Safe Harbor

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, 2008, Form 10-Q for the quarter ended September 30, 2009 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
• Management Team
• Company Overview
• Operating Focus for 2010
• Financial Results
Key Investment Highlights

**Large, Attractive End Markets**
- The staffing industry is a large market, with estimated total revenues of $93 billion in 2009 and projected to be $97 billion in 2010\(^1\)
- The staffing industry is projected to experience significant growth in payrolls and penetration coming out of the recent recession
- 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
- On Assignment ("ASGN" or the "Company") participates in most attractive sub-segments of staffing (i.e. healthcare, life sciences, locum tenens and IT/engineering)

**Strong Position in Critical High-End Skill Sets**
- Focused placements of high-end talent – not a mass market “bodyshop” like larger providers
- High-end focus yields higher bill rates, longer assignments and stickier customer relationships
- Unique, proactive recruiting and fulfillment model for specialized talent
- No government or direct 3rd party reimbursement risk

**Diverse, High Quality Customer Base**
- 2,603 clients billed in Q4 ’09 with top 10 clients accounting for 10.1% of revenues
- Customer diversification enhances revenue visibility and insulates margins
- Creates exciting opportunities for contract professionals

**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
- 338(h)(10) election yields an estimated $4.8 million in annual cash tax savings
- ASGN is exiting ’09 with record gross margins and industry leading EBITDA margins

**Experienced Management Team**
- CEO Peter Dameris 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 (December 2009)
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
  - Increasing shift in workforce to part-time hours and more flexible job conditions
  - Temporary help penetration (1.5% in Dec ’09) 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**
  - Labor markets have weakened and unemployment is at its highest rate since 1983
    - Despite continued total non-farm job losses, temporary employment has grown for four consecutive months
  - Market data and upward trends of temp penetration rates in late 2009 indicate a positive outlook in staffing may be on the horizon
  - Companies may have reduced permanent staff below sustainable levels; firms may look to temp staffing to bridge the gap

• **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
  - Smaller, private companies may look to partner with larger, well capitalized firms to manage through the current environment or, possibly, seek exit opportunities

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

Total U.S. staffing industry revenues forecasted to be $97 billion in 2010¹

• The U.S. Staffing Market Growth:
  – The staffing industry is estimated to have contracted at an annual rate of 26% in 2009 and is projected to grow at a annual rate of 5% 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.K. has the highest penetration of temporary employees at 5.1%
  – U.S. penetration rate is at 1.5% of the total workforce²

Sources:
¹ Staffing Industry Analysts Insight: Staffing Industry Forecast (December 2009)
² BLS and Staffing Industry Analysts (January 2010)
³ Staffing Industry Analysts, Inc. (2008)
Healthcare Staffing

*Healthcare Staffing forecasted revenues to be $8.1 billion in 2010*

- Demand for healthcare staffing services is expected to be driven by:
  - An aging U.S. population
  - Rapid advances in medical procedures and technologies
  - Continuous shift by healthcare organizations to increased outsourcing
  - Flexible business models
  - An acute shortage of physicians, nurses and other healthcare professionals in the long-term
  - Need for workers with specialized science and medical skills

### Industry Highlights

<table>
<thead>
<tr>
<th>Healthcare Temporary Staffing Market¹</th>
<th>Healthcare by Segment (2009)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>($ in billions)</td>
</tr>
<tr>
<td></td>
<td>Travel Nurse $1.0</td>
</tr>
<tr>
<td></td>
<td>Locum Tenens $1.9</td>
</tr>
<tr>
<td></td>
<td>Per Diem Nurse $2.6</td>
</tr>
<tr>
<td></td>
<td>Allied/Other $2.6</td>
</tr>
</tbody>
</table>

### Source:

¹ Staffing Industry Analysts Insight: Staffing Industry Forecast (December 2009)
Nurse Travel

Nurse Travel forecasted revenues to be $1.0 billion in 2010¹

- Nurse Travel is estimated to have contracted 50.0% in 2009 and is projected to contract by 15% in 2010¹
- However, a primary long-term growth driver is nurse shortage, which is expected to grow to 36% by 2020²

