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## **Hiring expectations in Singapore remain at an all time high**

*Employers deal with rising staff turnover as opportunities open up for talented employees*

**SINGAPORE – 27 OCTOBER 2010** – Hiring expectations continue to rise, though at a slower rate. According to *The Hudson Report*, 58 percent of respondents across all sectors forecast headcount growth in Quarter Four (Q4) 2010, compared with 57 percent in the previous quarter. Nearly 550 executives across key business sectors were interviewed in August.

Hudson (NASDAQ: HHGP), a leading provider of permanent recruitment, contract professionals and talent management services worldwide, today released findings of its comprehensive quarterly *The Hudson Report* for Singapore. A key socio-economic indicator in the current marketplace since its Asia launch in 1998, the survey has been built on the premise that employers' expectations of an increase or decrease in staffing levels represent a significant indication of their level of optimism in the growth of their organisation and their industry as a whole. *The Hudson Report* surveys the expectations of over 1,500 key employment decision makers in Asia from multinational organisations of all sizes in all major industry sectors.

Significant findings in ***The Hudson Report – Singapore Q4 2010*** are:

- Hiring expectations in every sector are much higher than they were a year ago: the 58 percent planning to hire more staff this quarter compares with 34 percent in Q4 2009;
- Overall, 86 percent of respondents believe that checking candidates' references is important or very important;
- Nearly half (46 percent) of respondents across all sectors have encountered candidates being dishonest in their resumes;
- Candidates are most likely to be dishonest about their job responsibilities and achievements;
- More than half (56 percent) of respondents say that the staff turnover rate in their company has changed in the last six months;
- Nearly one-quarter (23 percent) are seeing turnover rates of 10 percent plus;
- Most respondents are optimistic about the next six months, with 87 percent forecasting excellent or good company performance.

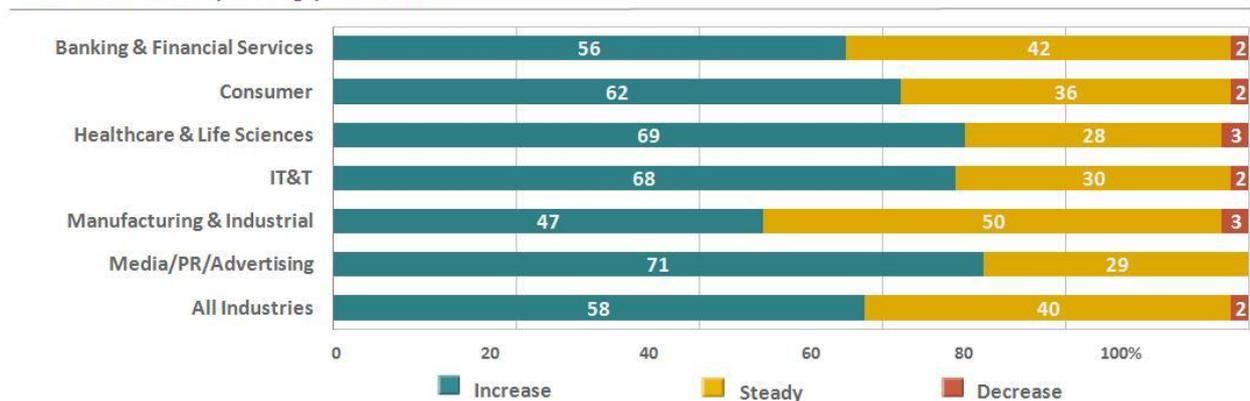
**Expectations still at highest level for nearly ten years**

Singapore is the only market surveyed in Asia to report a rise in expectations this quarter. The 58 percent of respondents across all sectors forecasting headcount growth in Q4 compares with 57 percent the previous quarter. This means that overall expectations remain at their highest level since Q1 2001. However, there are some variations between the sectors.

