52**	**0.51**	**0.47**	**0.45**	**0.51**	**0.55**	**0.54**

Note: Each data point in this chart is based on a minimum of 10 transaction multiples. If there are not enough transaction multiples for a particular year or quarter, the data are not included.

EXHIBIT 9. MEDIAN SELLING PRICE/SELLER'S DISCRETIONARY EARNINGS BY SECTOR (PRIVATE TARGETS)

NAICS	NAICS Industry Sector	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
23	Construction	2.5	2.6	2.3	2.4	2.1	2.3	2.2	2.4	2.4	2.3
31-33	Manufacturing	2.9	2.9	2.9	3.0	2.8	2.6	2.7	3.1	2.6	2.5
42	Wholesale Trade	3.7	3.2	3.2	3.6	2.6	2.9	3.2	3.5	3.0	2.9
44-45	Retail Trade	2.8	2.9	2.8	2.5	2.3	2.3	2.4	2.3	2.2	2.3
48-49	Transportation and Warehousing	2.7	3.3	3.2	1.9	2.4	2.5	2.9	2.9	2.2	2.3
51	Information	3.5	2.5	3.4	3.7	2.8	2.2	2.0	3.7	2.8	2.7
52	Finance and Insurance	3.4	3.4	5.1	3.5	3.8	3.5	4.6	3.1	2.0	2.2
53	Real Estate, Rental, and Leasing	2.6	2.2	2.4	2.9	2.4	2.4	2.9	2.6	2.3	2.3
54	Professional, Scientific, and Technical Services	2.7	2.5	2.4	2.2	2.3	2.5	2.7	2.3	2.2	2.4
56	Administrative, Support, Waste Mgmt., and Remediation Svcs.	2.5	2.3	2.3	2.4	2.2	2.2	2.3	2.4	2.1	2.1
61	Educational Services	2.9	2.0	2.3	1.9	1.8	2.5	2.3	2.5	2.2	2.2
62	Health Care and Social Assistance	2.0	2.1	2.1	2.2	2.6	2.0	2.2	2.3	2.2	2.4
71	Arts, Entertainment, and Recreation	2.8	2.8	2.7	2.7	2.6	2.1	1.9	1.5	2.0	2.0
72	Accommodation and Food Services	2.1	2.2	2.1	2.0	1.8	2.0	1.7	1.8	1.8	1.8
81	Other Services	2.0	2.3	2.2	2.3	2.0	2.2	2.0	2.2	2.1	2.1
	All Sectors	**2.6**	**2.5**	**2.6**	**2.5**	**2.3**	**2.3**	**2.3**	**2.4**	**2.2**	**2.2**

Note: Each data point in this chart is based on a minimum of 10 transaction multiples. If there are not enough transaction multiples for a particular year or quarter, the data are not included.

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EXHIBIT 10. MEDIAN SELLING PRICE/EBITDA BY SECTOR (PRIVATE TARGETS)

NAICS	NAICS Industry Sector	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
23	Construction	3.4	3.6	3.3	3.7	4.0	3.5	3.2	4.0	3.5	3.5
31-33	Manufacturing	5.8	6.1	6.5	5.8	7.0	5.1	5.0	4.5	4.2	4.0
42	Wholesale Trade	6.2	6.9	6.4	5.6	4.7	4.9	4.7	4.9	4.5	4.2
44-45	Retail Trade	3.4	3.5	3.5	3.6	3.8	4.0	5.1	3.6	3.0	3.2
48-49	Transportation and Warehousing	3.2	3.5	4.2	3.6	3.2	3.5	4.3	3.9	3.0	3.3
51	Information	10.0	6.9	10.7	13.6	14.7	9.3	18.5	17.4	7.0	7.1
52	Finance and Insurance	6.2	7.8	9.8	13.4	12.1	9.2	8.3	6.2	4.2	4.1
53	Real Estate, Rental, and Leasing	4.5	2.9	3.8	4.2	6.1	4.0	7.7	4.1	3.3	3.2
54	Professional, Scientific, and Technical Services	5.5	8.1	5.5	5.7	4.7	4.7	4.7	3.9	3.6	3.9
56	Administrative, Support, Waste Mgmt., and Remediation Svcs.	2.8	3.0	3.8	3.7	3.4	5.0	4.1	3.3	2.9	3.1
61	Educational Services	3.5	3.6	4.1	3.1	4.1	3.8	1.9	9.0	3.3	3.0
62	Health Care and Social Assistance	4.2	3.2	4.2	3.8	4.6	3.8	3.5	4.1	3.5	3.7
71	Arts, Entertainment, and Recreation	3.6	3.3	4.3	3.3	3.5	3.8	4.1	2.9	2.4	2.5
72	Accommodation and Food Services	2.2	2.4	2.4	2.8	2.8	3.3	2.6	2.3	2.4	2.7
81	Other Services	2.4	2.8	2.6	3.1	2.9	3.5	3.4	3.2	3.0	3.3
	All Sectors	**3.9**	**3.8**	**3.9**	**4.1**	**4.1**	**4.2**	**4.2**	**3.7**	**3.4**	**3.6**

Note: Each data point in this chart is based on a minimum of 10 transaction multiples. If there are not enough transaction multiples for a particular year or quarter, the data are not included.

EXHIBIT 11. MEDIAN GROSS PROFIT MARGINS BY SECTOR (PRIVATE TARGETS)

NAICS	NAICS Industry Sector	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
23	Construction	52%	47%	54%	45%	48%	47%	54%	53%	55%	57%
31-33	Manufacturing	46%	44%	46%	47%	48%	54%	55%	52%	61%	56%
42	Wholesale Trade	36%	38%	35%	40%	37%	33%	29%	40%	38%	36%
44-45	Retail Trade	46%	43%	45%	45%	46%	51%	46%	50%	51%	42%
48-49	Transportation and Warehousing	68%	84%	77%	94%	82%	72%	77%	75%	93%	94%
51	Information	70%	67%	47%	68%	70%	72%	65%	65%	71%	69%
52	Finance and Insurance	91%	96%	91%	95%	94%	97%	81%	100%	100%	100%
53	Real Estate, Rental, and Leasing	87%	92%	86%	75%	73%	99%	98%	98%	100%	94%
54	Professional, Scientific, and Technical Services	67%	74%	74%	89%	73%	74%	89%	98%	100%	96%
56	Administrative, Support, Waste Mgmt., and Remediation Svcs.	77%	76%	71%	81%	83%	77%	78%	88%	87%	87%
61	Educational Services	92%	90%	100%	91%	100%	98%	100%	95%	100%	100%
62	Health Care and Social Assistance	100%	100%	100%	94%	95%	100%	100%	100%	100%	98%
71	Arts, Entertainment, and Recreation	99%	89%	95%	98%	89%	98%	97%	95%	100%	100%
72	Accommodation and Food Services	66%	66%	68%	67%	67%	69%	70%	69%	69%	69%
81	Other Services	83%	76%	76%	75%	84%	89%	92%	91%	90%	91%
	All Sectors	**65%**	**65%**	**64%**	**63%**	**64%**	**66%**	**68%**	**67%**	**69%**	**69%**

Note: Each data point in this chart is based on a minimum of 10 transaction multiples. If there are not enough transaction multiples for a particular year or quarter, the data are not included.

