Acquisition of Creative Circle, LLC
May 11, 2015

Peter Dameris
President &
Chief Executive Officer

Ed Pierce
Chief Financial Officer

Jim Brill
Chief Administrative Officer; Treasurer
Certain statements made in this news release are “forward-looking statements” within the meaning of Section 21E of the Securities Exchange Act of 1934, as amended, and involve a high degree of risk and uncertainty. Forward-looking statements include statements regarding the Company’s anticipated financial and operating performance in 2015. All statements in this release, other than those setting forth strictly historical information, are forward-looking statements. Forward-looking statements are not guarantees of future performance, and actual results might differ materially. In particular, the Company makes no assurances that the estimates of revenues, gross margin, SG&A, Adjusted EBITDA, income from continuing operations, adjusted income from continuing operations, earnings per share or earnings per diluted share set forth above will be achieved. Factors that could cause or contribute to such differences include actual demand for our services, our ability to attract, train and retain qualified staffing consultants, our ability to remain competitive in obtaining and retaining temporary staffing clients, the availability of qualified temporary professionals, management of our growth, continued performance of our enterprise-wide information systems, our ability to manage our potential or actual litigation matters, the successful integration of our recently acquired subsidiaries, the successful implementation of our five-year strategic plan, and other risks detailed from time to time in our reports filed with the Securities and Exchange Commission ("SEC"), including our Annual Report on Form 10-K for the year ended December 31, 2014, as filed with the SEC on March 2, 2015. We specifically disclaim any intention or duty to update any forward-looking statements contained in this news release.
On Assignment to acquire Creative Circle, a leading provider of professional staffing for creative and digital / IT marketing skill sets, for $570 million plus $30 million potential earn-out payment

- Upfront consideration of $570 million, consisting of $540 million of cash and $30 million of stock
  - On Assignment has secured committed financing from Wells Fargo for $975 million of credit facilities, consisting of a $100 million revolving credit facility (undrawn at close) and an $875 million term loan B
  - Existing On Assignment debt to be refinanced as part of the transaction
  - Estimated debt at close: 3.7x pro forma 6/30/15 LTM Adjusted EBITDA\(^1\) (excluding potential synergies)

- Stock consideration of $30 million
  - On Assignment will issue shares with a value of $30 million based on the 10-day volume weighted average price immediately preceding the last trading day prior to the closing date, subject to a per share price cap at 10% above the pre-announcement 10-day VWAP (cap of $37.75)
  - On Assignment has the option to pay in cash if the stock price at close is less than at announcement

- Potential earn-out of up to $30 million
  - Earn-out to be payable upon achievement of certain FY 2015 revenue and EBITDA performance metrics for Creative Circle

- Structured as a purchase of limited liability company interests, resulting in significant incremental cash tax savings (estimated to be approximately $14 million per year for 15 years)

- Creative Circle will operate as a division of On Assignment
- Expected to be immediately accretive to both GAAP and Adjusted EPS
- Transaction is expected to close in Q2 2015
  - Standard closing conditions including HSR approval

Note:
\(^1\) Pro forma to exclude certain one-time items and the operating results of the Physician segment, which was sold in Q1 2015; for purposes of calculating total debt, includes impact of $30 million potential earn-out payment.
Attractive Value-Enhancing Opportunity for Stockholders

After a thorough assessment of the digital / creative staffing industry and evaluating a number of strategic initiatives, On Assignment concluded that an acquisition of Creative Circle provides the most attractive, value-enhancing opportunity to stockholders.

A number of potential strategic initiatives were contemplated by On Assignment to drive value for stockholders, among those including:

- Further share repurchases
- Implementing a one-time or recurring dividend
- Pursuing an acquisition in an attractive vertical market
- Internally developing a new business segment in an attractive digital / creative vertical market

Creative Circle represents a large player in the high-growth, digital / creative vertical market

- Creative Circle is one of only a handful of digital / creative staffing companies with meaningful scale
  - Creative Circle: 2014 revenues of $226 million
  - Aquent
  - The Creative Group (Robert Half)
- Digital strategy acceleration and synergies create significant value for On Assignment’s stockholders
- Share repurchases remain an attractive means of driving shareholder return and a resource continued to be used by On Assignment in the future
- An acquisition of a well-established, platform company within a growing and attractive segment represents the best strategic deployment of capital to most meaningfully increase shareholder value

