Certain statements made in this presentation should be considered forward-looking statements as defined in the Private Securities Litigation Reform Act of 1995. These include statements about our future results of operations and operating targets, the size of the markets in which we operate, and our efforts to increase our market share and revitalize our business. We caution investors that these forward-looking statements are not guarantees of future performance, and actual results may differ materially. Investors should consider the important risks and uncertainties that may cause actual results to differ, including those discussed in our annual report on Form 10-K for the year ended December 31, 2009, Form 10-Q for the quarter ended June 30, 2010 and other filings we make with the Securities and Exchange Commission. We assume no obligation to update this presentation, which speaks as of today’s date.
Today’s Topics

• Key Investment Highlights
• Industry and Market Overview
• Company Overview
• Operating Focus for 2011 and Beyond
• Financial Results
## Key Investment Highlights

### Large, Attractive End Markets
- The staffing industry is a large market, with estimated total revenues of $92 billion in 2009 and projected to be $98 billion in 2010\(^1\)
- Highly skilled temps are in high demand but short supply, with greater resistance to economic cycles, especially in areas like healthcare and highly specialized professional services

### Strong Position in Critical High-End Skill Sets
- On Assignment ("ASGN" or the "Company") participates in most attractive sub-segments of staffing: Healthcare, Life Sciences, Locum Tenens and IT/Engineering
- High-end focus yields higher bill rates, longer assignments and stickier customer relationships
- Customer diversification enhances revenue visibility and insulates margins

### Attractive Organic and Strategic Growth Opportunities
- Capture operating leverage
- Accelerate growth of newer practices
- Execute against strategic five year plan

### Attractive Financial Characteristics
- All segments operate in high demand, high bill rate sub sectors of the broader staffing market, which drives organic revenue growth and stable gross margins
- Highly scalable front and back office creates operating margin expansion opportunities
- Low working capital and CapEx requirements result in strong conversion of EBITDA to FCF

### Experienced Management Team
- Senior management has extensive experience in the staffing sector and a strong track record with public investors
- Veteran cadre of seasoned industry professionals leading each division

---

\(^1\) Staffing Industry Analysts Insight: Staffing Industry Forecast (April 2010)
Staffing Industry Growth Drivers

Catalyst For Continued Growth

- An economic slowdown reminds companies of the benefits of using contract labor
- Variable cost structure provides money saving alternative to companies and flexibility to ramp up quickly in periods of expansion
- Temporary help penetration (1.6% in Aug '10) at historic lows compared to full-time employment\(^1\)
- Aging U.S. population may constrain supply of available workforce
- Healthcare reform may stimulate demand for staffing in the long-term

Recent Market Trends

- Temp penetration rates have increased for 11 of the past 12 months
- Companies may have reduced permanent staff below sustainable levels; firms may look to temp staffing to bridge the gap
- Temp employment has had the fastest job growth this year\(^2\)

Potential for M&A Activity

- 2009 was one of the lowest levels of activity in recent years, but M&A activity has picked up in the latter half of 2009…
  - With two large publicly-held companies acquired in October 2009 and February 2010
- Smaller, private companies may look to partner with larger, well capitalized firms to manage through the current environment or, possibly, seek exit opportunities

Source:
\(^1\) Bureau of Labor Statistics ("BLS") and Staffing Industry Analysts (September 2010)
\(^2\) Staffing Industry Analysts (March 2010)
Staffing Industry Market Opportunity

Total U.S. staffing industry revenues forecasted to be $98 billion in 2010¹

- **The U.S. Staffing Market Growth:**
  - The staffing industry is projected to grow at an annual rate of 6% in 2010 and 8% in 2011¹
  - Within staffing, temporary help is projected to grow at 8% in 2010¹

- **Geographic Mix:**
  - U.S., U.K., France, Japan and Germany are the largest geographic markets for the staffing industry
  - With the U.S. holding 33% of the global industry in 2008

- **Penetration Rates Remain Low:**
  - U.S. penetration rate is at 1.6% of the total workforce²
  - Penetration rates have increased for 11 of the past 12 months

---

**2010 U.S. Staffing Industry¹**
- Professional / Specialist Staffing 43.3%
- Commercial Staffing 33.9%
- Permanent Placement Fees 11.5%
- PEO 9.8%
- Outplacement 1.4%

**2008 Geographic Breakdown³**
- U.S. 33%
- U.K. 17%
- France 9%
- Japan 9%
- Germany 4%
- Netherlands 3%
- Others 25%

Sources:
¹ Staffing Industry Analysts Insight: Staffing Industry Forecast (April 2010)
² BLS and Staffing Industry Analysts (Sep 2010)
³ Staffing Industry Analysts, Inc. (2008)
Competition

**Industrial Staffing**
- Areas of focus: light industrial; clerical/administrative; less specialized skills
- Widely available skill sets
- Providers seek large placements and compete on price

**Generalist Staffing**
- Widely available skill sets

**Specialist Staffing**
- Areas of focus: healthcare, scientific, IT, engineering, accounting, legal
- Skills in short supply and critical to revenue potential of clients
- Competition based on quality of professional and speed and relevancy of response

