On Assignment

SunTrust Robinson Humphrey's Business and Government Services Unconference November 10, 2011

Peter Dameris
President & CEO

Jim Brill
CFO

Safe Harbor

Certain statements made in this presentation should be considered forward-looking statements as defined in the Private Securities Litigation Reform Act of 1995. These include statements about our future results of operations and operating targets, the size of the markets in which we operate, and our efforts to increase our market share and revitalize our business. We caution investors that these forward-looking statements are not guarantees of future performance, and actual results may differ materially. Investors should consider the important risks and uncertainties that may cause actual results to differ, including those discussed in our annual report on Form 10-K for the year ended December 31, 2010, Form 10-Q for the quarter ended June 30, 2011 and other filings we make with the Securities and Exchange Commission. We assume no obligation to update this presentation, which speaks as of today's date.

Today's Topics

- Key Investment Highlights
- Industry and Market Overview
- Company Overview
- Operating Focus for 2011 and Beyond
- Financial Results

Key Investment Highlights

Large, Attractive End Markets	• The staffing industry is a large market, with estimated total revenues of $103 billion in 2010 and projected to be $114 billion in 2011[1] • Highly skilled temps are in high demand but short supply, with greater resistance to economic cycles, especially in areas like healthcare and highly specialized professional services
Strong Position in Critical High-End Skill Sets	• On Assignment ("ASGN" or the "Company") participates in most attractive sub-segments of staffing: Healthcare, Life Sciences, Locum Tenens and IT/Engineering • High-end focus yields higher bill rates, longer assignments and stickier customer relationships • Customer diversification enhances revenue visibility and insulates margins
Attractive Organic and Strategic Growth Opportunities	• Capture operating leverage • Accelerate growth of newer practices • Execute against strategic five year plan
Attractive Financial Characteristics	• All segments operate in high demand, high bill rate sub sectors of the broader staffing market, which drives organic revenue growth and stable gross margins • Highly scalable front and back office creates operating margin expansion opportunities • Low working capital and CapEx requirements result in strong conversion of EBITDA to FCF
Experienced Management Team	• Senior management has extensive experience in the staffing sector and a strong track record with public investors • Veteran cadre of seasoned industry professionals leading each division

Source:
[1] Staffing Industry Analysts Insight: Staffing Industry Forecast (September 2011)

On Assignment

Staffing Industry Growth Drivers

Catalyst For Continued Growth

- An economic slowdown reminds companies of the benefits for using contract labor
- Variable cost structure provides money saving alternative to companies and flexibility to ramp up quickly in periods of expansion
- Aging U.S. population may constrain supply of available workforce
- Healthcare reform may stimulate demand for staffing in the long-term

Recent Market Trends

- U.S. economy continues to grow
- Temporary help penetration (1.7% in Sep '11) still only slightly above prior trough period of 1.6%[1,2]
- Temp help growth has begun to slowdown; however, primarily in the commercial/light industrial sector. Professional staffing, higher-end skilled labor, has stayed course and is growing faster than overall employment

Potential for M&A Activity

- M&A activity continues to gain traction as large companies and private equity announce more deals
- Escalating access to credit markets may spur appetite for acquisitive growth
- Smaller, private companies may look to partner with larger, well capitalized firms or private equity as activity and valuations increase

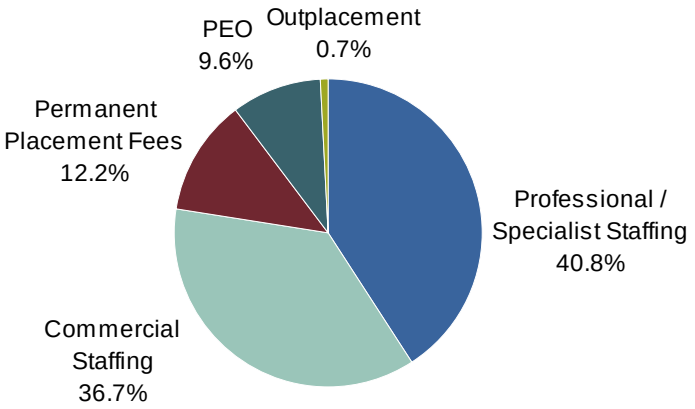
Note:
[1] Bureau of Labor Statistics' ("BLS") Employment Situation publication (Oct 2011)
[2] Prior recession period penetration rate bottomed in December of 2001

Staffing Industry Market Opportunity

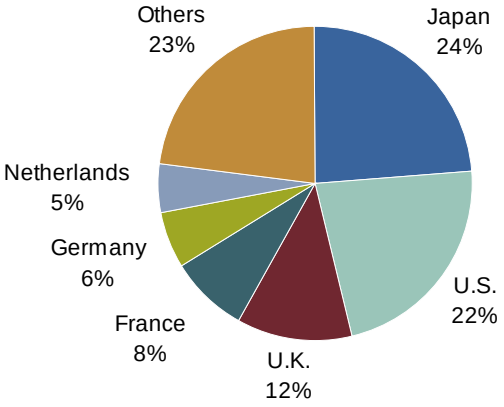
Total U.S. staffing industry revenues forecasted to be $114 billion in 2011[1]

- **The U.S. Staffing Market Growth:**
  - The staffing industry is projected to grow at a annual rate of 10% in 2011 and 7% in 2012[1]
  - Within staffing, temporary help is projected to grow at 10% in 2011[1]
- **Geographic Mix:**
  - Japan, U.S., U.K., France, and Germany are the largest geographic markets for the staffing industry
  - With the U.S. holding an estimated 22% of the global market in 2009 by revenue
- **Penetration Rates Remain Low:**
  - U.S. penetration rate is at 1.7% of the total workforce[2]
  - Penetration rates still well below peak levels of 2%

2011 U.S. Staffing Industry[1]



2009 Geographic Breakdown[3]



Sources:
[1] Staffing Industry Analysts Insight: Staffing Industry Forecast (September 2011)
[2] BLS (Oct 2011)
[3] Staffing Industry Analysts, Inc. (BofA-Merrill Lynch equity research, October 13, 2011)

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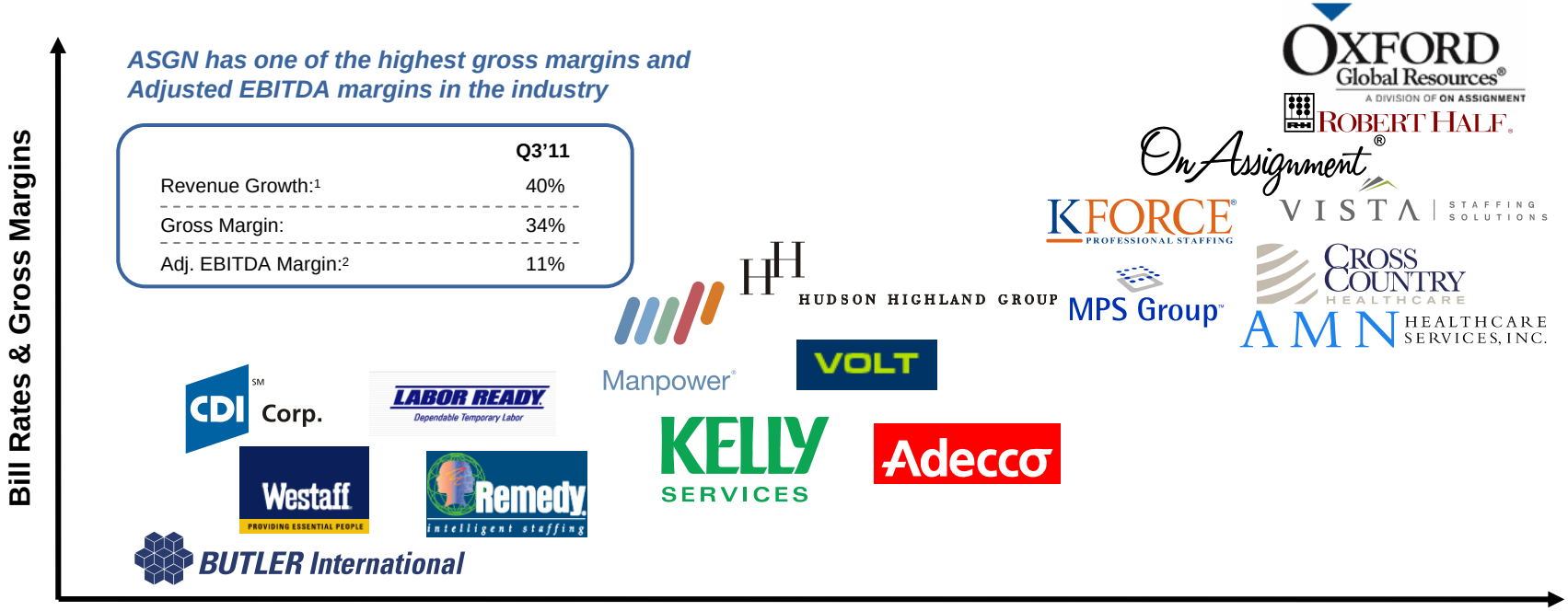
Competition

ASGN has one of the highest gross margins and Adjusted EBITDA margins in the industry

	Q3'11
Revenue Growth:[1]	40%
Gross Margin:	34%
Adj. EBITDA Margin:[2]	11%



Industrial Staffing	Generalist Staffing	Specialist Staffing
• Areas of focus: light industrial; clerical and administrative; less specialized skills • Widely available skill sets • Providers seek large placements and compete on price (bulk selling)		• Areas of focus: healthcare, scientific, IT, engineering, finance/accounting, legal • Skills in short supply and critical to revenue potential of clients • Competition based on quality of professional and speed and relevancy of response

[1] Revenue growth is based on year-over-year change

[2] Adjusted EBITDA presented is one of the non-GAAP financial measures used by the Company and is defined as earnings before interest, taxes, depreciation, and amortization of identifiable intangible assets plus equity-based compensation expense, impairment charges, and acquisition related expenses, which terms might not be calculated in the same manner as, and thus might not be comparable to, similarly titled measures reported by other companies

On Assignment

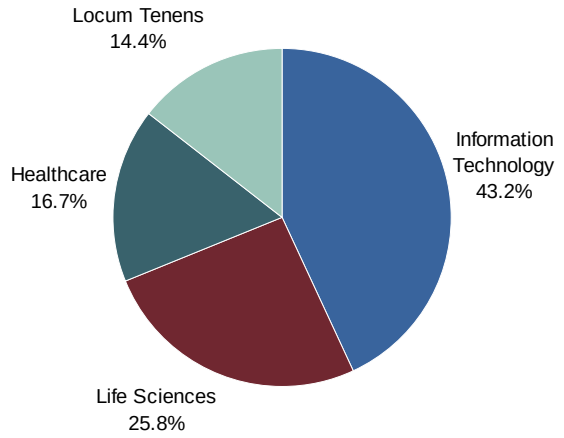
Overview of On Assignment

Diversified, "high demand, highly skilled" solutions across large and growing end markets

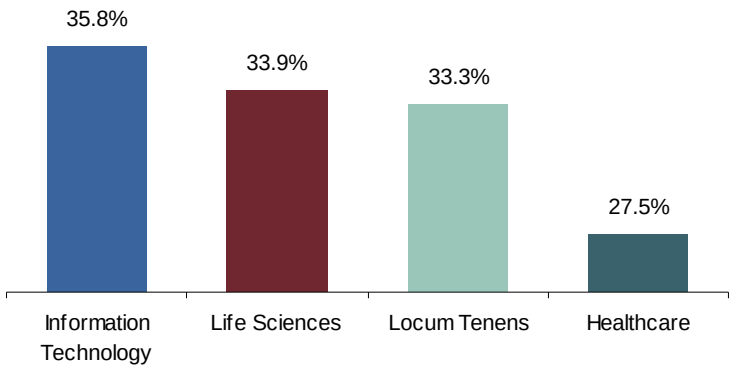
- **Approximately 4,765 contract professionals at approx. 2,563 clients[1]**
  - Employed over 150,000 contract professionals since 1992
  - Execute high gross margin assignments (one of the highest in the industry with a gross margin of 34% in Q3'11)
  - High gross margin despite low contribution (~3%) from permanent placement / conversion revenue

- **816 Staffing Consultants[1] in 78 branch offices[2] in the U.S., Canada, U.K., Belgium, Ireland, Netherlands, and Spain**
  - Deliver fast, quality sales and fulfillment services

