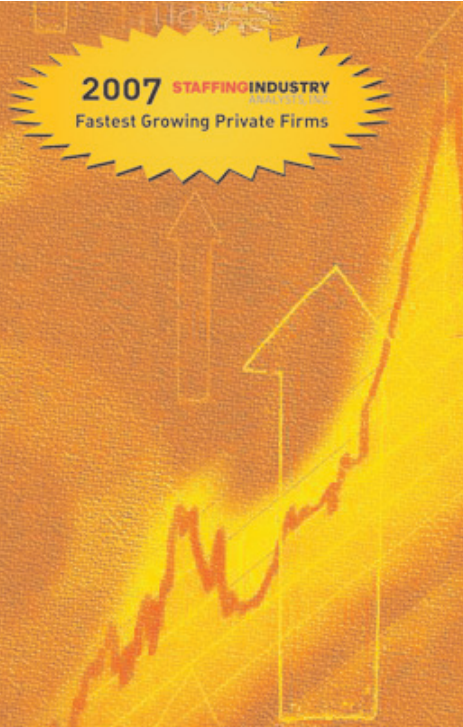


# Staffing Industry Analysts INSIGHT

**The 25% Club**  
*America's Fastest-Growing Private Staffing Companies 2007*



Produced By:

**STAFFINGINDUSTRY**  
ANALYSTS, INC.

Confidential: Not for distribution  
© 2007 Staffing Industry Analysts, Inc.

## **Membership soars for The 25% Club 47 make this year's list of staffing's hottest private companies**

One company gives its internal employees meals every night. Another gives Rolex watches. Several offer all-expense-paid trips for employees and spouses.

One CEO was coaching college baseball when he was lured into staffing. Another was a contractor before he started a staffing firm. And another once worked for Ford Motor Co.

Those are among the shining stars that made Staffing Industry Analysts' third annual Fastest-Growing Staffing Companies list, also known as The 25% Club, for 2007.

To make the final cut, companies had to average at least 25% annual growth, adjusted for acquisitions, for the period between 2002 and 2006. The 47 companies that made the cut this year mark an increase from last year, when there were 32 names on the list (Sept. 29, 2006).

The companies on this year's list averaged 48% growth between 2002 and 2006, while median growth was 42%.

Twenty-one companies are returning from last year's list. Ten are returning from the 2005 list. And seven companies made the list for the third year in a row. They are: Apex Systems, Elwood Staffing Services, Hire Dynamics LLC, Pinnacle Technical Resources Inc., Supplemental Health Care, The Delta Companies and Zero Chaos.

Five of the companies are also on our Top Companies list of staffing firms with \$100 million or more in annual revenue: Apex Systems, Jackson Healthcare Solutions, Nelson Family of Companies, Supplemental Health Care, and ZeroChaos,

The list is a cross section of the industry, and its members range in size from \$3.5 million in sales to nearly \$380 million. The largest, Nelson Family of Companies, had 2006 revenue of \$377 million. The average company size was \$59.5 million, while the median was \$31.1 million.

In terms of specialties, information technology staffing was prevalent this year, with 26 companies providing this service (10 of the 26 provide only IT staffing). This was followed closely by office/clerical staffing (24 companies). Many companies, however, place professionals in finance and accounting (18), industrial/light industrial (14), and healthcare (10). The majority said they also provide permanent placement services (35), while 12 companies perform executive searches.

Geographically, Florida claims the most headquarters, with six, while Texas has five, and Georgia, Illinois and Massachusetts each has four.

Along with the list, we have profiled the top 15 fastest growing staffing firms, the best and brightest of the best and brightest, so to speak. Among the top 15, IT staffing is

offered by 10 firms, eight provide finance and accounting staffing, seven provide office/clerical, four offer tech/engineering, three provide healthcare, and one does payrolling.

A common theme emerged among the top 15 companies: providing excellent service to clients and rewarding internal employees.

### **Our methodology**

Staffing's fastest-growing were selected from a list of more than 80 companies that submitted responses to our questionnaire. To be eligible, a company must be privately held, U.S. headquartered and independently owned, and must have had sales of at least \$1 million in 2002.

