

Employment Report



December 2005

Media Contact: Kip Havel
(800) 422-3819
kiphavel@spherion.com

Employee Confidence Index ↑

Macroeconomic Confidence Index ↑

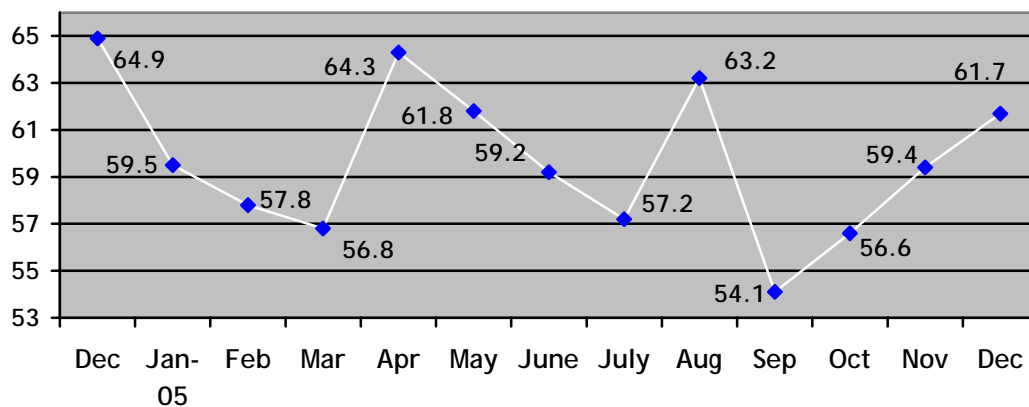
Personal Confidence Index ↑

Job Security ↓

Job Transition ↑

Employee Confidence Index: The overall Texas Employee Confidence Index was 61.7 in December, up 2.3 points from November and down 3.2 points from December 2004. The Index, which measures adult workers' confidence in their personal employment situation and the macroeconomic environment, increased as more workers are confident in the strength of the economy and the job market.

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:

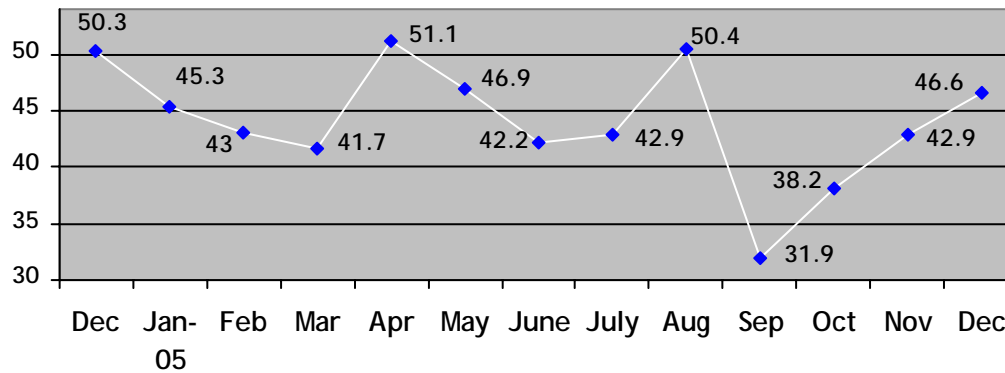
- **Macroeconomic Confidence Index**
This measurement reflects workers' views on the overall economy, its relative strength or weakness, as well as their opinion about the availability of jobs in the marketplace.
- **Personal Confidence Index**
This index measures workers' opinions of their own personal 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.

(more)

Macroeconomic Confidence Index: Confidence in the macroeconomic situation increased to 46.6 in December from 42.9 in November, as more workers were optimistic about the availability of jobs and the strength of the economy. The Index is 3.7 percentage points lower from this time 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.

- **Percentage of Workers That Believe More Jobs Are Available Increased:** 30% of adult workers in Texas believe that more jobs are available, up three points from the previous month. At the same time, fewer workers believe fewer jobs are available.

Job Availability

<u>December 2005</u>		<u>November 2005</u>	
More Jobs:	30%	More Jobs:	27%
Neutral:	37%	Neutral:	32%
Fewer Jobs:	33%	Fewer Jobs:	41%

- **More Workers Believe the Economy is Strengthening:** 26% of adult Texas workers believe the economy is getting stronger, compared to 24% from November.

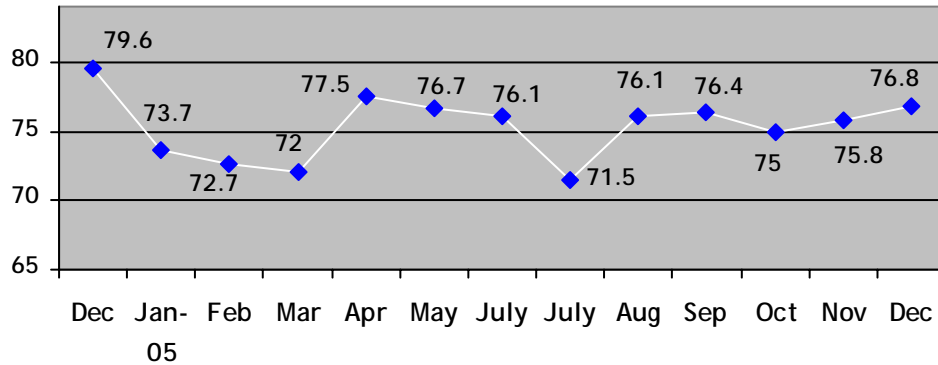
Strength of Economy

<u>December 2005</u>		<u>November 2005</u>	
Getting stronger:	26%	Getting stronger:	24%
Staying the same:	36%	Staying the same:	38%
Getting weaker:	37%	Getting weaker:	38%

(more)

Personal Confidence Index: The Texas Personal Confidence Index was 76.8 in December, up one point from November. The Index is 2.8 points lower than from 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.

