

Q2
25

Business Services Sector

Mirus HR & Employment Services **REPORT**

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HR & Employment Services

HR Leaders Share Their Insights On Emerging Industry Trends

Forbes [Full Article](#)

HR leaders are facing challenges with skills-based hiring, AI integration, and employee experience. Traditional credentials are being replaced by competency models, and AI is being used to streamline recruiting, onboarding, and performance tracking. Flexibility and employee well-being are now core to retention strategies, especially in hybrid and remote environments. Many leaders are also investing in more personalized development paths to meet ever evolving employee expectations.

HR's role is becoming more strategic, with growing pressure to deliver measurable business outcomes. Leaders are using data to guide decisions, improve engagement, and manage workforce shifts. Empathy and adaptability are seen as essential leadership traits, especially in managing generational differences and cultural change.

Talent Trends Report

SHRM [Full Article](#)

Hiring remains difficult despite a cooling economy, with most organizations struggling to fill full-time roles. HR teams are responding by investing in upskilling, internships, and AI-powered recruitment. AI usage in HR tasks jumped to 43% in 2025, making it a central tool in workforce planning and talent acquisition. These tools are helping teams move faster and more efficiently, but also require new skills and oversight.

The focus is shifting from reactive hiring to long-term workforce development. Internal mobility and skills-based planning are gaining traction as companies look to build resilience. HR is being tasked with creating sustainable talent pipelines that align with business strategy and adapt to labor market volatility.

HR Payroll Software Market Opportunities and Strategy Report 2025-2034

Research and Markets [Full Article](#)

The global HR payroll software market—which includes both software and services—is poised to expand from \$35.3 billion in 2024 to \$91.7 billion by 2034, driven by cloud adoption and digital transformation. The market is expected to grow from \$35.3 billion in 2024 to \$57.8 billion in 2029 at a rate of 10.4%. North America leads all of the regions in the HR payroll software market—accounting for 36.9% or \$12.8 billion of the total in 2024. Going forward, workforce expansion, ongoing digital transformation trends, and a surge in remote and hybrid work models are expected to drive growth in the HR payroll software market. Factors that could suppress growth include cybersecurity threats and limited availability of skilled HR professionals. The services segment of the HR payroll software market is predicted to be the fastest growing segment, at a CAGR of 11.7% from 2024-2029.

HR & Employment Services M&A Environment

Closed Transactions



Source: Capital IQ

Selected Q2 2025 HR & Employment Services Transactions



Paychex Acquires Paycor

Paychex, Inc. completed its acquisition of Paycor HCM, Inc. in a \$4.1 billion all-cash deal, paying \$22.50 per share. The combined company will operate under the Paychex name, enhancing its AI-driven HR technology capabilities, expanding its market reach, and creating one of the most comprehensive HCM solution portfolios in the industry.



TELUS Health Acquires Workplace Options

TELUS Health finalized its acquisition of Workplace Options in a deal valued at \$420 million, including \$350 million in cash and \$70 million in assumed debt. The transaction expands TELUS Health's global reach and capabilities in employee wellbeing services, integrating Workplace Options' EFAP expertise with TELUS' digital health infrastructure.



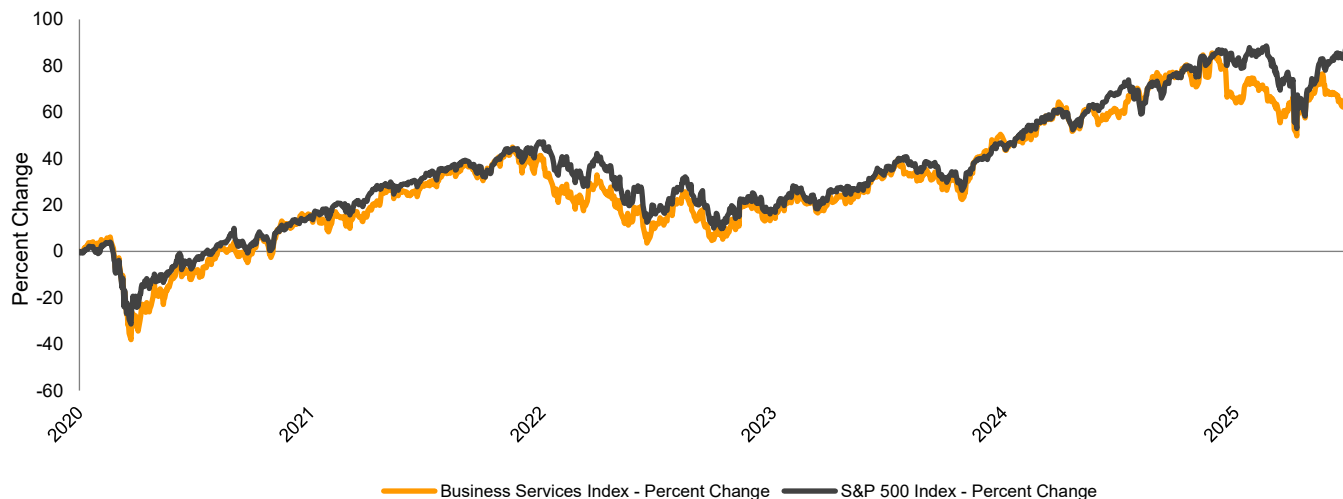
Openwork Acquires Meador Staffing Services

