

Q2 2012 Employment Confidence Survey

OVERVIEW

The Glassdoor® quarterly Employment Confidence Survey, conducted online on its behalf by Harris Interactive, monitors four key indicators of employee confidence: job security, company outlook, salary expectations, and re-hire probability. For purposes of reporting, employees refers to those employed full or part-time unless otherwise noted.

EMPLOYMENT CONFIDENCE HIGHLIGHTS - Q2 2012

INDICATOR	Q212	% CHANGE
Layoff concerns – self	19%	no change
Layoff concerns – others	29%	↓ 4
Salary expectations – pay increase in 12 months	40%	↓ 3
Company outlook – better	45%	↓ 1
Re-hire probability (employed)	37%	no change

HIGHLIGHTS

Employer Actions

In Q2 2012, nearly half (46%) of employees reported their company made changes to the number of staff, organizational structure, or compensation and benefits, or other listed activities in the past six months – Of those whose company changed anything in the past 6 months, 86% of the changes reported were negative changes (i.e., cutbacks) while 33% were positive changes (i.e., additions).

Among employees whose company made negative changes, 59% reported changes or reductions in compensation, which is up seven percentage points from the previous quarter. However, fewer employees reported layoffs or plans for layoffs; 38% reported their company laid off employees or communicated layoff plans, a low since this survey began in Q4 2008, and the fourth consecutive quarter to see a decline. Also at a low since this survey began are reports of hiring freezes (21%), as well as furloughs, unpaid leave and/or mandatory vacation (11%).

	Q2.12	Q1.12	Q4.11	Q3.11	Q2.11	Q1.11	Q4.10	Q3.10	Q2.10	Q1.10	Q4.09	Q3.09	Q2.09	Q1.09	Q4.08	
	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	
CUTBACKS (Base: employees who say their company has changed something negative in the past 6 months.)																
Made changes or reduced compensation (net)	59	52	50	52	58	52	52	56	57	55	50	55	60	54	N/A	
Reduced individual's pay/bonus amount/didn't pay bonus	28	28	25	26	28	29	27	28	27	28	28	30	31	28	N/A	
Initiated or communicated bonus reductions or eliminations	13	10	17	10	13	17	10	15	19	14	15	16	21	18	26	
Laid off employees and/or communicated plans to lay off employees	38	40	48	50	40	43	46	51	47	47	57	54	58	57	54	
Initiated or communicated hiring freezes	21	24	26	22	29	34	24	30	32	34	43	44	41	43	45	
Initiated furloughs, unpaid leave, mandatory vacation	11	13	18	15	19	14	17	17	19	18	20	23	18	14	N/A	
Reduced health and/or dental benefits	14	26	17	18	24	23	28	22	22	17	17	13	14	15	16	
Took away perks, such as commuter subsidy	14	16	15	10	15	16	12	16	20	16	17	22	16	19	18	
Restructured job/created redundancy	15	13	11	14	20	17	11	11	17	17	10	16	19	12	16	
ADDITIONS (Base: employees who say their company has changed something positive in the past 6 months.)																
Awarded new perks (option to work remotely, casual dress, flexible work hours)/new stock or other compensation	50	40	40	35	44											
Restored health and dental benefits, pay and perks previously cut	44	40	38	35	37											
Initiated large scale hiring	25	25	31	38	46											
Awarded new stock or other compensation	22	23	16	21	27											

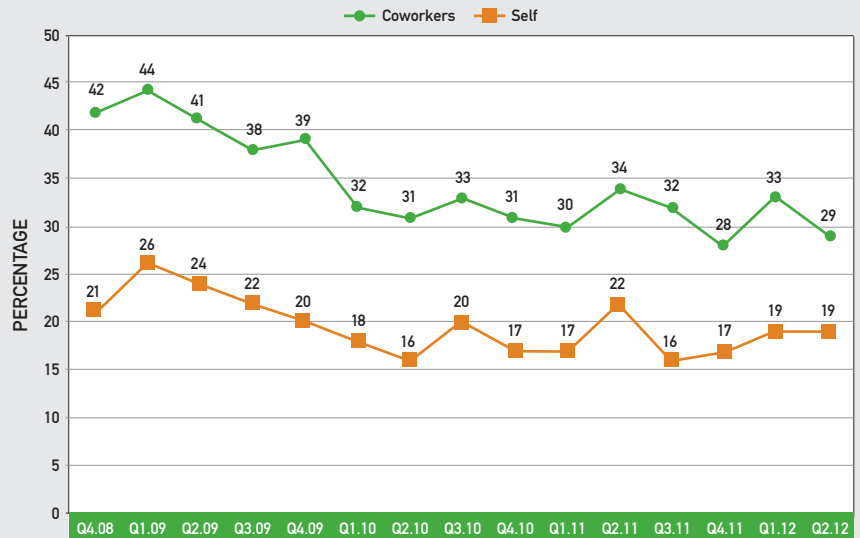
Of employees who reported their employer added jobs and/or benefits, 50% were awarded new perks, such as the option to work remotely or flexible hours, which is up 10 percentage points from last quarter and is its biggest quarterly increase over the past five quarters. Of employees who reported positive change, 44% received restoration of health and dental benefits that had previously been cut, up from 40% the previous quarter and at its highest over the past five quarters. In addition, one in four (25%) reported their employer initiated large scale hiring, remaining consistent with the prior quarter.