Georgie Chong, executive general manager, Singapore, Hudson, comments *“Hiring expectations remain at their highest level for nearly a decade. The strength of the recovery is creating many opportunities for talented candidates and employers must cope with rising staff turnover rates.”*

**PERMANENT HIRING EXPECTATIONS IN SINGAPORE**

Source: The Hudson Report, Singapore - Q4 2010

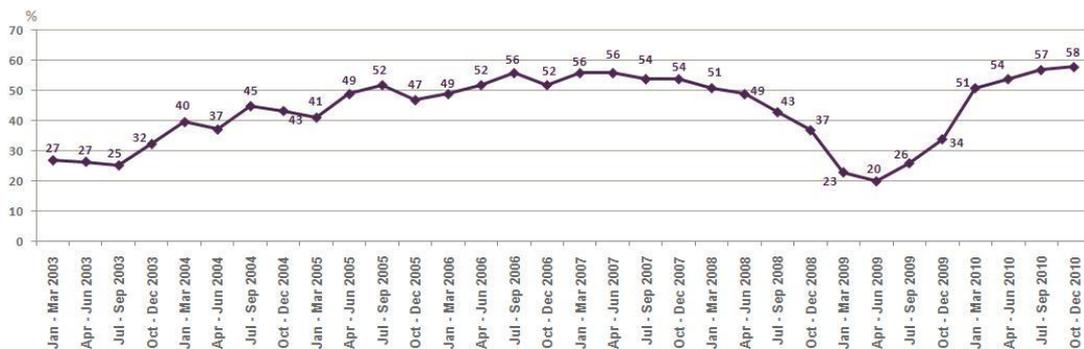


**Expectations in all sectors much higher than this time last year**

The longer term trend in hiring expectations is very positive. Overall, the 58 percent of respondents planning to grow headcount this quarter compares with 34 percent in Q4 2009. Expectations in every sector surveyed show a significant rise over the past year.

**EXPECTATIONS TO HIRE OVER TIME - SINGAPORE**

Source: The Hudson Report, Singapore - Q4 2010

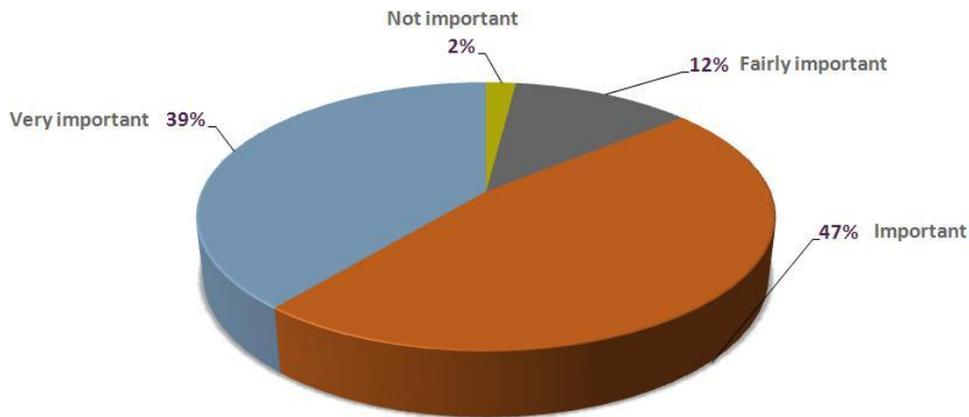


**Reference checking is important for most employers**

Across all the sectors surveyed, 39 percent of respondents say that reference checking is a very important part of the recruitment process and a further 47 percent see it as important. This means that 14 percent regard reference checking as only fairly important or not important – a higher figure than for the other countries surveyed in Asia.

