

Q3 / 2010

Manpower
Employment
Outlook Survey
United States

A Manpower Research Report



Manpower®

Q3/10

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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 all 50 states, including the top 100 Metropolitan Statistical Areas (MSAs), the District of Columbia and Puerto Rico to measure employment trends between July and September 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 September 2010 as compared to the current quarter?”

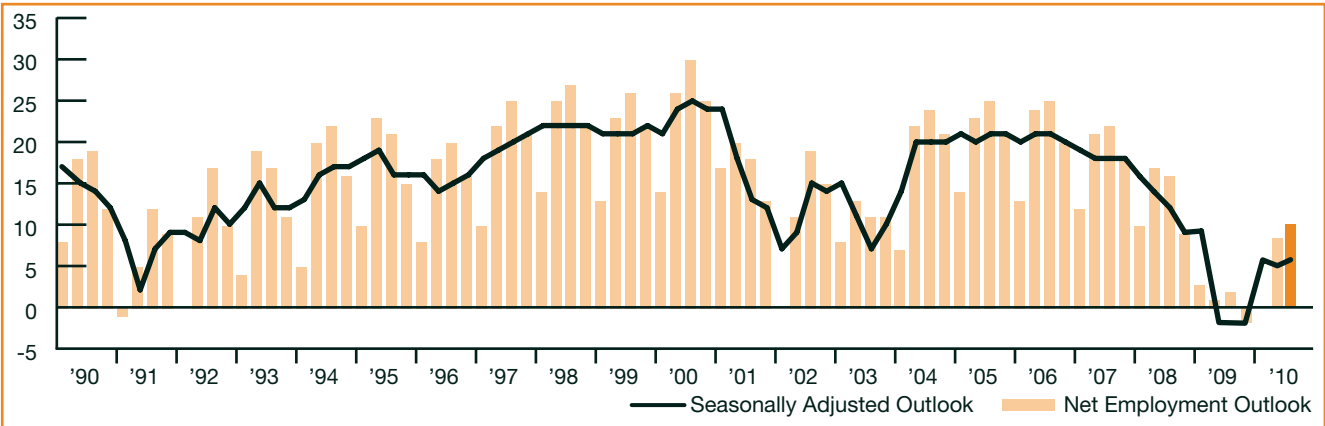
Among U.S. employers surveyed, 18% expect to add to their workforces, and 8% expect a decline in their payrolls during Quarter 3 2010. Seventy percent of employers anticipate making no change to staff levels, and the remaining 4% of employers are undecided about their Quarter 3 2010 hiring plans.

When seasonal variations are removed from the data, the results suggest that employers expect a relatively stable hiring rate compared to Quarter 2 2010. The third quarter Net Employment Outlook for the U.S. is positive compared to one year ago at this time.

According to seasonally adjusted regional data, employers in the Midwest report a slight increase in hiring expectations compared to Quarter 2 2010, while employers in the Northeast and South expect a relatively stable hiring pace. Those in the West anticipate a slight quarter-over-quarter decrease.

Across all regions, employers anticipate an increase in hiring activity compared to one year ago. Employers in the Midwest report a considerable increase in the Outlook and those in the Northeast, South and West report a moderate increase in year-over-year hiring expectations. Employment prospects are strongest in the Northeast and weakest in the West.

	Increase	Decrease	No Change	Don't Know	Net Employment Outlook	Seasonally Adjusted
	%	%	%	%	%	%
Quarter 3 2010	18	8	70	4	10	6
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



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 3 2010, employers have a positive Outlook in 11 of the 13 industry sectors: Mining, Construction, Durable and Nondurable Goods Manufacturing, Transportation & Utilities, Wholesale & Retail Trade, Information, Financial Activities, Professional & Business Services, Leisure & Hospitality and Other Services. The Outlook is negative for employers in the Education & Health Services and Government sectors.

When the industry sector data is compared quarter-over-quarter, employers in eight of the 13 industry sectors surveyed are more upbeat about employment prospects compared to Quarter 2 2010. Employers in Mining and Wholesale & Retail Trade expect hiring to moderately increase in Quarter 3 2010. A slight

quarter-over-quarter increase is expected among employers in Construction, Nondurable Goods Manufacturing, Information, Financial Activities, Leisure & Hospitality and Other Services. Durable Goods Manufacturing, Transportation & Utilities, Professional & Business Services and Government industry employers project relatively stable staffing levels compared to April – June 2010. A moderate decrease in hiring is anticipated by employers in the Education & Health Services sector.

