



Valuation Multiples by Industry

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SIC Sector: **(7000-8999) Services**

Report Date: **31 March 2021**

Country: **United States of America (U.S.A.)**

Industry Valuation Multiples

The table below provides a summary of median industry enterprise value (EV) valuation multiples, as at the Report Date. The data is grouped by industry SIC code:

	Max #	EV Multiple				
		Rev	EBITDA	EBIT	TotAss	TanAss
Hotels & Motels (7011)	26	6.54	35.09	28.66	1.37	1.54
Services-Personal Services (7200)	14	2.40	13.81	17.90	1.23	1.97
Services-Advertising (7310)	10	2.44	18.91	-	1.56	3.59
Services-Advertising Agencies (7311)	8	1.20	-	15.96	0.78	0.97
Services-Consumer Credit Reporting, Collection Agencies (7320)	6	7.49	22.36	25.22	2.66	10.73
Services-Equipment Rental & Leasing, Nec (7359)	17	3.79	9.12	18.14	0.94	1.07
Services-Employment Agencies (7361)	5	0.72	-	-	0.70	1.53
Services-Help Supply Services (7363)	20	0.66	16.32	19.04	1.14	2.10
Services-Computer Programming, Data Processing, Etc. (7370)	47	7.40	21.56	33.48	2.47	4.26
Services-Computer Programming Services (7371)	25	2.43	21.25	28.38	1.85	3.46
Services-Prepackaged Software (7372)	174	8.29	31.97	55.25	3.82	5.83
Services-Computer Integrated Systems Design (7373)	28	2.27	15.00	25.19	1.35	3.23
Services-Computer Processing & Data Preparation (7374)	68	4.64	17.28	18.59	1.67	4.36
Services-Miscellaneous Business Services (7380)	8	1.75	-	-	1.52	3.54
Services-Business Services, Nec (7389)	97	3.00	19.30	27.81	1.83	3.31
Services-Motion Picture & Video Tape Production (7812)	6	4.02	-	-	3.47	5.67
Services-Amusement & Recreation Services (7900)	12	4.94	-	-	2.15	3.09
Services-Miscellaneous Amusement & Recreation (7990)	13	7.36	28.70	-	1.96	3.74
Services-General Medical & Surgical Hospitals, Nec (8062)	6	1.17	8.59	10.79	0.81	1.31
Services-Medical Laboratories (8071)	28	5.33	-	12.40	1.89	3.33
Services-Home Health Care Services (8082)	8	3.16	25.57	38.99	2.29	6.10
Services-Misc Health & Allied Services, Nec (8090)	10	4.20	9.78	14.89	2.68	3.22
Services-Educational Services (8200)	38	1.14	9.01	5.47	0.48	0.81
Services-Engineering Services (8711)	8	1.36	21.16	25.16	1.16	2.02
Services-Commercial Physical & Biological Research (8731)	19	4.91	23.72	35.58	2.89	4.59
Services-Management Services (8741)	7	3.20	20.99	37.22	1.50	3.67
Services-Management Consulting Services (8742)	18	1.59	15.64	17.51	1.56	3.16

EV/Revenue Valuation Multiple

We provide additional data relating to industry EV/Revenue valuation multiples:

	#	Average	Median	Std. Dev.	Std. Err.
Hotels & Motels (7011)	26	6.53	6.54	3.07	0.60
Services-Personal Services (7200)	14	2.68	2.40	1.41	0.38
Services-Advertising (7310)	8	2.39	2.44	1.45	0.51
Services-Advertising Agencies (7311)	8	1.19	1.20	0.42	0.15
Services-Consumer Credit Reporting, Collection Agencies (7320)	6	7.95	7.49	2.92	1.19
Services-Equipment Rental & Leasing, Nec (7359)	17	4.09	3.79	3.33	0.81
Services-Help Supply Services (7363)	19	0.80	0.66	0.67	0.15
Services-Computer Programming, Data Processing, Etc. (7370)	47	9.90	7.40	9.90	1.44
Services-Computer Programming Services (7371)	23	3.93	2.43	3.97	0.83
Services-Prepackaged Software (7372)	152	10.54	8.29	7.97	0.65
Services-Computer Integrated Systems Design (7373)	25	2.78	2.27	1.93	0.39
Services-Computer Processing & Data Preparation (7374)	61	4.91	4.64	4.01	0.51
Services-Miscellaneous Business Services (7380)	6	4.17	1.75	6.43	2.63
Services-Business Services, Nec (7389)	91	5.06	3.00	4.89	0.51
Services-Amusement & Recreation Services (7900)	10	6.36	4.94	4.87	1.54
Services-Miscellaneous Amusement & Recreation (7990)	10	10.43	7.36	8.47	2.68
Services-General Medical & Surgical Hospitals, Nec (8062)	6	1.40	1.17	0.91	0.37
Services-Medical Laboratories (8071)	24	11.49	5.33	12.70	2.59
Services-Home Health Care Services (8082)	6	3.02	3.16	1.06	0.43
Services-Misc Health & Allied Services, Nec (8090)	9	5.58	4.20	3.60	1.20
Services-Educational Services (8200)	32	1.63	1.14	1.57	0.28
Services-Engineering Services (8711)	8	1.39	1.36	0.66	0.23
Services-Commercial Physical & Biological Research (8731)	16	6.32	4.91	4.03	1.01
Services-Management Services (8741)	7	3.10	3.20	1.47	0.56
Services-Management Consulting Services (8742)	17	2.89	1.59	3.53	0.86

EV/EBITDA Valuation Multiple

We provide additional data relating to industry EV/EBITDA valuation multiples:

	#	Average	Median	Std. Dev.	Std. Err.
Hotels & Motels (7011)	18	79.33	35.09	92.08	21.70
Services-Personal Services (7200)	9	21.46	13.81	17.32	5.77
Services-Consumer Credit Reporting, Collection Agencies (7320)	5	22.38	22.36	0.69	0.31
Services-Equipment Rental & Leasing, Nec (7359)	14	7.78	9.12	3.90	1.04
Services-Help Supply Services (7363)	12	15.07	16.32	7.42	2.14
Services-Computer Programming, Data Processing, Etc. (7370)	21	42.62	21.56	44.11	9.63
Services-Computer Programming Services (7371)	15	22.20	21.25	13.43	3.47
Services-Prepackaged Software (7372)	81	46.64	31.97	39.80	4.42
Services-Computer Integrated Systems Design (7373)	18	15.53	15.00	4.02	0.95
Services-Computer Processing & Data Preparation (7374)	25	20.79	17.28	16.71	3.34
Services-Business Services, Nec (7389)	65	23.12	19.30	16.75	2.08
Services-General Medical & Surgical Hospitals, Nec (8062)	6	12.52	8.59	7.56	3.09
Services-Home Health Care Services (8082)	6	25.00	25.57	5.76	2.35
Services-Misc Health & Allied Services, Nec (8090)	5	12.72	9.78	7.15	3.20
Services-Educational Services (8200)	21	7.67	9.01	5.78	1.26
Services-Engineering Services (8711)	6	57.55	21.16	90.60	36.99
Services-Commercial Physical & Biological Research (8731)	10	28.55	23.72	11.40	3.60
Services-Management Services (8741)	5	18.60	20.99	5.93	2.65
Services-Management Consulting Services (8742)	13	22.93	15.64	14.73	4.09

