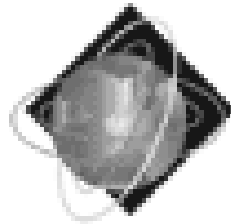


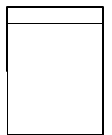
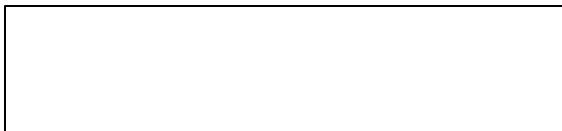
Top Labor Law Issues

2003 Forecast



EMPLOYMENT
LAW ALLIANCE

December 2002

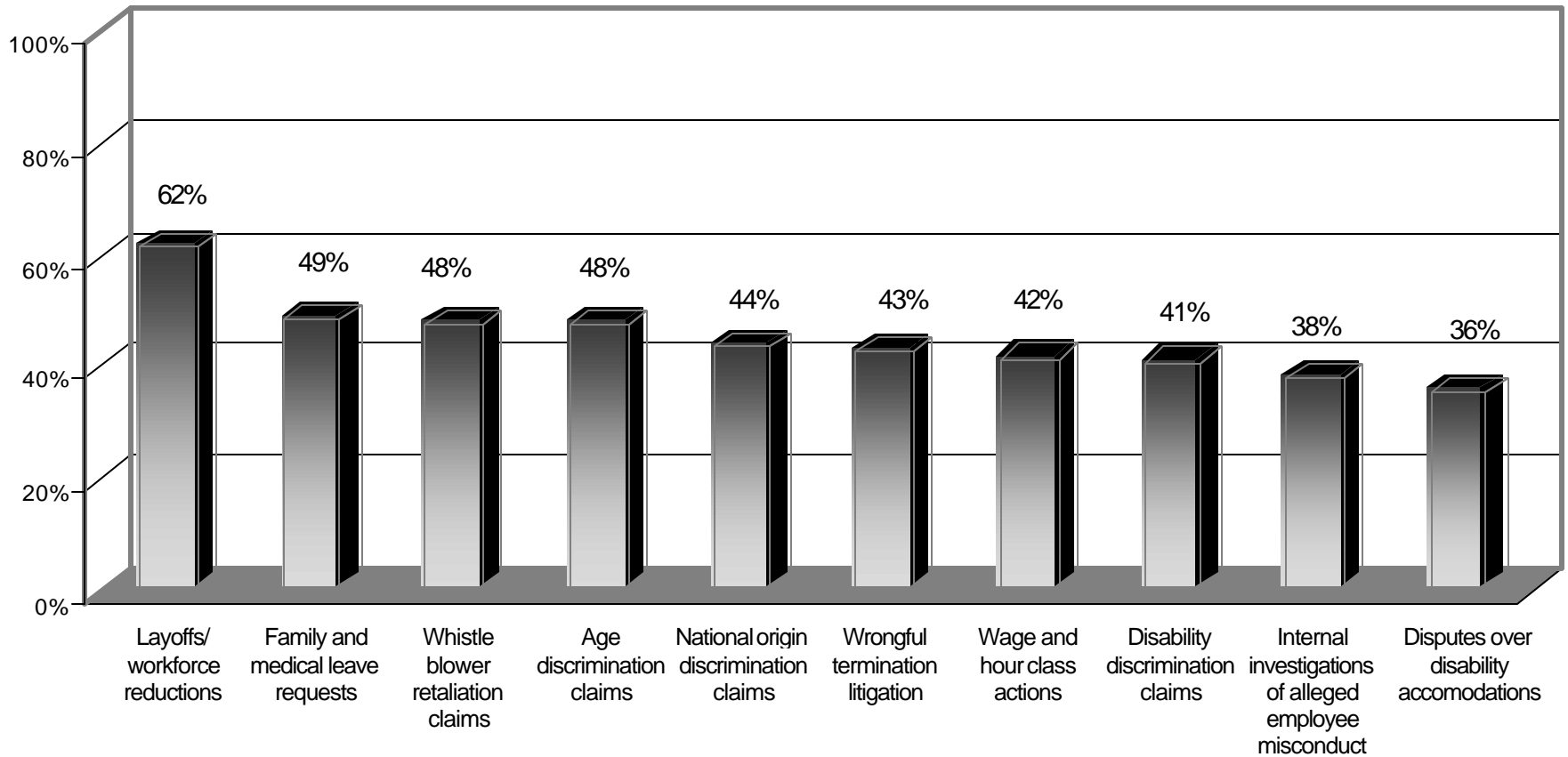


Methodology

- ◆ Email invitations sent to approximately 1,200 current Employment Law Alliance members worldwide.
- ◆ 549 self-administered web-based surveys completed between December 6 and December 16, 2002.
- ◆ Responses by Country as listed below:

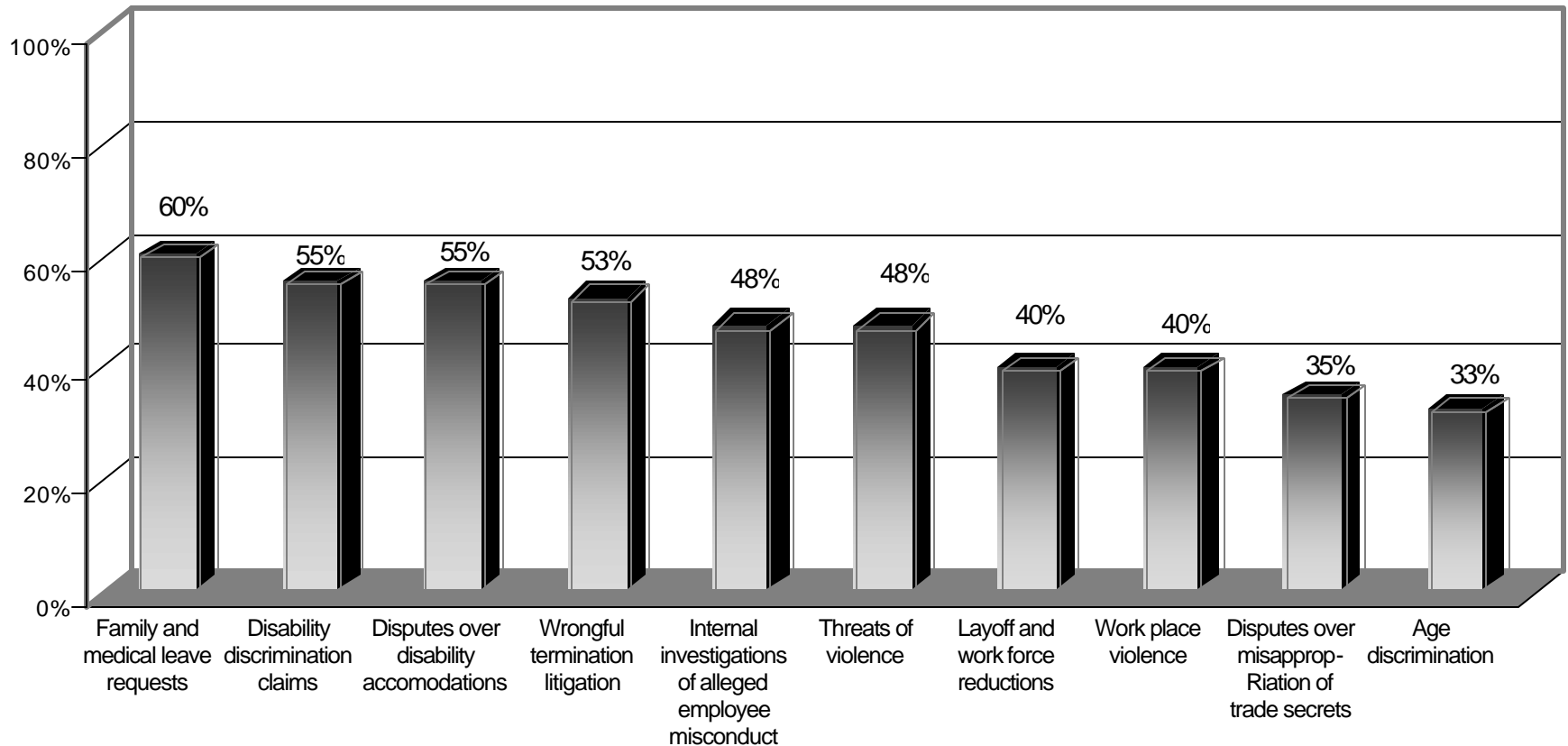
United States	439
Canada	54
Other countries	56

