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2010 list of fastest-growing U.S. staffing firms

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Key Findings:

- Forty-four staffing firms made this year's "fastest-growing" list, each scoring compound annual growth of 15% or more between the years 2005 and 2009.
- At the very top of this year's fastest-growing list is Surety Systems Inc., a Raleigh NC-based provider of information technology staffing, which scored compound annual growth of 56.17%.
- Among fastest-growing firms, IT was a frequent common denominator. More than 60% of the fastest-growing staffing firms this year said their top segment was IT staffing. Last year the breakdown was similar with more than half of the firms providing IT personnel.
- Firms in the top 10 this year that were also in last year's top 10 include Insight Global Inc., The Delta Companies, Pinnacle Technical Resources and Q Analysts LLC.

Results are based on a survey of staffing firms taken earlier this year. All numbers are self-reported by staffing firms. The top 10 fastest-growing firms must submit financial statements verifying their numbers.

44 firms post compound growth of more than 15%, Surety Systems Inc. ranks #1

- In previous years, Staffing Industry Analysts listed as “fastest-growing” only firms with compound annual growth of 25% or more. This year, the threshold was lowered to 15% given the harsh economic reality of 2009. As a result, a total of 44 firms made the list.
- Of these 44 fast-growing firms, 24 would have met even last year’s tougher 25% criteria, about half as many as scored that level of growth in the previous year’s list.
- Surety Systems Inc., a Raleigh NC-based provider of information technology staffing, ranked No. 1 on the 2010 list with compound annual growth of 56.17% between 2005 and 2009.
- More than 60% of the fastest-growing staffing firms this year provide IT staffing. Last year, the breakdown was similar with more than half of the firms providing IT personnel.
- The median compound growth rate among the top 10 fastest-growing staffing firms was 47.24% this year. That compares with 66.1% last year.
- Firms in the top 10 this year that were also in last year’s top 10 include Insight Global Inc., The Delta Companies, Pinnacle Technical Resources and Q Analysts LLC.
- Three others in this year’s top 10 also made last year’s broader list, though at a lower rank. They included Surety, Populus Group LLC, Artech Information Systems LLC and Stafflogix Corp.
- In addition to the 44 firms that made this year’s fastest-growing list, several others sustained very strong growth but just barely missed the 15% cutoff. These companies included Eliassen Group, Judge Group, Core Medical Group and Veredus Corp.

What the fastest-growing firms are saying ...

Common themes among the top five staffing firms were: maintaining focus, specializing, communication and, of course, great internal employees.

"More than anything, we're specialized, we are focused and we provide a lot of value," said Joseph Lexa, chief operating officer of Surety Systems Inc., the fastest-growing staffing firm this year.

In 2009, the strategy was to get even more specialized and preach the information technology staffing company's ability to deliver top ERP (enterprise resource planning) consultants, Lexa said. Surety provides personnel with skills in SAP, Lawson Software and J.D. Edwards (Oracle).

That Raleigh NC-based Surety continued to grow and experience success even in difficult times helped build morale, he said. Although the firm took fewer job orders in 2009, it filled a higher percentage of them. So far, 2010 is an improvement over 2009, with the number of consultants placed going up, Lexa said.

Lexa also cited what several other leaders of fastest-growing staffing firms cited: the importance of a good internal staff.

"Our internal staff is absolutely invaluable to us; they are

absolutely the ones that make it happen every day," Lexa said.

Rich Lingle, CEO of Atlanta-based Insight Global Inc., also emphasized the importance of internal staff.

"It's all about our culture, it's all about the people we have, and the sales people are always our most important," Lingle said.

Management is also focused on supporting the field, doing whatever it needs to do to help, he said.

"You've really got to hand it to your team out there in the field that when things get tough they just stay motivated to do the right things for their clients," Lingle said.

As the economy encountered problems in 2009, Lingle said the Insight Global team focused on what they could control, such as how hard they were working and their relationships with their clients.

