

Houlihan Lokey

Pre-Professional Learning

Market Overview and Landscape

Q3 2023

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Houlihan Lokey Is the No. 1 M&A Advisor for Global Transactions Under \$1 Billion

THE LEADING M&A ADVISOR, DRIVEN BY INDUSTRY EXPERTISE

- No. 1 M&A advisor for all U.S. transactions.
- Closed 1,600+ M&A deals in the past five years.

2022 M&A Advisory Rankings All Global Business Services Transactions

Advisor	Deals
1 Houlihan Lokey	69
2 Rothschild & Co	50
3 Lincoln International	37
4 Goldman Sachs & Co	34
5 GCG	26

Source: Refinitiv. Excludes accounting firms and brokers.

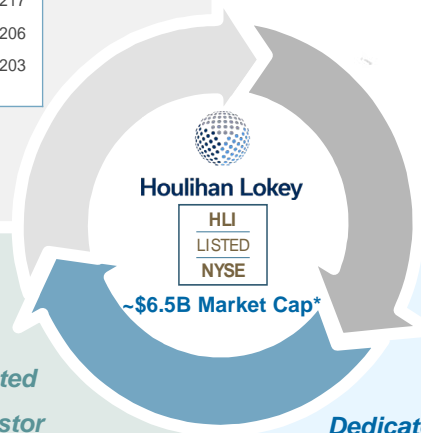
2022 M&A Advisory Rankings Global Transactions Under \$1 Billion

Advisor	Deals
1 Houlihan Lokey	381
2 Rothschild & Co	369
3 JP Morgan	217
4 Lazard	206
5 Goldman Sachs & Co	203

Source: Refinitiv. Excludes accounting firms and brokers.

GLOBAL SELLSIDE M&A EXECUTION BOLSTERED BY LOCAL PRESENCE

- 36 offices in the Americas, Europe, the Middle East, and Asia-Pacific.
- 370+ cross-border deals since 2011.
- Outstanding track record with international investors, both on sellside and buy-side transactions.



FULLY INTEGRATED DEBT CAPITAL MARKETS COVERAGE TEAM

- Global team of ~90 professionals across 11 offices in five countries.
- Senior-level contact with all major credit investors.
- \$25B capital raised in the past two years.

Largest dedicated alternative investor coverage team in the industry with unique intelligence to optimize Houlihan Lokey sellside processes.

FULLY INTEGRATED FINANCIAL SPONSORS COVERAGE TEAM

- 25 senior officers dedicated to the sponsor community in the Americas and Europe.
- Worked on more than 2,000 engagements for financial sponsors in 2022.

Dedicated coverage of 1,000+ funds provides proprietary data and knowledge of buyer behavior.

In the past five years, 700+ private equity firms have chosen Houlihan Lokey to advise on M&A or capital raising for their portfolio companies.

Our integrated project teams work hand in hand from day one and are fully aligned to deliver outstanding results for our clients.

Training & Education Practice

Global Leadership

Houlihan Lokey's global team continues to demonstrate leadership across all components of the learning segment.

Compliance Training

VESTAR
has made an investment in


360 TRAINING™
a portfolio company of

GREYLION

Buyside Advisor

Colibri
a portfolio company of

GRIDIRON CAPITAL
has acquired

Becker 
from

ADTALEM GLOBAL EDUCATION

Buyside Advisor

Ridgmont EQUITY PARTNERS
has made a minority investment in

TEACHERS of TOMORROW TEACHER CERTIFICATION™

Buyside Advisor

TAILWIND CAPITAL
has acquired

ISSA

Buyside Advisor

karriere tutor®
Gemeinsam. Digital. Erfolgreich.
a portfolio company of

findosinvestor
has been acquired by

TRILL IMPACT

Sellside Advisor

alchemy
a portfolio company of

Riverside
has been acquired by

intertek

Sellside Advisor

Skills-Based Training

SEG ACCELERATE GROWTH
a portfolio company of

RFE
has acquired

ACTION SELLING

Buyside Advisor

ATAIROS
has acquired

LifeLabs¹ Learning

Buyside Advisor

Educate 360 Professional Training Partners
a portfolio company of

Morgan Stanley CAPITAL PARTNERS
has acquired

UNITED TRAINING

Buyside Advisor

SANDLER™
has received an investment from

BLUE MARLIN

Sellside Advisor

corporate visions conversations that win™
a portfolio company of

Sentinel CAPITAL PARTNERS
has been acquired by

Riverside

Sellside Advisor

skillsoft™
has merged with

CHURCHILL CAPITAL II

Sellside Advisor

Education

EducationDynamics®
a portfolio company of

Prudential Private Capital 
and

MUIRLANDS capital
has been acquired by

RENOVUS CAPITAL

Sellside Advisor

its Learning
a portfolio company of

IEQT
has been acquired by

s a n o m a

Sellside Advisor

BPP
a portfolio company of

TDR Capital
has acquired

Digital Marketing Institute
a portfolio company of

SPECTRUM EQUITY

Buyside Advisor

impero
has been acquired by

INVESTCORP TECHNOLOGY PARTNERS

Sellside Advisor

BPP
a portfolio company of

TDR Capital
has acquired

FIREBRAND

Buyside Advisor

twinkl
has received an investment from

VITRUVIAN PARTNERS

Sellside Advisor

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Defining the Pre-Professional Learning Ecosystem

Pre-professional learning refers to learning pathways that provide a bridge from secondary school to the workforce. These pathways include (i) college and career readiness providers; (ii) alternative credential providers; and (iii) a higher education pathway.

