



ManpowerGroup®

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Respectable Job Market Expected in First Quarter of 2019 for Grand Rapids-Wyoming, MI MSA

- *U.S. hiring intentions at 12 year high as demand for skilled workers is set to grow*
- *Employers anticipate a Net Employment Outlook* of 19*
- *For the coming quarter, job prospects appear best in Construction, Durable Goods Manufacturing, Transportation & Utilities, Wholesale & Retail Trade, Financial Activities, Professional & Business Services, Education & Health Services, Other Services, and Government.*
- *ManpowerGroup Employment Outlook Survey signals U.S. likely to hit 100 months of consecutive job growth in January*

December 11, 2018 - MSA employers expect to hire at a hopeful pace during Quarter 1 2019, according to the ManpowerGroup's (NYSE: MAN) latest ManpowerGroup Employment Outlook Survey.

Among employers surveyed, 27 percent plan to hire more employees from January through March. This number is offset by the 8 percent that plan to reduce payrolls, while 64 percent of employers expect to maintain current staff levels and 1 percent indicate they are not sure of their hiring plans. This yields a Net Employment Outlook* of 19%.

"Employers in the Grand Rapids-Wyoming, MI MSA anticipate a weaker hiring pace compared to Q4 2018 when the Net Employment Outlook was 25," said ManpowerGroup spokesperson, Cathy Monton. "At this time last year, employers expected more hiring activity when the Outlook was 21."

Summary of Results for Grand Rapids-Wyoming, MI MSA

View complete Q1 2019 survey results for the U.S: Manpowergroup.us/MEOS.

| | Increase Staff Levels | Decrease Staff Levels | Maintain Staff Levels | Don't Know | Net Employment Outlook |
|-----------------------------------|-----------------------|-----------------------|-----------------------|------------|------------------------|
| Q1 2019 (current) | 27% | 8% | 64% | 1% | 19% |
| Q4 2018 (previous quarter) | 29% | 4% | 66% | 1% | 25% |
| Q1 2018 (one year ago) | 26% | 5% | 67% | 2% | 21% |

The **Net Employment Outlook is derived by taking the percentage of employers anticipating an increase in hiring activity and subtracting from this the percentage of employers expecting a decrease in hiring activity.*

For the coming quarter, job prospects appear best in Construction, Durable Goods Manufacturing, Transportation & Utilities, Wholesale & Retail Trade, Financial Activities, Professional & Business Services, Education & Health Services, Other Services, and Government. Hiring is expected to remain unchanged in Nondurable Goods Manufacturing, Information as well as Leisure & Hospitality.



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Employment Outlook Survey

Q1 2019

Where Are The Jobs?



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ManpowerGroup Employment Outlook Survey Results for the United States

Of the more than 12,500 employers surveyed in the United States, 23 percent expect to add to their workforces and 5 percent expect a decline in their payrolls during Quarter 1 2019. Seventy-one percent of employers anticipate making no change to staff levels and the remaining 1 percent of employers are undecided about their hiring plans. When seasonal variations are

removed from the data, the Net Employment Outlook is +20% which is relatively stable compared to the Quarter 4 2018 Outlook, +22%.

To complement the Quarter 1 2019 survey results, an infographic is available for download. “Where Are the Jobs” offers a snapshot of data and trends from the survey, including key state and metro area Outlooks along with an industry forecast. To view the infographic or press releases for other states or Metropolitan Statistical Areas, visit <https://www.manpowergroup.us/meos/>.

The next ManpowerGroup Employment Outlook Survey to report hiring expectations for Quarter 2 2019 will be released on March 12, 2019. To receive an email notification when the survey is available each quarter, register for updates at <https://www.manpowergroup.us/meos/>.

About the Survey

The ManpowerGroup 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 ManpowerGroup Employment Outlook Survey's United States results are based on interviews with 12,500+ employers located in the 50 states, the District of Columbia and Puerto Rico, which includes the largest 100 Metropolitan Statistical Areas based on the number of business establishments. The mix of industries within the survey follows the North American Industry Classification System Supersectors and is structured to be representative of the U.S. economy.

The complete results of the ManpowerGroup Employment Outlook Survey can be found online at <https://www.manpowergroup.us/meos/>. There you will also find the results for the 100 Metropolitan Statistical Areas surveyed, the 50 states, the District of Columbia and Puerto Rico. Questions can be directed to press@manpowergroup.com.

About ManpowerGroup

ManpowerGroup® (NYSE: MAN), the leading global workforce solutions company, helps organizations transform in a fast-changing world of work by sourcing, assessing, developing and managing the talent that enables them to win. We develop innovative solutions for hundreds of thousands of organizations every year, providing them with skilled talent while finding meaningful, sustainable employment for millions of people across a wide range of industries and skills. Our expert family of brands – Manpower®, Experis®, Right Management® and ManpowerGroup® Solutions – creates substantially more value for candidates and clients across 80 countries and territories and has done so for 70 years. In 2018, ManpowerGroup was named one of the World's Most Ethical Companies for the ninth year and one of Fortune's Most Admired Companies for the sixteenth year, confirming our position as the most trusted and admired brand in the industry. See how ManpowerGroup is powering the future of work: www.manpowergroup.com



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