

Business Services Research

June 2013

Human Capital Services

HCS Map

Mark S. Marcon, CFA
mmarcon@rwbaired.com
414.298.7556

Patrick R. Abeln
pabeln@rwbaired.com
414.765.3589

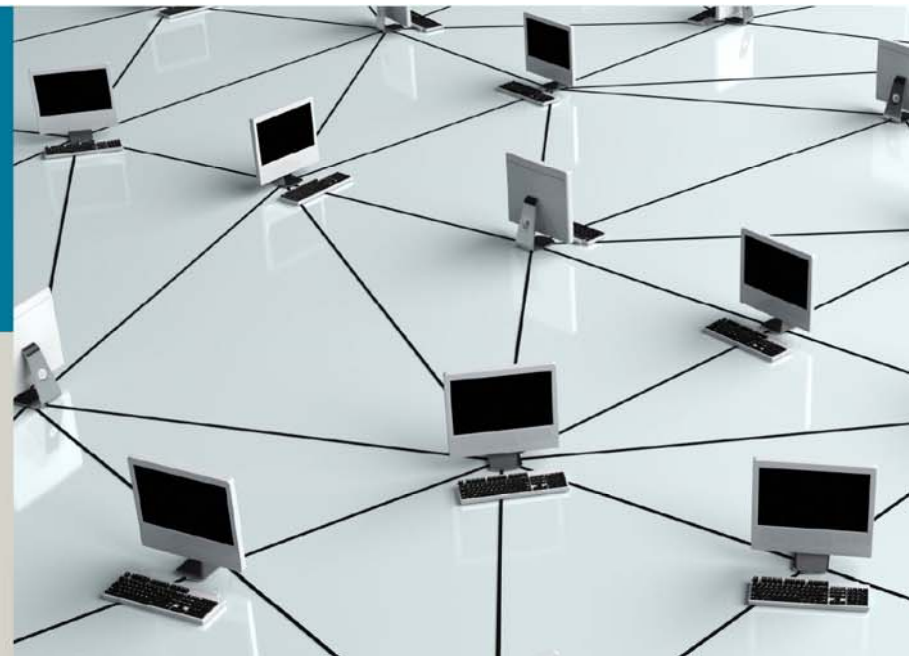


Table of Contents

(Use the links below to navigate. To return, click on any page heading.)

HCS News	1
Covered Companies Research and News	6
Labor Market Overview	8
U.S. Valuation Metrics	13
U.S. Company Profiles	14
U.S. Recent Financial Performance	15
European Valuation Metrics	16
European Company Profiles	17
European Recent Financial Performance	18
IPO Chronology	19
Follow-On Offering Chronology	20
Selected M&A Activity	21
Comparative Index Performance	30
U.S. Closing Stock Price Graphs (6/7/13)	34
European Closing Stock Price Graphs (6/7/13)	44
MAP Information	50
Appendix – Important Disclosures and Analyst Certification	51
Baird’s Human Capital Services Contacts	53

Please refer to Appendix - Important Disclosures and Analyst Certification on pages 51 and 52

HCS News

HCS News Stories

Dividends/Share Repurchases

- **Insperty Declares Quarterly Dividend and Announces Increased Share Buyback Authorization.** Insperty, a leading professional employer organization (PEO), has declared a regular quarterly dividend of \$0.17/share. The dividend is payable June 21 to shareholders of record on May 31. In addition, the Insperty Board of Directors has authorized an expansion of the company's share repurchase program by an additional 1 million shares. The company has repurchased over 415,000 shares under the plan in 2013, and as a result of the expansion now has 1,413,845 shares available for repurchase. Purchases may be made from time to time in the open market or in privately negotiated transactions.
- **Kelly Services Pays Regular Quarterly Dividend.** Kelly Services, a global provider of staffing and workforce solutions, has paid a regular quarterly dividend of \$0.05/share. The dividend was declared on May 9 and paid on June 4 to shareholders of record on May 20.
- **Robert Half Declares Quarterly Dividend.** Robert Half International, the world's largest specialized staffing service, has declared a quarterly cash dividend of \$0.16/share. The dividend is payable June 14 to shareholders of record on May 24. As a reminder, last quarter the company increased its dividend by \$0.01/share.

Financing and Offerings

- **On Assignment Refinances Existing Credit Facility.** On Assignment, a diversified international professional staffing firm, has refinanced its existing debt and closed on a new \$500 million credit facility. The new \$500 million facility consists of a \$125 million revolving line of credit, a \$100 million 5-year term A loan and a \$275 million 7-year term B loan. The revolving line of credit and the term A loan bear interest at LIBOR plus 1.75% to 2.5% depending on the leverage ratio. At closing, the interest rate on these borrowings is LIBOR (with no LIBOR floor) plus 2.0% and borrowings under the revolver were \$8.5 million. The term B loan bears interest at LIBOR (with a LIBOR floor of 1%) plus 2.5%. Altogether, through this refinancing ASGN reduced its effective interest rate from approx. 4.67% to roughly 3.6%, which yields annual pretax savings of roughly \$5 million. The new credit facility was announced on May 16.

Personnel Changes/Promotions

- **Hudson Global Hires Stephen A. Nolan as CFO.** Hudson Global, an international professional staffing firm, has hired Stephen Nolan as

Executive Vice President and Chief Financial Officer. Mr. Nolan has extensive finance and operations experience and most recently spent eight years as CFO of Adecco Group North America, a division of the largest staffing firm in the world. In his new role Mr. Nolan succeeds Mary Jane Raymond, who had served as EVP and CFO since 2005 and has decided to resign to pursue other opportunities. Prior to his time at Adecco Mr. Nolan served as CFO North America for DHL Global Forwarding, and also spent 15 years in various finance and strategic planning roles at Reckitt Benckiser.

- **Paychex Hires John B. Gibson as VP of Service.** Paychex, a leading provider of payroll and HR outsourcing solutions, has announced the hiring of John B. Gibson as Senior VP of Service. Mr. Gibson has over 20 years of business services experience and most recently served as President and CEO at AlphaStaff, a national provider of HR outsourcing service to small and medium-sized businesses. Prior to his time at AlphaStaff, Mr. Gibson was President of the HR Management division at Convergys. Paychex also announced that Mr. Gibson has been appointed as an officer of the company by the firm's board of directors.
- **On Assignment Adds Jennifer Hanks Painter as VP and General Counsel.** On Assignment, a diversified international professional staffing firm, has hired Jennifer Hanks Painter as Vice President and General Counsel. Ms. Painter joins On Assignment from MRV Communications where she served as Vice President, General Counsel, Chief Compliance Officer, and Secretary. Previously she served as Assistant General Counsel at The Ryland Group, General Counsel of Cadiz, and associate with international law firm Sullivan & Cromwell LLP. In connection with the commencement of her employment with On Assignment, on June 3, 2013, On Assignment granted Ms. Painter a restricted stock unit award covering 5,444 shares of On Assignment common stock. The restricted stock unit award will vest, subject to continued service, with respect to 1,361 shares on the first anniversary of the grant date, and with respect to 4,083 shares over the next two years in substantially equal quarterly installments. The restricted stock unit awards are granted as employment inducement awards pursuant to the NYSE rules.
- **Heidrick & Struggles Adds Three New Members to Senior Leadership Team.** Heidrick & Struggles, a leading provider of executive search and leadership advisory services, has announced the hiring of three new senior leaders. First Karen Pepping has been appointed SVP, Controller and Chief Accounting Officer. Ms. Pepping has 27 years of experience and most recently served as VP, Finance & Accounting at AAR Corp. In addition the company announced the hiring of Karleen Mussman and SVP, Human Resources. Ms. Mussman has 22 years of HR and management experience including most

recently serving as HR Leader for the Americas region at A.T. Kearney. Finally, Heidrick announced the appointment of Cynthia Lance as SVP and Deputy General Counsel. Ms. Lance joins Heidrick from First Midwest Bancorp, where she most recently served as EVP and Corporate Secretary.

- **Heidrick & Struggles Adds Partner in Leadership Consulting Practice.** Heidrick & Struggles also announced the hiring of Mi-Jin Cho as a Partner in the firm's Leadership Consulting Practice. In this role Mi-Jin will be based in Seoul and will "work closely with practice leaders in the U.S. and Europe to service global clients, as well as focusing on a growing client base in the region." Mi-Jin most recently served as Associate Partner as Monitor, and previously spent a total of 15 years at LG and Motorola.
- **Heidrick & Struggles Hires Three Partners in London.** Heidrick & Struggles has also announced the appointment of three new Partners in the firm's London office. In no particular order, Lucy Harris has been named Partner in the Consumer Practice, Graham Smith is a new Partner in the Industrial Practice, and Seamus Hoar is a new Partner in the Legal, Risk and Compliance Practice. Ms. Harris joins Heidrick from The Ashton Partnership, a boutique executive search firm that she co-founded in 2007. Mr. Smith has spent the past 19 years at KPMG Management Consulting, including time as the global head of engineering and industrial products and also a founding member of the global automotive group. Finally, Mr. Hoar joins Heidrick from Hoar Marshall, a boutique London-based legal search firm where he served as founder and majority shareholder.
- **Heidrick & Struggles Also Adds Two Partners in the U.S.** Heidrick & Struggles also announced the hiring of Patricia Coleman as a Partner in the Life Sciences Practice and Jeff Cohn as a Partner in the Leadership Consulting Practice. Ms. Coleman has over 25 years of professional services experience and will now be based in the firm's Chicago office. Mr. Cohn has over 20 years of experience in leadership advisory and most recently operated his own consulting firm.
- **Korn/Ferry Hires Bryan Ackermann as CIO.** Korn/Ferry International, the world's largest provider of executive search and a leading provider of talent management solutions, has announced the appointment of Bryan Ackermann as CIO. In this role Mr. Ackermann will be responsible for Korn/Ferry's Global Information Technology Group, where he will oversee global systems, infrastructure, information security, and business intelligence, among other things. Mr. Ackermann joins Korn/Ferry from Adecco North America, where he served as CIO. Previously he spent 16 years at PwC, including multiple senior level roles such as leader of the Americas IT Architecture and Infrastructure practice.
- **Korn/Ferry Adds Kevin Rubens as Senior Partner in LTC.** Korn/Ferry has also announced the hiring of Kevin Rubens as a Senior Partner in the firm's Leadership and Talent Consulting (LTC) division. Mr. Rubens joins Korn/Ferry from Aon Hewitt, where he most recently served as a Partner in the firm's Global Compensation and Talent practice. In his new role Mr. Rubens will be based in Korn/Ferry's Washington D.C. office.
- **Resources Global Professionals Adds Kevin Deely to Supply Chain Management Practice.** Resources Global Professionals ("RGP"), the operating entity of global professional services firm Resources Connection, has announced the hiring of Kevin Deely as Senior Practice Director of the company's Supply Chain Management (SCM) practice. In this new role Mr. Deely will be focused on leading RGP's Conflict Minerals practice, while also developing solutions around supply chain risk, compliance, and sustainability. Mr. Deely joins RGP from KPMG, where he was also focused on supply chain and operations.
- **Sealed Air Corp. Hires Lori Chaitman as VP of IR.** Sealed Air Corporation, a leading provider of protective packaging products, has hired Lori Chaitman as Vice President of Investor Relations. Ms. Chaitman joins Sealed Air from Monster Worldwide, where she spent the past three years as VP of Investor Relations. Prior to her time at Monster, Ms. Chaitman led investor relations as Motorola for three years and at Symbol Technologies for two years.
- **Towers Watson Promotes Michael Murphy to Managing Director of Risk Consulting and Software Business in EMEA.** Towers Watson, a leading provider of human capital and financial services consulting, has announced the appointment of Michael Murphy as Managing Director of Risk Consulting and Software (RCS) in EMEA. Mr. Murphy has over 20 years of industry experience and joined Towers Watson in 2011 as leader of the RCS operations in Continental Europe, Ireland, and South Africa. Prior to joining Towers Watson Mr. Murphy served as the Managing Director of Aviva Insurance Europe SE, and he also spent roughly 10 years at Watson Wyatt earlier in his career.
- **Towers Watson Adds New Member to TAS Team.** Towers Watson has also hired Colin Fowler in a senior role within the company's Technology and Administration Solutions business. Mr. Fowler has 24 years of experiences, including the past 13 years as a Director in the Administration Services division at Capita Hartshead, a leading UK-based benefits consulting firm.

Merger and Acquisition Activity

- **Heidrick & Struggles Issues Statement Regarding Interest from Private Equity Firms.** Heidrick & Struggles, a leading provider of executive search and leadership advisory services, issued a statement on June 3 regarding media reports that the firm had been approached by 2-3 private equity firms regarding a possible sale of the company. According to the company's release, "while it is the long standing policy of Heidrick & Struggles not to confirm or deny market rumors or speculation, in response to media reports the Company today confirmed that it has been approached on a preliminary basis regarding a possible sale of the Company. Heidrick & Struggles stated that, as a consequence, its Board of Directors decided to explore strategic alternatives, including a possible sale of the Company and continuing to execute against the Company's strategic plan as an independent company." According to the initial report from the *Financial Post*, the potential acquirers include two unnamed PE firms and the private equity division of The Blackstone Group, with possible offers in the \$18.50-20 per share range.
- **ADP Acquires Payroll S.A.** ADP, a global provider of payroll processing and business outsourcing solutions, has acquired Payroll S.A. for an undisclosed sum. Payroll S.A. is based in Chile and currently has over 1,300 clients and over 450 employees. The company's headquarters are in Santiago, and the firm has additional offices in Buenos Aires, Argentina, Córdoba, Argentina, and Lima, Peru. ADP and Payroll S.A. have been partners since 2009.
- **Paychex Announces Acquisition of myStaffingPro.** Paychex, a leading provider of payroll and HR outsourcing solutions, has announced the acquisition of HR Services and its SaaS-based applicant tracking suite myStaffingPro. HR Services was founded in 1993 and launched the myStaffingPro applicant tracking suite in 1999. Following the acquisition HR Services will operate as a wholly-owned subsidiary of Paychex. Terms of the acquisition were not announced.

Miscellaneous

- **ManpowerGroup Announces New Multi-Channel Delivery Model in the U.S.** ManpowerGroup, the third-largest staffing firm in the world, recently announced that it is adjusting its business model in the U.S. to deliver faster, higher-quality matches for both employers and candidates. With this evolution ManpowerGroup will make greater use of technology and virtual recruiting capabilities in order to streamline its existing branch infrastructure, allowing the company to serve many markets from larger, centralized branches rather than through several small branches. According to SVP of Manpower North America Jorge Perez, "Manpower's history of innovation began in the branch network,

and it remains the heart of the innovative spirit of our company... Our local expertise and understanding of each market in combination with an expert client engagement team and an enhanced virtual network will benefit clients and job seekers with fast, high-quality employment matches."

- **Insperty Analyzing Prior Investment in The Receivables Exchange; Expects to Incur Non-Cash Impairment Charge During Q2.** Insperty, a leading professional employer organization (PEO), has announced that it is in the process of analyzing its investment in The Receivables Exchange ("TRE"), an online marketplace for the sale of accounts receivable. Insperty acquired a minority interest in TRE for \$2.8 million in 2011, and the company has recently been informed that TRE's current valuation estimate is significantly below Insperty's carrying value. According to the company, "Insperty expects to record a non-cash impairment charge in the second quarter of 2013 at an amount up to \$2.8 million, or \$0.11 per share. Due to federal income tax limitations on capital losses, no tax benefit associated with the impairment is expected to be recognized in the second quarter of 2013."
- **Hudson Global Announces Expanded Relationship with Large Shareholder Sagard Capital Partners.** Hudson Global, an international professional staffing firm, has announced an expanded relationship with Sagard Capital Partners. Sagard is one of Hudson's top-3 shareholders (each of whom own >14% of shares outstanding). Under this agreement Sagard Managing Partner Dan Friedberg will be allowed to attend Hudson's Board and Board committee meetings as a non-voting participant. Sagard initially invested in Hudson in 2010 and has steadily increased its position since that time.
- **Intuit Realigns Organizational Structure.** Intuit, a leading provider of financial management, tax, and online banking solutions for small and mid-sized businesses, has announced an organizational realignment that is designed to support the company's focus on two strategic outcomes: being the world's small business operating system, and providing winning solutions to do the nations' taxes in the U.S. and Canada. Under this new structure, which becomes effective August 1 in conjunction with INTU's new fiscal year, the company will have the following six go-to-market business units reporting to the CEO: Small Business Financial Solutions, Small Business Management Solutions, Consumer Tax, Consumer Ecosystem, Accounting Professionals, and Intuit Financial Services.
- **Cybercoders CEO Recognized by Ernst & Young as Entrepreneur of the Year.** CyberCoders, a leading provider of professional recruiting services, announced that the firm's Founder and CEO Heidi Gollodge has been recognized as a regional winner in Ernst & Young's 2013

Entrepreneur of the Year in Orange County program. This program recognizes high-growth entrepreneurs who demonstrate excellence and extraordinary success in such areas as innovation, financial performance, and personal commitment to their businesses and communities. Regional winners go on to compete at the national level, with national winners to be announced on November 16.

- **Kronos Recognized as a “Best Place to Work” in Boston.** Kronos, a leading provider of time and attendance and workforce management solutions, has been recognized by the *Boston Business Journal* as a “Best Place to Work.” This recognition was based on an employee satisfaction survey conducted by Quantum Workplace that covered over 400 companies and addressed topics such as pride in the company, company encouragement, and support and recognition.
- **LinkedIn India Surpasses 20 Million Members.** LinkedIn, the world’s largest professional network on the Internet, has recently surpassed 20 million members in India. This represents extremely rapid growth following the company’s launch of its Indian operations in November 2009 and members in India now represent roughly 9% of global LinkedIn membership. With over 20 million members, India is LinkedIn’s second largest member country after the United States (which has approx. 74 million of LinkedIn’s >225 million members).
- **Protiviti’s Bob Hirth Named Chairman of the Committee of Sponsoring Organizations of the Treadway Commission.** Protiviti, the risk management and auditing solutions division of global professional staffing firm Robert Half International, has announced that Senior Managing Director Bob Hirth has been named Chairman of the Committee of Sponsoring Organizations of the Treadway Commission (COSO). This organization was formed in 1985 to sponsor the National Commission on Fraudulent Financial Reporting (the Treadway Commission), and is responsible for providing thought leadership and guidance areas such as internal control, enterprise risk management, and fraud deterrence. Mr. Hirth has over 25 years of professional service experience and was also recently inducted into The Institute of Internal Auditors’ Hall of Distinguished Audit Practitioners.
- **TriNet CEO Burton Goldfield Named a Finalist for Ernst & Young Entrepreneur of the Year Award in Northern California.** TriNet, one of the largest privately held professional employer organizations (PEOs), announced that the firm’s CEO Burton M. Goldfield has been recognized as a finalist for the Ernst & Young Entrepreneur of the year 2013 Award in the Northern California region. Finalists were selected from 118 nominations by a panel of independent judges and award winners will be announced on June 22.
- **Ultimate Software Celebrates 15 Years as a Public Company.** Ultimate Software, a leading provider of SaaS-based payroll and human capital management (HCM) solutions, recently celebrated 15 years as a publicly traded company on NASDAQ. The company was founded by Scott Scherr in 1990 and went public in 1998. Ultimate’s growth has been truly remarkable, with revenues increasing from \$88 million in 2005 to over \$400 million in 2013. The company has also consistently been ranked as one of the best places to work in the U.S., including a No. 9 ranking on this year’s FORTUNE list, and now employs over 1,700 employees supporting over 2,500 customers.
- **Ultimate Software Receives 2013 Informatica Innovation Award.** Ultimate Software has also been recognized as a winner of the 2013 Informatica Innovation Awards in the Cloud Integration category. This distinction was given to Ultimate for the launch of the UltiPro Carrier Network, a centralized integration hub designed to power data exchange and management through pre-built ‘connectors’ between UltiPro (Ultimate’s HCM solution) and third-party benefits providers. According to the company, Ultimate Software has already seen significant business benefits from the UltiPro Carrier Network, including cutting integration project duration times by 50%, reducing technical debt, and increasing customer satisfaction.

Product Launches and Partnerships

- **Cornerstone OnDemand Introduces Several Updates to the Cornerstone Recruiting Cloud.** Cornerstone OnDemand, a leading provider of SaaS-based learning and talent management solutions, has announced the latest series of enhancements to the Cornerstone Recruiting Cloud. This new version will be available this summer and will include features such as interview management, embedded video interviewing (power by HireVue), mobile recruiting, cost tracking, and integrated background checks (powered by direct integration with HireRight).
- **Insperty Launches Automated Recruitment Management Solution.** Insperty, a leading professional employer organization (PEO), has announced the launch of Insperty Automated Recruitment Management Solution powered by BrightMove, a Florida-based provider of staffing and corporate recruiting software. This new software solution is offered by Insperty’s Recruiting Services division and is designed to give companies access to advanced Web-based search and social networking tools, easy-to-use career portals, and fully integrated candidate screening.
- **Insperty Introduces Enhanced Analytics and Recruiting Tools.** Insperty has also introduced a new web analytics and reporting solution designed to provide real-time workforce metrics and analytics.

HCS News

This new platform, which is known as the Web Interactive Reporting Experience (WIRE), includes an intuitive dashboard, ad-hoc query and reporting tools, custom reports, and a wide range of output formatting options. The new WIRE solution is now available through Insperty's Employee Service Center.

- **Korn/Ferry Launches "Forte" Career Development Tool.** Korn/Ferry International, the world's largest provider of executive search and a leading provider of talent management solutions, has officially launched Forte, a career development management tool that is now available through Korn/Ferry and its subsidiary Futurestep. This new solution, which is available online and via an iPad app, is designed to give employees control over their personalized career development plan and maps out a clear path to their career goals, with a focus on specific skills needed to accomplish each objective. The Forte solution is largely built around the IP acquired through Korn/Ferry's prior acquisitions of Lominger and PDI Ninth House.
- **Kronos Introduces Enhanced SMB Cloud Offering.** Kronos, a leading provider of time and attendance and workforce management solutions, has announced a series of updates and enhancements to the company's cloud workforce management suite for small and mid-sized businesses (SMBs). The company's Kronos Workforce Ready suite now includes enhancements such as improved payroll support, closer integration with ADP (for tax filing, wage garnishments, and check printing for Workforce Ready), expanded compliance support, additional OT request/approval capabilities, and built-in online training and education.
- **Towers Watson Forms Strategic Alliance with Jiff.** Towers Watson, a leading provider of human capital and financial services consulting, has formed a strategic alliance with Jiff Inc., a digital health technology company. Through this partnership the firms will launch a new digital health solution designed to "measure and improve health outcomes while empowering employees and their family members to make better lifestyle choices." The new tool will be built on the Jiff Platform and will be supported by Towers Watson's health and wellness consulting expertise. Terms of this new partnership were not announced.
- **Workday Announces Long-Term Plans for Payroll in the UK and France.** Workday, a leading provider of next-generation SaaS ERP solutions including human capital management and financial management, has announced plans to deliver Workday Payroll in the UK and France. These new payroll offerings are expected to be generally available in 2015 in the UK and in 2016 in France. Workday, which has approx. 400 customers and over 1,600 employees, currently offers Workday Payroll in the U.S. and Canada.

Covered Companies Research and News

*Stock prices as of 6/11/13 closing price

Research Notes by Company

(See full research notes for additional details.)

AMN Healthcare Services, Inc. (AHS-\$14.73-Outperform)

We did not publish any research notes on AHS from May 9 – June 11.

Automatic Data Processing, Inc. (ADP-\$68.11-Outperform)

We did not publish any research notes on ADP from May 9 – June 11.

Hudson Global, Inc. (HSON-\$2.50-Neutral)

We did not publish any research notes on HSON from May 9 – June 11.

Insperty Inc. (NSP-\$30.98-Neutral)

We did not publish any research notes on NSP from May 9 – June 11.

Kforce Inc. (KFRC-\$14.71-Outperform)

We did not publish any research notes on KFRC from May 9 – June 11.

Korn/Ferry International (KFY-\$17.45-Neutral)

We did not publish any research notes on KFY from May 9 – June 11.

LinkedIn Corporation (LNKD-\$168.39-Neutral)

Highlights from May 14, 2013, research note: *Initiating Coverage on LinkedIn*

Initiating coverage on LinkedIn. We are adding LinkedIn to our Human Capital Coverage List. LinkedIn has a long list of positive attributes including sustainable competitive advantages driving rapid share gains in the recruitment space, a highly scalable model with high incremental margins, strong FCF generation, and truly outstanding management team. We believe lofty valuation clearly discounts continuation of rapid growth trajectory, driving our Neutral rating.

- **Significant competitive advantages in Talent Solutions should drive continued remarkable growth over next 24-36 months.** As the world's largest professional network with >225 million members, LinkedIn has become the "must have" solution for companies seeking talent everywhere, leading to rapid share gains against both online and offline alternatives. The growth trajectory

has been remarkable – revenue recently surpassed a \$1.3 billion run-rate vs. \$120 million in '09.

- **Truly outstanding business model** is highly scalable, generating high incremental margins and strong FCF. Incremental EBITDA margins (ex-stock comp) exceeded 30% each of last two quarters despite rapid pace of investment for future growth.
- **Outstanding leadership team** combines vision with execution, innovation, savvy, sound capital allocation, and conservative guidance. Management has fostered an excellent corporate culture enabling the organization to recruit talented associates that can build on leadership in talent sourcing while addressing more nascent opportunities.
- **Remarkable growth trajectory is discounted by equally lofty valuation.** Even after recent pullback, stock trades at an EV/'13E revenue of ~14x reflecting lofty investor expectations. Our \$190 DCF-supported price target reflects 10x EV/'14E revenue, consistent with high end of fastest-growing SaaS/tech comps given strong execution, very strong growth, and significant long-term opportunity.
- **Nuanced, out of consensus view on addressable talent solutions market.** While we have a very favorable 24-36 month fundamental outlook, our assessment of the currently addressable market in talent solutions is below consensus – may make it challenging for current growth trajectory to continue as long as some investors appear to expect. However, LNKD has the potential to evolve long-term in a manner that would allow it to address materially larger market(s).
- **More than just talent solutions.** Has potential to "grow into and beyond" current valuation; keys will be developing new revenue sources, as well as converting free users to paid solutions.

(Note: our \$190 DCF-supported price target reflects 10x EV/'14E revenue, consistent with the high end of fastest-growing SaaS/tech comps given strong execution, very strong growth, and significant long-term opportunity. Key risks include managing rapid growth/expansion, technical failure or data breaches, increasing pace of technological innovation, wide-ranging and constantly evolving privacy laws, significant competition, rapid migration to mobile, FX risk, economic sensitivity, dual class structure of stock, and significant premium valuation).

Please use the following link for a full copy of this research note:
<https://baird.bluematrix.com/docs/pdf/785a070b-a50f-4753-91d8-107385fba66c.pdf>

Covered Companies Research and News

ManpowerGroup (MAN-\$55.28-Outperform)

We did not publish any research notes on MAN from May 9 – June 11.

Monster Worldwide, Inc. (MWW-\$5.56-Outperform)

We did not publish any research notes on MWW from May 9 – June 11.

On Assignment, Inc. (ASGN-\$26.65-Outperform)

We did not publish any research notes on ASGN from May 9 – June 11.

Paychex Inc. (PAYX-\$36.74-Neutral)

We did not publish any research notes on PAYX from May 9 – June 11.

Resources Connection Inc. (RECN-\$11.36-Neutral)

We did not publish any research notes on RECN from May 9 – June 11.

Robert Half International Inc. (RHI-\$33.41-Outperform)

We did not publish any research notes on RHI from May 9 – June 11.

Towers Watson & Co. (TW-\$75.76-Outperform)

We did not publish any research notes on TW from May 9 – June 11.