Learning Pathway

Representative Investment Opportunities



COLLEGE AND CAREER READINESS

- › Post-Secondary Planning
- › Career Course and Certification Providers
- › Career Info/Guidance and Mentorship
- › Aptitude and Career Assessment



ALTERNATIVE CREDENTIAL PROVIDERS

- › Middle Skills Training
- › Skilled Trades Training
- › Technology Bootcamps
- › Hire, Train, Deploy (HTD) Models



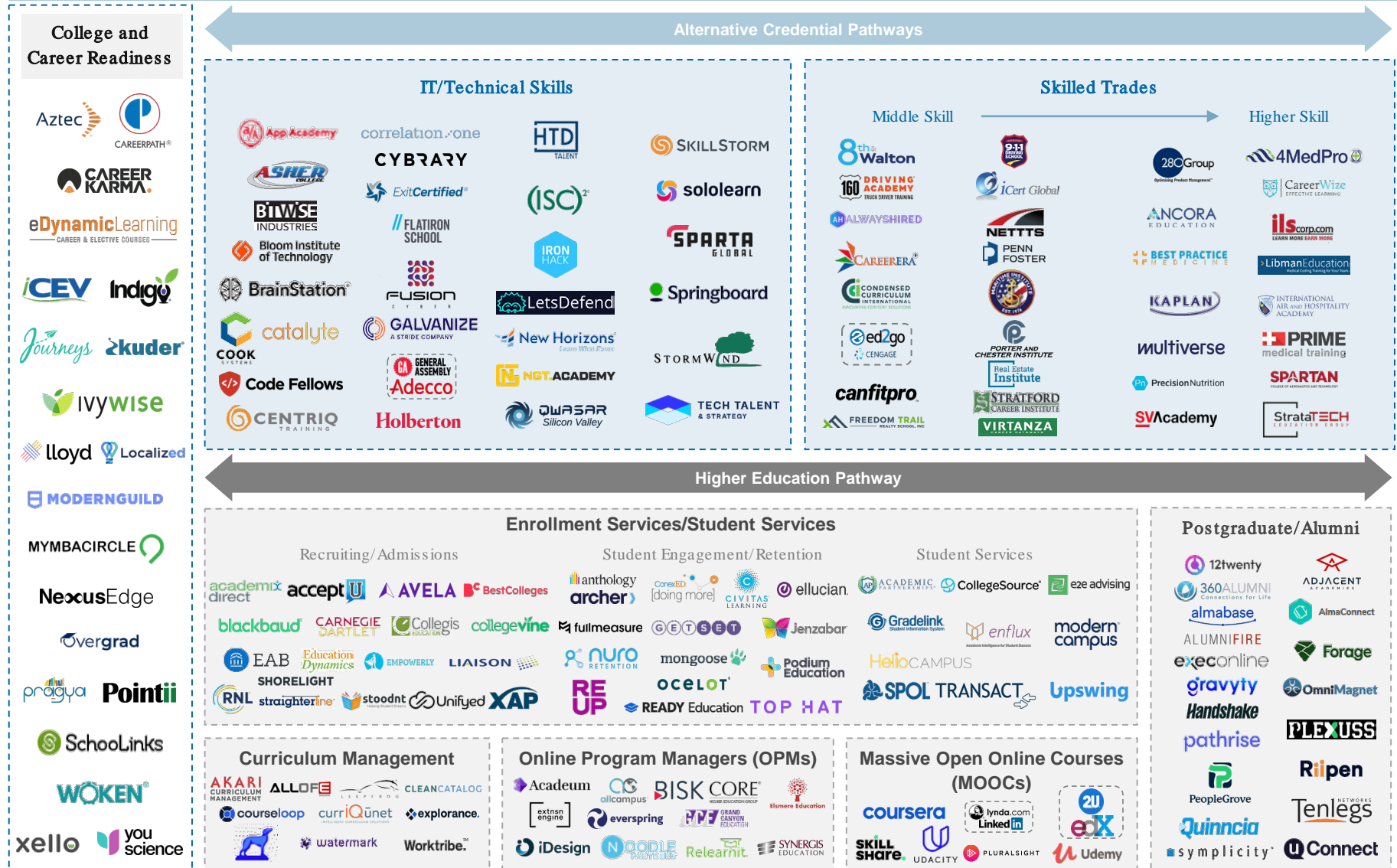
HIGHER EDUCATION

- › Enrollment and Student Services
- › Curriculum Management
- › Online Program Managers (OPMs)
- › Postgraduate/Alumni Services

The Pre-Professional Ecosystem

Houlihan Lokey's Sector Landscape

Investment opportunities in the pre-professional sector consist of learning providers, with the exception of the higher education pathway, in which education services providers represent the predominant opportunity.