The ranking is based on an average of the company's percentage of revenue increase each year from 2002 through 2006.

We averaged the annual growth percentage for each year to come up with an average annual growth rate. To keep things as fair as possible and to get a sense of who is growing fastest organically, we adjusted revenue to exclude the effect of acquisitions.

### **#1 Insight Global Inc.**

Atlanta

2006 revenue: \$99.0 million

2005 revenue: \$46.3 million

Average annual growth: 119%

Founded: 2001

Information technology staffing firm Insight Global Inc. is this year's fastest-growing staffing company, with growth of 119%. The Atlanta-based company was No. 2 on last year's list.

Founded in 2001 by Glenn Johnson, CEO, and Scott Madden, COO, the company now has 15 offices across the country. Both were in IT staffing before launching their own firm. "We didn't want to start our own company," Johnson said. "We were looking for a company that we could really feel passionate about, where we loved the leadership, where we would be proud to work, and we couldn't find it. So out of desperation, we started our own firm."

As with many of the fastest-growing firms, Johnson and Madden attribute much of their company's success to their employees. "I think that we work with the some of the best people in the world and they are the one's that have really created this company," Johnson said. "I'd run through a brick wall for our people."

Training, holding people accountable, and creating a career path has enabled the company to maintain a high retention rate, according to its founders. "The growth

reinforces the good things that we do, and it makes everyone that much more excited to be here. It is a really positive cycle that we are in," Johnson said.

The company also has big intentions for the future. "We plan on opening in every major market in the U.S in the next five years," Johnson said. "We go where our leader, the person who is going to be running the office, is the happiest. If they name a city that they are interested in, and we think it's a good market, we'll open there," Johnson said.

Both Johnson and Madden said that the company is tracking to do very well in the future, and concurred, "We hope to be number one [on the list] for the next few years to come."

## **#2 Synergy Services Inc.**

Denver

2006 revenue: \$21.9 million

2005 revenue: \$19.4 million

Average annual growth: 115%

Founded: 2001

Synergy Services Inc. CEO Tim Miller was a contract worker when he saw the need for Synergy.

"I really created Synergy to fill a need, [which was that] companies weren't certain how to use and manage contract workers," Miller said.

A payrolling company, Synergy allows client companies to bring back workers – such as their own former employees who have retired or been laid off – as contract workers on Synergy's payroll

The company was founded in 2001, when staffing was at a low point. However, Miller said, business grew as companies laid off workers and brought them back as contract workers. "The work didn't necessarily go away, but a lot of the people did," Miller said. Since companies tended to be apprehensive about bringing full-time people back because of other potential layoffs in the future, payrolling provided another way to get them back on board.

Miller said this offers an advantage to the workers as well as the companies, in the form of benefits through Synergy such as health insurance. As contract workers on their own, most workers don't necessarily have access to such a package.

Synergy deals with information technology workers, administrative workers and others such as call center workers. All the people it employs work in some type of office, not in an industrial setting, Miller said.

Miller said the company's people, its focus on satisfying customers, technology and innovation are among the reasons for its fast growth.

"We're also backed by a pretty solid group of investors," he said. That has allowed the company to grow and bridge the gap between when it pays workers and when it receives payment from clients.

Miller said he sees a strong outlook for Synergy and staffing in general. There's a trend away from lifelong employment, and people are becoming more transient, he said.

### **#3 Beacon Hill Staffing Group LLC**

Boston

2006 revenue: \$29.1 million

2005 revenue: \$17.7 million

Average annual growth: 109%

Founded: 2002

Five years ago, Beacon Hill Staffing Group LLC in Boston had an administrative staffing business that just did permanent placement, said CEO Andrew Wang.

Since then, it has added a temporary business, followed by financial and legal staffing business lines, a human resources division and a tech division.

"The concept of the company from the onset was to build an integrated staffing company across disciplines that complement each other," Wang said.

Prior to Beacon Hill, Wang worked for Vedior at its AccountPros brand. An investor in the company that was to become Beacon Hill asked Wang to operate the business.

Beacon Hill now has five offices, but all the growth has been organic.

