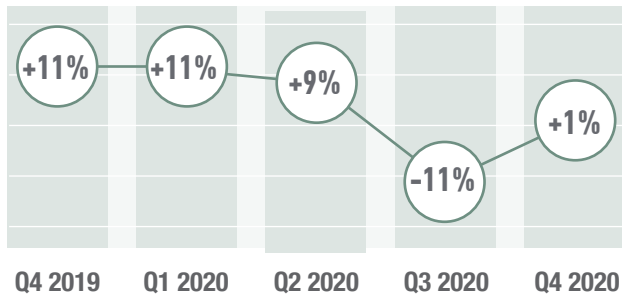




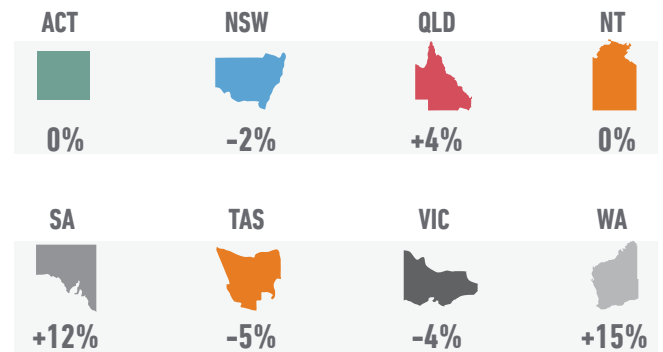
BACK TO THE FUTURE: HIRING INTENTIONS BEGIN TO RECOVER FOR Q4 THOUGH WORK MODELS SHIFT FOR THE LONG-TERM

Employers expecting slower recovery to pre-pandemic hiring and a new way to work will be a lasting pandemic legacy for many

12 point increase in overall Net Employment Outlook from Q3 to Q4

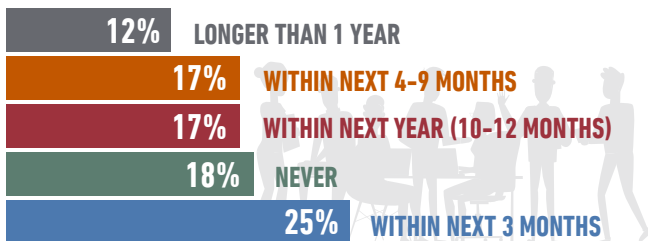


Q4 2020 HIRING INTENTIONS



TIME TO RETURN

Employers believe labor market recovery will take longer than first anticipated: When asked in April, 61% expected a return before April 2021, now down to 42%.



Industries forecasting workforce gains during the next three months:



REIMAGING WORK FOR TOMORROW

Employers shared what kind of changes they expect in how work will be done:

