ALLEGIS GROUP, INC.

RETIREMENT SAVINGS PLAN

SUMMARY PLAN DESCRIPTION

FOR EXTERNAL MAXIM EMPLOYEES

January 1, 2012

CONTENTS

I. INTRODUCTION

The Allegis Group, Inc. Retirement Savings Plan (the "Plan") has been adopted to provide you with a tax-deferred retirement savings vehicle, and to provide a measure of financial security for you and your family. Under the terms of the Plan, contributions are made to a trust fund in order to be available when needed to provide Plan benefits. Your individual share will be represented by an Account established in your own name.

You should read this booklet carefully to obtain a clear understanding of the benefits to which you may be entitled, as well as the circumstances that affect the availability of those benefits. However, where a specific interpretation of the Plan is involved, or if you have a question about its applicability to a specific situation, you should consult the Plan Administrator. All benefits are subject to any limitations that may be required by law.

In this booklet all references to the Allegis/Maxim/Erickson family of companies relate to Maxim Healthcare Services, Inc., and each other company that is closely related to Maxim Healthcare Services, Inc. (in a specific manner defined by the tax law), regardless of whether the other company participates in the Plan. The term "Maxim" refers to Maxim Healthcare Services, Inc. and its subsidiaries that participate in the Plan.

This booklet explains the benefits available to "external" Maxim employees under the Plan. Separate booklets explain the benefits available to "internal" Maxim employees, individuals employed by Allegis Group, Inc, and its subsidiaries, and individuals employed by Erickson Living Management, LLC and related companies.

II. PLAN MANAGEMENT

Responsibility and authority for general administration of the Plan rest with Allegis Group, Inc. (the "Sponsor"). This includes the authority to make rules and regulations as may be necessary, to appoint a Plan Administrator, and to settle any questions regarding eligibility, benefits, or other matters involving the Plan. The Plan Administrator administers the Plan on behalf of the Sponsor for the benefit of the participants. Most of the day-to-day administrative tasks are handled for the Plan Administrator by Wells Fargo Retirement Services, which serves as the Plan's record keeper. Wells Fargo processes enrollments, changes in contribution and investment elections, plan loans, distributions, rollovers, and maintains beneficiary information.

Your interest in the Plan is generally referred to as your "Account." Your Account is established when you first join the Plan and is thereafter used to keep track of:

- Your elective and rollover contributions;
- Earnings, losses, and other fluctuations in value arising from your investment of your Account; and
- Your benefit distributions, expenses, and other disbursements that reduce your Account.

Actually, your Account may consist of a number of separate Accounts, each representing a different category of contributions made by or for you. For example, you may have an Account for your elective "pre-tax" contributions, an Account for your elective Roth contributions, and so on. Separate Accounts are needed because different categories may be subject to different rights and restrictions (e.g., withdrawal rights). Thus, the number of Accounts you may have depends on the number of categories of contributions that make up your total Account and which require separate handling. It is important to remember that a reference in this booklet to a particular Account (such as your "elective contributions account") refers not only to the contributions made to that Account, but also to the increases and decreases arising from investment gains and losses, and any disbursements from the Account.

An important feature of the program is that you have the right to decide how your Account in the Plan is to be invested, as explained in the section titled "INVESTMENT OF YOUR ACCOUNT." Thus you may decide whether to emphasize potential for growth, potential for maximizing income, or safety of principal. A Retirement Committee has been appointed to select the investment options offered under the Plan. However, as explained below, you are responsible for the choices you make among the available investment funds. Also as explained below, Wells Fargo's AdviceTrack program may be used to invest your Account.

Please consult the section titled "PLAN INFORMATION" to find out who assumes responsibility for the various aspects of Plan management.

III. WHO PARTICIPATES AND WHEN

<u>Elective "Pre-Tax" and Roth 401(k) Contributions</u>

Eligible individuals who are classified as employees by the following Maxim employers may make elective contributions to the Plan after they meet the eligibility requirements described below:

CareFocus, Inc.
CareFocus Companion Services, LLC
Centrus Premier Homecare, Inc.
Maxim Healthcare Services, Inc.
Maxim Home Health Resources, LLC
Orbis Clinical, LLC
Reflectxion Resources, Inc.

You will be eligible to make elective contributions as of the first pay period beginning on or after the first day of the month occurring at least 30 days after you begin employment.

Leased employees, nonresident aliens with no U.S. source income, employees working abroad and not on a U.S. payroll, employees in categories specifically excluded by an adopting employer, collectively bargained employees whose collective bargaining agreements do not provide for Plan participation, and interns are ineligible for the Plan (i.e., are ineligible for elective contributions and any other portion of the Plan).

To begin making elective contributions to the Plan, simply enroll through Wells Fargo's Web site at www.wellsfargo.com/retirementplansite/allegisgroup or by calling Wells Fargo's Retirement Service Center Line at 1-800-377-9188.

