

**Operating Profit, EBITA and EBITDA, As Adjusted**

Operating Profit represents Net Earnings adjusted to exclude Provision for Income Taxes and Interest and Other Expenses (Income), Net. 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.

**Year Ended December 31 (in millions)**

	2020	2019	2018	2017	2016	2015	2014	2013	2012	2011
Net Earnings	\$ 23.8	\$ 465.7	\$ 556.7	\$ 545.4	\$ 443.7	\$ 419.2	\$ 427.6	\$ 288.0	\$ 197.6	\$ 251.6
Provision for Income Taxes	123.9	219.8	198.0	191.9	257.6	241.5	254.0	187.5	170.8	228.3
Interest and Other Expenses (Income), Net	39.9	(40.6)	42.0	51.9	44.2	32.4	42.7	40.7	46.8	45.4
Goodwill and Other Impairment Charges	72.8	65.6								
Loss from Disposition of Subsidiaries	5.8									
Gain from Deconsolidation of ManpowerGroup Greater China Limited		(30.4)								
Legal Costs									10.0	
Restructuring Costs	110.7	39.8	39.3	34.5		16.4		89.4	45.4	20.5
Operating Profit, As Adjusted	\$ 376.9	\$ 719.9	\$ 836.0	\$ 823.7	\$ 745.5	\$ 709.5	\$ 724.3	\$ 605.6	\$ 470.6	\$ 545.8
Intangible Asset Amortization Expense	27.2	29.8	35.1	34.6	36.0	32.8	33.4	34.1	36.7	38.9
EBITA, As Adjusted	\$ 404.1	\$ 749.7	\$ 871.1	\$ 858.3	\$ 781.5	\$ 742.3	\$ 757.7	\$ 639.7	\$ 507.3	\$ 584.7
Depreciation and Software Amortization Expense	49.1	47.4	50.7	49.8	49.3	44.9	50.4	60.2	63.8	65.5
EBITDA, As Adjusted	\$ 453.2	\$ 797.1	\$ 921.8	\$ 908.1	\$ 830.8	\$ 787.2	\$ 808.1	\$ 699.9	\$ 571.1	\$ 650.2