

Q2 / 2010

Manpower
Employment
Outlook Survey
United States

A Manpower Research Report



Manpower®

Q2/10

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Please note that throughout this report, the figure used in all graphs is the “Net Employment Outlook.” This figure is derived by taking the percentage of employers anticipating an increase in hiring activity and subtracting from this the percentage of employers that expect to see a decrease in employment at their location in the next quarter. In addition, percentage totals may not equal 100% due to rounding.

United States Employment Outlook

More than 18,000 interviews have been conducted with employers within 201 Metropolitan Statistical Areas (MSAs) in the United States and Puerto Rico to measure employment trends between April and June 2010. The mix of industries within the survey follows the North American Industry Classification System (NAICS) Supersectors and is structured to be representative of the U.S. economy. All participants were asked, "How do you anticipate total employment at your location to change in the three months to the end of June 2010 as compared to the current quarter?"

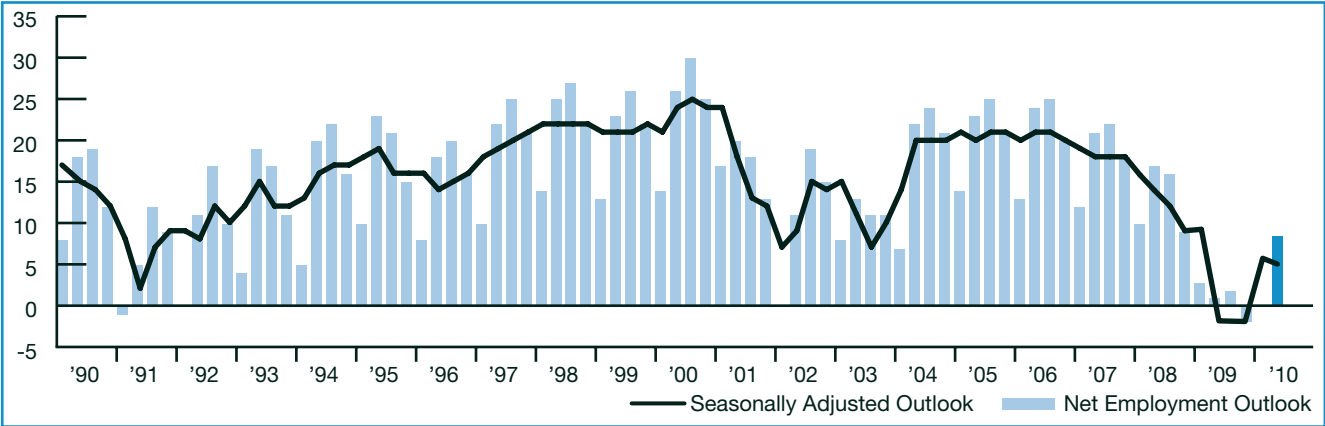
Among U.S. employers surveyed, 16% expect to add to their workforces, and 8% expect a decline in their payrolls during Quarter 2 2010. Seventy-three percent of employers anticipate making no change to staff levels, and the remaining 3% of employers are undecided about their Quarter 2 2010 hiring plans.

When seasonal variations are removed from the data, the results suggest that employers expect a relatively stable hiring rate compared to Quarter 1 2010. The second quarter Net Employment Outlook for the U.S. is favorable compared to one year ago at this time.

According to seasonally adjusted regional data, employers in the Northeast and West report a moderate increase in hiring expectations compared to Quarter 1 2010, while employers in the South expect a relatively stable hiring pace. Those in the Midwest anticipate a slight quarter-over-quarter decrease.

Across all regions, employers anticipate a moderate increase in hiring activity compared to one year ago. Employers in the Northeast report the strongest Outlook for the quarter.

	Increase	Decrease	No Change	Don't Know	Net Employment Outlook	Seasonally Adjusted
	%	%	%	%	%	%
Quarter 2 2010	16	8	73	3	8	5
Quarter 1 2010	12	12	73	3	0	6
Quarter 4 2009	12	14	69	5	-2	-2
Quarter 3 2009	15	13	67	5	2	-2
Quarter 2 2009	15	14	67	4	1	-2



No bar indicates Net Employment Outlook of zero. Revised methodology effective Quarter 1 2009.

