

# The Keystone: Trends in the Architecture & Engineering Industry



Chartwell Financial Advisory

Q2 2022

# The Keystone: Trends in the Architecture & Engineering Industry

Chartwell's architecture and engineering (AE) practice serves more than 150 industry clients throughout the United States. Our team has experience with AE firms of all types and sizes and specializes in providing ownership advisory, corporate finance, transaction opinion, and business valuation services to middle-market companies.

The Keystone focuses on current trends in M&A and public market activity within the AE sector.

## In this Issue:

### Industry Activity Indicators

Page 3

### Capital Markets Update

Page 4

### Chartwell Advises HMC Architects on Acquisition of RGA

Page 5

### Merger & Acquisition Activity

Pages 6-9

### Chartwell Commentary

Page 10

### Market Performance

Page 11

### Financial Performance

Page 12

### Implied Market Multiples

Page 13

Welcome to the latest edition of the Keystone! Putting aside lingering impacts of the pandemic and continued labor challenges, the first half of 2022 saw a return of certain market conditions many AE firm leaders haven't experienced while at the helm: the bad actors we call "rising interest rates" and "inflation." In the short term, financial performance remained positive for the majority of AE firms. The M&A market remained essentially on track while the AE public market performance was highly correlated to the S&P.

Our intention with this newsletter is to provide you with information on topics of interest to the AE industry coupled with M&A and public market trends. We publish The Keystone bi-annually in Q2 and Q4.

We hope you enjoy this edition of The Keystone and please let us know if there is any additional information you would like to see included in future issues. For those interested in related market information, we have a separate construction newsletter, The Blueprint, which is published in Q1 and Q3.

— Your Friends at Chartwell

## Chartwell: A National Leader in Financial Advisory



# Industry Activity Indicators

## August 2022 Construction Spending

	\$ Billion	3MMA	12MMA
<b>Private Nonresidential</b>	<b>\$513.1</b>	<b>5.6%</b>	<b>3.7%</b>
Power	\$108.9	20.0%	15.9%
Commercial	\$98.0	(14.0%)	(6.4%)
Manufacturing	\$96.6	23.7%	20.5%
Office	\$73.8	(1.6%)	(3.9%)
Healthcare	\$41.4	9.1%	4.3%
Lodging	\$24.3	(1.9%)	0.3%
Communication	\$18.5	18.9%	9.4%
Education	\$17.6	4.0%	(21.7%)
<b>Public Nonresidential</b>	<b>\$346.2</b>	<b>3.5%</b>	<b>(2.5%)</b>
Highway & Street	\$102.0	2.5%	0.3%
Education	\$77.6	(2.6%)	(8.9%)
Transportation	\$40.6	(0.4%)	(6.4%)
Sewage & Waste	\$31.9	10.9%	6.2%
Water Supply	\$23.7	27.1%	8.5%
Power	\$9.5	10.2%	25.0%

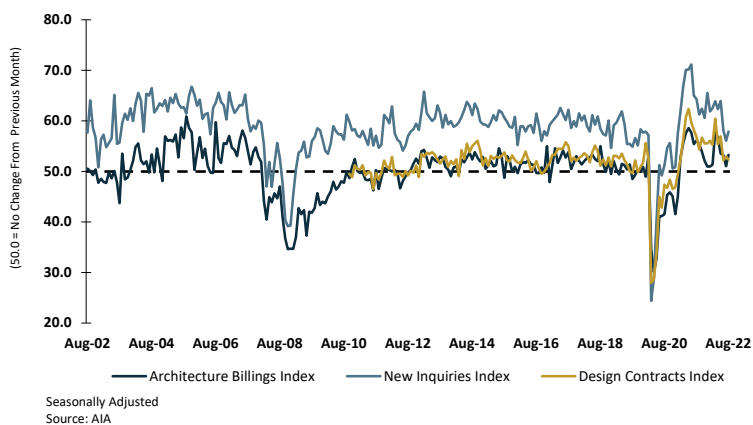
Seasonally Adjusted Annual Rate  
Source: U.S. Census Bureau

## AIA Consensus Construction Forecast

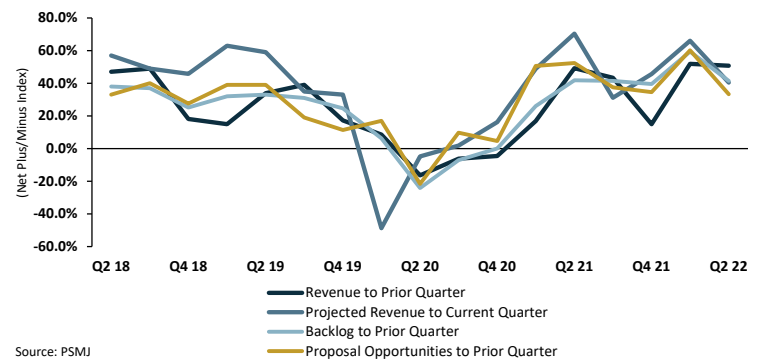
	2022	2023
<b>Nonresidential Total</b>	<b>9.1%</b>	<b>6.0%</b>
Commercial Total	6.7%	4.5%
Office	2.6%	3.5%
Retail & Other Commercial	11.5%	3.2%
Hotel	(5.4%)	13.8%
<b>Industrial Total</b>	<b>31.0%</b>	<b>9.9%</b>
Institutional Total	2.6%	5.5%
Health	5.0%	5.7%
Education	2.0%	5.2%
Religious	(8.7%)	(1.1%)
Public Safety	(10.0%)	5.5%
Amusement & Recreation	7.5%	5.8%

