

# SUMMARY FINANCIAL RESULTS – Q4 2023

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

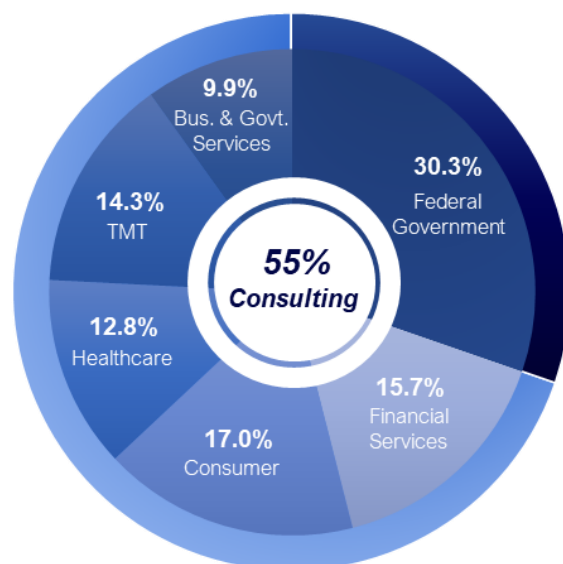
Q4 results at the top end of or above guidance estimates, demonstrating resiliency of business model and continued demand for ASGN's IT services

<b>Consolidated Revenues</b>	<b>Gross Margin</b>	<b>Adjusted EPS</b>	<b>Adj. EBITDA Margin</b>
<b>\$1,074.1</b>	<b>28.4%</b>	<b>\$1.45</b>	<b>11.3%</b>

## Diversified End Markets

**Commercial Segment**

**\$748.6**









**Fed. Govt. Segment**

**\$325.5**

55% IT Consulting Revenues Ahead of 2024 Goal

## Six Industry Verticals by Revenue

	Federal Government	Consumer & Industrial	Financial Services	TMT	Healthcare	Business & Govt. Services
						

Revenues	<b>\$325.5</b>	<b>\$182.8</b>	<b>\$168.4</b>	<b>\$153.7</b>	<b>\$137.8</b>	<b>\$105.9</b>
Y-Y Chg.	<b>+9.2%</b>	<b>-3.9%</b>	<b>-16.0%</b>	<b>-18.5%</b>	<b>-5.9%</b>	<b>-16.2%</b>

## Q4 Results at Top-End of or Above Guidance

	Q4 2023 Guidance		
	Actual	Low	High
Revenues	\$1,074.1	\$1,042.5	\$1,062.5
Adjusted EPS	\$1.45	\$1.33	\$1.39
Adjusted EBITDA	\$121.0	\$115.5	\$119.5
Adj. EBITDA margin	11.3%	11.1%	11.3%

# SUMMARY FINANCIAL RESULTS – FY 2023

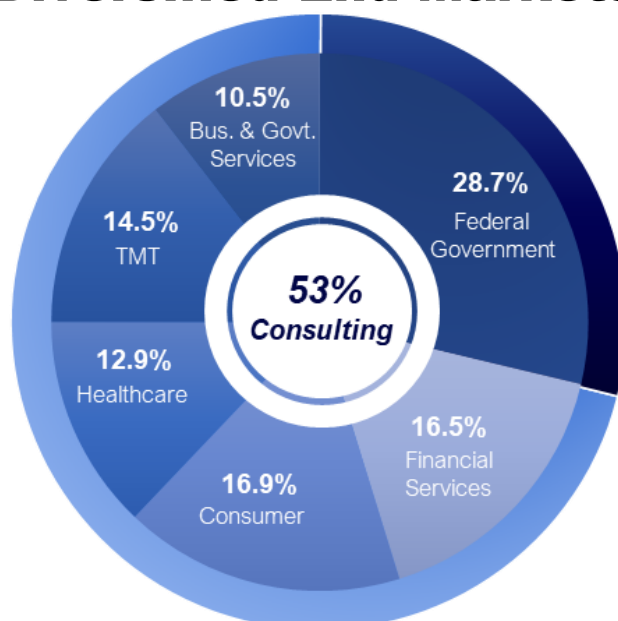
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*A highlight of annual performance, commercial consulting revenues surpass \$1.0 billion*

<b>Consolidated Revenues</b>	<b>Gross Margin</b>	<b>Adjusted EPS</b>	<b>Adj. EBITDA Margin</b>
<b>\$4,450.6</b>	<b>28.8%</b>	<b>\$6.09</b>	<b>11.6%</b>







## Diversified End Markets

**Commercial Segment**  
**\$3,174.4**  
 Consulting Revenues:  
 +14.2% Y-Y  
 Book-to-Bill: 1.2x



**Fed. Govt. Segment**  
**\$1,276.2**  
 Revenues:  
 +11.4% Y-Y  
 Book-to-Bill: 0.8x

## Six Industry Verticals by Revenue

	Federal Government	Consumer & Industrial	Financial Services	TMT	Healthcare	Business & Govt. Services
						
Revenues	<b>\$1,276.2</b>	<b>\$753.2</b>	<b>\$736.1</b>	<b>\$644.0</b>	<b>\$573.9</b>	<b>\$467.2</b>
Y-Y Chg.	<b>+11.4%</b>	<b>+2.0%</b>	<b>-7.8%</b>	<b>-18.2%</b>	<b>-0.5%</b>	<b>-12.6%</b>

## Q1 2024 Financial Estimates

	Low	High
Revenues	\$1,032.0	\$1,052.0
Earnings per share	\$0.80	\$0.87
Adjusted EPS	\$1.10	\$1.18
Adjusted EBITDA	\$104.5	\$109.5
Adj. EBITDA margin	10.1%	10.4%