

**UNITED STATES
SECURITIES AND EXCHANGE COMMISSION**
Washington, D.C. 20549

FORM 8-K

CURRENT REPORT

Pursuant to Section 13 or 15(d) of the Securities Exchange Act of 1934

Date of Report (Date of earliest event reported): October 17, 2007

MANPOWER INC.

(Exact name of registrant as specified in its charter)

Wisconsin
(State or other jurisdiction
of incorporation)

1-10686
(Commission File Number)

39-1672779
(IRS Employer
Identification No.)

5301 North Ironwood Road
Milwaukee, Wisconsin
(Address of principal executive offices)

53217
(Zip Code)

Registrant's telephone number, including area code: (414) 961-1000

Check the appropriate box below if the Form 8-K filing is intended to simultaneously satisfy the filing obligation of the registrant under any of the following provisions:

- Written communications pursuant to Rule 425 under the Securities Act (17 CFR 230.425)
- Soliciting material pursuant to Rule 14a-12 under the Securities Act (17 CFR 240.14a-12)
- Pre-commencement communications pursuant to Rule 14d-2(b) under the Exchange Act (17 CFR 240.14d-2(b))
- Pre-commencement communications pursuant to Rule 13e-4(c) under the Exchange Act (17 CFR 240.13e-4(c))

Item 2.02 Results of Operations and Financial Condition

On October 17, 2007, we issued a press release announcing our results of operations for the three- and nine- month periods ended September 30, 2007. A copy of the press release is attached hereto as Exhibit 99.1 and is incorporated herein by reference.

Item 9.01. Exhibits.

<u>Exhibit No.</u>	<u>Description</u>
99.1	Press Release dated October 17, 2007
99.2	Presentation materials for October 17, 2007 conference call

SIGNATURES

Pursuant to the requirements of the Securities Exchange Act of 1934, the Registrant has duly caused this Report to be signed on its behalf by the undersigned hereunto duly authorized.

MANPOWER INC.

Dated: October 17, 2007

By: /s/ Michael J. Van Handel
Michael J. Van Handel
Executive Vice President,
Chief Financial Officer and Secretary

EXHIBIT INDEX

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[MANPOWER logo]

FOR IMMEDIATE RELEASE

Contact:
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Manpower Inc.
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michael.vanhandel@manpower.com

Manpower Reports 3rd Quarter 2007 Results

MILWAUKEE, WI, USA, October 17, 2007 – Manpower Inc. (NYSE: MAN) today reported that earnings per diluted share for the three months ended September 30, 2007 increased 35% to \$1.57 from \$1.16 in the prior year period. Net earnings in the quarter increased to \$131.7 million from \$100.6 million a year earlier. Revenues for the third quarter were \$5.3 billion, an increase of 15 percent from the year earlier period.

Third quarter results were favorably impacted by 8 cents per diluted share as foreign currencies were relatively stronger compared to the third quarter of 2006. On a constant currency basis, revenues increased 8% over the prior year period.

“The Manpower team throughout the world continues to perform extremely well,” said Jeffrey A. Joerres, Chairman and CEO. “Once again, the strength of the group’s geographic presence and business portfolio are clearly evident in our results. The Netherlands, Germany, Belgium and Elan – our Pan-European IT staffing company – all performed well. Additionally, Right Management, our outplacement and organizational consulting company, is showing momentum across all geographies.

“Although we do detect a bit of caution in the markets, as we look to the fourth quarter, we do not believe it will significantly affect our performance. We are anticipating the fourth quarter of 2007 diluted earnings per share to be in the range of \$1.50 to \$1.54, which includes an estimated favorable currency impact of 10 cents,” Joerres stated.

Earnings per diluted share for the nine months ended September 30, 2007, were \$4.10 compared to \$2.65 per diluted share in 2006. Net earnings were \$351.6 million compared to \$233.6 million in the prior year. Revenues for the nine-month period were \$14.9 billion, an increase of 16 percent from the prior year or 9 percent in constant currency. Foreign currency exchange rates had a favorable impact of 19 cents for the nine-month period.

Included in net earnings for the nine months ended September 30, 2006, is a 16 cent per diluted share charge related to reorganization costs and a global cost reduction initiative. Also included in the prior year period are earnings per diluted share from discontinued operations of 31 cents.

