

TENNESSEE Q3 2021 LOCAL MARKET INSIGHTS

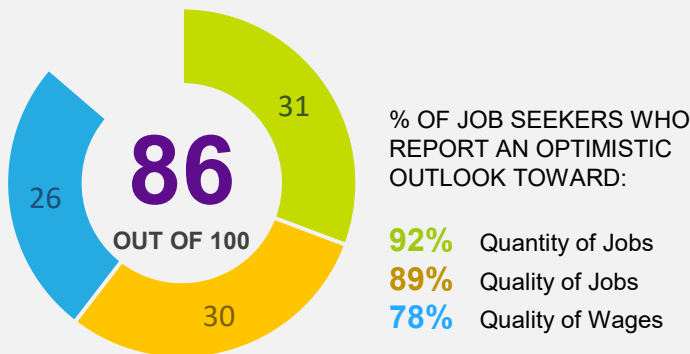
APPLICANT SENTIMENT INDEX™: A Measure of Job Seeker Optimism

Because the staffing sector often feels the effects of economic shifts before any other sector, Elwood actively monitors the pulse of its applicants to detect changes and predict and prepare for market shifts. On our Applicant Sentiment Index (ASI) survey, we ask every applicant to answer a set of questions anonymously so we can measure favorable or unfavorable sentiment towards parts of the job seeker's local employment landscape. The sheer number of responses and the stability of the questions over time allow us to track shifts in workers' mindsets to predict and prepare for market changes.

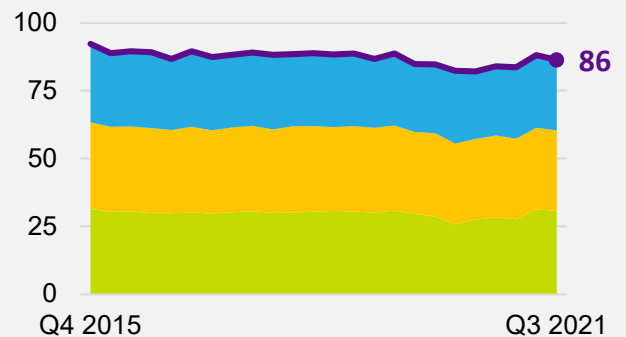
Statewide ASI™ Composite Score

A market outlook indicator that measures and balances multiple factors to determine overall level of positive sentiment toward local employment opportunities. A score of 100 indicates positive sentiment from all respondents in every category.

CURRENT COMPOSITE SCORE



QUARTERLY COMPOSITE SCORE (SINCE SURVEY INCEPTION, Q4 2015)

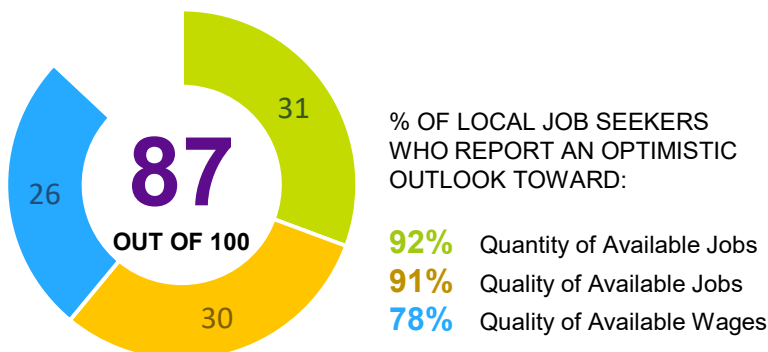


How we calculate the composite score: Each category contributes an equal part (one-third) to the total composite score. The composite score is calculated by dividing the percent of optimistic respondents in each category by three and summing the results. Each category can earn a potential score of 33.3, for a total composite score maximum of 100. Values rounded to nearest whole number.

