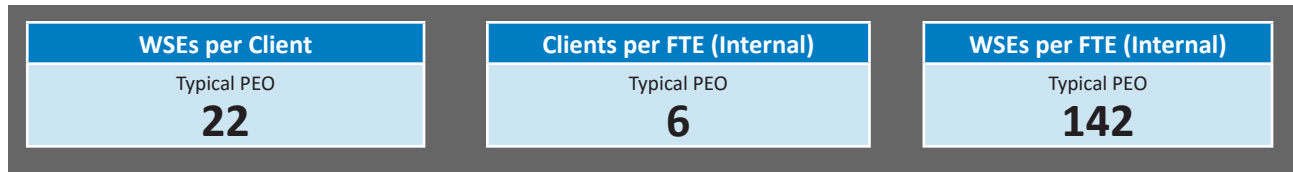
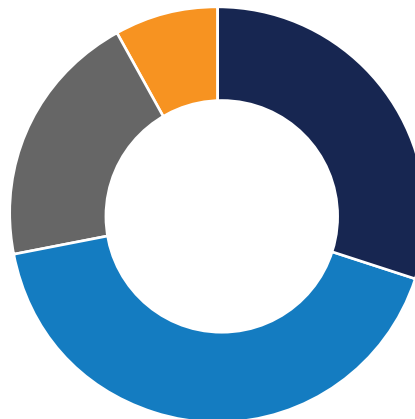
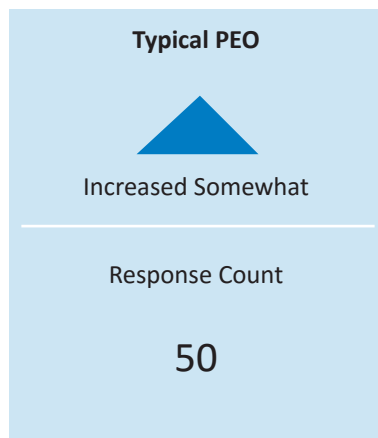


# NAPEO Quarterly Pulse Survey – Q3 2017 Results



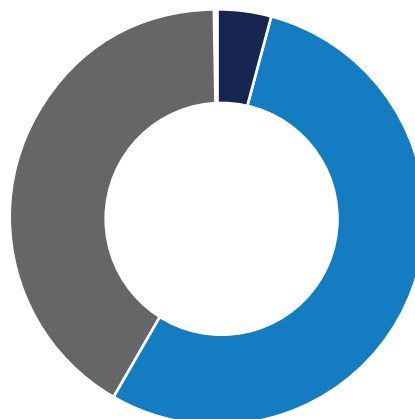
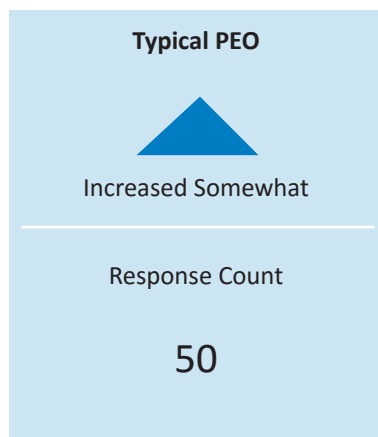
How did the 3rd quarter of 2017 compare with the 3rd quarter in 2016?

## PEO REVENUE



**30.0%** Increased Significantly  
**42.0%** Increased Somewhat  
**20.0%** Stayed About the Same  
**8.0%** Decreased Somewhat  
**0.0%** Decreased Significantly

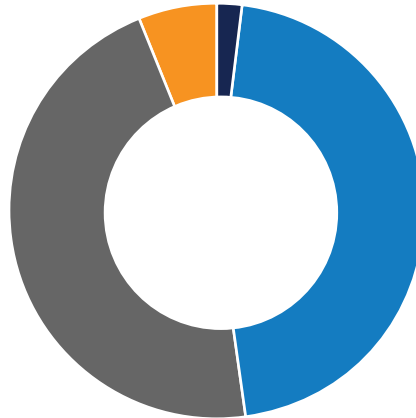
## AVERAGE ANNUAL WAGE PER WORKSITE EMPLOYEE (WSE)



**4.2%** Increased Significantly  
**54.2%** Increased Somewhat  
**41.7%** Stayed About the Same  
**0.0%** Decreased Somewhat  
**0.0%** Decreased Significantly

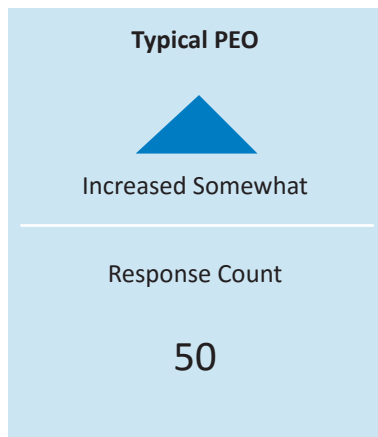
Note: Throughout this report, the word "Typical" is used to describe the median (middle) value for a given item.

