



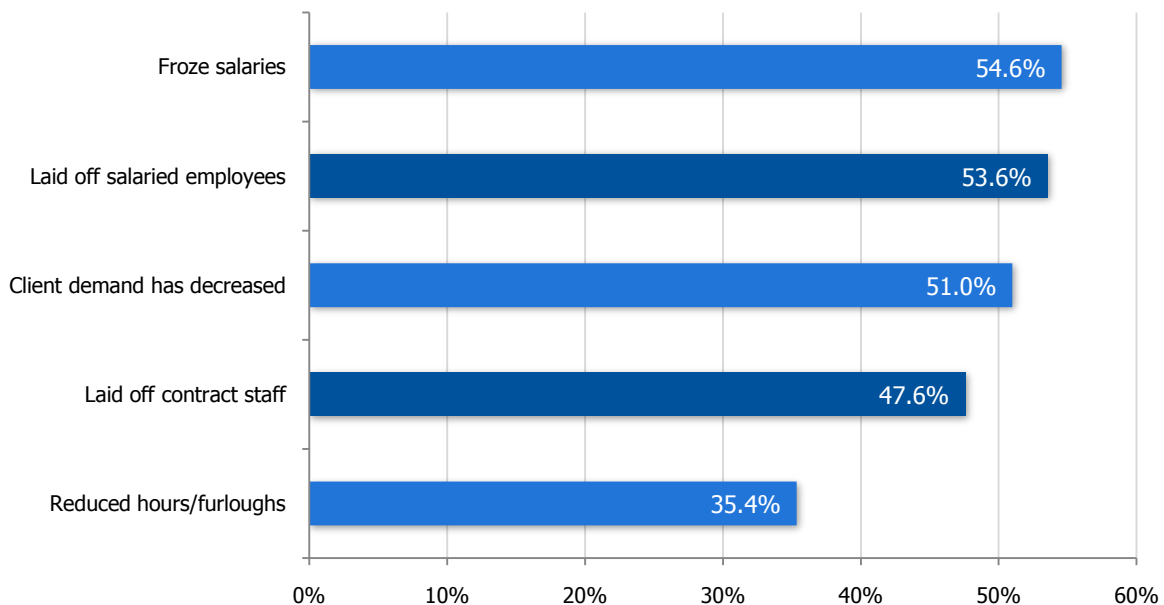
Overview

Think Resources, a Randstad company specializing in the sourcing and placement of engineering and technical professionals, has launched its new *Think Tank* survey exploring the impact of the economic recession and attitudes on recovery. The survey, conducted in November and December 2009, probes how executives, managers and technicians in core engineering industries are feeling about the economy, hiring and job security. Survey data reveals insights from more than 2,300 respondents in sectors, including aerospace and defense, electronics, construction, energy and utilities, engineering consulting, manufacturing, environmental services, oil and gas, telecommunications and transportation services. Following are highlights of respondents' attitudes regarding the economic downturn, recovery, hiring and job security.

Economic Downturn

While many view engineering jobs as recession-proof, 90 percent of survey participants report they have felt the impact of the economic downturn. This response was consistent across all U.S. geographies and all sized companies. Big or small, north or south, engineers have felt the economic pinch. When asked how their organizations have been impacted by the recession, more than half indicate salary freezes (55 percent) and layoffs (53 percent) have occurred. Fifty-one percent cite a decrease in client demand, but only 10 percent of respondents claim they have felt no impact from the economic downturn.

How has your division/company been affected by the economic downturn?

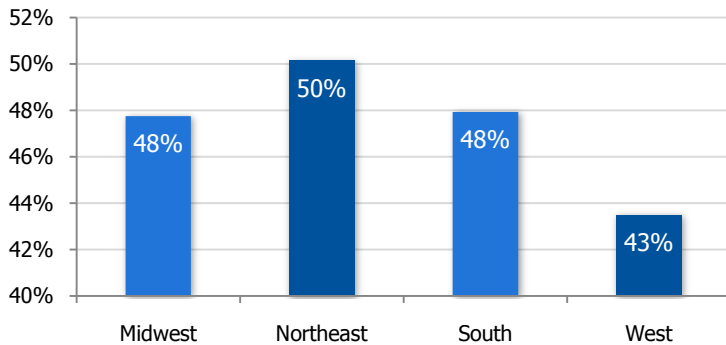


Economic Recovery

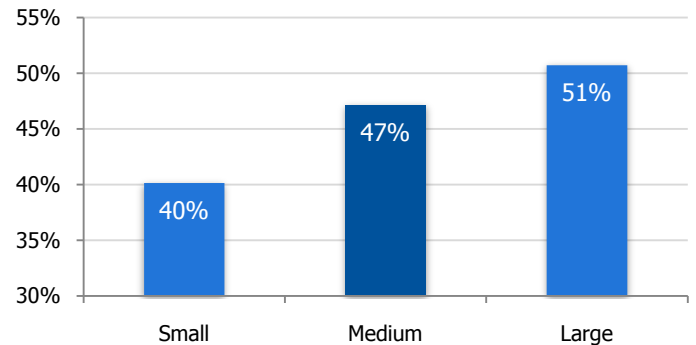
While the impact of the recession is undoubtedly still being felt by U.S. engineers, those responding to this survey are experiencing some signs of economic recovery. Almost half (47 percent) report they are recognizing signs of economic recovery in their company/division. More respondents in large companies (51 percent) and those located in the Northeast (50 percent) are reporting signs of recovery than those in smaller organizations or those located in other regions of the country. Those in the West, in particular, are lagging behind all other regions with only 43.5 percent seeing recovery signs.

