

Employment Report

ILLINOIS



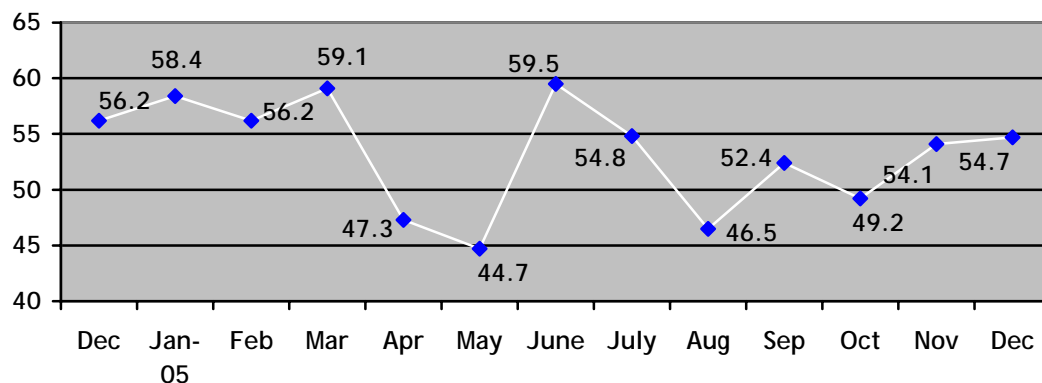
December 2005

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Employee Confidence Index	↑	Macroeconomic Confidence Index	↓	Personal Confidence Index	↑	Job Security	↑	Job Transition	↓
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Employee Confidence Index: The overall Illinois Employee Confidence Index was 54.7 in December, up .6 points from November and decreasing 1.5 points from December 2004. The Index, which measures adult workers' confidence in their personal employment situation and the macroeconomic environment, increased due to more workers being optimistic about the economy and their personal employment situation.

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:

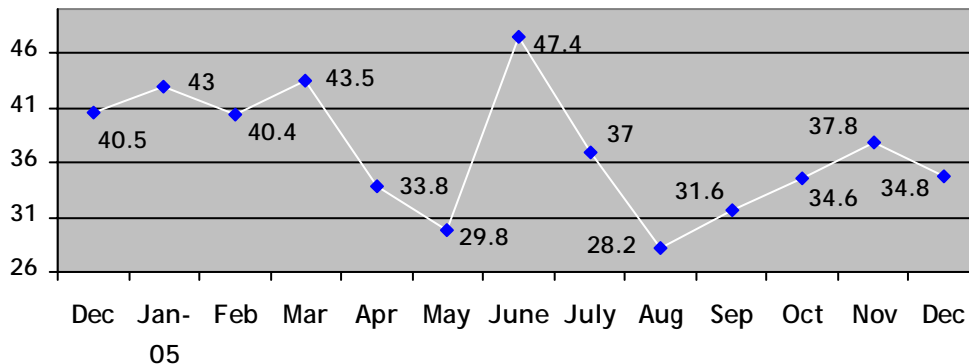
- **Macroeconomic Confidence Index**
This measurement reflects workers' views on the overall economy, its relative strength or weakness, as well as their opinion about the availability of jobs in the marketplace.
- **Personal Confidence Index**
This index measures workers' opinions of their own personal 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 Macroeconomic Index was 34.8 in December, down from 37.8 in the previous month, as fewer Illinois workers were confident in the strength of the economy and availability of jobs. The Index is 5.7 points lower than in December 2004.

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.

- **Fewer Workers Believe More Jobs Are Available:** 17% of adult workers in Illinois believe that more jobs are available, down eight points from November. At the same time, the percentage of workers reporting that fewer jobs are available has increased.

Job Availability

<u>December 2005</u>		<u>November 2005</u>	
More Jobs:	17%	More Jobs:	25%
Neutral:	31%	Neutral:	30%
Fewer Jobs:	51%	Fewer Jobs:	45%

- **Fewer Workers Believe the Economy is Strengthening:** 18% of adult Illinois workers believe the economy is getting stronger, down eight percentage points from November.

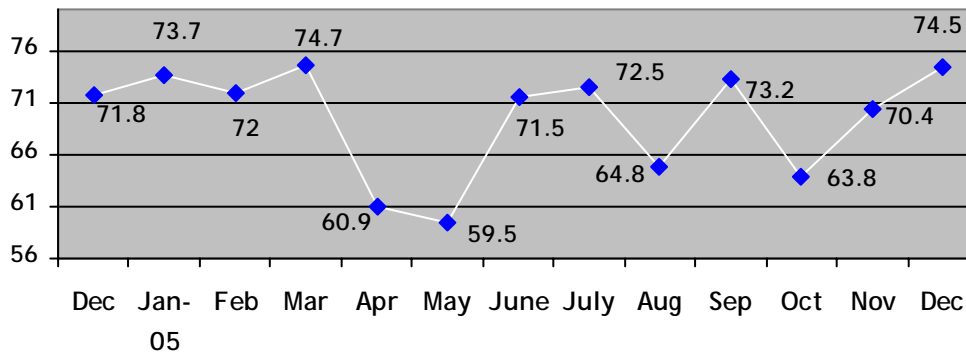
Strength of Economy

<u>December 2005</u>		<u>November 2005</u>	
Getting stronger:	18%	Getting stronger:	26%
Staying the same:	37%	Staying the same:	19%
Getting weaker:	45%	Getting weaker:	55%

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Personal Confidence Index: Rising for the second consecutive month, the Personal Confidence Index increased to 74.5 in December, as more workers have confidence in their own ability to find a job and in the future of their employer. This level was 2.7 points higher 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 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.

