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 September 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 $102 billion in 2010 and projected to be $113 billion in 2011.
- 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.

Source:
1 Staffing Industry Analysts Insight: Staffing Industry Forecast (November 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 (1.7% in Nov ’10) at historic lows compared to full-time employment
- 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 14 of the past 15 months
- Companies may have reduced permanent staff below sustainable levels; firms may look to temp staffing to bridge the gap
- Temp employment has continued accelerating and far outpaced the recovery of full time employment

Potential for M&A Activity

- 2010 included several large public staffing firm acquisitions
  - The 3rd quarter of 2010 has the highest level of M&A activity since the Q1 2008
  - Deals in 2010 have been concentrated in information technology and healthcare sectors
- Smaller, private companies may look to partner with larger, well capitalized firms or private equity as activity and valuations increase

Source:
1 Bureau of Labor Statistics (“BLS”) and Staffing Industry Analysts (December 2010)
Staffing Industry Market Opportunity

Total U.S. staffing industry revenues forecasted to be $113 billion in 2011

- The U.S. Staffing Market Growth:
  - The staffing industry is projected to grow at an annual rate of 11% in 2011 and 9% in 2012
  - Within staffing, temporary help is projected to grow at 12% in 2011

- 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 1.7% of the total workforce
  - Penetration rates have increased for 14 of the past 15 months

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

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

<table>
<thead>
<tr>
<th></th>
<th>FY’10</th>
<th>Q4’10</th>
</tr>
</thead>
<tbody>
<tr>
<td>Revenue Growth:</td>
<td>5%</td>
<td>21%</td>
</tr>
<tr>
<td>Gross Margin:</td>
<td>34%</td>
<td>35%</td>
</tr>
<tr>
<td>Adj. EBITDA Margin:</td>
<td>8%</td>
<td>10%</td>
</tr>
</tbody>
</table>

**Specialization & Client “Stickiness”**

**Industrial Staffing**

- Areas of focus: light industrial; clerical and administrative; less specialized skills
- Widely available skill sets
- Providers seek large placements and compete on price (bulk selling)

**Generalist Staffing**

- Widely available skill sets
- Providers seek large placements and compete on price (bulk selling)

**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 ‘10 and Q4 ‘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, impairment charges, and acquisition related expenses, 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
Overview of On Assignment

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

- Approximately 3,955 contract professionals at approx. 2,226 clients¹
  - 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 Q4 ’10)
  - High gross margin despite low contribution (~3%) from permanent placement / conversion revenue

- 728 Staffing Consultants¹ in 73 branch offices² in the U.S., Canada, U.K., Belgium, Ireland, and Netherlands
  - Deliver fast, quality sales and fulfillment services

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¹ Q4 2010 Average
² As of December 31, 2010
## Segment Profiles

<table>
<thead>
<tr>
<th>Business Description</th>
<th>Life Sciences</th>
<th>Healthcare</th>
<th>IT / Engineering</th>
<th>Physician Staffing</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Contract Professionals / Employees</strong></td>
<td>- Life Sciences is a leading provider of professionals in the Lab Support, Clinical Research and Engineering fields</td>
<td>- The Healthcare segment is comprised of the Allied Healthcare and Nurse Travel lines of business</td>
<td>- The IT/Engineering segment provides high-end IT and engineering contract professionals in the U.S. and Europe</td>
<td>- The Physician Staffing segment provides temporary physicians (locum tenens) and permanent search</td>
</tr>
<tr>
<td></td>
<td>- Qualified Database: 44,000+</td>
<td>- Qualified Database: 32,000+</td>
<td>- Qualified Database: 35,000+</td>
<td>- Qualified Database: 1,300+</td>
</tr>
<tr>
<td></td>
<td>- Currently on assignment: ~1,800</td>
<td>- Currently on assignment: ~900</td>
<td>- Currently on assignment: ~1,100</td>
<td>- Currently on assignment: ~200</td>
</tr>
<tr>
<td></td>
<td>- Full-Time Employees: ~250</td>
<td>- Full-Time Employees: ~180</td>
<td>- Full-Time Employees: ~490</td>
<td>- Full-Time Employees: ~170</td>
</tr>
<tr>
<td></td>
<td>- $109 million</td>
<td>- $76 million</td>
<td>- $179 million</td>
<td>- $74 million</td>
</tr>
</tbody>
</table>

