

Employee Confidence Index	↑	Macroeconomic Confidence Index	↑	Personal Confidence Index	↓	Job Security	↑	Job Transition	↑
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Illinois Employment Report: Overall Workers' Confidence Inches Up, As Personal Confidence near All-Time High

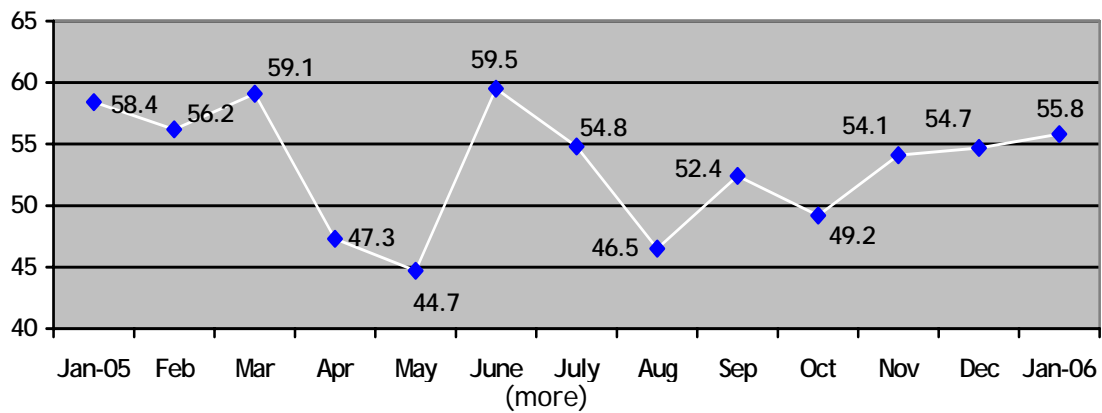
CHICAGO, Ill., January 19, 2005 - Overall employee confidence in Illinois inched up for the third consecutive month, as more workers reported confidence in the economy and in their personal employment situation, according to the Illinois Spherion® Employment Report. Specifically, the Personal Confidence Index was 74.5, up from 70.4 in November, as majorities report confidence in the future of their employer (67%) and in their ability to find a job (63%). This is the highest level reported since March and is 2.7 points higher than last year's Index reading. The December survey, conducted by Harris Interactive® on behalf of Spherion Corporation (NYSE:SFN), also showed that 41 percent of adult workers in Illinois are likely to look for a new job in the next year, up 10 percentage points from December 2005.

Despite this increase in personal confidence, the Macroeconomic Confidence Index was 34.8 in December, down from 37.8 in November, as more workers became concerned about job availability and the strength of the economy. *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.*

"As this survey indicates, employees are confident about their personal prospects," said Michael Ruter, managing director of Spherion Professional Services in Chicago. "Employers have increased hiring and the job market is definitely strengthening. This will place retention strategies at the top of employers' priority list going into 2006, as existing retention strategies will have to be devised in order to attract and retain skilled workers. In the midst of baby boomers retiring and the economy on track for further growth, the job market will continue to favor job seekers this year. We are seeing an increase in demand for workers in the insurance and service industries."

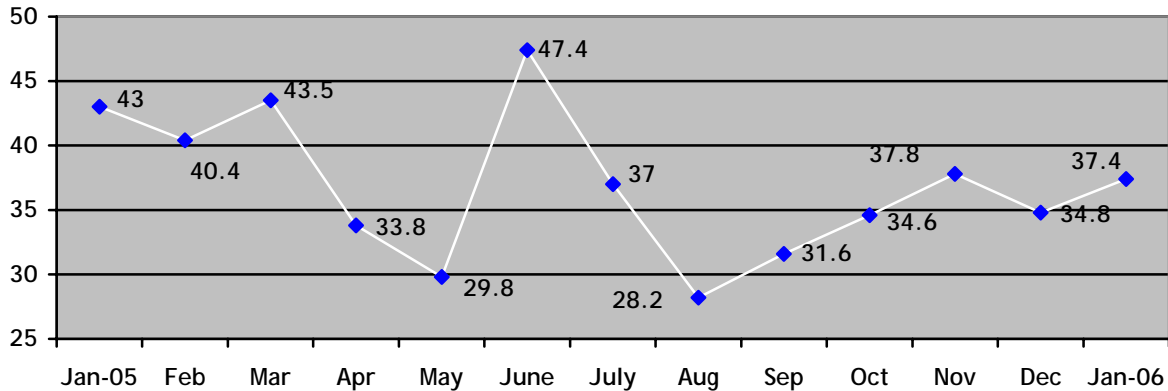
Employee Confidence Index: The overall Illinois Employee Confidence Index was 55.8 in January, up 1.1 points from December and decreasing 2.6 points from January 2005. The Index, which measures adult workers' confidence in their personal employment situation and the macroeconomic environment, increased due to more workers being confident in the economy and in the future of their current employer.

