

Q2/2013

Manpower
Employment
Outlook Survey
United States



Manpower®

Q2/13

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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

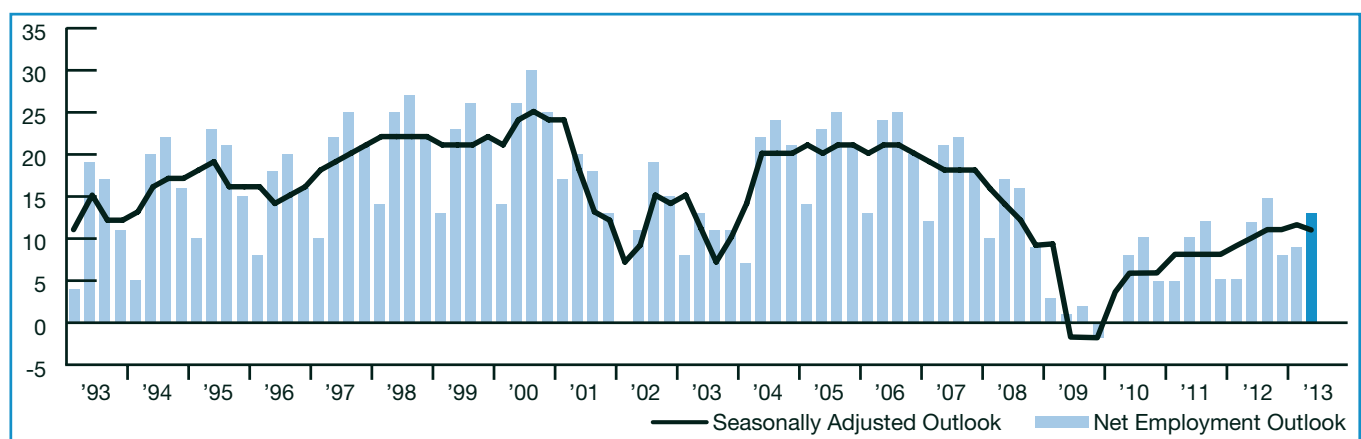
More than 18,000 interviews have been conducted with employers within the United States, including all 50 states, the top 100 Metropolitan Statistical Areas (MSAs), the District of Columbia and Puerto Rico, to measure hiring intentions between April and June 2013. The mix of industries within the survey 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 2013 as compared to the current quarter?"

Among U.S. employers surveyed, 18 percent expect to add to their workforces, and 5 percent expect a decline in their payrolls during Quarter 2 2013. Seventy-three percent of employers anticipate making no change to staff levels, and the remaining 4 percent of employers are undecided about their Quarter 2 2013 hiring plans.

When seasonal variations are removed from the data, the Net Employment Outlook is +11%. Survey results suggest that employers expect hiring intentions to remain relatively stable during Quarter 2 2013 compared to Quarter 1 2013 and compared to one year ago at this time. U.S. employers have now conveyed a positive Outlook for 14 straight quarters.

All four U.S. regions surveyed report a positive Net Employment Outlook. When seasonal variations are removed from the data, employers in the Midwest region report the strongest Outlook at +12%. Quarter-over-quarter, plans to add workers remain consistent among employers in the Northeast, Midwest and South, while employers in the West expect a slight decrease in hiring. Compared to one year ago at this time, employers in all regions expect a relatively stable hiring environment for Quarter 2 2013.

	Increase	Decrease	No Change	Don't Know	Net Employment Outlook	Seasonally Adjusted
	%	%	%	%	%	%
Quarter 2 2013	18	5	73	4	13	11
Quarter 1 2013	17	8	72	3	9	12
Quarter 4 2012	17	9	72	2	8	11
Quarter 3 2012	21	6	71	2	15	11
Quarter 2 2012	18	6	72	4	12	10



Industry Sector Comparisons

For Quarter 2 2013, employers have a positive Outlook in all 13 industry sectors included in the survey: Leisure & Hospitality (+24%), Professional & Business Services (+18%), Wholesale & Retail Trade (+15%), Mining (+14%), Nondurable Goods Manufacturing (+14%), Transportation & Utilities (+14%), Information (+13%), Durable Goods Manufacturing (+12%), Financial Activities (+11%), Construction (+10%), Other Services (+9%), Education & Health Services (+7%) and Government (+7%).

