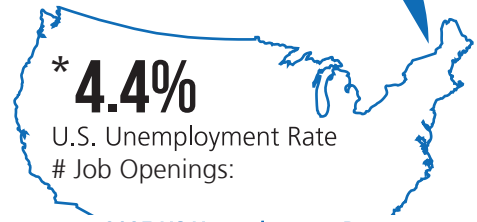


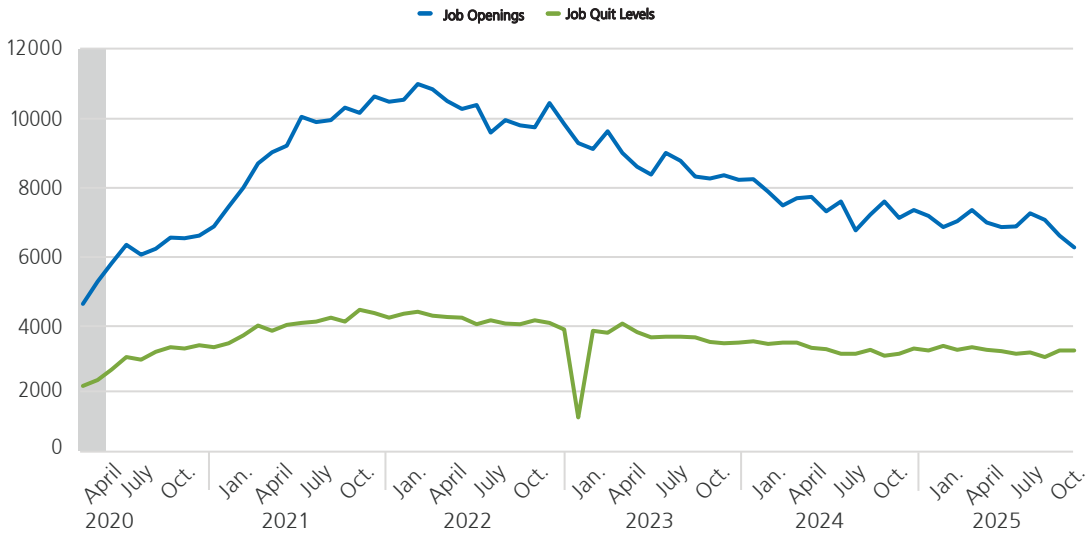
KANSAS EMPLOYMENT IMPACT ANALYSIS



In today's dynamic economy, agency-sourced workers often serve as early indicators of shifting market conditions. Across industries, they are among the first to reflect changes in demand and highlight emerging talent shortages. This Employment Impact Analysis has been developed as a strategic resource to help our business clients stay ahead of evolving economic trends and prepare for potential workforce challenges.



U.S. JOB OPENINGS & QUIT LEVELS



2025 US Unemployment Rates

Jan	Feb	Mar	Apr	May	June
4.0	4.1	4.2	4.2	4.2	4.1
July	Aug	Sep	Oct	Nov	Dec
4.2	4.3	4.4	4.4	4.6	4.4

*The Federal Reserve considers a base unemployment rate (the U-3 rate) of 5.0%-5.2% as "full employment" in the economy.

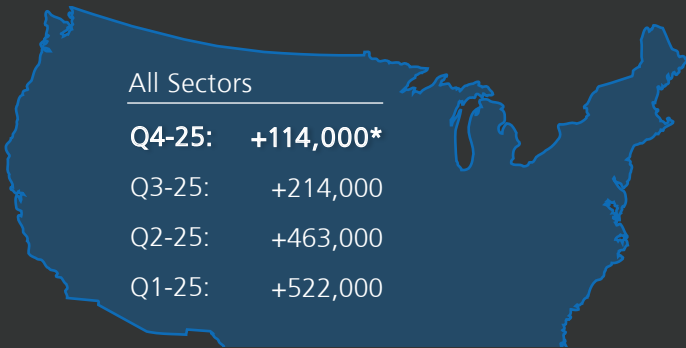


2025 KS Unemployment Rates

Jan	Feb	Mar	Apr	May	June
3.8	3.8	3.8	3.8	3.8	3.8
July	Aug	Sep	Oct	Nov	Dec
3.8	3.8	3.8	3.8	3.8	3.8

