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CONTACT:

Kimberly Prowell
(903) 872-1775
kim.prowell@manpower.com

Matt Bomberger
(972) 892-9051
matt.bomberger@experis.com

Dallas-Fort Worth-Arlington, TX MSA Employers Report Dull Hiring Outlook for Q3 2020 While Overall National Outlooks At 10-Year-Low in Peak of COVID-19 Crisis Though Over 60% of Employers Anticipate Hiring to Return by April 2021

- *U.S. employers report decline 16 percentage points with a national employment outlook of +3%*
- *66% of employers surveyed anticipate hiring levels to return to pre-pandemic levels by April 2021, 42% by July 2020*

MILWAUKEE, WI (June 9, 2020) — Dallas-Fort Worth-Arlington, TX MSA employers plan to hire at a sluggish pace in Q3 2020 with an Employment Outlook of -8%*, according to the ManpowerGroup Employment Outlook Survey (NYSE: MAN). Among employers surveyed, 11 percent plan to hire more employees from July through September. This number is offset by the 19 percent that plan to reduce payrolls while 62 percent of employers expect to maintain current staff levels and 8 percent indicate they are not sure of their hiring plans. This yields a Net Employment Outlook (NEO) of -8 percent. Research was conducted in April 2020 and the survey is the most comprehensive, forward-looking employment survey of its kind, used globally as a key economic indicator.

View the complete Q3 2020 U.S. survey results: ManpowerGroup.US/MEOS

"Compared to Q2 2020 when the Net Employment Outlook was 15 percent, Dallas-Fort Worth-Arlington, TX MSA employers have reported a weaker hiring pace," said Kimberly Prowell of Manpower. "When looking at year-over-year expectations, hiring intentions have slowed down from when the Outlook was 15 percent."

Hiring Intentions For Dallas-Fort Worth-Arlington, TX MSA					
	Increase	**Decrease**	**Maintain**	**Unsure**	**NEO**
Q3 2020 Current	11%	19%	62%	8%	-8%
Q2 2020 Q-over-Q	16%	1%	83%	0%	15
Q3 2019 Y-over-Y	19%	4%	74%	3%	15**%**

In contrast, local employers expect a decrease in payrolls in Construction, Wholesale & Retail Trade, Education & Health Services, Leisure & Hospitality, Other Services and Government. Durable Goods Manufacturing, Nondurable Goods Manufacturing, Transportation & Utilities, Information, Financial Activities and Professional & Business Services job prospects remain unchanged.

U.S. Hiring Plans by Industry Sectors, Regions, Metro Areas and States

Employers in the U.S report significant declines in hiring plans for Q3 according to the ManpowerGroup Employment Outlook Survey of more than 7,700 employers.

Those surveyed were also asked when they expect hiring to return to pre-COVID-19 levels; 66% said by April 2021, 42% within three months, by July 2020. In contrast, 33% of employers are more uncertain: 23% say they do not know when hiring levels will return to pre-pandemic levels, 7% say never and 3% expect more than a year. Employers in Education, Construction and Government expect the shortest return, while those in the Professional sector including law firms, accountants and consultants are most uncertain.

Companies were also asked if they had shut down all or part of their business operations as a result of the pandemic. At the time of the survey, 21% had shutdown at least half of their business, 57% had shut some part of their business. 37% of employers said business activity was maintained or increased (33% and 4% respectively).

- Employers in 9 U.S. industry sectors expect to add workers during the upcoming quarter: Leisure & Hospitality (+7%), Transportation & Utilities (+4%), Wholesale & Retail Trade (+3%), Construction (+2%), Government (+4%), Durable Goods Manufacturing (+1%), Education & Health Services (+13%), Financial Activities (+1%) and Nondurable Goods Manufacturing (+3%). Information (- 3%), Other Services (-3%) and Professional & Business Services (0%), are the 3 U.S. industry sectors that do not plan to add workers during the upcoming quarter.
- As U.S. employers foresee hiring levels strengthening within the next 9 months, over 50% of employers in each 12 industries surveyed expect to return to pre-COVID-19 hiring levels; the highest being Leisure & Hospitality (65%), followed by Education (64%) and Construction (60%). Durable Goods Manufacturing (55%) and Other (55%) anticipate the weakest return to pre-COVID-19 levels.

- The Outlook in the Midwest (+5%), West (2%), Northeast (4%) and South (3%) all declined quarter over-quarter. However, even with a decline, the hiring intentions still remain positive in all four regions.

Complete results for the ManpowerGroup Employment Outlook Survey are available for download at ManpowerGroup.US/MEOS. The Q4 2020 survey will be released September 8, 2020.

**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.*

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 and Talent Solutions – creates substantial value for candidates and clients across 80 countries and territories and has done so for over 70 years. We are recognized consistently for our diversity - as a best place to work for Women, Inclusion, Equality and Disability and in 2020 ManpowerGroup was named one of the World's Most Ethical Companies for the eleventh year - all confirming our position as the brand of choice for in-demand talent.

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