On July 27, 2007, Manpower filed a Form 8-K indicating that the French payroll tax benefit arising from the revised payroll tax calculation announced by the social security office in April 2007 would no longer apply after September 30, 2007. Included in earnings per diluted share is a favorable impact from the revised calculation of 19 cents and 85 cents for the three-month and nine-month period ending September 30, 2007, respectively. Manpower's previously-issued third-quarter earnings guidance anticipated an estimated benefit from the reduced payroll taxes of 14 cents per diluted share.

In conjunction with its third quarter earnings release, Manpower will broadcast its conference call live over the Internet on October 17, 2007 at 7:30 a.m. CDT (8:30 a.m. EDT). Interested parties are invited to listen to the webcast and view the presentation by logging on to <http://investor.manpower.com>.

Supplemental financial information referenced in the conference call can be found at <http://investor.manpower.com>.

About Manpower Inc.

Manpower Inc. (NYSE: MAN) is a world leader in the employment services industry, creating and delivering services that enable its clients to win in the changing world of work. The \$18 billion company offers employers a range of services for the entire employment and business cycle including permanent, temporary and contract recruitment; employee assessment and selection; training; outplacement; outsourcing and consulting. Manpower's worldwide network of 4,400 offices in 73 countries and territories enables the company to meet the needs of its 400,000 clients per year, including small and medium size enterprises in all industry sectors, as well as the world's largest multinational corporations. The focus of Manpower's work is on raising productivity through improved quality, efficiency and cost-reduction across their total workforce, enabling clients to concentrate on their core business activities. Manpower Inc. operates under five brands: Manpower, Manpower Professional, Elan, Jefferson Wells and Right Management. More information on Manpower Inc. is available at www.manpower.com.

Forward-Looking Statements

This news release contains statements, including earnings projections, that are forward-looking in nature and, accordingly, are subject to risks and uncertainties regarding the Company's expected future results. The Company's actual results may differ materially from those described or contemplated in the forward-looking statements. Factors that may cause the Company's actual results to differ materially from those contained in the forward-looking statements can be found in the Company's reports filed with the SEC, including the information under the heading 'Risk Factors' in its Annual Report on Form 10-K for the year ended December 31, 2006, which information is incorporated herein by reference.

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Manpower Inc.
Results of Operations
(In millions, except per share data)

	Three Months Ended September 30			
	2007	2006 (Unaudited)	Amount Reported	Constant Currency
			% Variance	
Revenues from services (a)	\$5,295.4	\$4,590.0	15.4%	8.5%
Cost of services	4,321.0	3,785.8	14.1%	
Gross profit	974.4	804.2	21.2%	14.2%
Selling and administrative expenses	752.5	640.3	17.5%	11.2%
Operating profit	221.9	163.9	35.3%	26.0%
Interest and other expenses	9.1	10.6	-15.0%	
Earnings before income taxes and discontinued operations	212.8	153.3	38.8%	30.0%
Provision for income taxes	81.1	56.3	44.2%	
Net earnings from continuing operations	131.7	97.0	35.7%	27.3%
Income from discontinued operations, net of income taxes	—	3.6	N/A	
Net earnings	<u>\$ 131.7</u>	<u>\$ 100.6</u>	31.0%	22.9%
Net earnings per share - basic:				
Continuing operations	\$ 1.59	\$ 1.14	39.5%	
Discontinued operations	—	0.04	N/A	
Total	<u>\$ 1.59</u>	<u>\$ 1.18</u>	34.7%	
Net earnings per share - diluted:				
Continuing operations	\$ 1.57	\$ 1.12	40.2%	31.3%
Discontinued operations	—	0.04	N/A	
Total	<u>\$ 1.57</u>	<u>\$ 1.16</u>	35.3%	26.7%
Weighted average shares - basic	82.7	85.3	-3.0%	
Weighted average shares - diluted	<u>84.1</u>	<u>86.7</u>	-3.0%	

- (a) Revenues from services include fees received from our franchise offices of \$9.4 million and \$9.6 million for the three months ended September 30, 2007 and 2006, respectively. These fees are primarily based on revenues generated by the franchise offices, which were \$387.4 million and \$392.3 million for the three months ended September 30, 2007 and 2006, respectively.

