

For immediate release

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Hiring expectations show a small decline this quarter but are still at a high level

A decline was anticipated after two years of consistently strong growth. Cultural fit is the most sought after attribute in new managerial hires, The Hudson Report reveals.

SINGAPORE – 21 JULY 2011 – Hiring expectations show a small fall this quarter but are still at a high level, says a new study of over 400 executives across key business sectors interviewed last month. According to *The Hudson Report*, 56 percent of respondents across all sectors forecast headcount growth in Quarter Three (Q3) 2011, compared with 61 percent in Quarter Two.

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 1,550 key employment decision makers in Asia from multinational organisations of all sizes in all major industry sectors.

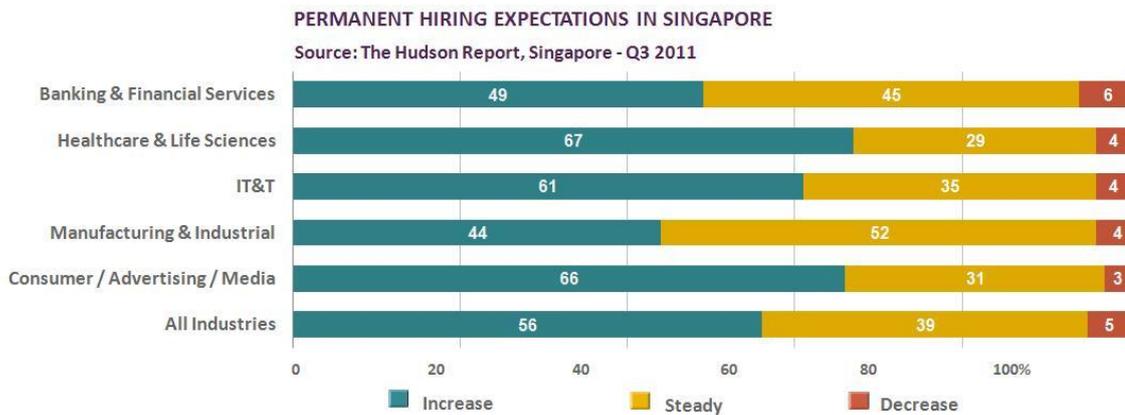
Significant findings in ***The Hudson Report – Singapore Q3 2011*** are:

- Expectations have remained steady year-on-year: the 56 percent expecting to grow headcount this quarter is almost identical to Q3 2010's 57 percent;
- The factors that have had the greatest positive impact on company performance over the past twelve months are better management practices, restructuring the organisation and cost control measures;
- Cultural fit is by far the most widely sought attribute in new managerial hires, being mentioned by 58 percent of respondents;
- Nearly half the respondents surveyed say that the average tenure for managers is more than three years;
- The most common reason for managers leaving within one year is due to their job role not living up to expectations.

Small decline in expectations

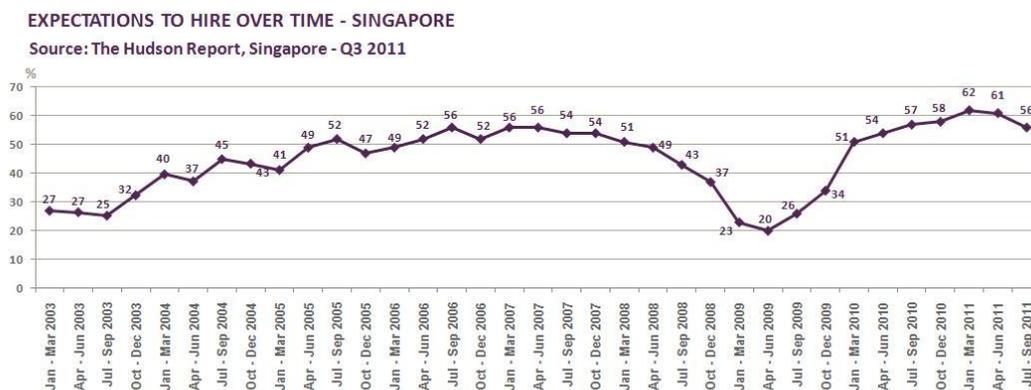
Hiring expectations are falling this quarter but remain at a high level. Across all the sectors surveyed, 56 percent of respondents expect to hire more staff in Q3, compared with 61 percent the previous quarter. The same trend is apparent in the other markets surveyed in Asia. Hiring expectations have risen rapidly in all sectors over the past two years and a levelling off was widely anticipated.

