

Employment Report

FLORIDA



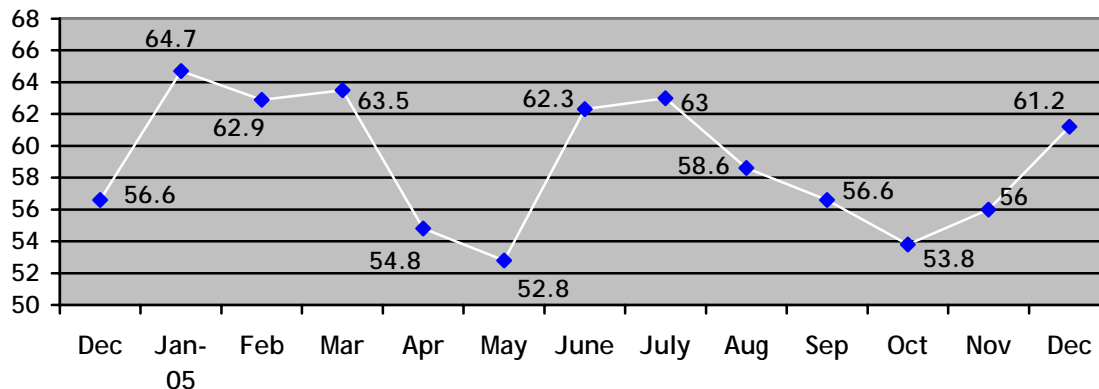
December 2005

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Employee Confidence Index ↑ Macroeconomic Confidence Index ↑ Personal Confidence Index ↑ Job Security ↑ Job Transition ↑

Employee Confidence Index: The overall Florida Employee Confidence Index was 61.2 in December, an increase of 5.2 points from November and 4.6 points from a year ago. The Index, which measures adult workers' confidence in their personal employment situation and the macroeconomic environment, increased because more workers were confident in the economy and in the future of their employer.

Employee Confidence Index



The Employee Confidence Index is derived from the results of a continuing set of questions about the strength of the economy, availability of jobs, confidence in their ability to find a new job and confidence in the future of their current employer. To provide a more complete picture on employee attitudes, the Employee Confidence Index has been subdivided into two additional indices:

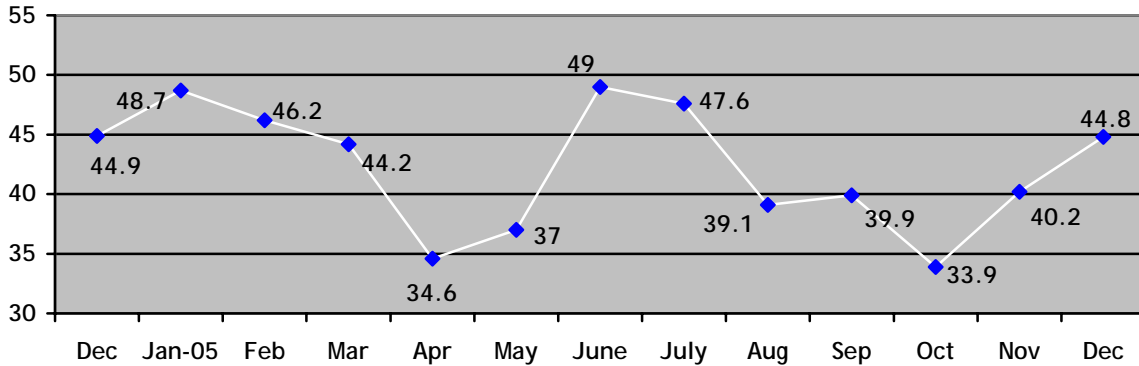
- *Macroeconomic Confidence Index*
This measurement reflects workers' views on the overall economy, its relative strength or weakness, as well as their opinion about the availability of jobs in the marketplace.
- *Personal Confidence Index*
This index measures workers' opinions of their own personal employment situation, their confidence in their own ability to find a job, as well as their confidence levels in their current employer.

For more information on the calculation of the Employee Confidence Index, please see the "About the Spherion Employment Report" section on page 5.

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Macroeconomic Confidence Index: The Florida Macroeconomic Index was 44.8 in December, increasing 4.6 points from 40.2 in November. This index is down .1 points from a year ago.

Macroeconomic Confidence Index



Note: The data below was used to calculate the Macroeconomic Confidence Index. For the following, respondents were asked to select a point on a scale of 1 to 5 (where a "1" indicates a weak economy or fewer jobs available while a "5" indicates a stronger economy or more jobs available) that best represents their opinions.

- **Percentage of Workers Who Believe More Jobs Are Available Unchanged:** 26% of adult workers in Florida believe that more jobs are available, unchanged from the previous month.

