Wells Fargo Securities 2013 Tech, Media & Telecom Conference

November 13, 2013

Rand Blazer
President
Apex Systems

Ted Hanson
CFO
Apex Systems
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, 2012, Form 10-Q for the quarter ended September 30, 2013 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 Capitalize on Secular Shift 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 Operating Margins 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.
- $1.6 billion LTM revenues
- Approximately 12,600 contract professionals at ~2,900 clients
- Focused on placing professionals with higher-end math and science skills
- 1,612 staffing consultants in 133 branch offices in the U.S., Canada, U.K., Belgium, Netherlands, Spain and Ireland
- Deliver fast, quality sales and fulfillment services
- Staffing industry revenue projected to be $137.1 billion in 2014
- Participates in the most attractive sub-segments of staffing: IT/Engineering, Life Sciences, Locum Tenens, Healthcare
- 2nd largest publicly-traded U.S. professional staffing firm
- One of the highest gross margins in the industry – 29.9%
- High gross margin despite low contribution (~2%) from permanent placement revenue
- High operating efficiency

Revenues by Segment
- Apex 56%
- Oxford 24%
- Life Sciences 10%
- Physician 6%
- Healthcare 4%

Gross Margin by Segment
- Oxford 34.4%
- Life Sciences 33.4%
- Healthcare 31.6%
- Physician 28.9%
- Apex 27.3%

1 LTM (9/30/13). Pro forma for the divestiture of the Nurse Travel
2 Based on Q3 2013 average
3 As of September 30, 2013
4 Staffing Industry Analysts Insight: Staffing Industry Forecast (September 2013)
Strategically Positioned to Capitalize on Secular Shift in Professional Staffing

Professional Staffing Industry Revenue
(Dollars in billions)

<table>
<thead>
<tr>
<th>Year</th>
<th>Professional</th>
<th>Commercial</th>
</tr>
</thead>
<tbody>
<tr>
<td>2010</td>
<td>$44</td>
<td>$44</td>
</tr>
<tr>
<td>2011</td>
<td>$49</td>
<td>$53</td>
</tr>
<tr>
<td>2012</td>
<td>$53</td>
<td>$56</td>
</tr>
<tr>
<td>2013</td>
<td>$56</td>
<td>$59</td>
</tr>
<tr>
<td>2014</td>
<td>$59</td>
<td></td>
</tr>
</tbody>
</table>

CAGR '10-'14: 8.0%

Growth Drivers
- Variable cost structure provides potential cost savings and staff flexibility
- Aging U.S. population may constrain workforce supply
- Healthcare reform may stimulate staffing demand
- Companies are utilizing temporary labor as a larger percentage of their workforce

Structural Change Towards Professional Staffing
- Driven in part by IT staffing (the largest segment)
- Rapid rate of technological change driving companies to flexible workforces
- Increasing scarcity of math & science skills and new graduates
- Specialized expertise eliminates the need for training or long lead times to reach full productivity

Commercial vs. Professional Staffing Trend

1995
- Industry Revenue: $55 billion
- Commercial: 64%
- Professional: 36%

2013
- Industry Revenue: $130 billion
- Commercial: 46%
- Professional: 54%

Source: Staffing Industry Analysts
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>PF LTM¹</th>
<th>Revenue Growth:</th>
<th>15.0%</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Gross Margin:</td>
<td>29.9%</td>
</tr>
<tr>
<td></td>
<td>Adj. EBITDA Margin:²</td>
<td>10.4%</td>
</tr>
</tbody>
</table>

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)

Industrial 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

Professional Staffing

Specialization & Client “Stickiness”

1 LTM (9/30/13). Pro forma for the acquisition of Apex Systems and the divestiture of the Nurse Travel division
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, acquisition related expenses, and other one-time items, 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.
Our 1,612 staffing consultants in 133 branch offices provide staffing solutions for in-demand, skilled talent.
Experienced Management Team With a Proven Track Record to Execute On Assignment’s Growth

Peter Dameris  
President & CEO

Edward Pierce  
Executive VP & CFO

James Brill  
Senior VP, CAO & Treasurer

Michael McGowan  
COO, On Assignment President, Oxford Global Resources

Rand Blazer  
President  
Apex Systems

Emmett McGrath  
President  
Lab Support & Allied Healthcare

Christian Rutherford  
President  
VISTA Staffing Solutions

- 16 years of staffing/public company experience
- Tenure w/ ASGN: 10 years
- Metamor (MMWW) CEO / Chairman
- Quanta (PWR) EVP/COO

- 11 years CFO experience, 21 years public company experience
- Tenure w/ ASGN: 10 years
- Metamor (MMWW), CFO
- Arthur Andersen & Co.