As of July 2022  
Source: American Institute of Architects (AIA)

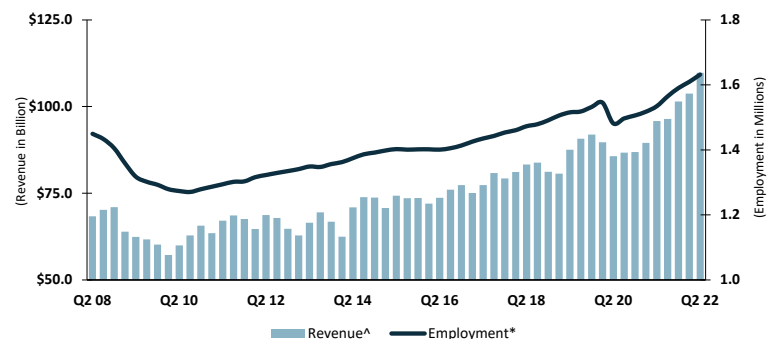
## Work-on-the-Boards Survey Data



## Revenue, Projected Revenue, Backlogs, and Proposal Opportunities



## Engineering, Architectural, and Related Services

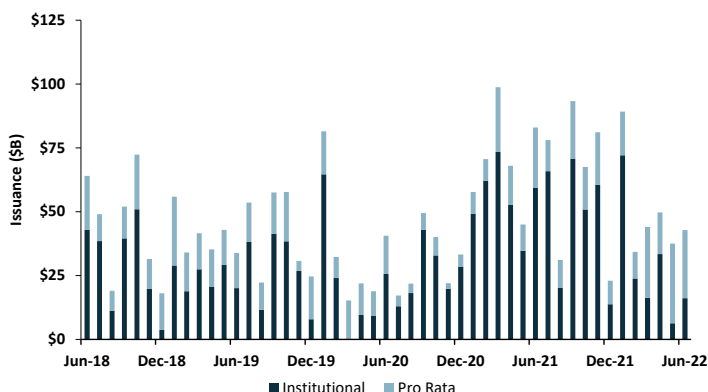


# Capital Markets Update

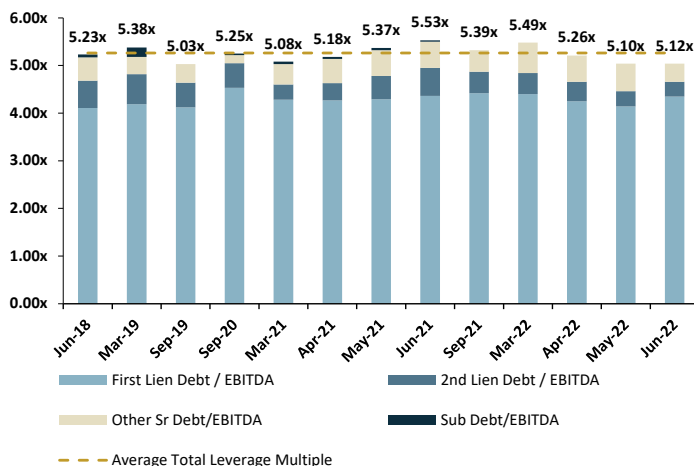
**As inflation concerns and corresponding rate hikes continue to drive volatility in the public equities market, debt capital providers have pulled back on new issuance volume, leverage, and covenant flexibility.**

- Loan issuances dropped to a post-GFC low in middle quarters of 2022 as investors shunned risk in uncertain conditions; in particular, providers of syndicated facilities are wary of committing to offerings as market pricing has shifted dramatically for previously sought-after credits
- Rising costs have slowed refinancings, new issuances, and sales as owners and investors struggle with the valuation impact of the higher cost of debt
- The market remains hawkish going forward, with participants expecting continued volatility and higher pricing acting as a drag on capital issuances for the foreseeable future