The results of the Manpower Employment Outlook Survey in the United States include Puerto Rico.

Industry Sector Comparisons

For Quarter 2 2010, employers have a positive Outlook in 12 of the 13 industry sectors: Mining, Construction, Durable and Nondurable Goods Manufacturing, Transportation & Utilities, Wholesale & Retail Trade, Information, Financial Activities, Professional & Business Services, Education & Health Services, Leisure & Hospitality, and Other Services. The Quarter 2 2010 Outlook is negative for employers in Government.

When the industry sector data is compared quarter-over-quarter, employers in 12 of the 13 industry sectors surveyed are more upbeat about employment prospects compared to Quarter 1 2010. Employers in Mining, Construction, Durable Goods Manufacturing, Transportation & Utilities, Professional & Business

Services and Leisure & Hospitality expect hiring to considerably increase in Quarter 2 2010. A moderate quarter-over-quarter increase is expected among employers in Nondurable Goods Manufacturing, Information and Financial Activities, while Wholesale & Retail Trade, Other Services and Government sector employers project slight increases. Education & Health Services industry employers anticipate relatively stable staffing levels compared to January – March 2010.

Results for the Mining sector are reported only in the national survey data to ensure statistical accuracy.

	Increase	Decrease	No Change	Don't Know	Net Employment Outlook Q2 2010	Net Employment Outlook Q1 2010
	%	%	%	%	%	%
Construction	18	14	64	4	4	-12
Education & Health Services	11	8	78	3	3	4
Financial Activities	14	5	78	3	9	2
Government	10	11	75	4	-1	-3
Information	14	6	77	3	8	0
Leisure & Hospitality	25	8	64	3	17	4
Manufacturing – Durable Goods	16	8	71	5	8	-3
Manufacturing – Nondurable Goods	16	7	74	3	9	1
Mining	20	9	68	3	11	-1
Other Services	11	7	80	2	4	2
Professional & Business Services	22	7	68	3	15	5
Transportation & Utilities	16	8	72	4	8	-6
Wholesale & Retail Trade	15	8	74	3	7	4