TrueBlue, Inc. (TBI-\$22.59-Neutral)

We did not publish any research notes on TBI from May 9 – June 11.

Ultimate Software Group Inc. (ULTI-\$112.15-Neutral)

We did not publish any research notes on ULTI from May 9 – June 11.

Human Capital Services Industry Note

Highlights from June 7, 2013, research note: *Employment Growth Remains Moderate, but Staffing Acceleration Noteworthy*

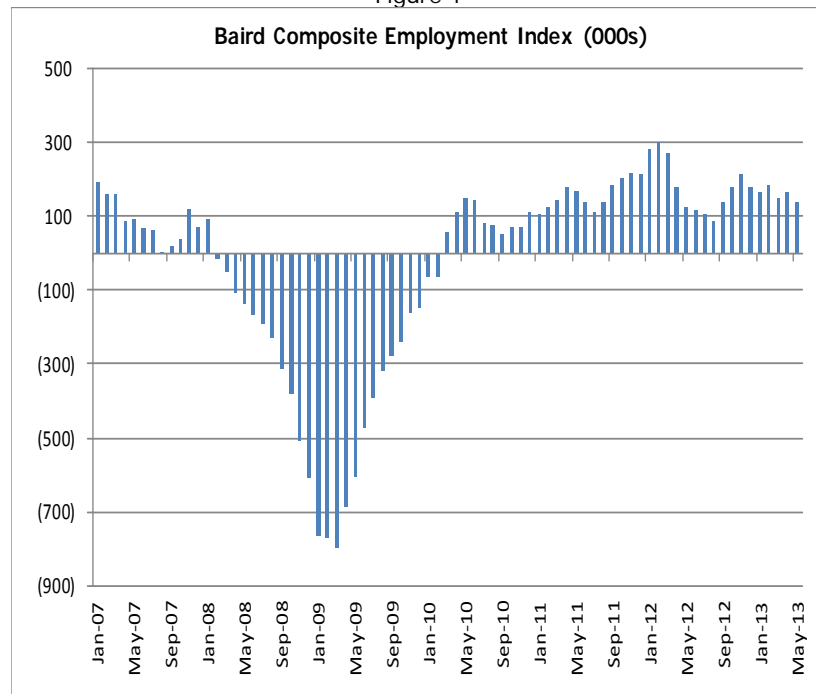
The much-hyped May employment report turned out to be a bit of a snoozer (except for the staffing portion) – pretty close to in-line, with nonfarm employment up 175,000 vs. consensus of 163-167k (depending on the source) – very close to consensus (difference of roughly 10,000 relative to consensus in an economy of 135.6 mn people). Acceleration in temp employment growth should be a positive for domestic staffing/recruiting firms.

- **Nonfarm employment increased by 175k jobs in May, roughly in line with expectations.** The March and April reports had slight revisions, with a total negative revision of roughly 12,000.
- **The household (worker) survey for May showed the unemployment rate ticking up slightly to 7.6% from 7.5% last month.** Has been in a range of 7.7-7.5% for the last four months.
 - While the uptick looks negative the underlying numbers were actually positive (the civilian labor force increased by 420,000 and the number of workers increased by 319,000).
- **To get a more comprehensive picture we use the Baird composite** which factors in the establishment, household, and ADP data. For May it came in at 140,000, slightly lower than the 150-160k range we saw the prior two months, but seems a fair reflection of the underlying reality of moderate growth in domestic employment.
- **Temp staffing employment continues to grow faster than the overall economy** -- temp help employment grew by 25.6k in the month of May (+7.5% yoy) and the pace of yoy improvement seems to be accelerating slightly.
 - Here is how the yoy increase is trending: February +5.5%, March +6.6%, April +7.0%, May +7.5% -- **should be a positive for domestic staffers.**
 - The temp penetration rate is up to 1.98% exceeding the prior cycle peak and has increased every month except one since October of last year (maybe the ACA aka Obamacare is having an incremental positive impact).
- **Other indicators generally steady** -- average weekly hours increased by 0.1 to 33.8 (right at the four-month average). Manufacturing hours worked was unchanged at 41.8. Average hourly earnings were up 1.9% yoy, but flat sequentially.

Labor Market Overview

Baird Composite Employment Index ticked down in May, but continues to show modest growth in domestic employment. Given that the headline BLS numbers are subject to material revisions, and the headline employment numbers can be quite volatile, we advise focusing on the underlying trends in employment rather than a single headline number. As a result, we have created the Baird Composite Employment Index in order to incorporate a more comprehensive set of surveys and eliminate the impact of one-month volatility in the reported employment numbers, as well as the impact of temporary Census workers. **Our indicator ticked down in May and is on a path that shows slight slowing over the last six months, but in the grand scheme has been in the range of 100,000 to 200,00 that has held during most months over the last two years.** Our index showed 140,000 jobs created in May, down from 161,000 last month.

Figure 1



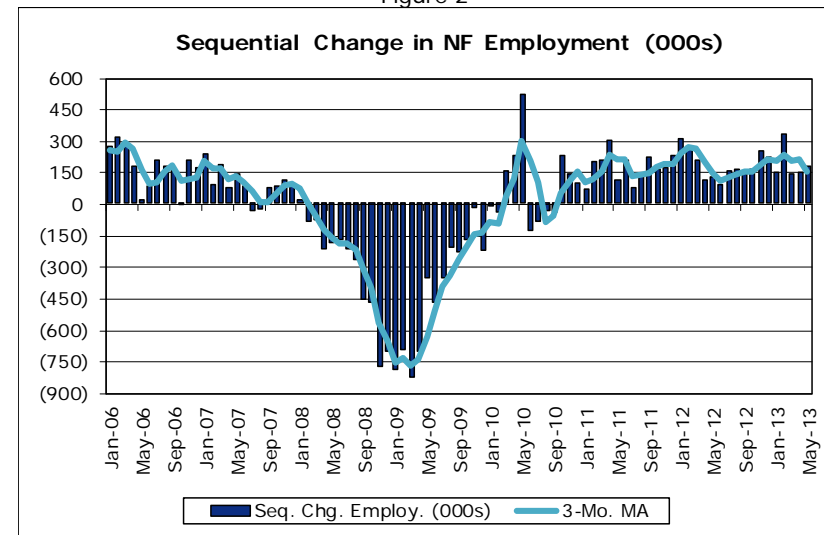
Source: BLS, ADP Employment Report, Baird

May BLS Employment Report

The much-hyped May employment report turned out to be a bit of a snoozer (except for the staffing portion) – pretty close to in-line, with nonfarm employment up 175,000 vs. consensus of 163-167k (depending on the source) – very close to consensus (difference of roughly 10,000 relative to consensus in an economy of 135.6 mn people). Acceleration in temp employment growth should be a positive for domestic staffing/recruiting firms.

- The BLS Employment Report showed +175k jobs in May, slightly above consensus of +163k. In total the prior two months were revised downward by 12k jobs.
- The three-month average came in at +155k vs. +208k last month (decline was driven by a particularly strong February, which after revisions now appears to be somewhat of an anomaly).
- On a yoy basis, the rate of growth accelerated 3 bps to 1.58%.

Figure 2



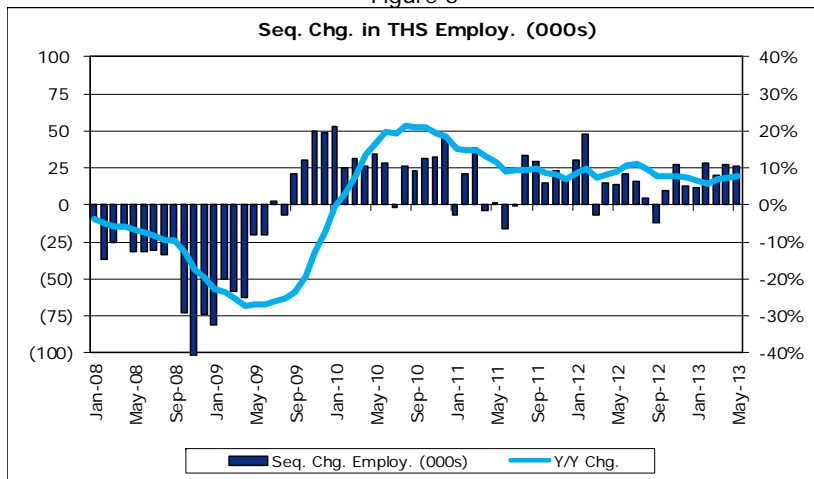
Source: BLS

- The unemployment (UE) rate increased 10 bps to 7.6%, 10 bps above consensus and the first sequential increase since January.
- The UE rate was driven by a 101k increase in the number of unemployed (per the household survey), while the number of employed persons in the civilian labor force increased by 319k. The civilian labor force also increased by 420k.

Labor Market Overview

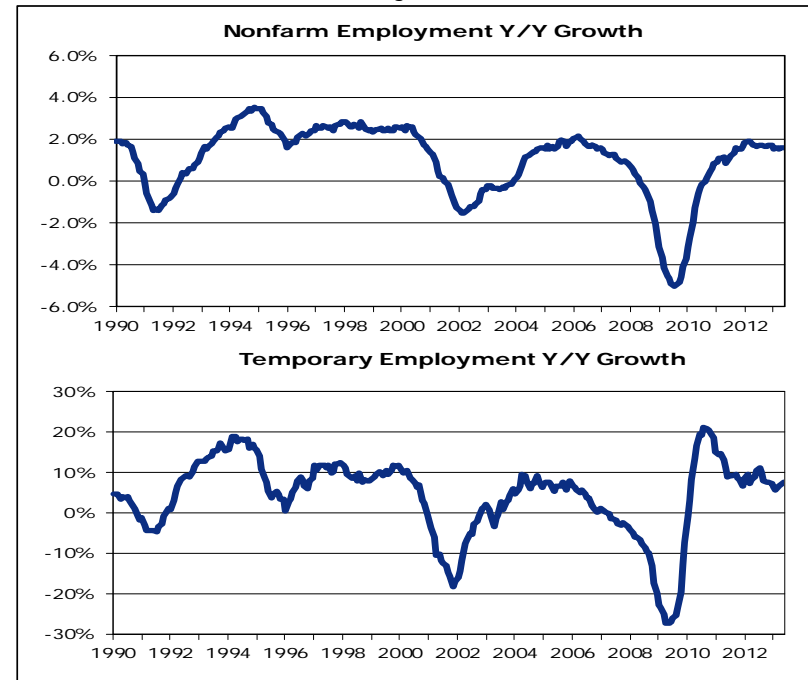
- The more all-encompassing U-6 unemployment rate, which includes all unemployed individuals plus marginally attached workers and those employed part time for economic reasons, decreased 10 bps to 13.8%.
- The average hourly workweek (one of the more forward-looking indicators) increased by 0.1 to 33.8 hours for production/nonsupervisory employees, and was flat at 34.5 for all employees on nonfarm payrolls.
- The average manufacturing workweek remained flat at 41.8 hours and manufacturing overtime hours ticked down 0.1 to 4.2.
- Temp help services employment increased by 25.6k, roughly in line with last month at +26.4k. March and April were revised downward by a total of 10.4k, but May is still the fourth consecutive month of quite solid temp help numbers.
- Temp employment yoy growth accelerated 50 bps to +7.5% in May – third consecutive month of acceleration.
- The temp penetration rate increased 2 bps to 1.98% – has now surpassed last cycle's high of 1.96% (in 2005), and is approaching the 2000 peak of 2.03%.
- In total, there were 351k THS jobs added in 2010 (avg. +29.2k per month), 149k THS jobs in 2011 (avg. +12.4k per month), and 174k THS jobs in 2012 (avg. 14.5k per month). The monthly average thus far in 2013 in +22.1k (i.e., solidly above the '11 and '12 pace).

Figure 3



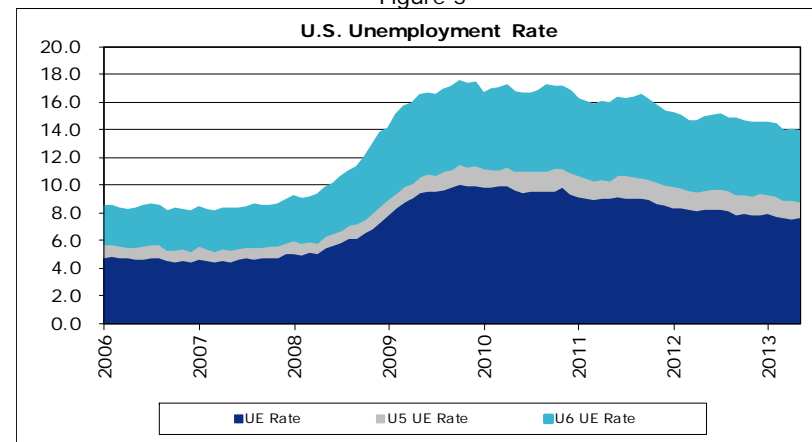
Source: BLS

Figure 4



Source: BLS

Figure 5



Source: BLS

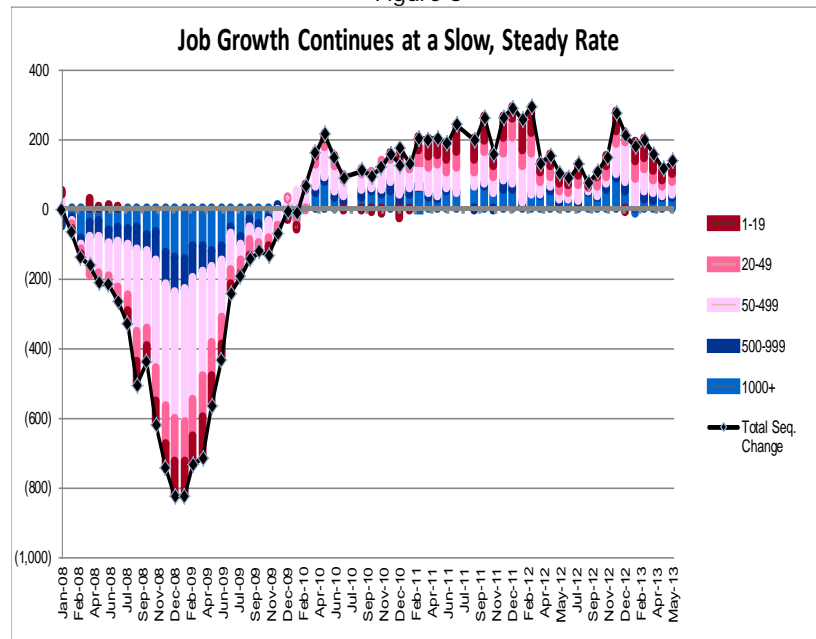
Labor Market Overview

Other US Economic/Labor Market Data

ADP Employment Report

- The ADP Employment Report showed an increase of 135k private sector jobs, below consensus of +171k. Last month was revised downward by 6k jobs.
- Here is the May data by employer size:
 - Companies with 1-19 employees added 37k jobs.
 - Companies with 20-49 employees added 21k jobs.
 - Companies with 50-499 employees added 39k jobs.
 - Companies with 500-999 employees added 6k jobs.
 - Companies with 1000+ employees shed 33k jobs.
- Service-providing added 138k jobs while goods-producing declined by 3k jobs.
- As a reminder, ADP pays 1:6 private sector employees in the country and has very good data (arguably superior to the BLS data).

Figure 6

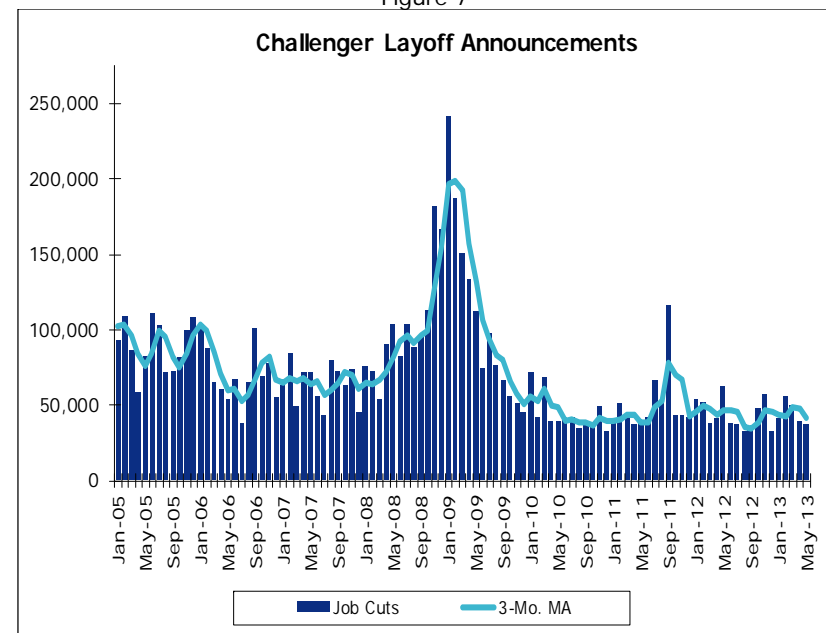


Source: ADP Employment Report

Challenger Gray and Christmas Layoff Announcements

- Layoff announcements decreased in May, from 38,121 in April to 36,398 in May (lowest since December).
- This represents a sequential decrease of 4.5%, and a yoy decrease of 41% (against an unusual comp from May '12 when layoffs spiked materially).

Figure 7



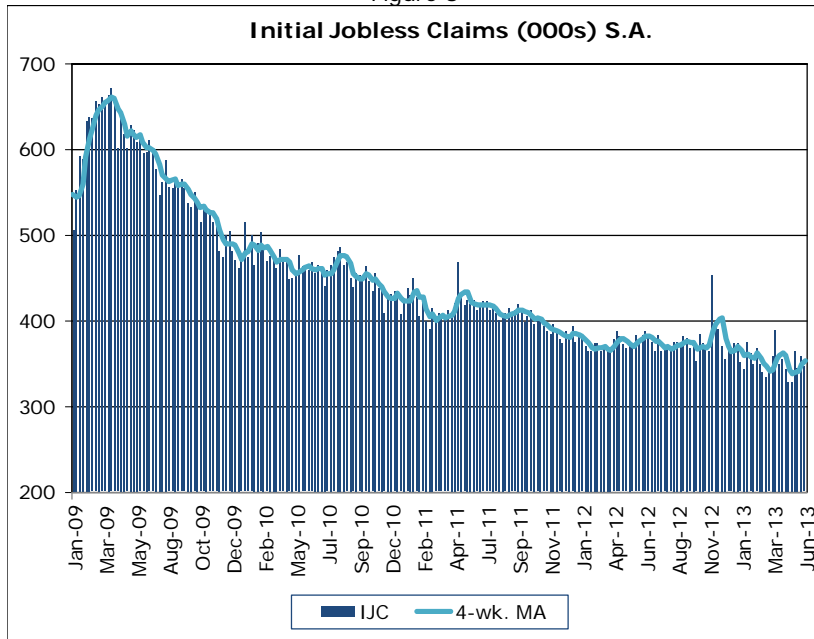
Source: Challenger, Gray & Christmas

Labor Market Overview

Initial Jobless Claims

- Initial jobless claims decreased from 357k to 346k in the week ended June 1 and were roughly in line with consensus expectations.
- In the most recent week, the 4-week moving average increased from 348,000 to 352,250.

Figure 8

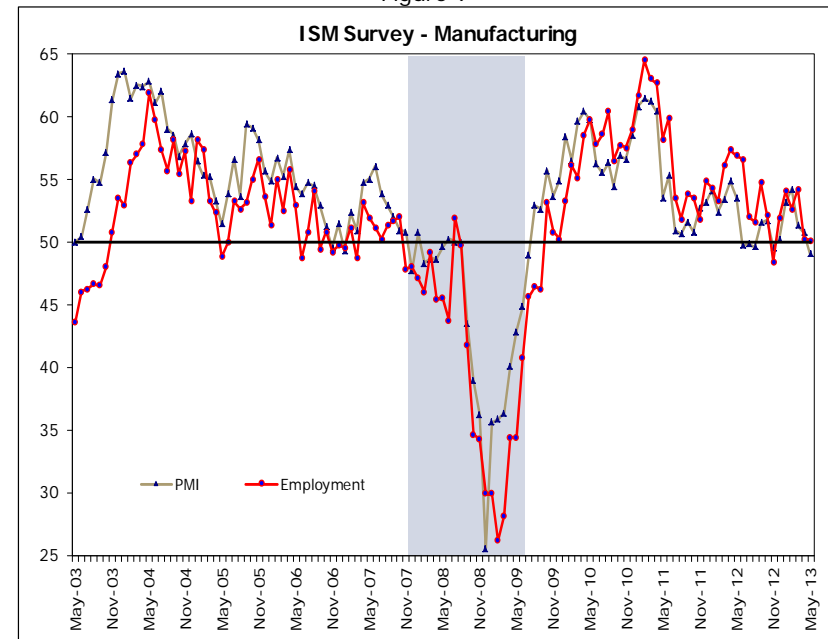


Source: Department of Labor

ISM Manufacturing Index (PMI)

- The ISM Manufacturing Index decreased from 50.7 in April to 49.0 in May, below consensus of 51.0, and the lowest reading since June 2009.
- The New Orders component decreased from 52.3 to 48.8.
- The Employment component decreased slightly from 50.2 to 50.1.

Figure 9



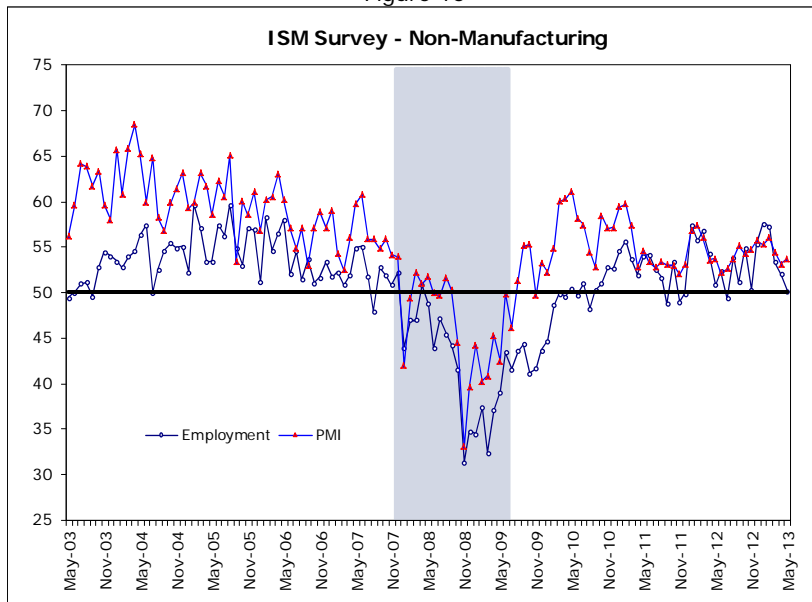
Source: ISM

Labor Market Overview

ISM Non-Manufacturing Index

- The ISM Non-Manufacturing Index increased from 53.1 in April to 53.7 in May, slightly below consensus of 53.8.
- The New Orders component increased from 54.5 to 56.0 – highest since February.
- The Employment component decreased, from 52.0 to 50.1 – lowest in past 10 months.

Figure 10



Source: ISM

U.S. Valuation Metrics

(\$ in millions except per share amounts)

Company (Symbol)	Share Price 6/7/2013	52-Week		Market Capitalization	Enterprise Value	Revenue LTM	Stock Price Performance					Qtrly EPS		Valuation Multiples				
		High	Low				1yr	3mo	2mo	1mo	YTD	Seq. Growth	Yr-Yr Growth	EV / LTM Revenue	EV / LTM EBITDA	LTM P/E	NTM P/E	
																		Revenue
HR & Outsourcing Services																		
Automatic Data Processing (ADP)	\$68.91	\$72.00	\$52.96	\$33,436.6	\$31,771.6	\$11,172.4	29.7%	8.8%	8.1%	0.4%	21.0%	39.0%	8.8%	2.8x	13.2x	24.0x	22.2x	
Barrett Business Services (BBSI)	61.50	62.82	19.30	433.2	371.6	431.8	201.0%	31.6%	19.0%	7.9%	61.5%	N/M	62.0%	0.9	18.6	N/M	27.2	
Inspireity (NSP)	30.05	34.20	23.94	767.4	488.6	2,175.5	18.5%	5.3%	8.8%	5.3%	(7.7%)	10.2%	(5.1%)	0.2	5.6	19.7	18.6	
Paychex (PAYX)	37.15	38.66	30.54	13,518.8	12,948.2	2,292.4	21.2%	9.1%	6.5%	0.2%	19.5%	(2.4%)	7.4%	5.6	13.1	23.8	22.2	
Towers Watson & Co. (TW)	76.60	79.43	49.74	5,405.2	5,312.8	3,547.6	29.1%	14.0%	9.7%	1.3%	36.3%	8.3%	41.1%	1.5	7.8	18.2	13.6	
							Mean:	59.9%	13.8%	10.4%	3.0%	26.1%	13.8%	22.8%	2.2x	11.7x	21.4x	20.8x
							Median:	29.1%	9.1%	8.8%	1.3%	21.0%	9.3%	8.8%	1.5	13.1	21.7	22.2
HR Technology																		
51Job (JOBS)	\$64.89	\$65.58	\$34.00	\$1,890.2	\$1,438.4	\$233.0	36.7%	16.4%	9.8%	8.6%	38.8%	(10.1%)	(9.1%)	6.2x	17.9x	26.2x	21.2x	
Concur Technologies (CNQR)	80.92	84.86	57.70	4,517.8	4,309.6	481.2	25.9%	14.3%	25.6%	(0.5%)	19.8%	(13.0%)	N/M	9.0	N/M	N/M	N/M	
Dice Holdings (DHX)	9.18	10.43	6.95	549.6	538.0	199.7	(8.1%)	(2.9%)	(1.7%)	6.5%	0.0%	(21.2%)	(7.7%)	2.7	7.8	15.8	15.1	
LinkedIn	170.70	202.91	91.51	18,839.1	18,008.8	1,108.6	81.3%	(2.7%)	(1.2%)	(5.5%)	48.7%	(13.5%)	N/M	16.2	N/M	N/M	N/M	
Monster Worldwide (MWW)	5.42	9.14	4.02	631.6	669.8	868.6	(33.8%)	4.4%	20.2%	11.1%	(3.6%)	(55.7%)	(9.3%)	0.8	5.0	10.8	15.7	
Saba Software (SABA)	8.70	10.50	6.36	259.1	245.0	121.3	12.4%	(4.4%)	18.4%	(7.9%)	(0.5%)	(17.3%)	N/M	2.0	N/M	N/M	N/M	
Ultimate Software (ULTI)	113.44	116.67	81.50	3,136.2	3,067.7	351.9	37.7%	12.8%	16.3%	3.2%	20.2%	(32.8%)	N/M	8.7	N/M	N/M	N/M	
Workday (WDAY)	65.46	69.75	45.05	11,324.6	10,540.2	308.5	N/A	N/A	12.8%	3.7%	34.4%	2.7%	(68.0%)	34.2	N/M	N/M	N/M	
							Mean:	21.7%	5.4%	12.5%	2.4%	19.7%	(20.1%)	(23.5%)	10.0x	10.2x	17.6x	17.3x
							Median:	25.9%	4.4%	14.6%	3.4%	20.0%	(15.4%)	(9.2%)	7.4	7.8	15.8	15.7
Staffing & Recruiting Services																		
AMN Healthcare Services (AHS)	\$14.93	\$15.94	\$5.45	\$687.3	\$844.7	\$979.7	152.2%	2.0%	3.5%	7.3%	29.3%	8.6%	N/M	0.9x	11.9x	N/M	24.1x	
CDI Corporation (CDI)	14.76	18.00	13.35	286.5	269.7	1,093.8	(5.9%)	(15.7%)	(13.7%)	8.3%	(13.8%)	(39.2%)	(35.4%)	0.2	6.7	16.4	20.7	
Cross Country Healthcare (CCRN)	5.13	6.23	3.80	158.5	138.1	443.2	17.1%	(16.2%)	(6.4%)	(2.1%)	6.9%	(67.7%)	N/M	0.3	N/M	N/M	N/M	
CT Partners (CTP)	4.34	5.98	2.55	30.5	33.8	125.2	(25.9%)	5.9%	25.8%	34.0%	(4.8%)	N/M	264.6%	0.3	9.9	N/M	N/M	
Heidrick & Struggles International (HSII)	17.47	18.41	11.12	315.5	269.8	440.2	7.8%	27.6%	28.9%	31.2%	14.5%	(69.6%)	N/M	0.6	8.6	N/M	26.5	
Hudson Global (HSON)	2.50	\$4.90	2.10	80.6	48.7	742.7	(35.1%)	(37.7%)	(33.9%)	(10.7%)	(44.2%)	N/M	N/M	0.1	12.4	N/M	N/M	
Kelly Services (KELYA)	17.64	18.99	11.26	655.6	643.7	5,410.5	44.2%	(2.3%)	(2.8%)	5.2%	12.1%	(51.6%)	41.1%	0.1	7.2	12.6	12.6	
Kforce (KFRC)	14.97	16.65	10.34	511.0	551.1	1,079.8	18.4%	(5.0%)	(3.4%)	15.1%	4.4%	(61.9%)	N/M	0.5	9.1	N/M	16.2	
Korn/Ferry International (KFY)	17.68	860.68	12.10	860.7	669.1	783.0	29.0%	(1.3%)	7.7%	5.5%	11.5%	(1.4%)	(20.0%)	0.9	8.1	25.6	14.4	
Manpower (MAN)	56.99	58.99	30.53	4,395.7	4,563.4	20,350.5	59.3%	2.1%	6.8%	5.0%	34.3%	(35.7%)	(38.0%)	0.2	8.1	24.9	16.5	
On Assignment (ASGN)	26.19	27.63	14.48	1,395.3	1,767.4	1,472.1	67.5%	9.5%	11.1%	3.5%	29.1%	(15.1%)	53.8%	1.2	12.0	28.0	20.2	
Resources Connection (RECN)	11.59	13.68	10.58	472.8	353.9	561.7	(1.1%)	(9.0%)	1.8%	3.9%	2.8%	(32.7%)	9.7%	0.6	7.1	20.0	20.0	
Robert Half International (RHI)	34.12	37.75	25.10	4,761.2	4,539.1	4,119.5	24.2%	(5.1%)	(3.6%)	1.9%	7.2%	(8.1%)	17.9%	1.1	10.8	21.9	18.5	
TrueBlue (TBI)	22.96	23.71	11.84	899.2	822.0	1,424.8	53.2%	11.7%	15.7%	7.6%	45.8%	N/M	N/M	0.6	12.2	29.8	20.9	
							Mean:	28.9%	(2.4%)	2.7%	8.2%	9.2%	(34.0%)	36.7%	0.5x	9.6x	22.4x	19.2x
							Median:	21.3%	(1.8%)	2.7%	5.3%	9.4%	(35.7%)	13.8%	0.5	9.1	23.4	20.0

Source: Robert W. Baird & Co., Capital IQ and company filings. All estimates are consensus estimates per Capital IQ and Bloomberg, NOT Baird estimates.