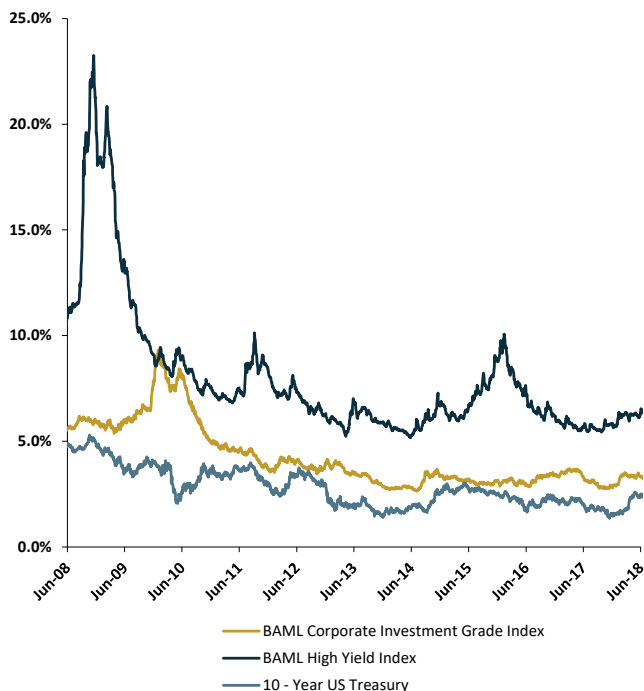
### U.S. Leveraged Loan Issuance



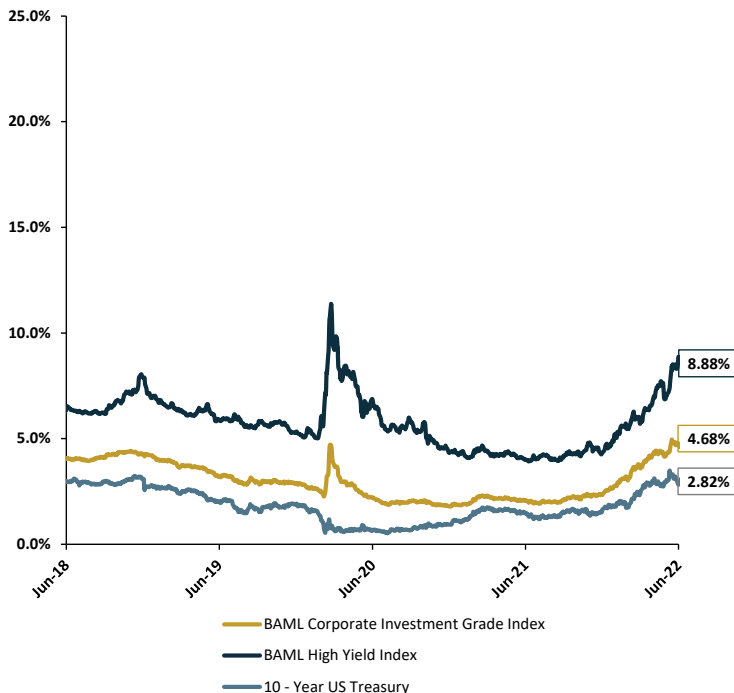
### Historical Debt Multiples of Highly Leveraged Loans



### Historical Interest Rates



### Current Interest Rates



## Merger & Acquisition Activity - Q1 & Q2 2022

Western Region				
Announce/ Close Date	Acquirer	Target	Target HQ Location	Target Description
1/31/2022	HDR, Inc.	SPF Water Engineering, LLC	Boise, ID	Water engineering services
3/7/2022	Moore Iacofano Goltsman, Inc.	Angelo Planning Group, Inc.	Portland, OR	Environmental and facilities maintenance services
3/8/2022	NV5 Global, Inc.	Fulton Consulting Engineers, Inc.	Lake Forest, CA	Mechanical, electrical, and plumbing engineering services
3/21/2022	Atlas Technical Consultants, Inc.	1 Alliance Geomatics, LLC	Bellevue, WA	Land surveying services
3/24/2022	Studio+	TDM Architects, Inc.	Los Angeles, CA	Architectural services
4/3/2022	Reynolds Ash & Associates, PLLC	R. Michael Bell & Associates, Inc.	Durango, CO	Architectural services
4/11/2022	Phoenix Tower International LLC	Technology Associates EC, Inc.	Carlsbad, CA	Architectural and engineering consulting services to wireless telecommunication sector
4/12/2022	Shive-Hattery, Inc.	WSM Architects, Inc.	Tucson, AZ	Architectural services
5/4/2022	Huckabee Architects Inc	Rachlin Partners, LLC	Culver City, CA	Architectural services

Southwestern Region				
Announce/ Close Date	Acquirer	Target	Target HQ Location	Target Description
2/2/2022	Bowman Consulting Group Ltd.	Perry Engineering LLC	Tucson, AZ	Civil engineering and surveying services
3/10/2022	Colliers Engineering & Design, Inc.	KFW Management, LLC	San Antonio, TX	Land surveying and civil engineering services
3/16/2022	Ardurra Group, Inc.	Woodson Engineering & Surveying, Inc.	Flagstaff, AZ	Land surveying and civil engineering services
3/21/2022	Unintech Consulting Engineers, Inc.	Assets of Ford Engineering Inc.	San Antonio, TX	Civil engineering services
3/31/2022	DCCM, LLC	Miller Survey Group, LP	Houston, TX	Land surveying services
4/1/2022	GAI Consultants, Inc.	PGH Petroleum & Environmental Engineers, LLC	Austin, TX	Petroleum engineering services
4/14/2022	Harley Ellis Devereaux Corporation	VAI Architects Incorporated	Addison, TX	Architectural services
4/25/2022	Hardesty & Hanover, LLC	P.E. Structural Consultants, Inc.	Austin, TX	Structural engineering and architectural design services for bridges and buildings
5/5/2022	Congruex, LLC	Tower Engineering Solutions/ Sorensen Companies Inc.	Irving, TX	Telecommunications engineering services
5/10/2022	Method Architecture, LLC	Graeber, Simmons & Cowan, Inc.	Austin, TX	Architectural services
5/27/2022	DCCM, LLC	Alliance Transportation Group Inc	Austin, TX	Transportation engineering services

