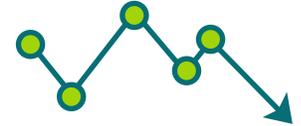


DECLINATION RATES FROM THE LAST 2 MONTH+, BY PAY RANGE.

This is current as to June 1, 2021 to August 2, 2021



Based on the last 60+ days of declination/acceptance rates:

For those in the range between



[\$11.00 and \$12.50]



we are trending an average of 98+% declination rate. ↓

We continue to see the **marginal increases of declination %** from 2020 to date, trending towards **100%**.

For those in the range between



[\$13.00 and \$14.00]



we are trending with a 90+% declination rate. ↓

We have seen an *increase* from **80% in late 2020**, trending to **85% in Q1/2**

Expectations is that Q3/Q4 we will continue to see that decline % rise towards 95-98+%

For those in the range between



[\$15.00 and up]



we are seeing a trend uptick to 63+% declination rate. ↓

Dropping *lower* as that **base rate increases**. This is again a shift **up from 48%**

For those in the range between



[\$17.00 and up]

we are seeing a drop to less than 40% declination rate. ↓

There is a **static/inherent minimal declination rate** that occurs given scope of work, shift, location etc.

Recent job requests at **17.00 – 18.00** were seen to be **filled within 1-3 day** period depending on volume request.

These increasing % decline trends between Q1 and Q3 are attributed to the market continuing to contract given: **unemployment stimulus, prorated child tax credit payments, covid concerns, back to school schedule/children quarantine.**

- **2021** Trends on Male v. Female has migrated from **2019 50.3% v. 49.7%** to directional **52% 48%**
- Anecdotal trends relay less female available in workforce due to aforementioned market assumptions

Below \$15.00 payrates are becoming **no longer viable offers** based upon declination %'s continuing trends upward.

- Coupled with the overall labor market viewing **\$15.00** as the **unofficial minimum wage.**
- This is based upon our declination data and live feedback (obtained via surveys) from candidates to our recruiters in all markets.

Projections in mid/late Q3 into Q4, will be **more** financially lucrative seasonal increase to **base pay with hourly seasonal bonuses.**

- Companies have begun now, to **increase base pay** along with hourly bonused rates.

Current market, end of Q2 / start of Q3 – are seeing **sign-on + retention bonuses** taking effect now.

- This is in part due to **competition** outside of the warehouse/manufacturing industry offering **lucrative sign-on bonuses.**