Q3 2011 Revenue by Segment



Q3 2011 Gross Margin by Segment



[1] Q3 2011 Average
[2] As of September 30, 2011

Segment Profiles

	Life Sciences	Healthcare	IT / Engineering	Physician Staffing
Business Description	• Life Sciences is a leading provider of professionals in the Lab Support, Clinical Research and Engineering fields	• The Healthcare segment is comprised of the Allied Healthcare and Nurse Travel lines of business	• The IT/Engineering segment provides high-end IT and engineering contract professionals in the U.S. and Europe	• The Physician Staffing segment provides temporary physicians (locum tenens) and permanent search
Contract Professionals / Employees	• Qualified Database: 44,000+ • Currently on assignment: ~2,300 • Full-Time Employees: ~280	• Qualified Database: 32,000+ • Currently on assignment: ~1,000 • Full-Time Employees: ~180	• Qualified Database: 35,000+ • Currently on assignment: ~1,400 • Full-Time Employees: ~550	• Qualified Database: 1,300+ • Currently on assignment: ~280 [1] • Full-Time Employees: ~180 [1]
FY 2010 Revenues	• $109 million	• $76 million	• $179 million	• $74 million
Key Customers	Wyeth, Johnson & Johnson, kraft foods, Pfizer, MillerCoors, Procter&Gamble, Chevron, Nestlé, Unilever	Quest Diagnostics, USC Medical Center, ALLINA Hospitals & Clinics, KAISER PERMANENTE, Renown Health, MERCY Medical Center, SCOTT&WHITE Healthcare, PHOENIX CHILDREN'S Hospital	U.S. Cellular, AkzoNobel, verizon, FedEx, Boston Scientific, Microsoft, Tyson, NETFLIX, HARVARD BUSINESS SCHOOL	COGENT HEALTHCARE, EAGLE HOSPITAL PHYSICIANS, MARSHFIELD CLINIC, CIGNA, Central Maine Medical Center, HCA, PRESBYTERIAN

[1] Increase is primarily driven by the acquisition of HealthCare Partners in August 2011

Management Team

Peter Dameris
President & CEO

- 15 years of staffing/public company experience
- Tenure w/ ASGN: 7 years
- Metamor (MMWW) CEO/Chairman
- Quanta (PWR) EVP/COO

James Brill
Senior VP Finance & CFO

- 21 years CFO experience, 28 years public company experience
- Tenure w/ ASGN: 4 years
- Diagnostic Products CFO since 1999

Emmett McGrath
President
Lab Support & Allied Healthcare

- 25 years of staffing/public company experience
- Tenure w/ ASGN: 6 years
- Yoh Scientific

Michael McGowan
President
Oxford Global Resources

- 15 years of staffing industry experience (13 yrs w/ Oxford, 2 yrs w/ KELYA)
- Tenure w/ ASGN: 4 years
- Automatic Data Processing (ADP), The MEDSTAT Group, Kelly Services (KELYA) Middle Markets Division

Mark Brouse
President
VISTA Staffing Solutions

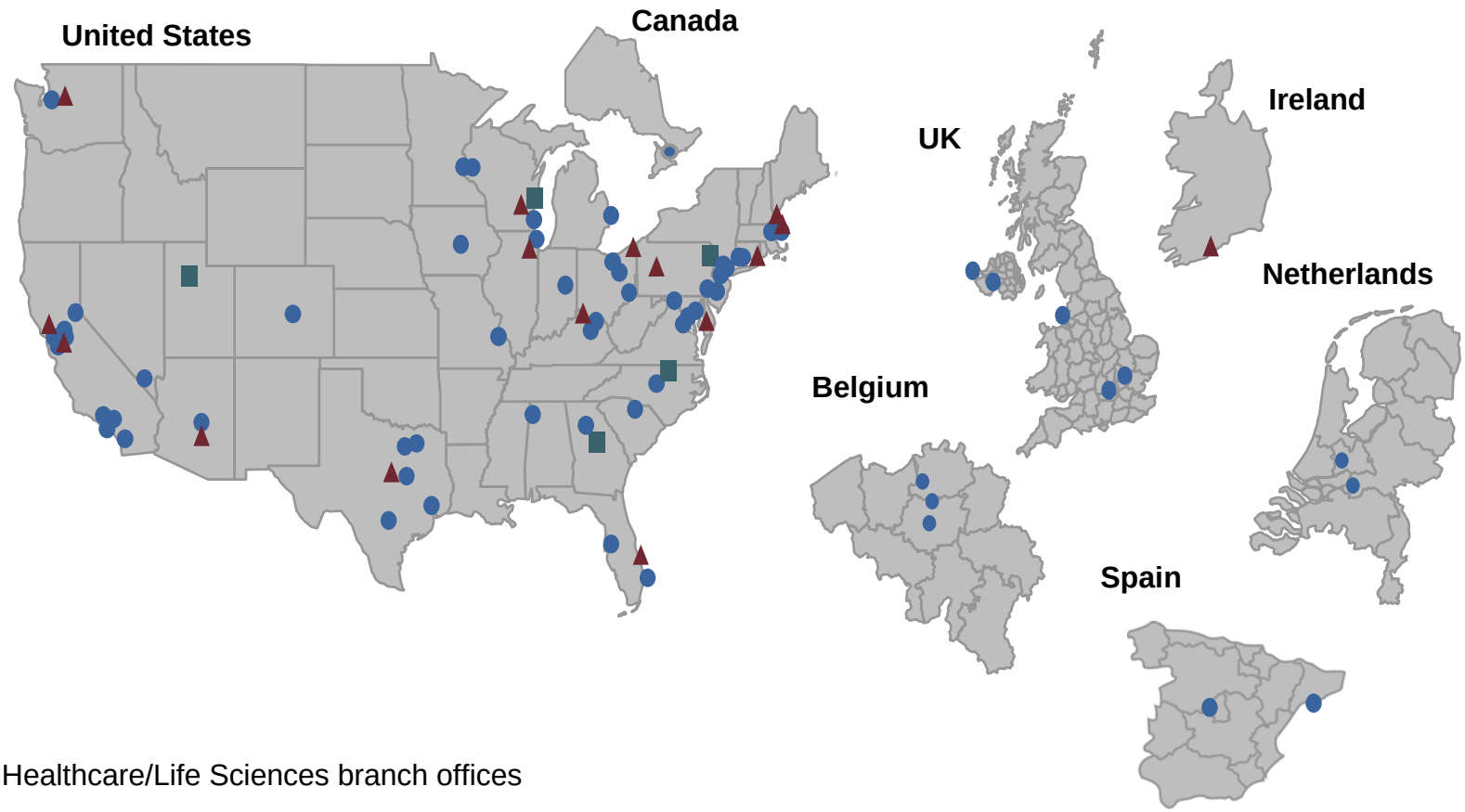
- 25 years of staffing industry experience (21 yrs w/ Vista, 4 yrs w/ CHG)
- Tenure w/ ASGN: 4 years
- Founded VISTA in 1990
- Entered the Locum Tenens industry in 1986

Kathryn Hoffman-Abby
Executive Vice President
Nurse Travel & VISTA Staffing Solutions

- 26 years of staffing industry experience (21 yrs w/ Vista, 5 yrs w/ CHG)
- Tenure w/ ASGN: 4 years
- Founded VISTA in 1990
- Entered the Locum Tenens industry in 1985

On Assignment

Geography



- Healthcare/Life Sciences branch offices
- IT/Engineering branch offices
- Physician Staffing branch offices

Note: 78 branches across the United States, Canada, and Europe

On Assignment

Life Sciences

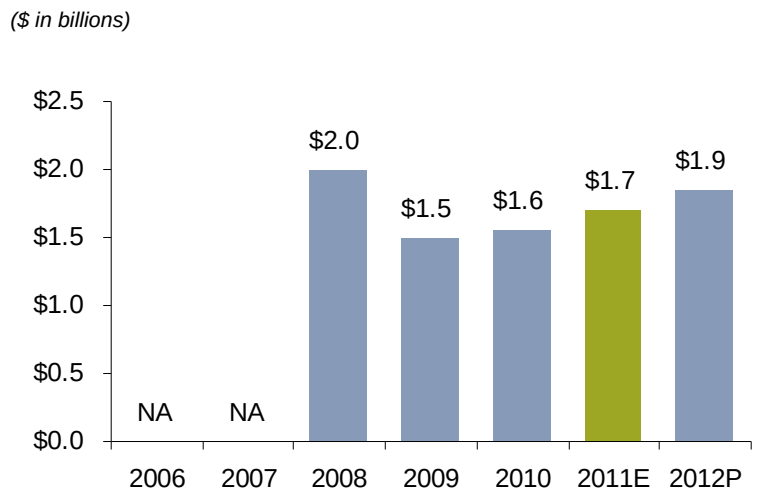
The U.S. market for outsourced Clinical/Scientific staffing is forecasted to be $1.7 billion in 2011[1]

- Lab support professionals assist clients in the life sciences industries with research and development, product production, quality control and assurance, regulatory affairs and compliance, engineering, consumer testing and clinical research

Industry Highlights

- Highly fragmented; market dynamics are favorable
- Middle market, 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-back funding that, in many cases, use temporary help or "temp-to-perm" staffing models as a way of managing start-up costs

Projected Market Size[1]



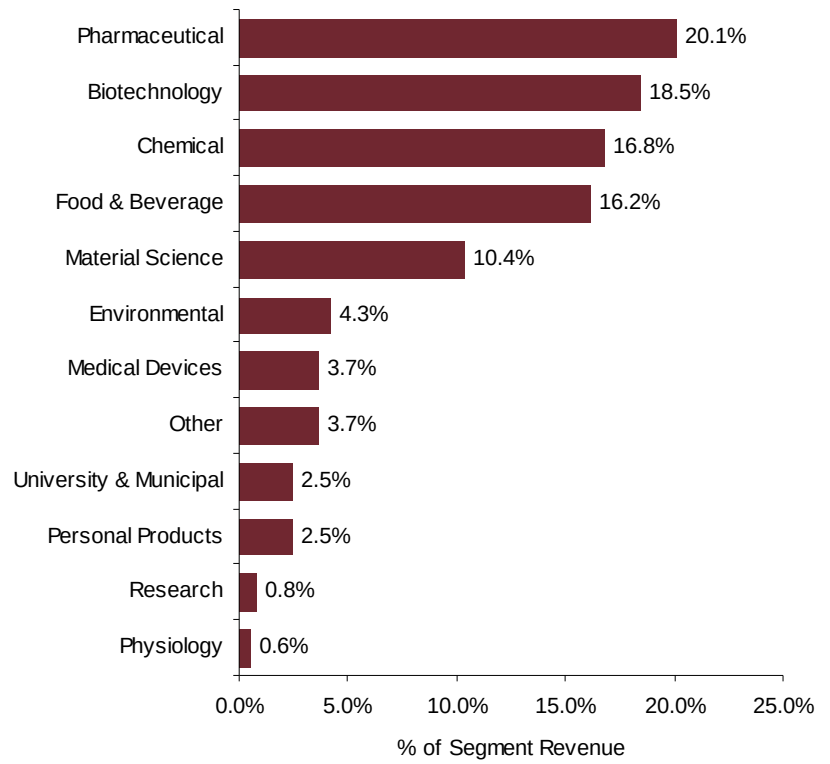
Sources:
[1] Staffing Industry Analysts Insight: Staffing Industry Forecast (September 2011)

On Assignment

On Assignment Segment: Life Sciences

- The Life Sciences lines of business:
  - Lab Support
  - Clinical Research
  - Engineering
- Operations in the U.S., Canada, and Europe
- Represents 26% of current quarter revenue
- Service clients in:
  - Biotechnology, pharmaceutical, food and beverage, medical device, personal care, chemical, nutraceutical, materials science, consumer products, environmental, petrochemical and contract manufacturing industries
- Provides highly skilled professionals:
  - Chemists, clinical research associates, clinical lab assistants, engineers, biologists, biochemists, microbiologists, molecular biologists, food scientists, regulatory affairs specialists, lab assistants, and other skilled scientific professionals
- Current statistics:
  - ~2,200 contract professionals at ~900 clients[1]
  - Average bill rate at $35 an hour[1]
  - Top 10 clients represent 21% of segment revenue

Q3 2011 Life Sciences Revenue Mix



[1] Q3 2011 Average

Locum Tenens

Locum Tenens forecasted revenues to be $1.9 billion in 2011[1]

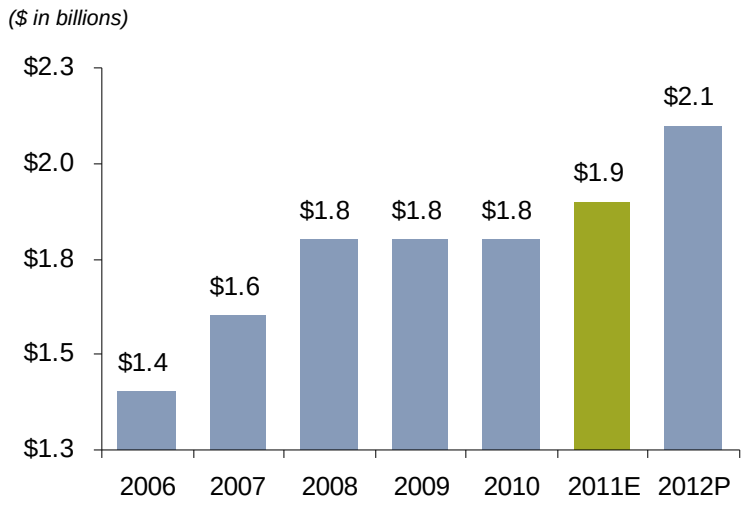
- Locum Tenens: involves placing physicians, which include both general practitioners and specialists, on temporary assignments in a variety of healthcare settings

