29th Annual ROTH Conference
March 14 - 15, 2017

Peter Dameris, CEO
Ed Pierce, CFO
Safe Harbor

This presentation contains “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 future financial and operating performance. All statements in this presentation, 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 estimates of revenues, gross margin, SG&A, Adjusted EBITDA, cash flow and other financial metrics 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 staffing clients, the availability of qualified temporary and permanent placement professionals, management of our growth, continued performance of our enterprise-wide information systems, and other risks detailed from time to time in our reports filed with the Securities and Exchange Commission, including our Annual Report on Form 10-K for the year ended December 31, 2016, as filed with the SEC on March 1, 2017. We specifically disclaim any intention or duty to update any forward-looking statements contained in this presentation.
Key Investment Highlights

• Large and Growing Provider of Professional Staffing Services

• Strategically Positioned to Capitalize on Secular Shift in Professional Staffing and the Convergence of IT and Digital/Creative Skill Sets

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

• Established 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

Broad Capabilities
- One of the largest professional staffing companies in the U.S.
- $2.44 billion LTM revenues\(^1\)
- Approximately 20,000 contract professionals at ~4,700 clients\(^2\)
- Focused on placing professionals with higher-end math, science and digital/creative skills

Established Footprint
- 2,469 staffing consultants in 156 branch offices in North America and Europe
- Delivers fast, quality sales and fulfillment services

Large and Growing End Markets
- Staffing industry revenues projected to be $145 billion in 2017\(^3\)
- Participates in the most attractive sub-segments of staffing: IT, Engineering, Life Sciences and Digital/Creative
- 2\(^{nd}\) largest U.S. professional IT staffing firm
- 2\(^{nd}\) largest digital/creative staffing firm in the U.S.

Attractive Business Model
- One of the highest gross margins in the industry – 32.6%\(^1\)
- High operating efficiency

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\(^1\) LTM as of December 31, 2016.
\(^2\) As of Q4 2016.
\(^3\) Staffing Industry Analysts Insight: Staffing Industry Forecast (September 2016).
Secular Shift in Professional Staffing

Growth Drivers

- Variable cost structure provides potential cost savings and staff flexibility
- Technology is increasingly embedded in business
- Aging U.S. population may constrain workforce supply
- Immigration reform would drive demand for domestic labor
- Companies are utilizing temporary labor as a large percentage of their workforce

Structural Change Toward Professional Staffing

- Driven in part by IT staffing (the largest)
- 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 for long lead times to reach full productivity

Professional Staffing Industry Revenue

(Dollars in billions)

<table>
<thead>
<tr>
<th>Year</th>
<th>Commercial</th>
<th>Professional</th>
</tr>
</thead>
<tbody>
<tr>
<td>2013</td>
<td>$56</td>
<td>$31%</td>
</tr>
<tr>
<td>2014</td>
<td>$59</td>
<td>$31%</td>
</tr>
<tr>
<td>2015</td>
<td>$64</td>
<td>$31%</td>
</tr>
<tr>
<td>2016P</td>
<td>$68</td>
<td>$31%</td>
</tr>
<tr>
<td>2017P</td>
<td>$72</td>
<td>$31%</td>
</tr>
</tbody>
</table>

Source: Staffing Industry Analysts.
Market Overview

Information Technology

• 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.

Clinical/Scientific

• Scientific professionals assist clients in the life sciences industries with research and development, production, quality control assurance, regulatory affairs and compliance, engineering, consumer testing and clinical research.

Digital/Creative

• Digital/Creative professionals assist both creative agencies and marketing departments with their digital, marketing, advertising and creative needs.

Projected Market Size & Growth | (Dollars in billions)
--- | ---
2013 | $24.2
2014 | $25.7
2015 | $27.5
2016P | $28.9
2017P | $30.6

CAGR: 6.0%

Clinical/Scientific

2013 | $2.0
2014 | $2.1
2015 | $2.2
2016P | $2.3
2017P | $2.4

CAGR: 4.7%

Growth Driver | CAGR: 2016 - 2018
--- | ---
Marketing Spend & Digital Growth | 6 – 8%
Use of Contingent Labor | 2 – 4%

Industry Dynamics

• IT is one of the fastest growth areas of staffing, fueled by:
  - The penetration of technology
  - Rate for computer and mathematical temporary occupations expanding rapidly
  - Cycle of current technical skills becoming obsolete and shortage of new technical skills becoming more acute
  - Shorter development cycle
  - IT is a priority for U.S. healthcare organizations
  - Immigration reform and “political winds” driving trends toward onshore resources

• Demand for senior-level IT and engineering consultants among the most robust in staffing

• Highly fragmented; market dynamics favorable
  - Middle markets, 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 of temporary help or “temp-to-perm” staffing models as a way of managing a flexible workforce

Industry Dynamics

1 Staffing Industry Analysts (September 2016).
2 3rd party independent research.
ASGN Operates in the Most Attractive End Markets

“With over 30 years in the staffing industry, our strong position as an experienced leader in technology, life sciences, and creative staffing is a key differentiator for On Assignment.”