When the industry sector data is compared quarter-over-quarter, employers in the Construction, Nondurable Goods Manufacturing, Transportation & Utilities and Leisure & Hospitality sectors anticipate a

considerable hiring increase, while employers in the Mining, Durable Goods Manufacturing and Professional & Business Services sectors anticipate a moderate hiring increase. Employers in the Other Services industry sector look for the hiring pace to slightly increase. Staff levels are expected to remain relatively stable among employers in four industry sectors: Information, Financial Activities, Education & Health Services and Government. The Wholesale & Retail Trade sector anticipates a slight decrease in the hiring pace.

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 2013	Net Employment Outlook Q1 2013
	%	%	%	%	%	%
Construction	18	8	70	4	10	-2
Education & Health Services	11	4	81	4	7	8
Financial Activities	15	4	80	1	11	11
Government	12	5	79	4	7	8
Information	17	4	77	2	13	12
Leisure & Hospitality	30	6	61	3	24	14
Manufacturing - Durable Goods	18	6	73	3	12	5
Manufacturing - Nondurable Goods	19	5	74	2	14	5
Mining	19	5	70	6	14	7
Other Services	13	4	81	2	9	7
Professional & Business Services	23	5	70	2	18	13
Transportation & Utilities	21	7	69	3	14	4
Wholesale & Retail Trade	20	5	71	4	15	17

Regional Comparisons

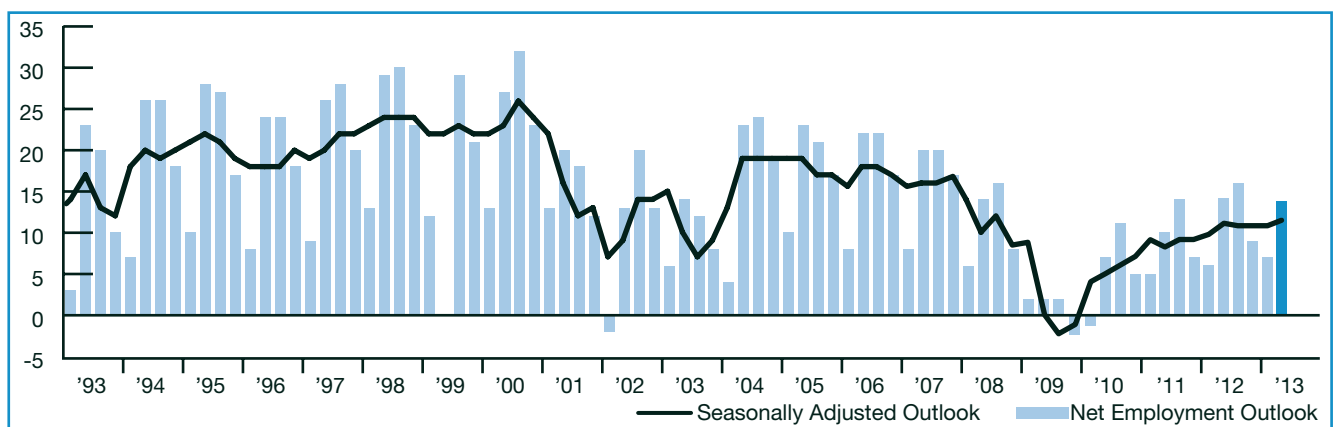
Midwest Seasonally Adjusted Net Employment Outlook: +12%

In the Midwest, 19 percent of employers surveyed expect to increase staff levels for Quarter 2 2013 and 5 percent anticipate reduced headcounts, leading to a Net Employment Outlook of +14%. When seasonal variations are removed from the data, the Outlook for Quarter 2 2013 is similar to Quarter 1 2013 and compared to one year ago at this time.