Wang said that growth has been fueled by both favorable market conditions and investment in talent internally. It's Beacon Hill's people that make the company unique, and it tries to give them the freedom to be creative and move forward, he said.

"I think that we've tried very hard to create a place that's creative and forward-thinking and entrepreneurial and operates in each local market as a boutique that's really close to those we serve, but [can also] provide a tremendous resource," Wang said.

"There's a framework and a strategic plan that we're all working toward," he said. However, "we believe that the best ideas and greatness are achieved when people are empowered."

The decisions to grow the company are internally focused – whether a client needs help in another city or an internal staff member is ready for another opportunity, Wang said. It doesn't grow just because outside sources say a market is good.

Wang said he expects the company to grow, but there's not an arbitrary need to do so.

"We're not going to do it unless it's going to be right," he said.

#### **#4 Pinnacle Technical Resources Inc.**

Dallas

2006 revenue: \$40.1 million

2005 revenue: \$38.2 million

Average annual growth: 95%

Founded: 1996

Information technology staffing and solutions company Pinnacle Technical Resources Inc. is three for three in placing in the top five on the Fastest-Growing Staffing Companies list. The Dallas-based company ranked No. 4 this year, with average growth of nearly 100%.

Founded in Dallas in 1996 by Nina Vaca, Pinnacle now employs more than 2,000 contract technology professionals and provides information technology staffing, vendor management solutions and payroll services, and also does call center staffing. The company also has offices in California, Ohio, New York, Texas, and Virginia.

Most of the clients Pinnacle works with are in the technology, financial, media, transportation, healthcare, retail and government sectors. Its clients include Verizon Wireless, AT &T, EDS, Pepsico, SBC, Lehman Brothers, Sun Microsystems, WellPoint, and Merrill Lynch. The company has never lost a client in the 11 years it has been in business, according to CEO Nina Vaca.

Vaca attributes much of her company's growth to a Web-based computer system called Progata, which handles its own human resources, operations, accounting, customer service, recruiting and workflow tasks.

"It is also growing within our own client base, Fortune 10 and Fortune 500 companies. We've been able to grow within those companies tremendously," Vaca said.

The company has also ventured into the vendor management arena, and is providing vendor management services for BMW North America as its Tier 1 supplier.

Vaca said treating employees and their families well adds to the company's success. "We have many people here who treat this company as if it were their own. I am always impressed with the caliber of people that we have and the loyalty and retention that we have."

Vaca said the company is looking to generate \$130 million to \$150 million in revenue in 2007. "We are at a point where scalability is not an issue. We have core key clients. We are very blessed with our growth and the future looks very bright."

#### **#5 GDH Consulting Inc.**

Tulsa OK

2006 revenue: \$17.5 million  
2005 revenue: \$11.9 million  
Average annual growth: 92%  
Founded: 2001

"Being competitive and being persistent, in not only finding the best candidates for our clients, but also trying to find those best clients that our candidates want to work for" has helped land GDH Consulting Inc. on the fastest growing list for the first time. The company achieved average growth of 92% between 2002 and 2006, placing it at No. 5 on this year's list.

"If you continue to provide good service, good candidates and good clients, then there are going to be opportunities," said founder and CEO JJ Hurley.

Founded in May 2001 in Tulsa OK as an IT staffing firm, GDH now has offices in nine cities: Dallas; Houston; Tulsa, OK; Oklahoma City; Memphis TN; Orlando FL; Bartlesville OK; Lowell AR and Little Rock AR. Seventy percent of the company's business is in IT staffing, while the remaining 30% is in providing finance and accounting professionals. The company has both commercial and government clients.

The offices in Arkansas and Oklahoma, the markets GDH has been in the longest, are experiencing the most growth, Hurley said.

As for the company culture, "We have a really vibrant, fast-paced, high-activity organization. It is a fun place to work," according to Hurley. "Staffing can be a very up and down business so we try to make it fun, aggressive, and high-energy."

The company has a year-end goal, and employees who meet the goal receive a cash bonus, in addition to their regular commission, and an all-expense-paid trip for them and their spouse. "My staff jokes that when they go home, the first question their spouse asks them is if they closed a deal today," Hurley said, "which is great motivation for everyone."

