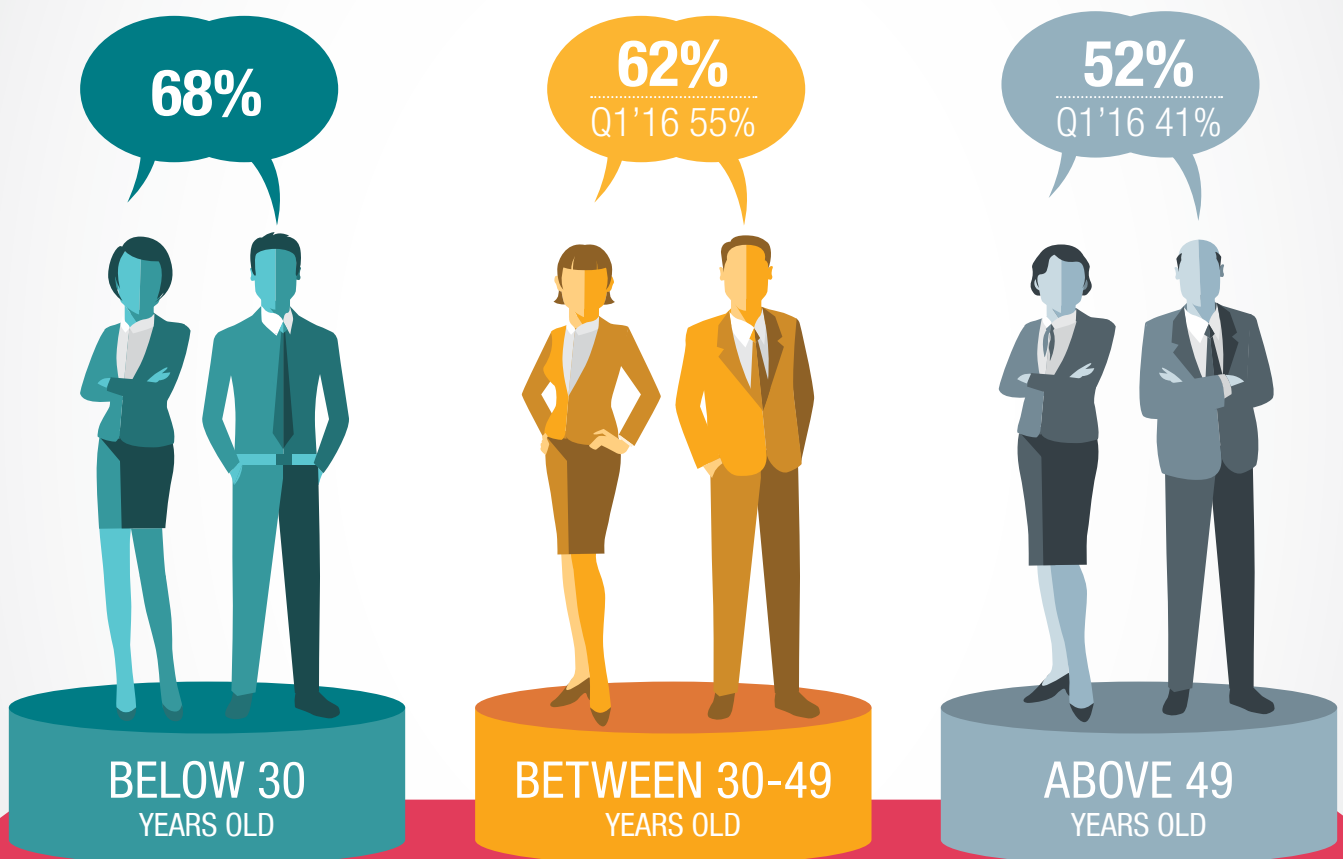


THE NETHERLANDS 

58% of job applicants are **confident**
the job market will **get better**



THE PROPORTION OF JOB APPLICANTS SURVEYED THAT BELIEVE THE JOB MARKET WILL GET BETTER.

AVERAGE CONFIDENCE INDEX IN THE NETHERLANDS **58%** [Q1'16 51%]

AVERAGE CONFIDENCE INDEX IN CONTINENTAL EUROPE **52%** [Q1'16 50%]

Based on responses from 825 job applicants who applied for a position published Page Personnel and Michael Page websites.

