

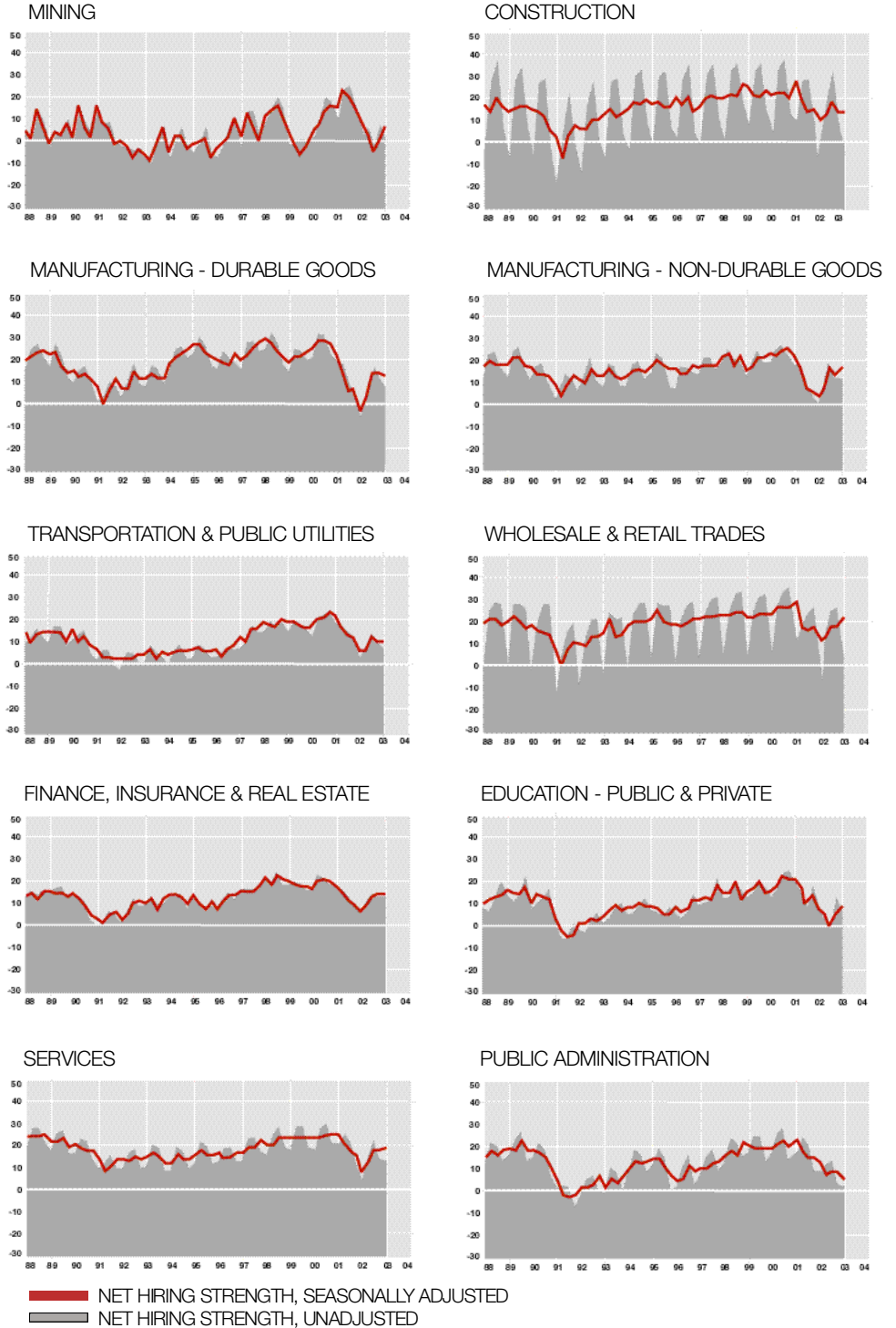
MANPOWER INC.
EMPLOYMENT OUTLOOK SURVEY
FIRST QUARTER 2003



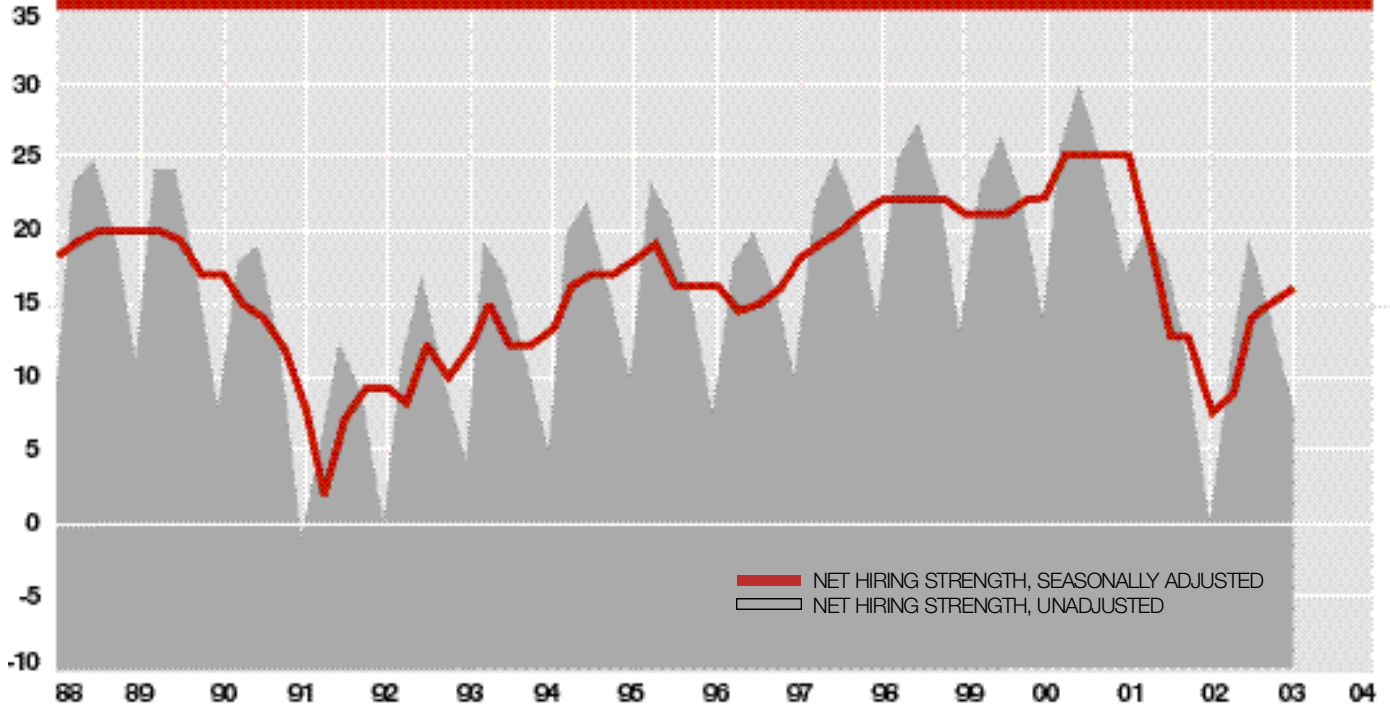
STEADY HIRING PACE TO CONTINUE INTO NEW YEAR

Hiring intentions are improving minimally as moderate job growth is expected for the first months of 2003. However, prospects are healthier than they were at the outset of 2002. The survey reveals that the key sectors of Durable and Non-Durable Goods Manufacturing and Services are holding steady, with satisfactory improvement projected in the Wholesale & Retail Trades. While a fairly high amount of employer uncertainty remains, the data indicate that hiring levels are likely to rise above those reported during the post recession era of the early 90s. The first quarter of the year is traditionally the slowest for hiring activity and the outlook this year appears to be in line with that pattern. However, when the seasonal variations are deleted from the data, workforce demand is expected to be higher than it was during the last half of 2002.

