SUMMARY FINANCIAL RESULTS – Q4 2021

($'s in millions, except per share data)

Consolidated Revenues	Gross Margin	Earnings per Share	Adj. EBITDA Margin
$1,053.8	**29.8%**	**$1.24**	**12.4%**
+17.0% Y-Y	+310 bps Y-Y	+37.8% Y-Y	+90 bps Y-Y

Consolidated revenues for Q4 2021 include approximately $41.0 million from acquisitions until their one-year anniversary.

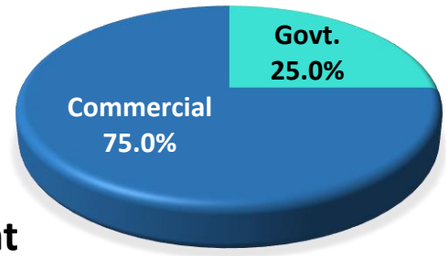
COMMERCIAL

$790.5

+24.1% Y-Y

Consulting 24.3% of Segment

Up 75.2% Y-Y



FEDERAL GOVERNMENT

$263.3

Flat Y-Y

Contract Backlog of $3.0B

TTM Book-to-Bill of 1.1 to 1.0

Commercial Revenues by Industry Vertical

	Financial Services	TMT	Consumer & Industrial	Business & Govt. Services	Healthcare
Revenues	$187.1	$170.8	$170.7	$132.7	$129.2
Y-Y Chg.	+10.2%	+33.2%	+41.2%	+20.0%	+19.9%
Mix	23.7%	21.6%	21.6%	16.8%	16.3%

Strong Liquidity

Cash & Cash Equivalents: $529.6

Full availability under $250.0 million credit facility

Capital Deployment

Stock Repurchases: $62.9

Results Exceeded Guidance Estimates

		Q4 2021 Guidance	
	Actual	Low	High
Revenues	$1,053.8	$1,010.0	$1,030.0
Earnings per share	$1.24	$0.98	$1.05
Adjusted EBITDA	$130.3	$116.5	$121.5
Adj. EBITDA margin	12.4%	11.5%	11.8%

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

SUMMARY FINANCIAL RESULTS – FY 2021

($'s in millions, except per share data)

Consolidated Revenues	Gross Margin	Earnings per Share	Adj. EBITDA Margin
$4,009.5	**28.5%**	**$4.33**	**12.0%**
+14.5% Y-Y	+150 bps Y-Y	+30.0% Y-Y	+80 bps Y-Y

Consolidated revenues include approximately $73.0 million from businesses acquired in 2021.

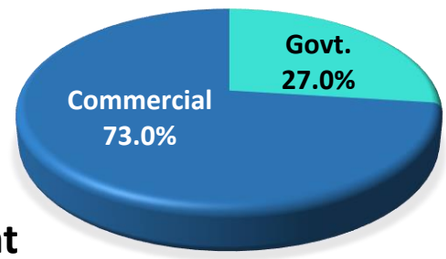
COMMERCIAL

$2,927.1

+17.2% Y-Y

Consulting 21.9% of Segment

Up 68.3% Y-Y



FEDERAL GOVERNMENT

$1,082.4

+7.8% Y-Y

Contract Backlog of $3.0B

TTM Book-to-Bill of 1.1 to 1.0

Strong Liquidity

Cash & Cash Equivalents: $529.6

Free Cash Flow: $246.9

Full availability under $250.0 million credit facility

Capital Deployment

Acquired 3 businesses

Stock Repurchases: $181.3

Q1 2022 Financial Estimates

	Q1 2022 Guidance		
	Low	High	Q1 2021
Revenues	$1,033.0	$1,053.0	$907.0
Earnings per share	$1.05	$1.12	$0.80
Adjusted EBITDA	$117.3	$122.3	$96.9
Adj. EBITDA margin	11.4%	11.6%	10.7%

Commitment to ESG
ASGN's Guiding Principles

I. Data and Security

II. Responsible Business

III. Our Workforce

IV. Social Responsibility

V. Environmental Responsibility

asgn.com/sustainability

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