QUARTERLY EMPLOYMENT SUMMARY

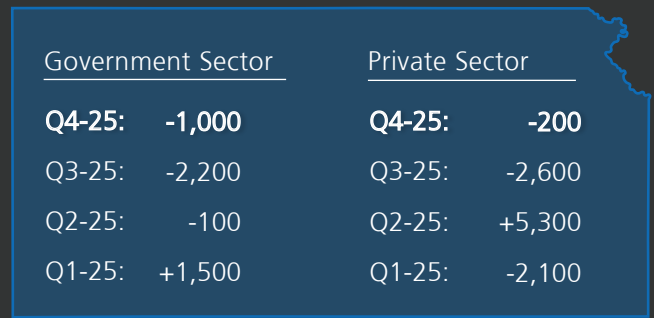
New Jobs in U.S.



2025 U.S. Jobs Summaries

Jan	Feb	Mar	Apr	May	June
+143K	+151K	+228K	+177K	+139K	+147K
July	Aug	Sep	Oct	Nov	Dec
+73K	+22K	+119K	N/A	+64K	+50K

New Jobs in Kansas



2025 KS Jobs Summaries

Jan	Feb	Mar	Apr	May	June
-2.6K	+1.3K	+700	+3.3K	+1.8K	+100
July	Aug	Sep	Oct	Nov	Dec
-6.1K	+1.6K	0	+200	+3.1K	-4.5K

*Initial data reported; May reflect upward/downward revisions sources make to initially reported data

SUMMARY OF U.S. SALARY & INFLATION RATES

AVERAGE SALARY INCREASE

2017: 3.45%	2018: 3.62%	2019: 3.75%	2020: 2.83%	2021: 8.89%	2022: 4.20%	2023: 4.60%	2024: 3.9%	2025: 3.5%
YoY Change: +1.32%	+1.18%	+1.94%	+1.60%	+4.20%	-3.81%	+0.48%	+0.95%	+0.5 - 1.5%

INFLATION RATE

2017: 2.13%	2018: 2.44%	2019: 1.81%	2020: 1.23%	2021: 4.69%	2022: 8.01%	2023: 4.12%	2024: 2.95%	2025: 2%-3%
								*Projected