Peter T. Dameris
CEO

ASGN Service Offerings

Apex:
- IT
- Clinical / Scientific
- Digital / Creative

Oxford:
- IT
- Engineering
- Clinical / Scientific
- Perm Placement

SELECT PROFESSIONAL STAFFING INDUSTRY REVENUES

2017 Estimated Market Size

- Clinical / Scientific: $2 Billion
- Creative / Marketing: $2 Billion
- Engineering: $8 Billion
- IT: $31 Billion

1 Staffing Industry Analysts Insight: Staffing Industry Forecast (September 2016).
2 3rd party independent research.
IT Growth Drivers

HIGHLIGHTS

- Constant technology change and specialization
- Growth in IT spending
- Supply/demand imbalance for IT professionals
- Increasing compliance requirements in financial services and healthcare industries
- Immigration reform would drive demand for domestic labor
- Changing business model for resource use by CIO's

EMERGING TRENDS

**Financial Services**
- Technology has transformed day-to-day operations in the finance sector
- Consolidation amongst industry players continues
- Regulation and innovation
- Global financial markets are increasingly intertwined

**Healthcare Digitalization**
- Healthcare IT is an evolving industry
- IT staffing will be integral to catalogue, cleanse and support system development
- Conversion to EHR projected to save Medicare and private payers $50+ billion per year

**Mobile/Applications/Cloud Infrastructure**
- Mobile adoption continues to increase rapidly
- Widespread smartphone adoption
- Need for mobile app developers
- Rapidly evolving customer needs
- Cyber security threats are increasing

**Social Media**
- Extends reach to customers and potential employees
- Corporations are seeking programmers fluent in social media platform development

**Digital/Creative**
- Many marketing and creative functions require specific IT competencies
- Digital is the fastest growing segment of the market and an area where companies struggle to source talent
Convergence of IT and Digital / Creative Staffing

Market Dynamics

- Variable cost structure provides potential cost savings and staff flexibility
- Technology is increasingly embedded in business
- Aging U.S. population may constrain workforce supply
- Immigration reform would drive demand for domestic labor
- Companies are utilizing temporary labor as a large percentage of their workforce

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

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

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The “Sharing Economy”

Freelancers\(^1\) are a significant & growing portion of U.S. workers

- 54 million people, representing 34% of the U.S. workforce
- From 2014 to 2015, the number of diversified workers has increased from 9.3 mm to 14.1 mm professionals, largely due to increased participation in the “sharing economy”

<table>
<thead>
<tr>
<th>Category</th>
<th>Number of People</th>
<th>Percent of Freelancers</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Independent Contractors</td>
<td>-19.3 million</td>
<td>-36%</td>
<td>Don't have an employer...do freelance, temporary, or supplemental work on a</td>
</tr>
<tr>
<td></td>
<td>people</td>
<td></td>
<td>project-by-project basis</td>
</tr>
<tr>
<td>Moonlighters</td>
<td>-13.2 million</td>
<td>-25%</td>
<td>Professionals with a primary, traditional job who also moonlight doing</td>
</tr>
<tr>
<td></td>
<td>people</td>
<td></td>
<td>freelance work</td>
</tr>
<tr>
<td>Diversified workers</td>
<td>-14.1 million</td>
<td>-26%</td>
<td>Multiple sources of income; mix of traditional and freelance work</td>
</tr>
<tr>
<td>Temporary workers</td>
<td>-4.6 million</td>
<td>-8%</td>
<td>Single employer, client, job, or contract project where employment is</td>
</tr>
<tr>
<td></td>
<td>people</td>
<td></td>
<td>temporary</td>
</tr>
<tr>
<td>Freelance Business Owners</td>
<td>-2.5 million</td>
<td>-5%</td>
<td>Business owners with 1-5 employees</td>
</tr>
</tbody>
</table>

\(^1\)Freelancers defined as individuals who have engaged in supplemental, temporary, project - or contract-based work within the past 12 months.

Source: “Freelancing in America,” an online survey of 7,107 U.S. adults who have done paid work in the past 12 months. Commissioned by Freelancer’s Union and Upwork and conducted by independent research firm Edelman Berland from July 30 to August 14, 2015.
Fractionalization of Human Capital: Staffing Firms vs. Independent Freelancers

By working with a trustworthy staffing firm, companies (buyers) can reduce time, cost and risk – and take advantage of top talent that meets all compliance requirements.