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EXHIBIT 12. MEDIAN OPERATING PROFIT MARGINS BY SECTOR (PRIVATE TARGETS)

NAICS	NAICS Industry Sector	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
23	Construction	11%	11%	12%	9%	10%	11%	13%	10%	13%	14%
31-33	Manufacturing	10%	9%	7%	10%	9%	8%	10%	10%	13%	12%
42	Wholesale Trade	8%	6%	9%	8%	7%	8%	6%	10%	10%	13%
44-45	Retail Trade	9%	8%	10%	9%	8%	11%	8%	10%	13%	11%
48-49	Transportation and Warehousing	13%	17%	18%	19%	14%	13%	12%	14%	19%	22%
51	Information	5%	6%	1%	4%	2%	9%	6%	1%	10%	13%
52	Finance and Insurance	21%	19%	24%	27%	24%	29%	15%	20%	38%	39%
53	Real Estate, Rental, and Leasing	17%	16%	17%	15%	14%	25%	13%	13%	19%	22%
54	Professional, Scientific, and Technical Services	10%	8%	14%	14%	14%	17%	15%	17%	22%	18%
56	Administrative, Support, Waste Mgmt., and Remediation Svcs.	18%	15%	15%	17%	15%	14%	12%	16%	22%	21%
61	Educational Services	15%	8%	16%	18%	17%	14%	11%	13%	23%	22%
62	Health Care and Social Assistance	12%	15%	11%	12%	12%	17%	12%	13%	14%	15%
71	Arts, Entertainment, and Recreation	19%	10%	12%	17%	7%	18%	0%	23%	18%	27%
72	Accommodation and Food Services	13%	12%	14%	13%	13%	12%	11%	13%	14%	15%
81	Other Services	14%	14%	15%	13%	15%	11%	10%	15%	19%	19%
	All Sectors	**11%**	**11%**	**12%**	**12%**	**11%**	**12%**	**11%**	**12%**	**15%**	**15%**

Note: Each data point in this chart is based on a minimum of 10 transaction multiples. If there are not enough transaction multiples for a particular year or quarter, the data are not included.

EXHIBIT 13. MEDIAN NET PROFIT MARGINS BY SECTOR (PRIVATE TARGETS)

NAICS	NAICS Industry Sector	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
23	Construction	11%	10%	12%	9%	10%	11%	14%	11%	12%	14%
31-33	Manufacturing	8%	7%	6%	8%	8%	7%	11%	9%	12%	12%
42	Wholesale Trade	8%	5%	7%	8%	6%	8%	6%	9%	10%	13%
44-45	Retail Trade	8%	7%	10%	9%	8%	10%	9%	10%	13%	11%
48-49	Transportation and Warehousing	12%	15%	17%	19%	15%	13%	14%	14%	19%	20%
51	Information	5%	5%	-1%	2%	1%	8%	2%	-2%	11%	2%
52	Finance and Insurance	18%	14%	18%	16%	21%	23%	15%	19%	24%	38%
53	Real Estate, Rental, and Leasing	18%	14%	17%	14%	14%	25%	16%	13%	21%	22%
54	Professional, Scientific, and Technical Services	8%	6%	13%	12%	14%	15%	15%	17%	19%	20%
56	Administrative, Support, Waste Mgmt., and Remediation Svcs.	14%	14%	15%	16%	15%	13%	14%	15%	23%	22%
61	Educational Services	12%	8%	16%	18%	15%	13%	11%	8%	23%	21%
62	Health Care and Social Assistance	10%	11%	10%	11%	12%	16%	11%	12%	15%	15%
71	Arts, Entertainment, and Recreation	19%	12%	12%	17%	4%	18%	0%	25%	17%	27%
72	Accommodation and Food Services	10%	10%	12%	12%	13%	12%	12%	13%	14%	15%
81	Other Services	13%	13%	14%	12%	15%	11%	13%	14%	19%	19%
	All Sectors	**10%**	**9%**	**11%**	**11%**	**11%**	**12%**	**11%**	**12%**	**14%**	**15%**

Note: Each data point in this chart is based on a minimum of 10 transaction multiples. If there are not enough transaction multiples for a particular year or quarter, the data are not included.

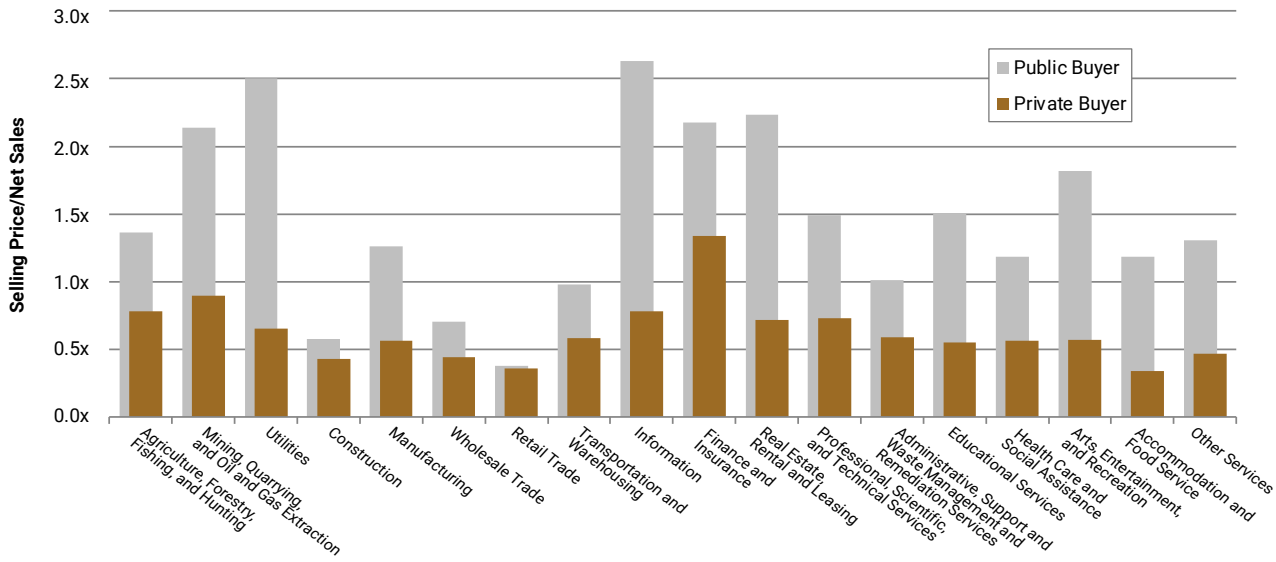
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PUBLIC BUYERS PAY HIGHER MULTIPLES FOR PRIVATE TARGETS THAN PRIVATE BUYERS DID

Exhibits 14 and 15 compare the median valuation multiples private buyers paid (those transactions business intermediaries brokered) to what public-company buyers paid based on major industry sector groups.