EV/EBIT Valuation Multiple

We provide additional data relating to industry EV/EBIT valuation multiples:

	#	Average	Median	Std. Dev.	Std. Err.
Hotels & Motels (7011)	9	33.49	28.66	26.01	8.67
Services-Personal Services (7200)	7	21.74	17.90	15.15	5.72
Services-Consumer Credit Reporting, Collection Agencies (7320)	5	26.62	25.22	9.92	4.44
Services-Equipment Rental & Leasing, Nec (7359)	11	18.64	18.14	4.89	1.48
Services-Help Supply Services (7363)	11	20.25	19.04	12.01	3.62
Services-Computer Programming, Data Processing, Etc. (7370)	20	61.13	33.48	63.42	14.18
Services-Computer Programming Services (7371)	14	26.81	28.38	12.74	3.40
Services-Prepackaged Software (7372)	66	71.74	55.25	69.09	8.50
Services-Computer Integrated Systems Design (7373)	16	39.64	25.19	42.44	10.61
Services-Computer Processing & Data Preparation (7374)	24	24.68	18.59	24.17	4.93
Services-Business Services, Nec (7389)	56	40.89	27.81	38.44	5.14
Services-Medical Laboratories (8071)	5	30.80	12.40	27.50	12.30
Services-Home Health Care Services (8082)	6	37.73	38.99	12.15	4.96
Services-Misc Health & Allied Services, Nec (8090)	5	19.91	14.89	12.98	5.81
Services-Educational Services (8200)	23	12.72	5.47	13.63	2.84
Services-Commercial Physical & Biological Research (8731)	10	42.56	35.58	16.51	5.22
Services-Management Services (8741)	7	50.61	37.22	42.82	16.19
Services-Management Consulting Services (8742)	9	18.85	17.51	4.25	1.42

EV/Total Assets Valuation Multiple

We provide additional data relating to industry EV/Total Assets valuation multiples:

	#	Average	Median	Std. Dev.	Std. Err.
Hotels & Motels (7011)	25	1.43	1.37	0.58	0.12
Services-Personal Services (7200)	14	1.33	1.23	0.70	0.19
Services-Advertising (7310)	10	1.97	1.56	1.19	0.38
Services-Advertising Agencies (7311)	7	0.71	0.78	0.18	0.07
Services-Consumer Credit Reporting, Collection Agencies (7320)	6	3.23	2.66	2.22	0.90
Services-Equipment Rental & Leasing, Nec (7359)	17	1.18	0.94	0.51	0.12
Services-Employment Agencies (7361)	5	0.85	0.70	0.62	0.28
Services-Help Supply Services (7363)	19	1.30	1.14	0.97	0.22
Services-Computer Programming, Data Processing, Etc. (7370)	42	3.22	2.47	3.30	0.51
Services-Computer Programming Services (7371)	23	2.62	1.85	2.15	0.45
Services-Prepackaged Software (7372)	172	5.21	3.82	4.09	0.31
Services-Computer Integrated Systems Design (7373)	27	1.70	1.35	1.20	0.23
Services-Computer Processing & Data Preparation (7374)	64	2.38	1.67	1.95	0.24
Services-Miscellaneous Business Services (7380)	8	4.07	1.52	4.08	1.44
Services-Business Services, Nec (7389)	94	2.16	1.83	1.52	0.16
Services-Motion Picture & Video Tape Production (7812)	6	4.00	3.47	2.81	1.15
Services-Amusement & Recreation Services (7900)	12	3.79	2.15	3.72	1.07
Services-Miscellaneous Amusement & Recreation (7990)	10	2.02	1.96	0.89	0.28
Services-General Medical & Surgical Hospitals, Nec (8062)	5	0.80	0.81	0.26	0.11
Services-Medical Laboratories (8071)	24	2.43	1.89	1.74	0.36
Services-Home Health Care Services (8082)	8	3.00	2.29	1.58	0.56
Services-Misc Health & Allied Services, Nec (8090)	10	2.68	2.68	1.31	0.42
Services-Educational Services (8200)	35	0.69	0.48	0.55	0.09
Services-Engineering Services (8711)	8	1.69	1.16	1.20	0.42
Services-Commercial Physical & Biological Research (8731)	19	2.94	2.89	1.28	0.29
Services-Management Services (8741)	6	1.68	1.50	0.48	0.20
Services-Management Consulting Services (8742)	18	1.60	1.56	0.67	0.16

EV/Tangible Assets Valuation Multiple

We provide additional data relating to industry EV/Tangible Assets valuation multiples:

	#	Average	Median	Std. Dev.	Std. Err.
Hotels & Motels (7011)	23	1.65	1.54	0.84	0.18
Services-Personal Services (7200)	14	2.39	1.97	1.89	0.51
Services-Advertising (7310)	10	3.54	3.59	1.92	0.61
Services-Advertising Agencies (7311)	7	1.01	0.97	0.37	0.14
Services-Consumer Credit Reporting, Collection Agencies (7320)	6	8.88	10.73	4.48	1.83
Services-Equipment Rental & Leasing, Nec (7359)	17	1.51	1.07	0.88	0.21
Services-Employment Agencies (7361)	5	1.23	1.53	0.83	0.37
Services-Help Supply Services (7363)	20	2.25	2.10	1.64	0.37
Services-Computer Programming, Data Processing, Etc. (7370)	44	5.24	4.26	5.22	0.79
Services-Computer Programming Services (7371)	25	4.35	3.46	3.56	0.71
Services-Prepackaged Software (7372)	174	7.74	5.83	5.44	0.41
Services-Computer Integrated Systems Design (7373)	28	3.48	3.23	2.38	0.45
Services-Computer Processing & Data Preparation (7374)	68	5.04	4.36	4.21	0.51
Services-Miscellaneous Business Services (7380)	8	5.16	3.54	3.61	1.28
Services-Business Services, Nec (7389)	97	4.13	3.31	3.25	0.33
Services-Motion Picture & Video Tape Production (7812)	6	7.98	5.67	6.88	2.81
Services-Amusement & Recreation Services (7900)	11	4.77	3.09	4.71	1.42
Services-Miscellaneous Amusement & Recreation (7990)	13	7.06	3.74	6.74	1.87
Services-General Medical & Surgical Hospitals, Nec (8062)	6	1.58	1.31	0.91	0.37
Services-Medical Laboratories (8071)	28	4.44	3.33	3.57	0.68
Services-Home Health Care Services (8082)	8	7.77	6.10	4.63	1.64
Services-Misc Health & Allied Services, Nec (8090)	10	4.29	3.22	2.69	0.85
Services-Educational Services (8200)	38	1.16	0.81	0.97	0.16
Services-Engineering Services (8711)	8	2.55	2.02	1.56	0.55
Services-Commercial Physical & Biological Research (8731)	19	4.53	4.59	2.27	0.52
Services-Management Services (8741)	6	3.60	3.67	1.24	0.51
Services-Management Consulting Services (8742)	16	3.06	3.16	1.20	0.30



