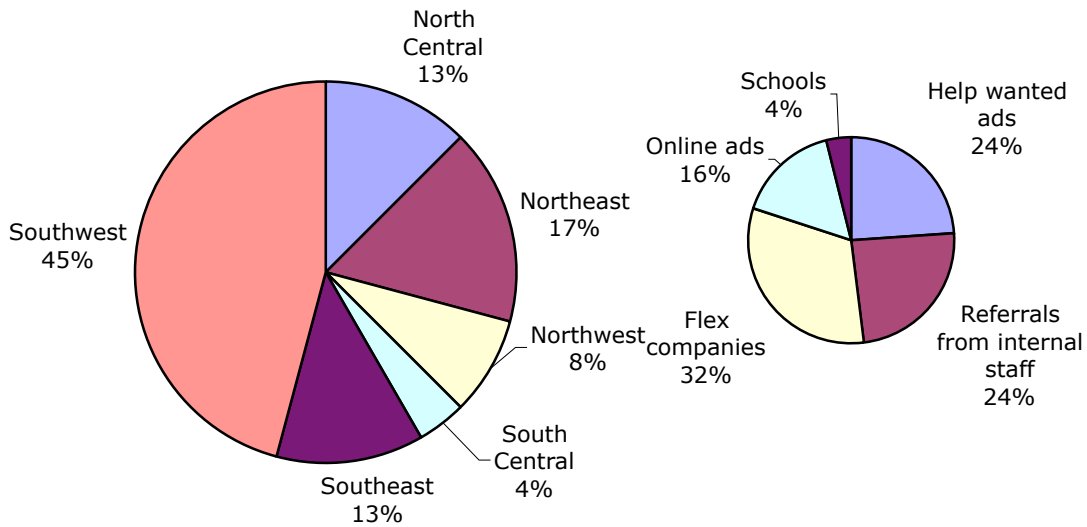


SEMPER SURVEY 2008 Q3

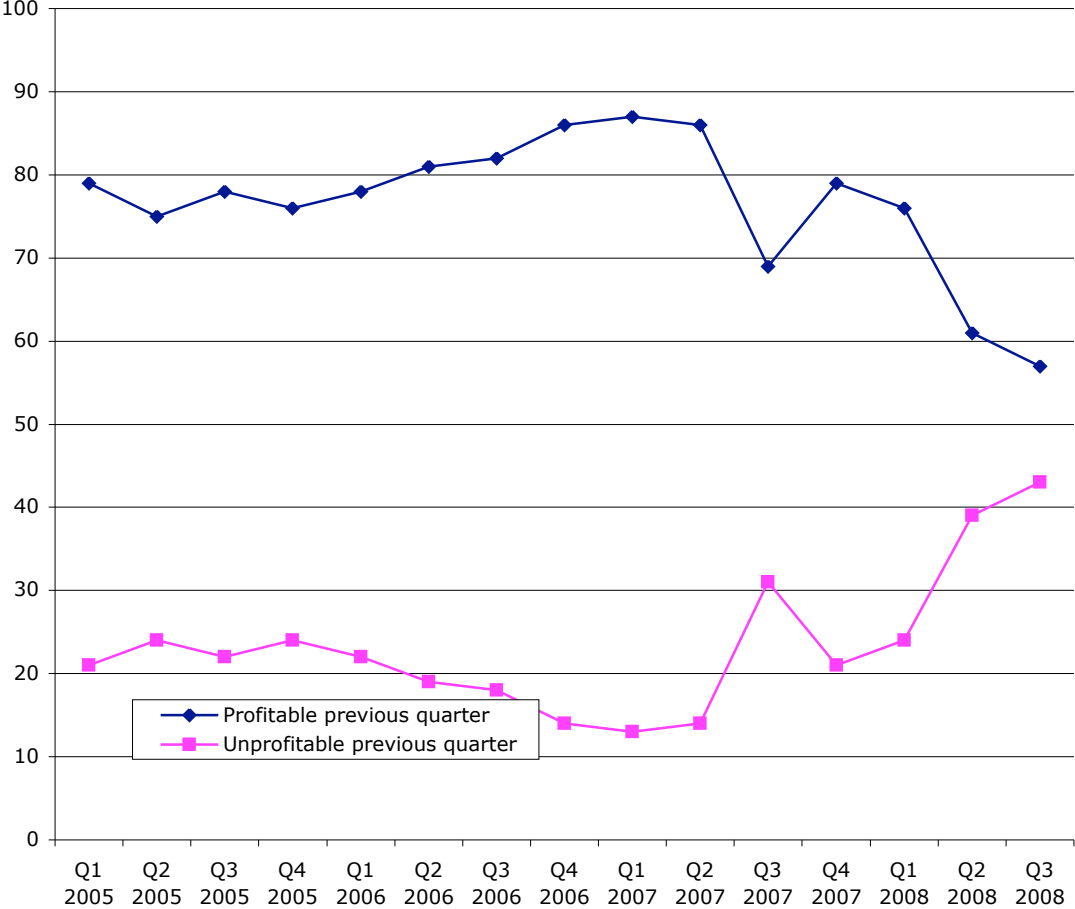
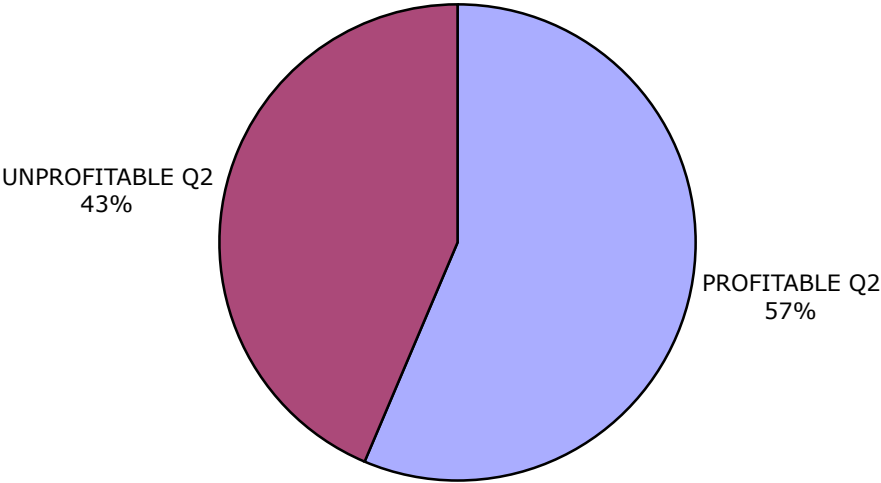
RESPONDENT PROFILE
PROFITABILITY TRENDS
HIRING COSTS AND TRENDS
PRICING PRESSURES & CONCERNS
SALES

How do you find employees?