Top 10 Labor Law Issues Expected to Increase in 2003 (Total: 549)



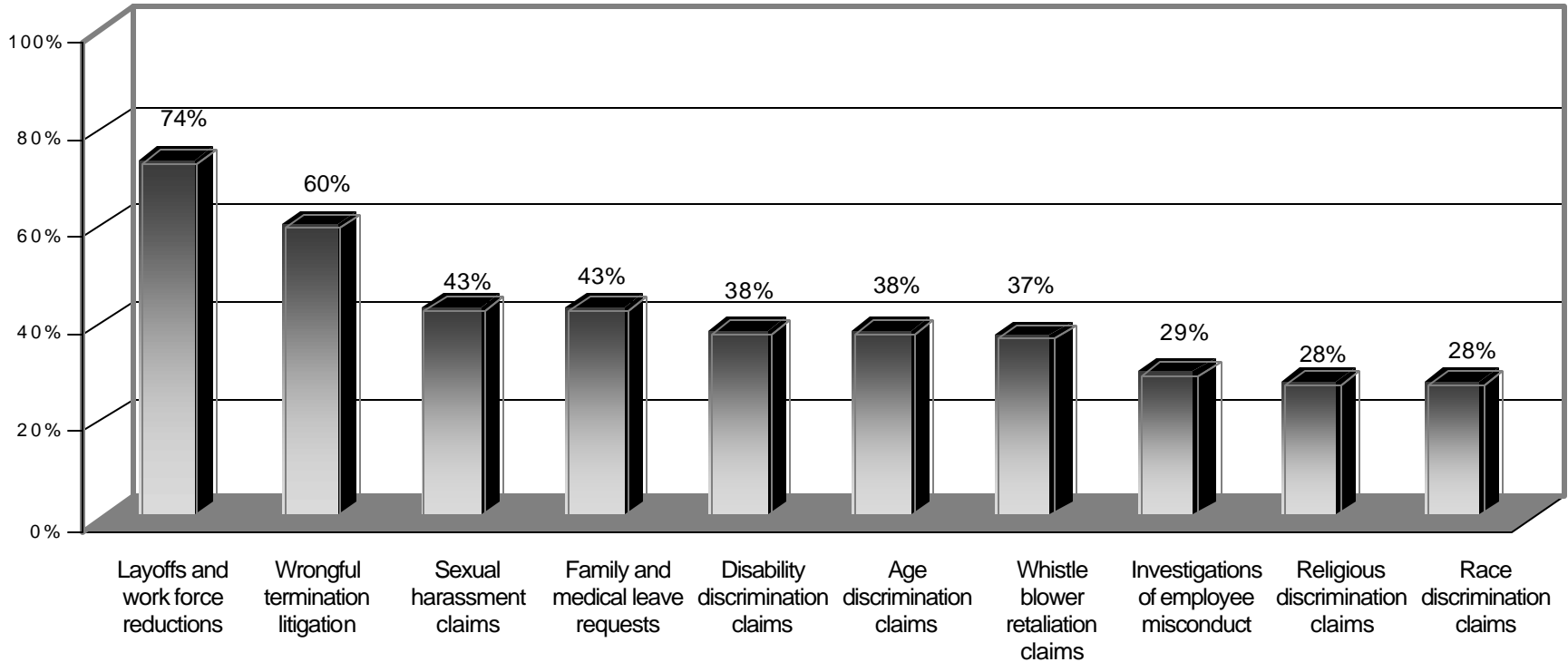
Thinking about your practice, do you expect employers to face more, the same or less of each of the following issues compared with 2002?

Top 10 Labor Law Issues Expected to Increase in 2003 (Canada: 54)



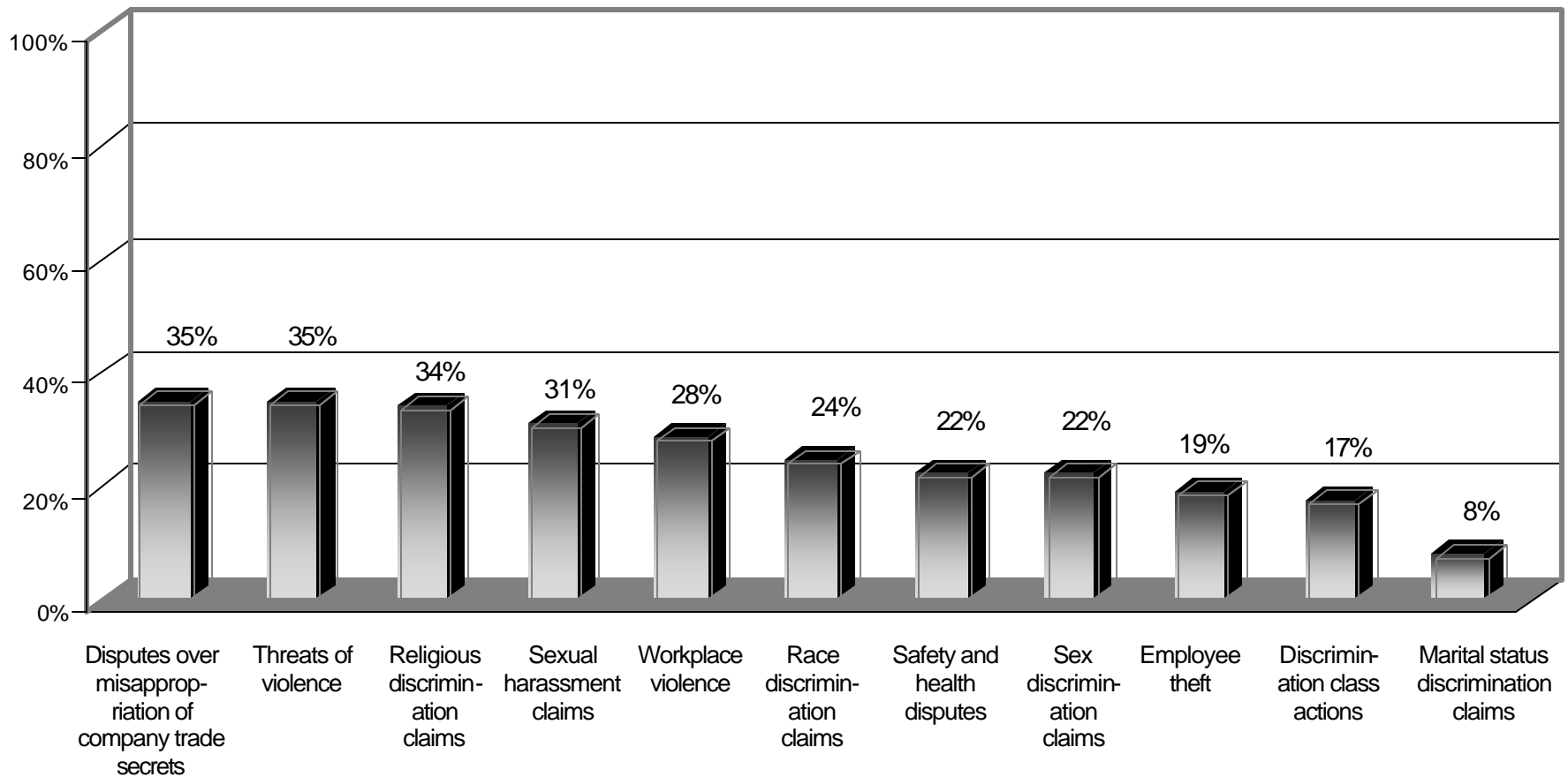
Thinking about your practice, do you expect employers to face more, the same or less of each of the following issues compared with 2002?