- 22 years CFO experience, 29 years public company experience
- Tenure w/ ASGN: 6 years
- Diagnostic Products CFO since 1999
- Metamor (MMWW), CFO
- Arthur Andersen & Co.

- 16 years of staffing industry experience (14 yrs w/ Oxford, 2 yrs w/ KELYA)
- Tenure w/ ASGN: 6 years
- Automatic Data Processing (ADP), The MEDSTAT Group, Kelly Services (KELYA) Middle Markets Division
- Metamor (MMWW), CFO
- Arthur Andersen & Co.

- 30 years in professional services industry (consulting and staffing)
- Tenure w/ ASGN: 8 years
- Yoh Scientific
- Edgewood Healthcare, COO
- Weatherby Locums, President
- CompHealth

- 26 years of staffing/public company experience
- Tenure w/ ASGN: 8 years
- Yoh Scientific
- Edgewood Healthcare, COO
- Weatherby Locums, President
- CompHealth

- 19 years of staffing industry experience
- Named President of VISTA on Nov 1, 2011
- Medfinders, COO
- Weatherby Locums, President
- CompHealth
## Operating in Attractive Professional Staffing Segments

### Apex
- **Business Description:** Mission Critical IT
- **Revenues:** $900 million (56%)
- **Professionals:** 400,000+ (~7,200)
- **Bill Rate:** $60/hour
- **Engagement Length:** ~5 months
- **Geography:** U.S.
- **Key Statistics:**
  - Bill Rate: $123/hour
  - Engagement Length: ~5 months
  - Geography: U.S., Europe
- **Key Customers:** Corporations
- **Industry Growth:** FY 2013: 7%

### Oxford
- **Business Description:** High-end IT
- **Revenues:** $387 million (24%)
- **Professionals:** 35,000+ (~1,800)
- **Bill Rate:** $123/hour
- **Engagement Length:** ~5 months
- **Geography:** U.S., Europe
- **Key Statistics:**
  - Bill Rate: $34/hour
  - Engagement Length: 2-13 weeks
  - Geography: U.S., Canada, Europe
- **Key Customers:** Corporations
- **Industry Growth:** FY 2013: 7%

### Life Sciences
- **Business Description:** Lab Support, Clinical Research, and Engineering
- **Revenues:** $167 million (10%)
- **Professionals:** 44,000+ (~2,400)
- **Bill Rate:** $183/hour
- **Engagement Length:** 6 weeks
- **Geography:** U.S., Australia, New Zealand
- **Key Statistics:**
  - Bill Rate: $183/hour
  - Engagement Length: 6 weeks
  - Geography: U.S., Australia, New Zealand
- **Key Customers:** Biotech & Pharma
- **Industry Growth:** FY 2013: 3%

### Physician
- **Business Description:** Physician Staffing (locum tenens)
- **Revenues:** $105 million (6%)
- **Professionals:** 1,300+ (~280)
- **Bill Rate:** $183/hour
- **Engagement Length:** 6 weeks
- **Geography:** U.S., Australia, New Zealand
- **Key Statistics:**
  - Bill Rate: $183/hour
  - Engagement Length: 6 weeks
  - Geography: U.S., Australia, New Zealand
- **Key Customers:** Hospitals / Physician Offices
- **Industry Growth:** FY 2013: 8%

### Healthcare
- **Business Description:** Allied Healthcare
- **Revenues:** $61 million (4%)
- **Professionals:** 30,000+ (~960)
- **Bill Rate:** $37/hour
- **Engagement Length:** 3-12 months
- **Geography:** U.S.
- **Key Statistics:**
  - Bill Rate: $37/hour
  - Engagement Length: 3-12 months
  - Geography: U.S.
- **Key Customers:** Hospitals / Physician Offices, Labs / Universities
- **Industry Growth:** FY 2013: -3%

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1 LTM (9/30/2013). Pro forma for the divestiture of the Nurse Travel Division
2 Staffing Industry Analysts Insight: Staffing Industry Forecast (September 2013)
**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>
<th>50%</th>
<th>42%</th>
<th>103%</th>
<th>45%</th>
<th>55%</th>
<th>36%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bank Debt Balance ($ in millions)</td>
<td>$136</td>
<td>$126</td>
<td>$78</td>
<td>$67</td>
<td>$87</td>
<td>$427</td>
</tr>
</tbody>
</table>

