

**UNITED STATES
SECURITIES AND EXCHANGE COMMISSION
WASHINGTON, D.C. 20549**

FORM 8-K

**CURRENT REPORT
Pursuant to Section 13 or 15(d)
of the Securities Exchange Act of 1934**

Date of Report (Date of earliest event reported): October 13, 2026

MANPOWERGROUP INC.
(Exact name of Registrant as Specified in Its Charter)

Wisconsin
(State or Other Jurisdiction
of Incorporation)

1-10686
(Commission
File Number)

39-1672779
(IRS Employer
Identification No.)

**100 Manpower Place
Milwaukee, Wisconsin**
(Address of Principal Executive Offices)

53212
(Zip Code)

Registrant's Telephone Number, Including Area Code: (414) 961-1000

(Former Name or Former Address, if Changed Since Last Report)

Check the appropriate box below if the Form 8-K filing is intended to simultaneously satisfy the filing obligation of the registrant under any of the following provisions:

- ☐ Written communications pursuant to Rule 425 under the Securities Act (17 CFR 230.425)
- ☐ Soliciting material pursuant to Rule 14a-12 under the Exchange Act (17 CFR 240.14a-12)
- ☐ Pre-commencement communications pursuant to Rule 14d-2(b) under the Exchange Act (17 CFR 240.14d-2(b))
- ☐ Pre-commencement communications pursuant to Rule 13e-4(c) under the Exchange Act (17 CFR 240.13e-4(c))

Securities registered pursuant to Section 12(b) of the Act:

Title of each class	Trading Symbol(s)	Name of each exchange on which registered
Common Stock, \$.01 par value	MAN	New York Stock Exchange

Indicate by check mark whether the registrant is an emerging growth company as defined in Rule 405 of the Securities Act of 1933 (§ 230.405 of this chapter) or Rule 12b-2 of the Securities Exchange Act of 1934 (§ 240.12b-2 of this chapter).

Emerging growth company ☐

If an emerging growth company, indicate by check mark if the registrant has elected not to use the extended transition period for complying with any new or revised financial accounting standards provided pursuant to Section 13(a) of the Exchange Act. ☐

Item 5.02 Departure of Directors or Certain Officers; Election of Directors; Appointment of Certain Officers; Compensatory Arrangements of Certain Officers.

On October 13, 2026, the Board of Directors (the “Board”) of ManpowerGroup Inc. (the “Company”) appointed Rebecca Frankiewicz, the Company’s President and Chief Strategy Officer, as the Company’s Chief Executive Officer, and appointed Jonas Prising, the Company’s Chair and Chief Executive Officer, as the Executive Chair of the Board, both effective January 1, 2027 (the “Transition Date”), in connection with Mr. Prising’s decision on the same day to retire as the Company’s Chief Executive Officer, effective as of the Transition Date. In addition, the Board also approved an increase in the size of the Board from eleven to twelve directors, and appointed Ms. Frankiewicz as a member of the Board, effective as of the Transition Date. Ms. Frankiewicz will stand for election as a director at the Company’s 2027 annual meeting of shareholders.

Ms. Frankiewicz, age 55, was appointed President and Chief Strategy Officer of the Company in June 2025. Previously, she served as the Company’s Regional President, North America and Chief Commercial Officer from June 2022 to June 2025 and as the Company’s Regional President, North America from July 2017 to June 2022. Prior to joining the Company, Ms. Frankiewicz served as General Manager Quaker Foods North America at PepsiCo, Inc., a global beverage and convenient food company, from October 2014 to July 2017. Ms. Frankiewicz has also served as a director of Energizer Holdings, Inc., a global diversified household products leader in batteries, auto care and portable lights, since January 2020. Given the several leadership roles she has held within the Company, Ms. Frankiewicz brings to the Board a broad understanding of the Company’s industry, business, operations and growth strategy.

There are no arrangements or understandings between Ms. Frankiewicz and any other persons pursuant to which she was selected as a director, and there are no family relationships between Ms. Frankiewicz and any director or executive officer of the Company. Ms. Frankiewicz has no direct or indirect material interest in any transaction required to be disclosed pursuant to Item 404(a) of Regulation S-K. Ms. Frankiewicz will not serve on any committees of the Board or receive any directors’ fees.