Bobby Herrera, owner and president of Troy MI-based Populus Group LLC, said his firm kept its eye on the fundamentals and kept its priorities simple and measurable. One of its top priorities has always been having the right internal people as well as being open and

What the fastest-growing firms are saying (continued) ...

transparent with everyone.

"We can't overcommunicate," Herrera said. "We've put a lot of effort in the last two or three years to assure we communicate to everyone regardless of tenure." At any given time everybody in the company, regardless of tenure, knows what Populus Group's, and their own, top two priorities are for every quarter, he said

Artech Information Systems LLC also cited internal staff as the key to continued growth during the tough times. "We maintained our focus during 2009. Despite the difficult economy, we knew there were sufficient opportunities to fuel our growth, so we pursued them fervently and ultimately won the ones we needed."

The company says its goal is to grow to half a billion dollars in revenue in 2012.

Jeff Styers, president of Bingham Farm MI-based Arrow Strategies, also cited the importance of internal staff and said his company is based on a "rookie model" where everybody comes on board as a rookie with no prior experience in staffing. The program is known as its "emerging leader program."

"For us it's about finding the right people with intangibles,"

Styers said. In fact, the top recruiter this year at Arrow Strategies came from the skilled trades and was a builder. He had no prior staffing experience or college education.

The company also does a lot for its employees, Styers said. Arrow Strategies has a concierge service to help internal employees with things such as oil changes for their cars and taking clothes to the dry cleaner.

In addition, the company takes a "Ferris Bueller's day off" for two days during the summer for team building to allow employees from different branches to meet one another. It also does charity work, and its Detroit branch recently helped rehabilitate a home for an elderly couple.

Methodology

- Staffing Industry Analysts' report on the fastest-growing staffing firms is based on a survey of companies, with staffing firms self-reporting their revenue numbers. The top 10 fastest-growing staffing firms are required to provide financial statements confirming their numbers.
- Reported growth rates exclude the effect of acquisitions.
- The percentage growth on the list represents the compound annual growth in revenue recorded between the years 2005 and 2009. For example, a firm with \$5 million in revenue in 2005 that grew to \$10 million in 2009 excluding acquisitions, would have compound growth of 18.92%.

List of Fastest-Growing U.S. Staffing Firms (Compound Annual Revenue Growth of 25% or More)

Rank	Company	Headquarters	Top staffing segment(s) served*	2005 U.S. staffing revenue	2009 U.S. staffing revenue	Compound annual growth rate between 2005 and 2009 (excluding acquisitions)
1	Surety Systems Inc.	Raleigh NC	IT staffing	1,499,810	8,922,279	56.17%
2	Insight Global Inc.	Atlanta	IT staffing	46,300,000	261,381,000	54.14%
3	Populus Group LLC	Troy MI	Payrolling/IC compliance, IT staffing	12,500,000	68,100,000	52.78%
4	Artech Information Systems LLC	Cedar Knolls NJ	IT staffing	44,927,272	215,592,721	48.01%
5	Arrow Strategies	Bingham Farms MI	IT staffing	3,690,200	17,700,150	47.99%
6	Digital Intelligence Systems Corp. (DISYS)	Chantilly VA	IT staffing	22,798,669	105,000,000	46.49%
7	The Delta Companies	Dallas	Locum tenens, allied healthcare	14,535,285	64,618,448	45.21%
8	Stafflogix Corp.	Naperville IL	VMS, industrial	12,899,947	57,104,000	45.05%
9	Pinnacle Technical Resources Inc.	Dallas	IT staffing	40,588,700	172,115,799	43.50%
10	Q Analysts LLC	Santa Clara CA	IT staffing	4,724,734	17,549,887	38.83%
11	UHC Solutions	Lake Oswego OR	Locum tenens	2,600,521	9,545,529	38.42%
12	Therapy Source Inc.	King of Prussia PA	Allied healthcare	2,427,346	8,587,207	37.15%
13	Medical Solutions Inc.	Omaha	Travel nursing	9,001,947	30,252,461	35.40%
14	Alphastaff Inc	Fort Lauderdale FL	PEO	82,500,000	260,000,000	33.24%
15	Synergy Services Inc.	Denver	Payrolling/IC compliance	17,646,164	54,474,376	32.55%
16	Amerit Consulting, Inc	Lafayette CA	IT staffing	4,499,863	13,633,271	31.93%
17	Adams Consulting Group LLC	New York	Finance/accounting	1,500,000	5,000,000	30.87%
18	TalentBurst Inc.	Framingham MA	IT staffing	5,395,392	15,234,969	29.63%
19	Rose International Inc.	Chesterfield MO	IT staffing	60,000,000	161,000,000	27.99%
20	Akraya Inc.	Sunnyvale CA	IT staffing	12,000,000	32,163,935	27.95%
21	P.I.E. Management LLC	Detroit	IT staffing, office/clerical	975,683	2,591,976	27.67%
22	ACS	Atlanta	IT staffing	20,000,000	64,500,000	26.83%
23	Search Services	Houston	IT staffing, direct hire	1,657,744	4,208,702	26.23%
24	TekPartners/MedPartners HIM	Coral Springs FL	IT staffing	10,520,000	26,330,000	25.78%