Among Midwest employers, hiring plans are stronger or relatively stable for Quarter 2 2013 compared to Quarter 1 2013 across 10 of the industries surveyed. A considerable increase is anticipated among employers in the Construction, Durable and Nondurable Goods

Manufacturing, Professional & Business Services and Leisure & Hospitality sectors, while employers in the Transportation & Utilities sector anticipate a moderate increase in hiring. Employers in the Information and Government industry sectors look for the hiring pace to slightly increase. Employers in the Education & Health Services and Other Services sectors project hiring to remain relatively stable. Wholesale & Retail Trade employers expect the hiring pace to slightly decline and employers in the Financial Activities sector expect the hiring pace to moderately decline quarter-over-quarter.

	Increase	Decrease	No Change	Don't Know	Net Employment Outlook Q2 2013	Seasonally Adjusted
	%	%	%	%	%	%
All Industries – Midwest	19	5	74	2	14	12
Construction	21	7	68	4	14	–
Education & Health Services	9	4	85	2	5	–
Financial Activities	13	5	79	3	8	–
Government	11	3	82	4	8	–
Information	18	4	76	2	14	–
Leisure & Hospitality	32	7	59	2	25	–
Manufacturing - Durable Goods	24	3	70	3	21	–
Manufacturing - Nondurable Goods	22	3	74	1	19	–
Other Services	11	4	84	1	7	–
Professional & Business Services	24	4	69	3	20	–
Transportation & Utilities	20	7	68	5	13	–
Wholesale & Retail Trade	17	3	76	4	14	–



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.

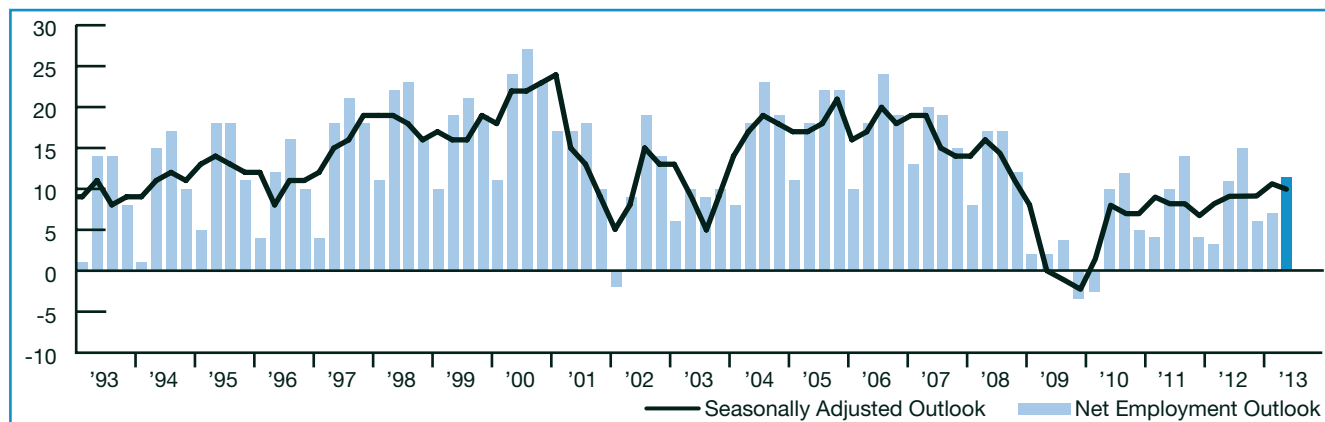
Northeast Seasonally Adjusted Net Employment Outlook: +10%

In the Northeast, 18 percent of employers indicate plans to increase staff levels, while 6 percent expect to decrease payrolls, resulting in a Net Employment Outlook of +12% for Quarter 2 2013. According to seasonally adjusted survey results, employers anticipate a relatively stable hiring environment compared to Quarter 1 2013 and one year ago at this time.

