

People First.



On Assignment

Baird's 2009 Business Solutions Conference February 26, 2009

Peter Dameris
President & CEO

Michael McGowan
President, Oxford

Jim Brill
Senior VP & 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, 2007, quarterly report on Form 10-Q for the quarter ended September 30, 2008 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
- Management Team
- Company Overview
- Operating Focus for 2009
- Financial Results

Key Investment Highlights

Large, Attractive End Markets

- The staffing industry is a large market, with total worldwide revenues of \$127 billion in 2008 and forecasted to be \$114 in 2009
- 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
- On Assignment (“ASGN” or “the Company”) participates in most attractive sub-segments of staffing (i.e. healthcare, life sciences, locum tenens and IT/engineering)

Strong Position in Critical High-End Skill Sets

- Focused placements of high-end talent – not a mass market “bodyshop” like larger providers
- High-end focus yields higher bill rates, longer assignments and stickier customer relationships
- Unique, proactive recruiting and fulfillment model for specialized talent
- No government or direct 3rd party reimbursement risk

Diverse, High Quality Customer Base

- 3,375 clients billed in Q4 '08 with top 10 clients accounting for 7.7% of revenues
- Customer diversification enhances revenue visibility and insulates margins
- Creates exciting opportunities for contract professionals

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 free cash flow
- 338(h)(10) election yields an estimated \$4.8 million in annual cash tax savings

Experienced Management Team

- CEO Peter Dameris has extensive experience in the staffing sector and a strong track record with public investors
- Veteran cadre of seasoned industry professionals leading each division
- Experienced finance and accounting department with strong back-office systems and reporting capabilities

On Assignment[®]

► Staffing Industry Growth Drivers

• Catalyst For Continued Growth

- An economic slowdown reminds companies the benefits of using contract labor
- Variable cost structure provides money saving alternative to companies
- Increasing shift in work force to part-time hours and more flexible job conditions
- Temporary help penetration (1.5% in Jan '09) at historic lows compared to full-time employment¹
- Aging U.S. population

• Recent Market Trends

- Labor markets have weakened and unemployment is at its highest rate since 1993
 - Irrespective of a weak economy, there still remains a demand for scarce resources and skilled labor (e.g. physicians, IT consultants, engineers, etc.)
- Sub-segments of temporary staffing have maintained growth through the current recession (e.g. Locum tenens and allied healthcare)
- The proposed government stimulus package may generate demand for sub-segments of temporary staffing, such as HIM and IT jobs
- The FDA's clearance on stem cell research may pave the way for biotech companies to resume clinical trials and may stimulate additional demand for clinical research staffing

• Potential for M&A Activity

- Attractive valuations may spark consolidation for staffing firms with liquidity on their balance sheets
- Smaller, private companies may look to partner with larger, well capitalized firms to manage through the current environment or, possibly, seek exit opportunities

Source:

¹ Bureau of Labor Statistics ("BLS"), January 2009 and BMO Capital Markets equity research (February 6, 2009)

On Assignment[®]

Staffing Industry Market Opportunity

Total U.S. staffing industry revenues forecasted to be \$114 billion in 2009¹

• The U.S. Staffing Market Growth:

- Given the current environment, the staffing industry is projected to contract at an annual rate of 3.9% in 2008 and 10.3% in 2009¹

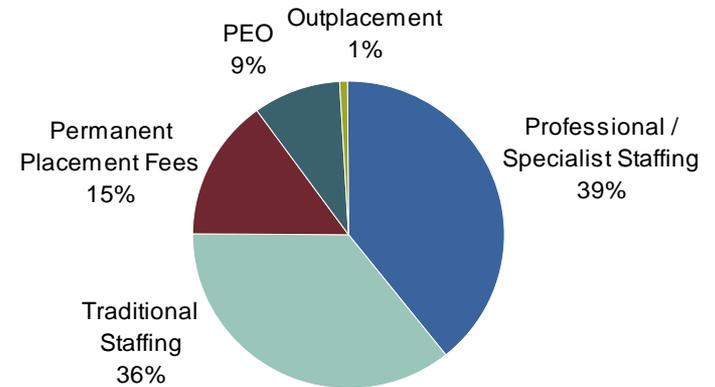
• Geographic Mix:

- U.S., U.K., France, Japan and Germany are the largest geographic markets for the staffing industry
- With the U.S. holding 33% of the global industry in 2008

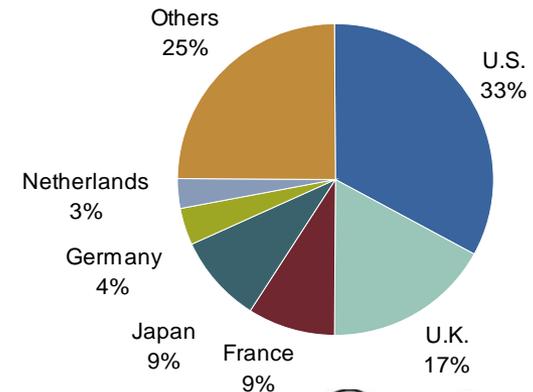
• Penetration Rates Remain Low:

- U.K. has the highest penetration of temporary employees at 5.1%
- U.S. penetration rate is at 1.5% of the total workforce³

Global Staffing Industry²



2008 Geographic Breakdown³



Sources:

¹ Staffing Industry Analysts Insight: 2009 Staffing Industry Forecast (January 2009)

² Staffing Industry Analysts, Inc. (August 18, 2006)

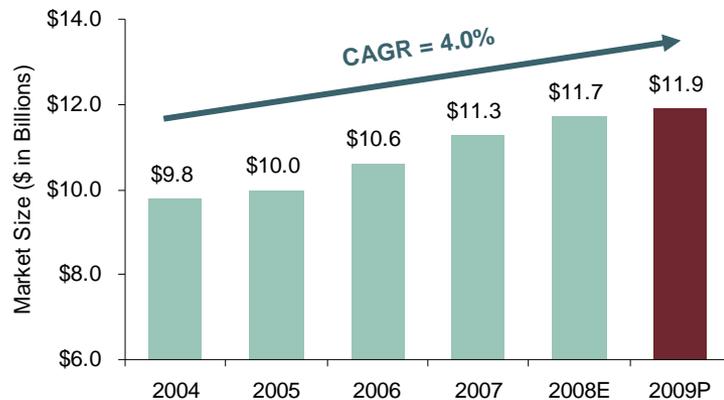
³ BLS (January 2009) and BMO Capital Markets (February 6, 2009)

Healthcare Staffing

Healthcare Staffing forecasted revenues to be \$11.9 billion in 2009¹

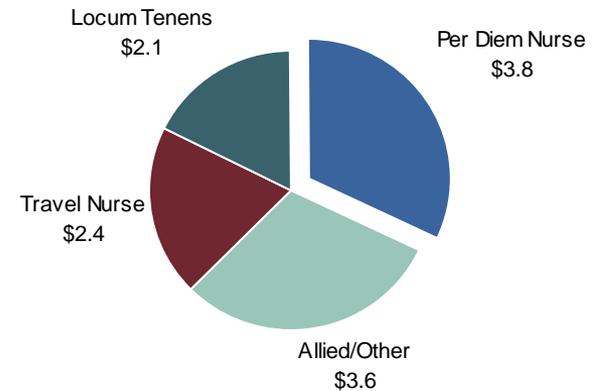
- Demand for healthcare staffing services is expected to be driven by:
 - An aging U.S. population
 - Rapid advances in medical procedures and technologies
 - Continuous shift by healthcare organizations to increased outsourcing
 - Flexible business models
 - An acute shortage of physicians, nurses and other healthcare professionals
 - Need for workers with specialized science and medical skills