Companies in bold are covered by Baird Research. ¶ Estimated revenue figures from various research reports and financial models distributed by research professionals.

U.S. Company Profiles

(\$ in millions except per share data and LTM/Headcount is \$ in thousands)

Company (Symbol)	Mkt. Cap.	Price / Book	LTM Revenue	Primary Service Offerings/Markets	Headquarters	IPO Date
<i>HR & Outsourcing Services</i>						
Automatic Data Processing (ADP)	\$33,436.6	5.1x	\$11,172.4	Payroll & HR outsourcing and auto dealer services	Roseland, NJ	Sep-61
Barrett Business Services (BBSI)	433.2	8.5	431.8	HR management services including staffing and PEO services	Vancouver, WA	Jun-93
Insperty (NSP)	767.4	3.2	2,175.5	Professional Employer Organization (PEO) services	Houston, TX	Jan-97
Paychex (PAYX)	13,518.8	8.4	2,292.4	Payroll and HR/ASO services for small businesses	Rochester, NY	Aug-83
Towers Watson & Co. (TW)	5,405.2	2.2	3,547.6	Consulting services – benefits, human capital, and technology	Washington, DC	Oct-00
	Mean:	5.5x	\$3,923.9			
	Median:	5.1	2,292.4			
<i>HR Technology</i>						
51Job (JOBS)	\$1,890.2	4.2x	\$233.0	Leading provider of HR and online employment services in mainland China	Shanghai, China	Oct-04
Concur Technologies (CNQR)	4,517.8	6.1	481.2	Provider of business services and software solutions that automate corporate travel and expense management	Redmond, WA	Dec-98
Dice Holdings (DHX)	549.6	2.8	199.7	Provider of specialty career sites including Dice.com, JobsInTheMoney.com, eFinancialCareers.com	New York, NY	Jul-07
LinkedIn	18,839.1	19.0	1,108.6	Online professional network; allows members to create, manage, and share their professional identity online		
Monster Worldwide (MWW)	631.6	0.7	868.6	On-line job postings, resume database, and internet advertising	New York, NY	Dec-96
Saba Software (SABA)	259.1	7.2	121.3	Provider of learning management and performance management systems	Redwood Shores, CA	Apr-00
Ultimate Software (ULTI)	3,136.2	24.5	351.9	Web-based HR, payroll, and talent management solutions	Weston, FL	Jun-98
Workday (WDAY)	11,324.6	19.7	308.5	Web-based HR, payroll, and talent management solutions	Weston, FL	Jun-98
	Mean:	10.5x	\$459.1			
	Median:	6.7	330.2			
<i>Staffing & Recruiting Services</i>						
AMN Healthcare Services (AHS)	\$687.3	3.6x	\$979.7	Comprehensive healthcare staffing and workforce solutions, including nurse, allied, and physician staffing	San Diego, CA	Nov-01
CDI Corporation (CDI)	286.5	1.0	1,093.8	Staffing services – IT, legal, office, finance, technical, executive search and selection	Philadelphia, PA	Sep-67
Cross Country Healthcare (CCRN)	158.5	0.7	443.2	Travel and per diem nurse staffing, travel allied health staffing and clinical research staffing	Boca Raton, FL	Oct-01
CT Partners (CTP)	30.5	1.6	125.2	Executive search providers with focus on C-Suite, senior-level, and board searches	New York, NY	Dec-10
Heidrick & Struggles International (HSII)	315.5	1.3	440.2	Leadership advisory services, including executive search and leadership consulting	Chicago, IL	Apr-99
Hudson Global (HSON)	80.6	0.8	742.7	Professional staffing and placement services	New York, NY	Mar-03
Kelly Services (KELYA)	655.6	0.9	5,410.5	Staffing services – professional and commercial segments	Troy, MI	Jan-62
Kforce (KFRC)	511.0	3.0	1,079.8	Staffing services – IT, finance & accounting, health & life sciences, and medical segments	Tampa, FL	Aug-95
Korn/Ferry International (KFY)	860.7	1.3	783.0	Talent management solutions, including executive search, leadership consulting, and recruitment process outsourcing (RPO)	Los Angeles, CA	Feb-99
Manpower (MAN)	4,395.7	1.8	20,350.5	Global Human Capital Services – consulting, staffing, training and testing	Milwaukee, WI	Sep-59
On Assignment (ASGN)	1,395.3	2.5	1,472.1	Healthcare, engineering, and IT staffing services	Calabasas, CA	Sep-92
Resources Connection (RECN)	472.8	1.3	561.7	Project-based staffing – high-end F&A, IT, HR, audit, and supply chain segments	Costa Mesa, CA	Dec-00
Robert Half International (RHI)	4,761.2	5.5	4,119.5	Staffing services – F&A, office, senior-level professionals, IT, creative, law, and audit segments	Menlo Park, CA	Mar-87
TrueBlue (TBI)	899.2	2.7	1,424.8	Staffing services – manual and day labor; (formerly Labor Ready)	Tacoma, WA	Jun-96
	Mean:	2.0x	\$2,787.6			
	Median:	1.5	1,029.7			

Source: Robert W. Baird & Co., Capital IQ and company filings. All estimates are consensus estimates per Capital IQ and Bloomberg, NOT Baird estimates.

Companies in bold are covered by Baird Research.

U.S. Recent Financial Performance

(\$ in millions except per share amounts)

Company (Symbol)	Enterprise Value	Revenue		LTM Annual Rev Gth	Gross Margin			EBITDA Margin			Quarterly EPS		EPS (Fiscal Yr.)	
		2012E	Latest Q	Yr-Yr	C2012E	C2013P	Latest Q	C2012E	C2013P	Latest Q	Yr Ago	Latest Q	2012E	2013P
HR & Outsourcing Services														
Automatic Data Processing (ADP)	\$31,771.6	\$10,918.3	\$3,114.3	6.4%	N/A	N/A	51.3%	20.7%	20.7%	25.5%	\$0.91	\$0.99	\$2.82	\$2.91
Barrett Business Services (BBSI)	371.6	2,070.9	111.6	31.4%	3.3%	3.2%	7.5%	N/A	1.0%	(3.1%)	(0.22)	(0.36)	1.67	2.31
Insperty (NSP)	488.6	2,167.8	611.8	6.9%	17.6%	17.9%	17.7%	4.2%	3.8%	4.4%	0.54	0.51	1.56	1.53
Paychex (PAYX)	12,948.2	2,272.3	593.3	4.2%	N/A	N/A	71.0%	42.7%	43.2%	42.1%	0.37	0.40	1.51	1.60
Towers Watson & Co. (TW)	5,312.8	3,459.2	941.0	3.0%	N/A	N/A	32.9%	19.0%	19.1%	20.4%	0.95	1.34	3.59	3.76
Mean:	\$4,177.7	\$1,074.4	10.4%	10.5%	10.5%	36.0%	21.7%	17.6%	17.9%					
Median:	2,272.3	611.8	6.4%	10.5%	10.5%	32.9%	19.9%	19.1%	20.4%					
HR Technology														
51Job (JOBS)	\$1,438.4	\$233.9	\$58.7	6.7%	73.0%	72.6%	72.8%	35.0%	36.6%	33.7%	\$0.64	\$0.59	\$2.54	\$2.93
Concur Technologies (CNQR)	4,309.6	461.0	127.4	22.3%	N/A	N/A	71.3%	24.7%	21.8%	6.5%	(0.09)	(0.14)	(0.13)	0.92
Dice Holdings (DHX)	538.0	194.0	50.4	7.8%	92.6%	90.7%	89.9%	39.7%	36.1%	29.5%	0.13	0.12	0.59	0.59
LinkedIn	18,008.8	945.9	324.7	79.8%	86.6%	87.3%	86.9%	21.4%	23.5%	15.2%	0.05	0.20	0.14	1.47
Monster Worldwide (MWW)	669.8	898.5	212.0	(10.1%)	62.1%	N/A	54.0%	17.1%	18.7%	14.2%	0.11	0.10	0.51	0.34
Saba Software (SABA)	245.0	141.0	30.4	7.7%	N/A	N/A	62.1%	2.4%	4.2%	(13.3%)	(0.03)	(0.16)	(0.24)	0.07
Ultimate Software (ULTI)	3,067.7	330.9	97.9	24.4%	58.2%	59.6%	57.5%	19.0%	14.1%	12.1%	0.04	0.16	0.52	1.39
Workday (WDAY)	10,540.2	270.2	91.6	88.3%	57.7%	61.1%	60.0%	(32.8%)	(22.2%)	(28.4%)	(0.61)	(0.20)	(2.71)	(1.62)
Mean:	\$434.4	\$124.1	28.4%	71.7%	74.2%	69.3%	15.8%	16.6%	8.7%					
Median:	300.5	94.8	15.1%	67.5%	72.6%	66.7%	20.2%	20.3%	13.2%					
Staffing & Recruiting Services														
AMN Healthcare Services (AHS)	\$844.7	\$947.2	\$252.1	9.1%	28.4%	28.7%	29.0%	7.1%	7.5%	7.7%	\$0.07	\$0.16	\$0.35	\$0.62
CDI Corporation (CDI)	269.7	1,106.2	269.5	0.9%	19.8%	18.7%	18.6%	4.2%	3.3%	2.8%	0.20	0.13	0.97	0.68
Cross Country Healthcare (CCRN)	138.1	493.2	110.3	3.8%	25.3%	26.0%	26.2%	1.6%	2.1%	1.3%	0.01	(0.04)	(0.67)	0.02
CT Partners (CTP)	33.8	129.0	29.2	1.8%	23.2%	24.8%	24.0%	2.9%	2.7%	(3.1%)	(0.08)	(0.29)	(0.51)	0.04
Heidrick & Struggles International (HSII)	269.8	449.5	103.0	(15.1%)	31.5%	32.1%	30.6%	8.6%	8.3%	4.6%	0.04	(0.07)	0.34	0.56
Hudson Global (HSON)	48.7	767.5	165.7	(18.9%)	36.6%	35.4%	34.2%	0.8%	(0.5%)	(3.0%)	(0.10)	(0.25)	(0.17)	(0.24)
Kelly Services (KELYA)	643.7	5,431.1	1,314.8	(2.8%)	16.6%	16.5%	16.5%	2.1%	1.8%	0.9%	0.24	0.34	1.31	1.52
Kforce (KFRC)	551.1	1,081.1	265.6	4.1%	32.0%	32.4%	31.4%	5.8%	5.3%	2.9%	(0.51)	0.09	(1.00)	0.86
Korn/Ferry International (KFY)	669.1	860.7	202.0	(0.8%)	N/A	N/A	30.8%	10.9%	11.2%	10.3%	0.25	0.20	1.15	1.08
Manpower (MAN)	4,563.4	20,657.4	4,768.9	(7.6%)	16.9%	17.0%	16.6%	2.7%	2.9%	2.4%	0.50	0.31	2.47	3.44
On Assignment (ASGN)	1,767.4	1,225.6	389.2	135.7%	31.0%	30.0%	29.1%	10.1%	9.7%	8.0%	0.13	0.20	0.89	1.23
Resources Connection (RECN)	353.9	569.4	138.0	(1.8%)	N/A	N/A	37.1%	9.1%	8.5%	6.6%	0.10	0.11	0.94	0.53
Robert Half International (RHI)	4,539.1	4,115.7	1,023.7	5.3%	40.1%	40.4%	40.1%	9.8%	10.4%	9.9%	0.34	0.40	1.50	1.79
TrueBlue (TBI)	822.0	1,381.0	346.5	5.3%	26.7%	26.1%	25.0%	5.1%	4.9%	0.7%	0.04	(0.03)	0.84	1.02
Mean:	\$2,797.9	\$669.9	8.5%	27.3%	27.3%	27.8%	5.8%	5.6%	3.7%					
Median:	1,014.2	258.9	1.3%	27.5%	27.4%	29.0%	5.4%	5.1%	2.8%					

Source: Robert W. Baird & Co., Capital IQ and company filings. All estimates are consensus estimates per Capital IQ and Bloomberg, NOT Baird estimates.

Companies in bold are covered by Baird Research.

European Valuation Metrics

Company (Symbol)	Share Price 6/7/13	52-Week		Market Capitalization	Enterprise Value	Revenue LTM	Stock Price Performance					EPS		Valuation Multiples			
		High	Low				1yr	3mo	2mo	1mo	YTD	Seq. Growth	Yr-Yr Growth	EV / LTM Revenue	EV / LTM EBITDA	LTM P / E	NTM P / E
<u>HR and Outsourcing Services</u>																	
Capita Group (CPI)	\$14.78	\$15.93	\$9.87	\$9,682.2	\$11,687.5	\$5,447.9	53.7%	10.7%	11.3%	4.3%	20.6%	24.0%	(14.5%)	2.2x	13.8x	25.9x	16.8x
Xchanging (XCH)	2.05	2.35	2.35	492.4	406.1	1,086.2	29.5%	(6.7%)	(2.3%)	(4.6%)	0.9%	N/M	N/M	0.4	3.7	14.8	12.5
Mean:							41.6%	2.0%	4.5%	(0.2%)	10.7%	24.0%	(14.5%)	1.3x	8.8x	20.4x	14.7x
Median:							41.6%	2.0%	4.5%	(0.2%)	10.7%	24.0%	(14.5%)	1.3	8.8	20.4	14.7

Staffing and Recruiting Services

Adecco (ADEN)	\$56.53	\$61.39	\$39.48	\$10,436.8	\$11,830.8	\$25,699.3	42.8%	(2.5%)	4.9%	1.7%	7.8%	19.4%	(38.2%)	0.5x	10.6x	24.5x	15.2x
Brunel International (BRNL)	43.72	53.93	37.74	1,060.1	930.2	1,630.3	9.1%	4.7%	1.2%	1.3%	(9.6%)	(13.5%)	(22.3%)	0.6	9.5	17.9	14.9
Groupe CRIT (CEN)	23.51	23.51	15.20	261.1	291.9	1,964.6	56.9%	19.8%	23.9%	20.1%	17.5%	45.2%	(64.7%)	0.1	4.1	20.0	10.9
Harvey Nash Group (HVN)	1.10	1.26	1.26	80.9	73.6	942.5	38.5%	6.7%	6.3%	0.1%	7.7%	5.2%	(4.8%)	0.1	4.0	9.5	8.4
Hays (HAS)	1.41	1.59	1.03	1,960.1	2,186.0	5,726.3	29.1%	(3.6%)	(2.3%)	(2.6%)	5.6%	(6.3%)	(13.6%)	0.4	10.3	18.0	17.1
Impellam Group (IPEL)	6.46	7.38	4.35	283.7	257.6	1,955.9	18.6%	2.5%	5.9%	8.4%	26.4%	8.8%	N/M	0.1	5.1	18.8	N/M
Michael Page International (MPI)	5.97	7.23	5.24	1,840.9	1,745.6	1,608.9	5.8%	(11.4%)	(2.8%)	0.9%	(6.8%)	(16.7%)	(34.1%)	1.1	14.8	N/M	25.7
Proffice (PROE B)	3.67	4.26	2.48	250.1	273.4	725.7	20.0%	(5.3%)	0.6%	11.6%	6.5%	N/M	(45.8%)	0.4	35.2	25.5	13.4
Randstad Holding (RAND)	42.05	46.05	28.68	7,438.3	8,667.6	21,483.0	50.4%	(4.2%)	6.1%	2.0%	14.4%	63.5%	(0.0%)	0.4	13.2	N/M	13.5
Robert Walters (RWA)	3.44	3.64	2.71	264.0	246.1	922.8	17.1%	8.2%	2.1%	3.0%	9.9%	53.7%	(47.9%)	0.3	13.8	N/M	27.6
SThree (STHR)	5.27	5.71	3.75	644.8	600.9	925.6	30.7%	(3.0%)	3.6%	4.2%	(2.0%)	48.4%	(21.4%)	0.7	13.2	26.9	23.7
Synergie (SDG)	12.27	12.28	8.61	294.2	315.6	1,911.7	35.6%	10.0%	18.5%	9.8%	31.5%	40.4%	(19.2%)	0.2	5.4	15.1	11.0
USG People (USG)	7.42	9.05	6.62	597.2	928.3	3,602.7	9.3%	(14.0%)	(11.0%)	(4.8%)	(7.1%)	(28.3%)	N/M	0.2	7.9	N/M	13.7
Mean:							28.0%	0.6%	4.4%	4.3%	7.8%	18.3%	(28.4%)	0.4x	11.3x	19.6x	16.2x
Median:							29.1%	(2.5%)	3.6%	2.0%	7.7%	14.1%	(22.3%)	0.4	10.3	18.8	14.3

European Company Profiles

Company (Symbol)	Mkt Cap.	Price / Book	LTM Rev.	Primary Service Offerings / Markets	Headquarters
<i>HR and Outsourcing Services</i>					
Capita Group (CPI)	\$9,682.2	7.1x	\$5,447.9	Professional support services and business process outsourcing solutions (BPO)	London, U.K.
Xchanging (XCH)	492.4	1.8	1,086.2	BPO services in HR, procurement, finance and accounting and other areas	London, U.K.

Mean:	\$5,087.3	4.4x	\$3,267.0
Median:	5,087.3	4.4	3,267.0

Staffing and Recruiting Services

Adecco (ADEN)	\$10,436.8	2.2x	\$25,699.3	Global HR service provider	Glattpfurgg, Switzerland
Brunel International (BRNL)	1,060.1	3.0	1,630.3	Provider of staffing and recruitment services in Europe and Canada	Amsterdam, Netherlands
Groupe CRIT (CEN)	261.1	1.0	1,964.6	Staffing and permanent placement services	Saint-Ouen, France
Harvey Nash Group (HVN)	80.9	0.8	942.5	Professional recruitment and outsourcing services	London, U.K.
Hays (HAS)	1,960.1	6.0	5,726.3	Specialty staffing and recruitment provider	London, U.K.
Impellam Group (IPEL)	283.7	1.4	1,955.9	Staffing and other support services in Europe, Australia, and the U.S.	Luton, U.K.
Michael Page International (MPI)	1,840.9	6.4	1,608.9	Staffing and permanent placement services in the U.K.	Surrey, U.K.
Proffice (PROE.B)	250.1	3.3	725.7	Staffing services - clerical, IT, technical, F&A	Stockholm, Sweden
Randstad Holding (RAND)	7,438.3	2.0	21,483.0	Global HR service provider	Diemen, Netherlands
Robert Walters (RWA)	264.0	2.2	922.8	Staffing services - IT, F&A, light industrial	London, U.K.
SThree (STHR)	644.8	6.5	925.6	Specialty staffing services	London, U.K.
Synergie (SDG)	294.2	1.1	1,911.7	IT staffing services	Paris, France
USG People (USG)	597.2	0.9	3,602.7	European HR service provider	Almere, Netherlands

Mean:	\$1,954.8	2.8x	\$5,315.3
Median:	597.2	2.2	1,911.7

European Recent Financial Performance

Company (Symbol)	Enterprise Value	Revenue		Annual Rev Gth	Gross Margin			EBITDA Margin			Quarterly EPS		EPS (Fiscal Yr.)	
		2012	Latest Q	Yr-Yr	C2012	C2013P	Latest Q	C2012	C2013E	Latest Q	Yr Ago	Latest Q	2012	2013E
<i>HR and Outsourcing Services</i>														
Capita Group (CPI)	\$11,687.5	\$5,423.3	\$1,417.7	14.4%	28.9%	28.0%	27.2%	16.4%	15.7%	16.9%	\$0.16	\$0.15	\$0.60	\$0.88
Xchanging (XCH)	406.1	1,063.6	280.9	2.6%	10.0%	10.5%	12.1%	12.1%	12.0%	13.3%	(0.03)	0.06	0.14	0.16
Mean:		\$3,243.5	\$849.3	8.5%	19.5%	19.2%	19.7%	14.3%	13.9%	15.1%				
Median:		3,243.5	849.3	8.5%	19.5%	19.2%	19.7%	14.3%	13.9%	15.1%				
<i>Staffing and Recruiting Services</i>														
Adecco (ADEN)	\$11,830.8	\$27,112.7	\$5,837.7	(2.9%)	18.0%	18.0%	18.0%	4.4%	4.7%	3.6%	\$0.79	\$0.47	\$2.64	\$3.45
Brunel International (BRNL)	930.2	1,621.2	423.7	26.2%	18.7%	17.9%	17.6%	7.1%	6.4%	5.4%	0.66	0.52	2.44	2.75
Groupe CRIT (CEN)	291.9	1,953.7	497.0	(1.5%)	N/A	N/A	4.8%	3.3%	4.0%	4.3%	0.78	0.28	1.18	2.16
Harvey Nash Group (HVN)	73.6	941.3	239.4	11.6%	N/A	N/A	13.9%	1.9%	2.0%	2.0%	0.04	0.03	0.12	0.12
Hays (HAS)	2,186.0	5,850.0	1,407.3	(0.6%)	N/A	N/A	20.8%	4.1%	4.2%	4.2%	0.02	0.02	0.08	0.08
Impellam Group (IPEL)	257.6	N/A	500.7	7.0%	N/A	N/A	14.2%	N/A	3.4%	2.7%	0.22	0.01	0.36	1.02
Michael Page International (MPI)	1,745.6	1,597.7	396.0	(2.9%)	53.4%	52.9%	51.9%	8.0%	9.0%	7.0%	0.07	0.05	0.19	0.23
Proffice (PROE.B)	273.4	748.3	162.7	(2.8%)	N/A	N/A	14.4%	2.8%	3.5%	1.2%	0.05	0.03	0.17	0.25
Randstad Holding (RAND)	8,667.6	22,552.4	4,910.0	0.5%	18.1%	18.1%	17.8%	3.6%	3.9%	2.6%	0.21	0.20	0.22	2.85
Robert Walters (RWA)	246.1	915.8	237.9	7.5%	32.8%	32.0%	32.8%	2.1%	2.4%	2.1%	0.05	0.03	0.10	0.12
SThree (STHR)	600.9	910.6	239.7	6.5%	35.9%	33.4%	35.2%	5.6%	5.7%	5.5%	0.07	0.06	0.20	0.22
Synergie (SDG)	315.6	1,921.9	488.9	0.1%	N/A	N/A	5.9%	3.1%	3.8%	3.3%	0.30	0.25	0.81	1.11
USG People (USG)	928.3	3,829.1	820.9	(11.3%)	21.0%	20.8%	20.3%	3.9%	3.7%	1.9%	0.11	0.02	(3.29)	0.45
Mean:		\$5,829.6	\$1,243.2	2.9%	28.3%	27.6%	20.6%	4.2%	4.4%	3.5%				
Median:		1,771.6	488.9	0.1%	21.0%	20.8%	17.8%	3.7%	3.9%	3.3%				

IPO Chronology

(\$ in millions except per share amounts)

Company Name (Symbol)	Pricing Date	Filing Date	Offering				Current Share Price 6/7/2013	% Change Since Offering			% Primary / % Secondary ⁽²⁾	
			Size ⁽¹⁾	Shares ⁽¹⁾	Offer Price	Split Adjusted Shares		Split Adjusted Offer Price	1 Day	30 Days		Current
Workday, Inc.	10/11/12	08/30/12	\$637.0	22.8	\$28.00	N/A	\$28.00	\$65.46	73.9%	71.4%	133.8%	100%/0%
Cornerstone OnDemand	03/16/11	09/28/10	136.5	10.5	13.00	N/A	13.00	40.96	40.4%	36.9%	215.1%	71%/29%
CTPartners Executive Search (CTP)	12/07/10	09/03/10	30.0	2.3	13.00	N/A	13.00	4.34	0.0%	16.2%	(66.6%)	81%/19%
Team Health Holdings, Inc. (TMH)	12/15/09	10/05/09	159.6	13.3	12.00	N/A	12.00	39.27	6.8%	24.3%	227.3%	100%/0%

Mean	\$157.3	9.2							30.3%	37.2%	127.4%	86%/14%
Median	136.5	9.0							23.6%	30.6%	174.4%	73%/27%

Source: Robert W. Baird & Company, Capital IQ and company filings. Companies in bold are covered by Baird research.

(1) Includes over-allotment shares sold as of 6/07/13.

(2) Assumes full exercise of over-allotment.

(3) Offering amount is a preliminary estimate based on SEC filings.