- Wyeth
- Johnson & Johnson
- Kraft Foods
- MillerCoors
- Procter & Gamble
- Nestle
- Quanta
- Allina Health
- Kaiser Permanente
- AVMS
- US Cellular
- AkzoNobel
- Boeing
- Verizon
- Microsoft
- US Navy
- Boston Scientific
- Bausch & Lomb
- Intuit
- Netflix
- Target
- Tyson Foods
- Canon
- Media Temple
- UnitedHealthcare
- Marshfield Clinic
- Cigna
- Pinnacle Health

**On Assignment**
Management Team

Peter Dameris
President & CEO

- 15 years of staffing/public company experience
- Tenure w/ ASGN: 7 years
- Metamor (MMWW) CEO/Chairman
- Quanta (PWR) EVP/COO

James Brill
Senior VP Finance & CFO

- 21 years CFO experience, 28 years public company experience
- Tenure w/ ASGN: 4 years
- Diagnostic Products CFO since 1999

Emmett McGrath
President
Lab Support & Allied Healthcare

- 25 years of staffing/public company experience
- Tenure w/ ASGN: 6 years
- Yoh Scientific

Michael McGowan
President
Oxford Global Resources

- 15 years of staffing industry experience (12 yrs w/ Oxford, 2 yrs w/ KELYA)
- Tenure w/ ASGN: 4 years
- Automatic Data Processing (ADP), The MEDSTAT Group, Kelly Services (KELYA) Middle Markets Division

Mark Brouse
President
VISTA Staffing Solutions

- 25 years of staffing industry experience (20 yrs w/ Vista, 4 yrs w/ CHG)
- Tenure w/ ASGN: 4 years
- Founded VISTA in 1990
- Entered the Locum Tenens industry in 1986
Geography

United States

Canada

Belgium

UK

Ireland

Netherlands

Healthcare/Life Sciences branch offices

IT/Engineering branch offices

Physician Staffing branch offices

Note: 73 branches across the United States, Canada, and Europe (as of December 31, 2010)
Life Sciences

The U.S. market for outsourced Clinical/Scientific staffing is forecasted to be $1.7 billion in 2011

- 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>
</tr>
</thead>
<tbody>
<tr>
<td>- Highly fragmented; market dynamics are favorable</td>
</tr>
<tr>
<td>- Middle market, small/medium clients favor personalized service</td>
</tr>
<tr>
<td>- Clinical trials already in progress tend to carry through the length of assignments which can last several months or even years</td>
</tr>
<tr>
<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>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Projected Clinical/Scientific Market Size</th>
</tr>
</thead>
<tbody>
<tr>
<td>($ in billions)</td>
</tr>
<tr>
<td>NA</td>
</tr>
</tbody>
</table>

Sources:
1 Staffing Industry Analysts Insight: Staffing Industry Forecast (November 2010)
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:
  - ~1,800 contract professionals at ~800 clients
  - Average bill rate at $32 an hour
  - Top 10 clients represent 16% of segment revenue

---

1 Q4 2010 Average
**Locum Tenens**

**Locum Tenens forecasted revenues to be $1.8 billion in 2011**
- Locum Tenens: involves placing physicians, which include both general practitioners and specialists, on temporary assignments in a variety of healthcare settings