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OVERVIEW OF VALUATION MULTIPLES BY INDUSTRY Our Valuation Multiples by Industry reports are based on valuation multiples data and financial information sourced by eVal, as at the time and date of producing this report. In determining our calculations, we have excluded negative multiples, outliers and NA data. For more information and data about the peer group companies that comprise this sector, and to review the underlying supporting data to this valuation multiples report, please visit <https://eval.tech/free-valuation-multiples> to review and download the industry or company valuation multiples data.

This Document relates to valuation multiples data for SIC industries which comprise a minimum of five entities. If there is a specific industry that has been excluded from this analysis that you would like to include, please contact us at admin@eval.tech.

Our sector reports include the following enterprise value valuation multiples: EV/Revenue, EV/EBITDA, EV/EBIT, EV/Total Assets, and EV/Tangible Assets. If you require additional information, or data relating to particular valuation multiples omitted from this Document, please go to <https://eval.tech/free-valuation-multiples>.

Background to Valuation Multiples

The multiples method in corporate and business valuation is categorised as a market-based valuation approach. Establishing an indicative estimation of firm value using the multiples method involves applying a synthetic market valuation multiple (e.g. EV/Revenue or EV/EBITDA), to an associated value driver of the firm being valued (e.g. the target firm's Revenue or EBITDA). As a consequence of the role of financial structuring in private equity, the IPEV Guidelines recommends the use of Enterprise Value multiples in the determination of Fair Value: “... multiples should be used to derive an Enterprise Value for the Underlying Business.”

The EV/Revenue multiple (the “Revenue Multiple”) is generally useful for valuing firms with negative earnings. The multiple is less susceptible to accounting distortions and is not readily or easily available for manipulation by firm management. The traditional Revenue Multiple approach in valuation is typically useful for valuing cyclical businesses and firms operating in mature industries.

The EV/EBITDA multiple (the “EBITDA Multiple”) is one of the most widely used valuation multiples, and probably the most commonly used enterprise value multiple. The EBITDA Multiple is frequently employed as an alternative to the Price/Earnings ratio (the “P/E” ratio), because EBITDA is regularly applied as an indicator of company financial performance and is generally viewed as an alternative to recorded earnings. EBITDA strips out the effects of a company's cost of debt, tax, depreciation and amortisation; consequently, EBITDA is useful for evaluating firms with different capital structures, tax rates and depreciation policies.

The EV/EBIT multiple (the “EBIT Multiple”) is similar to the EBITDA Multiple, although it includes the non-cash accounting effects of firm depreciation and amortisation. EBIT commonly assesses the earnings generated by a company from normal operations and is often used as a proxy for firm operating profit. EBIT represents a company's capacity to generate earnings from normal operations, by excluding the effects of taxation, interest expense, and capital structure.

The EV/Total Assets multiple (the “Total Asset Multiple”) is commonly utilised for industries which are asset-intensive; although, like the Revenue Multiple, the Total Asset Multiple is also useful for valuing firms with negative earnings. Using the Total Asset Multiple is particularly advantageous where a business is predominantly asset-driven, and where return-on-assets (ROA) is largely consistent, as this allows base assets to serve as a proxy and appropriate indicator of future cash flows.

The EV/Tangible Assets multiple (the “Tangible Asset Multiple”) is similar to the Total Asset Multiple; however, the Tangible Asset Multiple excludes recorded goodwill and other intangible assets from the denominator in its calculation. Tangible assets include customary fixed assets such as machinery, land and buildings; and also current assets, such as firm inventory. Utilising the Tangible Asset Multiple instead of the Total Asset Multiple can help remedy some of the drawbacks associated with the Total Asset Multiple, namely, the inclusion of goodwill and other identifiable intangible assets on the balance sheet.

DATA OVERVIEW SIC Industries (SIC Code):

Hotels, Rooming Houses, Camps & Other Lodging Places (7000), Hotels & Motels (7011), Services-Personal Services (7200), Services-Advertising (7310), Services-Advertising Agencies (7311), Services-Consumer Credit Reporting, Collection Agencies (7320), Services-Mailing, Reproduction, Commercial Art & Photography (7330), Services-To Dwellings & Other Buildings (7340), Services-Miscellaneous Equipment Rental & Leasing (7350), Services-Equipment Rental & Leasing, Nec (7359), Services-Employment Agencies (7361), Services-Help Supply Services (7363), Services-Computer Programming, Data Processing, Etc. (7370), Services-Computer Programming Services (7371), Services-Prepackaged Software (7372), Services-Computer Integrated Systems Design (7373), Services-Computer Processing & Data Preparation (7374), Services-Miscellaneous Business Services (7380), Services-Detective, Guard & Armored Car Services (7381), Services-Telephone Interconnect Systems (7385), Services-Business Services, Nec (7389), Services-Automotive Repair, Services & Parking (7500), Services-Auto Rental & Leasing (No Drivers) (7510), Services-Miscellaneous Repair Services (7600), Services-Motion Picture & Video Tape Production (7812), Services-Allied To Motion Picture Production (7819), Services-Motion Picture & Video Tape Distribution (7822), Services-Motion Picture Theaters (7830), Services-Video Tape Rental (7841), Services-Amusement & Recreation Services (7900), Services-Racing, Including Track Operation (7948), Services-Miscellaneous Amusement & Recreation (7990), Services-Membership Sports & Recreation Clubs (7997), Services-Health Services (8000), Services-Offices & Clinics Of Doctors Of Medicine (8011), Services-Nursing & Personal Care Facilities (8050), Services-Skilled Nursing Care Facilities (8051), Services-Hospitals (8060), Services-General Medical & Surgical Hospitals, Nec (8062), Services-Medical Laboratories (8071), Services-Home Health Care Services (8082), Services-Misc Health & Allied Services, Nec (8090), Services-Specialty Outpatient Facilities, Nec (8093), Services-Legal Services (8111), Services-Educational Services (8200), Services-Child Day Care Services (8351), Services-Engineering, Accounting, Research, Management (8700), Services-Engineering Services (8711), Services-Commercial Physical & Biological Research (8731), Services-Testing Laboratories (8734), Services-Management Services (8741), Services-Management Consulting Services (8742), Services-Facilities Support Management Services (8744), Services-Services, Nec (8900)

