

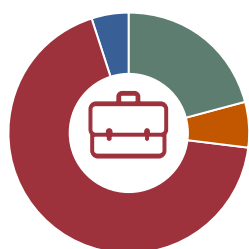


EMPLOYERS PREDICT SLOW & GRADUAL RETURN TO PRE-PANDEMIC HIRING IN MOST MARKETS

13% of employers say pre-pandemic hiring will return before July 2021, down from 54% when asked in Q2

EMPLOYER HIRING EXPECTATIONS FOR JANUARY THROUGH MARCH

Hiring managers in the United States report a seasonally adjusted, Net Employment Outlook* of 17%



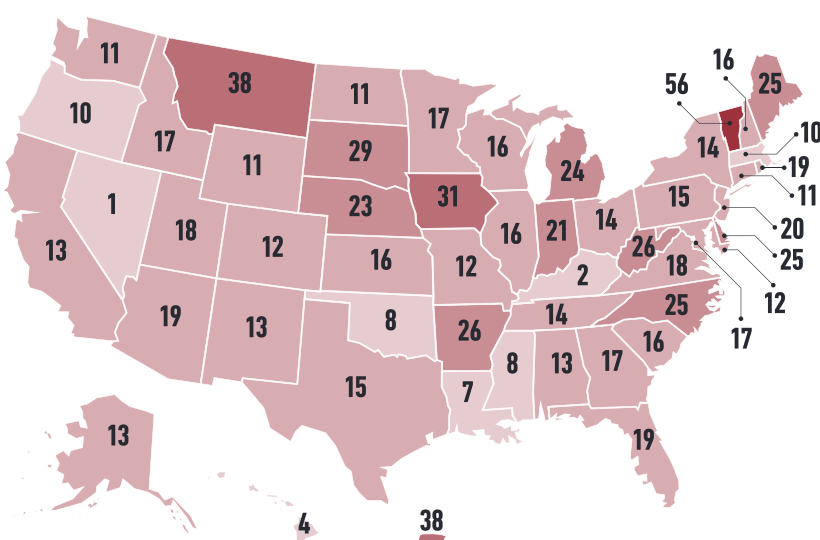
21% PLAN TO HIRE

6% EXPECT TO LAY OFF WORKERS

68% PLAN TO KEEP WORKFORCE LEVELS STEADY

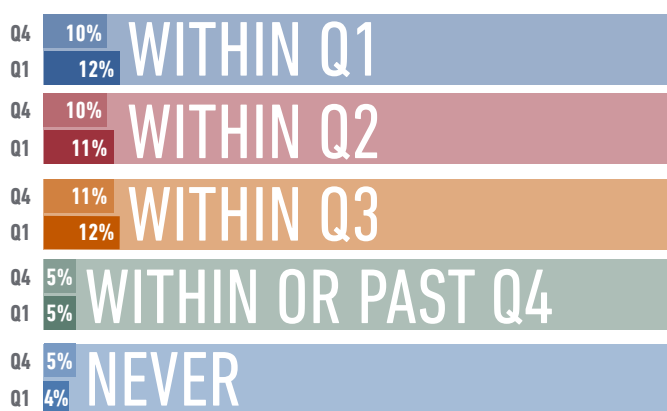
5% UNDECIDED

US NET Employment Outlook (NEO)



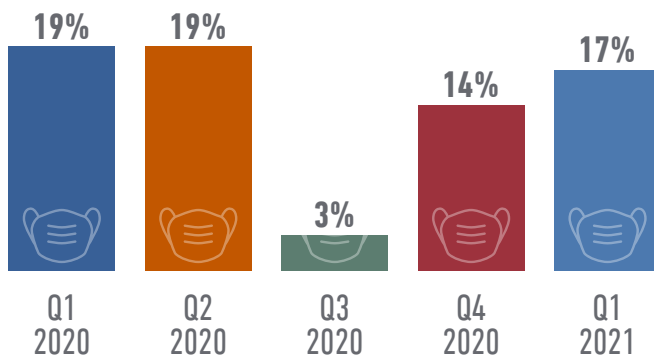
TIME TO RETURN

10% of employers expect to return to pre-COVID-19 hiring levels within Q1 2021



THE IMPACT OF COVID-19 ON HIRING PLANS

Net Employment Outlooks (NEOs) since January 2020



INDUSTRIES WITH THE MOST OPTIMISTIC HIRING OUTLOOK



Complete results for the ManpowerGroup Employment Outlook Survey are available for download at: ManpowerGroup.us/MEOS

*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 decreased in hiring activity.