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 Q3 2010	Net Employment Outlook Q2 2010
	%	%	%	%	%	%
Construction	20	12	63	5	8	4
Education & Health Services	12	14	69	5	-2	3
Financial Activities	15	4	78	3	11	9
Government	11	13	69	7	-2	-1
Information	18	8	70	4	10	8
Leisure & Hospitality	28	8	62	2	20	17
Manufacturing – Durable Goods	17	8	72	3	9	8
Manufacturing – Nondurable Goods	19	7	70	4	12	9
Mining	22	5	71	2	17	11
Other Services	13	5	78	4	8	4
Professional & Business Services	21	6	68	5	15	15
Transportation & Utilities	18	9	70	3	9	8
Wholesale & Retail Trade	20	5	71	4	15	7

Regional Comparisons

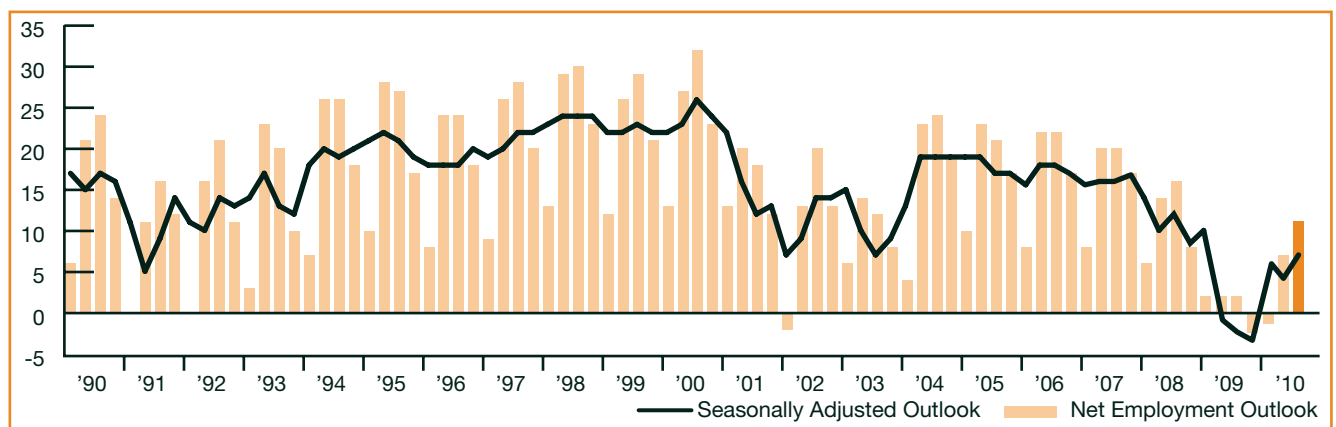
Midwest Seasonally Adjusted Net Employment Outlook: +7%

In the Midwest, 19% of employers surveyed expect to increase staff levels for Quarter 3 2010 and 8% anticipate a decrease in the hiring pace, leading to a Net Employment Outlook of +11%. When seasonal variations are removed from the data, the employment forecast for Quarter 3 2010 shows a slight increase compared to Quarter 2 2010 and is strong compared to one year ago at this time.

Employers in nine of the 12 industry sectors surveyed in the Midwest predict an increase in hiring activity for Quarter 3 2010 compared to Quarter 2 2010 expectations. Wholesale & Retail Trade and Leisure &

Hospitality industry sector employers anticipate a considerable increase in hiring activity. Employers in Other Services and Government expect moderate increases, while Construction, Durable Goods Manufacturing, Information, Financial Activities and Professional & Business Services employers foresee a slight hiring increase over Quarter 2 2010. Nondurable Goods Manufacturing and Transportation & Utilities employers expect the hiring pace to remain relatively stable. For the July – September period, employers in the Education & Health Services sector indicate a moderate decrease in hiring intentions over the previous quarter.

