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STAFFING INDUSTRY M&A PRIMED TO GROW IN 2006

De Bellas & Co. Reports 151 Transactions During 2005

January 9, 2006 - Houston - De Bellas & Co., the leading specialty investment banking firm focused on the Staffing, IT Services and Human Resource Outsourcing (HRO) sectors for the last 20 years, reported today that 44 staffing and related IT and HRO M&A transactions were announced for the fourth quarter of 2005. There were 151 transactions reported in 2005, which was flat compared to 2004.

Our thoughts on 2005 and implications for 2006 follow:

- **Public companies remain active** – Public companies were the purchasers of 61% of the transactions in 2005, compared to 55% in 2004. Furthermore, improving public equity values bode well for future acquisitions - the Staffing Industry Stock Index (SISI)[1] was up 13% in 2005 versus 3% for the S&P 500. This follows an increase of 11% in the SISI versus a 9% S&P 500 increase in 2004.
- **Active buyers digest acquisitions** – The top ten buyers in 2005 completed 49 transactions, up from 43 by the top ten in 2004, and there were only four buyers on both top ten lists. Analyzing buying patterns of those in the top ten that are well-capitalized indicates that this subgroup acquired 24 transactions in 2005 versus 23 in 2004. This suggests that while buyers with the most money continue to make acquisitions, there are several active buyers with less capital available.
- **Healthcare leads in deal volume** – There were 43 healthcare related transactions in 2005, up 10% from 2004. Leading acquirers in this subsector included Arcadia Resources Inc., Crdentia Corp. and Resolve Staffing, Inc. We expect this segment of the market to retain its momentum into 2006, but keep in mind that many of these transactions are small.

[1] Represents the collective performance of 10 publicly traded companies with primary businesses in the staffing industry, as compiled by Staffing Industry Analysts.

- **IT activity slows** – The IT staffing and solutions subsector was 19% lower at 35 transactions, with IT staffing activity down 50% (14 transactions), and IT solutions activity up 50% (21 transactions). IT activity should improve in 2006 given favorable growth expectations for the subsector and continued vendor consolidation.
- **Private Equity Group activity doubles** – PEG's have an abundance of capital, and favorable industry trends have increased their interest in this sector. PEG's or their portfolio companies completed 22 transactions in 2005, double that in 2004. We expect fewer platform acquisitions and more strategic acquisitions in 2006.
- **Positive outlook for 2006** – We're bullish based on several factors:
    1. We expect demand to increase for M&A in 2006 because of the positive US economic outlook and the escalating demand for variable-cost labor.
    2. On the supply side, activity should improve as the earnings for many potential sellers enable them to achieve their valuation objectives.
    3. Consolidators will be active.
    4. Private equity groups will remain active, but public buyers will again dominate activity with their improving equity values.
    5. Professional services businesses will continue to be in demand and command the highest valuations. HRO providers, IT and other service companies with recurring revenue models will be in greatest demand.

De Bellas & Co. has monitored nationwide M&A activity since 1993 to support its investment banking activities. The firm has completed over 140 Staffing, IT Services and HRO transactions. For more information on M&A activity or to enter your criteria as a buyer, please visit our website at www.debellas.com or contact us.