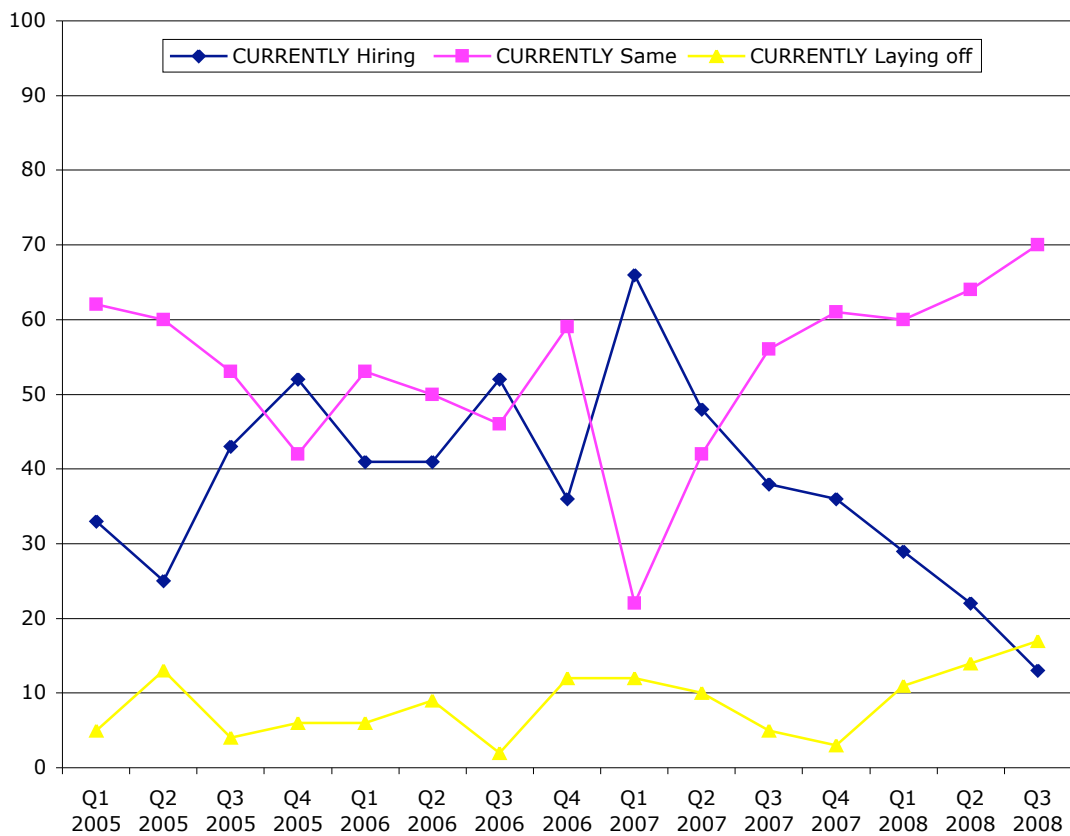
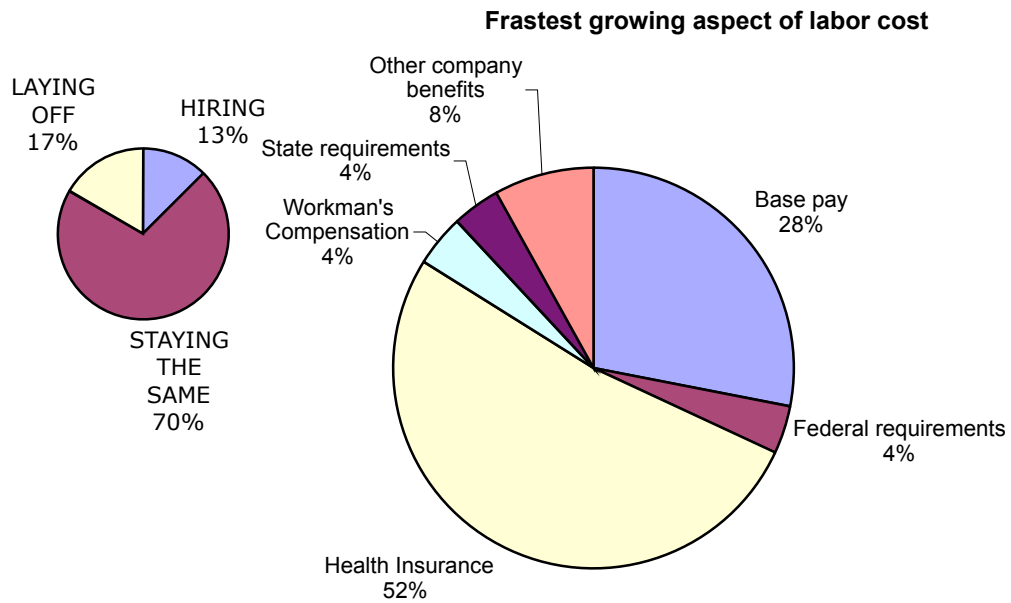


	Q4 2007	Q1 2008	Q2 2008	Q3 2008	CHANGE
PREVIOUS QTR					
Profitable	79	76	61	57	-4
Unprofitable	21	24	39	43	4
BUSINESS 2 WEEKS BEFORE SURVEY					
increased	48	49	39	30	-9
same	31	48	37	26	-11
Decreased	21	3	24	44	20
SALES EXPECTATIONS NEXT QTR					
Increase	53	34	47	35	-12
Same	34	37	33	26	-7
Decrease	12	29	20	39	19
CURRENTLY					
Hiring	36	29	22	13	-9
Same	61	60	64	70	6
Laying off	3	11	14	17	3