Healthcare Temporary Staffing Market¹



Healthcare by Segment (2009)

(\$ in billions)



Source:

¹ Staffing Industry Analysts Insight: 2009 Staffing Industry Forecast (January 2009)

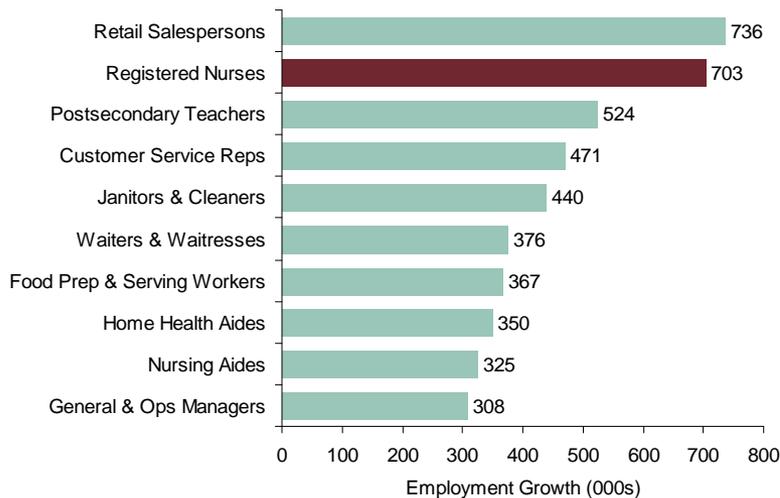
On Assignment®

► Nurse Travel

Nurse Travel forecasted revenues to be \$2.4 billion in 2009¹

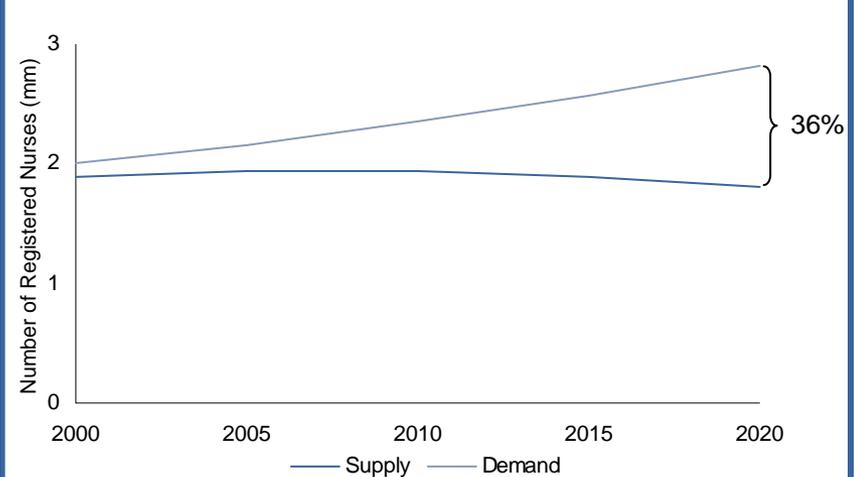
- Nurse Travel is expected to grow 2.5% in 2008¹ and contract by 1.0% in 2009²
- A primary growth driver is nurse shortage, which is expected to grow to 17% by 2010, 27% by 2015, and to 36% by 2020³

Occupations with Largest Projected Job Growth '04-'14



Source: Bureau of Labor Statistics (2005)

Supply & Demand Shortage by Registered Nurses



Source: U.S. Department of Health and Human Services; HRSA (2003)

Sources:

¹ Staffing Industry Analysts Insight: 2009 Staffing Industry Forecast (January 2009)

² Staffing Industry Analysts Insight: Healthcare Staffing Forecast (January 2009)

³ U.S. Department of Health and Human Services, HRSA (2003)



▶ Allied Health

Allied Staffing forecasted revenues to be \$3.6 billion in 2009¹

- Allied health 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

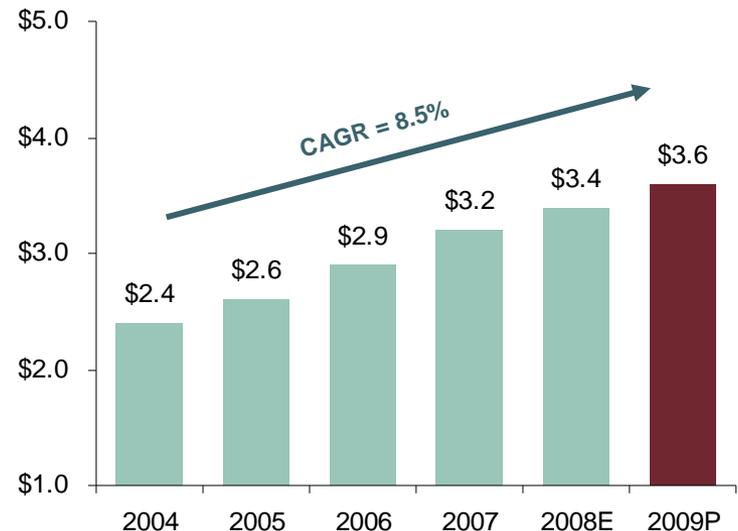
- Allied health staffing assignments generally last 13 weeks
- According to SIA, allied health staffing is the second fastest growing component of the temporary healthcare staffing industry behind locum tenens
- Allied health staffing may get a boost from the government's proposed stimulus package

Growth Characteristics

- Allied health staffing is estimated to have grown 7.0% in 2008, anticipating revenues of \$3.4 billion and is projected to grow 4.5% in 2009¹
- The segment still has low temporary penetration rates, which is a driver for continued growth

Projected Allied Health Market Size¹

(\$ in billions)



Source:

¹ Staffing Industry Analysts Insight: Healthcare Staffing Forecast (January 2009)

On Assignment®

Locum Tenens

Locum Tenens forecasted revenues to be \$2.1 billion in 2009¹

- 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

- By 2020 the US Department of Health & Human Services projects that physician shortages will reach 200,000²

Physician Workforce Demographics

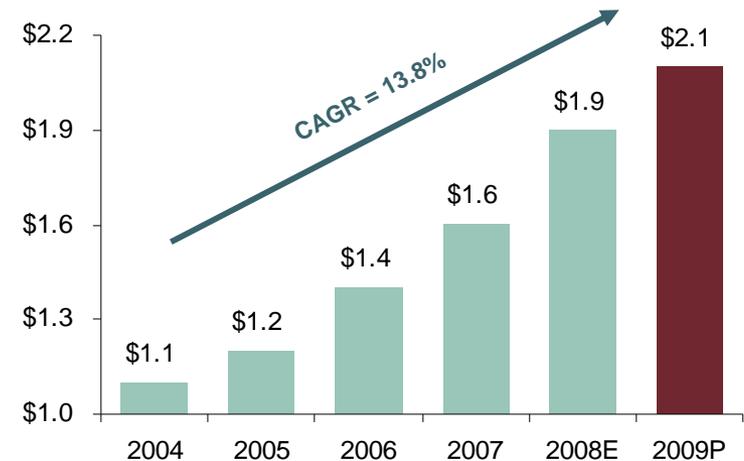
- The proportion of physicians reported as working part-time increased to 19% in 2007 from 13% in 2005³
- Flexible work hours or part-time options were reported as one of the top three ongoing retention initiatives that medical group leaders have found to be effective³