- More Illinois Workers Confident in the Future of Their Employer**
 67% of adult workers in Illinois feel confident in the future of their employer, up 13 percentage points from the previous month.

Confidence in Future of Current Employer

<u>December 2005</u>		<u>November 2005</u>	
Confident:	67%	Confident:	54%
Neutral:	20%	Neutral:	28%
Not Confident:	13%	Not Confident:	18%

- Majority of Workers Confident in Ability to Find New Job**
 63% of adult workers in Illinois have confidence in their own ability to find a new job, up seven percentage points from November.

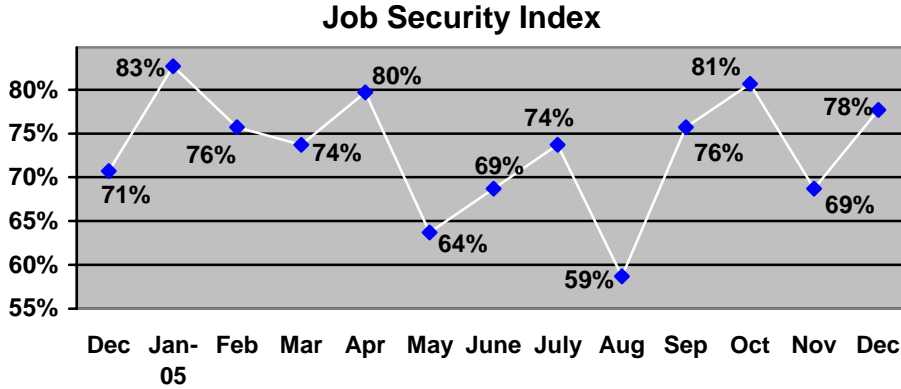
Own Ability to Find New Job

<u>December 2005</u>		<u>November 2005</u>	
Confident:	63%	Confident:	56%
Neutral:	18%	Neutral:	35%
Not Confident:	19%	Not Confident:	9%

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Job Security Index: 78% of Illinois workers believe it is unlikely that they will lose their job in the next year, down 11 percentage points from November. This level is seven percentage points higher than in December 2004.

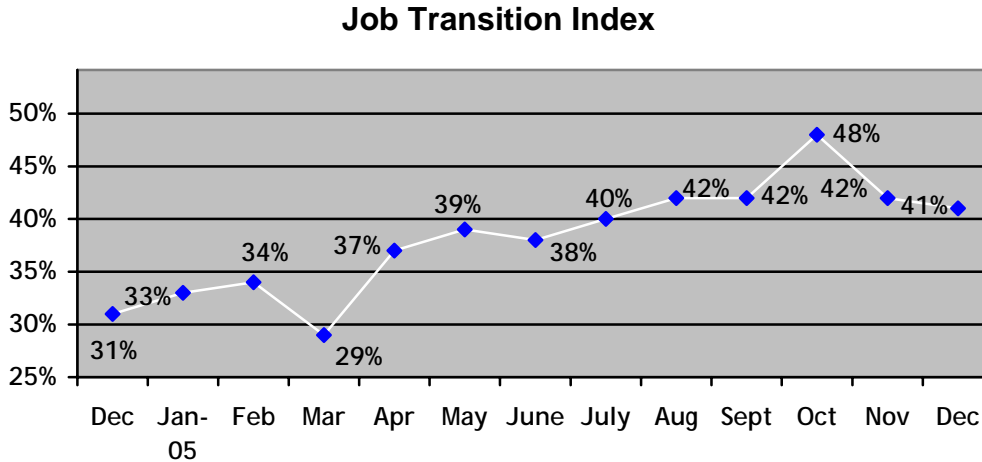
Likelihood of losing job or job elimination in next 12 months



<u>December 2005</u>		<u>November 2005</u>	
Likely:	11%	Likely:	19%
Neither unlikely nor likely:	11%	Neither unlikely nor likely:	12%
Unlikely:	78%	Unlikely:	69%

Job Transition Index: 41% of workers likely to look for a new job in the next 12 months, down one percentage points from the previous month. This is a 10 percentage point increase from last year.

Likelihood of looking for new job in next 12 months



<u>December 2005</u>		<u>November 2005</u>	
Likely:	41%	Likely:	42%
Neither unlikely nor likely:	20%	Neither unlikely nor likely:	13%
Unlikely:	39%	Unlikely:	45%

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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 QuickQuerySM online omnibus conducted monthly by Harris Interactive® on behalf of Spherion Corporation. A U.S. sample of 2,613 employed adults aged 18 years and older, of whom 100 are employed in Illinois (for November n=137), 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 overall results have a sampling error of plus or minus 2 percentage points of what they would be if the entire U.S. population of employed adults had been polled with complete accuracy. Sampling error for the Illinois state sample results is plus or minus 9 percentage points. 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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