

Q3 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.

EMPLOYMENT CONFIDENCE HIGHLIGHTS - Q3 2013

INDICATOR	Q3.13	% CHANGE
Layoff concerns – self	15%	↓7
Layoff concerns – others	24%	↓6
Salary expectations – pay increase in 12 months	37%	↓3
Company outlook – better	40%	↓2
Re-hire probability (employed)	43%	—

HIGHLIGHTS

Employer Actions During The Past Six Months

- 34% 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 ten percentage point decrease from last quarter.
- Of employees surveyed who reported a positive change at their organization:
 - Nearly one in five (18%) reported their company initiated large-scale hiring, down 15 percentage points since last quarter and a low since Q211.
 - Three in four (76%) reported their company awarded new perks (option to work remotely, casual dress, flexible work hours) and/or new stock, a high since Q211 and up 29 percentage points since last quarter.
- Among the employees who reported negative changes at their organization:
 - Two in five (40%) reported their company laid off employees and/or communicated plans to lay off employees, down seven percentage points since last quarter.
 - More than one in ten (12%) reported their company initiated furloughs, unpaid leave and/or mandatory vacation, down eight percentage points since Q213.

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.)

	Q4.11	Q1.12	Q2.12	Q3.12	Q4.12	Q1.13	Q2.13	Q3.13
	%	%	%	%	%	%	%	%
Awarded new perks (option to work remotely, casual dress, flexible work hours)/new stock	51	40	50	61	65	56	47	76
Awarded new stock or other compensation	16	23	22	24	22	24	21	19
Initiated large-scale hiring	31	25	25	33	25	21	33	18
Restored health and dental benefits, pay and perks previously cut	38	40	44	30	22	37	40	30

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.)

	Q4.11	Q1.12	Q2.12	Q3.12	Q4.12	Q1.13	Q2.13	Q3.13
	%	%	%	%	%	%	%	%
Made changes or reduced compensation (net)	50	52	59	54	47	51	47	56
Reduced individual's pay/bonus amount/ didn't pay bonus	25	28	28	32	25	22	28	32
Initiated or communicated bonus reductions or eliminations	17	10	13	9	9	9	8	13
Laid off employees and/or communicated plans to lay off employees	48	40	38	45	43	39	47	40
Reduced health and/or dental benefits	17	26	14	17	24	20	20	18
Initiated or communicated hiring freezes	26	24	21	23	22	17	21	22
Restructured job/created redundancy	11	13	15	16	14	16	15	15
Initiated furloughs, unpaid leave, mandatory vacation	18	13	11	17	13	18	20	12

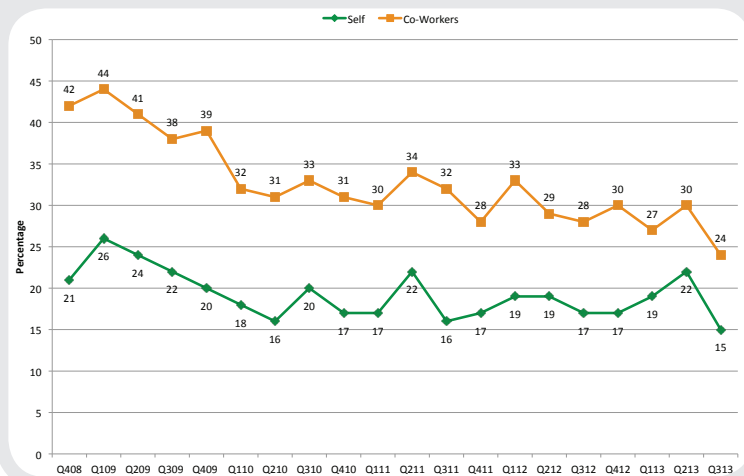
Job Security In The Next Six Months

- 15% reported concerns of being laid off in the next six months, down seven percentage points since Q213 and a new low since Q408. Male workers (18%) are more concerned than female workers (11%) of being laid off. Interestingly, male workers 35-44 years old (24%) are three times as concerned when compared to women 35-44 years old (8%).
- Employees concerned about co-workers being laid off in the next six months decreased this quarter to 24%, down six percentage points from last quarter and a new low since Q408.

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 remained steady at 43%, maintaining its high since Q409.
- Half of employees (including those self-employed) in the South (49%) are optimistic in their ability to find a job matched to their experience and current compensation levels in the next six months, which is significantly more than those in the Northeast (37%).
- Those unemployed but looking for work are slightly less optimistic this quarter, as 38% believe they could find a job matched to their experience and compensation levels in the next six months, down one percentage point from last quarter.