<table>
<thead>
<tr>
<th>Occupations with Largest Projected Job Growth ‘08-’18</th>
</tr>
</thead>
<tbody>
<tr>
<td>Registered Nurses</td>
</tr>
<tr>
<td>Personal &amp; Home Care Aides</td>
</tr>
<tr>
<td>Customer Service Reps</td>
</tr>
<tr>
<td>Food Prep &amp; Serving Workers</td>
</tr>
<tr>
<td>Home Health Aides</td>
</tr>
<tr>
<td>Retail Salespersons</td>
</tr>
<tr>
<td>Office Clerks, general</td>
</tr>
<tr>
<td>Accountants &amp; Auditors</td>
</tr>
<tr>
<td>Nursing Aides</td>
</tr>
<tr>
<td>Postsecondary Teachers</td>
</tr>
</tbody>
</table>

Occupations with Largest Projected Job Growth ‘08-’18

Supply & Demand Shortage by Registered Nurses


Sources:
1 Staffing Industry Analysts Insight: Staffing Industry Forecast (December 2009)
Allied Health

Allied Staffing forecasted revenues to be $2.6 billion in 2010¹

- 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

Industry Highlights

- Allied health staffing assignments generally last 13 weeks
- Allied health staffing may get a boost from the government’s proposed stimulus package

Growth Characteristics

- Allied health staffing is estimated to have contracted 25% in 2009, with revenues of $2.6 billion and is projected to grow 2.0% in 2010¹
- The segment still has low temporary penetration rates, which is a driver for long-term growth

Source:
¹ Staffing Industry Analysts Insight: Staffing Industry Forecast (December 2009)
Locum Tenens

Locum Tenens forecasted revenues to be $1.9 billion in 2010¹

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

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

- By 2020 the US Department of Health & Human Services projects that physician shortages will reach 200,000²

Physician Workforce Demographics

- The proportion of physicians reported as working part-time increased to 19% in 2007 from 13% in 2005³
- 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 effective³

Growth Characteristics

- Long-term growth may be boosted by a predicted shortage of 124,000 primary care physicians by 2025; possibly 25% higher w/ universal insurance coverage⁴
- Physicians are “revenue generators”

Projected Locum Tenens Market Size¹

($ in billions)

<table>
<thead>
<tr>
<th>Year</th>
<th>2004</th>
<th>2005</th>
<th>2006</th>
<th>2007</th>
<th>2008</th>
<th>2009E</th>
<th>2010P</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$1.1</td>
<td>$1.2</td>
<td>$1.4</td>
<td>$1.6</td>
<td>$1.8</td>
<td>$1.8</td>
<td>$1.9</td>
</tr>
</tbody>
</table>

Sources:
1. Staffing Industry Analysts Insight: Staffing industry Forecast (December 2009)
2. US Department of Health and Human Services (Spring 2003)
3. 2007 Retention Survey, American Medical Group Association and Cejka Search
4. Association of American Medical Colleges – Complexities of Physician Supply and Demand (Nov ’08)
Life Sciences

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

- 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>
<tbody>
<tr>
<td>• Highly fragmented</td>
<td>• Favorable long-term growth given the increase in market share of contract research organizations and the prospect of greater FDA regulation²</td>
</tr>
<tr>
<td>• Market dynamics are favorable</td>
<td>• Clinical trials already in progress tend to carry thru the length of assignments which can last several months</td>
</tr>
<tr>
<td>• Middle market, small/medium clients favor personalized service</td>
<td>• 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</td>
</tr>
<tr>
<td>• Economic recovery favors specialty recruiting operations</td>
<td></td>
</tr>
</tbody>
</table>

Sources:

¹ Staffing Industry Analysts Insight: Staffing Industry Forecast (December 2009)
² Staffing Industry Analysts Insight: Clinical/Scientific Staffing Growth Update (January 2009)
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 2009

Projected IT Market Size

![Projected IT Market Size Graph]

Industry Potential

- During the IT boom in the late 1990s, IT staffing became a larger part of the staffing industry, generating 20.4% of industry revenues in 1999 versus 15.5% in 2007
- More recently, growth was driven in part by a backlog of deferred corporate spending from the last downturn

Shortage of Talent

- One of the main constraints on growth in this segment is a shortage of talent, and not necessarily demand, due to the exodus of many mid-career professionals following the tech bubble and a steady decline in new computer science graduates

Source:

1 Staffing Industry Analysts Insight: Staffing Industry Forecast (December 2009)
Competition

ASGN has one of the highest gross margins and Adjusted EBITDA margins in the industry