Follow-On Offering Chronology

(\$ in millions except per share amounts)

Company Name (Symbol)	Follow-On Offering		IPO Pricing Date	Size ⁽¹⁾	Shares ⁽¹⁾	Follow-On Offering			Current Share Price 6/7/2013	% Change Since Offering			% Primary / % Secondary ⁽²⁾
	Pricing Date	Filing Date				Offer Price	Split Adjusted Shares	Split Adjusted Offer Price		1 Day	30 Days	Current	
On Assignment Inc.	09/13/12	09/10/12	08/12/92	\$87.9	5.2	\$17.00	5.2	N/A	\$26.19	12.3%	12.5%	54.1%	0%/100%
Dice Holdings	02/16/11	02/16/11	07/17/07	99.8	7.0	14.25	7.0	N/A	9.18	4.3%	(5.8%)	(35.6%)	12%/88%
Towers Watson (TW)	09/16/10	07/19/10	10/10/00	226.4	4.9	46.00	4.9	\$46.00	76.60	(1.8%)	11.3%	66.5%	100%/0%
Hudson Highland Group (HHGP)	03/30/10	03/30/10	03/17/03	21.0	4.2	4.35	4.2	4.35	2.50	0.7%	33.3%	(42.5%)	100%/0%
Taleo (TLEO)	11/19/09	10/28/09	09/28/05	147.4	6.5	20.25	6.5	20.25	N/A	2.7%	5.5%	N/A	100%/0%
SuccessFactors (SFSF)	10/20/09	10/15/09	11/19/07	158.9	12.0	15.50	12.0	15.50	N/A	7.6%	0.8%	N/A	100%/0%
SuccessFactors (SFSF)	06/23/08	06/03/08	11/19/07	104.2	8.8	11.80	8.8	11.80	N/A	(2.5%)	(8.6%)	N/A	28%/72%
Mean				\$159.6	5.9					(5.0%)	0.5%	(7.8%)	67%/37%
Median				99.8	4.9					1.7%	7.9%	(44.1%)	100%/0%

Source: Robert W. Baird & Company, Capital IQ and company filings. Companies in bold are covered by Baird research.

(1) Includes over-allotment shares sold as of 6/07/13.

(2) Assumes full exercise of over-allotment.

Selected M&A Activity

(\$ in millions unless noted)

Date Announced	Target Acquirer	Estimated Value of Transaction	Estimated Revenues	Target Business Description and other Salient Information (at time of acquisition)
HR OUTSOURCING SERVICES				
Jun-13	PayRoll S.A. Automatic Data Processing, Inc.	N/A	N/A	PayRoll S.A. provides outsourcing service relating to the human resource industry.
Feb-13	ChinaHR.com Corporation Saongroup Limited	N/A	N/A	ChinaHR.com Corporation provides human resource (HR) solutions in China and other Asian countries.
Sep-12	Strategic Outsourcing, Inc. TriNet Group, Inc.	N/A	N/A	Strategic Outsourcing, Inc., a professional employer organization, provides free assessment, payroll administration, workers' compensation management, employee benefits management, human resources and compliance, and employment practices
Sep-12	Global Novations LLC Korn/Ferry International	\$35	\$31	Global Novations LLC, a talent management consulting company, designs and delivers talent management solutions for organizations in the United States and internationally.
Aug-12	Pinstripe, Inc. Accel-KKR LLC; Accel-KKR III, LP	N/A	N/A	Pinstripe, Inc. provides recruitment process outsourcing (RPO) services to clients in the United States, Canada, and internationally.
Sep-12	SHL Group Limited The Corporate Executive Board Company (UK) Ltd.	N/A	N/A	SHL Group Limited provides behavioral and ability assessment tools and services in the United Kingdom and internationally.
May-12	Talent2 International Ltd. Allegis Group, Inc.; Morgan and Banks Investments Pty Ltd	146	324	Talent2 International Limited provides human resource advisory, payroll, recruitment, and learning services.
May-12	CompuPay BenefitMall	N/A	N/A	Portfolio company of Willis Stein & Partners that provides payroll services.
Apr-12	Checkwell Decision Corporation (BackCheck) Sterling Infosystems, Inc.	N/A	N/A	BackCheck Information Corporation provides pre-employment background screening solutions and services in Canada.
Mar-12	SHPS Holdings, Inc. - Certain Assets Automatic Data Processing	66	80	SHPS Human Resources Solutions Inc. provides human resource and general management services.
Jan-12	Ma Foi Consulting Solutions Ltd. Automatic Data Processing	N/A	N/A	Ma Foi Consulting Solutions Ltd. provides human resource (HR) management and consulting services to various companies in India and internationally.
Jan-12	WorkforceLogic ZeroChaos	N/A	N/A	WorkforceLogic provides a vendor management system and a manages service provider offering for strategic reporting for businesses to control, optimize and manage a contingent workforce.
Nov-11	Resurs Wise Group	8	N/M	Resurs provides staffing and recruitments services in Sweden. The company offers solutions primarily in IT, economics and finance, as well as office management areas.
Nov-11	Batrus Hollweg Kenexa	N/A	N/A	Batrus Hollweg International Selection Services operates as a human capital consulting company. It develops Talent Gauging systems, which are tools to assess and develop individuals within a company.
Oct-11	The RightThing Automatic Data Processing	N/A	75	The RightThing provides recruitment process outsourcing solutions to small, medium and large organizations worldwide.
Sep-11	Cencseo Corporation Mercer Human Resources Consulting	N/A	N/A	Censeo Corporation is a human resources consulting firm offering real-time leadership assessment products and services designed to help companies select and retain talent.
Jul-11	Madeo Sourcing Group AB ZeroChaos	N/A	150	Madeo Sourcing Group AB is an information technology consultant broker. Madeo's business model includes finding IT professionals and sending them to client firms where they become employees.
Jul-11	Drake Beam Morin, Inc. Adecco	216	115	Drake Beam Morin, Inc. provides career transition and talent development solutions to individuals and organizations in the United States and internationally.
Jun-11	Human Capital Services division of RSM McGladrey Pension Specialists, Inc.	N/A	N/A	RSM McGladrey, Inc., Human Capital Services Division is a provider of recordkeeping and administration, actuarial services, employee share option plans.
May-11	Advantec - HR Oasis Outsourcing	N/A	N/A	Advantec, a Tampa-Fla.-based PEO that integrates, develops, and supports HR models for small to mid-size companies.

Selected M&A Activity

(\$ in millions unless noted)

Date Announced	Target Acquirer	Estimated Value of Transaction	Estimated Revenues	Target Business Description and other Salient Information (at time of acquisition)
Jan-11	Patni Computer Systems Ltd. IGate Corp.	1,375	706	Patni Computer Systems Ltd. provides global IT services and business solutions including application development and maintenance, packaged software implementation and business process outsourcing.
Jan-11	PreVisor SHL	N/A	N/A	PreVisor is a leading provider of on demand employment assessments and talent measurement solutions.
Dec-10	Asperity Employee Benefits Ltd. Inflexion Private Equity Partners LLP	40	N/A	Asperity Employee Benefits provides integrated employee benefits to 1.5 million employees in the U.K.
Dec-10	Sterling Infosystems, Inc. Calera Capital	N/A	N/A	Sterling Infosystems, Inc. provides employment and student screening, corporate due diligence and background investigation, occupational health, and employment-related business tax consulting.
Nov-10	TechTeam Global Inc. Stefanini IT Solutions	94	211	TechTeam Global Inc. provides IT outsourcing and business process outsourcing services.
Jul-10	Hewitt Associates Aon Corporation	4,875	3,092	Hewitt Associates provides human resources benefits, outsourcing and consulting services primarily in the U.S. and the U.K.
Jul-10	Global Employment Solutions PEO Madison Capital Partners	N/A	N/A	GES PEO is a leading provider of human capital solutions to small and mid-sized businesses in a diverse range of industries.
Jun-10	Powerchex Limited Hire Right, Inc.	N/A	N/A	Powerchex Limited offers pre-employment screening services for financial institutions in the U.K.
Jun-10	Intelligence Ltd. Kohlberg Kravis Roberts & Co.	401	716	Intelligence Ltd. provides recruitment consulting services, clerical staffing services, professional services, OPPO part-time employment information services and other services in Japan.
Jun-10	Kroll Inc. Altegrity, Inc.	1,130	670	Kroll is a leading risk consulting agency that helps governments, individuals and corporations reduce exposure to risk and capitalize on business opportunities.
May-10	ExcellerateHRO Corporation Affiliated Computer Services	125	100	ExcellerateHRO Corporation offers human resources outsourcing services to employer organizations worldwide.
May-10	Priority Payroll CompuPay	N/A	N/A	Priority Payroll offers payroll, time-keeping and human resource services to medium-sized businesses in the U.S.
Mar-10	Convergys (Human Resources Management Segment) NorthgateArinso	100	N/A	The Human Resources Management segment of Convergys provides global human resource business process outsourcing solutions.
Sep-09	Affiliated Computer Services, Inc. Xerox	6,400	6,523	Affiliated Computer Services, Inc. provides business process outsourcing and IT services to commercial and government clients in the U.S.
Jul-09	Randstad's HR Services Portfolio Raet B.V.	N/A	N/A	Randstad's HR Services Portfolio provides salary administration and payroll services to the education sector in the Netherlands.
Jun-09	Towers Perrin, Inc. Watson Wyatt Worldwide, Inc.	1,823	1,586	Towers Perrin, Inc. offers human capital strategy, program design and management, risk and capital management, and insurance and reinsurance intermediary services.
Mar-09	Gevity HR TriNet Group	97	520	Gevity HR operates as a professional employer organization offering insurance, payroll, and human resource outsourcing services.
Jun-08	Paywise ZeroChaos	N/A	N/A	Paywise provides human resource and referral staffing services specializing in payrolling.
Feb-08	Capital Consulting Alexander Mann Solutions	N/A	40	Capital Consulting is a recruitment process outsourcing firm with operations in Europe and Asia.
Jan-08	Resolve Staffing Koosharem Corp (Select Family of Companies)	N/A	123	Resolve Staffing operates as a staffing firm and PEO through its Employee Leasing Services brand.

Selected M&A Activity

(\$ in millions unless noted)

Date Announced	Target Acquirer	Estimated Value of Transaction	Estimated Revenues	Target Business Description and other Salient Information (at time of acquisition)
HR TECHNOLOGY				
Sep-12	Indeed, Inc. Recruit Co. Ltd	N/A	N/A	Indeed, Inc. operates as an online search engine for jobs. The company's services include job listings from various job boards, newspapers, associations, and company career pages. It offers services in the United States, Canada, and the U.K.
Aug-12	Kenexa Corp. International Business Machines Corporation	\$1,396	\$318	Kenexa Corporation, together with its subsidiaries, provides software-as-a-service solutions that enable organizations to recruit, retain, and develop employees.
Jun-12	Bullhorn, Inc. Vista Equity Partners	N/A	N/A	Bullhorn, Inc. provides software-as-a-service based front office software for emerging, medium, and large sized staffing and recruiting firms in the United States and internationally.
May-12	Ariba Inc. SAP	N/A	N/A	Provider of cloud-based solutions for spend management, including a VMS and MSP offering.
May-12	ExpenseCloud TriNet	N/A	N/A	Online expense management system.
May-12	6FigureJobs.com Callidus Software	\$1	N/A	Executive career and community job board.
Apr-12	Top Language Jobs CareerBuilder	N/A	N/A	Online job boards dedicated to bilingual and multi-lingual job seekers.
Apr-12	CEVIU.com CareerBuilder	N/A	N/A	Online job board service in Brazil.
Mar-12	WebApps, Inc. Kronos Incorporated	N/A	N/A	Offers software as a service workforce management suite for small and midsize businesses.
Mar-12	Sonar Limited Cornerstone OnDemand	34	N/A	Designs and develops online performance management and succession planning software solutions
Feb-12	Taleo Corp Oracle	1,921	315	Provides on-demand talent management software solutions including sourcing, recruiting and onboarding to performance management, compensation and learning.
Jan-12	Time Systems Paychex Inc.	N/A	N/A	Icon Time Systems, Inc. provides time and attendance solutions for small businesses. They initially partnered with Paychex on the launch of Paychex PST 1000 a web-enabled time and attendance solution for small business.
Nov-11	Jobs2Web SuccessFactors, Inc.	110	N/A	Jobs2Web provides interactive recruiting and career site optimization solutions. It offers mobile recruiting solutions, talent community marketing solutions and social network recruiting solutions.
Nov-11	SuccessFactors, Inc. SAP	3,400	317	SuccessFactors provides cloud-based business execution software solutions that enable organizations to bridge the gap between business strategy and results worldwide.
Oct-11	ADI Time Asure Software	7	N/A	ADI Time LLC develops cloud computing time and attendance management software-as-a-service for small-to-mid- sized businesses and divisions of large enterprises.
Oct-11	Provade Inc. Pinnacle Technical Resources	N/A	N/A	Provade provides enterprise managed services for businesses; it offers contingent workforce management, managed procurement and professional services.
Sep-11	JobScout 24 CareerBuilder	N/A	N/A	JobScout 24 is an online job board based in Germany.
Aug-11	Ashbourne Group Kenexa	N/A	N/A	Ashbourne Group focuses on the U.K. public sector and has designed a wide range of behavioral assessment, learning and development products.
Jul-11	CVM Solutions Altegrity	N/A	N/A	CVM Solutions is a provider of supplier management technology and data services.
Jun-11	Jobpartners Taleo	38	N/A	Jobpartners Plc designs and develops strategic HR and talent management solutions for companies in the UK.

Selected M&A Activity

(\$ in millions unless noted)

Date Announced	Target Acquirer	Estimated Value of Transaction	Estimated Revenues	Target Business Description and other Salient Information (at time of acquisition)
Jun-11	GlobalExpense Concur	22	N/A	GlobalExpense is a London-based provider of Web-based expense management services.
May-11	JobsCentral CareerBuilder	N/A	N/A	JobsCentral is an online job board operator with a presence in Singapore and Malaysia.
May-11	ePlan Services, Inc. Paychex Inc.	N/A	N/A	ePlan Services, Inc. is a provider of recordkeeping and administrative services to the defined contribution marketplace.
Mar-11	Lawson Software, Inc. Golden Gate Capital; Infor Global Solutions, Inc.	1,780	755	Lawson is a leading provider of enterprise resource planning software and solutions.
Mar-11	Jambok, Inc. SuccessFactors, Inc.	N/A	N/A	Jambok, Inc. operates a social business platform that enables employees to create content and share it with others as part of a community.
Jan-11	Cytiva Software Inc. Taleo Corporation	12	7	Cytiva Software Inc. provides recruiting, performance management, onboarding, and other software management solutions in Canada and the United States.
Jan-11	GeoLearning, Inc. SumTotal Systems, Inc.	N/A	N/A	GeoLearning, Inc. provides managed learning services, hosted learning, and performance technology through on demand software and the internet.
Jan-11	OrgPlus Software Division of HumanConcepts LLC Administaff	N/A	N/A	OrgPlus facilitates the creation, management and communication of organizational charts and has developed an SaaS based version to be released in 2011.
Dec-10	iSoft Business Solutions (nka: I B Solutions) Capita Group plc	37	28	iSOFT Business Solutions provides financial software, procurement and bespoke solutions to service-centric organizations. It specializes in providing financial, accounting & purchasing software solutions.
Dec-10	SurePayroll, Inc. Paychex Inc.	115	23	SurePayroll, Inc. provides online payroll, retirement, health insurance, and human resources services for small businesses.
Oct-10	VCG, LLC Bond International Software plc	9	7	VCG provides technology enabled staffing and recruitment solutions, including résumé searches, job sourcing tools, and job boards.
Sep-10	Fieldglass, Inc. Madison Dearborn Partners	201	N/A	Fieldglass, Inc. delivers VMS technology to help Global 2000 firms manage contingent workers, service providers, including statement of work projects, independent contractors and direct hires.
Sep-10	Softscape, Inc. SumTotal Systems, Inc.	N/A	30	Softscape offers human capital management software for compensation, talent acquisition, human resource management and business intelligence.
Sep-10	Learn.com, Inc. Taleo Corp.	125	28	Learn.com offers a cloud-based learning and talent management platform for businesses.
Sep-10	Salary.com, Inc. Kenexa	74	46	Salary.com is a provider of on-demand compensation management solutions.
Aug-10	Rigzone.com, Inc. Dice Holdings, Inc.	55	N/A	Rigzone is the world's most-used source for upstream oil and gas news and data, including industry-specific job postings and in-depth information on the exploration, drilling and production markets.
Aug-10	MrTed, Ltd. StepStone Solutions Ltd.	N/A	N/A	MrTed is an e-recruitment software provider based in the U.K.
Jul-10	Workscape, Inc. Automatic Data Processing	N/A	N/A	Workscape, Inc. provides web-based human resources solutions to large organizations.
May-10	Worldwideworker.com B.V. Dice Holdings, Inc.	9	2	Worldwideworker.com B.V. provides energy jobs for engineers and professionals in the energy sector in the U.S. and internationally.
May-10	Cube Tree, Inc. SuccessFactors, Inc.	49	N/A	Cube Tree, Inc. provides social networking technology to organizations to create internal social networks, as well as for employees to connect, communicate and collaborate using a set of integrated tools.
Feb-10	SkillSoft Advent International Corporation / Bain Capital / Berkshire Partners, LLC	1,128	315	SkillSoft is a leading SaaS provider of on demand e-learning and performance support solutions.

Selected M&A Activity

(\$ in millions unless noted)

Date Announced	Target Acquirer	Estimated Value of Transaction	Estimated Revenues	Target Business Description and other Salient Information (at time of acquisition)
Feb-10	HotJobs.com, Ltd. Monster Worldwide, Inc.	225	N/A	HotJobs.com provides recruiting solutions to employers, recruiters and staffing agencies.
Feb-10	Inform Business Impact SuccessFactors, Inc.	63	N/A	Inform Business Impact offers SaaS-based workforce planning, reporting, and human capital analytics solutions to organizations in the U.K. and internationally.
Dec-09	Peopleclick, Inc. Authoria, Inc.	100	N/A	Peopleclick, Inc. develops and implements talent acquisition software and services.
Dec-09	OneClickHR plc ADP Network Services Limited	25	10	OneClickHR plc, engages in the design, production, marketing and sale of HR software and related products and services
Sep-09	Worldwide Compensation, Inc. Taleo Corp.	16	N/A	Worldwide Compensation, Inc. offers fully integrated global compensation data and software that enables global companies to align and reward critical talent.
May-09	SumTotal Systems Vista Equity Partners	118	114	SumTotal Systems develops and markets performance and talent development software solutions and on-demand subscriptions worldwide.
Jun-08	HireRight US Investigations Services	195	71	HireRight provides security, staffing and training solutions and offers pre-employment and drug testing screening solutions.
May-08	Vurv Technology Taleo Corp.	130	N/A	Vurv Technology offers solutions for recruitment, onboarding, performance and compensation management and talent management. The Company was founded in 1996 and is based in Jacksonville, Florida.
Mar-08	AIRS The RightThing	N/A	N/A	The RightThing is an Ohio-based recruitment process outsourcing firm acquired AIRS, a recruitment software, training and consulting firm.
Feb-08	Choicepoint Reed Elsevier	4,184	982	Choicepoint provides identification and credential verification software and will be integrated into Reed Elsevier's LexisNexis Risk Information and Analytics Group.
Jan-08	Ensemble Chimes Global Beeline (MPS Group)	8	N/A	Ensemble Chimes Global is a leading provider of vendor management software and on-site services.
STAFFING AND RECRUITING SERVICES				
May-13	Augmentum Consulting Ltd. CTPartners Executive Search Inc.	\$4	N/A	Augmentum Consulting Ltd. provides executive search services to Fortune 500 companies, FTSE 100 corporations, and smaller enterprises worldwide.
Mar-13	The Revolution Group, Ltd. Staffing 360° Solutions, Inc.	2	N/A	The Revolution Group, Ltd. provides information technology staffing services.
Feb-13	Healthcare Locums Plc Toscafund Asset Management LLP; Tosca Opportunity Fund; Tosca Mid Cap;	3	\$332	Healthcare Locums plc, a recruitment agency, provides temporary and permanent staff to the healthcare and social care sectors in the United Kingdom and internationally.
Feb-13	OA Nurse Travel, LLC Medical Solutions L.L.C.	31	N/A	OA Nurse Travel, LLC engages in placing healthcare professionals in short-term, long-term, and contract-to-hire job assignments.
Feb-13	Cross Country Healthcare, Inc., Clinical Trial Services Division ICON Public Limited Company	56	65	Cross Country Healthcare, Inc., Clinical Trial Services Division comprises contract staffing, permanent placement and functional service provision.
Oct-12	CHG Healthcare Services, Inc. Ares Management LLC; Leonard Green & Partners, L.P.	N/A	416	CHG Healthcare Services, Inc. provides healthcare staffing services for hospitals and healthcare organizations in the United States.
Oct-12	Insight Global, Inc. Ares Management LLC	N/A	600	Insight Global, Inc. provides information technology staffing solutions in North America.
Oct-12	Creative Circle, LLC Morgan Stanley Capital Partners V, L.P.; Morgan Stanley Private Equity	N/A	N/A	Creative Circle, LLC operates as a staffing agency that represents advertising, creative, marketing, visual communication, and interactive professionals on freelance and full-time basis.
Jun-12	Sun Healthcare Group, Inc. Genesis HealthCare Corporation	322	1,922	Sun Healthcare Group offers temporary medical staffing comprising of licensed therapists, nurses and medical personnel for hospitals and other providers.

Selected M&A Activity

(\$ in millions unless noted)

Date Announced	Target Acquirer	Estimated Value of Transaction	Estimated Revenues	Target Business Description and other Salient Information (at time of acquisition)
May-12	Apex Systems On Assignment, Inc.	615	705	Apex Systems, Inc. provides information technology staffing services in the United States. It engages in recruiting and placing information technology professionals for contract, contract-to-hire, and direct placements.
Apr-12	Staffing Specialists Inc. Doherty Staffing Solutions	N/A	N/A	Staffing Specialists Inc. offers staffing and recruiting services for clerical and light industrial staffing solutions.
Mar-12	Kforce Clinical Research Inc. inVentiv Health, Inc.	50	100	Kforce Clinical Research Inc. provides clinical trial resourcing solutions.
Jan-12	VSN Inc Adecco	118	207	VSN Inc. offers engineer dispatching services to information technology, mechatronics and electronics, and biochemistry sectors, as well as provides contract and paid placement services.
Jan-12	Advantage Resourcing Recruit Co., Ltd.	410	N/A	Advantage Resourcing America, Inc. and Advantage Resourcing Europe B.V. were acquired by Recruit Co., Ltd. they provides commercial and technical staffing services.
Nov-11	TS Staffing Services Inc. Corporate Resources	64	N/A	TS staffing services offers temporary and permanent employment staffing services to municipalities, private and public companies. TS Staffing also provides ancillary services to private and public companies.
Nov-11	Tradição Tecnologia E Serviços Ltda. Kelly Services, Inc.	N/A	N/A	Tradição Tecnologia E Serviços Ltda provides employment solutions including temporary staffing, permanent placement, executive search and training to companies throughout Brazil.
Oct-11	Staffmark Recruit Co. Ltd	295	983	Staffmark provides various staffing services to small and middle-market companies. They also offer direct hire services that include sourcing and screening candidates.
Sep-11	TFR Staffline Group plc	N/A	N/A	Taskforce, provides temporary personnel to a number of blue chip customers and local authorities throughout the East Midlands region, managed through a network of 4 branch offices and 7 OnSites.
Sep-11	GMW Synergie	N/A	N/A	GMW is a regional staffing agency group based in south-western Germany.
Aug-11	Ashley Ellis General Employment Enterprises	N/A	N/A	Ashley Ellis is an information technology recruiting and staffing firm with offices located in Naperville, Illinois, Atlanta, Georgia and Houston, Texas.
Aug-11	PeopleLink Groupe CRIT	N/A	N/A	PeopleLink LLC is a South Bend, IN based staffing company.
Aug-11	Ingram Mayet HB International	N/A	N/A	Ingram Mayets is a financial recruitment focused staffing firm.
Aug-11	VMS Staffing Division of Workway Inc. Addison Search	N/A	N/A	The VMS staffing division specializes in providing staff augmentation services to MSP and VMS program nationally.
Aug-11	HealthCare Partners On Assignment, Inc.	15	20	HealthCare Partners makes physician placements in 14 specialty areas across 24 states.
Jul-11	Allied Healthcare International Inc. Saga Group Limited	175	271	Allied Healthcare International Inc. is a United States based provider of homecare and healthcare staffing in the United Kingdom.
Jul-11	Amashade Recruitment Limited Staffline Group plc	N/A	N/A	Amashade Recruitment Limited provides industrial recruitment services for corporate customers. Staffline acquired certain assets and commercial relationships.
Jul-11	A-1 Temps Nesco	N/A	N/A	A-1 Temps provides staffing services in Florida. It engages in recruiting, screening and testing of applicants. In addition it offers contract staffing services such as payroll processing, employee benefits and workers compensation.
Jul-11	SFN Group Randstad	771	2,091	SFN Group offers professional and staffing services, which include temporary staffing, outsourcing and other, and permanent placement services.
Jul-11	Rocket Careers Inc., Bench International Search	N/A	N/A	Rocket Careers Inc. is a search firm based in the San Francisco Bay Area that also serves the life science industry.
Jul-11	Reynolds Technical Services Nesco Resource	N/A	N/A	Technical Services is a technical staffing services firm based in Stratford, Conn.

Selected M&A Activity

(\$ in millions unless noted)

Date Announced	Target Acquirer	Estimated Value of Transaction	Estimated Revenues	Target Business Description and other Salient Information (at time of acquisition)
Jun-11	Berkeley Frost Limited Human Capital Resources	N/A	N/A	Berkeley Frost is a recently established executive Search firm that specializes in the Financial Services sector.
Jun-11	Contract Connections Limited InterQuest Group Plc	7	N/A	Contract Connections Limited offers technology staffing services including contract and permanent IT personnel to the legal sector.
Jun-11	A-1 Staffing TrueBlue	N/A	N/A	A-1 Staffing is an industrial staffing provider with eight branches located in Kansas, Missouri, Nebraska, and Iowa.
Jun-11	Reach HR ManpowerGroup	N/A	N/A	Reach HR is a human resources provider in China's Guangdong Province and employer of more than 100,000 associates.
Jun-11	Xi'an Fesco ManpowerGroup	N/A	N/A	Xi'an Fesco is a staffing firm based in Shaanxi Province, China.
May-11	Team24 Limited Capita Group Plc	43	53	Team24 Limited offers temporary placement services for doctors and specialist nurses.
May-11	Medic-Zeitarbeit GmbH Adecco	N/A	N/A	Medic-Zeitarbeit GmbH is a temporary staffing agency specializing in the medical and science sectors in Germany.
May-11	Triple West Medical Limited Servoca Plc	8	N/A	Triple West was is a specialist doctors recruitment agency sourcing for locum and permanent positions in the healthcare sector.
Apr-11	Runway Personnel Limited CPL Resources Plc	N/A	N/A	Runway Personnel Limited provides multiple types of recruitment solutions to public and private hospitals, care homes and allied health facilities in the healthcare sector across Ireland.
Apr-11	Cameo Personnel Systems Inc. Corporate Resource Services Inc.	1	12	Cameo Personnel Systems Inc. is a New Jersey-based firm that provides primarily light industrial staffing.
Apr-11	Swan iT Recruitment Ltd IT Human Resources (ITHR) Plc	N/A	N/A	Swan iT Recruitment provides contract, permanent and executive search and selection solutions throughout the UK, Europe and South Africa in the SAP and IT market sectors.
Apr-11	Edge Professional Services LLC Artech Information Systems LLC	N/A	N/A	Edge Professional Services, Llc operates as a technical and information technology staff augmentation company in the U.S.
Apr-11	Draig Personnel Acorn Recruitment	N/A	N/A	Draig Personnel Ltd. provides recruitment solutions and training services in the U.K.
Mar-11	Right4staff Gi Group	N/A	N/A	Right4staff Holdings Limited provides recruitment, staffing, and workforce management services.
Mar-11	Uniman USG People	N/A	N/A	Uniman is a provider of specialist staffing and recruitment of qualified personnel for the industrial, construction and commercial sectors.
Mar-11	Ethos Recruitment Ltd Staffline Group plc	N/A	N/A	Ethos Recruitment Ltd., a recruitment consultancy, provides temporary and permanent staff to companies and organizations in Daventry, Rugby, and Northampton areas.
Mar-11	Periscope Aspire Global Network	N/A	N/A	Periscope is a leading recruitment company serving the creative and design sectors.
Mar-11	Trainico GmbH Adecco Germany	N/A	N/A	Trainico GmbH is the technical training and staffing agency previously owned by Luthansa.
Mar-11	Big fish Search & Selection Limited Nakama	N/A	N/A	Big fish provides recruitment services for creative and marketing professionals in the U.K.
Feb-11	PRN Registry SK3 Group, Inc.	N/A	N/A	PRN Registry is a nurse and therapist staffing firm based in Los Angeles and serving southern California.
Feb-11	ETI Professionals Cherokee Nation Businesses	N/A	N/A	ETI Professionals provides project management and staffing services at federal government agencies in the engineering, IT, R&D and clerical sectors.

