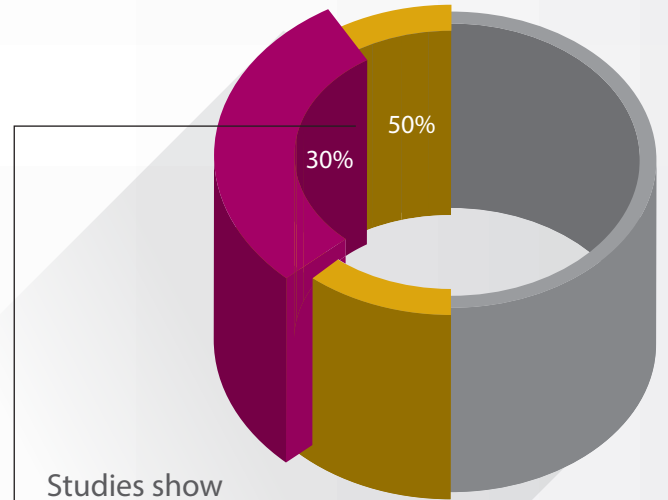


Why Contingent Matters in Today's Marketplace



2/3 of workers

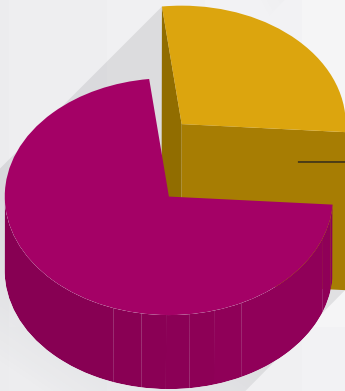
on Canadian energy projects are made up of contingent labour.



Studies show

up to **30-50%**

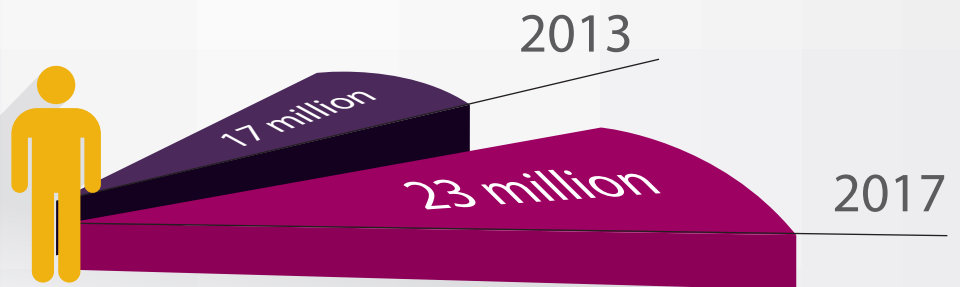
of a typical energy company's entire workforce—may be undermanaged, under-utilized and under-optimized.



Some large companies estimate that

up to **30%**

of their procurement spend goes toward contingent workers.



Contingent labour hit record highs in **2013** with a total of **17 million** workers in the market – an 8% jump from the previous year with no signs of slowing down. That number is expected to grow to **23 million** by **2017** (MBO Partners).



Adecco predicts the rate of growth in contingent workers will be **three to four times** the growth rate of traditional jobs and

will soon comprise at least **30% or more** of the global workforce.