Companies (Ticker):

ATA Creativity Global (AACG), Aaron's Company Inc (AAN), Abm Industries Inc (ABM), Airbnb Inc (ABNB), Absolute Software Corp (ABST), Accolade Inc (ACCD), Accel Entertainment Inc (ACEL), Acadia Healthcare Company Inc (ACHC), Aci Worldwide Inc (ACIW), Aecom (ACM), Accenture plc (ACN), ACV Auctions Inc (ACVA), Aerocentury Corp (ACY), Adobe Inc (ADBE), Automatic Data Processing Inc (ADP), Alliance Data Systems Corp (ADS), Autodesk Inc (ADSK), ADT Inc (ADT), Addus HomeCare Corp (ADUS), Advantage Solutions Inc (ADV), AerCap Holdings NV (AER), Allied Esports Entertainment Inc (AESE), Audioeye Inc (AEYE), Affirm Holdings Inc (AFRM), Afya Ltd (AFYA), Agm Group Holdings Inc (AGMH), Agilysys Inc (AGYS), AdaptHealth Corp (AHCN), C3ai Inc (AI), Aesthetic Medical International Holdings Group Ltd (AIH), Aikido Pharma Inc (AIKI), Ashford Inc (AINC), Akamai Technologies Inc (AKAM), Akumin Inc (AKU), Air Lease Corp (AL), Alj Regional Holdings Inc (ALJJ), Allegion plc (ALLE), Alarmcom Holdings Inc (ALRM), Altair Engineering Inc (ALTR), Alithya Group inc (ALYA), Ambow Education Holding Ltd (AMBO), Amc Entertainment Holdings Inc (AMC), Amedisys Inc (AMED), Apollo Medical Holdings Inc (AMEH), Amn Healthcare Services Inc (AMN), American Shared Hospital Services (AMS), Amesite Inc (AMST), American Software Inc (AMSWA), American Well Corp (AMWL), Angi Inc (ANGI), AnPac Bio-Medical Science Co Ltd (ANPC), Ansys Inc (ANSS), Airnet Technology Inc (ANTE), Sphere 3D Corp (ANY), Applied Dna Sciences Inc (APDN), American Public Education Inc (APEI), Agora Inc (API), Appfolio Inc (APPF), Appian Corp (APPN), Apria Inc (APR), Arc Document Solutions Inc (ARC), Arco Platform Ltd (ARCE), American Resources Corp (AREC), Artelo Biosciences Inc (ARTL), Asana Inc (ASAN), ASGN Inc (ASGN), Altisource Portfolio Solutions SA (ASPS), Aspen Group Inc (ASPU), Asure Software Inc (ASUR), Atlas Technical Consultants Inc (ATCX), Adtalem Global Education Inc (ATGE), Autohome Inc (ATHM), ATIF Holdings Ltd (ATIF), Activision Blizzard Inc (ATVI), AutoWeb Inc (AUTO), Audia Inc (AUUD), Avalon GloboCare Corp (AVCO), Avid Technology Inc (AVID), Avalara Inc (AVLR), Anavex Life Sciences Corp (AVXL), Aware Inc (AWRE), Alteryx Inc (AYX), Aspen Technology Inc (AZPN), Alibaba Group Holding Ltd (BABA), Booz Allen Hamilton Holding Corp (BAH), Bally's Corp (BALY), Bandwidth Inc (BAND), Baosheng Media Group Holdings Ltd (BAOS), BLACKBERRY Ltd (BB), Barrett Business Services Inc (BBSI), Brightcove Inc (BCOV), Biodesix Inc (BDSX), Bright Scholar Education Holdings Ltd (BEDU), Bright Horizons Family Solutions Inc (BFAM), Bgsf Inc (BGSF), Biohitech Global Inc (BHTG), Baidu Inc (BIDU), BigCommerce Holdings Inc (BIGC), Bilibili Inc (BILI), Billcom Holdings Inc (BILL), Biocept Inc (BIOC), Brookdale Senior Living Inc (BKD), Black Knight Inc (BKI), Blackline Inc (BL), BlueCity Holdings Ltd (BLCT), Bridgeline Digital Inc (BLIN), Blackbaud Inc (BLKB), Bumble Inc (BMBL), Benefitfocus Inc (BNFT), Burning Rock Biotech Ltd (BNR), Box Inc (BOX), Boxlight Corp (BOXL), Broadridge Financial Solutions Inc (BR), Borqs Technologies Inc (BRQS), Bsquare Corp (BSQR), Bentley Systems Inc (BSY), BTRS Holdings Inc (BTRS), Bowl America Inc (BWL.A), Baudax Bio Inc (BXR), Boyd Gaming Corp (BYD), Caci International Inc (CACI), CAI International Inc (CAI), Cango Inc (CANG), Avis Budget Group Inc (CAR), CarGurus Inc (CARG), Carscom Inc (CARS), Cass Information Systems Inc (CASS), Cardtronics plc (CATM), Cleveland Biolabs Inc (CBLI), CBIZ Inc (CBZ), Concord Medical Services Holdings Ltd (CCM), Clear Channel Outdoor Holdings Inc (CCO), China Customer Relations Centers Inc (CCRC), Cross Country Healthcare Inc (CCRN), Chindata Group Holdings Ltd (CD), Ceridian HCM Holding Inc (CDAY), CDK Global Inc (CDK), Cardlytics Inc (CDLX), CareDx Inc (CDNA), Cadence Design Systems Inc (CDNS), Celcuity Inc (CELC), Cypress Environmental Partners LP (CELP), CERNER Corp (CERN), Certara Inc (CERT), Cognyte Software Ltd (CGNT), Churchill Downs Inc (CHDN), Chemed Corp (CHE), Chegg Inc (CHGG), Choice Hotels International Inc (CHH), Check Point Software Technologies Ltd (CHKP), Change Healthcare Inc (CHNG), Cinedigm Corp (CIDM), China Index Holdings Ltd (CIH), Caladrius Biosciences Inc (CLBS), Cloudera Inc (CLDR), China Liberal Education Holdings Ltd (CLEU), Corelogic Inc (CLGX), CLPS Inc (CLPS), CLARIVATE Plc (CLVT), Cheetah Mobile Inc (CMCM), CONDUENT Inc (CNDT), ZW Data Action Technologies Inc (CNET), Cinemark Holdings Inc (CNK), Centogene NV (CNTG), Century Casinos Inc (CNTY), Concentrix Corp (CNXC), Global Cord Blood

