



ManpowerGroup™

Earnings before Income Taxes, Net Earnings and Net Earnings Per Share – Diluted (“EPS – Diluted”), As Adjusted

Earnings before income taxes, net earnings and EPS - Diluted provided below is as adjusted to exclude certain items.

(in millions, except per share data)

	Three Months Ended March 31, 2020			Three Months Ended June 30, 2020			Three Months Ended September 30, 2020			Three Months Ended December 31, 2020		
	Pre-tax Earnings	Net Earnings	EPS - Diluted	Pre-tax Earnings	Net Earnings	EPS - Diluted	Pre-tax Earnings	Net Earnings	EPS - Diluted	Pre-tax Earnings	Net Earnings	EPS - Diluted
Earnings (Loss), As Reported	\$ 17.2	\$ 1.7	\$ 0.03	\$ (55.8)	\$ (64.4)	\$ (1.11)	\$ 55.6	\$ 10.3	\$ 0.18	\$ 130.7	\$ 76.2	\$ 1.33
Restructuring Costs	48.2	40.2	0.69				49.9	42.1	0.72	8.6	8.7	0.15
Pension Settlement Expense	10.2	6.3	0.11									
Goodwill Impairment and Other Related Charges				66.8	70.5	1.21						
Software Impairment Charge				6.0	4.5	0.08						
Discrete Valuation Allowance							-	12.4	0.21			
Loss from Disposition of Subsidiaries							5.8	5.2	0.09			
Earnings, As Adjusted	\$ 75.6	\$ 48.2	\$ 0.83	\$ 17.0	\$ 10.6	\$ 0.18	\$ 111.3	\$ 70.0	\$ 1.20	\$ 139.3	\$ 84.9	\$ 1.48

	Six Months Ended June 30, 2020			Nine Months Ended September 30, 2020			Year Ended December 31, 2020		
	Pre-tax Earnings	Net Earnings	EPS - Diluted	Pre-tax Earnings	Net Earnings	EPS - Diluted	Pre-tax Earnings	Net Earnings	EPS - Diluted
Earnings (Loss), As Reported	\$ (38.6)	\$ (62.7)	\$ (1.07)	\$ 17.0	\$ (52.4)	\$ (0.90)	\$ 147.7	\$ 23.8	\$ 0.41
Restructuring Costs	48.2	40.2	0.69	98.1	82.3	1.41	106.7	91.0	1.56
Pension Settlement Expense	10.2	6.3	0.11	10.2	6.3	0.11	10.2	6.3	0.11
Goodwill Impairment and Other Related Charges	66.8	70.5	1.21	66.8	70.5	1.21	66.8	70.5	1.21
Software Impairment Charge	6.0	4.5	0.08	6.0	4.5	0.08	6.0	4.5	0.08
Discrete Valuation Allowance							-	12.4	0.21
Loss from Disposition of Subsidiaries							5.8	5.2	0.09
Earnings, As Adjusted	\$ 92.6	\$ 58.8	\$ 1.02	\$ 203.9	\$ 128.8	\$ 2.21	\$ 343.2	\$ 213.7	\$ 3.67

Posted on 24 February 2021