## Merger & Acquisition Activity - Q1 & Q2 2022

Midwestern Region				
Announce/ Close Date	Acquirer	Target	Target HQ Location	Target Description
1/31/2022	The Austin Company	Gala & Associates, Inc.	Beverly Hills, MI	Architectural services
2/15/2022	ISG Inc.	Martin Pevzner Engineering, P.A.	Bloomington, MN	Mechanical, electrical, and plumbing engineering services
2/15/2022	Terracon Consultants, Inc.	Wang Engineering, Inc.	Lombard, IL	Geotechnical engineering services
2/28/2022	American Engineering Testing, Inc.	Northern Technologies, LLC	Inver Grove Heights, MN	Geotechnical engineering services
3/2/2022	Dometic Group AB (publ)	Treeline Capital LLC	Barrington, IL	Marine engineering services
3/11/2022	Atlas Technical Consultants, Inc.	TranSmart Technologies Inc	Madison, WI	Transportation infrastructure engineering services
3/16/2022	Orcutt Winslow Architecture USA, LLC	TEG Architects LLC	Jeffersonville, IN	Master planning and architecture services
5/6/2022	Fox Architects	Zwick + Gandt Architects Inc.	Crestwood, MO	Architectural services
5/24/2022	Clavis Capital Partners; Green Hills Partners	UCC Environmental	Waukegan, IL	Environmental engineering services
6/1/2022	Mead & Hunt, Inc.	Symbiont Science, Engineering and Construction, Inc.	West Allis, WI	Architecture and engineering services

Northeastern Region				
Announce/ Close Date	Acquirer	Target	Target HQ Location	Target Description
1/10/2022	Katalyst Capital LLC	Mainstay Engineering Group, Inc.	North Wales, PA	Design, civil design, and land development services
1/13/2022	LaBella Associates, D.P.C.	Stieglitz Snyder Architecture P.C.	Buffalo, NY	Architectural services
1/31/2022	Ramboll Group A/S	EYP Mission Critical Facilities Inc.	Valhalla, NY	Engineering consulting services for data centers
2/1/2022	KPI Integrated Solutions	Precision Distribution Consulting, Inc./SimCon Solutions, Inc.	York, PA	Engineering consulting services for distribution industry
3/8/2022	Michael Graves & Associates	Waldon STUDIO, Architects & Planners, PC	Columbia, MD	Architectural services
3/22/2022	NTM Engineering, Inc.	Lotus Environmental Consulting, LLC	Wayne, PA	Environmental engineering services
3/31/2022	August Mack Environmental, Inc.	Comstock Environmental	Conshohocken, PA	Environmental engineering services
4/7/2022	NELSON & Associates Interior Design and Space Planning, Inc.	Daroff Design Inc	Philadelphia, PA	Architectural services
4/12/2022	Thompson Johnson Woodworks, Inc.	Rachel Conly Design LLC	Peaks Island, ME	Architectural services



## Merger & Acquisition Activity - Q1 & Q2 2022

Northeastern Region (continued)				
Announce/ Close Date	Acquirer	Target	Target HQ Location	Target Description
4/15/2022	JS Global, LLC	Atlantic Design Group, Inc.	Columbia, MD	Construction engineering services
5/4/2022	Rimkus Consulting Group, Inc.	Commercial Construction Consulting, Inc.	Boston, MA	Construction engineering services
5/4/2022	Bowman Consulting Group Ltd.	McMahon Associates, Inc.	Fort Washington, PA	Engineering and transportation planning services
5/16/2022	Global Infrastructure Solutions Inc.	GEI Consultants, Inc.	Woburn, MA	Geotechnical and environmental engineering services