Advantages of utilizing staffing agencies

- Firms are best able to leverage the source of quality consultants with the skills, experience and pay rate that meets clients’ needs
- Firms can ensure compliance with federal and state employment laws, thereby freeing clients from the risks associated with hiring contingent labor directly
  - Avoid employee misclassification and reduce the risk of lawsuits challenging the classification of a group of workers paid on a 1099 basis
- Enhance security by delivering vetted technical resources that can present reliable work backgrounds
- Savings:
  - Time. Firms hours cover finding consultants and screening them as well as processing payroll, benefits and taxes
  - Cost Reduction. Firms finance the bulk of recruitment processes and pay most fees for background checks

10-Year Plan: Buyers’ plan for various types of labor force

<table>
<thead>
<tr>
<th>Labor Force</th>
<th>Net Increase-Decrese¹</th>
</tr>
</thead>
<tbody>
<tr>
<td>High-skill contingent workers</td>
<td>54%</td>
</tr>
<tr>
<td>SOW, projected-based workers</td>
<td>43%</td>
</tr>
<tr>
<td>Offshore workers</td>
<td>36%</td>
</tr>
<tr>
<td>Outsourced company functions</td>
<td>32%</td>
</tr>
<tr>
<td>Agency temporary workers</td>
<td>21%</td>
</tr>
<tr>
<td>Traditional full-time employees</td>
<td>17%</td>
</tr>
<tr>
<td>Part-time employees</td>
<td>13%</td>
</tr>
<tr>
<td>Online staffing workers</td>
<td>9%</td>
</tr>
<tr>
<td>Former employees</td>
<td>7%</td>
</tr>
<tr>
<td>Independent contractors/Freelancers</td>
<td>-10%</td>
</tr>
<tr>
<td>Low-skill contingent workers</td>
<td>-13%</td>
</tr>
</tbody>
</table>

N=145

“In two categories of labor – independent contractors/freelancers and low skilled contingent workers – more buyers planned to reduce usage than increase usage.”

# High Margins & Conversion Rates

## Gross Margin & Perm Placement (% of Revenues)

<table>
<thead>
<tr>
<th></th>
<th>Q1'16</th>
<th>Q2'16</th>
<th>Q3'16</th>
<th>Q4'16</th>
<th>Q1'17E</th>
</tr>
</thead>
<tbody>
<tr>
<td>Gross Margin</td>
<td>32.3%</td>
<td>33.2%</td>
<td>32.9%</td>
<td>31.9%</td>
<td>31.6%</td>
</tr>
<tr>
<td>Perm %</td>
<td>6%</td>
<td>6%</td>
<td>5%</td>
<td>5%</td>
<td>5%</td>
</tr>
</tbody>
</table>

## Conversion of Gross Profit into Adjusted EBITDA

<table>
<thead>
<tr>
<th></th>
<th>Q1'16</th>
<th>Q2'16</th>
<th>Q3'16</th>
<th>Q4'16</th>
<th>Q1'17E</th>
</tr>
</thead>
<tbody>
<tr>
<td>Gross Margin</td>
<td>33.2%</td>
<td>36.7%</td>
<td>37.5%</td>
<td>35.7%</td>
<td>33.2%</td>
</tr>
<tr>
<td>Perm %</td>
<td>27.6%</td>
<td>29.7%</td>
<td>28.4%</td>
<td>27.2%</td>
<td>14.0%</td>
</tr>
</tbody>
</table>

## Adjusted EBITDA Margin

<table>
<thead>
<tr>
<th></th>
<th>Q1'16</th>
<th>Q2'16</th>
<th>Q3'16</th>
<th>Q4'16</th>
<th>Q1'17E</th>
</tr>
</thead>
<tbody>
<tr>
<td>Adjusted EBITDA Margin</td>
<td>10.7%</td>
<td>12.2%</td>
<td>12.4%</td>
<td>11.4%</td>
<td>10.5%</td>
</tr>
<tr>
<td></td>
<td>11.3%</td>
<td>12.3%</td>
<td>11.7%</td>
<td>11.2%</td>
<td>4.2%</td>
</tr>
</tbody>
</table>

Source: Company management and company filings; ASGN Q1 estimate assumes high end of management guidance; Robert Half & Kforce results have been adjusted to exclude certain one-time items.
Apex Overview

SEGMENT KEY STATISTICS

- **LTM REVENUES:** $1.84 Billion\(^1\)
- **GROSS MARGIN:** 29.9\(^\circ\)\(^1\)