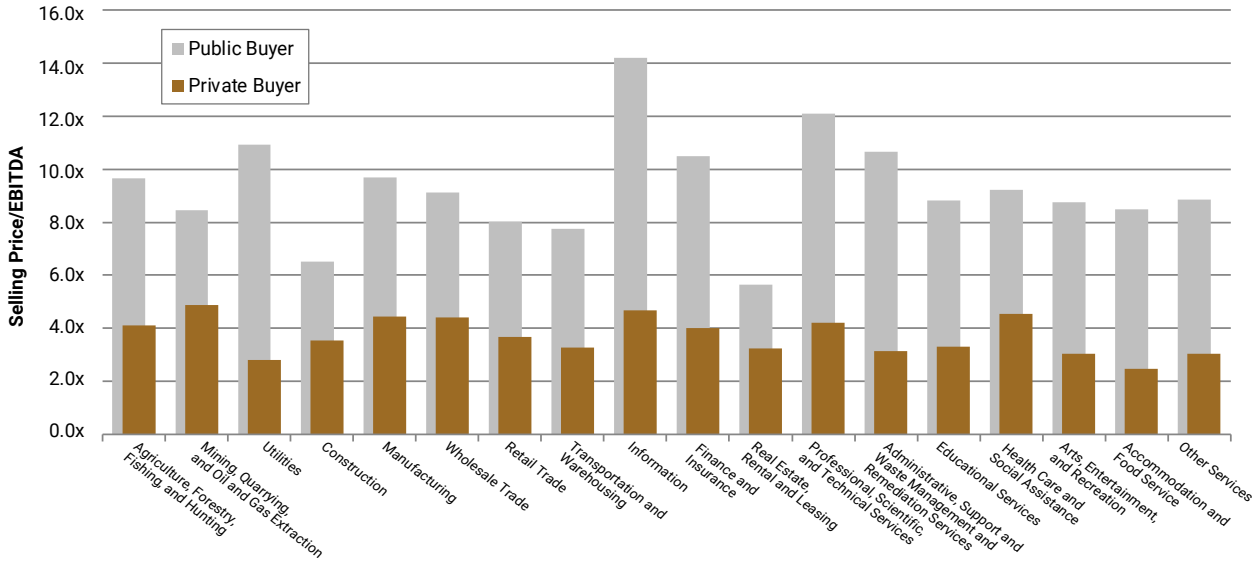
Across all NAICS sectors, public buyers paid higher multiples for private targets than private buyers. This may partially reflect synergies between the public buyer and the private target. Also, the typical acquisition public buyers made was larger than those private buyers made, so it is possible to conclude that larger companies sell for higher multiples than smaller companies, which is further highlighted in Exhibits 5A through 5C.

EXHIBIT 14. MEDIAN SELLING PRICE/NET SALES–ALL TIME PERIODS (PRIVATE TARGETS)



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EXHIBIT 15. MEDIAN SELLING PRICE/EBITDA– ALL TIME PERIODS (PRIVATE TARGETS)



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HOW DO INDUSTRY PRICING MULTIPLES AND PROFIT MARGINS COMPARE?

Exhibits 16A through 17C compare pricing multiples and profit margin ratios across 18 industry sectors. Companies within the mining, quarrying, and oil and gas extraction sector; the finance and insurance sector; utilities sector; agriculture, forestry, fishing, and hunting sector; and the information sector clearly transact at higher net sales and earnings-based pricing multiples than most other companies in other industries (see Exhibits 16A to 16E). The trend for margin ratios is less evident among the 18 industry sectors, although companies in the information sector appear to operate less efficiently, with a median operating profit margin of 1% and a median net profit margin of -1.0% (see Exhibits 17A to 17C).

EXHIBIT 16A. MEDIAN SELLING PRICE/NET SALES– ALL TIME PERIODS (PRIVATE TARGETS)

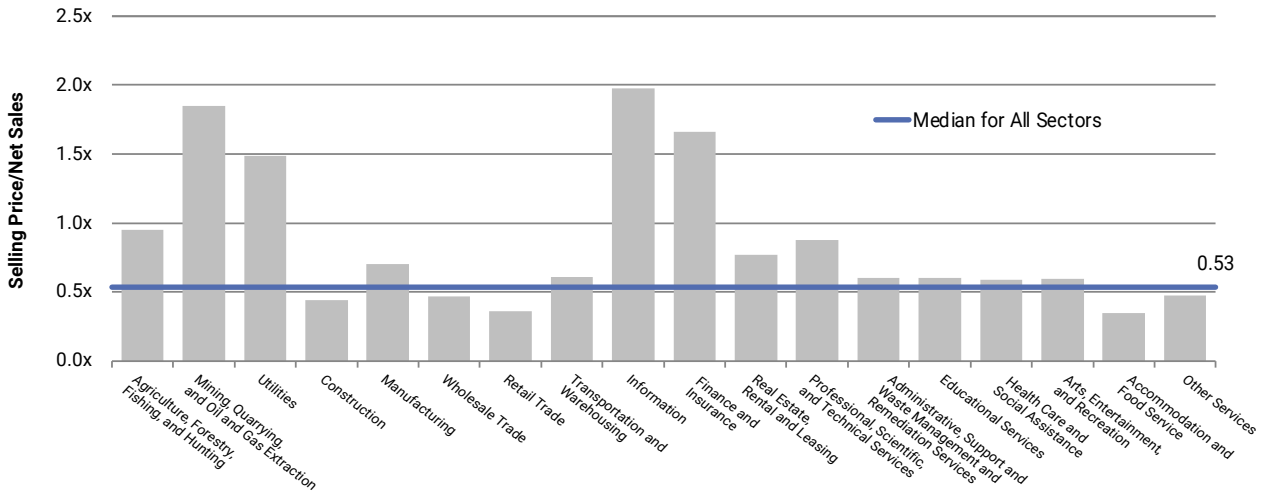
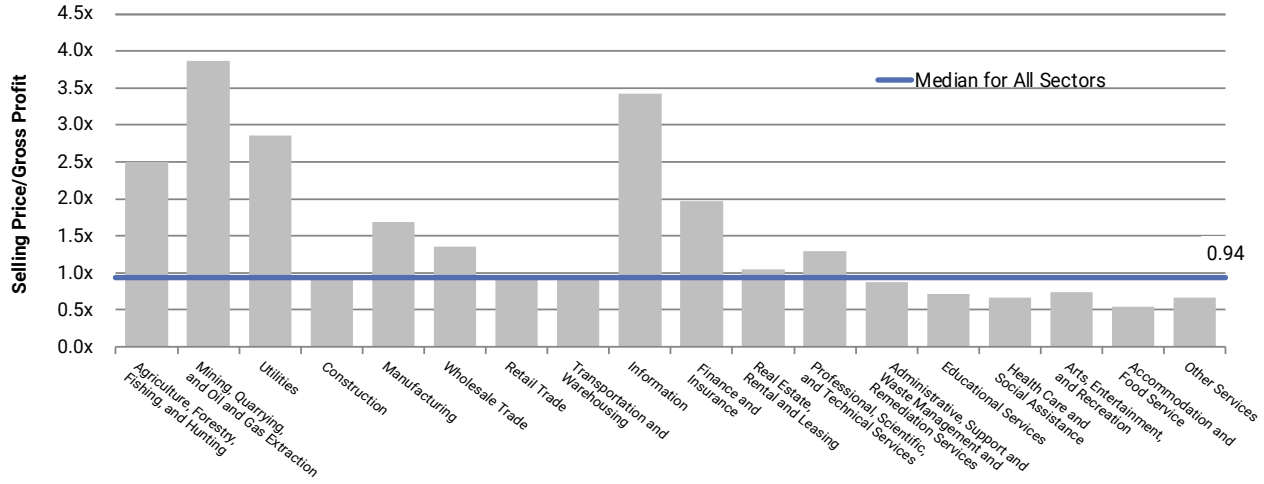


EXHIBIT 16B. MEDIAN SELLING PRICE/GROSS PROFIT– ALL TIME PERIODS (PRIVATE TARGETS)



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EXHIBIT 16C. MEDIAN SELLING PRICE/EBIT– ALL TIME PERIODS (PRIVATE TARGETS)