Note: Adjusted EBITDA-to-FCF Conversion % represents standalone ASGN financials for 2007 and 2008; FY 2009 to FY 2012 are pro forma to include Apex Systems.
## Disciplined Acquisition Strategy

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Purchase Price</strong></td>
<td>• On Assignment purchased Oxford for $212 million, or 9.6x enterprise value to LTM EBITDA</td>
<td>• On Assignment purchased Apex Systems for $600 million, or 9.2x enterprise value to 2011 EBITDA</td>
</tr>
<tr>
<td></td>
<td>• On Assignment purchased VISTA for $49 million</td>
<td></td>
</tr>
<tr>
<td><strong>Rationale</strong></td>
<td>• Acquisition represented On Assignment’s entry into the large and growing Information Technology and Engineering Services market</td>
<td>• Acquisition created the second largest IT staffing provider in the U.S. with approximately $1 billion of revenue from IT staffing&lt;sup&gt;1&lt;/sup&gt;</td>
</tr>
<tr>
<td></td>
<td>• VISTA offers permanent placement and contract services with average bill rates of approximately $180 per hour</td>
<td>• Expands On Assignment’s business into new verticals (financial services, telecom) and new geographies (within the U.S.)</td>
</tr>
<tr>
<td></td>
<td>• On Assignment increased participation in the higher end of healthcare staffing by entering them into the locum tenens industry</td>
<td></td>
</tr>
<tr>
<td><strong>Integration</strong></td>
<td>• Oxford supported On Assignment’s growth strategy and provided a niche offering in the IT sector</td>
<td>• Apex and Oxford do not compete against one another</td>
</tr>
<tr>
<td></td>
<td>• Integrated corporate support functions and IT systems with legacy On Assignment</td>
<td>• Expected to be immediately accretive on both a GAAP and cash EPS basis (excluding potential synergies)</td>
</tr>
<tr>
<td></td>
<td>• Allows for greater cross-selling opportunities with legacy allied healthcare segment because of minimal overlap in client base</td>
<td></td>
</tr>
<tr>
<td></td>
<td>• No customer overlap and seamless front and back office integration with legacy On Assignment</td>
<td></td>
</tr>
</tbody>
</table>

<sup>1</sup> Staffing Industry Analysts Insight: 2013 List of Largest U.S. IT Staffing Firms (June 2013) Based on FY 2012 estimated revenues
A Powerful Combination

**Size and Scale**
- 2nd largest IT staffing firm in the U.S., according to SIA rankings
- Full spectrum of staffing services (high-end to mission critical)
- National footprint with relationships with Fortune 500 companies

**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 rapid debt paydown

Source: Staffing Industry Analysts Insight: 2013 List of Largest U.S. IT Staffing Firms (June 2013)

1 Based on FY 2012 estimated revenues
Information Technology – Market Overview

**Forecasted IT staffing revenues to be $24.2 billion in 2013**

- 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 is one of the fastest growth areas of staffing, fueled by the penetration of technology. Companies continue to spend on capital projects driving demand for temporary labor needs.

- Growth in 2013 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

**Growth Characteristics**

- IT staffing industry is forecasted to grow by 7% in 2013 and 7% in 2014

**Projected Market Size**

($ in billions)

<table>
<thead>
<tr>
<th>Year</th>
<th>2008</th>
<th>2009</th>
<th>2010</th>
<th>2011</th>
<th>2012</th>
<th>2013</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$19.8</td>
<td>$15.8</td>
<td>$17.9</td>
<td>$20.6</td>
<td>$22.7</td>
<td>$24.2</td>
<td>$25.9</td>
</tr>
</tbody>
</table>

Source:

1. Staffing Industry Analysts Insight: Staffing Industry Forecast (September 2013)
Apex – Segment Overview

- Provides mission critical IT skill sets to Fortune 500 and mid-market companies
- 100+ National Accounts with a presence in 56 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:
  - Approximately 7,200 contract professionals at ~600 clients
  - Average bill rate at $60 an hour
  - Top 10 clients represent ~35% of segment revenue

Apex Revenue Mix

- % of Segment Revenue
  - Financial 26%
  - Industrial 18%
  - Technology & Other 10%
  - Healthcare/Pharmaceuticals 14%
  - Telecommunications 15%
  - A&D / Gov’t / Business Services 18%

