

Q4 / 2011

Manpower
Employment
Outlook Survey
Slovakia

A Manpower Research Report



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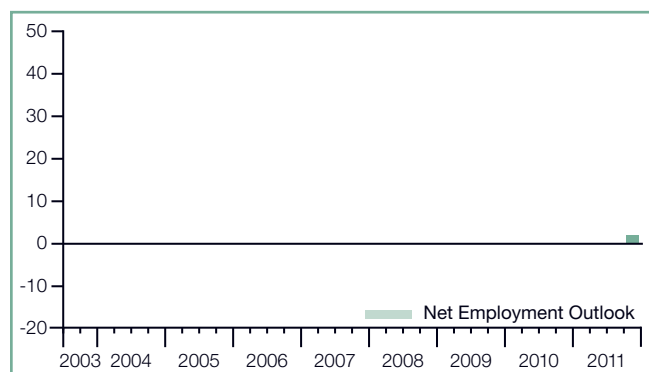
Slovakia Employment Outlook

The Manpower Employment Outlook Survey for the fourth quarter 2011 was conducted by interviewing a representative sample of 753 employers in Slovakia. All survey participants were asked, "How do you anticipate total employment at your location to change in the three months to the end of December 2011 as compared to the current quarter?"

This is the first Manpower Employment Outlook Survey conducted in Slovakia, and the country's employers report cautious hiring plans for Quarter 4 2011. With 12% of employers expecting to increase headcount, 10% anticipating a decrease and 68% forecasting no change, the Net Employment Outlook stands at +2%.

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

	Increase	Decrease	No Change	Don't Know	Net Employment Outlook
	%	%	%	%	%
4th quarter 2011	12	10	68	10	+2

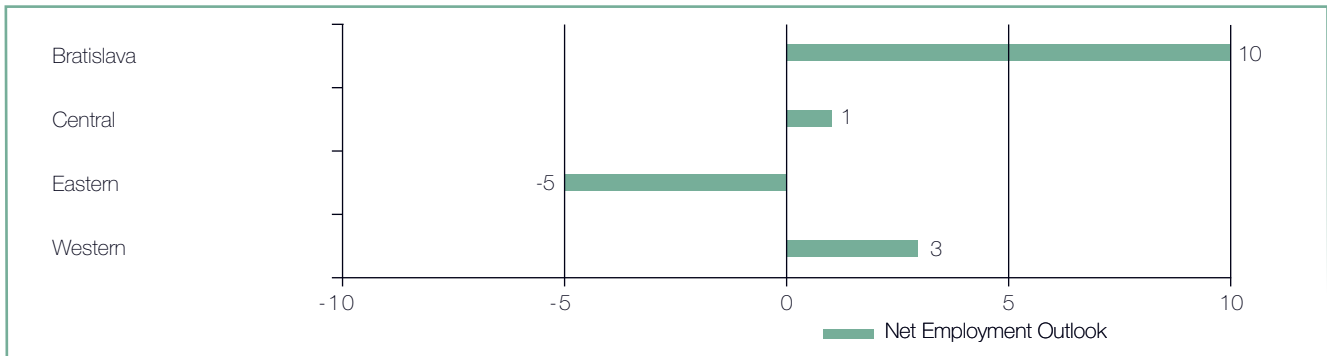


No bar indicates Net Employment Outlook of zero.

Regional Comparisons

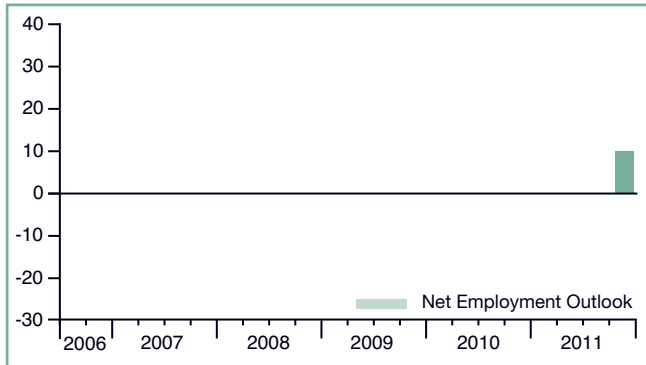
Employers in three of the four regions predict an increase in staffing levels during Quarter 4 2011. The most optimistic hiring plans are reported in Bratislava, where the Net Employment Outlook stands at +10%. Some slight headcount gains are expected in the Western region,

where employers report an Outlook of +3%, and the Central region Outlook is +1%. Meanwhile, Eastern region employers anticipate negative headcount growth, reporting an Outlook of -5%.



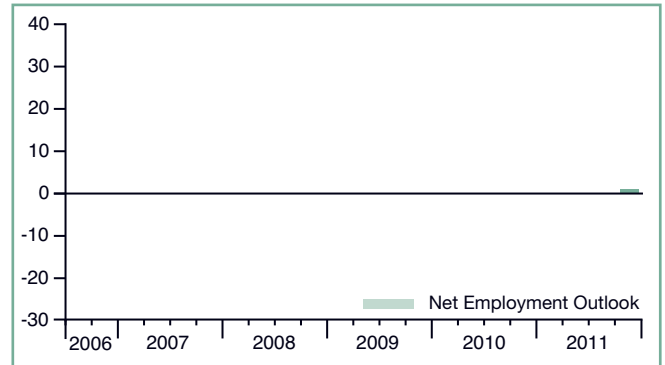
Bratislava +10 %

Bratislava employers report cautiously optimistic hiring plans for Quarter 4 2011, with a Net Employment Outlook of +10%.



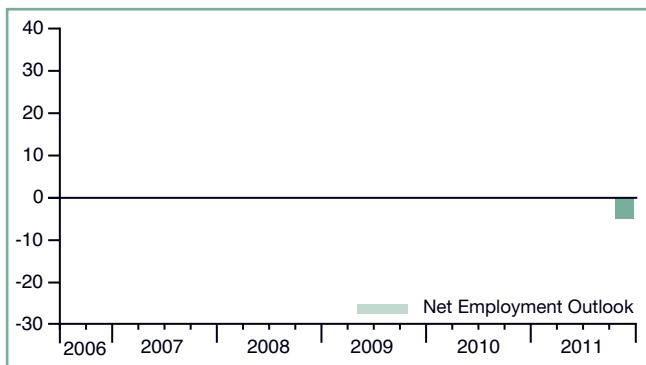
Central +1 %

Regional employers anticipate a soft labor market in the coming quarter, reporting a Net Employment Outlook of +1%.



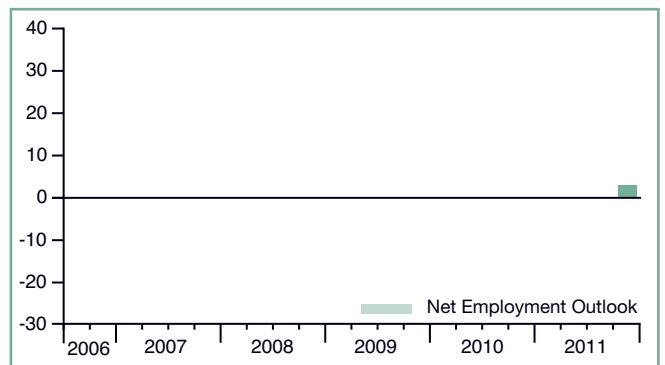
Eastern -5 %

With a Net Employment Outlook of -5%, Eastern region employers report disappointing hiring intentions for Quarter 4 2011.



