

On Assignment



Investor Presentation April 2012



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, 2011 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 2012 and Beyond
- Financial Results

Key Investment Highlights

Large, Attractive End Markets	<ul style="list-style-type: none">• The staffing industry has an estimated market size of \$117 billion in revenue and is forecasted to reach \$129 billion in 2012 and projected to grow to \$138 billion in 2013¹• Highly skilled temps are in high demand but short supply, with increasing usage among customers as qualified candidates become more and more scarce
Strong Position in Critical High-End Skill Sets	<ul style="list-style-type: none">• 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 customers• Customer diversification enhances revenue visibility and insulates margins
Attractive Organic and Strategic Growth Opportunities	<ul style="list-style-type: none">• Capture operating leverage• Accelerate growth of newer practices• Focus on cash generation to rapidly deleverage the balance sheet
Attractive Financial Characteristics	<ul style="list-style-type: none">• 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 & CapEx requirements result in strong EBITDA to FCF conversion
Experienced Management Team	<ul style="list-style-type: none">• 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 (April 2012)

Staffing Industry Growth Drivers

Catalyst For Continued Growth

- An economic slowdown reminds companies of the benefits for using contract labor
- Variable cost structure provides money saving alternative to companies and flexibility to ramp up quickly in periods of expansion
- Aging U.S. population may constrain supply of available workforce
- Healthcare reform may stimulate demand for staffing in the long-term
- Economic headwinds have forced companies to remain cautious and restrain from hiring full-time labor forces as evidenced by stubborn unemployment rates and meager job growth

Secular Trends

- Math/science skills are in short supply and becoming more and more scarce
- American workers in the science and engineering professions has fallen over the past decade; the first decline in a decade period since 1950
- Companies are utilizing temporary labor as a larger percentage of their workforce; end users continue to increase the use of temps, especially in professional staffing, as buyers/clients become more sophisticated in managing their workforce and face increasing need to adapt to evolving technologies and environments
- Temporary penetration rates still below historical peak levels of 2% and well below European penetration rates north of 4%

Note:

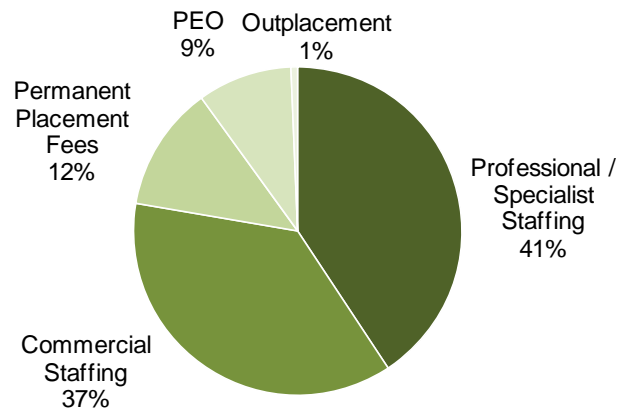
¹ Bureau of Labor Statistics' ("BLS") Employment Situation publication (Feb 2012)

² Prior recession period penetration rate bottomed in December of 2001

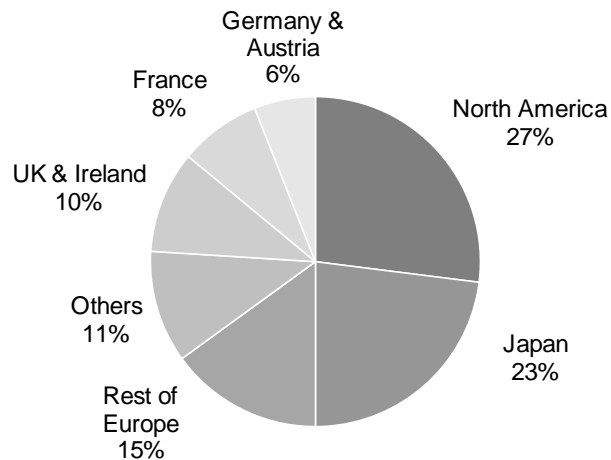
Staffing Industry Market Opportunity

Total U.S. staffing industry revenues projected to be \$129 billion in 2012¹

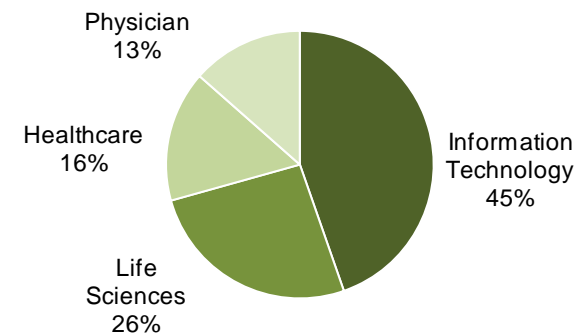
2012 U.S. Staffing Industry¹



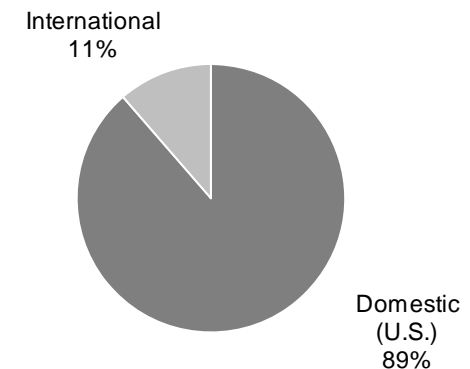
2010 Geographic Breakdown²



On Assignment's Footprint



On Assignment only participates in the professional staffing segment of industry



Sources:

¹ Staffing Industry Analysts Insight: Staffing Industry Forecast (April 2012)

² Management estimates

Competitive Landscape



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

Specialist Staffing

- Areas of focus: healthcare, scientific, IT, engineering, finance/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 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, growing end markets

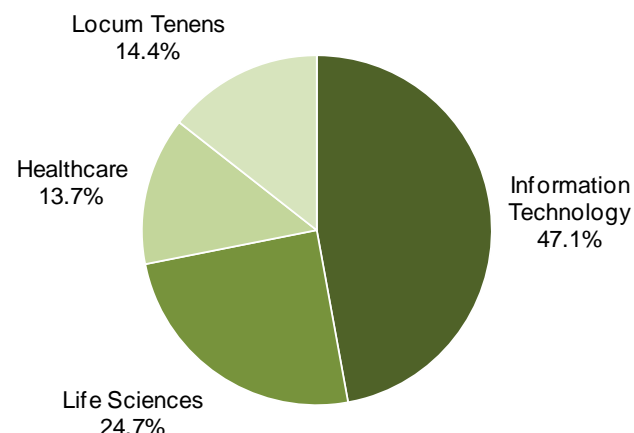
- **Approximately 4,941 contract professionals at approx. 2,541 clients¹**

- 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 33% in Q1'12)
- High gross margin despite low contribution (~3%) from permanent placement / conversion revenue

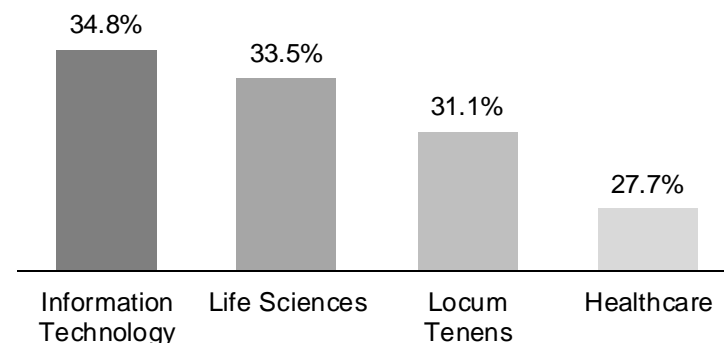
- **871 Staffing Consultants¹ in 76 branch offices² in the U.S., Canada, U.K., Belgium, Ireland, Netherlands, and Spain**

- Deliver fast, quality sales and fulfillment services

Revenue by Segment










Gross Margin by Segment



¹ Q1 2012 Average

² As of March 31, 2012

On Assignment's Operating Divisions

	 Life Sciences	 Healthcare	 IT / Engineering	 Physician Staffing
Business Description	<ul style="list-style-type: none"> Life Sciences is a leading provider of professionals in the Lab Support, Clinical Research and Engineering fields 	<ul style="list-style-type: none"> The Healthcare segment is comprised of the Allied Healthcare and Nurse Travel lines of business 	<ul style="list-style-type: none"> The IT/Engineering segment provides high-end IT and engineering contract professionals in the U.S. and Europe 	<ul style="list-style-type: none"> The Physician Staffing segment provides temporary physicians (locum tenens) and permanent search
Contract Professionals / Employees	<ul style="list-style-type: none"> Qualified Database: 44,000+ Currently on assignment: ~2,200 Full-Time Employees: ~290 	<ul style="list-style-type: none"> Qualified Database: 32,000+ Currently on assignment: ~1,200 Full-Time Employees: ~190 	<ul style="list-style-type: none"> Qualified Database: 35,000+ Currently on assignment: ~1,500 Full-Time Employees: ~600 	<ul style="list-style-type: none"> Qualified Database: 1,300+ Currently on assignment: ~270 Full-Time Employees: ~200
FY 2011 Revenues	<ul style="list-style-type: none"> \$154 million 	<ul style="list-style-type: none"> \$95 million 	<ul style="list-style-type: none"> \$267 million 	<ul style="list-style-type: none"> \$81 million
Key Customers				

