| SEC Form 4 |  |
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# FORM 4

UNITED STATES SECURITIES AND EXCHANGE COMMISSION

Washington, D.C. 20549

| Check this box if no longer subject to<br>Section 16. Form 4 or Form 5<br>obligations may continue. <i>See</i><br>Instruction 1(b). |
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# STATEMENT OF CHANGES IN BENEFICIAL OWNERSHIP

Filed pursuant to Section 16(a) of the Securities Exchange Act of 1934

| OMB APPRO               | VAL       |
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|                      |  |          | or Section 30(h) of the Investment Company Act of 1940              |                   |   |                       |  |  |  |
|----------------------|--|----------|---|-------------------|---|-----------------------|--|--|--|
| 1                    | and Address of Reporting Person <sup>*</sup> <u>NEKE TERRY A</u> |          | 2. Issuer Name and Ticker or Trading Symbol MANPOWER INC /WI/ [MAN] |                   | 5. Relationship of Reporting Person(s) to Issuer (Check all applicable) |                       |  |  |  |
| HUENEK               | <u>E IERRY A</u>   |          |   | X                 | Director  | 10% Owner             |  |  |  |
| (Last)<br>MANPOWE    |  | (Middle) | 3. Date of Earliest Transaction (Month/Day/Year)<br>12/15/2003      |                   | Officer (give title below)  | Other (specify below) |  |  |  |
| 5301 NORTH           | HIRONWOOD  | RUAD     | 4. If Amendment, Date of Original Filed (Month/Day/Year)            | 6. Indiv<br>Line) | vidual or Joint/Group Fili  | ing (Check Applicable |  |  |  |
| (Street)<br>MILWAUKE | E WI   | 53217    |   | X                 | Form filed by One Re<br>Form filed by More th<br>Person                 |                       |  |  |  |
| (City)               | (State)  | (Zip)    |   |                   |   |                       |  |  |  |

## Table I - Non-Derivative Securities Acquired, Disposed of, or Beneficially Owned

| 1. Title of Security (Instr. 3) | 2. Transaction<br>Date<br>(Month/Day/Year) | 2A. Deemed<br>Execution Date,<br>if any<br>(Month/Day/Year) | 3.<br>Transa<br>Code (<br>8) |   | 4. Securities Acquired (A) or<br>Disposed Of (D) (Instr. 3, 4 and<br>5) |               |       | Securities<br>Beneficially<br>Owned Following  | (D) or Indirect | Form: Direct of<br>(D) or Indirect Be<br>(I) (Instr. 4) Ow | 7. Nature<br>of Indirect<br>Beneficial<br>Ownership<br>(Instr. 4) |
|---------------------------------|--|---|------------------------------|---|---|---------------|-------|--|-----------------|--|---|
|                                 |  |   | Code                         | v | Amount  | (A) or<br>(D) | Price | Reported<br>Transaction(s)<br>(Instr. 3 and 4) |                 | (Instr. 4)   |   |

### Table II - Derivative Securities Acquired, Disposed of, or Beneficially Owned (e.g., puts, calls, warrants, options, convertible securities)

| 1. Title of<br>Derivative<br>Security<br>(Instr. 3) | 2.<br>Conversion<br>or Exercise<br>Price of<br>Derivative<br>Security | 3. Transaction<br>Date<br>(Month/Day/Year) | 3A. Deemed<br>Execution Date,<br>if any<br>(Month/Day/Year) | 4.<br>Transa<br>Code (<br>8) |   | of<br>Deriv<br>Secu<br>Acqu<br>(A) o<br>Dispe<br>of (D | r<br>osed<br>)<br>r. 3, 4 | 6. Date Exercisable and<br>Expiration Date<br>(Month/Day/Year) |                    | 7. Title and<br>Amount of<br>Securities<br>Underlying<br>Derivative Security<br>(Instr. 3 and 4) |  | 8. Price of<br>Derivative<br>Security<br>(Instr. 5) | 9. Number of<br>derivative<br>Securities<br>Beneficially<br>Owned<br>Following<br>Reported<br>Transaction(s)<br>(Instr. 4) | 10.<br>Ownership<br>Form:<br>Direct (D)<br>or Indirect<br>(I) (Instr. 4) | 11. Nature<br>of Indirect<br>Beneficial<br>Ownership<br>(Instr. 4) |
|---|---|--|---|------------------------------|---|--|---------------------------|--|--------------------|--|--|---|--|--|--|
|   |   |  |   | Code                         | v | (A)  | (D)                       | Date<br>Exercisable  | Expiration<br>Date | Title  | Amount<br>or<br>Number<br>of<br>Shares |   |  |  |  |
| Phantom<br>Stock                                    | \$45.45   | 12/15/2003                                 |   | A <sup>(1)</sup>             | v | 3  |                           | (2)  | (3)                | Common<br>Stock  | 3                                      | \$45.45   | 1,556  | D  |  |

### Explanation of Responses:

1. Units represent dividend equivalent credited shares under Deferred Stock Plan of Manpower Inc.

2. The units are distributable on January 2 of the year following the year in which employment with the Company terminates or, if sooner, upon the occurrence of a Triggering Event (as defined in the Plan). 3. Not Applicable

#### **Remarks:**

/s/Terry A. Hueneke

\*\* Signature of Reporting Person

Reminder: Report on a separate line for each class of securities beneficially owned directly or indirectly.

\* If the form is filed by more than one reporting person, see Instruction 4 (b)(v).

\*\* Intentional misstatements or omissions of facts constitute Federal Criminal Violations See 18 U.S.C. 1001 and 15 U.S.C. 78ff(a).

Note: File three copies of this Form, one of which must be manually signed. If space is insufficient, see Instruction 6 for procedure.

Persons who respond to the collection of information contained in this form are not required to respond unless the form displays a currently valid OMB Number.

01/05/2004

Date