IV. YOUR CONTRIBUTIONS

Elective "Pre-Tax" Contributions – You may elect to contribute to the Plan a portion of the compensation that would otherwise have been paid to you in cash. For this purpose, compensation means the total taxable wages you receive from your employer, plus amounts that you elected to contribute on a pre-tax basis to an employee benefit plan sponsored by any member of the Allegis/Maxim/Erickson family of companies. However, compensation in excess of a limit established by the Internal Revenue Code is ignored for Plan purposes. Compensation that is contributed in this manner is not taxable for federal income tax purposes until it is ultimately distributed to you from the Plan. However, your elective contributions are subject to payroll taxes (Social Security and Medicare) when they are made to the Plan.

Elective Roth Contributions – You may also elect to contribute a portion of the compensation that would otherwise have been paid to you in cash on an "after-tax" basis, as elective "Roth" contributions. Unlike elective "pre-tax" contributions, these contributions and their earnings are not taxable when they are distributed to you, as long as certain tax law requirements are met. This means that this portion of your retirement savings is able to grow tax-free and that you do not have to pay taxes on it when you receive the money, as long as certain tax law requirements are met.

If at any time you decide to change your contribution method from pre-tax to elective Roth contributions, or from pre-tax to catch-up contributions, and your original deduction has not yet started, your new election will not start until the first full week of pay in the following month.

Elective "Pre-Tax" Contributions v. Elective Roth Contributions – In choosing between elective "pre-tax" contributions and elective Roth contributions, you may wish to consider a number of factors, for example, what you think your future tax rate will be, and whether you can afford to contribute on an after-tax basis.

Enrollment by Affirmative Election – The election to contribute (which is subject to any procedures or limitations established by the Sponsor) is made by accessing Wells Fargo's Web site at www.wellsfargo.com/retirementplansite/allegisgroup or by calling Wells Fargo's Retirement Service Center line at 1-800-377-9188. Even if you do not choose to make contributions when you first become eligible, you may do so at a later date.

Limitations – Because you have the right to change or revoke a contribution election, you are able to control the percentage of compensation being contributed. You can change the amount you wish to contribute by accessing Wells Fargo's Web site or by calling the Retirement Service Center line. Your election change will be processed as soon as possible but, in order for the change to be processed for the next payroll period, it must be received at least seven days prior to the beginning of that payroll period.

The minimum contribution (if you elect to contribute anything at all) is 1% of compensation. The maximum contribution percentage is 100% of your compensation after applicable taxes and other required deductions.

The Internal Revenue Code also imposes an annual limit on the amount any participant may elect to contribute to this and certain other types of employer-sponsored retirement plans that allow elective pre-tax contributions. This limit is $17,000 for 2012 and is indexed for inflation. You can find the most up-to-date contribution limit by selecting the "Cost-of-Living Increases" link at www.irs.gov/retirement. This limit applies to both "pre-tax" and Roth elective contributions on a combined basis.

The Internal Revenue Code also places restrictions on the amount that can be contributed by "highly compensated employees" (HCEs), based on contribution levels of other employees. As a result, if you are an HCE you will probably not be able to contribute the full amount of elective deferrals, i.e., $17,000 for 2012. The Plan Administrator will advise you if you are affected. If you are not able to contribute the full amount because of these IRS restrictions, the Plan Administrator may have to return a portion of your contributions to you (any such refunds will be made first from your Elective "Pre-Tax" Contributions and then from your Elective Roth Contributions) or may be required to reduce the amount you are contributing to the Plan in order to meet the requirements of the Internal Revenue Code.

For 2012, you will be an HCE if you earned more than $110,000 from members of the Allegis/Maxim/Erickson family of companies in 2011. The threshold for determining whether an employee is highly compensated will be adjusted in future years for inflation. You can find the most up-to-date threshold by selecting the "Cost-of-Living Increases" link at www.irs.gov/retirement.

Additional Catch-up Contribution for Participants Age 50 or Older – If you are age 50 or older (or will turn 50 before the end of the current calendar year), you can elect to contribute an additional amount to your 401(k) account, known as a "catch-up contribution." For 2012, you can contribute an additional $5,500. This amount is also indexed for inflation. You can find the most up-to-date catch-up contribution limit by selecting the "Cost-of-Living Increases" link at www.irs.gov/retirement. If you are an HCE and cannot contribute the full amount of elective contributions due to the nondiscrimination testing requirements, you can still make the extra age 50 catch-up contribution. You are permitted to make a catch-up contribution election at any time during the Plan Year.

The catch-up contribution is in addition to the regular 401(k) contribution limit (so that you could contribute as much as $22,500 for 2012, if you are considered non-highly compensated).

Rollover Contributions

Once you are eligible to participate in the Plan, you may request that the Plan accept a direct rollover or eligible rollover contribution of your account from an eligible tax-deferred retirement plan. Eligible tax-deferred retirement plans include the following:

- Qualified plans maintained under Section 401(a) of the Internal Revenue Code (such as a defined benefit plan, profit-sharing plan, or 401(k) plan). Note, however, that Roth contributions accumulated under a qualified plan may not be rolled over into the Plan.