Selected M&A Activity

(\$ in millions unless noted)

Date Announced	Target Acquirer	Estimated Value of Transaction	Estimated Revenues	Target Business Description and other Salient Information (at time of acquisition)
Jan-11	Aston Carter International Limited Allegis Group, Inc.	N/A	280	Aston Carter operates as an IT recruitment consultancy in the U.K. It specializes in placing permanent and contract IT professionals in management consulting companies, and provides technology and business consulting services.
Jan-11	Full Circle Staffing Nesco Resource	N/A	N/A	Full Circle Staffing is a provider of Engineering and IT staffing services in the Boston, Massachusetts market.
Jan-11	Tri-Diamond Staffing, Inc. Corporate Resource Services, Inc.	25	77	Diamond Staffing Services, Inc. offers temporary and permanent employment staffing services.
Dec-10	Eliassen Group, LLC Riverside Partners	N/A	N/A	Eliassen is a technology staffing and clinical data management consulting firm in the Northeast.
Dec-10	Sharpstream On Assignment, Inc.	5	5	Sharpstream is a clinical research staffing firm that operates in Western Europe.
Dec-10	PMS Médicalisation Adecco Medical SAS	N/A	N/A	PMS Médicalisation provides HR services in the medical, health and pharmaceutical fields to companies, which operate with hazardous chemicals, the offshore oil industry, the maritime industry
Dec-10	XRoads Consulting, LLC American Cybersystems, Inc.	N/A	N/A	XRoads Consulting, LLC is an Atlanta-based firm that provides information technology staffing.
Nov-10	Healthcare Australia Pty. Ltd. Healthcare Locums Plc	118	216	Healthcare Australia provides nursing workforce, health and homecare, aged care staff, and medical specialist placements services for the health, hospital, aged, and community care sectors in Australia.
Nov-10	Dextrys IT Staffing Division Eliassen Group	N/A	N/A	Dextrys IT Staffing provides product engineering and application services outsourcing.
Nov-10	ResCo Service Pty. Ltd. Humanis Group Ltd.	13	N/A	ResCo provides staffing as well as mine site operations and maintenance services.
Nov-10	The Broadlane Group MedAssets Inc.	850	168	The Broadlane Group, Inc., a healthcare services company, provides margin control solutions for healthcare providers in the United States.
Nov-10	Integrated Consulting Group of NY LLC Corporate Resource Services, Inc.	4	19	Integrated Consulting Group of NY LLC specializes in temporary staffing in light industrial businesses predominantly in the Northeastern U.S.
Nov-10	Pulse Staffing Independent Clinical Services Ltd.	121	N/A	Pulse Staffing is one of the U.K.'s leading providers of comprehensive labor management, recruitment and deployment services in the healthcare sector.
Nov-10	Signature Government Solutions, LLC Global Defense Technology & Systems, Inc.	53	N/A	Signature Government Solutions, LLC provides IT staffing and solutions for national security agencies and programs of the U.S. government.
Nov-10	Comforce Corp. ABRY Partners, LLC	154	623	Comforce provides outsourced staffing management services and staffing solutions to large employers.
Oct-10	Keane, Inc. NTT Data Corporation	N/A	788	Keane is an IT services firm offering application services, as well as infrastructure and business process outsourcing solutions.
Sep-10	Hospitality Staffing Solutions Frontenac Company	80	N/A	Atlanta-based HSS provides outsourced staffing services to hotels, including Marriott, Hyatt, and Ritz-Carlton properties across the U.S.
Aug-10	FujiStaff Holdings Randstad Holding	242	\$678	FujiStaff Holdings provides temporary and permanent staffing and business contract services in Japan.
Jul-10	Medfinders Inc. AMN Healthcare Services Inc.	213	\$303	Medfinders Inc. provides nurses, healthcare professionals and physicians to healthcare facilities and patients in home.
Jul-10	The CSI Companies Recruit Co., Ltd.	N/A	N/A	The CSI Companies offer healthcare, IT, recruitment and custom staffing solutions.
Jul-10	Insight Global Harvest Partners	N/A	350	Insight Global is one of the fastest growing providers of IT staffing solutions in North America.

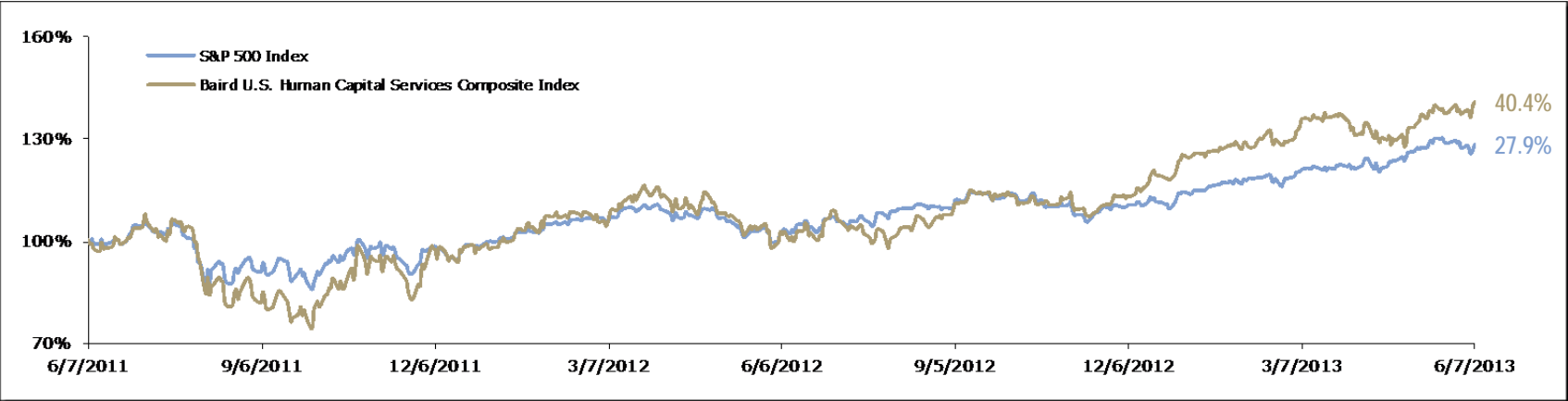
Selected M&A Activity

(\$ in millions unless noted)

Date Announced	Target Acquirer	Estimated Value of Transaction	Estimated Revenues	Target Business Description and other Salient Information (at time of acquisition)
Apr-10	Cambridge Group Ltd. On Assignment, Inc.	6	11	Insight Global is one of the fastest growing providers of IT staffing solutions in North America.
Feb-10	COMSYS IT Partners, Inc. Manpower, Inc.	431	650	COMSYS IT Partners operates as an IT services company, offering services that provide contingent and direct hire placement of IT professionals.
Feb-10	Tatum, LLC Spherion Corp.	46	39	Tatum offers an assortment of executive leadership / search services and consulting solutions to companies in the U.S.
Oct-09	MPS Group, Inc. Adecco SA	1,090	1,912	MPS Group, Inc. provides staffing, consulting and business solutions to various industries, primarily in the U.S., Canada and the U.K.
Sep-09	Pomeroy IT Solutions, Inc. Platinum Equity, LLC	\$42	456	Pomeroy IT Solutions, Inc. provides IT solutions and a range of hardware, software and technical staffing services in the U.S.
Aug-09	Spring Group plc Adecco SA	174	809	Spring Group plc provides recruitment, staffing and related services in Europe, North America and internationally.
Jun-09	Whitehead Mann Group Korn/Ferry International	N/A	36	Whitehead Mann Group provides executive search and leadership development services in France, the U.K. and internationally.
Jun-09	Butler International, Inc. Select Staffing	27	273	Butler International provides outsourcing, project management and technical staff augmentation services.
Jan-09	Westaff Inc. Koosharem Corp (Select Staffing)	25	536	Westaff provides temporary staffing and permanent placement solutions focused on clerical, administrative and light industrial personnel.
Sep-08	DNC De Nederlanden Compagnie N.V. Adecco Nederland (Adecco SA)	103	97	DNC De Nederlanden Compagnie N.V. provides temporary, permanent and contract staffing services in the Netherlands.
Jul-08	MDA Holdings, Inc. Cross Country Healthcare, Inc.	112	158	MDA provides multi-specialty locum tenens (physician) and allied staffing services to the healthcare industry in all 50 U.S. states.
Jul-08	Randstad Portugal Kelly Services, Inc.	N/A	69	Randstad Portugal offers temporary staffing services, on-site personnel management and permanent placement services in Portugal.
Apr-08	Personnel Management TrueBlue	19	N/A	Personnel Management is a light industrial staffing company to warehousing, manufacturing and distribution clients in the Midwestern and Southeastern U.S.
Mar-08	Carlisle Group & Corporate Services Group Impellam Group	1,904	1,730	Carlisle Group and Corporate Services Group are U.K. based staffing firms that agreed to merger into a newly incorporated entity, Impellam Group.
Mar-08	Imprint Premier Group	69	136	Imprint offers a range of international recruitment services in the U.K.
Feb-08	Allgeier DL USG People	257	295+	Based in Germany, Allgeier is a subsidiary of Allgeier Holding Company and provides temporary staffing services.
Feb-08	Energy and Engineering Staffing Business (Hudson Highland Group) System One Holdings	16	146	Hudson's Energy and Engineering Staffing Business is part of its North American operations. Hudson also received a warrant for up to 10% of System One equity.

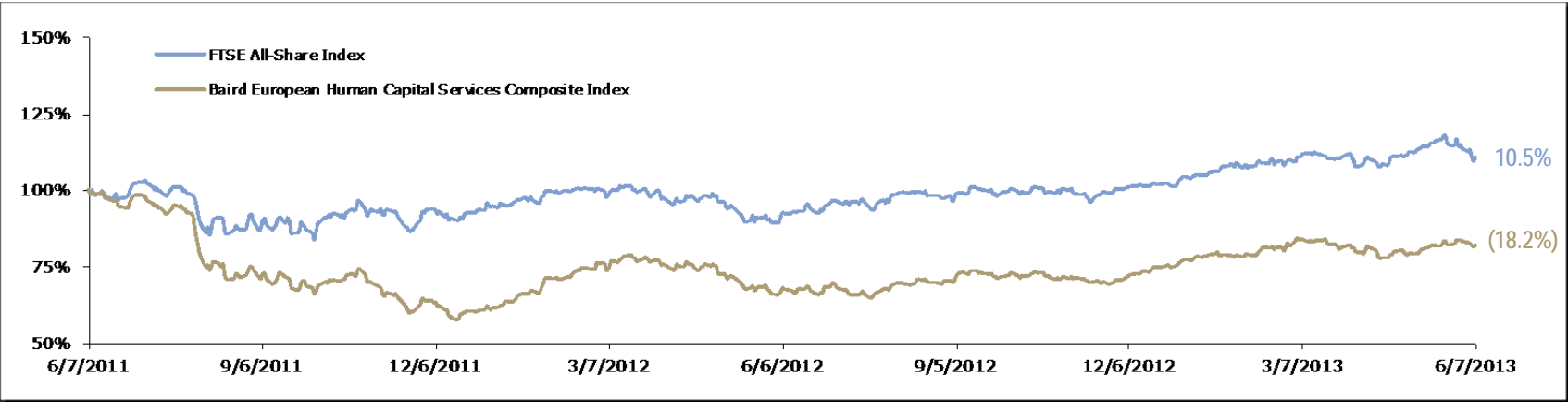
Comparative Index Performance

S&P vs. U.S. HCS Composite Index



Source: FactSet Data Systems, Inc.
 U.S. Human Capital Services Composite Index includes: ADP, AHS, ASGN, BBSI, CCRN, CDI, CNQR, CTP, DHX, HSII, HSON, JOBS, KELYA, KFRC, KFY, LNKD, MAN, MWW, NSP, PAYX, RECN, RHI, SABA, TBI, TW, ULTI, WDAY.
 Equal weighted index assuming no dividend reinvestment.

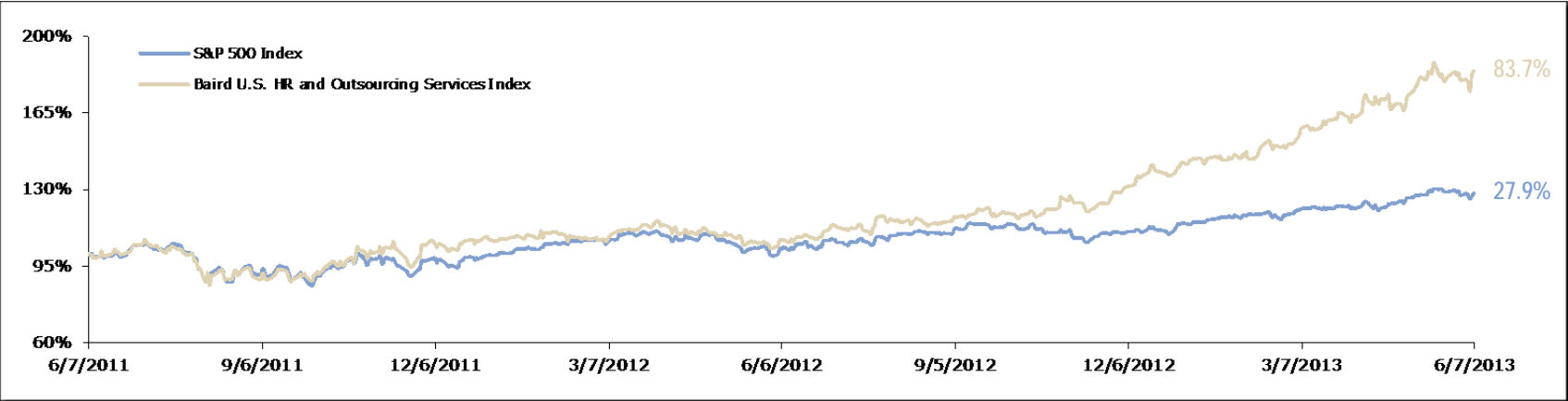
FTSE All-Share Index vs. Baird European HCS Composite Index



Source: CapitalIQ.
 European Human Capital Services Composite Index includes: ADEN, BRNL, CPI, CEN, HAS, HVN, IPEL, MPI, PROE.B, RAND, RWA, STHR, SDG, USG, XCH.
 Equal weighted index assuming no dividend reinvestment.

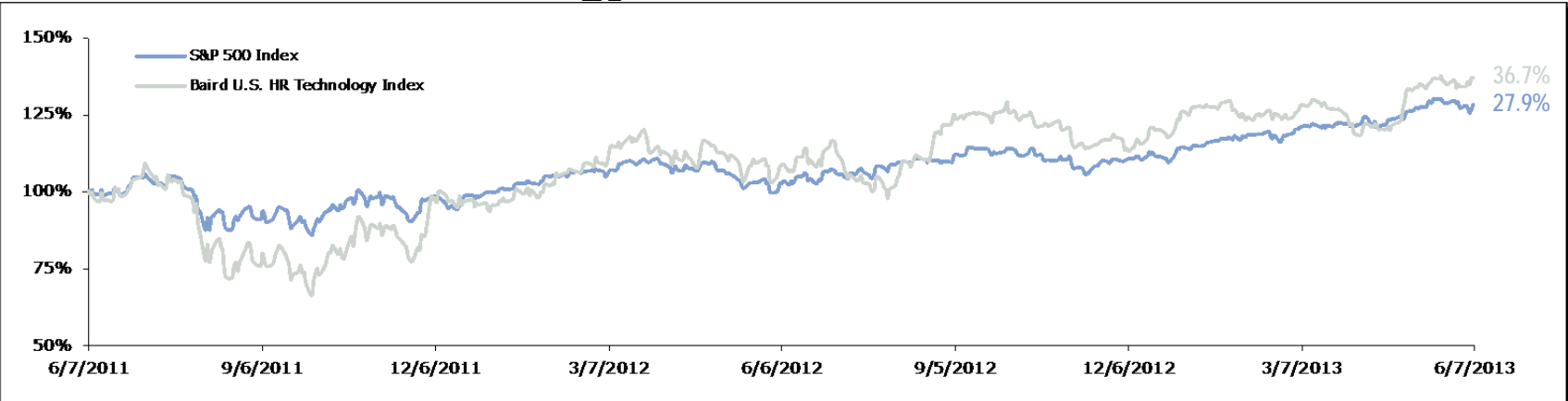
Comparative Index Performance

S&P vs. U.S. HR & Outsourcing Services Index



Source: FactSet Data Systems, Inc.
 U.S. HR & Outsourcing Services Index includes: ADP, BBSI, NSP, PAYX, TW.
 Equal weighted index assuming no dividend reinvestment.

S&P vs. U.S. HR Technology Index



Source: FactSet Data Systems, Inc.
 U.S. HR Technology Index includes: CNQR, DHX, JOBS, LNKD, MWW, SABA, ULTI, WDAY.
 Equal weighted index assuming no dividend reinvestment.

Comparative Index Performance

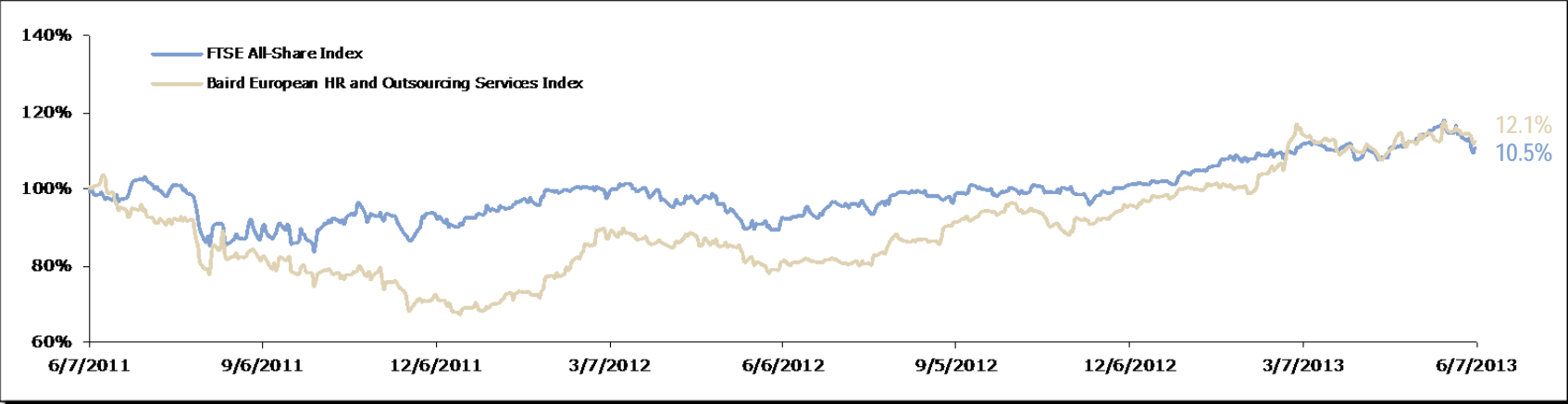
S&P vs. U.S. Staffing and Recruiting Services Index



Source: FactSet Data Systems, Inc.
U.S. Staffing & Recruiting Index includes: AHS, ASGN, CDI, CCRN, CTP, HSII, HSON, KELYA, KFRC, KFY, MAN, RECN, RHI, TBI.
Equal weighted index assuming no dividend reinvestment.

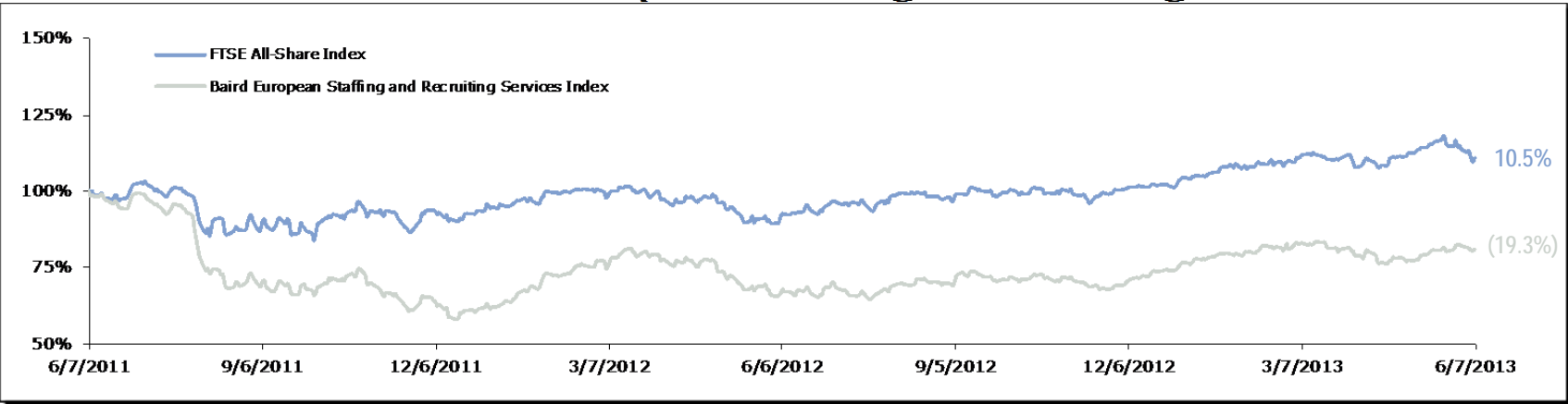
Comparative Index Performance

FTSE All-Share Index vs. European HR & Outsourcing Services Index



Source: CapitalIQ.
 European HR & Outsourcing Services Index includes: CPI, XCH.
 Equal weighted index assuming no dividend reinvestment.

FTSE All-Share Index vs. European Staffing & Recruiting Services Index

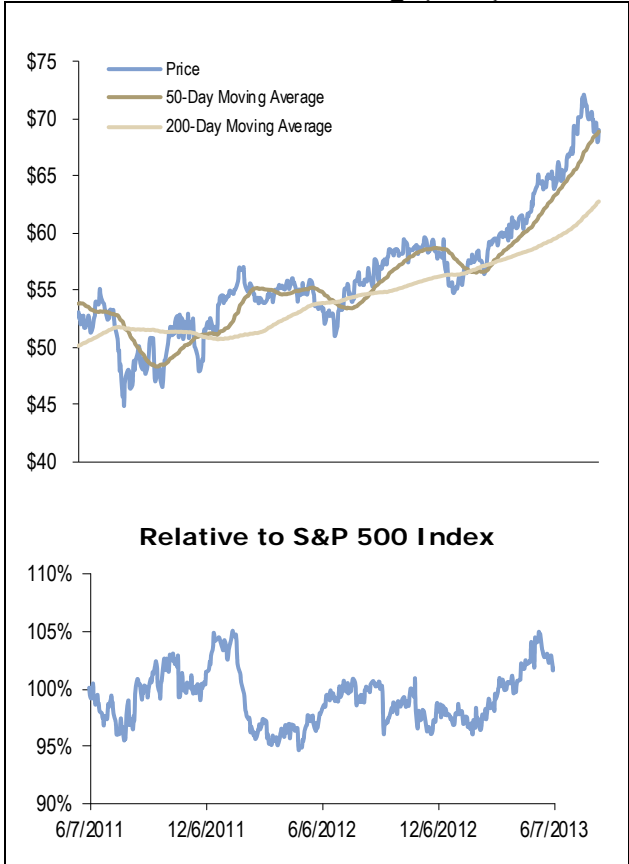


Source: CapitalIQ.
 European Staffing & Recruiting Services Index includes: ADEN, BRNL, CEN, HAS, HVN, IPEL, MPI, PROE.B, RAND, RWA, STHR, SDG, USG.
 Equal weighted index assuming no dividend reinvestment.

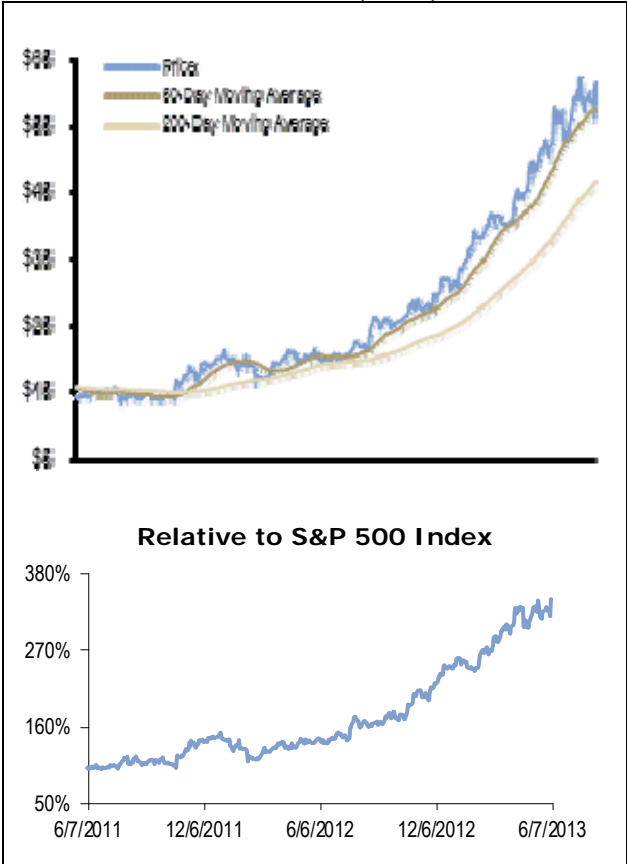
U.S. Closing Stock Price Graphs (6/7/13)

HR and Outsourcing Services Group

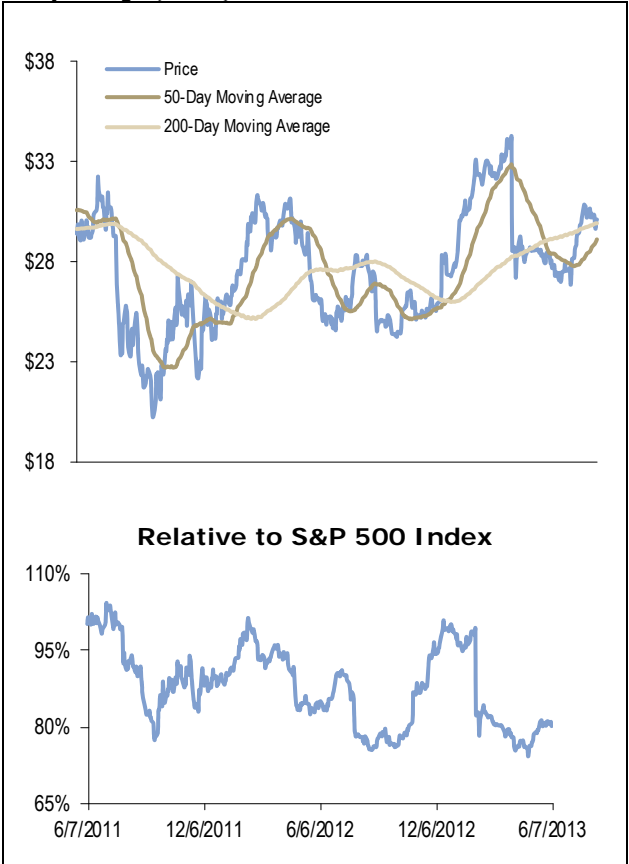
Automatic Data Processing (ADP)



Barrett Business Services (BBSI)



Inspireity (NSP)

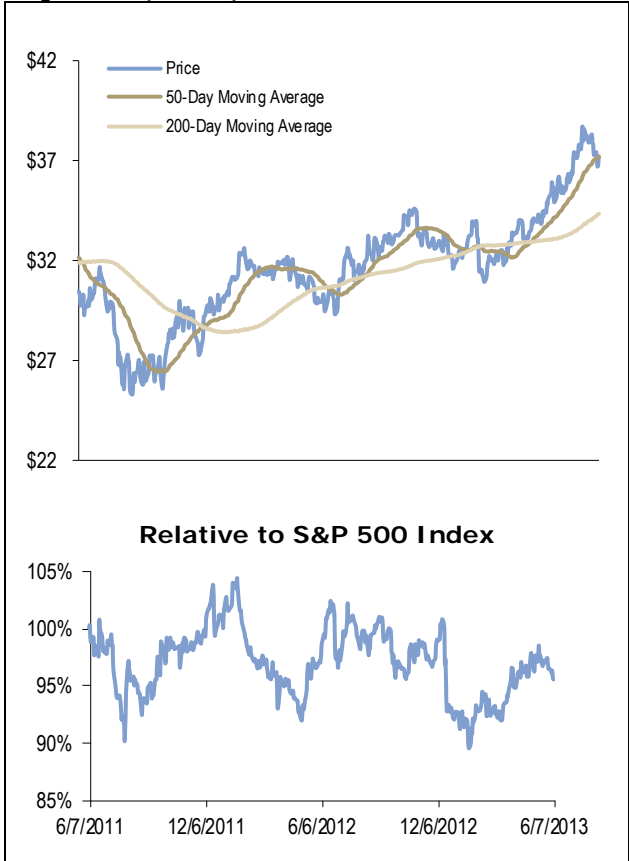


Source: FactSet Data Systems, Inc.

