2012 Macquarie Financials Conference
June 12, 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, our ability to integrate Apex Systems into our operations successfully, the size of the markets in which we operate, and our efforts to increase our market share. 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, Form 10-Q for the quarter ended March 31, 2012, Proxy Statement filed on April 13, 2012 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.
Key Investment Highlights

• Large and Growing Provider of Professional Staffing Services

• Strategically Positioned to Capture Favorable Trends in Professional Staffing

• Differentiated Platform Featuring High-end and Mission Critical Skill Sets

• Established Domestic Footprint With Significant Scale

• Experienced Management Team With a Proven Track Record to Execute On Assignment’s Growth

• Attractive Financial Characteristics – Strong Revenue and Substantial Free Cash Flow Generation
Large and Growing Provider of Professional Staffing Services

- One of the largest professional staffing companies in the U.S.
- $1,368 million LTM revenue
- ~11,250 contract professionals at approximately 3,000 clients
- Employed over 220,000 contract professionals since 1992
- 1,421 staffing consultants in 125 branch offices in the U.S., Canada, UK, Belgium, Netherlands, Spain and Ireland
- Deliver fast, quality sales and fulfillment services
- Staffing industry revenues projected to be $129 billion in 2012
- Participates in the most attractive sub-segments of staffing: Healthcare, Life Sciences, Locum Tenens, IT / Engineering
- #2 provider of IT staffing
- One of the highest gross margins in the industry – 29% in Q1’12
- High gross margin despite low contribution (~3%) from permanent placement / conversion revenue

Revenue by Segment

- Apex 54%
- Oxford 21%
- Life Sciences 12%
- Healthcare 7%
- Physician 6%

Gross Margin by Segment

- 35.5% Oxford
- 33.7% Life Sciences
- 31.8% Physician
- 28.0% Healthcare
- 27.3% Apex

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1 LTM as of March 31, 2012. Pro forma for acquisition of Apex Systems
2 Based on Q1 2012 average for ASGN and current weekly average for Apex
3 As of March 31, 2012
4 Staffing Industry Analysts Insight: Staffing Industry Forecast (April 2012)
Strategically Positioned to Capture Favorable Trends in Professional Staffing

Professional Staffing Industry Revenue

- CAGR '09-'13: 10.0%
- Growth Drivers:
  - Variable cost structure provides potential cost savings and staff flexibility
  - Aging U.S. population may constrain workforce supply
  - If implemented, healthcare reform may stimulate staffing demand
  - Companies are utilizing temporary labor as a larger percentage of their workforce

Commercial vs. Professional Staffing Trend

- Structural Change Towards Professional Staffing:
  - Driven in part by IT staffing (the largest segment)
  - Rapid rate of technological change driving companies to flexible workforces

Source: Staffing Industry Analysts. Dollars in billions.
**Differentiated Platform Featuring High-end and Mission Critical Skill Sets**

*On Assignment has one of the strongest margins in the industry*

<table>
<thead>
<tr>
<th></th>
<th>PF FY 2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>Revenue Growth:</td>
<td>32.2%</td>
</tr>
<tr>
<td>Gross Margin:</td>
<td>30.2%</td>
</tr>
<tr>
<td>Adj. EBITDA Margin:</td>
<td>9.7%</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**

**Professional 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

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1 Revenue growth is based on year-over-year change of combination of ASGN and Apex revenue for 2010 and 2011
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 and other one-time items. Refer to Appendix for EBITDA reconciliation.
Established Domestic Footprint With Significant Scale

Our 1,421 staffing consultants in 125 branch offices provide staffing solutions for in-demand, skilled talent

United States

Canada

UK

Ireland

Netherlands

Spain

Oxford branch offices
Apex Systems
Healthcare/Life Sciences branch offices
Physician Staffing branch offices
Experienced Management Team With a Proven Track Record to Execute On Assignment’s Growth

Peter Dameris  
President & CEO  
• 15 years of staffing/public company experience  
• Tenure w/ ASGN: 8 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: 5 years  
• Diagnostic Products CFO since 1999