- **Fewer Workers Confident in Future of Current Employer**
65% of adult workers in Texas are confident in the future of their employer, down five percentage point from November.

Confidence in Future of Current Employer

<u>December 2005</u>		<u>November 2005</u>	
Confident:	65%	Confident:	70%
Neutral:	20%	Neutral:	16%
Not Confident:	14%	Not Confident:	14%

- **More Workers Confident in Ability to Find a New Job**
64% of adult workers in Texas are confident in their own ability to find a new job, an increase of three percentage points from November. At the same time, fewer workers reported being not confident in their ability to find a new job.

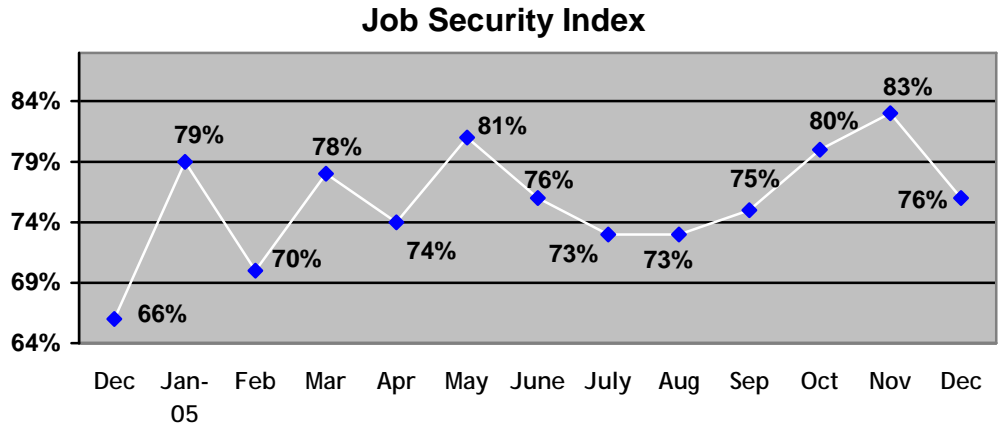
Own Ability to Find New Job

<u>December 2005</u>		<u>November 2005</u>	
Confident:	64%	Confident:	61%
Neutral:	27%	Neutral:	25%
Not Confident:	8%	Not Confident:	14%

(more)

Job Security Index: 76% of adult Texas workers feel it is unlikely that they will lose their jobs in the next 12 months, down seven percentage points from the previous month. The Index is up 10 percentage points from the same point last year.

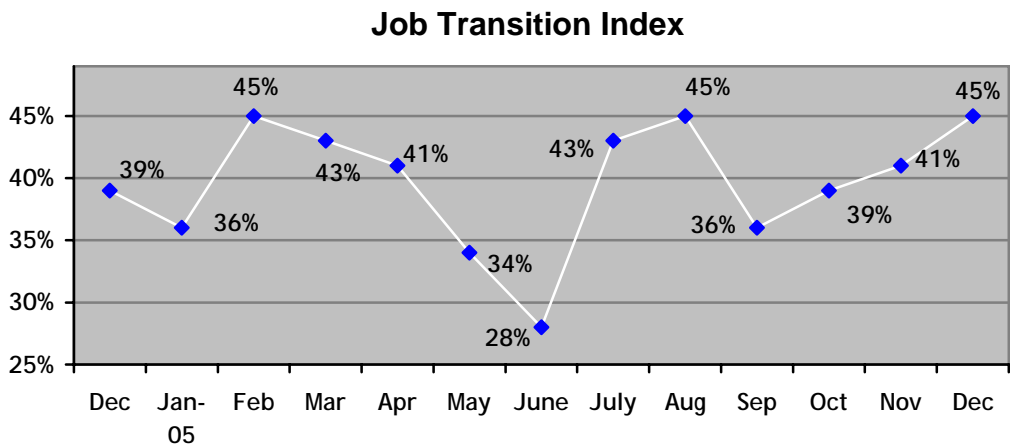
Likelihood of losing job or job elimination in next 12 months



<u>December 2005</u>		<u>November 2005</u>	
Likely:	18%	Likely:	8%
Neither unlikely nor likely:	6%	Neither unlikely nor likely:	9%
Unlikely:	76%	Unlikely:	83%

Job Transition Index: The Texas Job Transition Index was 45% in November, up four percentage points from November. The Index level has increased six percentage points from December 2004.

Likelihood of looking for new job in next 12 months



<u>December 2005</u>		<u>November 2005</u>	
Likely:	45%	Likely:	41%
Neither unlikely nor likely:	13%	Neither unlikely nor likely:	11%
Unlikely:	42%	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 December 2005 Spherion Employment Report is based on data from a Harris Interactive® online survey conducted on behalf of Spherion Corporation. A U.S. sample of 2,848 employed adults, aged 18 years and older, of whom 200 are employed in Texas (for November 2005 n=234), 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 could 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 Texas sample results is plus or minus 7 percentage points of what they would be if the entire Texas 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.

Harris Interactive serves clients worldwide through its United States, Europe (www.harrisinteractive.com/europe) and Asia offices, its wholly-owned subsidiary Novatris in Paris, France (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 OnlineSM and be invited to participate in future online surveys, go to www.harrispollonline.com.

###