High Barriers To Entry	• Need for malpractice insurance • Complexities involved in recruiting and marketing physicians • High level of specialized positions requiring specific training and experience • Lack of licensing reciprocity between states (unlike nursing) • Greater lead time needed to successfully fill positions
Projected Physician Shortage	• Over the next 15 yrs, the U.S. could face a shortage of 150,000 doctors, according to the Association of American Medical Colleges[2]
Physician Workforce Demographics	• The proportion of physicians reported as working part-time increased to 19% in 2007 from 13% in 2005[3] • Flexible work hours or part-time options were reported as one of the top three ongoing retention initiatives that medical group leaders have found to be effective[3]

Growth Characteristics

- Long-term growth may be fueled by a growing shortage, an aging population, and accessible healthcare insurance to more citizens with healthcare reform
- Physicians are "revenue generators"

Projected Market Size[1]



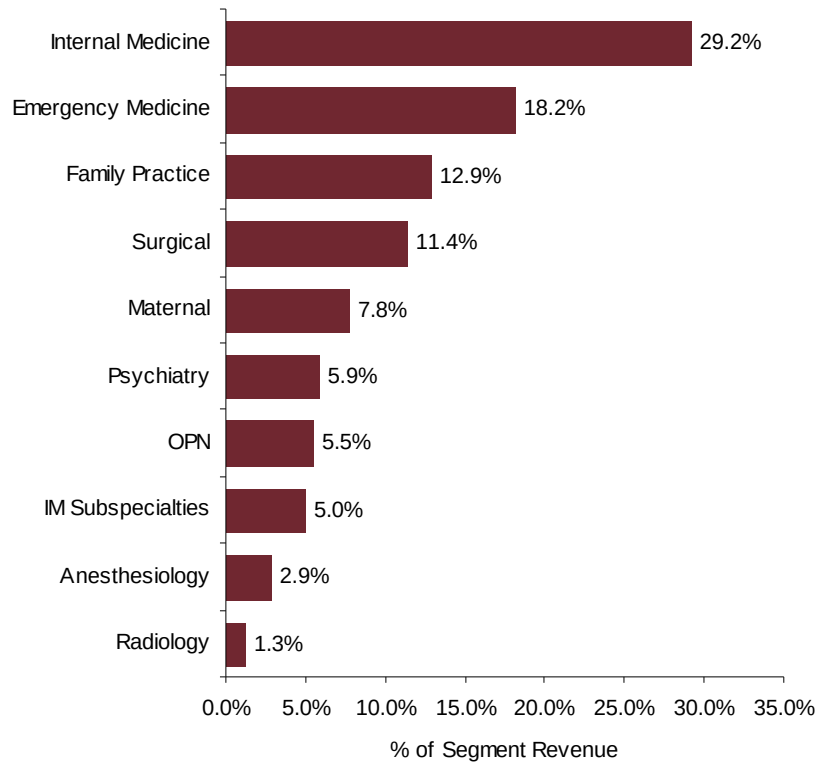
Sources:
[1] Staffing Industry Analysts Insight: Staffing industry Forecast (September 2011)
[2] Wall Street Journal (April 2010)
[3] 2007 Retention Survey, American Medical Group Association and Cejka Search

On Assignment

On Assignment Segment: Physician Staffing

- Full-service physician recruitment and staffing company
  - Headquartered in Salt Lake City and founded in 1990
- Places physicians in all 50 states, Australia and New Zealand
- Summary statistics:
  - Approximately 180 full-time employees
  - Approximately 30 specialties through 13 employee teams
  - Pool of 1,300+ physicians worldwide, with a range of medical specialties
  - Approximately 280 physicians on assignment daily[1]
  - Highest annual growth rate and gross margin of any publicly-traded physician staffing company
- Average domestic locum tenens assignment lasts 6 weeks
  - New line of business for longer engagements

Q3 2011 Physician Revenue Mix



[1] Q3 2011 Average

On Assignment

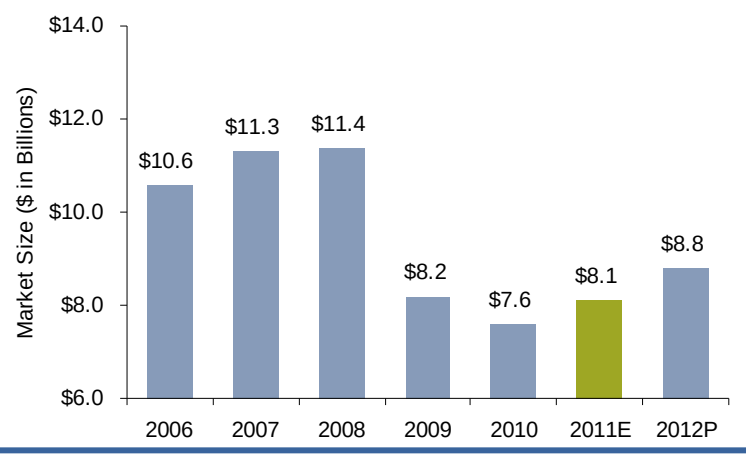
Healthcare Staffing

Healthcare Staffing forecasted revenues to be $8.1 billion in 2011[1]

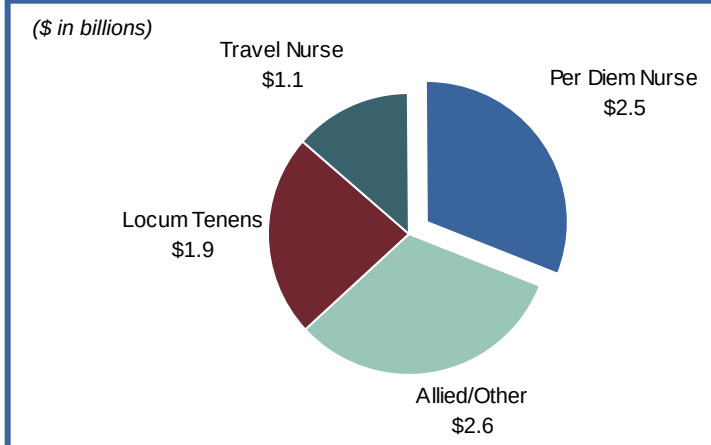
Industry Highlights

- Demand for healthcare staffing services is expected to be driven by:
  - An aging U.S. population
  - Continuous shift by healthcare organizations to increased outsourcing
  - Flexible business models to respond to immediate changes in demand
  - An acute shortage of physicians, nurses and other healthcare professionals in the long-term
  - Need for workers with specialized science and medical skills due to advances in technology
  - Accessible healthcare to more individuals provided by healthcare reform

Healthcare Temporary Staffing Market[1]



Healthcare by Segment (2011)



Source:
[1] Staffing Industry Analysts Insight: Staffing Industry Forecast (September 2011)

On Assignment

Allied Healthcare

Allied Staffing forecasted revenues to be $2.6 billion in 2011[1]

- Allied healthcare staffing involves placing professionals other than physicians and nurses, such as rehabilitation and respiratory therapists, physician assistants, nurse practitioners, nurse anesthetists, pharmacists, surgical technicians and radiologic technologists, in a variety of healthcare settings

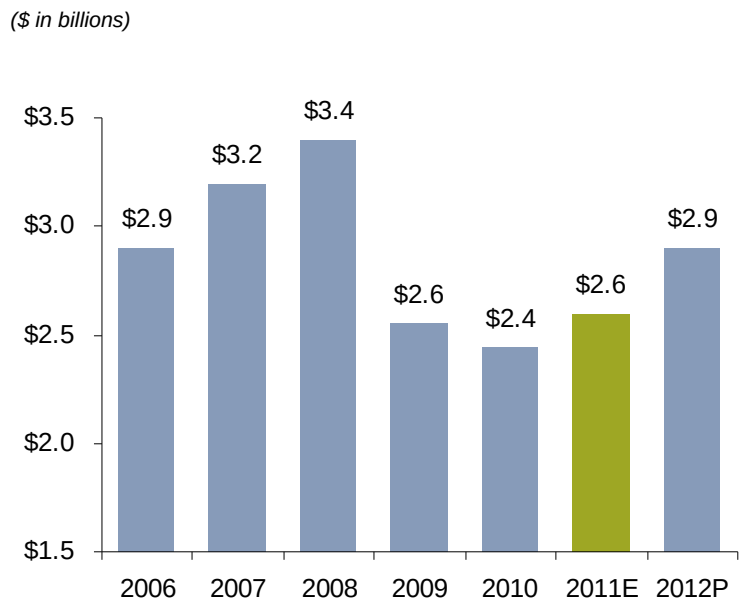
Industry Highlights

- Allied healthcare staffing assignments generally last 13 weeks
- Allied healthcare staffing consists of higher bill rate modalities, usually requiring specialized skills
- Within these specialties, health information technology is projected to accelerate growth in 2011

Growth Characteristics

- Allied healthcare staffing is estimated to have contracted 4% in 2010, with revenues of $2.4 billion and is projected to grow 6% in 2011[1]
- The segment still has low temporary penetration rates, which is a driver for long-term growth

Projected Market Size[1]



Source:
[1] Staffing Industry Analysts Insight: Staffing Industry Forecast (September 2011)

On Assignment

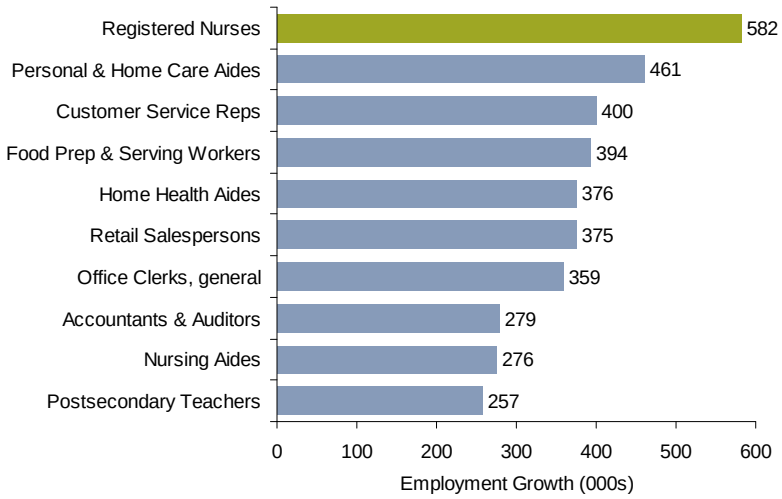
Nurse Travel

Nurse Travel forecasted revenues to be $1.1 billion in 2011[1]

Industry Highlights

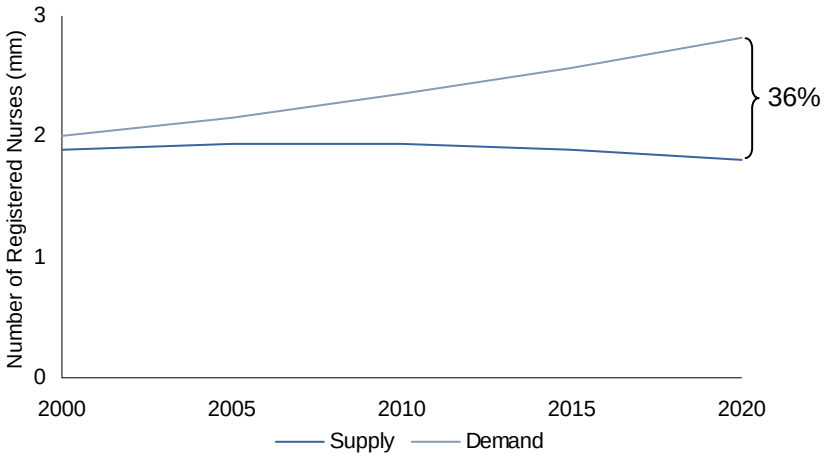
- Nurse Travel is estimated to have contracted 25% in 2010 and is projected to grow by 17% in 2011[1]
- However, a primary long-term growth driver is nurse shortage, which is expected to grow to 36% by 2020[2]

Occupations with Largest Projected Job Growth '08-'18



Source: Bureau of Labor Statistics (Dec. 2009)

Supply & Demand Shortage by Registered Nurses



Source: U.S. Department of Health and Human Services; HRSA (2004)