Michael McGowan  
President  
Oxford Global Resources & COO  
• 15 years of staffing industry experience (13 yrs w/ Oxford, 2 yrs w/ KELYA)  
• Tenure w/ ASGN: 5 years  
• Automatic Data Processing (ADP), The MEDSTAT Group, Kelly Services (KELYA) Middle Markets Division

Rand Blazer  
President  
Apex Systems  
• 30 years in professional services industry (consulting and staffing)  
• Joined ASGN in 2012  
• Apex Systems COO since 2007  
• BearingPoint (CEO)

Emmett McGrath  
President  
Lab Support & Allied Healthcare  
• 25 years of staffing/public company experience  
• Tenure w/ ASGN: 7 years  
• Yoh Scientific

Christian Rutherford  
President  
VISTA Staffing Solutions  
• 18 years of staffing industry experience  
• Named President of VISTA on Nov 1, 2011  
• Medfinders, COO  
• Weatherby Locums, President  
• CompHealth

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• Named President of VISTA on Nov 1, 2011  
• Medfinders, COO  
• Weatherby Locums, President  
• CompHealth

Kathryn Hoffman-Abby  
President  
Nurse Travel  
• 27 years of staffing industry experience (22 yrs w/ Vista, 5 yrs w/ CHG)  
• Tenure w/ ASGN: 5 years  
• Co-Founded VISTA in 1990  
• Entered the Locum Tenens industry in 1985
### Operating in Attractive Professional Staffing Segments

<table>
<thead>
<tr>
<th>Business Description</th>
<th>Apex</th>
<th>Oxford</th>
<th>Life Sciences</th>
<th>Healthcare</th>
<th>Physician Staffing</th>
</tr>
</thead>
<tbody>
<tr>
<td>LTM Revenues(^1), % of Total</td>
<td>• $733 million 53.6%</td>
<td>• $285 million 20.9%</td>
<td>• $164 million 12.0%</td>
<td>• $98 million 7.1%</td>
<td>• $88 million 6.4%</td>
</tr>
<tr>
<td>Professionals</td>
<td>• Mission Critical IT</td>
<td>• High-end IT</td>
<td>• Lab Support, Clinical Research and Engineering</td>
<td>• Allied Healthcare and Nurse Travel</td>
<td>• Physician Staffing (locum tenens)</td>
</tr>
<tr>
<td>– Qualified Database</td>
<td>400,000+</td>
<td>35,000+</td>
<td>44,000+</td>
<td>32,000+</td>
<td>1,300+</td>
</tr>
<tr>
<td>– On Assignment</td>
<td>~6,300</td>
<td>~1,500</td>
<td>~2,200</td>
<td>~1,200</td>
<td>~270</td>
</tr>
<tr>
<td>– Full-Time Employees</td>
<td>~1,100</td>
<td>~600</td>
<td>~290</td>
<td>~190</td>
<td>~200</td>
</tr>
<tr>
<td>Key Statistics</td>
<td>• $60/hour</td>
<td>• $116/hour</td>
<td>• $35/hour</td>
<td>• $36/hour</td>
<td>• $190/hour</td>
</tr>
<tr>
<td>– Bill Rate</td>
<td>~5 months</td>
<td>~5 months</td>
<td>2-13 weeks</td>
<td>3-12 months</td>
<td>6 weeks</td>
</tr>
<tr>
<td>– Geography</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>Key Customers</td>
<td>Corporations</td>
<td>Corporations</td>
<td>Biotech &amp; Pharma</td>
<td>Hospitals / Physician Offices</td>
<td>Hospitals / Physician Offices</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Labs / Universities</td>
<td>Healthcare / Gov Agencies</td>
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</tr>
</tbody>
</table>

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1 LTM as of March 31, 2012
2 Staffing Industry Analysts Insight: Staffing Industry Forecast (April 2012)
A Powerful Combination

**Size and Scale**
- Together creates 2nd largest IT staffing provider in the U.S.
- Full spectrum of staffing services (high-end to mission critical)
- Benefit from favorable industry tailwinds

**Highly Complementary Acquisition**
- Focused on different sets of IT skills – no channel conflicts
  - Oxford: High-end IT
  - Apex: Mission Critical IT
- Limited integration required
- Similar business models and corporate cultures

**Revenue Diversification**
- Broaden services offering across IT skills
- New business verticals and geographical diversification
- Expand permanent placement business
- Cross-selling opportunities