Growth Characteristics

- Locum Tenens is the fastest growing component of the temporary healthcare staffing industry
- Physicians are “revenue generators”

Projected Locum Tenens Market Size¹

(\$ in billions)



Sources:

¹ Staffing Industry Analysts Insight: Healthcare Staffing Forecast (January 2009)

² US Department of Health and Human Services (Spring 2003)

³ 2007 Retention Survey, American Medical Group Association and Cejka Search

On Assignment[®]

Life Sciences

The U.S. market for outsourced Lab/Scientific staffing is forecasted to be \$1.5 billion in 2009¹

- 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
- Economic recovery favors specialty recruiting operations

Growth Characteristics

- Favorable long-term growth given the increase in market share of contract research organizations and the prospect of greater FDA regulation²
- Reversal of previous stem cell research policies may spark further growth in life sciences staffing as biotech and pharmaceutical companies resume clinical trials, a major source of revenue for the clinical/scientific staffing segment
 - Geron, a biopharmaceutical firm, moves forward with the world's first study of a human embryonic stem cell (hESC)-based therapy in man on recent FDA clearance³
- Clinical trials already in progress tend to carry thru the length of assignments which can last several months

Sources:

¹ Staffing Industry Analysts Insight: 2009 Staffing Industry Forecast (January 2009)

² Staffing Industry Analysts Insight: Clinical/Scientific Staffing Growth Update (January 2009)

³ Wall Street Journal (January 23, 2009)

On Assignment[®]

Information Technology

Forecasted IT staffing revenues to be \$18.9 billion in 2009¹

- 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

- During the IT boom in the late 1990s, IT staffing became a larger part of the staffing industry, generating 20.4% of industry revenues in 1999 versus 15.5% in 2007¹
- More recently, growth was driven in part by a backlog of deferred corporate spending from the last downturn

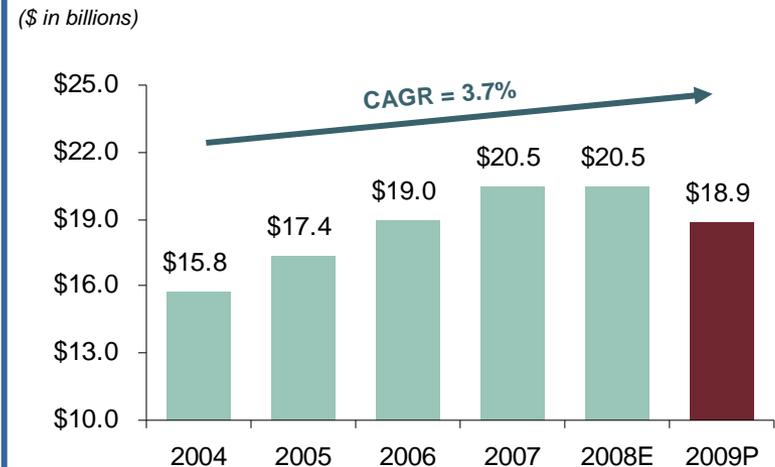
Shortage of Talent

- 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 expected to remain flat in 2008 followed by a 8% decline in 2009¹

Projected IT Market Size¹



Source:

¹ Staffing Industry Analysts Insight: 2009 Staffing Industry Forecast (January 2009)

On Assignment®

Competition



Specialization & Client "Stickiness"

Industrial Staffing	Generalist Staffing	Specialist Staffing
<ul style="list-style-type: none"> • Areas of focus: light industrial; clerical/administrative; less specialized skills • Widely available skill sets • Providers seek large placements and compete on price 		<ul style="list-style-type: none"> • Areas of focus: healthcare, scientific, IT, engineering, 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 period is FY '08 year-over-year and pro forma for the acquisition of Oxford and Vista in January 2007
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, 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



▶ Management Team



Peter Dameris
President & CEO



James Brill
Senior VP Finance
& CFO



Emmett McGrath
President
Lab Support & Allied
Healthcare



Michael McGowan
President
Oxford Global
Resources



Mark Brouse
President
VISTA Staffing
Solutions

- 13 years of staffing/public company experience
- Tenure w/ ASGN: 5 years
- Metamor (MMWW) CEO/Chairman
- Quanta (PWR) EVP/COO

- 19 years CFO experience, 26 years public company experience
- Tenure w/ ASGN: 2 years
- Diagnostic Products CFO since 1999

- 23 years of staffing/public company experience
- Tenure w/ ASGN: 4 years
- Yoh Scientific

- 13 years of staffing industry experience (11 yrs w/ Oxford, 2 yrs w/ KELYA)
- Tenure w/ ASGN: 2 years
- Automatic Data Processing (ADP), The MEDSTAT Group, Kelly Services (KELYA) Middle Markets Division

- 23 years of staffing industry experience (19 yrs w/ Vista, 4 yrs w/ CHG)
- Tenure w/ ASGN: 2 years
- Founded VISTA in 1990
- Entered the Locum Tenens industry in 1986

On Assignment®

Segment Profiles

On Assignment[®]

On Assignment[®]

OXFORD
Global Resources[®]
A DIVISION OF ON ASSIGNMENT

VISTA | STAFFING SOLUTIONS

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: 40,000+
- Currently on assignment: ~1,900
- Full-Time Employees: ~190

- Qualified Database: 31,000+
- Currently on assignment: ~1,700
- Full-Time Employees: ~270

- Qualified Database: 31,000+
- Currently on assignment: ~800
- Full-Time Employees: ~480

- Qualified Database: 1,300+
- Currently on assignment: ~260
- Full-Time Employees: ~180