**U.S. and Canada SEGMENT KEY STATISTICS**

- **Average # of Customers:** 3,611
- **Average Bill Rate:** $57
- **Top 10 Customers as a % of Revenues:** 26.3%

**Geographic Footprint**

- **U.S. and Canada**

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**Provides mission critical IT skill sets**

- 200+ National Accounts with a presence in 65 markets
- Service clients in IT, business services, financials, healthcare, pharmaceuticals, government services, consumer industrials and telecommunications industries
- Approximately 11,500 contract professionals at ~800 clients
- Average bill rate of $60 an hour

**Provides scientific skill sets**

- Service clients in the biotechnology, pharmaceutical, food & beverage, medical devices, personal care, chemical, automotive, educational and environmental industries
- Approximately 2,200 contract professionals at ~700 clients
- Average bill rate of $31 an hour

**Provides creative/digital professionals**

- Supports creative and marketing departments for over 200 of the Fortune 1000 listed companies
- Large, attractive end markets; spans virtually all industries including retail, financial services, automotive, entertainment & leisure, and consumer
- Approximately 3,400 contract professionals at ~2,200 clients
- Average bill rate of $62 an hour

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\(^1\) LTM as of December 31, 2016.
Oxford Overview

LTM REVENUES: $604 Million¹
GROSS MARGIN: 40.9%¹

SEGMENT KEY STATISTICS

Average # of Customers: 1,088
Average Bill Rate: $99
Top 10 Customers as a % of Revenues: 12.9%

Geographic Footprint

U.S. and Europe

Provides high-end IT & engineering professionals

- Minimal client and industry business concentration; no customer accounts for more than 3% of sales
- Significantly higher success rate filling engagements than competitors
- Average bill rate of $121 per hour

Provides permanent placement staffing

- Dedicated perm placement practice with automated client generation, lead distribution, and candidate sourcing supported by global cloud solution
- 2.6 million opt-in recipients of job alerts
- 960,000 website visitors per month
- 230,000 web-based job applications received per month

Provides clinical & scientific skill sets in Europe

- Chemists, clinical research associates, clinical lab assistants, engineers, biologists, biochemists, microbiologists, and other skilled scientific professionals
- European operations in the Netherlands, Belgium, Spain and U.K.
- Approximately 500 contract professionals at ~189 clients
- Average bill rate of $45 an hour

¹ LTM as of December 31, 2016.
Established Domestic Footprint With Significant Scale

Our 2,469 staffing consultants in 156 branch offices provide staffing solutions for in-demand, skilled talent
On Assignment’s Strategic Growth Opportunities

Secular Trends Favors On Assignment

- Aging U.S. population may constrain supply of available workforce
- On Assignment focuses on the highly-skilled component of the labor force, which companies typically find most difficult to fill/hire

Numerous Areas of Opportunity for Incremental Revenues

- Information technology
- Scientific
- Digital/creative
- Permanent placement

Acquisition Environment Is Favorable

- On Assignment is well positioned to enhance its market position and/or capitalize on new capabilities / service offerings
- Low borrowing costs and quick deleveraging

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
- Approximately $33 million in annual cash tax savings

1Includes $19 million in combined estimated cash tax shields from 338(H)(10) elections associated with the acquisitions of Apex, Oxford and CyberCoders and $14 million related to the asset purchase of Creative Circle.
ASGN: A History of Persistent Growth

Peter Dameris
Appointed CEO
Implemented Revitalization Plan

Acquisition of Oxford Global Resources

2003

Acquisition of Valesta U.S.
Established $1B revenue goal

2007

Acquisition of Apex Systems
On Assignment surpasses $1B
On Assignment transfers listing from NASDAQ to NYSE

2010

Acquisition of CyberCoders
Launched 5 year plan for $3B in revenues

2011

Divested Nurse Travel and Allied Healthcare

2012

Acquisition of Creative Circle
Divested Physician Segment

2013

Established $1B revenue goal

2014

2015

(In Millions)

<table>
<thead>
<tr>
<th>Year</th>
<th>Revenues</th>
<th>Pro Forma Revenues</th>
</tr>
</thead>
<tbody>
<tr>
<td>2006</td>
<td>$288</td>
<td>--</td>
</tr>
<tr>
<td>2013</td>
<td>$1,523</td>
<td>$1,768</td>
</tr>
<tr>
<td>2014</td>
<td>$1,725</td>
<td>$1,961</td>
</tr>
<tr>
<td>2015</td>
<td>$2,065</td>
<td>$2,179</td>
</tr>
<tr>
<td>2016</td>
<td>$2,440</td>
<td>$2,440</td>
</tr>
</tbody>
</table>

1 Revenues as reported in the Company's Forms 10-K.
2 Adjusted for the divestiture of the Physician Segment and pro forma for the acquisitions.
## Experienced Management Team