U.S. STAFFING INDUSTRY

Merger & Acquisition Activity

		1st Qtr.	Three Months	Twelve Months	Twelve Months	Twelve Months	Twelve Months	Twelve Months	Twelve Months	Twelve Months	Twelve Months	Twelve Months	Twelve Months
		2005	2005	2004	2003	2002	2001	2000	1999	1998	1997	1996	1995
Transactions:													
Disclosed/Completed Transactions		28	28	**153**	**112**	**142**	**74**	**160**	**264**	**439**	**416**	**343**	**157**
Buyers		24	24	**103**	**81**	**91**	**59**	**86**	**128**	**146**	**149**	**109**	**68**
Transactions/Buyers		1.2	1.2	**1.5**	**1.4**	**1.6**	**1.3**	**1.9**	**2.1**	**3.0**	**2.8**	**3.1**	**2.3**
Median Rev. of Seller (millions)		15.5	15.5	**10.3**	**16.7**	**16.8**	**21.0**	**16.0**	**11.5**	**8.8**	**9.0**	**8.7**	**9.0**
Mix:													
IT Staffing		14.3%	14.3%	**19.0%**	**7.1%**	**11.3%**	**18.9%**	**18.8%**	**14.0%**	**22.1%**	**12.5%**	**4.7%**	**3.2%**
IT Solutions		14.3%	14.3%	**9.2%**	**11.6%**	**12.7%**	**6.8%**	**11.3%**	**27.3%**	**25.1%**	**28.4%**	**33.2%**	**11.5%**
A/FS		0.0%	0.0%	**3.3%**	**2.7%**	**2.1%**	**2.7%**	**5.0%**	**2.7%**	**2.3%**	**4.6%**	**1.5%**	**2.5%**
Legal		3.6%	3.6%	**1.3%**	**2.7%**	**0.7%**	**9.5%**	**1.9%**	**0.8%**	**1.8%**	**2.6%**	**2.0%**	**6.4%**
Healthcare		28.6%	28.6%	**25.5%**	**23.2%**	**19.7%**	**10.8%**	**11.3%**	**11.7%**	**7.5%**	**9.9%**	**6.4%**	**11.5%**
Other		10.7%	10.7%	**8.5%**	**15.2%**	**12.0%**	**2.7%**	**2.5%**	**3.4%**	**4.1%**	**1.2%**	**1.2%**	**0.0%**
Outplacement		0.0%	0.0%	**0.0%**	**0.0%**	**0.7%**	**0.0%**	**1.9%**	**4.2%**	**0.9%**	**2.2%**	**2.0%**	**3.2%**
PEO		14.3%	14.3%	**6.5%**	**9.8%**	**13.4%**	**18.9%**	**5.6%**	**5.7%**	**5.5%**	**8.4%**	**7.3%**	**5.1%**
Place & Search		0.0%	0.0%	**2.6%**	**0.9%**	**1.4%**	**1.4%**	**3.8%**	**0.8%**	**1.4%**	**1.2%**	**1.5%**	**7.0%**
Technical		0.0%	0.0%	**5.2%**	**4.5%**	**4.9%**	**4.1%**	**1.3%**	**3.4%**	**3.2%**	**2.6%**	**5.2%**	**9.6%**
Executive Search		0.0%	0.0%	**1.3%**	**4.5%**	**5.6%**	**6.8%**	**12.5%**	**8.3%**	**3.6%**	**1.0%**	**0.0%**	**2.5%**
Commercial Staffing		14.3%	14.3%	**17.6%**	**17.9%**	**15.5%**	**17.6%**	**24.4%**	**17.8%**	**22.6%**	**25.5%**	**35.0%**	**37.6%**
	Total	100.0%	100.0%	**100.0%**	**100.0%**	**100.0%**	**100.0%**	**100.0%**	**100.0%**	**100.0%**	**100.0%**	**100.0%**	**100.0%**
Geographics:													
Domestic		89.3%	89.3%	**83.0%**	**88.4%**	**88.7%**	**90.5%**	**84.4%**	**76.5%**	**83.8%**	**87.3%**	**85.4%**	**80.9%**
Cross Border		10.7%	10.7%	**17.0%**	**11.6%**	**11.3%**	**9.5%**	**15.6%**	**23.5%**	**16.2%**	**12.7%**	**14.6%**	**19.1%**
	Total	100.0%	100.0%	**100.0%**	**100.0%**	**100.0%**	**100.0%**	**100.0%**	**100.0%**	**100.0%**	**100.0%**	**100.0%**	**100.0%**
Ownership of Buyer:													
Public		60.7%	60.7%	**51.6%**	**53.6%**	**62.0%**	**43.2%**	**50.6%**	**65.2%**	**78.4%**	**77.4%**	**78.7%**	**67.5%**
Private		39.3%	39.3%	**48.4%**	**46.4%**	**38.0%**	**56.8%**	**49.4%**	**34.8%**	**21.6%**	**22.6%**	**21.3%**	**32.5%**
	Total	100.0%	100.0%	**100.0%**	**100.0%**	**100.0%**	**100.0%**	**100.0%**	**100.0%**	**100.0%**	**100.0%**	**100.0%**	**100.0%**