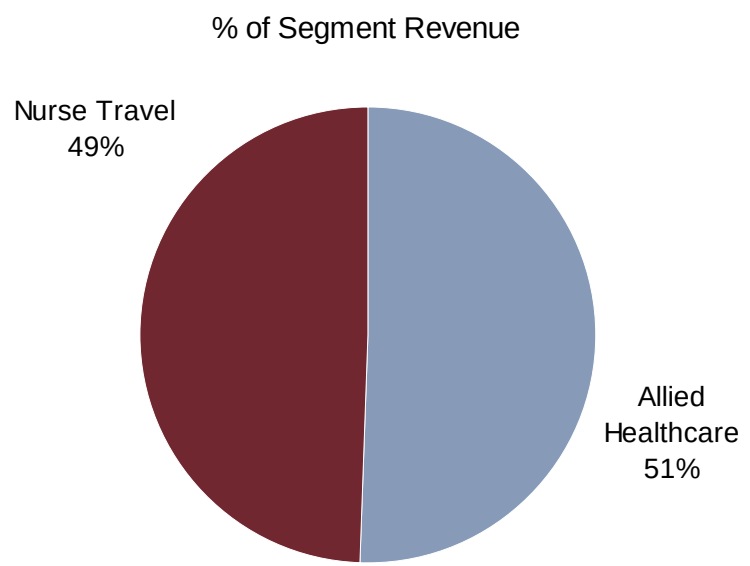
Sources:
[1] Staffing Industry Analysts Insight: Staffing Industry Forecast (September 2011)
[2] U.S. Department of Health and Human Services, HRSA (2004)

On Assignment

On Assignment Segment: Healthcare

- The Healthcare lines of business:
  - Nurse Travel
  - Allied Healthcare
- Represents 17% of current quarter revenue
- Nurse Travel
  - Rapid response nurses
  - Critical position focus
  - Average bill rate approx. $71 an hour[1]
  - Approx. 310 nurses at approx. 130 clients[1]
  - Top 10 clients represented 36% of segment revenue[2]
  - Gross margin was 24% for the quarter
- Allied Healthcare
  - Offer contract professionals on both a local and traveling basis ranging from phlebotomists to HIM professionals
  - Average bill rate approx. $37 an hour[1]
  - Approx. 700 contract professionals at approx. 490 clients[1]
  - Top 10 clients represented 22% of segment revenue
  - Gross margin was 32% for the quarter

Q3 2011 Healthcare Revenue Mix[2]



[1] Q3 2011 Average
[2] Top 10 clients and revenue mix excludes labor disruption revenue in the Nurse Travel division during Q3 '11

On Assignment

Information Technology

Forecasted IT staffing revenues to be $20.2 billion in 2011[1]

- 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.

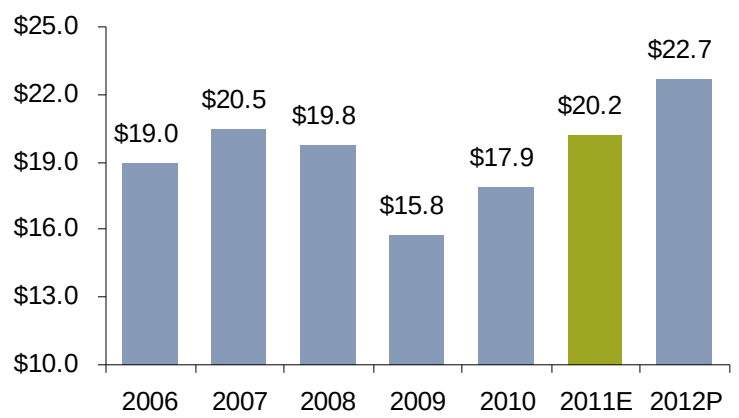
Industry Potential	• IT has recovered quicker than most other staffing segments; and is the only professional staffing segment expected to surpass 2008 levels in the current year • Growth in 2012 is expected to be driven by demand in the healthcare industry, given deadlines for conversions implemented by the US Dept. of Health & Human Services
Shortage of Talent	• One of the main constraints on growth in this segment is a shortage of talent, and not necessarily demand, due to the exodus of many mid-career professionals following the tech bubble and a steady decline in new computer science graduates

Growth Characteristics

- IT segment is estimated to grow by 13% in 2011 and 12% in 2012[1]

Projected Market Size[1]

($ in billions)



Source:
[1] Staffing Industry Analysts Insight: Staffing Industry Forecast (September 2011)

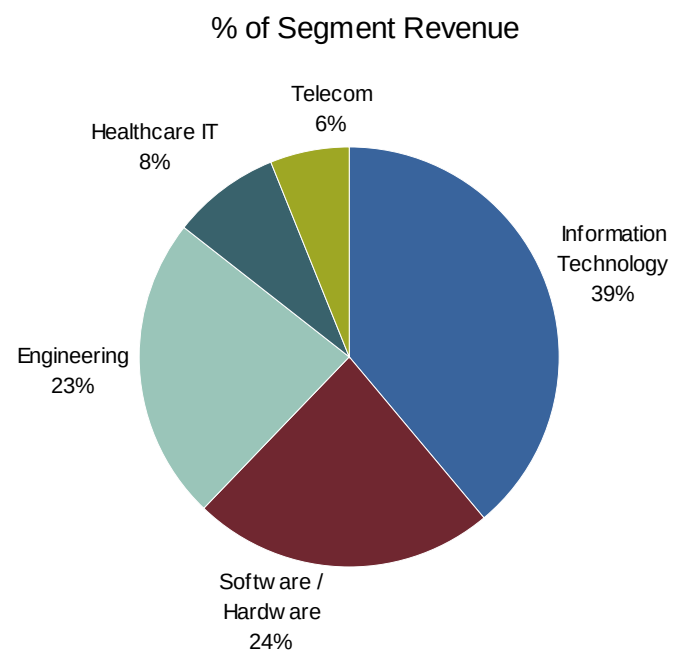
On Assignment

On Assignment Segment: IT/Engineering

IT/Engineering's disciplined focus on the high-end of IT and engineering markets yields industry leading bill rates, success rates and margins

- "The Right Talent. Right now.®"
- Four divisions:
  - Oxford International - nation-wide recruitment for nation-wide vacancies
  - Oxford & Associates - local recruitment through branch network
  - Healthcare IT - functional and technical recruitment in all aspects of healthcare IT
  - Centerpoint - fills permanent staffing needs
- High-end IT and engineering focus
  - Time sensitive project requirements
  - Traditional average assignment of approx. 5 months
  - Average bill rate of $115 per hour[1]
- Proactive, recruiting-driven organization
  - Significantly higher success rate filling engagements than competitors
- Attractive financial characteristics
  - Minimal client and industry business concentration; no customer accounts for more than 3% of sales
  - Acquired operations profitable every year since '86
  - Top 10 clients represent 13% of segment revenue

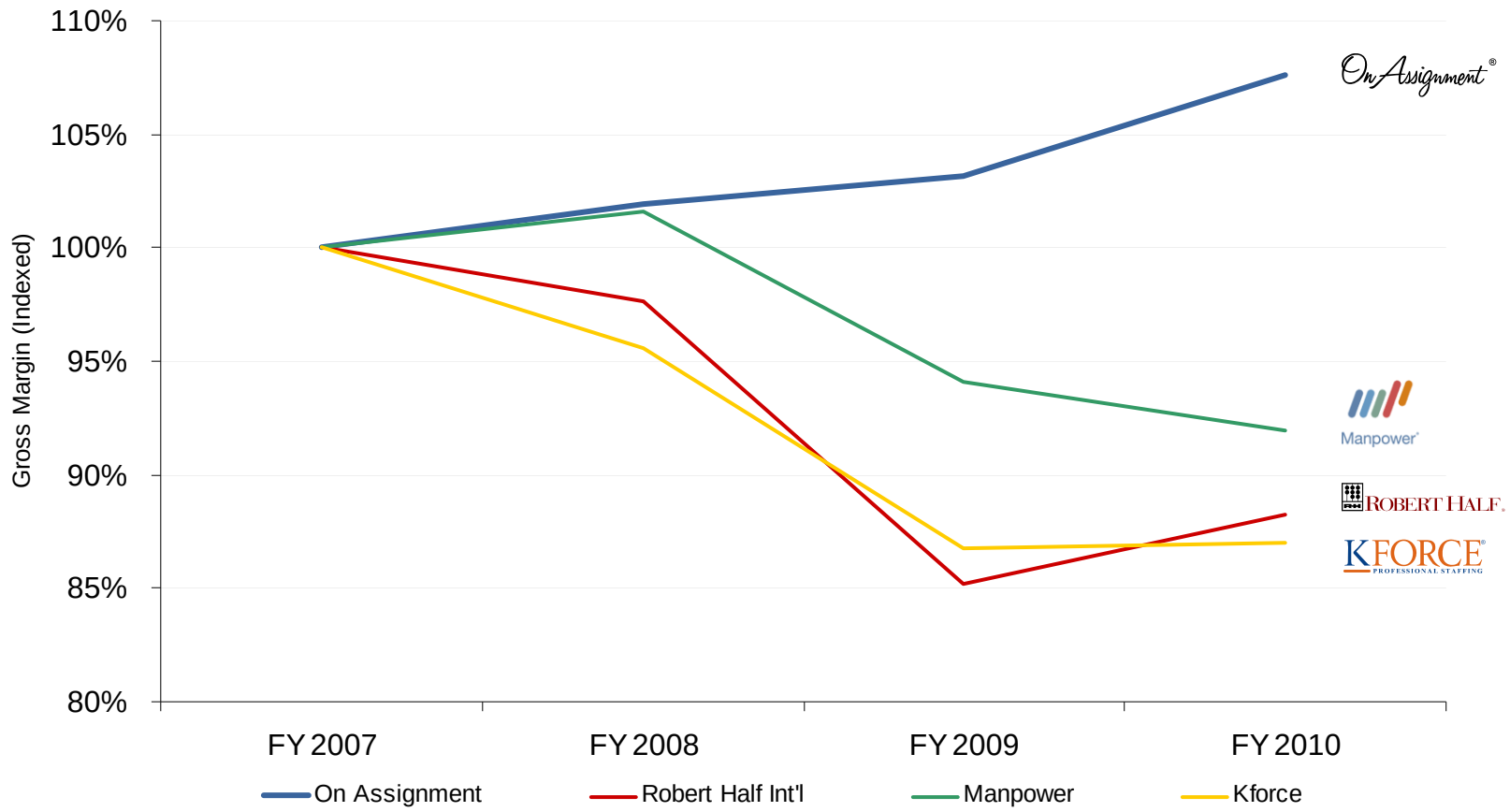
Q3 2011 IT/Engineering Revenue Mix



[1] Q3 2011 Average

Gross Margins Improved During The Recession

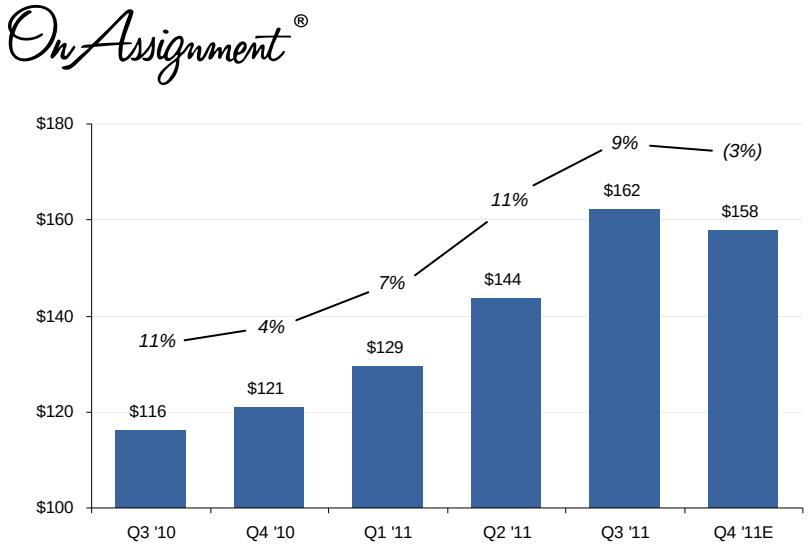
Gross Margin Trend (Indexed To FY 2007)