FY 2008 Revenues

- \$129 million

- \$181 million

- \$219 million

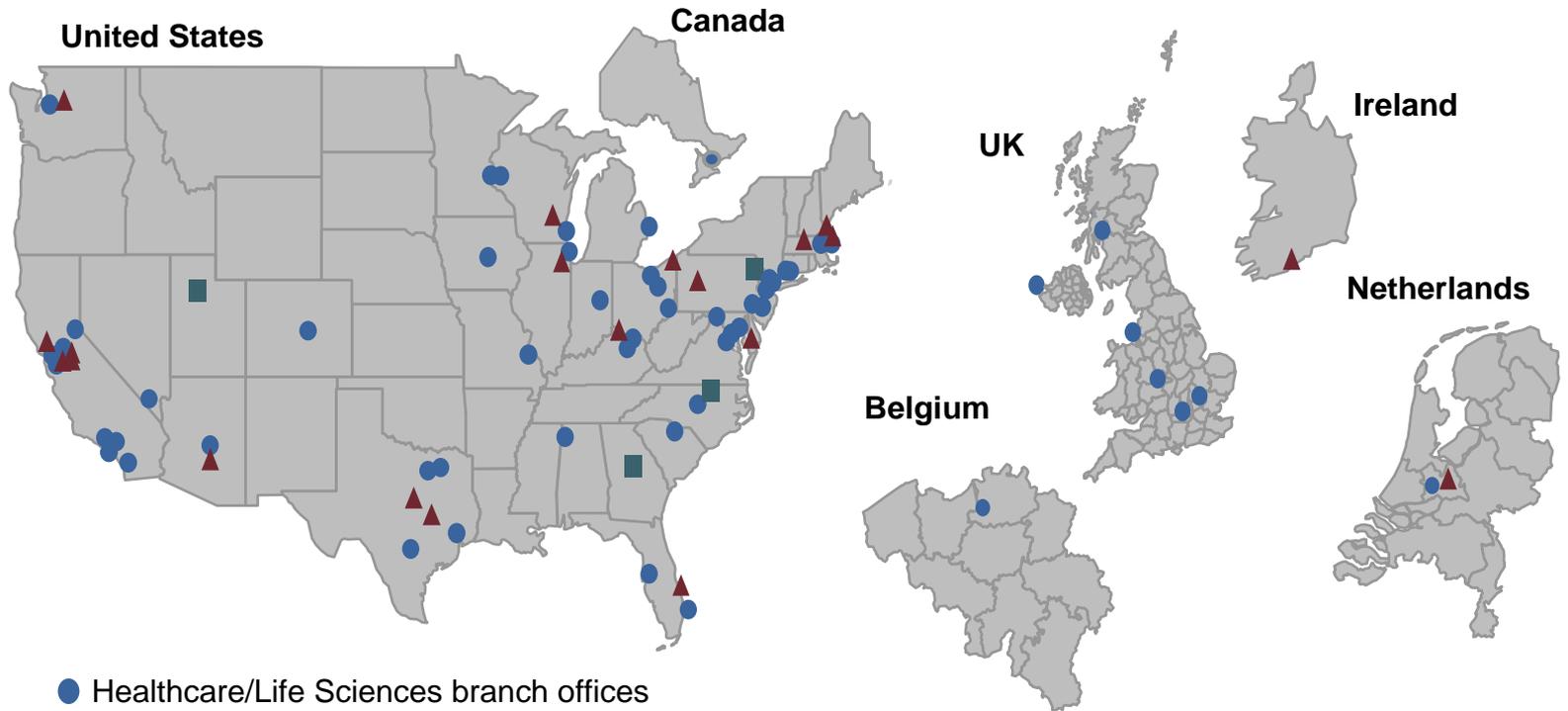
- \$89 million

Key Customers



On Assignment[®]

▶ Geography



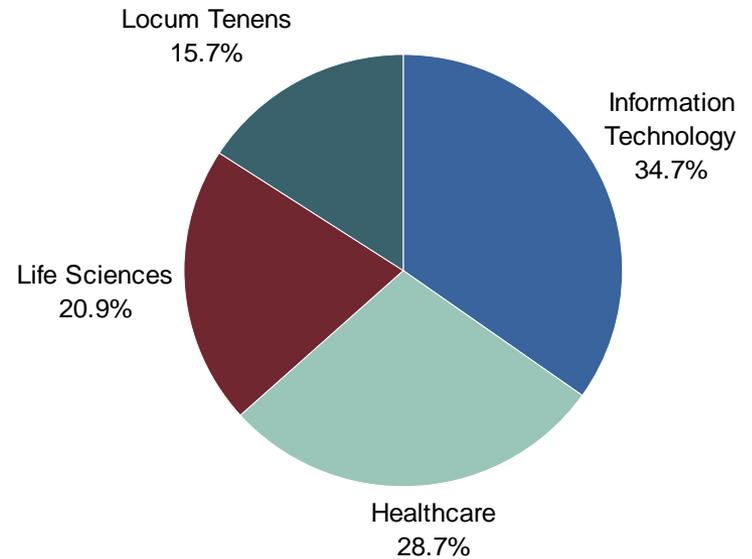
Note: 79 branches across the United States, Canada, and Europe (as of December 31, 2008)

On Assignment[®]

Business Diversification

Q4 2008 Revenue Breakdown by Segment

(\$ in millions)	Q4 2008
Healthcare	\$42.3
Life Sciences	30.8
Information Technology	51.3
Locum Tenens	23.2
Total Revenues	\$147.6



► Overview of On Assignment

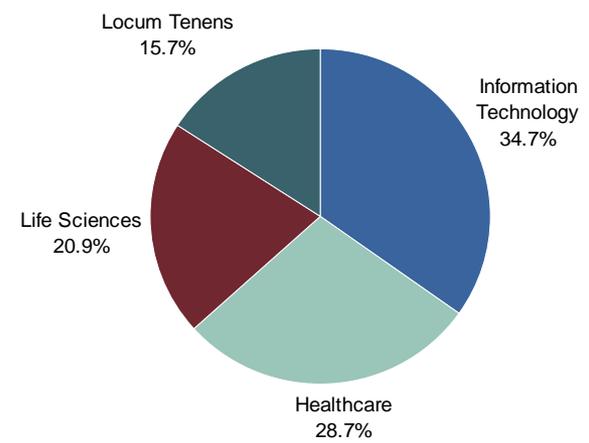
Diversified, “high demand, highly skilled” solutions across large and growing end markets

- **Approximately 4,700 contract professionals at approx. 2,400 clients¹**
 - 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 32.9% in Q4 2008)
 - High gross margin despite low contribution (<2.0%) from permanent placement/conversion

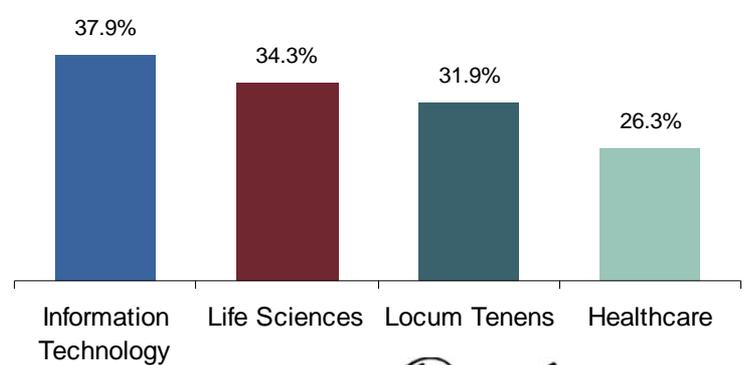
- **740 Staffing Consultants¹ in 79 branch offices² in the U.S., Canada, U.K., Belgium, Ireland, and Netherlands**
 - Deliver fast, quality sales and fulfillment services