Southeastern Region				
Announce/ Close Date	Acquirer	Target	Target HQ Location	Target Description
1/1/2022	WGI, Inc.	Simpson Engineers & Associates, P.C.	Cary, NC	Civil engineering services
1/5/2022	Merrick & Company, Inc.	Alliance Engineering, Inc.	Richmond, VA	Engineering services
1/7/2022	Greenberg Farrow Architecture Incorporated	SGA   NarmourWright Design	Lake Worth, FL	Architectural services
1/10/2022	EnSafe, Inc.	Progressive Engineering & Construction, Inc.	Tampa, FL	Civil engineering and surveying services
1/20/2022	PRIME AE Group, Inc.	Prosser, Inc.	Jacksonville, FL	Engineering and architectural services
1/25/2022	Redline Design Group, P.A.	Phillips Architecture PA	Raleigh, NC	Architectural services
1/31/2022	Scalice Land Surveying P.C.	Enersurv, Inc.	Greenup, KY	Construction engineering and survey & mapping services
1/31/2022	Alan Plummer Associates, Inc.	Watermark Engineering Group, Inc.	Sun City Center, FL	Water engineering services
2/1/2022	Ardurra Group, Inc.	Pevida Highway Designers, LLC	Doral, FL	Highway design services
2/2/2022	Resource Environmental Solutions, LLC	E Sciences, Incorporated	Orlando, FL	Ecological and environmental engineering services
2/7/2022	Crafton, Tull, Sparks & Associates, Inc.	B & F Engineering, Inc.	Hot Springs, AR	Civil and structural engineering services
2/16/2022	TRC Companies, Inc.	ESS Group, Inc.	East Providence, RI	Environmental engineering services
3/8/2022	Cribb Philbeck Weaver Group, Inc.	Ray Engineering, Inc.	Norcross, GA	Engineering services
3/10/2022	Arab Center For Engineering STUDIES L.L.C	MC Squared, Inc.	Kennesaw, GA	Geotechnical engineering services
3/11/2022	Graef-USA, Inc.	Erickson Consulting Engineers/ Coastal Design and Engineering	Sarasota, FL	Coastal engineering services



## Merger & Acquisition Activity - Q1 & Q2 2022

Southeastern Region (continued)				
Announce/ Close Date	Acquirer	Target	Target HQ Location	Target Description
3/21/2022	Geo-Solutions Inc.	All the Remediation Assets of FECC, Inc.	Orlando, FL	Environmental engineering services
4/1/2022	LS3P Associates Ltd.	TFF Architects & Planners, LLP/PFA Architects, P.A.	Greensboro, NC	Architectural services
4/4/2022	IBI Group Inc.	Retzsch Lanao Caycedo Architects	Boca Raton, FL	Architecture services to commercial, corporate, and residential projects
4/15/2022	Salas O'Brien South, LLC	Nelson Engineering Co Inc.	Merritt Island, FL	Reliability and maintenance engineering services
4/30/2022	COWI A/S	Finley Engineering Group, Inc.	Tallahassee, FL	Design and engineering services for bridge projects
5/3/2022	Stanley Consultants, Inc.	Traffic Engineering Data Solutions, Inc.	Debary, FL	Transportation engineering services
5/5/2022	Trilon Group	DRMP, Inc.	Orlando, FL	Civil engineering services
5/10/2022	Blackstone Energy Partners II Q L.P.	Geosyntec Consultants, Inc.	Boca Raton, FL	Environmental, civil, and infrastructure engineering services
5/12/2022	The HFW Companies	HSQ Group Inc.	Boca Raton, FL	Transportation and civil engineering services
5/17/2022	DC Capital Partners Management LP	Valkyrie Enterprises, LLC	Virginia Beach, VA	Maritime and defense engineering services
5/25/2022	TRC Companies, Inc.	Draper Aden Associates, Inc.	Blacksburg, VA	Civil engineering services
6/2/2022	Bowman Consulting Group Ltd.	Fabre Engineering, Inc.	Pensacola, FL	Civil and environmental engineering services
6/13/2022	V&A Consulting Engineers, Inc.	Metzger & Willard, Inc.	Tampa, FL	Civil and environmental engineering services
6/27/2022	Yulista Holding, LLC	Troy 7, Inc.	Huntsville, AL	Aerospace engineering services
8/1/2022	Orcutt Winslow Architecture USA, LLC	Helman Hurley Charvat Peacock / Architects, Inc.	Orlando, FL	Architectural services

International (select)				
Announce/ Close Date	Acquirer	Target	Target HQ Location	Target Description
4/1/2022	Stantec Inc.	Barton Willmore Design Limited	London, United Kingdom	Architectural services
6/1/2022	WSP Global Inc.	Built Environment Consulting Business of John Wood Group PLC	Aberdeen, United Kingdom	Environmental engineering services

Source: Capital IQ, Data as of 6/30/2022

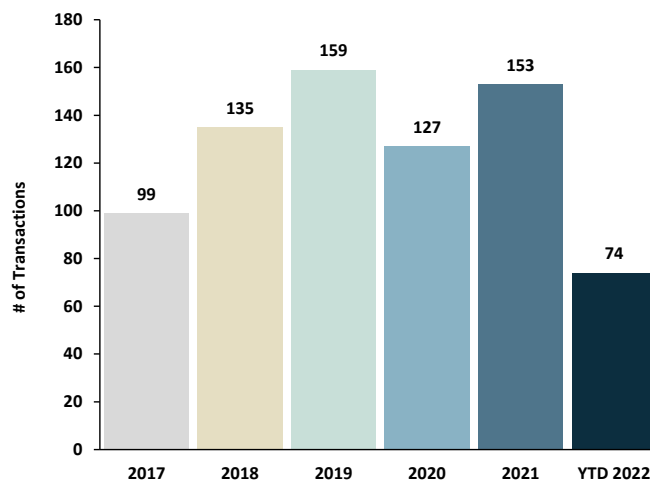


# Chartwell Commentary

## Merger & Acquisition Observations

Despite several cautionary external factors (especially rising interest rates and a declining stock market), we have yet to experience a slowdown in AE M&A transactions anecdotally or through market data. On an annualized basis, 2022 is poised to be similar in terms of deal activity to 2019 and 2021. Demand for companies remains strong from both strategic and financial buyers, particularly as private equity and family offices continue to reach lower into the middle market. Sellers remain plentiful based on demographics and the myriad of challenges that arise while transitioning ownership internally to the next generation. With many predicting an increase in taxes next year, we would not be surprised to see the second half of 2022 outpace the first half.