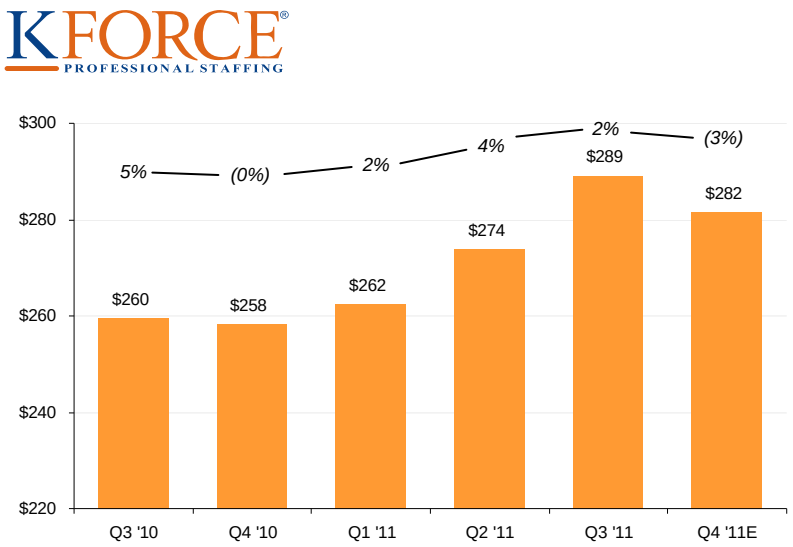


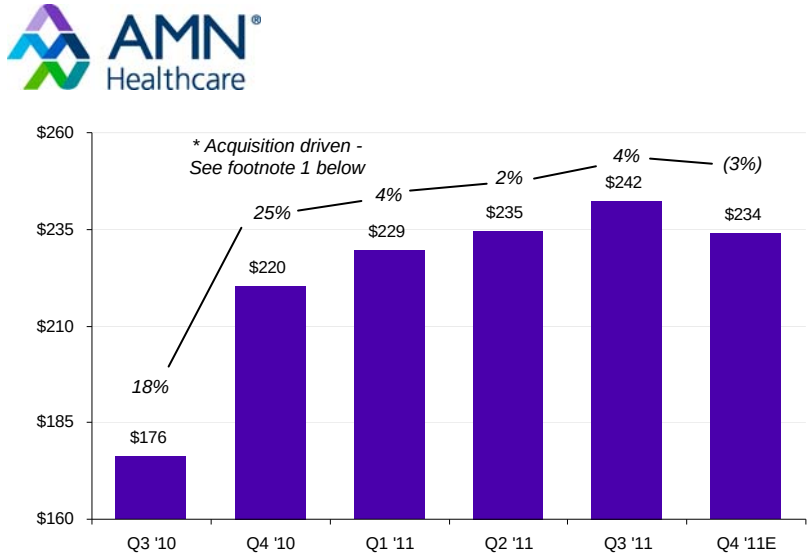
Source: Company press releases and public filings

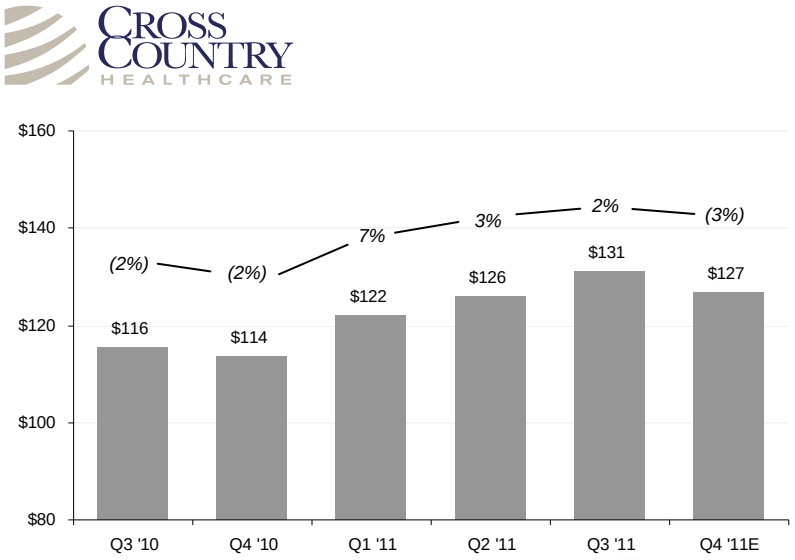
On Assignment

Peer Comparison: Sales Trends w/ Sequential Growth







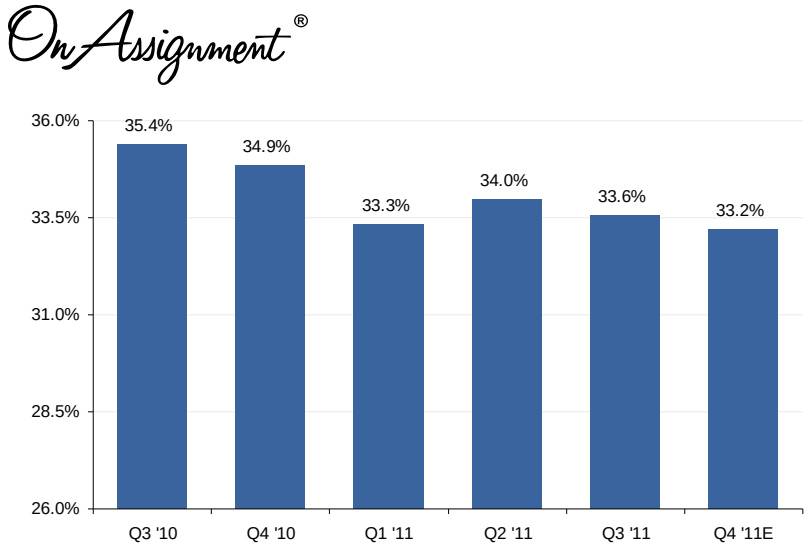


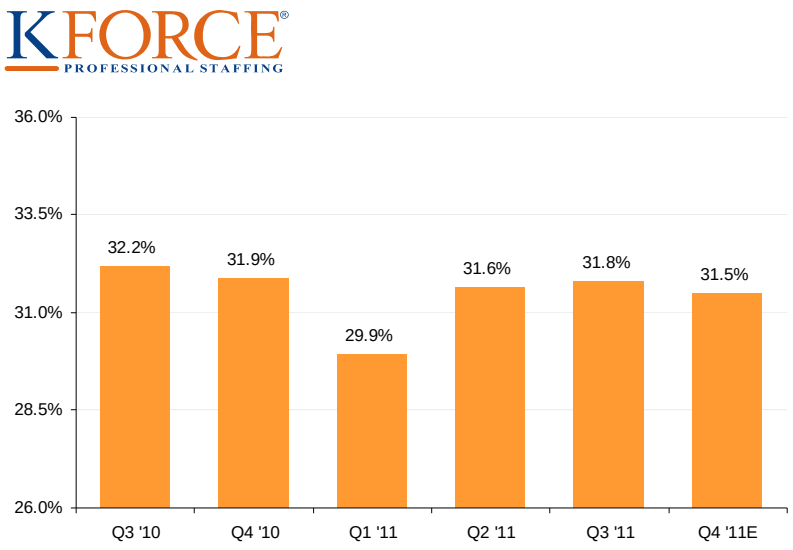
Note: Q3 '11E is based on management guidance and consensus street estimates

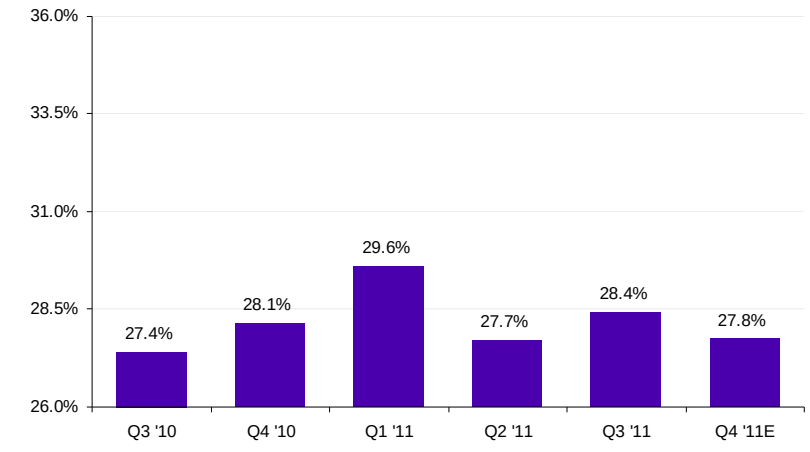
[1] Increase in Revenue and Adjusted EBITDA is due to acquisition of Medfinders in Sept '10
Medfinders contributed approximately $300 million in annual revenue

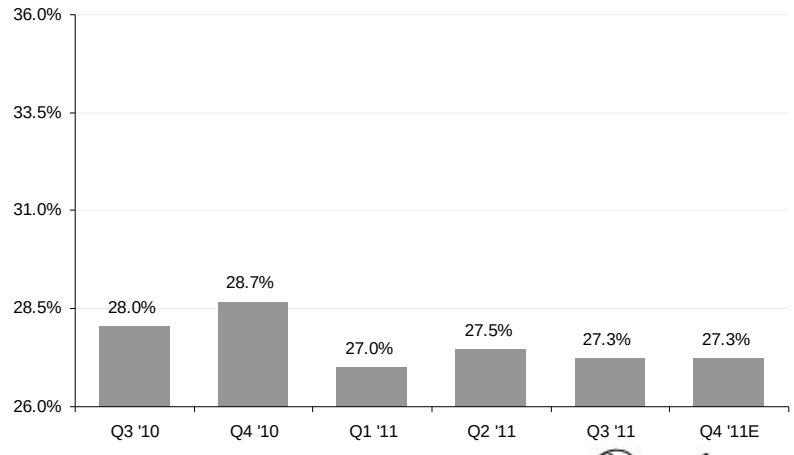
On Assignment

Peer Comparison: Gross Margin Trends



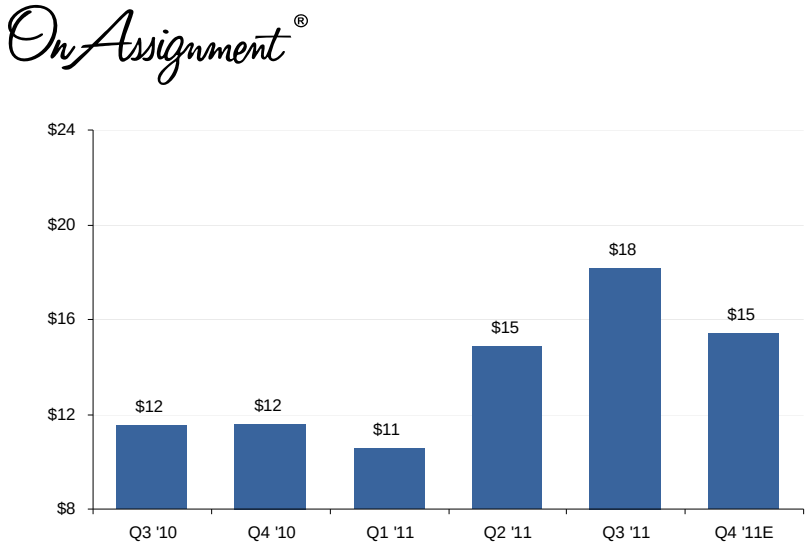


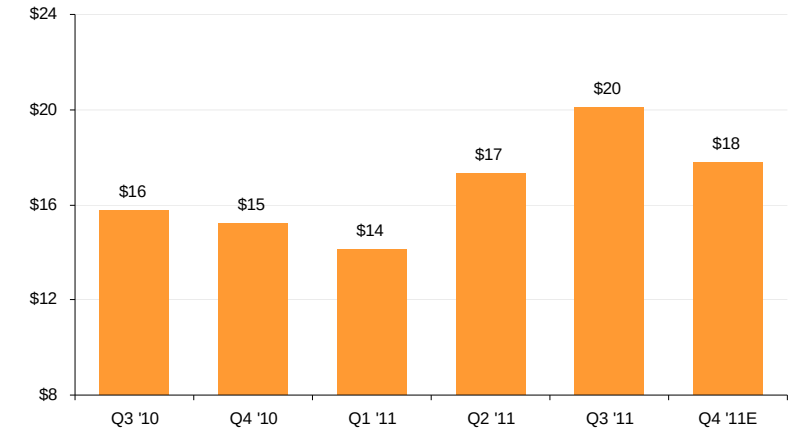


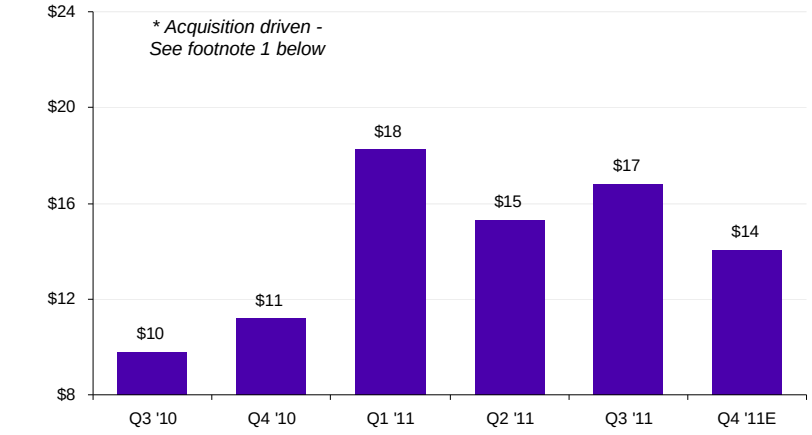


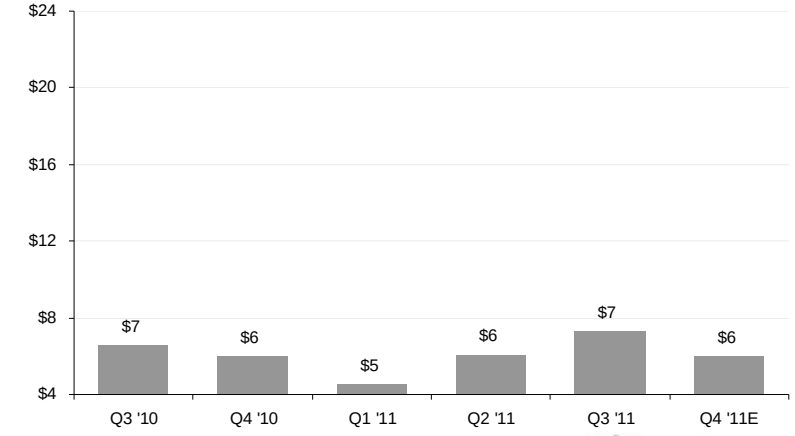
Note: Q3 '11E is based on management guidance and consensus street estimates