<table>
<thead>
<tr>
<th>High Barriers To Entry</th>
<th>Growth Characteristics</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Need for malpractice insurance</td>
<td></td>
</tr>
<tr>
<td>• Complexities involved in recruiting and marketing physicians</td>
<td></td>
</tr>
<tr>
<td>• High level of specialized positions requiring specific training and experience</td>
<td></td>
</tr>
<tr>
<td>• Lack of licensing reciprocity between states (unlike nursing)</td>
<td></td>
</tr>
<tr>
<td>• Greater lead time needed to successfully fill positions</td>
<td></td>
</tr>
<tr>
<td>• Long-term growth may be fueled by a growing shortage, an aging population, and accessible healthcare insurance to more citizens with healthcare reform</td>
<td></td>
</tr>
<tr>
<td>• Physicians are “revenue generators”</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Projected Physician Shortage</th>
<th>Projected Locum Tenens Market Size$^1$</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Over the next 15 yrs, the U.S. could face a shortage of 150,000 doctors, according to the Association of American Medical Colleges$^2$</td>
<td></td>
</tr>
<tr>
<td>• The proportion of physicians reported as working part-time increased to 19% in 2007 from 13% in 2005$^3$</td>
<td></td>
</tr>
<tr>
<td></td>
<td>($ in billions)</td>
</tr>
<tr>
<td>$1.4</td>
<td>$1.6</td>
</tr>
</tbody>
</table>

**Physician Workforce Demographics**
- 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$^3$

Sources:
1 Staffing Industry Analysts Insight: Staffing industry Forecast (November 2010)
2 Wall Street Journal (April 2010)
3 2007 Retention Survey, American Medical Group Association and Cejka Search
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 170 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

Q4 2010 Physician Revenue Mix

<table>
<thead>
<tr>
<th>Specialty</th>
<th>% of Segment Revenue</th>
</tr>
</thead>
<tbody>
<tr>
<td>Internal Medicine</td>
<td>21.8%</td>
</tr>
<tr>
<td>Emergency Medicine</td>
<td>16.5%</td>
</tr>
<tr>
<td>Surgical</td>
<td>15.4%</td>
</tr>
<tr>
<td>Family Practice</td>
<td>14.3%</td>
</tr>
<tr>
<td>IM Subspecialties</td>
<td>9.0%</td>
</tr>
<tr>
<td>Maternal</td>
<td>7.2%</td>
</tr>
<tr>
<td>OPN</td>
<td>6.0%</td>
</tr>
<tr>
<td>Psychiatry</td>
<td>4.3%</td>
</tr>
<tr>
<td>Radiology</td>
<td>3.1%</td>
</tr>
<tr>
<td>Anesthesiology</td>
<td>2.5%</td>
</tr>
</tbody>
</table>

\(^1\) Q4 2010 Average
Healthcare Staffing

Healthcare Staffing forecasted revenues to be $7.9 billion in 2011

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 (2011)

Source:
1 Staffing Industry Analysts Insight: Staffing Industry Forecast (November 2010)
**Allied Staffing forecasted revenues to be $2.5 billion in 2011**

- Allied healthcare 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 healthcare staffing assignments generally last 13 weeks.
- Allied healthcare staffing consists of higher bill rate modalities, usually requiring specialized skills.
- Within these specialties, health information technology is projected to accelerate growth in 2011.

### Growth Characteristics

- Allied healthcare staffing is estimated to have contracted 4% in 2010, with revenues of $2.4 billion and is projected to grow 4% in 2011.
- 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 (November 2010)*
Nurse Travel

Nurse Travel forecasted revenues to be $1.0 billion in 2011

- Nurse Travel is estimated to have contracted 25% in 2010 and is projected to grow by 7% in 2011
- However, a primary long-term growth driver is nurse shortage, which is expected to grow to 36% by 2020

### 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>


### Supply & Demand Shortage by Registered Nurses

- Supply: 36%


Sources:
On Assignment Segment: Healthcare

- The Healthcare lines of business:
  - Nurse Travel
  - Allied Healthcare

- Represents 15% of current quarter revenue

- **Nurse Travel**
  - Rapid response nurses
  - Critical position focus
  - Average bill rate over $69 an hour\(^1\)
  - Approx. 220 nurses at approx. 110 clients\(^1\)
  - Top 10 clients represented 30% of segment revenue
  - Gross margin was 25.9% 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. 700 contract professionals at approx. 460 clients\(^1\)
  - Top 10 clients represented 30% of segment revenue
  - Gross margin was 32.7% for the quarter

---

\(^1\) Q4 2010 Average
**Information Technology**

**Forecasted IT staffing revenues to be $19.5 billion in 2011\(^2\)**

- 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.

