



ManpowerGroup™

ManpowerGroup Solutions TAPFIN Named Largest Vendor-Neutral and Hybrid Managed Service Provider

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MILWAUKEE, Oct. 19, 2011 /PRNewswire/ -- ManpowerGroup (NYSE: MAN), the world leader in innovative workforce solutions, is pleased to announce that for the second year in a row ManpowerGroup Solutions' TAPFIN was named the largest global vendor-neutral managed service provider by the leading industry advisory firm, Staffing Industry Analysts (SIA). TAPFIN also moved up from second to first place among hybrid managed service providers. These announcements were published in SIA's Vendor Management System (VMS) and Managed Service Provider (MSP) Supplier Competitive Landscape Report, released today, and an important resource for contingent workforce program owners, with the most comprehensive insight into VMS and MSP suppliers.

(Logo: <http://photos.prnewswire.com/pmh/20110330/CG73938/LOGO-a>)

"To be able to leverage scale while providing the most effective workforce solutions is critical in the Human Age, an era in which hard-to-find workers is the key competitive differentiator between businesses and markets," said Kip Wright, TAPFIN Vice President and General Manager. "TAPFIN has been known as the MSP leader in overall processes and technology and backed with the ManpowerGroup Solutions footprint, we now claim the largest amount of managed workforce supply in the world."

ManpowerGroup acquired TAPFIN in 2010, forming the world-leading provider of innovative contingent workforce management solutions. Leveraging local market presence, scalable process and expertise, TAPFIN is backed by ManpowerGroup's unmatched global reach, boasting offices in more than 80 countries with nearly \$5 billion in managed spend worldwide. Through a holistic perspective, the team helps organizations elevate their contingent labor as a key component of their total workforce. Delivering sophisticated program management based on industry-leading process, TAPFIN provides the visibility and predictability to achieve consistent and better results that maximize organizations' fulfillment and usage of their contingent workforce.

In this year's SIA report, ManpowerGroup's vendor-neutral MSP offering was listed as the largest in the industry, at \$2.6 billion. Our hybrid offering also led the way among competitors at \$1.5 billion. TAPFIN also was ranked:

- The largest VMS provider in the United States and Canada
- The VMS provider with the most clients in Asia/Pacific, Middle East, Africa, Eastern and Central Europe
- The second largest VMS provider in Eastern and Central Europe

The ManpowerGroup Solutions TAPFIN MSP offering enhances client competitiveness as it manages their contingent workforce program and can encompass program management, reporting and tracking, and vendor selection and management. A vendor-neutral agreement has no preferred vendor and multiple vendors competing for job requisitions, while a hybrid model may have a master vendor involved where spend levels, skill sets or other conditions dictate.

"When we realigned our family of branded offerings earlier this year, it was clear that we needed to distinguish ManpowerGroup Solutions' strengths in designing and delivering outcome-based talent-driven solutions that help our clients achieve better business results," said Jonas Prising, ManpowerGroup President of the Americas and executive leader of ManpowerGroup Solutions. "Clearly TAPFIN is the most strategically positioned MSP in the industry, equipped to manage the increasingly complex talent needs of today's employers."

In addition to TAPFIN MSP, ManpowerGroup Solutions' other offerings include Strategic Workforce Consulting, Recruitment Process Outsourcing, Borderless Talent Solutions and Talent-Based Outsourcing.

Respondents to SIA's annual survey and report were validated, analyzed, and ranked to produce the most comprehensive contingent workforce report in the market. The complete report is available through SIA (www.staffingindustry.com).

About TAPFIN

TAPFIN is a leading managed service provider (MSP) dedicated to the innovation and delivery of integrated workforce management solutions worldwide. TAPFIN's customized, scalable MSP solutions for contingent and project-based spend are instrumental in driving process, performance and productivity improvements across the client organization, while providing risk mitigation and overall cost reduction. Part of ManpowerGroup™ Solutions, the outsourced services offering from ManpowerGroup, TAPFIN offers a complete suite of workforce management solutions that fully leverages a blend of global expertise and local knowledge. For more information, please visit www.manpowergroup.com.

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 \$22 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. By connecting our deep understanding of human potential to the ambitions of clients, ManpowerGroup helps the organizations and individuals we serve achieve more than they imagined — because their success leads to our success. And by creating these powerful connections, we create power that drives organizations forward, accelerates personal success and builds more sustainable communities. We help power the world of work. The ManpowerGroup suite of solutions is offered through ManpowerGroup™ Solutions, Manpower®, Experis™ and Right Management®. Learn more about how the ManpowerGroup can help you win in the Human Age at www.manpowergroup.com.

ManpowerGroup is the most trusted brand in the industry, being the only company in our industry to be named to the Ethisphere Institute's 2011 World's Most Ethical Companies list for our proven commitment to ethical business practices, including an outstanding commitment to ethical leadership, compliance practices and corporate social responsibility. In addition, ManpowerGroup has also been recognized as the industry leader by *Fortune* magazine, who named the company in first place on its 2011 list of the Most Admired Companies in the temporary help sector.

In January 2011, at the World Economic Forum Annual Meeting in Davos, Switzerland, ManpowerGroup announced the world has entered the Human Age, where talent has replaced capital as the key competitive differentiator. Learn more about this new age at www.manpowergroup.com/humanage

Gain access to ManpowerGroup's extensive thought leadership papers, annual Talent Shortage surveys and the Manpower Employment Outlook Survey, one of the most trusted indices of employment activity in the world, via the ManpowerGroup World of Work Insight iPad application. This thought leadership app explores the challenges faced by employers navigating the changing world of work and provides in-depth commentary, analysis, insight and advice on strategies for success.

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