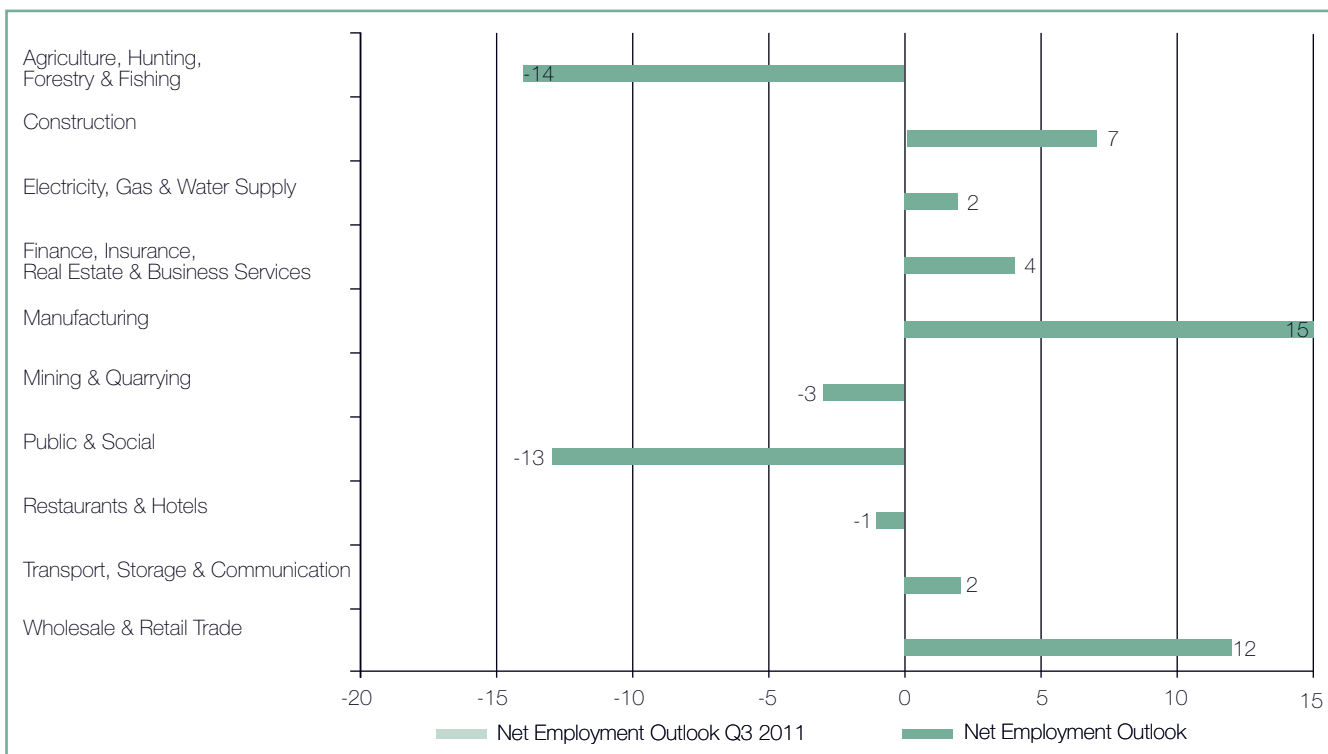
Western +3 %

Employers in the Western region predict a slight increase in staffing levels during the coming quarter, reporting a Net Employment Outlook of +3%.



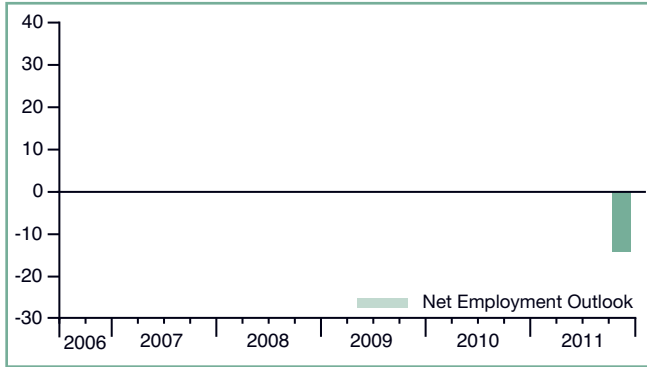
Sector Comparisons

Employers in six of the 10 industry sectors expect to increase headcount during Quarter 4 2011. The most optimistic hiring prospects are reported in the Manufacturing sector with a Net Employment Outlook of +15%. A steady hiring pace is also expected in the Wholesale & Retail Trade sector where the Outlook is +12%. Elsewhere, Construction sector employers predict modest headcount gains with an Outlook of +7%, and some opportunities are likely in the Finance, Insurance, Real Estate & Business Services sector, according to employers, who report an Outlook of +4%. Meanwhile, employers in four sectors forecast negative headcount growth, most notably in the Agriculture, Hunting, Forestry & Fishing sector and the Public & Social sector with Outlooks of -14% and -13%, respectively.



Agriculture, Hunting, Forestry & Fishing -14 %

Sector employers anticipate a gloomy hiring climate in Quarter 4 2011, reporting a Net Employment Outlook of -14%.



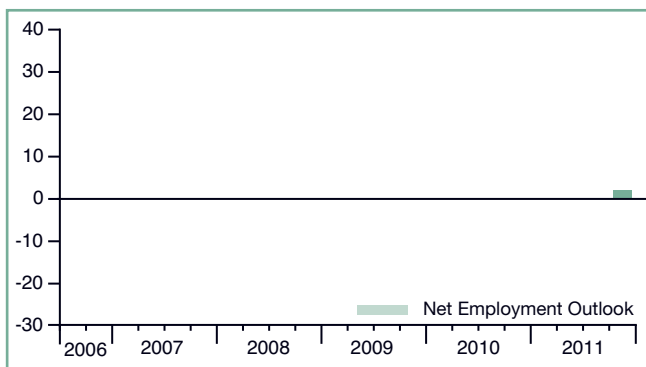
Construction +7 %

With a Net Employment Outlook of +7%, employers report cautiously optimistic hiring plans for the coming quarter.



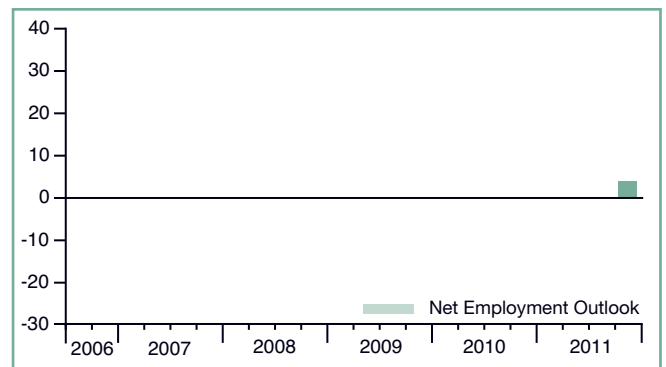
Electricity, Gas & Water +2 %

Employers forecast slow-paced headcount gains in the sector during Quarter 4 2011, with a Net Employment Outlook of +2%.



Finance, Insurance, Real Estate & Business Services +4 %

Sector employers anticipate some opportunities to grow payroll in Quarter 4 2011, with a Net Employment Outlook of +4%.

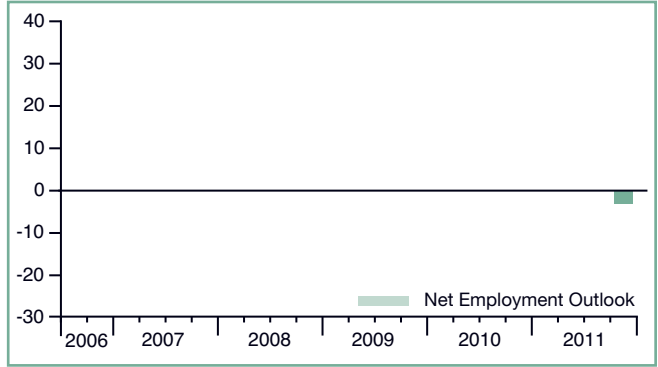
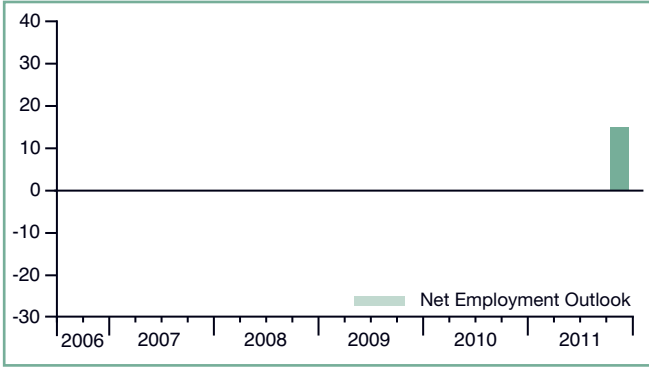


Manufacturing +15 %

With a Net Employment Outlook of +15%, employers predict an upbeat hiring pace in the forthcoming quarter.

Mining & Quarrying -3 %

Employers report downbeat hiring intentions for Quarter 4 2011, with a Net Employment Outlook of -3%.