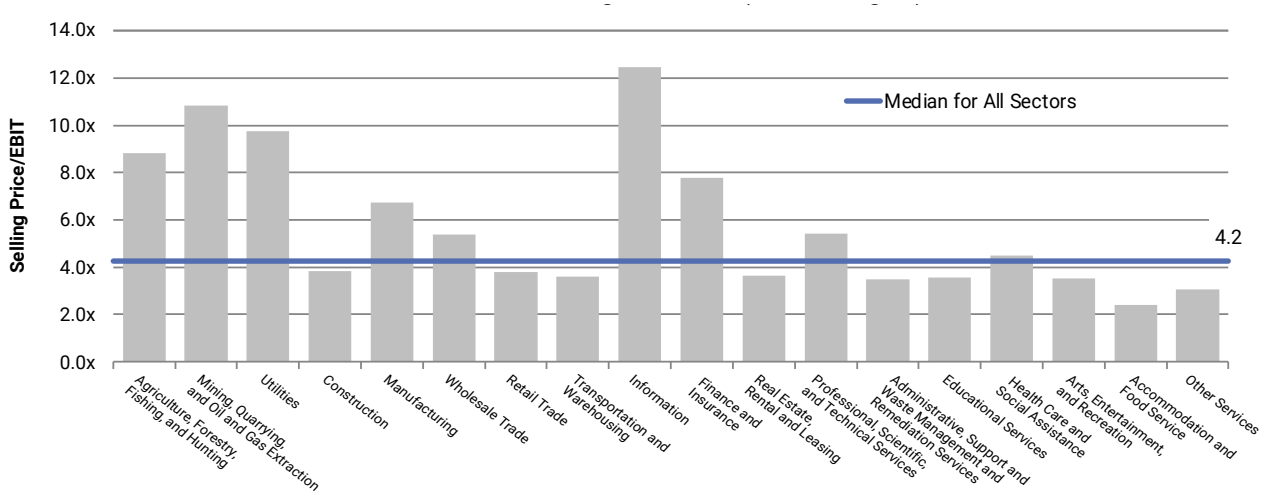
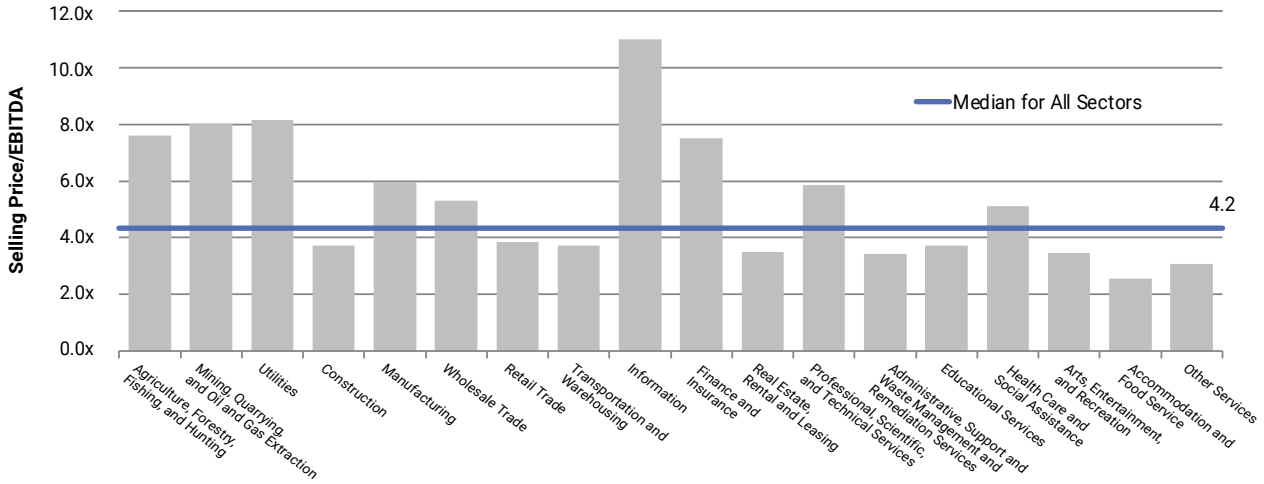


EXHIBIT 16D. MEDIAN SELLING PRICE/EBITDA– ALL TIME PERIODS (PRIVATE TARGETS)



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EXHIBIT 16E: MEDIAN SELLING PRICE/SDE– ALL TIME PERIODS (PRIVATE TARGETS)

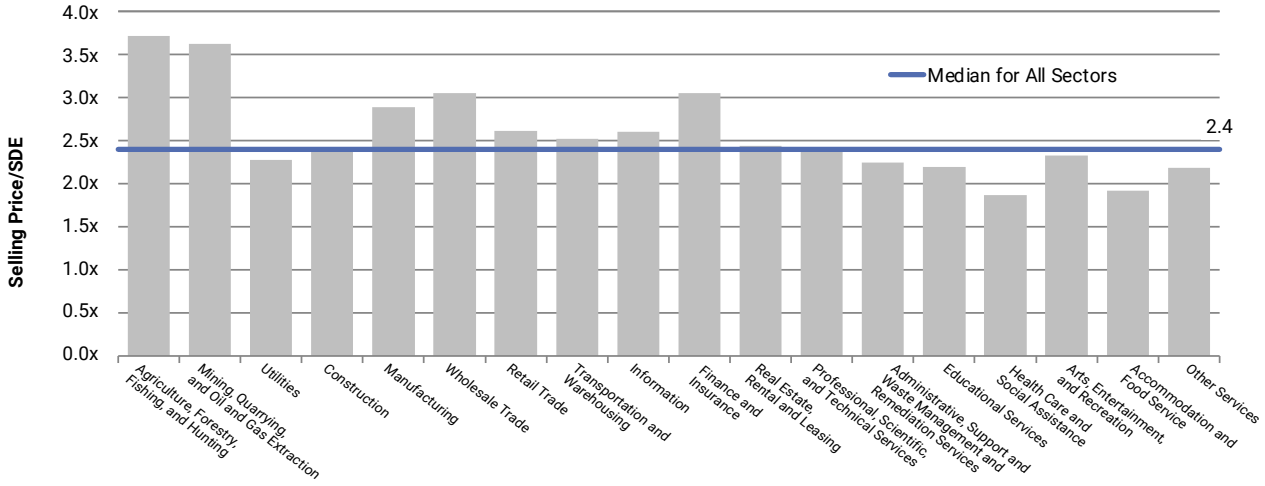
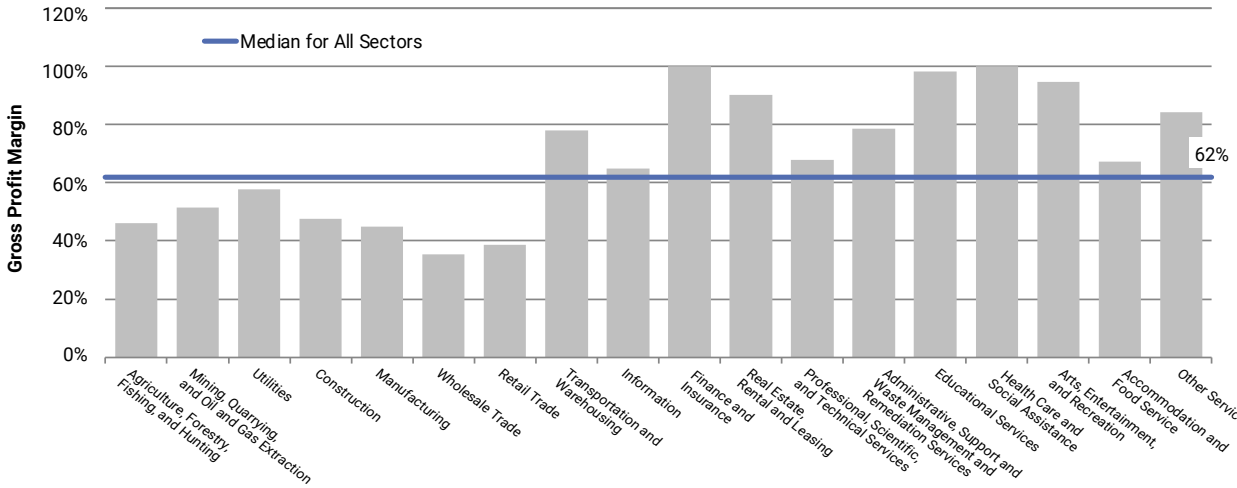


