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## Manpower Survey Finds 40% of U.S. Employees Reconsider Job Options Due to Rising Fuel Costs

### Employers Face Retention Challenges in the Wake of Record Gas Prices

MILWAUKEE, Nov 02, 2005 /PRNewswire via COMTEX News Network/ -- The pinch at the pump is taking its toll on the American worker, according to a recent survey by Manpower. Among the 1,300 participants in an online survey conducted in September and October, more than two thirds indicated that rising gasoline prices are affecting their ability to get to work.

The most common ways that employees are adjusting in response to soaring fuel costs include:

- Searching for a job closer to home 35%
- Other 12% (i.e. driving more fuel efficient motorcycle, shortened driving route)
- Increasing use of public transportation 6%
- Purchased a more fuel efficient vehicle 5%
- Carpooling 5%
- Have changed jobs for a shorter commute 4.5%
- Working from home or an alternate location 3.5%
- No Change 29%

"It seems we have finally crossed a price threshold, and consumers are ready to make lifestyle changes in reaction to high gas prices," said Melanie Holmes, senior vice president for Manpower Inc. "This is a red flag to employers. The survey results show that 4.5 percent of people have already changed jobs and another 35 percent are thinking about it in order to reduce expenses associated with commuting. Clearly, the price at the pump is the newest threat to employee retention."

There are steps employers can take to avoid turnover attributed to the rising cost of commuting.

- Provide employees with information about public transportation options, including bus and train routes, park and ride options and pricing details
- Add onsite services, such as dry cleaning and banking
- Offer telecommuting
- Establish a corporate carpool program
- Provide accommodations to support people who use other forms of transportation, such as bike racks, lockers and showers
- Implement parking discounts to help balance the increased cost of fuel
- Raise mileage reimbursement to the new rate announced by the Internal Revenue Service in September - 48.5 cents per mile (for use of personal vehicles for business travel)

"Companies are facing hardships related to the spike in gas prices, but they need to be sensitive to the fact that employees are experiencing a similar budget crunch," said Holmes. "Rising fuel costs are not just an operational business issue - there is a human resources component that must be addressed too."

### About Manpower

Manpower Inc. (NYSE: MAN) is a world leader in the employment services industry, offering customers a continuum of services to meet their needs throughout the employment and business cycle. The company specializes in permanent, temporary and contract recruitment; employee assessment; training; career transition; organizational consulting; and professional financial services. Manpower's worldwide network of 4,300 offices in 72 countries and territories enables the company to meet the needs of its 400,000 customers per year, including small and medium size enterprises in all industry sectors, as well as the world's

largest multinational corporations. The focus of Manpower's work is on raising productivity through improved quality, efficiency and cost-reduction, enabling customers to concentrate on their core business activities. In addition to the Manpower brand, the company operates under the brand names of Right Management Consultants, Jefferson Wells, Elan and Brook Street. More information on Manpower Inc. is available at <http://www.manpower.com> .

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