

BUSINESS
AGILITY
IS HUMANLY
POSSIBLE



Manpower®



We've entered the Human Age, when the old rules of business are giving way to the new. In today's complex business environment, technology and capital no longer guarantee success. Now more than ever before, the ability to tap into the potential of people with the right skills and experience becomes a company's key competitive differentiator. Manpower® can provide you with innovative workforce solutions

agile enough to meet your rapidly changing needs. No matter what form those solutions take — short-term assignments, long-term contracts, permanent placement or workforce management — we provide you with better access to talent, a better approach to matching the right individual to the job and better business results.

WE TAKE A
HARD-TO-FILL
JOB VACANCY AND
TURN IT INTO
OPPORTUNITY



Individuals with needed skills and experience have become the scarcest business resource. Manpower's contingent and permanent talent solutions provide your organization with the skills you're looking for and the agility you need to win. We understand your business and know how to tap into human potential. That means we can match the right people to your job openings. We also offer a full spectrum of human resources services, from recruiting and pre-screening to testing and interviewing to reduce your hiring timeline and your costs.

A partnership with Manpower can give your company:

Better Access

With nearly 3,900 offices in over 80 countries and territories, we have unparalleled global reach and on-the-ground understanding of local cultures, employment laws and candidate markets. We also have skilled associates around the world who can step in and contribute to your business from day one.

Better Skills

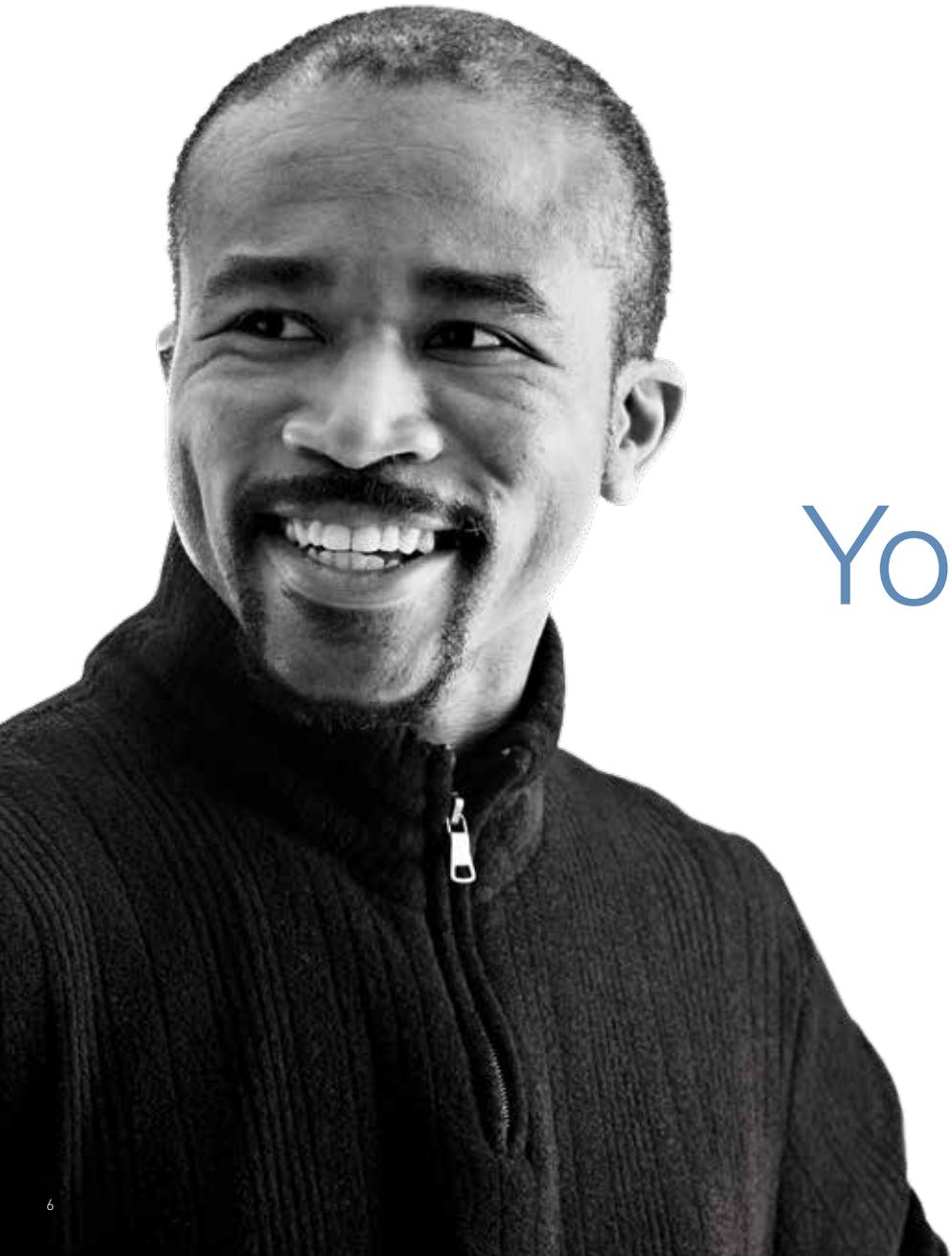
The skills required in today's workplace are changing faster than ever. So people need quick and easy access to training, especially in emerging markets. Our recruiting consultants and associates can hone their skills using our proprietary Training and Development Center, with over 4,000 courses that give them the skills to power your business.

