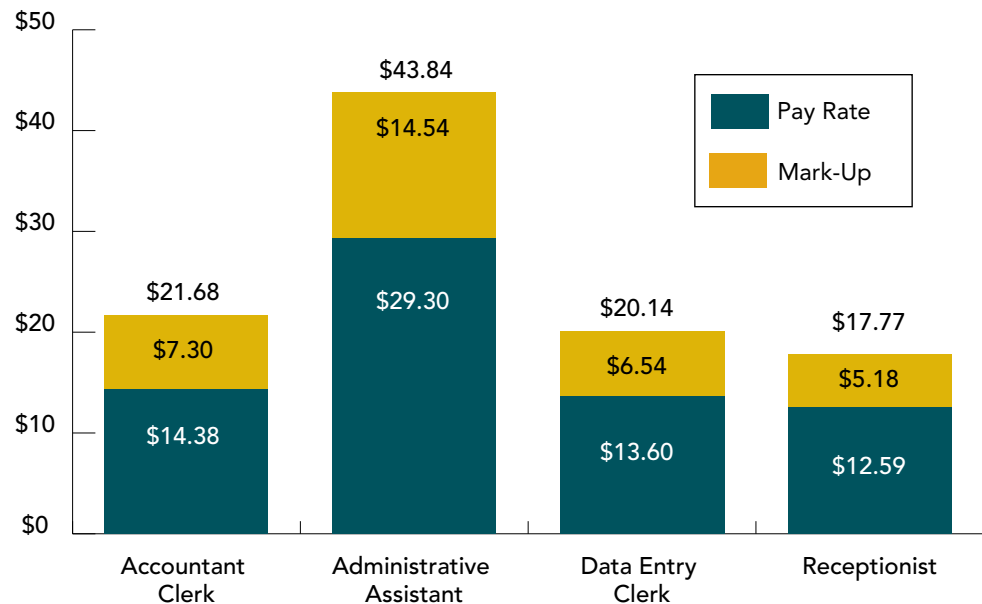


Contingent Metrics You Need to Know

Median Pay/Bill Rates, Senior-Level Office/Clerical Occupations

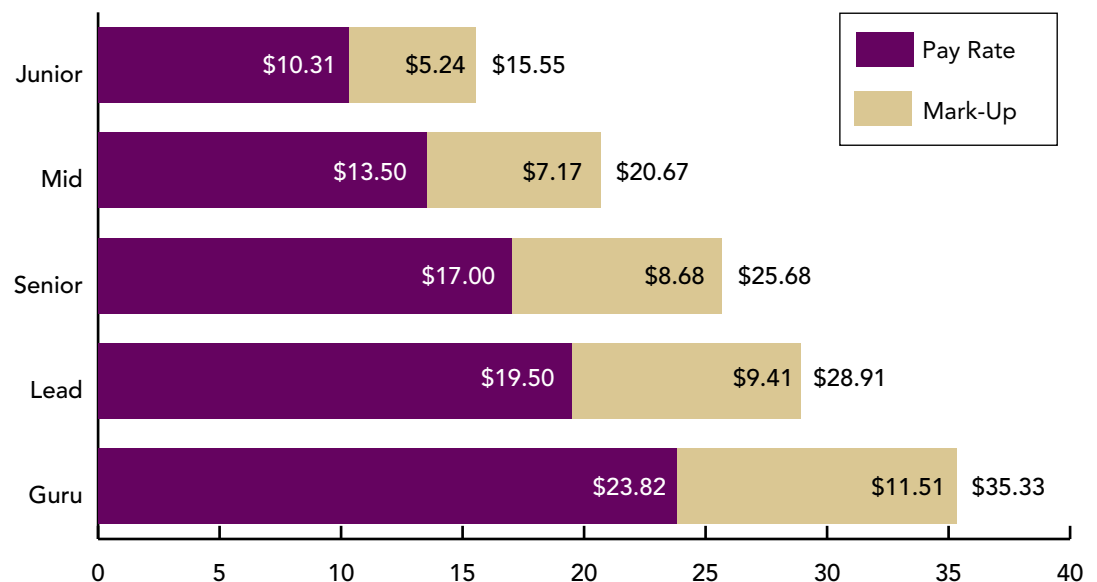
According to recent data from nextSource, bill rates for office/ clerical occupations varied depending on the kind of skill required. Among those occupations measured, the median bill rate for senior-level office/clerical contractors is highest for administrative assistants, perhaps due to the broader nature of the job's duties and responsibilities.