Manpower Inc.
Operating Unit Results
(In millions)

	Three Months Ended September 30			
	2007	2006	% Variance Amount Reported	Constant Currency
(Unaudited)				
Revenues from Services:				
United States (a)	\$ 502.2	\$ 542.1	-7.4%	-7.4%
France	1,871.3	1,654.0	13.1%	4.8%
Other EMEA (b)	1,740.3	1,353.4	28.6%	19.1%
Italy (b)	334.5	276.3	21.1%	12.0%
Jefferson Wells	85.5	93.9	-8.9%	-8.9%
Right Management	98.7	90.5	9.0%	4.6%
Other Operations	662.9	579.8	14.4%	10.7%
	<u>\$5,295.4</u>	<u>\$4,590.0</u>	15.4%	8.5%
Operating Unit Profit:				
United States	\$ 24.1	\$ 28.6	-15.9%	-15.9%
France	100.7	62.0	62.7%	50.7%
Other EMEA (b)	74.4	49.2	51.4%	40.6%
Italy (b)	24.6	16.7	46.4%	34.9%
Jefferson Wells	(1.7)	10.0	-117.2%	-117.2%
Right Management	5.7	2.2	157.4%	147.4%
Other Operations	18.8	16.4	13.4%	11.0%
	246.6	185.1		
Corporate expenses	21.4	17.9		
Amortization of intangible assets	3.3	3.3		
Operating profit	221.9	163.9	35.3%	26.0%
Interest and other expenses (c)	9.1	10.6		
Earnings before income taxes and discontinued operations	<u>\$ 212.8</u>	<u>\$ 153.3</u>		

- (a) In the United States, revenues from services include fees received from the related franchise offices of \$6.5 million and \$6.6 million for the three months ended September 30, 2007 and 2006, respectively. These fees are primarily based on revenues generated by the franchise offices, which were \$270.7 million and \$285.9 million for the three months ended September 30, 2007 and 2006, respectively.
- (b) Italy and Other EMEA were combined as the EMEA segment in previous years. All previous years' results have been revised to conform to the current year presentation.
- (c) The components of interest and other expenses were:

Interest expense	\$17.0	\$14.4
Interest income	(8.7)	(4.4)
Foreign exchange (gain) loss	(0.1)	0.3
Miscellaneous expenses, net	0.9	0.3
	<u>\$ 9.1</u>	<u>\$10.6</u>

Manpower Inc.
Results of Operations
(In millions, except per share data)

	Nine Months Ended September 30			
	2007	2006 (Unaudited)	Amount Reported	Constant Currency
			% Variance	
Revenues from services (a)	\$14,865.4	\$12,851.8	15.7%	8.9%
Cost of services	12,066.9	10,571.6	14.1%	
Gross profit	2,798.5	2,280.2	22.7%	16.0%
Selling and administrative expenses	2,196.3	1,917.9	14.5%	8.5%
Operating profit	602.2	362.3	66.2%	55.3%
Interest and other expenses	26.4	36.1	-27.1%	
Earnings before income taxes and discontinued operations	575.8	326.2	76.5%	66.2%
Provision for income taxes	224.2	120.1	86.7%	
Net earnings from continuing operations	351.6	206.1	70.6%	60.6%
Income from discontinued operations, net of income taxes	—	27.5	N/A	
Net earnings	<u>\$ 351.6</u>	<u>233.6</u>	50.5%	41.7%
Net earnings per share - basic:				
Continuing operations	\$ 4.19	\$ 2.38	76.1%	
Discontinued operations	—	0.32	N/A	
Total	<u>\$ 4.19</u>	<u>\$ 2.70</u>	55.2%	
Net earnings per share - diluted:				
Continuing operations	\$ 4.10	\$ 2.34	75.2%	65.0%
Discontinued operations	—	0.31	N/A	
Total	<u>\$ 4.10</u>	<u>\$ 2.65</u>	54.7%	45.7%
Weighted average shares - basic	<u>84.0</u>	<u>86.5</u>	-3.0%	
Weighted average shares - diluted	<u>85.7</u>	<u>88.0</u>	-2.7%	

- (a) Revenues from services include fees received from our franchise offices of \$26.8 million and \$26.4 million for the nine months ended September 30, 2007 and 2006, respectively. These fees are primarily based on revenues generated by the franchise offices, which were \$1,111.6 million and \$1,143.8 million for the nine months ended September 30, 2007 and 2006, respectively.