---

**Bill Rates & Gross Margins**

<table>
<thead>
<tr>
<th></th>
<th>FY'09</th>
<th>Q3'10</th>
</tr>
</thead>
<tbody>
<tr>
<td>Revenue Growth:¹</td>
<td>(33%)</td>
<td>18%</td>
</tr>
<tr>
<td>Gross Margin:</td>
<td>33%</td>
<td>35%</td>
</tr>
<tr>
<td>Adj. EBITDA Margin:²</td>
<td>8%</td>
<td>10%</td>
</tr>
</tbody>
</table>

---

¹ Revenue growth for FY '09 and Q3 '10 is based on year-over-year change
² Adjusted EBITDA presented is one of the non-GAAP financial measures used by the Company and is defined as earnings before interest, taxes, depreciation, and amortization of identifiable intangible assets plus equity-based compensation expense, which terms might not be calculated in the same manner as, and thus might not be comparable to, similarly titled measures reported by other companies.

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**Specialization & Client “Stickiness”**

ASGN has one of the highest gross margins and Adjusted EBITDA margins in the industry.
Overview of On Assignment

_Diversified, “high demand, highly skilled” solutions across large and growing end markets_

- Approximately 3,660 contract professionals at approx. 1,940 clients\(^1\)
  - Employed over 150,000 contract professionals since 1992
  - Execute high gross margin assignments (one of the highest in the industry with a gross margin of 35% in Q3 ’10)
  - High gross margin despite low contribution (~4%) from permanent placement / conversion revenue\(^2\)

- 678 Staffing Consultants\(^1\) in 72 branch offices\(^3\) in the U.S., Canada, U.K., Belgium, Ireland, and Netherlands
  - Deliver fast, quality sales and fulfillment services

---

Q3 2010 Revenue by Segment

<table>
<thead>
<tr>
<th>Segment</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Information Technology</td>
<td>40.8%</td>
</tr>
<tr>
<td>Life Sciences</td>
<td>25.9%</td>
</tr>
<tr>
<td>Healthcare</td>
<td>17.1%</td>
</tr>
<tr>
<td>Locum Tenens</td>
<td>16.2%</td>
</tr>
</tbody>
</table>

---

Q3 2010 Gross Margin by Segment

<table>
<thead>
<tr>
<th>Segment</th>
<th>Gross Margin</th>
</tr>
</thead>
<tbody>
<tr>
<td>Life Sciences</td>
<td>37.2%</td>
</tr>
<tr>
<td>Information Technology</td>
<td>36.8%</td>
</tr>
<tr>
<td>Healthcare</td>
<td>34.5%</td>
</tr>
<tr>
<td>Locum Tenens</td>
<td>29.8%</td>
</tr>
</tbody>
</table>

---

\(^1\) Q3 2010 Average
\(^2\) Increase from Q2 is partially driven by the acquisition of Sharpstream Life Sciences
\(^3\) As of September 30, 2010
### Segment Profiles

#### Life Sciences
- **Business Description**: Life Sciences is a leading provider of professionals in the Lab Support, Clinical Research and Engineering fields.
- **Contract Professionals / Employees**:
  - Qualified Database: 44,000+
  - Currently on assignment: ~1,700
  - Full-Time Employees: ~240
- **FY 2009 Revenues**: $94 million
- **Key Customers**: Wyeth, Johnson & Johnson, Procter & Gamble, Nestle, LabCorp, Roche, Eli Lilly, Merck, Pfizer

#### Healthcare
- **Business Description**: The Healthcare segment is comprised of the Allied Healthcare and Nurse Travel lines of business.
- **Contract Professionals / Employees**:
  - Qualified Database: 32,000+
  - Currently on assignment: ~900
  - Full-Time Employees: ~180
- **FY 2009 Revenues**: $97 million
- **Key Customers**: Johnson & Johnson, Procter & Gamble, Nestle, LabCorp, Roche, Eli Lilly, Merck, Pfizer

#### IT / Engineering
- **Business Description**: The IT/Engineering segment provides high-end IT and engineering contract professionals in the U.S. and Europe.
- **Contract Professionals / Employees**:
  - Qualified Database: 35,000+
  - Currently on assignment: ~900
  - Full-Time Employees: ~450
- **FY 2009 Revenues**: $138 million
- **Key Customers**: Intel, Fujitsu, Samsung, ExonMobil, Microsoft, Sun Microsystems

#### Physician Staffing
- **Business Description**: The Physician Staffing segment provides temporary physicians (locum tenens) and permanent search.
- **Contract Professionals / Employees**:
  - Qualified Database: 1,300+
  - Currently on assignment: ~200
  - Full-Time Employees: ~180
- **FY 2009 Revenues**: $88 million
- **Key Customers**: HealthPartners, Kaiser Permanente, Presbyterian
### Management Team