Secular Shift in U.S. Higher Education Landscape

These secular changes are creating a host of compelling opportunities for investors in the training and education sector.

THE HECHINGER REPORT

Apr-23

The Reckoning Is Here: More Than One-Third of Community College Students Have Vanished

E Education
Next

Mar-23

Apprenticeships on the Rise

CNBC

Feb-23

Apprenticeship Programs Are Becoming More Popular as an Alternative to College

THE BURNINGGLASS
INSTITUTE

Feb-23

The Emerging Degree Reset

Forbes

Apr-23

As 'Skills-Based Hiring' Becomes All the Rage, These Education Leaders Want to Overturn a 117-Year-Old Way of Measuring Students' Experiences

npr WNYC

Feb-23

High-Paying Jobs That Don't Need a College Degree? Thousands of Them Sit Empty

The Washington Post

Apr-23

Why Students Are Not Enrolling in Higher Education

Harvard Business Review

Mar-23

The New-Collar Workforce

There's a huge, capable, and diverse talent pool out there that companies aren't paying nearly enough attention to.

Forbes

Oct-22

College Enrollment Losses Continue, But at a Slower Rate

Rapid Changes in the Nature of Work Are Altering Entry-Level Learning Pathways to the Workforce

There is a widening gap between the skill requirements of jobs of the future and the skill levels of the workforce.



The pace of technology adoption is accelerating and disrupting the global workforce.

- › E.g., Cloud computing, automation, AI, big data, encryption, nonhumanoid robots, etc.



By 2027:

- › **83 million⁽¹⁾ jobs may be displaced** by a shift in the division of labor between humans and machines.
- › **69 million⁽¹⁾ new roles may emerge** that are more adapted to the new division of labor between humans, machines, and algorithms.



Traditional higher education is unable to meet the requirements of the changing labor market skilling needs.

- › **Slow to react** to changes in the labor market.
- › **Low annual throughput**—insufficient supply of new age vocations.
- › **Not structured to provide short-term upskilling.**
- › **High cost.**

MARKET RESPONSES:

- › **Higher education services providers** are being embraced by higher education institutions as a means of increasing enrollments and student retention, operational efficiency, and relevance to learners.
- › **Alternative credential providers** are increasing in popularity and gaining credibility with both learners and employers.
- › **College and career readiness providers** are emerging to help learners prepare for and navigate academic and career pathways.

(1) World Economic Forum—Future of Jobs Report—May 2023.

Career Pathways Scorecard

Higher education enjoys a multi-century legacy as the bonafide entry-level career pathway; however, alternative credential providers are better suited for a rapidly changing workplace.

	Higher Education		Alternative Credentialing	
	Grade	Trend	Grade	Trend
Legacy as Proven Career Pathway	✓	↔	✗	↔
Widely Accepted Ranking System	✓	↔	✗	↔
Widespread Credibility With Employers	✓	↓	✗	↑
Widespread Credibility With Learners	✓	↓	✗	↑
Produces Job-Ready Workers	✗	↔	✓	↔
Collaborative Partnerships With Employers	✗	↔	✓	↑
Focused, High-Throughput Program	✗	↔	✓	↔
Rapidly Responds to Labor Market Changes	✗	↔	✓	↔
Cost-Efficient	✗	↓	✓	↔

Structural misalignment with job market requirements, declining credibility, and high cost are profound challenges that higher education is seeking to address through outsourcing.

If alternative credential providers can gain wider credibility with both learners and employers, they are poised to finally achieve scale.

Learners Need Help Navigating the Changing Career Pathway Landscape

Changes include the available set of work opportunities, the skills required for modern jobs, as well as the pathways to enter those jobs.

Learner

Needs



HIGH SCHOOL STUDENTS

- › Assessments to align aptitudes with majors and/or jobs.
- › Career and technical coursework.
- › Career and college guidance.



ADULT LEARNERS

- › High school equivalency and college success programs.
- › Career information and planning resources.
- › Career and technical coursework.
- › College selection and enrollment services.