Manpower Inc.
Operating Unit Results
(In millions)

	Nine Months Ended September 30			
	2007	2006	% Variance	
			Amount Reported	Constant Currency
		(Unaudited)		
Revenues from Services:				
United States (a)	\$ 1,474.4	\$ 1,587.0	-7.1%	-7.1%
France	5,149.2	4,430.1	16.2%	7.7%
Other EMEA (b)	4,798.7	3,760.7	27.6%	17.8%
Italy (b)	993.1	810.4	22.5%	13.5%
Jefferson Wells	250.6	288.2	-13.0%	-13.0%
Right Management	298.4	288.4	3.5%	-0.5%
Other Operations	1,901.0	1,687.0	12.7%	10.7%
	<u>\$14,865.4</u>	<u>\$12,851.8</u>	15.7%	8.9%
Operating Unit Profit:				
United States	\$ 61.7	\$ 60.6	1.9%	1.9%
France	308.3	142.1	117.0%	102.3%
Other EMEA (b)	166.8	92.3	80.7%	67.6%
Italy (b)	70.1	47.3	48.1%	37.1%
Jefferson Wells	0.4	25.7	-98.4%	-98.4%
Right Management	22.8	17.9	27.8%	23.3%
Other Operations	46.6	48.8	-4.9%	-5.9%
	676.7	434.7		
Corporate expenses	64.7	62.6		
Amortization of intangible assets	9.8	9.8		
Operating profit	602.2	362.3	66.2%	55.3%
Interest and other expenses (c)	26.4	36.1		
Earnings before income taxes and discontinued operations	<u>\$ 575.8</u>	<u>\$ 326.2</u>		

- (a) In the United States, revenues from services include fees received from the related franchise offices of \$18.3 million and \$17.9 million for the nine months ended September 30, 2007 and 2006, respectively. These fees are primarily based on revenues generated by the franchise offices, which were \$818.3 million and \$860.1 million for the nine months ended September 30, 2007 and 2006, respectively.
- (b) Italy and Other EMEA were combined as the EMEA segment in previous years. All previous years' results have been revised to conform to the current year presentation.
- (c) The components of interest and other expenses were:

Interest expense	\$ 46.5	\$ 39.1
Interest income	(24.3)	(11.5)
Foreign exchange losses	0.1	2.5
Miscellaneous expenses, net	4.1	6.0
	<u>\$ 26.4</u>	<u>\$ 36.1</u>

Manpower Inc.
Consolidated Balance Sheets
(In millions)

	Sept. 30 2007	Dec. 31 2006
	(Unaudited)	
ASSETS		
Current assets:		
Cash and cash equivalents	\$ 538.8	\$ 687.9
Accounts receivable, net	4,537.3	3,837.2
Prepaid expenses and other assets	130.7	90.5
Future income tax benefits	88.8	66.4
Total current assets	<u>5,295.6</u>	<u>4,682.0</u>
Other assets:		
Goodwill and other intangible assets, net	1,402.2	1,293.6
Other assets	385.1	336.4
Total other assets	<u>1,787.3</u>	<u>1,630.0</u>
Property and equipment:		
Land, buildings, leasehold improvements and equipment	747.1	693.2
Less: accumulated depreciation and amortization	534.8	491.1
Net property and equipment	<u>212.3</u>	<u>202.1</u>
Total assets	<u>\$ 7,295.2</u>	<u>\$ 6,514.1</u>
LIABILITIES AND SHAREHOLDERS' EQUITY		
Current liabilities:		
Accounts payable	\$ 1,011.3	\$ 889.9
Employee compensation payable	224.4	180.7
Accrued liabilities	805.8	562.1
Accrued payroll taxes and insurance	657.6	699.9
Value added taxes payable	622.2	517.0
Short-term borrowings and current maturities of long-term debt	50.2	32.0
Total current liabilities	<u>3,371.5</u>	<u>2,881.6</u>
Other liabilities:		
Long-term debt	855.3	791.2
Other long-term liabilities	456.2	367.1
Total other liabilities	<u>1,311.5</u>	<u>1,158.3</u>
Shareholders' equity:		
Common stock	1.0	1.0
Capital in excess of par value	2,472.9	2,420.7
Retained earnings	937.2	617.0
Accumulated other comprehensive income	241.4	120.6
Treasury stock, at cost	<u>(1,040.3)</u>	<u>(685.1)</u>
Total shareholders' equity	<u>2,612.2</u>	<u>2,474.2</u>
Total liabilities and shareholders' equity	<u>\$ 7,295.2</u>	<u>\$ 6,514.1</u>