Job Availability

<u>December 2005</u>		<u>November 2005</u>	
More Jobs:	26%	More Jobs:	26%
Neutral:	42%	Neutral:	44%
Fewer Jobs:	32%	Fewer Jobs:	31%

- **More Florida Workers Believe the Economy is Getting Stronger:** 27% of adult Florida workers believe the economy is getting stronger, up 12 percentage points from November.

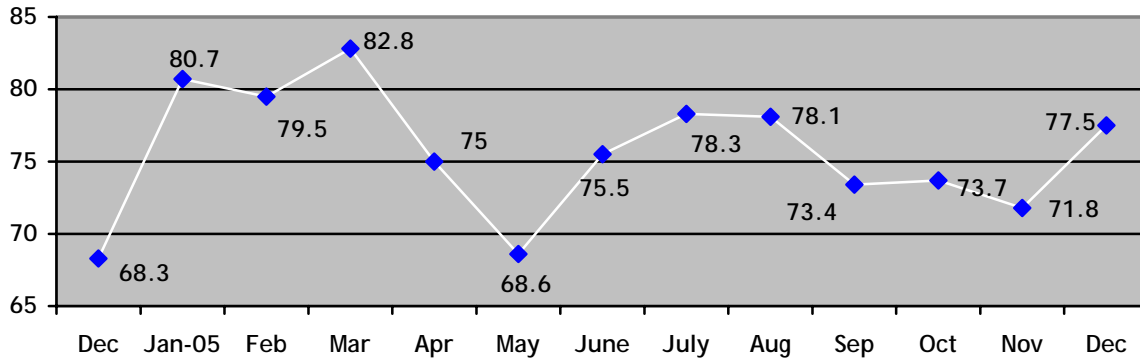
Strength of Economy

<u>December 2005</u>		<u>November 2005</u>	
Getting stronger:	27%	Getting stronger:	15%
Staying the same:	32%	Staying the same:	37%
Getting weaker:	41%	Getting weaker:	49%

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Personal Confidence Index: The Florida Personal Confidence Index was 77.5 in December, up 6.7 points from November, as the percentage of workers reporting confidence in the future of their employer and in their ability to find a new job increased. The Index is 9.2 points higher than a year ago.

Personal Confidence Index



Note: The data below was used to calculate the Personal Confidence Index. For the following, respondents were asked to select a point on a scale of 1 to 5 (where a "1" indicates no confidence in either one's ability to find a job or no confidence in the future of one's employer, while a "5" indicates a lot of confidence in one's ability to find a job or the future of one's employer) that best represents their opinions.

- **Three-Fourths of Workers Confident in the Future of Their Employer**
75% of adult workers in Florida are confident in the future of their employer, an increase of 16 percentage points from the previous month.

Confidence in Future of Current Employer

<u>December 2005</u>		<u>November 2005</u>	
Confident:	75%	Confident:	59%
Neutral:	14%	Neutral:	31%
Not Confident:	11%	Not Confident:	9%

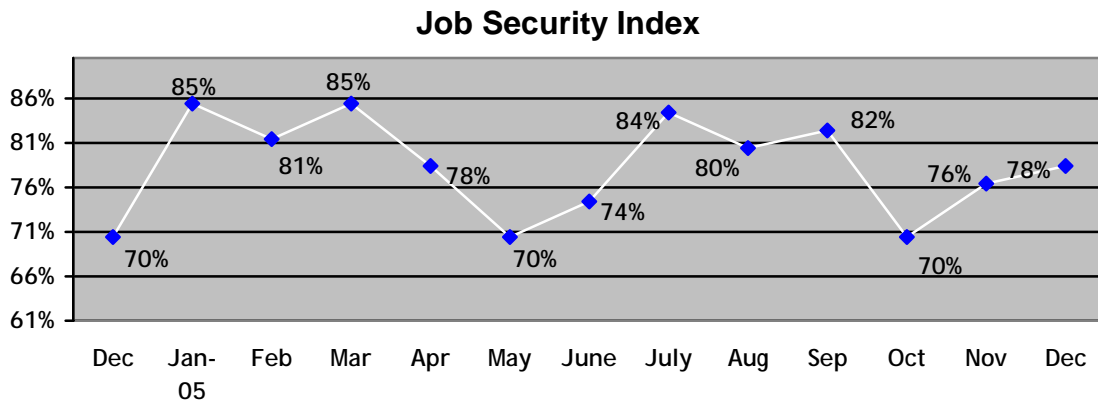
- **More Workers in Florida Confident in Their Ability to Find a New Job**
60% of adult workers in Florida have confidence in their own ability to find a job, an increase of nine percentage points from November.

