SCHEDULE 14A (RULE 14a-101)

INFORMATION REQUIRED IN PROXY STATEMENT

SCHEDULE 14A INFORMATION
PROXY STATEMENT PURSUANT TO SECTION 14(a) OF THE SECURITIES
EXCHANGE ACT OF 1934 (AMENDMENT NO.)

| Filed by the registrant [X] |
|---|
| Filed by a party other than the registrant [] |
| Check the appropriate box: |
| Preliminary proxy statement Confidential, for Use of the Commission Only (as permitted by Rule 14a-6(e)(2)) Definitive proxy statement |
| [] Definitive additional materials |
| [] Soliciting material pursuant to Rule 14a-11(c) or Rule 14a-12 |
| MANPOWER INC. |
| (Name of Registrant as Specified in Its Charter) |
| N/A |
| (Name of Person(s) Filing Proxy Statement, if other than the Registrant) |
| Payment of filing fee (Check the appropriate box): |
| [X] No fee required. |
| [] Fee computed on table below per Exchange Act Rules 14a-6(i)(4) and 0-11 |
| (1) Title of each class of securities to which transaction applies: |
| (2) Aggregate number of securities to which transaction applies: |
| (3) Per unit price or other underlying value of transaction computed pursuant to Exchange Act Rule 0-11 (Set forth the amount on which the filing fee is calculated and state how it was determined): |
| (4) Proposed maximum aggregate value of transaction: |
| (5) Total fee paid: |
| [] Fee paid previously with preliminary materials. |
| [] Check box if any part of the fee is offset as provided by Exchange Act Rule 0-11(a)(2) and identify the filing for which the offsetting fee was paid previously. Identify the previous filing by registration statement number, or the form or schedule and the date of its filing. |
| (1) Amount previously paid: |
| (2) Form, schedule or registration statement no.: |
| (3) Filing party: |
| (4) Date filed: |

MANPOWER INC. 5301 NORTH IRONWOOD ROAD MILWAUKEE, WISCONSIN 53217

NOTICE OF ANNUAL MEETING OF SHAREHOLDERS

APRIL 23, 1998

To the Shareholders of Manpower Inc.:

The 1998 Annual Meeting of Shareholders of Manpower Inc. (the "Company") will be held at the Bradley Pavilion of the Marcus Center for the Performing Arts, 929 North Water Street, Milwaukee, Wisconsin, on April 23, 1998 at 10:00 a.m., local time, for the following purposes:

- (1) To elect four directors to serve until 2001 as Class II directors;
- (2) To ratify the appointment of Arthur Andersen LLP as the Company's independent auditors for 1998; and
- (3) To transact such other business as may properly come before the meeting.

Shareholders of record at the close of business on February 17, 1998 are entitled to notice of and to vote at the Annual Meeting and at all adjournments thereof

HOLDERS OF A MAJORITY OF THE OUTSTANDING SHARES MUST BE PRESENT IN PERSON OR BY PROXY IN ORDER FOR THE ANNUAL MEETING TO BE HELD. THEREFORE, SHAREHOLDERS ARE URGED TO DATE, SIGN AND RETURN THE ACCOMPANYING PROXY IN THE ENCLOSED ENVELOPE WHETHER OR NOT THEY EXPECT TO ATTEND THE ANNUAL MEETING IN PERSON. IF YOU ATTEND THE ANNUAL MEETING AND WISH TO VOTE YOUR SHARES PERSONALLY, YOU MAY DO SO BY REVOKING YOUR PROXY AT ANY TIME PRIOR TO THE VOTING THEREOF.

J.F. Chait, Secretary

March 25, 1998

MANPOWER INC. 5301 NORTH IRONWOOD ROAD MILWAUKEE, WISCONSIN 53217

MARCH 25, 1998

PROXY STATEMENT

The enclosed proxy is solicited by the Board of Directors of Manpower Inc. (the "Company") for use at the Annual Meeting of Shareholders to be held at 10:00 a.m., local time, on April 23, 1998, or at any postponement or adjournment thereof (the "Annual Meeting"), for the purposes set forth herein and in the accompanying Notice of Annual Meeting of Shareholders. The Annual Meeting will be held at the Bradley Pavilion of the Marcus Center for the Performing Arts, 929 North Water Street, Milwaukee, Wisconsin.

The expenses of printing and mailing proxy material, including expenses involved in forwarding materials to beneficial owners of stock, will be borne by the Company. No solicitation other than by mail is contemplated, except that officers or employees of the Company or its subsidiaries may solicit the return of proxies from certain shareholders by telephone. In addition, the Company has retained Georgeson & Company Inc. to assist in the solicitation of proxies for a fee of approximately \$7,000 plus expenses.

Only shareholders of record at the close of business on February 17, 1998 (the "Record Date") are entitled to notice of and to vote the shares of common stock, \$.01 par value (the "Common Stock"), of the Company registered in their name at the Annual Meeting. As of the Record Date, the Company had outstanding 80,599,001 shares of its Common Stock. The presence, in person or by proxy, of a majority of the shares of the Common Stock outstanding on the Record Date will constitute a quorum at the Annual Meeting. Abstentions and broker non-votes (i.e., proxies from brokers or nominees indicating that such persons have not received instructions from the beneficial owners or other persons entitled to vote shares as to a matter with respect to which brokers or nominees do not have discretionary power to vote) will be treated as present for purposes of determining the quorum. Broker non-votes will not be counted as voting on any matter at the Annual Meeting. Each share of Common Stock entitles its holder to cast one vote on each matter to be voted upon at the Annual Meeting.

This Proxy Statement, Notice of Meeting and the accompanying proxy card, together with the Company's Annual Report to Shareholders, including financial statements for its fiscal year ended December 31, 1997, are being mailed to shareholders of the Company commencing on or about March 25, 1998.

