NAPEO Quarterly Pulse Survey – Q2 2021 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>20</td>
<td>8</td>
<td>153</td>
</tr>
</tbody>
</table>

*Internal employees excluding sales staff

How did the 2nd quarter of 2021 compare with the 2nd quarter of 2020?

PEO Revenue

Typical PEO

- Stayed About the Same: 50.0%
- Increased Somewhat: 18.4%
- Increased Significantly: 7.9%
- Decreased Somewhat: 23.7%
- Decreased Significantly: 5.1%

Response Count: 38

Average annual wage per worksite employee (WSE)

Typical PEO

- Stayed About the Same: 33.3%
- Increased Somewhat: 7.7%
- Increased Significantly: 5.1%
- Decreased Somewhat: 7.7%
- Decreased Significantly: 5.1%

Response Count: 39

Note: Throughout this report, the word “Typical” is used to describe the median (middle) value for a given item.
How did the 2nd quarter of 2021 compare with the 2nd quarter of 2020?

Average number of worksite employees (WSEs) per client company

Typical PEO

- Stayed About the Same

Response Count: 39

Gross profit ($)

Typical PEO

- Stayed About the Same

Response Count: 39

Operating income ($)

Typical PEO

- Stayed About the Same

Response Count: 39
How did the 2nd quarter of 2021 compare with the 2nd quarter of 2020?

Number of internal employees (including salespeople)

Typical PEO

Stayed About the Same

Response Count 39

Number of Clients

Typical PEO

Stayed About the Same

Response Count 39

Number of Worker’s Compensation claims reported to carrier

Typical PEO

Stayed About the Same

Response Count 34
How do you anticipate your number of WSEs will change over the next 12 months?

Typical PEO

- Increase Somewhat

Response Count

39