

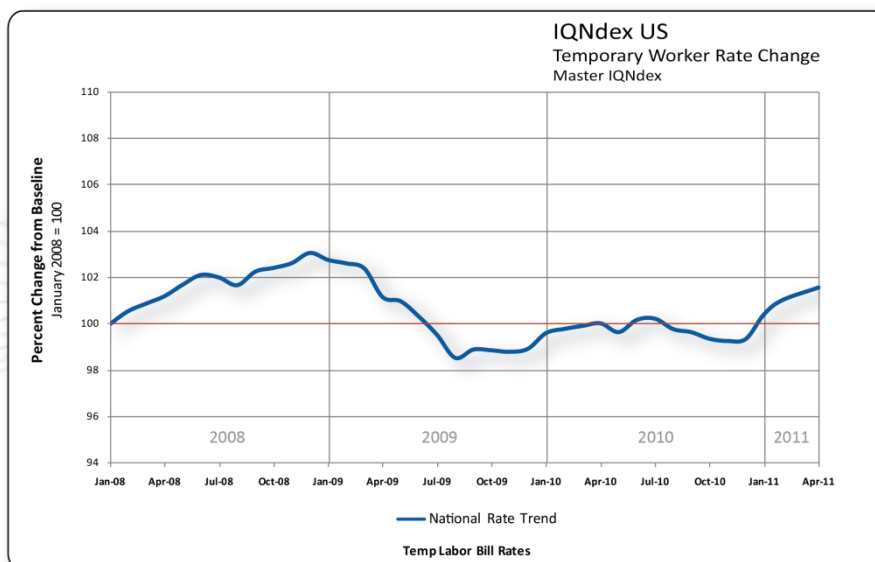
Market Analysis

IQNdex is a price index provided by IQNavigator for temporary worker bill rates. Unlike other data sources that rely on non-transactional information such as survey responses or job boards, IQNdex is derived from actual bill rates that are collected by IQNavigator's market-leading Vendor Management System.

Launched in April 2011 after a two-year effort to normalize and validate the rate data, IQNdex reflects changes in temporary-labor bill rates paid by large enterprises, as 75% of IQNavigator's clients are in the Global 2000. Currently IQNdex reflects rates within the United States; going forward, IQNavigator will add IQNdex values for other countries with sufficient transaction volumes.

IQNdex allows clients to see trends in temporary-labor prices as well as discover underlying drivers of price changes such as unemployment levels, temporary-labor hiring and skill levels. In addition to overall U.S. prices (the "Master IQNdex US"), IQNdex has more detailed values available by geography and job sector.

The IQNavigator IQNdex measures the magnitude and direction of change in temporary labor bill rates compared to a baseline of January 2008. IQNdex provides detail corresponding to U.S. Census regions and encompasses four job sectors: Light Industrial, Office Clerical, Professional – Managerial and Technical – IT.



"... the biggest benefit will be for services procurement and HR practitioners, looking to make more informed contingent hiring decisions based on actual bill rates for specific job skills.

Ultimately, such an index model based on market clearing prices, as IQNdex is, may lead to new types of contracting arrangements and even the securitization of contingent 'commodity' resources, which is exciting to consider. IQNdex is a useful quantitative injection into a sector of procurement that needs greater analytical and data-driven rigor."

Jason Busch
Spend Matters

Master IQNdex U.S.

As direct hire unemployment rates continue to decline, temporary bill rates show marked increases. This further illustrates the corollary relationship between permanent employees and temporary workers, indicating the laws of supply and demand incorporate the entirety of "workers" in the US.

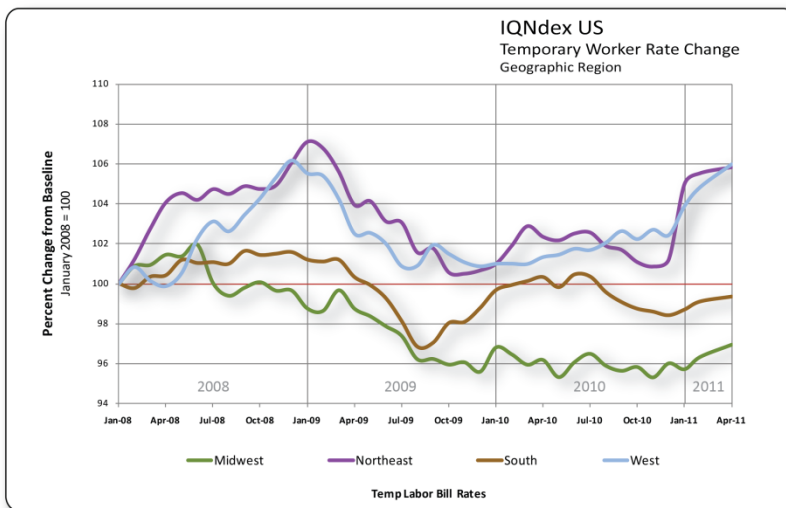
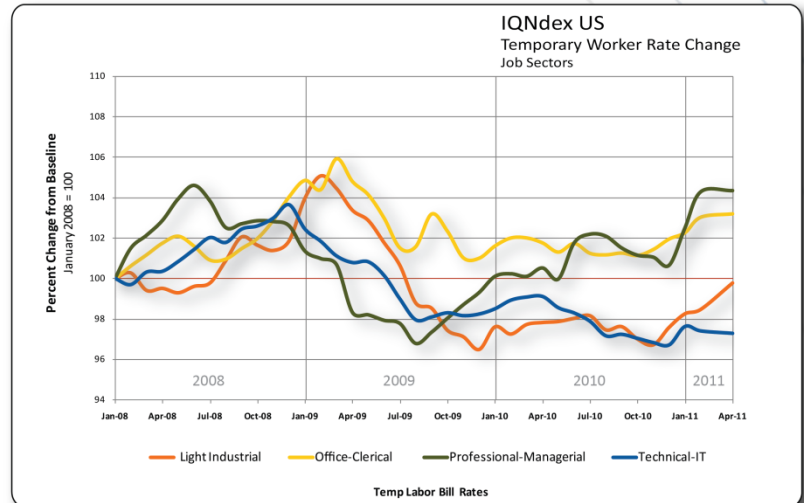
In relation to Employment Rates...

Temporary Worker bill rates move much more quickly and dramatically with changes in supply and demand than permanent employee wages, and are therefore a more accurate indicator of current market conditions.

Despite the recession, employee wages have continued to rise steadily over the past 36 months according to the Bureau of Labor Statistics, while the IQNdex shows that bill rates for temporary labor workers declined in response to the economic downturn and remained below 2008 levels as recently as November 2010.

Findings Vary by Job Sector...

Detailed analysis indicates the broader skill sets in each job sector consistently stayed firm while the narrower skill sets (i.e., entry-level or single function roles) felt the most pressure and downward impact on bill rates.



And by Geographic Region...

Regional location greatly impacted the bill rate changes for temporary workers over the last several years. The Northeast and West consistently maintained bill rates higher than January 2008, while the South has almost recovered to January 2008 levels, and the Midwest has suffered significantly more bill rate declines than other regions.

DOWNLOAD the detailed white paper with analyses and charts at iqintelligence.com

Where can I get more detail on regions and job titles?

IQNavigator provides detailed, customized benchmarking and market analysis for its global customers with the latest market rates for over 130 job titles (normalized to a client's specific job title environment) and down to the regional level. If you are not currently a client and are interested in benchmarking your rates to the latest national trends, contact us at IQNdex@iqnavigator or contact Stephanie Burnham, VP of Marketing at sburnham@iqnavigator.com.