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>Experience Highlights</th>
</tr>
</thead>
</table>
| Peter Dameris      | President & CEO                               | • 14 years of staffing/public company experience  
|                    |                                               | • Tenure w/ ASGN: 3 years  
|                    |                                               | • Metamor (MMWW) CEO/Chairman  
|                    |                                               | • Quanta (PWR) EVP/COO  
| James Brill        | Senior VP Finance & CFO                       | • 20 years CFO experience, 27 years public company experience  
|                    |                                               | • Tenure w/ ASGN: 3 years  
| Emmett McGrath     | President Lab Support & Allied Healthcare      | • 24 years of staffing/public company experience  
|                    |                                               | • Tenure w/ ASGN: 5 years  
| Michael McGowan    | President Oxford Global Resources             | • 14 years of staffing industry experience (12 yrs w/ Oxford, 2 yrs w/ KELYA)  
|                    |                                               | • Tenure w/ ASGN: 3 years  
|                    |                                               | • Automatic Data Processing (ADP), The MEDSTAT Group, Kelly Services (KELYA) Middle Markets Division  
| Mark Brouse        | President VISTA Staffing Solutions            | • 24 years of staffing industry experience (20 yrs w/ Vista, 4 yrs w/ CHG)  
|                    |                                               | • Tenure w/ ASGN: 3 years  
|                    |                                               | • Founded VISTA in 1990  
|                    |                                               | • Entered the Locum Tenens industry in 1986  

Mark Brouse  
VISTA Staffing Solutions
Geography

Note: 72 branches across the United States, Canada, and Europe (as of September 30, 2010)
Information Technology

**Forecasted IT staffing revenues to be $17.1 billion in 2010**

- IT staffing involves providing temporary professionals and placing full-time employees in areas ranging from multiple platform systems integration to end-user support, including specialists in programming, networking systems integration, database design and help desk support.

**Growth Characteristics**

- IT segment is estimated to have contracted by 20% in 2009 and forecasted to grow by 8% in 2010

**Projected IT Market Size**

<table>
<thead>
<tr>
<th>Year</th>
<th>(in billions)</th>
</tr>
</thead>
<tbody>
<tr>
<td>2005</td>
<td>$17.4</td>
</tr>
<tr>
<td>2006</td>
<td>$19.0</td>
</tr>
<tr>
<td>2007</td>
<td>$20.5</td>
</tr>
<tr>
<td>2008</td>
<td>$19.8</td>
</tr>
<tr>
<td>2009E</td>
<td>$15.8</td>
</tr>
<tr>
<td>2010P</td>
<td>$17.1</td>
</tr>
<tr>
<td>2011P</td>
<td>$18.8</td>
</tr>
</tbody>
</table>

Source:

On Assignment Segment: IT/Engineering

**IT/Engineering’s disciplined focus on the high-end of IT and engineering markets yields industry leading bill rates, success rates and margins**

- “The Right Talent. Right now.®”
- Two divisions:
  - Oxford International - nation-wide recruitment for nation-wide vacancies
  - Oxford & Associates - local recruitment through branch network
- High-end IT and engineering focus
  - Time sensitive project requirements
  - Traditional average assignment of approx. 5 months
  - Average bill rate of $108 per hour¹
- Proactive, recruiting-driven organization
  - Significantly higher success rate filling engagements than competitors
- Attractive financial characteristics
  - Minimal client and industry business concentration; no customer accounts for more than 3% of sales
  - Acquired operations profitable every year since ‘86
  - Above industry organic revenue growth rate
  - Gross margins >34% for each of the last 10 years
  - Top 10 clients represent 13% of segment revenue

---

¹ Q3 2010 Average
**The U.S. market for outsourced Clinical/Scientific staffing is forecasted to be $1.1 billion in 2010**

- Lab support professionals assist clients in the life sciences industries with research and development, product production, quality control and assurance, regulatory affairs and compliance, engineering, consumer testing and clinical research

<table>
<thead>
<tr>
<th>Industry Highlights</th>
<th>Growth Characteristics</th>
</tr>
</thead>
</table>
| • Highly fragmented                               | • Favorable long-term growth given the increase in market share of contract research organizations and the prospect of greater FDA regulation
| • Market dynamics are favorable                   | • Clinical trials already in progress tend to carry through the length of assignments which can last several months
| • Middle market, small/medium clients favor personalized service | • The industry is saturated with start-up companies with venture capital-back funding that, in many cases, use temporary help or “temp-to-perm” staffing models as a way of managing start-up costs |
| • Economic recovery favors specialty recruiting operations |                                                                                   |

Sources:
On Assignment Segment: Life Sciences

- The Life Sciences lines of business:
  - Lab Support
  - Clinical Research
  - Engineering
- Operations in the U.S., Canada, and Europe
- Represents 26% of current quarter revenue
- Service clients in:
  - Biotechnology, pharmaceutical, food and beverage, medical device, personal care, chemical, nutraceutical, materials science, consumer products, environmental, petrochemical and contract manufacturing industries
- Provides highly skilled professionals:
  - Chemists, clinical research associates, clinical lab assistants, engineers, biologists, biochemists, microbiologists, molecular biologists, food scientists, regulatory affairs specialists, lab assistants, and other skilled scientific professionals
- Current statistics:
  - ~1,700 contract professionals at ~800 clients\(^1\)
  - Average bill rate at $33 an hour\(^1\)
  - Top 10 clients represent 17% of segment revenue

\(^1\) Q3 2010 Average

Q3 2010 Life Sciences Revenue Mix
**Locum Tenens**

**Locum Tenens forecasted revenues to be $1.7 billion in 2010**

- Locum Tenens: involves placing physicians, which include both general practitioners and specialists, on temporary assignments in a variety of healthcare settings.