THE OUTLOOK BY INDUSTRY 1988-2003



THE NATIONAL OUTLOOK 1988-2003

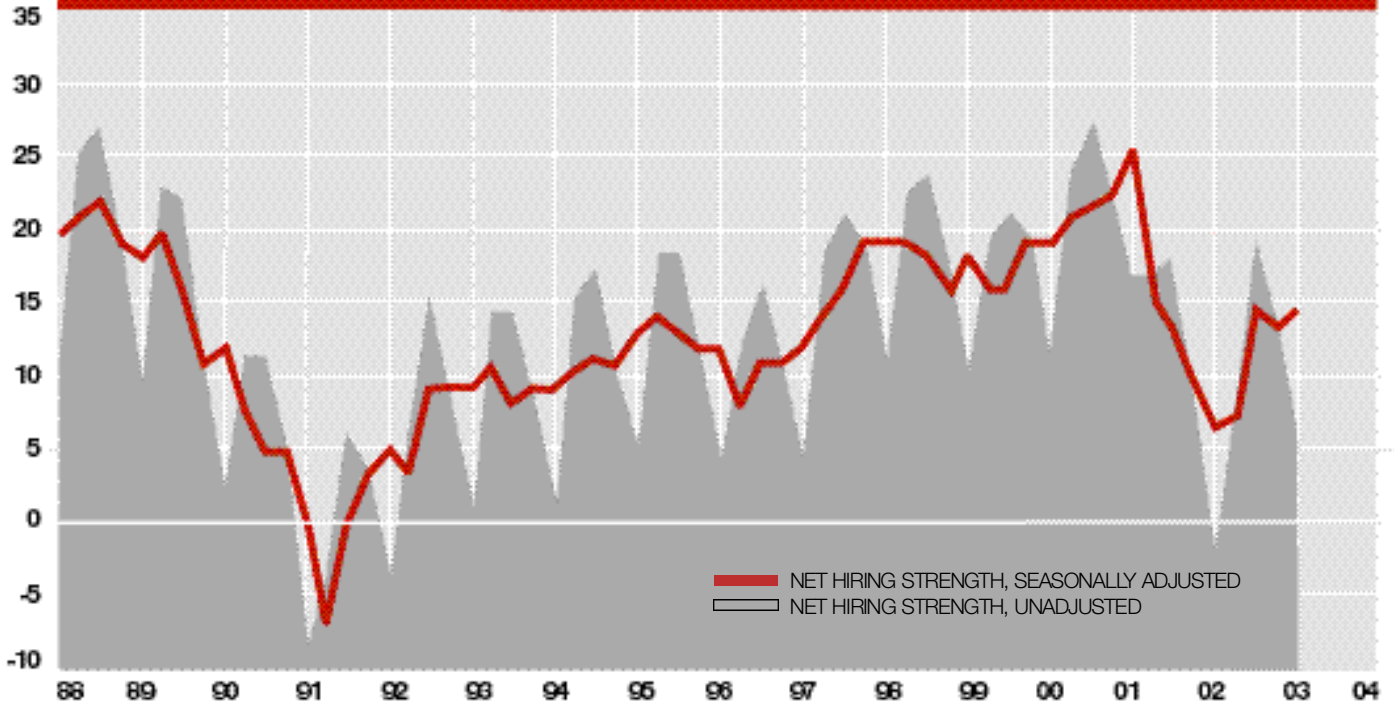


BY INDUSTRY CATEGORY

INDUSTRY CATEGORIES	% increase	% no change	% decrease	% don't know	net % +/-	net % +/- seasonally adjusted
MINING	11	70	10	9	1	7
CONSTRUCTION	16	60	19	5	-3	14
MFG.-DURABLE GOODS	21	60	13	6	8	12
MFG.-NON-DURABLE GOODS	21	64	9	6	12	16
TRANS. & PUBLIC UTILITIES	16	70	9	5	7	10
WHOLESALE & RETAIL TRADES	20	58	17	5	3	21
FINANCE, INS. & REAL ESTATE	21	65	8	6	13	14
EDUCATION - PUBLIC & PRIVATE	14	75	7	4	7	9
SERVICES	22	64	8	6	14	18
PUBLIC ADMINISTRATION	12	73	10	5	2	5
ALL INDUSTRIES	20	62	12	6	8	16