A Proven Track Record to Execute On Assignment’s Growth Strategy

<table>
<thead>
<tr>
<th>Name</th>
<th>Title</th>
<th>Experience</th>
<th>Years with ASGN</th>
</tr>
</thead>
<tbody>
<tr>
<td>Peter Dameris</td>
<td>CEO</td>
<td>19 years in industry</td>
<td>13 years with ASGN</td>
</tr>
<tr>
<td>Ted Hanson</td>
<td>President, On Assignment</td>
<td>17 years in industry</td>
<td>5 years with ASGN</td>
</tr>
<tr>
<td>Rand Blazer</td>
<td>President, Apex Systems</td>
<td>32 years in industry</td>
<td>5 years with ASGN</td>
</tr>
<tr>
<td>Edward Pierce</td>
<td>Executive VP &amp; CFO</td>
<td>16 years CFO experience</td>
<td>10 years with ASGN</td>
</tr>
<tr>
<td>James Brill</td>
<td>Senior VP, CAO &amp; Treasurer</td>
<td>24 years CFO experience</td>
<td>10 years with ASGN</td>
</tr>
</tbody>
</table>

In our pursuit of “talent for the digital world™” On Assignment is positioned to continue as a highly respected and highly profitable organization. Our strategic advantage not only comes from our 30 years of experience and connections, but also from our unmatched ability to provide what companies need most, today and in the future – the right people, with the right skills.
Update on Five-Year Strategic Plan Financial Targets

Financial Targets for 2018 (final year of 5-Year Strategic Plan) published in March 2014

- **Revenues of $3 billion ($1.7 billion for 2013, the Base Year of the 5-Year Plan)**
  - Financial target implied 5-Year CAGR of 11.8 percent
  - Assumed year-over-year organic growth of 10 percent, and
  - Contribution of approximately $240 million from future acquisitions

- **Gross margin of 31 to 32 percent (31.9 percent for 2013)**
  - Assumed shift in mix of revenues toward higher volume/lower gross margin business (i.e., higher growth in Apex Segment)
  - Compression in margin caused by shift in mix of revenues to be partially offset by higher mix of permanent placement revenues

- **Adjusted EBITDA margin of 11.5 to 12.5 percent (10.7 percent for 2013)**
  - Assumed a 2 percentage point reduction in cash SG&A expenses as a percent of revenues
  - Improvement assumed higher staffing consultant productivity, greater economies of scale & higher efficiency from integration/consolidation initiatives

**Progress through 2016 on 5-Year Plan**

- **Revenues of $2.4 billion (3-Year Pro Forma CAGR of 11.3 percent)**
  - Includes Creative Circle, which increased 2013 pro forma revenues $174 million & improved annual growth rates & margins
  - Excludes Physician Segment (2013 revenues totaled $106 million)

- **Gross Margin of 32.6 percent (60 basis points above the high-end of 2018 targeted range)**

- **Adjusted EBITDA margin of 11.7 percent (slightly below the mid-point of 2018 targeted range)**
Update on Five-Year Strategic Plan Financial Targets - (cont’d)

Financial Performance for 2017-18 necessary to achieve 2018 Targets

- Achieve Revenue CAGR of 10.9 percent for 2017 – 2018 (inclusive)
  - Growth mainly from organic revenue growth in current base of business
  - Any shortfall in 10.9 percent CAGR would need to be augmented by revenues from acquisitions to reach target (every half point variance in the CAGR is approximately $27.0 million)

- Maintain gross margins within 50 to 100 basis points of current operating level
- Maintain or lower cash SG&A expense margin from current level

<table>
<thead>
<tr>
<th>($ in millions)</th>
<th>2018 Financial Targets¹</th>
<th>Implied CAGR 2017-18²,⁴</th>
<th>CAGR 2014-16³</th>
</tr>
</thead>
<tbody>
<tr>
<td>Revenues</td>
<td>$3,000 / $3,000</td>
<td>10.9%</td>
<td>12.4%</td>
</tr>
<tr>
<td>Gross Profit</td>
<td>930 / 960</td>
<td>8.1% / 9.9%</td>
<td>13.3%</td>
</tr>
<tr>
<td>Adjusted EBITDA</td>
<td>345 / 375</td>
<td>10.0% / 14.7%</td>
<td>15.9%</td>
</tr>
</tbody>
</table>

Gross Margin

<table>
<thead>
<tr>
<th></th>
<th>Low / High</th>
</tr>
</thead>
<tbody>
<tr>
<td>Gross Margin</td>
<td>31.0% / 32.0%</td>
</tr>
</tbody>
</table>