Management Team



Peter Dameris
President & CEO



James Brill
Senior VP Finance
& CFO



Emmett McGrath
President
Lab Support & Allied
Healthcare



Michael McGowan
President
Oxford Global
Resources



Christian Rutherford
President
VISTA Staffing
Solutions



Kathryn Hoffman-Abby
President
Nurse Travel

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

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

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

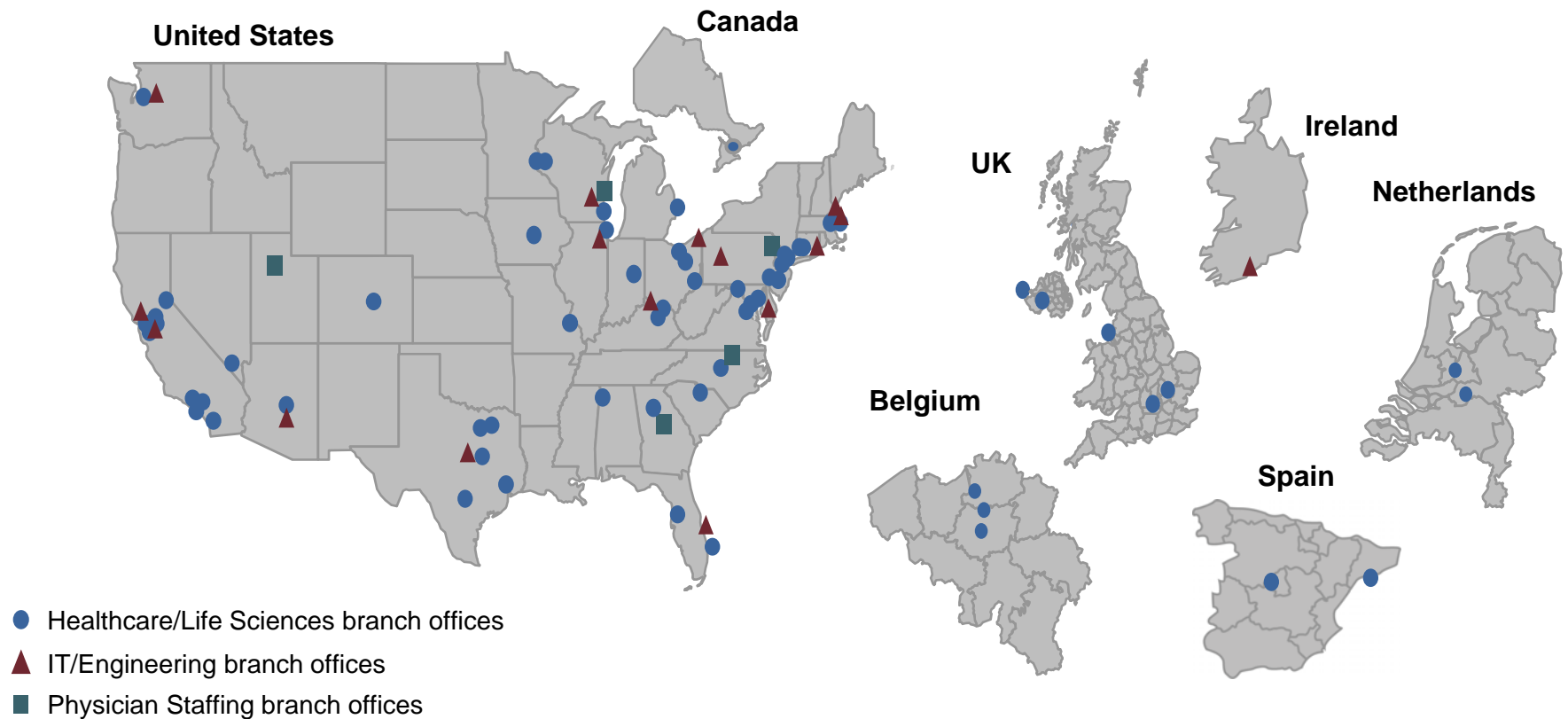
- 15 years of staffing industry experience (13 yrs w/ Oxford, 2 yrs w/ KELYA)
- Tenure w/ ASGN: 4 years
- Automatic Data Processing (ADP), The MEDSTAT Group, Kelly Services (KELYA) Middle Markets Division

- 18 years of staffing industry experience
- Medfinders, COO
- Weatherby Locums, President
- CompHealth
- Named President of VISTA on Nov 1, 2011

- 26 years of staffing industry experience (21 yrs w/ Vista, 5 yrs w/ CHG)
- Tenure w/ ASGN: 4 years
- Founded VISTA in 1990
- Entered the Locum Tenens industry in 1985

On Assignment

Our Geographic Footprint



On Assignment is a leading global provider of highly skilled, hard-to-find professionals in the growing life sciences, healthcare, and information technology sectors, where quality people are the key to success.

The Company provides flexible and permanent staffing solutions through a network of **871** staffing consultants in **76** branch offices across the United States, Canada, and Europe.

Clinical/Scientific – Life Sciences

The U.S. market for outsourced Clinical/Scientific staffing is forecasted to be \$2.0 billion in 2012¹

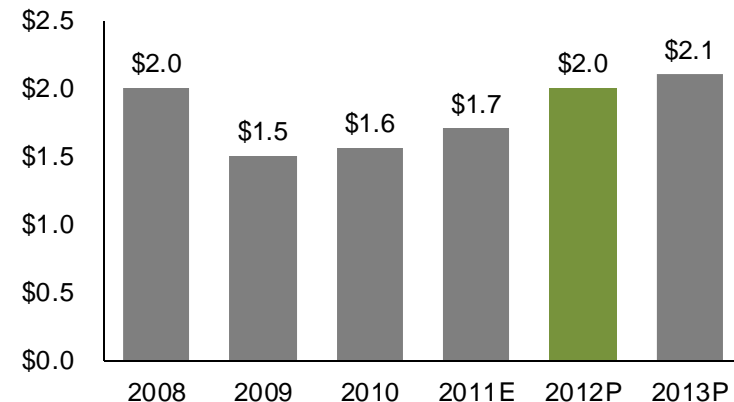
- Lab support professionals assist clients in the life sciences industries with research and development, product production, quality control and assurance, regulatory affairs and compliance, engineering, consumer testing and clinical research

Industry Highlights

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

Projected Market Size¹

(\$ in billions)

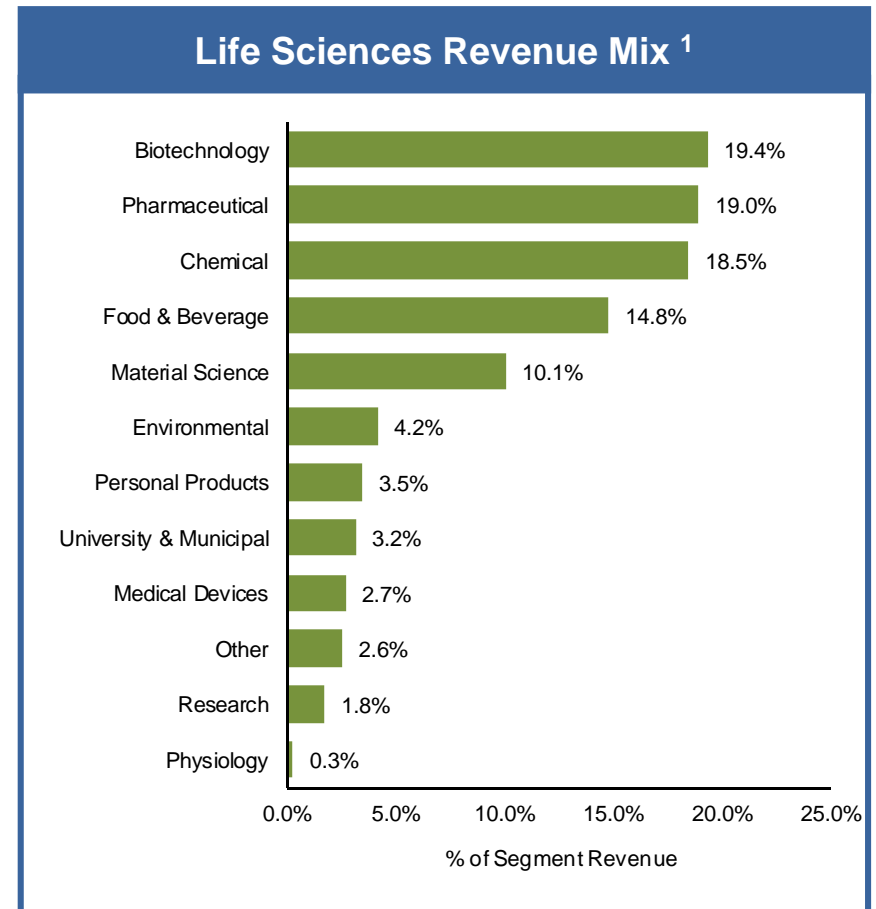


Sources:

¹ Staffing Industry Analysts Insight: Staffing Industry Forecast (April 2012)

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 25% of current quarter revenue
- Service clients in:
 - Biotechnology, pharmaceutical, food and beverage, medical device, personal care, materials science chemical, nutraceutical, petrochemical consumer products, environmental, 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:
 - ~2,200 contract professionals at ~920 clients¹
 - Average bill rate at \$35 an hour¹
 - Top 10 clients represent 23% of segment revenue



¹ Q1 2012 Average

Locum Tenens

Locum Tenens forecasted revenues to be \$2.1 billion in 2012¹

- Locum Tenens: involves placing physicians, which include both general practitioners and specialists, on temp 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

