

Q1 2013 Employment Confidence Survey

OVERVIEW

The Glassdoor® quarterly Employment Confidence Survey¹, conducted online 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.

This quarter's survey also includes results on how various external factors influence an individual's confidence in their personal employment situation.

EMPLOYMENT CONFIDENCE HIGHLIGHTS - Q1 2013

INDICATOR	Q1.13	% CHANGE
Layoff concerns – self	19%	↑2
Layoff concerns – others	27%	↓3
Salary expectations – pay increase in 12 months	39%	↓1
Company outlook – better	45%	↑5
Re-hire probability (employed)	39%	↓1

HIGHLIGHTS

Employer Actions During The Past Six Months

- Thirty-six percent of employees reported their company made changes to the number of staff, organizational structure, compensation and benefits, or other listed activities in the past six months, a seven percentage point decrease from last quarter.
- Of employees surveyed who reported a *positive* change at their organization:
 - More than half (56%) were awarded new perks (option to work remotely, casual dress, flexible work hours) and/or new stock, down nine percentage points from last quarter.
 - More than one in three (37%) reported their company restored health and dental benefits, pay and perks that had been previously cut, up 15 percentage points from last quarter.
 - One in five (21%) reported their company conducted large scale hiring, a low over the past two years.
- Among the employees who reported *negative* changes at their organization, 51% reported changes or a reduction in compensation, a four percentage point increase from last quarter.
 - One in five (22%) reported that they saw a reduction in pay or bonus amount or didn't receive a bonus, while 17% reported that their companies initiated or communicated hiring freezes, both all-time lows during the past four years.
 - 16% reported that their employer took away perks, such as a commuter subsidy in the past six months, up five percentage points from last quarter.

In the past 6 months, what ADDITIONS has your organization made?

(Base: Employees who say their company has changed something positive in the past 6 months.)

	Q1.13	Q4.12	Q3.12	Q2.12	Q1.12	Q4.11	Q3.11	Q2.11
	%	%	%	%	%	%	%	%
Awarded new perks (option to work remotely, casual dress, flexible work hours)/new stock	56	65	61	50	40	51	55	44
Awarded new stock or other compensation	24	22	24	22	23	16	21	27
Initiated large scale hiring	21	25	33	25	25	31	38	46
Restored health and dental benefits, pay and perks previously cut	37	22	30	44	40	38	35	37

In the past 6 months, what NEGATIVE changes has your organization done?

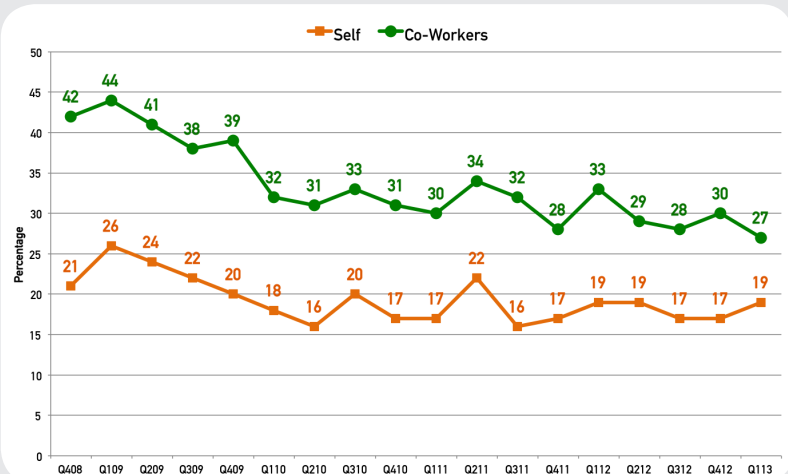
(Base: Employees who say their company has changed something negative in the past 6 months.)