Compared to Quarter 1 2013 survey results for the Northeast, employers in the Construction, Nondurable Goods Manufacturing, Transportation & Utilities and

Leisure & Hospitality sectors expect the hiring pace to considerably increase in Quarter 2 2013, while employers in Durable Goods Manufacturing and Professional & Business Services project a moderate increase in hiring. Employers in three industry sectors report a slight increase in hiring intentions for April – June 2013 compared to January – March 2013: Wholesale & Retail Trade, Financial Activities and Other Services. A slight decrease is expected by Information, Education & Health Services and Government employers.

	Increase	Decrease	No Change	Don't Know	Net Employment Outlook Q2 2013	Seasonally Adjusted
	%	%	%	%	%	%
All Industries – Northeast	18	6	73	3	12	10
Construction	15	10	71	4	5	–
Education & Health Services	7	5	83	5	2	–
Financial Activities	18	3	79	0	15	–
Government	9	5	82	4	4	–
Information	16	4	79	1	12	–
Leisure & Hospitality	30	7	60	3	23	–
Manufacturing - Durable Goods	17	9	70	4	8	–
Manufacturing - Nondurable Goods	19	4	74	3	15	–
Other Services	12	3	82	3	9	–
Professional & Business Services	24	4	69	3	20	–
Transportation & Utilities	24	7	66	3	17	–
Wholesale & Retail Trade	23	5	69	3	18	–



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: +11%

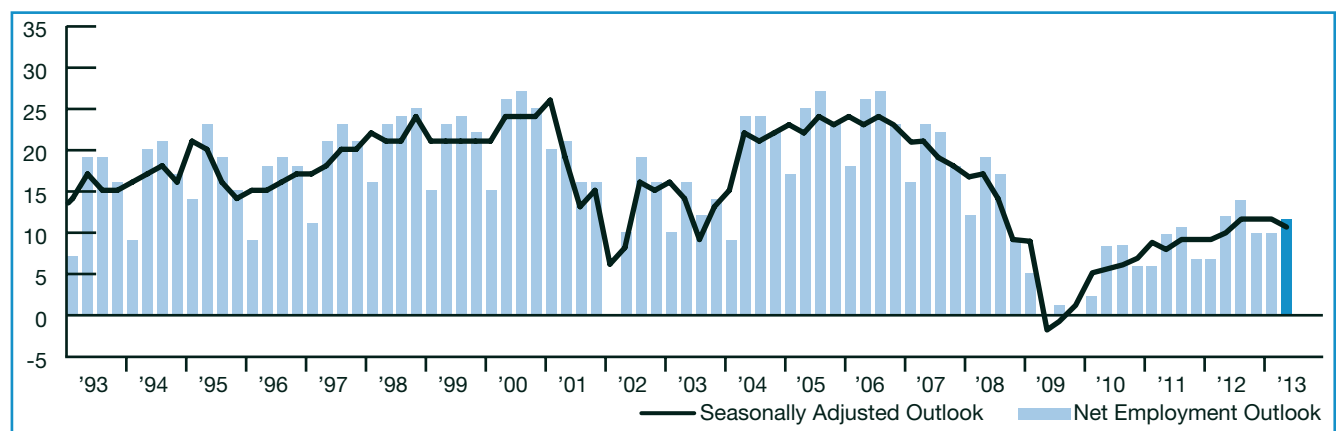
In the South, 18 percent of employers surveyed expect to increase staff levels and 6 percent plan to decrease their employee headcounts, resulting in a Net Employment Outlook of +12%. When seasonal variations are removed from the data, the expected Quarter 2 2013, the hiring pace is relatively stable from Quarter 1 2013 and Quarter 2 2012.

Quarter-over-quarter, employers in the Nondurable Goods Manufacturing industry sector anticipate hiring plans to considerably improve, while employers in the Transportation & Utilities and Other Services sectors

anticipate a moderate increase in hiring plans.

Employers in six industry sectors report a slight increase in hiring expectations: Construction, Durable Goods Manufacturing, Information, Financial Activities, Professional & Business Services and Leisure & Hospitality. Employers in the Education & Health Services sector expect hiring to remain relatively stable. Government employers foresee a slight decline in the hiring pace, and employers in the Wholesale & Retail Trade sector expect the hiring pace to moderately decline quarter-over-quarter.