AMERICAN STAFFING ASSOCIATION SUMMARY



ASA STAFFING JOBS



LAST QUARTER

BLS TEMP HELP JOBS



LAST MONTH

ASA STAFFING INDEX



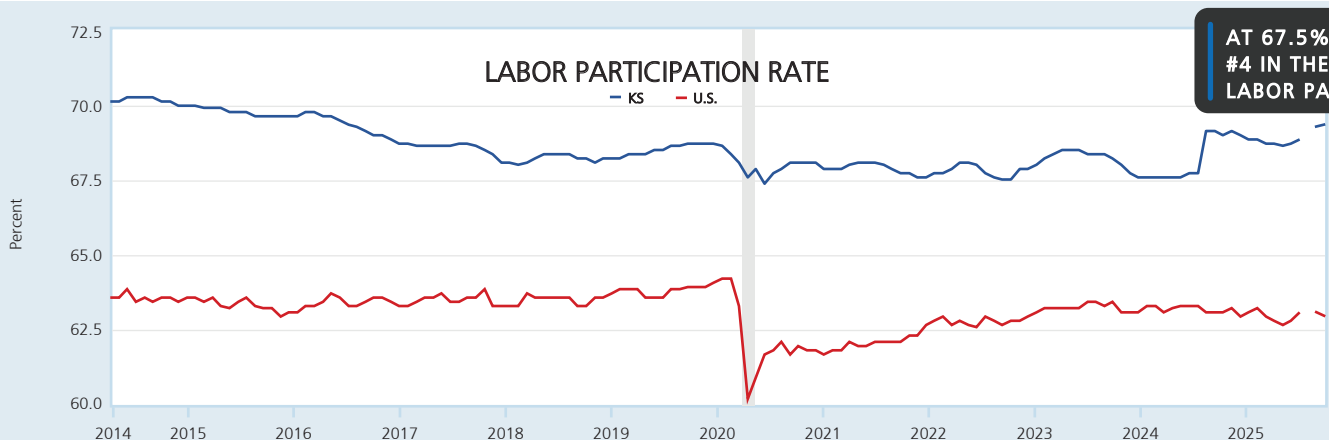
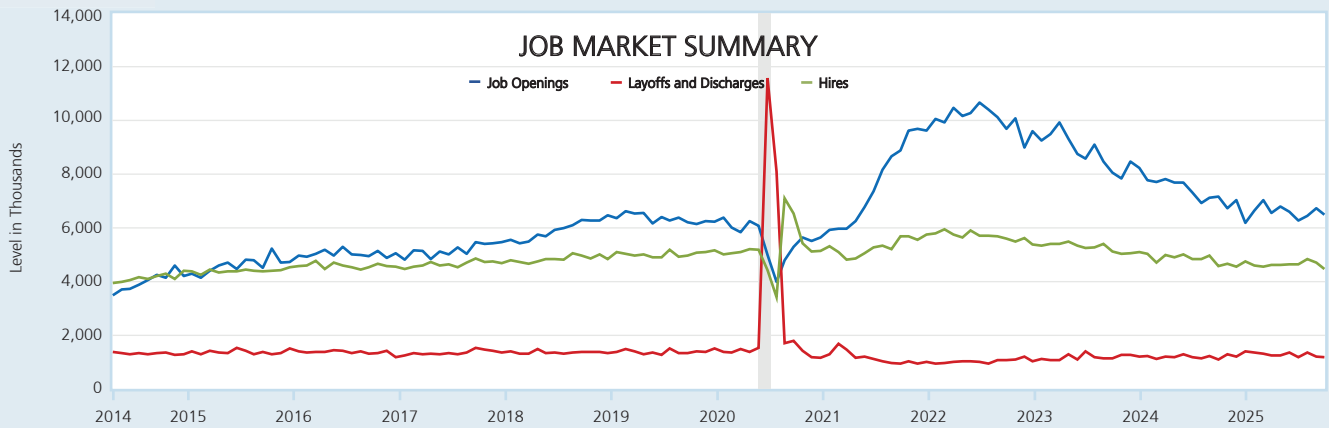
CURRENTLY

GDP PROJECTION



NEXT QUARTER

FEDERAL RESERVE ECONOMIC DATA



AT 67.5%, KS IS RANKED #4 IN THE NATION FOR LABOR PARTICIPATION

- #1: NE - 69.7%
- #2: ND - 68.7%
- #3: MN - 67.7%
- #3: SD - 67.7%
- #4: KS - 67.6%
- #4: IA - 67.6%
- #4: UT - 67.6%
- #5: CO - 66.5%

