



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, 2019			Three Months Ended June 30, 2019			Three Months Ended September 30, 2019		
	Pre-tax Earnings	Net Earnings	EPS - Diluted	Pre-tax Earnings	Net Earnings	EPS - Diluted	Pre-tax Earnings	Net Earnings	EPS - Diluted
Earnings, As Reported	\$ 93.6	\$ 53.5	\$ 0.88	\$ 201.0	\$ 127.3	\$ 2.11	\$ 204.8	\$ 146.1	\$ 2.42
Restructuring Costs	39.8	31.4	0.51						
Goodwill Impairment and other related charges				65.6	75.9	1.26			
Gain from Disposition of our Previously Held Equity Interest in Manpower Switzerland				(79.4)	(79.4)	(1.32)			
Gain from Deconsolidation of ManpowerGroup Greater China Limited							(30.4)	(30.4)	(0.50)
Earnings, As Adjusted	\$ 133.4	\$ 84.9	\$ 1.39	\$ 187.2	\$ 123.8	\$ 2.05	\$ 174.4	\$ 115.7	\$ 1.92

	Six Months Ended June 30, 2019			Nine Months Ended September 30, 2019		
	Pre-tax Earnings	Net Earnings	EPS - Diluted	Pre-tax Earnings	Net Earnings	EPS - Diluted
Earnings, As Reported	\$ 294.6	\$ 180.8	\$ 2.98	\$ 499.4	\$ 326.9	\$ 5.40
Restructuring Costs	39.8	31.4	0.52	39.8	31.4	0.52
Goodwill Impairment and other related charges	65.6	75.9	1.25	65.6	75.9	1.25
Gain from Disposition of our Previously Held Equity Interest in Manpower Switzerland	(79.4)	(79.4)	(1.31)	(79.4)	(79.4)	(1.31)
Gain from Deconsolidation of ManpowerGroup Greater China Limited				(30.4)	(30.4)	(0.50)
Earnings, As Adjusted	\$ 320.6	\$ 208.7	\$ 3.44	\$ 495.0	\$ 324.4	\$ 5.36

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