<table>
<thead>
<tr>
<th></th>
<th>FY'09</th>
<th>Q4'09</th>
</tr>
</thead>
<tbody>
<tr>
<td>Revenue Growth:</td>
<td>(33%)</td>
<td>(32%)</td>
</tr>
<tr>
<td>Gross Margin:</td>
<td>33%</td>
<td>33%</td>
</tr>
<tr>
<td>Adj. EBITDA Margin:</td>
<td>8%</td>
<td>8%</td>
</tr>
</tbody>
</table>

**Bill Rates & Gross Margins**

**Specialization & Client “Stickiness”**

**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
- Providers seek large placements and compete on price

**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

1 Revenue growth for FY ’09 and Q4 ’09 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
Gross Margin Comparison

% of Revenue from Perm Fees | Q4 2009 | Q4 2008
---|---|---
6.2% | 40.7% | 37.8%
2.1% | 33.2% | 32.9%
3.3% | 31.1% | 33.5%
5.2% | 27.4% | 25.7%
NA | 27.3% | 26.6%
<1% | 25.1% | 24.0%
1.4% | 17.1% | 20.7%

Source: Company press releases, public filings, and equity research estimates

1 Based on equity research estimates
2 Data presented is 3rd quarter results; 4th quarter results are not available
## Adjusted EBITDA Margin Comparison

<table>
<thead>
<tr>
<th>% of Revenue from Perm Fees</th>
<th>Q4 2009</th>
<th>Q4 2008</th>
</tr>
</thead>
<tbody>
<tr>
<td>2.1%</td>
<td>7.8%</td>
<td>10.6%</td>
</tr>
<tr>
<td>6.2%</td>
<td>7.2%</td>
<td>10.1%</td>
</tr>
<tr>
<td>5.2%</td>
<td>6.4%</td>
<td>7.4%</td>
</tr>
<tr>
<td>N/A</td>
<td>5.9%</td>
<td>8.1%</td>
</tr>
<tr>
<td>&lt;1%¹</td>
<td>5.6%</td>
<td>5.8%</td>
</tr>
<tr>
<td>3.3%</td>
<td>4.3%</td>
<td>6.5%</td>
</tr>
<tr>
<td>1.4%¹</td>
<td>1.6%</td>
<td>3.8%</td>
</tr>
</tbody>
</table>

Source: Company press releases, public filings, and equity research estimates

¹ Based on equity research estimates
² Data presented is 3rd quarter results; 4th quarter results are not available
## Management Team

<table>
<thead>
<tr>
<th>Name</th>
<th>Title</th>
<th>Experience</th>
</tr>
</thead>
<tbody>
<tr>
<td>Peter Dameris</td>
<td>President &amp; CEO</td>
<td>14 years of staffing/public company experience</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Tenure w/ ASGN: 6 years</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Metamor (MMWW) CEO/Chairman</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Quanta (PWR) EVP/COO</td>
</tr>
<tr>
<td>James Brill</td>
<td>Senior VP Finance &amp; CFO</td>
<td>20 years CFO experience, 27 years public company experience</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Tenure w/ ASGN: 3 years</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Diagnostic Products CFO since 1999</td>
</tr>
<tr>
<td>Emmett McGrath</td>
<td>President Lab Support &amp; Allied Healthcare</td>
<td>24 years of staffing/public company experience</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Tenure w/ ASGN: 5 years</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Yoh Scientific</td>
</tr>
<tr>
<td>Michael McGowan</td>
<td>President Oxford Global Resources</td>
<td>14 years of staffing industry experience (12 yrs w/ Oxford, 2 yrs w/ KELYA)</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Tenure w/ ASGN: 3 years</td>
</tr>
<tr>
<td>Mark Brouse</td>
<td>President VISTA Staffing Solutions</td>
<td>24 years of staffing industry experience (20 yrs w/ Vista, 4 yrs w/ CHG)</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Tenure w/ ASGN: 3 years</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Founded VISTA in 1990</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Entered the Locum Tenens industry in 1986</td>
</tr>
</tbody>
</table>
Segment Profiles

**Life Sciences**
- Life Sciences is a leading provider of professionals in the Lab Support, Clinical Research and Engineering fields
- Qualified Database: 44,000+
- Currently on assignment: ~1,400
- Full-Time Employees: ~170
- $94 million

**Healthcare**
- The Healthcare segment is comprised of the Allied Healthcare and Nurse Travel lines of business
- Qualified Database: 32,000+
- Currently on assignment: ~1,000
- Full-Time Employees: ~200
- $97 million