¹ Q4 2008 Average
² As of December 31, 2008

Q4 2008 Revenue by Segment

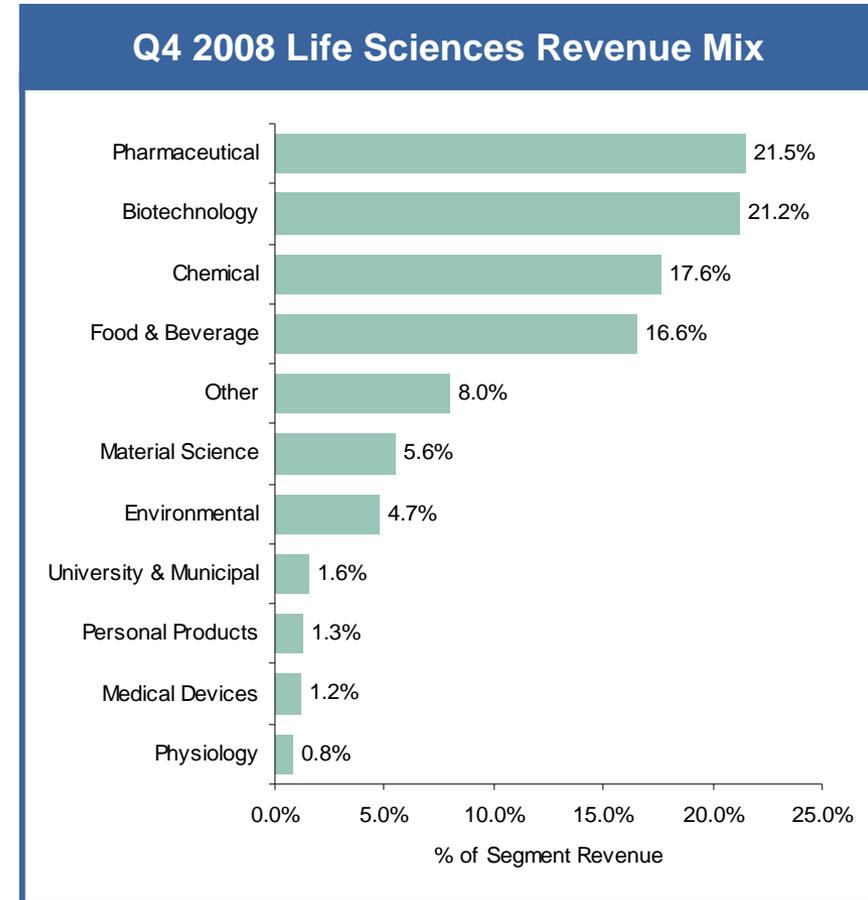


Q4 2008 Gross Margin by Segment



Business Segment Detail: Life Sciences

- The Life Sciences lines of business:
 - Lab Support
 - Clinical Research
 - Engineering
- Operations in the U.S., Canada, and Europe
- Represents 20.9% of Q4 '08 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:
 - ~1,900 contract professionals at ~900 clients¹
 - Average bill rate over \$32.89 an hour¹
 - Top 10 clients represent 15.8% of Q4 '08 segment revenue



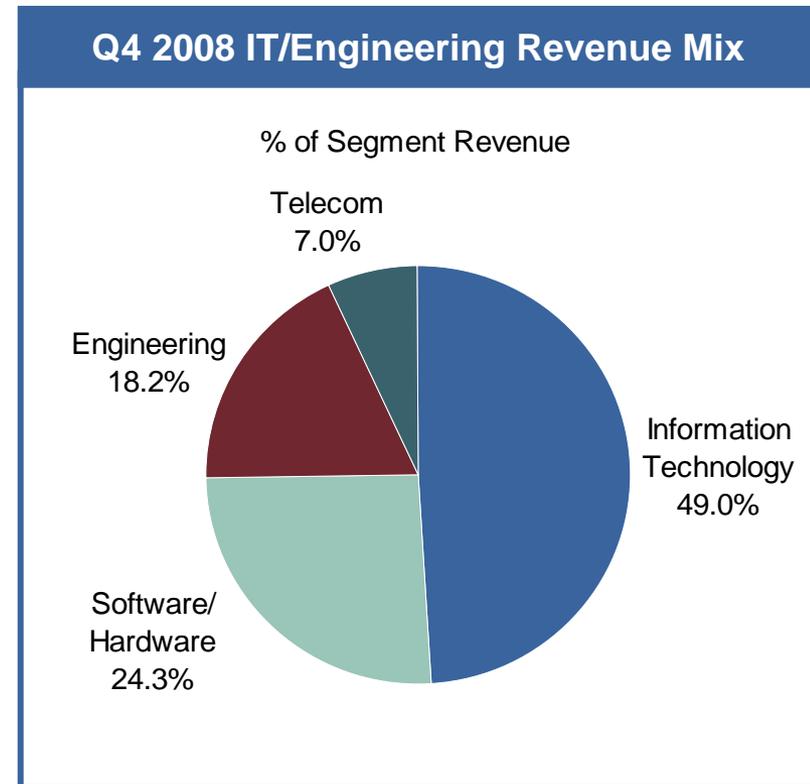
On Assignment[®]

¹ Q4 2008 Average

► Business Segment Detail: 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.®”
- Two divisions:
 - Oxford International - nation-wide recruitment for nation-wide vacancies
 - Oxford & Associates - local recruitment through branch network
- High-end IT and engineering focus
 - Time sensitive project requirements
 - Traditional average assignment of approx. 5 months
 - Average bill rate of \$123.00 per hour¹
- 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 2% of sales
 - Acquired operations profitable every year since '86
 - Above industry organic revenue growth rate
 - Gross margins >34% for each of the last 8 years
 - Top 10 clients represent 11.2% of Q4 '08 segment revenue

