



Operating Profit, EBITA and EBITDA, As Adjusted

Operating Profit represents Net Earnings adjusted to exclude Provision for Income Taxes and Interest and Other Expenses. EBITA further adjusts Operating Profit to exclude Amortization of Intangible Assets. EBITDA further adjusts EBITA to exclude Depreciation and Software Amortization Expense. We consider EBITA and EBITDA to be important because they allow us to better evaluate the underlying profit trends of our business. The calculation of Operating Profit, EBITA and EBITDA provided below is as adjusted to exclude certain items.

(in millions)

	Three Months Ended			Six Months Ended	Nine Months Ended
	March 31, 2019	June 30, 2019	September 30, 2019	June 30, 2019	September 30, 2019
Net Earnings	\$ 53.5	\$ 127.3	\$ 146.1	\$ 180.8	\$ 326.9
Provision for Income Taxes	40.1	73.7	58.7	113.8	172.5
Interest and Other Expenses	11.9	(70.2)	12.2	(58.3)	(46.1)
Operating Profit	\$ 105.5	\$ 130.8	\$ 217.0	\$ 236.3	\$ 453.3
Restructuring Costs	39.8			39.8	39.8
Goodwill Impairment and other related charges		65.6		65.6	65.6
Gain from Deconsolidation of ManpowerGroup Greater China Limited			(30.4)		(30.4)
Operating Profit, As Adjusted	\$ 145.3	\$ 196.4	\$ 186.6	\$ 341.7	\$ 528.3
Intangible Asset Amortization Expense	7.5	7.7	7.2	15.2	22.4
EBITA, As Adjusted	\$ 152.8	\$ 204.1	\$ 193.8	\$ 356.9	\$ 550.7
Depreciation and Software Amortization Expense	11.9	11.9	10.9	23.8	34.7
EBITDA, As Adjusted	\$ 164.7	\$ 216.0	\$ 204.7	\$ 380.7	\$ 585.4

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