Employees Concerned About Layoffs in Next 6 Months
(Base: Employed Full/Part-Time)



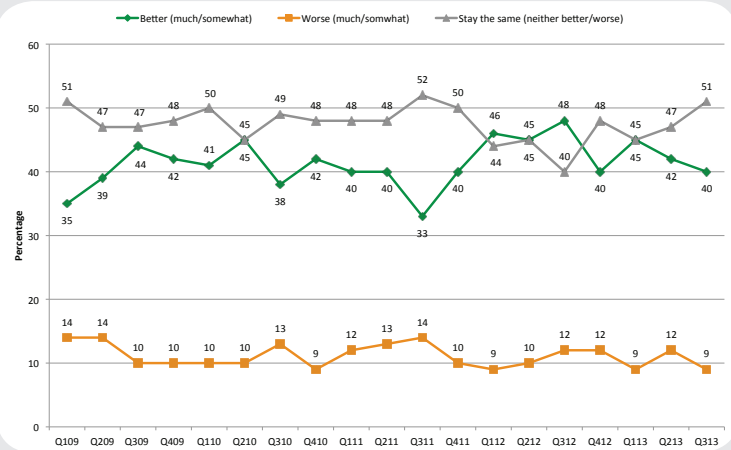
Re-Hire Probability:
Question: Ability to find job matched to experience and compensation level in next 6 months
Answer: Very likely (or) somewhat likely



Business Outlook In The Next Six Months

- Half (51%) of employees (including those self-employed) believe their company's business outlook will stay the same in the next six months, an increase of four percentage points since last quarter and a high since Q411. Fewer employees (40%) believe it will get better, down two percentage points since last quarter, while still fewer (9%) believe it will get worse, down three percentage points since last quarter.
- Men (45%) are more optimistic than women (35%) that their company's business outlook will perform much or somewhat better in the next six months.
- 44% of employees (including those self-employed) in the South believe their company's business outlook will perform much or somewhat better in the next six months, a significantly more positive picture when compared to those in the Northeast (33%).

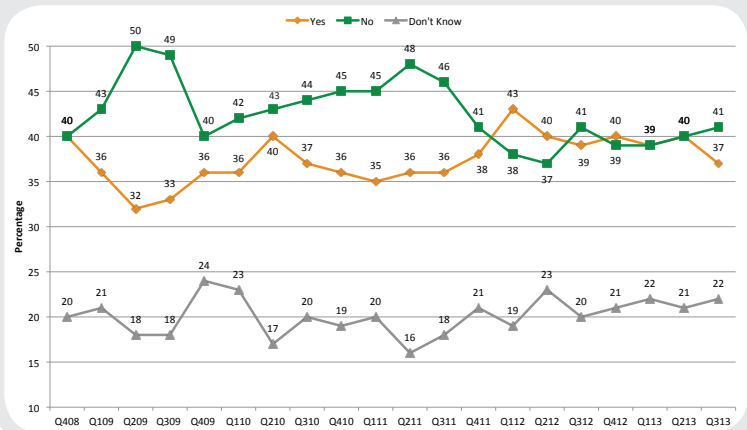
Business Outlook in Next 6 Months
(Base: Employed Full/Part-Time; Self-Employed)



Salary Expectation In The Next 12 Months

- 37% of employees expect to receive a pay raise or cost-of-living increase in the next 12 months, down three percentage points since last quarter, while 41% do not and 22% are not sure, both remaining relatively flat since last quarter.
- Half (49%) of employees in the South do not expect to receive a pay raise or cost-of-living increase in the next 12 months, significantly greater when compared to those in the Midwest (36%) and West (34%).
- 44% of employees with a total household income of \$75,000+ expect to receive a pay raise or cost-of-living increase in the next 12 months, significantly higher than those who earn less than \$35,000 (28%).

Salary Expectation: Expect Pay or Cost-of-Living Increase in Next 12 Months
(Base: Employed Full/Part-Time)



METHODOLOGY

¹This survey was conducted online within the United States by Harris Interactive on behalf of Glassdoor from September 13-17, 2013 among 2,044 adults ages 18 and older (of whom 891 are employed full time and/or part time). 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 Scott Dobroski at pr@glassdoor.com.