

## Healthcare Staffing

Q3 2024

### Market Update

Similar to prior quarters, healthcare staffing transaction activity remained quiet in Q3. Investors continue to remain cautious surrounding platforms which have limited technology, MSP or VMS exposure, recruiter productivity concentration or a lack of customer diversification. Provident however believes that there is consolidation activity potential in the coming quarters given the normalization of volumes and rates in the sector and the fact that many sponsors have held staffing assets well beyond their typical hold periods. Further evidence of this pent-up desire for exits is supported by the number of processes that went on hold during 2022 and 2023 as the market softened coming out of the pandemic era.

Provident believes that groups will continue to seek differentiated platforms within several markets, such as locum tenens (i.e. CRNAs, APs, NPs) and tech-enabled platforms that have either credentialing or scheduling modules that promote recruiter efficiency.





### Notable Transaction

In August, Triage Staffing announced its acquisition of RTG Medical, which is comprised of nursing, long-term care, and allied health divisions. The companies are intimately familiar with one another, having co-existed in the greater Omaha, NE market for over 20 years.

The transaction is likely a synergy and/or density play for Triage given the proximity to one another and the fact that the partnership provides for a deeper pool of nursing talent, clientele, and recruiters. The deal also reflects the growing demand for specialized professionals within radiology, lab, rehab, and cardiology service offerings, which is a theme that's expected to continue in the consolidation of healthcare staffing.



### Select Transactions

Month	Buyer	Target	Deal Description
September			Health Advocates Network, a national provider of healthcare staffing solutions, acquired WorkSquare Healthcare Staffing Solutions, a South FL-based provider of travel nurse services. The transaction marks Health Advocate Network's fifth acquisition since 2020.
July			GQR, a global workforce solutions firm, completed the acquisition of Uniti Med, a premier healthcare staffing provider specializing in travel nursing and locum tenens. The transaction will enhance GQR's national coverage, enrich talent pools, and diversify its client base.

### Comparable Healthcare Staffing Multiples<sup>1</sup>

Company	Ticker	EV	Revenue	TTM EBITDA	EV/REV	EV/EBITDA
Cross Country	Nasdaq: CCRN	\$349.0M	\$1.6B	\$71.6M	0.2x	4.9x
AMN	Nasdaq: AMN	\$2.6B	\$3.2B	\$419.2M	0.8x	6.3x

1. Statistics for Cross Country and AMN sourced from PitchBook as of 10/3/2024

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#### Conferences

##### Executive Forum & Staffing Summit

Provident is attending the SIA Staffing Summit in Arlington, Texas from November 6-8, 2024