

February 2006

Media Contacts: Lesly Baer  
 (800) 422-3819  
[leslybaer@spherion.com](mailto:leslybaer@spherion.com)

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

## Florida Employment Report: Workers' Overall Confidence Levels Rev Up As Job Creation Continues to Fuel the State's Engine

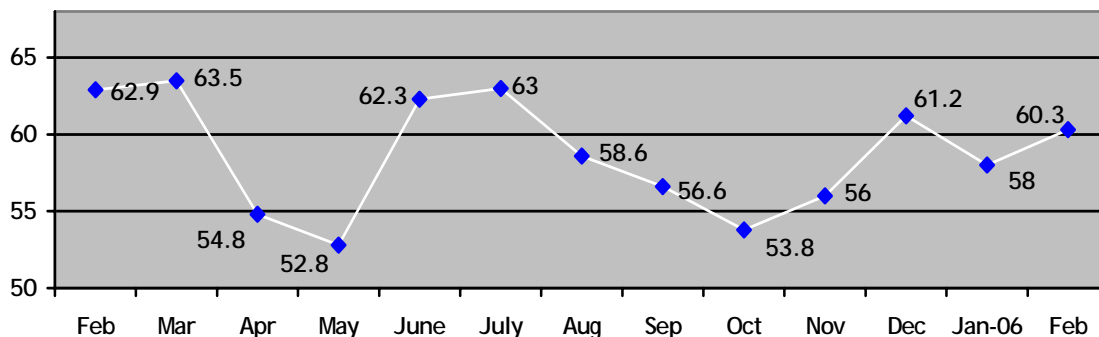
FORT LAUDERDALE, Fla., March 30, 2006 - Florida workers' confidence in the economy and their personal employment situation rebounded in February, according to a recent survey conducted by Harris Interactive® on behalf of Spherion Corporation (NYSE:SFN). The overall Florida Employee Confidence Index increased 2.3 points to 60.3 in February. The subscale Macroeconomic Confidence Index was 42.4, up from 39.6 in January, because more workers believe the job market is improving and the economy is strengthening.

The other subscale measurement, the Personal Confidence Index, increased 1.9 points from January, as more workers were confident in the future of their employer climbed. *For detailed information on the calculation of the Employee Confidence Index and its subscale measurements, please see the "About the Spherion Employment Report" section below.*

"Job seekers are in a really good position right now," said Joelly Faber, practice director of Florida for Spherion Professional Services. "With Florida's low unemployment rate and a growing labor market, the real issue is filling vacant positions with the right candidates. We are noticing that employers are starting to pay attention more to what job-seekers want in order to attract them. In order to do this, employers need to differentiate themselves from their competitors. This may be done by recruiting from a larger candidate pool, increasing wages or offering more benefits, such as training programs and work-life balance options. In our business, we are seeing companies across the board implement these emergent strategies, especially in the IT and healthcare industries."

**Employee Confidence Index:** The overall Florida Employee Confidence Index was 60.3 in February, an increase of 2.3 points from January, but a decrease of 2.6 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 optimistic about the economy and their personal employment situation.

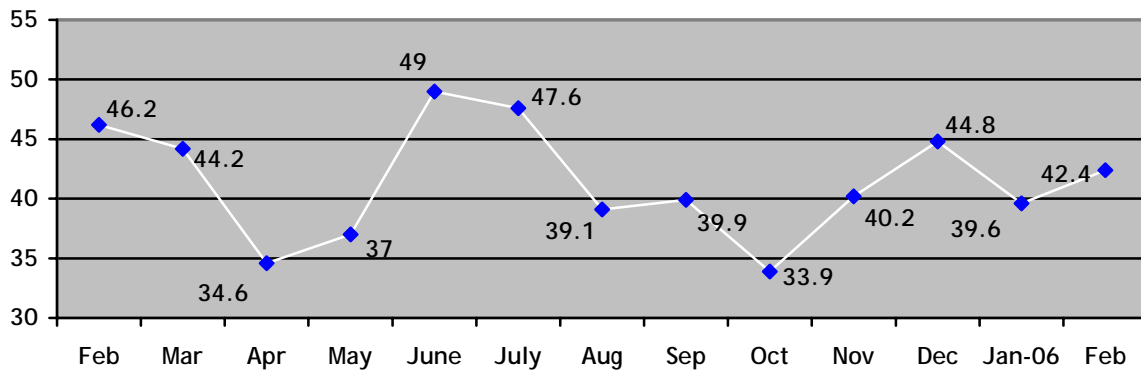
### Employee Confidence Index



(more)

**Macroeconomic Confidence Index:** The Florida Macroeconomic Index was 42.4 in February, rising 2.8 points from January. This level is 3.8 points lower than last year.