Adjusted EBITDA Margin

<table>
<thead>
<tr>
<th></th>
<th>Low / High</th>
</tr>
</thead>
<tbody>
<tr>
<td>Adjusted EBITDA Margin</td>
<td>11.5% / 12.5%</td>
</tr>
</tbody>
</table>

Conversion of GP into Adj. EBITDA

<table>
<thead>
<tr>
<th></th>
<th>Low / High</th>
</tr>
</thead>
<tbody>
<tr>
<td>Conversion of GP into Adj. EBITDA</td>
<td>37.1% / 39.1%</td>
</tr>
</tbody>
</table>

¹ Financial goals for 2018 as set forth in the 5-Year Strategic Plan (2018 was the final year of the 5-Year Plan).
² Implied annual growth rate for 2017 & 2018 (2-Year CAGR) to achieve the financial goals for 2018 set forth in 5-Year Strategic Plan.
³ Calculated on a pro forma basis, which assumes the acquisition of Creative Circle and the sale of the Physician Segment occurred at beginning of 2013.
⁴ Pro forma revenues for 2013 totaled $1.7 billion after adjustment to include $174 million from Creative Circle (acquired in 2015) & to exclude $106 million from Physician Segment (sold in 2014).

Each one-half percentage point variance from the implied CAGR for Revenues is approximately $27.0 million.
# Billable Days


2. **Besides weekends and holidays, Billable Days consider other factors,** such as the day of the week a holiday occurs, additional time taken off holidays, year-end client furloughs and inclement weather.

<table>
<thead>
<tr>
<th></th>
<th>Q1</th>
<th>Q2</th>
<th>Q3</th>
<th>Q4</th>
<th>Full Year</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Business Days</strong>&lt;sup&gt;1&lt;/sup&gt;</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2017</td>
<td>64.0</td>
<td>64.0</td>
<td>63.0</td>
<td>60.0</td>
<td>251.0</td>
</tr>
<tr>
<td>2016</td>
<td>64.0</td>
<td>64.0</td>
<td>64.0</td>
<td>61.0</td>
<td>253.0</td>
</tr>
<tr>
<td>2015</td>
<td>63.0</td>
<td>64.0</td>
<td>64.0</td>
<td>62.0</td>
<td>253.0</td>
</tr>
<tr>
<td>2017/16 ∆</td>
<td>0.0</td>
<td>0.0</td>
<td>-1.0</td>
<td>-1.0</td>
<td>-2.0</td>
</tr>
<tr>
<td>2016/15 ∆</td>
<td>1.0</td>
<td>0.0</td>
<td>0.0</td>
<td>-1.0</td>
<td>0.0</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>Q1</th>
<th>Q2</th>
<th>Q3</th>
<th>Q4</th>
<th>Full Year</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Billable Days</strong>&lt;sup&gt;2&lt;/sup&gt;</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2017 Est.</td>
<td>63.0</td>
<td>63.8</td>
<td>62.6</td>
<td>60.0</td>
<td>249.4</td>
</tr>
<tr>
<td>2016</td>
<td>63.3</td>
<td>63.9</td>
<td>63.1</td>
<td>60.2</td>
<td>250.5</td>
</tr>
<tr>
<td>2015</td>
<td>62.1</td>
<td>63.6</td>
<td>63.9</td>
<td>61.5</td>
<td>251.0</td>
</tr>
<tr>
<td>2017/16 ∆</td>
<td>-0.3</td>
<td>-0.1</td>
<td>-0.5</td>
<td>-0.2</td>
<td>-1.2</td>
</tr>
<tr>
<td>2016/15 ∆</td>
<td>1.3</td>
<td>0.3</td>
<td>-0.7</td>
<td>-1.3</td>
<td>-0.5</td>
</tr>
</tbody>
</table>
Financials
### Summary Operating Results