UNITED STATES

THE NORTHEAST OUTLOOK 1988-2003



BY INDUSTRY CATEGORY

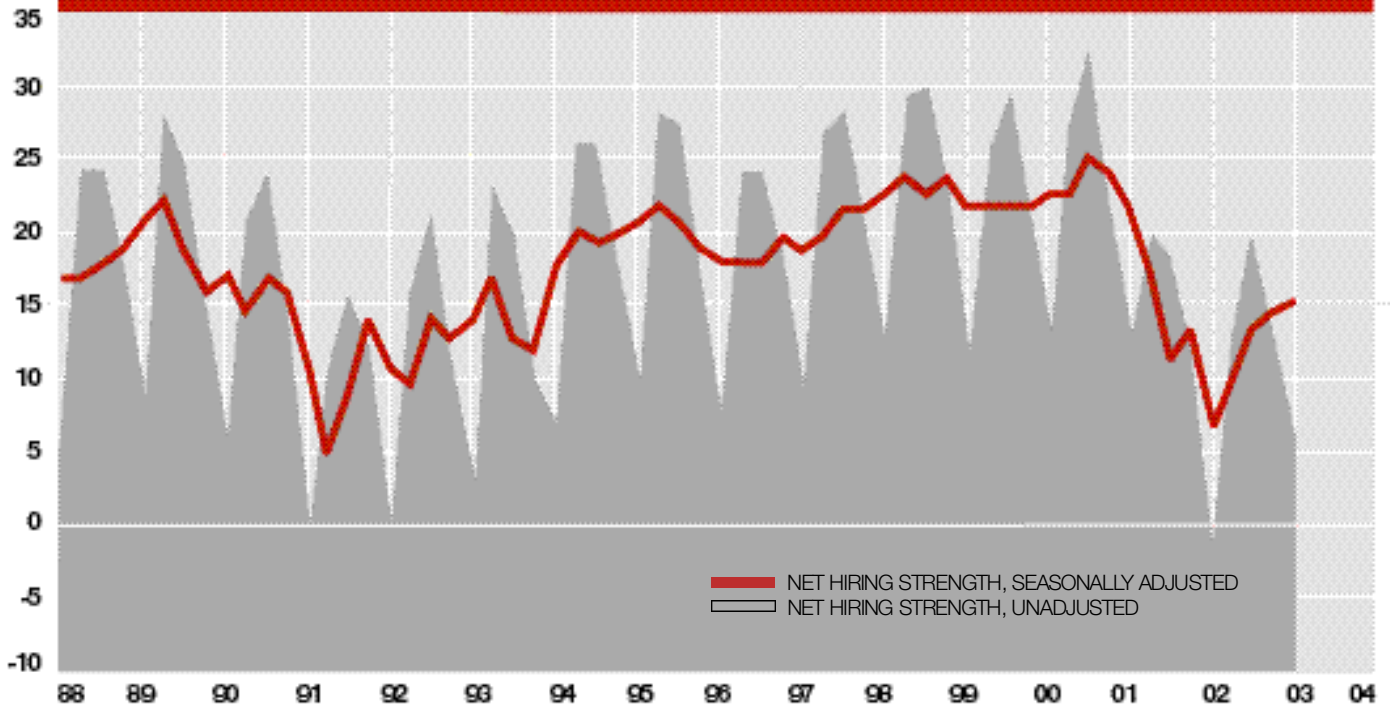
INDUSTRY CATEGORIES	% increase	% no change	% decrease	% don't know	net % +/-	net % +/- seasonally adjusted
MINING	25	25	25	25	0	-6
CONSTRUCTION	15	54	26	5	-11	7
MFG.-DURABLE GOODS	19	60	15	6	4	8
MFG.-NON-DURABLE GOODS	21	66	9	4	12	15
TRANS. & PUBLIC UTILITIES	15	74	7	4	8	12
WHOLESALE & RETAIL TRADES	23	54	17	6	6	22
FINANCE, INS. & REAL ESTATE	16	64	13	7	3	5
EDUCATION - PUBLIC & PRIVATE	15	75	7	3	8	11
SERVICES	21	63	10	6	11	18
PUBLIC ADMINISTRATION	7	73	16	4	-9	-8
ALL INDUSTRIES	19	63	13	5	6	14

CONNECTICUT
MAINE
MASSACHUSETTS
NEW HAMPSHIRE
NEW JERSEY
NEW YORK
PENNSYLVANIA
RHODE ISLAND
VERMONT

NORTHEAST

A moderate hiring scene is in view for the Northeast as the year begins. Prospects are similar to last quarter and brighter this year than they were heading into the first quarter of 2002. The strongest sectors are Services and Non-Durable Goods Manufacturing. Employers in these two categories foresee maintaining the hiring rate envisioned last quarter, a significant improvement in the pace projected for a year ago. The most pessimistic projections come from Public Administrators who are wrestling with budget shortfalls and are predicting the softest winter job market in five years. The weather-dependent Construction industry envisions a healthier staffing pace than it did last year at this time. Favorable hiring plans are revealed for Durable Goods Manufacturing, Transportation & Public Utilities, Wholesale & Retail Trades, Finance, Insurance & Real Estate and Education. The Finance group reports that patterns will remain steady, while the other four anticipate higher activity than was envisioned last year at this time.