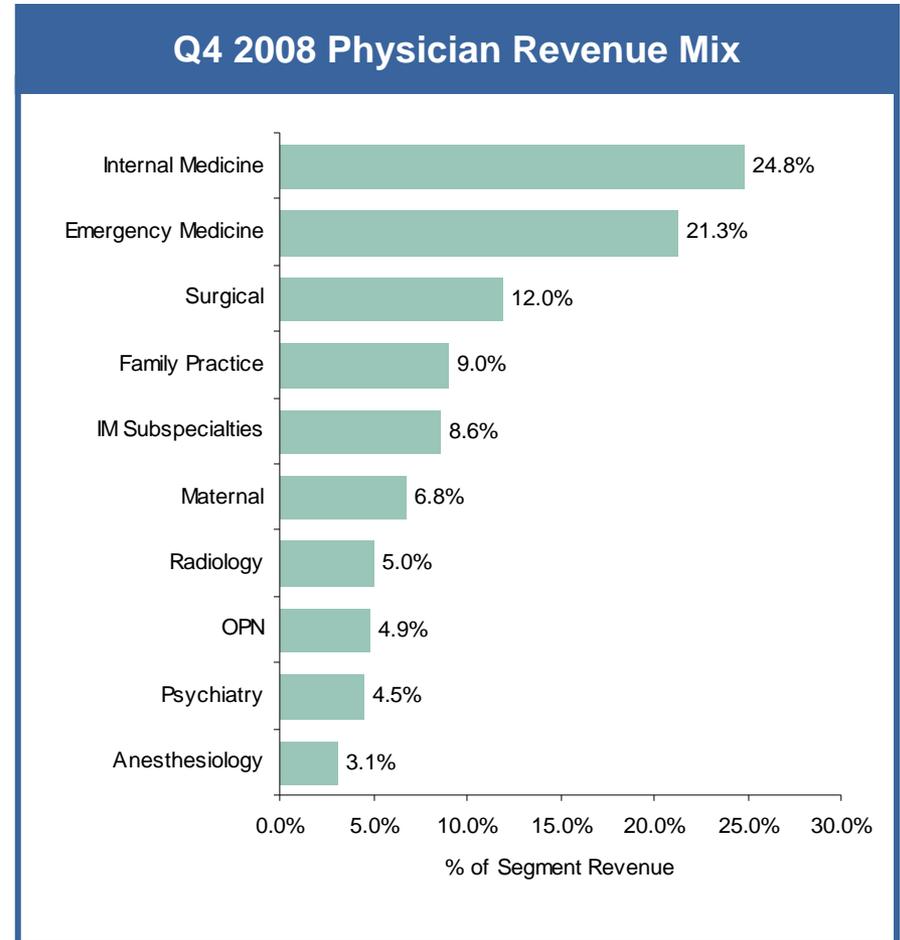


On Assignment®

¹ Q4 2008 Average

Business Segment Detail: Physician Staffing

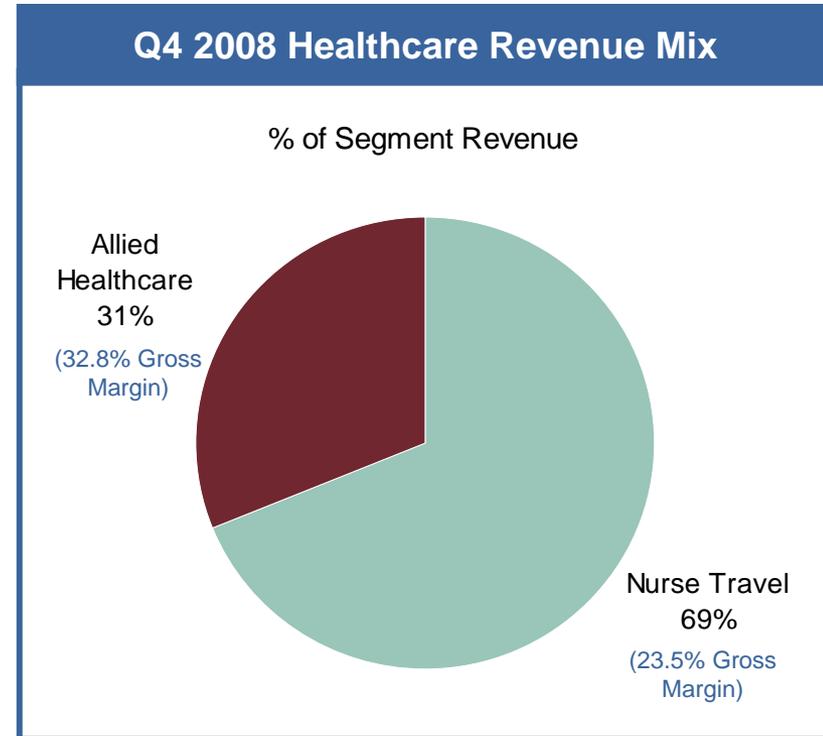
- Full-service physician recruitment and staffing company
 - Headquartered in Salt Lake City and founded in 1990
- Places physicians in all 50 states, Australia and New Zealand
- Summary statistics:
 - Approximately 180 full-time employees
 - Approximately 30 specialties through 13 employee teams
 - Pool of 1,300+ physicians worldwide, with a range of medical specialties
 - Approximately 260 physicians on assignment daily
 - Highest 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



On Assignment®

Business Segment Detail: Healthcare

- The Healthcare lines of business:
 - Nurse Travel
 - Allied Healthcare
- Represents 28.7% of Q4 '08 revenue
- Nurse Travel
 - Rapid response nurses
 - Critical position focus
 - One of the highest organic growth rates in the industry
 - Average bill rate over \$73.69 an hour¹
 - ~770 nurses at ~240 clients¹
 - Top 10 clients represented 30.9% of Q4 '08 segment revenue vs. 27.5% in Q3 '08
 - Gross margin was 23.5% for Q4 '08
- Allied Healthcare
 - Offer contract professionals on both a local and traveling basis ranging from phlebotomists to HIM professionals
 - Average bill rate over \$32.72 an hour¹
 - Approx. 960 contract professionals at approx. 620 clients¹
 - Top 10 clients represented 17.1% of Q4 '08 segment revenue
 - Gross margin was 32.8% for Q4 '08



On Assignment[®]

¹ Q4 2008 Average

► Nurse Travel Demographics

75% of hospitals use supplemental nurses (including travelers, per diem and float staff), up from 56% in 2001¹

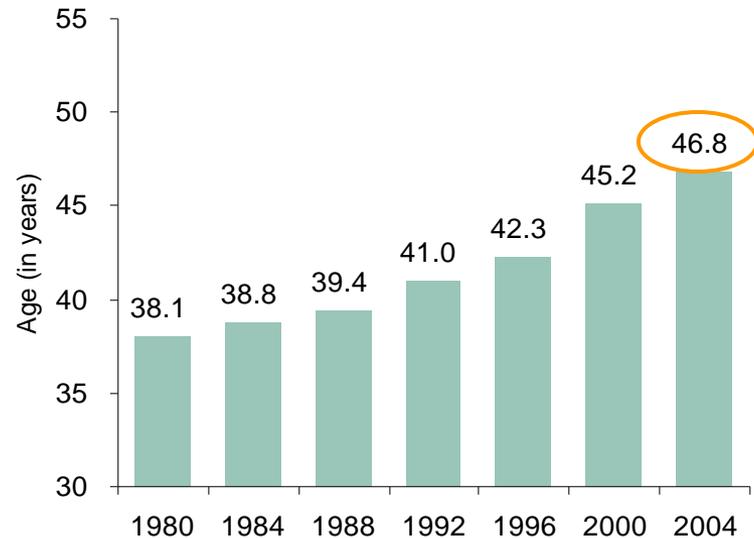
RN population

- Only 8% of the RN population was under the age of 30
- 41% of RNs were 50 years of age or older
- An estimated nurse shortage of 1,000,000 RNs by 2016³
- Registered nurses are projected to experience the largest increase of new jobs by 2016 (~587,000)³

Improved Quality of Care

- Studies show that the use of temporary nursing staff was actually more likely to *improve* patient care¹
- Temporary assignments also reduce nurse fatigue
- Unlike per diem nurses, employing travel nurses, which have longer assignments, provide an advantage to the continuity of patient care

Average Age Trend of Nurses²



Sources:

¹ The Journal of Nursing Administration ("JONA"): Supplemental Nurse Staffing in Hospitals and Quality of Care (Aiken 2007)

² U.S. Dept. of Health & Human Services: National Sample Survey of Registered Nurses (March 2004)

³ U.S. Bureau of Labor Statistics: Monthly Labor Review (November 2007)