### 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.*

- **More Workers Believe More Jobs Are Available:** Only 29 percent of adult workers in Florida believe that more jobs are available, up six percentage points from the previous month.

#### Job Availability

<u>February 2006</u>		<u>January 2006</u>	
More Jobs:	29%	More Jobs:	23%
Neutral:	36%	Neutral:	36%
Fewer Jobs:	35%	Fewer Jobs:	41%

- **More Florida Workers Believe the Economy is Getting Stronger:** 22 percent of adult Florida workers believe the economy is getting stronger, up five percentage points from January.

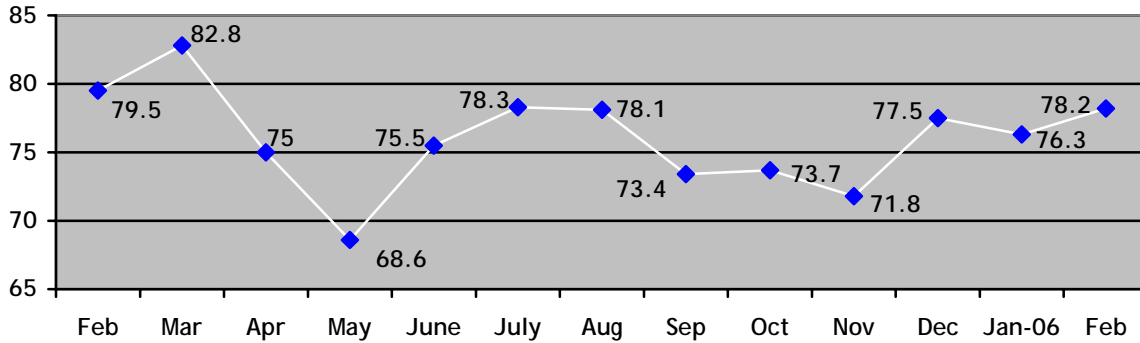
#### Strength of Economy

<u>February 2006</u>		<u>January 2006</u>	
Getting stronger:	22%	Getting stronger:	17%
Staying the same:	30%	Staying the same:	42%
Getting weaker:	48%	Getting weaker:	41%

(more)

**Personal Confidence Index:** The Florida Personal Confidence Index was 78.2 in February, up 1.9 points from January, as the percentage of workers reporting confidence in the future of their employer increased. The Index is 1.3 points lower than one 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 or 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.*

- More Workers Confident in the Future of Their Employer**  
 67 percent of adult workers in Florida are confident in the future of their employer, an increase of nine percentage points from the previous month.

#### *Confidence in Future of Current Employer*

<u>February 2006</u>		<u>January 2006</u>	
Confident:	67%	Confident:	58%
Neutral:	20%	Neutral:	32%
Not Confident:	13%	Not Confident:	10%

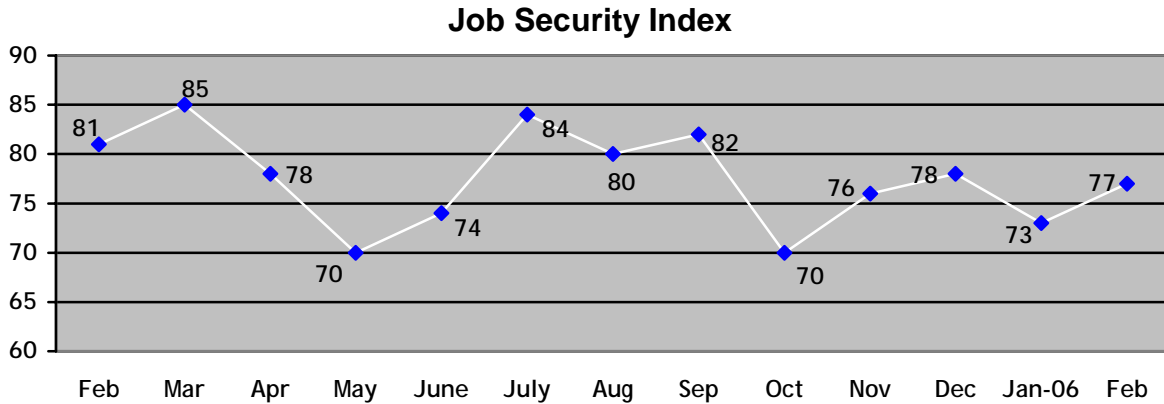
- Fewer Workers in Florida Confident in Their Ability to Find a New Job**  
 65 percent of adult workers in Florida have confidence in their own ability to find a job, a decrease of three percentage points from January.

