Q1 2020

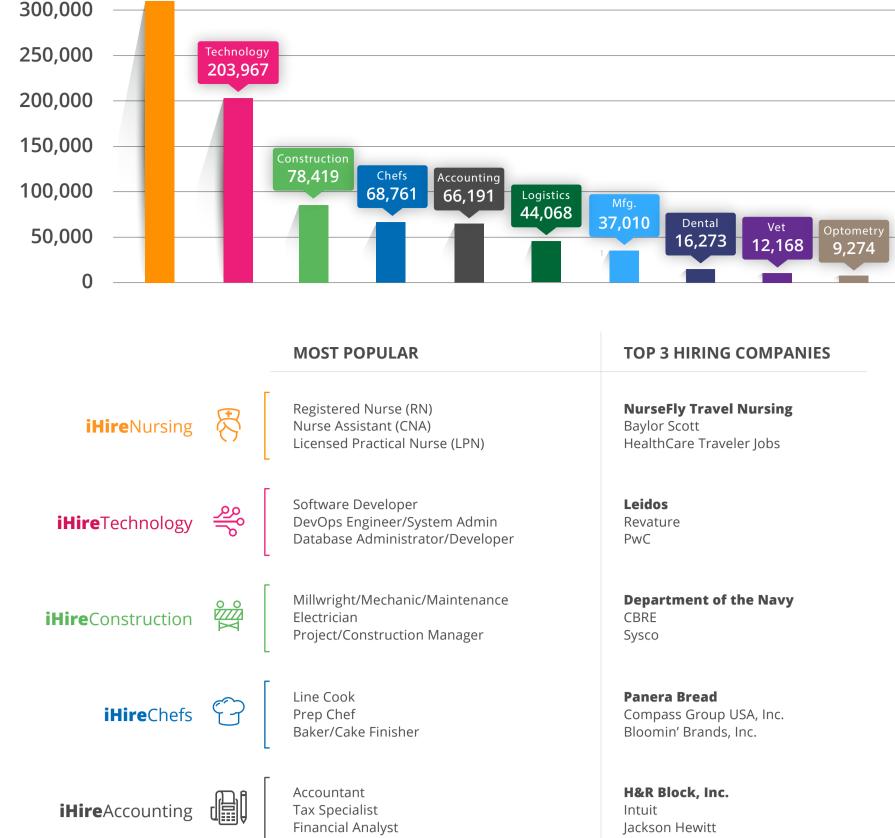
350,000

January 2020 and Q4 2019 insights brought to you by iHire

INDUSTRY SNAPSHOT

Total active jobs on iHire*

309,063



iHireLogistics

iHireManufacturing

iHireDental

iHireVeterinary

400,000

300,000

200,000

100,000

Warehouse Associate/Yard Driver/ Material Handler/Forklift Operator Shipping/Receiving Associate Logistics/Inventory Control Clerk/Associate

Machine Operator/Production Maintenance Technician **CNC Machinist Dental Assistant** Dentist - General Practitioner Office Manager

Veterinarian

Veterinary Technician

iHireOptometry

DSW Ingersoll Rand Oldcastle **Uber Works**

Aspen Dental

Walmart

Luxottica Group Visionworks

Heartland Dental

Pacific Dental Services

Burlington Coat Factory Corp.