Peer Comparison: Adjusted EBITDA Trends





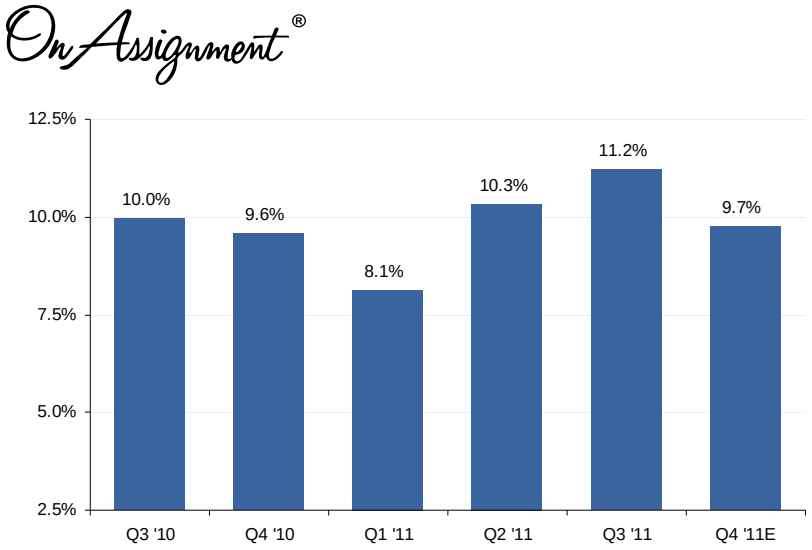


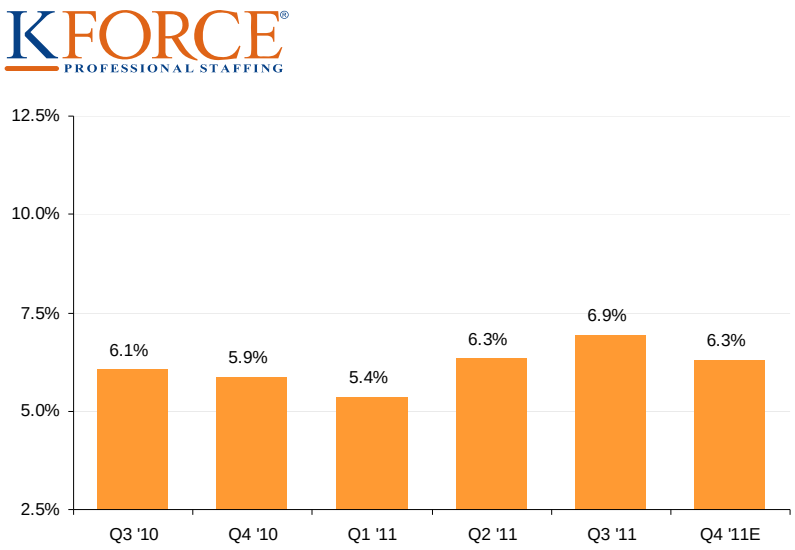


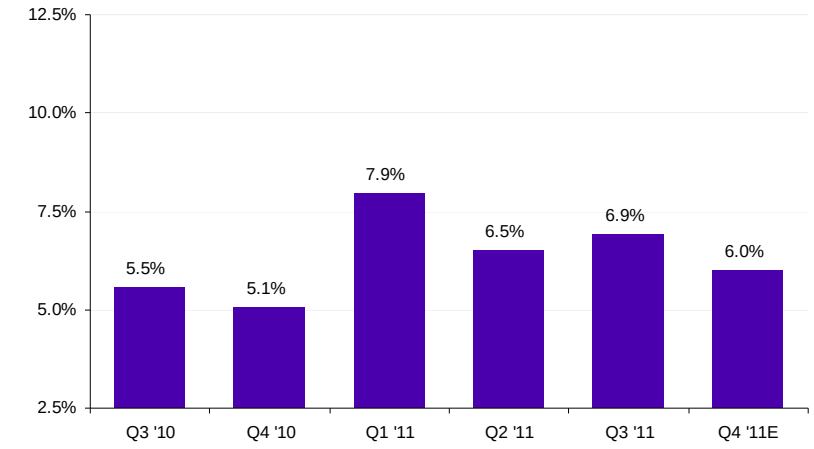
Note: Q3 '11E is based on management guidance and consensus street estimates

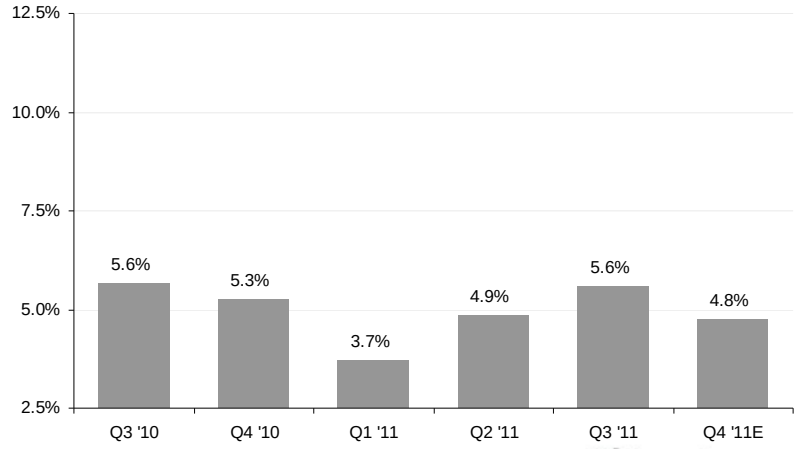
[1] Increase in Revenue and Adjusted EBITDA is due to acquisition of Medfinders in Sept '10
Medfinders contributed approximately $300 million in annual revenue

Peer Comparison: Adjusted EBITDA Margin Trends









Note: Q3 '11E is based on management guidance and consensus street estimates

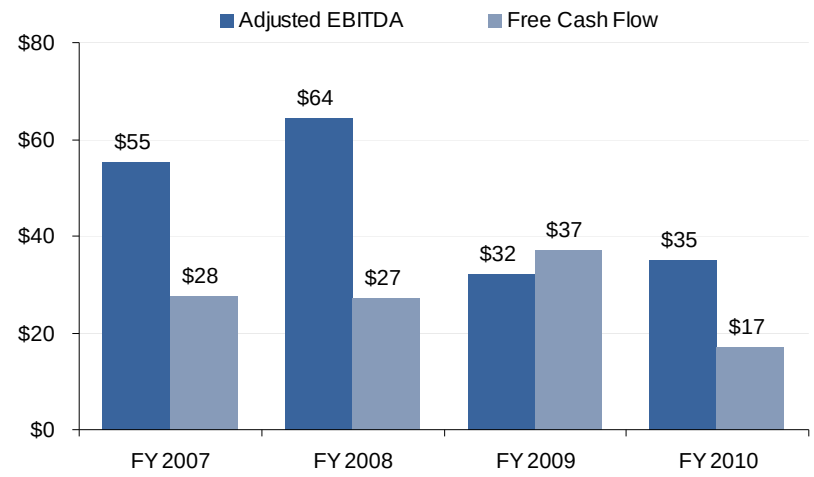
Free Cash Flow And Financial Leverage

Strong free cash flow generation allows for focus on quick deleveraging of balance sheet and funding of share repurchase program

Free Cash Flow Generation

Conversion %:	*50%*	*42%*	*117%*	*49%*

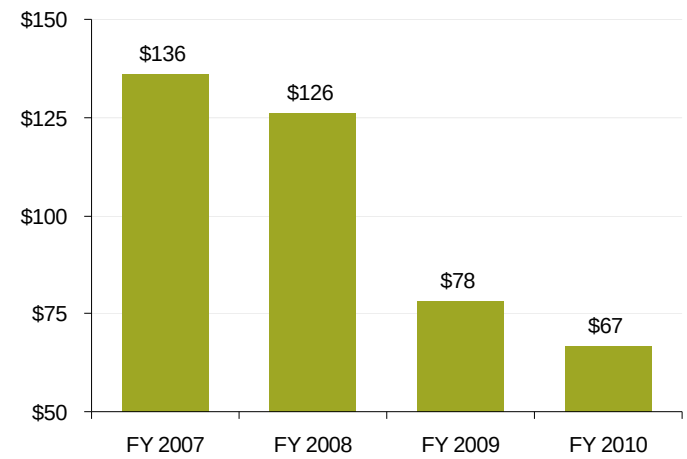
($ in millions)



Bank Debt Outstanding

Debt-to-Capital:	*41%*	*37%*	*26%*	*23%*

($ in millions)



Share Repurchase Program

$20,000,000	*Authorized in Dec 2010*
($2,000,000)	*Purchased in Q4 '10 (at an Avg. share price of $6.84)*
($2,200,000)	*Purchased in Q3 '11 and through Oct. 26, 2011 (at an Avg. share price of $6.87)*
$15,800,000	Available in Share Repurchase program

On Assignment

2010 Trends Augur Well For 2011 And Beyond

Indicators give positive outlook for continued growth this year…

Sequential growth for sectors of staffing have stayed course

- IT/Engineering and Life Sciences staffing continue to produce strong growth as companies spend on capital expenditures and R&D projects
- Healthcare has shown signs of potential for improvement in the near term
- Volume of temps working and average hours worked per week continues to rise - forward looking indicators of revenue growth

Economic growth continues…

- GDP increased at an annual rate of 2.5% in Q3 2011[1]
- Labor markets are growing and unemployment claims continue to tick down
- Economists have revised estimates down but still reflect growth over the next 2 quarters

Employment data

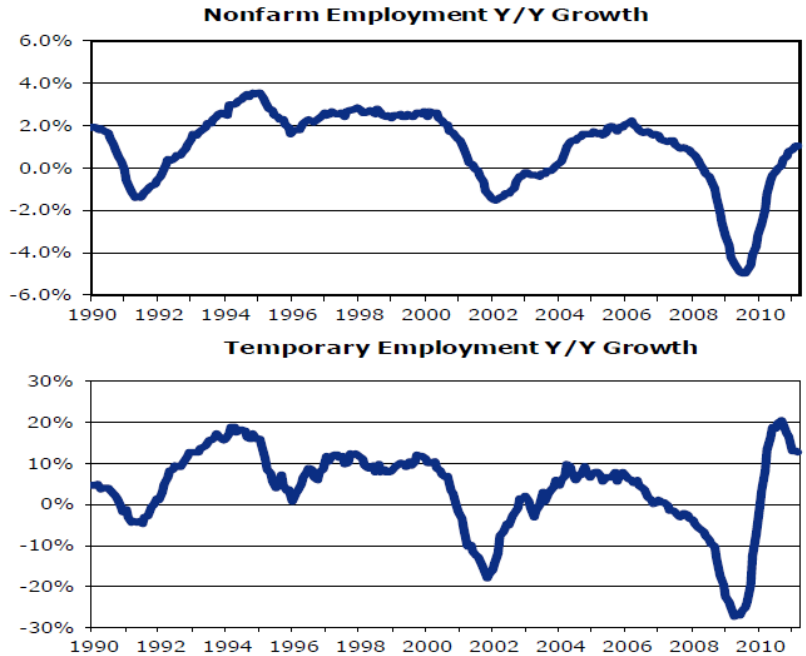
- Unemployment remains at 9% with temp help having the fastest growth in job recovery
- Temp penetration rates are at their highest levels since June '08 but still at historic lows[2]

[1] Bureau of Economic Analysis – October 27, 2011 Advanced Estimate
[2] BLS (July 2011)

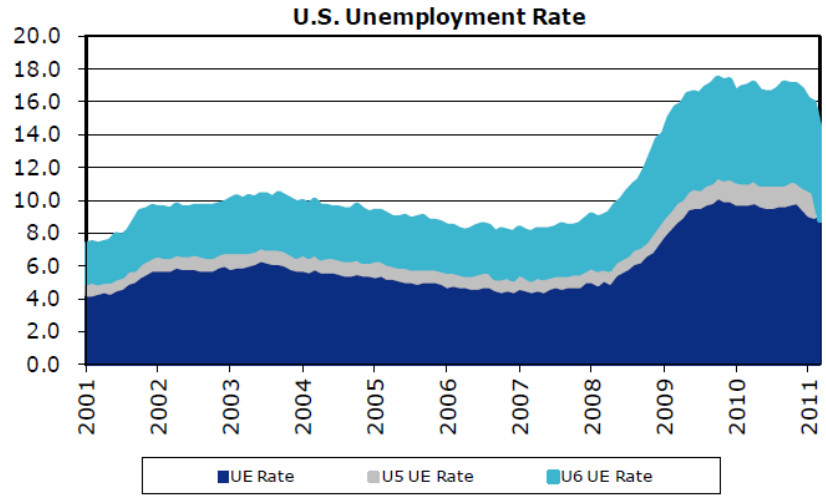
Recent Industry Trends

- Private payrolls are up but U.S. employment growth has been anemic
  - October's BLS report indicated an increase in jobs, with healthcare and business services leading in job additions
  - On a net basis, nonfarm payrolls was up in September
- Temporary help has held steady at 1.7% of total nonfarm employment
  - Thus far, temporary staffing has outpaced the recovery of full time employment with professional staffing leading the sector