Regional Comparisons

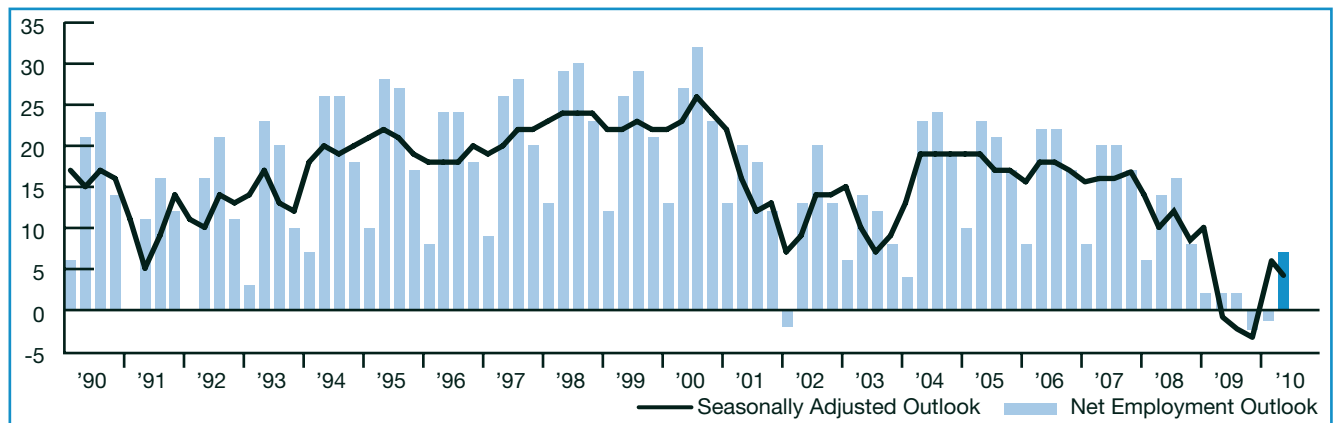
Midwest +7 (4)%

In the Midwest, 16% of employers surveyed expect to increase staff levels for Quarter 2 2010 and 9% anticipate a decrease in the hiring pace, leading to a Net Employment Outlook of +7%. When seasonal variations are removed from the data, the employment forecast for Quarter 2 2010 is encouraging compared to one year ago at this time, but shows a slight decrease compared to Quarter 1 2010. Employers in the Midwest report the weakest Outlook of the four U.S. regions surveyed.

Employers in nine of the 12 industry sectors surveyed in the Midwest predict an increase in hiring activity for Quarter 2 2010 compared to Quarter 1 2010.

Construction, Durable Goods Manufacturing, Transportation & Utilities, Information, Financial Activities and Leisure & Hospitality industry sector employers anticipate a considerable increase in hiring activity. Employers in Nondurable Goods Manufacturing and Professional & Business Services expect moderate increases, while Government employers foresee a slight hiring increase over Quarter 1 2010. Wholesale & Retail Trade employers expect the hiring pace to remain relatively stable. For the April – June period, employers in the Education & Health Services and Other Services sectors indicate a slight decrease in hiring intentions.

	Increase	Decrease	No Change	Don't Know	Net Employment Outlook	Seasonally Adjusted
	%	%	%	%	%	%
All Industries – Midwest	16	9	72	3	7	4
Construction	23	15	57	5	8	–
Education & Health Services	10	10	76	4	0	–
Financial Activities	17	5	77	1	12	–
Government	8	13	75	4	-5	–
Information	12	7	80	1	5	–
Leisure & Hospitality	24	10	63	3	14	–
Manufacturing – Durable Goods	18	5	72	5	13	–
Manufacturing – Nondurable Goods	20	7	71	2	13	–
Other Services	7	8	83	2	-1	–
Professional & Business Services	21	10	68	1	11	–
Transportation & Utilities	19	7	70	4	12	–
Wholesale & Retail Trade	15	9	74	2	6	–



No bar indicates Net Employment Outlook of zero. Revised methodology effective Quarter 1 2009.

The Midwest Region comprises the following states: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, Wisconsin. Because the industry sector reporting method has been changed effective Quarter 1 2009, seasonally adjusted data for individual industries is not currently available.