THE MIDWEST OUTLOOK 1988-2003



BY INDUSTRY CATEGORY

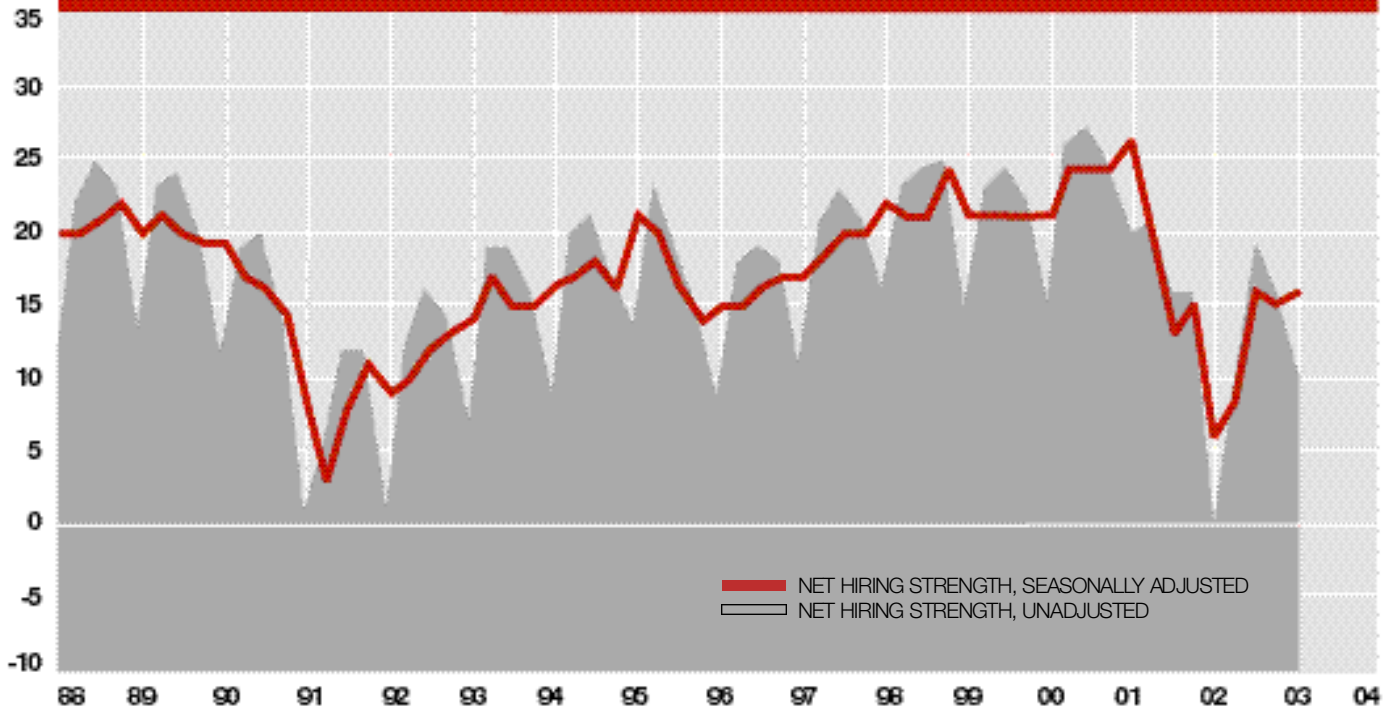
INDUSTRY CATEGORIES	% increase	% no change	% decrease	% don't know	net % +/-	net % +/- seasonally adjusted
MINING	14	72	14	0	0	18
CONSTRUCTION	13	59	24	4	-11	15
MFG.-DURABLE GOODS	22	61	12	5	10	16
MFG.-NON-DURABLE GOODS	20	64	10	6	10	14
TRANS. & PUBLIC UTILITIES	14	70	10	6	4	7
WHOLESALE & RETAIL TRADES	18	62	17	3	1	24
FINANCE, INS. & REAL ESTATE	19	70	6	5	13	14
EDUCATION - PUBLIC & PRIVATE	12	75	9	4	3	5
SERVICES	19	69	8	4	11	16
PUBLIC ADMINISTRATION	9	78	11	2	-2	3
ALL INDUSTRIES	18	66	12	4	6	15