KANSAS COUNTY EMPLOYMENT SUMMARY



FOR OPTIMAL VISUALS, WE RECOMMEND VIEWING PAGES 3 & 4 SIDE-BY-SIDE

CHEYENNE 2.8% 40 22 \$12.88 \$20.16 \$29.78	RAWLINS 2.6% 39 10 \$13.21 \$20.34 \$28.86	DECATUR 2.4% 39 100 \$12.37 \$18.20 \$26.73	NORTON 2.7% 67 69 \$12.58 \$19.22 \$29.09	PHILLIPS 3.0% 74 66 \$12.94 \$20.25 \$31.58	SMITH 2.9% 58 36 \$12.46 \$18.78 \$28.02
SHERMAN 3.1% 93 98 \$12.62 \$18.42 \$28.23	THOMAS 2.3% 106 232 \$12.82 \$18.89 \$29.25	SHERIDAN 1.9% 32 64 \$12.81 \$20.77 \$29.42	GRAHAM 3.8% 44 8 \$13.58 \$21.11 \$29.18	ROOKS 3.3% 84 28 \$13.12 \$20.76 \$28.53	OSBORNE 4.9% 90 32 \$12.69 \$18.65 \$27.87
WALLACE 2.7% 21 24 \$12.81 \$19.44 \$26.24	LOGAN 2.1% 35 41 \$11.36 \$18.05 \$26.62	GOVE 3.1% 39 78 \$12.07 \$18.43 \$28.05	TREGO 3.0% 44 35 \$12.29 \$20.38 \$29.72	ELLIS 2.5% 443 798 \$12.53 \$18.62 \$30.81	RUSSELL 3.4% 109 58 \$12.87 \$20.38 \$29.16
GREELEY 2.5% 18 20 \$12.65 \$19.21 \$28.81	WICHITA 2.1% 28 29 \$12.89 \$20.90 \$31.15	SCOTT 2.4% 63 83 \$12.31 \$18.24 \$28.32	LANE 3.5% 26 13 \$12.64 \$20.80 \$31.40	NESS 2.5% 40 44 \$13.39 \$20.94 \$29.69	RUSH 2.8% 47 20 \$13.23 \$20.27 \$28.00
HAMILTON 2.2% 32 32 \$12.97 \$19.74 \$29.16	KEARNY 2.6% 49 44 \$12.21 \$18.12 \$27.00	FINNEY 2.5% 544 1,087 \$13.57 \$21.67 \$29.14	HODGEMAN 3.0% 32 27 \$12.69 \$18.27 \$26.72	EDWARDS 2.7% 81 149 \$13.15 \$19.09 \$28.17	STAFFORD 2.8% 60 27 \$12.58 \$19.44 \$28.96
STANTON 3.0% 26 42 \$14.32 \$21.24 \$30.12	GRANT 2.9% 100 80 \$12.29 \$20.63 \$31.07	HASKELL 2.4% 47 120 \$13.75 \$21.23 \$30.18	GRAY 2.0% 69 61 \$13.35 \$21.75 \$29.53	FORD 2.6% 480 891 \$14.36 \$21.97 \$28.22	KIOWA 3.2% 42 25 \$10.75 \$17.72 \$25.49
MORTON 3.0% 35 35 \$12.14 \$20.00 \$28.64	STEVENS 2.4% 69 48 \$13.21 \$21.72 \$31.20	SEWARD 2.9% 329 372 \$13.48 \$21.89 \$28.57	MEADE 2.5% 51 38 \$13.46 \$21.96 \$31.57	CLARK 2.7% 30 120 \$13.72 \$20.94 \$32.58	COMANCHE 2.7% 26 70 \$12.21 \$18.53 \$28.77
				EDWARDS 2.8% 44 15 \$13.31 \$21.31 \$30.57	BARBER 2.7% 58 31 \$12.72 \$20.40 \$28.01

Request analysis for specific job title:
TAG@arnoldgroup.com

KEY:

- County UE Rate %
- # Unemployed
- # KS Openings
- All Jobs Avg Salary:
- Low
- Median
- High

EDWARDS

- 2.8%
- 44
- 15
- \$13.31
- \$21.31
- \$30.57

KEY:

County UE Rate %
 # Unemployed
 # KS Openings
 All Jobs Avg Salary:
 Low
 Median
 High

