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AMERICAN STAFFING ASSOCIATION WORKFORCE MONITOR SURVEY SUMMARY REPORT

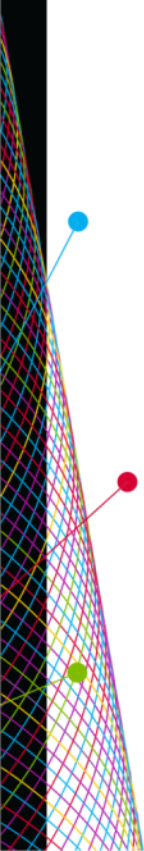
ASA Workforce
MONITOR
CURRENT TRENDS AND ISSUES

1Q15

METHODOLOGY

- This study was conducted online by Nielsen on behalf of the American Staffing Association from March 3-9, 2015.
- Qualifying criteria to participate in the survey were as follows:
 - US Resident
 - Age 18+
- A total sample size of 1000 interviews were collected, including n=540 employed adults and n=460 unemployed adults.
- Data were weighted by age, gender, race/ethnicity, education, region and household income, where necessary, to bring them into line with their actual distributions based on 2010 US census data. A second layer of weighting was also used to adjust for differences between the online and offline populations.
- All sample surveys and polls, whether or not they use probability sampling, are subject to multiple sources of error which are most often not possible to quantify or estimate, including sampling error, coverage error, error associated with nonresponse, error associated with question wording and response options, and post-survey weighting and adjustments.

KEY FINDINGS



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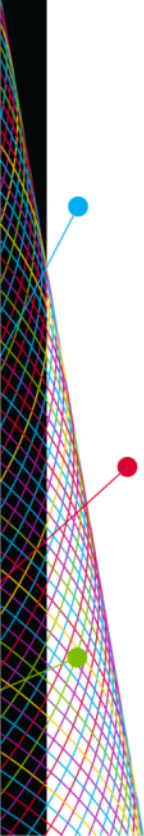
Most U.S. adults are not planning to look for a job in the next year.

- Only 2-in-5 employed adults (38%) are at least somewhat likely to look for a new job in the next year, compared with less than 1-in-3 of those currently unemployed (31%) who are likely to re-enter the workforce.
- Those who are *very likely* to look for a job are similar between employed (16%) and unemployed (15%) adults.
- Among both the employed (49%) and unemployed (72%), those age 18-34 are most likely to look for a new job in the next year.
- Among employed adults who are considering looking for a new job, pay and benefits are the most important aspects in the decision to leave their current job.

KEY FINDINGS, *continued*

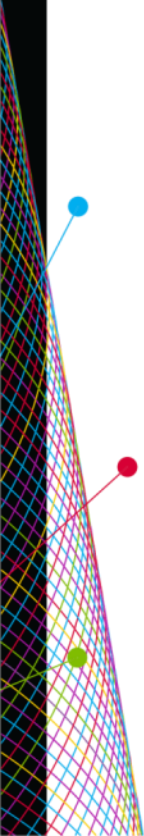
Likelihood to relocate for a job is low for both employed and unemployed.

- Only 1-in-3 employed adults (35%) say they are at least somewhat likely to consider relocating for a new job, more than twice that of unemployed adults (14%).
 - Half of employed Gen Y (52%) and African Americans (50%) would consider relocating for a new job, compared with only 1-in-5 of those age 55+ (21%) and those with incomes \$100k or more (21%).
 - Among unemployed adults, males (21%) are twice as likely than females (10%) to consider relocating. Those age 18-34 (34%) are nearly 3 times as likely to relocate as any other age group.
- In deciding whether to relocate, pay and benefits are the most critical aspects of the new job.
 - Employed adults are more concerned about vacation days than unemployed adults, while the unemployed want to make sure their new job is interesting.
- Among those less likely to relocate, half say they like where they live now and would not want to change it.



EMPLOYED VS. UNEMPLOYED ADULTS

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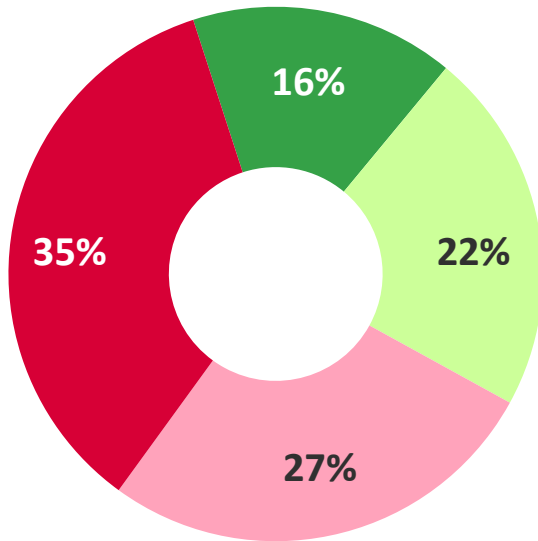


LOOKING FOR A JOB IN THE NEXT YEAR

Most U.S. adults are not planning to look for a job in the next year, although those who are currently employed are slightly more likely than their unemployed counterparts.