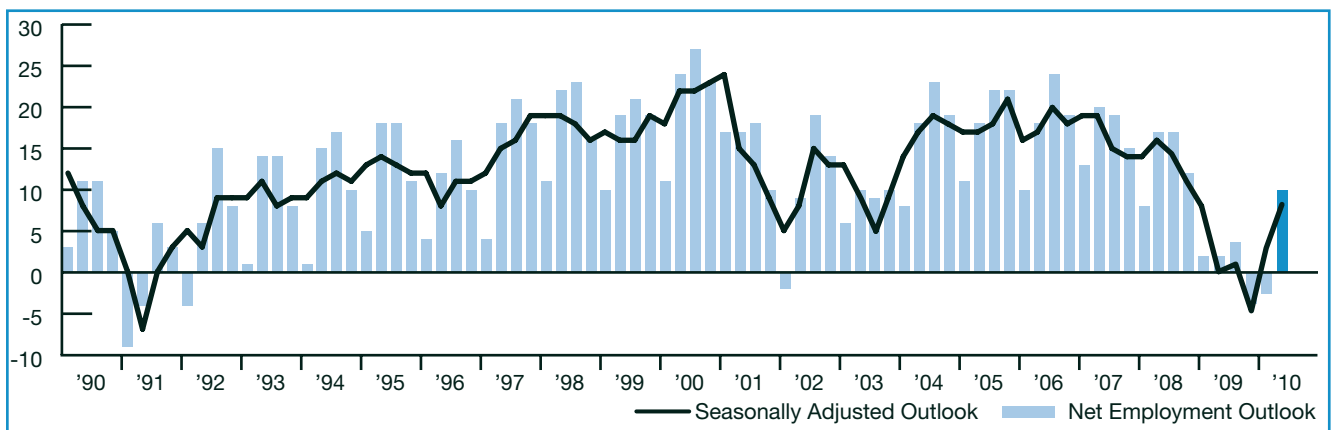
Northeast +10 (8)%

In the Northeast, 17% of employers indicate plans to increase staff levels, while 7% expect to decrease payrolls, resulting in a Net Employment Outlook of +10% for Quarter 2 2010. The seasonally adjusted survey data reflects a moderate increase in the hiring pace compared to both three months ago and one year ago at this time. Employers in the Northeast have the most upbeat Outlook among the four U.S. regions surveyed.

Among the 12 industry sectors surveyed in the Northeast, employers in Education & Health Services

anticipate stable hiring, and employers in the remaining 11 industry sectors expect an increase in Quarter 2 2010 hiring compared to three months ago. A considerable hiring increase in Quarter 2 2010 is expected among employers in Construction, Durable and Nondurable Goods Manufacturing, Transportation & Utilities, Wholesale & Retail Trade, Information and Leisure & Hospitality. A moderate increase in staffing levels compared to the January – March time period is anticipated in four industry sectors: Financial Activities, Professional & Business Services, Other Services and Government.

	Increase	Decrease	No Change	Don't Know	Net Employment Outlook	Seasonally Adjusted
	%	%	%	%	%	%
All Industries – Northeast	17	7	71	5	10	8
Construction	22	13	60	5	9	–
Education & Health Services	11	6	78	5	5	–
Financial Activities	17	7	71	5	10	–
Government	11	7	79	3	4	–
Information	16	6	74	4	10	–
Leisure & Hospitality	29	8	61	2	21	–
Manufacturing – Durable Goods	15	6	71	8	9	–
Manufacturing – Nondurable Goods	17	6	73	4	11	–
Other Services	10	5	83	2	5	–
Professional & Business Services	19	7	70	4	12	–
Transportation & Utilities	17	8	72	3	9	–
Wholesale & Retail Trade	19	8	68	5	11	–



The Northeast Region comprises the following states: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, Vermont. Because the industry sector reporting method has been changed effective Quarter 1 2009, seasonally adjusted data for individual industries is not currently available.

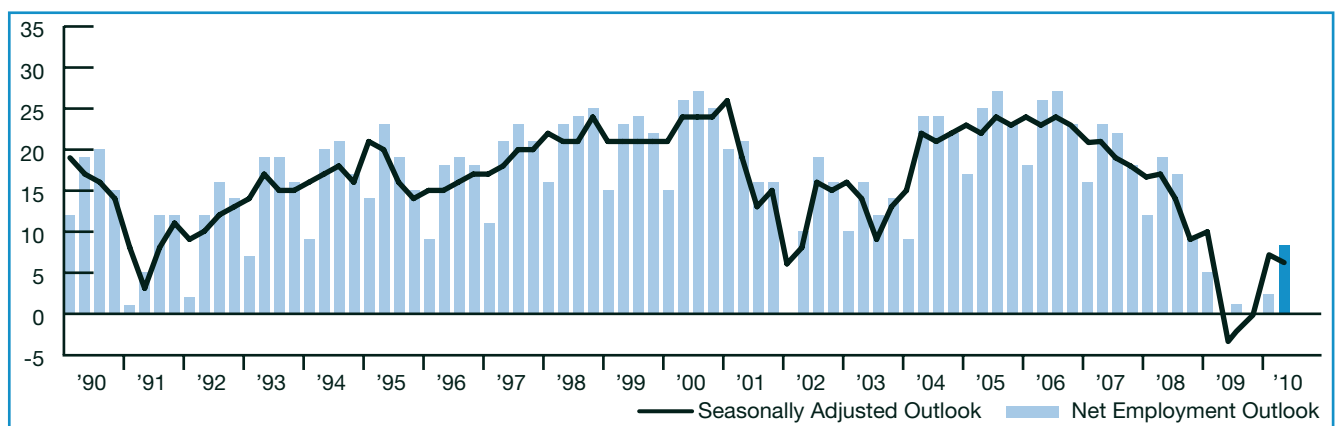
South +8 (6)%

In the South, 15% of employers surveyed expect to take on more staff, and 7% plan to decrease employment levels, resulting in a Net Employment Outlook of +8%. When seasonal variations are removed from the data, the Quarter 2 2010 employment forecast is relatively stable compared to Quarter 1 2010, and increased at a respectable pace from Quarter 2 2009.