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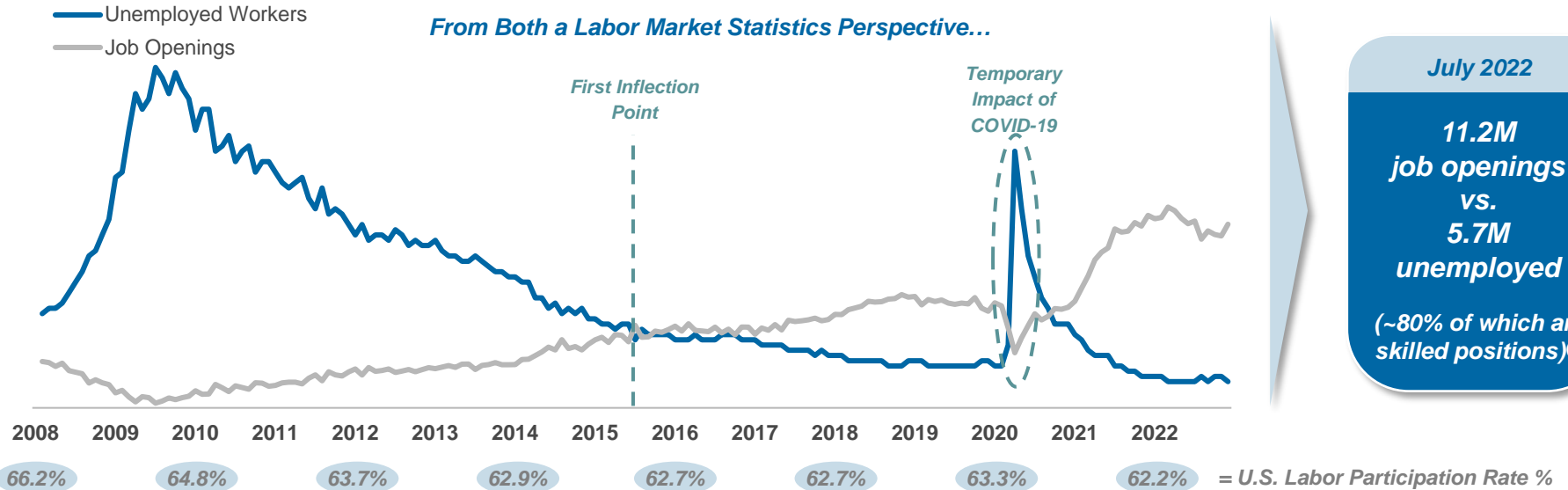
The Big Picture

The U.S. Is Experiencing an Acute and Growing Skills Shortage

In 2016, for the first time in recent U.S. history, the number of job openings exceeded the number of unemployed workers; after a temporary reversal of that trend during COVID-19, the gap between the number of job openings and unemployed has continued to widen.

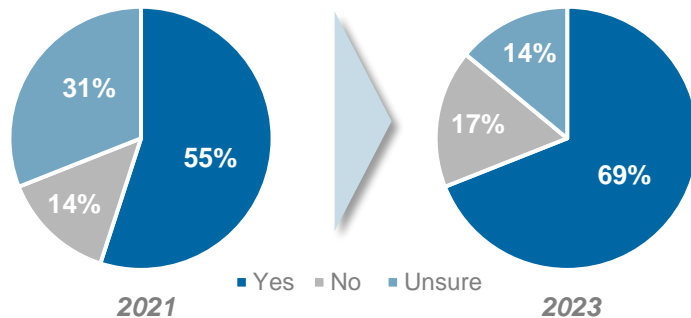
There Is a Record Shortage of Skilled Workers⁽¹⁾

From Both a Labor Market Statistics Perspective...



...And From a Corporate Hiring Perspective⁽²⁾...

% of Corporates Who Believe They Have a Skills Gap



...With Potentially Material Consequences for the Economy

- The declining labor participation rate, which accelerated during the COVID-19 “Great Resignation,” has driven this unparalleled mismatch.
 - By 2030, the **talent shortage and skills gap in the U.S.** alone is expected to represent an economic loss of **\$8.5 trillion**.⁽²⁾
- Roles are now going unfilled; corporates reported that 10% of open roles went unfilled, with that figure rising to **20% among employers who believed they had a skills gap**.⁽²⁾
- In order to minimize this gap, employers are having to identify and signpost the skills they require as well as develop mechanisms to recruit, train, and retain employees.

⁽¹⁾ U.S. Bureau of Labor Statistics, “Number of unemployed persons per job opening, seasonally adjusted.”

⁽²⁾ Wiley: Closing the Skills Gap (2023).

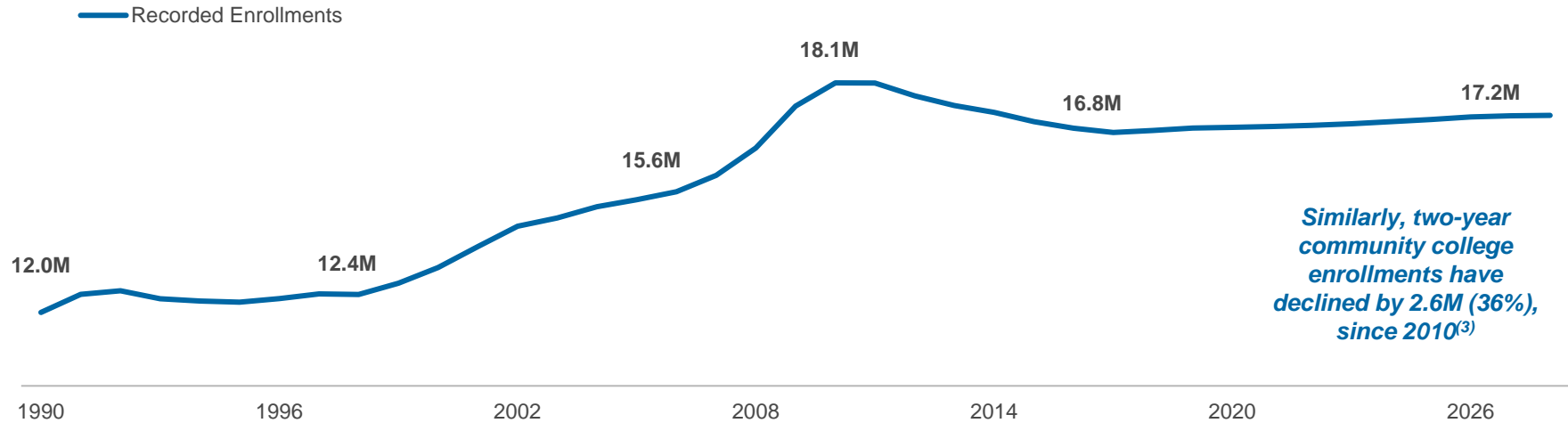
⁽³⁾ Statista.