<table>
<thead>
<tr>
<th>Industry Potential</th>
</tr>
</thead>
<tbody>
<tr>
<td>• 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(^1)</td>
</tr>
<tr>
<td>• More recently, growth was driven in part by a backlog of deferred corporate spending from the last downturn</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Shortage of Talent</th>
</tr>
</thead>
<tbody>
<tr>
<td>• 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</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Growth Characteristics</th>
</tr>
</thead>
<tbody>
<tr>
<td>• IT segment is estimated to grow by 12% in 2011 and 12% in 2012(^2)</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Projected IT Market Size(^2)</th>
</tr>
</thead>
<tbody>
<tr>
<td>($ in billions)</td>
</tr>
<tr>
<td>$19.0</td>
</tr>
</tbody>
</table>

Source:  
\(^1\) Staffing Industry Sourcebook (2006)  
\(^2\) Staffing Industry Analysts Insight: Staffing Industry Forecast (November 2010)
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.®”
- Four divisions:
  - Oxford International - nation-wide recruitment for nation-wide vacancies
  - Oxford & Associates - local recruitment through branch network
  - Healthcare IT - functional and technical recruitment in all aspects of healthcare IT
  - Centerpoint - fills permanent staffing needs
- High-end IT and engineering focus
  - Time sensitive project requirements
  - Traditional average assignment of approx. 5 months
  - Average bill rate of $111 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
  - Top 10 clients represent 15% of segment revenue

---

1 Q4 2010 Average
Gross Margins Improved During The Recession

Gross Margin Trend (Indexed To FY 2007)

Source: Company press releases and public filings
.. And Compare Well To Peers

<table>
<thead>
<tr>
<th>% of Revenue from Perm Fees</th>
<th>Q4 2010</th>
<th>Q4 2009</th>
</tr>
</thead>
<tbody>
<tr>
<td>7.0%</td>
<td>38.4%</td>
<td>37.8%</td>
</tr>
<tr>
<td>3.4%</td>
<td>34.9%</td>
<td>33.2%</td>
</tr>
<tr>
<td>4.3%</td>
<td>31.9%</td>
<td>31.1%</td>
</tr>
<tr>
<td>N/A</td>
<td>28.0%</td>
<td>26.8%</td>
</tr>
<tr>
<td>4.9%</td>
<td>27.4%</td>
<td>27.4%</td>
</tr>
<tr>
<td>~1.7%¹</td>
<td>17.4%</td>
<td>17.1%</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 Based on Q3 ’10 financial results; Q4 results not yet available
### EBITDA Profitability Leads Peer Group

<table>
<thead>
<tr>
<th>% of Revenue from Perm Fees</th>
<th>Q4 2010</th>
<th>Q4 2009</th>
</tr>
</thead>
<tbody>
<tr>
<td>3.4%</td>
<td>9.6%</td>
<td>7.8%</td>
</tr>
<tr>
<td>7.0%</td>
<td>8.4%</td>
<td>7.2%</td>
</tr>
<tr>
<td>4.3%</td>
<td>5.9%</td>
<td>4.3%</td>
</tr>
<tr>
<td>N/A</td>
<td>5.6%</td>
<td>5.9%</td>
</tr>
<tr>
<td>4.9%</td>
<td>5.5%</td>
<td>6.4%</td>
</tr>
<tr>
<td>~1.7%¹</td>
<td>2.3%</td>
<td>1.6%</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 Based on Q3 '10 financial results; Q4 results not yet available
Financial Strength Is Also Vastly Improved

Focus On Cash Generation During Downturn
- Reduced Days Sales Outstanding (DSO) from 50.6 in 2007 to 47.0 in Q4 ’10
- Gross Margin maintenance enabled strong free cash flow