Employers in all 12 industry sectors surveyed in the South anticipate stable or increasing staff levels for Quarter 2 2010 when compared to Quarter 1 2010. Employers in the Construction, Durable Goods Manufacturing and Leisure & Hospitality industry

sectors expect a considerable increase in the hiring pace over the January – March timeframe. Nondurable Goods Manufacturing, Transportation & Utilities, Professional & Business Services and Financial Activities employers anticipate a moderate hiring uptick, and employers in the Information industry sector anticipate a slight increase compared to Quarter 1 2010. Wholesale & Retail Trade, Education & Health Services, Other Services and Government employers expect to maintain staff levels.

	Increase	Decrease	No Change	Don't Know	Net Employment Outlook	Seasonally Adjusted
	%	%	%	%	%	%
All Industries – South	15	7	75	3	8	6
Construction	15	13	69	3	2	–
Education & Health Services	11	4	82	3	7	–
Financial Activities	12	6	80	2	6	–
Government	10	7	79	4	3	–
Information	12	5	79	4	7	–
Leisure & Hospitality	25	8	65	2	17	–
Manufacturing – Durable Goods	14	9	72	5	5	–
Manufacturing – Nondurable Goods	14	7	76	3	7	–
Other Services	12	7	79	2	5	–
Professional & Business Services	22	7	68	3	15	–
Transportation & Utilities	12	8	76	4	4	–
Wholesale & Retail Trade	14	6	76	4	8	–



No bar indicates Net Employment Outlook of zero. Revised methodology effective Quarter 1 2009.

The South Region comprises Puerto Rico and the following states: Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, West Virginia. Because the industry sector reporting method has been changed effective Quarter 1 2009, seasonally adjusted data for individual industries is not currently available.

Manpower Employment Outlook Survey United States

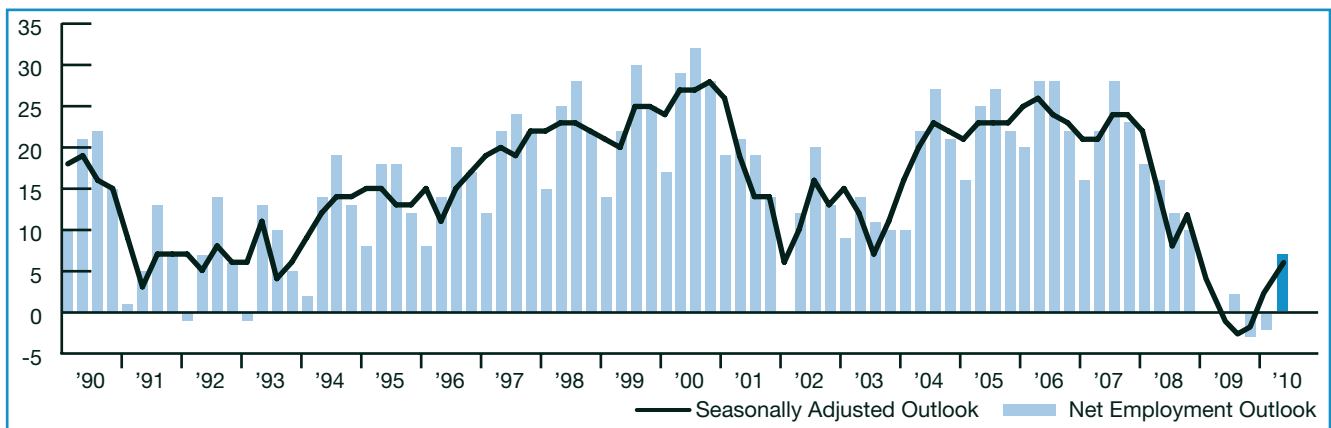
West +7 (6)%

Among employers surveyed in the West, 16% plan to add staff, while 9% anticipate a decline in payrolls, resulting in a Net Employment Outlook of +7% for Quarter 2 2010. According to seasonally adjusted survey results, employers in the West anticipate a slight increase in hiring compared to Quarter 1 2010 and a moderate increase in hiring compared to Quarter 2 2009.