EXHIBIT 17A. MEDIAN GROSS PROFIT MARGIN– ALL TIME PERIODS (PRIVATE TARGETS)



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EXHIBIT 17B. MEDIAN OPERATING PROFIT MARGIN– ALL TIME PERIODS (PRIVATE TARGETS)

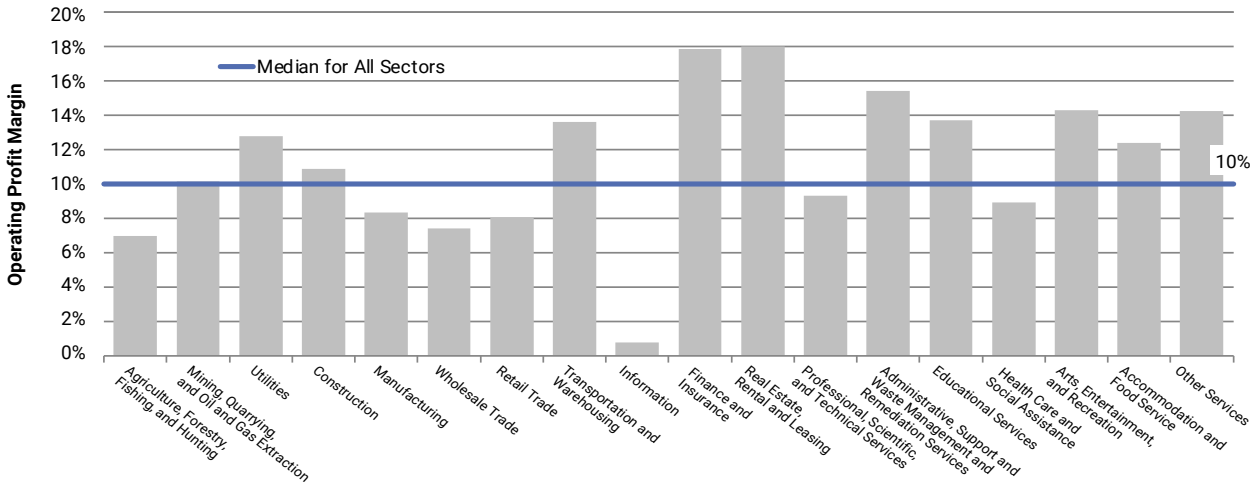
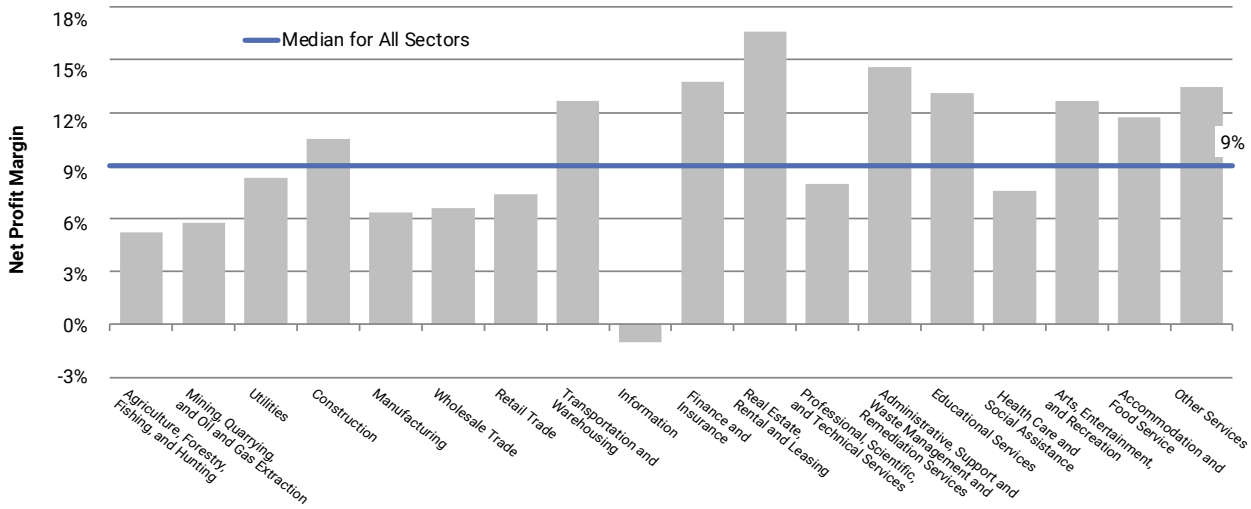


EXHIBIT 17C. MEDIAN NET PROFIT MARGIN– ALL TIME PERIODS (PRIVATE TARGETS)



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MEDIAN SELLING PRICE MAINTAINS HIGH LEVELS IN 2024

Exhibit 18A shows that the median selling price moved from its previously highest level of $400,000 in 2023 to $512,500 in 2024 year-to-date. Median net sales amounts reached a new high of $1,003,720 in 2024 year-to-date, a 21% increase from 2023. Both median selling prices and net sales amounts have continued to trend positively since 2020.

EXHIBIT 18A. MEDIAN SELLING PRICE AND MEDIAN NET SALES (PRIVATE TARGETS)