Manpower Inc.
Consolidated Statements of Cash Flows
(In millions)

	Nine Months Ended Sept. 30	
	2007	2006
	(Unaudited)	
Cash Flows from Operating Activities:		
Net earnings	\$ 351.6	\$ 233.6
Adjustments to reconcile net earnings to net cash provided by operating activities:		
Gain on sale of business	—	(29.3)
Depreciation and amortization	68.2	65.8
Deferred income taxes	(13.6)	(22.2)
Provision for doubtful accounts	17.3	18.6
Share-based compensation	18.8	15.9
Excess tax benefit on exercise of stock options	(5.5)	(7.0)
Changes in operating assets and liabilities, excluding the impact of acquisitions:		
Accounts receivable	(430.1)	(396.2)
Other assets	(25.7)	22.7
Other liabilities	318.2	324.2
Cash provided by operating activities	<u>299.2</u>	<u>226.1</u>
Cash Flows from Investing Activities:		
Capital expenditures	(65.8)	(47.3)
Acquisitions of businesses, net of cash acquired	(100.2)	(7.8)
Proceeds from sale of business	—	29.6
Proceeds from sale of an equity interest	—	8.8
Proceeds from the sale of property and equipment	3.7	3.6
Cash used by investing activities	<u>(162.3)</u>	<u>(13.1)</u>
Cash Flows from Financing Activities:		
Net borrowings of short-term facilities and long-term debt	15.7	(0.6)
Proceeds from stock option and purchase plans	34.1	45.2
Excess tax benefit on exercise of stock options	5.5	7.0
Repurchases of common stock	(359.5)	(235.9)
Dividends paid	(27.1)	(23.7)
Cash used by financing activities	<u>(331.3)</u>	<u>(208.0)</u>
Effect of exchange rate changes on cash	45.3	24.6
Change in cash and cash equivalents	(149.1)	29.6
Cash and cash equivalents, beginning of period	687.9	454.9
Cash and cash equivalents, end of period	<u>\$ 538.8</u>	<u>\$ 484.5</u>

New Face

New Place



Forward Looking Statement

This presentation includes forward-looking statements which are subject to risks and uncertainties. Actual results might differ materially from those projected in the forward-looking statements. Forward-looking statements can be identified by words such as “expect,” “plan,” “may,” “will,” and similar expressions. Additional information concerning factors that could cause actual results to materially differ from those in the forward-looking statements is contained in the Company’s Annual Report on Form 10-K dated December 31, 2006, which information is incorporated herein by reference, and such other factors as may be described from time to time in the Company’s SEC filings.