	Increase	Decrease	No Change	Don't Know	Net Employment Outlook Q2 2013	Seasonally Adjusted
	%	%	%	%	%	%
All Industries – South	18	6	74	2	12	11
Construction	16	10	70	4	6	–
Education & Health Services	13	3	79	5	10	–
Financial Activities	15	4	79	2	11	–
Government	12	5	78	5	7	–
Information	18	4	74	4	14	–
Leisure & Hospitality	31	6	61	2	25	–
Manufacturing - Durable Goods	15	6	77	2	9	–
Manufacturing - Nondurable Goods	17	5	75	3	12	–
Other Services	14	4	81	1	10	–
Professional & Business Services	21	4	72	3	17	–
Transportation & Utilities	19	6	71	4	13	–
Wholesale & Retail Trade	19	7	71	3	12	–



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.

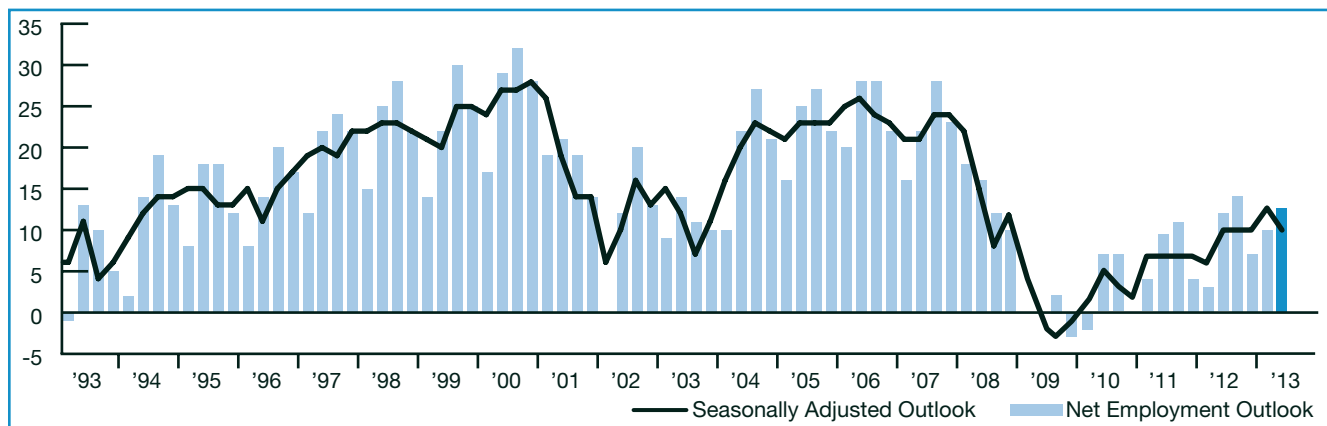
West Seasonally Adjusted Net Employment Outlook: +10%

Among employers surveyed in the West, 18 percent plan to add staff, while 5 percent anticipate a decline in payrolls, resulting in a Net Employment Outlook of +13% for Quarter 2 2013. According to seasonally adjusted survey results, employers in the West anticipate a slight decline in hiring compared to Quarter 1 2013, while the hiring pace is relatively stable compared to one year ago at this time.

Seven industry sectors have an improving Net Employment Outlook, with the remaining five industry sectors anticipating steady or declining staff levels compared to one quarter ago. Construction and

Transportation & Utilities employers anticipate a considerable increase in hiring, while Durable Goods Manufacturing, Professional & Business Services and Leisure & Hospitality employers anticipate a moderate increase. Employers in the Nondurable Goods Manufacturing and Education & Health Services industry sectors plan to hire at a slightly increased pace in the second quarter. Employers in the Wholesale & Retail Trade and Government industry sectors expect hiring to remain relatively stable, while Information, Financial Activities and Other Services employers foresee a slight decrease in hiring levels.