- Section 403(b) tax-sheltered annuity plans.

- Governmental Section 457(b) plans.

- Traditional individual retirement accounts (but not Roth IRAs or Coverdell Education Savings Accounts).

The Plan Administrator may require documentation to establish that your contribution is eligible for rollover and retains the right to reject any contributions that it believes are ineligible.

Only pre-tax amounts may be rolled over into the Plan. Contributions of after-tax amounts are not permitted. Rollover contributions (as adjusted for investment earnings or losses) will be maintained in a separate rollover contribution account and are available for distribution at any time.

Withdrawals and Distributions – You may apply for a withdrawal from your rollover contribution account at any time. In the event of financial hardship before age 59½, you may apply for a withdrawal from your elective contribution account. Upon reaching age 59½, you may apply for a withdrawal of any portion or all of your Account. Details are described in the section titled "IN-SERVICE WITHDRAWALS." Except for qualified distributions of elective Roth contributions, withdrawals and distributions are fully taxable. Such distributions may be subject to a 10% early withdrawal tax if received before age 59½.

Loans – You may apply for a loan from your Account. All contribution types are eligible for loans. Details are described in the section titled "LOANS."

V. EARNINGS

As explained in greater detail in the section titled "INVESTMENT OF YOUR ACCOUNT," your Account will be credited with earnings (or losses) directly attributable to investment choices you make.

VI. INVESTMENT OF YOUR ACCOUNT

When you enroll in the Plan, you decide how your Account will be invested. The Plan allows you to direct the investment of your Account among various mutual funds. You may also choose for your account to be invested automatically using Wells Fargo's AdviceTrack program. There are no direct out-of-pocket fees to invest in AdviceTrack. All fees and expenses for the program are taken out of your investment returns. Your account balance will be shown net of program fees/expenses. Your actual costs depend on the investment fund mix selected for you. Currently, the average annual cost of the program is approximately 1.13% of the total market value of your account. The total cost is comprised of several parts—the Advice Track management fee/expenses and the mutual fund expenses. The management fee/expenses include a 0.50% annual fee for all program services, such as fund selection, asset allocation, and monitoring of your account and expenses of 0.15% per year. (The Advice Track fee may increase up to a maximum of 0.80% of the value of your account and expenses are capped at 0.25%) The other component to the cost for AdviceTrack is the mutual fund expenses known as expense ratios. The expense ratios will vary based upon the investment fund mix selected for you. The average annual expense ratio for the funds in the program is 0.48%. Because each AdviceTrack portfolio is unique and will be monitored and rebalanced to suit each participant's income needs, the costs of investing in AdviceTrack may vary over time. The AdviceTrack program is described in more detail materials available through Wells Fargo's Web site (www.wellsfargo.com/retirementplansite/allegisgroup) or Wells Fargo's Retirement Service Center line (1-800-377-9188).

You may change your investment elections, or enroll or terminate your participation in AdviceTrack, through Wells Fargo's Web site at www.wellsfargo.com/retirementplansite/allegisgroup or by calling Wells Fargo's Retirement Service Center line at 1-800-377-9188.

Investing by Yourself, Without AdviceTrack

By carefully choosing investment options, you can create a personal investment program designed to meet your financial objectives. Each mutual fund pools your money with that of many other people who have similar, or "mutual," investment goals.

Some funds may offer a lower potential investment return in exchange for potentially less risk to your principal. Other funds may involve a greater risk to your principal in exchange for the opportunity to earn a greater return on your money.

Before you invest, you should carefully read the fund information you receive. In addition to general investment information, you should thoroughly review the prospectus for each fund. Each prospectus includes

- the fund's objective;
- how the objective is pursued (that is, how the fund will be invested to meet the objective);
- risk factors;
- the fund's organization, history, and management philosophy; and
- the fund's performance.

You can obtain information on the investment funds offered under the Plan through Wells Fargo's Web site at www.wellsfargo.com/retirementplansite/allegisgroup or by calling Wells Fargo's Retirement Service Center line at 1-800-377-9188. The information you can obtain includes the following:

- A description of the annual operating expenses of each designated investment option (e.g., investment management costs, administrative costs, etc.) and the total amount of such expenses, expressed as a percentage of average net assets of the designated option.

- Copies of any prospectuses, financial statements, reports, and any other materials relating to the available investment options.

- Information concerning the value of shares or units in available investment options, as well as past and current investment performance of such options, determined net of expenses and on a reasonable and consistent basis.

- Information concerning the value of the shares or units held in your account.

You Are Responsible for Your Investment Choices – The Retirement Committee is responsible for selecting the investment options offered under the Plan. However, you are responsible for the choices you make among the available funds. Neither the Sponsor, your employer, the Plan Administrator, the Retirement Committee, nor the Trustee will tell you how to invest your Account or review your investment choices.

The Plan is intended to constitute a participant-directed plan described in Section 404(c) of ERISA and the regulations thereunder (29 CFR 2550.404c-1). In general, Section 404(c) requires that you be provided with a broad range of investment alternatives, certain information about those alternatives, and an opportunity to direct the investment of your account among those alternatives on a regular basis.