Employed Adults

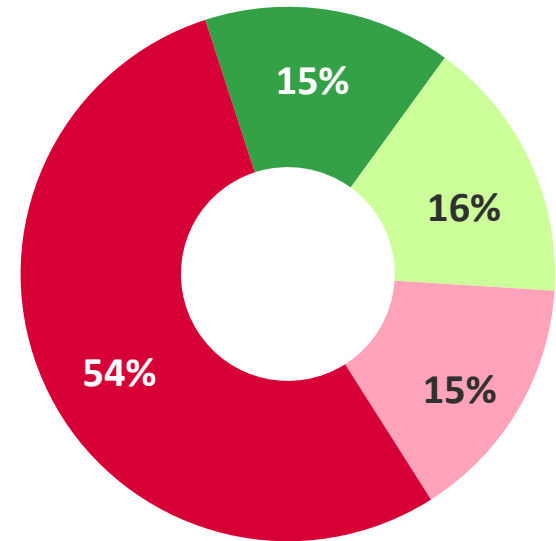
Likelihood to Look for New Job



- Very likely
- Somewhat likely
- Not very likely
- Not at all likely

Unemployed Adults

Likelihood to Re-Enter Workforce



69% Not At All/Not Very Likely ↔ **31%** Very/Somewhat Likely

62% Not At All/Not Very Likely ↔ **38%** Very/Somewhat Likely

BASE: EMPLOYED RESPONDENTS (n=540)

Q720 How likely are you to look for a new job in the next year?

BASE: UNEMPLOYED RESPONDENTS (n=460)

Q730 How likely are you to consider entering or reentering the job market in the next year?

MOST VALUED ASPECTS OF CURRENT JOB

Work-life balance and schedule flexibility are what employed adults value most at their current job.