Openwork, an Austin-based staffing firm, acquired Meador Staffing Services in May 2025. The deal expands Openwork's footprint across Texas and integrates Meador's 57-year legacy of community-focused staffing into Openwork's people-first platform, enhancing capabilities in light industrial, clerical, and professional staffing.

Sector Update: Business Services

The Business Services industry experienced solid growth fueled by demand for AI, cybersecurity, and digital transformation. M&A activity favored firms offering recurring revenue and profitability.

Select Business Services Index¹ v. S&P 500



¹Business Services Index comprises 40 select representative public companies from the sector

Select HR & Employment Services Public Companies

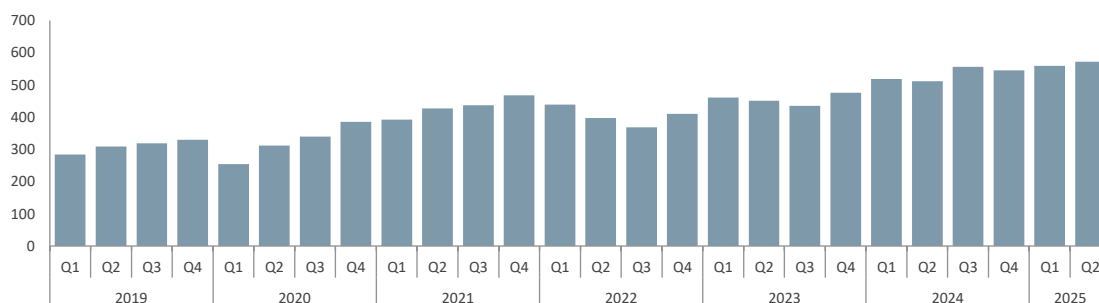
As of 6/30/2025

Company Name	Ticker	Enterprise Value	LTM Financials		Valuation Metrics		LTM Margins	
			Revenue	EBITDA	EV / Revenue	EV / EBITDA	Gross Margin	EBITDA Margin
Adecco Group AG	SWX:ADEN	\$8,838	\$26,923	\$860	0.3x	10.3x	19.2%	3.2%
Aeries Technology, Inc	NasdaqCM:AERT	\$70	\$69	-\$9	1.0x	NM	23.9%	NM
ASGN Incorporated	NYSE:ASGN	\$3,435	\$4,005	\$368	0.9x	9.3x	28.8%	9.2%
Barrett Business Services, Inc.	NasdaqGS:BBSI	\$995	\$1,199	\$67	0.8x	14.9x	21.8%	5.6%
BGSF, Inc.	NYSE:BGSF	\$121	\$267	\$7	0.5x	17.0x	33.7%	2.7%
Brunel International N.V.	ENXTAM:BRNL	\$514	\$1,511	\$51	0.3x	10.1x	18.5%	3.4%
GEE Group Inc.	NYSEAM:JOB	\$7	\$109	-\$3	0.1x	NM	32.8%	NM
Hays plc	LSE:HAS	\$1,744	\$8,483	\$65	0.2x	26.8x	3.0%	0.8%
Heidrick & Struggles International, Inc.	NasdaqGS:HSII	\$719	\$1,156	\$99	0.6x	7.3x	23.1%	8.6%
HireQuest, Inc.	NasdaqCM:HQI	\$144	\$33	\$11	4.4x	13.1x	NM	33.7%
Star Equity Holdings, Inc.	HSN	\$8	\$138	-\$1	0.1x	NM	9.6%	NM
Insperty, Inc.	NYSE:NSP	\$2,130	\$6,695	\$78	0.3x	27.3x	14.6%	1.2%
Kelly Services, Inc.	NasdaqGS:KELY.A	\$652	\$4,496	\$116	0.1x	5.6x	20.6%	2.6%
Kforce Inc.	NYSE:KFRC	\$809	\$1,361	\$64	0.6x	12.7x	27.2%	4.7%
Korn Ferry	NYSE:KFY	\$3,338	\$2,730	\$374	1.2x	8.9x	24.6%	13.7%
ManpowerGroup Inc.	NYSE:MAN	\$2,946	\$17,540	\$387	0.2x	7.6x	17.1%	2.2%
Mastech Digital, Inc.	NYSEAM:MHH	\$63	\$200	\$8	0.3x	7.5x	28.1%	4.2%
PageGroup plc	LSE:PAGE	\$1,196	\$2,246	\$52	0.5x	23.1x	48.1%	2.3%
Professional Diversity Network, Inc.	NasdaqCM:IPDN	\$6	\$6	-\$2	1.0x	NM	53.3%	NM
Randstad N.V.	ENXTAM:RAND	\$10,234	\$27,656	\$739	0.4x	13.9x	19.0%	2.7%
RCM Technologies, Inc.	NasdaqGM:RCMT	\$199	\$300	\$25	0.7x	8.0x	27.9%	8.3%
Resources Connection, Inc.	NasdaqGS:RGP	\$132	\$551	\$13	0.2x	10.0x	37.6%	2.4%
Robert Half Inc.	NYSE:RHI	\$4,022	\$5,569	\$219	0.7x	18.4x	38.0%	3.9%
Robert Walters plc	LSE:RWA	\$192	\$1,145	\$8	0.2x	23.8x	35.3%	0.7%
RTC Group plc	AIM:RTC	\$18	\$132	\$4	0.1x	4.4x	18.7%	3.1%
Staffline Group PLC	AIM:STAF	\$69	\$1,414	\$0	0.0x	NM	7.0%	0.0%
TriNet Group, Inc.	NYSE:TNET	\$4,210	\$4,993	\$238	0.8x	17.7x	16.8%	4.8%
TrueBlue, Inc.	NYSE:TBI	\$268	\$1,535	-\$13	0.2x	NM	24.7%	NM
Median					0.4x	11.5x	23.9%	3.2%
Mean					0.6x	13.5x	24.9%	5.4%