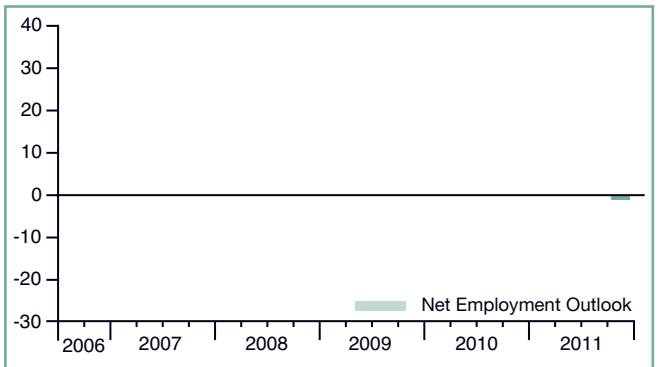
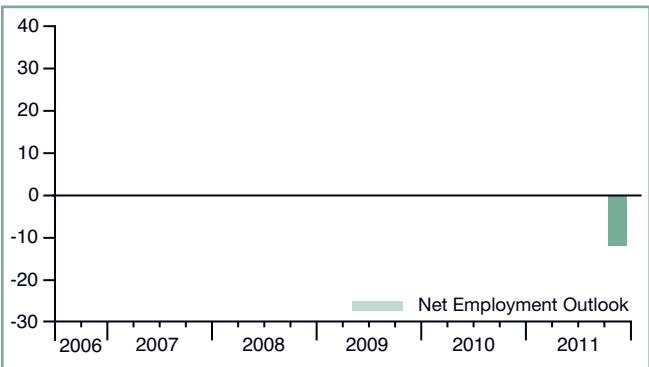


Public & Social -13 %

Sector employers report dim hiring prospects for the upcoming quarter with a Net Employment Outlook of -13%.

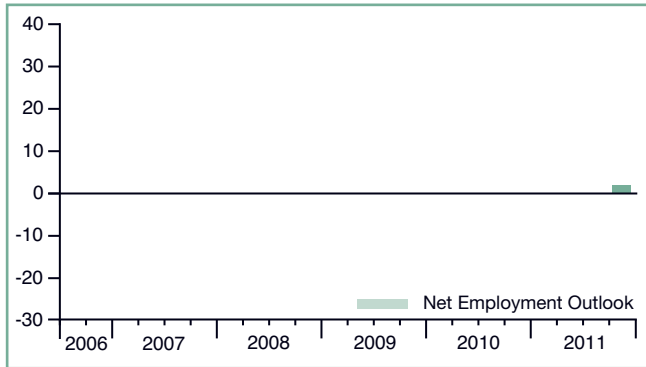
Restaurants & Hotels -1 %

Job seekers are likely to face an uncertain labor market in Quarter 4 2011, according to employers, who report a Net Employment Outlook of -1%.



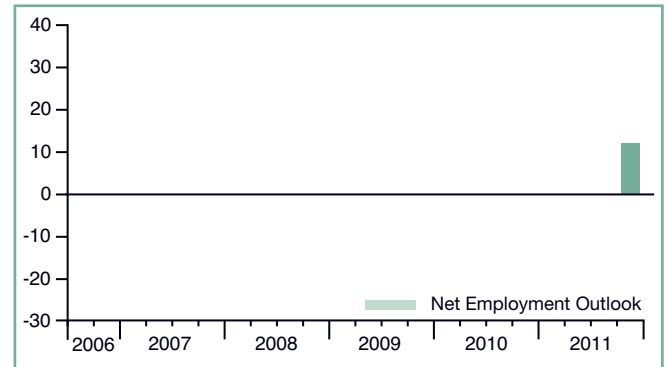
Transport, Storage & Communication +2 %

Sector employers anticipate slow-paced jobs growth in Quarter 4 2011, reporting a Net Employment Outlook of +2%.



Wholesale & Retail Trade +12 %

Employers forecast positive workforce gains in Quarter 4 2011, reporting a Net Employment Outlook of +12%.



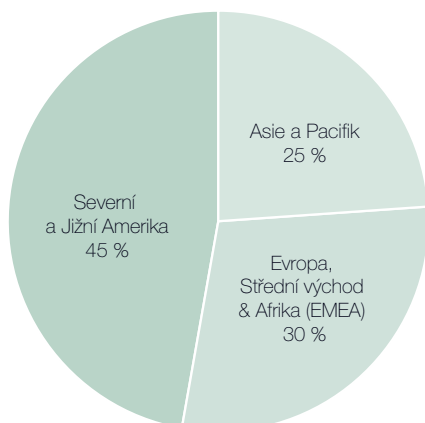
Global Employment Outlook

ManpowerGroup conducts quarterly research to measure employment trends* in 41 of the world's largest labor markets. Over 65,500 employers have been interviewed across 41 countries and territories to measure employer hiring expectations between October and December 2011.

Employers in 36 of the 41 countries and territories ManpowerGroup surveys expect to add to their workforces in varying degrees over the final three months of the year, despite lingering uncertainty regarding the strength of the global economy. Employers in Israel and Slovakia participate in the survey for the first time this quarter. Employers in Brazil, Taiwan, India and Singapore report the strongest fourth-quarter hiring plans globally. Meanwhile, those in Greece, Italy, Slovenia and Spain report the weakest—and only negative—Net Employment Outlooks, a byproduct of months of business decline. When compared to the previous quarter, the hiring pace is expected to soften or remain stable in 32 of 39 countries and territories. While most employers are saying they will hire in the months ahead, this projected easing from the third quarter is due in part to employers' increased sophistication around talent management

and getting improved methods of varying their just-in-time workforce. At the first signs of uncertainty, they can 'turn off' the hiring switch or throttle it up or down as needed. In the 36 countries and territories where year-over-year comparisons are possible, opportunities for job seekers are expected to improve or remain stable in 22. Regionally, positive Net Employment Outlooks are reported by employers throughout Asia Pacific. Data shows that job seekers in Taiwan are likely to benefit from the brightest employment prospects among the eight countries and territories in the region, aided by an unemployment rate less than five percent. Employer demand for talent is marginally weaker from three months ago in three of eight Asia Pacific countries and territories surveyed, particularly in India where the pace of hiring is expected to weaken considerably, due in part to flagging demand for products and outsourced services in the U.S. market. In the Americas, employers in all 10 countries report positive fourth-quarter hiring intentions. Labor markets are expected to remain relatively stable or decline in seven of 10 countries in a quarter-over-quarter comparison. However, job prospects are expected to marginally improve or remain stable in six of 10 countries, year-over-year. The modest hiring pace in the U.S. is expected to remain stable both quarter-over-quarter and in comparison to last year at this time. In the EMEA region, hiring trends remain mixed with employers reporting positive hiring intentions in 18 of the 23 countries surveyed. Individual Outlooks decline or remain stable in 18 of 21 countries from three months ago but improve or remain stable in 12 of 18 countries where year-over-year comparisons are possible. Regional hiring plans are strongest in Turkey, Bulgaria and Norway and weakest in Greece and Italy.

Survey Respondents by Region



Research for the Quarter 4 2011 Manpower Employment Outlook Survey involved surveying over 65,000 human resources directors and senior hiring managers from public and private organizations worldwide. 45% of respondents come from 10 countries in the Americas; 25% from eight countries and territories across Asia Pacific; and 30% from 23 countries in EMEA.

	Net Employment Outlook			Qtr on Qtr Change	Yr on Yr Change
	Quarter 4 2010	Quarter 3 2011	Quarter 4 2011	Q3 2011 to Q4 2011	Q4 2010 to Q4 2011
	%	%	%		
Americas					
Argentina	17 (18) ¹	18 (21) ¹	17 (18) ¹	-1 (-3) ¹	0 (0) ¹
Brazil	37	37	38	1	1
Canada	14 (15) ¹	22 (16) ¹	12 (13) ¹	-10 (-3) ¹	-2 (-2) ¹
Colombia	17	18	22	4	5
Costa Rica	23 (20) ¹	18 (21) ¹	19 (16) ¹	1 (-5) ¹	-4 (-4) ¹
Guatemala	9	11	13	2	4
Mexico	16 (17) ¹	16 (16) ¹	13 (13) ¹	-3 (-3) ¹	-3 (-4) ¹
Panama	19	19	26	7	7
Peru	23 (22) ¹	15 (16) ¹	18 (17) ¹	3 (1) ¹	-5 (-5) ¹
United States	4 (6) ¹	12 (8) ¹	5 (7) ¹	-7 (-1) ¹	1 (1) ¹

Asia Pacific					
Australia	20 (20) ¹	17 (19) ¹	16 (16) ¹	-1 (-3) ¹	-4 (-4) ¹
China	51 (46) ¹	19 (23) ¹	25 (20) ¹	6 (-3) ¹	-26 (-26) ¹
Hong Kong	17 (17) ¹	21 (20) ¹	21 (21) ¹	0 (1) ¹	4 (4) ¹
India	42 (38) ¹	47 (45) ¹	34 (30) ¹	-13 (-15) ¹	-8 (-8) ¹
Japan	4 (6) ¹	5 (9) ¹	8 (10) ¹	3 (1) ¹	4 (4) ¹
New Zealand	15 (15) ¹	17 (19) ¹	23 (23) ¹	6 (4) ¹	8 (8) ¹
Singapore	22 (22) ¹	29 (30) ¹	31 (30) ¹	2 (0) ¹	9 (8) ¹
Taiwan	40 (40) ¹	39 (37) ¹	37 (37) ¹	-2 (0) ¹	-3 (-3) ¹