RILEY 2.9%
 1,101
 1,677
 \$13.29
 \$21.74
 \$34.10

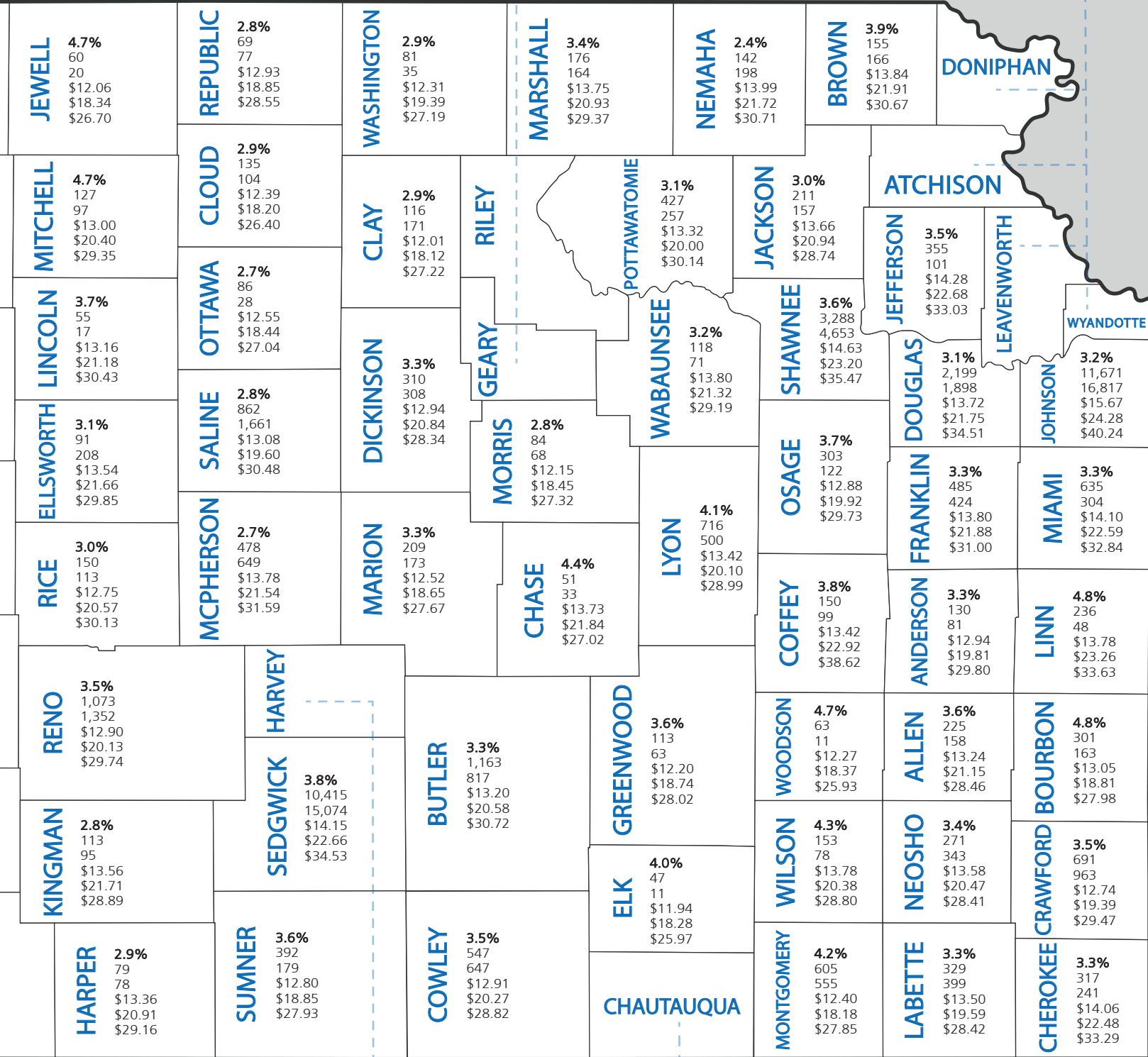
GEARY 4.2%
 559
 587
 \$13.91
 \$21.22
 \$31.42

DONIPHAN 3.2%
 128
 134
 \$14.49
 \$22.36
 \$30.09

ATCHISON 3.3%
 281
 327
 \$12.47
 \$19.02
 \$29.88

LEAVENWORTH 3.8%
 1,444
 1,153
 \$15.19
 \$25.12
 \$38.82

WYANDOTTE 4.5%
 3,741
 5,405
 \$16.23
 \$24.80
 \$37.02



HARVEY 3.9%
 712
 622
 \$13.91
 \$21.50
 \$31.15

CHAUTAUQUA 4.6%
 65
 13
 \$12.04
 \$17.73
 \$25.11

Request analysis for specific job title:
TAG@arnoldgrouphr.com

EMPLOYEE INSIGHTS



DEVELOPING TRENDS:

Technology Overload -
Fear of automation or overwhelming tech tools.