Sector Update: Business Services

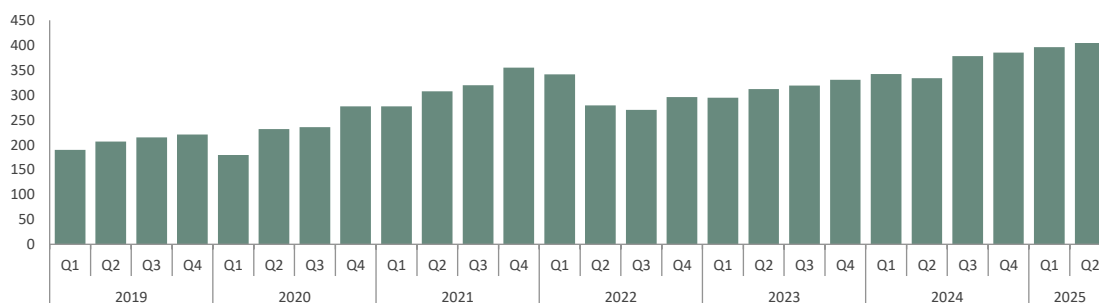
State of the Industry

S&P North America BMI Commercial & Professional Services Index



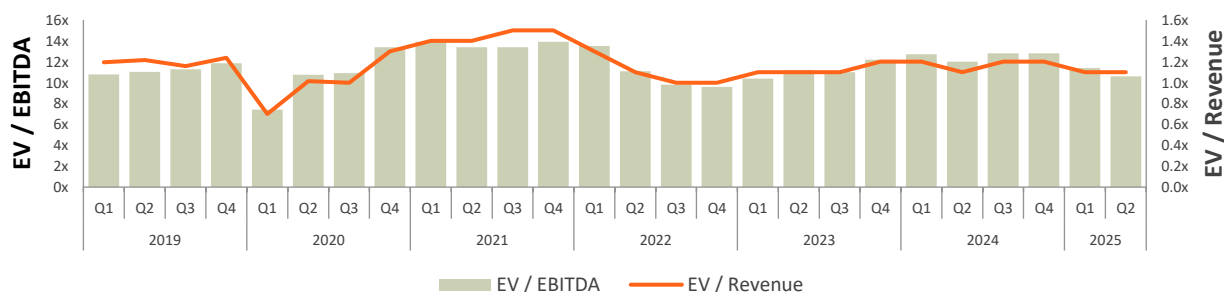
Source: Capital IQ

S&P 500 Professional Services Index



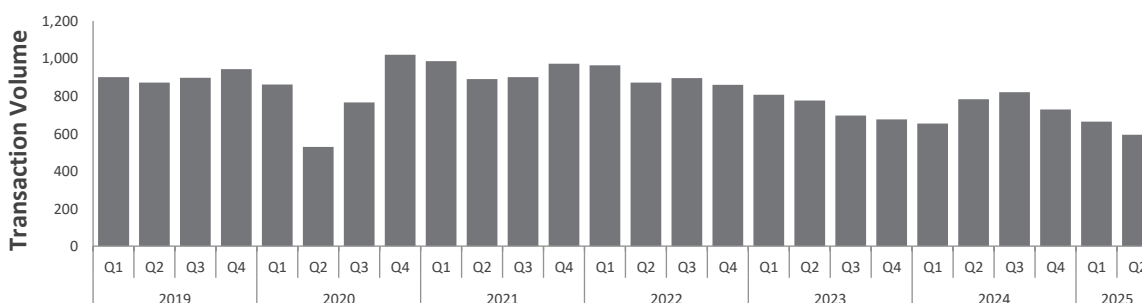
Source: Capital IQ

Business Services Industry Valuations



Source: Capital IQ

Business Services Transaction Volume



Source: Capital IQ



35 Years. 350 Deals.

The Value of Accomplishment

About Mirus

Our global Business Services group understands the challenges of service delivery, client demands, and market dynamics in this sector, with a clear appreciation for how these factors drive value and investor interest.

Mirus provides direct access to sector-specific expertise, as well as global buyers and sellers. Our professionals have deep experience and expertise in the following Business Services subsectors: Business Process Outsourcing, Human Capital Management, Tech-Enabled Services, and Professional Services.

35 Years. 350 Deals.

The highest level of expertise and hard work is what accomplishment requires.

It's what you deserve and what we do.

- We sweat the small stuff.
- Take a 3:00am call.
- Say yes.
- Say no.
- Dig deeper when things get tough.
- Celebrate with you when your efforts pay off and you can reflect on it all and say, "It's really remarkable what we've accomplished here."

Then and only then, will we know that we've accomplished something meaningful, too.



MIRUS
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Partner Spotlight

Brendan Kiernan

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An investment banker to middle market firms since 2004, Brendan Kiernan has worked on more than 75 M&A engagements, managing deals for business services, technology, software and healthcare clients. Brendan is a graduate of Boston College and earned his MBA from Bentley's McCallum Graduate School of Business. He holds series 7, 79 and 63 certifications from FINRA.

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Trusted advisors to businesses just like yours

Notable Mirus business services transactions



a portfolio company of



was recapitalized by