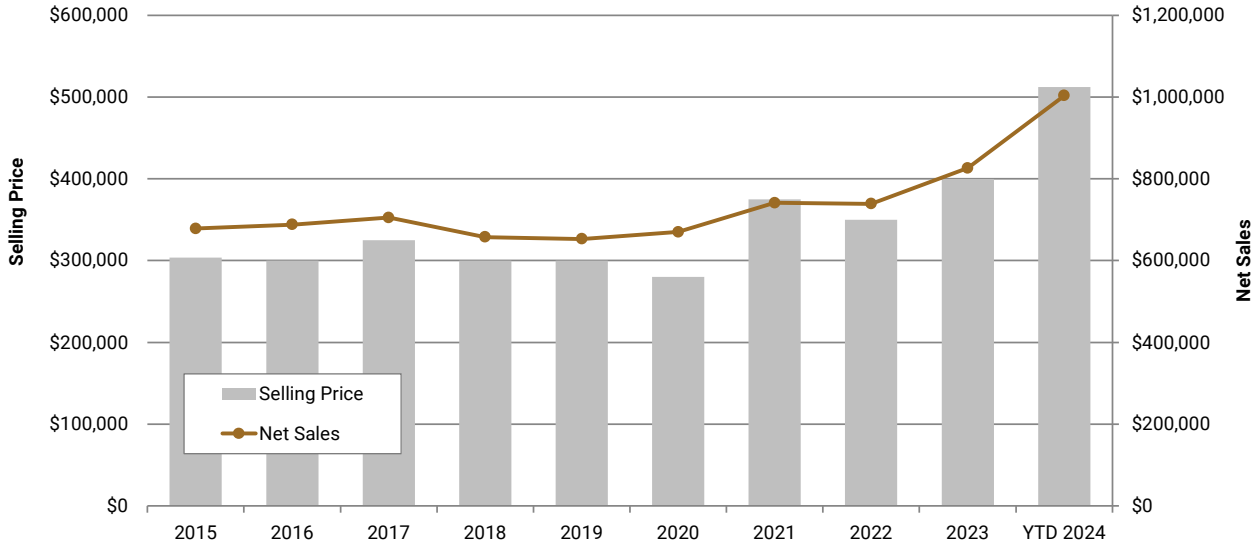
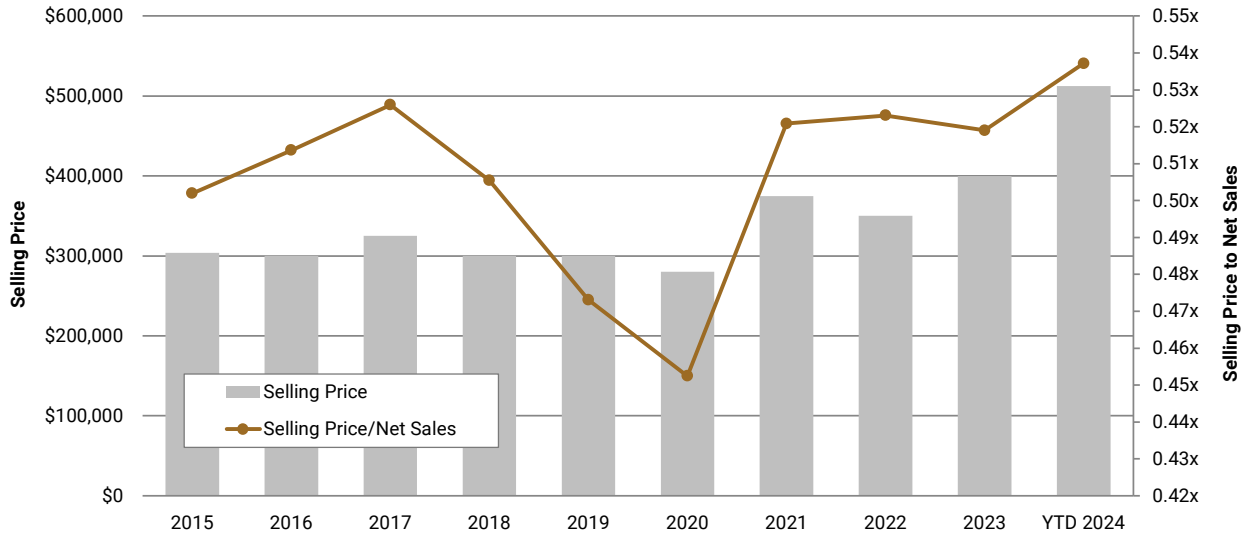


EXHIBIT 18B. MEDIAN SELLING PRICE AND MEDIAN SELLING PRICE/NET SALES (PRIVATE TARGETS)

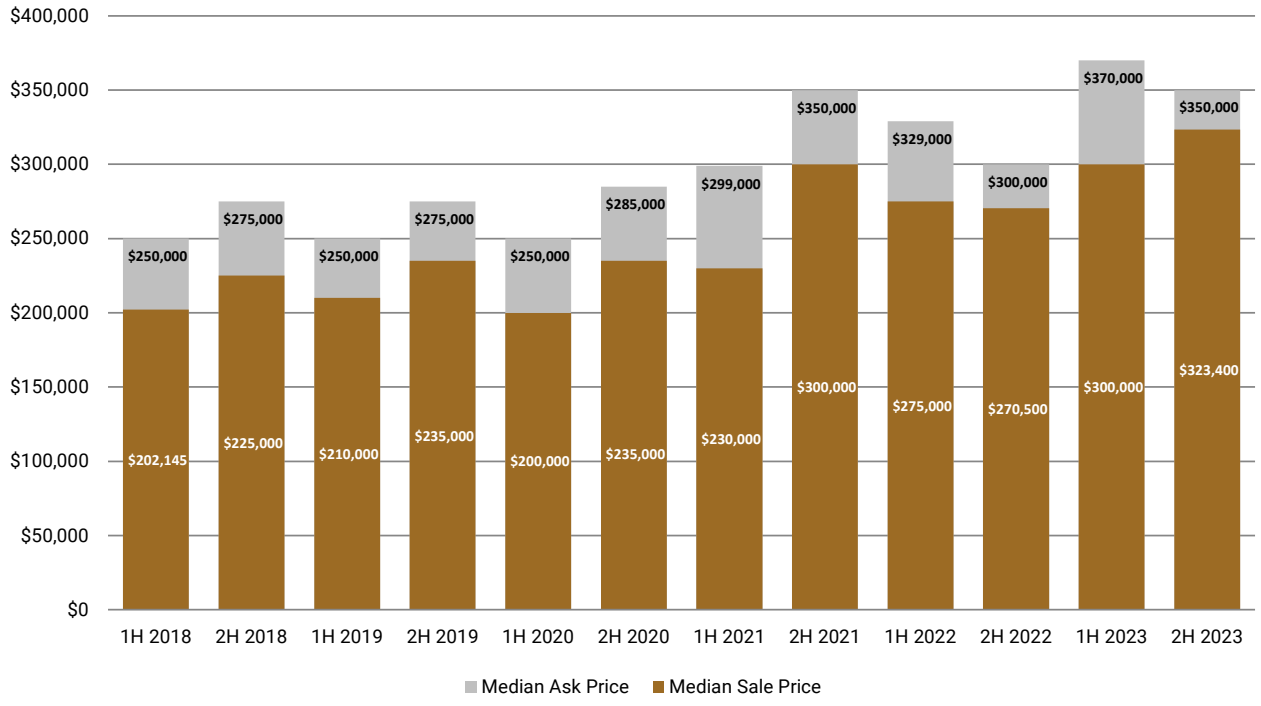


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SECOND HALF OF 2023 SHOWS LOWER DISCOUNT LEVELS

Exhibit 19 best illustrates the negotiation process between buyers and sellers in which both asking prices and sale prices continually fluctuate during the highlighted period, as well as historically. What a seller's business is likely to sell for has effectively been different than the original asking price and is based on cyclical trends in the economy as well as the buyers' assessment of financial conditions, industry comparables, the potential return on investment, and the goodwill worth of the business as a going concern, among other considerations. The largest discount recorded in the period analyzed (first-half 2018 to second-half 2023) was 23.1% in the first half of 2021. Typical discount levels range between 16% and 18%. The most recent discount in the second half of 2023 was 7.6%, which was lower than typical levels.

EXHIBIT 19. MEDIAN ASK PRICE VS. MEDIAN SALE PRICE SEMIANNUALLY (PRIVATE TARGETS)



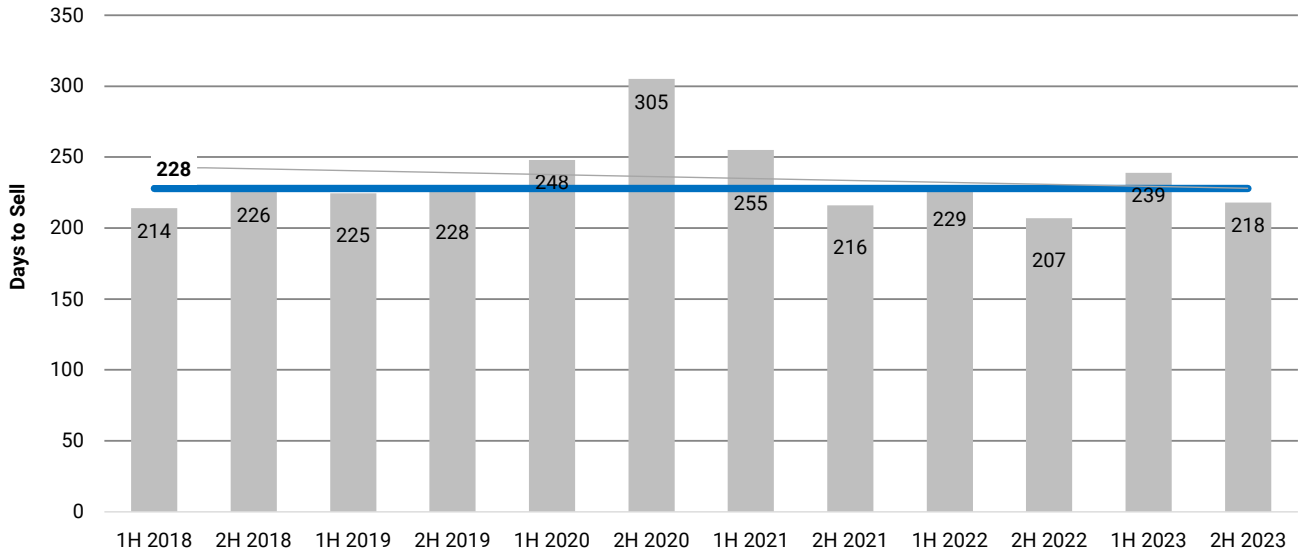
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MEDIAN DAYS TO SELL INCREASED IN THE SECOND HALF OF 2023

Days to sell is the number of days it takes to sell a business (the difference between the date the business was listed for sale and the date the sale closed).

In the second half of 2023, the median days to sell was 218, comparable to many prior years. The second half of 2020 continues to be the highest period reported regarding the time it takes to close a sale (305 days).

EXHIBIT 20. MEDIAN DAYS TO SELL SEMIANNUALLY* (PRIVATE TARGETS)



** Based on the sale date of transactions.*

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OVERVIEW OF OWNER'S COMPENSATION

Exhibits 21 through 22 display owner's compensation statistics, organized by sector and company size.

Owner's compensation figures are based on all transactions in the DealStats database, where historical information has been adjusted for inflation. Inflation adjustments are based on CPI (CPIAUCSL) figures, where average adjustment factors are developed for each year. Annual average adjustment factors are then applied to every owner's compensation figure for each transaction in the database.

Across all statistical measures (25th percentile, median, average, 75th percentile), owner's compensation increases as the size of the company increases.

The mining, quarrying, and oil and gas extraction sector has the highest median owner's compensation ($223,735), while arts, entertainment, and recreation has the lowest median owner's compensation ($38,369). Healthcare and social assistance is a close second to the mining, quarrying, and oil and gas extraction sector, where it has the highest average and 75th percentile among all industries.

When observing owner's compensation by sector and size, we can see that the healthcare and social assistance sector has the highest median owner's compensation across all size groups (except for companies with net sales larger than $10 million).

EXHIBIT 21. OWNER'S COMPENSATION STATISTICS BY SECTOR (PRIVATE U.S. TARGETS)

NAICS	NAICS Sector	25th Percentile	Median	Average	75th Percentile
11	Agriculture, Forestry, Fishing and Hunting	$21,468	$57,097	$105,551	$118,089
21	Mining, Quarrying, and Oil and Gas Extraction	$102,863	$223,735	$422,816	$340,279
22	Utilities	$7,894	$51,783	$97,987	$111,617
23	Construction	$54,899	$101,683	$157,157	$182,692
31-33	Manufacturing	$40,137	$98,804	$180,522	$194,145
42	Wholesale Trade	$43,719	$104,160	$163,287	$200,499
44-45	Retail Trade	$20,446	$61,864	$110,167	$120,953
48-49	Transportation and Warehousing	$19,924	$57,907	$137,179	$130,933
51	Information	$13,817	$84,539	$265,259	$187,293
52	Finance and Insurance	$24,635	$64,669	$129,446	$123,281
53	Real Estate and Rental and Leasing	$25,790	$58,054	$100,804	$105,672
54	Professional, Scientific, and Technical Services	$46,458	$101,299	$165,750	$194,853
56	Administrative and Support and Waste Management and Remediation Services	$24,484	$58,348	$100,168	$115,669
61	Educational Services	$21,062	$58,120	$141,420	$106,858
62	Health Care and Social Assistance	$42,440	$116,062	$435,705	$375,507
71	Arts, Entertainment, and Recreation	$-	$38,369	$106,109	$83,197
72	Accommodation and Food Services	$7,975	$39,660	$55,625	$72,472
81	Other Services (except Public Administration)	$13,254	$44,743	$66,847	$87,528
	All Sectors	**$23,805**	**$64,211**	**$138,087**	**$134,240**

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EXHIBIT 22: OWNER'S COMPENSATION STATISTICS BY SECTOR AND SIZE (PRIVATE U.S. TARGETS)

		$0M-$1M			
NAICS	NAICS Sector	25th Percentile	Median	Average	75th Percentile
11	Agriculture, Forestry, Fishing and Hunting	$5,367	$28,482	$46,256	$80,714
23	Construction	$31,264	$61,881	$72,852	$101,997
31-33	Manufacturing	$20,610	$56,584	$70,512	$97,426
42	Wholesale Trade	$17,156	$52,850	$69,499	$94,327
44-45	Retail Trade	$4,537	$36,140	$48,263	$71,800
48-49	Transportation and Warehousing	$12,784	$33,063	$45,701	$68,425
51	Information	$2,532	$49,742	$66,382	$94,103
52	Finance and Insurance	$22,420	$50,726	$72,584	$93,077
53	Real Estate and Rental and Leasing	$21,235	$48,916	$60,681	$84,539
54	Professional, Scientific, and Technical Services	$31,253	$65,096	$86,342	$114,897
56	Administrative and Support and Waste Management and Remediation Services	$18,420	$42,870	$53,922	$74,023
61	Educational Services	$17,509	$49,005	$60,111	$84,058
62	Health Care and Social Assistance	$28,173	$69,755	$137,770	$152,664
71	Arts, Entertainment, and Recreation	N/A	$33,094	$46,517	$66,085
72	Accommodation and Food Services	$2,540	$33,206	$40,144	$58,364
81	Other Services (except Public Administration)	$8,733	$37,450	$49,968	$71,233
	All Sectors	**$13,439**	**$43,257**	**$60,179**	**$79,193**

		$1M-$5M			
NAICS	NAICS Sector	25th Percentile	Median	Average	75th Percentile
11	Agriculture, Forestry, Fishing and Hunting	$28,424	$54,967	$141,514	$203,447
23	Construction	$70,919	$115,277	$154,021	$190,876
31-33	Manufacturing	$85,614	$150,882	$197,795	$249,428
42	Wholesale Trade	$62,588	$121,955	$157,532	$201,002
44-45	Retail Trade	$43,683	$90,159	$121,537	$154,577
48-49	Transportation and Warehousing	$54,993	$124,254	$150,100	$190,940
51	Information	$93,461	$180,948	$265,624	$287,797
52	Finance and Insurance	$103,405	$184,840	$250,357	$331,865
53	Real Estate and Rental and Leasing	$63,837	$95,728	$134,605	$147,020
54	Professional, Scientific, and Technical Services	$96,461	$166,761	$225,193	$273,515
56	Administrative and Support and Waste Management and Remediation Services	$68,466	$125,878	$165,924	$196,892
61	Educational Services	$35,732	$133,772	$174,407	$246,558
62	Health Care and Social Assistance	$116,424	$321,215	$795,971	$1,261,990
71	Arts, Entertainment, and Recreation	$62,305	$136,376	$154,787	$208,257
72	Accommodation and Food Services	$42,720	$78,390	$99,894	$126,772
81	Other Services (except Public Administration)	$57,241	$104,727	$132,146	$172,942
	All Sectors	**$63,677**	**$121,359**	**$209,839**	**$214,073**