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 Colleges²

Physician Workforce Demographics

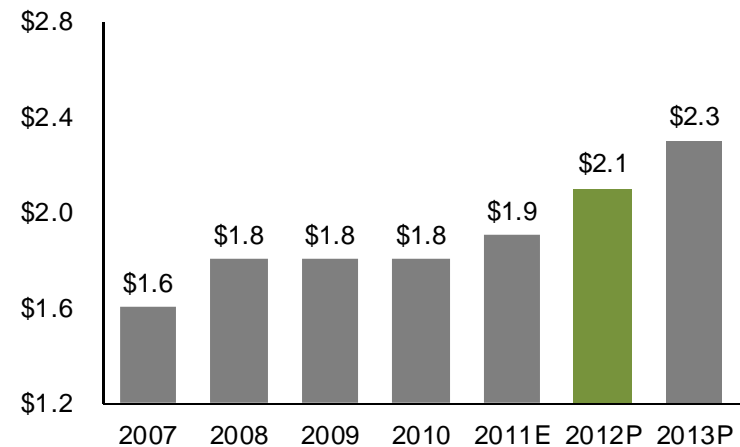
- The proportion of physicians reported as working part-time increased to 19% in 2007 from 13% in 2005³
- Flexible work hours or part-time options were reported as one of the top three ongoing retention initiatives that medical group leaders have found to be effective³

Growth Characteristics

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

Projected Market Size¹

(\$ in billions)



Sources:

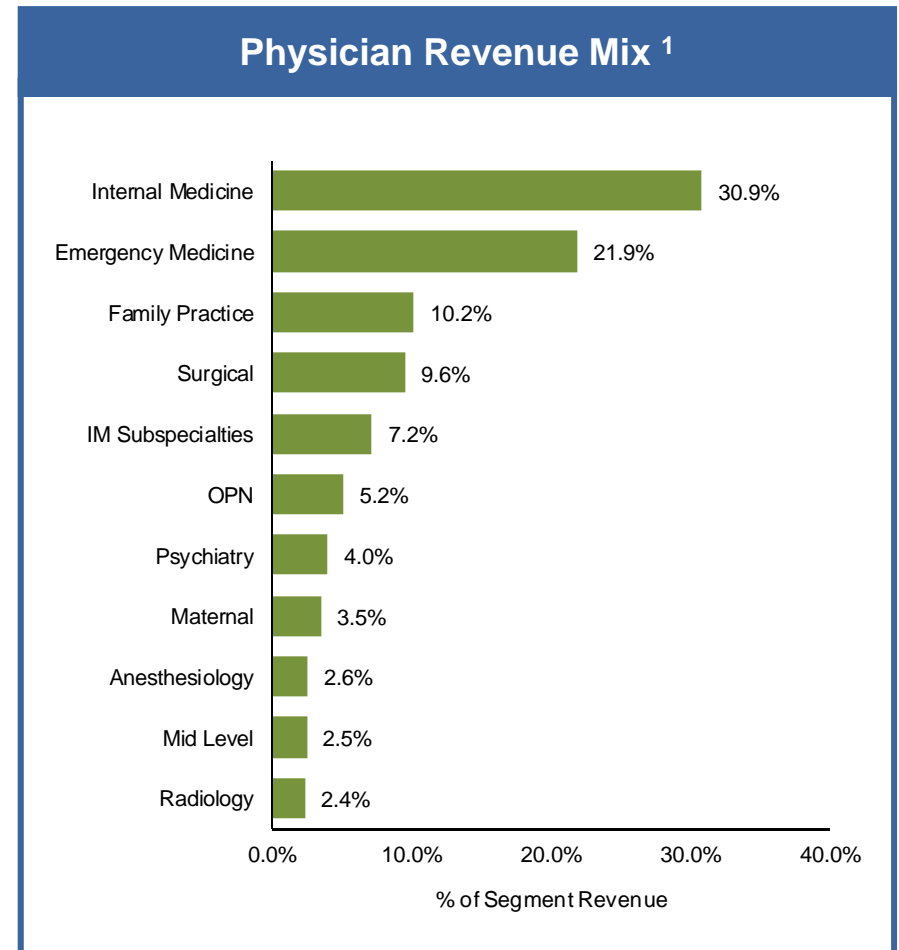
¹ Staffing Industry Analysts Insight: Staffing industry Forecast (April 2012)

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
 - Offering contract staffing solutions to commercial, government, and correctional facilities in a variety of physician specialties
- Represents 14% of current quarter revenue
- Places physicians in all 50 states, Australia and New Zealand
- Summary statistics:
 - Approximately 30 specialties through 13 employee teams
 - Pool of 1,300+ physicians worldwide, with a range of medical specialties
 - Approximately 270 physicians on assignment daily¹
- Average domestic locum tenens assignment lasts 6 weeks
 - New line of business for longer engagements



¹ Q1 2012 Average

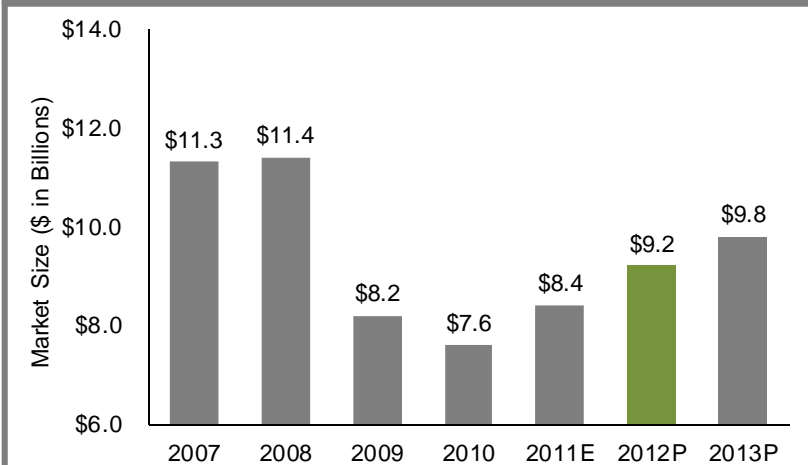
Healthcare Staffing

Healthcare Staffing forecasted revenues to be \$9.2 billion in 2012¹

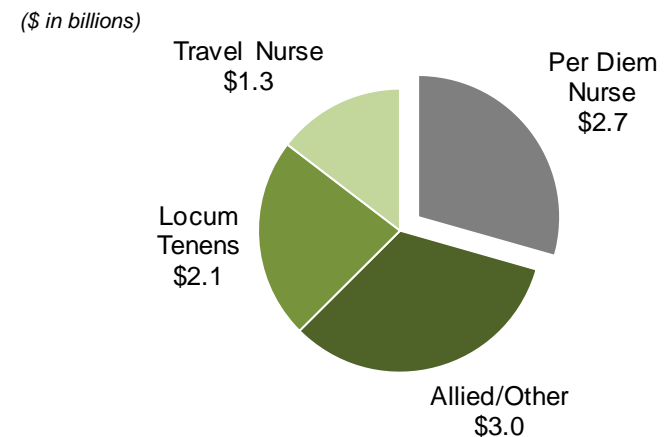
Industry Highlights

- 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 Market¹



Healthcare by Segment (2012)



Source:

¹ Staffing Industry Analysts Insight: Staffing Industry Forecast (April 2012)

Allied Healthcare

Allied Staffing forecasted revenues to be \$3.0 billion in 2012¹

- 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

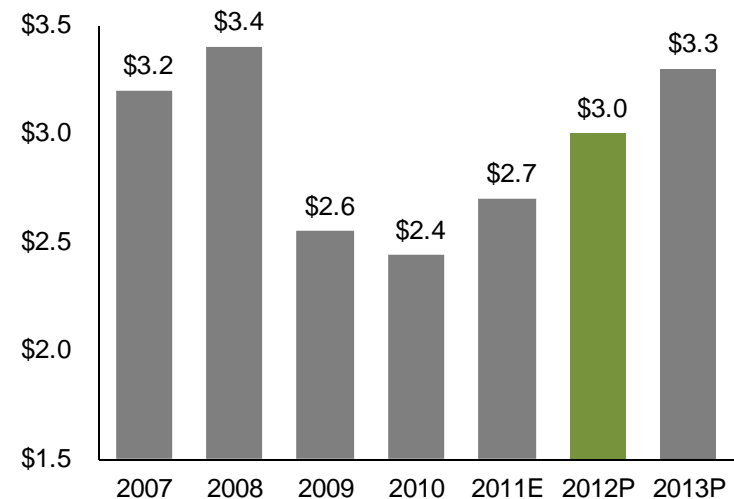
- Allied healthcare staffing assignments generally last 13 weeks
- Allied healthcare staffing consists of higher bill rate modalities, usually requiring specialized skills
- Within these specialties, health information technology is projected to grow the fastest

Growth Characteristics

- Allied healthcare staffing is estimated to have increased 11% in 2011, with revenues of \$2.7 billion and is projected to grow 12% in 2012¹
- The segment still has low temporary penetration rates, which is a driver for long-term growth

Projected Market Size¹

(\$ in billions)



Source:

¹ Staffing Industry Analysts Insight: Staffing Industry Forecast (April 2012)