	Q1.13	Q4.12	Q3.12	Q2.12	Q1.12	Q4.11	Q3.11	Q2.11
	%	%	%	%	%	%	%	%
Made changes or reduced compensation (net)	51	47	54	59	52	50	52	58
Reduced individual's pay/bonus amount/didn't pay bonus	22	25	32	28	28	25	26	28
Initiated or communicated bonus reductions or eliminations	9	9	9	13	10	17	10	13
Laid off employees and/or communicated plans to lay off employees	39	43	45	38	40	48	50	40
Reduced health and/or dental benefits	20	24	17	14	26	17	18	24
Initiated or communicated hiring freezes	17	22	23	21	24	26	22	29
Restructured job/created redundancy	16	14	16	15	13	11	14	20
Initiated furloughs, unpaid leave, mandatory vacation	18	13	17	11	13	18	15	19
Took away perks, such as commuter subsidy	16	11	10	14	16	15	10	15

Job Security In The Next Six Months

- Nearly one in five employees (19%) report concerns about being laid off in the next six months. Men (23%) are more concerned than women (14%) that they could be laid off in the next six months, especially men 45-54 years old (34%) compared to women 45-54 years old (11%).
- Employees concerned about co-workers being laid off in the next six months decreased this quarter to 27%, down three percentage points from last quarter and an all-time low over the past four years.

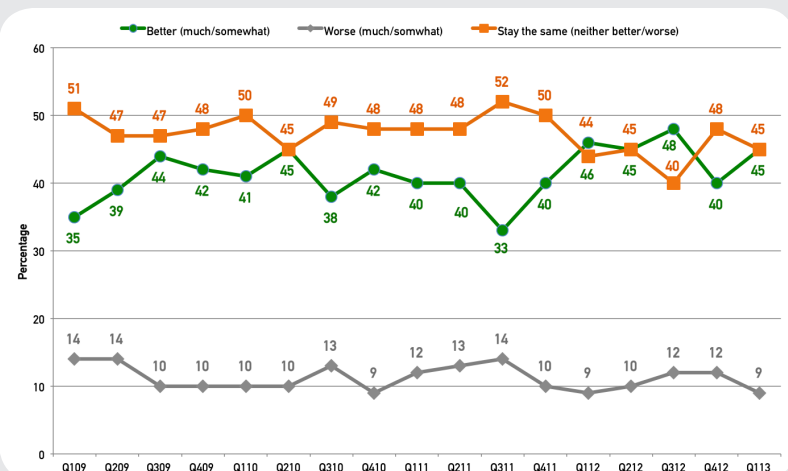
Employees Concerned About Layoffs in Next 6 Months
(Base: Employed full/part-time)



Company Outlook In The Next Six Months

- Nearly half (45%) believe their company's business will perform much or somewhat better in the next six months, up five percentage points from last quarter. Less than one in ten (9%) expect their company's business to perform worse in the next six months, down three percentage points from Q412.
- More men (51%) than women (40%) believe their company's business will perform much or somewhat better in the next six months.
- Younger employees are more optimistic about their company's outlook in the next six months than older generations. More than half (52%) of those 18-34 years old expect their company's outlook to improve compared to 38% of those 55+ years old.

Company Outlook: Next 6 Months
(Base: Employed full/part-time, self-employed)



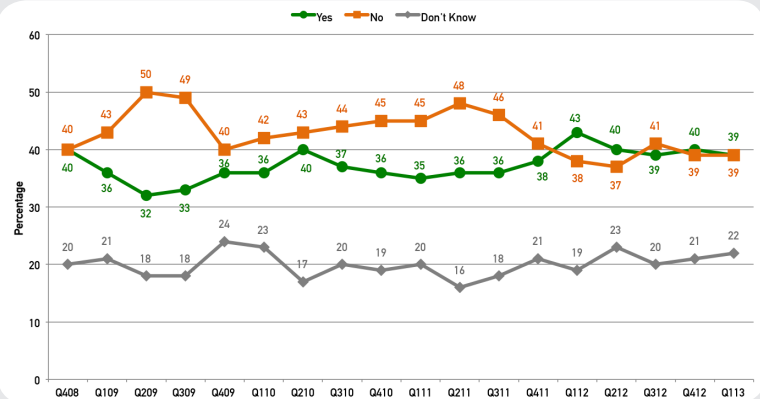
Salary Expectation In The Next Twelve Months

- Nearly two in five (39%) employees expect to receive a pay raise or cost-of-living increase in the next 12 months, while 39% do not and 22% are not sure.
- Men (44%) continue to be more optimistic than women (34%) about a pay raise or cost-of-living increase in the next 12 months. However, women are slightly less optimistic this quarter, down three percentage points from last quarter, while optimism among men is down one percentage point since last quarter.
- Employees with a higher total household income (\$75,000+ per year) are more optimistic (48%) about receiving a pay raise or cost-of-living increase in the next 12 months than those whose total HHI is less.