Consolidated Financial Highlights

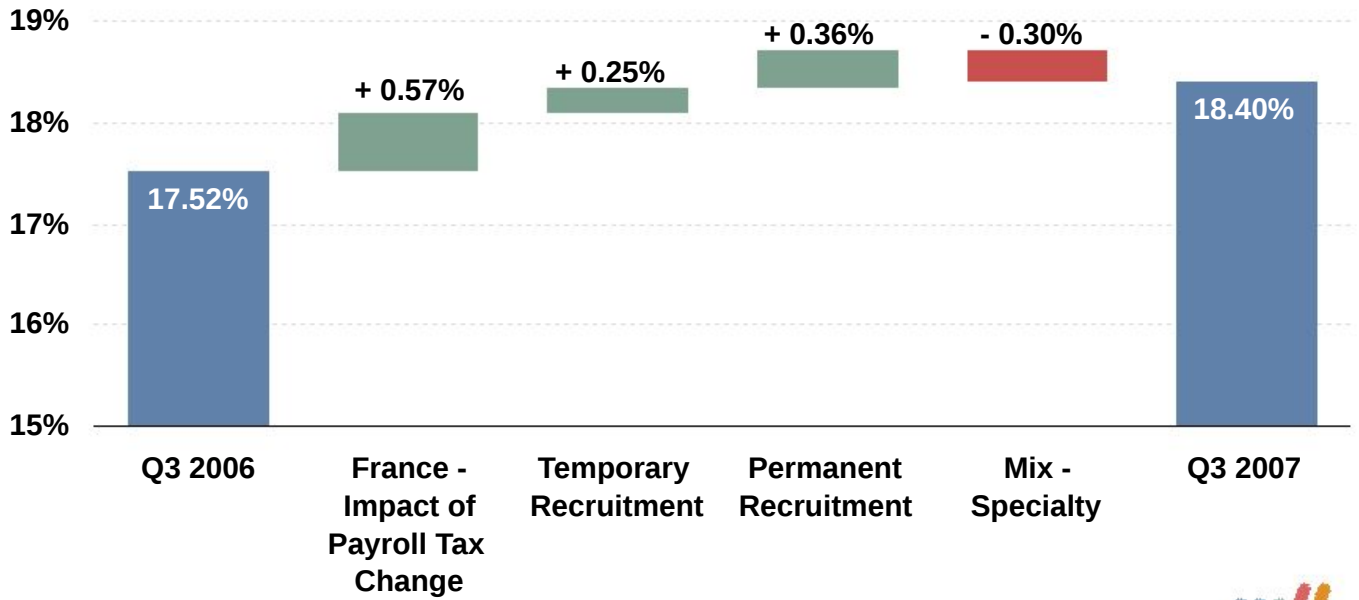
Q3 Highlights	
↑ 15% ↑ 8% CC	Revenue \$5.3B
↑ 88 bps	Gross Margin 18.4%
↑ 35% ↑ 26% CC	Operating Profit \$222M⁽¹⁾
↑ 60 bps	OP Margin 4.2%⁽¹⁾
↑ 40% ↑ 31% CC	EPS from Continuing Operations \$1.57⁽¹⁾

⁽¹⁾ Includes the favorable impact from the French payroll tax change of \$27.0M (\$16.1M after tax, or 19 cents per share).

Throughout this presentation, the difference between reported variances and Constant Currency (CC) variances represents the impact of currency on our financial results. Constant Currency is further explained on our Web site.



Consolidated Gross Profit Margin Change



United States Segment

(9% of Revenue)

		Q3 Financial Highlights
↓	7%	Revenue \$502M
↓	16%	OUP \$24M
↓	50 bps	OUP Margin 4.8%

Operating Unit Profit (OUP) is the measure that we use to evaluate segment performance. OUP is equal to segment revenues less direct costs and branch and national headquarters operating costs.



France Segment

(35% of Revenue)

Q3 Financial Highlights	
↑ 13%	Revenue \$1.9B
↑ 5% CC	
↑ 63%	OUP \$101M⁽¹⁾
↑ 51% CC	
↑ 170 bps	OUP Margin 5.4%⁽¹⁾

⁽¹⁾ The impact of the change in the French payroll tax calculation is included above. The change has a \$27.0M positive impact on OUP and a positive 150 bps impact on OUP margin.



Other EMEA Segment

(33% of Revenue)

	Q3 Financial Highlights
↑ 29% ↑ 19% CC	Revenue \$1.7B
↑ 51% ↑ 41% CC	OUP \$74M
↑ 70 bps	OUP Margin 4.3%



Other EMEA – Q3 Revenue Growth YoY

% of Segment Revenue

19%

Nordics



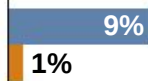
16%

Elan



15%

UK - Manpower



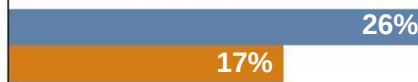
11%

Germany



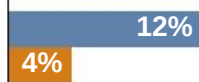
8%

Netherlands



8%

Spain



23%

Other



■ Revenue Growth ■ Revenue Growth - CC



Italy Segment

(6% of Revenue)

	Q3 Financial Highlights
↑ 21% ↑ 12% CC	Revenue \$335M
↑ 46% ↑ 35% CC	OUP \$25M
↑ 120 bps	OUP Margin 7.3%



Jefferson Wells Segment

(2% of Revenue)

		Q3 Financial Highlights
↓	9%	Revenue \$86M
↓	117%	OUP \$(2M)⁽¹⁾
↓	1260 bps	OUP Margin - 2.0%

⁽¹⁾ Results include \$3.0M of move-related expenses for the move to the new headquarters.