Top 10 Labor Law Issues Expected to Increase in 2003 (Other Countries: 56)



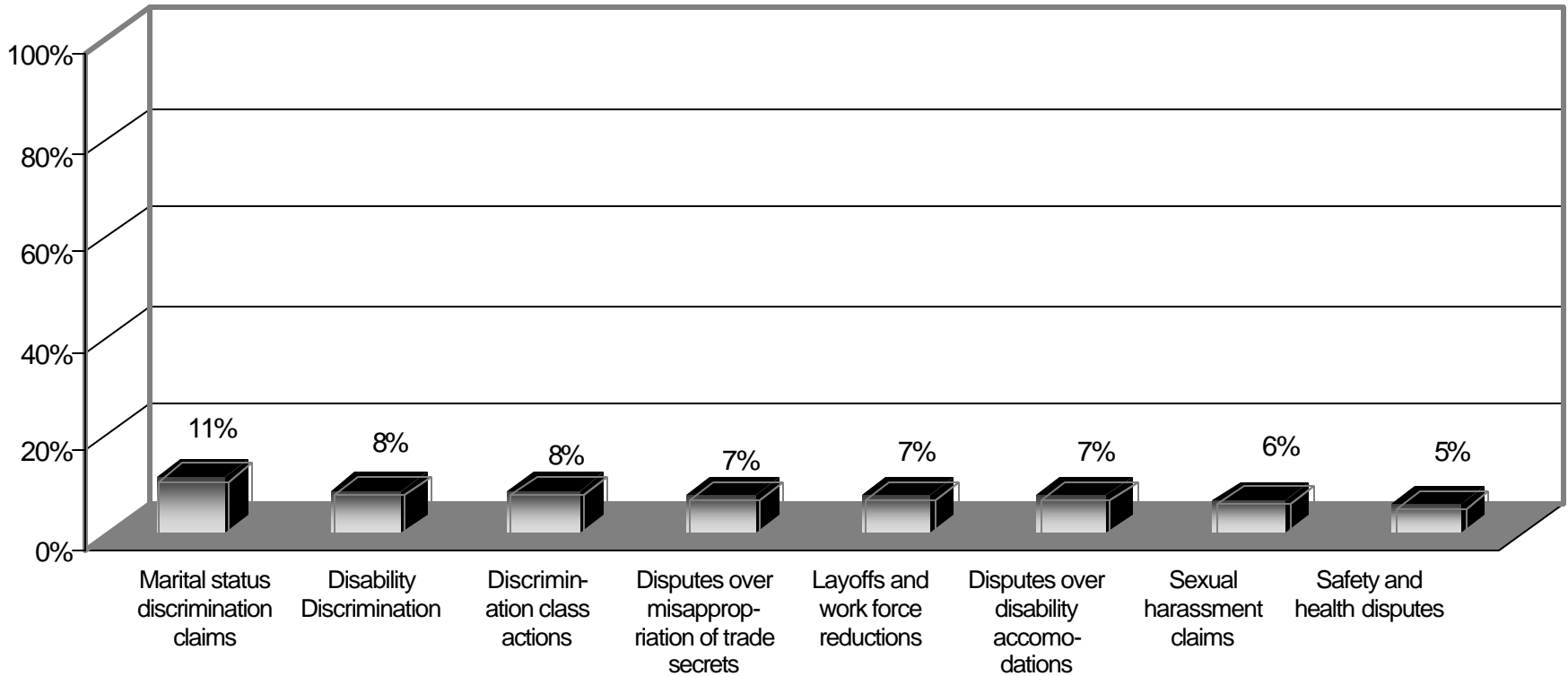
Thinking about your practice, do you expect employers to face more, the same or less of each of the following issues compared with 2002?

Bottom 11 Labor Law Issues Expected to Increase in 2003 (Total: 549)



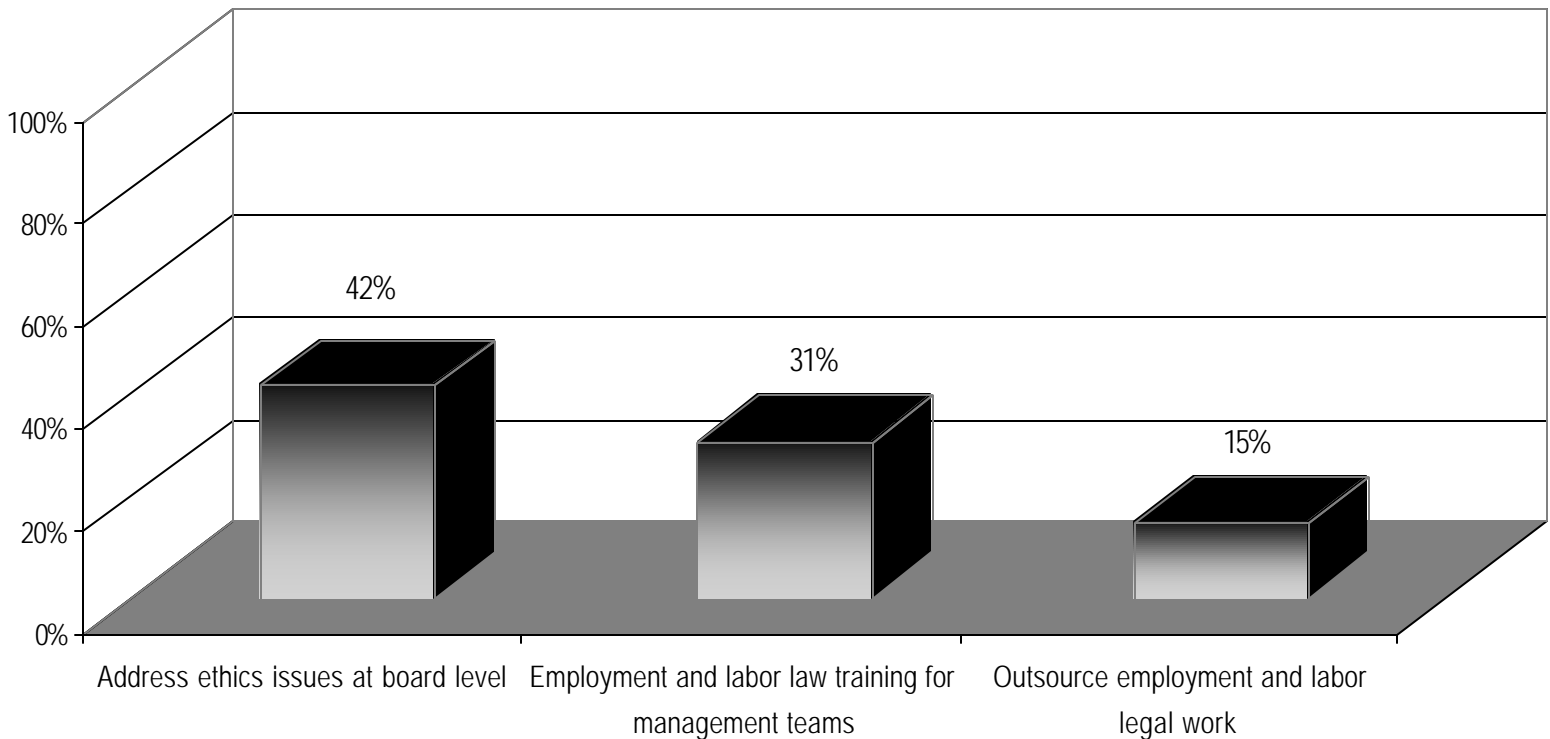
Thinking about your practice, do you expect employers to face more, the same or less of each of the following issues compared with 2002?

