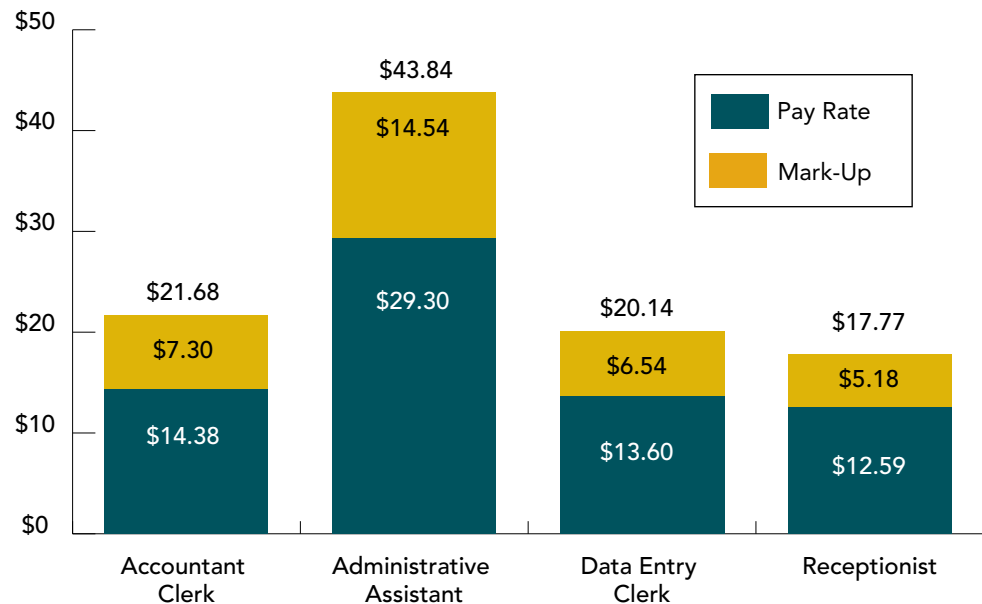


# Contingent Metrics You Need to Know

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

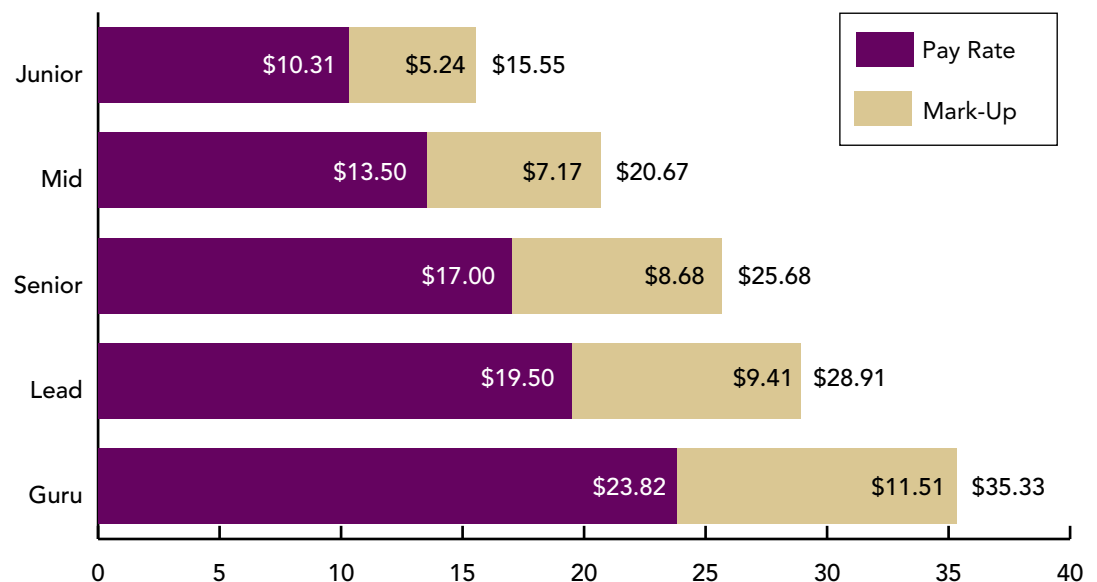
According to recent data from nextSource, bill rates for office/clerical occupations varied depending on the kind of skill required. Among those occupations measured, the median bill rate for senior-level office/clerical contractors is highest for administrative assistants, perhaps due to the broader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

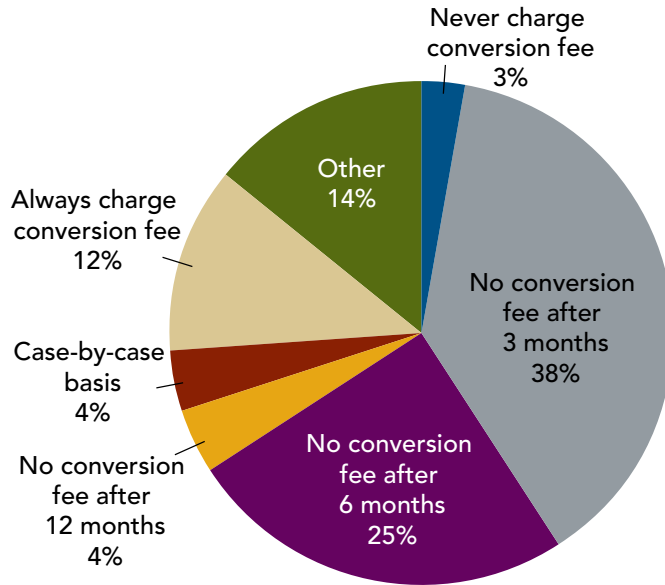
**Ratio: 3.8: 1**

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

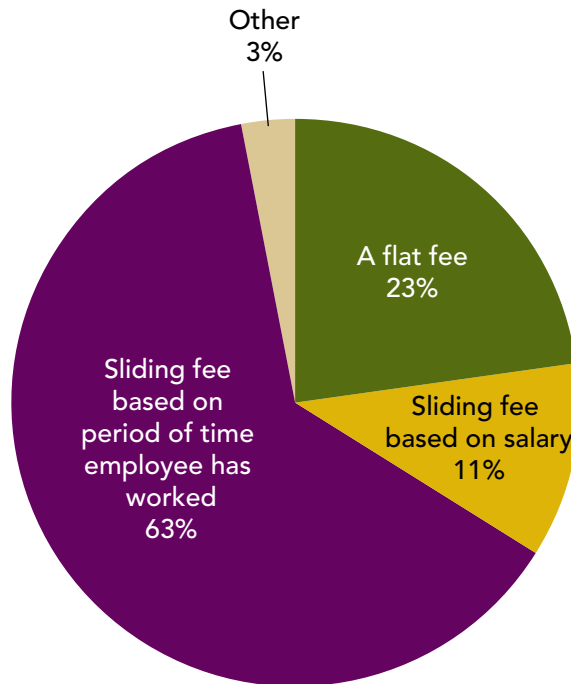
## Charging Conversion Fees



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.