### NAPEO Quarterly Pulse Survey – Q1 2022 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>8</td>
<td>151</td>
</tr>
</tbody>
</table>

*Internal employees excluding sales staff

**How did the 1st quarter of 2022 compare with the 1st quarter of 2021?**

**PEO Revenue**

- **Typical PEO**
  - Increased Somewhat

  - **Response Count**: 49

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

- **Typical PEO**
  - Increased Somewhat

  - **Response Count**: 47

**Note:** Throughout this report, the word “Typical” is used to describe the median (middle) value for a given item.
How did the 1st quarter of 2022 compare with the 1st quarter of 2021?

Average number of worksite employees (WSEs) per client company

Typical PEO

- Stayed About the Same

Response Count: 48

Gross profit ($)

Typical PEO

- Increased Somewhat

Response Count: 49

Operating income ($)

Typical PEO

- Increased Somewhat

Response Count: 48
How did the 1st quarter of 2022 compare with the 1st quarter of 2021?

Number of internal employees (including salespeople)

Typical PEO

Stayed About the Same

Response Count 49

Number of Clients

Typical PEO

Increased Somewhat

Response Count 49

Number of Worker’s Compensation claims reported to carrier

Typical PEO

Stayed About the Same

Response Count 44
How do you anticipate your number of WSEs will change over the next 12 months?

**Typical PEO**

- Increase Significantly: 8.2%
- Increase Somewhat: 20.4%
- Stay About the Same: 69.4%
- Decrease Somewhat: 2.0%
- Decrease Significantly: 0%

**Response Count**

- Total: 49