IF THE ACCOMPANYING PROXY CARD IS PROPERLY SIGNED AND RETURNED TO THE COMPANY AND NOT REVOKED, IT WILL BE VOTED IN ACCORDANCE WITH THE INSTRUCTIONS CONTAINED THEREIN. EACH SHAREHOLDER MAY REVOKE A PREVIOUSLY GRANTED PROXY AT ANY TIME BEFORE IT IS EXERCISED BY WRITTEN NOTICE OF REVOCATION OR BY SUBMITTING A DULY EXECUTED PROXY BEARING A LATER DATE TO THE SECRETARY OF THE COMPANY. ATTENDANCE AT THE ANNUAL MEETING WILL NOT, IN ITSELF, CONSTITUTE REVOCATION OF A PROXY. UNLESS OTHERWISE DIRECTED, PROXIES WILL BE VOTED FOR THE ELECTION OF EACH OF THE INDIVIDUALS NOMINATED TO SERVE AS CLASS II DIRECTORS BY THE BOARD OF DIRECTORS, FOR RATIFICATION OF THE APPOINTMENT OF ARTHUR ANDERSEN LLP AS THE COMPANY'S INDEPENDENT AUDITORS FOR 1998, AND AS RECOMMENDED BY THE BOARD OF DIRECTORS WITH REGARD TO ALL OTHER MATTERS OR, IF NO SUCH RECOMMENDATION IS GIVEN, IN THEIR OWN DISCRETION.

SECURITY OWNERSHIP OF CERTAIN BENEFICIAL OWNERS

The following table lists as of the Record Date information as to the persons believed by the Company to be beneficial owners of more than 5% of its outstanding Common Stock:

| NAME AND ADDRESS OF BENEFICIAL OWNERS | AMOUNT AND NATURE OF BENEFICIAL OWNERSHIP | PERCENT OF CLASS(1) |
|--|---|---------------------|
| | | |
| State Farm Mutual Automobile Insurance Company One State Farm Plaza | 6,160,000(2) | 7.6% |
| Bloomington, IL 61710-0001 The Prudential Insurance Company of America | 4,070,986(3) | 5.1% |
| Newark, NJ 07102-3777 Montag and Caldwell, Inc | 8,587,643(4) | 10.6% |
| 3343 Peachtree Road, N.E. Atlanta, Georgia 30326 | | |

- (1) Based on 80,599,001 shares of Common Stock outstanding as of the Record Date.
- (2) This information is based on a Schedule 13G dated January 22, 1998. State Farm Mutual Automobile Insurance Company has sole voting and investment power for all shares held.
- (3) This information is based on a Schedule 13G dated February 10, 1998. The Prudential Insurance Company of America has sole voting power with respect to 340,600 shares, shared voting power with respect to 3,326,586 shares, sole investment power with respect to 340,600 shares and shared investment power with respect to 3,730,386 shares.
- (4) This information is based on a Schedule 13G dated January 14, 1998. Montag and Caldwell has no voting power with respect to any shares held and sole investment power with respect to all shares held.

1. ELECTION OF DIRECTORS

The Company's directors are divided into three classes, designated as Class I, Class II and Class III, with staggered terms of three years each. The term of office of directors in Class II expires at the Annual Meeting. The Board of Directors proposes that the nominees described below, all of whom are currently serving as Class II directors, be elected as Class II directors for a new term of three years ending at the 2001 Annual Meeting and until their successors are duly elected and qualified.

Nominees receiving the largest number of affirmative votes cast will be elected as directors up to the maximum number of directors to be chosen at the election. Accordingly, any shares not voted affirmatively, whether by abstention, broker non-vote or otherwise, will not be counted as affirmative votes cast for any director.

PRINCIPAL OCCUPATION AND DIRECTORSHIPS

NAME

NOMINEES FOR DIRECTORS -- CLASS II

| | NOMINEE | S FOR DIRECTORS CLASS II |
|--|--------------------|---|
| J. Ira Harris | Age 59 | Chairman of J. I. Harris & Associates, a consulting firm, and Vice Chairman of The Pritzker Organization, LLC, a merchant banking investment management services firm, since January, 1998. Senior Managing Director of the investment banking firm of Lazard Freres & Co. LLC until December, 1997. A director of the Company since August, 1991. |
| Terry A. Hueneke | Age 55 | Executive Vice President of the Company and a director since December, 1995. Senior Vice President Group Executive of the Company's former principal operating subsidiary from 1987 until 1996. |
| Newton N. Minow | Age 72 | Of Counsel to the law firm of Sidley & Austin, Chicago, Illinois, since March, 1991. From 1965 through March, 1991, Mr. Minow was a partner in the law firm of Sidley & Austin. A director of the Company since August, 1991. Also a director of AON Corporation, Sara Lee Corporation and Big Flower Press Holdings, Inc. |
| Gilbert Palay | Age 70 | Consultant to the Company since January, 1994. Senior Executive Vice President of the Company from August, 1991 to December, 1993 and Senior Executive Vice President of the Company's former principal operating subsidiary from September, 1989 to December, 1993. Principal Financial Officer of the Company from August, 1991 to August, 1993. A director of the Company and its predecessors for more than five years. |
| CONTINUING DIRECTORS CLASS III DIRECTORS (TERM EXPI | RING 1999) | |
| Jon F. Chait | Age 47 | Executive Vice President, Secretary and a director of the Company since August, 1991, Chief Financial Officer of the Company since August, 1993 and Managing Director International Operations since December, 1995. Executive Vice President of the Company's former principal operating subsidiary from September, 1989 until 1996. Also a director of Marshall & Ilsley Corporation. |
| Dudley J. Godfrey, Jr | Age 71 | A shareholder in the law firm of Godfrey & Kahn, S.C., Milwaukee, Wisconsin. A director of the Company since October, 1990 and a director of the Company's former principal operating subsidiary from 1969 to September, 1987 and January, 1989 to 1996. Also a director of Clarcor Inc. |
| Marvin B. Goodman | Age 69 | Principal shareholder and officer of Manpower Services (Toronto) Limited, a Company franchise in Ontario, Canada, from 1956 to August, 1993. A director of the Company since November, 1993. |
| CLASS I DIRECTORS (TERM EXPIRI Audrey Freedman | NG 2000) Age 68 | Regular commentator on network business news broadcasts (including Reuters, CNN and CNBC) on economic developments. Principal, Audrey Freedman & Associates, a management consulting firm, from 1992 to 1997; Chairman, Business Research Advisory Council, U.S. Bureau of Labor Statistics, 1992 to 1994. Ms. Freedman was a Labor Economist and Counselor with The Conference Board, Inc., New York, from 1976 to 1992. A director of the Company since August, 1991. |

Dennis

PRINCIPAL OCCUPATION AND DIRECTORSHIPS

NAME

Mitchell S. Fromstein..... Age 70

Age 52

President and Chief Executive Officer of the Company since January, 1989, and Chairman of the Board since April, 1989. President and Chief Executive Officer of the Company former principal operating subsidiary from 1976 until 1996 and a director thereof from 1971 until 1996. A director of the Company and its predecessors for more than five years. Also a director of Aramark Corp.

