



Staffing & Recruiting Business Outlook

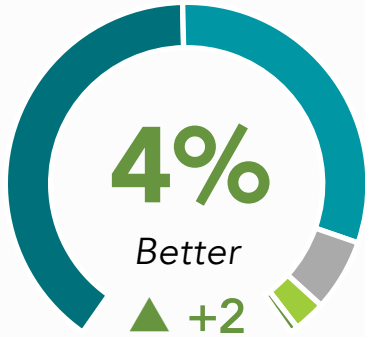
Reporting Date: April 21, 2020

Staffing & Recruiting Business Outlook Summary

Reporting Date: April 21, 2020

Business Outlook Index

Now vs. 1 Month Ago



1 Month from Now



6 Months from Now



Significantly Worse | Somewhat Worse | About the Same | Somewhat Better | Significantly Better

Hiring Outlook Index

Job Orders - Now vs. 1 Month Ago



Job Orders - 1 Month from Now



Significantly Lower | Somewhat Lower | About the Same | Somewhat Higher | Significantly Higher

Strategic Focus



Retention
Retaining Existing Clients

43%

▲ +3

Expansion
Expanding Existing Accounts

24%

▲ +4

Attraction
Attracting New Clients

33%

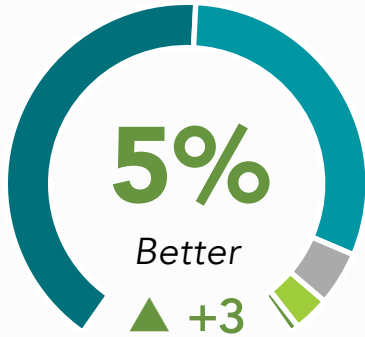
▼ -7

Staffing Industry - Business Outlook Report

Reporting Date: April 21, 2020

Business Outlook Index

Now vs. 1 Month Ago



1 Month from Now



6 Months from Now



Significantly Worse | Somewhat Worse | About the Same | Somewhat Better | Significantly Better

Hiring Outlook Index

Job Orders - Now vs. 1 Month Ago



Job Orders - 1 Month from Now



Significantly Lower | Somewhat Lower | About the Same | Somewhat Higher | Significantly Higher

Strategic Focus

Cutting Costs
69%

No Change



Investing for Growth
31%

No Change

Retention
Retaining Existing Clients

44%

▲ +3

Expansion
Expanding Existing Accounts

25%

▲ +4

Attraction
Attracting New Clients

31%

▼ -7

RPO Industry - Business Outlook Report

Reporting Date: April 21, 2020

Business Outlook Index

Now vs. 1 Month Ago



1 Month from Now



6 Months from Now



Significantly Worse | Somewhat Worse | About the Same | Somewhat Better | Significantly Better

Hiring Outlook Index

Job Orders - Now vs. 1 Month Ago



Job Orders - 1 Month from Now



Significantly Lower | Somewhat Lower | About the Same | Somewhat Higher | Significantly Higher

Strategic Focus

Cutting Costs
85%

▲ +35

Investing for Growth
15%

▼ -35

Retention
Retaining Existing Clients

38%

▲ +8

Expansion
Expanding Existing Accounts

15%

▲ +5

Attraction
Attracting New Clients

46%

▼ -14

CEOs & Owners - Business Outlook Report

Reporting Date: April 21, 2020

Business Outlook Index

Now vs. 1 Month Ago



1 Month from Now



6 Months from Now



Significantly Worse | Somewhat Worse | About the Same | Somewhat Better | Significantly Better

Hiring Outlook Index

Job Orders - Now vs. 1 Month Ago



Job Orders - 1 Month from Now



Significantly Lower | Somewhat Lower | About the Same | Somewhat Higher | Significantly Higher

Strategic Focus

Cutting Costs
58%



Investing for Growth
42%

Retention
Retaining Existing Clients

38%
▼ -7

Expansion
Expanding Existing Accounts

26%
▲ +6

Attraction
Attracting New Clients

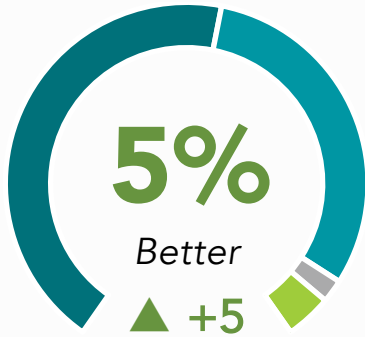
36%
▶ +0

Industrial Sector - Business Outlook Report

Reporting Date: April 21, 2020

Business Outlook Index

Now vs. 1 Month Ago



1 Month from Now



6 Months from Now



Significantly Worse | Somewhat Worse | About the Same | Somewhat Better | Significantly Better

Hiring Outlook Index

Job Orders - Now vs. 1 Month Ago



Job Orders - 1 Month from Now



Significantly Lower | Somewhat Lower | About the Same | Somewhat Higher | Significantly Higher