Better Match

Your success is our success. We delve deeply into each assignment, getting to know your company and its business objectives. And because we interview millions of people each year for both permanent positions and temporary assignments, we also know what it takes to unleash human potential. Our proven assessment methods pinpoint an individual's abilities and uncover the best ways to position them in your work environment.

Better Results

The Human Age is creating unprecedented complexity and new demands for productivity, innovation and most of all talent. To manage this complexity, you need talent solutions that support both your workforce and business strategies. We work closely with you to get the results you need and to uncover opportunities you may not even have seen.



Your success
is our success



TALENT TO
POWER YOUR
BUSINESS



TALENT RESOURCING

We provide the right talent to drive your business when and where you need it.

Interim Placement

Whether you need a single electrician for a one-day installation or 50 bilingual representatives for your new call center, we can provide the talent you need. As your company experiences seasonal highs and lows or engages in special initiatives, our contingent workforce solutions can give you increased flexibility.

Permanent Placement

Count on Manpower for proven expertise in recruiting, assessing and qualifying candidates for permanent openings. Our process delivers on-the-job success for the long term. And if you're worried about making the wrong hiring decision, our contract-to-permanent placement option will help you make sure we've made the right match.

WORKFORCE MANAGEMENT

Manpower's customized Workforce Management solutions can address any aspect of your contingent workforce strategy. This can include partnering with you at your site to increase productivity in these ways:

Order Management

Obtaining, fulfilling and managing orders for contingent talent.

Assignment Management

Managing time capture, payroll, invoicing and assignment changes.

Onboarding and Training

Training associates and your staff on program processes such as order requests and time capture.

Associate Management

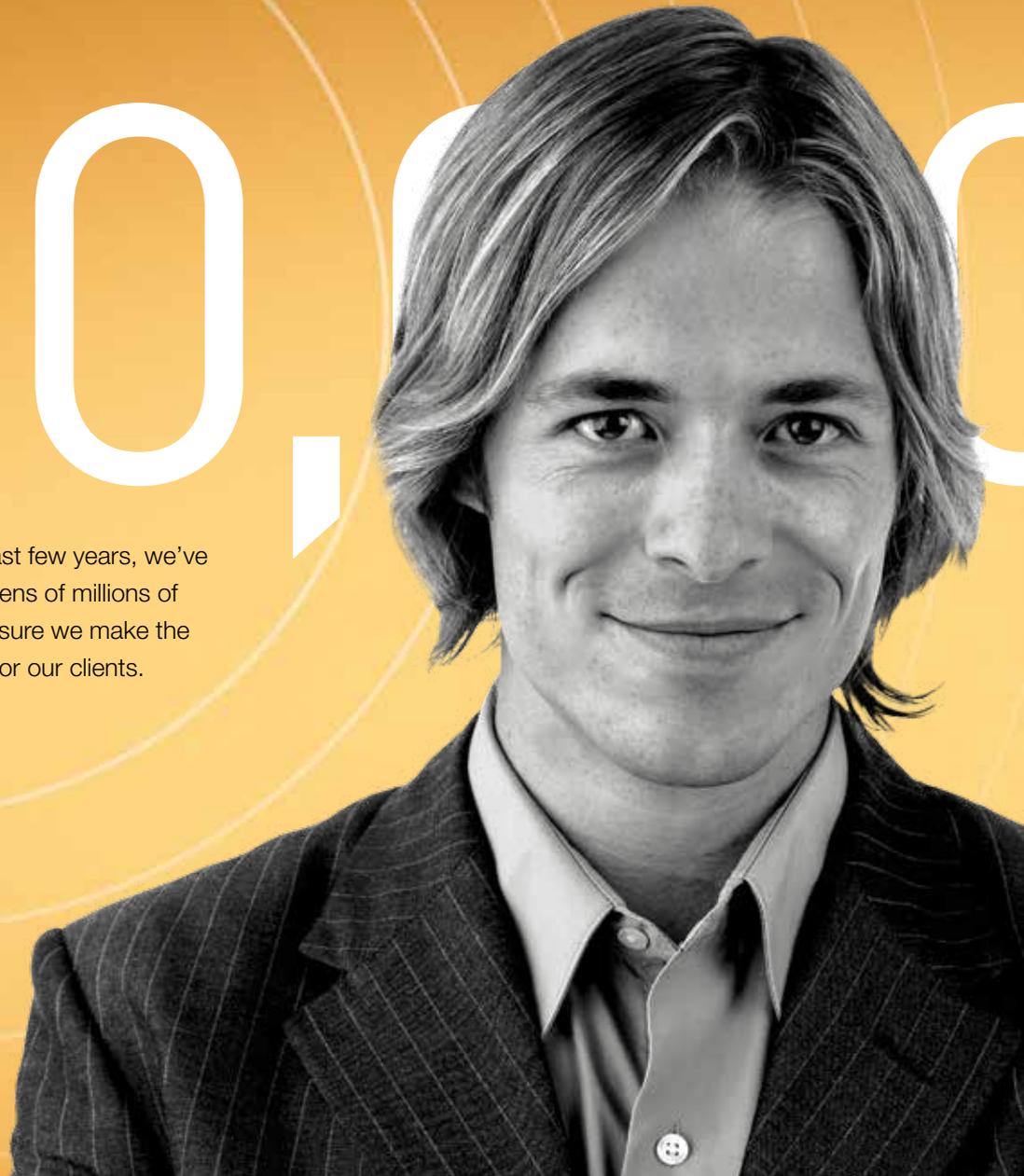
Managing associate relations so you can focus on your core business.