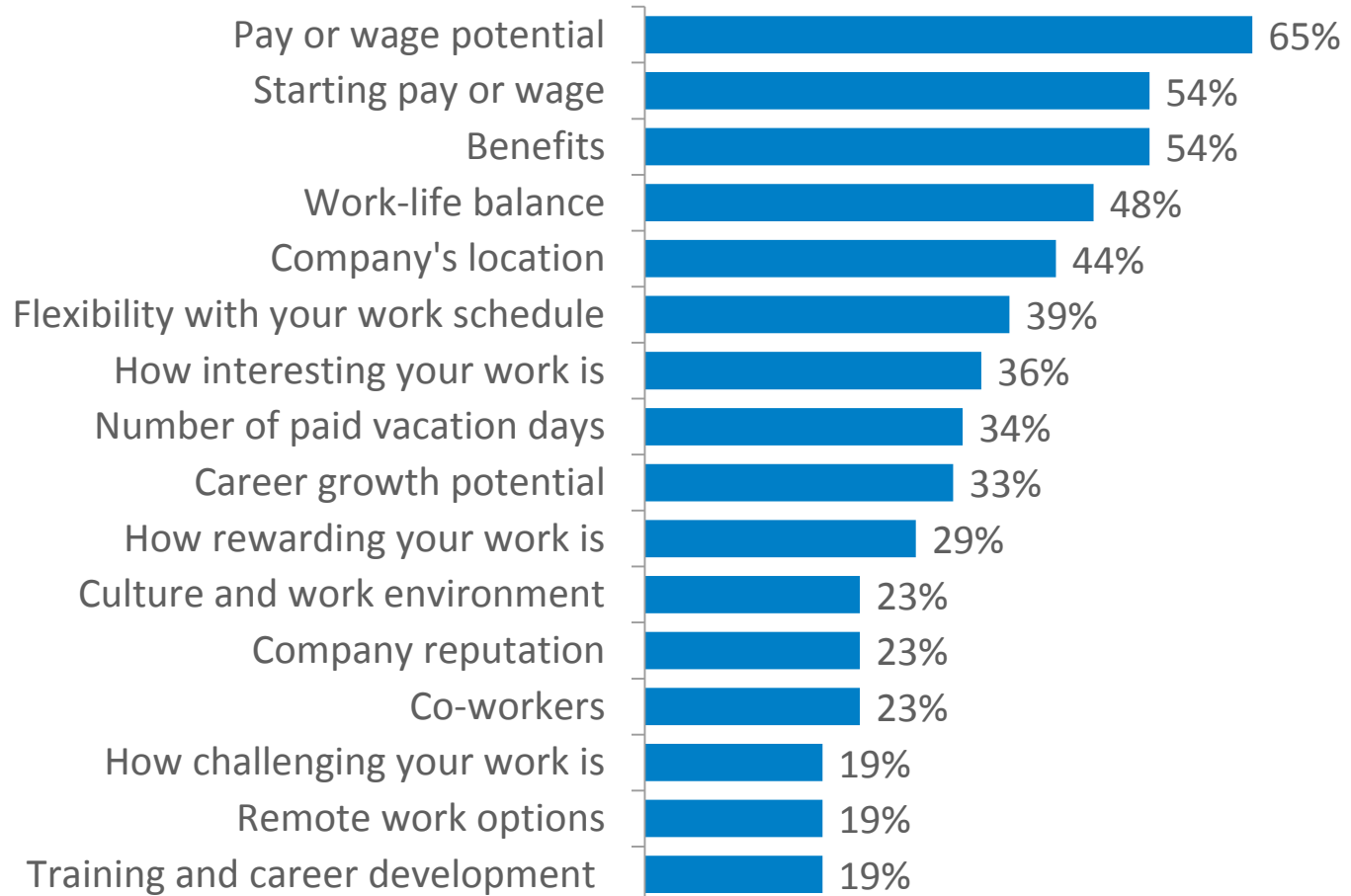


BASE: EMPLOYED RESPONDENTS (n=540)

Q710 Which of the following do you value most in your current job? Please select all that apply.

CRITICAL FACTORS FOR CHANGING JOBS

Pay and benefits of the new job are the most important aspects when deciding to leave a current job, followed closely by work-life balance.



BASE: EMPLOYED RESPONDENTS (n=540)

Q770 Which of the following aspects of your next job would be critical for you to consider leaving your current job? Please select all that apply.

CRITICAL FACTORS FOR STAYING AT CURRENT JOB

Most say a pay increase or improving pay potential are what would influence them to stay at their current job if they had already found a new job.



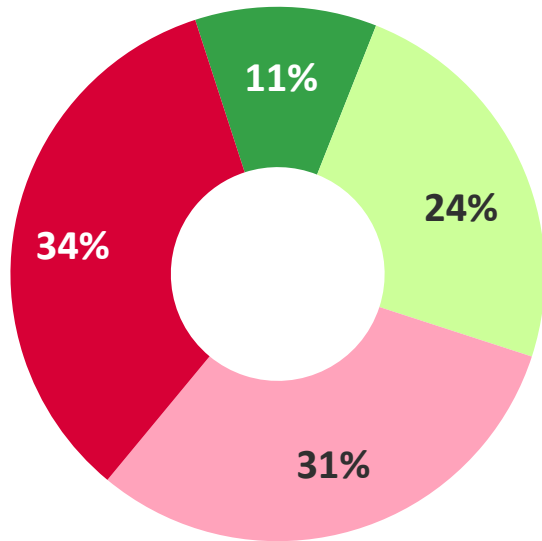
BASE: EMPLOYED RESPONDENTS (n=540)

Q780 Imagine that you found a new job with a new company, and your current employer wants you to stay. Which of the following aspects of your current job would your employer need to improve for you to consider staying?