Top 8 Labor Law Issues Expected to Decrease in 2003 (Total: 549)



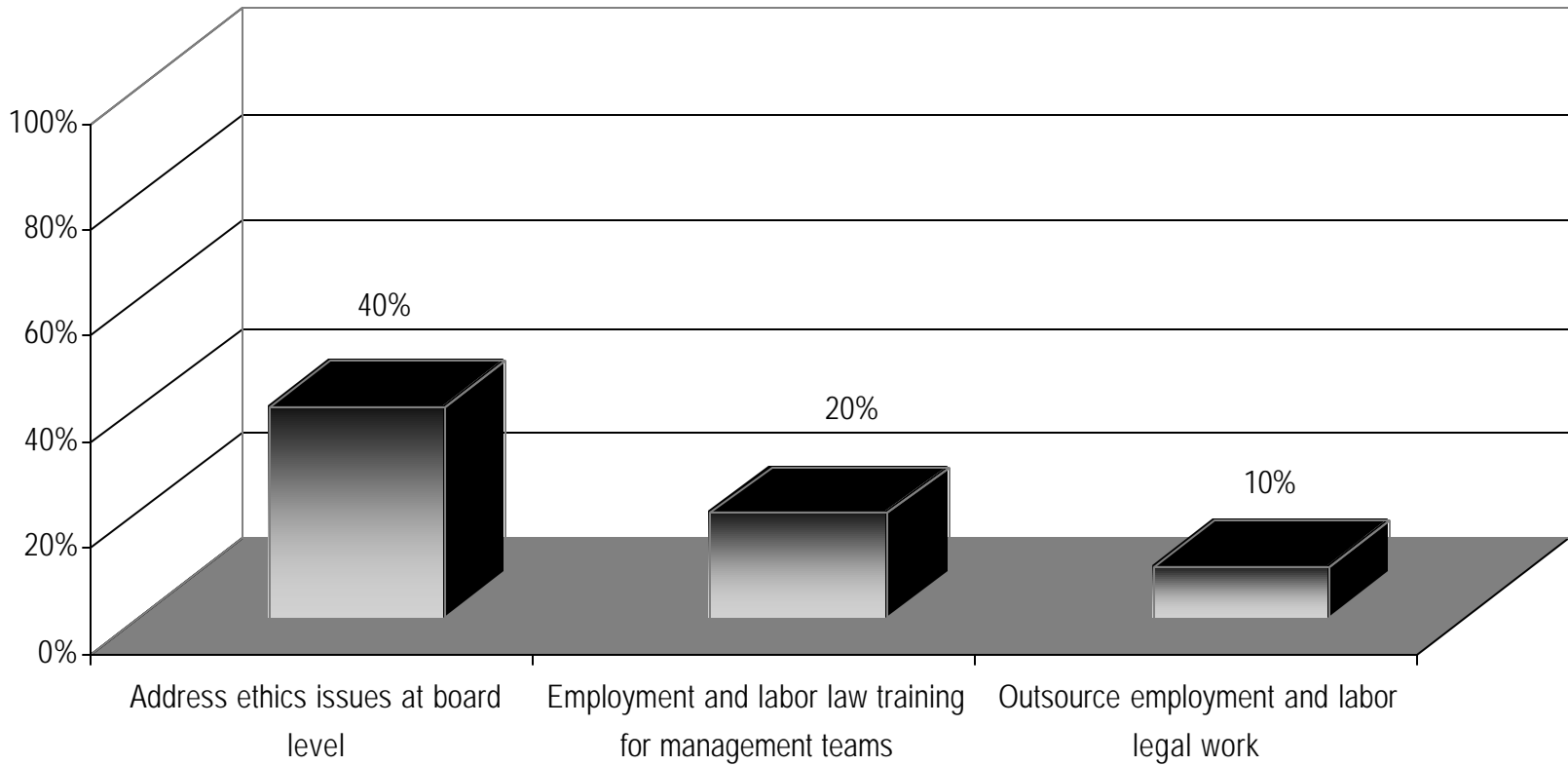
Thinking about your practice, do you expect employers to face more, the same or less of each of the following issues compared with 2002?

Projected Increase in Client Activities in 2003 versus 2002 (Total: 549)