Right Management Segment (2% of Revenue)

Q3 Financial Highlights	
↑ 9% ↑ 5% CC	Revenue \$99M
↑ 157% ↑147% CC	OUP \$6M
↑ 340 bps	OUP Margin 5.8%

Other Operations Segment

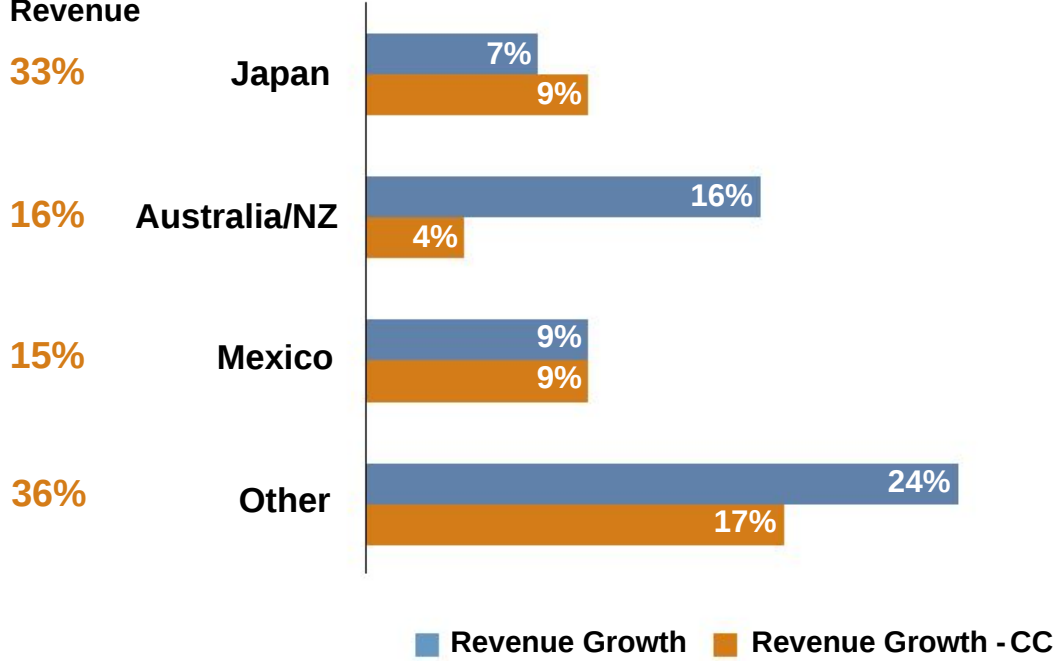
(13% of Revenue)

	Q3 Financial Highlights
↑ 14% ↑ 11% CC	Revenue \$663M
↑ 13% ↑ 11% CC	OUP \$19M
↓ 10 bps	OUP Margin 2.8%