*(In thousands, except per share amounts)*

<table>
<thead>
<tr>
<th></th>
<th>Year Ended December 31,</th>
<th>Quarter Ended December 31,</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Revenues:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>As reported</td>
<td>$2,440,413</td>
<td>$2,065,008</td>
</tr>
<tr>
<td>Pro forma</td>
<td>2,440,413</td>
<td>2,178,954</td>
</tr>
<tr>
<td><strong>Gross profit</strong></td>
<td>795,183</td>
<td>678,745</td>
</tr>
<tr>
<td><strong>SG&amp;A expenses</strong></td>
<td>565,829</td>
<td>492,170</td>
</tr>
<tr>
<td><strong>Amortization of intangible assets</strong></td>
<td>39,628</td>
<td>34,467</td>
</tr>
<tr>
<td><strong>Income from continuing operations</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>GAAP</td>
<td>97,196</td>
<td>71,422</td>
</tr>
<tr>
<td>Adjusted&lt;sup&gt;2,3&lt;/sup&gt;</td>
<td>139,570</td>
<td>117,031</td>
</tr>
<tr>
<td><strong>Diluted earnings per common share:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>GAAP</td>
<td>$1.81</td>
<td>$1.35</td>
</tr>
<tr>
<td>Adjusted&lt;sup&gt;2,3&lt;/sup&gt;</td>
<td>$2.60</td>
<td>$2.21</td>
</tr>
<tr>
<td>Adjusted EBITDA&lt;sup&gt;3&lt;/sup&gt;</td>
<td>285,033</td>
<td>240,380</td>
</tr>
<tr>
<td><strong>Margins:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Gross</td>
<td>32.6%</td>
<td>32.9%</td>
</tr>
<tr>
<td>SG&amp;A expenses</td>
<td>23.2%</td>
<td>23.8%</td>
</tr>
<tr>
<td>Adjusted EBITDA</td>
<td>11.7%</td>
<td>11.6%</td>
</tr>
<tr>
<td>Conversion of gross profit into adjusted EBITDA</td>
<td>35.8%</td>
<td>35.4%</td>
</tr>
<tr>
<td><strong>Number of billable days</strong></td>
<td>250.5</td>
<td>251.0</td>
</tr>
</tbody>
</table>

<sup>1</sup> Pro forma was prepared as if the acquisitions of Creative Circle and a small Life Sciences business occurred at the beginning of 2014.

<sup>2</sup> Adjusted EPS, a non-GAAP measurement, is calculated by adjusting GAAP EPS for (i) after-tax acquisition, strategic planning and integration expenses and (ii) amortization of identifiable intangible assets.

<sup>3</sup> Does not include the “Cash Tax Savings on Indefinite-lived Intangible Assets.” These savings total $6.7 million each quarter, or $0.12 per diluted share, and represent the economic value of the tax deduction that we receive from the amortization of goodwill trademarks.
# Selected Cash Flow and Balance Sheet Data

($'s in millions)

## Cash Flows Data:

<table>
<thead>
<tr>
<th></th>
<th>2016</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Adjusted EBITDA</td>
<td>$285.0</td>
<td>$263.7</td>
</tr>
<tr>
<td>Cash Flows from Operating Activities</td>
<td>196.3</td>
<td>117.5</td>
</tr>
<tr>
<td>Capital Expenditures</td>
<td>27.1</td>
<td>24.7</td>
</tr>
<tr>
<td>Free Cash Flow</td>
<td>169.1</td>
<td>92.8</td>
</tr>
<tr>
<td>Free Cash Flow as a Percent of Adjusted EBITDA</td>
<td>59.3%</td>
<td>35.2%</td>
</tr>
<tr>
<td>Debt Repayment&lt;sup&gt;1&lt;/sup&gt;</td>
<td>118.0</td>
<td>101.0</td>
</tr>
<tr>
<td>Cash Paid to Repurchase Shares</td>
<td>43.1</td>
<td>1.6</td>
</tr>
</tbody>
</table>

## Balance Sheet Data:

<table>
<thead>
<tr>
<th></th>
<th>2016</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash and Cash Equivalents</td>
<td>$27.0</td>
<td>$23.9</td>
</tr>
<tr>
<td>Working Capital</td>
<td>275.0</td>
<td>253.9</td>
</tr>
<tr>
<td>Long-term Debt&lt;sup&gt;2&lt;/sup&gt;</td>
<td>640.4</td>
<td>755.5</td>
</tr>
<tr>
<td>Stockholders' Equity</td>
<td>868.9</td>
<td>784.8</td>
</tr>
<tr>
<td>Leverage Ratio (debt to trailing 12-months EBITDA)</td>
<td>2.32x</td>
<td>3.02x</td>
</tr>
</tbody>
</table>

<sup>1</sup> Net debt payments made since entering into a new $975 million credit facility in June 2015.<n>
<sup>2</sup> Long-term debt is net of unamortized deferred loan costs.
## Financial Estimates for Q1 2017

(In millions, except per share amounts)