Chairman of GPA Group plc, a provider of financing to the aviation industry, and Chairman of Pearson plc, a multimedia

company. A director of the Company and its predecessors for more than five years. Also a director of British Sky

Broadcasting Group plc.

MEETINGS AND COMMITTEES OF THE BOARD

Stevenson.....

The Board of Directors has standing Audit, Executive Compensation, Executive and Executive Performance Compensation Committees. The Board does not have a Nominating Committee. The Board of Directors held four meetings and acted two times by written consent during 1997. Each director attended at least 75% of the full board meetings and meetings of committees on which each served in 1997.

The Audit Committee consists of Messrs. Minow (Chairman), Godfrey, Goodman and Harris. The functions of the Audit Committee are to: (i) recommend annually to the Board of Directors the appointment of the independent auditors; (ii) review the arrangements for and scope of the annual audit and review the results thereof with the independent auditors; (iii) review and approve non-audit services of the independent auditors and monitor the independence of the Company's auditors; (iv) review compliance with major accounting and audit policies; (v) review management's procedures and policies relative to the adequacy of the Company's internal accounting controls; and (vi) monitor the Company's compliance with the Foreign Corrupt Practices Act and its internal policies with respect to business conduct and conflicts of interest. The Audit Committee held three meetings during 1997.

The Executive Compensation Committee consists of Mr. Godfrey (Chairman), Ms. Freedman, Mr. Goodman and Mr. Harris. The functions of this Committee are to: (i) establish the compensation of Mr. Fromstein, the Chief Executive Officer of the Company, Mr. Chait, Executive Vice President, Managing Director -- International Operations and Chief Financial Officer of the Company, and Mr. Hueneke, Executive Vice President of the Company, subject to ratification by the Board of Directors; (ii) approve the compensation, based on the recommendations of the senior executive officers, of certain other senior executives of the Company and its subsidiaries; (iii) review the compensation of all other senior managers of the Company and its subsidiaries; and (iv) serve as the administrative committee for the Company's stock option and stock purchase plans. Certain performance-based compensation for executive officers must also be approved by the Executive Performance Compensation Committee as discussed below. The Executive Compensation Committee held four meetings during 1997.

The Executive Performance Compensation Committee acts as the compensation committee of outside directors under Section 162(m) of the Internal Revenue Code ("IRC"). In addition, the Committee serves as a committee of disinterested directors for purposes of Rule 16b-3 under the Securities Exchange Act of 1934 and will approve transactions subject to Rule 16b-3 to the extent deemed advisable under the Rule. The Committee consists of Messrs. Goodman and Minow. The Executive Performance Compensation Committee did not meet in 1997. The Executive Performance Compensation Committee, however, took action by written consent once in 1997.

The Executive Committee consists of Messrs. Fromstein, Godfrey and Palay. This Committee may exercise full authority in the management of the business and affairs of the Company's Board of Directors when the Board of Directors is not in session, except to the extent limited by Wisconsin law, the Company's Articles of Incorporation or By-laws, or as otherwise limited by the Board of Directors. Although the Committee has very broad powers, in practice, it takes formal action on a specific matter when it would be

impractical to call a meeting of the Board of Directors. The Executive Committee did not meet in 1997. The Executive Committee, however, took action by written consent five times in 1997.

REMUNERATION OF DIRECTORS

Directors of the Company who are not employees of the Company or any of its subsidiaries, are currently entitled to an annual fee of \$50,000, inclusive of a retainer and all meeting and committee fees. In addition, each director is reimbursed for travel expenses incurred in connection with attending Board of Directors meetings. In lieu of receiving payment of fees in cash, directors may elect to participate in the 1991 Directors Stock Option Plan or the Deferred Stock Plan.

Upon adoption of the 1991 Directors Stock Option Plan, Messrs. Godfrey, Harris, Minow and Stevenson each agreed to accept stock options over 50,000 shares (one-fifth vesting each year) in lieu of cash fees for five years. The last portion of these options (options over 10,000 shares) vested in October, 1996 and are all exercisable. In November, 1996, Mr. Godfrey, Ms. Freedman, Mr. Harris, Mr. Minow and Mr. Stevenson each agreed to accept stock options over 50,000 shares in lieu of cash fees for the five years following the date of grant. Mr. Stevenson was required to accept the options in lieu of cash fees pursuant to certain United Kingdom tax provisions. The option exercise price for the November, 1996 directors' stock options is \$28.00 per share, which was 100% of the closing market price of the Company's Common Stock as reported on the NYSE on the business date immediately preceding the date of grant. These options are exercisable as to one-fifth of the shares on each anniversary of the date of grant, subject to acceleration of vesting under certain conditions set forth in the Plan. Upon Mr. Goodman's appointment to the Board of Directors in November, 1993, he also agreed to accept stock options over 50,000 shares in lieu of cash fees for five years. The option exercise price for Mr. Goodman's stock options is \$16.00 per share, which was 100% of the closing market price of the Company's Common Stock as reported on the NYSE on the business date immediately preceding the date of grant. The options are not exercisable until November, 1998 (with certain exceptions specified in the Plan) and vest ratably over the five-year period. In 1995, Mr. Palay agreed to accept stock options over 50,000 shares in lieu of cash fees for five years. The option exercise price for Mr. Palay's stock options is \$33.875 per share, which was 100% of the closing market price of the Company's Common Stock as reported on the NYSE on the business date immediately preceding the date of grant. Mr. Palay's options are not exercisable until 2000 (with certain exceptions specified in the Plan) and vest ratably over the five-vear period.

Pursuant to the Company's Deferred Stock Plan, Ms. Freedman elected to receive share equivalents in lieu of cash fees for the five year period beginning in 1991 and ending in October, 1996. A total of 12,519 share equivalents were originally credited to her account, representing the present value of fees she would have otherwise received during the period, divided by \$11.875 per share, which was 100% of the closing market price of the Company's Common Stock as reported on the NYSE on the date of her election. Additional share equivalents are received in an amount equal to dividends paid on the Company's Common Stock. The share equivalents are fully vested and Common Stock will be distributed in settlement of the share equivalents upon the termination of service as a director for any reason. In November, 1996 at the end of the vesting period for her 1991 share equivalent election, Ms. Freedman elected to receive options in lieu of cash fees under the 1991 Directors Stock Option Plan as discussed above.