**IMPORTANCE OF REFERENCE CHECKS IN OVERALL RECRUITMENT PROCESS**

Source: The Hudson Report, Singapore - Q4 2010

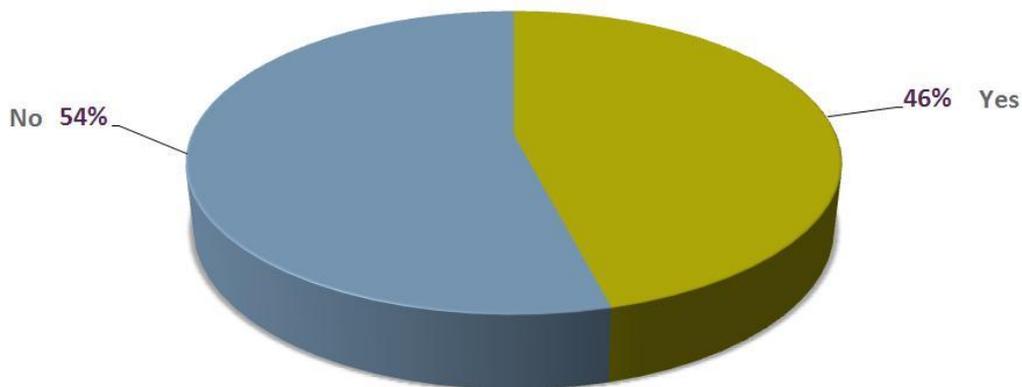


**Nearly half have come across dishonesty in resumes**

Nearly half (46 percent) of respondents say they have encountered candidates being dishonest about their background or experience in their resumes. However, the likelihood of having experienced dishonesty on the part of candidates varies significantly between the sectors.

**CANDIDATES BEING DISHONEST ABOUT BACKGROUND/EXPERIENCE DETAILS IN RESUMES**

Source: The Hudson Report, Singapore - Q4 2010

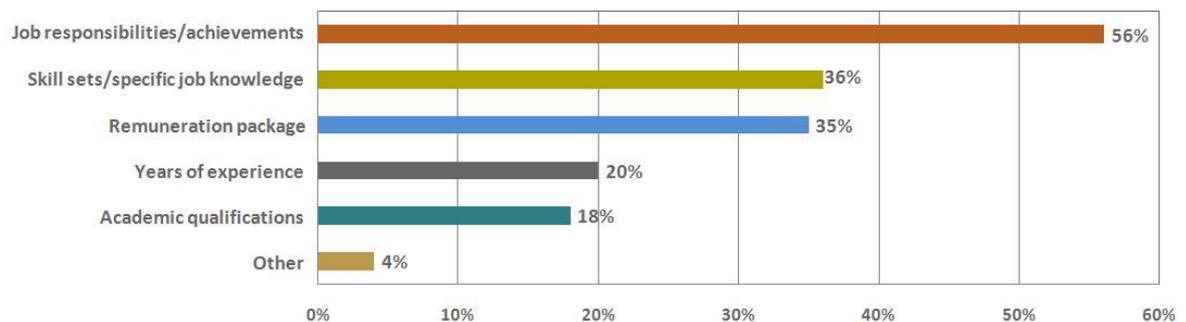


## **Candidates most likely to falsify job responsibilities and achievements in resumes**

Respondents who have encountered candidates including false information in their resumes were also asked about the specific areas in which candidates are likely to be dishonest. The most common area is job responsibilities/achievements, by a significant margin. Overall, 56 percent of respondents say they have encountered candidates being dishonest about this topic. Other key areas include skill sets/specific job knowledge and remuneration package, mentioned by 36 percent and 35 percent respectively.

### **AREAS OF DISHONESTY IN RESUMES**

Source: The Hudson Report, Singapore - Q4 2010



Note: Figures do not add up to 100% as respondents could select more than one option.

## **More than half say staff turnover has changed**

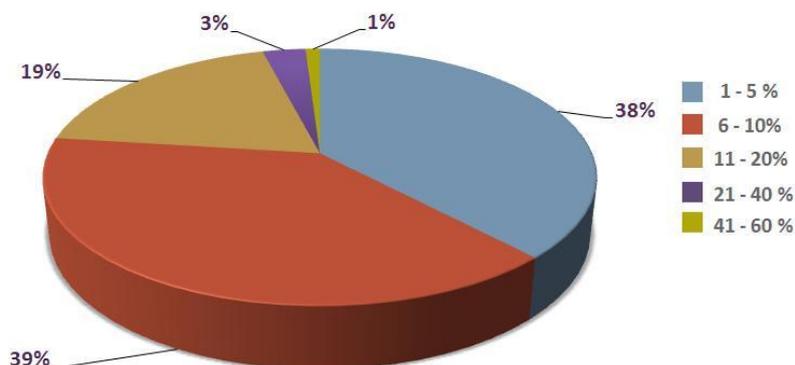
Over half (56 percent) of the respondents surveyed say that the staff turnover rate in their company has changed over the past six months. This is a lower figure than for the other markets surveyed in Asia. However, it is clear that the continuing economic recovery is creating many opportunities for talented candidates and making it more difficult for employers to retain staff. There are significant differences between the sectors in their responses to this question.