What are these signs of economic recovery? Almost a quarter (24 percent) are reporting pick-up in client demand. And while raises and bonuses are slower to return (only 6 percent pointed to increases in compensation as a recovery sign), 17 percent of those respondents seeing signs of recovery say their organizations are again making investments in equipment and in hiring full-time employees.

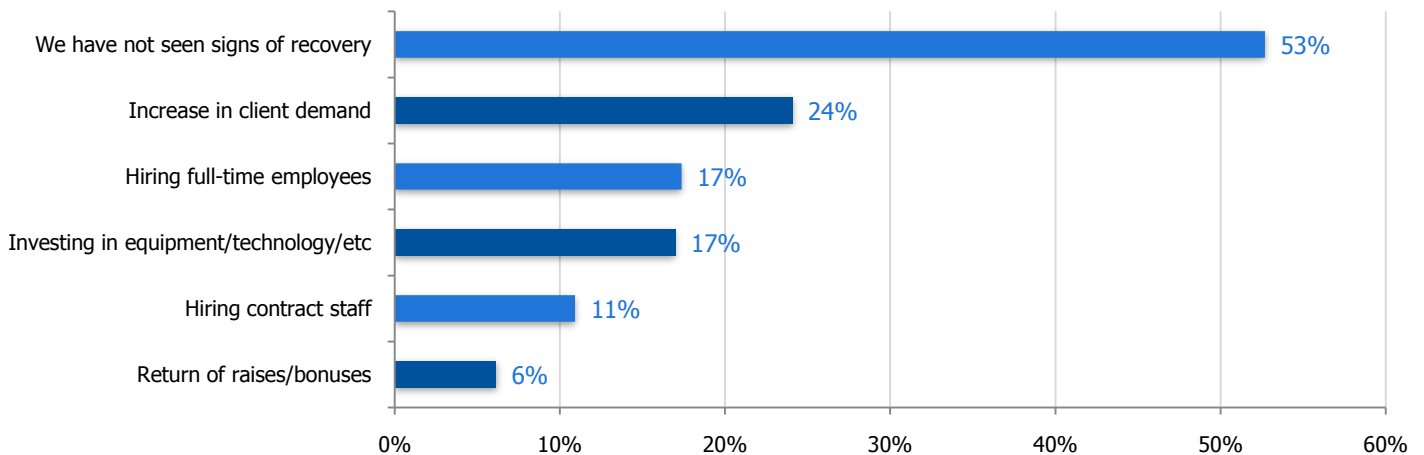
Percentage of Respondents Seeing Recovery by Region



Percentage of Respondents Seeing Recovery by Company Size



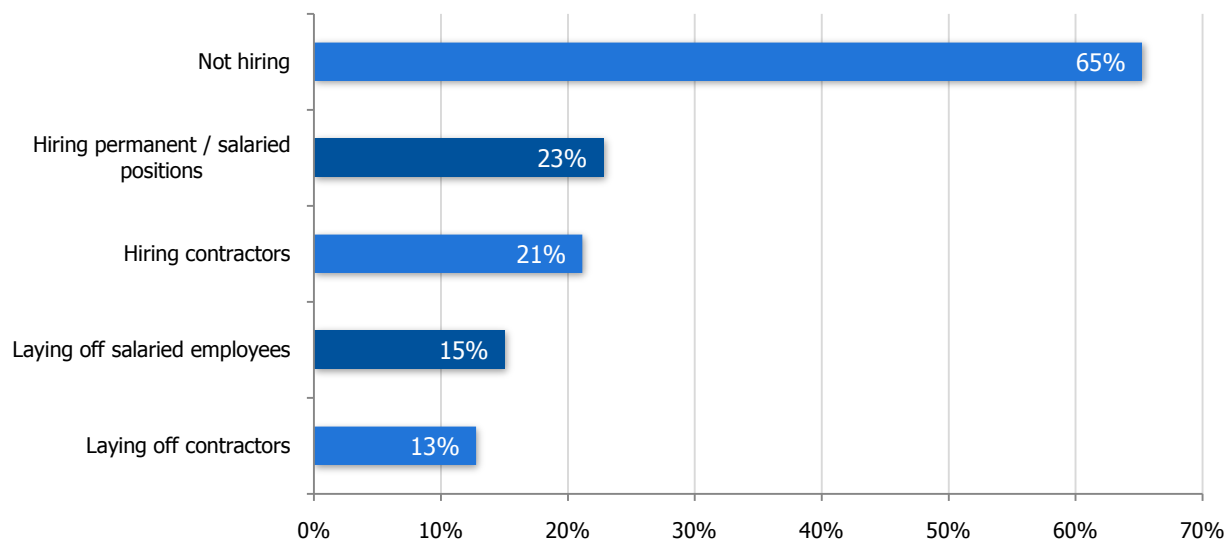
Are you currently seeing signs of economic recovery in your company/industry? If so, where?



