

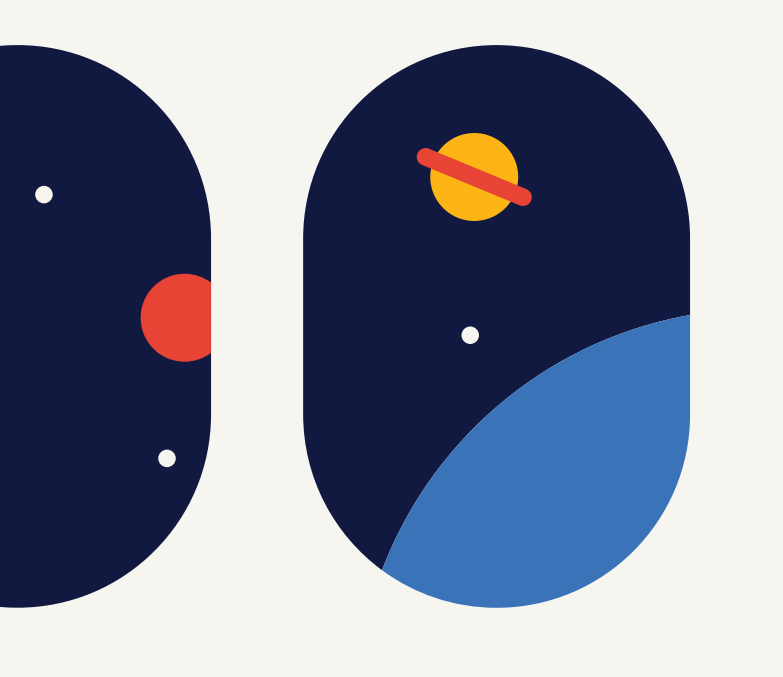
a look back:

2023 at Randstad.



our top highlights from 2023.

This year, we experienced an uncertain economy, rising cost of living and a historic job market. Randstad was here to support clients and job seekers alike with our insight, support and industry expertise.



february: focus on aerospace and biopharma

- launched multi-layered campaigns to meet an increased need for talent
- aerospace highlighted the future of the industry and the most in-demand jobs
- biopharma brought attention to what life sciences employers want
- talent with experience in decentralized clinical trials and data management is key

march: 20 years of Workmonitor

- Workmonitor is the longest-running and largest study of its kind
- surveyed 35,000 employees in 24 markets
- key issues: the economic downturn, rising cost of living and broader uncertainty
- explored employee/employer relationships and the role of work in their lives



april: tech career hub launches

- the hub helps meet the need for new career opportunities for laid off tech workers
- promotes temp assignments, upskills and reskills talent and supports transitions
- works to bridge the gap in STEM talent
- provides solutions for international talent through Randstad Immigration Talent (RITs) program



may: promoting DEI&A

- hosted our annual event to promote the value of workplace equity
- topics included mental well-being, people with disabilities and veterans
- remain focused on improving DEI&A initiatives
- offered a platform to help clients align on the human forward philosophy



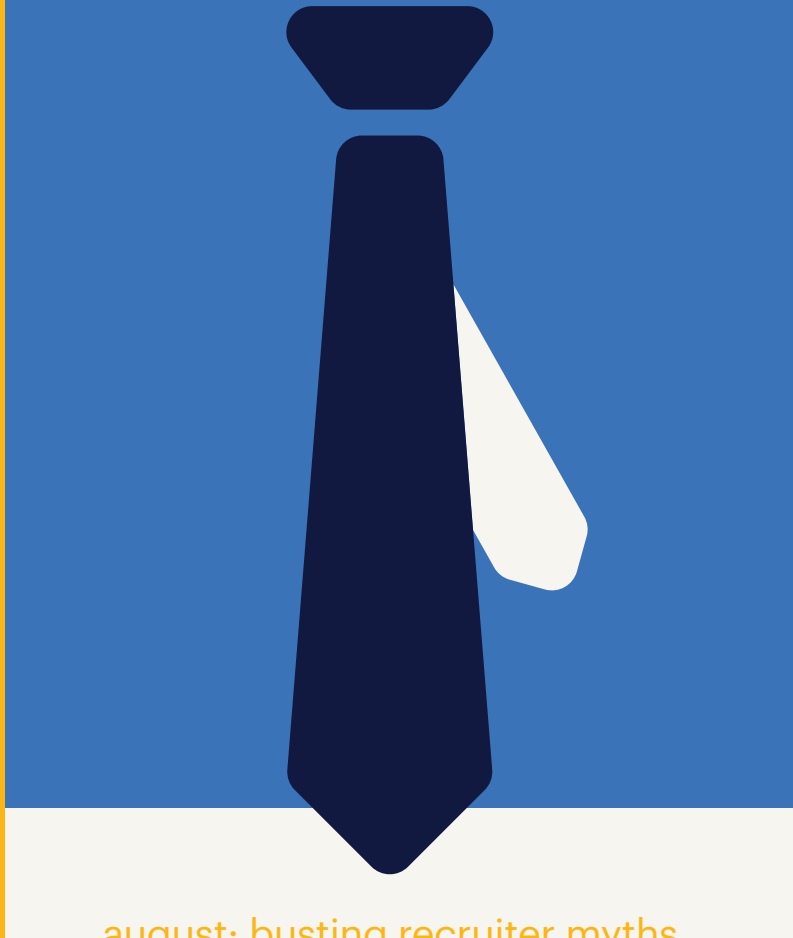
june: supporting CIOs

- interviewed more than 750 IT decision-makers in the U.S. and Canada
- created a white paper and a webinar addressing what keeps CIOs up at night
- as technology advances, widespread digital skills shortages are the norm
- materials advised IT vulnerabilities mitigation and driving results along with transformation



july: Tatum gets a new look

- Tatum by Randstad celebrated 30 years as an industry leader in executive services
- uses a human-centered approach to offer C-suite solutions
- extensive experience and a global talent network set Tatum apart
- now looking to the future with an updated website



august: busting recruiter myths

- myths - recruiting agencies are expensive, pushy, out to take employees' money and basically obsolete with today's tech
- shared valuable info to help our clients get the most from a recruiter
- reminded clients of our expertise, resources and extensive network
- job seekers often find a role faster than searching on their own



september: compensation survey shows workers' mindset

- surveyed more than 1,900 U.S. workers about their satisfaction around pay:
- Baby Boomers are less satisfied (20.8%)
- males are more likely to be satisfied (51.4%) than females (39.9%)
- the majority of workers haven't received an adjustment based on cost of living (60%)
- of those who did, most were from Gen Z (43.4%)



october: salary guide goes prime time

- pay is top-of-mind and competitive salaries help attract and retain top talent
- we shifted the release of our annual salary guide to the third quarter
- the guide is one of the most prestigious reports available
- it contains updated information for a fresh approach to meet employee needs today



november: sharing in-demand jobs and top cities

- created landing pages for both the most in-demand jobs and the job markets of 25 major U.S. cities.
- see skills, certifications and pay rates or explore a new city, field or industry
- includes information on our most-filled roles to help employers plan ahead
- combined our own wealth of industry expertise with current data from the U.S. Bureau of Labor Statistics for city guides



We can't wait to share what's in store for 2024. If you're interested in working together, contact us today.