**IT / Engineering**
- The IT/Engineering segment provides high-end IT and engineering contract professionals in the U.S. and Europe
- Qualified Database: 35,000+
- Currently on assignment: ~700
- Full-Time Employees: ~360
- $138 million

**Physician Staffing**
- The Physician Staffing segment provides temporary physicians (locum tenens) and permanent search
- Qualified Database: 1,300+
- Currently on assignment: ~240
- Full-Time Employees: ~190
- $88 million
Geography

United States

Canada

UK

Belgium

Netherlands

Ireland

Note: 73 branches across the United States, Canada, and Europe (as of December 31, 2009)

Healthcare/Life Sciences branch offices

IT/Engineering branch offices

Physician Staffing branch offices
Business Diversification

Q4 2009 Revenue Breakdown by Segment

<table>
<thead>
<tr>
<th>Segment</th>
<th>Q4 2009 (in millions)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Healthcare</td>
<td>$21.4</td>
</tr>
<tr>
<td>Life Sciences</td>
<td>22.9</td>
</tr>
<tr>
<td>Information Technology</td>
<td>35.6</td>
</tr>
<tr>
<td>Locum Tenens</td>
<td>20.1</td>
</tr>
<tr>
<td><strong>Total Revenues</strong></td>
<td><strong>$99.9</strong></td>
</tr>
</tbody>
</table>
Overview of On Assignment

**Diversified, “high demand, highly skilled” solutions across large and growing end markets**

- Approximately 3,600 contract professionals at approx. 1,800 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 33.2% in Q4 ‘09)
  - High gross margin despite low contribution (~2.1%) from permanent placement/conversion

- 570 Staffing Consultants\(^1\) in 73 branch offices\(^2\) in the U.S., Canada, U.K., Belgium, Ireland, and Netherlands
  - Deliver fast, quality sales and fulfillment services

---

Q4 2009 Revenue by Segment

- Information Technology: 35.6%
- Life Sciences: 23.0%
- Healthcare: 21.4%
- Locum Tenens: 20.1%

---

Q4 2009 Gross Margin by Segment

- Information Technology: 35.7%
- Locum Tenens: 34.3%
- Life Sciences: 32.8%
- Healthcare: 28.7%

\(^1\) Q4 2009 Average
\(^2\) As of December 31, 2009
Business Segment Detail: Life Sciences

- The Life Sciences lines of business:
  - Lab Support
  - Clinical Research
  - Engineering

- Operations in the U.S., Canada, and Europe

- Represents 23.0% of Q4 '09 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:
  - ~1,500 contract professionals at ~700 clients\(^1\)
  - Average bill rate at $32.09 an hour\(^1\)
  - Top 10 clients represent 21.7% of segment revenue

---

\(^1\) Q4 2009 Average
Business Segment Detail: 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 $108.81 per hour
- 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 9 years
  - Top 10 clients represent 15.1% of segment revenue

Q4 2009 IT/Engineering Revenue Mix

<table>
<thead>
<tr>
<th>Segment</th>
<th>% of Segment Revenue</th>
</tr>
</thead>
<tbody>
<tr>
<td>Information Technology</td>
<td>44.4%</td>
</tr>
<tr>
<td>Engineering</td>
<td>18.0%</td>
</tr>
<tr>
<td>Software / Hardware</td>
<td>28.0%</td>
</tr>
<tr>
<td>Telecom</td>
<td>9.6%</td>
</tr>
</tbody>
</table>

1 Q4 2009 Average
Business Segment Detail: 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 190 full-time employees
  - Approximately 30 specialties through 13 employee teams
  - Pool of 1,300+ physicians worldwide, with a range of medical specialties
  - Approximately 240 physicians on assignment daily¹
  - Highest 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

Q4 2009 Physician Revenue Mix

<table>
<thead>
<tr>
<th>Specialty</th>
<th>% of Segment Revenue</th>
</tr>
</thead>
<tbody>
<tr>
<td>Internal Medicine</td>
<td>22.9%</td>
</tr>
<tr>
<td>Emergency Medicine</td>
<td>22.3%</td>
</tr>
<tr>
<td>Family Practice</td>
<td>11.9%</td>
</tr>
<tr>
<td>Surgical</td>
<td>10.0%</td>
</tr>
<tr>
<td>IM Subspecialties</td>
<td>9.3%</td>
</tr>
<tr>
<td>Maternal</td>
<td>7.5%</td>
</tr>
<tr>
<td>Psychiatry</td>
<td>6.3%</td>
</tr>
<tr>
<td>OPN</td>
<td>3.9%</td>
</tr>
<tr>
<td>Radiology</td>
<td>3.5%</td>
</tr>
<tr>
<td>Anesthesiology</td>
<td>2.4%</td>
</tr>
</tbody>
</table>