Own Ability to Find New Job

<u>December 2005</u>		<u>November 2005</u>	
Confident:	60%	Confident:	51%
Neutral:	27%	Neutral:	35%
Not Confident:	14%	Not Confident:	14%

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Job Security Index: 78% of adult workers feel that it is unlikely that they will lose their jobs in the next 12 months, increasing from 76% in November. This is eight percentage points higher than a year ago.

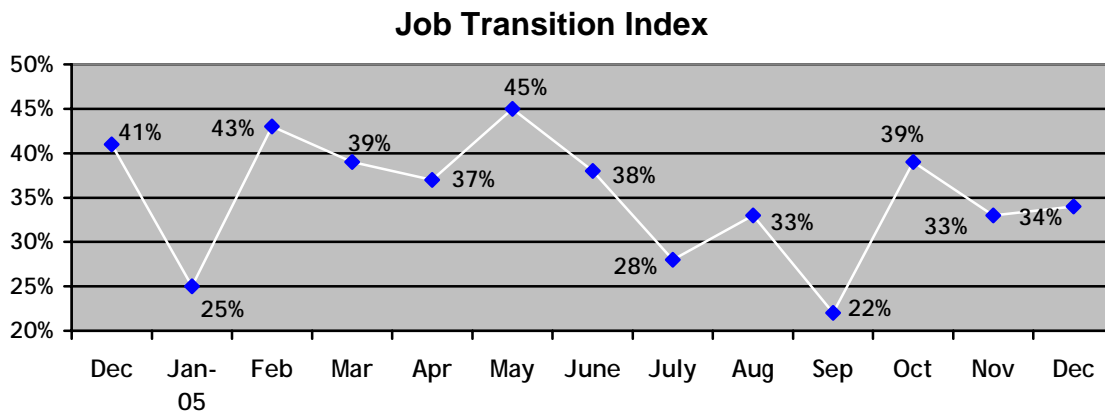


Likelihood of losing job or job elimination in next 12 months

<u>December 2005</u>		<u>November 2005</u>	
Likely:	5%	Likely:	13%
Neither unlikely nor likely:	17%	Neither unlikely nor likely:	11%
Unlikely:	78%	Unlikely:	76%

Job Transition Index: 34% of working adults in Florida said they are likely to look for a new job in the next 12 months, compared to 33% in November. This level is seven percentage points lower than one year ago.

Likelihood of looking for new job in next 12 months



<u>December 2005</u>		<u>November 2005</u>	
Likely:	34%	Likely:	33%
Neither unlikely nor likely:	9%	Neither unlikely nor likely:	11%
Unlikely:	57%	Unlikely:	56%

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About the Spherion Employment Report

As part of the Spherion® Emerging Workforce® Series of employment surveys, the monthly Spherion Employment Report provides a snapshot of the latest workforce trends across the country and is issued in conjunction with state and national labor market releases. Three key indices are measured: the Spherion Job Security Index, which captures how likely respondents think it is that they will lose their job or that their job will be eliminated in the next 12 months; the Spherion Job Transition Index, which captures how likely respondents are to look for a new job in the next 12 months and the Employee Confidence Index that measures employees' overall confidence in the economy, their employer and their ability to find other employment. The Employee Confidence Index is calculated from the results of four components that reflect these aspects of employee confidence. For each component item a 'score' is calculated by taking the difference of the percentage of positive responses and the percentage of negative responses. These four scores are then averaged to indicate an overall level of employee confidence and is scaled from 0 (no confidence) to 100 (complete confidence). A reading above 50 indicates a positive confidence level.

Methodology

The December 2005 Spherion Employment Report is based on data from the Harris Interactive® online survey conducted monthly on behalf of Spherion Corporation. A U.S. sample of 2,848 employed adults, aged 18 years and older, of whom 124 are employed in Florida (for November 2005 n=129), was interviewed in a series of two polls conducted between December 5-7 and December 12-14, 2005. Figures for age, sex, race/ethnicity, income, education and region were weighted where necessary to bring them into line with their actual proportions in the population. Propensity score weighting adjusted for respondents' propensity to be online. In theory, with probability samples of this size, one can say with 95 percent certainty that the results for the overall sample have a sampling error of plus or minus 2 percentage points. Sampling error for the Florida sample results is plus or minus 9 percentage points of what it would be if the entire New York employed adult population had been polled with complete accuracy. This online sample is not a probability sample.

About Spherion

Spherion Corporation is a leader in the staffing industry in North America, providing value-added staffing, recruiting and workforce solutions. Spherion has helped companies improve their bottom line by efficiently planning, acquiring and optimizing talent since 1946. To learn more, visit www.spherion.com.

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EOE M/F/D/V

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