### Growth Characteristics

- Long-term growth may be fueled by a growing shortage, an aging population, and accessible healthcare insurance to more citizens with healthcare reform.
- Physicians are “revenue generators.”

### Projected Locum Tenens Market Size

<table>
<thead>
<tr>
<th>Year</th>
<th>Market Size ($ in billions)</th>
</tr>
</thead>
<tbody>
<tr>
<td>2005</td>
<td>$1.2</td>
</tr>
<tr>
<td>2006</td>
<td>$1.4</td>
</tr>
<tr>
<td>2007</td>
<td>$1.6</td>
</tr>
<tr>
<td>2008</td>
<td>$1.8</td>
</tr>
<tr>
<td>2009E</td>
<td>$1.8</td>
</tr>
<tr>
<td>2010P</td>
<td>$1.7</td>
</tr>
<tr>
<td>2011P</td>
<td>$1.8</td>
</tr>
</tbody>
</table>

### Sources:

3. 2007 Retention Survey, American Medical Group Association and Cejka Search

### High Barriers To Entry

- Need for malpractice insurance
- Complexities involved in recruiting and marketing physicians
- High level of specialized positions requiring specific training and experience
- Lack of licensing reciprocity between states (unlike nursing)
- Greater lead time needed to successfully fill positions

### Projected Physician Shortage

- Over the next 15 yrs, the U.S. could face a shortage of 150,000 doctors, according to the Association of American Medical Colleges

### Physician Workforce Demographics

- The proportion of physicians reported as working part-time increased to 19% in 2007 from 13% in 2005
- Flexible work hours or part-time options were reported as one of the top three ongoing retention initiatives that medical group leaders have found to be effective.
On Assignment Segment: Physician Staffing

• Full-service physician recruitment and staffing company
  – Headquartered in Salt Lake City and founded in 1990
• Places physicians in all 50 states, Australia and New Zealand
• Summary statistics:
  – Approximately 180 full-time employees
  – Approximately 30 specialties through 13 employee teams
  – Pool of 1,300+ physicians worldwide, with a range of medical specialties
  – Approximately 200 physicians on assignment daily\(^1\)
  – Highest annual growth rate and gross margin of any publicly-traded physician staffing company
• Average domestic locum tenens assignment lasts 6 weeks
  – New line of business for longer engagements

\(^{1}\) Q3 2010 Average

Q3 2010 Physician Revenue Mix

<table>
<thead>
<tr>
<th>Specialty</th>
<th>% of Segment Revenue</th>
</tr>
</thead>
<tbody>
<tr>
<td>Emergency Medicine</td>
<td>20.4%</td>
</tr>
<tr>
<td>Internal Medicine</td>
<td>20.1%</td>
</tr>
<tr>
<td>Family Practice</td>
<td>13.5%</td>
</tr>
<tr>
<td>Surgical</td>
<td>12.5%</td>
</tr>
<tr>
<td>IM Subspecialties</td>
<td>9.2%</td>
</tr>
<tr>
<td>Maternal</td>
<td>7.7%</td>
</tr>
<tr>
<td>Psychiatry</td>
<td>5.7%</td>
</tr>
<tr>
<td>OPN</td>
<td>4.9%</td>
</tr>
<tr>
<td>Radiology</td>
<td>3.2%</td>
</tr>
<tr>
<td>Anesthesiology</td>
<td>2.9%</td>
</tr>
</tbody>
</table>

On Assignment
Healthcare Staffing

Healthcare Staffing forecasted revenues to be $8.0 billion in 2010

- Demand for healthcare staffing services is expected to be driven by:
  - An aging U.S. population
  - Continuous shift by healthcare organizations to increased outsourcing
  - Flexible business models to respond to immediate changes in demand
  - An acute shortage of physicians, nurses and other healthcare professionals in the long-term
  - Need for workers with specialized science and medical skills due to advances in technology
  - Accessible healthcare to more individuals provided by healthcare reform

Healthcare Temporary Staffing Market

Healthcare by Segment (2010)

Source:

1 Staffing Industry Analysts Insight: Staffing Industry Forecast (April 2010)
Allied Health

Allied Staffing forecasted revenues to be $2.6 billion in 2010

- Allied health staffing involves placing professionals other than physicians and nurses, such as rehabilitation and respiratory therapists, physician assistants, nurse practitioners, nurse anesthetists, pharmacists, surgical technicians and radiologic technologists, in a variety of healthcare settings