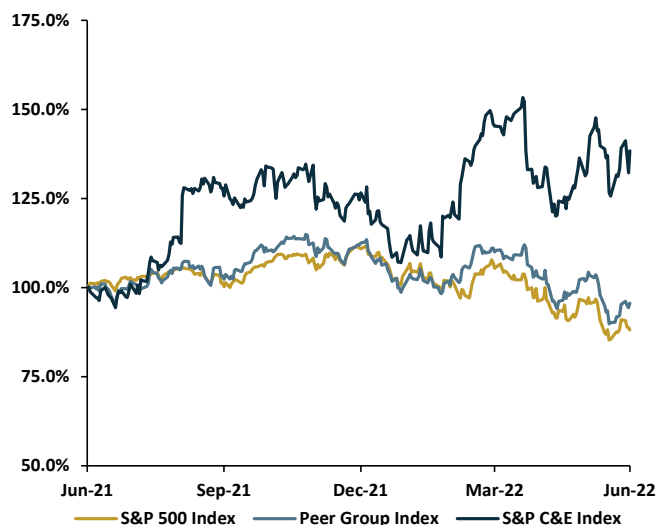
M&A Activity: AE Industry



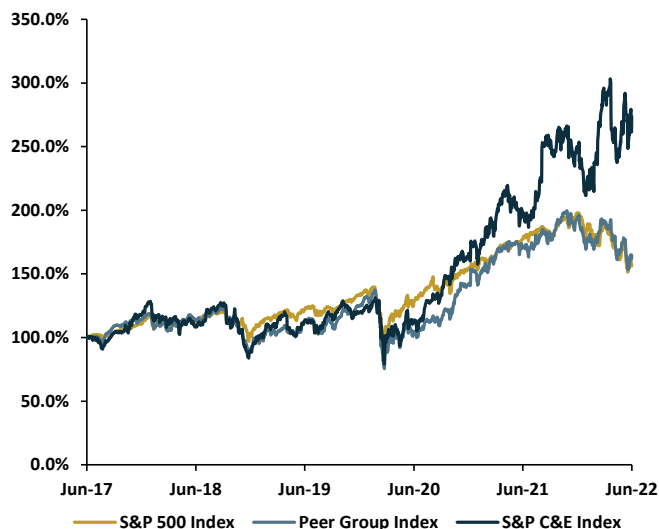
## Guideline Public Company Observations

The rationale behind the AE public market performance can be boiled down to a fairly elementary story. Companies continue to perform on a revenue (+4.9%) and EBITDA (+17.1%) basis—and better yet—are expected to generate record margins over next twelve months. However, AE firms have not been immune to the broad market declines as the peer group index is highly correlated to the S&P 500 index. As a result, multiples have retracted. Twelve of the fifteen companies experienced a contraction, which represents an average decline of 24.3%! We will monitor whether the AE financial performance continues to outpace the market and if/when equity prices react to reflect that fact pattern.

One-Year Index Performance



Five-Year Index Performance



## AE Index Market Performance – Q2 2022

		Enterprise Value			Equity Value		
Company	Ticker	6/30/ 2022	Q2 Δ	LTM Δ	6/30/ 2022	Q2 Δ	LTM Δ
Jacobs Engineering Group Inc.	NYSE:J	19,082	(6.3%)	(5.3%)	16,352	(8.2%)	(5.9%)
WSP Global Inc.	TSX:WSP	14,988	(12.7%)	2.5%	13,341	(14.9%)	(2.6%)
AECOM	NYSE:ACM	10,561	(12.7%)	(0.1%)	9,199	(15.3%)	(0.8%)
Tetra Tech, Inc.	NasdaqGS:TTEK	7,388	(17.7%)	10.7%	7,330	(17.7%)	10.9%
Worley Limited	ASX:WOR	6,310	(0.6%)	6.9%	5,147	1.3%	9.7%
Stantec Inc.	NYSE:STN	6,198	(11.0%)	6.3%	4,854	(13.3%)	(2.7%)
Parsons Corporation	NYSE:PSN	4,536	5.4%	4.7%	4,193	4.5%	4.0%
SNC-Lavalin Group Inc.	TSX:SNC	4,359	(20.6%)	(25.7%)	3,018	(28.7%)	(34.0%)
Arcadis NV	ENXTAM:ARCAD	3,161	(25.3%)	(21.6%)	2,987	(26.1%)	(17.9%)
John Wood Group PLC	LSE:WG.	2,948	(5.9%)	(19.2%)	1,284	(10.8%)	(37.2%)
NV5 Global, Inc.	NasdaqCM:NVEE	1,853	(13.5%)	22.4%	1,809	(12.2%)	26.1%
Montrose Environmental Group, Inc.	NYSE:MEG	1,237	(29.6%)	(26.8%)	1,002	(36.2%)	(28.3%)
Willdan Group, Inc.	NasdaqGM:WLDN	475	(2.1%)	(14.6%)	364	(7.7%)	(22.7%)
IBI Group Inc.	TSX:IBG	448	0.9%	21.0%	349	(1.4%)	35.1%
RPS Group plc	LSE:RPS	391	(9.0%)	(17.3%)	330	(9.3%)	(15.5%)
Bowman Consulting Group Ltd.	NasdaqGM:BWMN	156	(27.0%)	NA	163	(21.1%)	6.5%
Average		5,256	(11.7%)	(3.7%)	4,483	(13.6%)	(4.7%)
Median		3,760	(11.8%)	(0.1%)	3,002	(12.7%)	(2.6%)