Employers in 11 of the 12 industry sectors surveyed in the West plan to increase staff levels compared to the January – March period. Considerable quarter-over-quarter staff level increases are expected among

employers in the Construction, Durable and Nondurable Goods Manufacturing, Transportation & Utilities, Professional & Business Services and Leisure & Hospitality industry sectors. Compared to three months ago, moderate job growth is anticipated by employers in Wholesale & Retail Trade, Information, Financial Activities and Other Services, while slight job growth is planned among employers in Government. Education & Health Services industry sector employers plan to slightly decrease payroll levels compared to Quarter 1 2010.

	Increase	Decrease	No Change	Don't Know	Net Employment Outlook	Seasonally Adjusted
	%	%	%	%	%	%
All Industries – West	16	9	71	4	7	6
Construction	18	14	62	6	4	–
Education & Health Services	11	12	73	4	-1	–
Financial Activities	12	5	82	1	7	–
Government	12	16	67	5	-4	–
Information	15	7	75	3	8	–
Leisure & Hospitality	23	7	68	2	16	–
Manufacturing – Durable Goods	17	11	67	5	6	–
Manufacturing – Nondurable Goods	14	7	76	3	7	–
Other Services	12	7	78	3	5	–
Professional & Business Services	24	5	65	6	19	–
Transportation & Utilities	18	10	68	4	8	–
Wholesale & Retail Trade	14	8	75	3	6	–



No bar indicates Net Employment Outlook of zero. Revised methodology effective Quarter 1 2009.

The West Region comprises the following states: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, Wyoming. Because the industry sector reporting method has been changed effective Quarter 1 2009, seasonally adjusted data for individual industries is not currently available.

Global Employment Outlook

Over 61,000 employers across 36 countries and territories have been interviewed to measure anticipated employment trends* between April and June 2010.

All participants were asked, “How do you anticipate total employment at your location to change in the three months to the end of June 2010 as compared to the current quarter?”

Manpower surveyed employers in Panama for the first time this quarter, expanding the reach of the Manpower Employment Outlook Survey to 10 countries throughout the Americas and to 36 countries and territories worldwide.

Employers in 27 of the 36 countries and territories Manpower surveys expect to add to their workforces in Quarter 2 2010. Hiring activity in the Europe, Middle East & Africa (EMEA) region is mixed, with employers in 10 of 18 countries forecasting positive outlooks. However, forecasts throughout the Asia Pacific and Americas regions are mostly positive, with only Japanese employers anticipating negative hiring activity in the next three months. In quarter-over-quarter comparisons, Outlooks improve in 19 of 35 countries and territories. Hiring expectations are also stronger in

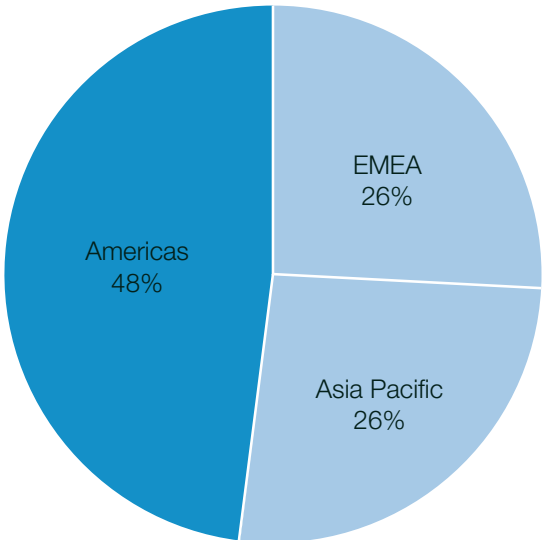
23 of the 33 countries and territories where year-over-year comparisons can be made.