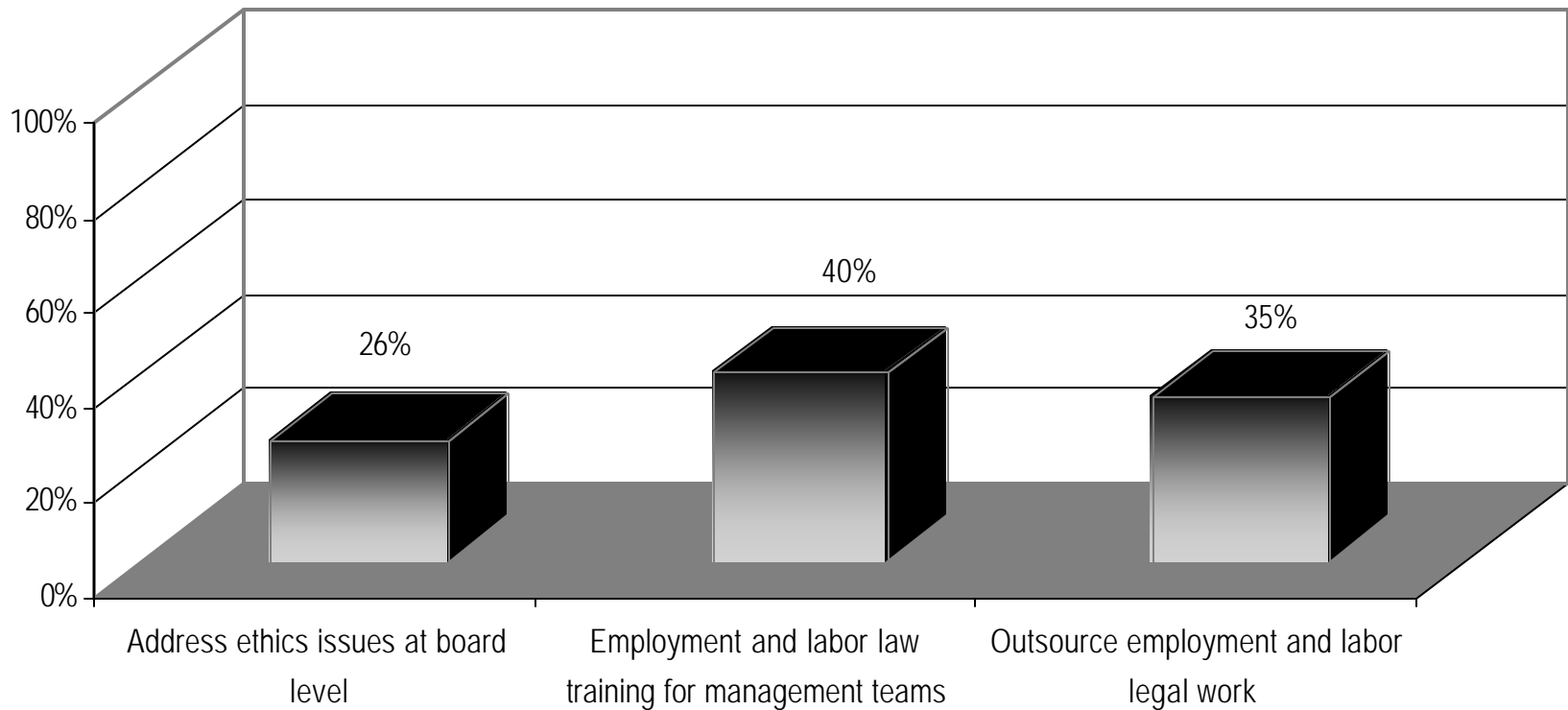
Are your clients planning to do more, about the same or less of each of the following in 2003 compared to 2002?

Projected Increase in Client Activities in 2003 versus 2002 (Canada: 54)



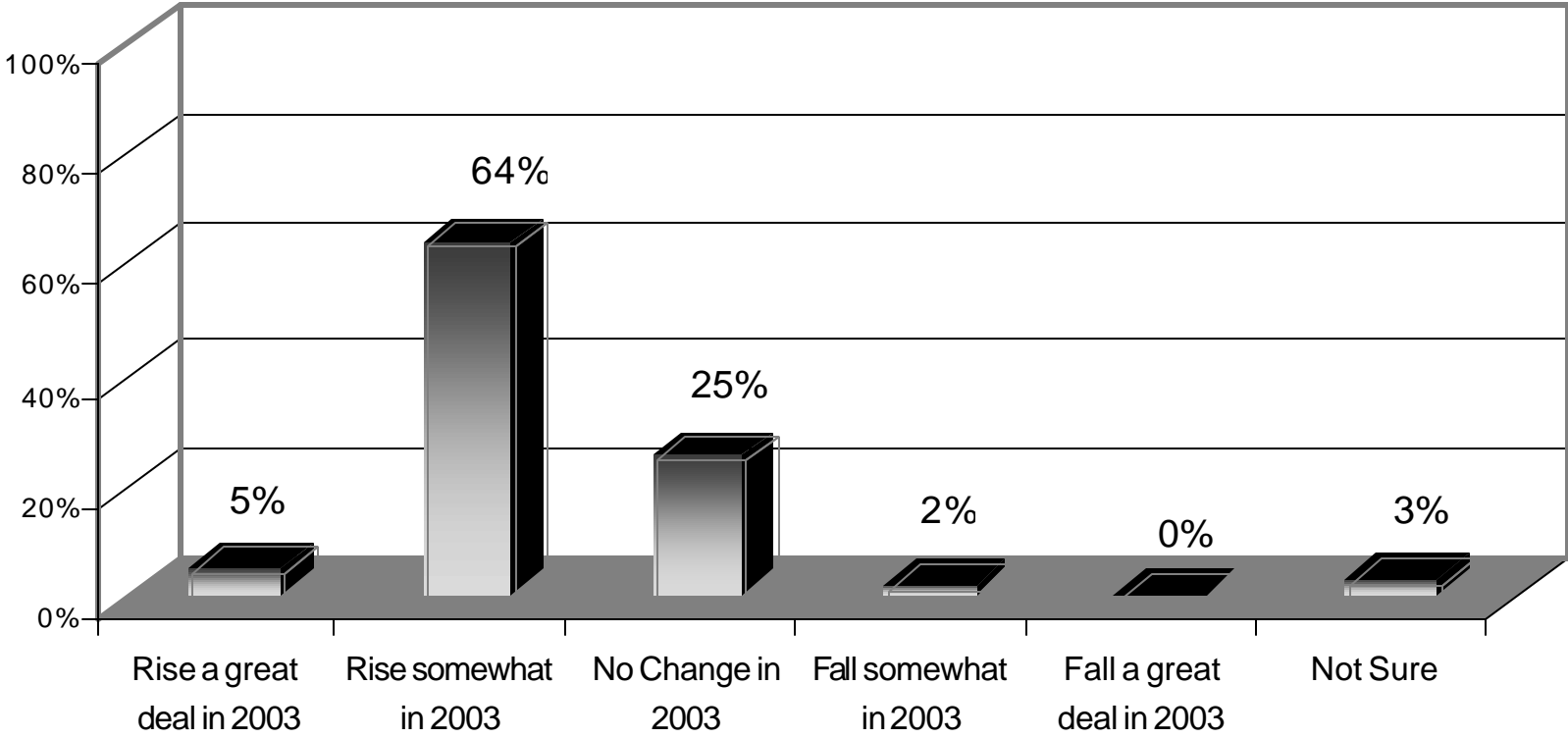
Are your clients planning to do more, about the same or less of each of the following in 2003 compared to 2002?

Projected Increase in Client Activities in 2003 versus 2002 (Other Countries: 56)