Profitability Trends

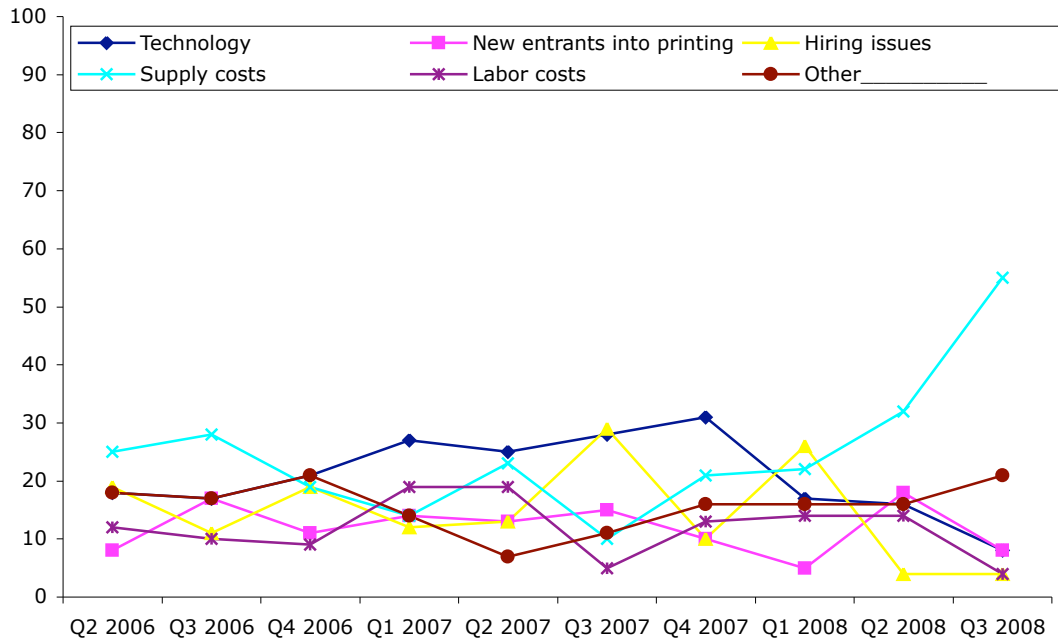
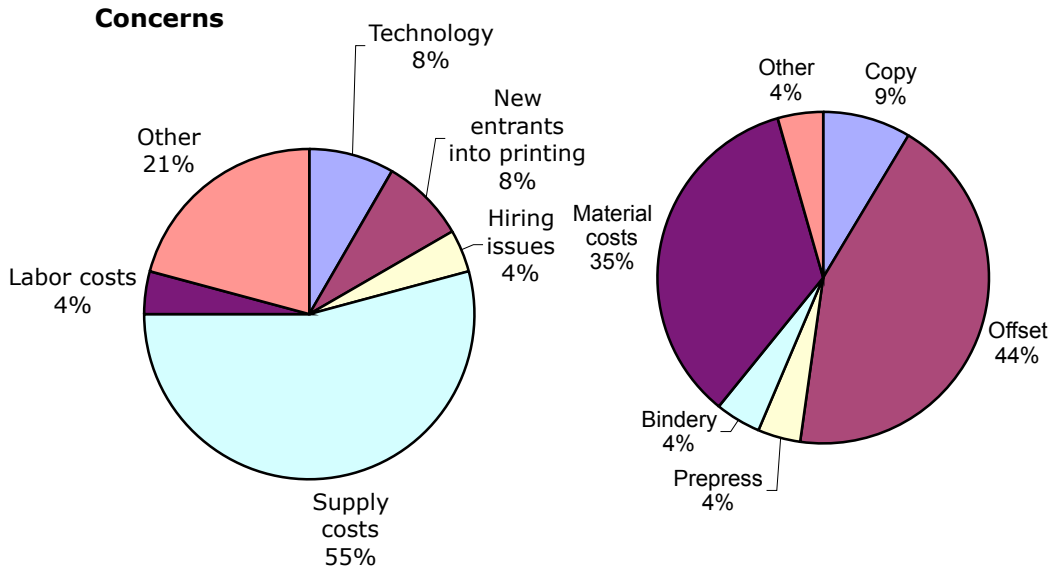