Job Security

- Employee layoff concerns in the next six months remained the same (19%) as Q1 2012.
- Men (23%) were significantly more concerned about being laid off in the next six months than women (15%).
- Concerns over coworker layoffs in the next six months dropped four percentage points to 29%. Coworker layoff concerns were highest among 18-34 year olds (35%), compared to 35-44 (28%), 45-54 (28%) and 55+ (22%).

JOB SECURITY: EMPLOYEES CONCERNED ABOUT LAYOFFS IN NEXT 6 MONTHS

Base: Employed full/part-time

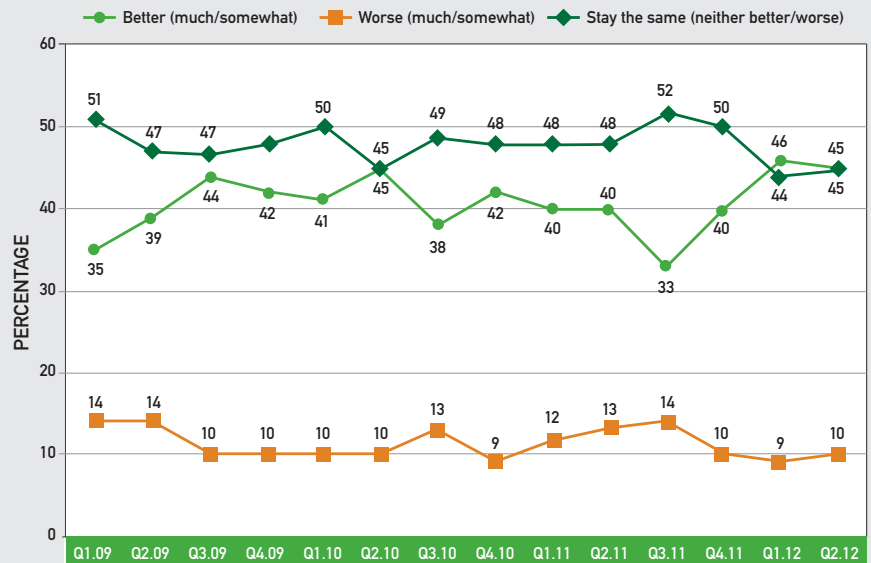


Company Outlook

- Employee optimism regarding company outlook remains high in Q2 2012. Almost half (45%) of employees, including those self-employed, believe their company outlook will be much or somewhat better in the next six months; the same percentage (45%) believe it will be neither better nor worse. Only 10% expect their company's outlook to worsen.
- Men are more optimistic (51%) than women (39%) about their company's outlook improving in the next six months.
- Optimism is highest among 18-34 year olds (56%), which is a six percentage point increase from the previous quarter. This compares to 49% of those 35-44, 38% of those 45-54, and 36% of those 55+.

COMPANY OUTLOOK: NEXT 6 MONTHS

Base: Employed full/part-time; self-employed



Salary Expectation

- Employee optimism in pay raises has dropped slightly since last quarter to 40%, while 37% reported they do not expect a pay increase, a low since this survey began in Q4 2008.