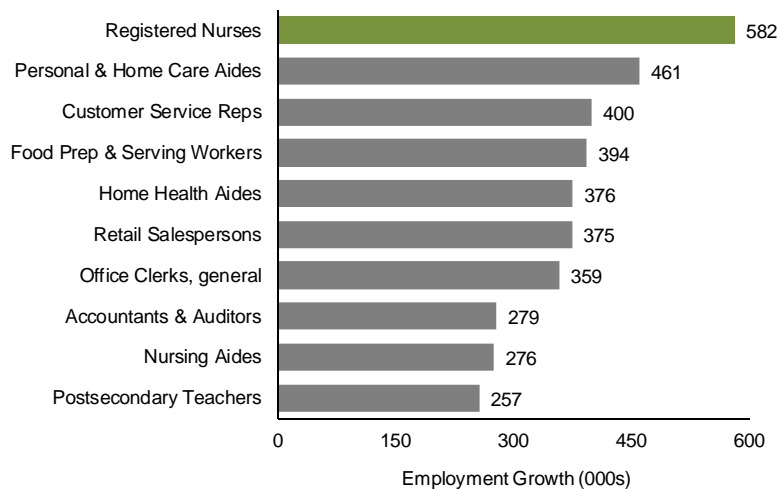
Nurse Travel

Nurse Travel forecasted revenues to be \$1.3 billion in 2012¹

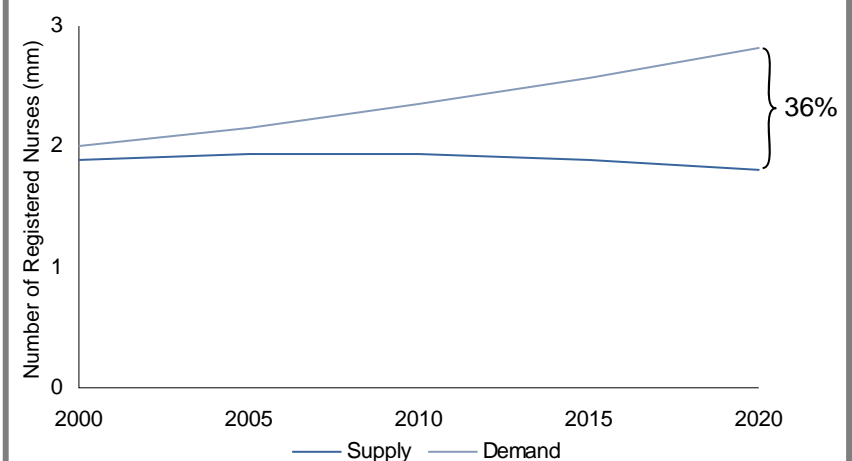
Industry Highlights

- Nurse Travel is estimated to have increased 25% in 2011 and is projected to grow by 12% in 2012¹
- However, a primary long-term growth driver is nurse shortage, which is expected to grow to 36% by 2020²

Occupations with Largest Projected Job Growth '08-'18



Supply & Demand Shortage by Registered Nurses



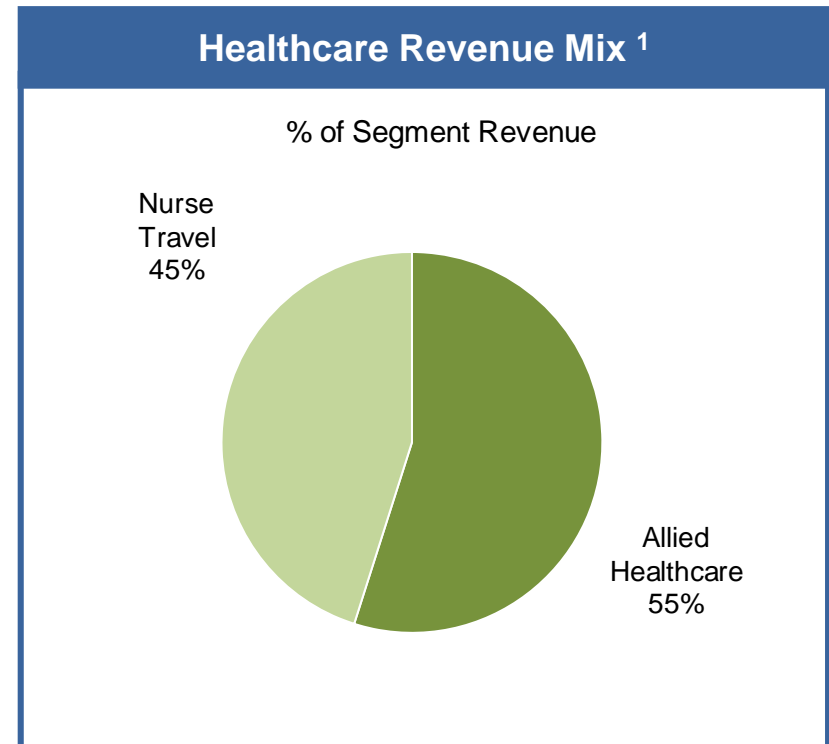
Sources:

¹ Staffing Industry Analysts Insight: Staffing Industry Forecast (April 2012)

² U.S. Department of Health and Human Services, HRSA (2004)

On Assignment Segment: Healthcare

- The Healthcare lines of business:
 - Nurse Travel
 - Allied Healthcare
- Represents 14% of current quarter revenue
- Nurse Travel
 - Rapid response nurses
 - Critical position focus
 - Average bill rate approx. \$69 an hour¹
 - Approx. 300 nurses at approx. 120 clients¹
 - Top 10 clients represented 36% of segment revenue
 - Gross margin was 22% 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. \$37 an hour¹
 - Approx. 800 contract professionals at approx. 480 clients¹
 - Top 10 clients represented 26% of segment revenue
 - Gross margin was 32% for the quarter



¹ Q1 2012 Average

Information Technology

Forecasted IT staffing revenues to be \$23.5 billion in 2012¹

- 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.

Industry Potential

- IT has recovered quicker than most other staffing segments; and is the only professional staffing segment expected to surpass 2008 levels in the current year
- Growth in 2012 is expected to be driven by demand in the healthcare industry, given deadlines for conversions implemented by the US Dept. of Health & Human Services

Shortage of Talent

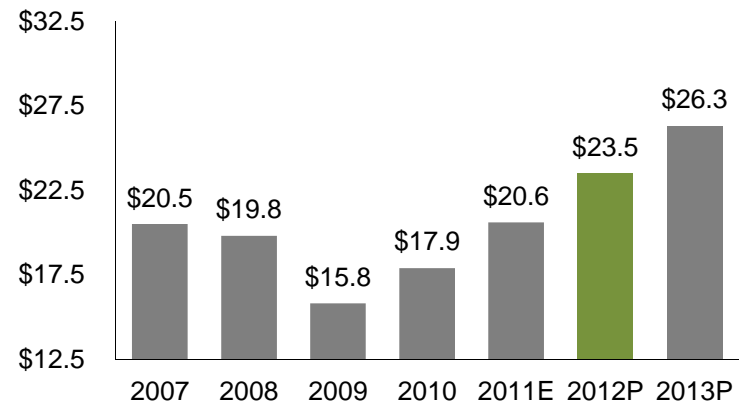
- One of the main constraints on growth in this segment is a shortage of talent, and not necessarily demand, due to the exodus of many mid-career professionals following the tech bubble and a steady decline in new computer science graduates

Growth Characteristics

- IT segment is forecasted to grow by 14% in 2012 and 12% in 2013¹

Projected Market Size¹

(\$ in billions)



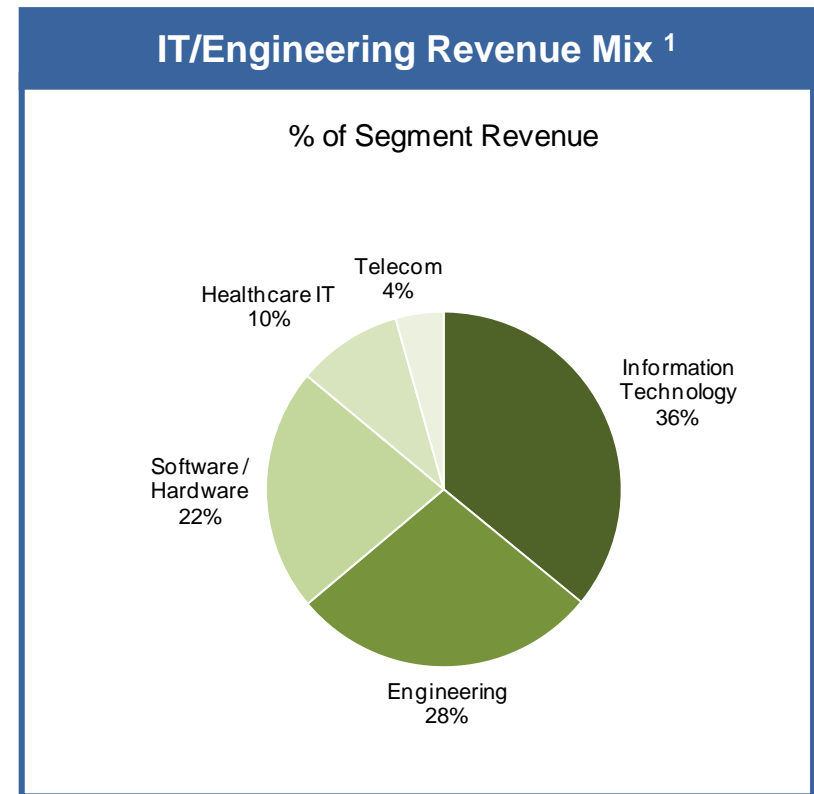
Source:

¹ Staffing Industry Analysts Insight: Staffing Industry Forecast (April 2012)