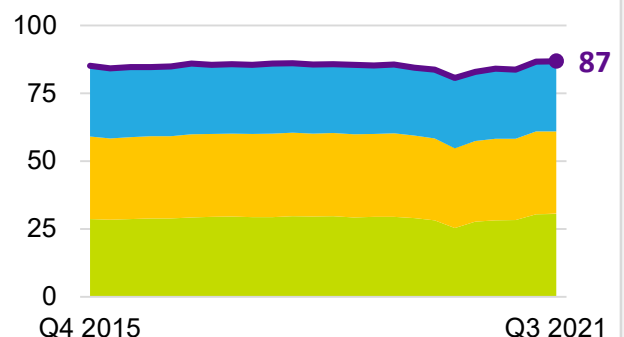
National ASI Composite Score

Compare sentiment in your market to this national benchmark.

CURRENT COMPOSITE SCORE



QUARTERLY COMPOSITE SCORE (SINCE SURVEY INCEPTION, Q4 2015)

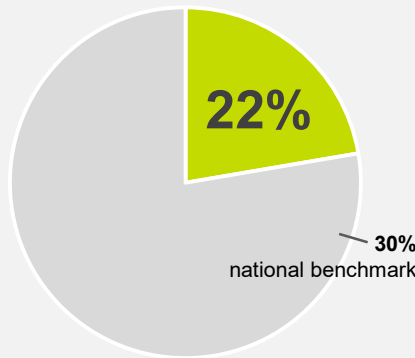


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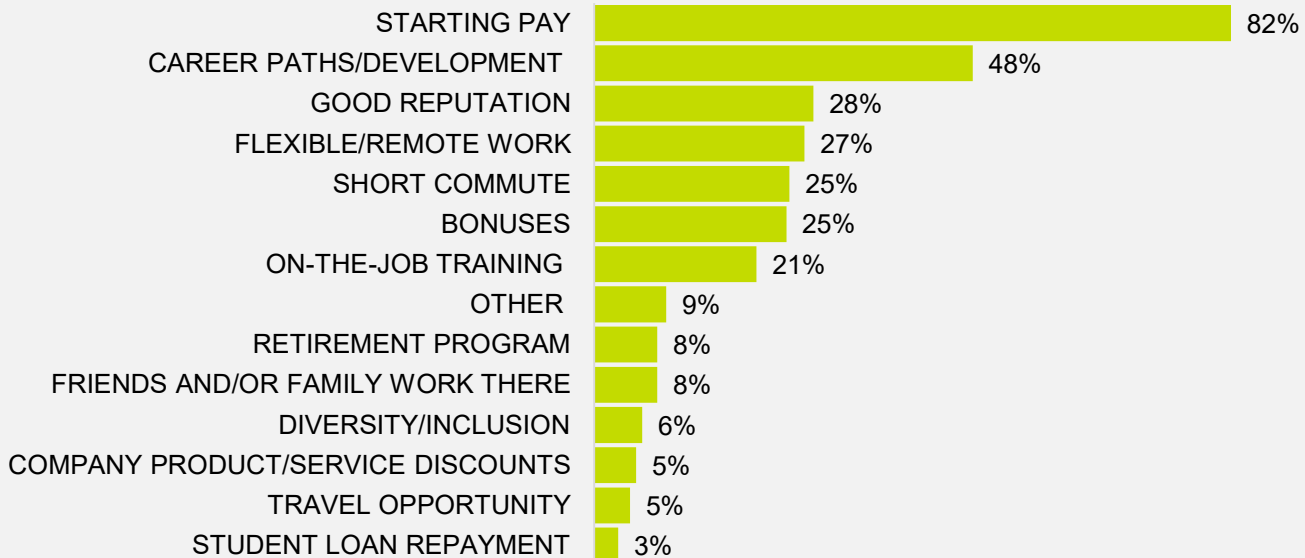
WILLINGNESS TO COMMUTE

The percent of job seekers who are willing to commute more than 30 minutes each way to and from work.



HIGHLY DESIRED ATTRIBUTES OF ASPIRATIONAL EMPLOYERS

The percent of job seekers who indicated the attribute is one of the three reasons they want to work for their “dream employer.” Respondents were required to select three attributes.



DATA COLLECTION

All data collected and analyzed by Elwood Staffing (July – September, 2021).

Applicant Sentiment Index™, Willingness to Commute, and Desired Attributes of Aspirational Employers: Statewide data collected from job seekers who reside in the state of Tennessee (n = 260). National data collected from job seekers who reside in all cities across Elwood Staffing’s footprint (n = 5,582).