Source: 3rd Party Research.
The digital / creative staffing segment represents one of the most attractive sectors in the staffing industry

- Following an in-depth third party and internal market analysis, On Assignment determined that the digital / creative staffing segment is highly attractive and complementary
  - Currently growing 8 – 12% per year with a current estimated market size of $8 billion, with temporary staffing capturing $2 billion of this market
  - Premium margins expected to continue
  - Convergence of IT and digital is growing
  - Increasing importance of CMO and marketing departments with budgets for IT / digital spend
  - Attractive end market for staffing services as worker base is heavily contract and project-based
  - Bolsters ability to defend turf as digital / creative staffing moves towards covering broader IT skill sets

- Other market participants have made strategic moves in the digital / creative segment
  - Publicis acquired the digital consulting firm, Sapient, in February 2015 for 16.3x NTM EBITDA in order to better serve their clients
  - Robert Half operates The Creative Group and has experienced strong growth in the segment
  - Cognizant recently acquired Cadient Group to expand its digital marketing capabilities to life sciences companies

- Acquisition of Creative Circle positions On Assignment for continued growth
  - Unique opportunity to acquire one of the largest independent players
  - History of strong organic growth and excellent culture
  - Opportunity for On Assignment to drive growth without cannibalization of existing core business lines

- Provides opportunity for On Assignment to sell services to the CMO and marketing department in addition to CTO / IT department

Sources: Capital IQ; 3rd Party Research.
Uniquely Attractive Transaction Opportunity

The purchase of Creative Circle represents a strategic acquisition completed in a favorable transaction environment

- **Continuation of On Assignment’s Strategy:** On Assignment continues to execute on its strategy of entering compelling staffing segments by acquiring market leaders in adjacent, early adoption growth markets
  - Clients are seeking a more compelling interactive user experience reflecting the increasing convergence of marketing, technology, and commerce
  - Digital marketing is the largest growth category for consumer acquisition
  - Strong need to provide clients with technology to meet the digital demands of their user communities through social, mobile, and other interactive media

- **Highly Complementary Combination:** Thoughtful acquisition that addresses increasing convergence of digital and creative with IT, resulting in an attractive and multi-faceted premium product offering
  - Marketing departments have been growing digital budgets and are making a concerted effort to hire digital talent
  - Combination provides clients with the ability to develop customized brand experiences for their digital and e-commerce platforms by integrating marketing concepts with technology tools through one solution provider
  - As social, mobile, and web digital continue to propel the “always on” consumer, clients benefit from being able to focus communications and marketing dollars in a more efficient and targeted manner to navigate the “anytime, anywhere” commerce environment

Note:

1 Expected 3-year CAGR of 13%, per internal market research study.
Uniquely Attractive Transaction Opportunity (cont’d)

The purchase of Creative Circle represents a strategic acquisition completed in a favorable transaction environment

- **Compelling Purchase Terms:** Purchase price, including tax savings with a net present value of ~$91 million, represents ~8.0x 2015 Adjusted EBITDA (excluding earn-out) and ~8.5x 2015 Adjusted EBITDA (including full achievement of earn-out)

- **Opportunistic Financing Market:** Committed financing package allowing On Assignment to take advantage of favorable current market conditions, with modest expected leverage at close
  - On Assignment has demonstrated a proven track record of rapidly deleveraging and will be complemented by Creative Circle’s strong cash flow generation capabilities
  - Optimized capital structure enables On Assignment to generate more attractive shareholder returns

- **Immediate Accretion:** Transaction is expected to be immediately accretive to both GAAP and Adjusted EPS
Transaction Highlights

**Enhanced Scale and Customer Reach**
- Combination continues one of the largest and fastest growing professional services firms in the U.S.
- Ability to address an attractively diverse mix of end-markets, including IT, scientific, advertising, digital, creative, and marketing
- Revenue synergies exist given convergence between technology and marketing / creative
  - Control of IT spend moving back and forth between CIO and CMO
- Pro forma combined 2015 revenues in excess of $2 billion

**Attractive Product Offering**
- Industry gross margins tend to be in excess of 40% for creative staffing (inclusive of perm placement), which significantly outpaces other staffing segments and complements On Assignment’s existing product offerings
- Unique cross-selling opportunities into respective client bases benefits both parties
- Digital is the fastest growing segment of the staffing market and commands premium pricing, with growing demand amongst companies who have historically struggled to source talent in such fields