Georgie Chong, executive general manager, Singapore, Hudson, comments *“Despite a five percent decrease from Q2, hiring expectations remain robust with fifty-six percent of employers planning to increase headcount. Nearly sixty percent of respondents cited cultural fit as the most sought after attribute in new managerial hires.”*



Expectations steady year-on-year

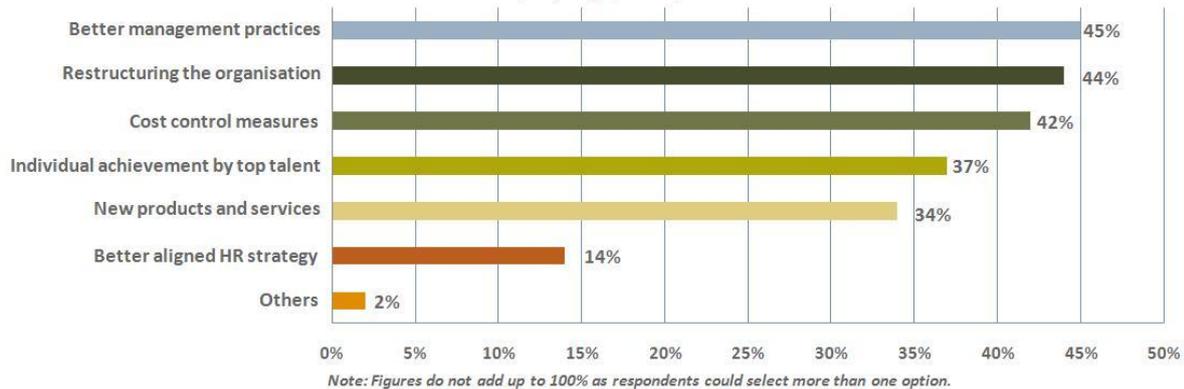
Overall, hiring expectations have remained steady over the past year. The 56 percent of respondents across all sectors who plan to increase recruitment this quarter is almost identical to the 57 percent reported in Q3 2010.



Company performance affected by a range of factors

Respondents were asked about the factors that have made a positive difference to their company’s performance over the past twelve months. Across all sectors, three factors are seen as very significant: better management practices, restructuring the organisation and cost control measures, mentioned by 45 percent, 44 percent and 42 percent of respondents respectively.

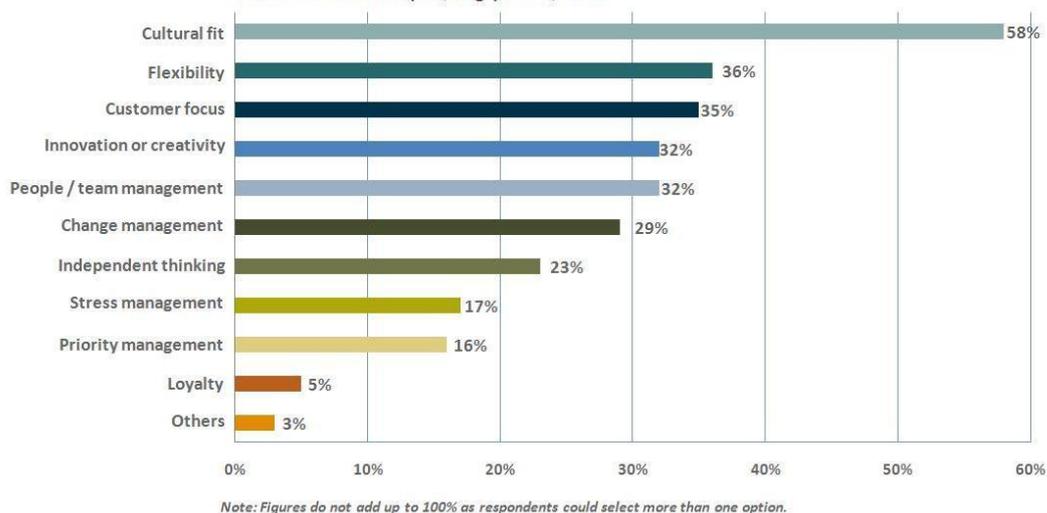
FACTORS THAT HAVE MADE A POSITIVE IMPACT ON COMPANY PERFORMANCE OVER THE PAST 12 MONTHS
 Source: The Hudson Report, Singapore - Q3 2011