Corp (CO), China Online Education Group (COE), Coupa Software Inc (COUP), Coursera Inc (COUR), Canterbury Park Holding Corp (CPHC), Computer Programs & Systems Inc (CPSI), Cra International Inc (CRAI), China Recycling Energy Corp (CREG), Creative Realities Inc (CREX), Charles River Laboratories International Inc (CRL), Salesforcecom Inc (CRM), Cerence Inc (CRNC), Creatd Inc (CRTD), Criteo SA (CRTO), CrowdStrike Holdings Inc (CRWD), Costar Group Inc (CSGP), Csg Systems International Inc (CSGS), Castlight Health Inc (CSLT), Cornerstone OnDemand Inc (CSOD), Csp Inc (CSPI), Chicken Soup for the Soul Entertainment Inc (CSSE), Castle Biosciences Inc (CSTL), Capital Senior Living Corp (CSU), Carriage Services Inc (CSV), Cynergistek Inc (CTEK), Computer Task Group Inc (CTG), CooTek(Cayman)Inc (CTK), Custom Truck One Source Inc (CTOS), Cognizant Technology Solutions Corp (CTSH), Citrix Systems Inc (CTXS), CuriosityStream Inc (CURI), Civeo Corp (CVEO), Commvault Systems Inc (CVLT), CyberArk Software Ltd (CYBR), Community Health Systems Inc (CYH), CYREN Ltd (CYRN), Caesars Entertainment Inc (CZR), Dada Nexus Ltd (DADA), Youdao Inc (DAO), DoorDash Inc (DASH), Endava plc (DAVA), Dropbox Inc (DBX), Docebo Inc (DCBO), Duck Creek Technologies Inc (DCT), 3D Systems Corp (DDD), Datadog Inc (DDOG), Donnelley Financial Solutions Inc (DFIN), Quest Diagnostics Inc (DGX), Dhi Group Inc (DHX), Walt Disney Co (DIS), DraftKings Inc (DKNG), DLH Holdings Corp (DLHC), Dolphin Entertainment Inc (DLPN), Digimarc CORP (DMRC), Digital Media Solutions Inc (DMS), DermTech Inc (DMTK), Dun & Bradstreet Holdings Inc (DNB), DigitalOcean Holdings Inc (DOCN), Docusign Inc (DOCU), Domo Inc (DOMO), Amdocs Ltd (DOX), DouYu International Holdings Ltd (DOYU), Dirtt Environmental Solutions Ltd (DRTT), Driven Brands Holdings Inc (DRVN), Descartes Systems Group Inc (DSGX), Viant Technology Inc (DSP), Dynatrace Inc (DT), Datasea Inc (DTSS), Duos Technologies Group Inc (DUOT), Davita Inc (DVA), Dover Motorsports Inc (DVD), DXC Technology Co (DXC), Electronic Arts Inc (EA), Eventbrite Inc (EB), Ebay Inc (EBAY), Ebix Inc (EBIX), Channeladvisor Corp (ECOM), Skillful Craftsman Education Technology Ltd (EDTK), New Oriental Education & Technology Group Inc (EDU), Elite Education Group International Ltd (EEIQ), Emerald Holding Inc (EEX), Equifax Inc (EFX), EGAIN Corp (EGAN), 8X8 Inc (EGHT), Encompass Health Corp (EHC), Eloxx Pharmaceuticals Inc (ELOX), Elys Game Technology Corp (ELYS), Englobal Corp (ENG), Ensign Group Inc (ENSG), Investnet Inc (ENV), Enzo Biochem Inc (ENZ), EPAM Systems Inc (EPAM), Bottomline Technologies Inc (EPAY), Diginex Ltd (EQOS), Eros STX Global Corp (ESGC), Elastic NV (ESTC), Etsy Inc (ETSY), E2open Parent Holdings Inc (ETWO), Everbridge Inc (EVBG), EverQuote Inc (EVER), Evolent Health Inc (EVH), Evi Industries Inc (EVI), Evolving Systems Inc (EVOL), EVO Payments Inc (EVOP), Everi Holdings Inc (EVRI), EVERTEC Inc (EVTC), Exact Sciences Corp (EXAS), Exelixis Inc (EXEL), ExlService Holdings Inc (EXLS), Exponent Inc (EXPO), Exterran Corp (EXTN), Facebook Inc (FB), Franklin Covey Co (FC), Fti Consulting Inc (FCN), Factset Research Systems Inc (FDS), Four Seasons Education (Cayman) Inc (FEDU), First High-School Education Group Co Ltd (FHS), Fair Isaac Corp (FICO), Fidelity National Information Services Inc (FIS), Fiserv Inc (FISV), Five9 Inc (FIVN), Fulgent Genetics Inc (FLGT), Full House Resorts Inc (FLL), Fluent Inc (FLNT), Fleetcor Technologies Inc (FLT), Fly Leasing Ltd (FLY), Fresenius Medical Care AG & Co KGaA (FMS), Forian Inc (FORA), Forrester Research Inc (FORR), Formula Systems (1985) Ltd (FORTY), Shift4 Payments Inc (FOUR), FlexShopper Inc (FPAY), JFrog Ltd (FROG), Foresight Autonomous Holdings Ltd (FRSX), Fastly Inc (FSLY), Fortress Transportation & Infrastructure Investors LLC (FTAI), Farfetch Ltd (FTCH), frontdoor inc (FTDR), fuboTV Inc (FUBO), Cedar Fair L P (FUN), Five Star Senior Living Inc (FVE), Fiverr International Ltd (FVRR), Genpact LTD (G), Gaia Inc (GAIA), GAN Ltd (GAN), Global Blue Group Holding AG (GB), Greenbrook TMS Inc (GBNH), GreenBox POS (GBOX), GoDaddy Inc (GDDY), Golden Entertainment Inc (GDEN), GoodRx Holdings Inc (GDRX), GDS Holdings Ltd (GDS), Grid Dynamics Holdings Inc (GDYN), Great Elm Capital Corp (GECC), Great Elm Group Inc (GEG), General Finance CORP (GFN), Guardant Health Inc (GH), Graham Holdings Co (GHC), GreenTree Hospitality Group Ltd (GHG), Cgi Inc (GIB), GIGAMEDIA Ltd (GIGM), Globant SA (GLOB), Glu Mobile Inc (GLUU), Esports Entertainment Group Inc (GMBL), Golden Nugget Online Gaming Inc (GNOG), Genius Brands International Inc (GNUS), Alphabet Inc (GOOGL), GeoVax Labs Inc (GOVX), Global Payments Inc (GPN), Gp Strategies Corp (GPX), Greenpro Capital Corp (GRNQ), Groupon Inc (GRPN), GrubHub Inc (GRUB), GRAVITY Co Ltd (GRVY), GreenSky Inc (GSKY), GLORY STAR NEW MEDIA GROUP HOLDINGS Ltd (GSMG), GSX Techedu Inc (GSX), Genetron Holdings Ltd (GTH), GTY Technology Holdings Inc (GTYH), Gse Systems Inc (GVP), Guidewire Software Inc (GWRE), Hyatt Hotels Corp (H), HCA Healthcare Inc (HCA), Health Catalyst Inc (HCAT), Hackett Group Inc (HCKT), Healthcare Services Group Inc (HCSG), H&E Equipment Services Inc (HEES), Heritage Global Inc (HGBL), Hilton Grand Vacations Inc (HGV), HeadHunter Group PLC (HHR), Hill International Inc (HIL), Hims & Hers Health Inc (HIMS), Hailiang Education Group Inc (HLG), Hilton Worldwide Holdings Inc (HLT), Hanger Inc (HNGR), HireQuest Inc (HQI), Healthequity Inc (HQY), H&R Block Inc (HRB), Herc Holdings Inc (HRI), Harsco Corp (HSC), Heidrick & Struggles International Inc (HSII), Hudson Global Inc (HSON), Healthstream Inc (HSTM), Huazhu Group Ltd (HTHT), Hubspot Inc (HUBS), Huron Consulting Group Inc (HURN), Hudson Capital Inc (HUSN), HUYA Inc (HUYA), HyreCar Inc (HYRE), IBEX Ltd (IBEX), ICF International Inc (ICFI), iClick Interactive Asia Group Ltd (ICLK), Icon Plc (ICLR), PARTS iD Inc (ID), IDEX Biometrics ASA (IDBA), Intellicheck Inc (IDN), International Game Technology PLC (IGT), iHuman Inc (IH), Intercontinental Hotels Group Plc (IHG), Information Services Group Inc (III), i3 Verticals Inc (IIIV), IMAC Holdings Inc (IMAC), International Money Express Inc (IMXI), Incyte Corp (INCY), IHS Markit Ltd (INFO), Infosys Ltd (INFY), InnovAge Holding Corp (INNV), Innodata Inc (INOD), Inovalon Holdings Inc (INOV), Inpixon (INPX), Intelligent Systems Corp (INS), Inspired Entertainment Inc (INSE), Intuit Inc (INTU), Inuvo Inc (INUV), Professional Diversity Network Inc (IPDN), Interpublic Group Of Companies Inc (IPG), iQIYI Inc (IQ), Iqvia Holdings Inc (IQV), Insignia Systems Inc (ISIG), Innovative Solutions & Support Inc (ISSC), Gartner Inc (IT), IZEA Worldwide Inc (IZEA), Jamf Holding Corp (JAMF), Johnson Controls International plc (JCI), Aurora Mobile Ltd (JG), Henry Jack & Associates Inc (JKHY), GEE Group Inc (JOB), 51Job Inc (JOBS), Jupai Holdings Ltd (JP), Jianpu Technology Inc (JT), Kubient Inc (KBNT), Kingsoft Cloud Holdings Ltd (KC), Kelly Services Inc (KELYA), Akerna Corp (KERN), Kforce Inc (KFRC), Korn Ferry (KFY), Kaleyra Inc (KLR), 36Kr Holdings Inc (KRKR), Kuke Music Holding Ltd (KUKE), LAIX Inc (LAIX), Laureate Education Inc (LAUR), Leidos Holdings Inc (LDOS), Leaf Group Ltd (LEAF), Lions Gate Entertainment Corp (LGF.B), Laboratory Corp Of America Holdings (LH), LHC Group Inc (LHCG), Lincoln Educational Services Corp