Exhibit continues on next page

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EXHIBIT 22: OWNER'S COMPENSATION STATISTICS BY SECTOR AND SIZE (PRIVATE U.S. TARGETS), CONTINUED

		$5M-$10M			
NAICS	NAICS Sector	25th Percentile	Median	Average	75th Percentile
11	Agriculture, Forestry, Fishing and Hunting	N/A	N/A	N/A	N/A
23	Construction	$117,558	$198,135	$281,194	$358,884
31-33	Manufacturing	$118,210	$208,647	$349,033	$406,990
42	Wholesale Trade	$111,729	$183,218	$312,679	$311,354
44-45	Retail Trade	$79,587	$170,914	$237,108	$326,996
48-49	Transportation and Warehousing	$107,832	$218,284	$225,030	$324,897
51	Information	$35,633	$190,023	$249,585	$299,781
52	Finance and Insurance	N/A	N/A	N/A	N/A
53	Real Estate and Rental and Leasing	N/A	N/A	N/A	N/A
54	Professional, Scientific, and Technical Services	$201,398	$299,399	$385,033	$449,722
56	Administrative and Support and Waste Management and Remediation Services	$151,715	$195,661	$353,863	$375,341
61	Educational Services	N/A	N/A	N/A	N/A
62	Health Care and Social Assistance	$130,910	$489,106	$1,500,056	$2,538,985
71	Arts, Entertainment, and Recreation	N/A	N/A	N/A	N/A
72	Accommodation and Food Services	$136,217	$236,845	$380,968	$436,277
81	Other Services (except Public Administration)	N/A	N/A	N/A	N/A
	All Sectors	**$112,277**	**$204,537**	**$360,205**	**$381,113**

		>$10M			
NAICS	NAICS Sector	25th Percentile	Median	Average	75th Percentile
11	Agriculture, Forestry, Fishing and Hunting	N/A	N/A	N/A	N/A
23	Construction	$236,472	$383,149	$494,982	$592,482
31-33	Manufacturing	$60,229	$254,973	$630,742	$529,268
42	Wholesale Trade	$164,397	$249,811	$340,867	$457,703
44-45	Retail Trade	$139,637	$248,076	$808,389	$346,482
48-49	Transportation and Warehousing	$137,774	$382,775	$1,044,460	$700,454
51	Information	N/A	N/A	N/A	N/A
52	Finance and Insurance	N/A	N/A	N/A	N/A
53	Real Estate and Rental and Leasing	N/A	N/A	N/A	N/A
54	Professional, Scientific, and Technical Services	$155,233	$319,063	$708,113	$627,821
56	Administrative and Support and Waste Management and Remediation Services	$188,887	$332,454	$491,697	$444,377
61	Educational Services	N/A	N/A	N/A	N/A
62	Health Care and Social Assistance	$150,797	$319,957	$1,766,332	$362,958
71	Arts, Entertainment, and Recreation	N/A	N/A	N/A	N/A
72	Accommodation and Food Services	N/A	N/A	N/A	N/A
81	Other Services (except Public Administration)	N/A	N/A	N/A	N/A
	All Sectors	**$139,157**	**$292,421**	**$679,027**	**$540,133**

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CONSIDERATION STRUCTURE

The table reflects trends in transaction structures over the past decade, highlighting the evolving roles of down payments, seller financing, earn-outs, and bank loans in transactions. The data suggest a general increase in down payments and fluctuating reliance on seller financing and bank loans, with a notable recent decline in earn-out percentages. In 2024 year-to-date, the data show a drop in the amount down percentage to 84%, a rise in seller financing to 15%, a decrease in earn-out reliance to 12%, and an increase in the bank loan reliance to 74%.

EXHIBIT 23: AVERAGE CONSIDERATION STRUCTURE BY YEAR (PRIVATE TARGETS)

Consideration Structure	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	YTD 2024
Amount Down % of Sale Price	86%	88%	88%	86%	88%	89%	89%	90%	90%	91%	84%
Seller Financing % of Sale Price	15%	11%	11%	13%	10%	10%	10%	8%	8%	8%	15%
Earn-out % of Sale Price	23%	29%	27%	27%	30%	23%	32%	23%	20%	18%	12%
Bank Loan % of Amount Down	62%	66%	69%	30%	85%	60%	61%	60%	57%	70%	74%

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Each sector displays unique financial strategies tailored to its specific market dynamics. Notably, finance and insurance has the highest down payment percentage, at 90%, indicating a strong upfront investment. Healthcare and social assistance leads in seller financing, at 24%, reflecting a higher reliance on seller-provided funding. Real estate and rental and leasing shows the highest earn-out percentage, at 38%, suggesting significant future performance-based payments. Additionally, the sector relies heavily on bank loans, with 82% of the down payment financed by banks.

EXHIBIT 24: AVERAGE CONSIDERATION STRUCTURE BY SECTOR (PRIVATE TARGETS)

NAICS	NAICS Industry Sector	Amount Down % of Sale Price	Seller Financing % of Sale Price	Earn-out % of Sale Price	Bank Loan % of Amount Down
11	Agriculture, Forestry, Fishing and Hunting	80%	18%	8%	80%
21	Mining, Quarrying, and Oil and Gas Extraction	89%	6%	11%	15%
22	Utilities	86%	12%	16%	N/A
23	Construction	83%	19%	25%	72%
31-33	Manufacturing	85%	19%	25%	59%
42	Wholesale Trade	84%	20%	22%	71%
44-45	Retail Trade	84%	21%	23%	74%
48-49	Transportation and Warehousing	86%	18%	19%	72%
51	Information	88%	13%	26%	35%
52	Finance and Insurance	90%	12%	26%	53%
53	Real Estate and Rental and Leasing	89%	13%	38%	82%
54	Professional, Scientific, and Technical Services	84%	21%	27%	67%
56	Administrative and Support and Waste Management and Remediation Services	86%	17%	31%	74%
61	Educational Services	85%	16%	24%	81%
62	Health Care and Social Assistance	82%	24%	17%	75%
71	Arts, Entertainment, and Recreation	83%	19%	31%	71%
72	Accommodation and Food Services	86%	18%	N/A	60%
81	Other Services (except Public Administration)	84%	20%	26%	69%

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DEAL TERMS

When analyzing deal terms, all-cash transactions have been the most common deal type, while the inclusion of seller financing has varied, showing a recent increase. Earn-outs have consistently been a minor component of deal structures, maintaining low percentages throughout the decade.

EXHIBIT 25: DEAL TERM TYPE BY YEAR (PRIVATE TARGETS)

Deal Term Type	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	YTD 2024
All Cash Transaction	59%	65%	62%	61%	65%	67%	66%	69%	58%	59%	57%
Transaction Included Seller Financing	30%	27%	27%	28%	27%	23%	25%	22%	17%	17%	32%
Transaction Included an Earn-out	2%	3%	2%	2%	2%	2%	1%	1%	1%	1%	3%

Noncompete agreements have varied in duration and geographic scope over the past decade, with recent years indicating a trend toward longer durations and larger geographic radii. In 2024 year-to-date, the median noncompete length was 60 months. Additionally, the median mile radius was 50 miles.

EXHIBIT 26: NON-COMPETE TERMS BY YEAR (PRIVATE TARGETS)

Non-compete Terms	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	YTD 2024
Average Non-compete Length	56	51	52	50	52	51	45	61	48	49	49
Median Non-compete Length	60	48	60	56	36	36	36	60	36	36	60
Average Mile Radius	106	174	57	75	76	79	77	77	51	112	88
Median Mile Radius	20	20	20	25	20	25	25	25	25	30	50

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