<table>
<thead>
<tr>
<th>Industry Highlights</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Allied health staffing assignments generally last 13 weeks</td>
</tr>
<tr>
<td>• Allied healthcare staffing consists of higher bill rate modalities, usually requiring specialized skills</td>
</tr>
<tr>
<td>• Within these specialties, health information technology is projected to accelerate growth in 2011</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Growth Characteristics</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Allied health staffing is estimated to have contracted 25% in 2009, with revenues of $2.6 billion and is projected to grow 1% in 2010</td>
</tr>
<tr>
<td>• The segment still has low temporary penetration rates, which is a driver for long-term growth</td>
</tr>
</tbody>
</table>

Source:
1 Staffing Industry Analysts Insight: Staffing Industry Forecast (April 2010)
Nurse Travel

Nurse Travel forecasted revenues to be $1.0 billion in 2010

- Nurse Travel is estimated to have contracted 50% in 2009 and is projected to contract by 15% in 2010
- However, a primary long-term growth driver is nurse shortage, which is expected to grow to 36% by 2020


Supply & Demand Shortage by Registered Nurses

Occupations with Largest Projected Job Growth ‘08-’18

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Employment Growth (000s)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Registered Nurses</td>
<td>552</td>
</tr>
<tr>
<td>Personal &amp; Home Care Aides</td>
<td>461</td>
</tr>
<tr>
<td>Customer Service Reps</td>
<td>400</td>
</tr>
<tr>
<td>Food Prep &amp; Serving Workers</td>
<td>394</td>
</tr>
<tr>
<td>Home Health Aides</td>
<td>376</td>
</tr>
<tr>
<td>Retail Salespersons</td>
<td>375</td>
</tr>
<tr>
<td>Office Clerks, general</td>
<td>359</td>
</tr>
<tr>
<td>Accountants &amp; Auditors</td>
<td>279</td>
</tr>
<tr>
<td>Nursing Aides</td>
<td>276</td>
</tr>
<tr>
<td>Postsecondary Teachers</td>
<td>257</td>
</tr>
</tbody>
</table>

Sources:
On Assignment Segment: Healthcare

• The Healthcare lines of business:
  – Nurse Travel
  – Allied Healthcare

• Represents 17% of current quarter revenue

• Nurse Travel
  – Rapid response nurses
  – Critical position focus
  – Average bill rate over $67 an hour\(^1\)
  – Approx. 210 nurses at approx. 100 clients\(^1\)
  – Top 10 clients represented 25% of segment revenue \(^2\)
  – Gross margin was 34.8% for the quarter

• Allied Healthcare
  – Offer contract professionals on both a local and traveling basis ranging from phlebotomists to HIM professionals
  – Average bill rate approx. $36 an hour\(^1\)
  – Approx. 690 contract professionals at approx. 450 clients\(^1\)
  – Top 10 clients represented 23% of segment revenue
  – Gross margin was 34.2% for the quarter

\(^1\) Q3 2010 Average
\(^2\) Excluding the revenue from labor disruption in Q3, top 10 clients would have represented 33% of segment revenue
2010 Trends

*Indicators give positive outlook for continued growth this year...*

**Monthly revenue is growing for sectors of staffing**

- IT/Engineering and Life Sciences staffing continue to show strong growth and gain momentum as companies begun to spend on CapEx and R&D
- However, healthcare remains challenging for all market participants
- Volume of contract professionals working and average hours worked per week continues to increase

**Positive outlook for 2010**

- Real GDP increased at an annual rate of 2.0% in Q2 of 2010, according to the BEA\(^1\) and expected to continue growing throughout 2010 and 2011\(^2\)
- The staffing industry, and particularly temporary help, is highly dependent on the outlook of GDP

**Employment data**

- Unemployment rate continues to stabilize; yet, some sectors are experiencing growth
- Temp penetration rates and temp payrolls have risen in 11 of the past 12 months

---

\(^1\) Bureau of Economic Analysis – October 29, 2010
\(^2\) Staffing Industry Analysts; median projections of Philadelphia Fed’s Survey (April 2010)
Recent Industry Trends

- Private payrolls are up and US employment data is gaining traction
  - Unemployment has remained in the mid 9%
- Temp Help payrolls rose another 21,000 to 2.1 million jobs in June, according to the Bureau of Labor Statistics, a 379,000 increase since the September 2009 lows
  - The temp penetration rate has increased for 11 of the past 12 months, following 2 years of continued declines
  - August’s penetration rate was 1.62%, up from 1.61% in July

Source: Bureau of Labor Statistics and Citi Investment Research
<table>
<thead>
<tr>
<th>% of Revenue from Perm Fees</th>
<th>Q3 2009</th>
<th>Q3 2010</th>
</tr>
</thead>
<tbody>
<tr>
<td>7.0%</td>
<td>35.4%</td>
<td>37.8%</td>
</tr>
<tr>
<td>4.1%</td>
<td>33.4%</td>
<td>36.7%</td>
</tr>
<tr>
<td>4.1%</td>
<td>31.7%</td>
<td>32.2%</td>
</tr>
<tr>
<td>5.6%</td>
<td>27.0%</td>
<td>28.0%</td>
</tr>
<tr>
<td>NA</td>
<td>27.6%</td>
<td>27.6%</td>
</tr>
</tbody>
</table>

Source: Company press releases, public filings, and equity research estimates. Some non-cash adjustments (i.e. stock-based compensation expense) are not available and are estimated based on prior quarter averages.