Program Management

We ensure quality service with ongoing program evaluation and reporting.

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In just the past few years, we've interviewed tens of millions of people to ensure we make the right match for our clients.



Discover

First we get to know you, your objectives and your company's culture. We spend time at your workplace to understand the position you need to fill, and the characteristics of the ideal candidate.

Recruit

We develop a recruiting plan based on what we learn about you. Then we tap into our network of contacts and strategic alliances to identify potential candidates.

Qualify

Next, we meet face to face with candidates and assess their skills and their fit for your position. And we verify their professional references and work histories.

Match

We present the top candidates to you and manage the interview process.

Offer and Ongoing Follow-Up

We present your offer to the candidate, handle negotiations, and deliver the final signed offer letter. And we'll be there to make sure the first days on the job go smoothly.

HOW OUR PROCESS WORKS FOR YOU





ManpowerGroup™

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 \$19 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. The ManpowerGroup suite of solutions is offered through ManpowerGroup Solutions, Experis™, Manpower® and Right Management®.

Learn more about how the ManpowerGroup can help you win in the Human Age at: manpowergroup.com



**ManpowerGroup
Solutions™**

ManpowerGroup Solutions provides clients with outsourcing services related to human resources functions, primarily in the areas of large-scale recruiting and workforce-intensive initiatives that are outcome-based, thereby sharing in the risk and reward with our clients. Our solutions offerings include Talent Based Outsourcing, Managed Service Programs, Borderless Talent Solutions and Recruitment Process Outsourcing, where we are one of the largest providers of permanent and contingent recruitment in the world.

manpowergroupsolutions.com



Experis™
ManpowerGroup

Experis™ is the global leader in professional resourcing and project-based workforce solutions. We accelerate organizations' growth by intensely attracting, assessing and placing specialized expertise in IT, Finance & Accounting, Engineering and Healthcare to precisely deliver in-demand talent for mission-critical positions, enhancing the competitiveness of the organizations and people we serve.

experis.com



Manpower®

Manpower® is the global leader in contingent and permanent recruitment workforce solutions. We provide the agility businesses need with a continuum of staffing solutions. By leveraging our trusted brand, we have built a deeper talent pool to provide our clients access to the people they need, faster. We effectively assess and develop skills, keeping our associates ahead of the curve, so they can get the job done each time, every time.

manpower.com



**Right
Management®**
ManpowerGroup

Right Management® is the global leader in talent and career management workforce solutions. Through our innovative and proprietary process, we leverage our expertise to successfully increase productivity and optimize business performance. By engaging consultants that value and understand the human side of business, we make a meaningful impact on both the people and organizations we serve.

right.com