(LINC), Linx SA (LINX), Lizhi Inc (LIZI), Luokung Technology Corp (LKCO), Limelight Networks Inc (LLNW), Grand Canyon Education Inc (LOPE), Spark Networks SE (LOV), Liveperson Inc (LPSN), Liquidity Services Inc (LQDT), Stride Inc (LRN), Lightspeed POS Inc (LSPD), LIGHTBRIDGE Corp (LTBR), Liberty TripAdvisor Holdings Inc (LTRPA), Luna Innovations Inc (LUNA), Las Vegas Sands Corp (LVS), Lixiang Education Holding Co Ltd (LXEH), Lyft Inc (LYFT), Live Nation Entertainment Inc (LYV), Mastercard Inc (MA), ManpowerGroup Inc (MAN), Manhattan Associates Inc (MANH), Mantech International Corp (MANT), Manchester United plc (MANU), Marriott International Inc (MAR), Marathon Digital Holdings Inc (MARA), McAfee Corp (MCFE), Marchex Inc (MCHX), Moodys Corp (MCO), Monarch Casino & Resort Inc (MCRI), Marcus Corp (MCS), Mednax Inc (MD), MongoDB Inc (MDB), Mdc Partners Inc (MDCA), Medallia Inc (MDLA), Allscripts Healthcare Solutions Inc (MDRX), Medpace Holdings Inc (MEDP), Montrose Environmental Group Inc (MEG), Mercadolibre Inc (MELI), Meten EdtechX Education Group Ltd (METX), Micro Focus International Plc (MFGP), Mercurity Fintech Holding Inc (MFH), Mistras Group Inc (MG), Moneygram International Inc (MGI), Magic Software Enterprises Ltd (MGIC), Magellan Health Inc (MGLN), MGM Resorts International (MGM), Magnite Inc (MGNI), Mcgrath Rentcorp (MGRC), Mastech Digital Inc (MHH), Mimecast Ltd (MIME), Mind Technology Inc (MIND), MiX Telematics Ltd (MIXT), Molecular Data Inc (MKD), Melco Resorts & Entertainment LTD (MLCO), Maximus Inc (MMS), Mind Cti Ltd (MNDO), Monro Inc (MNRO), Model N Inc (MODN), MOGU Inc (MOGU), Momo Inc (MOMO), Moxian Inc (MOXC), MultiPlan Corp (MPLN), Marin Software Inc (MRIN), Mediom Healthcare Technologies Inc (MRM), STUDIO CITY INTERNATIONAL HOLDINGS Ltd (MSC), MSCI Inc (MSCI), Microsoft Corp (MSFT), Madison Square Garden Entertainment Corp (MSG), Motorsport Games Inc (MSGM), Madison Square Garden Sports Corp (MSGS), Datto Holding Corp (MSP), MICROSTRATEGY Inc (MSTR), CareCloud Inc (MTBC), MMTec Inc (MTC), Materialise Nv (MTLS), Vail Resorts Inc (MTN), My Size Inc (MYSZ), National Instruments Corp (NATI), National CineMedia Inc (NCMI), Ncino Inc (NCNO), The9 LTD (NCTY), Neogenomics Inc (NEO), Cloudflare Inc (NET), Net Element Inc (NETE), Puxin Ltd (NEW), New Relic Inc (NEW), Netflix Inc (NFLX), NeoGames SA (NGMS), NantHealth Inc (NH), National Healthcare Corp (NHC), NICE Ltd (NICE), NortonLifeLock Inc (NLOK), Nielsen Holdings plc (NLSN), Nanoviricides Inc (NNVC), Inotiv Inc (NOTV), ServiceNow Inc (NOW), National Research Corp (NRC), Inspire Inc (NSP), Netscout Systems Inc (NTCT), NetEase Inc (NTES), Nutanix Inc (NTNX), Natera Inc (NTRA), Netsol Technologies Inc (NTWK), Nuance Communications Inc (NUAN), NV5 Global Inc (NVEE), Invitae Corp (NVTA), Nextgen Healthcare Inc (NXGN), Nxt-ID Inc (NXTD), Oneconnect Financial Technology Co Ltd (OCFT), Oriental Culture Holding LTD (OCG), Okta Inc (OKTA), Oib Group Inc (OLB), Olo Inc (OLO), Omnicom Group Inc (OMC), OneSmart International Education Group Ltd (ONE), 1Life Healthcare Inc (ONEM), On24 Inc (ONTF), Ooma Inc (OOMA), Option Care Health Inc (OPCH), Oppen Inc (OPGN), Opera Ltd (OPRA), OptimizeRx Corp (OPRX), Oracle Corp (ORCL), Oak Street Health Inc (OSH), OneSpan Inc (OSPN), ONESPAWORLD HOLDINGS Ltd (OSW), Open Text Corp (OTEX), Ontrak Inc (OTRK), PAE Inc (PAE), PagSeguro Digital Ltd (PAGS), Paya Holdings Inc (PAYA), Paycom Software Inc (PAYC), Paysign Inc (PAYS), Paychex Inc (PAYX), Powerbridge Technologies Co Ltd (PBTS), Points International Ltd (PCOM), Paylocity Holding Corp (PCTY), Park City Group Inc (PCYG), PagerDuty Inc (PD), Pinduoduo Inc (PDD), Pdf Solutions Inc (PDFS), Pegasystems Inc (PEGA), Penn National Gaming Inc (PENN), Perion Network Ltd (PERI), Performant Financial Corp (PFMT), Proofpoint Inc (PFPT), Pfsweb Inc (PFSW), Precigen Inc (PGEN), Progyny Inc (PGNY), Phreesia Inc (PHR), Phunware Inc (PHUN), Premier Inc (PINC), Ping Identity Holding Corp (PING), Pinterest Inc (PINS), Pieris Pharmaceuticals Inc (PIRS), ShiftPixy Inc (PIXY), Park Hotels & Resorts Inc (PK), Anaplan Inc (PLAN), Planet Fitness Inc (PLNT), Playtika Holding Corp (PLTK), Palantir Technologies Inc (PLTR), Playa Hotels & Resorts NV (PLYA), Psychemedics Corp (PMD), Pennant Group Inc (PNTG), PPD Inc (PPD), Pra Group Inc (PRAA), PRA Health Sciences Inc (PRAH), Porch Group Inc (PRCH), PERDOCEO EDUCATION Corp (PRDO), Percient Inc (PRFT), PROG Holdings Inc (PRG), Progress Software Corp (PRGS), PROS Holdings Inc (PRO), Progenity Inc (PROG), Perspecta Inc (PRSP), Priority Technology Holdings Inc (PRTH), Parsons Corp (PSN), Personalis Inc (PSNL), Pntec Technology Holdings Ltd (PT), Ptc Inc (PTC), PubMatic Inc (PUBM), PayPal Holdings Inc (PYPL), Qad Inc (QADB), QIHUO Ltd (QH), Qiji (QIWI), Qualys Inc (QLYS), Quinstreet Inc (QNST), Quest Resource Holding Corp (QRHC), Qutoutiao Inc (QTT), Q2 Holdings Inc (QTWO), Qumu Corp (QUMU), Quotient Technology Inc (QUOT), Ryder System Inc (R), Cloopen Group Holding Ltd (RAAS), LiveRamp Holdings Inc (RAMP), Ritchie Bros Auctioneers Inc (RBA), Ribbon Communications Inc (RBBN), Roblox Corp (RBLX), Rent A Center Inc De (RCII), R1 Rcm Inc (RCM), Rcm Technologies Inc (RCMT), Reading International Inc (RDI), RadNet Inc (RDNT), Red Violet Inc (RDVT), Radware Ltd (RDWR), RISE Education Cayman Ltd (REDU), Renren Inc (RENN), Resources Connection Inc (RGP), Regis Corp (RGS), Regional Health Properties Inc (RHE), Robert Half International Inc (RHI), B Riley Financial Inc (RILY), RumbleON Inc (RMBL), Rimini Street Inc (RMNI), Rmr Group Inc (RMR), RingCentral Inc (RNG), Renalytix AI plc (RNLX), Realnetworks Inc (RNWK), Rollins Inc (ROL), Repay Holdings Corp (RPAY), Rapid7 Inc (RPD), Red Rock Resorts Inc (RRR), Rush Street Interactive Inc (RSI), Research Solutions Inc (RSSS), Rackspace Technology Inc (RXT), RYB Education Inc (RYB), Sabre Corp (SABR), Science Applications International Corp (SAIC), Sailpoint Technologies Holdings Inc (SAIL), Sap Se (SAP), Service Corp International (SCI), Comscore Inc (SCOR), SciPlay Corp (SCPL), Score Media & Gaming Inc (SCR), SecureWorks Corp (SCWX), Global Internet of People Inc (SDH), Sea Ltd (SE), SeaWorld Entertainment Inc (SEAS), Select Medical Holdings Corp (SEM), SEMrush Holdings Inc (SEMR), Safe-T Group Ltd (SFET), Fang Holdings Ltd (SFUN), Signify Health Inc (SGFY), Scientific Games Corp (SGMS), SPAR Group Inc (SGRP), Surgery Partners Inc (SGRY), Sotera Health Co (SHC), Sunstone Hotel Investors Inc (SHO), Shopify Inc (SHOP), SharpSpring Inc (SHSP), Sify Technologies Ltd (SIFY), Six Flags Entertainment Corp (SIX), Scienjoy Holding Corp (SJ), Skillz Inc (SKLZ), Super League Gaming Inc (SLGG), Simulations Plus Inc (SLP), Smartsheet Inc (SMAR), Smith Micro Software Inc (SMSI), Snap Inc (SNAP), Synchronoss Technologies Inc (SNCR), Snowflake Inc (SNOW), Synopsys Inc (SNPS), Sogou Inc (SOGO), Sohucom Ltd (SOHU), SP Plus Corp (SP), S&P Global Inc (SPGI), Splunk Inc (SPLK), Sapiens International Corp N V (SPNS), Supportcom Inc (SPRT), Sps Commerce Inc (SPSC), Sprout Social Inc (SPT), Square Inc (SQ), SRAX Inc (SRAX), Servicesource International Inc (SREV), Startek Inc (SRT), SS&C Technologies Holdings Inc (SSNC), SilverSun Technologies Inc (SSNT), Shotspotter Inc (SSTI), Shutterstock