	Increase	Decrease	No Change	Don't Know	Net Employment Outlook	Seasonally Adjusted
	%	%	%	%	%	%
All Industries – Midwest	19	8	70	3	11	7
Construction	21	10	65	4	11	–
Education & Health Services	12	18	67	3	-6	–
Financial Activities	17	3	78	2	14	–
Government	13	11	73	3	2	–
Information	18	10	70	2	8	–
Leisure & Hospitality	32	5	63	0	27	–
Manufacturing – Durable Goods	23	7	67	3	16	–
Manufacturing – Nondurable Goods	21	8	68	3	13	–
Other Services	11	6	79	4	5	–
Professional & Business Services	22	8	66	4	14	–
Transportation & Utilities	20	9	68	3	11	–
Wholesale & Retail Trade	19	4	72	5	15	–



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.

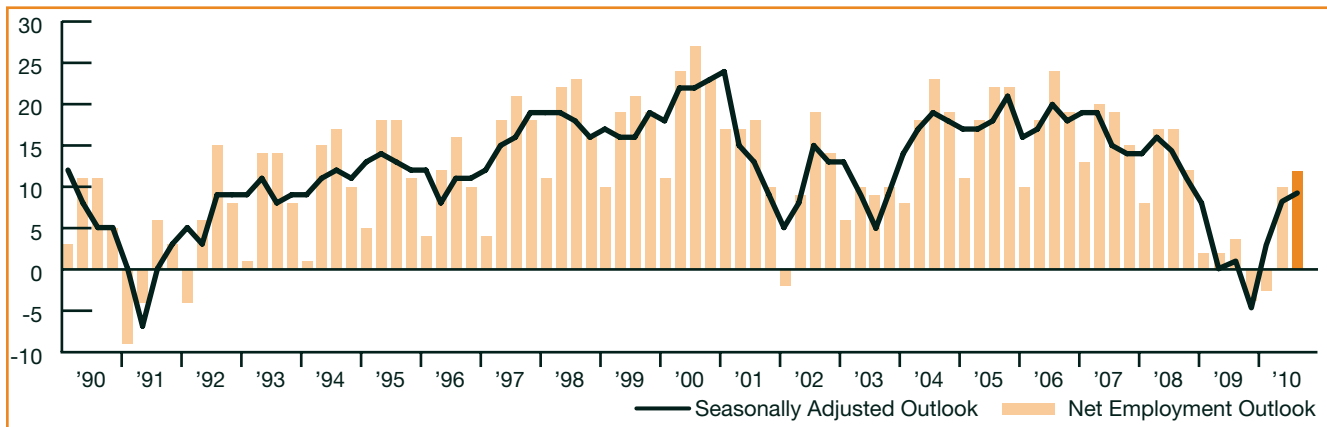
Northeast Seasonally Adjusted Net Employment Outlook: +9 %

In the Northeast, 19% of employers indicate plans to increase staff levels, while 7% expect to decrease payrolls, resulting in a Net Employment Outlook of +12% for Quarter 3 2010. The seasonally adjusted survey data reflects a relatively stable Outlook compared to three months ago and a moderate increase in the hiring pace compared to one year ago at this time. Employers in the Northeast have the strongest Net Employment Outlook among the four U.S. regions surveyed.

Among the 12 industry sectors surveyed in the Northeast, seven expect an increase in Quarter 3 2010 hiring compared to Quarter 2 2010. A considerable hiring increase is expected among Leisure & Hospitality

employers; a moderate hiring increase is anticipated by Construction, Wholesale & Retail Trade and Professional & Business Services employers; and a slight hiring increase is planned by Nondurable Goods Manufacturing, Financial Activities and Other Services employers. Durable Goods Manufacturing and Information employers look to maintain a relatively stable hiring pace. A decrease in Quarter 3 2010 staff levels compared to Quarter 2 2010 is anticipated in three industry sectors: Government, whose employers expect the hiring pace to slightly decrease; Transportation & Utilities, whose employers expect the hiring pace to moderately decrease; and Education & Health Services, whose employers expect the hiring pace to considerably decrease.

