ASGN Incorporated — Q4 2020 SUMMARY RESULTS

Results exceeded expectations, demonstrating strong resiliency of business model and continued demand for ASGN's IT services and solutions

TOTAL REVENUES
$1.01B
-1.3% Y-Y

Adj. EPS
$1.31
+2.3% Y-Y

Gross Margin
27.4%
-80 bps Y-Y

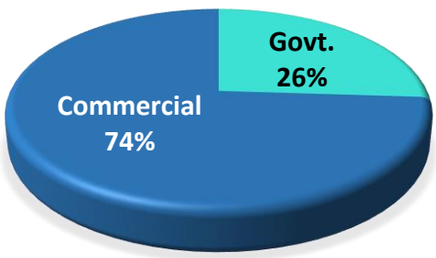
Adj. EBITDA Margin
11.5%
+20 bps Y-Y

COMMERCIAL
(Apex/Oxford)

$748.2M

-5.5% Y-Y
Consulting: 17.1% of total & up 19.0% Y-Y

REVENUE MIX



GOVERNMENT
(ECS)

$263.2M

+12.7% Y-Y
Backlog $2.65B
TTM Book-to-Bill 1:1

Commercial Revenues by Industry Vertical

	Financial Services	Consumer & Industrial	Healthcare	TMT	Business & Govt. Services
Revenues (M)	**$178.7**	**$159.6**	**$172.9**	**$118.8**	**$118.2**
Seq. Change	**+0.3%**	**+5.4%**	**+7.5%**	**+0.9%**	**+2.7%**

Strong Liquidity

Cash & Cash Equivalents: $274.4M
Free Cash Flow: $82.7M

Capital Deployment

Acquisitions: $34.7M
Capital Expenditures: $4.3M

Availability Under Credit Facility: $250M

Results Exceeded Guidance Estimates

		Q4 2020 Guidance	
	Actual	Low	High
Revenues	$1,011.4M	$968.0M	$988.0M
Adj. EPS	$1.31	$1.09	$1.16
Adj. EBITDA	$116.3M	$101.0M	$106.0M

For reconciliations of GAAP to Non-GAAP measures, please refer to ASGN's corresponding earnings release and supplemental materials available at investors.asgn.com.

ASGN Incorporated — FY 2020 SUMMARY RESULTS

Solid revenue generation in unprecedented economic conditions;
ASGN continues to position itself as a leader in the IT services industry

TOTAL REVENUES
$3.95B
~1.0% Y-Y

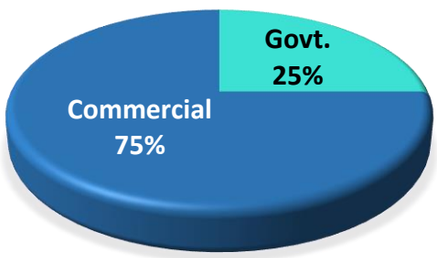
Adj. EPS
$4.81
+4.3% Y-Y

Gross Margin
27.6%
-120 bps Y-Y

Adj. EBITDA Margin
11.1%
-30 bps Y-Y

COMMERCIAL
(Apex/Oxford)
$2,946.4M
-5.7% Y-Y
Consulting: 14.8% of total
& up 13.5% Y-Y

REVENUE MIX



GOVERNMENT
(ECS)
$1,004.2M
+25.8% Y-Y
Backlog $2.65B
TTM Book-to-Bill 1:1

Strong Liquidity
Cash & Cash Equivalents: $274.4M
Free Cash Flow: $392.2M

Capital Deployment
Acquisitions: $186.2M
Capital Expenditures: $32.6M

Acquired 4 companies in 2020:
Blackstone Federal, LeapFrog Systems, Skyris and ISM

Q1 2021 Guidance

	Low	High
Revenues	$1,000.0M	$1,020.0M
Adj. EPS	$1.05	$1.12
Adj. EBITDA	$101.0M	$106.0M
EBITDA Margin	10.1%	10.4%

Commitment to ESG
ASGN's Guiding Principles



asgn.com/sustainability