#### **#6 P2P Staffing Corp. – TekPartners/MedPartners**

Coral Springs FL  
2006 revenue: \$10.5 million  
2005 revenue: \$9.0 million  
Average annual growth: 75%  
Founded: April 2002

"One of the biggest reasons for our growth is aligning ourselves with world-class clients that are looking for talented professionals to grow their organizations," said Vito Scutero, managing partner of TekPartners, a P2P Staffing Corp. company.

Scutero said the company works to hire the top 2% to 5% of recruiters.

In addition, the company also makes work-life balance a priority. "You really have to be creative in making sure you're taking care of your top people," Scutero said. That includes letting people work from home or have flexible schedules. Scutero said one of his top recruiters has two children and works from home.

TekPartners provides the full gamut of information technology professionals. Scutero said TekPartners provided 98% of P2P's revenue in 2006. In October 2006, the company launched the MedPartners division, which provides health information management personnel such as medical billers. Scutero said MedPartners will provide an estimated 30% of revenue in 2007, with TekPartners providing 70%.

P2P posted revenue of \$10.5 million in 2006. "We're on track for \$22 million this year; our goal for 2008 is \$30 million," Scutero said. And the company plans for \$40 million by 2010.

The company has five offices now, with a sixth slated to open in California this month.

Scutero said he and his two partners graduated from college in the early 1990s, got a job at one of the large staffing companies, and have loved the business from that point on. In 2002, they got the itch to be entrepreneurs and started their own company despite the tight economy. "We're glad we took the leap," Scutero said.

#### **#7 VisionIT**

Detroit MI

2006 revenue: \$22.6 million

2005 revenue: \$9.1 million

Average annual growth: 67%

Founded: 1997

VisionIT CEO David Segura learned a lot about using contingent labor while he was at the Ford Motor Co. Segura worked on IT staffing as part of a team that supported contract labor of all types throughout Ford.

"I learned a lot about the business case for using contract labor," Segura said. The position also offered him the opportunity to work with several major staffing companies.

He later took his experience at Ford and his knowledge of IT to VisionIT, a Detroit-based IT staffing and solutions company. The company has added several other experienced executives as well, including President Christine Rice, who was a human resources director at EDS, he said.

"Our organization is completely focused in information technology," Segura said. That focus on IT is one of the things that make the company unique, he said.

"We're an information technology firm that provides staffing service," Segura said. "We know IT, we're also managing it from an outsourcing standpoint."

One of VisionIT's customers is the Detroit public school system. The system has outsourced its IT work to VisionIT, Segura said.

Hispanic Business magazine ranked VisionIT as the country's 19th fastest-growing Hispanic business. Crain's Detroit Business listed it as the ninth largest Hispanic-owned business in 2007.

The company has offices in Chicago, Cleveland, Atlanta, McLean VA, San Francisco and Detroit.

"We attribute our growth to our national expansion," Segura said. "We've made a significant investment over the last few years in continuing to build our national operations."

The company's growth will continue, and it's looking at the Dallas area and the East Coast as areas of expansion.

#### **#8 Veredus Corp.**

Tampa FL

2006 revenue: \$33.1 million

2005 revenue: \$19.2 million

Average annual growth: 64%

Founded: 2000

The average recruiter at information technology staffing company Veredus Corp. has more than eight years' experience. And those years of experience rank among the reasons for the company's success, said CEO Dan Rodriguez.

"I think the reason we've been able to grow [is that] our folks here are professional staffers," Rodriguez said. "Our folks know how to make placements in a down market or an up market."

Veredus was founded less than a year before the Sept. 11, 2001, attacks. Rodriguez said the company was able to get through the downturn and later grow. During the lean times, the company focused on assisting candidates when jobs were scarce by helping them with interview and resume tips and providing background on companies. And those who remember how they were treated by Veredus during the downturn have stuck with the company.

Rodriguez said other reasons for the company's success include conducting face-to-face interviews with all candidates and doing technical testing on all candidates. That allows Veredus to put highly qualified people on assignment, he said.