	Increase	Decrease	No Change	Don't Know	Net Employment Outlook	Seasonally Adjusted
	%	%	%	%	%	%
All Industries – Northeast	19	7	69	5	12	9
Construction	27	10	57	6	17	–
Education & Health Services	8	13	74	5	-5	–
Financial Activities	17	4	74	5	13	–
Government	12	10	70	8	2	–
Information	17	8	70	5	9	–
Leisure & Hospitality	39	6	53	2	33	–
Manufacturing – Durable Goods	16	6	75	3	10	–
Manufacturing – Nondurable Goods	19	5	72	4	14	–
Other Services	13	5	80	2	8	–
Professional & Business Services	22	4	69	5	18	–
Transportation & Utilities	15	13	71	1	2	–
Wholesale & Retail Trade	21	5	67	7	16	–



Revised methodology effective Quarter 1 2009.

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.

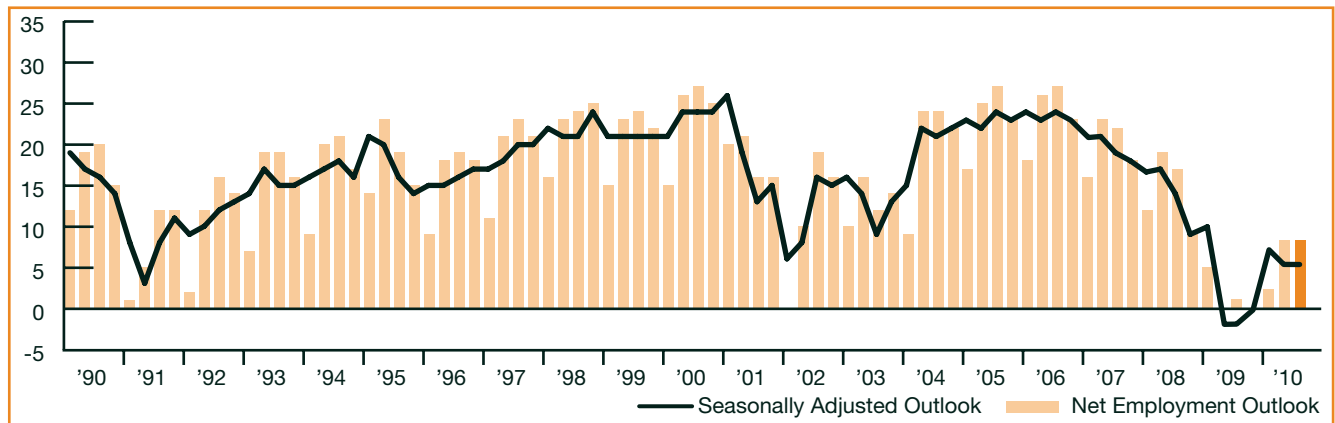
South Seasonally Adjusted Net Employment Outlook: +6%

In the South, 16% of employers surveyed expect to take on more staff, and 8% plan to decrease employee levels, resulting in a Net Employment Outlook of +8%. When seasonal variations are removed from the data, the Quarter 3 2010 employment forecast is relatively stable compared to Quarter 2 2010, and increased at a respectable pace from Quarter 3 2009.

Financial Activities and Professional & Business Services employers expect to maintain stable staff levels. Education & Health Services and Leisure & Hospitality employers anticipate the Quarter 3 2010 hiring pace to slacken compared to Quarter 2 2010, while Government employers anticipate staffing levels to moderately decrease.

For Quarter 3 2010, when compared to Quarter 2 2010, employers in the Transportation & Utilities, Wholesale & Retail Trade and Information sectors expect a moderate increase in staff levels; while employers in the Construction, Nondurable Goods Manufacturing and Other Services sectors anticipate a slight hiring increase. Durable Goods Manufacturing,

	Increase	Decrease	No Change	Don't Know	Net Employment Outlook	Seasonally Adjusted
	%	%	%	%	%	%
All Industries – South	16	8	71	5	8	6
Construction	17	13	66	4	4	–
Education & Health Services	13	10	72	5	3	–
Financial Activities	12	6	79	3	6	–
Government	10	12	70	8	-2	–
Information	19	7	70	4	12	–
Leisure & Hospitality	24	9	64	3	15	–
Manufacturing – Durable Goods	14	8	73	5	6	–
Manufacturing – Nondurable Goods	18	8	71	3	10	–
Other Services	13	5	79	3	8	–
Professional & Business Services	20	6	70	4	14	–
Transportation & Utilities	18	7	72	3	11	–
Wholesale & Retail Trade	20	4	72	4	16	–



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.