Employment Growth Trends



U.S. Unemployment Rate Trend

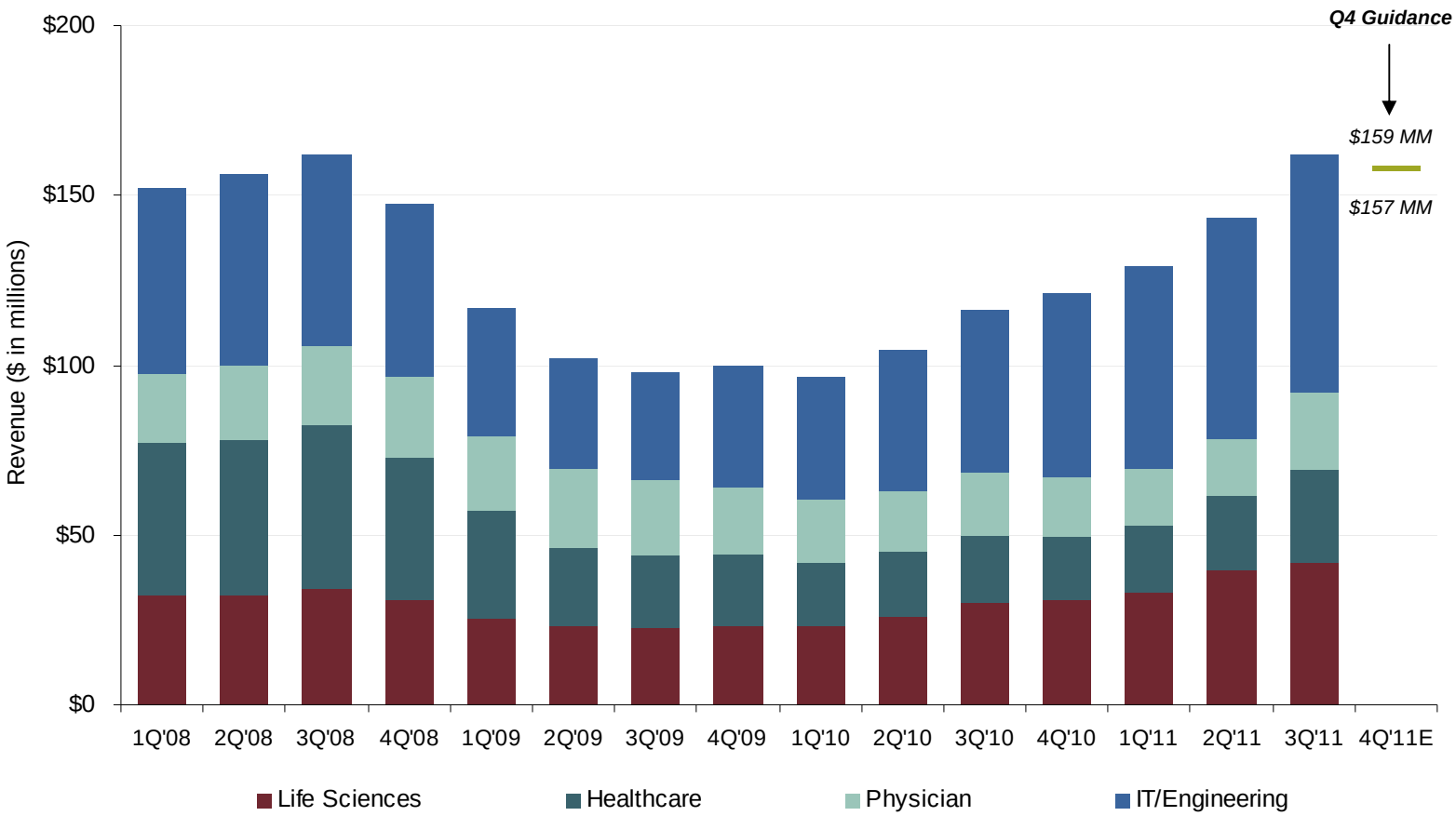


Source: BLS (October 2011) and Baird Research (HCS Map – May 2011)

On Assignment

Growth Rebounding Despite Healthcare Weakness

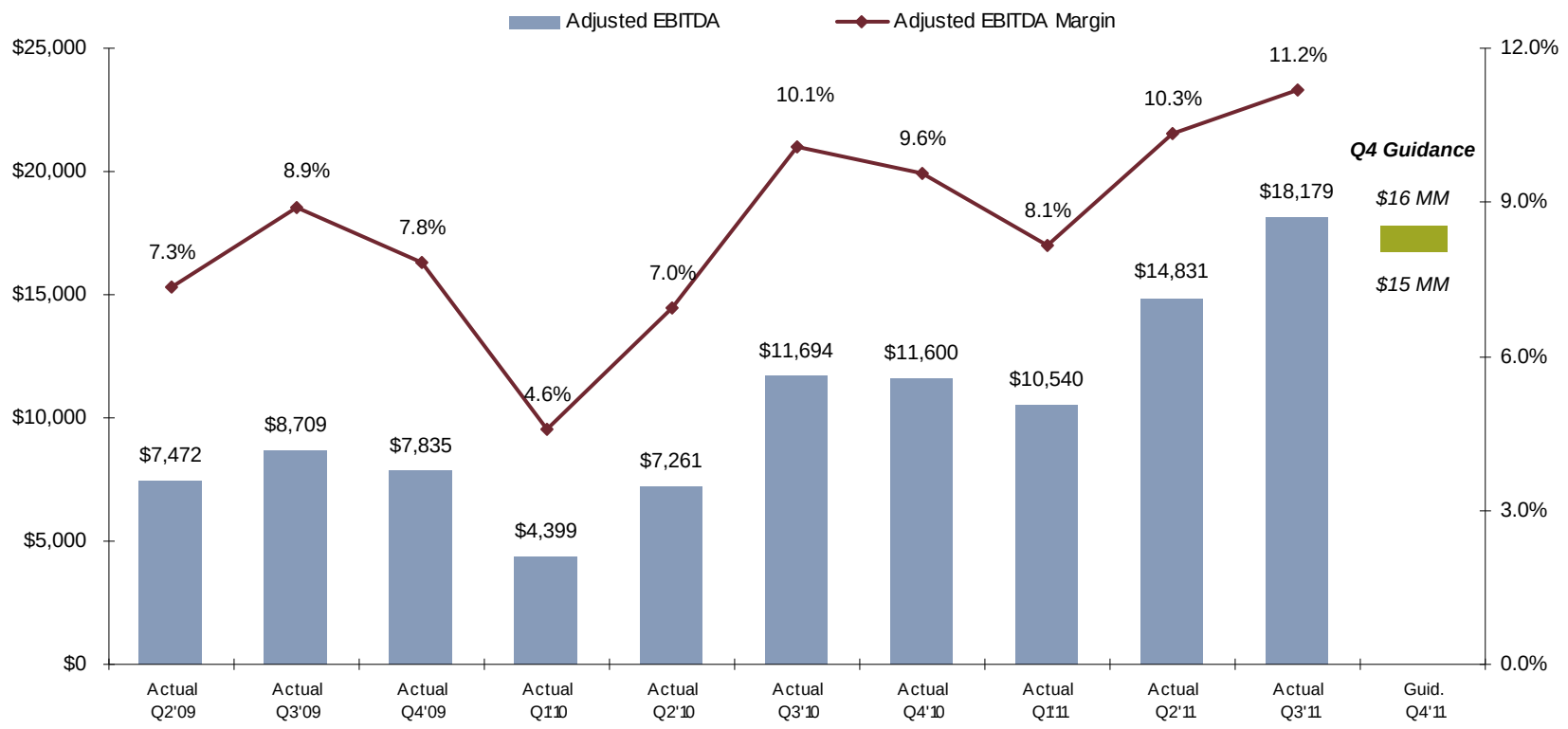
Revenue by Business Segment



On Assignment

EBITDA Leveraged To Revenue Growth

Adjusted EBITDA & Margin[1]



Note: $ in thousands

[1] Adjusted EBITDA presented is one of the non-GAAP financial measures used by the Company and is defined as earnings before interest, taxes, depreciation, and amortization of identifiable intangible assets plus equity-based compensation expense, impairment charges, and acquisition related expenses, which terms might not be calculated in the same manner as, and thus might not be comparable to, similarly titled measures reported by other companies

On Assignment

On Assignment's Strategic Growth Opportunities

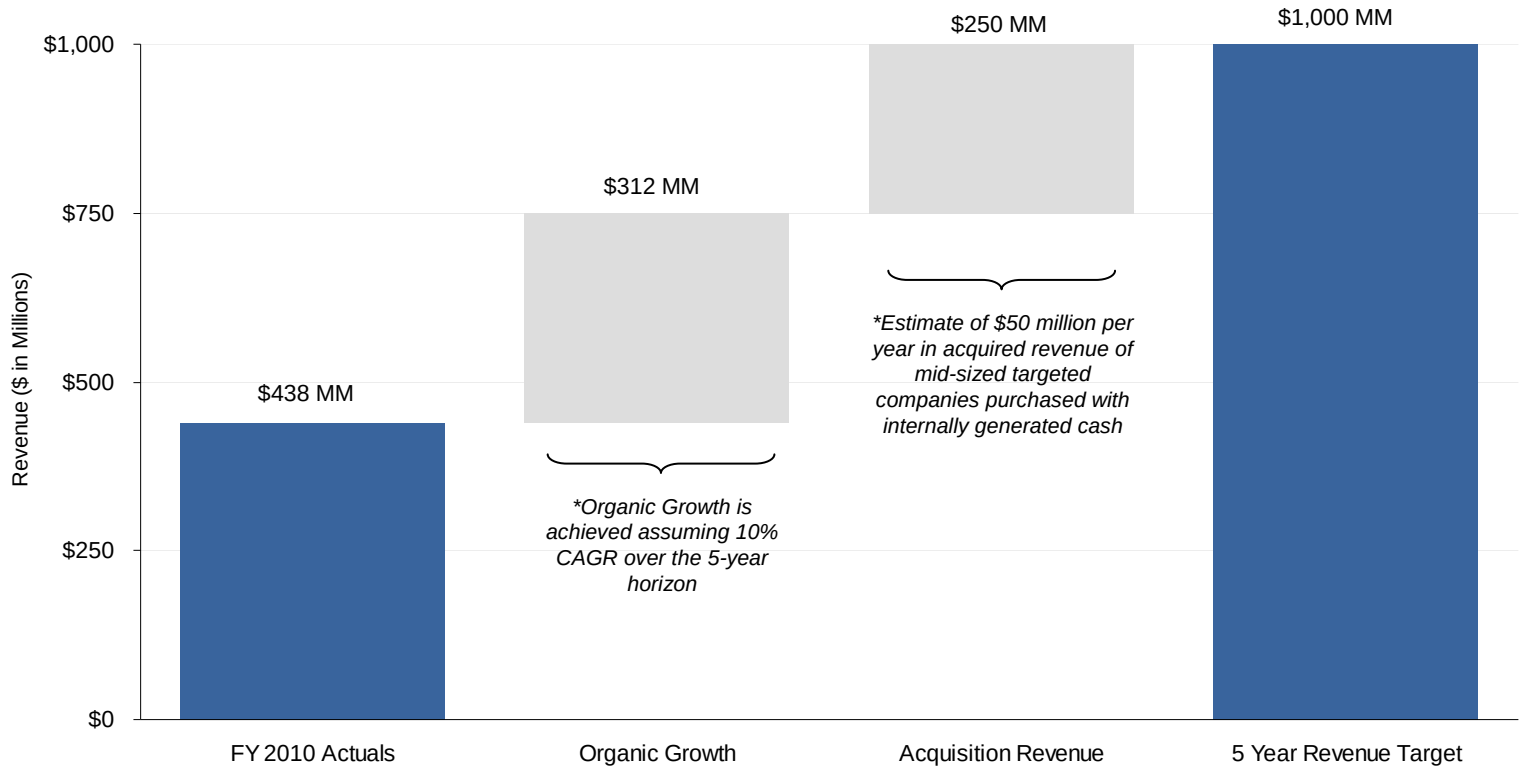
Cyclical Stabilization and Growth	• Temporary help penetration rate slightly above prior trough period (2001-'02 recession) • Labor markets indicate that job recovery continues to strengthen, albeit at an anemic rate • Companies will look to temporary staffing to meet cyclical recovery in demand
Secular Trends Will Favor On Assignment	• Aging U.S. population may constrain supply of available workforce • Healthcare reform should stimulate demand for staffing in the long term • On Assignment focuses on the highly-skilled component of the labor force, which companies typically have the hardest time staffing
Numerous Areas of Opportunity for Incremental Revenues	• Permanent placement • Healthcare IT • GSA contracts • Clinical research
Acquisition Environment Is Favorable	• M&A activity continues to increase during 2011; closer to 2008 levels • Smaller, private companies may look to partner with larger, well capitalized firms or private equity as activity and valuations increase • On Assignment is well positioned to enhance its market position and/or add new capabilities / service offerings
Significant Sources of EPS Leverage	• Revenue growth vs. fixed costs creates margin opportunity • Strong cash flow generation provides liquidity for acquisitive growth • 338(h)(10) election yields an estimated $5.5 million in annual cash tax savings • Credit facility refinancing will reduce interest costs and provide flexibility for acquisitions