Cultural fit is most sought after attribute

Cultural fit is by far the most important attribute that respondents look for in new hires at the managerial level or above. Overall, 58 percent mention cultural fit, far more than for any other attribute. Cultural fit is seen as the most important attribute in each market surveyed in Asia. The next most sought after attributes in new hires are flexibility and customer focus, at 36 percent and 35 percent respectively.

MOST IMPORTANT ATTRIBUTES EMPLOYERS WANT IN NEW MANAGERIAL HIRES
 Source: The Hudson Report, Singapore - Q3 2011

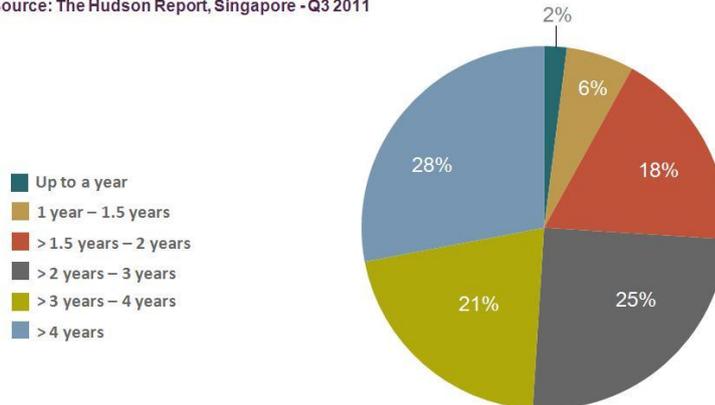


Nearly half of managers stay in post for over three years

Across all the sectors surveyed, 49 percent of respondents report that the average tenure for employees at a managerial level or above is more than three years. Of these, 28 percent say that the average tenure is over four years, while 21 percent say it is between three and four years. One-quarter (25 percent) report average tenure of between two and three years. However, respondents in the various sectors give very different answers to this question.

AVERAGE TENURE FOR MANAGERIAL EMPLOYEES

Source: The Hudson Report, Singapore - Q3 2011

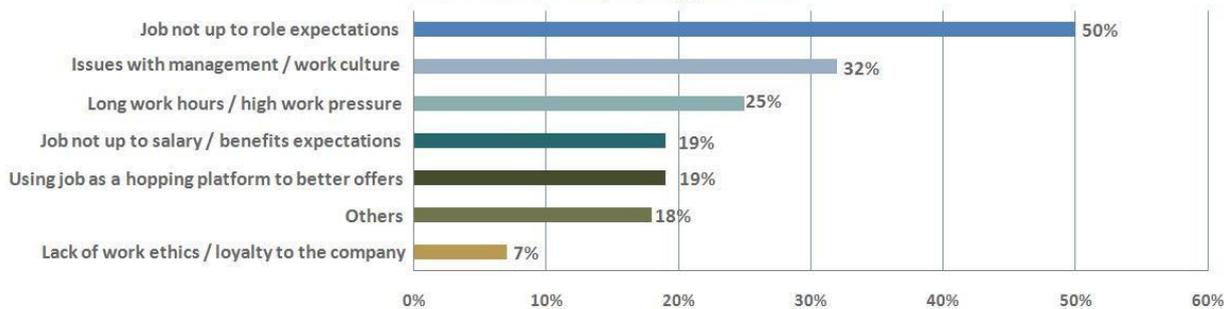


Disappointment with job role main reason for short tenures

Overall, 37 percent of respondents say that they have experienced managerial employees leaving within a year of joining the organisation. Across all sectors, by far the most significant reason is the job not being up to role expectations, a factor mentioned by 50%.

REASONS MANAGERIAL EMPLOYEES LEAVE THEIR ORGANISATION WITHIN A YEAR

Source: The Hudson Report, Singapore - Q3 2011



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

Hudson

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