\(^1\) Q3 2013 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
  - Average assignment length of ~5 months
  - Average bill rate of $123 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 4% of sales
  - Top 10 clients represent ~19% of segment revenue

---

1 Q3 2013 Average
Life Sciences – Market Overview

The U.S. market for outsourced Clinical/Scientific staffing is forecasted to be $2.0 billion in 2013¹

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

<table>
<thead>
<tr>
<th>Industry Highlights</th>
<th>Projected Market Size¹</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Highly fragmented; market dynamics are favorable</td>
<td>($ in billions)</td>
</tr>
<tr>
<td>• Middle market, small/medium clients favor personalized service</td>
<td>2009</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>
<td>2010</td>
</tr>
<tr>
<td>• 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</td>
<td>2011</td>
</tr>
</tbody>
</table>

Projected Market Size¹

CAGR ’09-‘14: 7.0%

Sources:
¹ Staffing Industry Analysts Insight: Staffing Industry Forecast (September 2013)
Life Sciences – Segment Overview

• The Life Sciences lines of business:
  – Lab Support
  – Clinical Research (Valesta)
  – Engineering
  – Sharpstream (permanent placement)

• 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:
  – Approximately 2,400 contract professionals at ~900 clients\(^1\)
  – Average bill rate at $34 an hour\(^1\)
  – Top 10 clients represent ~25% of segment revenue

---

\(^1\) Q3 2013 Average
Healthcare – Market Overview

**Allied Staffing market revenues forecasted to be $2.8 billion in 2013**

- Allied staffing provides locally-based and traveling professionals to clients, including hospitals, clinics, physician offices, managed care organizations, rehabilitation facilities, long-term care facilities, etc. Contract professionals in the field include a wide range skilled positions such as specialty nurses, health information management, dialysis and surgical technicians, pharmacists, therapists, hygienists, and dental professionals, etc.

<table>
<thead>
<tr>
<th>Industry Highlights</th>
<th>Projected Market Size</th>
</tr>
</thead>
<tbody>
<tr>
<td>~13 week assignments</td>
<td></td>
</tr>
<tr>
<td>Within allied healthcare specialties, health information technology is projected to grow the fastest</td>
<td>($ in billions)</td>
</tr>
<tr>
<td>It is estimated that 60 percent of healthcare workers are in the allied healthcare field</td>
<td></td>
</tr>
<tr>
<td>Significant shortage due to growth in population needing care</td>
<td></td>
</tr>
</tbody>
</table>

**Sources:**

1 Staffing Industry Analysts Insight: Staffing Industry Forecast (September 2013)

2 Center for Health Professionals (2011)
Healthcare – Segment Overview

• The Healthcare lines of business:
  – Local Healthcare Staffing
  – Health Information Management (HIM)
  – Allied Travel
  – Allied Search

• Allied Healthcare professionals:
  – Offer contract professionals on both a local and traveling basis ranging from x-ray technicians to phlebotomists to billing and coding professionals

• Current statistics:
  – Average bill rate approx. $37 an hour
  – Approximately 960 contract professionals at ~500 clients
  – Top 10 clients represented ~30% of segment revenue

Healthcare Revenue Mix

1 Q3 2013 Average
Physician Staffing (Locum Tenens) – Market Overview

**Locum Tenens market revenues forecasted to be $2.4 billion in 2013**
- 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 140,000 doctors

### Physician Workforce Demographics
- The proportion of physicians reported as working part-time increased to 22% for male physicians and 44% for female physicians, up from 7% and 29%, respectively, in 2005
- Flexible work hours or part-time options were cited as one of the top three ongoing retention initiatives by medical group leaders

### 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 Size

<table>
<thead>
<tr>
<th>Year</th>
<th>Market Size ($ in billions)</th>
</tr>
</thead>
<tbody>
<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>2011</td>
<td>$2.0</td>
</tr>
<tr>
<td>2012</td>
<td>$2.2</td>
</tr>
<tr>
<td>2013</td>
<td>$2.4</td>
</tr>
<tr>
<td>2014</td>
<td>$2.5</td>
</tr>
</tbody>
</table>

Sources:
1. Staffing Industry Analysts Insight: Staffing industry Forecast (September 2013)
3. 2011 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 280 physicians on assignment daily\(^1\)

