### NAPEO Quarterly Pulse Survey – Q3 2019 Results

<table>
<thead>
<tr>
<th>WSEs per Client</th>
<th>Clients per FTE*</th>
<th>WSEs per FTE*</th>
</tr>
</thead>
<tbody>
<tr>
<td>Typical PEO</td>
<td>Typical PEO</td>
<td>Typical PEO</td>
</tr>
<tr>
<td>23</td>
<td>7</td>
<td>168</td>
</tr>
</tbody>
</table>

*Internal employees excluding sales staff

**How did the 3rd quarter of 2019 compare with the 3rd quarter of 2018?**

**PEO Revenue**

- **Typical PEO**
  - Increased Somewhat
  - Increased Significantly
  - Decreased Somewhat
  - Decreased Significantly
  - Stayed About the Same

  **Response Count**
  - 40

**Average annual wage per worksite employee (WSE)**

- **Typical PEO**
  - Increased Somewhat
  - Increased Significantly
  - Decreased Somewhat
  - Decreased Significantly
  - Stayed About the Same

  **Response Count**
  - 40

Note: Throughout this report, the word “Typical” is used to describe the median (middle) value for a given item.
How did the 3rd quarter of 2019 compare with the 3rd quarter of 2018?

Average number of worksite employees (WSEs) per client company

Typical PEO

- Stayed About the Same

Response Count: 40

Gross profit ($)

Typical PEO

- Increased Somewhat

Response Count: 39

Operating income ($)

Typical PEO

- Stayed About the Same

Response Count: 40
How did the 3rd quarter of 2019 compare with the 3rd quarter of 2018?

Number of internal employees (including salespeople)

Typical PEO

- Stayed About the Same

Response Count
40

Number of Clients

Typical PEO

- Stayed About the Same

Response Count
40

Number of Worker’s Compensation claims reported to carrier

Typical PEO

- Stayed About the Same

Response Count
37
How do you anticipate your number of WSEs will change over the next 12 months?

Typical PEO

- Increase Somewhat

Response Count
40

- Increase Significantly
- Increase Somewhat
- Stay About the Same
- Decrease Somewhat
- Decrease Significantly