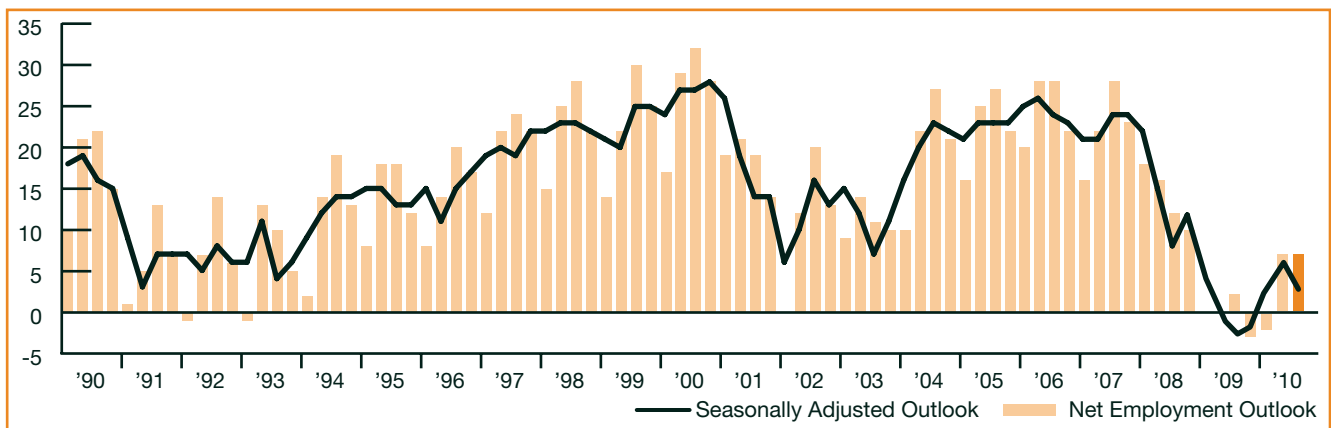
West Seasonally Adjusted Net Employment Outlook: +3%

Among employers surveyed in the West, 17% plan to add staff, while 10% anticipate a decline in payrolls, resulting in a Net Employment Outlook of +7% for Quarter 3 2010. According to seasonally adjusted survey results, employers in the West anticipate a slight decrease in hiring compared to Quarter 2 2010 and a moderate increase in hiring compared to Quarter 3 2009.

For the July – September period, seven of the 12 industry sectors surveyed in the West plan to increase staff levels compared to the April – June period. Wholesale & Retail Trade employers expect a

considerable quarter-over-quarter staff level increase and Transportation & Utilities employers look to moderately increase their hiring pace. A slight uptick in hiring is expected among employers in five industry sectors: Construction, Nondurable Goods Manufacturing, Information, Financial Activities and Other Services. Compared to three months ago, a slight decrease in hiring levels are anticipated by employers in Durable Goods Manufacturing, Education & Health Services, Leisure & Hospitality and Government, while employers in the Professional Services sector look to moderately decrease the hiring pace.

	Increase	Decrease	No Change	Don't Know	Net Employment Outlook	Seasonally Adjusted
	%	%	%	%	%	%
All Industries – West	17	10	68	5	7	3
Construction	20	13	62	5	7	–
Education & Health Services	13	18	62	7	-5	–
Financial Activities	14	3	78	5	11	–
Government	12	18	62	8	-6	–
Information	19	8	70	3	11	–
Leisure & Hospitality	22	9	66	3	13	–
Manufacturing – Durable Goods	14	10	71	5	4	–
Manufacturing – Nondurable Goods	19	8	70	3	11	–
Other Services	14	6	77	3	8	–
Professional & Business Services	22	8	64	6	14	–
Transportation & Utilities	20	7	67	6	13	–
Wholesale & Retail Trade	20	5	70	5	15	–



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 July and September 2010.