PROFESSIONAL SITUATION

PEOPLE BELOW 30



81% ARE CONFIDENT THAT THEY WILL
DEVELOP THEIR SKILLS



64% THINK THEIR
SCOPE OF FUNCTIONS
WILL IMPROVE



72% EXPECT A
CAREER PROMOTION



56% ARE OPTIMISTIC ABOUT
THEIR **COMPENSATION**
IMPROVING



42% ARE OPTIMISTIC
THAT THEIR **WORK-LIFE**
BALANCE WILL IMPROVE
IN THE NEXT 12 MONTHS



70% BELIEVE THAT LESS THAN 3 MONTH IS REQUIRED
TO **FIND A NEW JOB**

PROFESSIONAL SITUATION

PEOPLE BETWEEN 30-49



69% [Q1'16 66%] ARE CONFIDENT THAT THEY WILL **DEVELOP THEIR SKILLS**



56% [Q1'16 53%] THINK THEIR **SCOPE OF FUNCTIONS** WILL IMPROVE



58% [Q1'16 55%] EXPECT A **CAREER PROMOTION**



▲ **43%** [Q1'16 32%] ARE OPTIMISTIC ABOUT THEIR **COMPENSATION IMPROVING**



39% [Q1'16 30%] ARE OPTIMISTIC THAT THEIR **WORK-LIFE BALANCE** WILL IMPROVE IN THE NEXT 12 MONTHS



▲ **59%** [Q1'16 49%] BELIEVE THAT LESS THAN 3 MONTH IS REQUIRED TO **FIND A NEW JOB**

PROFESSIONAL SITUATION

PEOPLE ABOVE 49



53% [Q1'16 49%] ARE CONFIDENT THAT THEY WILL **DEVELOP THEIR SKILLS**



43% [Q1'16 37%] THINK THEIR **SCOPE OF FUNCTIONS** WILL IMPROVE



33% [Q1'16 34%] EXPECT A **CAREER PROMOTION**



24% [Q1'16 26%] ARE OPTIMISTIC ABOUT THEIR **COMPENSATION IMPROVING**



▲ **36%** [Q1'16 23%] ARE OPTIMISTIC THAT THEIR **WORK-LIFE BALANCE** WILL IMPROVE IN THE NEXT 12 MONTHS



▲ **46%** [Q1'16 37%] BELIEVE THAT LESS THAN 3 MONTH IS REQUIRED TO **FIND A NEW JOB**

PERCEPTION OF THE MARKET

PEOPLE BELOW 30

62% ARE POSITIVE ABOUT THE **CURRENT JOB MARKET SITUATION**

76% BELIEVE THAT THE **FUTURE JOB MARKET SITUATION** WILL IMPROVE



74% THINK THAT THE **CURRENT ECONOMIC SITUATION** IS GOOD

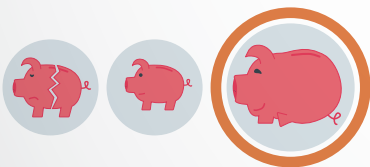
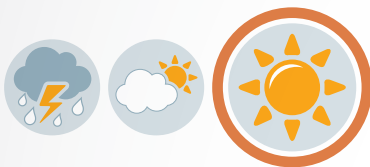
81% HAVE A POSITIVE OUTLOOK OF THE **FUTURE ECONOMIC SITUATION**

PERCEPTION OF THE MARKET

PEOPLE BETWEEN 30-49

▲ **69%** [Q1'16 57%] ARE POSITIVE ABOUT THE **CURRENT JOB MARKET SITUATION**

78% [Q1'16 70%] BELIEVE THAT THE **FUTURE JOB MARKET SITUATION** WILL IMPROVE



73% [Q1'16 65%] THINK THAT THE **CURRENT ECONOMIC SITUATION** IS GOOD

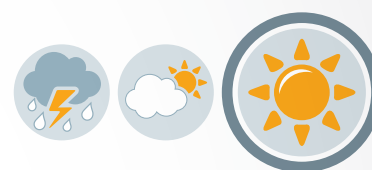
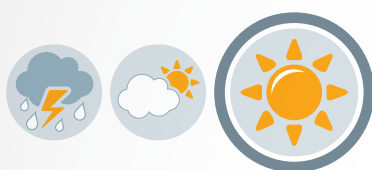
78% [Q1'16 75%] HAVE A POSITIVE OUTLOOK OF THE **FUTURE ECONOMIC SITUATION**

PERCEPTION OF THE MARKET

PEOPLE ABOVE 49

▲ **59%** [Q1'16 34%] ARE POSITIVE ABOUT THE **CURRENT JOB MARKET SITUATION**

▲ **71%** [Q1'16 53%] BELIEVE THAT THE **FUTURE JOB MARKET SITUATION** WILL IMPROVE



▲ **76%** [Q1'16 56%] THINK THAT THE **CURRENT ECONOMIC SITUATION** IS GOOD

▲ **79%** [Q1'16 63%] HAVE A POSITIVE OUTLOOK OF THE **FUTURE ECONOMIC SITUATION**