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

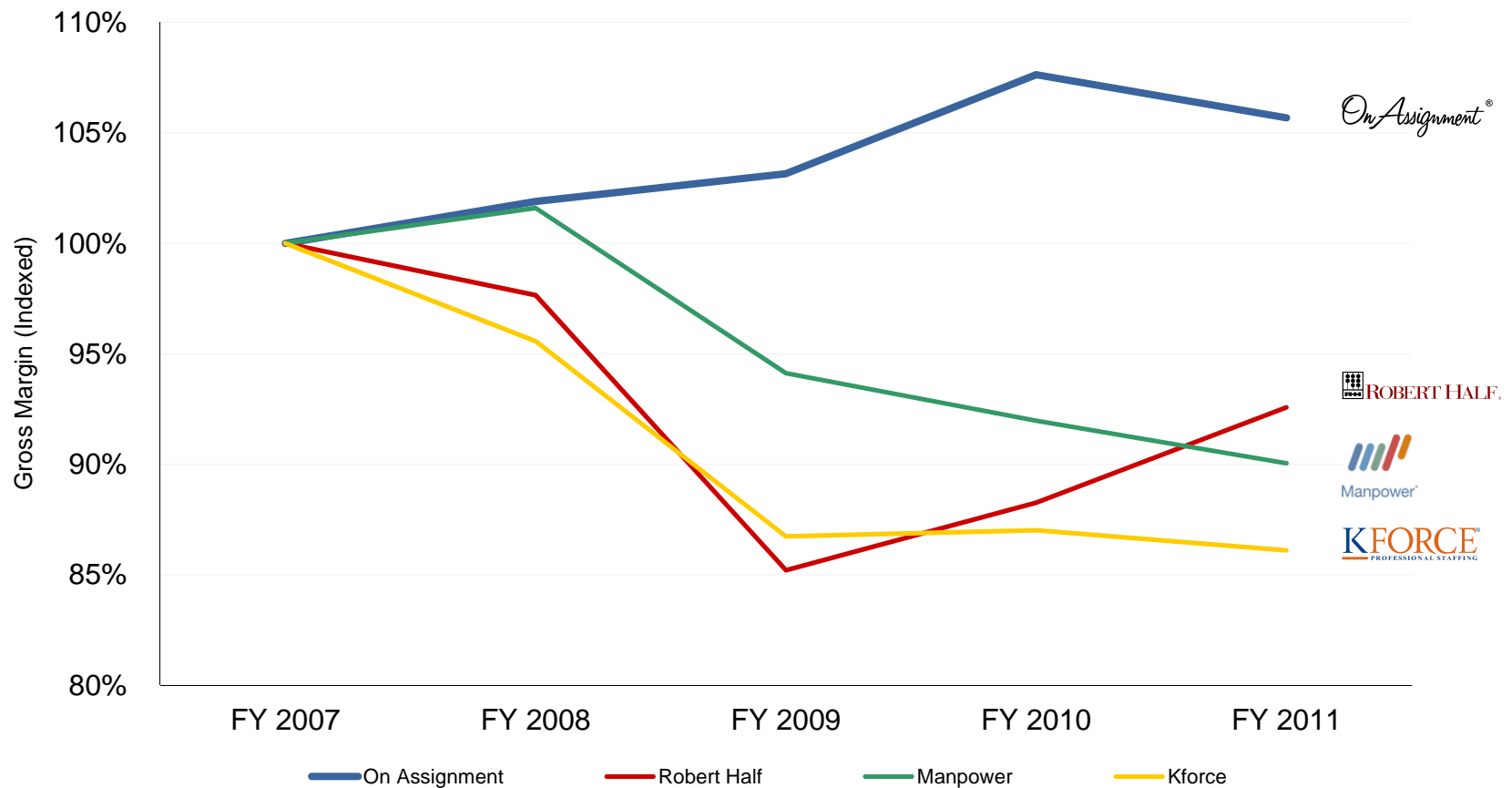
- “The Right Talent. Right now.®”
- Four divisions:
 - Oxford International - nation-wide recruitment for nation-wide vacancies
 - Oxford & Associates - local recruitment through branch network
 - Healthcare IT - functional and technical recruitment in all aspects of healthcare IT
 - Centerpoint - fills permanent staffing needs
- High-end IT and engineering focus
 - Time sensitive project requirements
 - Traditional average assignment of approx. 5 months
 - Average bill rate of \$118 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 6% of sales
 - Acquired operations profitable every year since '86
 - Top 10 clients represent 16% of segment revenue



¹ Q1 2012 Average

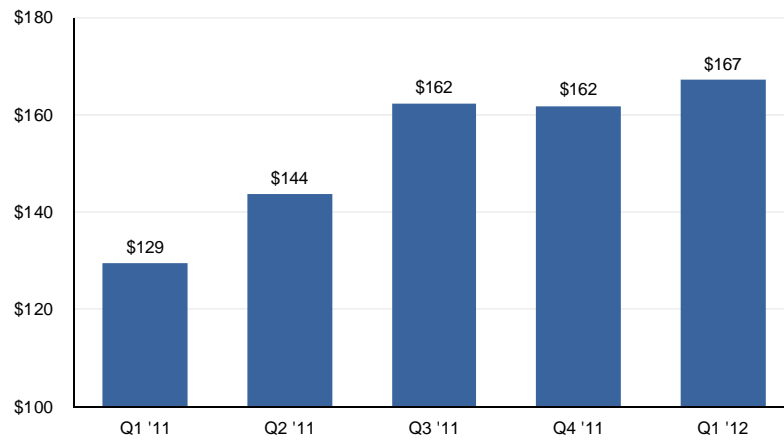
Gross Margins Improved During The Recession

Gross Margin Trend (Indexed To FY 2007)

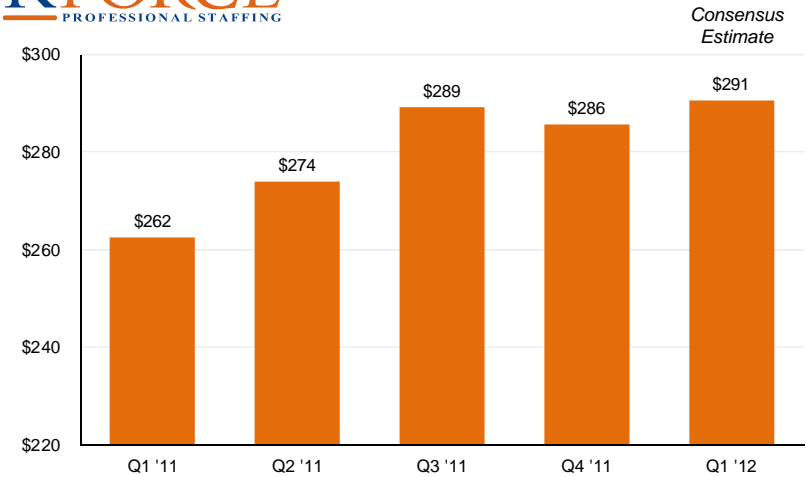


Peer Comparison: Sales Trends

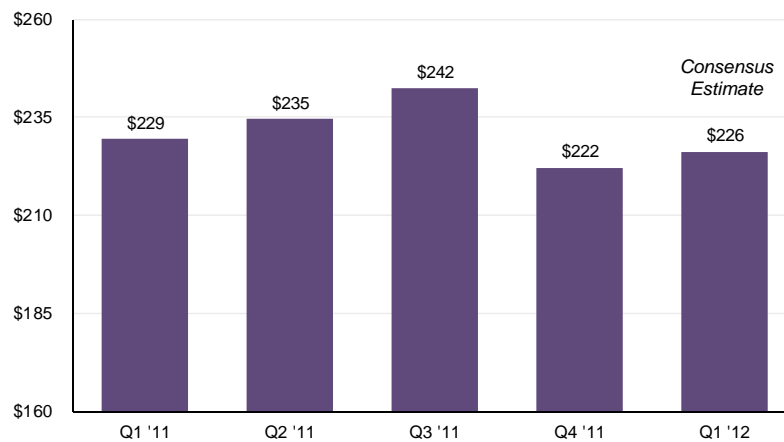
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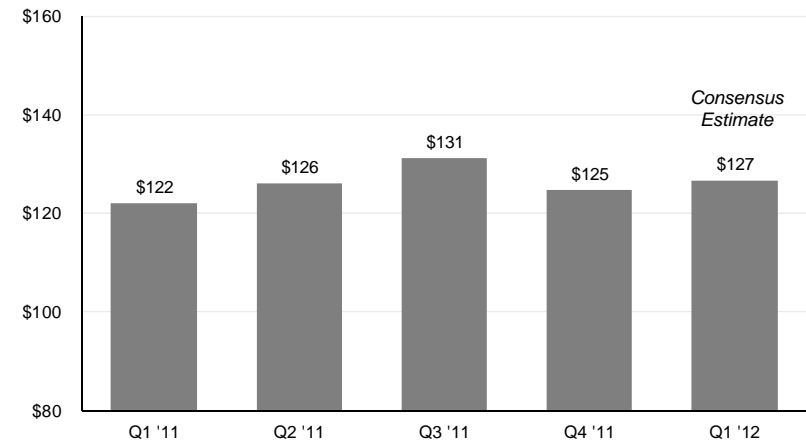
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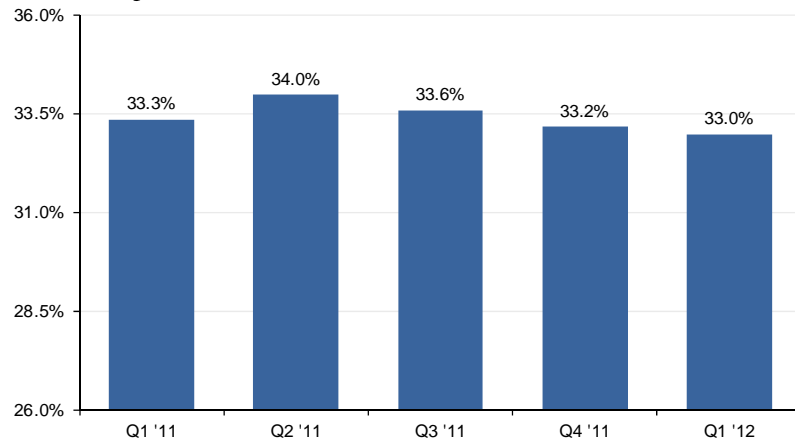
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HEALTHCARE



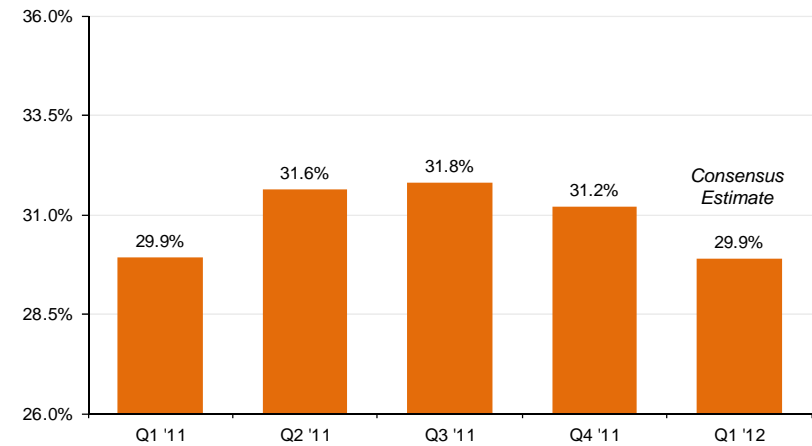
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Peer Comparison: Gross Margin Trends

