

Employment Report



January 2006

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Employee Confidence Index	↓	Macroeconomic Confidence Index	↓	Personal Confidence Index	↓	Job Security	↓	Job Transition	↓
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Employee Confidence in Texas Declines as More Workers Are Pessimistic About Economy and Personal Job Situation

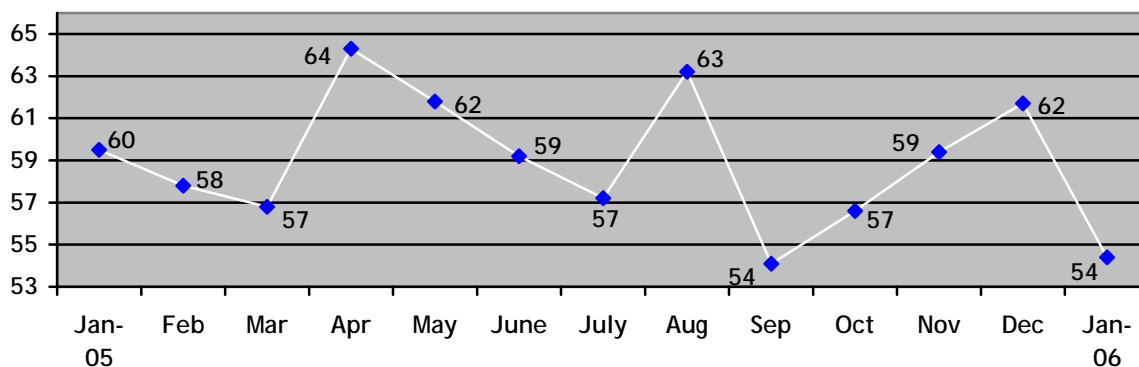
DALLAS, Texas, March 9, 2006 — Despite the addition of 13,200 jobs in January, the Texas Employee Confidence Index slid 7.3 points to 54.4, as fewer workers expressed confidence in their personal employment situation and the economy overall, according to the Texas Spherion Employment Report. The monthly survey, conducted by Harris Interactive® on behalf of Spherion Corporation (NYSE:SFN), showed a steep drop in the subscale Personal Confidence Index, down 10.9 points from the previous month to an all-time low of 65.9. Fifty-five percent of adult workers in Texas are confident in the future of their employer, a decrease of 10 percentage points from December, and 51 percent of workers are confident in their own ability to find a new job, a decline of 13 percentage points from the previous month.

The other subscale measurement, the Macroeconomic Confidence Index, decreased 3.6 points as more workers were optimistic about job availability. *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.*

"Although overall employee confidence over the past year has been unsteady, jobs continue to be created at a healthy pace," said Julie Van Wormer, vice president of Spherion in Texas. "Nonetheless, there is obviously some uncertainty on the part of the Texas workforce as the year begins, but I don't think we can read too much into it after just one month. On a positive note, the majority of workers still believe that their jobs are not at risk, and our staffing business is seeing consistent hiring for specific industries such as call centers. The electronics sector also appears to be doing a swift business, possibly due to returns and exchanges from the holiday season."

Employee Confidence Index: The overall Texas Employee Confidence Index was 54.4 in January, down 7.3 points from December and down 5.1 points from January 2005. The Index, which measures adult workers' confidence in their personal employment situation and the macroeconomic environment, decreased as more workers were pessimistic about the economy and their personal employment situation.