RELOCATING FOR A NEW JOB

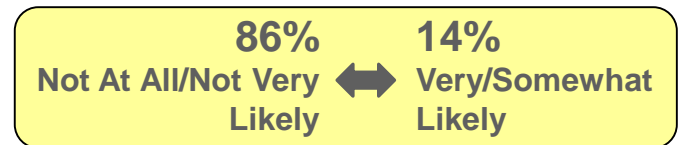
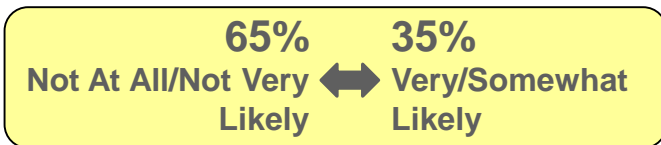
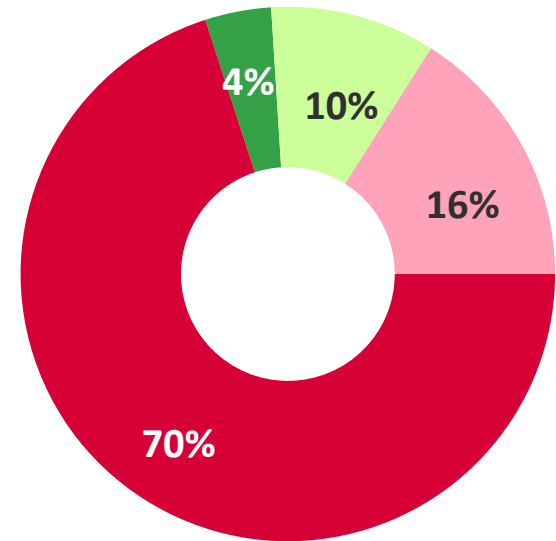
Likelihood to relocate is low across both groups, however employed adults are twice as likely to consider relocating for a new job than unemployed adults.

Employed Adults



- Very likely
- Somewhat likely
- Not very likely
- Not at all likely

Unemployed Adults



BASE: EMPLOYED RESPONDENTS (n=540), UNEMPLOYED RESPONDENTS (n=460)
Q810 How likely would you be to consider relocating to another town or city for a new job?

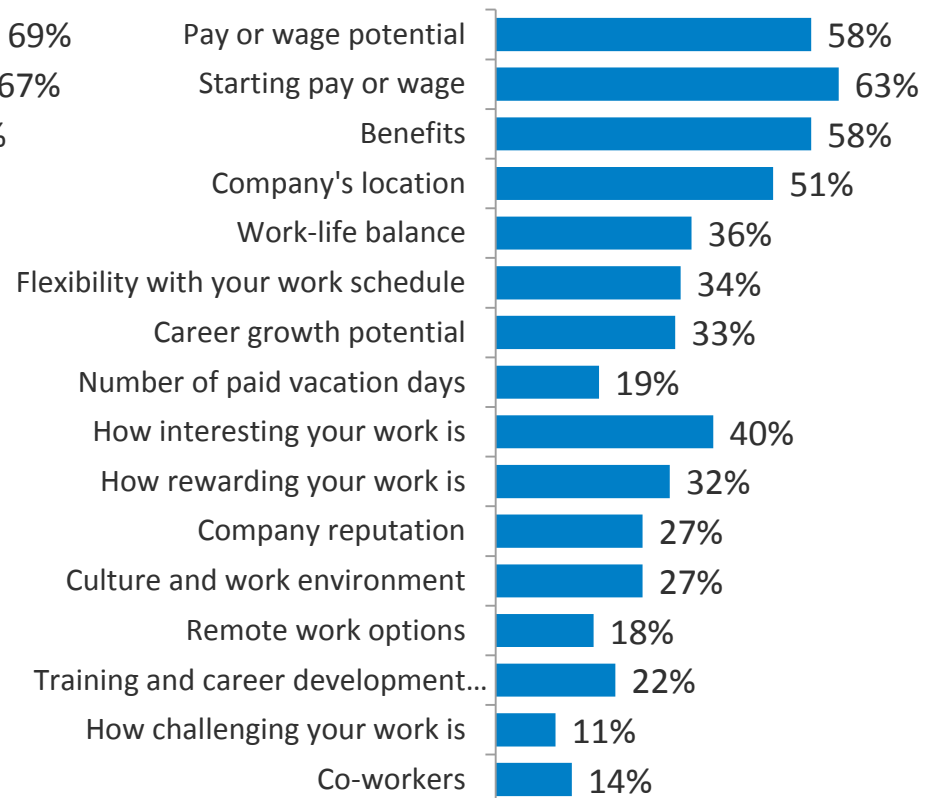
CRITICAL FACTORS IN DECIDING TO RELOCATE

In deciding whether to relocate, pay and benefits are the most critical aspects of the new job. Employed adults are more concerned about vacation days, while the unemployed want to make sure their new job is interesting.