ILLINOIS
INDIANA
IOWA
KANSAS
MICHIGAN
MINNESOTA
MISSOURI
NEBRASKA
NORTH DAKOTA
OHIO
SOUTH DAKOTA
WISCONSIN

MIDWEST

Government employers in the Midwest are envisioning the weakest Public Administration job market in 11 years, while Construction hiring potential is at its lowest level in 10 years. However, the first quarter holds fairly good news for Midwest job seekers in all other categories. The most active hiring scenes are coming into focus in Finance, Insurance & Real Estate, Services and both Durable and Non-Durable Goods Manufacturing. All show an upturn in employment potential from the rather subdued picture painted a year ago at this time. Even as Wholesale & Retail merchants reduce their workforces as the holiday buying season comes to a close, moderate growth is anticipated in that sector. Modest staffing intentions are also reported in Transportation & Public Utilities, Education and Mining for the first months of 2003.

THE SOUTHERN OUTLOOK 1988-2003



BY INDUSTRY CATEGORY

INDUSTRY CATEGORIES	% increase	% no change	% decrease	% don't know	net % +/-	net % +/- seasonally adjusted
MINING	10	72	8	10	2	7
CONSTRUCTION	19	63	13	5	6	16
MFG.—DURABLE GOODS	19	63	12	6	7	12
MFG.—NON-DURABLE GOODS	20	66	8	6	12	15
TRANS. & PUBLIC UTILITIES	14	74	7	5	7	10
WHOLESALE & RETAIL TRADES	21	56	16	7	5	20
FINANCE, INS. & REAL ESTATE	21	70	4	5	17	18
EDUCATION - PUBLIC & PRIVATE	16	76	4	4	12	13
SERVICES	24	62	7	7	17	20
PUBLIC ADMINISTRATION	15	69	9	7	6	9
ALL INDUSTRIES	20	64	10	6	10	16

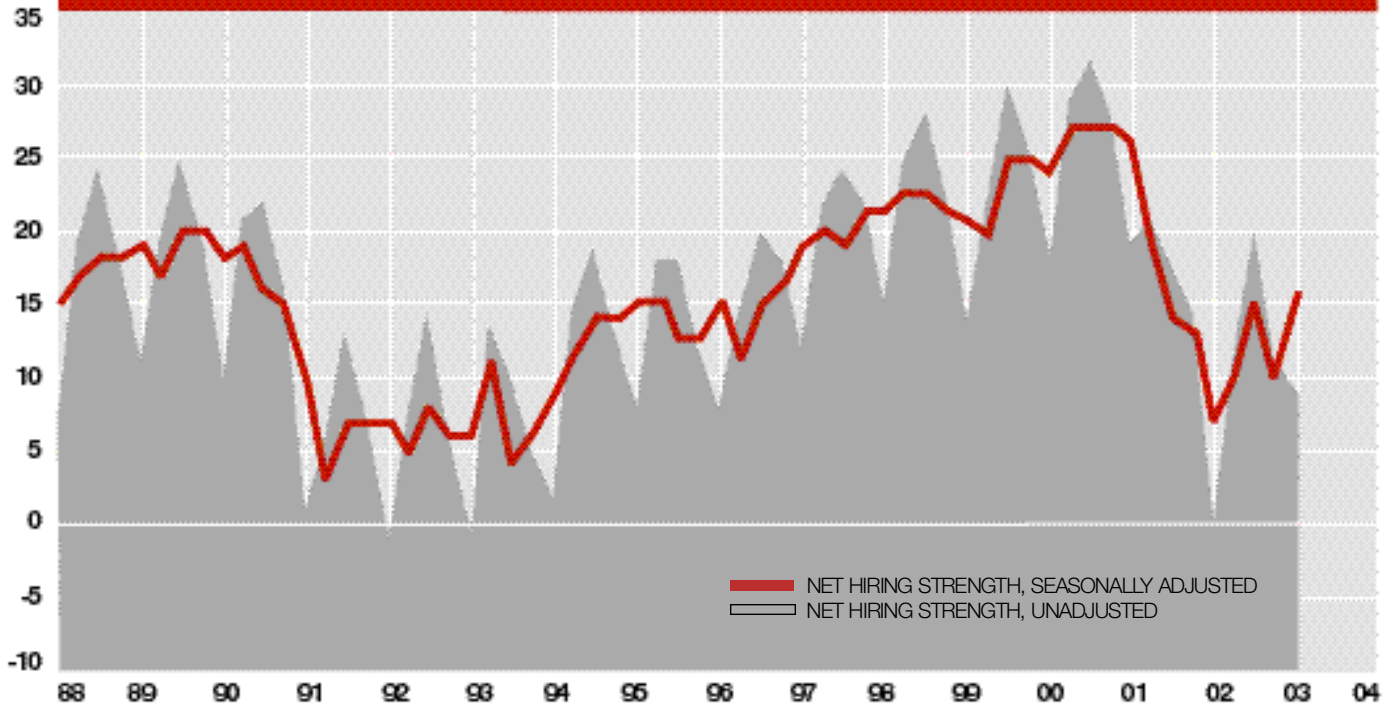
ALABAMA
 ARKANSAS
 DELAWARE
 DISTRICT
 OF COLUMBIA
 FLORIDA
 GEORGIA
 KENTUCKY
 LOUISIANA