Other Operations – Q3 Revenue Growth YoY

% of Segment Revenue





Financial Highlights

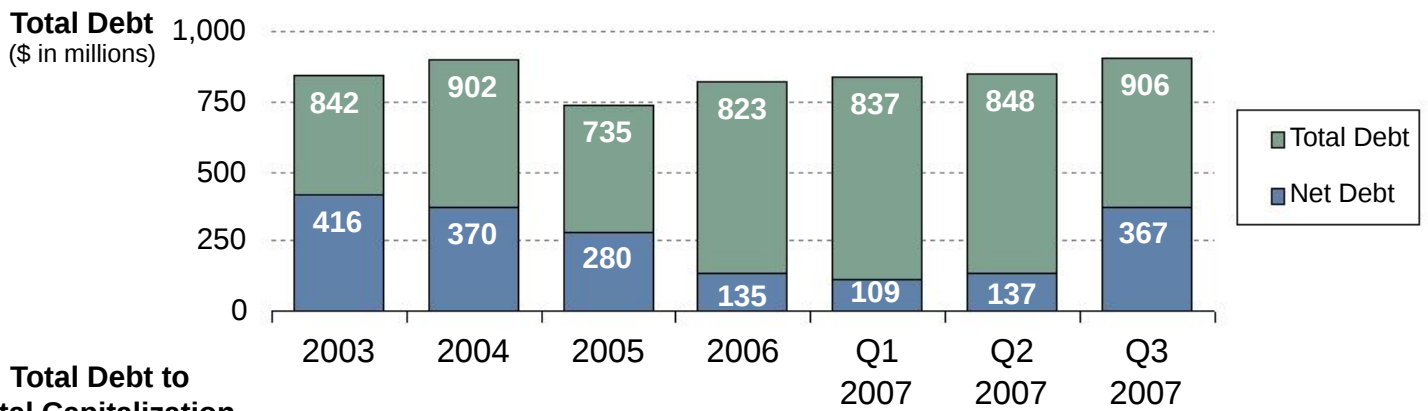


Reported Q3 Results vs. Guidance

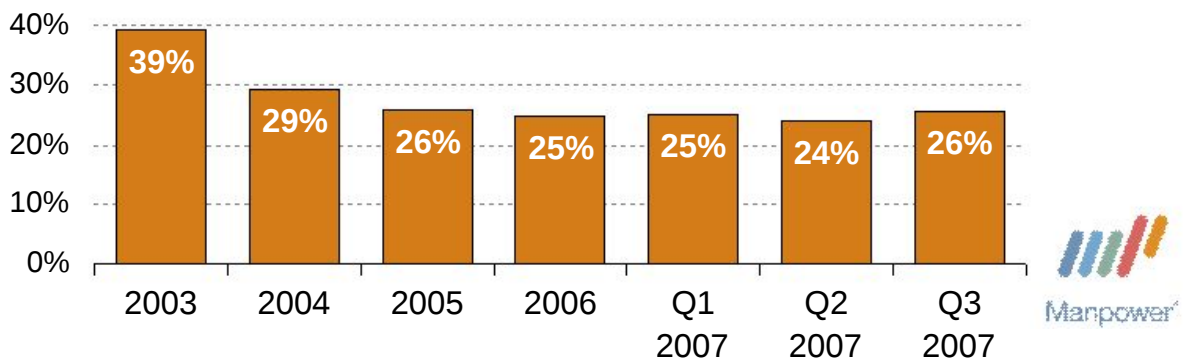
	Reported	Guidance
Revenue Growth (Constant Currency)	8.5%	7 - 9%
Operating Profit Margin	4.2%	3.9 - 4.1%
EPS	\$1.57	\$1.39 - \$1.43
EPS Details:		
Currency	+ \$.08	+ \$.08
French Payroll Tax Change	+ \$.19	+ \$.14
Headquarters Move	- \$.03	- \$.02
Share Repurchase Accretion	+ \$.02	-



Balance Sheet Highlights



Total Debt to Total Capitalization



Cash Flow Summary – Nine Months

(\$ in millions)	2007	2006
Cash from Operations	299	226
Capital Expenditures	(66)	(47)
Free Cash Flow	233	179
Share Repurchases *	(360)	(236)
Proceeds from Equity Plans	40	52
Change in Debt	16	(1)
Acquisitions of Businesses, net of cash acquired	(100)	(8)
Proceeds from Sale of Business	-	30
Other	22	14
Change in Cash	(149)	30



* 4,944,200 shares in 2007 and 4,000,000 shares in 2006.

Fourth Quarter Outlook

Revenue	U.S.	Down 3-5%
	France	Up 14-16% (Up 4-6% CC)
	Other EMEA	Up 23-25% (Up 16-18% CC)
	Italy	Up 21-23% (Up 11-13% CC)
	Jefferson Wells	Down 6-8%
	Right Management	Up 4-6% (Up 1-3% CC)
	Other	Up 12-14% (Up 11-13% CC)
	Total	Up 14-16% (Up 8-10% CC)
Gross Profit Margin		18.2-18.4%
Operating Profit Margin		3.7-3.9%
Tax Rate from Continuing Operations		36.5%
EPS from Continuing Operations		\$1.50-\$1.54 (Pos. \$.10 Currency)



Full-Year Forecast

	2007 Forecast	2006	Variance	
			\$	CC
Revenue	\$ 20.3B	\$ 17.6B	15%	9%
EPS – Continuing Operations	\$5.61	\$3.48	61%	53%
Items impacting EPS:				
French payroll tax change	+ \$.86	-		
Reorg./cost initiatives	-	- \$.22		
	+ \$.86	- \$.22		

Note: 2007 forecasted amounts are based upon the mid-point of Q4 guidance.



Questions?

Answers