**Attractive Financial Characteristics**
- Accretive to revenue growth and earnings
- Strong conversion of EBITDA to cash flow
- Significant cash tax savings, resulting in anticipated rapid debt paydown
Disciplined Acquisition Strategy

In January 2007, On Assignment acquired VISTA Staffing Solutions
- On Assignment purchased VISTA for $49 million
- Helped On Assignment increase participation in healthcare staffing by entering them into the locum tenens industry
- VISTA has over 200 physicians on assignment daily with an average bill rate of approximately $185 per hour

In January 2007, On Assignment acquired Oxford Global Resources
- On Assignment purchased Oxford for $212 million, or 9.6x enterprise value to LTM EBITDA
- Acquisition represented On Assignment’s entry into the large and growing Information Technology and Engineering Services market
- Oxford supported On Assignment’s growth strategy and provided a niche offering in the IT sector
- No customer overlap and seamless front and back office integration with legacy On Assignment
- 55 out of 60 managers from the Oxford acquisition are still with On Assignment

In May 2012, On Assignment acquired Apex Systems
- On Assignment purchased Apex Systems for $600 million, or 9.2x enterprise value to 2011 EBITDA
- Acquisition created the second largest IT staffing provider in the U.S. with approximately $1 billion of revenue from IT staffing
- Expands On Assignment’s business into new verticals (financial services, telecom) and new geographies (within the U.S.)
- Apex and Oxford do not compete against one another
- Expected to be immediately accretive on both a GAAP and cash EPS basis (excluding potential synergies)

Purchase Price

Rationale

Integration
Information Technology – Market Overview

**Forecasted IT staffing revenues to be $23.5 billion in 2012**

- 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 a variety of organizational, candidate-specific and environmental/market factors

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**Growth Characteristics**

- IT staffing industry is forecasted to grow by 14% in 2012 and 12% in 2013

**Projected Market Size**

($ in billions)

<table>
<thead>
<tr>
<th></th>
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<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Revenue</td>
<td>$20.5</td>
<td>$19.8</td>
<td>$15.8</td>
<td>$17.9</td>
<td>$20.6</td>
<td>$23.5</td>
<td>$26.3</td>
</tr>
</tbody>
</table>

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Source:

Apex – Segment Overview

- Provides mission critical IT skill sets to Fortune 500 and mid-market companies
- 100+ National Accounts with a presence in 49 markets
  - Over 16,000 temporary IT professionals staffed annually
- Service clients in:
  - Information technology, business services, financials, healthcare, pharmaceuticals, government services, consumer industrials and telecommunications industries
- Provides highly skilled professionals:
  - Network Engineers
  - Application Developers
  - Social & Mobile App. Developers
  - Help Desk
- Current statistics:
  - ~6,300 contract professionals at 580 clients
  - Average bill rate at $60 an hour
  - Top 10 clients represent 38% of segment revenue

---

1 Q1 2012 Average
Oxford – Segment Overview

Oxford’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 hour\(^1\)

• 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
  – Top 10 clients represent 16% of segment revenue

\(^1\) Q1 2012 Average

<table>
<thead>
<tr>
<th>Oxford Revenue Mix (^1)</th>
</tr>
</thead>
<tbody>
<tr>
<td>% of Segment Revenue</td>
</tr>
<tr>
<td>Healthcare IT 10%</td>
</tr>
<tr>
<td>Telecom 4%</td>
</tr>
<tr>
<td>Information Technology 36%</td>
</tr>
<tr>
<td>Software / Hardware 22%</td>
</tr>
<tr>
<td>Engineering 28%</td>
</tr>
</tbody>
</table>

LTM Revenue Split

$285mm 21%

\(^1\) Q1 2012 Average
Life Sciences – Market Overview

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-backed funding that, in some cases, may have a need for the use temporary help or “temp-to-perm” staffing models as a way of managing a flexible workforce