Source: De Bellas & Co., SEC filings, Staff Facts and Staffing Industry Report

Note: De Bellas & Co. defines a transaction as a completed merger, acquisition or significant equity investment.

The firm's statistics include domestic, as well as cross border transactions involving a participant with U.S. operations.

Note: IT Solutions transactions are those transactions completed by a buyer having staffing operations and an IT Solutions seller.

U.S. STAFFING INDUSTRY													
Merger & Acquisition Activity													
			Three	**Twelve**	**Twelve**	**Twelve**	**Twelve**	**Twelve**	**Twelve**	**Twelve**	**Twelve**	**Twelve**	**Twelve**
		1st Qtr.	**Months**	**Months**	**Months**	**Months**	**Months**	**Months**	**Months**	**Months**	**Months**	**Months**	**Months**
		2005	**2005**	**2004**	**2003**	**2002**	**2001**	**2000**	**1999**	**1998**	**1997**	**1996**	**1995**
Mix:													
IT Staffing		4	4	**29**	**8**	**16**	**14**	**30**	**37**	**97**	**52**	**16**	**5**
IT Solutions		4	4	**14**	**13**	**18**	**5**	**18**	**72**	**110**	**118**	**114**	**18**
A/FS		0	0	**5**	**3**	**3**	**2**	**8**	**7**	**10**	**19**	**5**	**4**
Legal		1	1	**2**	**3**	**1**	**7**	**3**	**2**	**8**	**11**	**7**	**10**
Healthcare		8	8	**39**	**26**	**28**	**8**	**18**	**31**	**33**	**41**	**22**	**18**
Other		3	3	**13**	**17**	**17**	**2**	**4**	**9**	**18**	**5**	**4**	**0**
Outplacement		0	0	**0**	**0**	**1**	**0**	**3**	**11**	**4**	**9**	**7**	**5**
PEO		4	4	**10**	**11**	**19**	**14**	**9**	**15**	**24**	**35**	**25**	**8**
Place & Search		0	0	**4**	**1**	**2**	**1**	**6**	**2**	**6**	**5**	**5**	**11**
Technical		0	0	**8**	**5**	**7**	**3**	**2**	**9**	**14**	**11**	**18**	**15**
Executive Search		0	0	**2**	**5**	**8**	**5**	**20**	**22**	**16**	**4**	**0**	**4**
Commercial Staffing		4	4	**27**	**20**	**22**	**13**	**39**	**47**	**99**	**106**	**120**	**59**
	Total	28	28	**153**	**112**	**142**	**74**	**160**	**264**	**439**	**416**	**343**	**157**
Geographics:													
Domestic		25	25	**127**	**99**	**126**	**67**	**135**	**202**	**368**	**363**	**293**	**127**
Cross Border		3	3	**26**	**13**	**16**	**7**	**25**	**62**	**71**	**53**	**50**	**30**
	Total	28	28	**153**	**112**	**142**	**74**	**160**	**264**	**439**	**416**	**343**	**157**
Ownership of Buyer:													
Public		17	17	**79**	**60**	**88**	**32**	**81**	**172**	**344**	**322**	**270**	**106**
Private		11	11	**74**	**52**	**54**	**42**	**79**	**92**	**95**	**94**	**73**	**51**
	Total	28	28	**153**	**112**	**142**	**74**	**160**	**264**	**439**	**416**	**343**	**157**

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