Inc (SSTK), Sunlink Health Systems Inc (SSY), Staffing 360 Solutions Inc (STAF), Extended Stay America Inc (STAY), Steel Connect Inc (STCN), Sunlands Technology Group (STG), Stampcom Inc (STMP), Stantec Inc (STN), StoneCo Ltd (STNE), Stonemor Inc (STON), Strategic Education Inc (STRA), Streamline Health Solutions Inc (STRM), Sumo Logic Inc (SUMO), SVMK Inc (SVMK), Switch Inc (SWCH), SolarWinds Corp (SWI), So-Young International Inc (SY), Sykes Enterprises Inc (SYKE), Syneos Health Inc (SYNH), TAL Education Group (TAL), Taoping Inc (TAOP), TrueBlue Inc (TBI), TuanChe Ltd (TC), Tripcom Group Ltd (TCOM), Tucows Inc (TCX), Teradata Corp (TDC), Teladoc Health Inc (TDOC), Atlassian Corp Plc (TEAM), Tarena International Inc (TEDU), Tenable Holdings Inc (TENB), Tenax Therapeutics Inc (TENX), Textainer Group Holdings Ltd (TGH), Target Hospitality Corp (TH), Tenet Healthcare Corp (THC), Thryv Holdings Inc (THRY), Team Inc (TISI), TELUS International (Cda) Inc (TIXT), SOC Telemed Inc (TLMD), Talend SA (TLND), Telos Corp (TLS), Terminix Global Holdings Inc (TMX), Trinet Group Inc (TNET), Travel & Leisure Co (TNL), Tabula Rasa HealthCare Inc (TRHC), TripAdvisor Inc (TRIP), Triterras Inc (TRIT), Triton International Ltd (TRTN), TransUnion (TRU), TrueCar Inc (TRUE), trivago NV (TRVG), Tsr Inc (TSRI), Trade Desk Inc (TTD), TTEC Holdings Inc (TTEC), Tetra Tech Inc (TTEK), TechTarget Inc (TTGT), Take Two Interactive Software Inc (TTWO), Tufin Software Technologies Ltd (TUFN), Tuya Inc (TUYA), Tivity Health Inc (TVTY), Twilio Inc (TWLO), 2U Inc (TWOU), Twitter Inc (TWTR), Tyler Technologies Inc (TYL), Travelzoo (TZOO), Unity Software Inc (U), Uber Technologies Inc (UBER), Amerco (UHAL), Universal Health Services Inc (UHS), Unisys Corp (UIS), Ucommune International Ltd (UK), Unifirst Corp (UNF), Upland Software Inc (UPLD), Upwork Inc (UPWK), United Rentals Inc (URI), U S Physical Therapy Inc (USPH), Universal Technical Institute Inc (UTI), Uxin Ltd (UXIN), Visa Inc (V), Veracyte Inc (VCYT), Vectrus Inc (VEC), Veeva Systems Inc (VEEV), Verb Technology Company Inc (VERB), Veritone Inc (VERI), Vertex Inc (VERX), Viemed Healthcare Inc (VMD), VMware Inc (VMW), 21Vianet Group Inc (VNET), Volt Information Sciences Inc (VOLT), Viridian Therapeutics Inc (VRDN), Varonis Systems Inc (VRNS), Verint Systems Inc (VRNT), Verisk Analytics Inc (VRSK), Verisign Inc (VRSN), Versus Systems Inc (VS), Vse Corp (VSEC), Vasta Platform Ltd (VSTA), Vitru Ltd (VTRU), VirTra Inc (VTSI), Viad Corp (VVI), Vyant Bio Inc (VYNT), Wah Fu Education Group Ltd (WAFU), WEIBO Corp (WB), Workday Inc (WDAY), WEX Inc (WEX), Wyndham Hotels & Resorts Inc (WH), Wilhelmina International Inc (WHLM), WiMi Hologram Cloud Inc (WIMI), Wipro Ltd (WIT), Wixcom Ltd (WIX), Workiva Inc (WK), Wisekey International Holding SA (WKEY), Willdan Group Inc (WLDN), Warner Music Group Corp (WMG), Wns (Holdings) Ltd (WNS), Slack Technologies Inc (WORK), SCWorx Corp (WORX), WPP plc (WPP), WillScot Mobile Mini Holdings Corp (WSC), Waitr Holdings Inc (WTRH), Western Union CO (WU), Ww International Inc (WW), World Wrestling Entertainment Inc (WWE), Wynn Resorts Ltd (WYNN), Widepoint Corp (WYY), Exela Technologies Inc (XELA), Exagen Inc (XGN), Xenia Hotels & Resorts Inc (XHR), Qualtrics International Inc (XM), Xunlei Ltd (XNET), XpresSpa Group Inc (XSPA), Yalla Group Ltd (YALA), Yelp Inc (YELP), Yext Inc (YEXT), Yandex NV (YNDX), 17 Education & Technology Group Inc (YQ), Liquid Media Group Ltd (YVR), JOYY Inc (YY), Zhongchao Inc (ZCMD), Zedge Inc (ZDGE), Zendesk Inc (ZEN), Zillow Group Inc (ZG), Zhihu Inc (ZH), ZoomInfo Technologies Inc (ZI), Zix Corp (ZIXI), Zoom Video Communications Inc (ZM), Zynga Inc (ZNGA), Zscaler Inc (ZS), Zuora Inc (ZUO), Zovio Inc (ZVO)