Employment forecasts are most favorable in India, Brazil, Taiwan, Costa Rica, Peru and Australia. Conversely, employer hiring expectations are weakest in Italy, Spain and Ireland.

Regionally, employers across the 10 countries in the Americas report positive Net Employment Outlooks, with only employers in Canada, Guatemala and the United States reporting weaker forecasts compared to Quarter 1 2010. Employers in Brazil, Costa Rica and Peru continue to report the strongest hiring plans in the region. Job prospects in the U.S. are the weakest in the region. Labor market strength in the Asia Pacific region is expected to be similar to that seen prior to the global downturn, with employers in India reporting the most optimistic hiring plans globally. In the EMEA region, modest opportunities will be available for job seekers in most of the countries surveyed. The notable exceptions are Italy and Spain where employers report the least optimistic global hiring plans.

* Comments in this section are based on seasonally adjusted data where available.

Survey Respondents by Region



Research for the Quarter 2 2010 Manpower Employment Outlook Survey involved surveying over 61,000 human resource directors and senior hiring managers from public and private organizations worldwide. Forty-eight percent of the respondents came from 10 countries in the Americas; 26% from eight countries and territories across Asia Pacific; and 26% from 18 countries in EMEA.

Full survey results for each of the 36 countries and territories included in this quarter’s survey, plus regional and global comparisons, can be found at the Manpower Press Room at www.manpower.com/meos. In addition, all tables and graphs from the full report are available for download from the Manpower website at www.manpower.com/library.

About the Survey

The Manpower Employment Outlook Survey is conducted quarterly to measure employers' intentions to increase or decrease the number of employees in their workforces during the next quarter. The survey has been running for more than 47 years and is one of the most trusted surveys of employment activity in the world. Various factors underpin the success of the Manpower Employment Outlook Survey:

Unique: It is unparalleled in its size, scope, longevity and area of focus.

Projective: The Manpower Employment Outlook Survey is the most extensive, forward-looking employment survey in the world, asking employers to forecast employment over the next quarter. In contrast, other surveys and studies focus on retrospective data to report on what occurred in the past.

Independent: The survey is conducted with a representative sample of employers from throughout the countries in which it is conducted. The survey participants are not derived from Manpower's customer base.

Robust: The survey is based on interviews with over 61,000 public and private employers across 36 countries and territories to measure anticipated employment trends each quarter. This sample allows for analysis to be performed across specific sectors and regions to provide more detailed information.

Focused: For more than four decades, the survey has derived all of its information from a single question.

Survey Question

All employers participating in the survey worldwide are asked the same question, "How do you anticipate total employment at your location to change in the three months to the end of June 2010 as compared to the current quarter?"

Methodology

The Manpower Employment Outlook Survey in the U.S. is conducted using a validated methodology in accordance with the highest standards in market research. The mix of industries within the survey follows the North American Industry Classification System (NAICS) Supersectors and is structured to be representative of the U.S. economy. The survey is conducted by an independent, third-party research firm and includes a select sample of more than 18,000 employers located within 200 Metropolitan Statistical Areas (as defined by the U.S. government) in the U.S. and one in Puerto Rico. With this number of interviews, the overall U.S. survey carries a margin of error of 0.61%, with a 90% confidence index.

Net Employment Outlook

Throughout this report, we use the term "Net Employment Outlook." This figure is derived by taking the percentage of employers anticipating an increase in hiring activity and subtracting from this the percentage of employers expecting to see a decrease in employment at their location in the next quarter. The result of this calculation is the Net Employment Outlook.

Seasonal Adjustment

Seasonal adjustments have been applied to the data by research professionals at the University of Wisconsin-Milwaukee. These adjustments make it possible to review the data without the employment fluctuations that normally occur at the same time each year, thus providing a clearer picture of the data over time.