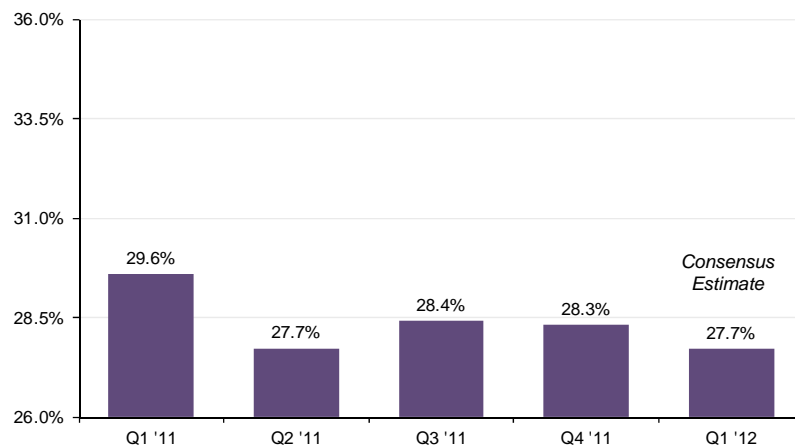
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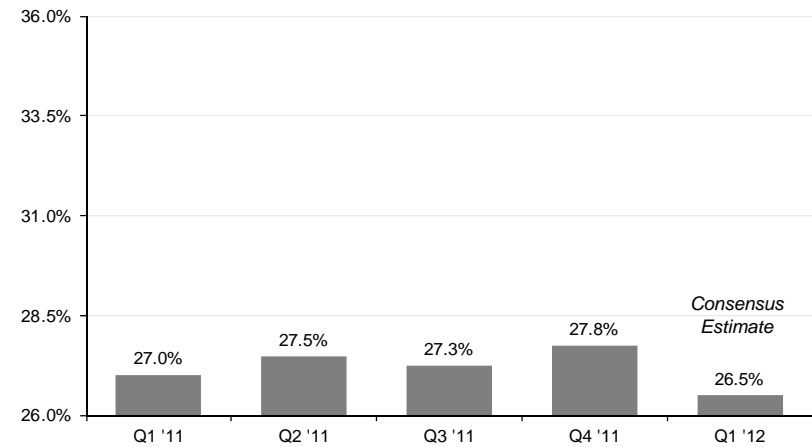
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Healthcare



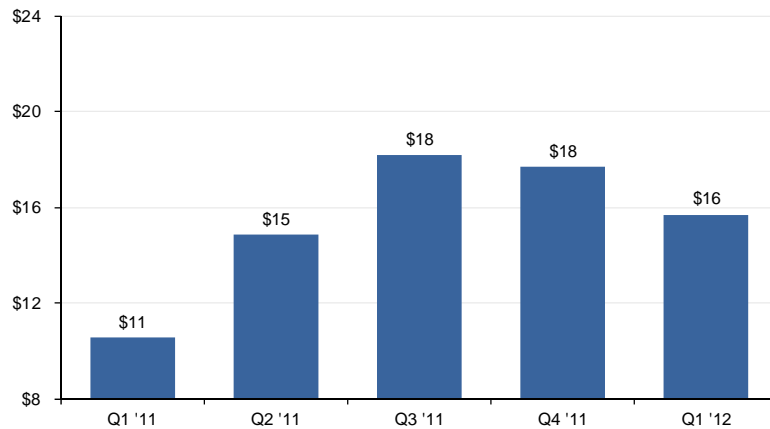
CROSS COUNTRY
HEALTHCARE



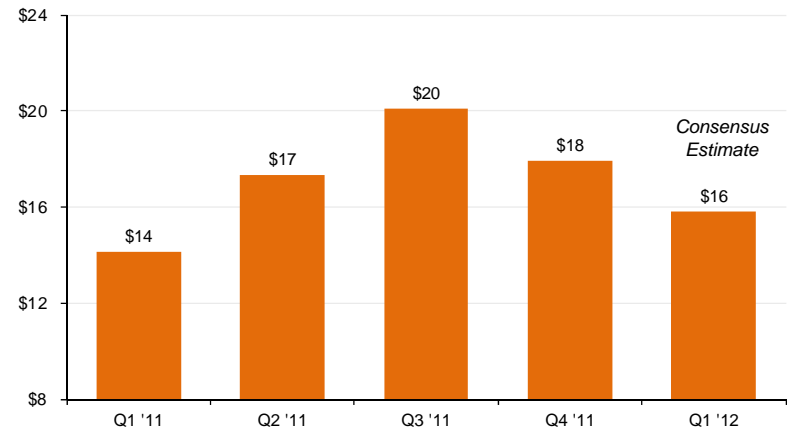
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Peer Comparison: Adjusted EBITDA Trends

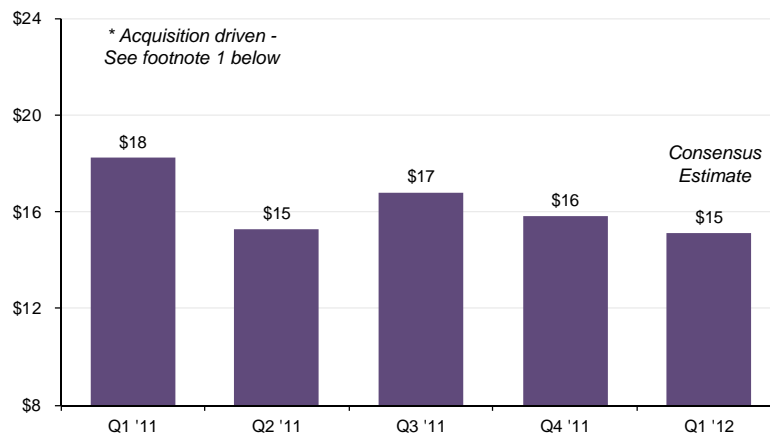
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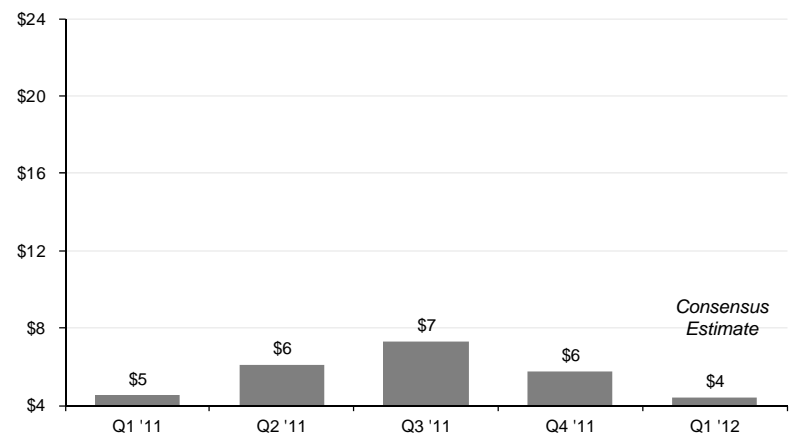
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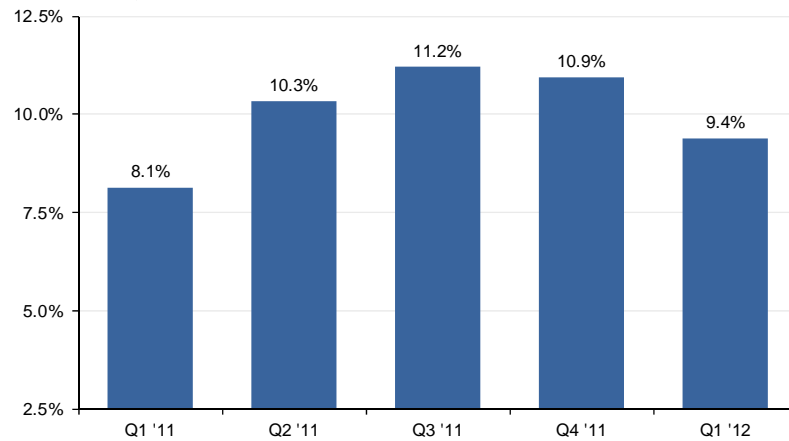
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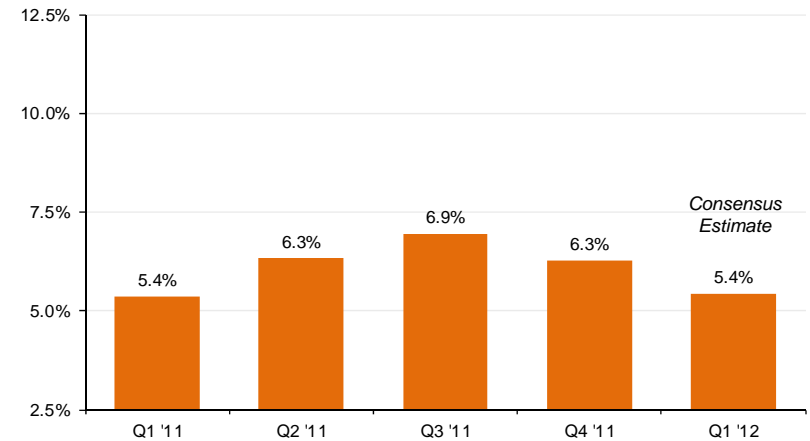
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Peer Comparison: Adjusted EBITDA Margin Trends