Higher Education Enrollments

There Has Been a Persistent Decline Since 2010

Higher education alone will not solve the skills gap in the U.S., given the secular decline in enrollments.

Four-Year U.S. Undergraduate Enrollments Have Continued to Decline⁽¹⁾...



...Driven by Numerous Factors

“Birth Dearth”

Reduction in the birth rate as a result of the 2008 recession—with reduced population growth in the future.

Tuition Costs

Tuition costs continue to increase, in excess of inflation—causing potential undergraduates to thoroughly assess the merits of college.

Data Highlighting Alternative Routes

Increased availability of data highlighting potential earnings power without a college degree.

Strong Labor Market

High number of job opportunities, which may result in students’ deferment for a year or two.

Lack of Innovation

An inattention, disinterest, and inertia within higher education to create courses more relevant to the workforce.

(1) NCES, “Table 303.70. Total undergraduate fall enrollment in degree-granting postsecondary institutions, by attendance status, sex of student, and control and level of institution: Selected years, 1970 through 2030.”

(2) Current Term Enrollment Estimates—National Student Clearinghouse Research Center (nscresearchcenter.org).

(3) National Student Clearinghouse Research Center.

Higher Education's Response: Outsource Noncore Services To Halt Declining Enrollments and Buttress Profitability

Higher education institutions are increasing their investments in outsourced services to support enrollment growth and modernization of their business processes and student value propositions.

Strong tailwinds in several subsectors aiming to arrest the decline in enrollments, via modernization of the student enrollment process and facilitation of curriculum agility to support more flexible business and pedagogical models.



Large Total Addressable Market

- The higher education technology market is large and growing, supported by strong investor sentiment and significant capital inflows.
 - Funding for higher edtech companies increased to \$5.5B in 2020, rising from \$4.4B in 2019.⁽²⁾

~\$8B

Size of the higher edtech market in 2019⁽¹⁾; the figure is expected to double by 2024.



The Higher Education Ecosystem Is in the Early Innings of a Digital Evolution

- Strong and growing demand for a combined view of students' progress, activity, and achievements; academic reporting; and predictive analytics.
- Curriculum agility is needed to support more flexible business and pedagogical models.

27%

Of activities outside the classroom have the potential to be automated.⁽²⁾



Demand for Digital Infrastructure to Support Remote Learning

- Delivery model of higher education is evolving.
- Amplified need for digital infrastructure for both remote e-learning and tertiary services.

33%

Of universities and colleges have no form of curriculum management system at all.⁽³⁾

Identified Subsectors Likely to Be Positively Impacted:

Enrollment Services

Recruiting/Admissions

Student Engagement/Retention

Student Services

Curriculum Management

MOOCs

OPMs

Postgraduate/Alumni

(1) Grandview; (2) HolonIQ; (3) Gartner.

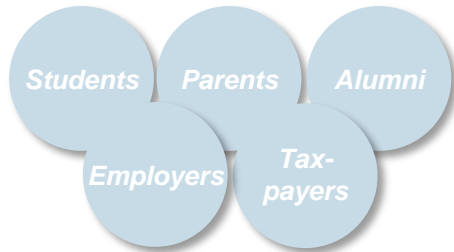
Employers Are Turning to Alternative Pools of Talent

Clear Need to Widen the Net to Find the Right Talent

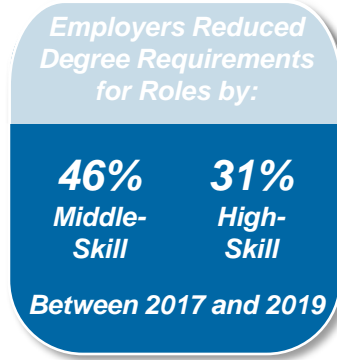
Growing acceptance that upward mobility opportunities are not limited to higher education.

Employers Are Resetting Degree Requirements for a Wide Variety of Roles

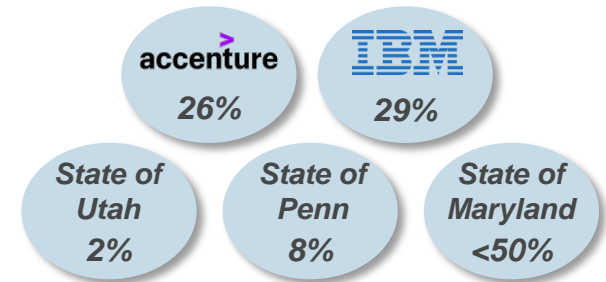
A “customer” reset in the importance of higher education has occurred across stakeholders.