Hiring Costs and Trends

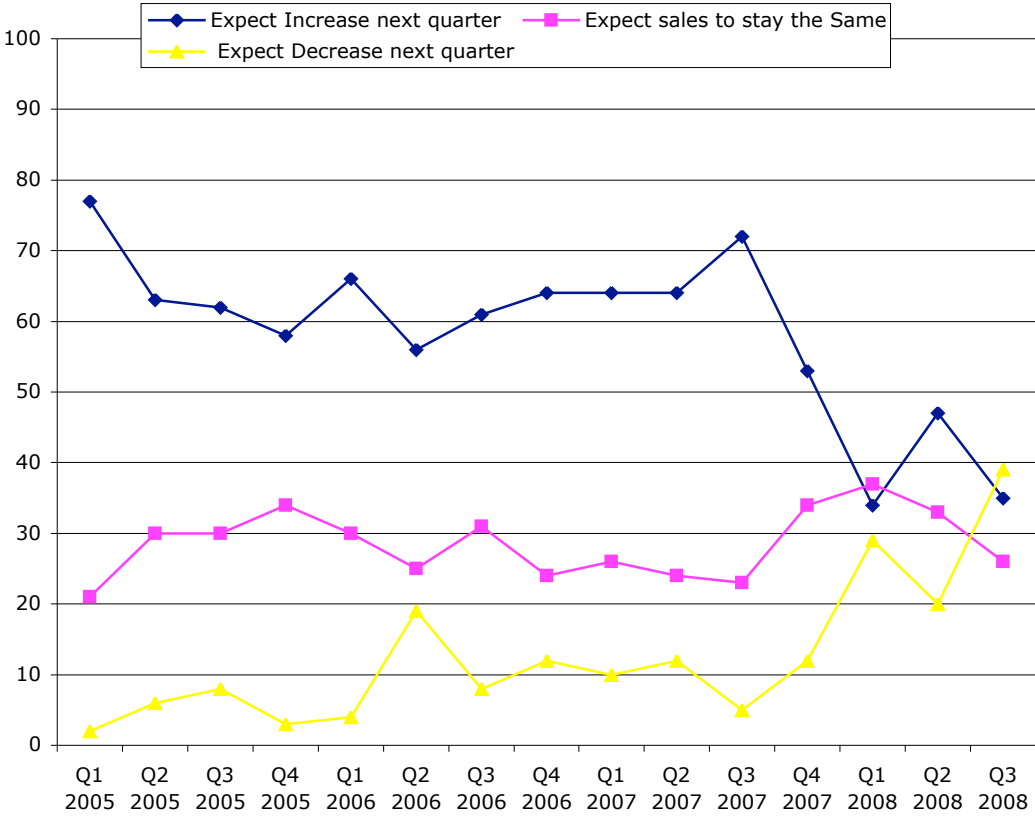
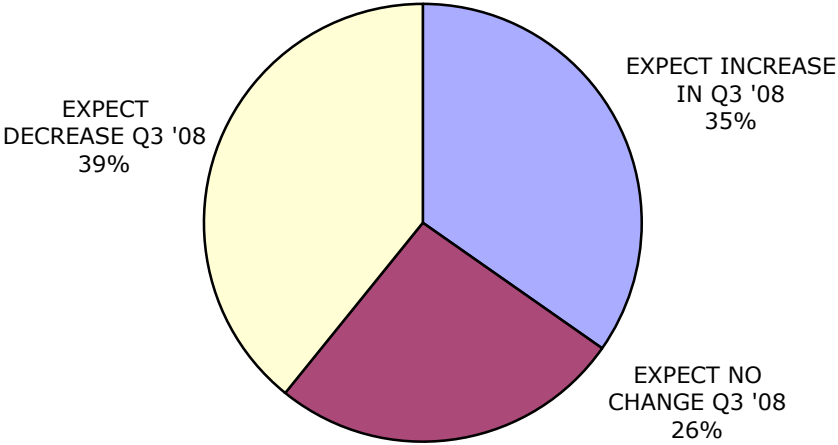


Pressures and concerns

Pricing pressures



Sales expectations for the upcoming quarter



Sales in the 2 weeks before the survey