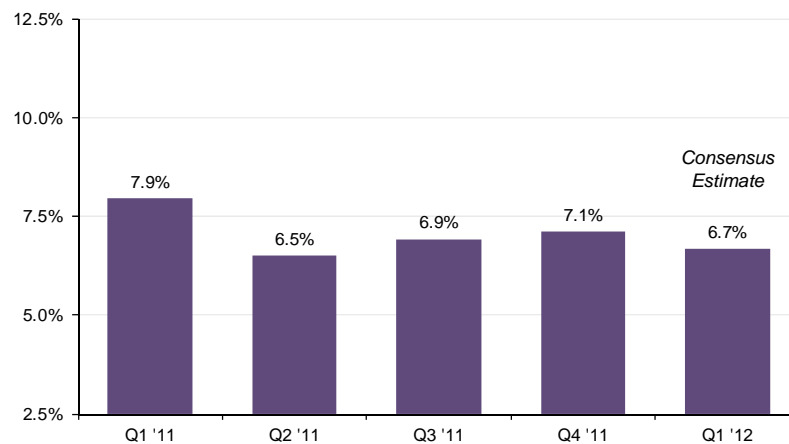
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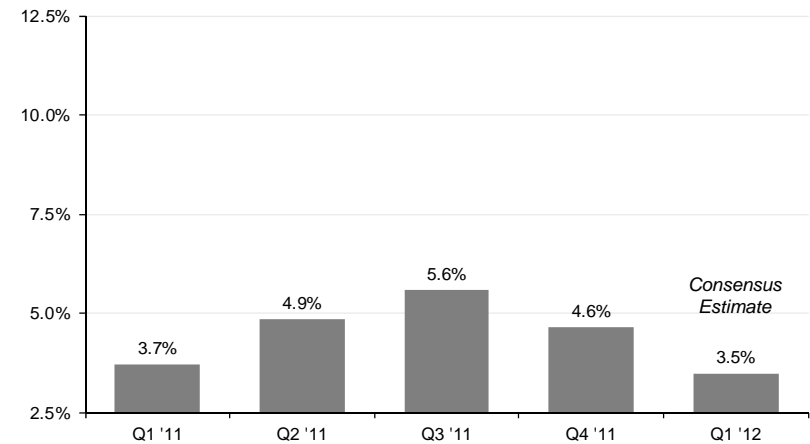
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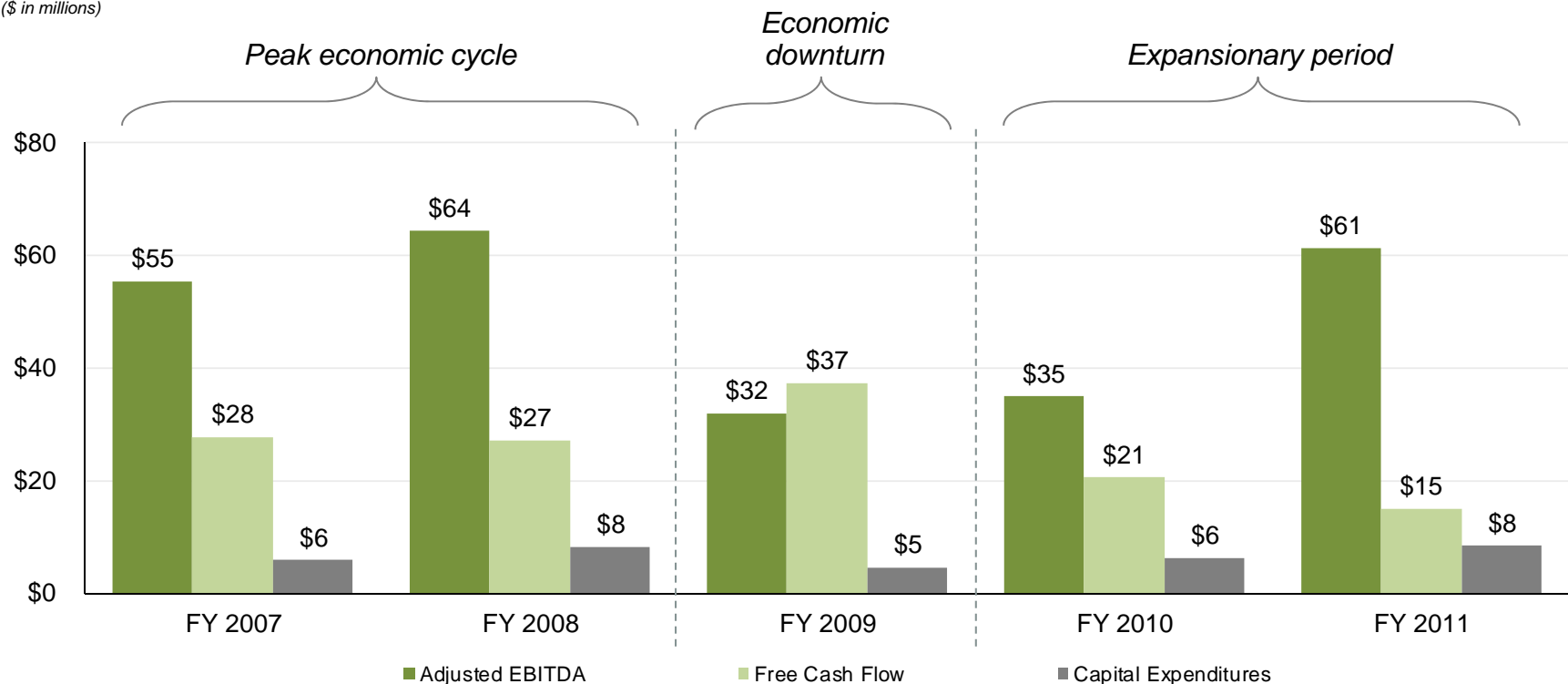
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Cash Flow Generation Through Economic Cycles

Strong free cash flow generation in up and down economic cycles allow for quick deleveraging of the balance sheet and acquisitive growth financed through internally generated cash flow

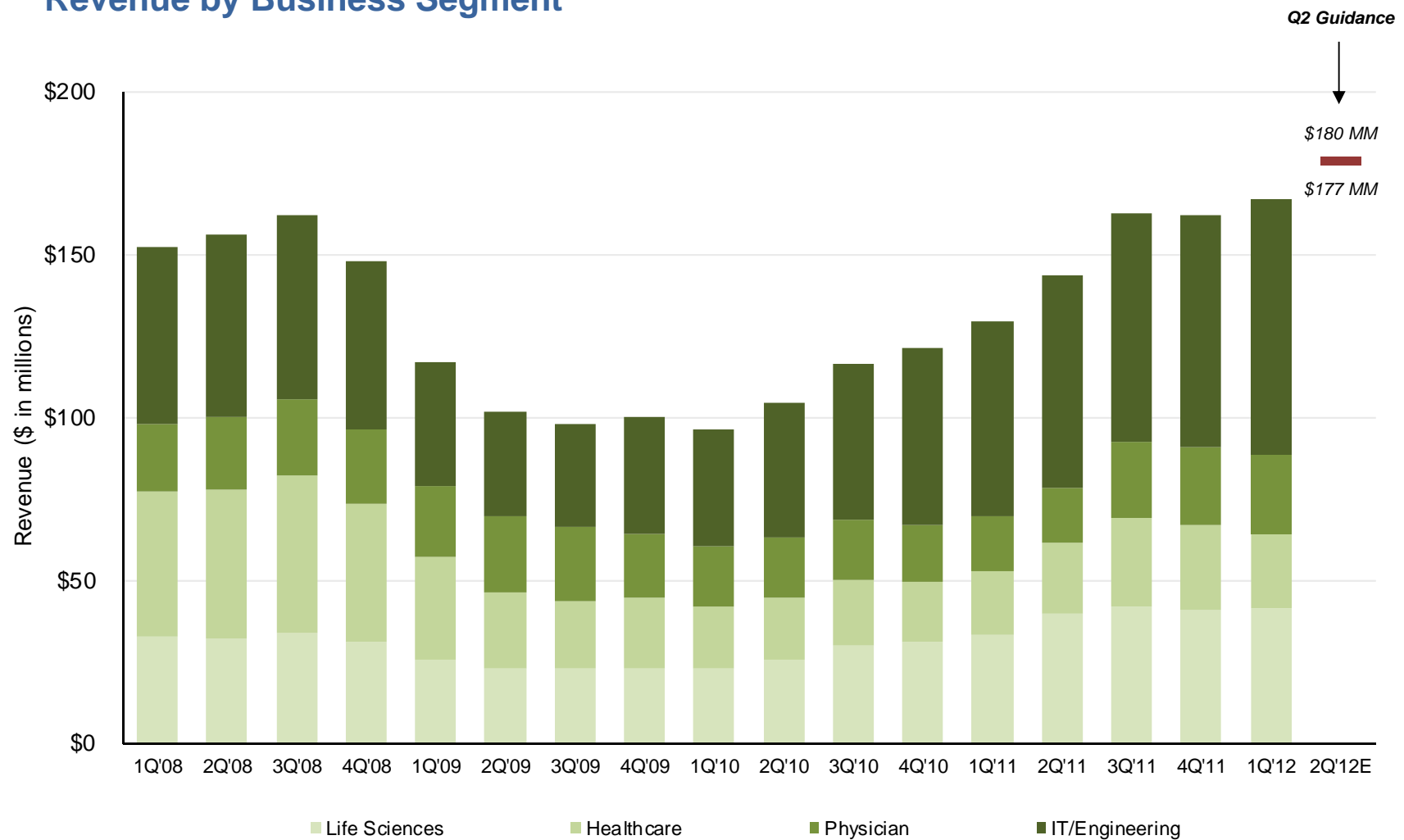
EBITDA-to-FCF Conversion %:	50%	42%	117%	59%	25%
Bank Debt Balance:	\$136	\$126	\$78	\$67	\$87