Compensation Arrangement with Ms. Frankiewicz

In connection with her appointment as the Company’s President and Chief Executive Officer, Ms. Frankiewicz’s annual base salary was increased to \$1,150,000 and her target annual cash incentive was increased to 150% of her annual base salary, in each case, effective on the Transition Date. Ms. Frankiewicz will also continue to be eligible to participate in the Company’s long-term incentive program, with her long-term incentive target opportunity and equity vehicles determined by the People, Culture and Compensation Committee of the Board (the “Committee”) for each year of participation and with a 2027 target long-term incentive opportunity equal to \$7,500,000.

Ms. Frankiewicz and the Company entered into an amendment and restatement of her severance letter agreement, dated February 13, 2026 (the “Frankiewicz Letter Agreement”). The amended and restated Frankiewicz Letter Agreement is substantially similar to the agreement it replaced, which was described in the Company’s Definitive Proxy Statement on Schedule 14A, filed with the Securities and Exchange Commission on March 23, 2026, except that it increases the severance payment that she would be entitled to upon the involuntary termination of her employment other than for “Cause” or upon her voluntary resignation for “Good Reason,” in each case, during the two-year period following a “Change of Control” or during a “Protected Period” (each as defined in the Frankiewicz Letter Agreement) from two to three times the sum of her annual base salary and target annual bonus.

Compensation Arrangement with Mr. Prising

In connection with his appointment as Executive Chair of the Company, Mr. Prising entered into a letter agreement with the Company (the “Prising Letter Agreement”), which provides that Mr. Prising will serve as Executive Chair from the Transition Date through December 31, 2027, at which time he will cease serving as Executive Chair and will step down as a member of the Board. Pursuant to the Prising Letter Agreement, while serving as Executive Chair, Mr. Prising will (i) receive an annual base salary of \$1,000,000, (ii) participate in the annual cash bonus program maintained for senior executive officers of the Company (the “Annual Incentive Program”), with a target annual bonus opportunity equal to 140% of his annual base salary, with the actual payment amount to be determined upon the satisfaction of goals and objectives established by the Compensation Committee, and subject to such other terms and conditions of the Annual Incentive Program, (iii) participate in the long-term incentive program maintained for senior executive officers of the Company, with a 2027 target long-term incentive opportunity equal to \$5,200,000 and continued eligibility for retirement vesting treatment; and (iv) except as otherwise described above, to continue receiving the compensation and benefits at the same level as he received immediately prior to the Transition Date. Effective on the Transition Date, Mr. Prising will cease to be eligible for severance benefits under the letter agreement, by and between Mr. Prising and the Company, dated February 13, 2026 (the “Prising Letter Agreement”), except that if his employment is terminated by the Company other than for “Cause” or resigns for “Good Reason” (each as defined in the Prising Letter Agreement) prior to December 31, 2027 and subject to Mr. Prising’s execution and non-revocation of a release of claims, he will receive a lump sum payment equal to the base salary that would have been paid to him if he had remained employed through December 31, 2027 and he will remain eligible for a 2027 bonus under the Annual Incentive Program, with the payout determined on Company performance.

Item 7.01 Regulation FD Disclosure.

The Company issued a press release, dated October 15, 2026, related to Ms. Frankiewicz’s appointment as Chief Executive Officer and Mr. Prising’s transition to Executive Chair described above. A copy of this press release is furnished herewith as Exhibit 99.1 to this Current Report on Form 8-K and incorporated herein by reference.

Item 9.01 Financial Statements and Exhibits.

<u>Exhibit No.</u>	<u>Description</u>
99.1	Press Release of ManpowerGroup Inc. dated October 15, 2026 (furnished and not filed)
104	Cover Page Interactive Data File (embedded within the Inline XBRL document)

SIGNATURES

Pursuant to the requirements of the Securities Exchange Act of 1934, the registrant has duly caused this report to be signed on its behalf by the undersigned hereunto duly authorized.

MANPOWERGROUP INC.