\$ in millions

Source: Capital IQ, Data as of 6/30/2022

LTM = Last Twelve Months

## AE Index Financial Performance – Q2 2022

Company	Revenue			EBITDA			EBITDA Margin		
	LTM \$	LTM Δ	NTM Δ	LTM \$	LTM Δ	NTM Δ	5-Year Avg.	LTM	NTM
Jacobs Engineering Group Inc.	14,378	4.9%	9.4%	1,409	20.9%	7.2%	8.0%	9.8%	9.6%
AECOM	13,242	(0.7%)	7.0%	848	15.9%	9.7%	5.2%	6.4%	6.6%
WSP Global Inc.	8,705	25.8%	NA	825	37.7%	NA	8.3%	9.5%	NA
Worley Limited	6,768	(20.4%)	1.6%	395	(18.9%)	39.9%	6.1%	5.8%	8.0%
John Wood Group PLC	6,401	(15.4%)	7.5%	286	(30.1%)	107.5%	5.2%	4.5%	8.6%
SNC-Lavalin Group Inc.	5,959	7.7%	(3.2%)	282	NMF	NMF	5.6%	4.7%	9.3%
Arcadis NV	3,842	(4.9%)	(1.1%)	316	2.5%	22.4%	7.0%	8.2%	10.2%
Parsons Corporation	3,735	(2.3%)	6.1%	322	(6.7%)	6.8%	NA	8.6%	8.7%
Stantec Inc.	3,050	6.3%	12.6%	344	0.2%	59.2%	11.4%	11.3%	16.0%
Tetra Tech, Inc.	2,726	15.8%	5.2%	338	18.7%	7.8%	11.3%	12.4%	12.7%
NV5 Global, Inc.	744	15.0%	8.8%	123	35.9%	18.9%	13.5%	16.5%	18.0%
RPS Group plc	645	3.3%	(0.7%)	49	20.1%	34.5%	8.5%	7.6%	10.3%
Montrose Environmental Group, Inc.	547	NA	5.3%	72	NA	11.4%	NA	13.2%	13.9%
IBI Group Inc.	452	10.0%	(17.8%)	46	18.3%	33.0%	9.4%	10.1%	16.3%
Willdan Group, Inc.	367	0.7%	29.7%	23	4.2%	91.4%	7.3%	6.3%	9.2%
Bowman Consulting Group Ltd.	171	36.3%	31.0%	8	30.6%	284.2%	NA	4.5%	13.3%
<b>Average</b>	<b>4,483</b>	<b>5.5%</b>	<b>6.8%</b>	<b>355</b>	<b>10.7%</b>	<b>52.4%</b>	<b>8.2%</b>	<b>8.7%</b>	<b>11.4%</b>
<b>Median</b>	<b>3,392</b>	<b>4.9%</b>	<b>6.1%</b>	<b>301</b>	<b>17.1%</b>	<b>27.7%</b>	<b>8.0%</b>	<b>8.4%</b>	<b>10.2%</b>