Deleveraged Balance Sheet
- Free cash flow primarily dedicated to debt repayment
- **Reduced total debt outstanding from $136 million in 2007 to $67 million in Q4 ‘10**
- Reduced debt-to-capital from 41% in 2007 to 23% in Q4 ‘10

Restructured Credit Facility
- In Dec ’10, ASGN refinanced its existing term loan facility and revolving line of credit
- New facility includes a $50 million term loan and $75 million revolving line of credit
- Facility can be increased by up to $50 million
- **Reduced borrowing costs by 350 basis points**
- Currently $67 million drawn, for available incremental borrowings of over $100 million

*Ample Financial Flexibility For Growth Through Acquisitions*
Free Cash Flow And Financial Leverage

Strong free cash flow generation allows for focus on quick deleveraging of balance sheet and funding of share repurchase program

<table>
<thead>
<tr>
<th>Free Cash Flow Generation</th>
<th>Bank Debt Outstanding</th>
</tr>
</thead>
<tbody>
<tr>
<td>Conversion %:</td>
<td>Debt-to-Capital:</td>
</tr>
<tr>
<td>$55</td>
<td>41%</td>
</tr>
<tr>
<td>$64</td>
<td>37%</td>
</tr>
<tr>
<td>$32 $35</td>
<td>26%</td>
</tr>
<tr>
<td>$28 $27</td>
<td>23%</td>
</tr>
<tr>
<td>($ in millions)</td>
<td>($ in millions)</td>
</tr>
<tr>
<td>Adjusted EBITDA</td>
<td>FY 2007</td>
</tr>
<tr>
<td>Free Cash Flow</td>
<td>FY 2008</td>
</tr>
<tr>
<td>FY 2007</td>
<td>FY 2009</td>
</tr>
<tr>
<td>FY 2008</td>
<td>FY 2010</td>
</tr>
<tr>
<td>$28</td>
<td>$27</td>
</tr>
<tr>
<td>$32 $37</td>
<td>$35 $17</td>
</tr>
<tr>
<td>$55</td>
<td>$64</td>
</tr>
<tr>
<td>$136</td>
<td>$126</td>
</tr>
<tr>
<td>$78</td>
<td>$67</td>
</tr>
</tbody>
</table>

Share Repurchase Program

- $20,000,000 Authorized in Dec 2010
- $2,000,000 Purchased in Q4 '10 (at an Avg. share price of $6.84)
- $18,000,000 Available in Share Repurchase program
2010 Trends Augur Well For 2011 And Beyond

*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 capital expenditures and R&D projects
- However, healthcare remains challenging for all market participants
- Volume of temps working and average hours worked per week continues to increase

**Positive outlook for 2011**

- Real GDP increased at an annual rate of 3.2% in Q4 of 2010, according to the BEA¹
- Annual growth for 2011 was upgraded by The Conference Board in December 2010²
- The staffing industry, and particularly temporary help, is highly dependent on GDP growth

**Employment data**

- Unemployment rate continues to stabilize; yet, some sectors are experiencing growth
- Temp penetration rates and temp payrolls have risen in 14 of the past 15 months

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¹ Bureau of Economic Analysis – January 28, 2011
² Staffing Industry Analysts – U.S. economic indicators and projections (January 2011)
Recent Industry Trends

- Private payrolls are up but U.S. employment has shown little movement
  - The unemployment rate remains in the 9% range
- Temp Help payrolls rose another 39,500 to 2.2 million jobs in November, according to the Bureau of Labor Statistics, a 494,000 increase since the September 2009 lows
  - The temp penetration rate has increased for 14 of the past 15 months, following 2 years of continued declines
  - November’s penetration rate was 1.70%, up from 1.67% in October

Source: Bureau of Labor Statistics and Citi Investment Research
Revenue by Business Segment

- Life Sciences
- Healthcare
- Physician
- IT/Engineering

Q1 Guidance
- $123 MM
- $120 MM
Adjusted EBITDA & Margin\(^1\)

- 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, impairment charges, and acquisition related expenses, 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.
## On Assignment’s Strategic Growth Opportunities