Hiring

The end to the current recession may be categorized as a “jobless recovery” in many sectors, and some economists are predicting more lay-offs in 2010. Despite this bleak outlook, survey respondents indicate renewed hiring activity is starting to take place. Thirty-two percent of those surveyed report their organizations are currently hiring. Of these, 23 percent are hiring for full-time, salaried positions, and 21 percent are hiring contractors. By region, the South is leading in hiring at 35 percent, followed by the West (31.5 percent), the Northeast (30.5 percent) and the Midwest (28 percent). While this is good news, there is still a long way to go until more widespread hiring takes place. Sixty-five percent of respondents are not currently hiring, and 28 percent are continuing to lay off either contract or full time workers.

Which of the following best describes your companies current hiring situation?

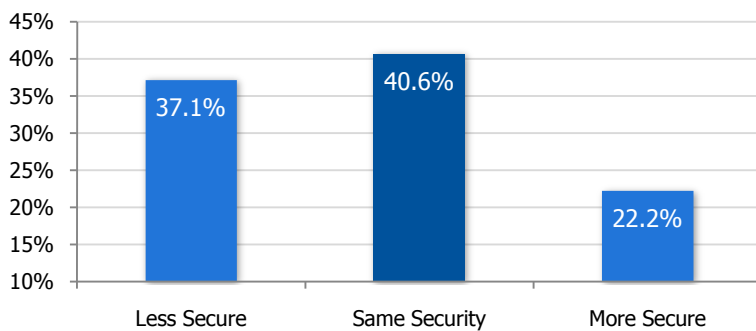


Job Security

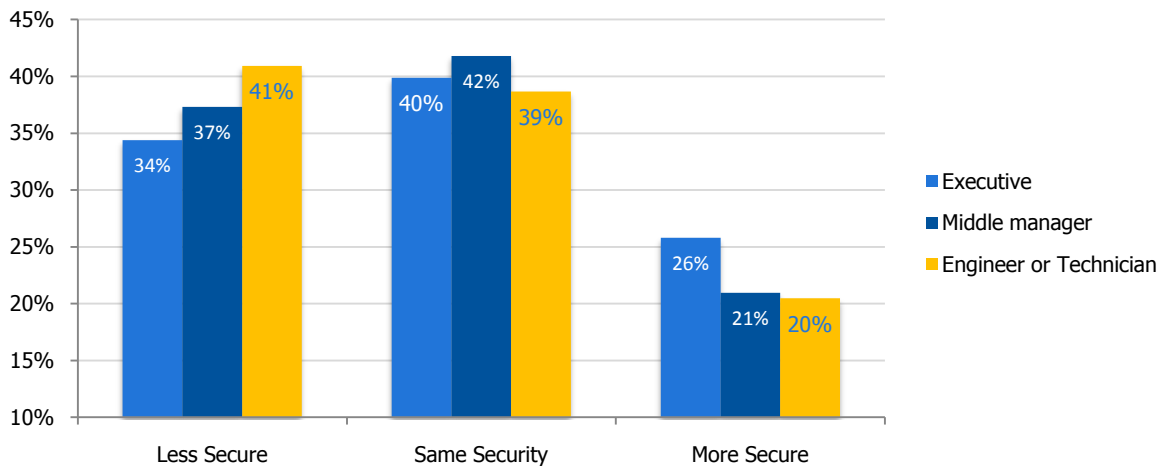
Another potential signal of economic recovery for the engineering sector may be the stabilization of job security. Twenty-two percent of respondents felt their job was more secure today than it was six months ago. Forty-one percent of survey participants say they feel the same about their job security now as they did six months ago.

Overall, engineers and middle managers especially report feeling the same about their positions, while engineers and technicians are most uneasy about their current job security.

Is your job more or less secure than it was 6 months ago?



How different levels of management rate their job security



Methodology

The *Think Tank* survey was conducted online within the United States by Think Resources, a Randstad company, between November 19, 2009 and December 2, 2009. More than 2,300 participants representing a cross section of companies, titles and geographies in core engineering sectors, including aerospace and defense, electronics, construction, energy and utilities, engineering consulting, manufacturing, environmental services, oil and gas, transportation services and telecommunications provided insight into attitudes toward the economy, hiring and job security.