As a result of the Plan's compliance with Section 404(c), fiduciaries of the Plan (such as the Plan Administrator, the Retirement Committee, and the Trustee) are relieved from liability for any losses that result from your investment directions or the failure to select an investment, or from the inability to change your investment designation as a result of any restrictions imposed by the manager of the investment, the Plan Administrator, the Retirement Committee, or the Trustee.

The Retirement Committee periodically monitors the funds to make sure your available investment options offer you the possibility of securing a reasonable investment return with a reasonable amount of investment risk. From time to time, the Retirement Committee may decide to add or change one or more of the investment options.

Investing with AdviceTrack

If you participate in AdviceTrack, Wells Fargo will manage the investment of your account for you, using an investment strategy based on information specific to you (e.g., your age, contribution rate, compensation, etc.). Wells Fargo will serve as the investment fiduciary for participants who use AdviceTrack. As noted above, the AdviceTrack program is described in materials available through Wells Fargo's Web site (www.wellsfargo.com/retirementplansite/allegisgroup) or Retirement Service Center line (1-800-377-9188).

VII. QUARTERLY STATEMENTS

You will receive a statement of your Account balance four times a year (as of the last business day of the preceding calendar quarter). This statement will reflect all adjustments to your Account since the date of your previous statement, including any contributions made by you or by your employer, investment gains and losses, and any loans or withdrawals from your Account. You should carefully review each statement. If you believe your statement contains an error (such as a mistake in the amount of your contribution or your investment election), you must promptly notify Wells Fargo by calling 1-800-377-9188. This will give the Plan Administrator an opportunity to examine the matter and take appropriate action. If Wells Fargo is not promptly notified of an error, corrective action may not be possible. For example, if you change your contribution rate from 3% to 4% of pay, and the change is not processed, failure to immediately notify Wells Fargo of the problem would prevent the Plan Administrator from taking appropriate action to adjust your payroll deduction.

VIII. IN-SERVICE WITHDRAWALS

Financial Hardship Withdrawals – In the event of financial hardship, you may apply for a distribution from your Account in the Plan. You can request a financial hardship withdrawal by calling Wells Fargo's Retirement Service Center line at 1-800-377-9188.

The amount you may withdraw is limited to the smaller of (i) the amount necessary to meet your financial hardship or (ii) the portion of your Account that is available for hardship distributions. The available portion of your Account generally consists of your total elective contributions as of the date of the distribution (reduced by the amount of any financial hardship withdrawals you may have previously made).

"Financial hardship" is automatically considered to exist, and will only be considered to exist, in connection with

- medical expenses incurred, or about to be incurred, by you, your spouse, or dependents;
- payment of tuition, related educational fees, and room and board expenses for the next 12 months of postsecondary (i.e., after high school) education for you, or your spouse, children, or dependents;
- costs directly related to the purchase of your principal residence (excluding mortgage payments);
- payments necessary to prevent eviction from, or foreclosure of the mortgage on, your principal residence;
- costs directly related to the repair of damage to your principal residence in certain situations; or

- costs for burial or funeral expenses for your parent, your spouse, your child, or your dependent.

In calculating the amount of your financial hardship, you may take into account any income taxes or penalties you will incur as a result of taking the distribution from the Plan.

You may take a financial hardship distribution only if you have already taken all of the distributions and loans otherwise available to you under the Plan. If you take a financial hardship distribution, your elective contributions will be suspended for 6 months.

You may request a distribution on account of financial hardship by calling Wells Fargo's Retirement Service Center line at 1-800-377-9188. You cannot receive more than one hardship distribution during a Plan Year. The Plan Administrator has the discretion to approve or decline hardship withdrawal requests in accordance with the terms described above.

Age 59½ and Rollover Contribution Withdrawals – All or any part of your Account may be withdrawn at any time after you reach age 59½, even while you remain employed. In addition, the rollover contribution portion of your Account (if any) may be withdrawn at any time, even while you remain employed and have not yet reached age 59½. You may request a withdrawal by calling Wells Fargo's Retirement Service Center line at 1-800-377-9188.

General Information Regarding In-Service Withdrawals – Your withdrawal will be taken proportionately from each of the investment options in which your Account is invested. In addition to being taxable, withdrawals made before age 59½ may be subject to a 10% early withdrawal tax. The direct rollover rules (as described in the section titled "LUMP-SUM DISTRIBUTION") apply to age 59½ and rollover contribution withdrawals, but not to financial hardship withdrawals.

IX. LOANS

Subject to such procedures and limitations as may be established by the Plan Administrator, and subject to Plan Administrator approval in each case, participants may apply for loans from their Accounts. You can request a loan through Wells Fargo's Web site at www.wellsfargo.com/retirementplansite/allegisgroup or by calling Wells Fargo's Retirement Service Center line at 1-800-377-9188.

To be eligible for a loan, you must be actively employed. You may have only one loan outstanding at any given time. You may borrow up to 50% of your Account (all contribution types), up to $50,000 less the highest outstanding loan balance during the preceding 12 months. If the loan is approved, you will be required to sign a promissory note bearing interest at rates that are current when the loan is made. Generally, a loan must be repaid in full within 5 years. However, a loan to purchase your principal residence must be repaid in full within 10 years. The loan will be accounted for as an investment of the funds in your Account, and interest you pay will be credited to your Account.

You will be required to repay the loan through payroll deductions. Your loan will be secured by your Account. If you default on your loan, your entire outstanding loan balance (including accrued interest) will be treated as a taxable distribution to you. In certain cases, the Trustee may immediately charge your Account for the amount of the defaulted loan and may take any other actions available to it under the terms of your loan note and security agreement.

Your loan may be declared to be in default upon an event provided under your loan note, including (i) if you miss any payments of principal or interest when due (including upon termination of employment), (ii) if you revoke your arrangement for automatic loan repayment, or (iii) if you fail to do anything else you have agreed to do under your loan note, and you do not correct the failure in the calendar quarter following the date of the failure.

All loans must be fully satisfied during the calendar quarter following your termination of employment, or your loan will be in default. You may not receive any benefits under the Plan following your termination of employment until your loan is paid off or defaulted.

X. ELIGIBILITY FOR BENEFITS

Retirement or Termination of Employment – Upon retirement or other termination of employment at any time, you will be entitled to 100% of your Account. You must begin taking "minimum distributions" from your Account by the April 1 following the year in which you reach age 70½, unless you are still working for any member of the Allegis/Maxim/Erickson family of companies at that time. In that case, you may generally postpone receiving a "minimum distribution" from your Account until the April 1 following the year in which you terminate employment.

Disability – If, at any time prior to your termination of employment, you should become totally and permanently disabled, you will be entitled to 100% of your Account. For this purpose, disability is defined as a medically determinable physical or mental impairment that can be expected to result in death or to last at least 12 months, and, by reason of which, you will be prevented from performing your own or similar duties in the employ of any member of the Allegis/Maxim/Erickson family of companies. Proof of disability must include a written statement of a physician appointed or approved by the Plan Administrator.

Death – In the event of your death while actively employed, your spouse or other beneficiary will be entitled to 100% of your Account.

XI. VALUATION AND PAYMENT OF BENEFITS

You are entitled to receive the value of your Account described in the previous section when you retire, become disabled, die, or terminate employment with all member of the Allegis/Maxim/Erickson family of companies. You can request a distribution of your account by calling Wells Fargo's Retirement Service Center line at 1-800-377-9188.

Normally, you must request a distribution of your Account. However, the Plan Administrator may pay your benefits automatically—without your consent—in two situations:

- If your Account balance is $1,000 or less when you terminate employment with all members of the Allegis/Maxim/Erickson family of companies, your entire account will be distributed.
- If you have terminated employment with all members of the Allegis/Maxim/Erickson family of companies and reached the April 1 following the date on which you reach age 70½ (your "required beginning date"), you will begin to receive "minimum distributions."

All applicable taxes will be withheld from these automatic payouts. As described in more detail in information you will receive when your distribution is processed, you may avoid tax withholding by electing a direct rollover of your Account balance to another eligible retirement plan.

Unless one of these automatic payment provisions applies, you must request a distribution. You can request a distribution of your account by calling Wells Fargo's Retirement Service Center line at 1-800-377-9188. You may request a distribution at any time between the time you terminate employment with all members of the Allegis/Maxim/Erickson family of companies and your required beginning date. However, you must apply to receive a distribution of your Account before your required beginning date.

The value of your Account is determined as of the date on which your distribution is processed.

If your Account includes any investments that are not valued on a daily basis, the amount of your distribution with respect to these investments will be based on the most recent valuation of these investments.

XII. LUMP-SUM DISTRIBUTION

Lifetime Benefits – Your entire Account will be paid to you in a single lump-sum cash payment. When you contact Wells Fargo to request a distribution, you will receive additional information.

Death Benefits

Upon your death, your Account will be paid to your designated beneficiary in a single lump-sum cash payment. Payment will be available at any time following your death, except that payment must be made no later than the end of the 5th year following the year of your death.

However, if you are married on the date of your death, your Account will be paid to your surviving spouse, as soon as administratively feasible (regardless of who you may have listed in your beneficiary designation form). The only way you can cause your Account to be paid to someone other than your surviving spouse is to do both of the following: (i) list a different beneficiary in your beneficiary designation form and (ii) obtain your spouse's consent on the beneficiary designation form, which your spouse must sign in the presence of a notary public or Plan representative.

Direct Rollover Transfer Election

If a distribution in excess of $200 that you are entitled to receive is eligible for rollover into an eligible retirement plan, you may elect to have your distribution transferred directly to the other plan. The election must be on a form provided by Wells Fargo and must specify the eligible retirement plan to which your distribution is to be transferred. For this purpose, "eligible retirement plans" include other Section 401(a) defined contribution plans (such as Section 401(k) or profit-sharing plans), Section 403(b) tax-sheltered annuity plans, and governmental Section 457(b) plans that accept rollovers, and Roth individual retirement accounts. "Traditional" individual retirement accounts are also eligible retirement plans with respect to your plan accounts other than your elective Roth contribution account. Coverdell Education Savings Accounts are not eligible retirement plans. If you fail to elect a direct transfer of a distribution that is eligible for rollover, your distribution will be subject to automatic 20% federal income tax withholding, even if you later decide to do a rollover within 60 days after you receive the distribution.

In general, any distribution from the Plan is eligible for rollover treatment, except for a financial hardship distribution, and a small portion of your distribution if your entire account is distributed after you reach age 70½.

The ability to elect a direct rollover applies not only to benefits payable to participants during their lifetimes, but also to death benefits payable to your beneficiary. If your beneficiary is not your spouse, he or she may only make a direct rollover to an individual retirement account.

Benefit Information

It is important to keep Wells Fargo and the Plan Administrator constantly informed about your marital status, and the current addresses of you and your beneficiaries, because only in that way can Wells Fargo and the Plan Administrator be sure of proper distribution of any amounts that may become payable under the Plan.

XIII. CLAIMS PROCEDURE

You may apply for your benefit under the Plan by filing a claim with the Plan Administrator in writing on the form or forms provided by the Plan Administrator. If no form or forms have been provided, your claim for benefits should be made in writing to the Plan Administrator, setting forth the basis for the claim. This claim must be mailed, postage pre-paid, or hand delivered to the Plan Administrator at the address listed toward the end of this summary.

If the Plan Administrator determines you are not entitled to the benefit to which you feel you are entitled, the Plan Administrator will give you a detailed written explanation, generally within 90 days after receipt of your claim, which contains

- The specific reasons your benefit is denied and references to the specific provisions of the Plan on which the decision is based,

- A description of the additional information, if any, that you can provide to perfect your claim and the reason this information is necessary, and
- An explanation of the Plan's claims procedures, the applicable time limits for responses, and an explanation that you have the right to bring a civil action under the Employee Retirement Income Security Act of 1974 (ERISA) following an adverse benefit determination on the reconsideration of your claim.

If special circumstances require additional time to process your claim, the deadline for responding to your claim may be extended up to 180 days from the receipt of your claim. If the extension is necessary, the Plan Administrator will advise you, in writing and prior to the end of the initial 90-day period, of the reason for the extension and the date by which it expects to advise you of its decision.

If your claim is denied, you or your authorized representative may file a written request for reconsideration of your claim with the Plan Administrator within 60 days after you receive notice that your claim has been denied. As part of your request for reconsideration, you can submit written comments, documents, records, or other information relating to your claim for benefits. You may also request to review any pertinent documents. In addition, you may request, free of charge, copies of all relevant documents, records, and information.

The Plan Administrator will generally make a final and binding decision on your claim within 60 days after the date on which you request reconsideration of your claim. However, in special circumstances, such as the need to have a hearing with you or your authorized representative, additional time of up to an additional 60 days may be needed to complete the reconsideration of your claim. In that case, you will be advised, in writing, of the reason for the extension of time and the date by which the Plan Administrator expects to advise you of its final decision.

If your claim is denied following reconsideration, you will receive written notice of the Plan Administrator's final decision on your claim, which contains

- The specific reasons for the adverse benefit determination and references to the specific provisions of the Plan on which the decision is based,
- A statement that you may request, free of charge, reasonable access to, and copies of all relevant documents, records, and information, and
- A statement that you have a right to bring a civil action under ERISA.

Note that different claims procedures will apply if your claim is based on disability.

XIV. CHANGES IN THE PLAN

It is contemplated that this Plan will be a permanent one. Conditions, however, could require that it be suspended or terminated, and the Sponsor reserves the right to amend the Plan in any manner, or to terminate the Plan. If Plan termination occurs, no further contributions would be made, and under most circumstances your Account would be distributed to you shortly following the Plan's termination.

The Plan is subject to ERISA, the Internal Revenue Code, and other federal laws and regulations. It frequently happens that there is a delay between the effective date of a change in the law or regulations and the date the Plan or this Summary Plan Description is amended to reflect the change; in such event, the amendment will be retroactive to the effective date of the change, and the Plan will be operated in conformity with the change during the interim period. For this reason, you should ask whether there are any recent changes before you make any important decision or election involving your participation in the Plan.

XV. PLAN GUARANTEES

The Plan has been established for the benefit of the participants. By the same token, however, the trust fund is the sole source to which participants may look for Plan benefits. Neither the Sponsor nor any employer participating in the Plan guarantees the trust fund against losses, or the payment of benefits by the trust fund, nor can the Sponsor or any employer participating in the Plan guarantee the qualified, tax-exempt status of the Plan and trust or that contributions or benefits will be subject to any particular tax consequences.

You may have heard that certain types of retirement benefits are guaranteed by the federal government. However, the federal insurance program was not designed to extend to this type of plan, so such coverage is not available. You may obtain further information about this subject from the Pension Benefit Guaranty Corporation, Technical Assistance Division, 1200 K Street, N.W., Suite 930, Washington, DC 20005-4026 or call 202-326-4000 (not a toll-free number).

Although, in general, your Account in the trust fund is not subject to the claims of your creditors, there are exceptions, such as federal tax claims. In addition, in the event that you are divorced or legally separated, the Plan Administrator may be required to pay a part or all of your benefit to your former spouse, your spouse, or your dependent child pursuant to a state domestic relations order. In the event the Plan Administrator receives a qualified domestic relations order, you will be promptly notified and informed concerning the effect of the order on your benefit under the Plan. You may obtain, without charge, a copy of the Plan's qualified domestic relations order procedures from the Plan Administrator. As explained below in the section titled "PLAN EXPENSES," your Account will be charged for the fees and expenses incurred in processing the order.

XVI. PLAN EXPENSES

Participant Accounts will be charged for a share of the Plan's reasonable administrative expenses. The Sponsor may determine that it is appropriate for certain administrative expenses to be charged on the basis of Account size, and that it is appropriate for other administrative expenses to be charged equally among participants without regard to Account size.

In addition, certain expenses that are directly attributable to a particular Account may be charged directly to such Account and not allocated among other Plan participants. For example, if the Plan Administrator receives a qualified domestic relations order pertaining to your

Account, the reasonable fees and expenses incurred in processing the order will be charged directly to your Account and not allocated among other Plan participants.

XVII. SUMMARY PLAN DESCRIPTION

This booklet—the Summary Plan Description—is intended to summarize the highlights of the Plan. Because it was written in light of the normal circumstances applicable to most participants, it does not fully cover unusual circumstances that may occur on an individual basis. The actual terms of the Plan are stated in the Allegis Group, Inc. Retirement Savings Plan, which is the legal document governing rights and benefits under the Plan. This Summary Plan Description is not a part of the Plan, nor does it modify or interpret it; therefore, if there is any conflict between this Summary Plan Description and the Plan, the Plan will govern. A copy of the actual Plan is available for your examination.

XVIII. ERISA RIGHTS

As a participant in the Allegis Group, Inc. Retirement Savings Plan, you are entitled to certain rights and protections under the Employee Retirement Income Security Act of 1974 (ERISA). ERISA provides that all Plan participants shall be entitled to

Receive Information About Your Plan and Benefits

- Examine, without charge, at the Plan Administrator's office and at other locations, such as work sites, all documents governing the Plan, including a copy of the latest annual report (Form 5500 Series) filed by the Plan with the U.S. Department of Labor and available at the Public Disclosure Room of the Employee Benefits Security Administration.
- Obtain, upon written request to the Plan Administrator, copies of all documents governing the operation of the Plan, including a copy of the latest annual report (Form 5500 Series) and updated Summary Plan Description. The Plan Administrator may charge a reasonable fee for the copies.
- Receive a summary of the Plan's annual financial report. The Plan Administrator is required by law to furnish each participant with a copy of this summary annual report.
- Receive a quarterly statement setting forth your Plan account balances and a statement that you are fully vested.

Prudent Actions by Plan Fiduciaries

In addition to creating rights for Plan participants, ERISA imposes duties upon the people who are responsible for the operation of the Plan. The people who operate your Plan, called "fiduciaries" of the Plan, have a duty to do so prudently and in the interest of you and other Plan participants and beneficiaries. No one, including your employer or any other person, may fire you or otherwise discriminate against you in any way to prevent you from obtaining a pension benefit or exercising your rights under ERISA.

Enforce Your Rights

If your claim for a pension benefit is denied or ignored, in whole or in part, you have a right to know why this was done, to obtain copies of documents relating to the decision without charge, and to appeal any denial, all within certain time schedules.

Under ERISA, there are steps you can take to enforce the above rights. For instance, if you request a copy of Plan documents or the latest annual report from the Plan and do not receive them within 30 days, you may file suit in a federal court. In such a case, the court may require the Plan Administrator to provide the materials and pay you up to $110 a day until you receive the materials, unless the materials were not sent because of reasons beyond the control of the Plan Administrator. If you have a claim for benefits that is denied or ignored, in whole or in part, you may file suit in a state or federal court. In addition, if you disagree with the Plan's decision or lack thereof concerning the qualified status of a domestic relations order, you may file suit in federal court. If it should happen that Plan fiduciaries misuse the Plan's money, or if you are discriminated against for asserting your rights, you may seek assistance from the U.S. Department of Labor, or you may file suit in a federal court. The court will decide who should pay court costs and legal fees. If you are successful, the court may order the person you have sued to pay these costs and fees. If you lose, the court may order you to pay these costs and fees (for example, if it finds your claim is frivolous).