► Today's Market Dynamics

**Technical Resources Are
More Plentiful...**

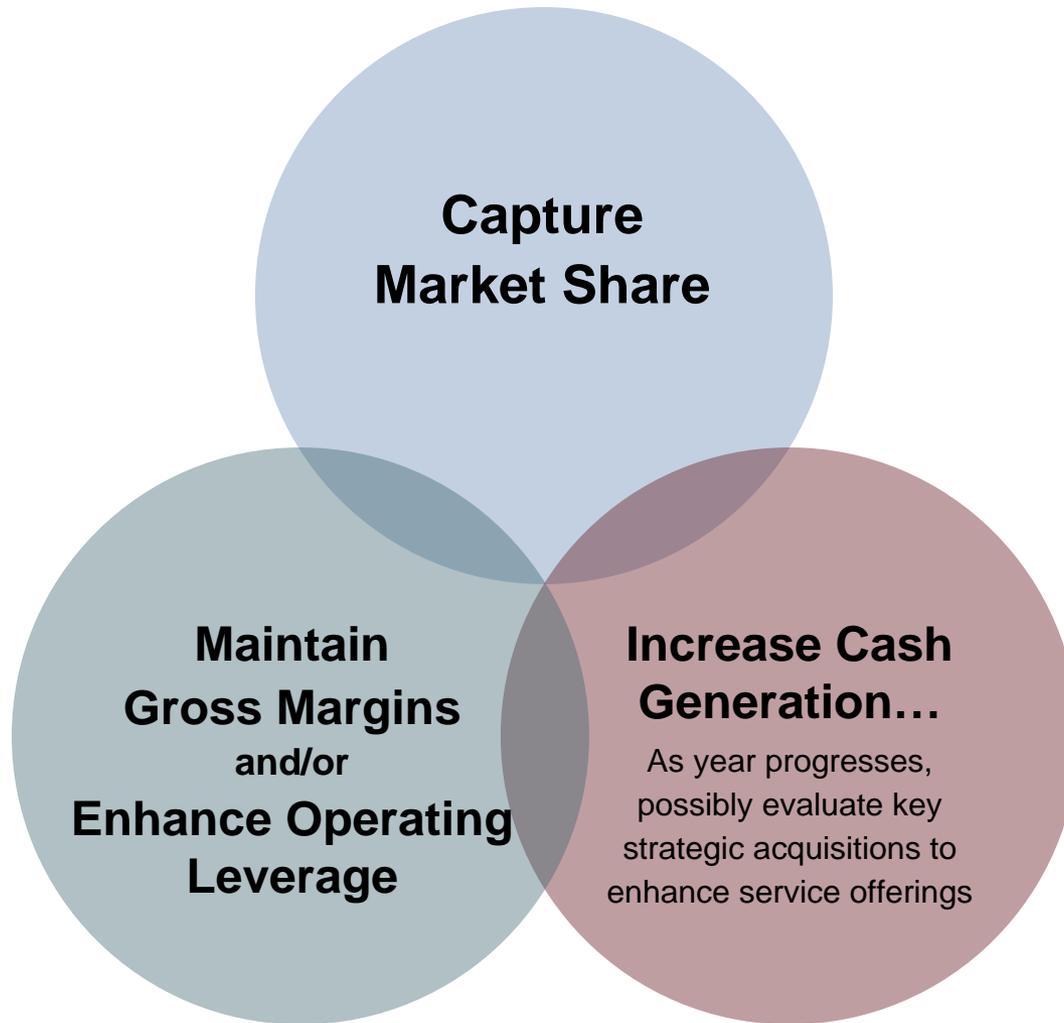
**Sales Cycles Have
Lengthened...**

**On Assignment's
Skill Set Focus Remains
in High Demand...**

However

- Not enough orders exist
 - Clients are doing more with less
 - Clients are reducing billable hours
-
- Some early terminations have occurred midstream
 - Clients are taking advantage of flexibility with temp workforce by downsizing quickly
-
- Product launches either delayed or terminated, especially within venture capital-backed firms

▶ Operating Focus for 2009



▶ 4th Qtr and FY 2008 Financial Results

	Actual Q4 '08	Actual Q4 '07	YOY Growth	Actual FY '08	Actual FY '07	YOY Growth
Healthcare	\$ 42,303	\$ 44,254	-4.4%	\$ 180,671	\$ 175,079	3.2%
Life Sciences	30,830	35,134	-12.3%	129,483	134,622	-3.8%
Locum Tenens	23,212	19,362	19.9%	89,217	74,599	19.6%
Information Technology	51,271	53,290	-3.8%	218,687	182,880	19.6%
Consolidated Revenues	\$ 147,616	\$ 152,040	-2.9%	\$ 618,058	\$ 567,180	9.0%

Healthcare	26.3%	25.7%		25.6%	25.3%	
Life Sciences	34.3%	33.2%		33.6%	33.4%	
Locum Tenens	31.9%	27.4%		30.7%	29.2%	
Information Technology	37.9%	37.5%		37.6%	37.4%	
Consolidated Gross Margin	32.9%	31.8%		32.3%	31.7%	

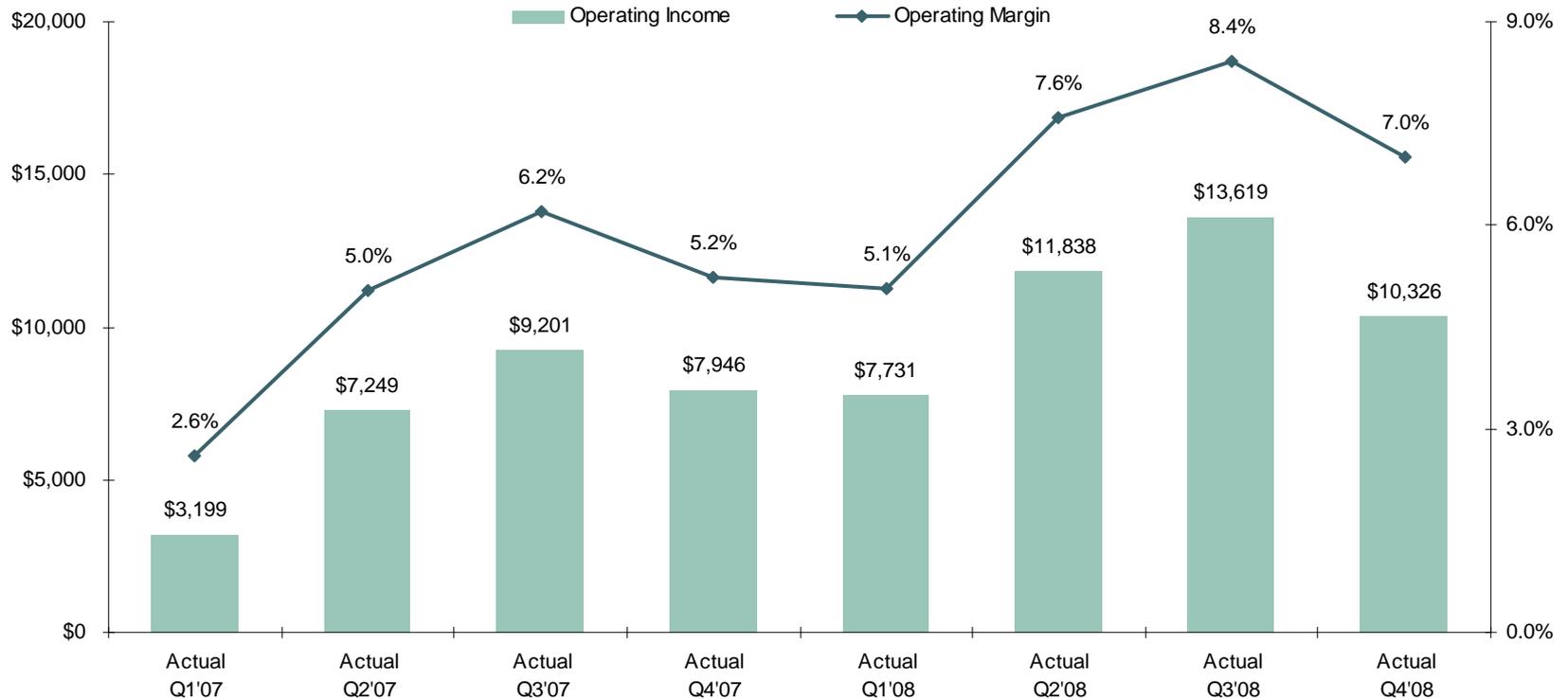
Adjusted EBITDA	\$ 15,632	\$ 14,828		\$ 64,403	\$ 55,490	
Adjusted EBITDA Margin	10.6%	9.8%		10.4%	9.8%	
Productivity (\$GP/SC)	\$ 66,000	\$ 63,000				
EPS	\$ 0.10	\$ 0.06		\$ 0.53	\$ 0.26	

Note: Financials presented are as reported and not pro forma for acquisitions completed in January 2007
 Q4 '08 includes \$491k or \$.01 EPS in other non-cash expense related to Swap revaluation
 Q4 '07 includes \$722k or \$.02 EPS in other non-cash expense related to Swap revaluation
 FY '08 includes \$139k or less than \$.01 EPS in other non-cash expense related to Swap revaluation
 FY '07 includes \$1,206k or \$.03 EPS in other non-cash expense related to Swap revaluation