(\$ in millions)



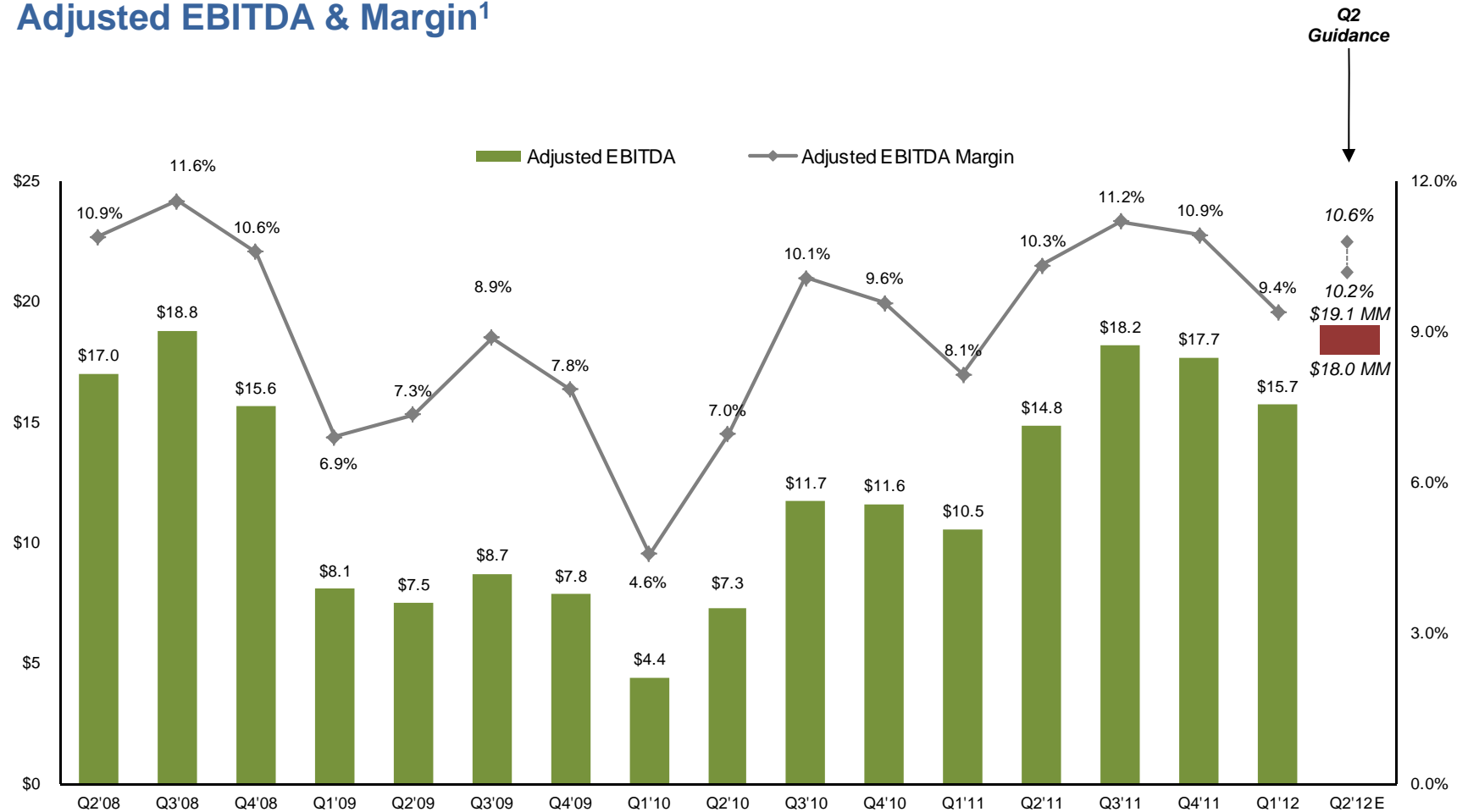
Growth Rebounding To Record Levels

Revenue by Business Segment



EBITDA Leveraged To Revenue Growth

Adjusted EBITDA & Margin¹



Note: \$ in millions

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

Cyclical Stabilization and Growth	<ul style="list-style-type: none">• Temporary help penetration rate still below peak historical levels• Labor markets indicate job recovery continues to strengthen, albeit at an anemic rate• Companies will look to temporary staffing to meet cyclical recovery in demand
Secular Trends Will Favor On Assignment	<ul style="list-style-type: none">• 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	<ul style="list-style-type: none">• Permanent placement• Healthcare IT• GSA contracts• Clinical research
Acquisition Environment Is Favorable	<ul style="list-style-type: none">• 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 / service offerings
Significant Sources of EPS Leverage	<ul style="list-style-type: none">• Revenue growth vs. fixed costs creates margin opportunity• Strong cash flow generation provides liquidity for acquisitive growth• 338(h)(10) election yields an estimated \$5.5 million in annual cash tax savings• Low leverage gives ample room under credit facility to support acquisition growth

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

<i>Illustrative Example: Increase in Temps</i>		
	1	2
Temps:		
Bill Rate (per Hr):	\$67.91	\$67.91
Hrs / Week:	36.70	36.70
Weeks:	51	51
Total SCs:	871	871
Incremental Sales per Year	\$110.7 MM	\$221.4 MM
<i>Income Stat. Impact:</i>		
Revenue	\$110.7	\$221.4
Gross Profit @ 33%	36.5	73.1
Commissions/Bonus 12%	(4.2)	(8.4)
Mgmt & Exec. Comp	(4.2)	(4.2)
Incremental Oper. Inc.	\$28.1	\$60.5
Tax @ 42%	(11.7)	(25.1)
Incremental Net Inc.	\$16.5	\$35.4
Est. Shares Out.	38.2	38.2
Incremental EPS	\$0.43	\$0.93

Current Metrics vs. Historical Peak

	Q3 '08	Q1 '12
Revenue:	\$161.9	\$167.1
Bill Rate:	64.43	67.91
Avg. Hrs. Worked:	36.62	36.70
Avg. Temps:	5,115	4,941
Gross Margin:	32.6%	33.0%
SCs:	742	871

SC = Staffing Consultants
Assumes 51 working weeks in a year
¹ For Illustrative purposes only

Financial Results for the Quarter

	Actual Q1 '12	Actual Q1 '11	Year-over-Year Growth
Healthcare	\$ 22,878	\$ 19,844	15%
Life Sciences	41,351	32,956	25%
Physician ¹	24,089	16,518	46%
IT/Engineering	78,759	60,119	31%
Consolidated Revenues	\$ 167,078	\$ 129,438	29%
<hr/>			
Healthcare	27.7%	28.4%	13%
Life Sciences	33.5%	34.2%	23%
Physician	31.1%	32.1%	42%
IT/Engineering	34.8%	34.9%	31%
Consolidated Gross Margin	33.0%	33.3%	28%
<hr/>			
Adjusted EBITDA	\$ 15,694	\$ 10,540	49%
Adjusted EBITDA Margin	9.4%	8.1%	
<hr/>			
Productivity (\$GP/SC)	\$ 63,000	\$ 57,000	
<hr/>			
EPS	\$ 0.14	\$ 0.08	75%

Note: \$ in thousands, except per share data

¹ Includes acquisition of HealthCare Partners (Aug 2011)

Strong Financial Position and Cash Generation

Strong internal cash generation has allowed the Company to continue to pay down debt, reduce leverage, and create a stronger, flexible balance sheet

Cash Generation (Trailing 12 months)

(\$ in millions)	Cash	Increase in Cash	Total Debt	Increase In Debt	Leverage	Acquisitions	Earn Out Payments	Share Repurchases	Cash Generation
6/30/2011	19.2	3.4	77.3	(1.3)	1.6x	-	(0.8)	-	
9/30/2011	13.2	(5.9)	88.0	10.8	1.6x	(15.7)	-	(2.0)	
12/31/2011	17.7	4.5	86.8	(1.3)	1.4x	-	-	(0.2)	
3/31/2012	17.7	(0.1)	80.5	(6.3)	1.2x	-	-	-	

TTM	\$1.9	(\$2.0)	\$15.7	\$0.8	\$2.2	=	\$18.6
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Management Guidance

(\$ in millions, except per share data)

	Guidance Range		
	Low End	-	High End
Revenue	\$177.0	-	\$180.0
% Growth (y/y)	23.2%	-	25.3%
Gross Margin %	33.0%		
SG&A Expenses	\$44.3	-	\$44.7
Depreciation & Amortization	\$2.2		
Stock-Based Compensation	\$2.1		
EPS	\$0.20	-	\$0.22
Adjusted EBITDA ¹	\$18.0	-	\$19.1

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	<ul style="list-style-type: none">• The staffing industry has an estimated market size of \$117 billion in revenue and is forecasted to reach \$129 billion in 2012 and projected to grow to \$138 billion in 2013¹• Highly skilled temps are in high demand but short supply, with increasing usage among customers as qualified candidates become more and more scarce
Strong Position in Critical High-End Skill Sets	<ul style="list-style-type: none">• 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 customers• Customer diversification enhances revenue visibility and insulates margins
Attractive Organic and Strategic Growth Opportunities	<ul style="list-style-type: none">• Capture operating leverage• Accelerate growth of newer practices• Focus on cash generation to rapidly deleverage the balance sheet
Attractive Financial Characteristics	<ul style="list-style-type: none">• 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 & CapEx requirements result in strong EBITDA to FCF conversion
Experienced Management Team	<ul style="list-style-type: none">• 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 (April 2012)

On Assignment



Putting **People First** since 1985

NASDAQ: ASGN

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