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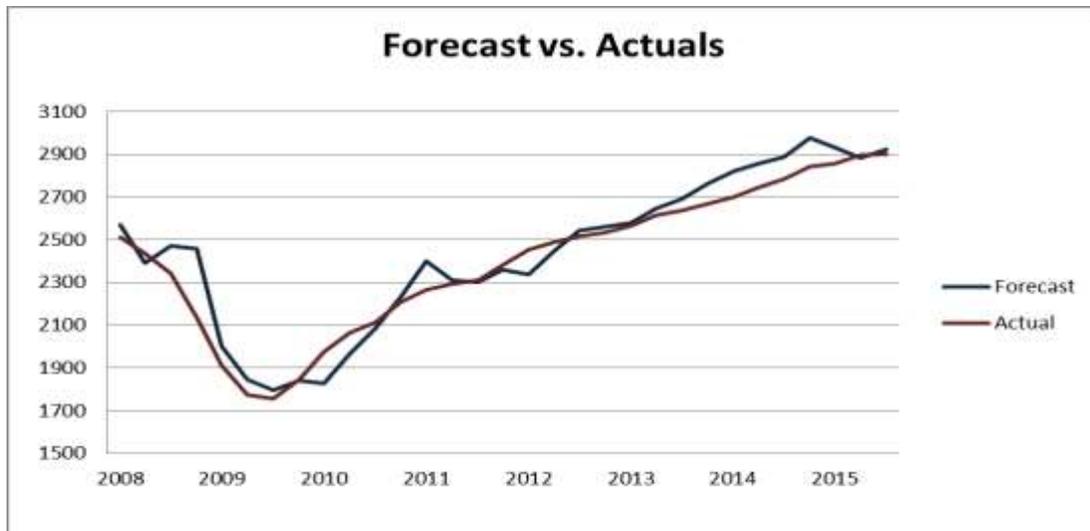
Labor Forecast Predicts 2.9% Increase In Demand for Temporary Workers for 2015 Fourth Quarter

*-- Industry Consulting Firm G. Palmer & Associates' Quarterly Forecast
Assists in Previewing Near-Term Hiring Patterns --*

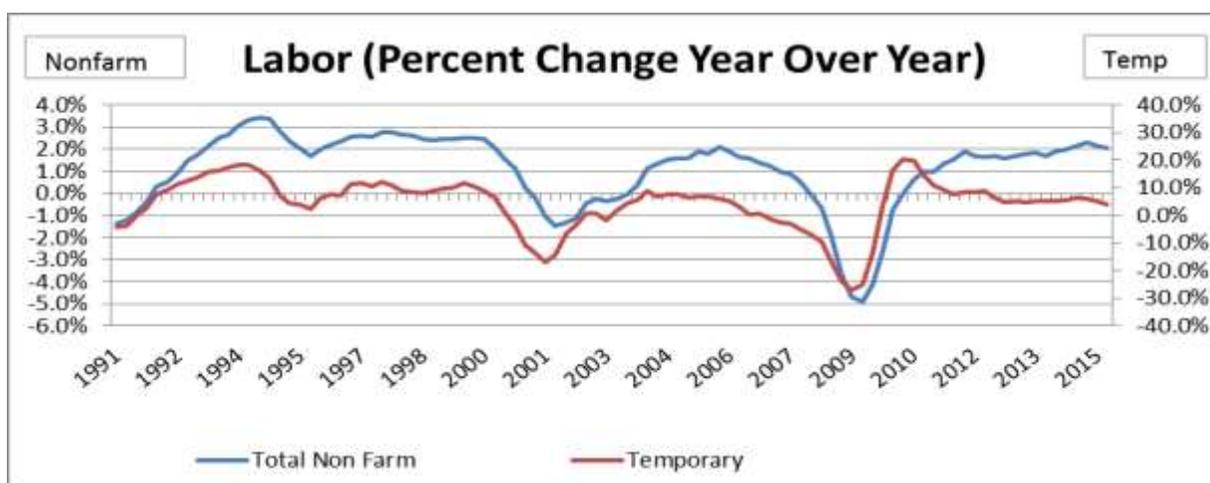
Newport Beach, California, October 6, 2015 — Demand for temporary workers in the United States is expected to increase 2.9% on a seasonally adjusted basis for the 2015 fourth quarter, when compared with the same period in 2014, according to the Palmer Forecast™, released today.

The Palmer Forecast™ indicated a 4.9% increase in temporary help for the just-ended 2015 third quarter. Actual results came in slightly lower than anticipated, at a 4.1% increase.

“Our temporary help forecast for the 2015 fourth quarter continues to demonstrate growth, although the growth is slowing as compared with previous quarters,” said Greg Palmer, founder and managing director of G. Palmer & Associates, an Orange County, California-based human capital advisory firm. “The data shows that temp help as a percentage of new job growth is tapering off, which indicates the likelihood of increases in pricing, margins, direct hire and conversion fees in the staffing industry. Nevertheless, it marks the 23rd consecutive quarter of year-over-year increases.”



Source: GPalmer & Associates; Bureau of Labor Statistics



Source: Bureau of Labor Statistics

Temp help employment added 4,300 new jobs in September 2015 and has averaged 4,800 per month thus far this year. Current trends point to year-over-year growth rates continuing to decline. In 2014, the BLS reported an average of 14,500 temp jobs created per month and approximately 174,000 in total, compared with an average of 12,100 temp jobs created per month in 2013 and slightly more than 146,000 in total. There were 148,000 temp jobs added in 2012 and 148,000 additional temp jobs added in 2011 over 2010, following an increase of 353,000 temp jobs in 2010 over 2009.