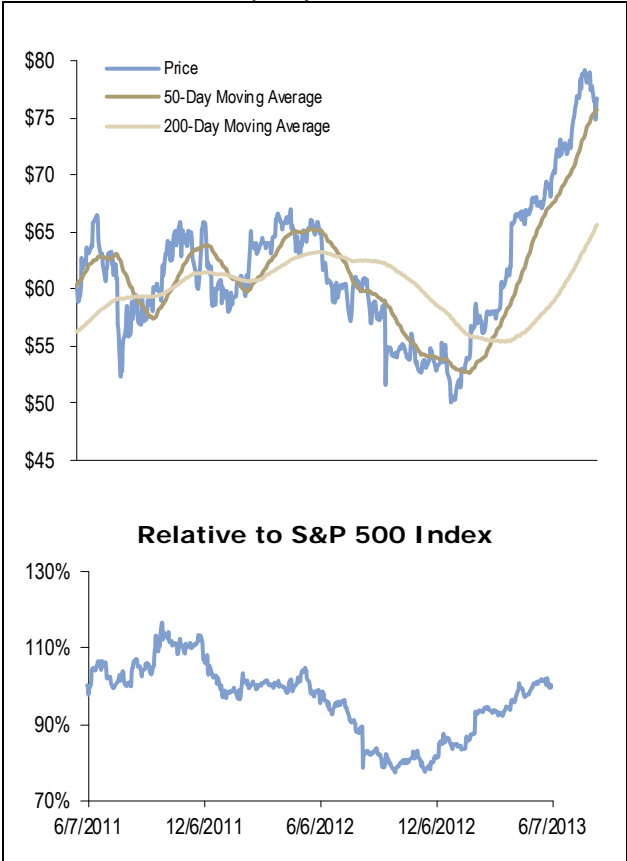
U.S. Closing Stock Price Graphs (6/7/13)

HR and Outsourcing Services Group

Paychex (PAYX)



Towers Watson (TW)

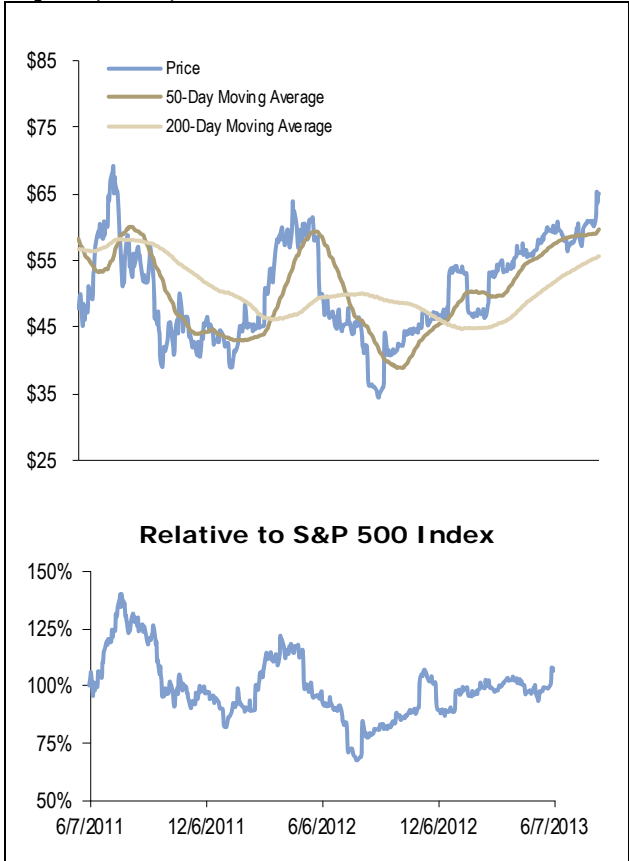


Source: FactSet Data Systems, Inc.

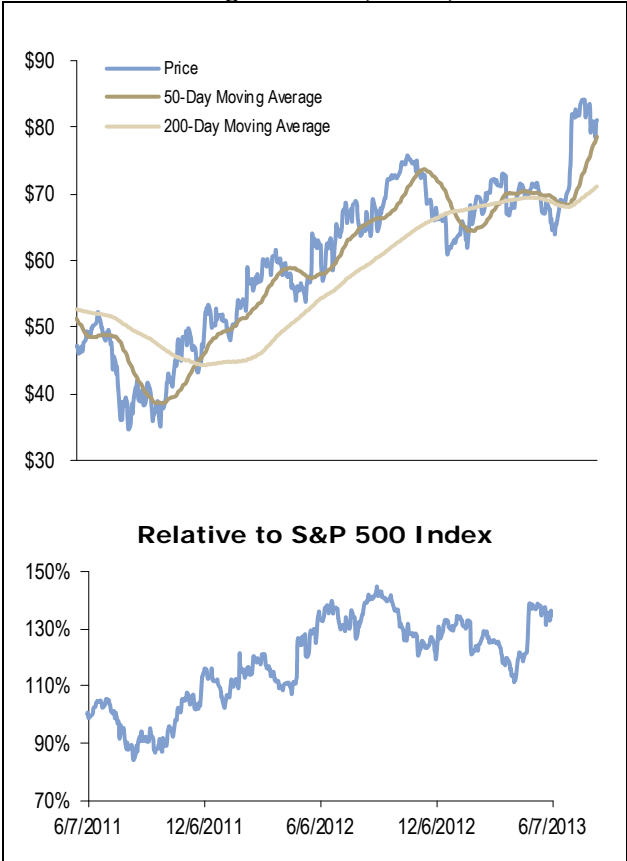
U.S. Closing Stock Price Graphs (6/7/13)

HR Technology Group

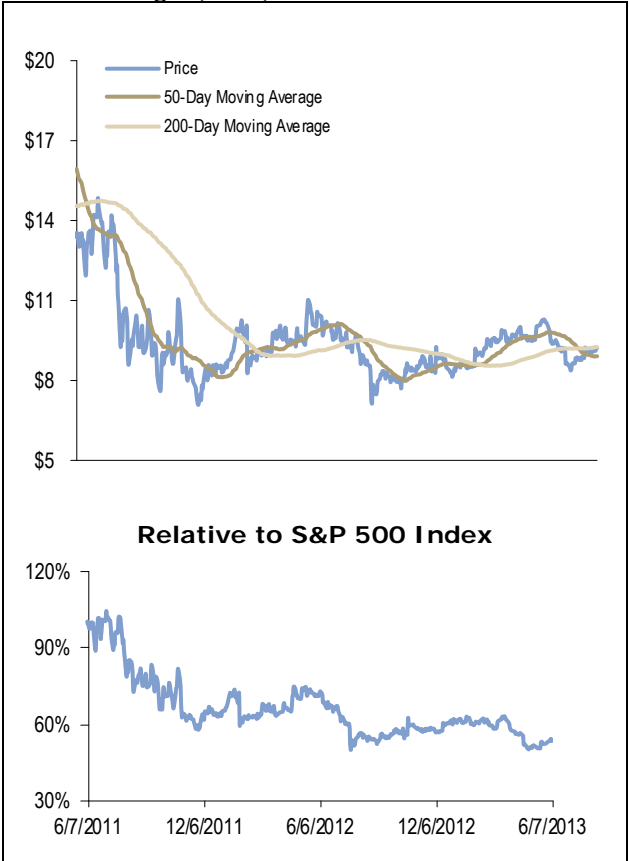
51job (JOBS)



Concur Technologies, Inc. (CNQR)



Dice Holdings (DHX)

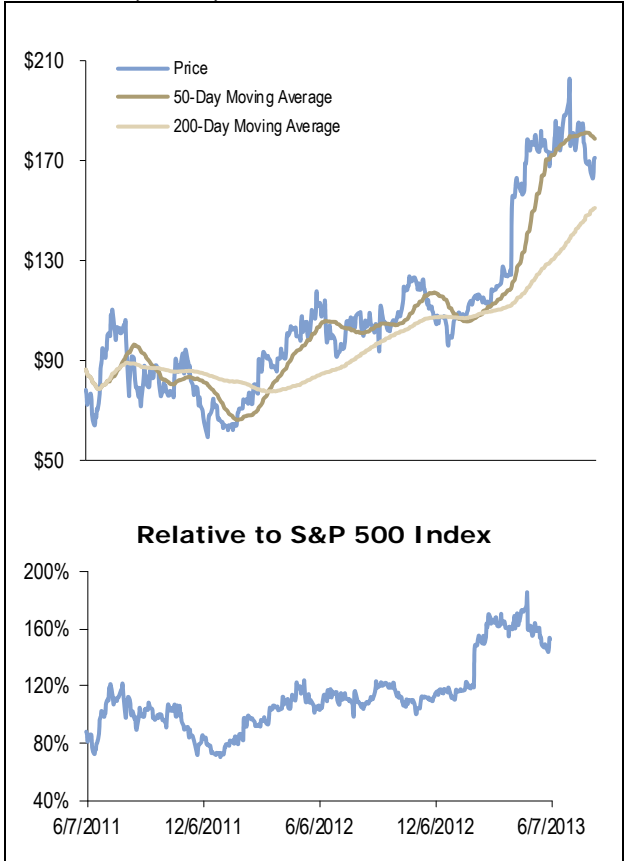


Source: FactSet Data Systems, Inc.

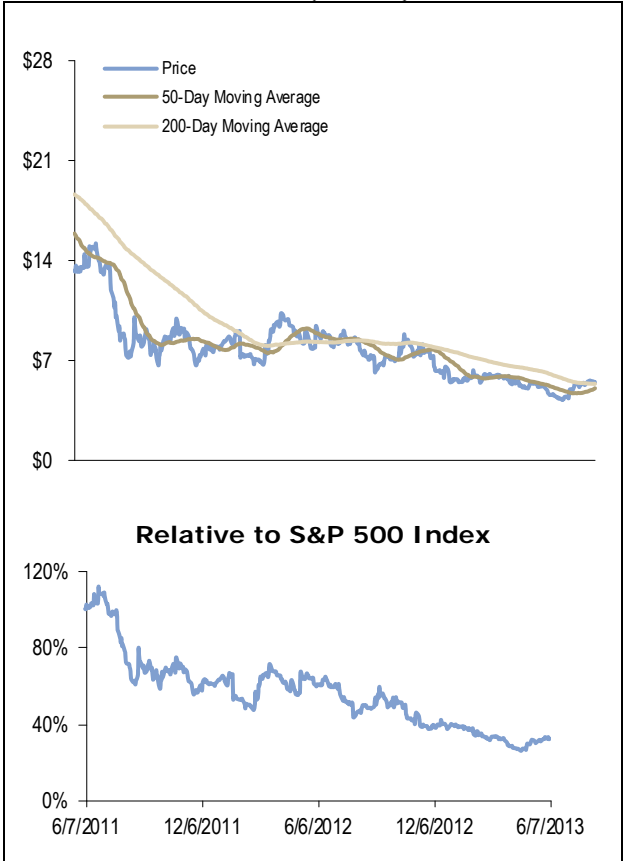
U.S. Closing Stock Price Graphs (6/7/13)

HR Technology Group

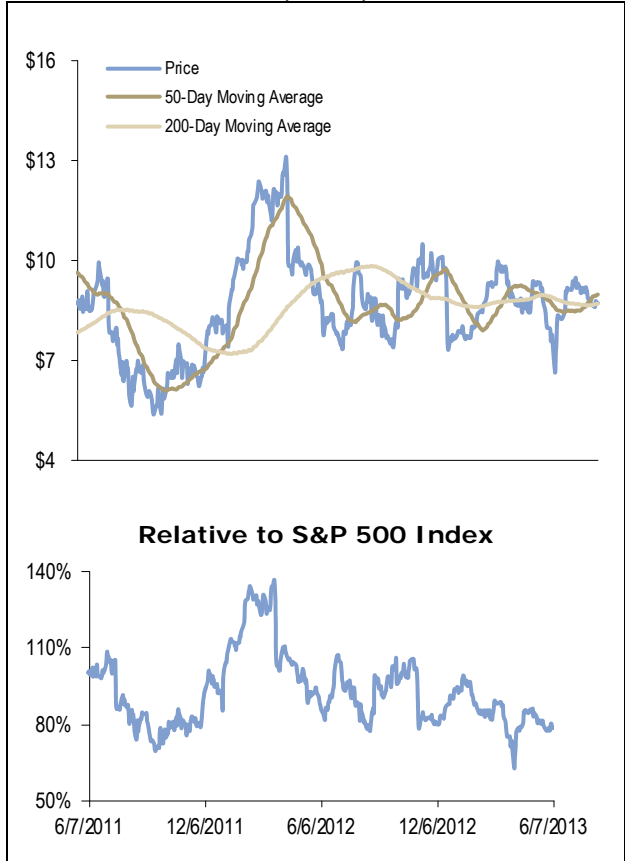
LinkedIn (LNKD)



Monster Worldwide (MWW)



SABA Software Inc. (SABA)

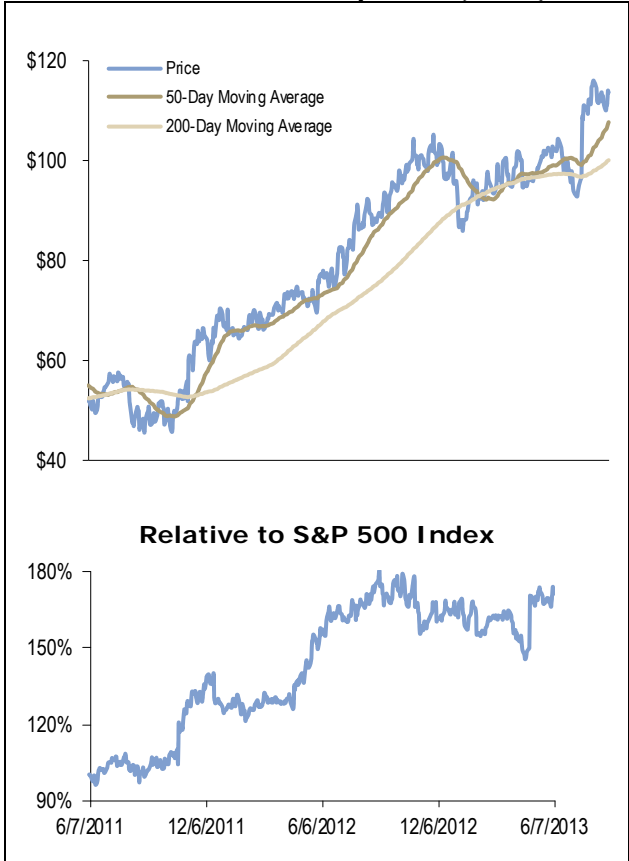


Source: FactSet Data Systems, Inc.

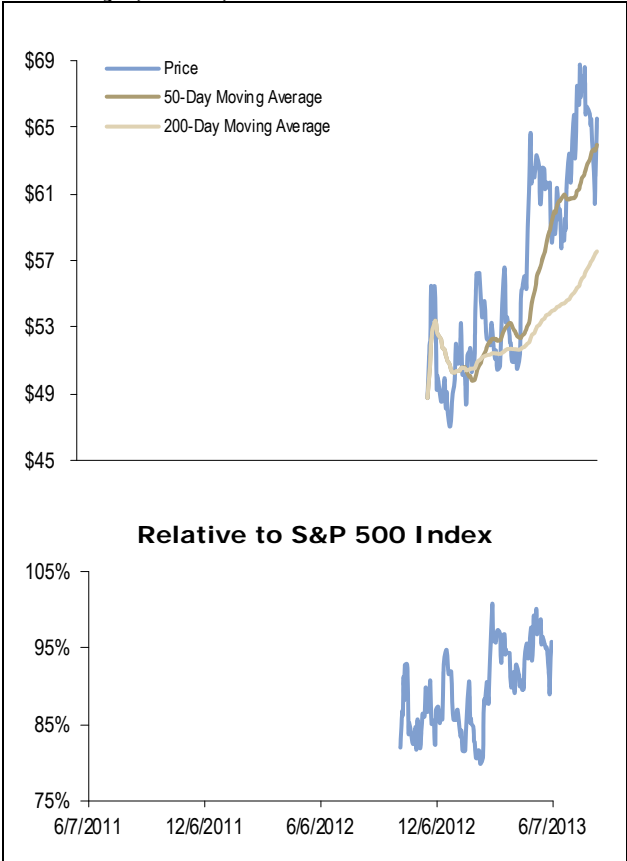
U.S. Closing Stock Price Graphs (6/7/13)

HR Technology Group

Ultimate Software Group Inc. (ULTI)



Workday (WDAY)

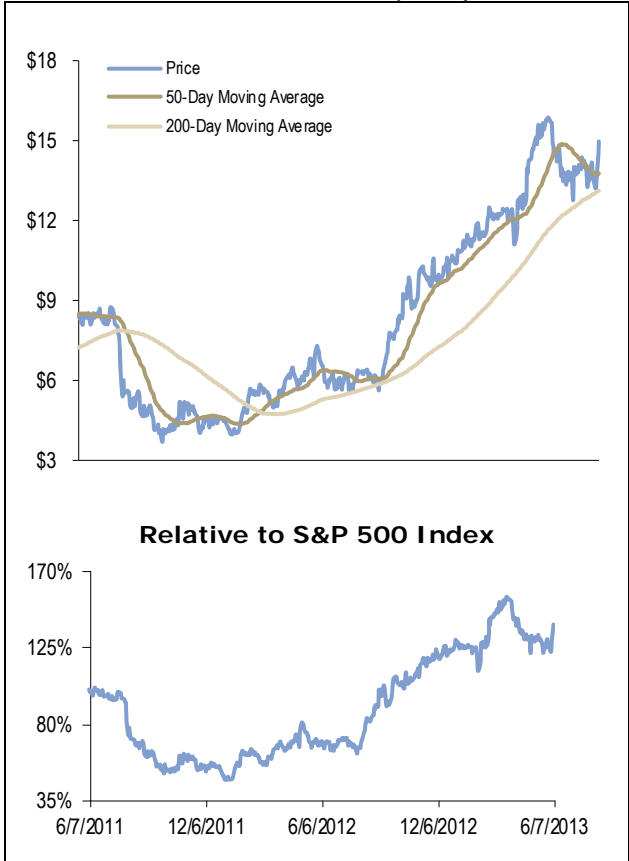


Source: FactSet Data Systems, Inc.

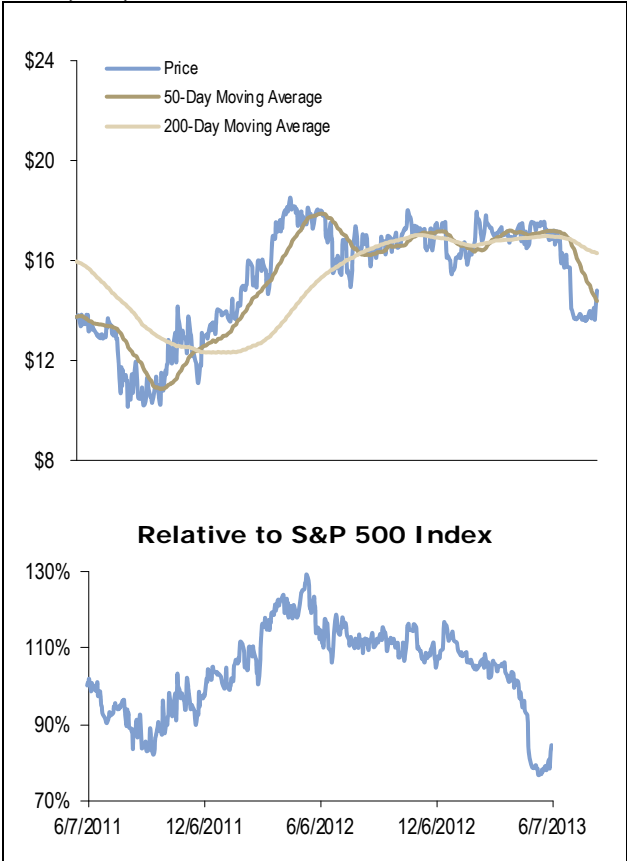
U.S. Closing Stock Price Graphs (6/7/13)

Staffing and Recruiting Services Group

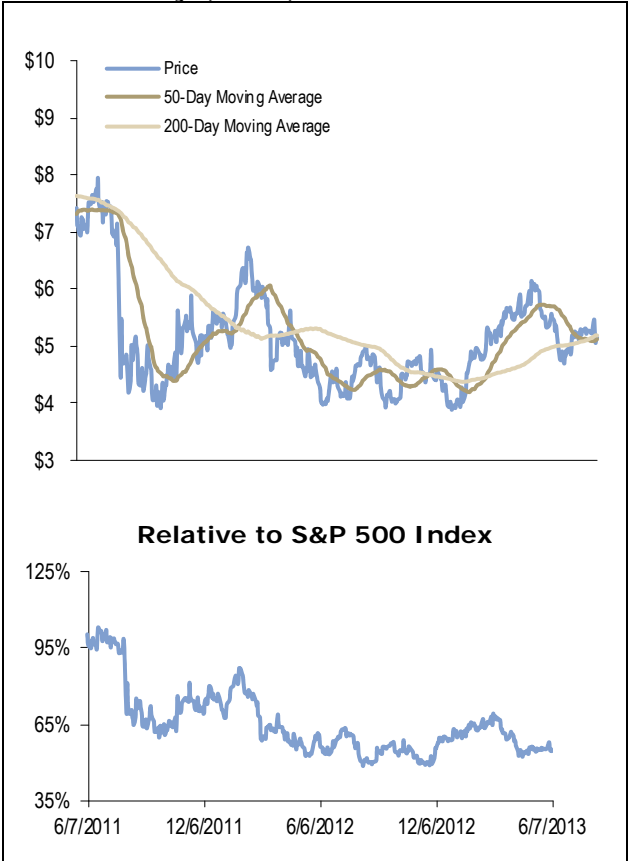
AMN Healthcare Services (AHS)



CDI (CDI)



Cross Country (CCRN)

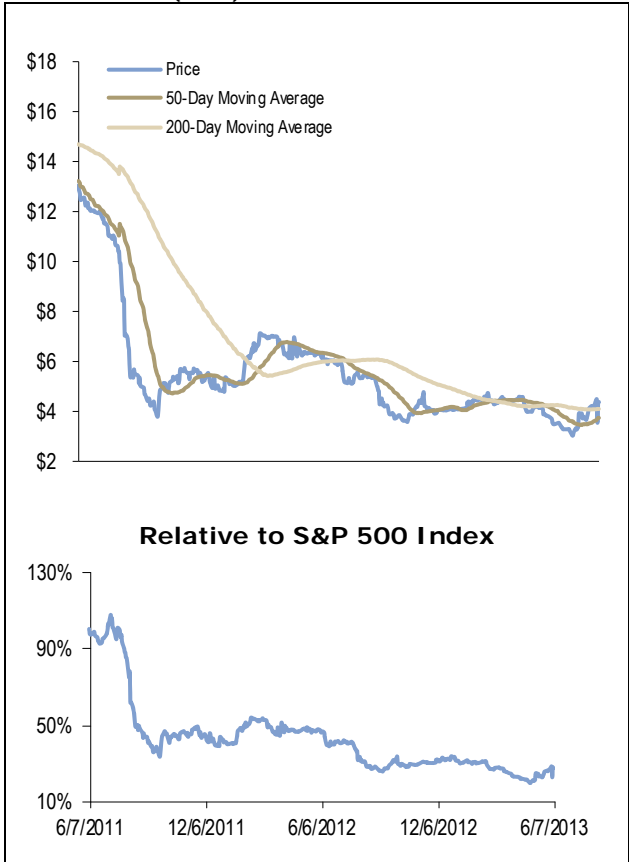


Source: FactSet Data Systems, Inc.