CSR Focus -
Employees prefer companies with strong corporate social responsibility initiatives.

Retention Efforts -
A persistent demand for better compensation, work-life balance, and career growth makes retention efforts crucial.

TOP REASONS EMPLOYEES QUIT

- Toxic work environment
- Lack of career growth
- Inadequate compensation
- Burnout & mental health strain
- Poor work-life balance
- Lack of recognition
- Poor leadership/bad managers
- Hybrid/remote work pressure
- Job insecurity
- Desire for meaningful work

TAG TIP: Top reasons employees quit revolve around **flexibility, growth opportunities, purpose-driven work, and healthy work environments.** Failure to adapt will likely result in higher turnover, while investing in these areas will lead to a more engaged, loyal workforce.

WHAT WOULD YOU DO IF HALF YOUR TEAM WAS QUIETLY PLANNING THEIR EXIT?

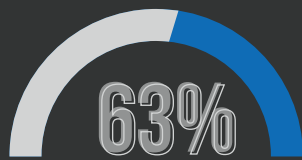
40% - 50%

Employees **actively** looking for a job change

50% - 60%

Employees **passively** looking for a job change

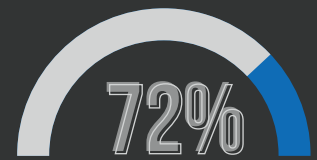
TAG TIP: Passive job seekers are keeping an eye on opportunities and can be tempted to leave for the right offer without actively seeking change, causing significant concern for employers. They're driven by factors like: **flexible work arrangements, opportunity for career growth, higher compensation, and better work-life balance.**



Job Seekers declined a job offer due to a bad recruiting experience...

FACTORS LIKE:

- > Lack of communication
- > Unprofessional behavior
- > Mismatch of expectations
- > Lengthy/confusing processes



of those job seekers told others about their bad recruiting experience.

WHAT CANDIDATES CONSIDER BEFORE ACCEPTING A JOB OFFER:

Compensation & Benefits

Career Growth

Location & Commute

Leadership

Work-Life Balance

Job Role

Workplace Environment

Company Culture & Values

Job Security

Company Reputation

TAG TIP: Candidates weigh criteria differently based on:
1) personal preference
2) career stage, and
3) values.



CURRENT KANSAS WORKSHARE PLANS

- Active & Approved Plans - 104
- Distinct Employers - 71
- Total Affected Workers - 2,553
- Workers that Filed Weekly Certification - 840

Reporting Job Refusals Impact:
Employer-Reported Job Refusals lead to 49% UI Benefit Denials in Kansas for Q4 2025.

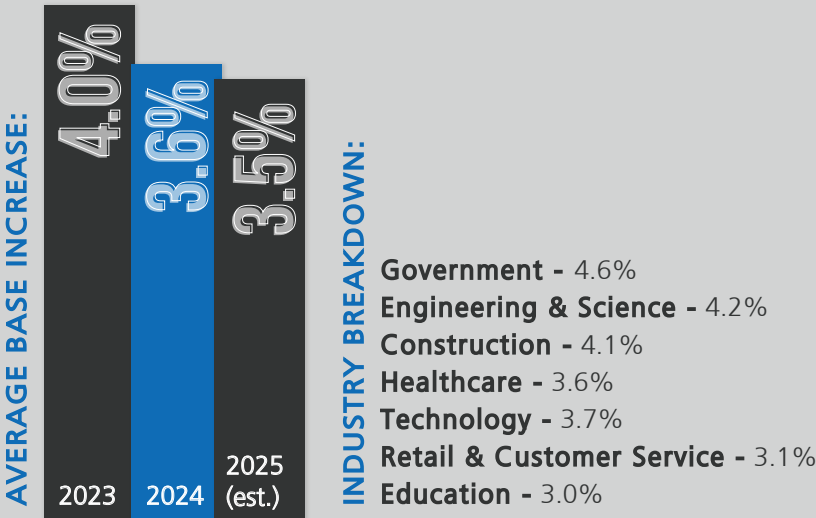
[Click Here to Get Supporting Resources](#)

49%

BASE WAGE INCREASES

TAG TIP:

The slight decrease in projected base wage increases for 2025 is attributed to a cooling labor market, economic uncertainty, and easing inflation.



