

**Q3 2015 American Staffing Association
Employment and Sales Survey**

To ensure the confidentiality of company data submitted by survey participants, ASA has partnered with Inavero Inc. to tabulate results and derive cumulative figures. ASA does not have access to company submissions, and reports only aggregate results.

Survey participants receive an exclusive report on the survey results, which includes payroll data, gross margin trends, and productivity metrics available nowhere else.

If at any time, while you are filling out the survey, you need to go back to a previous screen, you can select the “back” button on your browser so that the questionnaire will return to the previous page. For technical questions regarding this survey instrument, contact Inavero at 800-921-2640. For general questions about this survey, contact Cynthia Poole, ASA director of research, at 703-253-2048 or cpoole@americanstaffing.net.

INSTRUCTIONS & DEFINITIONS

Please enter figures for all branches, franchises, and licensed operations in the U.S. (including Puerto Rico and the Virgin Islands).

Temporary and contract staffing is defined as a service whereby your company hires its own employees (W-2 workers—not 1099 independent contractors and not employee leasing) and assigns them to work for clients. This may involve supporting or supplementing a client’s work force to keep it fully staffed during busy times, gaining special expertise or staffing special projects, filling temporary vacancies, or temp-to-hire arrangements.

SALES

Enter total temporary and contract staffing sales (including any royalties and license or temp-to-hire fees) for the following quarters.

| | |
|----------------|----------------------|
| <u>Q3 2014</u> | <input type="text"/> |
| Q2 2015 | <input type="text"/> |
| Q3 2015 | <input type="text"/> |

Does your company subcontract temporary or contract staffing services (where your company is the primary contractor, but services were actually provided by another staffing firm)?

- Yes
- No

SUBCONTRACTED SERVICES

Enter the total value of subcontracted services provided by other staffing firms(s) for the following quarters. Any sales identified as subcontracted services are backed out of the total sales reported by your firm. If the total sales you reported for the previous question already exclude these earnings, you may leave this blank.

| | |
|---------|----------------------|
| Q3 2014 | <input type="text"/> |
| Q2 2015 | <input type="text"/> |
| Q3 2015 | <input type="text"/> |

GROSS MARGIN

Enter total gross margin dollars for temporary and contract staffing services for the following quarters.

Please note: Gross Margin = Total Sales – Cost of Labor

Cost of Labor = Wages + FICA + Workers' comp + Unemployment insurance + Health benefits + Other fringe benefits (sick pay, retirement, vacation, etc.)

| | |
|---------|----------------------|
| Q3 2014 | <input type="text"/> |
| Q2 2015 | <input type="text"/> |
| Q3 2015 | <input type="text"/> |

PAYROLL

Enter gross payroll for temporary and contract employees before withholdings and other deductions for the following quarters. Do not include service fees or markups.

| | |
|---------|----------------------|
| Q3 2014 | <input type="text"/> |
| Q2 2015 | <input type="text"/> |
| Q3 2015 | <input type="text"/> |

EMPLOYMENT

Enter the number of temporary and contract employees (W-2 only—not 1099 independent contractors) on your payroll during the week that included the 12th of the month in the second and third quarters of 2015.

| | |
|----------------|----------------------|
| April 2015 | <input type="text"/> |
| May 2015 | <input type="text"/> |
| June 2015 | <input type="text"/> |
| July 2015 | <input type="text"/> |
| August 2015 | <input type="text"/> |
| September 2015 | <input type="text"/> |

Please enter your contact information for verification purposes only.

| | |
|---------------|----------------------|
| First name | <input type="text"/> |
| Last name | <input type="text"/> |
| Email address | <input type="text"/> |

Thank you for taking time to participate in this important survey for the staffing industry.

You should receive an email with a copy of your responses after you click the “Submit” button below. Please contact Inavero at survey@inavero.com if you do not receive a copy of your submission.