The Labor Department reported that a net of 143,000 seasonally adjusted non-farm jobs were added in September 2015, which was lower than consensus expectations of approximately 200,000 positions and follow downward revisions in July and August. The key job categories of growth and declines are as follows:

- **Total Private sector: +118,000**
- **Healthcare and Education: +36,400**
- **Government: +24,000**
- **Business Services: +31,000**
- **Retail: +23,700**
- **Construction: +8,000**
- **Manufacturing: -9,000**
- **Energy: -12,000**

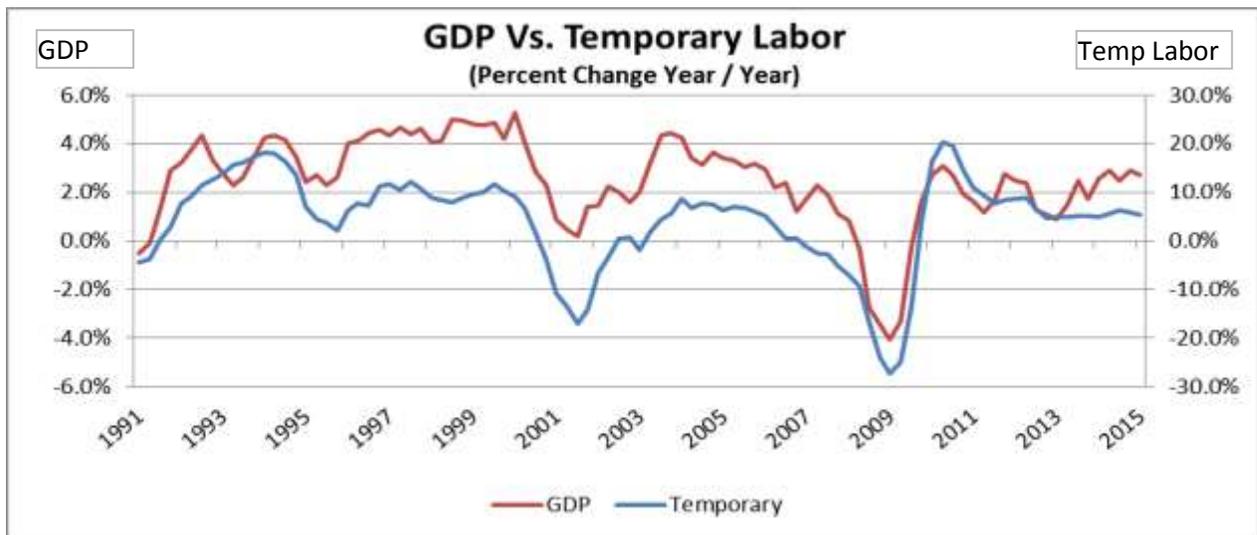
“The persistently high unemployment rates in certain sectors, along with education levels and geographies, continue to have far-reaching effects across a broad spectrum of workers. Those at the lower end of the job market in terms of skills and education are experiencing the greatest challenges. Unemployment rates have trended down, but discouraged workers opting out of the ranks of seeking jobs continue to be one of the leading reasons for improvement,” Palmer said.

The trends are evidenced by near all-time lows in the labor participation rate in June 2015, at 62.4%. The commonly referred to unemployment rate, U3, stayed flat at 5.1% in September. As reported by the BLS, for the same period, the rate of unemployment for workers with college degrees remained unchanged at 2.5% from August, and the unemployment rate for workers with less than a high school education increased to 7.9% from 7.7%. The U6 unemployment rate, which tracks those who are unemployed, as well as those who are underemployed and are working part-time for economic reasons, ticked down slightly to 10.0%. The U6 rate is considered the rate that most broadly depicts those most affected by the downturn and measures the rate of discouraged workers.

The next few quarters...

“We still expect unemployment rates, specifically U6, to remain stubbornly high for the foreseeable future,” Palmer said. “One of the key aspects of the high rates continues to be the much talked about skills gap found in available workers, namely, the lack of required skills or education needed for today’s increasing technical and skills-based positions. As of September 2015, more than four million jobs remained open. The key skill areas most severely impacted are those in Health Care, Information Technology, Skilled Trades and those positions that require high degrees of math and science.

“One of the most revealing indicators to watch relative to Temp Help growth is the Temp Help penetration rate, which is significant because it measures Temp Help as a percentage of total employment. In September, the penetration was near an all-time high at 2.04% of the total labor market from a low of 1.34% in June 2009,” Palmer added.



Source: Bureau of Labor Statistics

The Palmer Forecast™ is based, in part, on BLS and other key indicators. The model was initially developed by the A. Gary Anderson Center for Economic Research at Chapman University and serves as an indicator of economic activity. Companies that employ temporary staff use the forecast as a guide to navigate through fluctuating economic conditions in managing their workforce to meet business demands.

About G. Palmer & Associates

G. Palmer & Associates, founded in 2006, provides advisory services in the human capital sector. Founder Greg Palmer has served on the board of the American Staffing Association and was president and chief executive officer of RemedyTemp, Inc., one of the nation’s largest temporary staffing companies, prior to its sale in June 2006. For more information, visit www.GPalmerandAssociates.com.