<table>
<thead>
<tr>
<th>Section</th>
<th>Description</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 14 of the past 15 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 continues to increase during 2010; closer to 2008 levels  
- Smaller, private companies may look to partner with larger, well capitalized firms or private equity as activity and valuations increase  
- 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 (December 2010)
Growth Opportunities Create Long Term Revenue

$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

*Organic Growth is achieved assuming 10% CAGR over the 5-year horizon

*Estimate of $50 million per year in acquired revenue of mid-sized targeted companies purchased with internally generated cash
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

<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): $63.33</td>
</tr>
<tr>
<td>Hrs / Week: 35.04</td>
</tr>
<tr>
<td>Weeks: 51</td>
</tr>
<tr>
<td>Total SCs: 730</td>
</tr>
</tbody>
</table>

| Incremental Sales per Year | $82.6 MM | $165.3 MM |

Income Stat. Impact:

<table>
<thead>
<tr>
<th></th>
<th>Q3 '08</th>
<th>Q4 '10</th>
</tr>
</thead>
<tbody>
<tr>
<td>Revenue</td>
<td>$82.6</td>
<td>$165.3</td>
</tr>
<tr>
<td>Gross Profit @ 34%</td>
<td>28.1</td>
<td>56.2</td>
</tr>
<tr>
<td>Commissions/Bonus 12%</td>
<td>(3.2)</td>
<td>(6.5)</td>
</tr>
<tr>
<td>Mgmt &amp; Exec. Comp</td>
<td>(4.2)</td>
<td>(4.2)</td>
</tr>
<tr>
<td>Incremental Oper. Inc.</td>
<td>$20.7</td>
<td>$45.5</td>
</tr>
<tr>
<td>Tax @ 45%</td>
<td>(9.3)</td>
<td>(20.5)</td>
</tr>
<tr>
<td>Incremental Net Inc.</td>
<td>$11.4</td>
<td>$25.0</td>
</tr>
<tr>
<td>Est. Shares Out.</td>
<td>36.4</td>
<td>36.4</td>
</tr>
<tr>
<td>Incremental EPS</td>
<td>$0.31</td>
<td>$0.69</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
## Financial Results for the Quarter

<table>
<thead>
<tr>
<th></th>
<th>Actual Q4 '10</th>
<th>Actual Q4 '09</th>
<th>YOY Growth</th>
</tr>
</thead>
<tbody>
<tr>
<td>Healthcare</td>
<td>$18,548</td>
<td>$21,356</td>
<td>(13.1%)</td>
</tr>
<tr>
<td>Life Sciences</td>
<td>30,875</td>
<td>22,949</td>
<td>34.5%</td>
</tr>
<tr>
<td>Locum Tenens</td>
<td>17,517</td>
<td>20,061</td>
<td>(12.7%)</td>
</tr>
<tr>
<td>Information Technology</td>
<td>54,213</td>
<td>35,559</td>
<td>52.5%</td>
</tr>
<tr>
<td><strong>Consolidated Revenues</strong></td>
<td><strong>$121,152</strong></td>
<td><strong>$99,925</strong></td>
<td><strong>21.2%</strong></td>
</tr>
<tr>
<td>Healthcare</td>
<td>29.6%</td>
<td>28.7%</td>
<td></td>
</tr>
<tr>
<td>Life Sciences</td>
<td>36.2%</td>
<td>32.8%</td>
<td></td>
</tr>
<tr>
<td>Locum Tenens</td>
<td>34.1%</td>
<td>34.3%</td>
<td></td>
</tr>
<tr>
<td>Information Technology</td>
<td>36.2%</td>
<td>35.7%</td>
<td></td>
</tr>
<tr>
<td><strong>Consolidated Gross Margin</strong></td>
<td><strong>34.9%</strong></td>
<td><strong>33.2%</strong></td>
<td></td>
</tr>
<tr>
<td>Adjusted EBITDA</td>
<td>$11,600</td>
<td>$7,835</td>
<td></td>
</tr>
<tr>
<td><em>Adjusted EBITDA Margin</em></td>
<td>9.6%</td>
<td>7.8%</td>
<td></td>
</tr>
<tr>
<td>Productivity ($GP/SC)</td>
<td>$58,000</td>
<td>$58,000</td>
<td></td>
</tr>
<tr>
<td>EPS ¹</td>
<td>$0.08</td>
<td>$0.03</td>
<td></td>
</tr>
</tbody>
</table>