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

Employers in 31 of the 36 countries and territories Manpower surveys expect to add to their workforces in Quarter 3 2010. In quarter-over-quarter comparisons, Outlooks improve in 23 of 36 countries and territories. Where year-over-year comparisons can be made, hiring expectations are stronger in 30 of the 34 countries and territories. Across the Europe, Middle East & Africa (EMEA) region, hiring expectations are mixed: employers in 13 of 18 countries forecast positive Outlooks in the quarter ahead, comparing favorably to Quarter 3 2009 when employers from only five of 18 EMEA countries reported positive Outlooks. Meanwhile, forecasts throughout the Asia Pacific and Americas regions are positive.

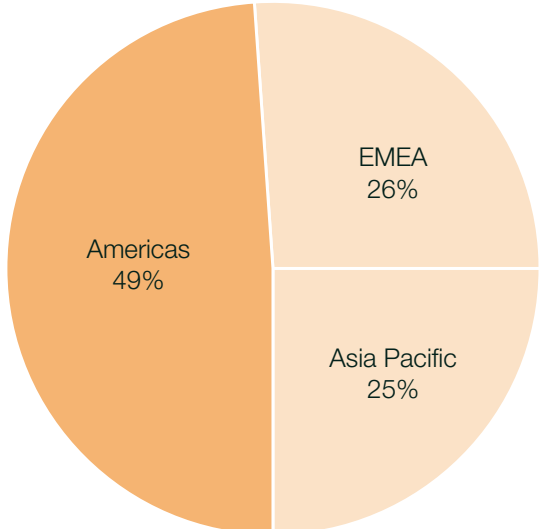
Forecasts are strongest in India, Brazil, Taiwan, China, Peru and Australia. However, hiring intentions are weakest in Italy, Ireland, Spain and Greece, where

employers report the only negative hiring intentions among the countries and territories surveyed.

Regionally, employers across the 10 countries in the Americas report positive Net Employment Outlooks, with only employers in Argentina, Costa Rica, Guatemala and Peru reporting weaker forecasts compared to Quarter 2 2010. Employers in Brazil, Peru and Costa Rica continue to report the strongest regional hiring plans, while job prospects in the U.S. are the weakest in the region. Employer confidence across Asia Pacific continues to strengthen with stronger year-over-year forecasts reported in every country and territory; employers in India are once again reporting the most optimistic hiring plans globally, and their counterparts in China and Taiwan are reporting their most optimistic forecasts since the surveys began there. In the EMEA region, employers report positive hiring intentions in most of the countries surveyed; and employers in Germany—Europe’s largest economy—are anticipating the strongest hiring pace in two years and reporting notable improvements compared to both three months ago and this time last year.

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

Survey Respondents by Region



Research for the Quarter 3 2010 Manpower Employment Outlook Survey involved surveying over 61,000 human resource directors and senior hiring managers from public and private organizations worldwide. 49% of the respondents came from 10 countries in the Americas; 26% from 18 countries and territories in EMEA; and 25% from eight countries and territories across Asia Pacific.

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 press.manpower.com. 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 client base.

Robust: The survey is based on interviews with more than 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 nearly five 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 September 2010 as compared to the current quarter?"

Methodology

The Manpower Employment Outlook Survey is conducted using a validated methodology in accordance with the highest standards in market research. In the U.S., the survey is conducted by an independent, third-party research firm and includes a select sample of more than 18,000 U.S. employers. Within this sample, the top 100 Metropolitan Statistical Areas, based on business establishment count, and all 50 states, the District of Columbia and Puerto Rico are represented. 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. With this number of interviews, the overall U.S. survey carries a margin of error of +/-0.61%, with a 90% confidence index.

Regions: The survey reports results by the four regions within the U.S. as determined by the U.S. Census Bureau. Each region is represented with a minimum error factor of +/- 1.4% based on a 90% confidence level.

Industries: The survey reports national results by the NAICS Supersectors. Error factors not to exceed +/- 5% for Mining and +/- 3% for the remaining Supersectors based on a 90% confidence level.

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.

Additional Information Available

Find complete survey results, including reports for the top 100 Metropolitan Statistical Areas, 50 states, District of Columbia and Puerto Rico on our website. Downloadable visuals are also available. Visit press.manpower.com.

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 innovative workforce solutions; creating and delivering services that enable its clients to win in the changing world of work. With over 60 years experience, Manpower offers employers a range of services and solutions 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 nearly 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.

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