Adult learners believing higher education will help them get a good job dropped from **89%** to **64%**.⁽³⁾



Large employers are eliminating the college degree requirement for many positions. Percentage of positions requiring a college degree:

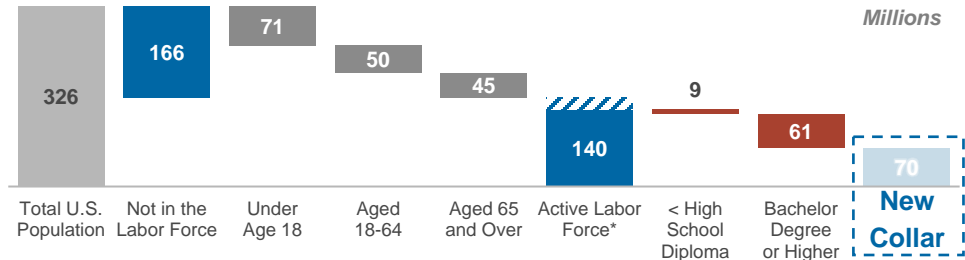


The national average for jobs requiring a college degree is now only **52%**.

There Is No Longer a One-Size-Fits-All Approach...

- Employers have begun to let go of the one-size-fits-all “college is a must” mindset.
- A significant number of people eligible to help reduce the gap have been skilled through alternative routes—**New-collar workers**.
- Approximately 30M American workers without four-year college degrees have the skills to move into new jobs.**
- Companies cannot exclusively resolve their labor needs externally; to remain competitive, they **must also commit to developing the talent internally.**

...~50% of the U.S. Labor Market Is Filled by New-Collar Workers



(1) TheConversation.com; (2) icims; (3) Forbes.

*Excludes 20M workers below age 25 to ensure the majority of the population has had the chance to complete their education.

Emergence of New-Collar Jobs Acknowledges This Shift

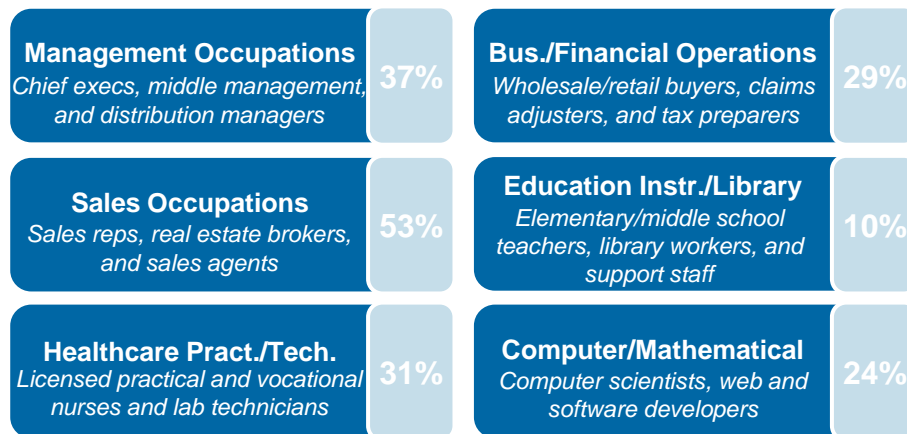
New-Collar Workers Are Filling an Increasing Proportion of Skilled Jobs

The term “new-collar job” has been introduced to help demonstrate how hiring managers have looked beyond four-year college degrees, focusing instead on a candidate’s relevant skills.

New-Collar Jobs Are Seeing a Strong Uptick in Growth...

- Increasing view that college degrees are just a **proxy used to simplify the hiring process**, a shorthand for certain skills, and a screen to **reduce the number of candidates** whom recruiters need to evaluate.
- Degree resets occurred in multiple sectors** before the onset of COVID-19 and accelerated during and after the pandemic, spreading to new occupations.
- The gradual reversal of degree inflation in many middle-skill jobs, particularly those experiencing structural resets, suggests that **employers are revisiting their use of academic attainment as a job requirement**.