Certain information with respect to Ms. Freedman and Messrs. Godfrey and Harris is set forth under "EXECUTIVE COMPENSATION COMMITTEE INTERLOCKS AND INSIDER PARTICIPATION," below. Upon his retirement from the Company in 1993, Mr. Palay entered into a consulting agreement with the Company whereby the Company pays Mr. Palay for services rendered, generally at an hourly rate. For the year ended December 31, 1997, the Company paid Mr. Palay approximately \$400,000 for services rendered pursuant to this agreement.

SECURITY OWNERSHIP OF MANAGEMENT

Set forth in the table below, as of the Record Date, are the shares of the Company's Common Stock beneficially owned by each director and nominee, each of the named executive officers, and all directors and executive officers of the Company as a group and the shares of the Company's Common Stock that could be acquired within 60 days of the Record Date by such persons.

| | COMMON STOCK | | |
|---|--------------|------------------|------------|
| NAME OF | BENEFICIALLY | RIGHT TO ACQUIRE | PERCENT OF |
| BENEFICIAL OWNER | OWNED(1) | COMMON STOCK(1) | CLASS(2) |
| | | | |
| Mitchell S. Fromstein | 849,674 | 606,543(3) | 1.1% |
| Jon F. Chait | 159,729(4) | 80,000(3) | * |
| Terry A. Hueneke | 57,569 | 50,000(3) | * |
| Michael J. Van Handel | 20,257 | 13,500(3) | * |
| Audrey Freedman | 25,244 | 25,244(5)(6) | * |
| Dudley J. Godfrey, Jr | 64,000(7) | 62,500(6) | * |
| Marvin Goodman | 45,500(8) | 42,500(6) | * |
| J. Ira Harris | 72,500(9) | 62,500(6) | * |
| Newton N. Minow | 79,016(10) | 62,500(6) | * |
| Gilbert Palay | 290,022 | 181,604(3)(6) | * |
| Dennis Stevenson | 64,000 | 62,500(6) | * |
| All Directors and Executive Officers as a | • | , | |
| group | 1,727,511 | 1,249,391 | 2.1% |

- (1) Except as indicated below, all shares shown in this column are owned with sole voting and investment power. Amounts shown in the Right to Acquire Common Stock column are also included in the Common Stock Beneficially Owned column.
- (2) Except as indicated, no person named in the table beneficially owns more than 1% of the outstanding shares of Common Stock. The percentage is based on the column entitled Common Stock Beneficially Owned.
- (3) Common Stock that may be acquired within 60 days of the date hereof through the exercise of stock options.
- (4) Includes 1,000 shares held in trust for the benefit of a minor child.
- (5) Includes 12,744 shares of Common Stock to which Ms. Freedman will be entitled under the terms of the Deferred Stock Plan upon termination of service as a director for any reason.
- (6) Includes the vested portion of options held under the 1991 Directors Stock Option Plan.
- (7) Includes 500 shares held by Mr. Godfrey's spouse and 500 shares held in trust.
- (8) Includes 1,000 shares held by Mr. Goodman's spouse.
- (9) Includes 10,000 shares held in a living trust for the benefit of Mr. Harris.
- (10) Includes 12,500 shares held in a living trust for the benefit of Mr. Minow, 2,200 shares held in a living trust for the benefit of his spouse, and Mr. Minow's proportionate interest (16 shares) in a partnership holding an aggregate of 3,000 shares. The total also includes 1,800 shares held in a family charitable foundation, as to which Mr. Minow disclaims beneficial ownership.

EXECUTIVE COMPENSATION

SUMMARY COMPENSATION TABLE

The following table (the "Summary Compensation Table") sets forth the compensation for the past three years of each of the Company's executive officers: $\frac{1}{2} \int_{-\infty}^{\infty} \frac{1}{2} \left(\frac{1}{2} \int_{-\infty}^{\infty} \frac{1}{2} \left($

| | ANNUAL COMPENSATION | | | | | | LONG TERM COMPENSATION | | | |
|---|---------------------|------------|--------|------------|----|--------------------------|------------------------|-----------------------------------|---|---------------------|
| | | | | | | | | AWAI | RDS | PAY0UTS |
| NAME AND PRINCIPAL POSITION | YEAR | SALARY(\$) | B - | ONUS(\$) | | ER ANNUAL SATION(\$)(| 1) | RESTRICTED STOCK AWARDS(\$) | SECURITIES UNDERLYING OPTIONS/ SARS(#) | LTIP PAYOUTS(\$) |
| M.S. Fromstein | 1997 | \$860,000 | \$3 | ,567,711 | \$ | 3,749 | | | | |
| Chairman of the Board, | 1996 | 860,000 | | ,211,174 | | 7,631 | | | | |
| President and Chief Executive Officer | 1995 | 860,000 | | ,861,819 | | 3,746 | | | | |
| J.F. Chait | 1997 | \$350,000 | \$ | 891,928 | \$ | 104,149(3) | | | | |
| Executive Vice President, | 1996 | 350,000 | | 802,794(2 | | 62,011(3 | | | | |
| Managing Director International Operations, Chief Financial Officer, and Secretary | 1995 | 350,000 | | 715, 455 | , | 709 | , | | | |
| T. A. Hueneke | 1997 | \$350,000 | \$ | 820,234 | \$ | 3,749 | | | | |
| Executive Vice President | 1996 | 350,000 | • | 697,714(2) | | 0 | | | | |
| | 1995 | 300,000 | | 425,000 | , | 0 | | | | |
| M. J. Van Handel | 1997 | \$150,000 | \$ | | \$ | 0 | | | | |
| Vice President | 1996 | 143,151 | • | 50,000 | • | Ō | | | 10,000 | |
| Chief Accounting Officer and Treasurer | 1995 | 96,971 | | 50,000 | | 3,746 | | | | |

| NAME AND PRINCIPAL POSITION | ALL OTHER COMPENSATION(\$) |
|---|----------------------------|
| M.S. Fromstein | |
| Chairman of the Board, | |
| President and Chief | |
| Executive Officer | |
| J.F. Chait | |
| Executive Vice President, | |
| Managing Director | |
| International Operations, | |
| Chief Financial Officer, | |
| and Secretary | |
| T. A. Hueneke | |
| Executive Vice President | |
| M 1 Van Handal | |
| M. J. Van Handel Vice President | |
| | |
| Chief Accounting Officer and Treasurer | |

- (1) "Other Annual Compensation" includes the discount associated with purchases of Common Stock under the Manpower 1990 Employee Stock Purchase Plan. The Manpower 1990 Employee Stock Purchase Plan is available to all U.S. employees (meeting certain qualifying standards) and is described below. See "Stock Purchase Plans."
- (2) Includes deferred bonus amounts.
- (3) "Other Annual Compensation" for Mr. Chait also includes an overseas living expense subsidy.