EMEA*					
Austria	5 (5) ¹	10 (8) ¹	6 (6) ¹	-4 (-2) ¹	1 (1) ¹
Belgium	6 (6) ¹	8 (8) ¹	4 (4) ¹	-4 (-4) ¹	-2 (-2) ¹
Bulgaria	-	14	13	-1	-
Czech Republic	-2	3	1	-2	3
France	1 (0) ¹	6 (5) ¹	4 (3) ¹	-2 (-2) ¹	3 (3) ¹
Germany	7 (7) ¹	14 (11) ¹	12 (12) ¹	-2 (1) ¹	5 (5) ¹
Greece	-10	-5	-13	-8	-3
Hungary	0	1	1	0	1
Ireland	-3 (-3) ¹	-1 (-3) ¹	0 (0) ¹	1 (3) ¹	3 (3) ¹
Israel	-	-	16	-	-
Italy	-8 (-7) ¹	-4 (-6) ¹	-11 (-10) ¹	-7 (-4) ¹	-3 (-3) ¹
Netherlands	2 (1) ¹	4 (3) ¹	2 (1) ¹	-2 (-2) ¹	0 (0) ¹
Norway	9 (9) ¹	12 (8) ¹	14 (13) ¹	2 (5) ¹	5 (4) ¹
Poland	11	14	7	-7	-4
Romania	0	20	11	-9	11
Slovakia	-	-	2	-	-
Slovenia	-	7	-2	-9	-
South Africa	6 (7) ¹	-1 (3) ¹	2 (3) ¹	3 (0) ¹	-4 (-4) ¹
Spain	-4 (-3) ¹	-7 (-9) ¹	-2 (-1) ¹	5 (8) ¹	2 (2) ¹
Sweden	5 (4) ¹	12 (9) ¹	11 (10) ¹	-1 (1) ¹	6 (6) ¹
Switzerland	9 (13) ¹	4 (7) ¹	2 (7) ¹	-2 (0) ¹	-7 (-6) ¹
Turkey	-	35	20	-15	-
UK	2 (1) ¹	4 (3) ¹	2 (2) ¹	-2 (-1) ¹	0 (1) ¹

*EMEA – Europe, Middle East and Africa.

1. Number in parentheses is the Net Employment Outlook when adjusted to remove the impact of seasonal variations in hiring activity. Please note that this data is not available for all countries as a minimum of 17 quarters worth of data is required.

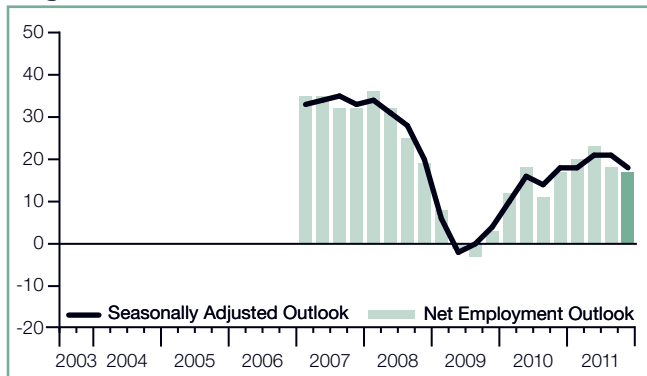
International Comparisons – Americas

ManpowerGroup interviewed nearly 30,000 employers from 10 countries throughout North America, Central America and South America to measure Quarter 4 2011 employment prospects. Employers in each country across the region report positive hiring intentions for the next three months. Net Employment Outlooks remain relatively stable or improve in five of the 10 countries in comparison to Quarter 3 2011 and also improve or remain stable in six countries year-over-year.

The strongest hiring pace is expected in Brazil, Panama and Colombia, with the strong demand in the former being fuelled by continued foreign direct investment as international companies look to capitalize on this emerging market. Employer hiring intentions in Brazil are the most optimistic among the 41 countries and territories surveyed this quarter. The Outlook is boosted by vigorous hiring plans in the Finance, Insurance & Real Estate, Construction and Services sectors where approximately half of employers expect to add to their payrolls in the next three months. For the second consecutive quarter employers in the United States

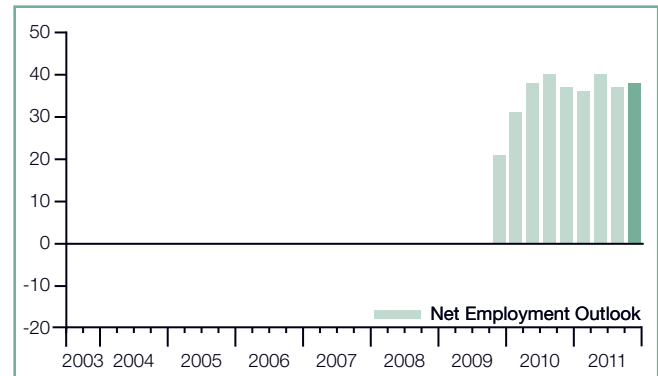
are the least optimistic in the region. Despite reporting positive hiring intentions in 11 of 13 industry sectors, U.S. employers say they will slow hiring activity from three months ago in 12 of the 13 industry sectors, their confidence no doubt being shaken by the previous months' events, including the Federal debt ceiling deadlock, the euro crisis and news of slower GDP growth in Germany, Europe's largest economy. While the U.S. Net Employment Outlook of +7% is positive, it is still subdued and clearly not at a level at which to create jobs. Hiring expectations for Mexico are moving in tandem with the U.S. as employers expect the hiring climate to remain positive despite a slightly weaker Outlook in comparison to both Quarter 3 2011 and Quarter 4 2010. While the forecast from Mexican employers remains healthy, any future softening in the U.S. market could impact job prospects in Mexico. Canadian employers continue to forecast steady job growth in the forthcoming three months, although the Outlook declines slightly both quarter-over-quarter and year-over-year.

Argentina



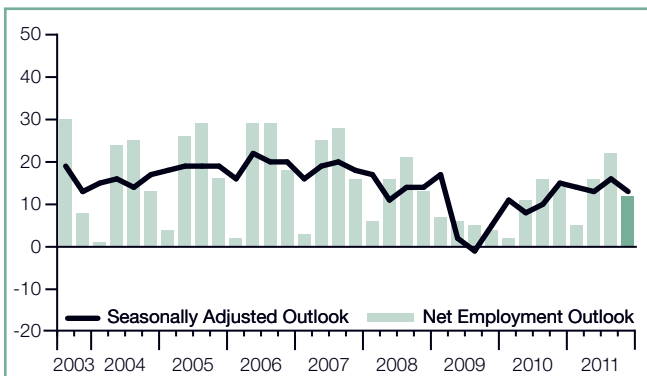
Argentina joined the survey in Q1 2007.

Brazil

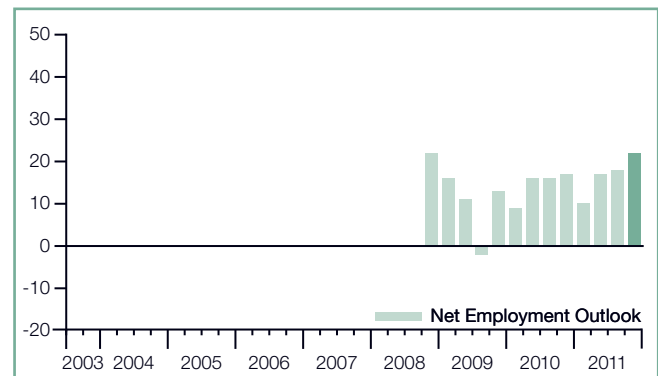


Brazil joined the survey in Q4 2009.