<table>
<thead>
<tr>
<th></th>
<th>Low</th>
<th>High</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Revenues</strong></td>
<td>$614.0</td>
<td>$624.0</td>
</tr>
<tr>
<td>Year-over-year growth rate</td>
<td>5.5%</td>
<td>7.2%</td>
</tr>
<tr>
<td>Same billable day basis</td>
<td>6.0%</td>
<td>7.7%</td>
</tr>
<tr>
<td><strong>Gross Margin</strong></td>
<td>31.4%</td>
<td>31.6%</td>
</tr>
<tr>
<td><strong>SG&amp;A Expenses</strong></td>
<td>$142.5</td>
<td>$145.0</td>
</tr>
<tr>
<td><strong>Amortization of Intangible Assets</strong></td>
<td>$8.6</td>
<td></td>
</tr>
<tr>
<td><strong>Net Income:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>GAAP</td>
<td>$21.5</td>
<td>$23.4</td>
</tr>
<tr>
<td>Adjusted</td>
<td>$29.7</td>
<td>$31.6</td>
</tr>
<tr>
<td><strong>EPS (Diluted):</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>GAAP</td>
<td>$0.41</td>
<td>$0.44</td>
</tr>
<tr>
<td>Adjusted</td>
<td>$0.56</td>
<td>$0.60</td>
</tr>
<tr>
<td><strong>Adjusted EBITDA</strong></td>
<td>$62.5</td>
<td>$65.5</td>
</tr>
</tbody>
</table>

1. Does not include any acquisition, integration or strategic planning costs.
2. Adjusted Net Income, a non-GAAP financial measure, is defined as net income adjusted for, (i) acquisition, integration and strategic planning expenses and (ii) amortization of identifiable intangible assets. Does not include the “Cash Tax Savings” on Indefinite-lived Assets.” These savings total $6.7 million per quarter, or $0.12 per diluted share and represent the economic value of the tax deduction that we received from the amortization of goodwill and trademarks.
3. Adjusted EBITDA, a non-GAAP financial measure, is defined as EBITDA (earnings before interest, income taxes, depreciation and amortization) adjusted for, among other things, (i) equity-based compensation expense and (ii) acquisition, integration and strategic planning expenses.
# Adjusted EPS Estimates for Q1 2017

(In millions, except per share amounts)

<table>
<thead>
<tr>
<th></th>
<th>Low</th>
<th>High</th>
</tr>
</thead>
<tbody>
<tr>
<td>Net Income - GAAP Basis</td>
<td>$21.5</td>
<td>$23.4</td>
</tr>
<tr>
<td><strong>Add-backs:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Amortization of identifiable intangible assets</td>
<td>8.6</td>
<td>8.6</td>
</tr>
<tr>
<td><strong>Deductions:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Income taxes on amortization for financial reporting purposes not deductible for income tax purposes</td>
<td>(0.4)</td>
<td>(0.4)</td>
</tr>
<tr>
<td><strong>Net Income - As Adjusted</strong></td>
<td>$29.7</td>
<td>$31.6</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>Low</th>
<th>High</th>
</tr>
</thead>
<tbody>
<tr>
<td>Earnings Per Share (Diluted):</td>
<td></td>
<td></td>
</tr>
<tr>
<td>GAAP Basis</td>
<td>$0.41</td>
<td>$0.44</td>
</tr>
<tr>
<td>As Adjusted</td>
<td>$0.56</td>
<td>$0.60</td>
</tr>
</tbody>
</table>

Table above shows adjustments to GAAP Net Income to calculate Adjusted Net Income

1. These estimates do not include acquisition, integration, or strategic planning expenses.

2. Amortization of identifiable intangible assets (e.g., customer/contractor relationships, non-compete agreements, etc.) related to the acquired businesses.

3. Income taxes (assuming a 39 percent marginal rate) on the portion of amortization of identifiable intangible assets that are not deductible for income tax purposes (mainly amortization associated with the CyberCoders acquisition that the Company was not able to step-up the tax basis in those acquired assets for tax purposes).

4. Does not include the “Cash Tax Savings on Indefinite-lived Intangible Assets.” These savings total $6.7 million each quarter, or $0.12 per diluted share, and represent the economic value of the tax deduction that we receive from the amortization of goodwill and trademarks.
Potential Tax Reform

Corporate Tax Reform Proposal
- Reduce federal corporate income tax rate from 35 percent to 15 to 20 percent
- Mandatory 10 percent “deemed” repatriation tax on accumulated foreign earnings
- Eliminate business credits except for the R&D credit
- Disallowance of net interest expense

Potential Effect on ASGN
- Reduce our effective tax rate by 10 to 15 percentage points
- Increase GAAP Net Income (actual benefit would depend on level of pre-tax earnings)
- Reduce annual economic value of cash tax shield (tax amortization of Goodwill & Trademarks) from $26.5 million ($0.49 per share) to $17.0 million ($0.32 per share)
- Reduce net deferred tax liabilities once new rates are implemented (approximate reduction by $28 – 48 million)
- Using 2016 pre-tax income of $157 million, tax reform would lower income tax provision and increase Net Income by $14 to $23 million, or $0.26 to $0.43 per diluted share (does not include the benefit from the reduction in the deferred tax liabilities noted above)