**Ease of Integration**
- Creative Circle will operate as a separate division
- Diminished integration costs and challenges given minimal overlap of customer bases and end-markets
- On Assignment maintains a successful track record of post-transaction integration, demonstrating a proven ability to retain key personnel

**Compelling Financial Characteristics**
- Enhanced revenue growth, coupled with strengthened gross profit and EBITDA margins, leads to meaningful cash flow creation
- Increased scale along with enhanced free cash flow generation results in rapid deleveraging
  - On Assignment has a proven track record of rapid deleveraging, post-financing transactions

**Experienced Management Team**
- On Assignment is bolstered by Creative Circle’s senior management team and its unquestioned industry expertise and proven corporate leadership
- “Best-in-class” talent pool of industry professionals
## Transaction Rationale

### Highly Complementary Combination
- Significantly enhanced market scale and brand presence
- Expansion of customer reach, in addition to addressing the convergence of IT / digital / creative
- Minimal existing overlap allows for attractive cross-sell opportunities to strengthen current client relationships
- Customers will benefit from expanded service offerings
- Strong business and cultural fit

### Attractive Revenue Diversification
- Cross-selling opportunities into respective client bases
- Improved penetration into new customer segments
- Enhanced services offering expanding across advertising / creative / marketing verticals will make both companies more marketable in front of their respective clients (i.e., Creative Circle will have more IT credentials and vice versa)

### Strong Financial Profile
- Increased scale, with pro forma 2015 revenues in excess of $2 billion
- Enhanced growth and margin profile, with potential for synergies, results in tremendous free cash flow creation
Merger Integration

- Integration will be seamless to most employees, contract professionals, and customers
- Senior management and employees of Creative Circle will remain in place
- Creative Circle will retain its brand and will operate as a standalone unit
- No channel conflicts
Convergence of IT and Digital / Creative Staffing

Market Dynamics

- Many marketing and creative functions identified through research require specific IT competencies
- Customer decision maker (marketing vs. IT) can vary based on company and usage case
- Likewise, there is a blurred distinction among staffing vendors about how these placements are classified and reported
- Given the growth of digital marketing, demand for skill specializations at this convergence is expected to grow more rapidly than traditional creative marketing roles
- Substantial cross-fertilization opportunities between the two organizations leading to new revenue opportunities, as customers seek solutions that enable two-way communications between individuals, brands, and institutions

Sample Skill Specializations by Function

Digital / Creative & Marketing Staffing
- Creative Director
- Marketing Manager
- Media Planner
- Creative Services Coordinator
- Campaign Manager
- Brand Specialist
- Account Manager
- Art Director
- Interactive Account Director
- Product Manager
- Packaging & Promotions Manager
- Mobile Designer
- Print / Web Designer
- Software Interface Designer
- Website Designer
- WordPress Developer
- Python Developer
- Flash Designer
- UI / UX Design Specialist
- Web Banner Designer
- Usability Specialist
- Technical Writer

IT Staffing
- Solutions Architect
- Data Network Analyst
- Desktop Support Technician
- Java / LDAP Engineer
- Systems Engineer
- Technical Delivery Manager
- SQA Engineer
- Database Architect
- Software Engineering Manager
- Senior Release Engineer
- Scrum Team Business Analyst
## Entry Into Highly Attractive Market

<table>
<thead>
<tr>
<th>Topic</th>
<th>Commentary</th>
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| **Digital / Creative Staffing Market Size** | - The broader addressable opportunity within contingent labor for creative and marketing is over $8 billion  
  - Current spend on temporary staffing is ~$2 billion in the U.S.  
  - Increasing scrutiny by state and federal entities on labor status and misclassification of employment status augments the value proposition for staffing agencies |
| **Marketing Spend Trends** | - Overall spend on relevant marketing activities is expected to increase by ~6% annually through 2018  
  - This is heavily weighted by ~13% annual growth in digital advertising and marketing – the most attractive segment of the market |
| **Growth Profile** | - Digital is the fastest growing segment of the market and an area where companies struggle to source talent  
  - Depending on the creative staffing agency, ~20-60% of online job postings consist of roles requiring digital expertise |
| **Margin Profile** | - Industry gross margins (>40% for creative, inclusive of perm placement) significantly outpace other known staffing segments  
  - This reflects a sustainable need for specialized talent and often a more informal sales process that circumvents VMS / MSP intermediaries |
## Strong Market Growth Potential