1 Based on equity research estimates
2 Q3 results not available
Adjusted EBITDA Margin Comparison

<table>
<thead>
<tr>
<th>% of Revenue from Perm Fees</th>
<th>4.1%</th>
<th>7.0%</th>
<th>5.6%</th>
<th>4.1%</th>
<th>NA</th>
<th>~1.7%¹</th>
</tr>
</thead>
<tbody>
<tr>
<td>Q3 2010</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Q3 2009</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Source: Company press releases, public filings, and equity research estimates. Some non-cash adjustments (i.e. stock-based compensation expense) are not available and are estimated based on prior quarter averages.

¹ Based on equity research estimates
² Q3 results not available
Operating Focus for 2010

Capture Market Share

Maintain Gross Margins
and/or
Enhance Operating Leverage

Increase/Maintain Cash Generation...

As year progresses, possibly evaluate key strategic acquisitions to enhance service offerings
### On Assignment’s Strategic Growth Opportunities

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
</table>
| **Cyclical Stabilization and Growth** | • Temporary help penetration at historic lows compared to full-time employment\(^1\)  
• But penetration rates have increased for 11 of the past 12 months  
• Companies will look to temporary staffing to meet cyclical recovery in demand |
| **Secular Trends Will Favor On Assignment** | • Aging U.S. population may constrain supply of available workforce  
• Healthcare reform should stimulate demand for staffing in the long term  
• On Assignment focuses on the highly-skilled component of the labor force, which companies typically have the hardest time staffing |
| **Numerous Areas of Opportunity for Incremental Revenues** | • Permanent placement  
• Healthcare IT  
• GSA contracts  
• Clinical research |
| **Acquisition Environment Is Favorable** | • M&A activity has picked up since the latter half of 2009  
• Smaller, private companies may look to partner with larger, well capitalized firms to manage through the current environment or seek exit opportunities  
• On Assignment is well positioned to enhance its market position and/or add new capabilities |
| **Significant Sources of EPS Leverage** | • EBITDA profitability remains toward low end of historical trends  
• Revenue growth vs. fixed costs creates margin opportunity  
• Strong cash flow generation provides liquidity for acquisitive growth  
• 338(h)(10) election yields an estimated $4.8 million in annual cash tax savings  
• Credit facility refinancing will reduce interest costs |

Source:  
\(^1\) Bureau of Labor Statistics ("BLS") and Staffing Industry Analysts (May 2010)
$1 Billion Revenue Opportunity Through Organic Growth and Strategic Acquisitions of Mid-Sized Companies

- At our historical average Adjusted EBITDA margin of 10%, Adjusted EBITDA of $100 million in five years is obtainable

Notes: Consensus 2010 revenue estimate is based on equity research consensus estimates
Source: Thomson One
Significant Upside Potential From Increasing Staffing Consultant Productivity

- Our operating leverage provides for an opportunity to generate additional revenue with minimal increases in SG&A

<table>
<thead>
<tr>
<th>Illustrative Example: Increase in Temps</th>
</tr>
</thead>
<tbody>
<tr>
<td>Temps: 1</td>
</tr>
<tr>
<td>Bill Rate (per Hr): $62.22</td>
</tr>
<tr>
<td>Hrs / Week: 35.70</td>
</tr>
<tr>
<td>Weeks: 51</td>
</tr>
<tr>
<td>Total SCs: 678</td>
</tr>
</tbody>
</table>

**Incremental Sales per Year**
- $76.8 MM
- $153.5 MM

**Income Stat. Impact:**
- Revenue: $76.8 | $153.5
- Gross Profit @ 34%: 26.1 | 52.2
- Commissions/Bonus @ 12%: (3.0) | (6.0)
- Mgmt & Exec. Comp @ 4%: (4.2) | (4.2)

**Incremental Oper. Inc.**
- $18.9 | $42.0

**Tax @ 45%**
- (8.5) | (18.9)

**Incremental Net Inc.**
- $10.4 | $23.1

**Est. Shares Out.**
- 37.1 | 37.1

**Incremental EPS**
- $0.28 | $0.62

---

**Current Metrics vs. Peak Metrics**

<table>
<thead>
<tr>
<th>Q3 ’08</th>
<th>Q3 ’10</th>
</tr>
</thead>
<tbody>
<tr>
<td>Revenue</td>
<td>$161.9</td>
</tr>
<tr>
<td>Bill Rate</td>
<td>64.43</td>
</tr>
<tr>
<td>Avg. Hrs. Worked</td>
<td>36.62</td>
</tr>
<tr>
<td>Avg. Temps</td>
<td>5,115</td>
</tr>
<tr>
<td>Gross Margin</td>
<td>32.6%</td>
</tr>
<tr>
<td>SCs</td>
<td>742</td>
</tr>
</tbody>
</table>