Canada

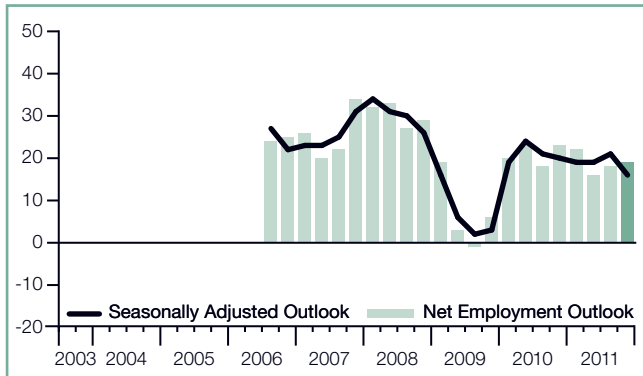


Colombia

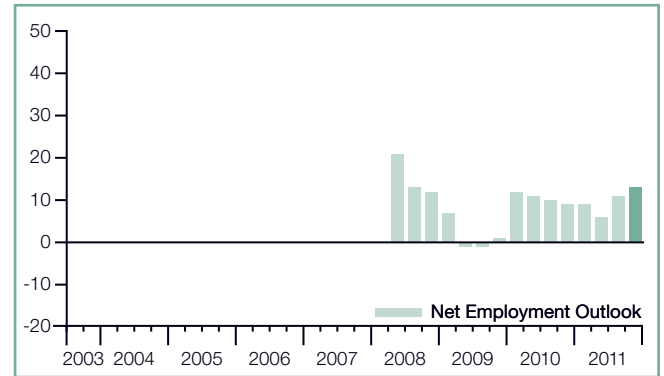


Colombia joined the survey in Q4 2008.

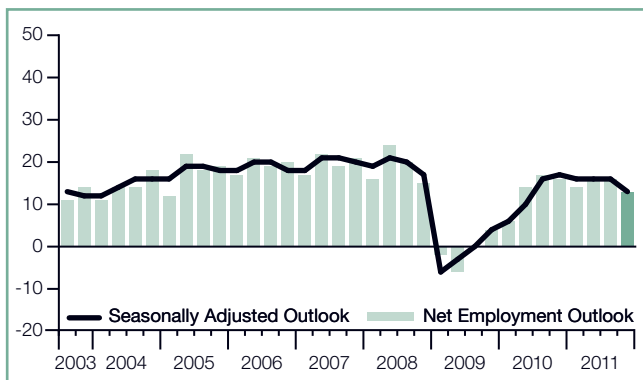
Costa Rica



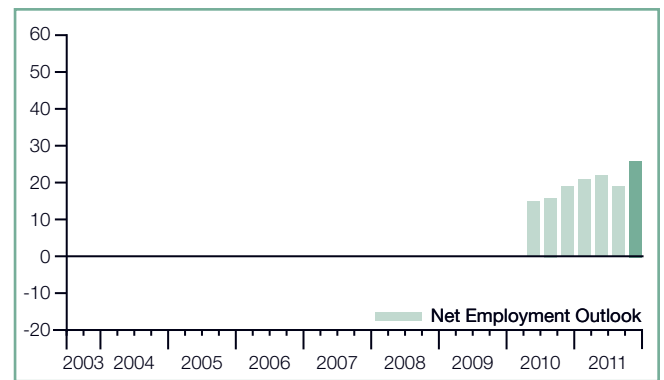
Guatemala



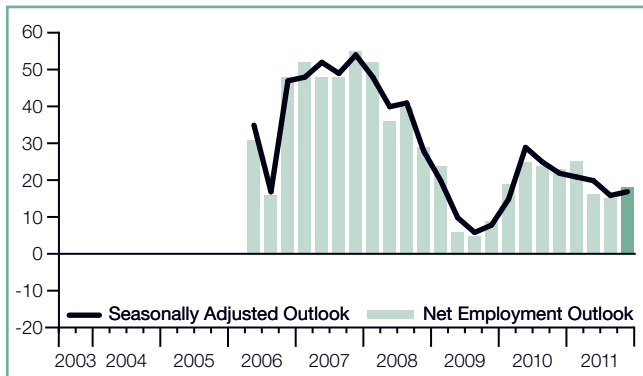
Mexico



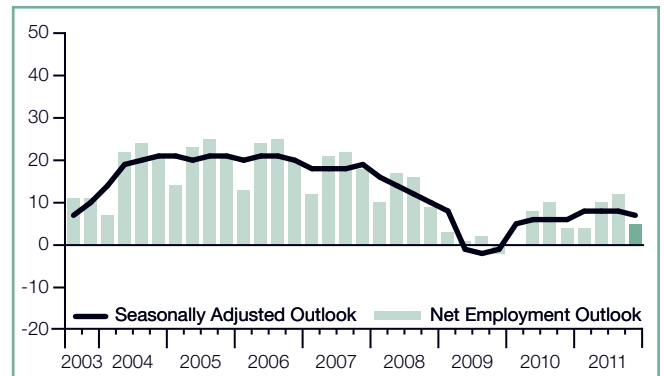
Panama



Peru



USA



International Comparisons – Asia Pacific

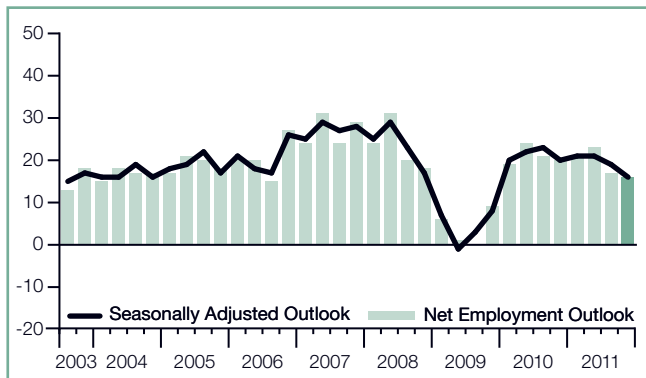
Interviews with over 16,000 employers have been conducted across Australia, China, Hong Kong, India, Japan, New Zealand, Singapore and Taiwan to measure anticipated hiring activity in Quarter 4 2011.

Employer hiring expectations continue to be positive throughout the region, and improve or remain stable quarter-over-quarter in five of the eight countries and territories surveyed. In a year-over-year comparison, employer optimism is mixed, with Outlooks improving in four of the eight countries and territories. Regional hiring plans continue to be strongest in Taiwan, India and Singapore. Meanwhile, Japanese employers report the region's weakest hiring pace, although the Outlook continues to improve steadily and Japanese employer optimism is now the strongest in three years as companies in the earthquake-devastated Tohoku region are returning to regular production schedules and government job initiatives for displaced workers aid the recovery.

A vigorous hiring pace in the Mining & Construction, the Finance, Insurance & Real Estate and the Manufacturing

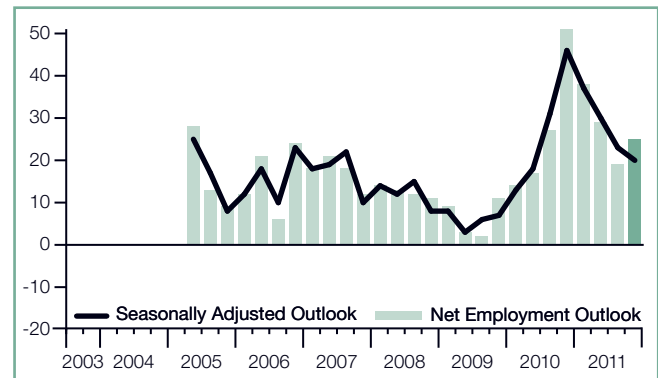
industry sectors continues to fuel Taiwan's robust Outlook. Talent shortages and low unemployment in Taiwan equate to plentiful opportunities for those seeking in-demand roles such as R&D experts and technicians. Opportunities for job seekers remain strong in Singapore where one of every three employers indicates they will add to their payrolls in the forthcoming quarter. And despite noticeable year-over-year Outlook declines, employers in both India and China continue to forecast an active hiring pace through the end of the year. However, because of the Indian Service sector's reliance on the U.S. market—the U.S. accounts for almost 60 percent of the revenues in the \$60 billion Indian IT industry—the Quarter 4 outlook reflects weaker U.S. demand. At the same time, the forecast for China suggests talent supply will continue to impact employers' ability to hire. Despite a minimum wage hike of 20% earlier in the year, Chinese workers are increasingly spurning low-wage, unskilled jobs, which will continue to hit employers' output and margins. Meanwhile, employers in Japan's key Manufacturing sector report their strongest Outlook since Quarter 2 2008.

Australia



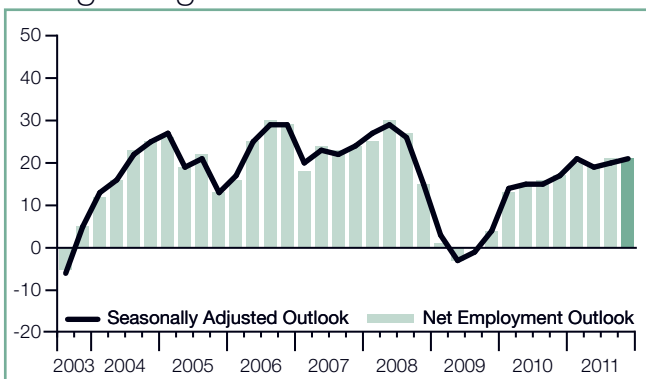
No bar indicates Net Employment Outlook of zero.