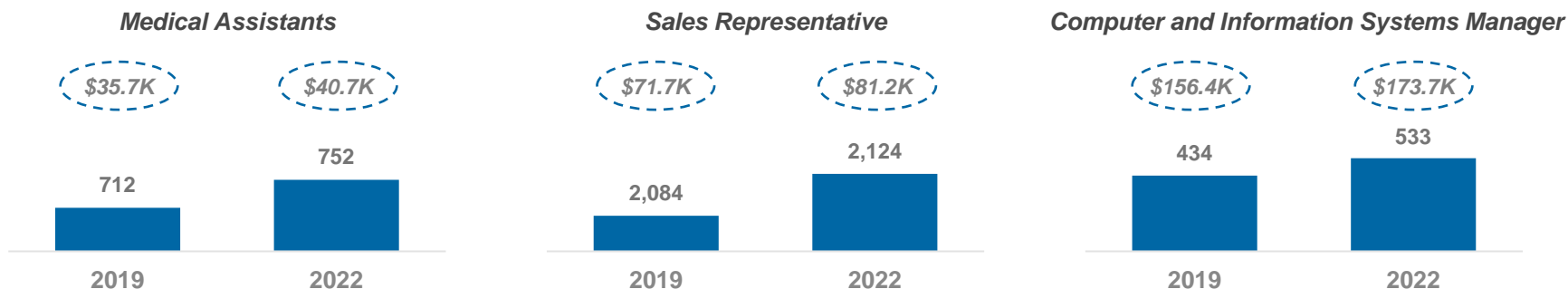
...New-Collar Workers Currently Fill Only a Small Proportion of These Roles...



...However, They Have Seen a Material Uptick in Growth and Salary

Within the Healthcare Pract./Tech. Subsector

■ = Number of Roles (000s) ○ = Average Salary for Each Role



Example courses that equip workers with prerequisite skills include Radiologic Technology Program, Communication and Presentation Skills, Negotiation Skills, Computer Programming, and Database Management Systems.

Significant Support for Alternative Pre-Professional Routes

Material Committed and Forecast Investment in the Sector

Numerous publicly funded and corporate-sponsored initiatives have been established, with the exclusive aim of developing the pre-professional route into the workforce.

Corporate Initiatives

Illustrative Examples



AON
Introduced apprenticeship opportunities in finance, IT, and human resources, earning associate degrees⁽¹⁾ and full-time employment.



Walmart+
One Global Walmart Academy launched to offer a continued L&D ecosystem to more than 2.3M associates.



GENERAL ASSEMBLY
INTERAPT
Launch of apprenticeship (learn-and-earn model) to help employers source, deploy, and retain hard-to-find tech talent.

HTD

Alternative “Graduate” Programs

The emergence of companies that hire high potential talent without specific platform skills; last-mile trains them on platform skills; delivers relevant work experience through deployments on client projects.

In some cases, they rent space from the university, with the universities marketing the provider’s programs to their student body.

Nonprofit Organizations/Initiatives



Solutions



The overarching aim of enabling working adults to translate their learning into earning—by increasing awareness, reducing friction, and creating innovative solutions for those who are skilled through alternative routes (STARs).

Aim of enabling >1M working adults to generate a \$20 billion boost in annual earnings.

Note: Includes companies that have been acquired.

(1) Partnered with City Colleges of Chicago to establish a program that combines studying with part-time work.



Corporate Collaboration

Partnership to provide comprehensive prep courses for admissions exams for medical school (MCAT®), dental school (DAT®), and the licensing exam for doctors, the USMLE®, to their scholars.



Not-for-Profit Initiative

Dedicated to closing the gap between people historically excluded from the workforce (including by racial bias) and employers hiring talent. Partnership established with OneTen to further drive hiring for those without four-year college degrees.

Apprenticeships Continue to Gain Traction

There Is an Increased Acceptance at Both the Corporate and Learner Levels

Within the U.S., more students are turning away from college and toward apprenticeships.

Key Trends Within the Apprenticeship Subsector⁽¹⁾

~800K

Apprentices employed by U.S. corporates

The number of apprentices has increased by more than 50% in the past decade.

40%

Of apprenticeships are now outside of construction trades, where most have historically been focused.

Programs are expanding into white-collar industries such as banking, cybersecurity, and consulting.

45%

Of Maryland high school students will start a registered apprenticeship by 2031.

One-third of Maryland high school students earned a community college or four-year college degree by age 25—highlighting the lack of opportunities available for the remaining two-thirds.

Overview of Apprenticeship Market

- Typically, employers pay the costs associated with the school as well as a fair salary.
 - Programs usually consist of part-time work during school term time, switching to a full-time position during the summer.
- Admission rates for these programs have become as competitive as acceptance rates at Ivy League universities.
- There remains some debate as to the longevity of skills gained during these programs and the subsequent adaptability of apprentices.
- As such, an adaptation of the apprenticeship model has grown in prominence, HTD, where third-party intermediaries make apprentices their “product” (as referenced on the prior page).

Examples of Corporate Apprenticeship Programs

Companies such as McDonald’s Corp., Accenture PLC, JPMorgan Chase & Co, Zurich, and Aon are expanding their apprenticeship programs.



Hired 92 apprentices in 2021 alone from more than 800 applications—the majority of which came from high school applicants.



Hired 100 apprentices in 2022 alone from more than 1,500 applications—a 7% acceptance rate demonstrates the burgeoning demand for these programs.

(1) Urban Institute, Apprenticeships for America.

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Brian P. McDonald

Managing Director
New York

Mr. McDonald is a Managing Director and Co-Head of Houlihan Lokey's Training & Education practice. During his more than two-decade career in investment banking, he has provided M&A advice to publicly traded and privately held companies in almost all major sectors of the economy.