SC = Staffing Consultants
Assumes 51 working weeks in a year
1 For Illustrative purposes only
2 Comparing current vs. Q3 ’08 as third quarter is the strongest revenue generating quarter
### Q3 2010 Financial Results

<table>
<thead>
<tr>
<th></th>
<th>Actual Q3 '10</th>
<th>Actual Q3 '09</th>
<th>YOY Growth</th>
</tr>
</thead>
<tbody>
<tr>
<td>Healthcare</td>
<td>$19,863</td>
<td>$21,019</td>
<td>(5.5%)</td>
</tr>
<tr>
<td>Life Sciences</td>
<td>30,060</td>
<td>22,590</td>
<td>33.1%</td>
</tr>
<tr>
<td>Locum Tenens</td>
<td>18,789</td>
<td>22,594</td>
<td>(16.8%)</td>
</tr>
<tr>
<td>Information Technology</td>
<td>47,429</td>
<td>31,850</td>
<td>48.9%</td>
</tr>
<tr>
<td><strong>Consolidated Revenues</strong></td>
<td><strong>$116,141</strong></td>
<td><strong>$98,053</strong></td>
<td><strong>18.4%</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>Actual Q3 '10</th>
<th>Actual Q3 '09</th>
<th>YOY Growth</th>
</tr>
</thead>
<tbody>
<tr>
<td>Healthcare</td>
<td>34.5%</td>
<td>29.9%</td>
<td></td>
</tr>
<tr>
<td>Life Sciences</td>
<td>37.2%</td>
<td>33.6%</td>
<td></td>
</tr>
<tr>
<td>Locum Tenens</td>
<td>29.8%</td>
<td>33.4%</td>
<td></td>
</tr>
<tr>
<td>Information Technology</td>
<td>36.8%</td>
<td>35.7%</td>
<td></td>
</tr>
<tr>
<td><strong>Consolidated Gross Margin</strong></td>
<td><strong>35.4%</strong></td>
<td><strong>33.4%</strong></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>Actual Q3 '10</th>
<th>Actual Q3 '09</th>
<th>YOY Growth</th>
</tr>
</thead>
<tbody>
<tr>
<td>Adjusted EBITDA</td>
<td>$11,564</td>
<td>$8,708</td>
<td></td>
</tr>
<tr>
<td>Adjusted EBITDA Margin</td>
<td>10.0%</td>
<td>8.9%</td>
<td></td>
</tr>
<tr>
<td>Productivity ($GP/SC)</td>
<td>$61,000</td>
<td>$57,000</td>
<td></td>
</tr>
<tr>
<td>EPS</td>
<td>$0.09</td>
<td>$0.04</td>
<td></td>
</tr>
</tbody>
</table>
Selected Historical Financial Results

Operating Income & Margin

- Actual Q3'08: $13,619, 8.4%
- Actual Q4'08: $10,326, 7.0%
- Actual Q1'09: $3,855, 3.3%
- Actual Q2'09: $3,412, 3.4%
- Actual Q3'09: $4,322, 4.4%
- Actual Q4'09: $3,638, 3.6%
- Actual Q1'10: $992, 1.0%
- Actual Q2'10: $3,332, 3.2%
- Actual Q3'10: $7,442, 6.4%

Bar and line graph showing operating income and operating margin for each quarter.
Adjusted EBITDA & Margin

Adjusted EBITDA presented is one of the non-GAAP financial measures used by the Company and is defined as earnings before interest, taxes, depreciation, and amortization of identifiable intangible assets plus equity-based compensation expense, which terms might not be calculated in the same manner as, and thus might not be comparable to, similarly titled measures reported by other companies.
**Consolidated Balance Sheet Data**

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash and Cash Equivalents</td>
<td>$30,278</td>
<td>$35,068</td>
<td>$30,483</td>
</tr>
<tr>
<td>Accounts Receivable, net</td>
<td>60,546</td>
<td>49,386</td>
<td>52,237</td>
</tr>
<tr>
<td>Intangible Assets</td>
<td>240,056</td>
<td>229,654</td>
<td>234,405</td>
</tr>
<tr>
<td>Total Assets</td>
<td>362,537</td>
<td>350,128</td>
<td>351,194</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Liabilities &amp; Equity</th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Bank Debt – Current Portion</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Current Liabilities</td>
<td>40,755</td>
<td>38,769</td>
<td>35,827</td>
</tr>
<tr>
<td>Bank Debt – Long Term</td>
<td>77,913</td>
<td>82,913</td>
<td>77,913</td>
</tr>
<tr>
<td>Other Long Term Liabilities</td>
<td>10,359</td>
<td>2,872</td>
<td>9,552</td>
</tr>
<tr>
<td>Stockholders’ Equity</td>
<td>233,510</td>
<td>225,574</td>
<td>227,902</td>
</tr>
</tbody>
</table>

| Days Sales Outstanding     | 47.4         | 45.8         | 45.5         |
## Cash Generation (12 months 12/31/09 - 9/30/10)