¹ Q4 2009 Average
Business Segment Detail: Healthcare

- The Healthcare lines of business:
  - Nurse Travel
  - Allied Healthcare
- Represents 21.4% of Q4 ’09 revenue
- Nurse Travel
  - Rapid response nurses
  - Critical position focus
  - One of the highest organic growth rates in the industry
  - Average bill rate over $69.28 an hour\(^1\)
  - ~270 nurses at ~110 clients\(^1\)
  - Top 10 clients represented 41.2% of segment revenue
  - Gross margin was 24.6% for the quarter
- Allied Healthcare
  - Offer contract professionals on both a local and traveling basis ranging from phlebotomists to HIM professionals
  - Average bill rate over $36.30 an hour\(^1\)
  - Approx. 900 contract professionals at approx. 460 clients\(^1\)
  - Top 10 clients represented 35.0% of segment revenue\(^2\)
  - Gross margin was 32.0% for the quarter

---

\(^1\) Q4 2009 Average
\(^2\) Includes substantial seasonal revenue from one client related to flu season. Excluding this client, revenue percentage for top 10 clients would have been 17.8%
Nurse Travel Demographics

75% of hospitals use supplemental nurses (including travelers, per diem and float staff), up from 56% in 2001

RN population
- Only 8% of the RN population was under the age of 30
- 41% of RNs were 50 years of age or older
- An estimated nurse shortage of 1,000,000 RNs by 2016
- Registered nurses are projected to experience the largest increase of new jobs by 2016 (~587,000)

Improved Quality of Care
- Studies show that the use of temporary nursing staff was actually more likely to improve patient care
- Temporary assignments also reduce nurse fatigue
- Unlike per diem nurses, employing travel nurses, which have longer assignments, provide an advantage to the continuity of patient care

Average Age Trend of Nurses

<table>
<thead>
<tr>
<th>Year</th>
<th>Age (in years)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1980</td>
<td>38.1</td>
</tr>
<tr>
<td>1984</td>
<td>38.8</td>
</tr>
<tr>
<td>1988</td>
<td>39.4</td>
</tr>
<tr>
<td>1992</td>
<td>41.0</td>
</tr>
<tr>
<td>1996</td>
<td>42.3</td>
</tr>
<tr>
<td>2000</td>
<td>45.2</td>
</tr>
<tr>
<td>2004</td>
<td>46.8</td>
</tr>
</tbody>
</table>

Sources:
1. The Journal of Nursing Administration ("JONA"): Supplemental Nurse Staffing in Hospitals and Quality of Care (Aiken 2007)
Staffing Consultant Productivity Potential

Significant Upside Potential From Increasing Staffing Consultant Productivity \(^1\)

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

### Illustrative Example: Increase in Temps

<table>
<thead>
<tr>
<th>Temps:</th>
<th>1</th>
<th>2</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bill Rate (per Hr):</td>
<td>$61.67</td>
<td>$61.67</td>
</tr>
<tr>
<td>Hrs / Week:</td>
<td>33.26</td>
<td>33.26</td>
</tr>
<tr>
<td>Weeks:</td>
<td>51</td>
<td>51</td>
</tr>
<tr>
<td>Total SCs:</td>
<td>570</td>
<td>570</td>
</tr>
</tbody>
</table>

