



Staffing & Recruiting Business Outlook

Reporting Date: May 14, 2020

Staffing & Recruiting Business Outlook Summary

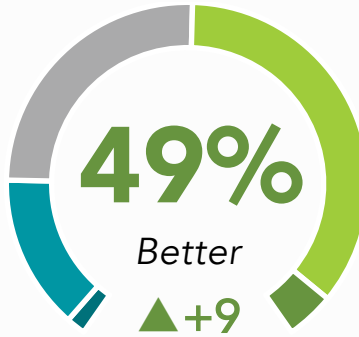
Reporting Date: May 14, 2020

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



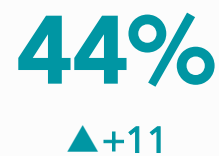
Retention
Retaining Existing Clients



Expansion
Expanding Existing Accounts



Attraction
Attracting New Clients



Staffing Industry - Business Outlook Report

Reporting Date: May 14, 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
45%



Investing for Growth
55%

Retention

Retaining Existing Clients

32%

▼-12

Expansion

Expanding Existing Accounts

25%

No Change

Attraction

Attracting New Clients

43%

▲+12

RPO Industry - Business Outlook Report

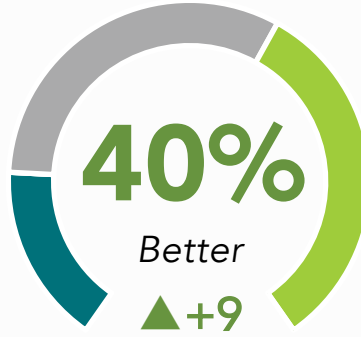
Reporting Date: May 14, 2020

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
80%



Investing for Growth
20%

Retention

Retaining Existing Clients

20%

▼-18

Expansion

Expanding Existing Accounts

20%

▲+5

Attraction

Attracting New Clients

60%

▲+14

CEOs & Owners - Business Outlook Report

Reporting Date: May 14, 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

21%

▼-17

Expansion
Expanding Existing Accounts

25%

▼-1

Attraction
Attracting New Clients

54%

▲+18

Industrial Sector - Business Outlook Report

Reporting Date: May 14, 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
32%



Investing for Growth
68%

Retention

Retaining Existing Clients

29%

▼-18

Expansion

Expanding Existing Accounts

25%

▲+2

Attraction

Attracting New Clients

46%

▲+16

Office/Clerical Sector - Business Outlook Report

Reporting Date: May 14, 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
39%

▼-37



Investing for Growth
61%

▲+37

Retention

Retaining Existing Clients

14%

▼-26

Expansion

Expanding Existing Accounts

32%

▼-8

Attraction

Attracting New Clients

55%

▲+35

Engineering, IT & Scientific - Business Outlook Report

Reporting Date: May 14, 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
50%



Investing for Growth
50%

Retention

Retaining Existing Clients

38%

▼-2

Expansion

Expanding Existing Accounts

28%

▲+3

Attraction

Attracting New Clients

33%

▼-1

Healthcare Sector - Business Outlook Report

Reporting Date: May 14, 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

27%

▼-7

Expansion
Expanding Existing Accounts

20%

▼-9

Attraction
Attracting New Clients

53%

▲+15

Professional Sector - Business Outlook Report

Reporting Date: May 14, 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
48%

▼-27



Investing for Growth
52%

▲+27

Retention

Retaining Existing Clients

23%

▼-26

Expansion

Expanding Existing Accounts

26%

▲+7

Attraction

Attracting New Clients

52%

▲+19