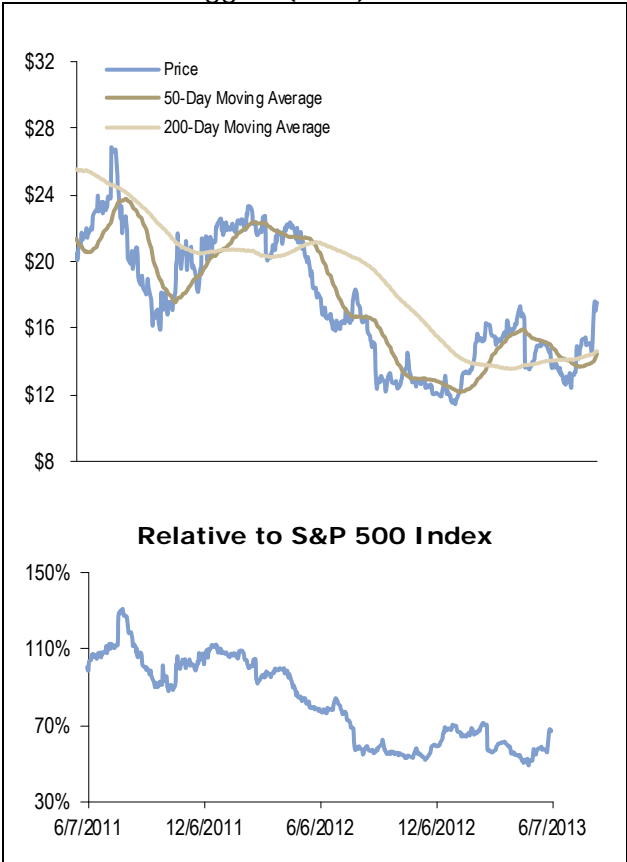
U.S. Closing Stock Price Graphs (6/7/13)

Staffing and Recruiting Services Group

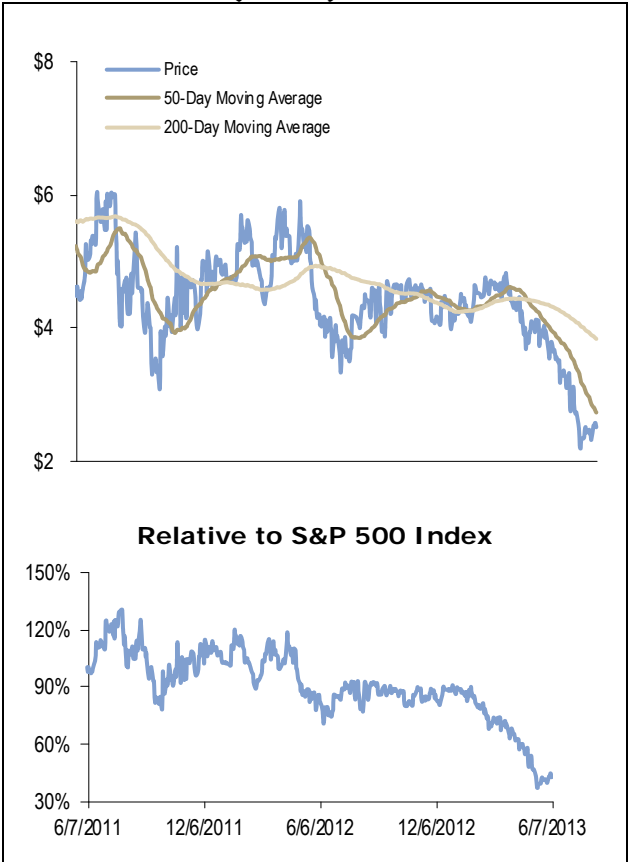
CT Partners (CTP)



Heidrick & Struggles (HSII)



Hudson Global (HSON)

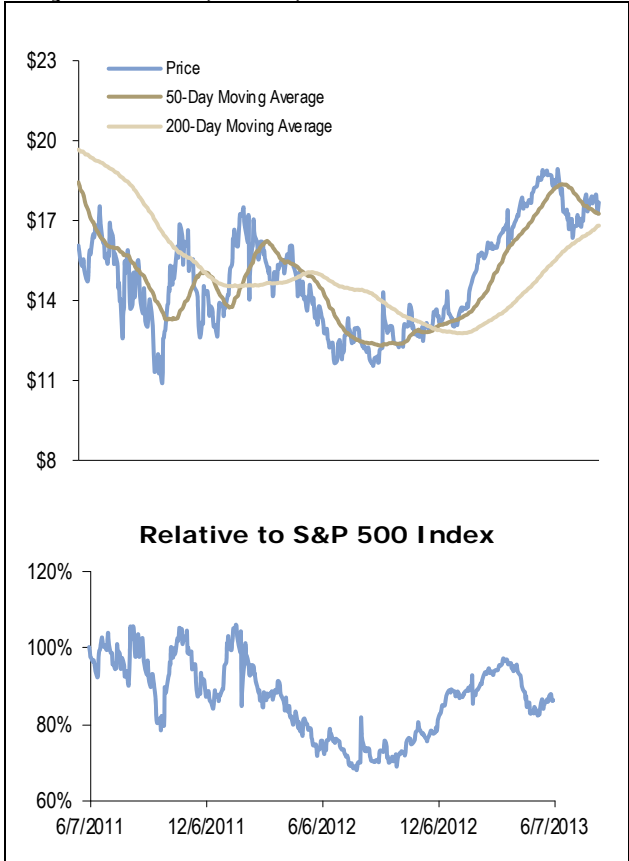


Source: FactSet Data Systems, Inc.

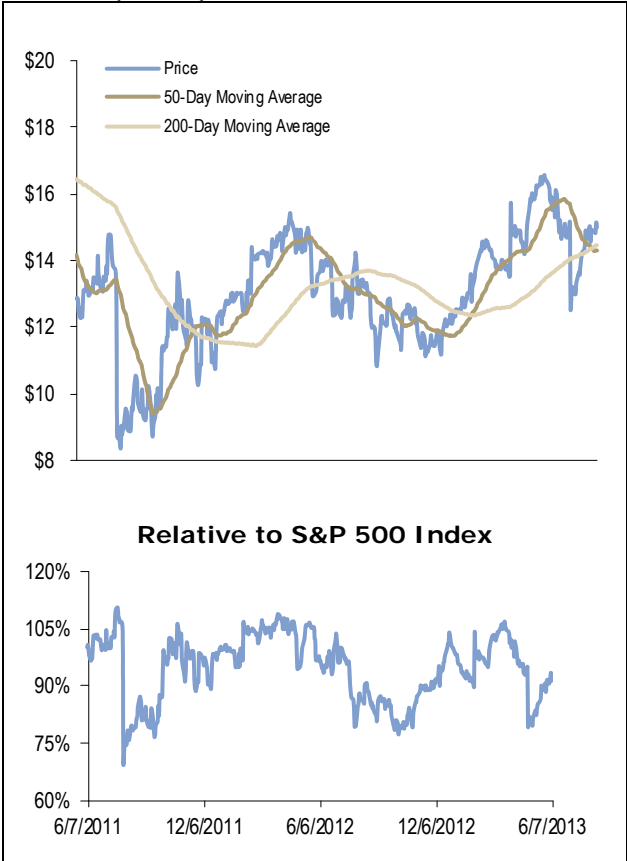
U.S. Closing Stock Price Graphs (6/7/13)

Staffing and Recruiting Services Group

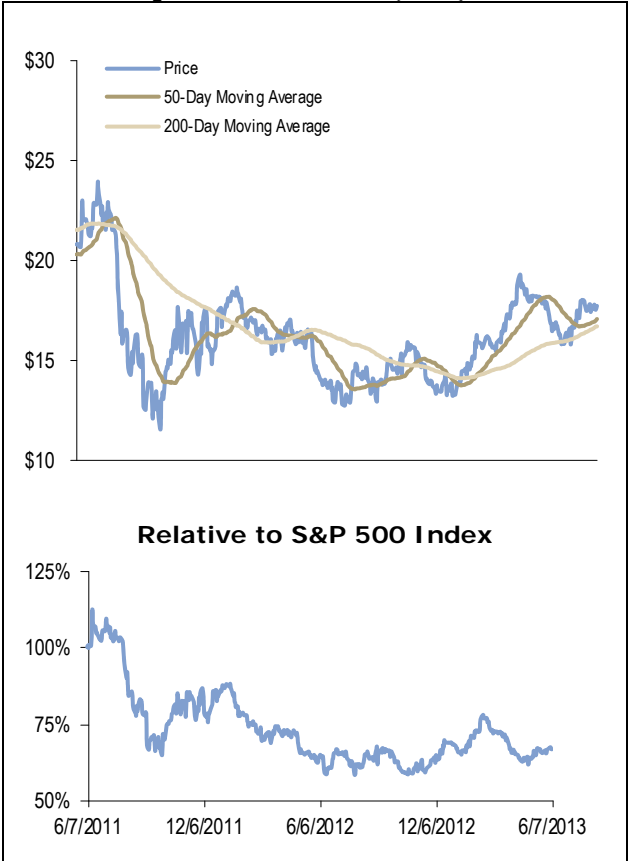
Kelly Services (KELYA)



Kforce (KFRC)



Korn/Ferry International (KFY)

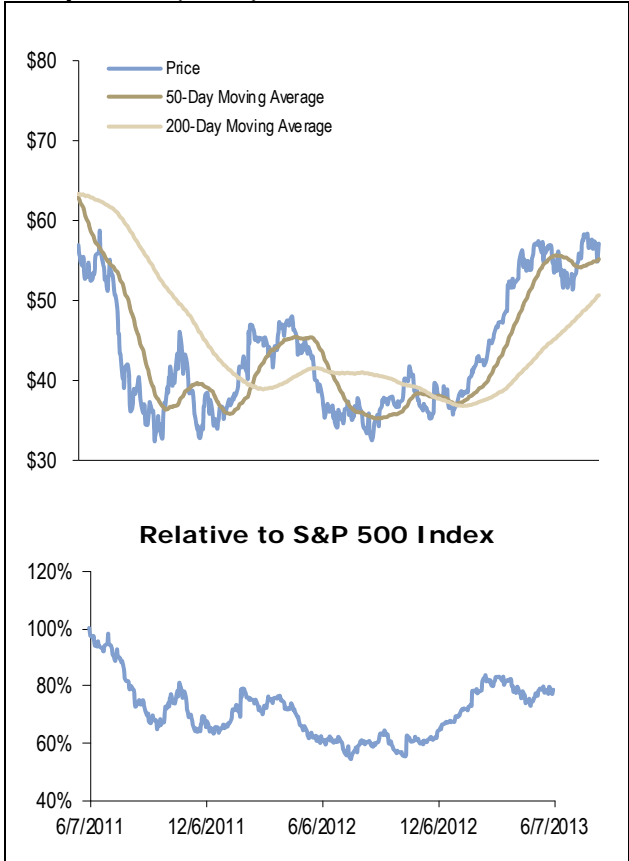


Source: FactSet Data Systems, Inc.

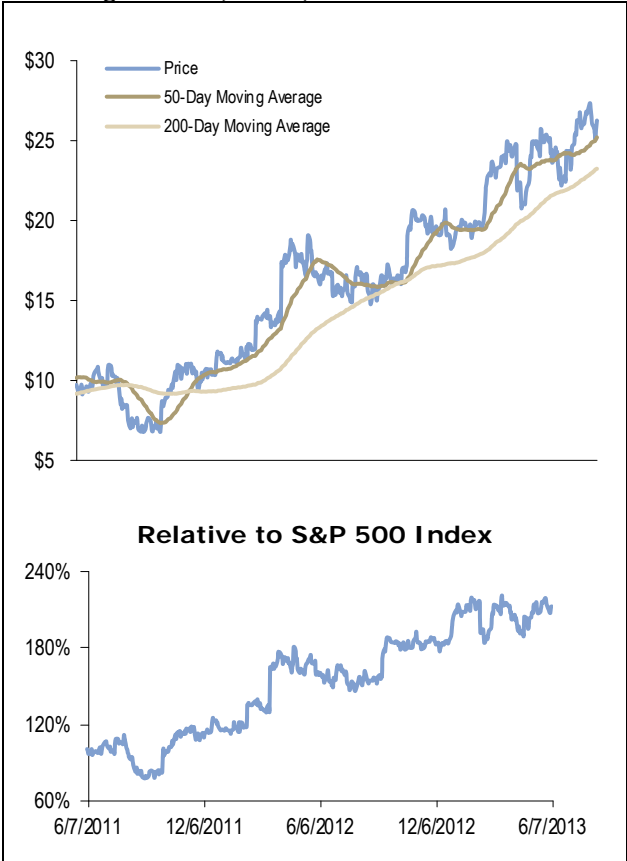
U.S. Closing Stock Price Graphs (6/7/13)

Staffing and Recruiting Services Group

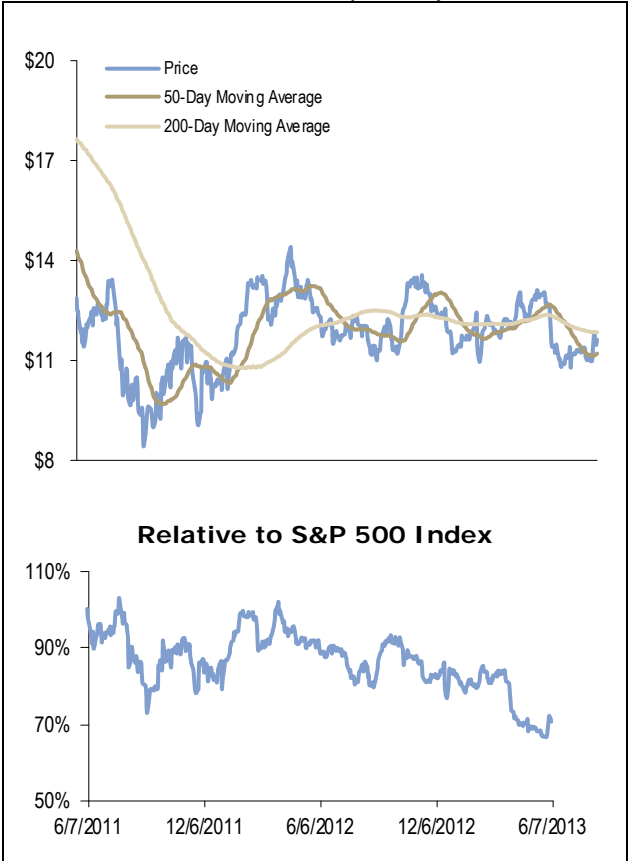
Manpower (MAN)



On Assignment (ASGN)



Resources Connection (RECN)

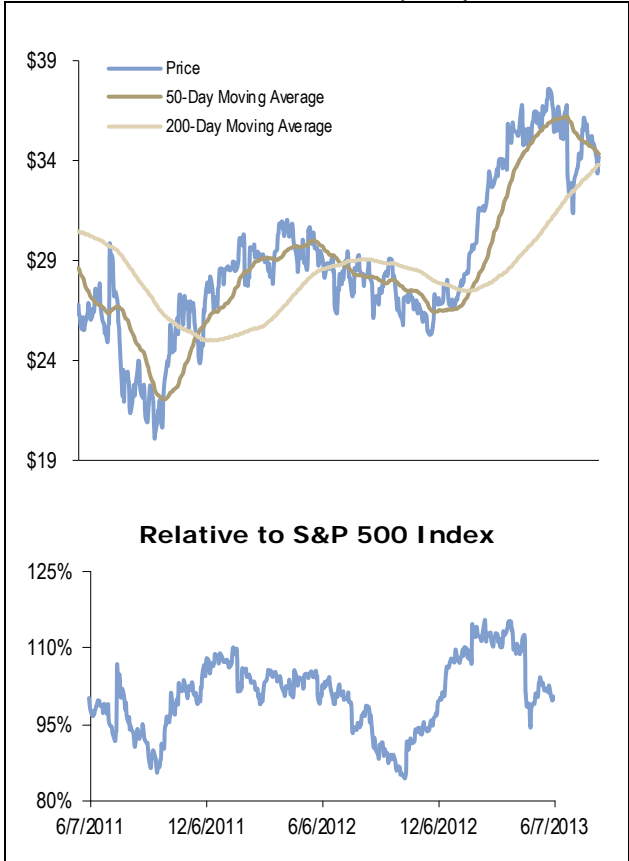


Source: FactSet Data Systems, Inc.

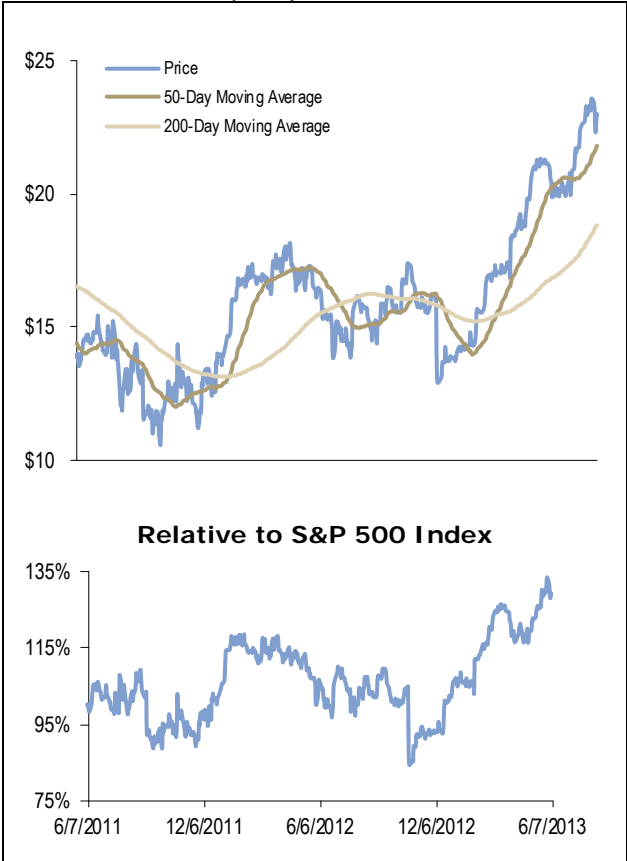
U.S. Closing Stock Price Graphs (6/7/13)

Staffing and Recruiting Services Group

Robert Half International (RHI)



TrueBlue, Inc. (TBI)

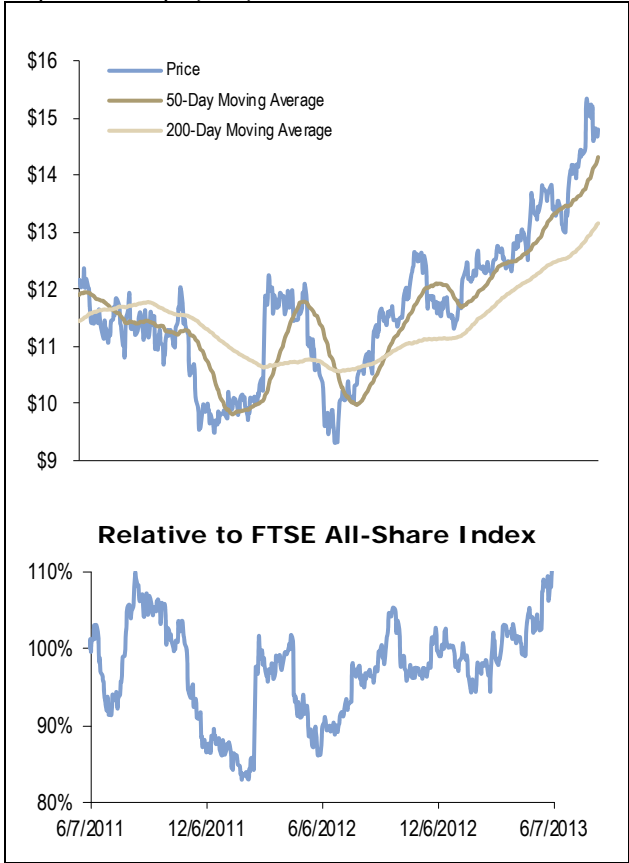


Source: FactSet Data Systems, Inc.

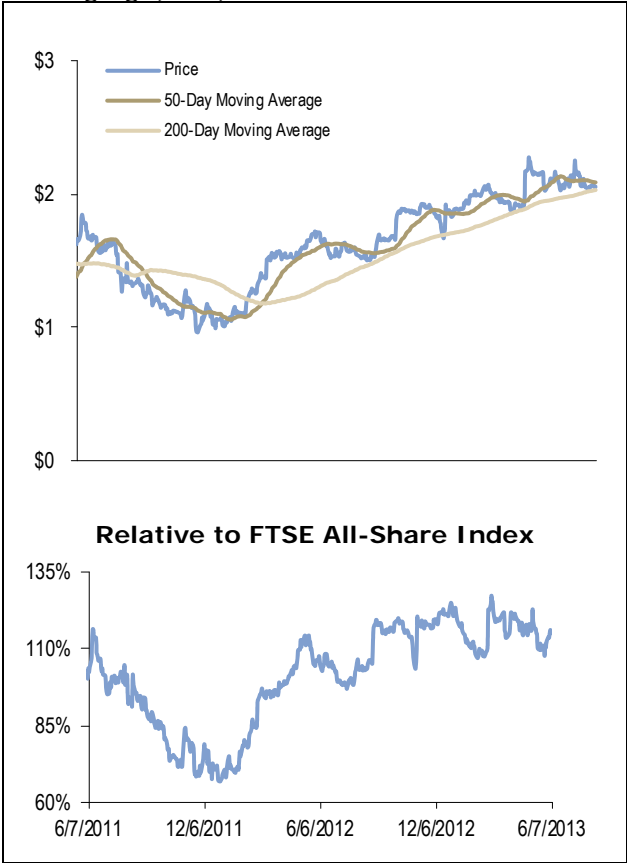
European Closing Stock Price Graphs (6/7/13)

HR and Outsourcing Services Group

Capita Group (CPI)



Xchanging (XCH)

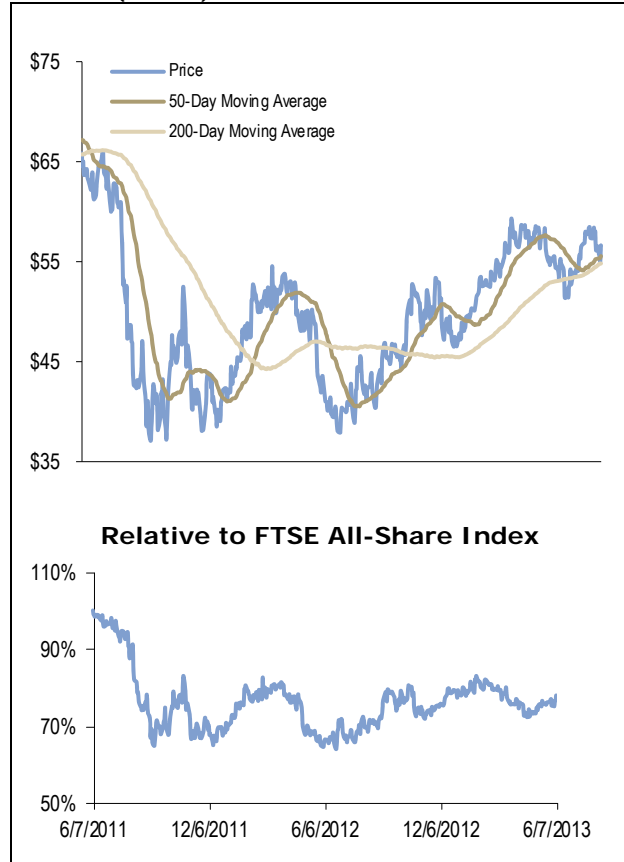


Source: FactSet Data Systems, Inc.

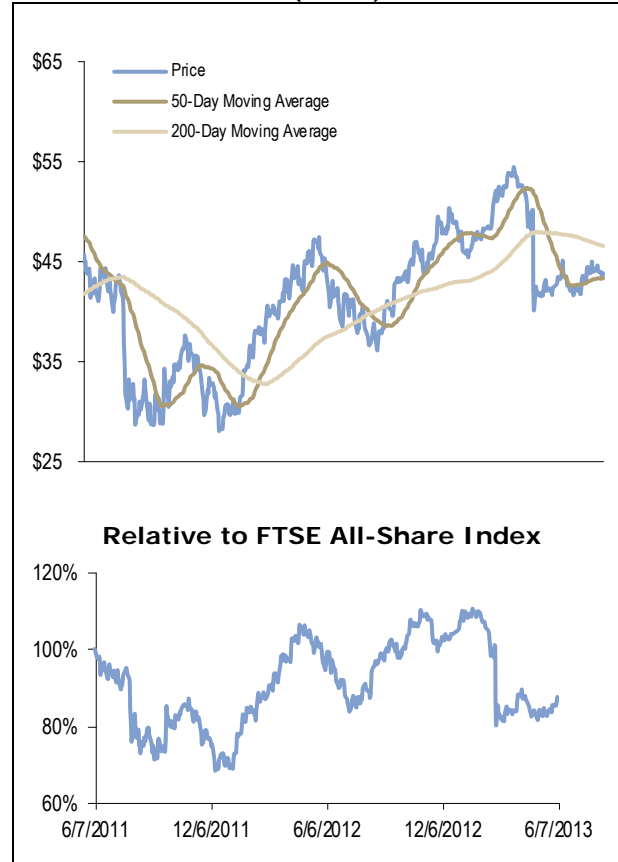
European Closing Stock Price Graphs (6/7/13)

Staffing and Recruiting Services Group

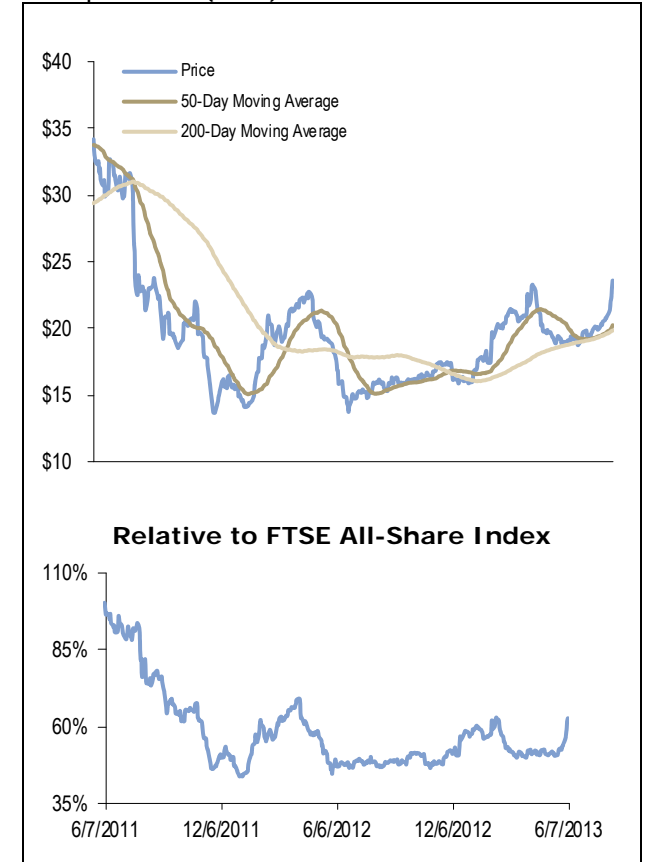
Adecco (ADEN)



Brunel International (BRNL)



Groupe CRIT (CEN)

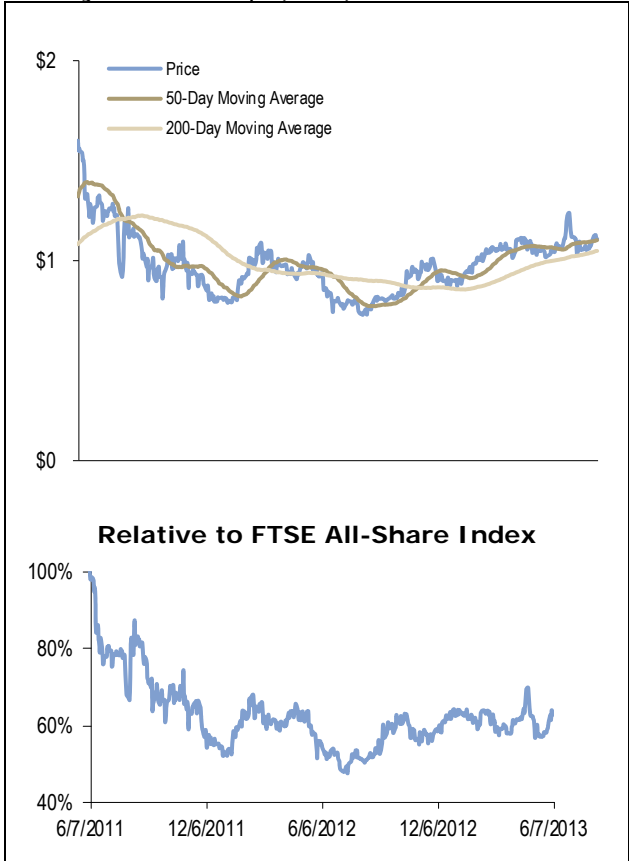


Source: FactSet Data Systems, Inc.