**Incremental Sales per Year:**

- **Q3 ’08:** $59.6 MM
- **Q4 ’09:** $119.3 MM

**Income Stat. Impact:**

<table>
<thead>
<tr>
<th></th>
<th>Q3 ’08</th>
<th>Q4 ’09</th>
</tr>
</thead>
<tbody>
<tr>
<td>Revenue</td>
<td>$59.6</td>
<td>$119.3</td>
</tr>
<tr>
<td>Gross Profit @ 33%</td>
<td>19.7</td>
<td>39.4</td>
</tr>
<tr>
<td>Commissions/Bonus @ 12%</td>
<td>(2.3)</td>
<td>(4.5)</td>
</tr>
<tr>
<td>Mgmt &amp; Exec. Comp</td>
<td>(4.2)</td>
<td>(4.2)</td>
</tr>
<tr>
<td><strong>Incremental Oper. Inc.</strong></td>
<td><strong>$13.2</strong></td>
<td><strong>$30.6</strong></td>
</tr>
<tr>
<td>Tax @ 45%</td>
<td>(5.9)</td>
<td>(13.8)</td>
</tr>
<tr>
<td>Incremental Net Inc.</td>
<td>$7.3</td>
<td>$16.8</td>
</tr>
<tr>
<td>Est. Shares Out.</td>
<td>36.8</td>
<td>36.8</td>
</tr>
<tr>
<td><strong>Incremental EPS</strong></td>
<td><strong>$0.20</strong></td>
<td><strong>$0.46</strong></td>
</tr>
</tbody>
</table>

---

**Current Metrics vs. Peak Metrics** \(^2\)

<table>
<thead>
<tr>
<th></th>
<th>Q3 ’08</th>
<th>Q4 ’09</th>
</tr>
</thead>
<tbody>
<tr>
<td>Revenue</td>
<td>$161.9</td>
<td>$99.9</td>
</tr>
<tr>
<td>Bill Rate</td>
<td>64.43</td>
<td>61.67</td>
</tr>
<tr>
<td>Avg. Hrs. Worked</td>
<td>36.62</td>
<td>33.26</td>
</tr>
<tr>
<td>Avg. Temps</td>
<td>5,115</td>
<td>3,598</td>
</tr>
<tr>
<td>Gross Margin</td>
<td>32.6%</td>
<td>33.2%</td>
</tr>
<tr>
<td>SCs</td>
<td>742</td>
<td>570</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
Recent Industry Trends

**Projected Domestic Temp Penetration Rate**

Source: Bureau of Labor Statistics ("BLS"), SunTrust Robinson Humphrey ("STRH") (January 2010)

**Year-over-Year Change in U.S. Temps Jobs**

Source: Bureau of Labor Statistics, SunTrust Robinson Humphrey

**Monthly Sequential Temp Job Changes**

Source: Bureau of Labor Statistics

**Sequential Change in Temporary Payrolls**

Source: BLS, STRH

1 Seasonally adjusted
2010 Trends

*Indicators give positive outlook for potential growth in the coming year…*

- **Monthly revenue trend has stabilized**
  - Historical terminations have leveled off translating into stabilization with new orders outpacing terms
  - Order volume is slowly increasing
  - Nursing continues to be an area of weakness for the industry but positive signs are surfacing

- **Positive outlook for 2010**
  - Real GDP increased at an annual rate of 2.2% in the Q3 of 2009, according to the revised estimate by the Bureau of Economic Analysis\(^1\) and expected to continuing growing in throughout 2010\(^2\)
  - Unemployment is projected to decline in the latter half of 2010\(^2\)

- **Employment data**
  - December’s U.S. unemployment rate was unchanged at 10.0% from 10.0% in November; but well below the average monthly increase over the past year and down from October’s 10.2% rate

---

\(^1\) Bureau of Economic Analysis (December 22, 2009)

\(^2\) Philadelphia Fed (December 2009)
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
## Q4 2009 Financial Results