	Increase	Decrease	No Change	Don't Know	Net Employment Outlook Q2 2013	Seasonally Adjusted
	%	%	%	%	%	%
All Industries – West	18	5	73	4	13	10
Construction	20	6	70	4	14	–
Education & Health Services	12	3	81	4	9	–
Financial Activities	12	4	82	2	8	–
Government	18	6	73	3	12	–
Information	15	4	79	2	11	–
Leisure & Hospitality	27	6	65	2	21	–
Manufacturing - Durable Goods	17	7	74	2	10	–
Manufacturing - Nondurable Goods	17	7	73	3	10	–
Other Services	13	5	79	3	8	–
Professional & Business Services	23	6	68	3	17	–
Transportation & Utilities	20	6	71	3	14	–
Wholesale & Retail Trade	22	4	69	5	18	–



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

ManpowerGroup interviewed more than 66,000 hiring managers across 42 countries and territories to measure employer hiring expectations for Q2 2013.

The latest research reveals uncertainty still weighs on employer confidence across the globe. Net Employment Outlooks are mixed and it appears many hiring managers continue to wait for clearer resolution to Europe's sovereign debt crisis as well as signs that the global economy is returning to firmer footing before labor markets are likely to achieve sustainable traction. Employers in more than three-quarters of the labor markets surveyed report positive second-quarter hiring plans. Hiring plans strengthen quarter-over-quarter in 21 countries and territories, but decline by varying degrees in 15. Additionally, employers in 25 countries and territories report weaker forecasts compared to this time last year.

Worldwide, hiring expectations are strongest in Brazil, Taiwan, Turkey and India, and weakest in Italy, Spain, Greece and the Netherlands with Outlooks from Italy and Spain matching the weakest employer forecasts ever reported there.

The research reveals that the least optimistic second-quarter forecasts prevail across the Europe, Middle East and Africa region where employers in nine of 24 countries report negative second-quarter Net Employment Outlooks. However, the number of negative forecasts in the April-June time frame is a clear improvement from the prior quarter when negative hiring plans were reported in 13 countries. Employers remain cautiously optimistic in the United Kingdom

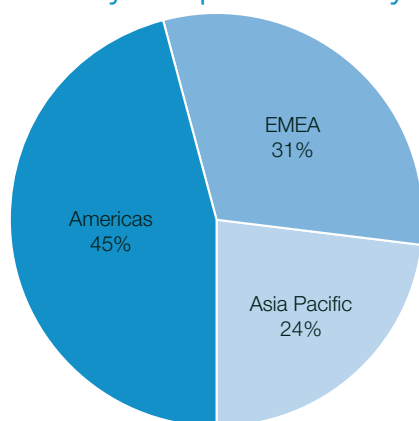
where job seekers will likely continue benefitting from an encouraging hiring environment through the end of June. The labor market remains resilient in Norway as employers in all sectors add to their payrolls, encouraged by the strength of activity associated with the country's oil industry. Germany's Outlook also remains positive, but employer hiring plans are slightly more modest than they were in both the prior quarter and last year at this time.

In the Asia Pacific region, employer hiring intentions are positive but mixed. The hiring pace is expected to remain strong in Taiwan, propelled by robust hiring activity in the Mining & Construction industry sector. And opportunities for job seekers in India are expected to remain solid with particularly bright prospects reported in the Transportation & Utilities sector where the Outlook improves by a considerable margin from the first three months of the year. Prospects for job seekers in mainland China are expected to remain favorable, while Japan's employers anticipate steady employment gains for the fifth consecutive quarter. Meanwhile, employer confidence in Australia has declined steadily for the last two years and the country's Net Employment Outlook now stands at its weakest level since Q3 2009.

Employers from all 10 countries in the Americas report positive second-quarter hiring plans. Job prospects are strongest in Brazil and Panama and weakest in Costa Rica and the United States. Mexico's Outlook remains upbeat and matches the strongest jobs forecast reported in the country since Q3 2008. Meanwhile, employers in Canada and the United States continue to expect steady job growth in the next three months and Outlooks in both countries remain relatively stable in both quarter-over-quarter and year-over-year comparisons.

* Commentary is based on seasonally adjusted data where available.