<table>
<thead>
<tr>
<th>Period</th>
<th>Cash</th>
<th>Increase in Cash</th>
<th>Total Debt</th>
<th>Decrease in Debt</th>
<th>Acquisitions</th>
<th>Earn Out Payments</th>
<th>Cash Generation</th>
</tr>
</thead>
<tbody>
<tr>
<td>12/31/2009</td>
<td>26.0</td>
<td>(9.1)</td>
<td>77.9</td>
<td>(5.0)</td>
<td>-</td>
<td>-</td>
<td>(4.9)</td>
</tr>
<tr>
<td>3/31/2010</td>
<td>30.3</td>
<td>4.3</td>
<td>77.9</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>6/30/2010</td>
<td>30.5</td>
<td>0.2</td>
<td>77.9</td>
<td>-</td>
<td>(5.4)</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>9/30/2010</td>
<td>30.3</td>
<td>(0.2)</td>
<td>77.9</td>
<td>-</td>
<td>(5.2)</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>TTM</td>
<td>($4.8)</td>
<td>$5.0</td>
<td>$10.6</td>
<td>$4.9</td>
<td>$15.7</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### ASGN Capitalization Summary

<table>
<thead>
<tr>
<th></th>
<th>$ Amount</th>
<th>% of Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash and Cash Equivalents</td>
<td>$30.3</td>
<td></td>
</tr>
<tr>
<td>Bank Debt</td>
<td>77.9</td>
<td>25.0%</td>
</tr>
<tr>
<td>Stockholder's Equity</td>
<td>233.5</td>
<td>75.0%</td>
</tr>
<tr>
<td>Total Capitalization</td>
<td>$311.4</td>
<td>100.0%</td>
</tr>
</tbody>
</table>

### Strong Financial Position and Cash Generation

- **Leverage**
  - 2.5x LTM 9/30/10
  - Adjusted EBITDA of: $30.9 million

- **TTM ($4.8) $5.0 $10.6 $4.9 $15.7**

---

**On Assignment**

34
### Q4 2010 Estimate

($ in millions, except per share data)

<table>
<thead>
<tr>
<th></th>
<th>Q4 2010</th>
</tr>
</thead>
<tbody>
<tr>
<td>Revenue</td>
<td>$114.0 - $118.0</td>
</tr>
<tr>
<td>% Growth (y/y)</td>
<td>14.1% - 18.1%</td>
</tr>
<tr>
<td>SG &amp; A (excl. D&amp;A and Equity-Based Compensation Expense)</td>
<td>$30.0</td>
</tr>
<tr>
<td>Depreciation &amp; Amortization</td>
<td>$2.0</td>
</tr>
<tr>
<td>Equity-Based Compensation Expense</td>
<td>$2.0</td>
</tr>
<tr>
<td>EPS (incl. Equity-Based Compensation Expense)</td>
<td>$0.06 - $0.08</td>
</tr>
<tr>
<td>Adjusted EBITDA</td>
<td>$9.5 - $11.0</td>
</tr>
</tbody>
</table>

Note: Achievement of these goals is subject to the various risk factors set forth in our public filings.

1 Low 40% year-over-year growth in IT/Engineering; high 20% year-over-year growth in Life Sciences; year-over-year declines in the low teens in healthcare; and a decline in the mid teens in physician staffing.

2 Adjusted EBITDA presented is defined as earnings before interest, taxes, depreciation, and amortization of identifiable intangible assets plus equity-based compensation expense.
## Key Investment Highlights

### Large, Attractive End Markets
- The staffing industry is a large market, with estimated total revenues of $92 billion in 2009 and projected to be $98 billion in 2010\(^1\)
- Highly skilled temps are in high demand but short supply, with greater resistance to economic cycles, especially in areas like healthcare and highly specialized professional services

### Strong Position in Critical High-End Skill Sets
- On Assignment (“ASGN” or the “Company”) participates in most attractive sub-segments of staffing: Healthcare, Life Sciences, Locum Tenens and IT/Engineering
- High-end focus yields higher bill rates, longer assignments and stickier customer relationships
- Customer diversification enhances revenue visibility and insulates margins

### Attractive Organic and Strategic Growth Opportunities
- Capture operating leverage
- Accelerate growth of newer practices
- Execute against strategic five year plan

### Attractive Financial Characteristics
- All segments operate in high demand, high bill rate sub sectors of the broader staffing market, which drives organic revenue growth and stable gross margins
- Highly scalable front and back office creates operating margin expansion opportunities
- Low working capital and CapEx requirements result in strong conversion of EBITDA to FCF

### Experienced Management Team
- Senior management has extensive experience in the staffing sector and a strong track record with public investors
- Veteran cadre of seasoned industry professionals leading each division

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