<table>
<thead>
<tr>
<th></th>
<th>Actual Q4 '09</th>
<th>Actual Q4 '08</th>
<th>YOY Growth</th>
<th>Actual FY '09</th>
<th>Actual FY '08</th>
<th>YOY Growth</th>
</tr>
</thead>
<tbody>
<tr>
<td>Healthcare</td>
<td>$21,356</td>
<td>$42,303</td>
<td>(49.5%)</td>
<td>$97,137</td>
<td>$180,671</td>
<td>(46.2%)</td>
</tr>
<tr>
<td>Life Sciences</td>
<td>22,949</td>
<td>30,829</td>
<td>(25.6%)</td>
<td>93,664</td>
<td>129,483</td>
<td>(27.7%)</td>
</tr>
<tr>
<td>Locum Tenens</td>
<td>20,061</td>
<td>23,212</td>
<td>(13.6%)</td>
<td>87,719</td>
<td>89,217</td>
<td>(1.7%)</td>
</tr>
<tr>
<td>Information Technology</td>
<td>35,559</td>
<td>51,272</td>
<td>(30.6%)</td>
<td>138,093</td>
<td>218,687</td>
<td>(36.9%)</td>
</tr>
<tr>
<td><strong>Consolidated Revenues</strong></td>
<td><strong>$99,925</strong></td>
<td><strong>$147,616</strong></td>
<td><strong>(32.3%)</strong></td>
<td><strong>$416,613</strong></td>
<td><strong>$618,058</strong></td>
<td><strong>(32.6%)</strong></td>
</tr>
<tr>
<td>Healthcare</td>
<td>28.7%</td>
<td>26.3%</td>
<td></td>
<td>28.1%</td>
<td>25.6%</td>
<td></td>
</tr>
<tr>
<td>Life Sciences</td>
<td>32.8%</td>
<td>34.3%</td>
<td></td>
<td>32.5%</td>
<td>33.6%</td>
<td></td>
</tr>
<tr>
<td>Locum Tenens</td>
<td>34.3%</td>
<td>31.9%</td>
<td></td>
<td>32.5%</td>
<td>30.7%</td>
<td></td>
</tr>
<tr>
<td>Information Technology</td>
<td>35.7%</td>
<td>37.9%</td>
<td></td>
<td>36.2%</td>
<td>37.6%</td>
<td></td>
</tr>
<tr>
<td><strong>Consolidated Gross Margin</strong></td>
<td><strong>33.2%</strong></td>
<td><strong>32.9%</strong></td>
<td></td>
<td><strong>32.7%</strong></td>
<td><strong>32.3%</strong></td>
<td></td>
</tr>
<tr>
<td>Adjusted EBITDA</td>
<td>$7,810</td>
<td>$15,632</td>
<td></td>
<td>$32,039</td>
<td>$64,403</td>
<td></td>
</tr>
<tr>
<td><em>Adjusted EBITDA Margin</em></td>
<td>7.8%</td>
<td>10.6%</td>
<td></td>
<td>7.7%</td>
<td>10.4%</td>
<td></td>
</tr>
<tr>
<td>Productivity ($GP/SC)</td>
<td>$58,000</td>
<td>$66,000</td>
<td></td>
<td>$0.03</td>
<td>$0.10</td>
<td></td>
</tr>
<tr>
<td>EPS</td>
<td>$0.03</td>
<td>$0.10</td>
<td></td>
<td>$0.13</td>
<td>$0.53</td>
<td></td>
</tr>
</tbody>
</table>
Selected Historical Financial Results

Operating Income & Margin

- Q4'07: $7,946, 5.2%
- Q1'08: $7,731, 5.1%
- Q2'08: $11,838, 7.6%
- Q3'08: $13,619, 8.4%
- Q4'08: $10,326, 7.0%
- Q1'09: $3,855, 3.3%
- Q2'09: $3,412, 3.4%
- Q3'09: $4,322, 4.4%
- Q4'09: $3,638, 3.6%
Selected Historical Financial Results

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>For Period Ending</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Assets</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cash and Cash Equivalents</td>
<td>$25,974</td>
<td>$46,271</td>
<td>$35,068</td>
</tr>
<tr>
<td>Accounts Receivable, net</td>
<td>50,173</td>
<td>78,370</td>
<td>49,386</td>
</tr>
<tr>
<td>Intangible Assets</td>
<td>228,337</td>
<td>234,205</td>
<td>229,654</td>
</tr>
<tr>
<td><strong>Total Assets</strong></td>
<td>343,462</td>
<td>403,622</td>
<td>350,128</td>
</tr>
<tr>
<td><strong>Liabilities &amp; Equity</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Bank Debt – Current Portion</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Current Liabilities</td>
<td>31,955</td>
<td>53,531</td>
<td>38,769</td>
</tr>
<tr>
<td><strong>Bank Debt – Long Term</strong></td>
<td>77,913</td>
<td>125,913</td>
<td>82,913</td>
</tr>
<tr>
<td>Other Long Term Liabilities</td>
<td>6,934</td>
<td>5,664</td>
<td>2,872</td>
</tr>
<tr>
<td>Stockholders’ Equity</td>
<td>226,660</td>
<td>218,514</td>
<td>225,574</td>
</tr>
<tr>
<td><strong>Days Sales Outstanding</strong></td>
<td><strong>45.7</strong></td>
<td><strong>48.3</strong></td>
<td><strong>45.8</strong></td>
</tr>
</tbody>
</table>
**Strong Financial Position and Cash Generation**