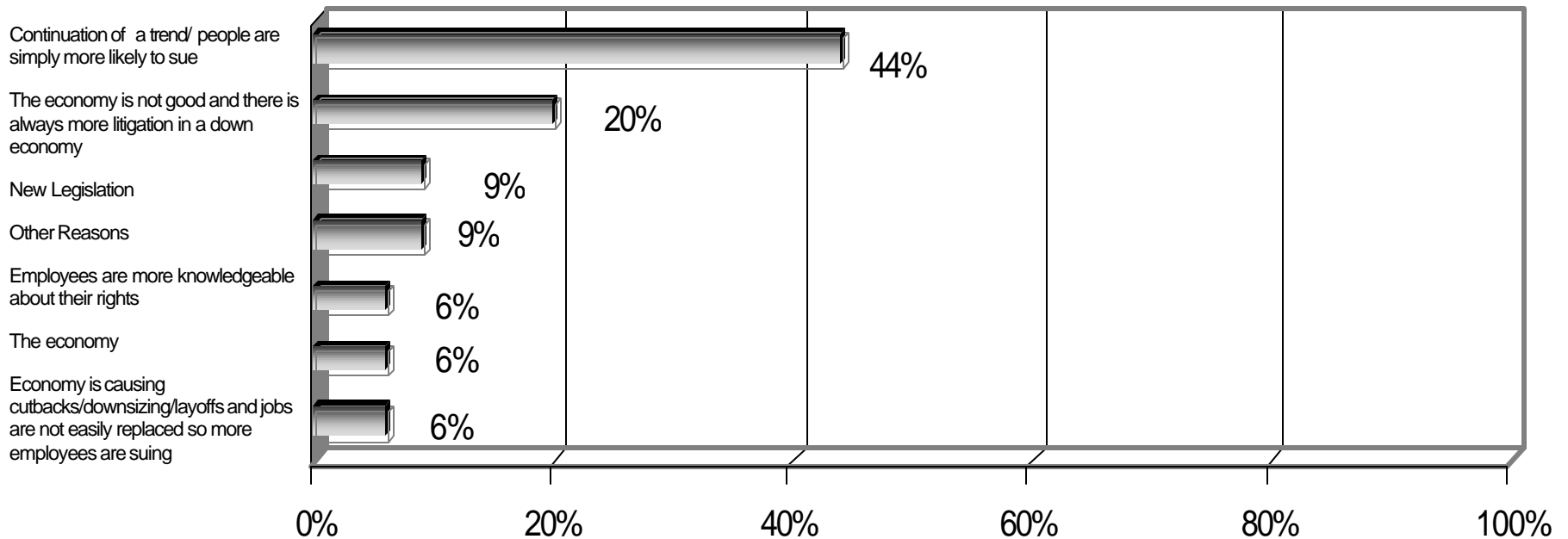
Are your clients planning to do more, about the same or less of each of the following in 2003 compared to 2002?

Expected Change in Employment Litigation in 2003 Compared to 2002 (Total: 549)



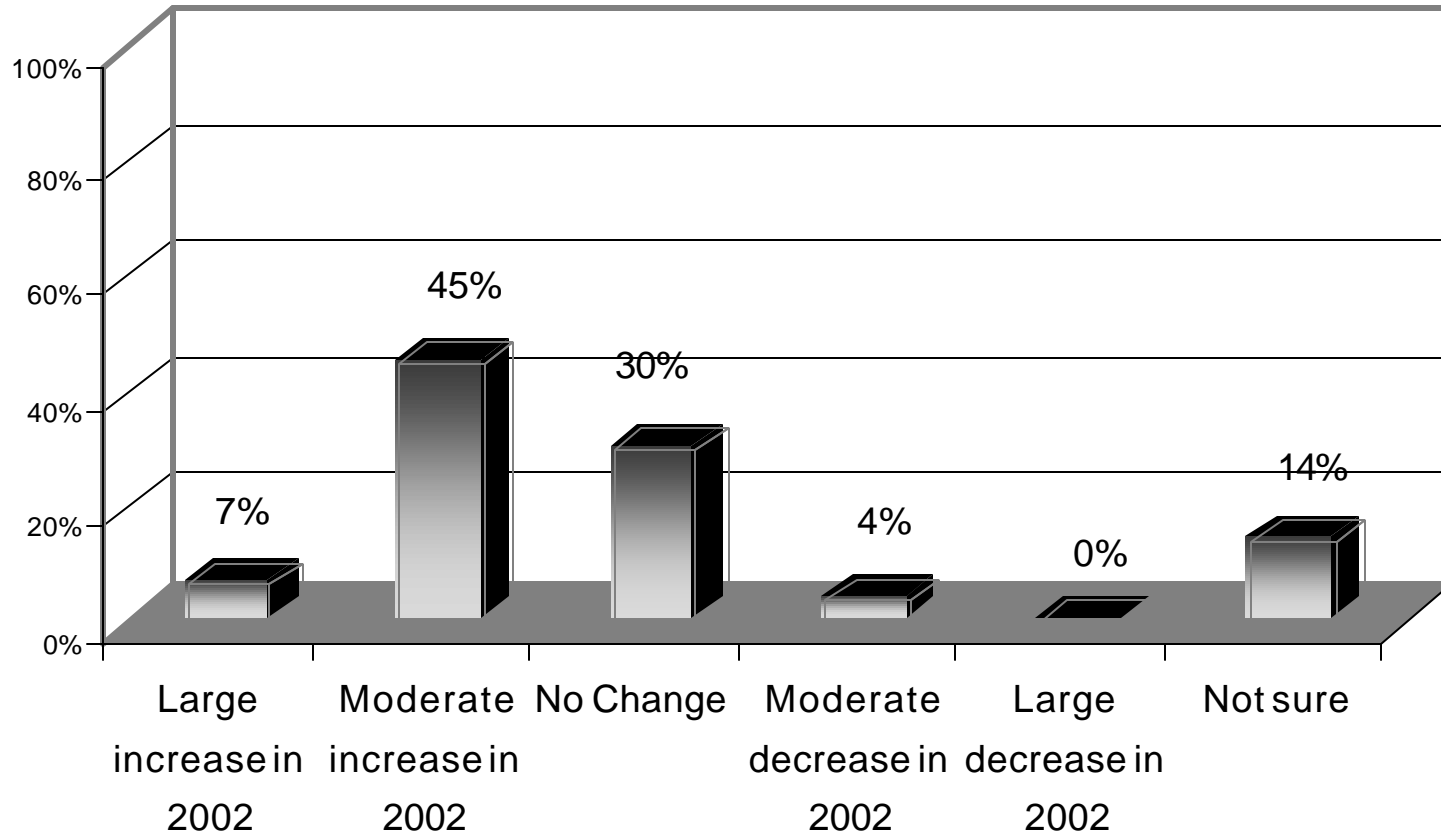
Do you expect the amount of employment litigation to rise or fall in 2003 compared with 2002?

Reason for Expected Change in Employment Litigation in 2003 Compared to 2002 (Expect Change in 2003: 267)