FleetLogix, Inc., a leading provider of tech-enabled managed labor services to the fleet management, transportation, and logistics industries, was recapitalized by LAZ Parking. FleetLogix management and Striker Partners also reinvested alongside the new majority owner. Based in San Diego, California, FleetLogix serves rental car agencies, providing managed labor services that include transportation and cleaning of rental cars at 37 airports nationwide. Mirus served as the exclusive financial advisor to FleetLogix in the transaction.



has been acquired by



a portfolio company of



Syrinx is a leading provider of high-end software development and technology staffing solutions serving clients in the greater Boston area. The company has built a strong reputation in the marketplace since its founding in 1998. DeWinter Group ("DeWinter"), is a Silicon Valley-based provider of finance & accounting and technology staffing and recruitment. The acquisition of Syrinx adds significant scale to DeWinter's fast-growing technology line of business, Maris Consulting Group, and expands its skillset offering to its clients.



has been acquired by



Applied Geographics, Inc. (AppGeo) has helped hundreds of governments and businesses develop the best GIS, location intelligence, and geospatial solutions for their needs. The Sanborn Map Company, Inc. is a geospatial solution provider of analytics, imagery, lidar, photogrammetry, software applications, and related services to government and commercial clients. AppGeo will continue to operate under the AppGeo brand name as a wholly owned subsidiary of Sanborn, aligning its full range of products and services with the extensive capabilities of Sanborn.



has merged with



a portfolio company of



Bedford is an independent professional services firm specializing in cost segregation and innovative tax and energy solutions for the commercial real estate industry has joined forces with Source Advisors. Source Advisors is a leading specialized tax consulting firm providing R&D tax credit, cost segregation, LIFO inventory, §179D and §45L solutions nationwide for more than 38 years.

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