Rodriguez said he had been with a Fortune 1,000 staffing company for 10 years before starting Veredus. He had taken on a role that involved more plotting strategy at the other

company, but he preferred working directly with customers. "My love is interacting with clients on a day-to-day basis," he said. He then got together with three partners to form Veredus.

The company is based in Tampa, but also has offices in Maitland FL (the Orlando area) and Atlanta GA. Veredus handles all types of technology staffing. It mostly provides contract workers, but it does permanent placement as well. Rodriguez said it's on track to do about \$38 million in business this year.

### **#9 ZeroChaos Inc.**

Orlando FL

2006 Revenue: \$326.8 million (adjusted)

2005 Revenue: \$174.3 million

Average annual growth: 58%

Founded: 1999

"I'm having the time of my life," said CEO Harold Mills. "It is an amazing journey. Not every day is a good day in a journey, but at the same time it's more fun than I've ever had."

Mills came to staffing from large corporate America – as a purchaser of contract labor. He had also worked at a software company that built human resources technologies.

But now, his company is going full-steam ahead. ZeroChaos has moved up to No. 9 this year in the list of fastest-growing privately held companies in the United States with \$326.8 million in revenue. In 2006 it was at No. 19.

"Our next goal is to try and reach \$1 billion," Mills said. The company is on track to do \$500 million in revenue this year and plans to reach the \$1 billion mark in three years, according to Mills.

ZeroChaos will do that by growing with existing customers by delivering value, Mills said. "The vast majority of our growth comes from existing clients," he said, citing great relationships and delivery of value in the form of cost savings.

The company's growth has also come from international expansion. It now operates in Canada, the United Kingdom, Denmark, Sweden and India, in addition to the United States.

ZeroChaos' services include staffing, payrolling, human resources outsourcing and independent contractor management.

### **#10 The Delta Companies**

Dallas

2006 revenue: \$25.3 million

2005 revenue: \$13.8 million

Average annual growth: 57%  
Founded: 1997

CEO Jeff Bowling was coaching college baseball when he was recruited into the staffing industry. That was in 1996. He purchased the company (then a \$4 million firm) in 2003, changed the name and is now leading one of the top ten fastest-growing U.S. staffing firms.

The Delta Companies provide permanent and temporary physicians and allied healthcare professionals through five companies: Delta Physician Placement, Delta Allied Placement, Delta Locum Tenens, Delta Flex Travelers and Liquid Medical Recruiting.

Bowling attributes growth to "the industry wave that we are riding - the demand is never ending" and "the retention of great people internally". The company has been on the list all three years, and moved up to the No. 10 spot from No. 17 in 2006, and No. 21 in 2005.

Bowling said that the company expects to reach \$43 million in 2007, and surpass the \$70 million mark in 2008.

At The Delta Companies, directors, or front line managers, don't work a desk. "We have our team leaders focused on the success of the individual representatives," Bowling said. "So we are improving the quality and retaining people."

Bowling said the company also gives employees more freedom through a "flexible schedule" – when an employee has met his or her key performance indicators met, they are able to go home. But the key Bowling said, is paying people well and showing them respect.

"Putting people first is a cliché," Bowling said, "but I hope that we are disciplined to making a difference."

### **#11 Hire Dynamics LLC**

Suwanee GA

2006 revenue: \$43.4 million

2005 revenue: \$30.1 million

Average annual growth: 56%

Founded: 2000

Commercial and professional staffing firm Hire Dynamics is making its third appearance on Staffing Industry Analyst's Fastest-Growing Staffing Companies list, with average growth of 56%.

"It starts with acting like a much larger company than we are," said CEO Dan Campbell. "If we are a \$10 million company, have management capable of \$20 million. At \$20

million, you should already be focused on \$50 million. And at \$50 million, you should already be focused on \$100 million."

The company has three divisions: The Hire Direct division places sales and call center management; Hire Accountability provides accountants and finance personnel; and Hire Dynamics Rx supplies temporary pharmacists. Skilled commercial staffing accounts for 70% of revenue, while 30% is derived from professional staffing.