Employed Adults



Unemployed Adults



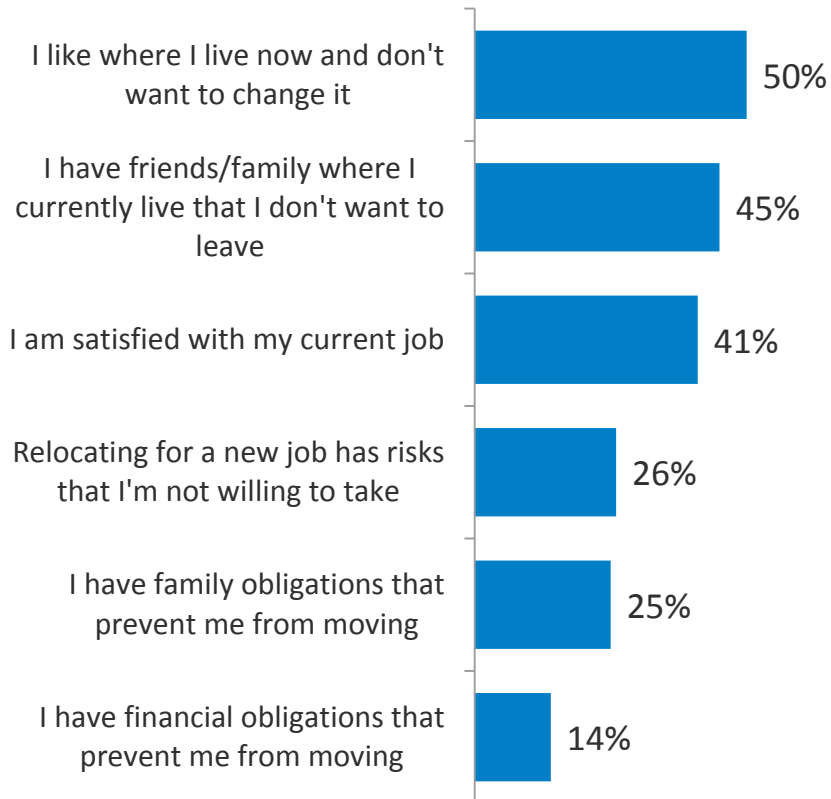
BASE: LIKELY TO RELOCATE: EMPLOYED (N=352), UNEMPLOYED (n=141)

Q820 Which of the following aspects of a potential new job would be the most critical in deciding whether to relocate to a new town or city? Please select all that apply.

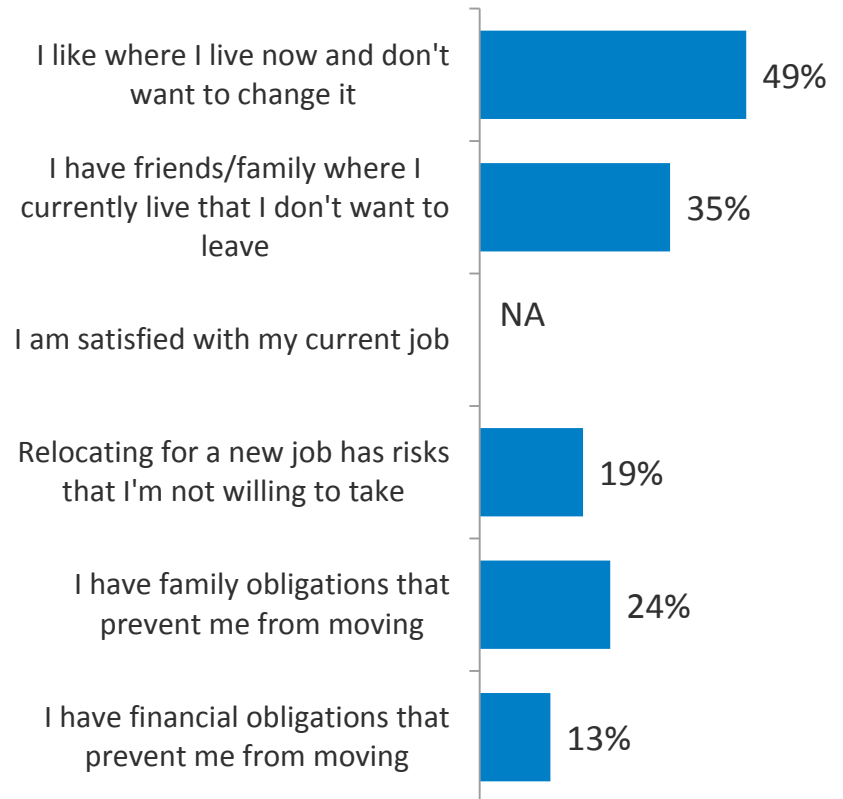
REASONS FOR NOT RELOCATING

Among those who would not relocate, half say they like where they live now and wouldn't want to change it.

Employed Adults



Unemployed Adults



BASE: NOT LIKELY TO RELOCATE: EMPLOYED (n=482), UNEMPLOYED (N=441)

Q830 What circumstances make you not likely to consider relocating to a new town or city for a new job? Please select all that apply.