MSA Results

Complete results for the 201 MSAs, plus the complete results and visuals for the United States Manpower Employment Outlook Survey, are available for viewing and download at: www.us.manpower.com/meos

History of the Survey

- 1962 First generation of the Manpower Employment Outlook Survey launched in the United States and Canada.
- 1966 Manpower's United Kingdom operation launches the equivalent of the United States survey, naming the report the Quarterly Survey of Employment Prospects. The survey adopts the same forward-looking research format as the United States survey and is the first of its kind in Europe.
- 1976 Second generation of the Manpower Employment Outlook Survey launched in the United States and Canada. Research methodology is updated to evolve with advancements in the field of market research.
- 2002 Manpower United Kingdom's Quarterly Survey of Employment Prospects is updated to adopt an enhanced research methodology. Manpower's operations in Mexico and Ireland launch the survey in their respective countries.
- 2003 Third generation of the Manpower Employment Outlook Survey is launched, expanding the program to a total 18 countries and territories worldwide: Australia, Austria, Belgium, Canada, France, Germany, Hong Kong, Ireland, Italy, Japan, Mexico, Netherlands, Norway, Singapore, Spain, Sweden, the United Kingdom and the United States.
- 2004 Manpower operations in New Zealand launch the Manpower Employment Outlook Survey.
- 2005 Manpower operations in China, India, Switzerland and Taiwan launch the Manpower Employment Outlook Survey.
- 2006 Manpower operations in Costa Rica and Peru join the survey program. Surveys in Australia, Austria, Belgium, France, Germany, Hong Kong, Ireland, Italy, Japan, Mexico, Netherlands, Norway, Singapore, Spain and Sweden add seasonally adjusted data in the third quarter. Manpower operations in South Africa launch the Manpower Employment Outlook Survey.
- 2007 Manpower operations in Argentina join the Manpower Employment Outlook Survey. The survey in New Zealand adds seasonally adjusted data in the first quarter.
- 2008 Manpower operations in Colombia, the Czech Republic, Greece, Guatemala, Poland and Romania join the survey program. China and Taiwan add seasonally adjusted data in the second quarter. India and Switzerland add seasonally adjusted data in the third quarter.
- 2009 Manpower operations in Hungary and Brazil launch the Manpower Employment Outlook Survey. Beginning in the first quarter, Manpower's United States operation adopts a new survey methodology and broadens its panel to be more representative of the U.S. economy.

- 2010 Manpower's Panama operation launches the Manpower Employment Outlook Survey, expanding the program total to 36 countries and territories worldwide. Peru adds seasonally adjusted data in the second quarter.

About Manpower Inc.

Manpower Inc. (NYSE: MAN) is a world leader in the employment services industry; creating and delivering services that enable its clients to win in the changing world of work. Founded in 1948, the \$16 billion company offers employers a range of services for the entire employment and business cycle including permanent, temporary and contract recruitment; employee assessment and selection; training; outplacement; outsourcing and consulting. Manpower's worldwide network of 4,000 offices in 82 countries and territories enables the company to meet the needs of its 400,000 clients per year, including small and medium size enterprises in all industry sectors, as well as the world's largest multinational corporations. The focus of Manpower's work is on raising productivity through improved quality, efficiency and cost-reduction across their total workforce, enabling clients to concentrate on their core business activities. Manpower Inc. operates under five brands: Manpower, Manpower Professional, Elan, Jefferson Wells and Right Management. More information on Manpower Inc. is available at www.manpower.com.

About Manpower United States

In the United States, Manpower provides a wide range of employment services that allow companies to anticipate and benefit from the changes happening now and next in the contemporary world of work. Manpower is more than its core of industrial, contact center and administrative recruiting, assessment and selection. In addition to recruiting and screening for permanent positions, Manpower supports clients' cost savings through its managed service programs, recruitment process outsourcing needs, and other innovative solutions, through Manpower Business Solutions. Under the Manpower Professional brand, the company places superior talent in areas such as information technology, healthcare, engineering and finance verticals. More information on Manpower is available at www.us.manpower.com.

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