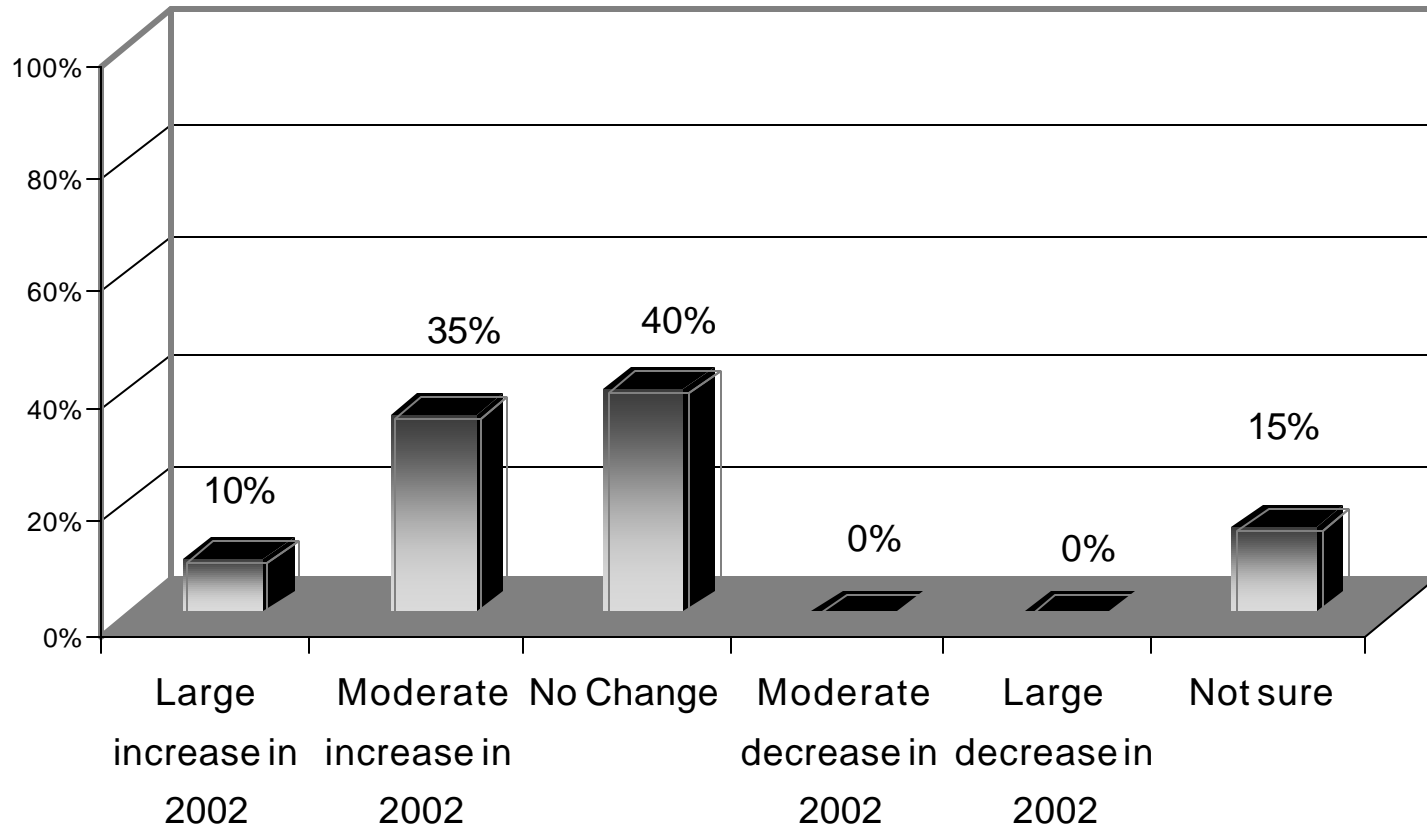
Why do you expect the amount of employment litigation to increase in 2003 compared to 2002?

Actual Change in Employment Litigation in 2002 Compared to 2001 (Total: 549)



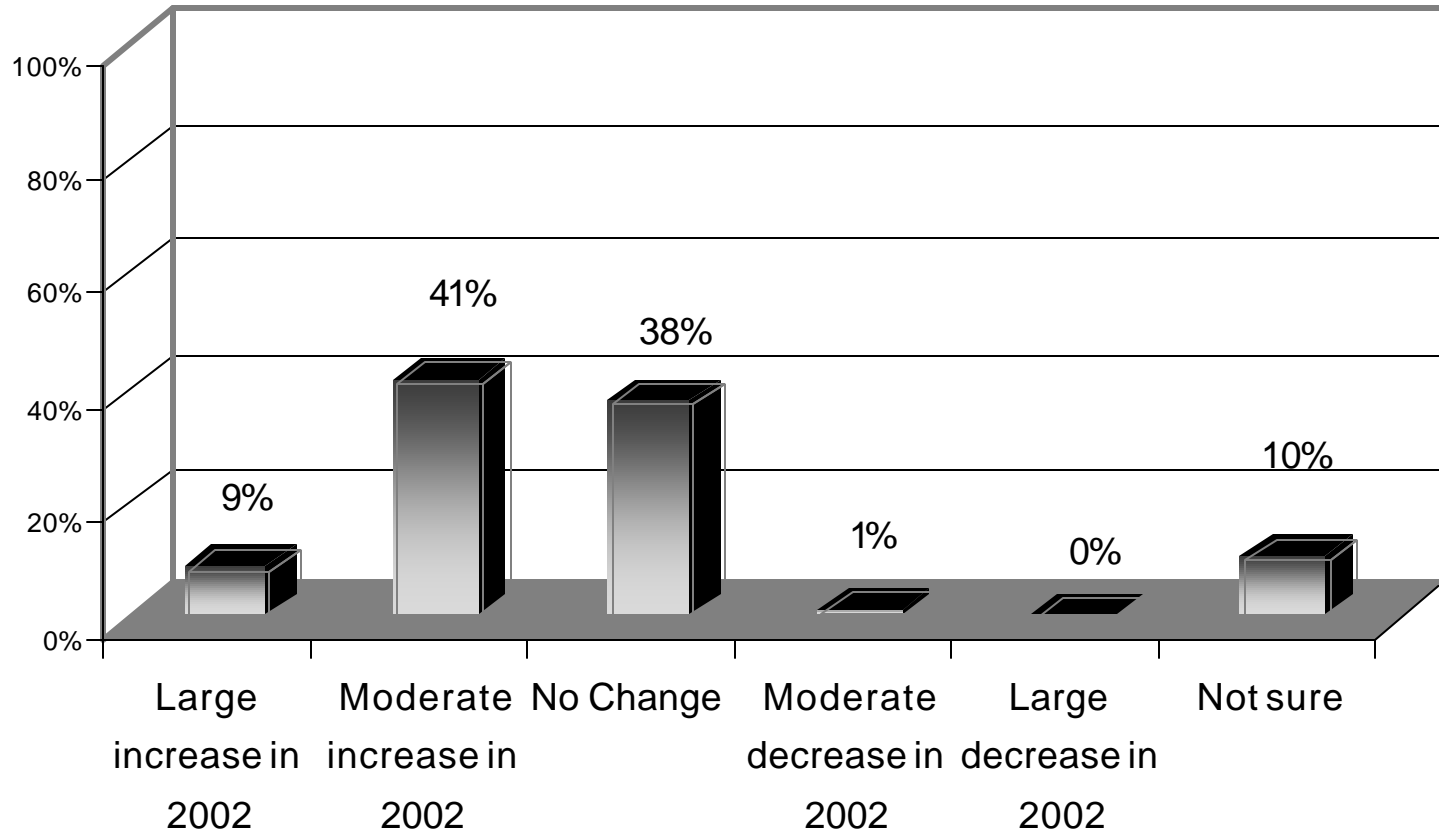
Was there an increase in employment related litigation you handled in 2002 compared to 2001?