Projected Market Size¹

<table>
<thead>
<tr>
<th>Year</th>
<th>Market Size ($ in billions)</th>
</tr>
</thead>
<tbody>
<tr>
<td>2009</td>
<td>$1.5</td>
</tr>
<tr>
<td>2010</td>
<td>$1.6</td>
</tr>
<tr>
<td>2011E</td>
<td>$1.8</td>
</tr>
<tr>
<td>2012P</td>
<td>$2.0</td>
</tr>
<tr>
<td>2013P</td>
<td>$2.1</td>
</tr>
</tbody>
</table>

Sources:
¹ Staffing Industry Analysts Insight: Staffing Industry Forecast (April 2012)
Life Sciences – Segment Overview

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

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

• 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 clients
  – Average bill rate at $35 an hour
  – Top 10 clients represent 23% of segment revenue

Life Sciences Revenue Mix

<table>
<thead>
<tr>
<th>Industry</th>
<th>Revenue Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Biotechnology</td>
<td>19.4%</td>
</tr>
<tr>
<td>Pharmaceutical</td>
<td>19.0%</td>
</tr>
<tr>
<td>Chemical</td>
<td>18.5%</td>
</tr>
<tr>
<td>Food &amp; Beverage</td>
<td>14.8%</td>
</tr>
<tr>
<td>Material Science</td>
<td>10.1%</td>
</tr>
<tr>
<td>Environmental</td>
<td>4.2%</td>
</tr>
<tr>
<td>Personal Products</td>
<td>3.5%</td>
</tr>
<tr>
<td>University &amp; Municipal</td>
<td>3.2%</td>
</tr>
<tr>
<td>Medical Devices</td>
<td>2.7%</td>
</tr>
<tr>
<td>Other</td>
<td>2.6%</td>
</tr>
<tr>
<td>Research</td>
<td>1.8%</td>
</tr>
<tr>
<td>Physiology</td>
<td>0.3%</td>
</tr>
</tbody>
</table>

1 Q1 2012 Average
Healthcare – Market Overview

Allied Health

**Allied Staffing forecasted revenues to be $3.0 billion in 2012**

<table>
<thead>
<tr>
<th>Year</th>
<th>Revenue (in billions)</th>
</tr>
</thead>
<tbody>
<tr>
<td>2009</td>
<td>$2.6</td>
</tr>
<tr>
<td>2010</td>
<td>$2.4</td>
</tr>
<tr>
<td>2011E</td>
<td>$2.7</td>
</tr>
<tr>
<td>2012P</td>
<td>$3.0</td>
</tr>
<tr>
<td>2013P</td>
<td>$3.3</td>
</tr>
</tbody>
</table>

**Industry Highlights**
- ~13 week assignments
- Within allied healthcare specialties, health information technology is projected to grow the fastest
- It is estimated that 60 percent of healthcare workers are in the allied healthcare field
- Significant shortage due to growth in population needing care

**Projected Market Size**

- **CAGR '09-'13: 6.1%**
- **$3.3** in 2013

Sources:
3. Center for Health Professionals (2011)

Nurse Travel

**Nurse Travel forecasted revenues to be $1.3 billion in 2012**

<table>
<thead>
<tr>
<th>Year</th>
<th>Revenue (in billions)</th>
</tr>
</thead>
<tbody>
<tr>
<td>2009</td>
<td>$2.6</td>
</tr>
<tr>
<td>2010</td>
<td>$2.4</td>
</tr>
<tr>
<td>2011E</td>
<td>$2.7</td>
</tr>
<tr>
<td>2012P</td>
<td>$3.0</td>
</tr>
<tr>
<td>2013P</td>
<td>$3.5</td>
</tr>
</tbody>
</table>

**Industry Highlights**
- Nurse Travel is estimated to have increased 25% in 2011 and is projected to grow by 12% in 2012
- 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**

- Registered Nurses: 582
- Personal & Home Care Aides: 461
- Customer Service Reps: 400
- Food Prep & Serving Workers: 394
- Home Health Aides: 376

Healthcare – Segment Overview

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

• Nurse Travel current statistics:
  – Rapid response nurses
  – Critical position focus
  – Average bill rate approx. $69 an hour\(^1\)
  – Approx. 300 nurses at approx. 120 clients\(^1\)
  – Top 10 clients represented 36% of segment revenue
  – Gross margin was 22% for the quarter