MARYLAND
 MISSISSIPPI
 NORTH CAROLINA
 OKLAHOMA
 SOUTH CAROLINA
 TENNESSEE
 TEXAS
 VIRGINIA
 WEST VIRGINIA

SOUTH

Employers in the South plan to maintain a steady pace in new job creation. They expect the hiring climate to warm from the rather chilly mood forecast for the outset of 2002. The most active sectors are expected to be Finance, Insurance & Real Estate and Services. The Finance group anticipates the strongest first quarter job market in four years. Services employment potential should remain at about the same level as at the end of 2002. Educators and Non-Durable Goods Manufacturers also project a comfortable staffing pace this winter. Employers in these two sectors were more subdued a year ago at this time than they are currently. Moderate staffing momentum is indicated in Durable Goods Manufacturing, Transportation & Public Utilities, Construction and Wholesale & Retail Trades. Public Administration employers remain as reluctant to hire this quarter as they were last.

THE WESTERN OUTLOOK 1988-2003



BY INDUSTRY CATEGORY

INDUSTRY CATEGORIES	% increase	% no change	% decrease	% don't know	net % +/-	net % +/- seasonally adjusted
MINING	11	72	11	6	0	3
CONSTRUCTION	15	57	18	10	-3	14
MFG.-DURABLE GOODS	23	53	16	8	7	9
MFG.-NON-DURABLE GOODS	27	53	10	10	17	21
TRANS. & PUBLIC UTILITIES	25	54	14	7	11	14
WHOLESALE & RETAIL TRADES	21	53	18	8	3	17
FINANCE, INS. & REAL ESTATE	27	53	13	7	14	16
EDUCATION - PUBLIC & PRIVATE	14	73	7	6	7	10
SERVICES	24	56	11	9	13	16
PUBLIC ADMINISTRATION	14	71	8	7	6	10
ALL INDUSTRIES	22	57	13	8	9	16

ALASKA
ARIZONA
CALIFORNIA
COLORADO
HAWAII
IDAHO
MONTANA
NEVADA
NEW MEXICO
OREGON
UTAH
WASHINGTON
WYOMING

WEST

After lagging behind for nearly a year, the West is more in line with the other regions. The warmest hiring climate is forecast for the Non-Durable Goods Manufacturing sector. Employers in this category were pessimistic a year ago at this time and more reserved just three months ago. Other bright spots on the horizon in the West are Finance, Insurance & Real Estate, Services and Transportation & Public Utilities. More modest job growth, but nonetheless more favorable than a year ago at this time, is anticipated in Durable Goods Manufacturing. The Wholesale & Retail Trades sector projects stronger demand for workers than was reported a year ago. The Education sector anticipates softer conditions than those issued last year at this time. Construction employers envision a healthier hiring pattern than was foreseen both last year and three months ago.



INTERNATIONAL HEADQUARTERS

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The quarterly Employment Outlook Survey has been conducted as a public service of Manpower Inc. for 27 years. The survey was designed and is administered by Manpower's Market Research and Analysis Department, utilizing a statistically representative sample of nearly 16,000 public and private employers from among ten industrial sectors in 470 U.S. markets.

The first quarter 2003 survey is a measurement of employment plans for the permanent workforce. The survey results reflect the intentions of the sample employers interviewed. Some of these intentions may change unexpectedly upon the conclusion of this survey.