- Average domestic locum tenens assignment lasts 6 weeks
  - New line of business for longer engagements

---

\(^1\) Q3 2013 Average
# 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  
<table>
<thead>
<tr>
<th></th>
<th>• Companies will look to temporary staffing to meet cyclical recovery in demand</th>
</tr>
</thead>
</table>
| 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  
<table>
<thead>
<tr>
<th></th>
<th>• On Assignment focuses on the highly-skilled component of the labor force, which companies typically find most difficult to fill/hire</th>
</tr>
</thead>
</table>
| Numerous Areas of Opportunity for Incremental Revenues | • Healthcare IT  
|                                 | • Locum tenens  
|                                 | • Clinical research  
<table>
<thead>
<tr>
<th></th>
<th>• Permanent placement</th>
</tr>
</thead>
</table>
| Acquisition Environment Is Favorable | • On Assignment is well positioned to enhance its market position and/or add new capabilities / service offerings  
<table>
<thead>
<tr>
<th></th>
<th>• Low borrowing costs and quick deleveraging since the acquisition of Apex Systems allow for an acquisition strategy to be redeployed</th>
</tr>
</thead>
</table>
| Significant Sources of EPS Leverage | • Revenue growth vs. fixed costs creates margin opportunity  
|                                 | • Strong cash flow generation provides liquidity for rapid deleveraging and executing acquisition strategies with internally generated cash  
|                                 | • 338(h)(10) elections yield approximately $19 million in annual cash tax savings¹ |

¹ Represents combined estimated cash tax shields from elections associated with the acquisitions of Apex, Oxford, and HealthCare Partners
Strong Financial Performance

Revenues

Gross Profit & Margin

Adjusted EBITDA & Margin

Operating Efficiency

Source: Company management
Note: Data represent the combined results of ASGN and Apex Systems
High Margins & Conversion Rates

Source: Company management and company filings
### Q3 2013 Financial Performance

(In thousands, except per share amounts)

<table>
<thead>
<tr>
<th></th>
<th>Q3 '13</th>
<th>Q3 '12</th>
<th>YoY Growth</th>
</tr>
</thead>
<tbody>
<tr>
<td>Apex</td>
<td>$246,369</td>
<td>$202,664</td>
<td>22%</td>
</tr>
<tr>
<td>Oxford</td>
<td>100,005</td>
<td>88,104</td>
<td>14%</td>
</tr>
<tr>
<td>Life Sciences</td>
<td>44,124</td>
<td>40,646</td>
<td>9%</td>
</tr>
<tr>
<td>Physician</td>
<td>26,223</td>
<td>27,479</td>
<td>(5%)</td>
</tr>
<tr>
<td>Healthcare</td>
<td>15,450</td>
<td>15,618</td>
<td>(1%)</td>
</tr>
<tr>
<td><strong>Consolidated Revenues</strong></td>
<td><strong>$432,171</strong></td>
<td><strong>$374,511</strong></td>
<td>15%</td>
</tr>
<tr>
<td><strong>Consolidated Gross Margin</strong></td>
<td><strong>30.2%</strong></td>
<td><strong>30.9%</strong></td>
<td></td>
</tr>
<tr>
<td><strong>Adjusted EBITDA</strong></td>
<td><strong>$48,826</strong></td>
<td><strong>$43,846</strong></td>
<td>11%</td>
</tr>
<tr>
<td><strong>Adjusted EBITDA Margin</strong></td>
<td><strong>11.3%</strong></td>
<td><strong>11.7%</strong></td>
<td></td>
</tr>
<tr>
<td><strong>EPS (Diluted):</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>From Continuing Operations (Non-GAAP)¹</td>
<td>$0.38</td>
<td>$0.29</td>
<td></td>
</tr>
<tr>
<td>As Adjusted²</td>
<td>$0.52</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

¹ Non-GAAP income from continuing operations excludes the write-off of loan costs related to refinancing of the credit facility, acquisition related cost and strategic planning expenses

² Adjusted net Income is a non-GAAP income from continuing operations adjusted for amortization of identifiable intangible assets, cash tax savings on indefinite-lived intangible assets and excess capital expenditures over depreciation, net of tax
## Management Estimates