China



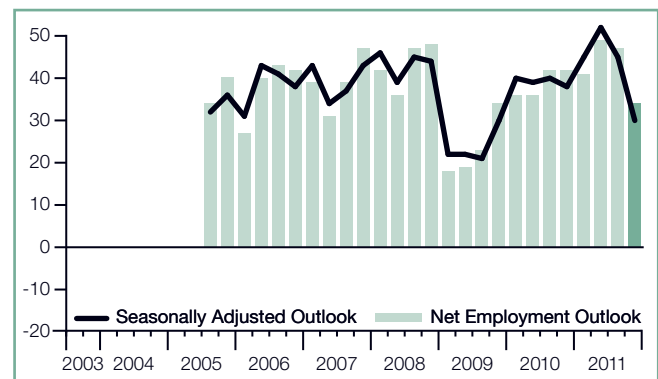
China joined the survey in Q2 2005.

Hong Kong



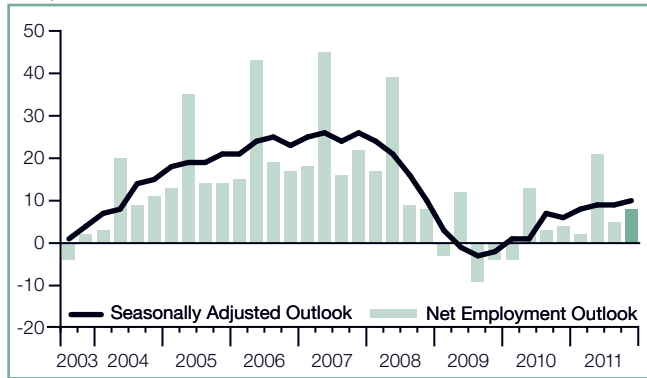
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India

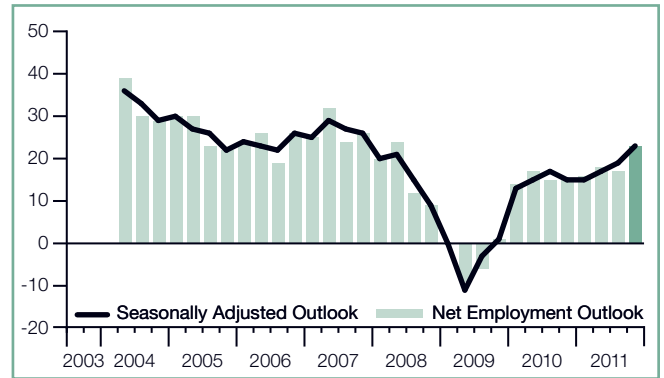


India joined the survey in Q3 2005.

Japan

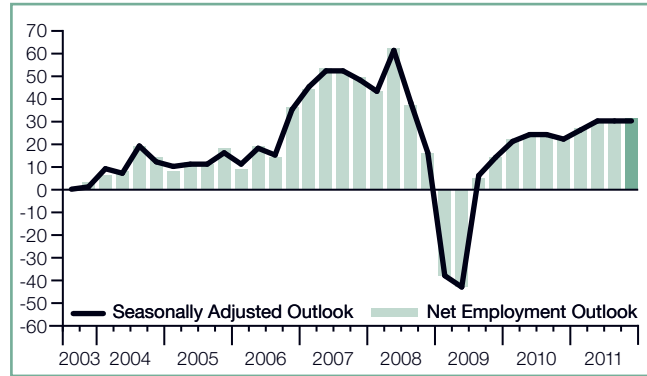


New Zealand



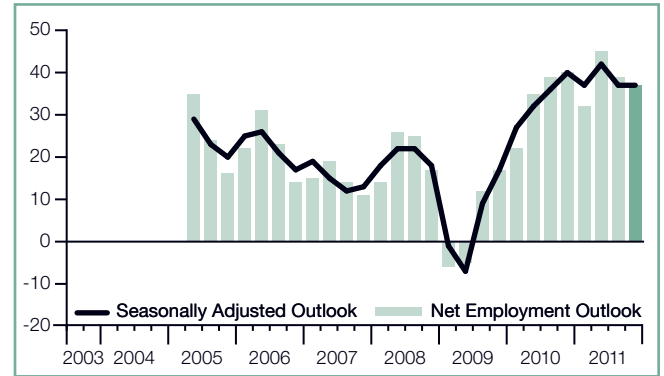
New Zealand joined the survey in Q2 2004.
No bar indicates Net Employment Outlook of zero.

Singapore



No bar indicates Net Employment Outlook of zero.

Taiwan



Taiwan joined the survey in Q2 2005.

International Comparisons – EMEA

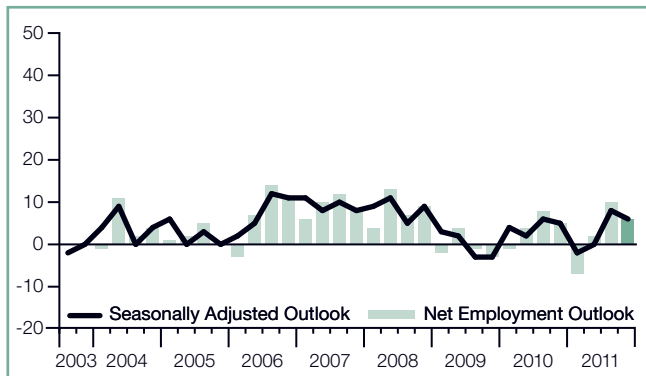
Nearly 20,000 interviews have been conducted with employers across 23 EMEA countries to measure anticipated hiring activity for Quarter 4 2011.

The survey indicates that labor market trends continue to follow the similar mixed pattern reported by employers throughout 2011, with positive hiring activity expected in 18 of 23 countries surveyed: Outlooks decline from Quarter 3 2011 in 13 countries but improve in 11 compared to one year ago. Regional hiring plans are strongest in Turkey, Israel, Bulgaria and Norway and weakest in Greece and Italy where the Outlooks decline to gloomy levels as employer optimism continues to sink.

Net Employment Outlooks in the Manufacturing sector soften in 18 of 21 countries from three months ago; a notable exception is in Germany where employers indicate the pace of hiring will be the strongest in three years. This continued demand for talent is due in part to ongoing skills

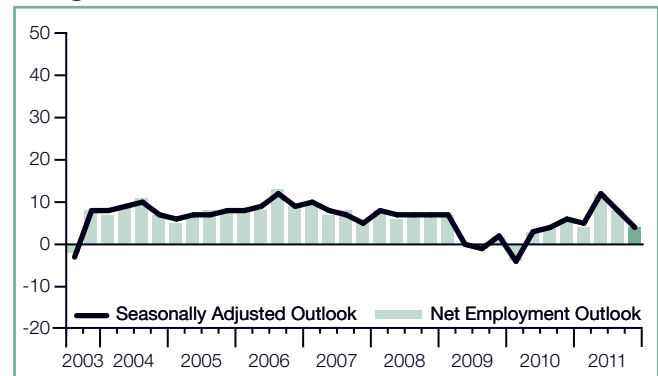
shortages in the sector such as engineers. However, the downward revision of German GDP growth will certainly have employers second guessing hiring plans. Elsewhere, employers in Sweden and Norway indicate they will end the year on the upswing, reporting their most optimistic hiring plans since 2008. Norwegian job prospects in the Finance and Business Services sector are the strongest in four years, while hiring plans in Sweden are strongest in Construction bolstered by ongoing infrastructure investments in the northern region. Meanwhile, optimism among employers in Turkey remains upbeat despite Outlooks declining in nine of 11 industry sectors quarter-over-quarter. And although Irish employers continue to anticipate a somewhat stagnant labor market through the rest of the year, the Quarter 4 2011 Outlook brings to an end 12 consecutive quarters of negative forecasts.

Austria



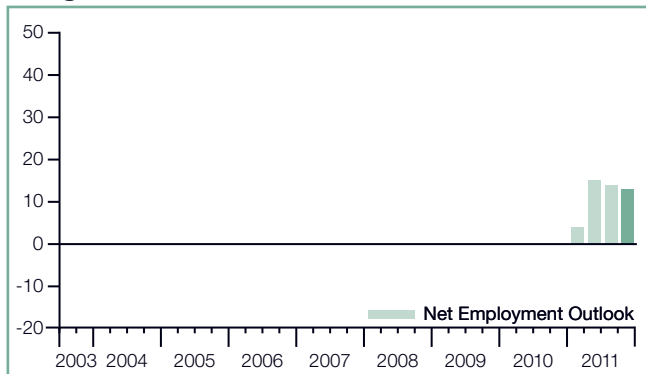
No bar indicates Net Employment Outlook of zero.