Source: nextSource PeopleTicker, www.peopleticker.com

Median Pay/Bill Rates, Corporate Paralegal

According to recent data from nextSource, bill rates and mark-ups for corporate paralegals varied depending on the level of skill required. In May 2009, the median mark-up for a corporate paralegal in the United States was \$8.68. Mark-ups at the junior-, mid- and senior-level were typically between 50 percent and 53 percent, while mark-ups were around 48 percent at the lead- and guru-levels.



Source: nextSource PeopleTicker, www.peopleticker.com

Contingent Counts

Percent of surveyed staffing firms that offer subsidized health insurance to their placed temporary workers: **40%**

Percent of employers struggling to fill positions due to talent shortage in:
Taiwan: 62%
USA: 19%
Ireland: 5%

Reason surveyed customers use contingent workers: **non-seasonal, temporary needs: 53%**
unable to find permanent worker (which is their preference): 26%
seasonal needs: 21%

Percent of job candidates who, during their recent job search, utilized:
Local or national online job board: 80%
Staffing or recruiter firm: 21%

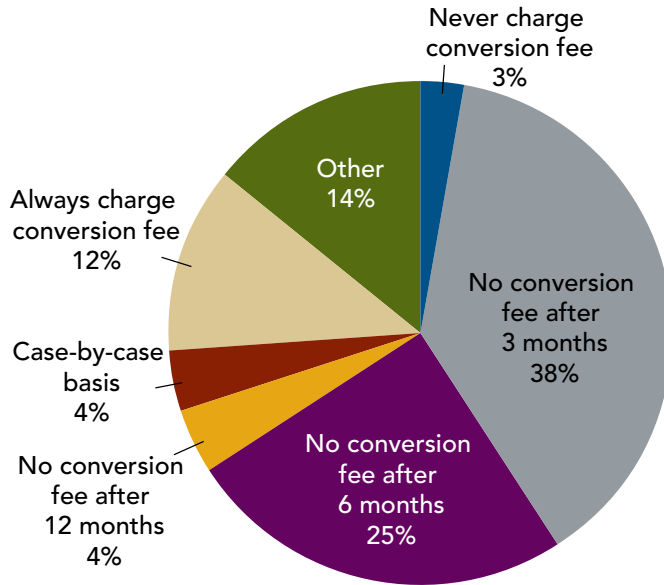
Ratio: 3.8: 1

Google hits on "independent contractor compliance": **617**

Planned headcount changes for 2009
Increase: 62%
Decrease: 27%

Sources: Staffing Industry Analysts, Manpower Inc., CareerBuilder, Inavero Institute for Service Research, Google, Culpepper and Associates Inc., ExecuNet

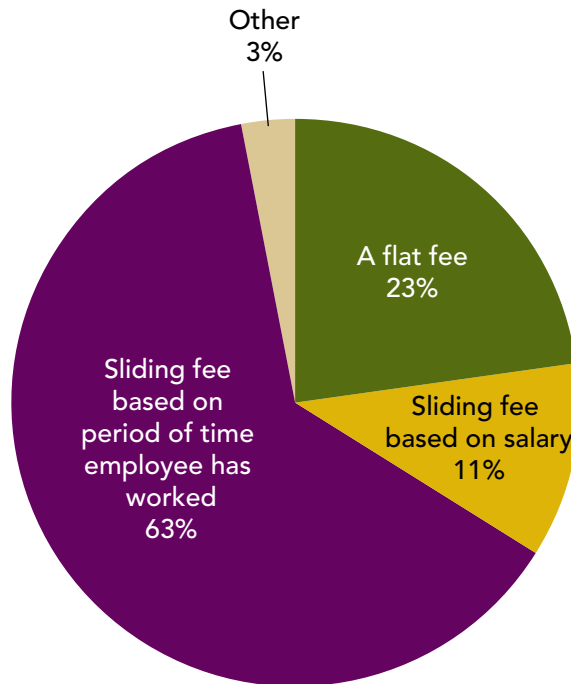
Charging Conversion Fees



Source: Staffing Industry Analysts

In our 2009 Staffing Company Survey, we asked 747 staffing firms at what juncture of a worker's completed service they no longer charge temp-to-hire conversion fees. While 12 percent of respondents noted that they charge a fee regardless of time worked, the majority waive the conversion fee at some point.

Calculating Conversion Fees



Source: Staffing Industry Analysts

In our 2009 Staffing Company Survey, we asked 708 staffing firms how they calculate any conversion fees they charge. While some charge a flat fee and others base the fee on the worker's salary, the majority base conversion fees on assignment length.