*(In millions, except per share amounts)*

<table>
<thead>
<tr>
<th>4th Quarter</th>
<th>Low</th>
<th>-</th>
<th>High</th>
</tr>
</thead>
<tbody>
<tr>
<td>Revenues</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>$429.0</td>
<td>-</td>
<td>$433.0</td>
</tr>
<tr>
<td></td>
<td>12.8%</td>
<td>-</td>
<td>13.8%</td>
</tr>
<tr>
<td>Gross Margin</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>29.8%</td>
<td>-</td>
<td>30.1%</td>
</tr>
<tr>
<td>SG&amp;A Expenses</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>$90.0</td>
<td>-</td>
<td>$91.0</td>
</tr>
<tr>
<td>Amortization of Intangible Assets</td>
<td></td>
<td></td>
<td>$5.2</td>
</tr>
<tr>
<td>Net Income:</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>GAAP</td>
<td>$17.1</td>
<td>-</td>
<td>$18.3</td>
</tr>
<tr>
<td>Adjusted(^1)</td>
<td>$25.1</td>
<td>-</td>
<td>$26.3</td>
</tr>
<tr>
<td>EPS (Diluted):</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>GAAP</td>
<td>$0.31</td>
<td>-</td>
<td>$0.33</td>
</tr>
<tr>
<td>Adjusted(^1)</td>
<td>$0.46</td>
<td>-</td>
<td>$0.48</td>
</tr>
<tr>
<td>Adjusted EBITDA(^2)</td>
<td></td>
<td></td>
<td>$44.0 - $46.0</td>
</tr>
<tr>
<td>Diluted Shares</td>
<td></td>
<td></td>
<td>54.7</td>
</tr>
</tbody>
</table>

\(^1\) Adjusted Net Income is GAAP-based net income adjusted for amortization of identifiable intangible assets, cash tax savings on indefinite-lived intangible assets and excess capital expenditures over depreciation, net of tax.

\(^2\) Adjusted EBITDA presented is one of the non-GAAP financial measures used by the Company and is defined as EBITDA adjusted primarily for equity-based compensation expense, acquisition-related expenses and other one-time items.
Adjusted EPS

(In thousands, except per share amounts)

<table>
<thead>
<tr>
<th></th>
<th>Q4 2013</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Low</td>
</tr>
<tr>
<td>Net Income - GAAP Basis</td>
<td>$17,100</td>
</tr>
<tr>
<td>Add-back for:</td>
<td></td>
</tr>
<tr>
<td>Amortization expense of</td>
<td></td>
</tr>
<tr>
<td>identifiable intangible</td>
<td>5,200</td>
</tr>
<tr>
<td>assets</td>
<td></td>
</tr>
<tr>
<td>Cash tax savings on</td>
<td></td>
</tr>
<tr>
<td>indefinite-lived</td>
<td>3,850</td>
</tr>
<tr>
<td>intangible assets</td>
<td></td>
</tr>
<tr>
<td>(Goodwill &amp; Trademarks)</td>
<td></td>
</tr>
<tr>
<td>Less:</td>
<td></td>
</tr>
<tr>
<td>Excess capital</td>
<td>(1,050)</td>
</tr>
<tr>
<td>expenditures over</td>
<td></td>
</tr>
<tr>
<td>depreciation, net of tax</td>
<td></td>
</tr>
<tr>
<td>Net Income - As Adjusted</td>
<td>$25,100</td>
</tr>
<tr>
<td>Earnings Per Share</td>
<td></td>
</tr>
<tr>
<td>(Diluted):</td>
<td></td>
</tr>
<tr>
<td>GAAP Basis</td>
<td>$0.31</td>
</tr>
<tr>
<td>As Adjusted</td>
<td>$0.46</td>
</tr>
</tbody>
</table>

Adjustments to GAAP EPS mainly relate to certain acquisition-related items

- Amortization of identifiable assets (mainly customer relationships) related to acquisitions
  - Estimated 2013 amortization expense of $21 million
  - Declines annually as assets are amortized on an accelerated basis
- Cash tax savings on indefinite-lived assets (goodwill & trademarks)
  - Assets are amortized for tax purposes, but not for financial reporting purposes
  - Indefinite-lived assets of $593 million
  - Annual tax amortization is $39.5 million ($15.4 million tax effected)
  - For GAAP purposes, the cash tax savings are fully offset by a deferred income tax provision
- Excess capital expenditures over depreciation is difference between estimated capital expenditures of $15.9 million for 2013 less estimated book depreciation of $9.0 million, after tax
- Analysis does not consider an add-back for equity-based compensation expense, which is estimated to be $14.5 million for 2013
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