Survey Respondents by Region



Research for the Quarter 2 2013 Manpower Employment Outlook Survey involved surveying more than 66,000 human resources directors and senior hiring managers from public and private organizations worldwide. 45% of respondents come from 10 countries in the Americas; 24% from eight countries and territories across Asia Pacific; and 31% from 24 countries in EMEA.

About the Manpower Employment Outlook 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 50 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 66,000 public and private employers across 42 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 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 June 2013 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. The research team for the 42 countries and territories where the survey is currently conducted includes ManpowerGroup's internal research team and Infocorp Ltd. The survey has been structured to be representative of each national economy. The margin of error for all national, regional and global data is not greater than +/- 3.9%.

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 for Argentina, Australia, Austria, Belgium, Canada, Colombia, Costa Rica, China, the Czech Republic, France, Germany, Greece, Guatemala, Hong Kong, India, Ireland, Italy, Japan, Mexico, Netherlands, New Zealand, Norway, Peru, Poland, Romania, Singapore, South Africa, Spain, Sweden, Switzerland, Taiwan, the United Kingdom and the United States to provide additional insight into the survey data.

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.

ManpowerGroup intends to add seasonal adjustments to the data for other countries in the future, as more historical data is compiled. Note that in Quarter 2 2008, ManpowerGroup adopted the TRAMO-SEATS method of seasonal adjustment for data.

History of the Survey

- 1962** First generation of the Manpower Employment Outlook Survey launched in the United States and Canada.
- 1966** ManpowerGroup'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** ManpowerGroup United Kingdom's Quarterly Survey of Employment Prospects is updated to adopt an enhanced research methodology. ManpowerGroup'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 of 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** ManpowerGroup operations in New Zealand launch the Manpower Employment Outlook Survey.
- 2005** ManpowerGroup operations in China, India, Switzerland, and Taiwan launch the Manpower Employment Outlook Survey.

- 2006 ManpowerGroup 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 ManpowerGroup operations in Argentina join the Manpower Employment Outlook Survey. The survey in New Zealand adds seasonally adjusted data in the first quarter.
- 2008 ManpowerGroup 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 ManpowerGroup operations in Hungary and Brazil launch the Manpower Employment Outlook Survey.
- 2010 ManpowerGroup'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. Costa Rica adds seasonally adjusted data in the first quarter.
- 2011 Beginning in the first quarter, operations in Bulgaria, Slovenia and Turkey join the Manpower Employment Outlook Survey. Additionally, seasonally adjusted data is added in the first quarter for Argentina and South Africa. Israel and Slovakia launch the Manpower Employment Outlook Survey in the fourth quarter.
- 2012 Beginning in the second quarter, ManpowerGroup operations in the Czech Republic, Greece, Guatemala, Poland and Romania initiate reporting of seasonally seasonally adjusted data. ManpowerGroup's operation in Finland joins the survey in the fourth quarter. Seasonal variations are also removed from Colombian data for the first time.

About Manpower Group™

ManpowerGroup™ (NYSE: MAN), the world leader in innovative workforce solutions, creates and delivers high-impact solutions that enable our clients to achieve their business goals and enhance their competitiveness. With over 60 years of experience, our \$21 billion company creates unique time to value through a comprehensive suite of innovative solutions that help clients win in the Human Age. These solutions cover an entire range of talent-driven needs from recruitment and assessment, training and development, and career management, to outsourcing and workforce consulting. ManpowerGroup maintains the world's largest and industry-leading network of 3,500 offices in 80 countries and territories, generating a dynamic mix of an unmatched global footprint with valuable insight and local expertise to meet the needs of its 400,000 clients per year, across all industry sectors, small and medium-sized enterprises, local, multinational and global companies. By connecting our deep understanding of human potential to the ambitions of clients, ManpowerGroup helps the organizations and individuals we serve achieve more than they imagined — because their success leads to our success. And by creating these powerful connections, we create power that drives organizations forward, accelerates personal success and builds more sustainable communities. We help power the world of work. The ManpowerGroup suite of solutions is offered through ManpowerGroup™ Solutions, Manpower®, Experis™ and Right Management®. Learn more about how ManpowerGroup can help you win in the Human Age at www.manpowergroup.com.

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