EMPLOYEE STOCK OPTION AND RESTRICTED STOCK PLANS

The Company maintains several plans pursuant to which incentive and non-statutory stock options, restricted stock and SARs (stock appreciation rights) have been granted in the past and/or may be granted in the future. Participation is generally limited to full-time employees of the Company or its subsidiaries. The option exercise price of all options granted under the Company's plans to executive officers of the Company has been 100% of the closing market price as reported on the NYSE for the business day immediately prior to the date of grant. Directors of the Company who are not full-time employees may participate in the 1991 Directors Stock Option Plan or the Deferred Stock Plan, as described on page 5 hereof.

The following table summarizes for each of the named executive officers the number of shares of Common Stock acquired upon exercise of options during the fiscal year ended December 31, 1997, the dollar value realized upon exercise of options, the total number of shares of Common Stock underlying unexercised options held at December 31, 1997 (exercisable and unexercisable), and the aggregate dollar value of in-the-money, unexercised options held at December 31, 1997 (exercisable and unexercisable). Value realized upon exercise is the difference between the fair market value of the underlying Common Stock on the exercise date and the exercise or base price of the option. The value of an unexercised, in-the-money option at fiscal year-end is the difference between

its exercise price and the fair market value of the underlying stock as of December 31, 1997, which was \$35.25 per share. These values, unlike any amounts which may be set forth in the column headed "value realized," have not been, and may never be, realized. The underlying options have not been, and may not be, exercised; the actual gains, if any, on exercise will depend on the value of the

Company's Common Stock on the date of exercise. There can be no assurance that these values will be realized.

AGGREGATED OPTION/SAR EXERCISES IN FISCAL YEAR 1997 AND FY-END OPTION/SAR VALUES

| | | | | | NUME | BER OF | | |
|------|------------|-----------------|-------|---------|-------------|---------------|--------------|---------------|
| | | | | | SECU | JRITIES | VAL | UE OF |
| | | | | | UNDE | ERLYING | UNEXE | RCISED |
| | | | | | UNEXE | ERCISED | IN-TH | IE-MONEY |
| | | | | | OPTIONS | S/SARS AT | 0PTI | ONS AT |
| | | | | | FY-E | END(#) | FY-E | END(\$) |
| | | SHARES ACQUIRED | VA | LUE | | | | |
| | NAME | ON EXERCISE(#) | REALI | ZED(\$) | EXERCISABLE | UNEXERCISABLE | EXERCISABLE | UNEXERCISABLE |
| | | | | | | | | |
| M.S. | Fromstein | 0 | \$ | 0 | 606,543 | 0 | \$12,505,547 | N/A |
| J.F. | Chait | 20,000 | 769 | ,276 | 80,000 | 0 | 1,965,600 | N/A |
| T.A. | Hueneke | . 0 | | 0 | 50,000 | 0 | 906,250 | N/A |
| M.J. | Van Handel | 0 | | Θ | 13.500 | 10.000 | 249.750 | \$32,500 |

STOCK PURCHASE PLANS

The Company has adopted and maintains several employee stock purchase plans designed to encourage employees to purchase Company Common Stock. The plans are broad based and are available to all U.S. employees (including qualifying temporary employees) and employees in certain other countries. The plans generally provide that employees accumulate funds through payroll deductions over a prescribed offering period (one to five years) and are entitled to purchase shares at a discount (a maximum of 15%) from the market price at the beginning and/or end of the offering period. No more than \$25,000 of stock, measured by the market price as of the beginning of the offering period, may be purchased by any participating employee in any year.

PENSION PLANS

The Company maintains a broad-based qualified, noncontributory defined benefit pension plan for eligible U.S. employees (the "Qualified Plan"). The Company has also established a nonqualified, deferred compensation plan to provide retirement benefits for management and other highly compensated employees in the U.S. who are ineligible to participate in the Qualified Plan (together with the "Qualified Plan," the "U.S. Pension Plans"). Certain of the Company's foreign subsidiaries maintain various pension and retirement plans. None of the Company's executive officers have participated in such foreign plans. Under the U.S. Pension Plans, a pension is payable upon retirement at age . 65, or upon earlier termination if certain conditions are satisfied. The pension benefit is based on years of credited service and the average monthly compensation received during the last five consecutive calendar years prior to retirement. Compensation covered by the plans is base salary or hourly wages, unless paid entirely on a commission basis, in which case commissions of up to \$20,000 per calendar year are taken into account. Bonuses, overtime pay or other kinds of extra compensation are not considered. Under his employment agreement, Mr. Fromstein is entitled to receive, upon termination of employment for any reason, total retirement benefits, when added to those payable under the U.S. Pension Plans, equal to those payable as if he had 30 years of credited service under the Qualified Plan and as if certain Qualified Plan limitations did not apply. Under the non-qualified, deferred compensation plan, Messrs. Chait, Hueneke and Van Handel are entitled to receive, upon termination of employment for any reason, retirement benefits equal to those payable as if they had 8, 24 and 9 years of credited service under the Qualified Plan and as if certain Qualified Plan limitations did not apply.