On Assignment

Growth Opportunities Create Long Term Revenue

$1 Billion Revenue Opportunity Through Organic Growth and Strategic Acquisitions of Mid-Sized Companies

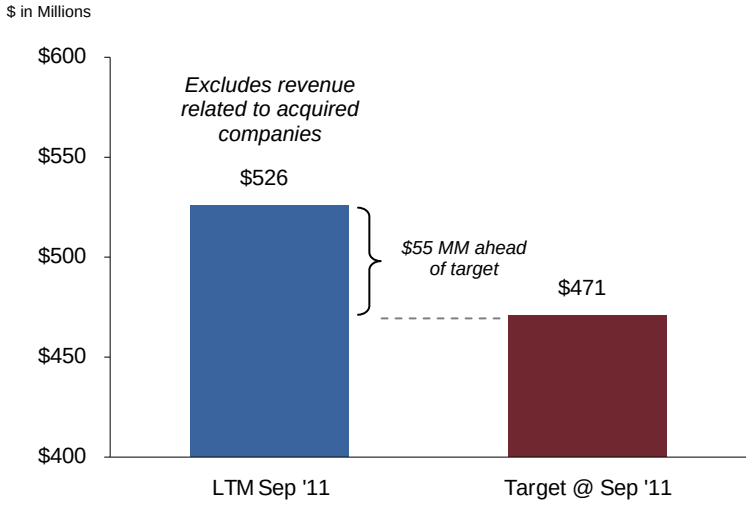
- At our historical average Adjusted EBITDA margin of 10%, Adjusted EBITDA of $100 million in five years is obtainable



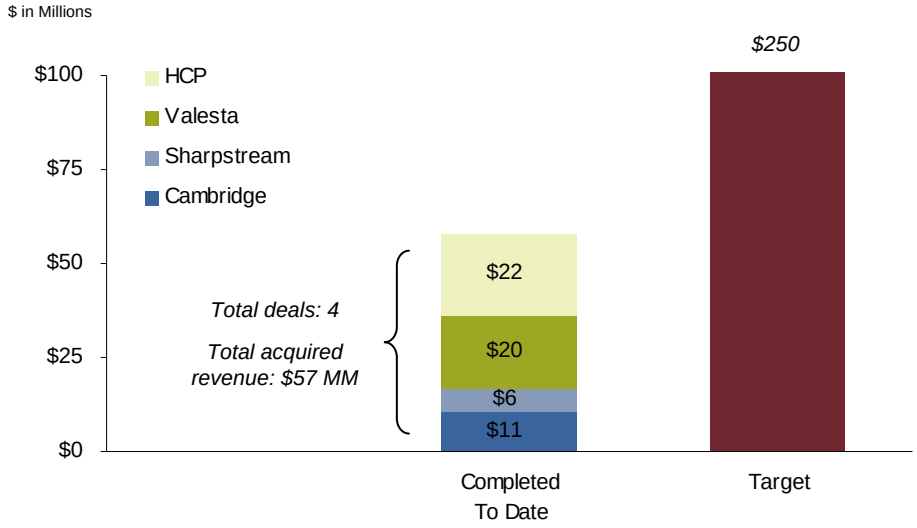
On Assignment

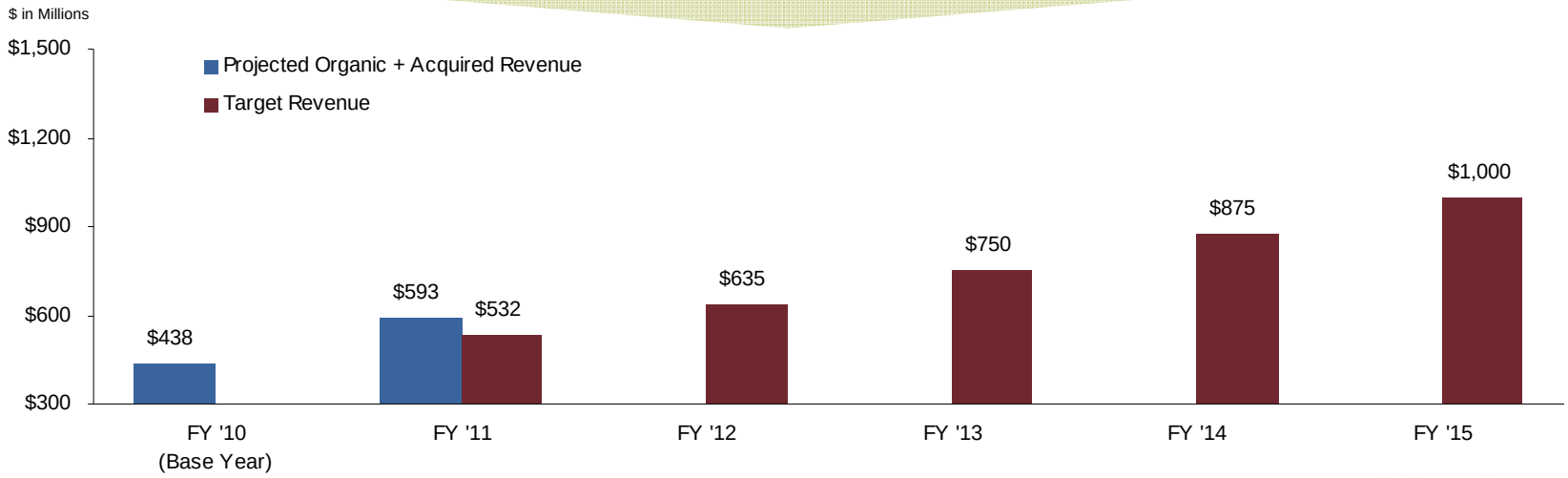
Tracking Progress To Strategic 5-Year Plan…

Organic Revenue Growth Thru Sep '11



Acquired Revenue To Date





Note: Projected Organic & Acquired FY '11 revenue is based on YTD financial results plus the mid point of Q4 '11 management guidance. Target revenue for FY '11 through FY '15 is based on 10% revenue growth plus $50 million in annual acquired revenue ($250 million in total over time horizon)

On Assignment

Staffing Consultant Productivity Potential

Significant Upside Potential From Increasing Staffing Consultant Productivity [1]

- Our operating leverage provides for an opportunity to generate additional revenue with minimal increases in SG&A

		Illustrative Example: Increase in Temps	
Temps:		1	2
Bill Rate (per Hr):		$65.62	$65.62
Hrs / Week:		36.40	36.40
Weeks:		51	51
Total SCs:		816	816
Incremental Sales per Year		**$99.4 MM**	**$198.8 MM**
Income Stat. Impact:			
Revenue		$99.4	$198.8
Gross Profit @	34%	33.8	67.6
Commissions/Bonus	12%	(3.9)	(7.8)
Mgmt & Exec. Comp		(4.2)	(4.2)
Incremental Oper. Inc.		**$25.7**	**$55.6**
Tax @	40%	(10.3)	(22.2)
Incremental Net Inc.		$15.4	$33.4
Est. Shares Out.		37.4	37.4
Incremental EPS		**$0.41**	**$0.89**

Current Metrics vs. Peak Metrics [2]

	Q3 '08	Q3 '11
Revenue	$161.9	$162.4
Bill Rate	64.43	65.62
Avg. Hrs. Worked	36.62	36.40
Avg. Temps	5,115	4,765
Gross Margin	32.6%	33.6%
SCs	742	816

SC = Staffing Consultants
Assumes 51 working weeks in a year
[1] For Illustrative purposes only
[2] Comparing current vs. Q3 '08 as third quarter is the strongest revenue generating quarter

On Assignment

Financial Results for the Quarter

	Actual Q3 '11	Actual Q3 '10	YOY Growth
Healthcare	$ 27,091	$ 19,863	36.4%
Life Sciences	41,820	30,059	39.1%
Locum Tenens	23,385	18,789	24.5%
Information Technology	70,074	47,429	47.7%
Consolidated Revenues	**$ 162,370**	**$ 116,141**	**39.8%**
Healthcare	27.5%	34.5%	
Life Sciences	33.9%	37.2%	
Locum Tenens	33.3%	29.8%	
Information Technology	35.8%	36.8%	
Consolidated Gross Margin	**33.6%**	**35.4%**	
Adjusted EBITDA	**$ 18,179**	**$ 11,694**	
Adjusted EBITDA Margin	***11.2%***	***10.1%***	
Productivity ($GP/SC)	**$ 67,000**	**$ 61,000**	
EPS	**$ 0.21**	**$ 0.09**	

Note: $ in thousands, except per share data

On Assignment

Strong Financial Position and Cash Generation

Leverage

- 1.6x LTM 9/30/11 Adjusted EBITDA of: $55.1 million[1]

($ in millions)

Indebtedness and Leverage Summary

	As of 9/30/11	
	$ Amount	***Leverage***
Cash and Cash Equivalents	$13.2	
Current Portion of Bank Debt	5.0	
Long Term Bank Debt	83.0	
Other Debt	0.3	
Total Debt	**$88.3**	**1.6x**
Net Debt	*$75.0*	*1.4x*

Cash Generation (12 months)

($ in millions)	Cash	Increase in Cash	Total Debt	Increase In Debt	Acquisitions	Earn Out Payments	Share Repurchases	Cash Generation
12/31/2010	18.4	(11.9)	66.8	(11.2)	-	-	(2.0)	
3/31/2011	15.8	(2.6)	78.5	11.8	(17.1)	-	-	
6/30/2011	19.2	3.4	77.3	(1.3)	-	(0.8)	-	
9/30/2011	13.2	(5.9)	88.0	10.8	(15.7)	-	(2.0)	
TTM		**($17.0)**		**($10.1)**	**$32.8**	**$0.8**	**$4.0**	**$10.5**

[1] Adjusted EBITDA presented is defined as earnings before interest, taxes, depreciation, and amortization of identifiable intangible assets plus equity-based compensation expense, impairment charges, and acquisition related expenses

On Assignment

Management Guidance

($ in millions, except per share data)

	Q4 2011
Revenue	$157.0 - $159.0
% Growth (y/y)	*29.6% - 31.2%*
SG & A *(excl. D&A and Equity-Based Compensation Expense)*	$41.5
Depreciation & Amortization	$2.3
Equity-Based Compensation Expense	$1.8
EPS *(incl. Equity-Based Compensation Expense)*	$0.15 - $0.16
Adjusted EBITDA[1]	$15.0 - $15.8

Note: Achievement of these goals is subject to the various risk factors set forth in our public filings

[1] Adjusted EBITDA presented is defined as earnings before interest, taxes, depreciation, and amortization of identifiable intangible assets plus equity-based compensation expense, impairment charges, and acquisition related expenses

On Assignment

Key Investment Highlights

Large, Attractive End Markets	• The staffing industry is a large market, with estimated total revenues of $103 billion in 2010 and projected to be $114 billion in 2011[1] • Highly skilled temps are in high demand but short supply, with greater resistance to economic cycles, especially in areas like healthcare and highly specialized professional services
Strong Position in Critical High-End Skill Sets	• On Assignment ("ASGN" or the "Company") participates in most attractive sub-segments of staffing: Healthcare, Life Sciences, Locum Tenens and IT/Engineering • High-end focus yields higher bill rates, longer assignments and stickier customer relationships • Customer diversification enhances revenue visibility and insulates margins
Attractive Organic and Strategic Growth Opportunities	• Capture operating leverage • Accelerate growth of newer practices • Execute against strategic five year plan
Attractive Financial Characteristics	• All segments operate in high demand, high bill rate sub sectors of the broader staffing market, which drives organic revenue growth and stable gross margins • Highly scalable front and back office creates operating margin expansion opportunities • Low working capital and CapEx requirements result in strong conversion of EBITDA to FCF
Experienced Management Team	• Senior management has extensive experience in the staffing sector and a strong track record with public investors • Veteran cadre of seasoned industry professionals leading each division

Source:
[1] Staffing Industry Analysts Insight: Staffing Industry Forecast (September 2011)

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