• Allied Healthcare current statistics:
  – Offer contract professionals on both a local and traveling basis ranging from phlebotomists to HIM professionals
  – Average bill rate approx. $37 an hour\(^1\)
  – Approx. 800 contract professionals at approx. 480 clients\(^1\)
  – Top 10 clients represented 26% of segment revenue
  – Gross margin was 32% for the quarter

\(1\) Q1 2012 Average
Physician Staffing (Locum Tenens) – Market Overview

**Locum Tenens forecasted revenues to be $2.1 billion in 2012¹**
- Locum Tenens: involves placing physicians 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 doctors²

**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 cited as one of the top three ongoing retention initiatives by medical group leaders³

**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, if implemented
- Physicians are “revenue generators”

**Projected Market Size¹**

<table>
<thead>
<tr>
<th>Year</th>
<th>Revenue in Billions</th>
</tr>
</thead>
<tbody>
<tr>
<td>2007</td>
<td>$1.6</td>
</tr>
<tr>
<td>2008</td>
<td>$1.8</td>
</tr>
<tr>
<td>2009</td>
<td>$1.8</td>
</tr>
<tr>
<td>2010</td>
<td>$1.8</td>
</tr>
<tr>
<td>2011E</td>
<td>$2.0</td>
</tr>
<tr>
<td>2012P</td>
<td>$2.1</td>
</tr>
<tr>
<td>2013P</td>
<td>$2.3</td>
</tr>
</tbody>
</table>

Sources:
¹ Staffing Industry Analysts Insight: Staffing industry Forecast (April 2012)
³ 2007 Retention Survey, American Medical Group Association and Cejka Search
Physician Staffing – Segment Overview

• Full-service physician recruitment and staffing company
  – Offering contract staffing solutions to commercial, government, and correctional facilities in a variety of physician specialties
• Places physicians throughout the United 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 daily
• Average domestic locum tenens assignment lasts 6 weeks
  – New line of business for longer engagements

Physician Revenue Mix

<table>
<thead>
<tr>
<th>Service</th>
<th>% of Segment Revenue</th>
</tr>
</thead>
<tbody>
<tr>
<td>Internal Medicine</td>
<td>30.9%</td>
</tr>
<tr>
<td>Emergency Medicine</td>
<td>21.9%</td>
</tr>
<tr>
<td>Family Practice</td>
<td>10.2%</td>
</tr>
<tr>
<td>Surgical</td>
<td>9.6%</td>
</tr>
<tr>
<td>IM Subspecialties</td>
<td>7.2%</td>
</tr>
<tr>
<td>OPN</td>
<td>5.2%</td>
</tr>
<tr>
<td>Psychiatry</td>
<td>4.0%</td>
</tr>
<tr>
<td>Maternal</td>
<td>3.5%</td>
</tr>
<tr>
<td>Anesthesiology</td>
<td>2.6%</td>
</tr>
<tr>
<td>Mid Level</td>
<td>2.5%</td>
</tr>
<tr>
<td>Radiology</td>
<td>2.4%</td>
</tr>
</tbody>
</table>

1 Q1 2012 Average
Financial Highlights

- Track Record of Revenue Growth with Consistent Margin Expansion
- Strong Cash Flow Generation Through Economic Cycles
- One of the Highest Operating Margins in the Industry
- Solid Balance Sheet
- Substantial Opportunity for Continued Growth
**Strong Financial Performance**

- One of the fastest growing staffing firms in the U.S. by revenue
- One of the highest profit margins in the industry
- Large scale firm with potential to realize continued operating leverage

**Gross Profit & Margin**

<table>
<thead>
<tr>
<th>Year</th>
<th>Gross Profit ($ in Millions)</th>
<th>Gross Margin (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>2009</td>
<td>$249</td>
<td></td>
</tr>
<tr>
<td>2010</td>
<td>$305</td>
<td></td>
</tr>
<tr>
<td>2011</td>
<td>$394</td>
<td></td>
</tr>
</tbody>
</table>

**Adjusted EBITDA & EBITDA Margin**

<table>
<thead>
<tr>
<th>Year</th>
<th>Adjusted EBITDA ($ in Millions)</th>
<th>Adjusted EBITDA Margin (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>2009</td>
<td>$56</td>
<td></td>
</tr>
<tr>
<td>2010</td>
<td>$78</td>
<td></td>
</tr>
<tr>
<td>2011</td>
<td>$126</td>
<td></td>
</tr>
</tbody>
</table>