The table below shows the estimated aggregate annual benefit, computed as a straight life annuity amount, under the Company's U.S. Pension Plans (without Qualified Plan limitations) at various salary levels and years of credited service payable upon retirement at age 65 or later. The benefit shown is not subject to any deduction for any Social Security benefit:

PENSION PLAN TABLE

| | | | YEARS 0 | F CONSECUTIVE | SERVICE | |
|-----------------------------|---|----------|-----------|---------------|-----------|-----------|
| FINAL AVERAGE ANNUAL PAY | | 10 | 15 | 20 | 25 | 30 |
| | - | | | | | |
| \$ 100,000 | | \$ 8,784 | \$ 13,177 | \$ 17,569 | \$ 21,961 | \$ 26,353 |
| 200,000 | | 18,784 | 28,177 | 37,569 | 46,961 | 56,353 |
| 300,000 | | 28,784 | 43,177 | 57,569 | 71,961 | 86,353 |
| 400,000 | | 38,784 | 58,177 | 77,569 | 96,961 | 116,353 |
| 500,000 | | 48,784 | 73,177 | 97,569 | 121,961 | 146,353 |
| 600,000 | | 58,784 | 88,177 | 117,569 | 146,961 | 176,353 |
| 700,000 | | 68,784 | 103,177 | 137,569 | 171,961 | 206,353 |
| 800,000 | | 78,784 | 118,177 | 157,569 | 196,961 | 236,353 |
| 900,000 | | 88,784 | 133,177 | 177,569 | 221,961 | 266,353 |
| 1,000,000 | | 98,784 | 148,177 | 197,569 | 246,961 | 296, 353 |
| 1,100,000 | | 108,784 | 163,177 | 217,569 | 271,961 | 326, 353 |

EMPLOYMENT AND OTHER AGREEMENTS

Messrs. Fromstein, Chait and Hueneke have each entered into employment agreements with the Company.

Under his agreement, Mr. Fromstein receives an annual base salary of \$860,000, an annual incentive bonus based on the Company's Adjusted Net Profit Before Tax (as defined in the agreement) and, upon retirement, retirement benefits under the Company's U.S. Pension Plans based on 30 years of service and calculated as if certain limitations of the Qualified Plan did not apply. See "Pension Plans." If Mr. Fromstein's employment is terminated other than for cause, Mr. Fromstein is entitled to receive: (i) all base compensation and other benefits to which he was entitled through his date of termination, including a prorated bonus; (ii) two years of base compensation plus the highest incentive bonus paid to him since 1990; (iii) a cash payment equal to the fair market value of any stock options, SARs, purchase rights or restricted stock held pursuant to any benefit plan which ceases to cover him; and (iv) certain other benefits as specified in the agreement.

Under his agreement, Mr. Chait receives an annual base salary of \$350,000 and an annual incentive bonus based on the Company's Adjusted Net Profit Before Tax (as defined in the agreement), which is 25% of the annual bonus formula in Mr. Fromstein's agreement. If Mr. Chait's employment is terminated, Mr. Chait is entitled to receive: (i) all base compensation and other benefits to which he was entitled through his date of termination, including a prorated bonus; (ii) two years of base compensation plus the greater of (a) the highest incentive bonus paid to him during the prior five years and (b) the incentive bonus which would have otherwise been paid to him for the year of termination; and (iii) certain other benefits as specified in the agreement.

Under his agreement, Mr. Hueneke is entitled to receive an annual base salary of \$350,000 and an annual incentive bonus based on the Company's Specified Operating Unit Profits (as defined in the agreement). If Mr. Hueneke's employment is terminated for other than Cause (as defined in the agreement), Mr. Hueneke is entitled to receive: (i) all base compensation and other benefits to which he was entitled through his date of termination, including a prorated bonus; (ii) two years of base compensation plus the greater of (a) the highest incentive bonus paid to him during the prior five years and (b) the incentive bonus which would have otherwise been paid to him for the year of termination; and (iii) certain other benefits as specified in the agreement.

REPORT OF THE EXECUTIVE COMPENSATION COMMITTEE OF THE BOARD OF DIRECTORS

The Executive Compensation Committee of the Board of Directors has furnished the following report on executive compensation. Because certain matters related to performance-based compensation are approved by the Executive Performance Compensation Committee, that Committee joins in the report of the Executive Compensation Committee.

General Compensation Policies

Under the Committee's current policy, the compensation structure for the Company's executives consists in general of three principal components: base salary, annual bonus and periodic grants of stock options or, occasionally, restricted stock. The Committee believes that this approach creates both short-term and long-term incentives for corporate management. As a result of these policies, a high proportion of compensation for the Company's senior executives is at risk through the annual bonus, generally based on formulas tied to profitability of the individual's profit center, as well as stock ownership and/or stock options, which create a direct link between long-term remuneration and the price of the Company's Common Stock.

Base salary determinations are an important ingredient in attracting and retaining quality personnel in a competitive market. Base salaries are set at levels based generally on subjective factors, including the individual's level of responsibility, experience and past performance record. As a large multinational business, the Company competes for senior executive talent with large public and private companies throughout the world, many of which are not in businesses which directly compete with the Company. These are not the same companies as those included in the Dow Jones Other Industrial & Commercial Services Index which is used as a peer group to compare shareholder returns in the Performance Graph.

The Committee also believes that a significant portion of compensation should be directly related to and contingent upon Company profitability based on objective performance criteria. Accordingly, it is the Company's general practice that the senior executive officers of the Company as well as many other senior executives of the Company and its subsidiaries participate in bonus arrangements based on formulas tied to profitability of the individual's profit center.

The Committee believes that it is important that the senior executive officers and key executives of the Company and its subsidiaries hold equity positions in the Company. Stock option grants to executives permit them to hold equity interests at more meaningful levels than they could through other alternatives, such as stock purchase arrangements. Accordingly, while the Committee is conscious of the dilutive effects of stock options on shareholders, it believes that stock option grants at reasonable levels are an important component of executive compensation. In addition, because of the nature of the Company's operations, the Company's management believes, and the Committee agrees, that it is important that stock options be granted to a broad range of employees where the options provide an important incentive. Approximately 269 people received option grants in 1997, although no new options were granted to senior executive officers in 1997.

The Committee is responsible for establishing the compensation of Mr. Fromstein, the President and Chief Executive Officer of the Company, Mr. Chait, Executive Vice President, Managing Director -- International Operations and Chief Financial Officer, and Mr. Hueneke, Executive Vice President, subject to ratification by the Board of Directors. In addition, the Committee has responsibility to approve the compensation of other senior executives and to review the compensation of other senior managers of the Company and its subsidiaries. However, the base salaries and bonuses of Mr. Fromstein, Mr. Chait and Mr. Hueneke are determined pursuant to separate employment agreements described under "Employment and Related Agreements" above.