"We overhire for key positions," Campbell said. "And we don't have turnover. The retention of our senior management team is more than 95% since we started the company."

Even with over 100 employees, Campbell still interviews each candidate before they are hired. Once on board, employees are rewarded for performance, and also receive some unusual benefits: the day off on their anniversary date, a Mont Blanc pen on their third anniversary, and a Rolex after five years at the company.

Employees also receive 40 hours of out-side training, and have input in the courses they take. "We want to be the most sought after company to work for in the staffing industry," Campbell said. "And we want to have a 90% retention rate of our in-house employees."

Another reason behind the steady revenue growth, according to Campbell, is being consistent, and keeping things simple. "Don't overcomplicate the business," Campbell said. "One of the ways that I measure the success of Hire Dynamics, is, is it easier to do business with us this year that it was last year? And this applies to employees, associates on assignment, clients, and vendors."

As for the future, Campbell reiterated his goal: to become a \$100 million staffing company by 2010.

## **#12 Addison Professional Financial Search LLC**

Chicago

2006 revenue: \$30.7 million

2005 revenue: \$21.5 million

Average annual growth: 56%

Founded: 1999

Internal employees tend to stick around at Addison Professional Financial Search, a Chicago-based staffing company.

CEO Joel Katz said the company has had no turnover in its internal staff in the past year. And that has helped gain the loyalty of clients.

"I think that because we've been growing so quickly, it's afforded our staff the ability to take on higher roles," Katz said. "We're able to promote from within, as we've opened new offices we've had opportunities."

Addison Professional Financial Search also appeared on the list of fastest-growing staffing companies last year at No. 7. And recently, the company was named the 13<sup>th</sup> fastest-growing company in Chicago by Crain's Chicago Business. Katz said Addison opened a new office in Dallas in the past year. It also expanded its finance and accounting placement group.

Last year, the company had 75 internal employees; this year, it has 108.

Addison does about 48% of its business in finance and accounting, 43% in information technology, and 9% in clerical and administrative, Katz said.

Katz began his career in accounting at PricewaterhouseCoopers, but got into staffing with AccountPros, now part of Vedior. He opened offices for AccountPros in California's Los Angeles and Orange counties, as well as in Chicago.

Katz said he sees more growth ahead for Addison, and the company is looking to continue its strategy of expanding geographically to new cities.

"Our company is really booming; we haven't really seen a slowdown in any office," he said.

### **#13 ITAC Solutions LLC**

Birmingham AL

2006 revenue: \$12.1 million

2005 revenue: \$10.6 million

Average annual growth: 54%

Founded: 2000

The "ITAC" in ITAC Solutions LLC stands for "information technology and accounting" – where the company's roots are. Since its founding, it has expanded into other areas as well, including office administration and executive search. The company also has a software solutions division with nine to 10 in-house software developers.

Co-owners Chase Morrow and Brian Pitts met while working at another staffing company. Morrow was handling IT staffing, and Pitts did accounting staffing. Pitts was also an accountant before getting into staffing.

They decided to team up and started the company in April 2000. "It's just been a rocket ever since," Pitts said.

The company has offices in Birmingham and Huntsville AL and has done business in more than 11 states.

"We have a lot of clients that are also growing, and hiring is their top priority," Pitts said.

"I will attribute a lot of our growth to the employees that we hire," Morrow said.

He said it's an employee's market right now. For example, Birmingham had an unemployment rate of only 3.6% in July, according to the U.S. Bureau of Labor Statistics.

Also, "we take much more of a consultative approach than most of our competition might," Morrow said.

Both said they see more growth in the company's future in the existing markets it serves as well as others. Pitts said the plan is for the company to at least be a regional player.

#### **#14 Keepers Inc.**

Annapolis MD

2006 revenue: \$6.0 million

2005 revenue: \$4.3 million

Average annual growth: 50%

Founded: 2001

When Keepers Inc. hires on a candidate for assignments, the company guarantees them work, said President and CEO Joseph McDermott. And their first assignment is at Keepers itself, allowing the company to further assess the worker and see whether he or she is a good fit before sending the person out on assignment.