<table>
<thead>
<tr>
<th>Growth Driver</th>
<th>Commentary</th>
<th>Expected Contribution to Growth</th>
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</table>
| **Increased Marketing Spend & Digital Growth** | - Overall advertising spend is expected to grow 6% annually; this likely represents the floor for market growth  
- Digital marketing spending is expected to grow at ~13% annually  
- Since contingent labor is more heavily concentrated in digital activities, this will likely add several points to growth for labor | 6 – 8%                          |
| **Increased Use of Contingent Labor**      | - Market participants (customers, competitors, workers) uniformly anticipate an increased shift to contingent labor in the marketplace  
- Surveys among market participants indicate that this could add 2-4% of growth to the overall contingent labor base | 2 – 4%                          |

**OVERALL**                                                                                                                                     | 8 – 12%                          |

Source: 3rd Party Research.
Enhanced Combined Scale

Combination provides increased domestic geographic coverage and access to international markets

- The combined scale of On Assignment’s 142 offices and Creative Circle’s 22 offices, with locations in major metropolitan markets, will provide for an opportunity to open new offices faster going forward

Note:
1 Defined as a Creative Circle location that is within 10 miles of an On Assignment location.
Digital and creative staffing will be a meaningful contributor to On Assignment’s revenue base

Pro Forma 2014 Revenues Mix

<table>
<thead>
<tr>
<th></th>
<th>Pro Forma 2014 Revenues: $2.0 billion</th>
</tr>
</thead>
<tbody>
<tr>
<td>APEX</td>
<td>61%</td>
</tr>
<tr>
<td>OXFORD</td>
<td>25%</td>
</tr>
<tr>
<td>CREATIVE CIRCLE</td>
<td>12%</td>
</tr>
<tr>
<td>LIFE SCIENCES EUROPE</td>
<td>2%</td>
</tr>
<tr>
<td>Creative Circle</td>
<td>12%</td>
</tr>
<tr>
<td>Oxford</td>
<td>25%</td>
</tr>
<tr>
<td>Apex</td>
<td>61%</td>
</tr>
</tbody>
</table>

2014 Revenues

<p>| | |</p>
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<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>APEX</td>
<td>$1,190.1 million</td>
</tr>
<tr>
<td>OXFORD</td>
<td>$493.3 million</td>
</tr>
<tr>
<td>CREATIVE CIRCLE</td>
<td>$226.0 million</td>
</tr>
<tr>
<td>LIFE SCIENCES EUROPE</td>
<td>$41.4 million</td>
</tr>
</tbody>
</table>

On Assignment
## 2015 Pro Forma Combined Company Financials

### Estimated Pro Forma Results for Period Ending

<table>
<thead>
<tr>
<th></th>
<th>2H 2015</th>
<th>FY 2015</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Revenues</strong></td>
<td>$1,087 / $1,103</td>
<td>$2,103 / $2,125</td>
</tr>
<tr>
<td><strong>Revenues Growth</strong></td>
<td>8.3% / 9.8%</td>
<td>7.8% / 9.0%</td>
</tr>
<tr>
<td><strong>Gross Margin</strong></td>
<td>33.6% / 34.0%</td>
<td>33.5% / 33.8%</td>
</tr>
<tr>
<td><strong>Adjusted EBITDA</strong></td>
<td>$138 / $142</td>
<td>$253 / $261</td>
</tr>
<tr>
<td><strong>Adjusted EBITDA Margin</strong></td>
<td>12.7% / 12.9%</td>
<td>12.0% / 12.3%</td>
</tr>
<tr>
<td><strong>GAAP EPS</strong></td>
<td>$0.87 / $0.92</td>
<td>$1.50 / $1.58</td>
</tr>
<tr>
<td><strong>% Accretion / Dilution</strong></td>
<td>2.4% / 8.2%</td>
<td>-- / 5.3%</td>
</tr>
<tr>
<td><strong>Adjusted EPS</strong></td>
<td>$1.53 / $1.57</td>
<td>$2.81 / $2.90</td>
</tr>
<tr>
<td><strong>% Accretion / Dilution</strong></td>
<td>31.9% / 35.3%</td>
<td>33.2% / 37.4%</td>
</tr>
<tr>
<td><strong>Shares Outstanding</strong></td>
<td>52.8 / 52.8</td>
<td>53.0 / 53.0</td>
</tr>
</tbody>
</table>