Chief Executive Officer Compensation

Mr. Fromstein's base salary and bonus are determined on the basis of his employment agreement. Mr. Fromstein's employment agreement establishes a base salary of \$860,000, which has been fixed at this level since 1989. Mr. Fromstein's annual bonus is determined under the employment agreement by measuring

the Company's pretax profit for the year (subject to certain adjustments) against a graduated scale after exceeding a threshold level. Accordingly, Mr. Fromstein's bonus will fluctuate based on the Company's operating performance. For example, the Company's pretax profit increased from 1995 to 1996 by approximately 19% and Mr. Fromstein's total cash compensation increased by 9% and the Company's pretax profit increased from 1996 to 1997 by approximately 3% and Mr. Fromstein's total cash compensation increased by 9%.

Other Executive Officers of the Company

The base salary and bonus of Mr. Chait are determined on the basis of his employment agreement. Mr. Chait's annual bonus under his employment agreement is based on the same formula as described above with respect to Mr. Fromstein, except that Mr. Chait's bonus is 25% of the amount determined under the formula for Mr. Fromstein.

The base salary and bonus of Mr. Hueneke are determined on the basis of his employment agreement. Mr. Hueneke's annual bonus is determined under the employment agreement by measuring the total operating unit profits of certain regions in which the Company conducts business over which Mr. Hueneke has responsibility for the fiscal year (subject to certain adjustments) against a graduated scale after exceeding a threshold level. Accordingly, Mr. Hueneke's bonus will fluctuate significantly based the Company's operating performance in the regions over which he has management responsibility.

The base salary of the Company's Chief Accounting Officer is established by the Committee upon the recommendation of the Chief Executive Officer and the Chief Financial Officer, which is based upon their subjective assessment of the nature of the position and the contribution, experience and tenure of the Chief Accounting Officer. The Committee makes an individual annual bonus determination for the Chief Accounting Officer based upon the recommendation of the Chief Executive Officer and the Chief Financial Officer, which is based upon a subjective assessment of overall Company and individual performance as compared to prior performance.

Internal Revenue Code Section 162(m)

Section 162(m) of the IRC generally disallows a tax deduction to public corporations for compensation over \$1,000,000 for any fiscal year paid to the corporation's chief executive officer and four other most highly compensated executive officers in service as of the end of any fiscal year. However, Section 162(m) also provides that qualifying performance-based compensation will not be subject to the deduction limit if certain requirements are met. The Committee currently intends to structure compensation amounts and plans which meet the requirements for deductibility. In order to satisfy these requirements, the annual bonus arrangements for Messrs. Fromstein, Chait and Hueneke have been approved by the Executive Performance Compensation Committee and the shareholders. Because of uncertainties as to the application and interpretation of Section 162(m) and the regulations issued thereunder, no assurance can be given, notwithstanding the efforts of the Company in this area, that compensation intended by the Company to satisfy the requirements for deductibility under Section 162(m) does in fact do so.

THE EXECUTIVE COMPENSATION COMMITTEE

Dudley J. Godfrey, Jr. (Chairman) Audrey Freedman Marvin B. Goodman J. Tra Harris

THE EXECUTIVE PERFORMANCE COMPENSATION COMMITTEE

Marvin B. Goodman Newton N. Minow

EXECUTIVE COMPENSATION COMMITTEE INTERLOCKS AND INSIDER PARTICIPATION

During a portion of the Company's last fiscal year, the Company provided Ms. Audrey Freedman with otherwise unused office space for her consulting firm, Audrey Freedman & Associates, in New York, New York. This arrangement did not result in any cost to the Company. In addition, the Company printed and distributed certain materials for such firm, with a cost to the Company of approximately \$3,800 in 1997. Ms. Freedman's consulting firm provided certain marketing and labor market analyses to the Company in exchange for use of such office space and printing and distribution services.

Dudley J. Godfrey, Jr. is a shareholder in Godfrey & Kahn, S.C., which is general counsel to the Company.

J. Ira Harris is currently Chairman of J. I. Harris & Associates, a consulting firm, which may from time to time perform services for the Company. Until December, 1997, Mr. Harris was a Senior Managing Director in the investment banking firm of Lazard Freres & Co. LLC, which from time to time performs services for the Company.

PERFORMANCE GRAPH

Set forth below is a graph for the periods ending December 31, 1992-1997 comparing the cumulative total shareholder return on the Company's Common Stock, with the cumulative total return of companies in the Standard & Poor's 500 Stock Index and the Dow Jones Other Industrial & Commercial Services Index (formerly the "Dow Jones Industrial & Commercial Services -- General Index"). The graph assumes a \$100 investment on December 31, 1992 in the Company's Common Stock, the S&P 500 Stock Index and the Dow Jones Other Industrial & Commercial Services Index and assumes the reinvestment of all dividends.

COMPARISON OF FIVE YEAR CUMULATIVE TOTAL RETURN
AMONG MANPOWER, S&P 500 STOCK INDEX AND
DOW JONES OTHER INDUSTRIAL & COMMERCIAL SERVICES INDEX

| MEASUREMENT PERIOD (FISCAL YEAR COVERED) | MANPOWER | | S&P 500 STOCK IND | | DOW JO OTHE INDUSTR COMMER SERVI | RIAL & RCIAL CCES |
|---|----------|-------|----------------------|--------|----------------------------------|-------------------------|
| 12/92 | | 100 | | 100 | | 100 |
| 12/93 | | 123 | | 110 | | 104 |
| 12/94 | | 197 | | 112 | | 101 |
| 12/95 | | 198 | | 153 | | 129 |
| 12/96 | | 229 | | 189 | | 141 |
| 12/97 | | 250 | | 252 | | 168 |
| | | | | | | |
| | | | DECEMB | ER 31, | | |
| | 1992 | 1993 | 1994 | 1995 | 1996 | 1997 |
| | | | | | | |
| Manpower | \$100 | \$123 | \$197 | \$198 | \$229 | \$250 |
| S&P 500 Stock Index Dow Jones Other Industrial & Commercial Services | \$100 | \$110 | \$112 | \$153 | \$189 | \$252 |
| Index | \$100 | \$104 | \$101 | \$129 | \$141 | \$168 |

2. RATIFICATION OF INDEPENDENT AUDITORS

Upon recommendation of the Audit Committee and subject to ratification by the shareholders at the Annual Meeting, the Board of Directors has appointed Arthur Andersen LLP, an independent public accounting firm, to audit the consolidated financial statements of the Company for the fiscal year ending December 31, 1998. Arthur Andersen LLP has audited the Company (or its predecessors) since 1975. Representatives of Arthur Andersen LLP will attend the Annual Meeting and have the opportunity to make a statement if they so desire, and will also be available to answer questions.