#### *Own Ability to Find New Job*

<u>February 2006</u>		<u>January 2006</u>	
Confident:	65%	Confident:	68%
Neutral:	29%	Neutral:	23%
Not Confident:	6%	Not Confident:	10%

(more)

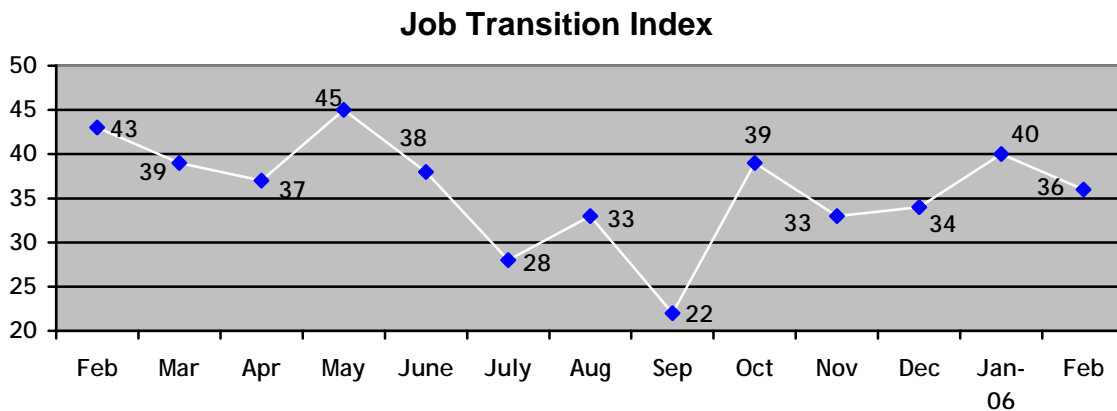
**Job Security Index:** 77 percent of adult workers in Florida feel that it is unlikely that they will lose their jobs in the next year, increasing from 73 percent in January. The Index is four percentage points lower than a year ago.



*Likelihood of losing job or job elimination in next 12 months*

<u>February 2006</u>		<u>January 2006</u>	
Likely:	12%	Likely:	12%
Neither unlikely nor likely:	10%	Neither unlikely nor likely:	15%
Unlikely:	77%	Unlikely:	73%

**Job Transition Index:** 36 percent of working adults in Florida said they are likely to look for a new job in the next 12 months, down from 40 percent in January. This level is seven percentage points lower than in February 2005.



*Likelihood of looking for new job in next 12 months*

<u>February 2006</u>		<u>January 2006</u>	
Likely:	36%	Likely:	40%
Neither unlikely nor likely:	17%	Neither unlikely nor likely:	12%
Unlikely:	47%	Unlikely:	48%

(more)

### 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 February 2006 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 2,957 employed adults, aged 18 years and older, of whom 151 are employed in Florida (for January 2005 n=170), was interviewed in a series of two polls conducted between February 7-9 and February 14-16, 2006. 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 8 percentage points of what it would be if the entire Florida 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](http://www.spherion.com).

### About Harris Interactive®

Harris Interactive Inc. ([www.harrisinteractive.com](http://www.harrisinteractive.com)), based in Rochester, New York, is the 13<sup>th</sup> largest and the fastest-growing market research firm in the world, most widely known for *The Harris Poll*® and for its pioneering leadership in the online market research industry. Long recognized by its clients for delivering insights that enable confident business decisions, the Company blends the science of innovative research with the art of strategic consulting to deliver knowledge that leads to measurable and enduring value.

Harris Interactive serves clients worldwide through its United States, Europe ([www.harrisinteractive.com/europe](http://www.harrisinteractive.com/europe)) and Asia offices, its wholly-owned subsidiary Novatris in Paris, France ([www.novatris.com](http://www.novatris.com)), and through an independent global network of affiliate market research companies.  
EOE M/F/D/V

To become a member of the Harris Poll Online<sup>SM</sup> and be invited to participate in future online surveys, go to [www.harrispollonline.com](http://www.harrispollonline.com).

###