Note: $ in thousands, except per share data

¹ Excludes impact from impairment of goodwill and write-off of deferred loan costs, net of tax and share dilution effects
Strong Financial Position and Cash Generation

Leverage

- 1.9x LTM 12/31/10
- Adjusted EBITDA of: $35.0 million

($ in millions)

<table>
<thead>
<tr>
<th>Date</th>
<th>Cash in Cash</th>
<th>Total Debt</th>
<th>Decrease in Debt</th>
<th>Acquisitions</th>
<th>Earn Out Payments</th>
<th>Share Repurchases</th>
<th>Cash Generation</th>
</tr>
</thead>
<tbody>
<tr>
<td>3/31/2010</td>
<td>30.3</td>
<td>77.9</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>6/30/2010</td>
<td>30.5</td>
<td>77.9</td>
<td>-</td>
<td>-</td>
<td>(5.4)</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>9/30/2010</td>
<td>30.3</td>
<td>77.9</td>
<td>-</td>
<td>(5.2)</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>12/31/2010</td>
<td>18.4</td>
<td>66.8</td>
<td>(11.2)</td>
<td>-</td>
<td>-</td>
<td>(2.0)</td>
<td>(2.0)</td>
</tr>
</tbody>
</table>

TTM ($ in millions)

- ($7.6)
- $11.2
- $10.6
- $0.0
- $2.0
- $16.2

Indebtedness and Leverage Summary

<table>
<thead>
<tr>
<th>As of 12/31/10</th>
<th>$ Amount</th>
<th>Leverage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash and Cash Equivalents</td>
<td>$18.4</td>
<td>1.9x</td>
</tr>
<tr>
<td>Current Portion of Bank Debt</td>
<td>5.0</td>
<td></td>
</tr>
<tr>
<td>Long Term Bank Debt</td>
<td>61.8</td>
<td>1.9x</td>
</tr>
<tr>
<td>Other Debt</td>
<td>0.1</td>
<td></td>
</tr>
<tr>
<td>Total Debt</td>
<td>$66.9</td>
<td></td>
</tr>
<tr>
<td>Net Debt</td>
<td>$48.4</td>
<td>1.4x</td>
</tr>
</tbody>
</table>

1 Adjusted EBITDA presented is defined as earnings before interest, taxes, depreciation, and amortization of identifiable intangible assets plus equity-based compensation expense, impairment charges, and acquisition related expenses.
## Management Guidance

($ in millions, except per share data)

<table>
<thead>
<tr>
<th></th>
<th>Q1 2011</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Revenue</strong></td>
<td>$120.0 - $123.0</td>
</tr>
<tr>
<td><strong>% Growth (y/y)</strong></td>
<td>24.6% - 27.7%</td>
</tr>
<tr>
<td><strong>SG &amp; A (excl. D&amp;A and Equity-Based Compensation Expense)</strong></td>
<td>$35.1</td>
</tr>
<tr>
<td><strong>Depreciation &amp; Amortization</strong></td>
<td>$1.9</td>
</tr>
<tr>
<td><strong>Equity-Based Compensation Expense</strong></td>
<td>$1.4</td>
</tr>
<tr>
<td><strong>EPS (incl. Equity-Based Compensation Expense)</strong></td>
<td>$0.05 - $0.07</td>
</tr>
<tr>
<td><strong>Adjusted EBITDA</strong></td>
<td>$8.1 - $9.4</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, impairment charges, and acquisition related expenses.
Key Investment Highlights

Large, Attractive End Markets
• The staffing industry is a large market, with estimated total revenues of $102 billion in 2010 and projected to be $113 billion in 2011¹
• 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

Source:
¹ Staffing Industry Analysts Insight: Staffing Industry Forecast (November 2010)