



NEWS RELEASE

Contact: Roger S. Pondel/Judy Lin Sfetcu
Pondel Wilkinson Inc.
310.279.5980

Philip Boronow, Analyst
G. Palmer & Associates
949.201.7296
www.GPalmerandAssociates.com

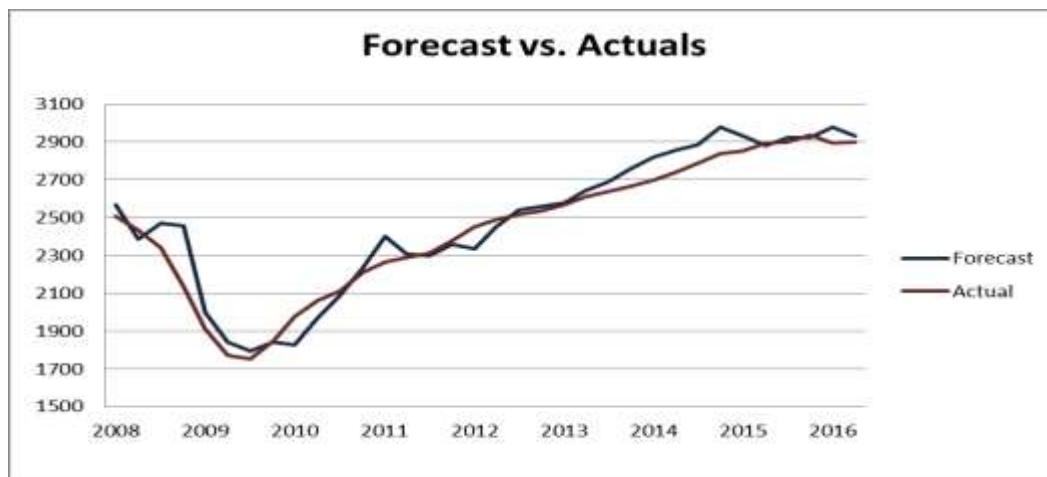
Labor Forecast Predicts 2.3% Increase In Demand for Temporary Workers for 2016 Third Quarter

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

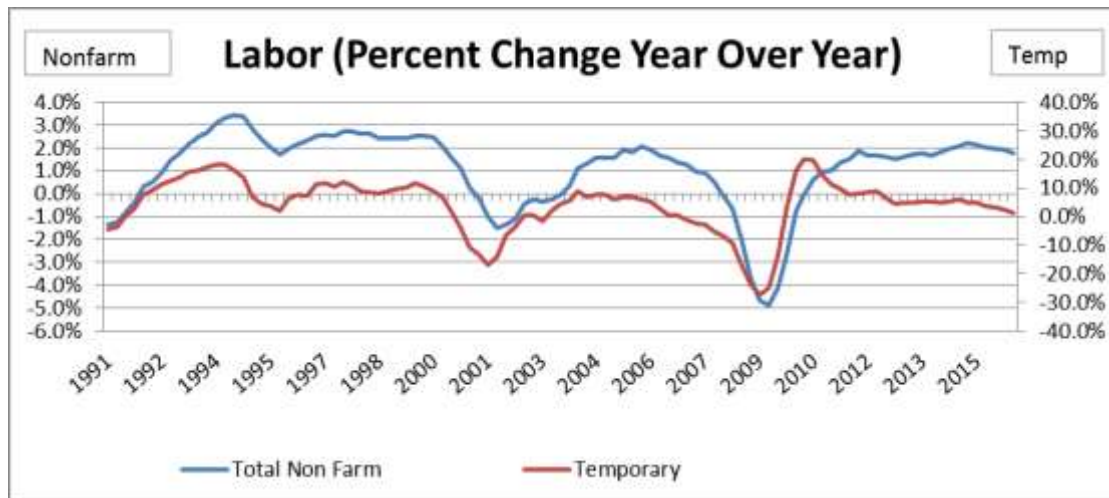
Newport Beach, California, July 13, 2016 — Demand for temporary workers in the United States is expected to increase 2.3% on a seasonally adjusted basis for the 2016 third quarter, when compared with the same period in 2015, according to the Palmer Forecast™, released today.

The Palmer Forecast™ indicated a 2.2% increase in temporary help for the just ended 2016 second quarter. Actual results came in lower than anticipated at 1.1%, primarily due to declines in the manufacturing and mining labor sectors. Conversely, the previous two months were revised up by 6,800 jobs, and June was the best month year-to-date.

“Our temporary help forecast for the 2016 third quarter indicates continuing declining rates of growth,” said Greg Palmer, founder and managing director of G. Palmer & Associates, an Orange County, California-based human capital advisory firm that specializes in workforce solutions. “Although this is the 26th consecutive quarter of year-over-year increases in demand for temporary workers, the data continues to show that temp help as a percentage of new job growth is tapering off, which historically indicates the likelihood of increases in pricing, wages, gross margins, direct hires and conversion fees in the staffing industry.”



Source: G. Palmer & Associates; Bureau of Labor Statistics (BLS)



Source: Bureau of Labor Statistics (BLS)

Current trends point to year-over-year declines in temp help employment – 41,800 fewer jobs through June 2016, an average of 7,000 per month. Although in June, temp help employment added 15,200 new jobs and was up 0.06% over the same month in 2015. In 2015, 94,500 jobs were added, averaging 7,900 per month. 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. In 2012, there were 123,000 temp jobs added, compared with 2011. In 2011, 148,000 additional temp jobs were added over 2010, and in 2010, there was an increase of 353,000 temp jobs, compared with 2009.

The Labor Department reported that a net of 287,000 seasonally adjusted non-farm jobs were added in June 2016, which was significantly greater than consensus expectations of 180,000. In addition, the trailing three month average increased to 147,000 versus the 12 month average of 204,000.

The key job categories of growth and declines are as follows:

- **Service providing employment : +256,000**
- **Hospitality and Leisure: +59,000**
- **Healthcare and Social services: +58,000**
- **Business Services: +38,000**
- **Government: +22,000**
- **Manufacturing: +14,000**
- **Mining: -5,000**

U.S. employment trends are underpinned by near all-time lows in the labor participation rate. The participation rate ticked up to 62.7% in June 2016 as more workers entered the job market. The commonly referred to unemployment rate, U3, ticked up slightly to 4.9% in June. As reported by the BLS, for the same period, the rate of unemployment for workers with college degrees increased 10bps to 2.5% from May, and the unemployment rate for workers with less than a high school education increased slightly to 7.5%. 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, also decreased slightly to 9.6%. 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 some unemployment rates, specifically the 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 June 2016, 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. The 10 most difficult to fill positions as reported by the American Staffing Association as of December are as follows:

1. Podiatrists
2. Photographic process workers and processing machine operators
3. Heavy and tractor-trailer truck drivers
4. Oral Surgeons
5. Psychiatrists
6. Forest fire inspectors and prevention specialists
8. General internists
9. Genetic counselors
10. Merchandise displayers and window trimmers

“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 June, the penetration remained near all-time highs, at 2.01% 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.