On Assignment[®]

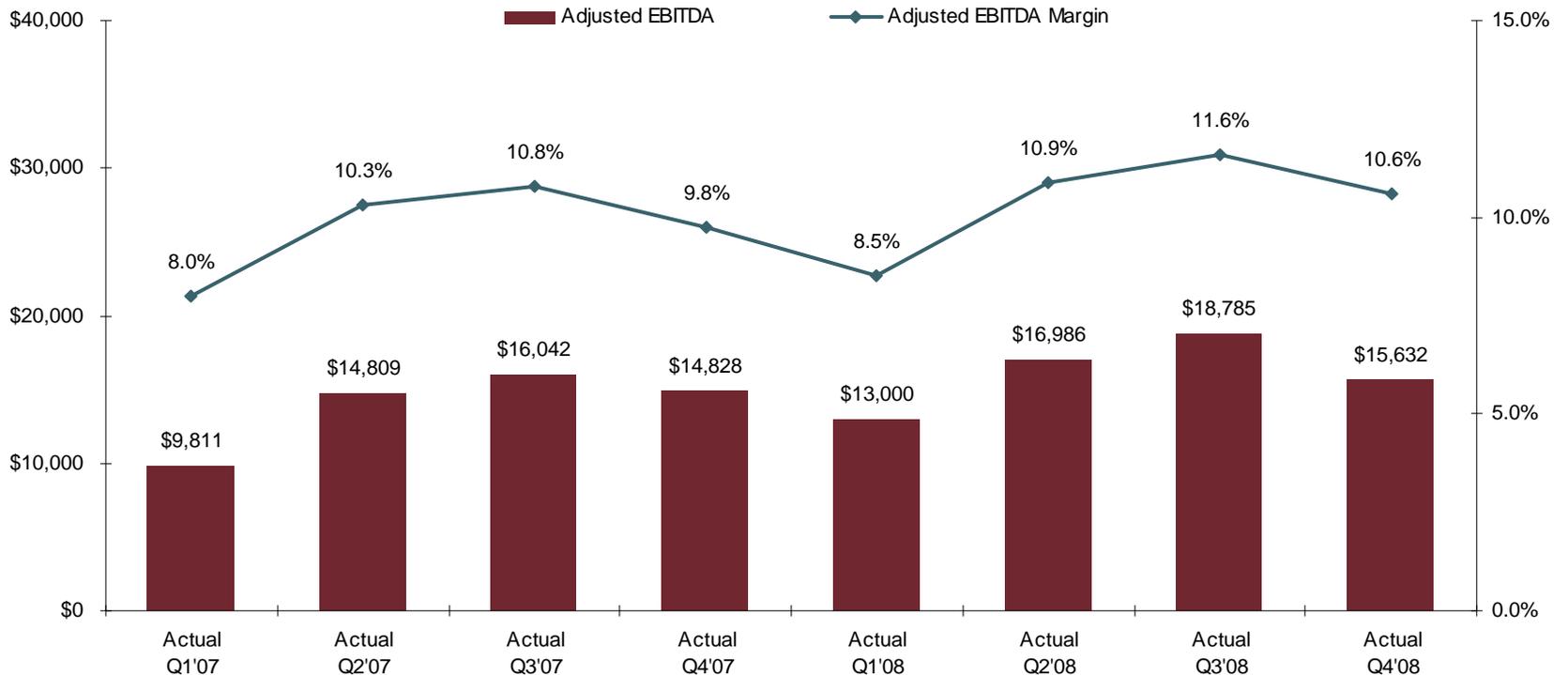
Selected Historical Financial Results

Operating Income & Margin



Selected Historical Financial Results

Adjusted EBITDA & Margin¹



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, 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[®]

► Consolidated Balance Sheet Data

	For Period Ending		
	December 31, 2008	December 31, 2007	September 30, 2008
Assets			
Cash and Cash Equivalents	\$46,271	\$37,764	\$48,737
Accounts Receivable, net	78,370	78,840	87,567
Intangible Assets	234,205	234,516	227,807

Total Assets	403,622	384,680	402,423
Liabilities & Equity			
Bank Debt – Current Portion	-	-	1,040
Current Liabilities	53,531	50,843	48,156

Bank Debt – Long Term	125,913	135,913	134,872
Other Long Term Liabilities	5,664	4,890	5,709
Stockholders' Equity	218,514	193,034	213,686
Days Sales Outstanding			
	48.3	47.2	49.2

On Assignment®

► Strong Financial Position and Cash Generation

Leverage

- 2.0x FY 2008 Adjusted EBITDA of: \$64.4 million

(\$ in millions)

ASGN Capitalization Summary

	As of 12/31/08	
	\$ Amount	% of Total
Cash and Cash Equivalents	\$46.3	
Bank Debt	125.9	36.6%
Stockholder's Equity	218.5	63.4%
Total Capitalization	\$344.4	100.0%

Cash Generation (12 months 3/31/08 - 12/31/08)

(\$ in millions)	Cash	Increase in Cash	Total Debt	Decrease In Debt	Share Repurchase	Earn Out Payments	Cash Generation
3/31/2008	42.9	5.2	135.9	-	-	-	
6/30/2008	40.1	(2.8)	135.9	-	-	9.0	
9/30/2008	48.7	8.6	135.9	-	-	-	
12/31/2008	46.3	(2.4)	125.9	(10.0)	-	-	
		\$8.6		\$10.0	\$0.0	\$9.0	\$27.6

On Assignment®

► Q1 2009 Estimate

(\$ in millions, except per share data)

	Q1 2009
Revenue	\$119.0 - \$124.0
% Growth (y/y)	(21.9%) - (18.6%)
SG & A (<i>excl. D&A and Equity-Based Compensation Expense</i>)	\$33.9 - \$34.8
Depreciation & Amortization	\$3.0
Equity-Based Compensation Expense	\$1.6
EPS (<i>incl. Equity-Based Compensation Expense</i>)	\$0.02 - \$0.04
Adjusted EBITDA ¹	\$8.1 - \$9.2

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

On Assignment[®]

Key Investment Highlights

Large, Attractive End Markets

- The staffing industry is a large market, with total worldwide revenues of \$127 billion in 2008 and forecasted to be \$114 in 2009
- 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
- On Assignment (“ASGN” or “the Company”) participates in most attractive sub-segments of staffing (i.e. healthcare, life sciences, locum tenens and IT/engineering)

Strong Position in Critical High-End Skill Sets

- Focused placements of high-end talent – not a mass market “bodyshop” like larger providers
- High-end focus yields higher bill rates, longer assignments and stickier customer relationships
- Unique, proactive recruiting and fulfillment model for specialized talent
- No government or direct 3rd party reimbursement risk

Diverse, High Quality Customer Base

- 3,375 clients billed in Q4 '08 with top 10 clients accounting for 7.7% of revenues
- Customer diversification enhances revenue visibility and insulates margins
- Creates exciting opportunities for contract professionals

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 free cash flow
- 338(h)(10) election yields an estimated \$4.8 million in annual cash tax savings

Experienced Management Team

- CEO Peter Dameris has extensive experience in the staffing sector and a strong track record with public investors
- Veteran cadre of seasoned industry professionals leading each division
- Experienced finance and accounting department with strong back-office systems and reporting capabilities

On Assignment[®]

People First.



On Assignment

NASDAQ: ASGN
www.onassignment.com