Date: October 15, 2026

By: /s/ Michelle S. Nettles
Name: Michelle S. Nettles
Title: Executive Vice President, Chief People and Legal Officer

ManpowerGroup Announces Leadership Transition



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Becky Frankiewicz to Become Chief Executive Officer

Jonas Prising to Transition to Executive Chair

Appointments to Take Effect January 1, 2027

MILWAUKEE, Oct. 15, 2026 /PRNewswire/ -- ManpowerGroup (NYSE: MAN) today announced that its Board of Directors has elected Becky Frankiewicz Chief Executive Officer, effective January 1, 2027. Frankiewicz, who currently serves as President and Chief Strategy Officer, will also join ManpowerGroup's Board of Directors. She will become the fifth CEO in the company's almost 80-year history, succeeding Jonas Prising, who will transition to Executive Chair of the Board after serving as CEO since 2014. This transition reflects the Board's long-term succession planning, underscoring ManpowerGroup's commitment to leadership continuity and the strength of its executive team.



Becky Frankiewicz (left) and Jonas Prising

Since becoming President and Chief Strategy Officer, Frankiewicz has led ManpowerGroup's commercial strategy, driving the integration of AI and agentic AI across the organization and positioning the company and its global brands – Manpower, Experis, and Talent Solutions – for the next era of growth, innovation and transformation.

Julie Howard, Lead Director of ManpowerGroup's Board of Directors, stated, "On behalf of the Board, I would like to extend our gratitude to Jonas for his inspirational leadership and impactful stewardship of ManpowerGroup. Under his direction, the company has strengthened its brands, expanded higher-value talent and workforce management capabilities, and built a business that is more digital, diversified, and resilient. Following an extensive succession planning process, we are very pleased to endorse Becky as the next CEO for ManpowerGroup."

"Leading ManpowerGroup over the past twelve years has been a great honor," said Prising, "Becky and I have worked closely together on ManpowerGroup's ongoing transformation, and I've seen firsthand the exceptional leadership, strategic perspective and deep commitment she brings to the Company. I have every confidence in Becky as she leads ManpowerGroup into its next chapter. I look forward to working closely with her to ensure a seamless transition, and supporting her and the team in my new role as Executive Chair."

"I appreciate the confidence the Board and Jonas have placed in me, and the partnership Jonas and I have built," Frankiewicz said. "ManpowerGroup's strong legacy and clear purpose – grounded in our belief that meaningful and sustainable employment can change lives – are what first drew me to the company and remains the foundation for what comes next. As we enter our next chapter, we have a significant opportunity to accelerate our strategy, expand our AI capabilities, and deliver greater value through our 'Human First, Digital Always' approach. Together with our teams around the world, I look forward to helping clients and talent navigate the next frontier of the transformation of work."

About Becky Frankiewicz

Frankiewicz has served as President and Chief Strategy Officer of ManpowerGroup, a global leader in workforce solutions, since her elevation from Chief Commercial Officer and President of ManpowerGroup North America in June 2025. In this role, she shaped the company's long-term strategy and drives the enterprise-wide integration of AI across its brands: Manpower, Experis, and Talent Solutions.

Frankiewicz joined ManpowerGroup in July 2017 as President of North America, bringing deep P&L expertise from leading large, complex global businesses. Prior to ManpowerGroup, Frankiewicz led Quaker Foods North America, one of PepsiCo's largest subsidiaries.

Frankiewicz began her career in strategic consulting with Deloitte and Andersen Consulting and started her professional journey at Procter & Gamble. She has served on the Board of Directors of Energizer Holdings, Inc. since January 2020.

ABOUT MANPOWERGROUP

ManpowerGroup® (NYSE: MAN), the leading global workforce solutions company, helps organizations transform in a fast-changing world of work by sourcing, assessing, developing, and managing the talent that enables them to win. We develop innovative solutions for hundreds of thousands of organizations every year, providing them with skilled talent while finding meaningful, sustainable employment for millions of people across a wide range of industries and skills. Our expert family of brands – Manpower, Experis, and Talent Solutions – creates substantially more value for candidates and clients across more than 70 countries and territories and has done so for more than 75 years. We are recognized consistently as a best place to work for Women, Inclusion, Equality, and Disability, and in 2026 ManpowerGroup was named one of the World's Most Ethical Companies for the 17th time; all confirming our position as the brand of choice for in-demand talent.

For more information, visit www.manpowergroup.com, or follow us on [LinkedIn](#) and [Facebook](#).

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