Job Market: Re-Hire Probability In The Next Six Months

- Employees' (including those self-employed) expectations surrounding their ability to find a job matched to their experience and current compensation levels in the next six months declined two percentage points to 39%. Younger employees in this group (18-34 years old) are most optimistic, as 48% reported they are very/somewhat likely to find a job in the next six months.
- Those unemployed but looking for work are less optimistic this quarter, as 31% believe they could find a job matched to their experience and compensation levels in the next six months, down six percentage points from last quarter.

Salary Expectation: Expect pay or cost-of-living increase in next 12 months (Base: Employed full/part-time)



34% Yes
44% No
23% Don't Know



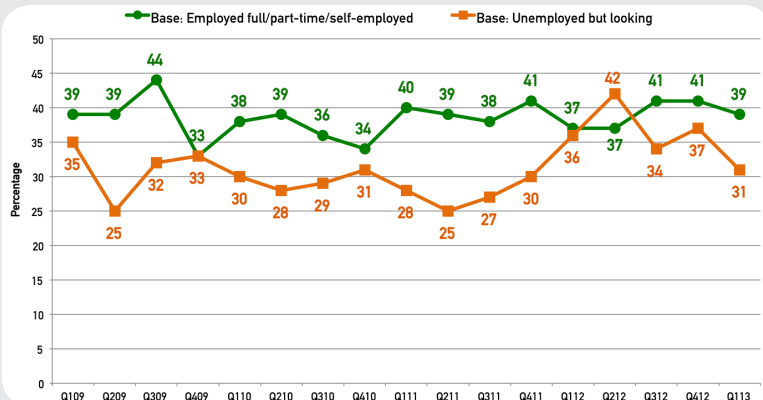
44% Yes
35% No
21% Don't Know

Based on household income per year, those who expect a pay raise or cost-of-living increase in the next 12 months

HHI	Percent
\$75,000+	48%
\$50,000 - \$74,999	33%
\$35,000 - \$49,999	34%
Less than \$35,000	30%

RE-HIRE PROBABILITY:

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



Younger employees are most optimistic that if they lost their job they would be very or somewhat likely to find a new one in less than 6 months

Age	Percent
18-34	48%
35-44	38%
45-54	36%
55+	32%

Influential External Factors

- When it comes to those who say any external factors influence their confidence in their personal employment situation, monthly government unemployment numbers are more likely to influence those unemployed but looking for work (36%) than those employed (14%).
- Social media is more likely to influence the confidence level of those unemployed but looking (26%) compared to those employed (9%). Unemployed female respondents (35%) are more likely to be influenced by social media when it comes to their personal employment confidence than unemployed male respondents (20%).

External Factors Influencing Confidence in Personal Employment Situation ²			
	Unemployed But Looking	Employed (full/part/self)	Difference
Monthly Government Unemployment Numbers	36%	14%	22 pts
Social Media	26%	9%	17 pts
Layoff News/Rumors	28%	17%	11 pts
Employment Status of Family Members	28%	19%	9 pts
New Government Legislation Enacted	17%	26%	9 pts

METHODOLOGY

¹This survey was conducted online within the United States by Harris Interactive on behalf of Glassdoor from March 20-22, 2013 among 2,054 adults ages 18 and older. This online survey is not based on a probability sample and therefore no estimate of theoretical sampling error can be calculated.

²Based on those who say any factors influence them (Excluding "None").

For complete survey methodology, including weighting variables, please contact Samantha Zupan or Scott Dobroski at pr@glassdoor.com.