Assistance with Your Questions

If you have any questions about your Plan, you should contact the Plan Administrator. If you have any questions about this statement or about your rights under ERISA, or if you need assistance in obtaining documents from the Plan Administrator, you should contact the nearest office of the Employee Benefits Security Administration, U.S. Department of Labor, listed in your telephone directory, or the Division of Technical Assistance and Inquiries, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Avenue, N.W., Washington, D.C. 20210. You may also obtain certain publications about your rights and responsibilities under ERISA by calling the publications hotline of the Employee Benefits Security Administration.

XIX. PLAN INFORMATION

Plan Sponsor

Allegis Group, Inc.
7312 Parkway Drive
Hanover, Maryland 21076
Employer Identification Number (EIN): 52-1304931
Plan Number: 002

Participating Employers

Aerotek, Inc.
7312 Parkway Drive
Hanover, Maryland 21076

Aerotek Aviation, LLC
7312 Parkway Drive
Hanover, Maryland 21076

Aerotek Scientific, LLC
7312 Parkway Drive
Hanover, Maryland 21076

Allegis Group Services, Inc.
7312 Parkway Drive
Hanover, Maryland 21076

CareFocus, Inc.
7227 Lee Deforest Drive
Columbia, Maryland 21046

CareFocus Companion Services, LLC
7227 Lee Deforest Drive
Columbia, Maryland 21046

Centrus Premier Homecare, Inc.
7227 Lee Deforest Drive
Columbia, Maryland 21046

Duluth Service, Inc.
7312 Parkway Drive
Hanover, Maryland 21076

Erickson Health Medical Group of Colorado, P.C.
3480 West Country Line Road
Highlands Ranch, Colorado 80129

Erickson Health Medical Group of Illinois, P.C.
901 Milwaukee Avenue
Lincolnshire, Illinois 60069

Erickson Health Medical Group of Kansas, P.A.
13800 Metcalf Avenue

Overland Park, Kansas 66223

Erickson Health Medical Group of Maryland, P.C.
719 Maiden Choice Lane
Catonsville, Maryland 21228

Erickson Health Medical Group of Massachusetts, P.C.
200 Brooksby Village Drive
Peabody, Massachusetts 01960

Erickson Health Medical Group of Michigan, P.C.
15101 Ford Road
Dearborn, Michigan 48126

Erickson Health Medical Group of New Jersey, P.C.
1 Cedar Crest Village Drive
Pompton Plains, New Jersey 07444

Erickson Health Medical Group of Pennsylvania, P.C.
10000 Ann's Choice Way
Warminster, PA 18974

Erickson Health Medical Group of Texas, P.A.
1401 Highway 6 South
Houston, Texas 77077

Erickson Health Medical Group of Virginia, P.C.
4730 Spring Village Drive
Springfield, Virginia 22150

Erickson Living Management, LLC
701 Maiden Choice Lane
Catonsville, Maryland 21228

Inprax Performance Resources, LLC
7312 Parkway Drive
Hanover, Maryland 21076

Inside Edge Legal, LLC
7312 Parkway Drive
Hanover, Maryland 21076

MLA Legal, LLC
7312 Parkway Drive
Hanover, Maryland 21076

Major, Lindsey & Africa, LLC
7312 Parkway Drive
Hanover, Maryland 21076

MarketSource, Inc.
3480 Preston Ridge Road, Suite 650
Alpharetta, Georgia 30005

Maxim Healthcare Services, Inc.
7227 Lee Deforest Drive
Columbia, Maryland 21046

Maxim Home Health Resources, LLC
7227 Lee Deforest Drive
Columbia, Maryland 21046

Orbis Clinical, LLC
7227 Lee Deforest Drive
Columbia, Maryland 21046

Parkway Support Services, LLC
7312 Parkway Drive
Hanover, Maryland 21076

Qualisys Employment Screening, LLC
600 Town Park Lane, Suite 350
Kennesaw, Georgia 30144

Reflectxion Resources, Inc.
7227 Lee Deforest Drive
Columbia, Maryland 21046

Richardson Telecommunications
Service, Inc.
7312 Parkway Drive
Hanover, Maryland 21076

Stephen James Associates, Inc.
7312 Parkway Drive
Hanover, Maryland 21076

TEKsystems, Inc.
7437 Race Road
Hanover, Maryland 21076

TEKsystems Global Services, LLC
7437 Race Road
Hanover, Maryland 21076

TEKsystems EF&I Solutions LP
7437 Race Road
Hanover, Maryland 21076

TEKsystems Government Services, LLC
7437 Race Road
Hanover, Maryland 21076

Plan Administrator

Retirement Plan Committee
c/o Allegis Group, Inc.
7312 Parkway Drive
Hanover, Maryland 21076
(800) 342-8103

Agent for Service of Legal Process

Paul Bowie
Chief Financial Officer
Allegis Group, Inc.
7312 Parkway Drive
Hanover, Maryland 21076

Service of legal process may also be made upon the Plan Administrator or Trustee.

Trustee

Wells Fargo Bank, N.A.
1753 Pinnacle Drive
McLean, VA 22102

Plan Year

January 1 to December 31

Plan Number

002