*Segment in which firm derives a majority of its revenue is listed; if no segment generated a majority of revenue, then the top two segments are listed.

List of Fastest-Growing U.S. Staffing Firms (Compound Annual Revenue Growth of 15% to 25%)

Rank	Company	Headquarters	Top staffing segment(s) served*	2005 U.S. staffing revenue	2009 U.S. staffing revenue	Compound annual growth rate between 2005 and 2009 (excluding acquisitions)
25	US Tech Solutions Inc.	Jersey City NJ	IT staffing	14,542,253	34,452,293	24.06%
26	Avid Technical Resources	Boston	IT staffing	4,098,640	9,588,638	23.67%
27	Ambrose Employer Group LLC	New York	PEO	72,277,681	167,364,592	23.36%
28	Digital Prospectors Corp	Exeter NH	IT staffing	7,745,000	17,642,871	22.85%
29	Arcus LLC	Hummelstown PA	IT staffing	9,266,000	20,947,000	22.62%
30	Extrinsic LLC	Durham NC	IT staffing	3,244,843	7,281,511	22.39%
31	Apex Systems Inc.	Richmond VA	IT staffing	182,249,575	383,468,160	20.44%
32	Make Corporation	Oakbrook Terrace IL	IT staffing	6,335,548	12,940,421	19.55%
33	STS Staffing & Temporary Services	Minneapolis	Industrial	4,987,740	10,290,389	19.42%
34	Beacon Hill Staffing Group LLC	Boston	IT staffing, legal	17,700,000	35,990,236	19.41%
35	Accurate Personnel LLC	Schaumburg IL	Industrial	15,000,000	30,000,000	18.92%
36	Venator Holdings LLC	Troy MI	Engineering design, finance/accounting	3,796,958	7,552,643	18.76%
37	Mitchell/Martin Inc	New York	IT staffing	39,842,000	76,393,000	17.47%
38	Advantage RN LLC	Cincinnati	Travel nursing	16,718,837	34,868,571	17.43%
39	Overture Partners LLC	Newton MA	IT staffing	9,500,000	17,700,000	16.83%
40	Pyramid Consulting Inc.	Alpharetta GA	IT staffing	31,474,190	58,438,521	16.73%
41	Integrity Staffing Solutions Inc.	Wilmington DE	Industrial	59,009,811	108,922,368	16.56%
42	Instant Technology	Chicago	IT staffing	8,477,580	15,189,406	15.70%
43	RepuCare	Indianapolis IN	Healthcare staffing	3,671,000	6,524,000	15.46%
44	ASAP Staffing LLC	Norcross GA	IT staffing	33,154,122	58,745,125	15.37%

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