### Notes:
1. Pro forma assumes the acquisition of Creative Circle occurred at the beginning of the respective periods. These results do not include the transaction costs of ~$6.2 million (which will be expensed in the period incurred), nor do they include the write-off of deferred loan costs related to the current credit facility.
2. As compared to Wall Street analyst consensus estimates as of April 30, 2015.
3. Adjusted EPS calculated as GAAP EPS adjusted for the add-back of (i) the amortization of intangible assets (e.g., customer/contractor relationships, non-compete agreements, etc.) related to acquired businesses and (ii) cash income tax savings on the amortization of indefinite-lived intangible assets (e.g., goodwill and trademarks), and deducting income taxes on amortization for financial reporting purposes that are not deductible for income tax purposes.
Free Cash Flows and Financial Leverage

Industry-leading EBITDA margins and strong free cash flows conversion allows for focus on quick deleveraging of balance sheet (leverage profile since Apex Systems transaction below)

Leverage Ratio

- On Assignment has demonstrated the ability to delever, and 80% of free cash flow of the combined business will continue to come from legacy business

Free Cash Flow Generation

Notes:
1 Free cash flow is defined as cash flows from operating activities less capital expenditures, as reported in quarterly earnings releases.
2 Free cash flow was affected by income taxes paid on the sale of the Allied Healthcare division.
3 Cash flows were adversely affected by an increase in Accounts Receivables days sales outstanding.
Five-Year Financial Goals

Overall, Creative Circle’s strong growth and margin profile is a meaningful addition to On Assignment as it continues to track to its five-year plan

- **$3 billion** in revenue
- Stable gross margin ~31% to 32%
- Adjusted EBITDA margin: 11.5% to 12.5%
- Cumulative free cash flow of more than **$675 million**
- Continued double digit **EPS growth**

<table>
<thead>
<tr>
<th>($ in millions)</th>
<th>Announced 5-Year Plan in March 2014</th>
<th>Pro Forma for Divestitures and Acquisitions of CyberCoders and Creative Circle</th>
<th>Announced 5-Year Plan in March 2014</th>
<th>2018 Goal</th>
<th>5-Year CAGR</th>
<th>5-Year CAGR</th>
</tr>
</thead>
<tbody>
<tr>
<td>Year Ended(ing) December 31</td>
<td>2013 ¹</td>
<td>2013 ², ³</td>
<td>2015 ³</td>
<td>2018 Goal</td>
<td>Low / High</td>
<td>Low / High</td>
</tr>
<tr>
<td>Revenues</td>
<td>$1,717</td>
<td>$1,757</td>
<td>$2,103 / $2,125</td>
<td>$3,000</td>
<td>11.8%</td>
<td>11.3%</td>
</tr>
<tr>
<td>Gross Profit</td>
<td>547</td>
<td>578</td>
<td>704 / 719</td>
<td>930 / 960</td>
<td>11.2% / 11.9%</td>
<td>10.0% / 10.7%</td>
</tr>
<tr>
<td>Adjusted EBITDA</td>
<td>183</td>
<td>209</td>
<td>253 / 261</td>
<td>345 / 375</td>
<td>13.5% / 15.4%</td>
<td>10.5% / 12.4%</td>
</tr>
<tr>
<td>Gross Margin ⁴</td>
<td>31.9%</td>
<td>32.9%</td>
<td>33.5% / 33.8%</td>
<td>31.0% / 32.0%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Adjusted EBITDA Margin ⁵</td>
<td>10.7%</td>
<td>11.9%</td>
<td>12.0% / 12.3%</td>
<td>11.5% / 12.5%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Conversion of GP into Adj. EBITDA</td>
<td>33.5%</td>
<td>36.2%</td>
<td>36.0% / 36.3%</td>
<td>37.1% / 39.1%</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Notes:

1. Includes the results for Whitaker Medical & CyberCoders as if these acquisitions had occurred at the beginning of the year.
2. Historical 2013 figures are pro forma to include the operating results of CyberCoders as if the acquisition had occurred at the beginning of 2013 and excludes the operating results of the Physician Segment and European retained search unit.
3. Pro forma reflects the combined estimated operating results of On Assignment and Creative Circle.
4. Margins remain stable over 5-year period. High end of margin assumes higher contribution from permanent placement.
5. Improvement in operating leverage driven by the operation realignment, high economies of scale.
Headquartered in Los Angeles, CA, Creative Circle is a leading provider of professional staffing for highly specialized and hard-to-find skill sets in digital / advertising, creative, and IT marketing