Actual Change in Employment Litigation in 2002 Compared to 2001 (Canada: 54)



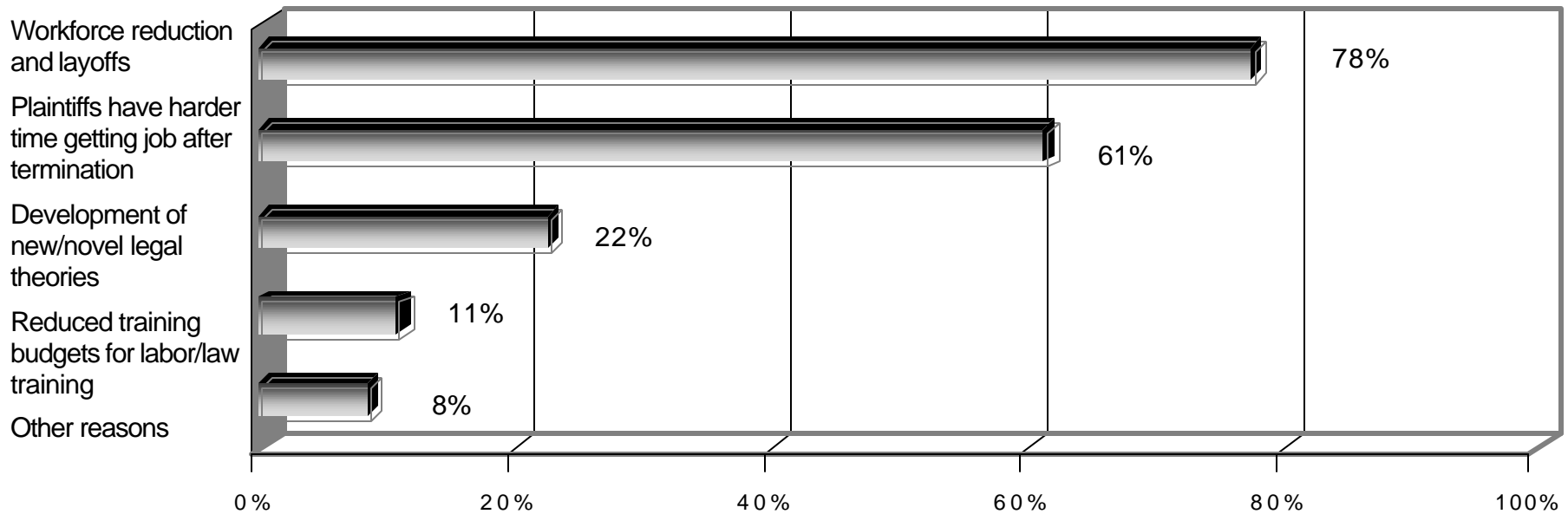
Was there an increase in employment related litigation you handled in 2002 compared to 2001?

Actual Change in Employment Litigation in 2002 Compared to 2001 (Other Countries: 56)



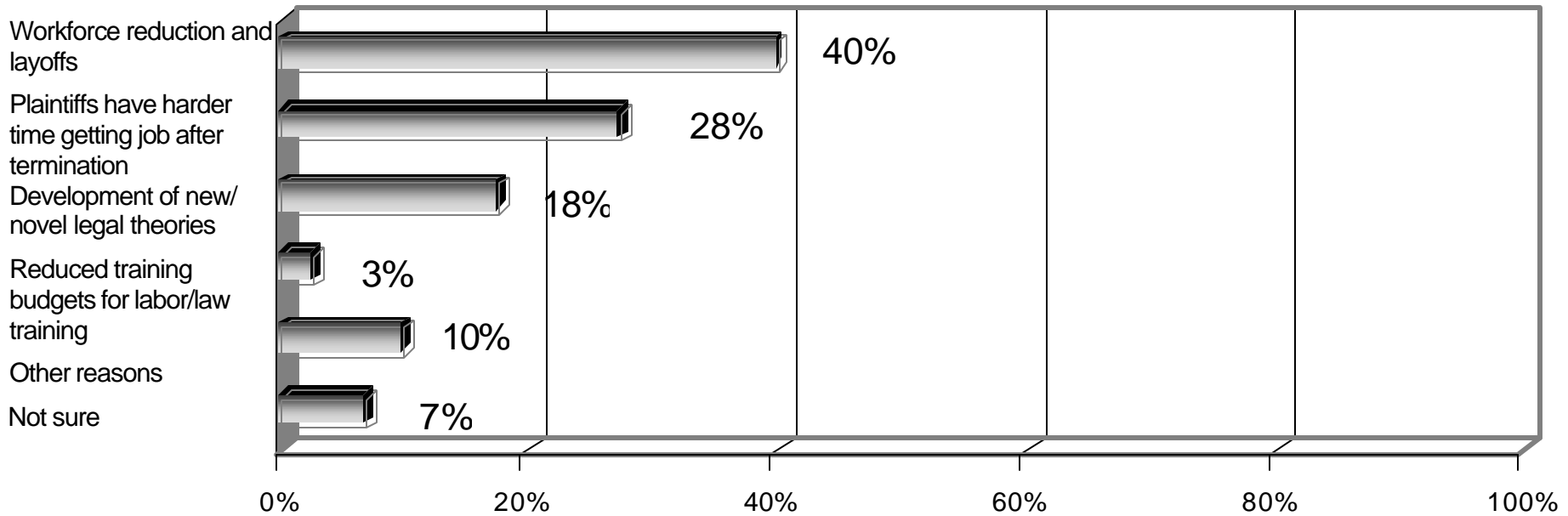
Was there an increase in employment related litigation you handled in 2002 compared to 2001?

Reasons for Increase in Litigation in 2002 Compared to 2001 (Total - Had Increase in Litigation: 285)



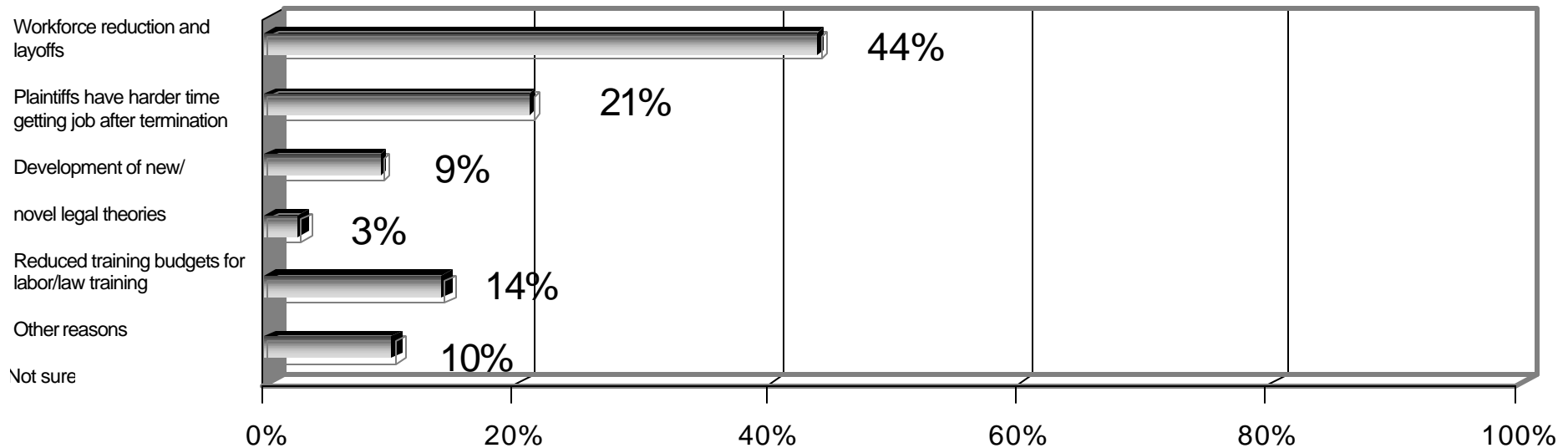
Which of the following do you think helps account for the increase?

Reasons for Increase in Litigation in 2002 Compared to 2001 (Canada - Had Increase in Litigation: 24)



Which of the following do you think helps account for the increase?

Reasons for Increase in Litigation in 2002 Compared to 2001 (Other Countries - Had Increase in Litigation: 28)



Which of the following do you think helps account for the increase?