**AVERAGE NUMBER OF WORKSITE EMPLOYEES (WSEs) PER CLIENT COMPANY**



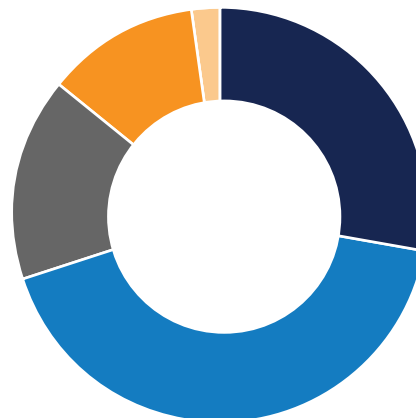
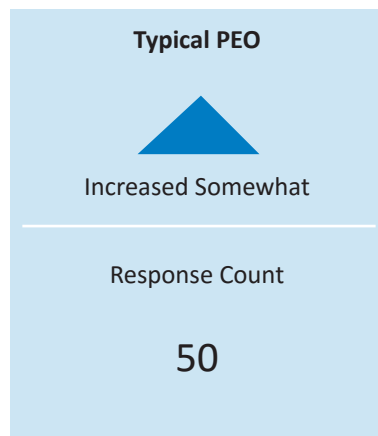
**2.0%** Increased Significantly  
**46.0%** Increased Somewhat  
**46.0%** Stayed About the Same  
**6.0%** Decreased Somewhat  
**0.0%** Decreased Significantly

**GROSS PROFIT (\$)**



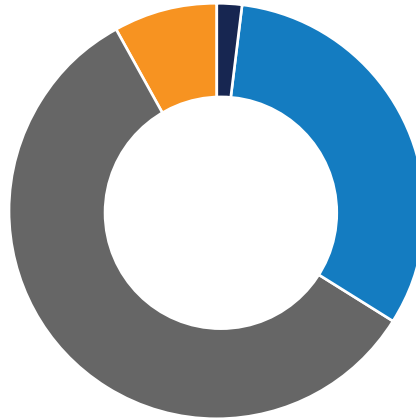
**32.0%** Increased Significantly  
**42.0%** Increased Somewhat  
**16.0%** Stayed About the Same  
**10.0%** Decreased Somewhat  
**0.0%** Decreased Significantly

**OPERATING INCOME (\$)**



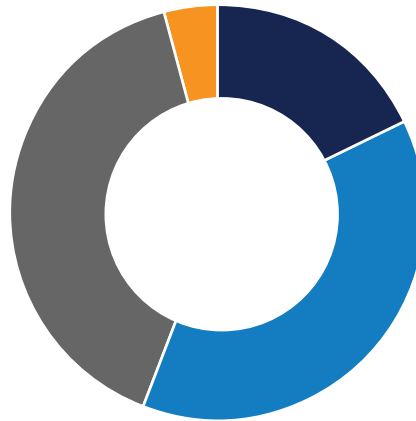
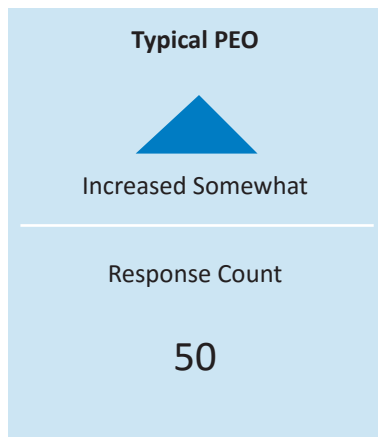
**28.0%** Increased Significantly  
**42.0%** Increased Somewhat  
**16.0%** Stayed About the Same  
**12.0%** Decreased Somewhat  
**2.0%** Decreased Significantly

**NUMBER OF INTERNAL EMPLOYEES  
(INCLUDING SALESPeOPLE)**



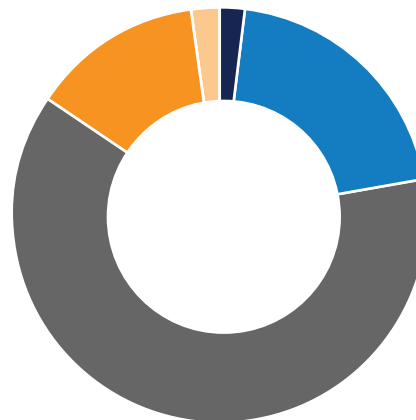
**2.0%** Increased Significantly  
**32.0%** Increased Somewhat  
**58.0%** Stayed About the Same  
**8.0%** Decreased Somewhat  
**0.0%** Decreased Significantly

**NUMBER OF CLIENTS**



**18.0%** Increased Significantly  
**38.0%** Increased Somewhat  
**40.0%** Stayed About the Same  
**4.0%** Decreased Somewhat  
**0.0%** Decreased Significantly


**NUMBER OF WORKER'S COMPENSATION  
CLAIMS REPORTED TO THE CARRIER**



**2.2%** Increased Significantly  
**20.0%** Increased Somewhat  
**62.2%** Stayed About the Same  
**13.3%** Decreased Somewhat  
**2.2%** Decreased Significantly

**HOW DO YOU ANTICIPATE YOUR NUMBER OF WSEs WILL CHANGE OVER THE NEXT 12 MONTHS?**

Typical PEO

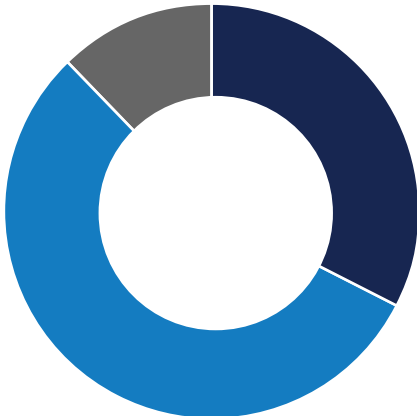


Increase Somewhat

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Response Count

49



**32.7%** Increase Significantly

**55.1%** Increase Somewhat

**12.2%** Stay About the Same

**0.0%** Decrease Somewhat

**0.0%** Decrease Significantly