"We basically have an employee value proposition," McDermott said. "We hire them, we put them on our staff, we guarantee them work." The company also gives them benefits.

The testing of workers is extensive, and the company releases about one-third of them the first day. McDermott said the company is only able to bring on the top people because it's guaranteeing work.

Focus groups found that people didn't like sitting around waiting to be called for another job and that they wanted to have benefits. "It's just a different twist," he said of Keepers' business model. "The industry is constantly trying to improve the consistency of the quality out there." The idea is that a better employee value proposition can bring in better workers.

And when Keepers associates go out on assignments, the hope is that it will be a temp to perm assignment, he said. "Our main goal is not to find them temporary positions; our ultimate goal is to find them permanent positions."

The company places administrative and accounting personnel. Most of its workers have bachelor's degrees or higher, McDermott said.

He said people are the primary driver of the company's growth, along with its business model. "The primary thing is the people we have working at the company, our partners," McDermott said.

McDermott has a background in staffing. He was a licensee of staffing company Temps & Co. before starting Keepers. The Temps & Co. licenses were later sold to Randstad North America.

McDermott said he sees growth continuing for Keepers. "It's going to speed up for us, barring any major economic downturn," he said. The company has four new stores on the drawing board for the next 12 months to add to its five existing locations.

### **#15 Apex Systems Inc.**

Glen Allen VA

2006 revenue: \$293.8 million

2005 revenue: \$182.2 million

Average annual growth: 49%

Founded: 1995

Information technology staffing firm Apex Systems Inc. is three for three on the Fastest-Growing Staffing Companies list. The VA-based company ranked No. 15 this year, with five-year growth of nearly 50%.

For CEO Brian Callaghan, it's all about how you go about providing your service in a business that is so dependent on relationships and execution. "It is a huge industry, rapidly growing, highly fragmented, and there are opportunities to increase your market share as you execute."

He credits the company's internal staff, "tremendous performers", along with investments that the company has made in setting up in different markets.

Callaghan and his partners, Win Sheridan and Jeff Veatch, have grown Apex from a small consulting firm to one on track to have sales of \$294 million in 2006. Sales have climbed in each recent year, from \$182 million in 2005, \$119 million in 2004 and \$82 million in 2003.

The partners were in the same fraternity at Virginia Tech and then worked at Aerotek before starting Apex Systems in 1995. At first the company consulted in the telecom and engineering space, but grew with the computer industry and now supplies staff for IT infrastructure and application development across a range of industries. The company will soon be opening its 34<sup>th</sup> branch.

"This is the most exciting time in company's history," Callaghan said. "When you are a small company, you dream about being this size."

"For years we were shut out because we weren't on the radar screen," he said. Now Apex is one of the largest staffing augmentation providers to Fortune 1000 and mid-sized clients nationwide.

*Please see America's Fastest-Growing Private Staffing Companies 2007 complete list on the next page.*