Employee Confidence Index



Macroeconomic Confidence Index: The Macroeconomic Index was 37.4 in January, slightly up from 34.8 in the previous month, as more Illinois workers believe the economy is strengthening and that more jobs are available. The Index is 5.6 points lower than in January 2005.

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 Fewer Jobs Are Available:** 43 percent of adult workers in Illinois believe that fewer jobs are available, down eight percentage points from December.

Job Availability

<u>January 2006</u>		<u>December 2005</u>	
More Jobs:	18%	More Jobs:	17%
Neutral:	39%	Neutral:	31%
Fewer Jobs:	43%	Fewer Jobs:	51%

- **Fewer Workers Believe the Economy Is Strengthening:** 15 percent of adult Illinois workers believe the economy is getting stronger, down three percentage points from December.

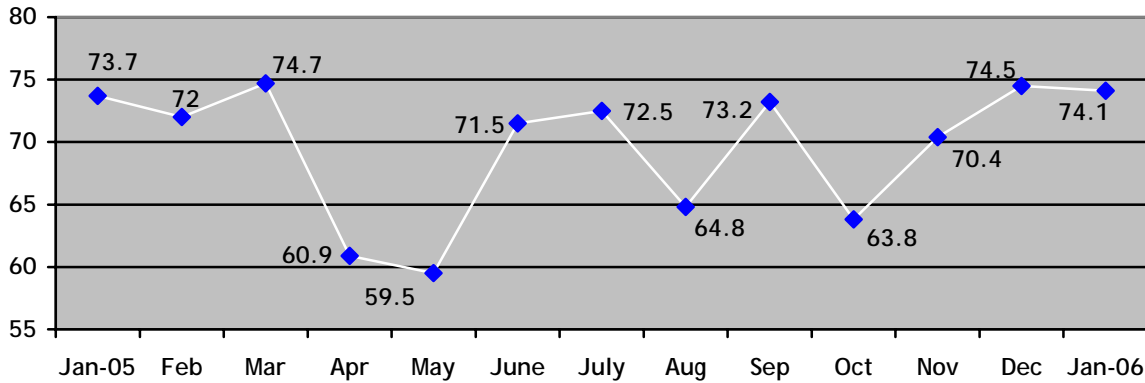
Strength of Economy

<u>January 2006</u>		<u>December 2005</u>	
Getting stronger:	15%	Getting stronger:	18%
Staying the same:	45%	Staying the same:	37%
Getting weaker:	30%	Getting weaker:	45%

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Personal Confidence Index: The Personal Confidence Index decreased to 74.1 in January, as the number of workers reporting confidence in their own ability to find a job decreased. This level was .4 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 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.

- **Slightly More Illinois Workers Confident in the Future of Their Employer:** 68 percent of adult workers in Illinois feel confident in the future of their employer, up one percentage points from the previous month

Confidence in Future of Current Employer

<u>January 2006</u>		<u>December 2005</u>	
Confident:	68%	Confident	67%
Neutral:	21%	Neutral	20%
Not Confident	11%	Not Confident:	13%