Belgium



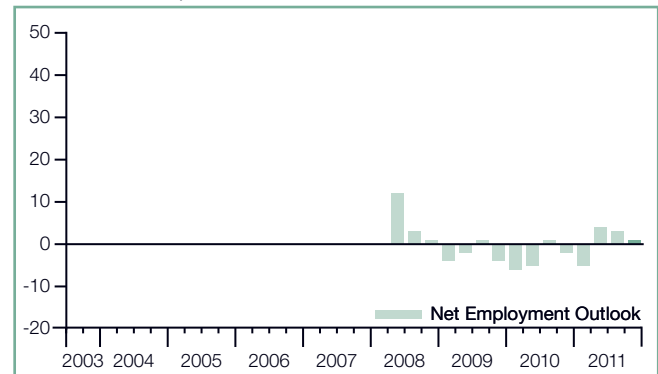
No bar indicates Net Employment Outlook of zero.

Bulgaria



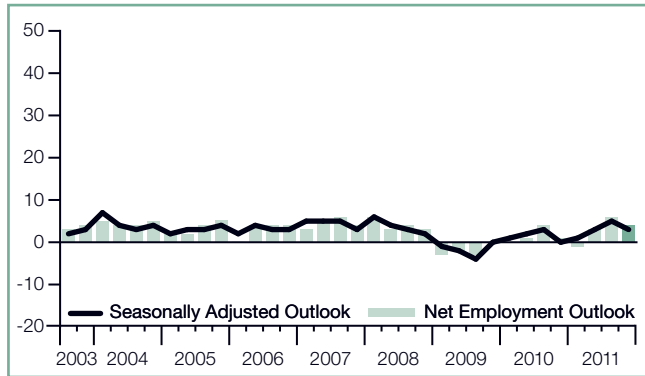
Bulgaria joined the survey in Q1 2011.

Czech Republic



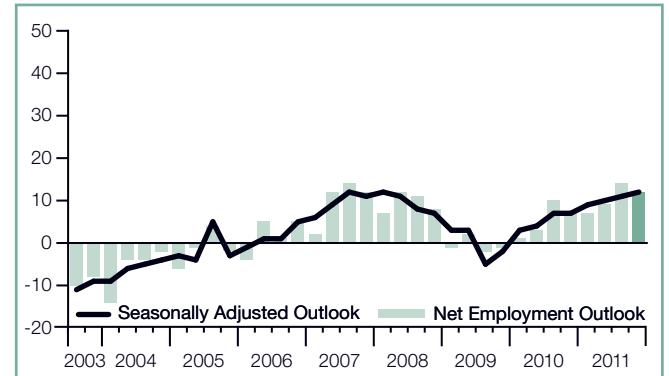
Czech Republic joined the survey in Q2 2008.

France

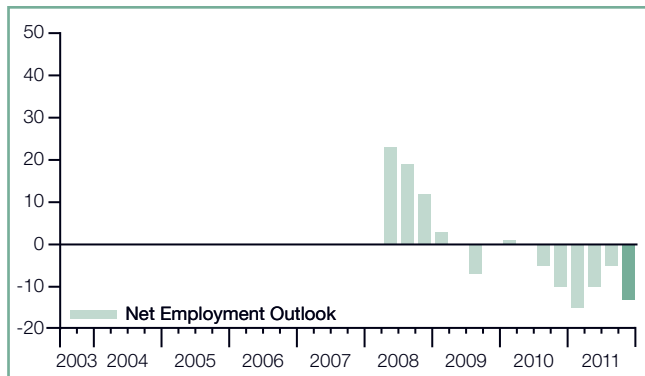


No bar indicates Net Employment Outlook of zero.

Germany



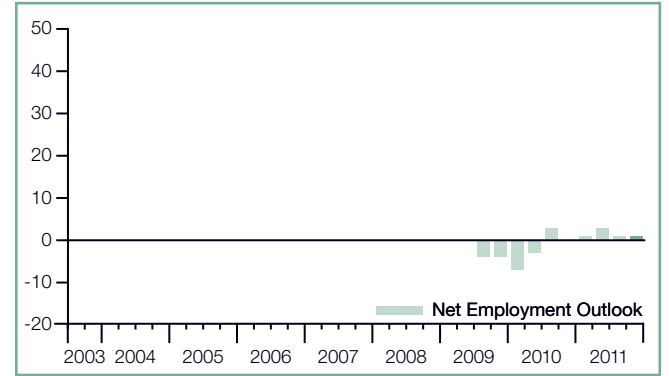
Greece



Greece joined the survey in Q2 2008.

No bar indicates Net Employment Outlook of zero.

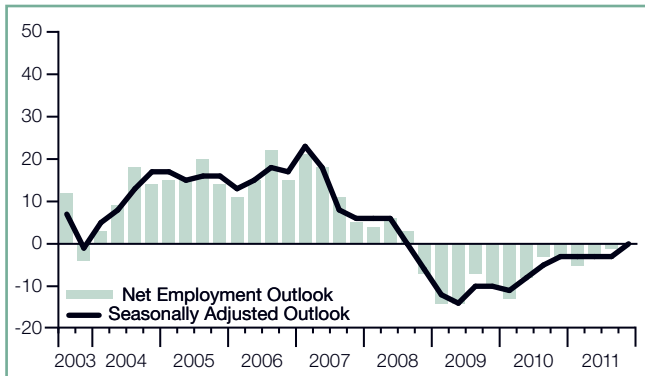
Hungary



Hungary joined the survey in Q3 2009.

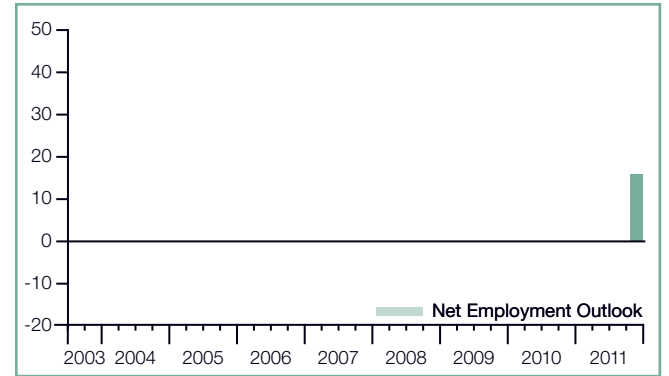
No bar indicates Net Employment Outlook of zero.

Ireland



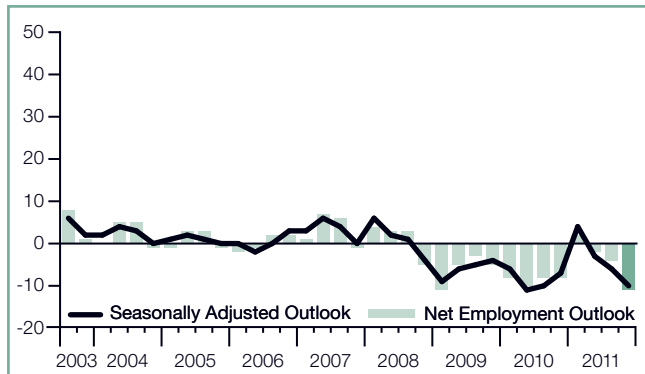
No bar indicates Net Employment Outlook of zero.

Israel



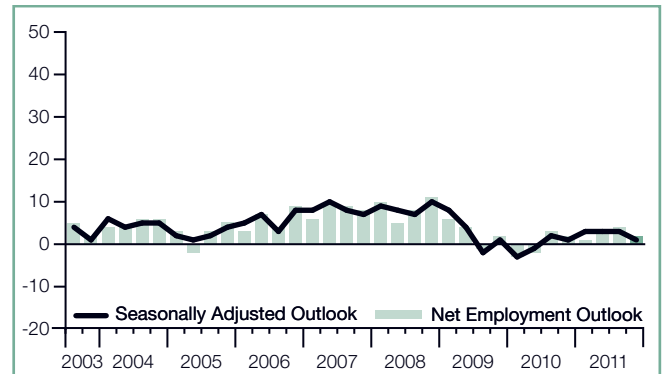
Israel joined the survey in Q4 2011.