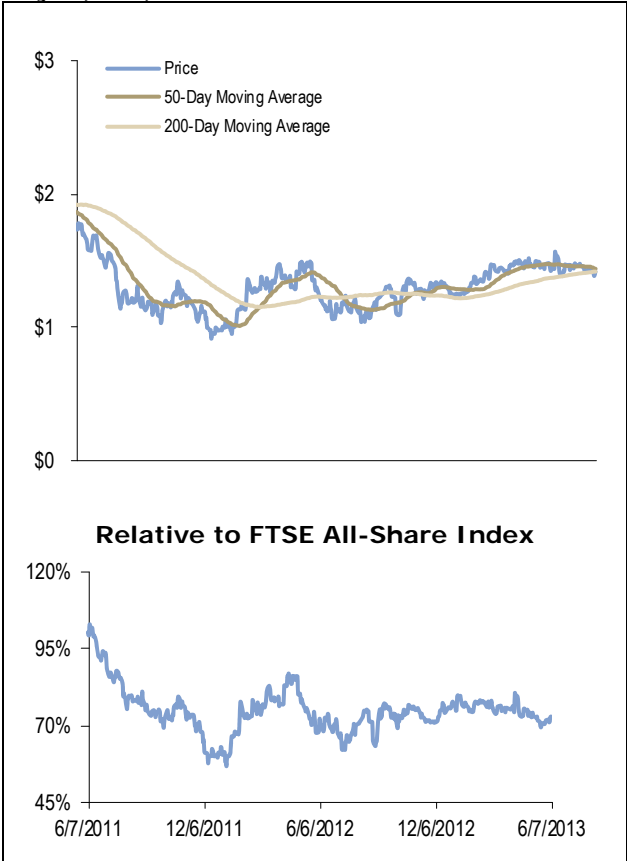
European Closing Stock Price Graphs (6/7/13)

Staffing and Recruiting Services Group

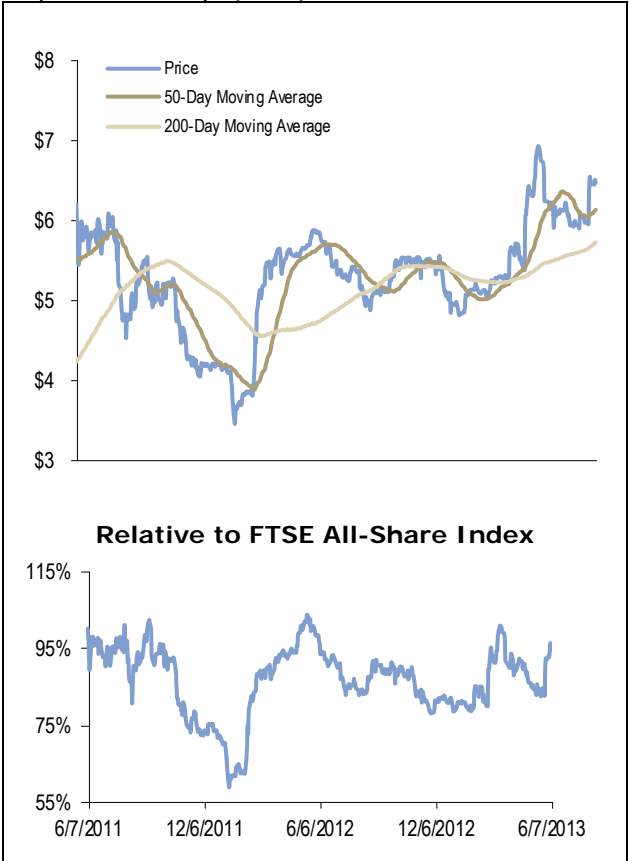
Harvey Nash Group (HVN)



Hays (HAS)



Impellam Group (IPEL)

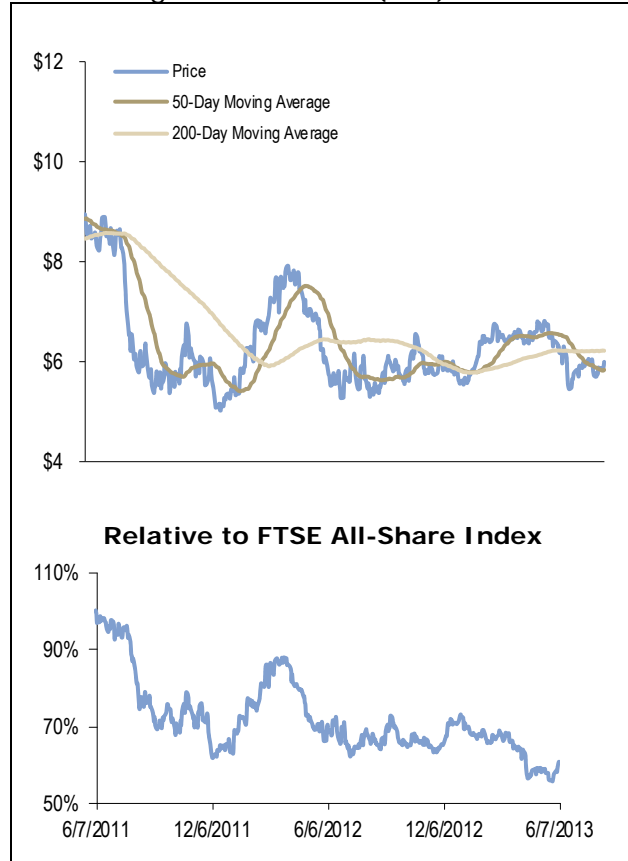


Source: FactSet Data Systems, Inc.

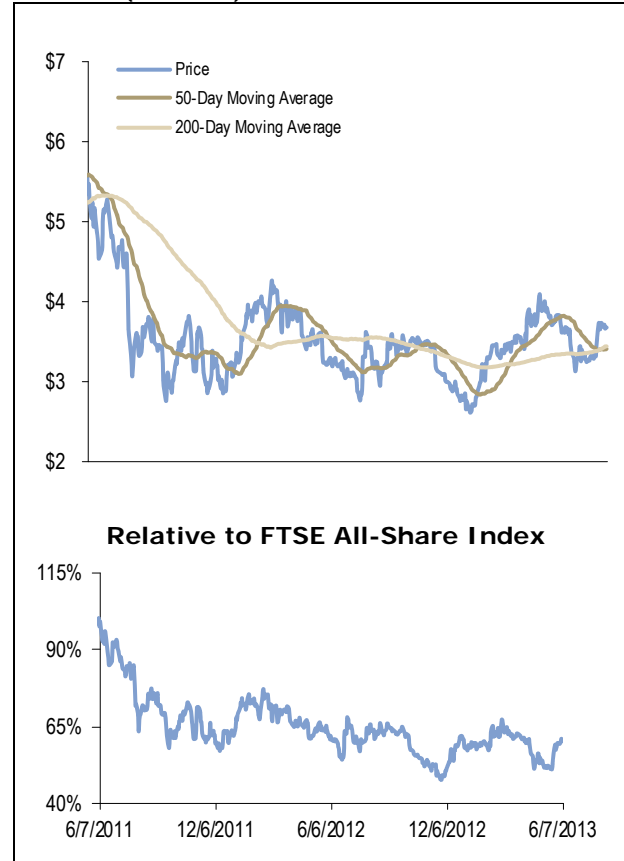
European Closing Stock Price Graphs (6/7/13)

Staffing and Recruiting Services Group

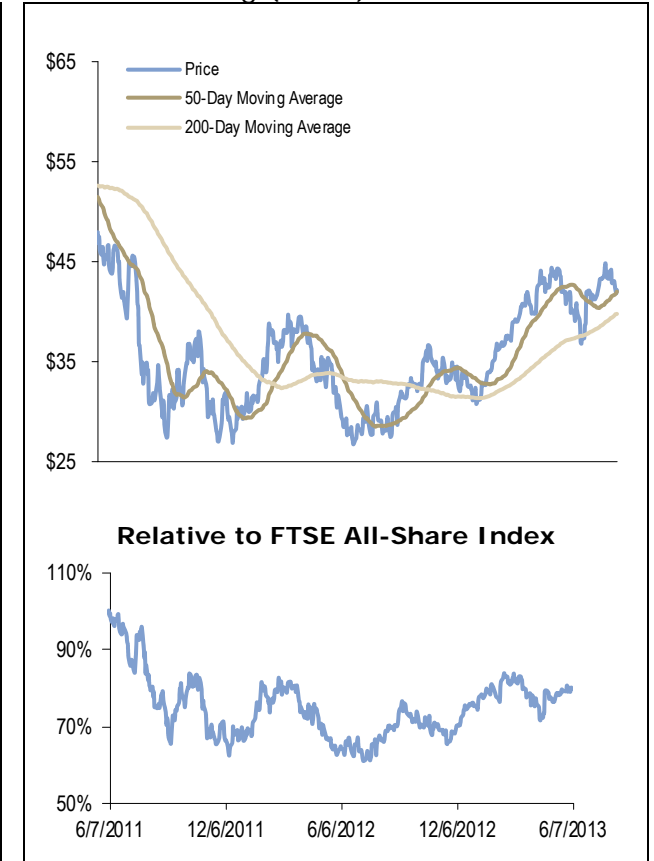
Michael Page International (MPI)



Proffice (PROE.B)



Randstad Holding (RAND)

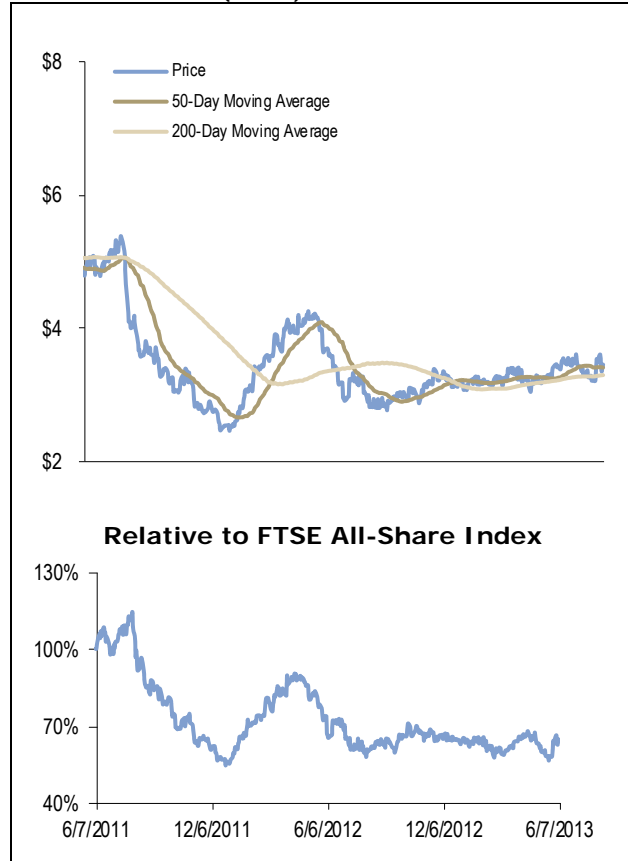


Source: FactSet Data Systems, Inc.

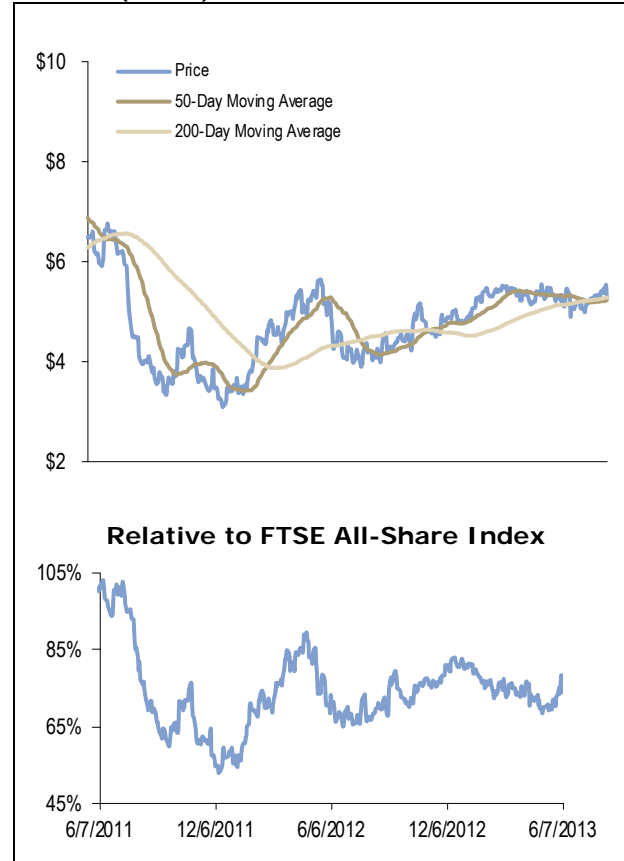
European Closing Stock Price Graphs (6/7/13)

Staffing and Recruiting Services Group

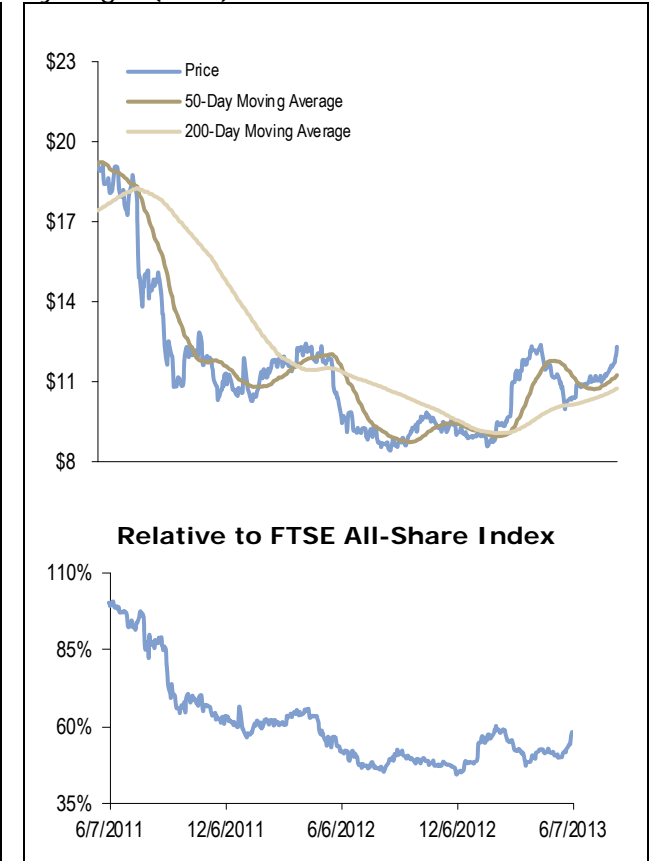
Robert Walters (RWA)



SThree (STHR)



Synergie (SDG)

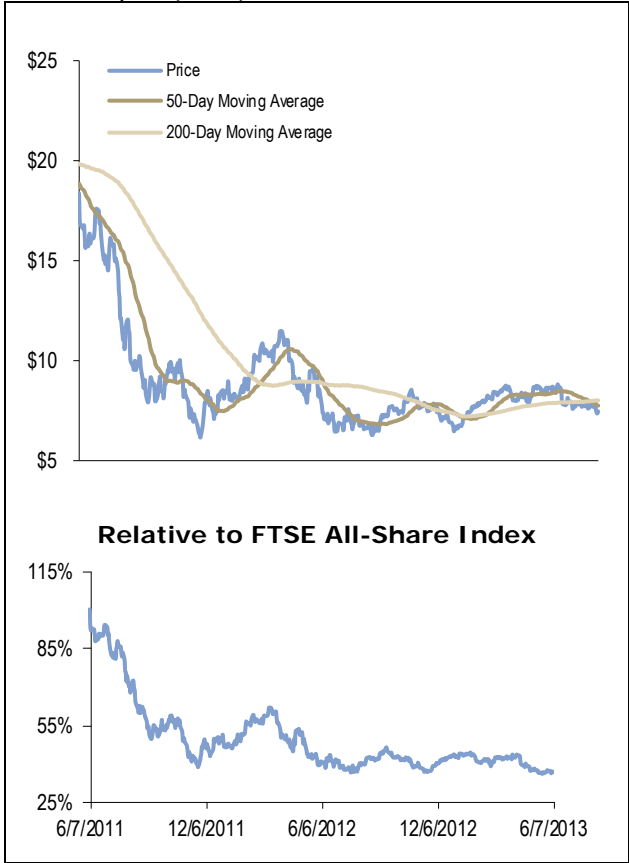


Source: FactSet Data Systems, Inc.

European Closing Stock Price Graphs (6/7/13)

Staffing and Recruiting Services Group

USG People (USG)



Source: FactSet Data Systems, Inc.

BAIRD'S MAP

"Human Capital Services Metrics, Analysis & Perspective"

The Baird Human Capital Services team is pleased to provide you with this edition of MAP, a monthly summary of the financial performance and valuation multiples of leading Human Capital Services companies. We hope that you will find this to be a valuable reference tool and encourage you to contact the members of the Baird team with your comments or for additional information and insight. To make changes in your e-mail address, or additions and deletions to the MAP mailing, please send an e-mail to hcs@rwbaird.com or contact Joni O'Bryan by telephone at (312) 609-4945. If you do not currently receive Baird's MAP and would like to do so, please send us an e-mail with your full name, company information, mailing address, telephone and fax numbers.

Valuation & Performance Metrics – Terminology

Enterprise Value (EV):	Market value of equity plus total debt (including capitalized leases) plus preferred stock at book value minus cash and short-term investments.
EV/LTM Rev:	Enterprise value divided by last twelve months' revenues.
EV/C2013E Rev:	Enterprise value divided by calendar year 2013 revenue estimates.
EV/LTM EBITDA:	Enterprise value divided by last twelve months' earnings before interest, taxes, depreciation, and amortization.
Est. 2013 P/E:	Current stock price divided by calendar year 2013 earnings estimates per share.
LTM Rev./Avg. Headcount:	Last twelve months' revenues divided by average number of employees over the period.

Appendix – Important Disclosures and Analyst Certification

Robert W. Baird & Co. Incorporated and/or its affiliates expect to receive or intend to seek investment-banking related compensation from the company or companies mentioned in this report within the next three months.

Robert W. Baird & Co. Incorporated may not be licensed to execute transactions in all foreign listed securities directly. Transactions in foreign listed securities may be prohibited for residents of the United States. Please contact a Baird representative for more information.

Investment Ratings: **Outperform (O)** - Expected to outperform on a total return, risk-adjusted basis the broader U.S. equity market over the next 12 months. **Neutral (N)** - Expected to perform in line with the broader U.S. equity market over the next 12 months. **Underperform (U)** - Expected to underperform on a total return, risk-adjusted basis the broader U.S. equity market over the next 12 months.

Risk Ratings: **L - Lower Risk** - Higher-quality companies for investors seeking capital appreciation or income with an emphasis on safety. Company characteristics may include: stable earnings, conservative balance sheets, and an established history of revenue and earnings. **A - Average Risk** - Growth situations for investors seeking capital appreciation with an emphasis on safety. Company characteristics may include: moderate volatility, modest balance-sheet leverage, and stable patterns of revenue and earnings. **H - Higher Risk** - Higher-growth situations appropriate for investors seeking capital appreciation with the acceptance of risk. Company characteristics may include: higher balance-sheet leverage, dynamic business environments, and higher levels of earnings and price volatility. **S - Speculative Risk** - High-growth situations appropriate only for investors willing to accept a high degree of volatility and risk. Company characteristics may include: unpredictable earnings, small capitalization, aggressive growth strategies, rapidly changing market dynamics, high leverage, extreme price volatility and unknown competitive challenges.

Valuation, Ratings and Risks. The recommendation and price target contained within this report are based on a time horizon of 12 months but there is no guarantee the objective will be achieved within the specified time horizon. Price targets are determined by a subjective review of fundamental and/or quantitative factors of the issuer, its industry, and the security type. A variety of methods may be used to determine the value of a security including, but not limited to, discounted cash flow, earnings multiples, peer group comparisons, and sum of the parts. Overall market risk, interest rate risk, and general economic risks impact all securities. Specific information regarding the price target and recommendation is provided in the text of our most recent research report.

Distribution of Investment Ratings. As of May 31, 2013, Baird U.S. Equity Research covered 681 companies, with 52% rated Outperform/Buy, 47% rated Neutral/Hold and 1% rated Underperform/Sell. Within these rating categories, 15% of Outperform/Buy-rated and 12% of Neutral/Hold-rated companies have compensated Baird for investment banking services in the past 12 months and/or Baird managed or co-managed a public offering of securities for these companies in the past 12 months.

Analyst Compensation. Analyst compensation is based on: 1) The correlation between the analyst's recommendations and stock price performance; 2) Ratings and direct feedback from our investing clients, our institutional and retail sales force (as applicable) and from independent rating services; 3) The analyst's productivity, including the quality of the analyst's research and the analyst's contribution to the growth and development of our overall research effort and 4) Compliance with all of Robert W. Baird's internal policies and procedures. This compensation criteria and actual compensation is reviewed and approved on an annual basis by Baird's Research Oversight Committee.

Analyst compensation is derived from all revenue sources of the firm, including revenues from investment banking. Baird does not compensate research analysts based on specific investment banking transactions.

A complete listing of all companies covered by Baird U.S. Equity Research and applicable research disclosures can be accessed at <http://www.rwbaird.com/research-insights/research/coverage/research-disclosure.aspx>. You can also call 800-792-2473 or write: Robert W. Baird & Co., Equity Research, 24th Floor, 777 E. Wisconsin Avenue, Milwaukee, WI 53202.

Appendix – Important Disclosures and Analyst Certification

Analyst Certification

The senior research analyst(s) certifies that the views expressed in this research report and/or financial model accurately reflect such senior analyst's personal views about the subject securities or issuers and that no part of his or her compensation was, is, or will be directly or indirectly related to the specific recommendations or views contained in the research report.

Disclaimers

Baird prohibits analysts from owning stock in companies they cover.

This is not a complete analysis of every material fact regarding any company, industry or security. The opinions expressed here reflect our judgment at this date and are subject to change. The information has been obtained from sources we consider to be reliable, but we cannot guarantee the accuracy.

ADDITIONAL INFORMATION ON COMPANIES MENTIONED HEREIN IS AVAILABLE UPON REQUEST

The Dow Jones Industrial Average, S&P 500, S&P 400 and Russell 2000 are unmanaged common stock indices used to measure and report performance of various sectors of the stock market; direct investment in indices is not available.

Baird is exempt from the requirement to hold an Australian financial services license. Baird is regulated by the United States Securities and Exchange Commission, FINRA, and various other self-regulatory organizations and those laws and regulations may differ from Australian laws. This report has been prepared in accordance with the laws and regulations governing United States broker-dealers and not Australian laws.

Copyright 2013 Robert W. Baird & Co. Incorporated

Other Disclosures

The information and rating included in this report represent the Analyst's long-term (12 month) view as described above. The research analyst(s) named in this report may at times, discuss, at the request of our clients, including Robert W. Baird & Co. salespersons and traders, or may have discussed in this report, certain trading strategies based on catalysts or events that may have a near-term impact on the market price of the equity securities discussed in this report. These trading strategies may differ from the analysts' published price target or rating for such securities. Any such trading strategies are distinct from and do not affect the analysts' fundamental long-term (12 month) rating for such securities, as described above. In addition, Robert W. Baird & Co. Incorporated and/or its affiliates (Baird) may provide to certain clients additional or research supplemental products or services, such as outlooks, commentaries and other detailed analyses, which focus on covered stocks, companies, industries or sectors. Not all clients who receive our standard company-specific research reports are eligible to receive these additional or supplemental products or services. Baird determines in its sole discretion the clients who will receive additional or supplemental products or services, in light of various factors including the size and scope of the client relationships. These additional or supplemental products or services may feature different analytical or research techniques and information than are contained in Baird's standard research reports. Any ratings and recommendations contained in such additional or research supplemental products are consistent with the Analyst's long-term ratings and recommendations contained in more broadly disseminated standard research reports.

UK disclosure requirements for the purpose of distributing this research into the UK and other countries for which Robert W. Baird Limited holds an ISD passport.

This report is for distribution into the United Kingdom only to persons who fall within Article 19 or Article 49(2) of the Financial Services and Markets Act 2000 (financial promotion) order 2001 being persons who are investment professionals and may not be distributed to private clients. Issued in the United Kingdom by Robert W. Baird Limited, which has offices at Mint House 77 Mansell Street, London, E1 8AF, and is a company authorized and regulated by the Financial Conduct Authority. For the purposes of the Financial Conduct Authority requirements, this investment research report is classified as objective.

Robert W. Baird Limited ("RWBL") is exempt from the requirement to hold an Australian financial services license. RWBL is regulated by the Financial Conduct Authority ("FCA") under UK laws and those laws may differ from Australian laws. This document has been prepared in accordance with FCA requirements and not Australian laws.

Baird's Human Capital Services Contacts

Research

Mark S. Marcon, CFA

Senior Analyst, Director
(414) 298-7556
mmarcon@rwbaird.com

Patrick R. Abeln

Research Associate
(414) 765-3589
pabeln@rwbaird.com

Investment Banking

Brian Doyal

Managing Director
(312) 609-4916
bdoyal@rwbaird.com

Bret Schoch

Managing Director
(312) 609-4965
bschoch@rwbaird.com

Judith G. Scott, CFA

Managing Director
(414) 765-3657
jscott@rwbaird.com

International

David Silver

Managing Director - London
011.44.207.667.8216
dsilver@rwbaird.com

Jonathan Harrison

Managing Director - London
011.44207.667.8414
jjharrison@rwbaird.com

Baird Capital Partners

Dave Pelisek

Partner
(414) 765-7348
dpelisek@rwbaird.com

Randall A. Mehl, CFA

Partner
(414) 765-3818
rmehl@rwbaird.com

Baird Venture Partners

Benedict Rocchio

Partner
(312) 609-4706
brocchio@rwbaird.com

Jim Pavlik

Partner
(312) 609-4701
jpavlik@rwbaird.com

Equity Capital Markets and Private Equity Office Locations

U.S. Offices

Atlanta

One Buckhead Plaza
3060 Peachtree Road
Suite 1815
Atlanta, GA 30305
888.792.9478

Boston

One Post Office Square
Suite 3617
Boston, MA 02109
888.661.5431

Charlotte

4725 Piedmont Row Drive
Piedmont Town Center Two
Suite 750
Charlotte, NC 28210
704.553.6600

Chicago

227 West Monroe Street
Suite 2100
Chicago, IL 60606
800.799.5770

Milwaukee

777 East Wisconsin Avenue
Milwaukee, WI 53202
888.224.7326

Nashville

2525 West End Avenue
Suite 1000
Nashville, TN 37203
888.454.4981

New York City

3 Rockefeller Plaza
610 Fifth Avenue
New York, NY 10112
800.792.2473

Palo Alto

1661 Page Mill Road
Suite A
Palo Alto, CA 94304
650.858.3800

San Francisco

50 California Street
Suite 450
San Francisco, CA 94111
866.715.4024

555 California Street
Suite 1350
San Francisco, CA 94104
415.627.3270

St. Louis

8000 Maryland Avenue
Suite 500
St. Louis, MO 63105
888.792.7634

Stamford

100 First Stamford Place
3rd Floor
Stamford, CT 06902
800.380.3247

Tampa

401 East Jackson Street
Suite 2900
Tampa, FL 33602
888.238.2672

Washington, D.C.

1717 K Street NW
Suite 910
Washington, DC 20036
202.303.1800

International Locations*

Frankfurt

Neue Mainzer Strasse 28
60311 Frankfurt
Germany
011.49.69.13.01.49.0

London

Mint House
77 Mansell Street
London E1 8AF
UK
011.44.207.488.1212

Shanghai

Rm 42-022, 42/F, Hang Seng Bank
Tower
No.1000 Lujiazui Ring Road
Pudong Shanghai 200120, China
011.86.21.6182.0980

*Baird and its operating affiliates have offices in the United States, Europe and Asia.

Robert W. Baird & Co. Incorporated. Member SIPC.

Robert W. Baird Ltd. and Baird Capital Partners Europe are authorized and regulated in the UK by the Financial Services Authority.