- Network of 22 offices in North America (21 in the U.S., 1 in Canada) located in major markets gives Creative Circle national scale and significant runway for growth

- Diversified client base comprises more than 5,400 agencies and corporations with the largest client representing less than 1% of total revenue
  
  - Leading advertising agencies and design firms such as IPG, Publicis, WPP, and Epsilon
  
  - Marketing and communication departments of companies such as Comcast, Google, and Walgreens

Creative Circle has achieved best-in-class sales growth and profitability over the last several years driven by relentless execution and strong secular trends in the advertising industry

- Since 2011, Creative Circle has increased revenue at a 26% CAGR – over 2x the industry growth rate

- In 2014, achieved 42% gross profit margin and 21% Adjusted EBITDA margin with only 7% permanent placements

- Strong year-to-date performance

Creative Circle has invested in its platform and established proven best practices in hiring, training, sales, and recruiting to continue scaling its business over the next several years and take advantage of the large and rapidly expanding market opportunity
Creative Circle Overview

- One of the largest independent freelance staffing firms in North America, specializing in providing advertising, creative, and digital / IT marketing talent solutions
- Nationwide network of 22 offices consisting of 177 Producers – 87 account executives and 90 recruiters
- Large and diverse client base, including more than 200 customers from Fortune 1000-listed companies spanning large, attractive end markets (e.g., retail, financial services, automotive, entertainment & leisure, and consumer)
- Strong national presence, with 22 offices in North America
- Founded in 2002 and headquartered in Los Angeles, California
Desirable Client Base Spans a Range of End Markets

Highly diversified client base
- Represents creative and marketing departments for over 200 of the Fortune 1000 listed companies, SMBs, as well as all of the leading U.S. agencies and design shops

Large, attractive end markets
- Spans virtually all industries including retail, financial services, automotive, entertainment & leisure, and consumer

<table>
<thead>
<tr>
<th>Agencies and Design Shops</th>
<th>Corporate Clients</th>
</tr>
</thead>
<tbody>
<tr>
<td>Edelman</td>
<td>AVON</td>
</tr>
<tr>
<td>HAVAS</td>
<td>COMCAST</td>
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<td>IPG</td>
<td>Google</td>
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<td>MERKLE</td>
<td>HYATT</td>
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<td>Omnicom Group</td>
<td>Express Scripts</td>
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<tr>
<td>Publicis / Sapient</td>
<td>Mercedes-Benz</td>
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<tr>
<td>weber shandwick</td>
<td>Office Depot</td>
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<tr>
<td>WPP</td>
<td>Walgreens</td>
</tr>
</tbody>
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On Assignment
Highly Attractive Financial Profile

Proven ability to grow revenues while maintaining industry-leading margins

- Continued focus on expanding the revenue base with both new and existing clients
- Strong mix of established and new offices, achieving 26% revenue CAGR from 2011 – 2014
- 100% of growth is organic
- Revenue per producer\(^1\) is approximately $1.4 million, more than 50% greater than that of the competition\(^2\)

Notes:
1. Producers include account executives (client-facing sales professionals) and recruiters (candidate-focused professionals).
2. Competitive set includes 12 publicly traded staffing companies.

Strong Revenue Growth

Consistent Margin Profile

- High value add service and efficient delivery model results in industry leading margins
  - Gross margin in excess of 40% in every year since 2006
- Favorable operating margin profile and highly variable cost structure (e.g. incentive based compensation)
- Lean overhead costs at office locations
- Results oriented sales activity focused on achieving profits
Proven Leadership Team

**Strong, experienced management team with average of 24 years of industry-related experience**

**Lawrence Serf**
- Co-founder of Creative Circle
- 16 years of industry experience
- Began staffing career at The Creative Group, a division of Robert Half International

**Dennis Masel**
- 17 years of industry experience
- As a business development manager at The Creative Group, launched and grew the Seattle branch to become the top billing office
- Former West Coast Regional Manager for KBA Marketing and Director of Operations for Festivals, Inc.

**Kevin Yoshimoto**
- 24 years of finance experience
- Former co-founder and CFO of Activus Healthcare Solutions
- Began career at KPMG before joining and being actively involved in growing Apex Therapeutic Care

**Other Management Team Members**
- Remaining members of management team average 28 years of industry experience
On Assignment