TOP RECRUITING CHALLENGES

- Talent shortage
- High competition
- Remote/hybrid work
- Diversity & Inclusion
- Candidate expectations
- Emerging technologies
- Longer time to hire
- Employer brand
- Retention during hiring
- AI & automation

TAG TIP:

We see skilled talent shortage as the biggest recruiting challenge this year, particularly in technology, healthcare, and skilled trades stemming from skill gaps, intense competition for qualified candidates, and high candidate expectations for compensation and flexibility.

Recruiters are adapting by exploring alternative talent pools, offering competitive benefits, upskilling current employees, and *strategically* aligning compensation.

RECRUITERS SAY,

a lack of qualified candidates and...

41%

...filling entry-level positions

76%

ARE THEIR BIGGEST CHALLENGES.



Entry-Level:
20% - 30% of annual salary



Mid-Level:
30% - 50% of annual salary



Executive or Specialized:
up to 200% of annual salary

OUT OF SIGHT, OUT OF BUDGET:
TURNOVERS HIDDEN TOLL ON EMPLOYERS

EMPLOYMENT OUTLOOK SURVEY RESULTS



QUESTION 1

What impact has wage pressure had on your ability to attract or retain talent in 2025 so far?

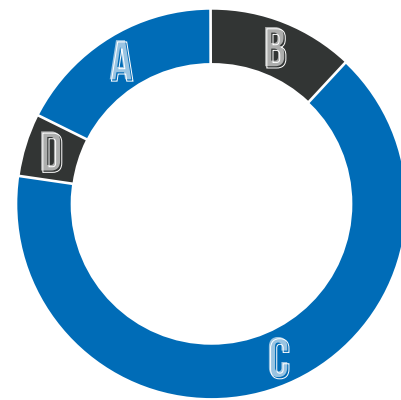
- A) Great impact, we've adjusted to stay competitive
- B) Some impact, we've made some adjustments
- C) Little impact, wage pressure isn't a big issue
- D) No impact, we haven't changed our strategy



QUESTION 2

Have you noticed a shift in candidate quality or preparedness compared to last year?

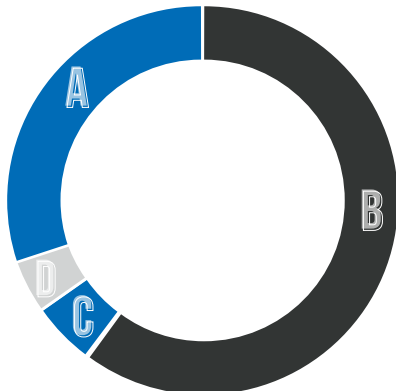
- A) Improved, stronger qualifications/readiness - 18%
- B) Similar to previous years - 12%
- C) Declined, less qualified or less prepared - 65%
- D) We haven't had any open roles recently - 5%



QUESTION 3

What is your current hiring outlook for the rest of 2025?

- A) Actively hiring, plans to increase headcount - 30%
- B) Maintaining, backfilling only - 60%
- C) Scaling back, hiring only for critical needs - 5%
- D) Hiring freeze, no plans in the near future - 5%



QUESTION 4

What strategies are you prioritizing this year to address labor shortages or talent gaps?

- A) Upskilling/Reskilling - 47%
- B) Updating compensation or benefits - 29%
- C) Expanding recruitment geographically - 12%
- D) Offering flexible work arrangements - 12%
- E) Leveraging staffing/recruiting partners - 35%
- F) Automating or restructuring roles - 23%
- G) Other strategies - 12%