**Revenue**

- CAGR 09-11: 27.6%

**Adjusted EBITDA**

<table>
<thead>
<tr>
<th>Year</th>
<th>Adjusted EBITDA ($ in Millions)</th>
</tr>
</thead>
<tbody>
<tr>
<td>2009</td>
<td>$800</td>
</tr>
<tr>
<td>2010</td>
<td>$985</td>
</tr>
<tr>
<td>2011</td>
<td>$1,303</td>
</tr>
</tbody>
</table>

**Gross Profit**

<table>
<thead>
<tr>
<th>Year</th>
<th>Gross Profit ($ in Millions)</th>
</tr>
</thead>
<tbody>
<tr>
<td>2009</td>
<td>$800</td>
</tr>
<tr>
<td>2010</td>
<td>$985</td>
</tr>
<tr>
<td>2011</td>
<td>$1,303</td>
</tr>
</tbody>
</table>
Strong 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

<table>
<thead>
<tr>
<th>Adj. EBITDA-to-FCF Conversion %:</th>
</tr>
</thead>
<tbody>
<tr>
<td>50%</td>
</tr>
<tr>
<td>42%</td>
</tr>
<tr>
<td>117%</td>
</tr>
<tr>
<td>59%</td>
</tr>
<tr>
<td>55%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Bank Debt Balance:</th>
</tr>
</thead>
<tbody>
<tr>
<td>$136</td>
</tr>
<tr>
<td>$126</td>
</tr>
<tr>
<td>$78</td>
</tr>
<tr>
<td>$67</td>
</tr>
<tr>
<td>$87</td>
</tr>
</tbody>
</table>

($ in millions)

Peak economic cycle

Economic downturn

Expansionary period

Note: Adjusted EBITDA-to-FCF Conversion % represents standalone ASGN financials
One of the Highest Operating Margins

Adjusted EBITDA Margin

Gross Margin

Source: Company management and company filings
Note: All data represents the combined financials of ASGN and Apex. KFRC data is not adjusted to exclude clinical research business (divested on April 5th, 2012)
Comparison of Adjusted Gross Margins

Perm as % of Revenue & Impact on GM% (Adj. GM% Values Shown)

Reported GM% | Adjusted GM%
--- | ---
20% | 33.3%
25% | 34.0%
30% | 34.6%
35% | 34.8%
40% | 34.2%
45% | 34.2%
50% | 34.2%
55% | 34.2%
60% | 34.2%
65% | 34.2%
70% | 34.2%
75% | 34.2%
80% | 34.2%
85% | 34.2%
90% | 34.2%
95% | 34.2%
100% | 34.2%

Source: Company management and company filings
Note: All data represents the combined financials of ASGN and Apex. KFRC data is not adjusted to exclude clinical research business (divested on April 5th, 2012)
## Recent Financial Performance

<table>
<thead>
<tr>
<th></th>
<th>Actual Q1 '12</th>
<th>Actual Q1 '11</th>
<th>Year-over-Year Growth</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Oxford</strong></td>
<td>$78,759</td>
<td>$60,119</td>
<td>31%</td>
</tr>
<tr>
<td><strong>Apex</strong></td>
<td>186,939</td>
<td>159,017</td>
<td>18%</td>
</tr>
<tr>
<td><strong>Life Sciences(^1)</strong></td>
<td>41,351</td>
<td>32,957</td>
<td>25%</td>
</tr>
<tr>
<td><strong>Physician(^2)</strong></td>
<td>24,089</td>
<td>16,518</td>
<td>46%</td>
</tr>
<tr>
<td><strong>Healthcare</strong></td>
<td>22,879</td>
<td>19,844</td>
<td>15%</td>
</tr>
<tr>
<td><strong>Consolidated Revenues</strong></td>
<td>$354,017</td>
<td>$288,455</td>
<td>23%</td>
</tr>
<tr>
<td><strong>Oxford</strong></td>
<td>34.8%</td>
<td>34.9%</td>
<td>31%</td>
</tr>
<tr>
<td><strong>Apex</strong></td>
<td>26.4%</td>
<td>26.7%</td>
<td>16%</td>
</tr>
<tr>
<td><strong>Life Sciences</strong></td>
<td>33.5%</td>
<td>34.2%</td>
<td>23%</td>
</tr>
<tr>
<td><strong>Physician</strong></td>
<td>31.1%</td>
<td>32.1%</td>
<td>23%</td>
</tr>
<tr>
<td><strong>Healthcare</strong></td>
<td>27.7%</td>
<td>28.4%</td>
<td>13%</td>
</tr>
<tr>
<td><strong>Consolidated Gross Margin</strong></td>
<td>29.5%</td>
<td>29.7%</td>
<td>22%</td>
</tr>
<tr>
<td><strong>Adjusted EBITDA</strong></td>
<td>$28,378</td>
<td>$22,313</td>
<td>27%</td>
</tr>
<tr>
<td><strong>Adjusted EBITDA Margin</strong></td>
<td>8.0%</td>
<td>7.7%</td>
<td></td>
</tr>
<tr>
<td><strong>EPS</strong></td>
<td>$0.14</td>
<td>N/A</td>
<td></td>
</tr>
</tbody>
</table>