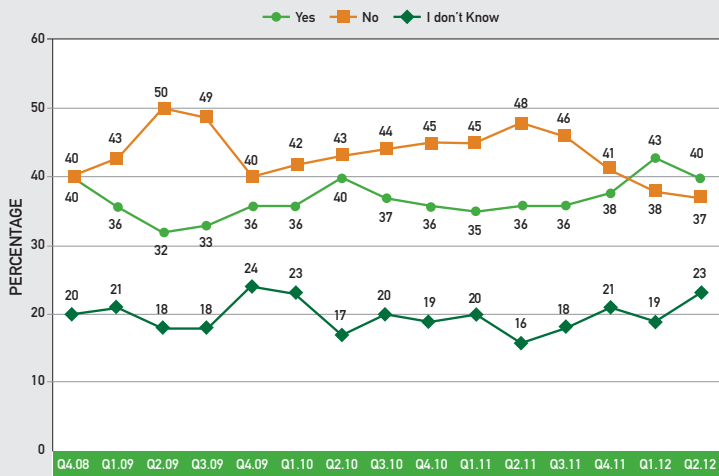


39% Better
9% Worse
52% Same



51% Better
10% Worse
39% Same

SALARY EXPECTATION: EXPECT PAY OR COST-OF-LIVING INCREASE IN NEXT 12 MONTHS
Base: Employed full/part-time



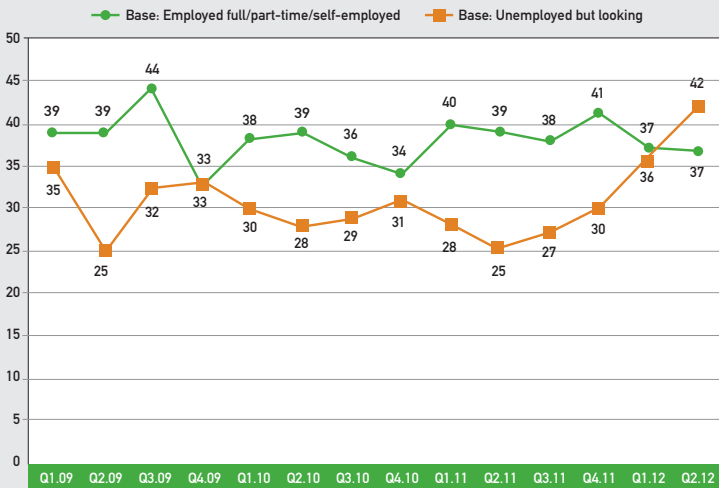
41% Yes
33% No
26% Don't Know



40% Yes
40% No
20% Don't Know

RE-HIRE PROBABILITY:

QUESTION: Ability to find job matched to experience and compensation level in next 6 months.
ANSWER: Very likely (or) somewhat likely



Employees feel it's unlikely they'll find a job in next 6 months

Age	Percent
18-34	22
35-44	27
45-54	31
55+	41

- The gender gap is closing around expectations for a pay increase over the next 12 months; 41% of women expect an increase compared to 40% of men. However, men's optimism around pay has declined five percentage points since last quarter while women's optimism crept up one percentage point.
- Younger workers are significantly less optimistic about pay raises than last quarter; 37% of 18-34 year olds expect pay raises in the next 12 months whereas nearly half (49%) expected raises last quarter. All of the other age ranges have increased 2-4% from last quarter – 48% of 35-44, 42% of 45-54 and 36% of 55+ year olds.

Job Market: Re-Hire Probability

- Optimism about the job market during Q2 2012 remains the same as Q1 2012; more than one third (37%) of those employed full time/part time and/or self-employed believe it is likely they would be able to find a job matched to their experience and compensation levels in six months if they lost theirs, and 30% believe it is unlikely they could find such a job.
- Unemployed job seekers continue to increase their optimism in their job hunt; 42% believe it is likely they will find a job in the next six months, which is up six percentage points from last quarter and at its highest since Q1 2009.
- Older workers are becoming less pessimistic about their ability to find a job; 41% of employees aged 55+ believe it is unlikely they would be able to find a job in the next six months, down six percentage points from the past quarter.

METHODOLOGY

This survey was conducted online within the United States by Harris Interactive on behalf of Glassdoor from June 12-14, 2012 among 2,208 adults ages 18 and older, of whom 1,338 are employed full time, part time and/or are self-employed; 1,186 are employed full time and/or part time and 205 are unemployed but looking. This online survey is not based on a probability sample and therefore no estimate of theoretical sampling error can be calculated.

For complete survey methodology, including weighting variables, please contact Samantha Zupan or Melissa Tracy, (415) 339-9105 x3, pr@glassdoor.com.