\$ in millions

Source: Capital IQ, Data as of 6/30/2022

LTM = Last Twelve Months | NTM = Next Twelve Months

## AE Index Implied Market Multiples - Q2 2022

Company	Enterprise Value / EBITDA					H1 Δ	LTM Δ
	5-Year Avg.	Q2 2021	Q4 2021	Q2 2022	Q2 2023E		
Jacobs Engineering Group Inc.	14.9x	17.3x	15.3x	13.5x	12.6x	-1.8x	-3.7x
WSP Global Inc.	18.2x	24.4x	27.4x	18.2x	NA	-9.2x	-6.2x
AECOM	12.0x	14.4x	14.9x	12.5x	11.4x	-2.4x	-2.0x
Tetra Tech, Inc.	19.4x	23.4x	30.6x	21.9x	20.3x	-8.7x	-1.5x
Worley Limited	14.9x	12.1x	13.4x	16.0x	11.4x	+2.6x	+3.9x
Stantec Inc.	15.3x	17.0x	19.9x	18.0x	11.3x	-1.9x	+1.0x
Parsons Corporation	NA	12.5x	12.1x	14.1x	13.2x	+2.0x	+1.6x
SNC-Lavalin Group Inc.	NA	NA	NA	15.4x	8.1x	NA	NA
Arcadis NV	9.9x	13.1x	16.5x	10.0x	8.2x	-6.5x	-3.1x
John Wood Group PLC	12.0x	8.9x	10.5x	10.3x	5.0x	-0.2x	+1.4x
NV5 Global, Inc.	16.5x	16.8x	21.4x	15.1x	12.7x	-6.2x	-1.7x
Montrose Environmental Group, Inc.	NA	NA	29.8x	17.2x	15.4x	-12.6x	NA
Willdan Group, Inc.	17.8x	25.3x	28.6x	20.7x	10.8x	-7.8x	-4.6x
IBI Group Inc.	8.7x	9.6x	9.5x	9.8x	7.4x	+0.4x	+0.2x
RPS Group plc	7.8x	11.6x	12.9x	8.0x	5.9x	-4.9x	-3.6x
Bowman Consulting Group Ltd.	NA	29.9x	23.5x	20.2x	5.3x	-3.3x	-9.7x
<b>Average</b>	<b>14.0x</b>	<b>16.9x</b>	<b>19.1x</b>	<b>15.1x</b>	<b>10.6x</b>	<b>-4.0x</b>	<b>-2.0x</b>
<b>Median</b>	<b>14.9x</b>	<b>15.6x</b>	<b>16.5x</b>	<b>15.3x</b>	<b>11.3x</b>	<b>-3.3x</b>	<b>-1.8x</b>

Source Data Provided by Capital IQ as of 6/30/2022  
LTM = Last Twelve Months

## Chartwell's AE Leadership:

### Joe Skorczewski

Managing Director, AE Vertical Lead

Minneapolis, MN | 612.230.3103

[joe.skorczewski@chartwellfa.com](mailto:joe.skorczewski@chartwellfa.com)

### Chris Staloch

Managing Director, Consulting Practice

Minneapolis, MN | 612.230.3111

[chris.staloch@chartwellfa.com](mailto:chris.staloch@chartwellfa.com)

### Wil Becker

Managing Director, Corporate Finance Practice

Minneapolis, MN | 612.230.3130

[wil.becker@chartwellfa.com](mailto:wil.becker@chartwellfa.com)

### Tim Cleary

Managing Director, Ownership Advisory

Minneapolis, MN | 612.351.5926

[tim.cleary@chartwellfa.com](mailto:tim.cleary@chartwellfa.com)

### Matt Keene

Managing Director, Compensation Consulting

Raleigh, NC | 919.615.0402

[matt.keene@chartwellfa.com](mailto:matt.keene@chartwellfa.com)

## Our Services



### Consulting

- ESOP Ownership
- Individual Ownership
- Executive Compensation
- Capital Structure



### Corporate Finance

- Mergers & Acquisitions
- Capital Markets
- ESOP Transaction Advisory
- Strategic Alternatives



### Transaction Opinions

- Fairness Opinions
- Solvency Opinions
- Board Representation
- Trustee Representation



### Valuation

- ESOP & ERISA
- Financial Reporting
- Tax, Compliance & Planning
- Alternative Investments & Assets

#### Notice to Recipient:

This newsletter has been prepared by Chartwell Financial Advisory, Inc. ("Chartwell"). These materials are based on information which Chartwell considers to be reliable. Chartwell assumes no responsibility for independent investigation or verification of such information and has relied on such information being complete and accurate in all material respects. To the extent such information includes estimates and forecasts of future financial performance, Chartwell assumes that such estimates and forecasts have been reasonably prepared on bases reflecting the best currently available estimates and judgments of the sources. No representation or warranty, express or implied, is made as to the accuracy or completeness of such information; and nothing contained herein is, or may be relied upon as, a representation, whether as to the past, the present, or the future.

These materials are not intended to provide a basis for evaluating, and should not be considered a recommendation with respect to, any transaction or other matter. These materials do not constitute an offer or solicitation to sell or purchase any securities and are not a commitment by Chartwell (or any affiliate) to provide or arrange any financing for any transaction or to purchase any security in connection therewith. Chartwell assumes no obligation to update or otherwise revise these materials. These materials have been prepared with a view toward public disclosure under state or federal securities laws or otherwise, are intended for the benefit and use of the public, and may not be reproduced, disseminated, quoted or referred to, in whole or in part, without the prior written consent of Chartwell. All materials herein are copyright protected.

Chartwell and its affiliates do not provide tax advice. Accordingly, any statements contained herein as to tax matters were neither written nor intended by Chartwell or its affiliates to be used and cannot be used by any taxpayer for the purpose of avoiding tax penalties that may be imposed on such taxpayer. Tax treatment is subject to change by law in the future and may have retroactive effect. You are strongly urged to consult with your tax advisors regarding any potential strategy, investment, or transaction.

© 2022 Chartwell Financial Advisory, Inc. All Rights Reserved.

[www.chartwellfa.com](http://www.chartwellfa.com)