Italy

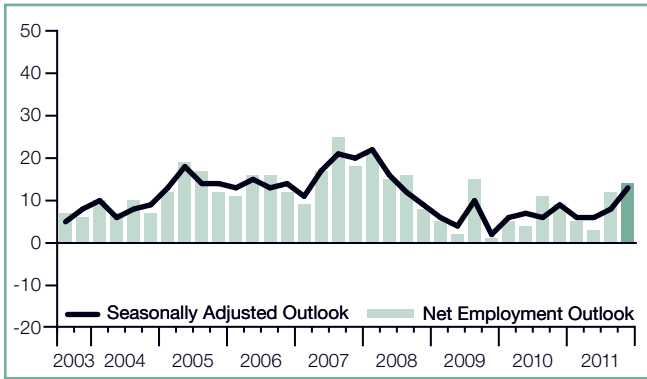


No bar indicates Net Employment Outlook of zero.

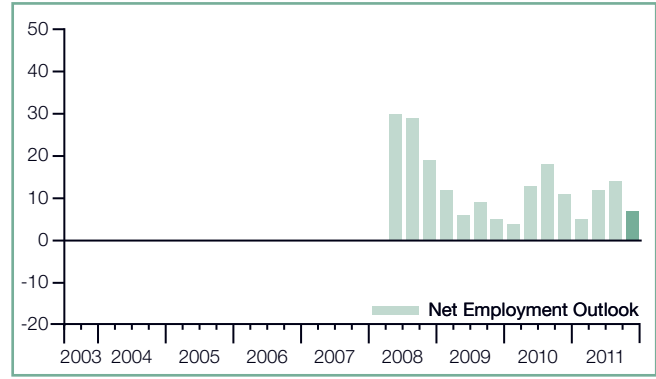
Netherlands



Norway

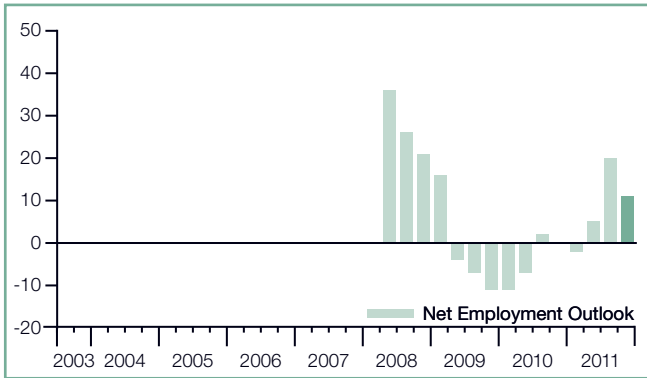


Poland



Poland joined the survey in Q2 2008.

Romania



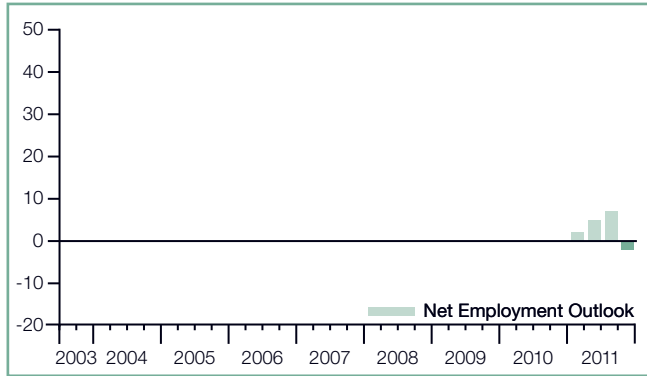
Romania joined the survey in Q2 2008.
No bar indicates Net Employment Outlook of zero.

Slovakia



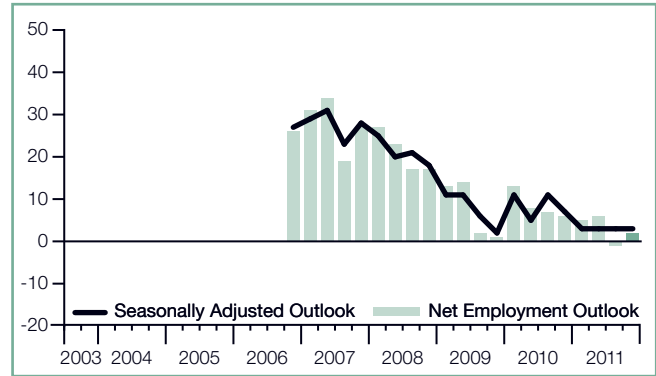
Slovakia joined the survey in Q4 2011.

Slovenia



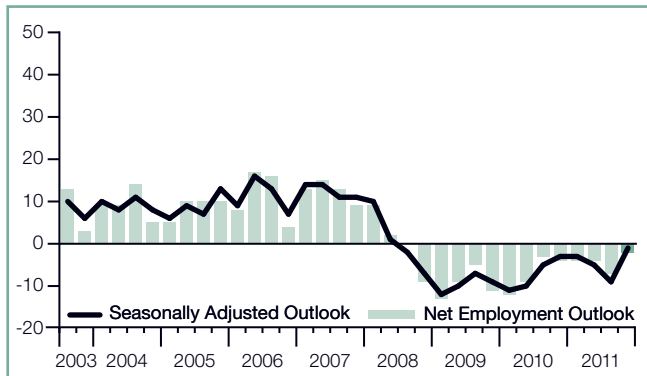
Slovenia joined the survey in Q1 2011.

South Africa



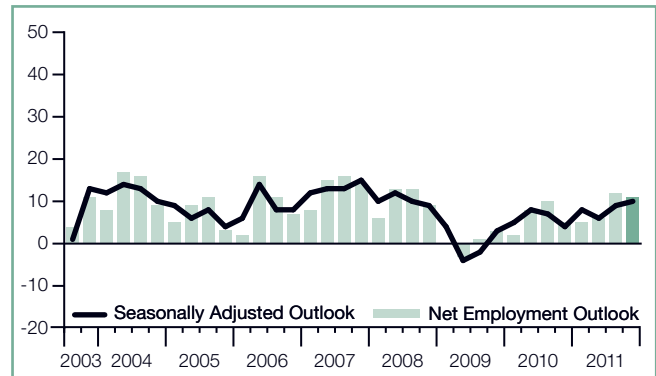
South Africa joined the survey in Q4 2006.

Spain



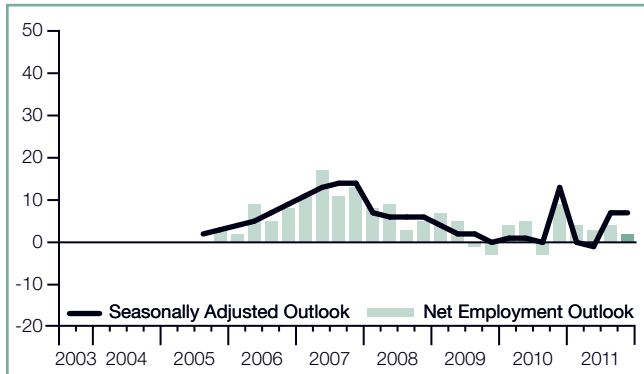
No bar indicates Net Employment Outlook of zero.

Sweden



No bar indicates Net Employment Outlook of zero.

Switzerland



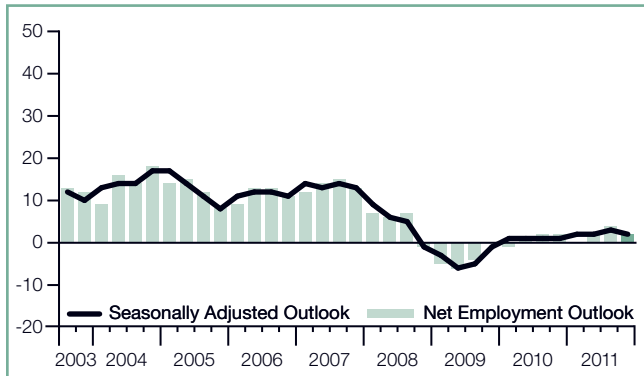
Switzerland joined the survey in Q3 2005.
No bar indicates Net Employment Outlook of zero.

Turkey



Turkey joined the survey in Q1 2011.

UK



No bar indicates Net Employment Outlook of zero.

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 nearly 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 65,000 public and private employers across 41 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 December 2011 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 41 countries and territories where the survey is currently conducted includes Manpower'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 that expect 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, Costa Rica, China, France, Germany, Hong Kong, India, Ireland, Italy, Japan, Mexico, Netherlands, New Zealand, Norway, Peru, 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. Manpower 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, Manpower 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** 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 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** 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, Peru and South Africa 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.
- 2007** Manpower operations in Argentina launch 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.
- 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. Costa Rica adds seasonally adjusted data in the fourth 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.

About ManpowerGroup™

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 \$22 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 nearly 3,900 offices in over 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 the ManpowerGroup can help you win in the Human Age at www.manpowergroup.com.

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