Strategic Focus



Retention
Retaining Existing Clients

46%

▲ +6

Expansion
Expanding Existing Accounts

23%

▲ +5

Attraction
Attracting New Clients

31%

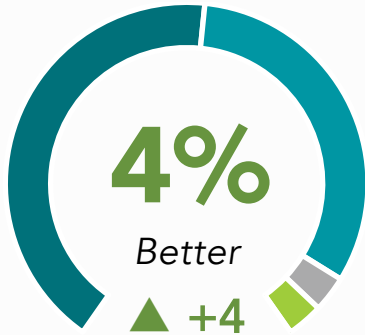
▼ -11

Office/Clerical Sector - Business Outlook Report

Reporting Date: April 21, 2020

Business Outlook Index

Now vs. 1 Month Ago



1 Month from Now



6 Months from Now



Significantly Worse | Somewhat Worse | About the Same | Somewhat Better | Significantly Better

Hiring Outlook Index

Job Orders - Now vs. 1 Month Ago



Job Orders - 1 Month from Now



Significantly Lower | Somewhat Lower | About the Same | Somewhat Higher | Significantly Higher

Strategic Focus



Retention
Retaining Existing Clients

40%

▲ +2

Expansion
Expanding Existing Accounts

40%

▲ +15

Attraction
Attracting New Clients

20%

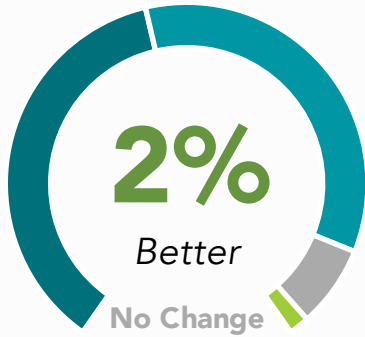
▼ -18

Engineering, IT & Scientific - Business Outlook Report

Reporting Date: April 21, 2020

Business Outlook Index

Now vs. 1 Month Ago



1 Month from Now



6 Months from Now



Significantly Worse | Somewhat Worse | About the Same | Somewhat Better | Significantly Better

Hiring Outlook Index

Job Orders - Now vs. 1 Month Ago



Job Orders - 1 Month from Now



Significantly Lower | Somewhat Lower | About the Same | Somewhat Higher | Significantly Higher

Strategic Focus

Cutting Costs
71%

▲ +2

Investing for Growth
29%

▼ -2

Retention
Retaining Existing Clients

41%

▲ +2

Expansion
Expanding Existing Accounts

25%

▲ +5

Attraction
Attracting New Clients

34%

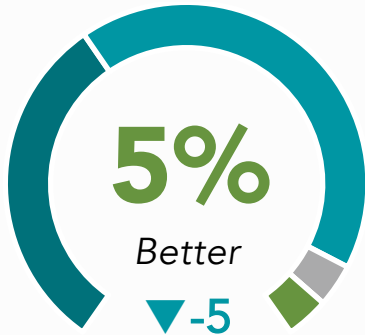
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Healthcare Sector - Business Outlook Report

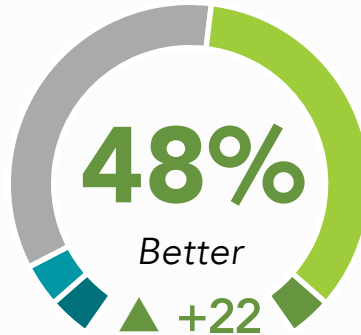
Reporting Date: April 21, 2020

Business Outlook Index

Now vs. 1 Month Ago



1 Month from Now



6 Months from Now



Significantly Worse | Somewhat Worse | About the Same | Somewhat Better | Significantly Better

Hiring Outlook Index

Job Orders - Now vs. 1 Month Ago



0%
▼ -10

Job Orders - 1 Month from Now



Significantly Lower | Somewhat Lower | About the Same | Somewhat Higher | Significantly Higher

Strategic Focus

Cutting Costs
62%

▲ +2

Investing for Growth
38%
▼ -2

Retention
Retaining Existing Clients

33%
▼ -9

Expansion
Expanding Existing Accounts

29%
No Change

Attraction
Attracting New Clients

38%
▲ +9

Professional Sector - Business Outlook Report

Reporting Date: April 21, 2020

Business Outlook Index

Now vs. 1 Month Ago



1 Month from Now



6 Months from Now



Significantly Worse | Somewhat Worse | About the Same | Somewhat Better | Significantly Better

Hiring Outlook Index

Job Orders - Now vs. 1 Month Ago



Job Orders - 1 Month from Now



Significantly Lower | Somewhat Lower | About the Same | Somewhat Higher | Significantly Higher

Strategic Focus

Cutting Costs
75%

No Change

Investing for Growth
25%

No Change

Retention

Retaining Existing Clients

49%

▲ +2

Expansion

Expanding Existing Accounts

19%

No Change

Attraction

Attracting New Clients

32%

▼ -2