Mr. McDonald's selected recent transaction experience includes advising Atairos on its acquisition of LifeLabs Learning; Educate 360 on its acquisition of United Training; Vestar Capital Partners on its investment in 360training; Sandler on its strategic investment from Blue Marlin; Colibri on its acquisition of Becker Professional Education and OnCourse Learning; Ridgemont Equity on its investment in Teachers of Tomorrow; EducationDynamics on its sale to Renovus Capital Partners; Corporate Visions on its sale to The Riverside Company; Skillsoft on its merger with Churchill Capital II; Tailwind Capital on its acquisition of the International Sports Sciences Association (ISSA); and Alchemy Systems on its sale to Intertek Group.

Before joining Houlihan Lokey, Mr. McDonald was a Vice President in the Mergers and Acquisitions Group at Goldman, Sachs & Co.

Mr. McDonald received an A.B. *magna cum laude* from Georgetown University, an M.A. with distinction from the Paul H. Nitze School of Advanced International Studies at Johns Hopkins University, and an MBA from INSEAD.

A.B. Georgetown University

M.A. Johns Hopkins University

MBA INSEAD

PAST Goldman, Sachs & Co.



Sam Handler

Senior Vice President

Los Angeles

Mr. Handler is a member of Houlihan Lokey's Business Services Group and focuses on the training and education sector.

Mr. Handler has worked on a number of M&A transactions while at Houlihan Lokey. Some of his recent deals include advising Atairos on its acquisition of LifeLabs Learning; Educate 360 on its acquisition of United Training; Vestar Capital Partners on its investment in 360training; Sandler on the strategic investment from Blue Marlin; Colibri's acquisition of Becker Professional Education and OnCourse Learning from Adtalem (NYSE:ATGE); Ridgemont's minority investment in Teachers of Tomorrow; the sale of Skillsoft to Churchill Capital Corp II; the sale of Corporate Visions to the Riverside Company; the sale of EducationDynamics to Renovus; Tailwind Capital's investment in ISSA; the restructuring of WorldStrides; the sale of itslearning, an EQT portfolio company, to Sanoma; the sale of VStar Entertainment to Cirque du Soleil, a portfolio company of TPG Capital; the sale of Pink Jeep Tours to Herschend Enterprises; and the sale of WordStream to Gannett.

Mr. Handler joined Houlihan Lokey in 2017. Previously, he worked in the Financial Sponsors Group at Deutsche Bank, where he focused on private equity transactions, including Apollo's acquisitions of Rackspace and Lumileds and Thomas H. Lee Partner's acquisition of Give & Go Prepared Foods Inc.

Mr. Handler holds a B.A. in Government from Colby College and an MBA from the Darden School of Business at the University of Virginia.

Qualifications

B.A. Colby College

MBA University of Virginia

PAST Deutsche Bank Securities



Thomas Mendham

Vice President
New York

Mr. Mendham is a member of Houlihan Lokey’s Business Services Group and focuses on the training and education sector.

He has worked extensively across the vocational training, education, and human capital sectors, working on numerous buy-side and sell-side mandates.

Mr. Mendham’s transaction experience before joining Houlihan Lokey includes advising Twinkl on its minority investment from Vitruvian; FutureLearn on its sale to Global University Systems; BPP on its acquisitions of Digital Marketing Institute, Firebrand, and Estio Training; ICS Learn on its acquisition by Skill & You (IK Partners); Educaedu on its sale to Miura Partners; Inspiro on its acquisition by Inspirit Partners; Cambridge University Press & Assessment on its investment in Inspira; Circus Street on its sale to QA; THI Investments on its investment in Corndel; CBPE on its investment in The Key; Profile Asia on its acquisition by Wilson HCG (CIP Capital); and LDC on its acquisition of Amberjack.

Prior to joining Houlihan Lokey in 2020, Mr. Mendham worked in the Business Services group at Lincoln International. He also held roles at Fenchurch Advisory and Ernst & Young.

Mr. Mendham holds a B.S. in Business and Financial Economics, with First Class Honors, from the University of Leeds. He is a Chartered Accountant in the United Kingdom.

Qualifications

B.S.	University of Leeds
OTHER	Chartered Accountant
PAST	Lincoln International Fenchurch Advisory Ernst & Young



Maximilian Petre

Associate
New York

Mr. Petre is a member of Houlihan Lokey's Business Services Group and focuses on the training and education sector.

Mr. Petre has worked on several transactions while at Houlihan Lokey, most recently advising Educate 360 on its acquisition of United Training, Vestar Capital Partners on its investment in 360Training, and Sandler on its strategic investment from Blue Marlin.

Prior to joining Houlihan Lokey, Mr. Petre worked as a management consultant in Accenture's M&A Strategy practice, focusing on advising strategic acquirers on pre-merger planning, including commercial due diligence and synergy identification. Some previous transactions include Charles Schwab's acquisition of TD Ameritrade, Bristol Myers Squibb's acquisition of Celgene, and Wyndham Hotels' acquisition of La Quinta.

Mr. Petre graduated *magna cum laude* with a B.S. in Business Administration from Babson College, with concentrations in Finance and Legal Studies.

Qualifications

B.S. Babson College

PAST Accenture

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