Walmart

Petco VCA Animal Hospitals Banfield Pet Hospital

*As of Jan. 2, 2020



#1 Nursing

#2 Registered Nurse

#5 Basic Life Support

#4 Healthcare Management

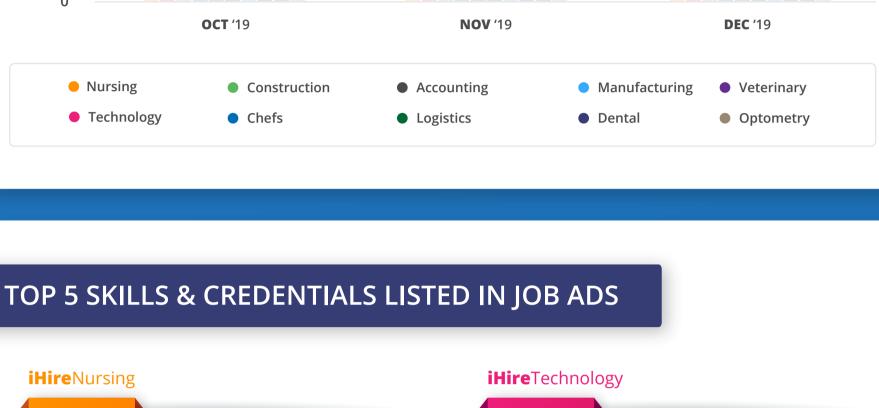
#5 Training & Development

#3 Patient Care

#1 Management

#2 Scheduling **#3** Electrical

#4 Engineering



iHireConstruction **iHire**Chefs





iHireVeterinary

iHireAccounting

iHireManufacturing

#1 Accounting

#3 Finance

#5 Auditing

#2 Management

#4 Communication Skills

#1 Management

#2 Training & Development

- **#3** Staff Supervision **#4** Scheduling **#5** High School Diploma
- **#1** Communication Skills **#2** Leadership

#3 Management

#4 Training & Development

#5 Hospital Operations

- **JOB SEEKER SNAPSHOT**

iHireNursing

Passive Job

iHireTechnology

Active Job

iHireConstruction

Seekers

Seekers

68%

37%

63%

Active Job 32% Active Jo 19%

Willing to

Relocate

22%

23%

Willing to

Relocate

24%

Willing to

Relocate

- Willing to **Passive Job** Seekers Relocate
- 35% Active Job Seekers Passive Job 65%

iHireChefs

Passive Job 62% Seekers

iHireAccounting

Active Job

Passive Job

Seekers

HireLogistics **Active Job** 29%

Seekers

Passive Job Seekers

34%

66%

- **iHire**Manufacturing
- 60% Passive J Seekers
 - **Active Job**

NEW JOBS ADDED PER MONTH

- - **iHire**Logistics
- **#1** Management

#2 Inventory Management

#3 Loading & Unloading

- **#2** Scheduling **#3** Organization #4 X-Rays
- **#2** Retail **#3** Merchandising **#4** Management

#5 Optometry

#1 Customer Service

- **1,504** Days **Average Length** of Membership

Unique Visitors

in Q4 2019

155,001

Unique Visitors

in Q4 2019

357,655

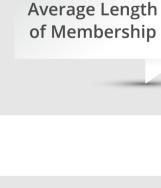
Unique Visitors

in Q4 2019

144,772

Unique Visitors

in Q4 2019



1,207 Days

Average Length

of Membership

1,313 Days

of Membership

1,645 Days

Average Length

of Membership

1,341 Days

Average Length

of Membership

- **Average Length**

99,512

Unique Visitors

in Q4 2019

201,194

Unique Visitors

in Q4 2019

100,923

Unique Visitors

in Q4 2019

- **Active Job** 40% Seekers Passive Job
- iHireVeterinary

67%

- Willing to **Passive Job** Relocate
- Active Job 37%

- Optometric Technician

#4 Shipping

#5 Scheduling

#1 Software

#3 Design

#1 Cooking

#2 Scheduling

#4 Sanitation

#5 Management

#2 Management

#5 Engineering

#4 Communication Skills

#3 Training & Development

- **iHire**Dental **#1** Management
- **#5** Training & Development **iHire**Optometry

- 137,056

1,110 Days

- **1,101** Days Average Length of Membership
- 202,452 **Unique Visitors** in Q4 2019
- **Active Job** 33% Seekers Passive Job 67% Seekers

僚 **iHire**Dental

- 19%

21%

Willing to

Relocate

Average Length

of Membership

- **Unique Visitors** in Q4 2019

85,004

Unique Visitors

in Q4 2019

131,927

- iHireOptometry
 - 63% Passive J

- Seekers
- Passive Job

- 38% **Active Job** Seekers
- Relocate

29%

Willing to

Relocate

15%

Willing to

23%

Willing to

Relocate

19%

Willing to

Relocate

- **1,515** Days
 - **1,469** Days **Average Length** of Membership
 - **1,556** Days

Average Length

of Membership

% iHire