## **Nearly one-quarter say turnover is more than 10 percent**

Respondents who have seen a change in staff turnover over the past six months were asked about the average turnover rate in their company. Nearly one-quarter (23 percent) say that turnover is averaging more than 10 percent. Of these, 4 percent are experiencing turnover rates of more than 20 percent. Both figures are significantly lower than for the other markets surveyed in Asia.

### **AVERAGE STAFF TURNOVER RATE IN THE LAST SIX MONTHS**

Source: The Hudson Report, Singapore - Q4 2010

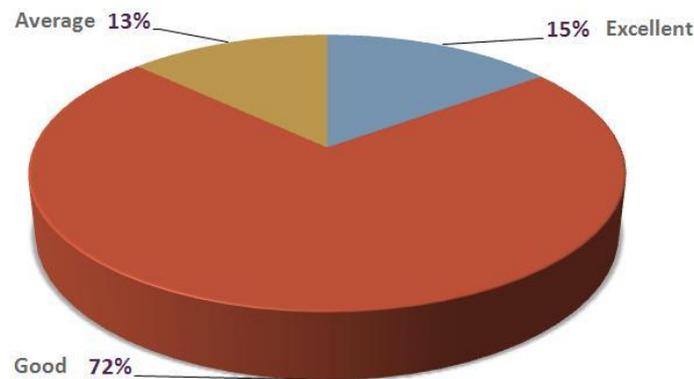


## **Increased optimism about the future**

Respondents in every sector are very confident about the future. Overall, 87 percent of respondents expect that their company's performance will be excellent or good in the next six months. This figure compares with an already high 78 percent when *The Hudson Report* last asked this question, in Q1 2010. None of the respondents in any sector anticipate that performance will be poor, with the exception of the Manufacturing & Industrial sector, where just 1 percent give this response.

### **PROJECTED COMPANY PERFORMANCE IN THE NEXT SIX MONTHS**

Source: The Hudson Report, Singapore - Q4 2010



## **Hudson**

Hudson Highland Group, Inc. is a leading provider of permanent recruitment, contract professionals and talent management services worldwide. From single placements to total outsourced solutions, Hudson helps clients achieve greater organizational performance by assessing, recruiting, developing and engaging the best and brightest people for their businesses. The company employs more than 2,000 professionals serving clients and candidates in approximately 20 countries. More information is available at [hudson.com](http://hudson.com).

**Special Note:** This press release contains statements that the company believes to be "forward-looking statements" within the meaning of the Private Securities Litigation Reform Act of 1995. All statements other than statements of historical fact included in this press release, including those under the caption "Guidance" and other statements regarding the company's future financial condition, results of operations, business operations and business prospects, are forward-looking statements. Words such as "anticipate," "estimate," "expect," "project," "intend," "plan," "predict," "believe" and similar words, expressions and variations of these words and expressions are intended to identify forward-looking statements. All forward-looking statements are subject to risks and uncertainties that could cause actual results to differ materially from those described in the forward-looking statements. These factors include, but are not limited to, the impact of global economic fluctuations including the recent economic downturn; the ability of clients to terminate their relationship with the company at any time; risks in collecting our accounts receivable; implementation of the company's cost reduction initiatives effectively; the company's history of negative cash flows and operating losses may continue; the company's limited borrowing availability under our credit facility, which may negatively impact our liquidity; restrictions on the company's operating flexibility due to the terms of its credit facility; fluctuations in the company's operating results from quarter to quarter; risks relating to the company's international operations, including foreign currency fluctuations; risks related to our investment strategy; risks and financial impact associated with dispositions of underperforming assets; the company's heavy reliance on information systems and the impact of potentially losing or failing to develop technology; competition in the company's markets and the company's dependence on highly skilled professionals; the company's exposure to employment-related claims from both clients and employers and limits on related insurance coverage; the company's dependence on key management personnel; volatility of stock price; the impact of government regulations; financial impact of audits by various taxing authorities; and restrictions imposed by blocking arrangements. Additional information concerning these and other factors is contained in the company's filings with the Securities and Exchange Commission. These forward-looking statements speak only as of the date of this letter. The company assumes no obligation, and expressly disclaims any obligation, to review or confirm analysts' expectations or estimates or to update any forward-looking statements, whether as a result of new information, future events or otherwise.