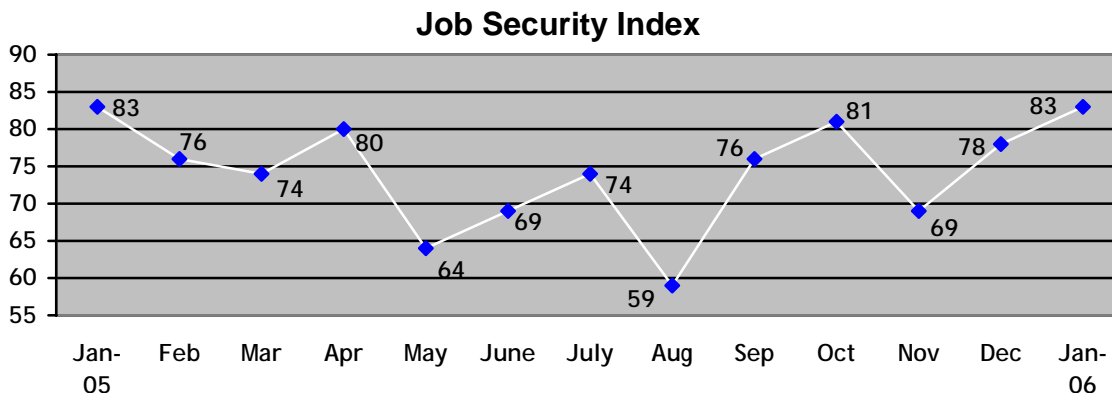
- **Fewer Workers Confident in Ability to Find New Job:** 58 percent of adult workers in Illinois have confidence in their own ability to find a new job, down five percentage points from December.

Own Ability to Find New Job

<u>January 2006</u>		<u>December 2005</u>	
Confident:	58%	Confident	63%
Neutral:	23%	Neutral	18%
Not Confident	18%	Not Confident:	19%

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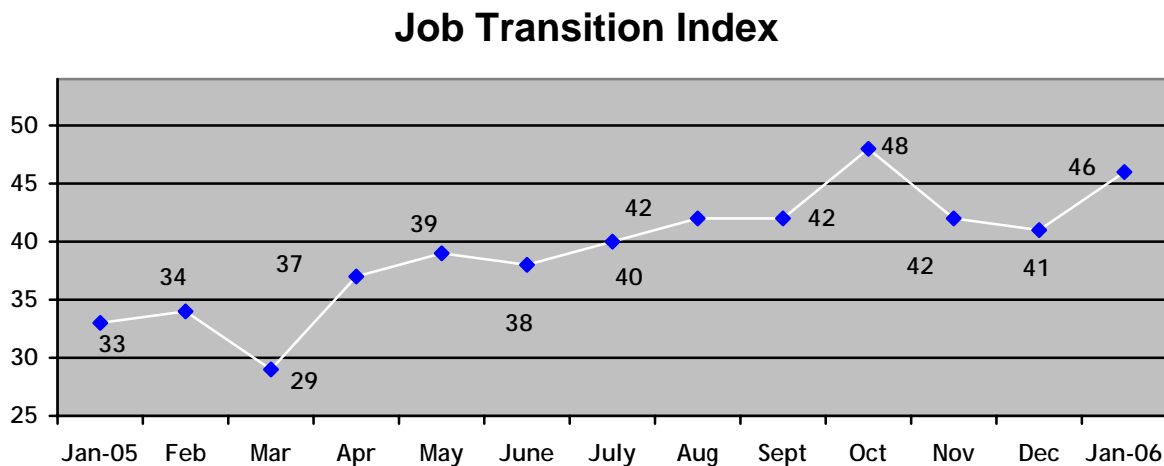
Job Security Index: 83 percent of Illinois workers believe it is unlikely that they will lose their job in the next year, up five percentage points from December. This level is the same as one year ago.



Likelihood of losing job or job elimination in next 12 months

<u>January 2006</u>		<u>December 2005</u>	
Likely:	10%	Likely:	11%
Neither unlikely nor likely:	7%	Neutral	11%
Unlikely:	83%	Not Confident:	78%

Job Transition Index: 46 percent of workers say they are likely to look for a new job in the next 12 months, up five percentage points from the previous month. This is a 13 percentage point increase from January 2005.



Likelihoods of looking for new job in next 12 months

<u>January 2006</u>		<u>December 2005</u>	
Likely:	46%	Likely:	41%
Neither unlikely nor likely:	4%	Neither unlikely nor likely:	20%
Unlikely:	50%	Unlikely:	39%

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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 January 2006 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 3194 employed adults aged 18 years and older, of whom 135 are employed in Illinois (for December n=100), was interviewed in a series of two polls conducted between January 3-5 and January 10-12, 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 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 of what they would be if the entire Illinois 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.

About Harris Interactive®

Harris Interactive Inc. (www.harrisinteractive.com), based in Rochester, New York, is the 13th 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.

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EOE M/F/D/V

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