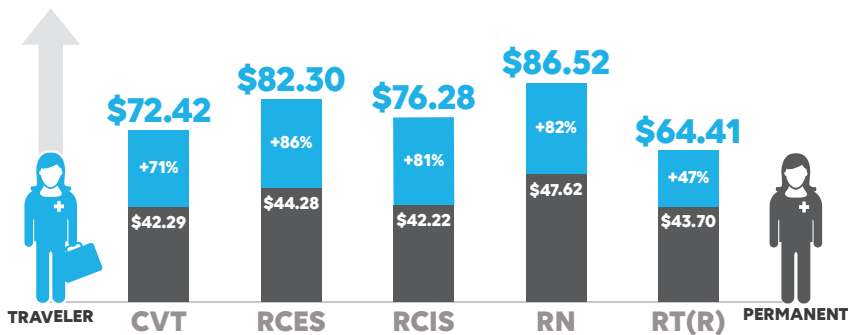
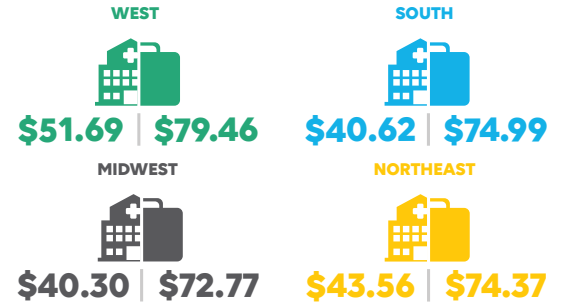


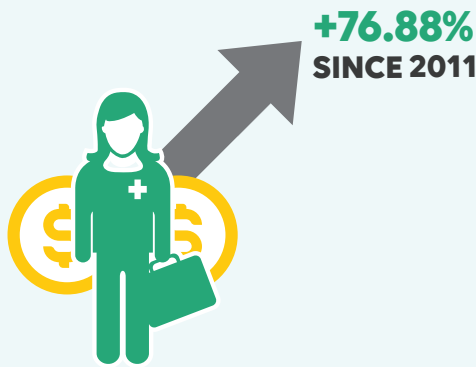
Permanent vs. Traveler
Average Wages by Specialty



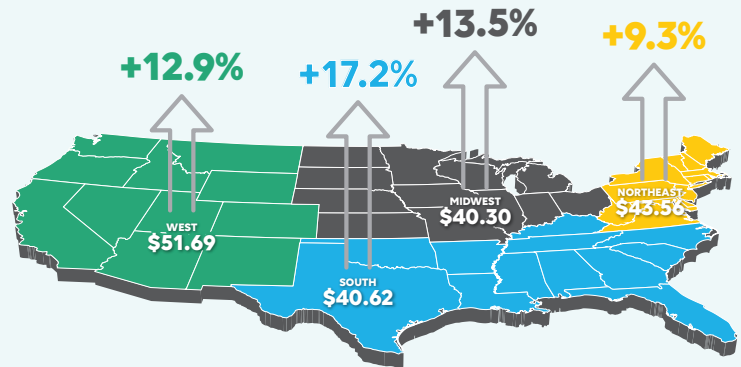
Average Permanent vs.
Traveler Wages by Region



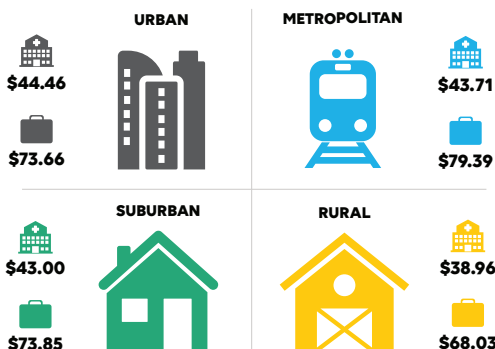
Traveler Wage
Increase



Permanent Staff Wage Increase
2020 to 2021



Permanent vs. Traveler
Average Wages by Market Type



Employee
Satisfaction Levels



54% NOT SATISFIED
WITH WAGES



47.29% NOT SATISFIED
WITH EMPLOYER