**America's Fastest-Growing Private Staffing Companies 2007**  
(with average revenue growth above 25%)

Rank	Company	Headquarters	2006 Revenue (\$000s) (3)	Average Annual Growth Rate 2002-2006 (3)	Staffing Speciality
1	Insight Global Inc. 2	Atlanta GA	98,978	119%	it
2	Synergy Services Inc.	Denver CO	21,904	115%	pay
3	Beacon Hill Staffing Group LLC	Boston MA	29,103	109%	fa, it, l, off, hr, p, s
4	Pinnacle Technical Resources Inc. 1, 2	Dallas TX	40,068	95%	fa, it, off, t/e
5	GDH Consulting Inc.	Tulsa OK	17,545	92%	it
6	P2P Staffing Corp.	Coral Springs FL	10,523	75%	hc, it, p
7	VisionIT	Detroit MI	22,646	67%	it, p
8	Veredus Corp.	Tampa FL	33,130	64%	it, p
9	ZeroChaos 1, 2	Orlando FL	325,880	58%	fa, it, off, t/e, vms
10	The Delta Companies 1, 2	Dallas TX	25,259	57%	hc, p
11	Hire Dynamics LLC 1,2	Suwanee GA	43,427	56%	fa, hc, li, off, p
12	Addison Professional Financial Search LLC 2	Chicago IL	30,744	56%	fa, it, p, off, s
13	ITAC Solutions LLC 2	Birmingham AL	12,137	54%	fa, it, off, p, s, sd, t/e
14	Keepers Inc.	Annapolis MD	6,025	50%	fa, off, p
15	Apex Systems Inc. 1,2	Glen Allen VA	293,790	49%	fa, it, l, p, t/e
16	Cambridge Professional Group	Atlanta GA	11,200	49%	fa, l, off, p, it
17	Employee Solutions LP 2	Plano TX	37,513	49%	li, off, p
18	Platinum Select LP 2	Dallas TX	48,334	49%	hc
19	MAKE Corp. 2	Oakbrook Terrace IL	8,839	48%	it
20	Resource Options Inc. 2	Needham MA	100,010	48%	it, li, off, p, s, t/e
21	Employment Plus Inc. 2	Bloomington IN	53,053	48%	fa, li, off, p
22	Supplemental Health Care 1, 2	Park City UT	187,510	46%	hc
23	InSource Inc. 2	King of Prussia PA	12,240	44%	it, p
24	CoreMedical Group 1, 2	Salem NH	38,700	42%	hc, p, s
25	Softworld Inc. 2	Waltham MA	31,555	41%	it, p
26	Jackson Healthcare Solutions	Alpharetta GA	199,833	41%	hc, off, os, p
27	The BOSS Group	Bethesda MD	20,922	39%	c/m, p
28	Elwood Staffing Services Inc. 1, 2	Columbus IN	68,156	38%	fa, it, li, off, p
29	Options Employment Resources	Tinton Falls NJ	3,500	38%	fa, l, off, os, p, rpo, s
30	Phoenix Personnel 1	Grand Rapids MI	24,238	36%	li, off
31	Horizon Staffing Services 1	East Hartford CT	12,200	35%	fa, it, off, p, s, te
32	That's Good HR Inc.	Indianapolis IN	8,704	35%	fa, it, off, p, s
33	Workforce Inc.	Farmington MO	25,559	34%	fa, li, off, op, p, s, t/e
34	The Jacobson Group	Chicago IL	25,150	30%	hc, ins, l, os, ps, s
35	Nelson Family of Companies	Sonoma CA	377,109	30%	fa, it, l, li, off, os, p, s, t/e
36	Debbie's Staffing Services Inc. 2	Winston-Salem NC	58,128	30%	it, li, off, p
37	Ascend HR 1	North Salt Lake UT	63,330	29%	op, os, sl
38	STAFF FORCE Inc. 2	Schaumburg IL	31,150	28%	li
39	R&L Associates Inc. 2	Beverly MA	12,847	28%	li, off, p, t/e
40	CSI IT LLC	Tallahassee FL	19,974	27%	it, p
41	PDQ Temporaries Inc.	Mansfield TX	39,400	27%	li, off
42	Penmac Personnel Services Inc.	Springfield MO	97,547	27%	li, off, p
43	Mitchell/Martin Inc.	New York NY	60,500	27%	hc, it, p, s
44	Challenge Training & Consulting Inc.	Clifton NJ	3,310	26%	it, p
45	Signature Consultants LLC	Fort Lauderdale FL	87,988	26%	fa, it, p
46	Integrity Staffing Solutions Inc.	Wilmington DE	75,642	25%	fa, li, off, p
47	ettain group	Charlotte NC	31,807	25%	it

Source: Staffing Industry Analysts, company reports, survey of staffing firms

1. On list in 2005
2. On list in 2006
3. Revenue and growth rate adjusted for acquisitions

**Key to specialties:**  
c/m = creative/marketing  
fa = finance and accounting  
hc = healthcare  
hr = temp hr  
ins = insurance  
it = information technology  
l = legal  
li - light industrial/industrial  
off = office/clerical  
op = outplacement  
os = outsourcing  
p = permanent placement  
pay = payrolling  
rpo = recruitment process outsourcing  
s = search/executive search  
sl = staff leasing  
t/e = technical/engineering  
vms = vendor management services