If the shareholders do not ratify the appointment of Arthur Andersen LLP, the selection of the Company's independent auditors will be reconsidered by the Board of Directors.

The affirmative vote of a majority of the votes cast on this proposal shall constitute ratification of Arthur Andersen LLP as the independent auditors for the fiscal year ending 1998. Abstentions will not be counted as voting and, therefore, will have no impact on the approval of the proposal.

The Board of Directors recommends you vote FOR the ratification of the appointment of Arthur Andersen LLP as the Company's independent auditors for the fiscal year ending December 31, 1998 and your proxy will be so voted unless you specify otherwise.

SUBMISSION OF SHAREHOLDER PROPOSALS

In accordance with the Company's By-Laws, nominations, other than by or at the direction of the Board of Directors, of candidates for election as directors at the 1999 Annual Meeting of Shareholders must be received by the Company no later than January 23, 1999. To be considered for inclusion in the proxy statement solicited by the Board of Directors, shareholder proposals for consideration at the 1999 Annual Meeting of Shareholders of the Company must be received by the Company at the Company's principal executive offices by November 25, 1998. Such nominations or proposals must be submitted to Mr. J.F. Chait, Secretary, Manpower Inc., 5301 North Ironwood Road, Milwaukee, Wisconsin 53217. To avoid disputes as to the date of receipt, it is suggested that any shareholder proposal be submitted by certified mail, return receipt requested.

SECTION 16(A) BENEFICIAL OWNERSHIP REPORTING COMPLIANCE

Section 16(a) of the Securities and Exchange Act of 1934 requires the Company's directors and officers to file reports with the Securities and Exchange Commission disclosing their ownership, and changes in their ownership, of stock in the Company. Copies of these reports must also be furnished to the Company. Based solely on a review of these copies, the Company believes that during 1997 all filing requirements were met.

OTHER MATTERS

Although management is not aware of any other matters that may come before the Annual Meeting, if any such matters should be presented, the persons named in the accompanying proxy intend to vote such proxy in accordance with their best judgment.

Shareholders may obtain a copy of the Company's Annual Report to the Securities and Exchange Commission as filed on Form 10-K at no cost by writing to Mr. J.F. Chait, Secretary, Manpower Inc., 5301 North Ironwood Road, Milwaukee, Wisconsin 53217.

By Order of the Board of Directors,

J.F. Chait, Secretary

THIS PROXY, WHEN PROPERLY EXECUTED, WILL BE VOTED IN THE MANNER DIRECTED HEREIN BY THE UNDERSIGNED SHAREHOLDER. IF NO DIRECTION IS MADE, THIS PROXY WILL BE VOTED FOR PROPOSALS 1 AND 2. Please mark your votes as indicated in this [X] example

| ELE(| CTION | 0F | DIRECT | ORS |
|----------|-------|----|--------|-----|
| | | | | |

FOR all nominees WITHHOLD listed to the right AUTHORITY to vote for all nominees (except as marked listed to the right to the contrary)

2. Ratification of Arthur Andersen LLP as the Company's independent auditors for 1998.

> AGAINST ABSTAIN

| NOMINEES: | J. | Ira | Harris, | Terry A. | Hueneke, | Newton | N. Mi | .now a | ınd | Gilbert | Pala |
|-----------------------|----|-----|---------|----------|----------|--------|-------|--------|-----|----------|------|
| (INSTRUCTI write that | | | | | , | | , | lividu | ıal | nominee, | |

3. In their discretion, the Proxies are authorized to vote upon such other business as may properly come before the meeting.

> Please sign exactly as name appears hereon. When shares are held by joint tenants, both should sign. When signing as attorney, executor, administrator, trustee, or guardian, please give full title as such. If a corporation, please sign in full corporate name by President or other authorized officer. If a partnership, please sign in partnership name by authorized person.

| | Dated:, | 1998 |
|--|-----------------------------|------|
| RETURN THE PROXY CARD PROMPTLY USING THE | (Signature) | |
| RETURN THE FROAT CARD FROMFILE USING THE | (Signature if held jointly) | |

PLEASE SIGN, DATE, AND RETURN THE PROXY CARD PROMPTLY USING THE ENCLOSED ENVELOPE.

FOLD AND DETACH HERE

MANPOWER INC.

ANNUAL MEETING 0F MANPOWER INC. SHAREHOLDERS

THURSDAY, APRIL 23, 1998 10:00 A.M.

BRADLEY PAVILION OF THE MARCUS CENTER FOR THE PERFORMING ARTS 929 NORTH WATER STREET MILWAUKEE, WISCONSIN

AGENDA

- Elect four directors to serve until 2001 as Class II directors.
- Ratify the appointment of Arthur Andersen LLP as the Company's independent auditors for 1998.
- Transact such other business as may properly come before the meeting.

THIS PROXY IS SOLICITED ON BEHALF OF THE BOARD OF DIRECTORS

MANPOWER INC.

The undersigned hereby appoints Mitchell S. Fromstein and Jon F. Chait proxies, each with power to act without the other and with power of substitution, and hereby authorizes them to represent and vote, as designated on the other side, all the shares of stock of Manpower Inc. standing in the name of the undersigned with all powers which the undersigned would possess if present at the Annual Meeting of Shareholders of the Company to be held April 23, 1998 or any adjournment thereof.

(CONTINUED, AND TO BE MARKED, DATED AND SIGNED, ON THE OTHER SIDE)

FOLD AND DETACH HERE

FINANCIAL HIGHLIGHTS

| (in thousands) | 1997 | 1996 |
|------------------------|-------------|-------------|
| Systemwide Sales (a) | \$8,859,893 | \$7,474,212 |
| Revenues from Services | \$7,258,504 | \$6,079,905 |
| Operating Profit (b) | \$ 255,387 | \$ 226,957 |

- (a) Represents total sales of Company-owned branches and franchises.
- (b) Represents Revenue from Services less Cost of Services and Selling and Administrative Expenses before the charge for the Amortization of Intangible Assets. This earnings measurement is not determined pursuant to generally accepted accounting principles (GAAP) and should not be considered in isolation or as an alternative to GAAP-derived measures.