**Note:** Dollars in thousands, except per share data

1 Includes acquisition of Valesta (Mar 2011)

2 Includes acquisition of HealthCare Partners (Aug 2011)
Solid Balance Sheet

- Strong liquidity
- $50mm undrawn revolver
- Excellent working capital control
- Low capital expenditure requirements

Uses of cash:
- Investing in long-term opportunities
- Focused on debt paydown to drive EPS accretion

March 31, 2012¹

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Cash &amp; Short-Term Investments</td>
<td>$22.1</td>
</tr>
<tr>
<td>Short-Term Debt</td>
<td>0.0</td>
</tr>
<tr>
<td>Term Loan B</td>
<td>490.0</td>
</tr>
<tr>
<td>Stockholders' Equity</td>
<td>482.9</td>
</tr>
<tr>
<td>Total Capitalization</td>
<td>$972.9</td>
</tr>
</tbody>
</table>

Note: Dollars in millions
¹ Pro forma for acquisition of Apex Systems
Management Guidance

($ in millions, except per share data)

<table>
<thead>
<tr>
<th>Guidance Range</th>
<th>Low End</th>
<th></th>
<th>High End</th>
</tr>
</thead>
<tbody>
<tr>
<td>Revenue</td>
<td>$278.0</td>
<td>-</td>
<td>$280.0</td>
</tr>
<tr>
<td>Gross Margin %</td>
<td>31.2%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>SG&amp;A Expenses</td>
<td>$65.0</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Depreciation &amp; Amortization</td>
<td>$4.2</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Stock-Based Compensation</td>
<td>$2.5</td>
<td></td>
<td></td>
</tr>
<tr>
<td>EPS</td>
<td>$0.23</td>
<td>-</td>
<td>$0.24</td>
</tr>
<tr>
<td>Adjusted EBITDA</td>
<td>$28.1</td>
<td>-</td>
<td>$29.0</td>
</tr>
<tr>
<td>Fully Diluted Wtd Avg Shares Outstanding</td>
<td>45.4</td>
<td></td>
<td></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.
On Assignment’s Strategic Growth Opportunities

| **Cyclical Stabilization and Growth** | • 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** | • Aging U.S. population may constrain supply of available workforce  
• If implemented, 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** | • 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 once acquisition stabilization has been completed |
| **Significant Sources of EPS Leverage** | • Revenue growth vs. fixed costs creates margin opportunity  
• Strong cash flow generation provides liquidity for rapid deleveraging  
• 338(h)(10) election yields an estimated $20 million in annual cash tax savings |
Key Investment Highlights

• Large and Growing Provider of Professional Staffing Services

• Strategically Positioned to Capture Favorable Trends in Professional Staffing

• Differentiated Platform Featuring High-end and Mission Critical Skill Sets

• Established Domestic Footprint With Significant Scale

• Experienced Management Team With a Proven Track Record to Execute On Assignment’s Growth

• Attractive Financial Characteristics – Strong Revenue and Substantial Free Cash Flow Generation
Putting People First since 1985