**Leverage**
- 2.4x LTM 12/31/09
- Adjusted EBITDA of: $32.0 million

**Cash Generation (12 months 3/31/09 - 12/31/09)**

<table>
<thead>
<tr>
<th>($ in millions)</th>
<th>Cash</th>
<th>Increase in Cash</th>
<th>Total Debt</th>
<th>Decrease in Debt</th>
<th>Share Repurchase</th>
<th>Earn Out Payments</th>
<th>Cash Generation</th>
</tr>
</thead>
<tbody>
<tr>
<td>3/31/2009</td>
<td>46.5</td>
<td>0.2</td>
<td>110.9</td>
<td>(15.0)</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>6/30/2009</td>
<td>44.5</td>
<td>(2.0)</td>
<td>100.9</td>
<td>(10.0)</td>
<td>-</td>
<td>(5.3)</td>
<td>-</td>
</tr>
<tr>
<td>9/30/2009</td>
<td>35.1</td>
<td>(9.4)</td>
<td>82.9</td>
<td>(18.0)</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<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>(4.9)</td>
<td>-</td>
</tr>
<tr>
<td><strong>TTM</strong></td>
<td><strong>($20.3)</strong></td>
<td><strong>$48.0</strong></td>
<td><strong>$0.0</strong></td>
<td><strong>$10.2</strong></td>
<td><strong>$37.9</strong></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Asgn Capitalization Summary**

<table>
<thead>
<tr>
<th>As of 12/31/09</th>
<th>$ Amount</th>
<th>% of Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash and Cash Equivalents</td>
<td>$26.0</td>
<td></td>
</tr>
<tr>
<td>Bank Debt</td>
<td>77.9</td>
<td>25.6%</td>
</tr>
<tr>
<td>Stockholder's Equity</td>
<td>226.7</td>
<td>74.4%</td>
</tr>
<tr>
<td><strong>Total Capitalization</strong></td>
<td><strong>$304.6</strong></td>
<td><strong>100.0%</strong></td>
</tr>
</tbody>
</table>
# Q1 2010 Estimate

($ in millions, except per share data)

<table>
<thead>
<tr>
<th></th>
<th>Q1 2010</th>
</tr>
</thead>
<tbody>
<tr>
<td>Revenue</td>
<td>$95.0 - $99.0</td>
</tr>
<tr>
<td>% Growth (y/y)</td>
<td>(18.7%) - (15.2%)</td>
</tr>
<tr>
<td>SG &amp; A (excl. D&amp;A and Equity-Based Compensation Expense)</td>
<td>$29.4 - $30.2</td>
</tr>
<tr>
<td>Depreciation &amp; Amortization</td>
<td>$2.1</td>
</tr>
<tr>
<td>Equity-Based Compensation Expense</td>
<td>$1.3</td>
</tr>
<tr>
<td>EPS (incl. Equity-Based Compensation Expense)</td>
<td>($0.01) - $0.02</td>
</tr>
<tr>
<td>Adjusted EBITDA(^1)</td>
<td>$4.0 - $6.3</td>
</tr>
</tbody>
</table>

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

\(^1\) 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 $93 billion in 2009 and projected to be $97 billion in 2010.
- The staffing industry is projected to experience significant growth in payrolls and penetration coming out of the recent recession.
- 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.
- On Assignment (“ASGN” or the “Company”) participates in most attractive sub-segments of staffing (i.e. healthcare, life sciences, locum tenens and IT/engineering).

#### Strong Position in Critical High-End Skill Sets
- Focused placements of high-end talent – not a mass market “bodyshop” like larger providers.
- High-end focus yields higher bill rates, longer assignments and stickier customer relationships.
- Unique, proactive recruiting and fulfillment model for specialized talent.
- No government or direct 3rd party reimbursement risk.

#### Diverse, High Quality Customer Base
- 2,603 clients billed in Q4 ’09 with top 10 clients accounting for 10.1% of revenues.
- Customer diversification enhances revenue visibility and insulates margins.
- Creates exciting opportunities for contract professionals.

#### 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.
- 338(h)(10) election yields an estimated $4.8 million in annual cash tax savings.
- ASGN is exiting ‘09 with record gross margins and industry leading EBITDA margins.

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

---

Source: 
1 Staffing Industry Analysts Insight: Staffing Industry Forecast (December 2009)
NASDAQ: ASGN
www.onassignment.com