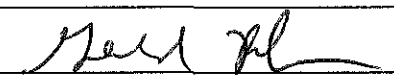


Annual Survey 2018

Send completed form to
 City of Jacksonville
 Office of Economic Development
 Finance and Compliance
 117 West Duval Street, Suite 275
 Jacksonville, FL 32202
 Fax: (904) 630-1019
 Email: OEDFinance@COJ.NET

Please complete the form below as it relates to the project for which you received City or State assistance.
 Should you have any questions, please call Tatiana Kazhuro at (904) 630-1906.

Company name: ADO Staffing, Adecco USA and affiliated companies
 Mailing Address: 10151 Deerwood Park Blvd, Building 200, Suite 400
Jacksonville FL 32256
 Primary Contact Name: Tyra Tutor
 Primary Contact Title: S.V.P. Corporate Development
 Phone: 904-360-2522 Email: Tyra.Tutor@Adeccogroup.com
 Signature:  Reporting Date: 2-18-2019

As of 12/31/2018:

I. EMPLOYMENT INFORMATION

Number of Jobs at Project Site	[1]	569	
Number of Jobs at Project Site before Project	[2]	336	
Net New Jobs (subtract line [2] from line [1])		233	
Average Wage of New Employees (excluding benefits)	\$	82,664	
Estimated cost of benefits as a percentage of Average Wage		35	%

II. CAPITAL INVESTMENT INFORMATION

Project Land Costs	[3] \$		
Project Structure Costs	[4] \$	600,877	
Project Equipment Costs	[5] \$	2,030,855	
Other Costs	[6] \$	3,043,481	
Total Project Costs (sum [3] through [6])	\$	5,675,213	

IV. Status of the Project

The Adecco Group's North American headquarter location was relocated from Melville, New York to Jacksonville, Florida during 2014. The global parent company is headquartered in Zurich, Switzerland. Adecco Group provides both professional and commercial staffing services.

When the Adecco Group acquired Jacksonville-based MPS Group in January 2010, the Company had 238 positions at the corporate office. In 2010, Adecco Group decided to consolidate the corporate operations of the professional staffing services business units in Jacksonville, Florida and committed to adding 100 new jobs, which happened.

In early 2014, the Adecco Group made a larger commitment to Jacksonville, FL with the decision to move the North American headquarter to Jacksonville. Moving the headquarter location from Melville, NY created 185 additional jobs, with 150 new jobs planned in phase 1 and an additional 35 jobs planned in phase 2. The first phase began March 13, 2014 and ended December 31, 2015. Phase 2 began January 1, 2016 through December 31, 2016.

During 2018 the Adecco Group averaged 563 corporate positions and met its QTI goal.

The new jobs created in Jacksonville as a result of the headquarter move included a broad range of high-paying, corporate-headquarter jobs, such as accounting, finance, legal, marketing, sales support, operations, real estate, procurement, risk, tax, compliance, information technology, and human resources. These new headquarter positions support all North American operations of the Adecco Group and its subsidiaries, including Adecco USA, Accounting Principals, Parker & Lynch, Ajilon, Entegee, Modis, Soliant Health, and Special Counsel.

V. Community Service Activities in 2018

During 2018, the Adecco Group continued to demonstrate a commitment to the Jacksonville community through employee involvement and financial support.

Local organizations that are supported through employee involvement or financial assistance from the Adecco Group include, but are not limited to, Children's Home Society, Jacksonville USO, Blue Star Families, the University of North Florida, Juvenile Diabetes Research Foundation (JDRF), Dreams Come True, Jacksonville Urban League, Ronald McDonald House, Rethreaded, McKenzie Noelle Wilson Foundation, YMCA, Women's Executive Leadership Forum, Generation W, Big Brothers Big Sisters of NE Florida, JASMYN, Children's Christmas Party of Jacksonville, Jacksonville Humane Society, Nemours Foundation, Chemo Noir, Feeding Northeast Florida, Leukemia & Lymphoma Society, Tom Coughlin Jay Fund, American Cancer Society, American Heart Association, American Diabetes Foundation, The Donna Foundation, Operation H.O.M.E., Operation New Uniform, and Clara White Mission.

The Adecco Group is also a supporter of the Jacksonville Chamber of Commerce, JAXUSA, the Jacksonville Jaguars, Jacksonville Sports Council, The Players Championship, the World Affairs Council and others.

As part of the Adecco Group's global Win4Youth philanthropy program, a substantial monetary donation was given to Take Stock in Children in early 2018.