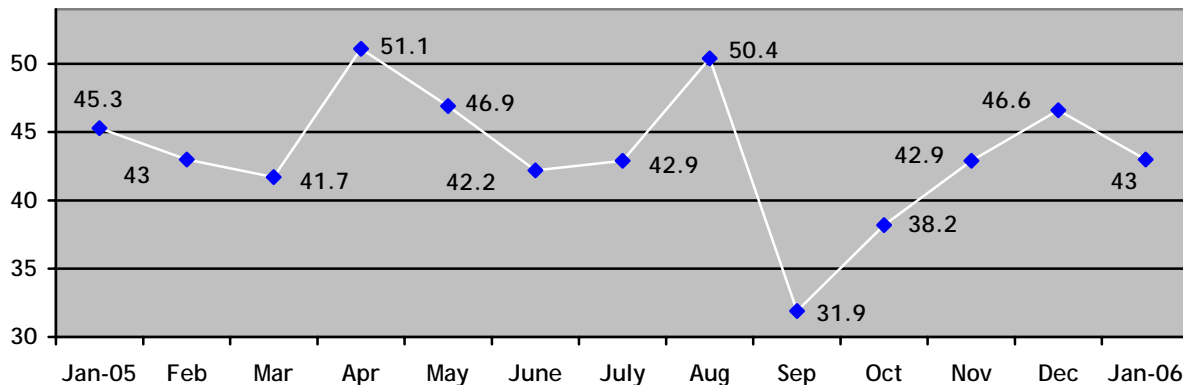
Employee Confidence Index



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Macroeconomic Confidence Index: The Macroeconomic Index decreased to 43 in January from 46.6 in December, as more workers were pessimistic about the availability of jobs and the strength of the economy. The Index is 2.3 points lower 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 Decreased:** 26% of adult workers in Texas believe that more jobs are available, down four percentage points from the previous month.

Job Availability

<u>January 2006</u>		<u>December 2005</u>	
More Jobs:	26%	More Jobs:	30%
Neutral:	31%	Neutral:	37%
Fewer Jobs	43%	Fewer Jobs:	33%

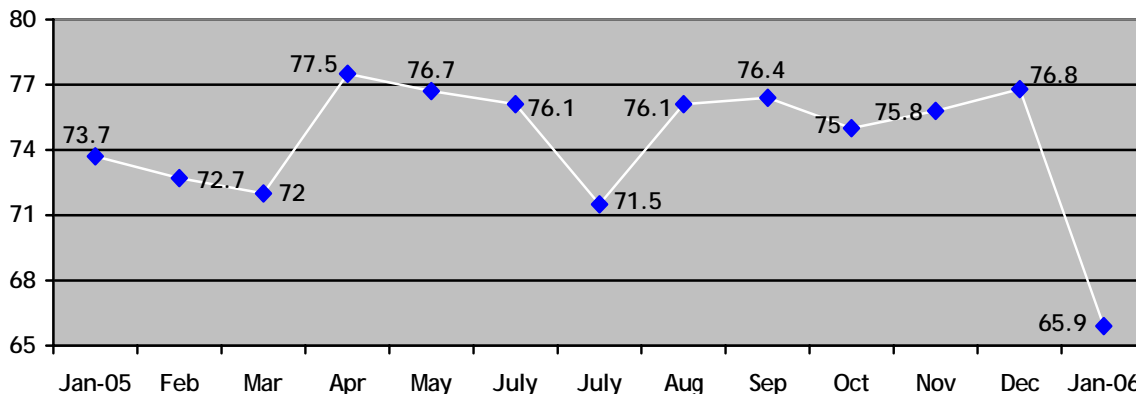
- **One-quarter of Workers Believe the Economy is Strengthening:** 25% of adult Texas workers believe the economy is getting stronger, compared to 26% from December.

Strength of Economy

<u>January 2006</u>		<u>December 2005</u>	
Getting stronger:	25%	Getting stronger	26%
Staying the same:	39%	Staying the same:	36%
Getting weaker:	36%	Getting weaker:	37%

Personal Confidence Index: The Texas Personal Confidence Index was 65.9 in January, down 10.9 point from December. The Index is 7.8 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**
 55% of adult workers in Texas are confident in the future of their employer, down ten percentage point from December.

Confidence in Future of Current Employer

<u>January 2006</u>		<u>December 2005</u>	
Confident:	55%	Confident:	65%
Neutral:	27%	Neutral:	20%
Not Confident:	18%	Not Confident:	14%

- Fewer Workers Confident in Ability to Find a New Job**
 51% of adult workers in Texas are confident in their own ability to find a new job, decreasing 13 percentage points from December. In addition, more workers reported being not confident in their ability to find a new job.

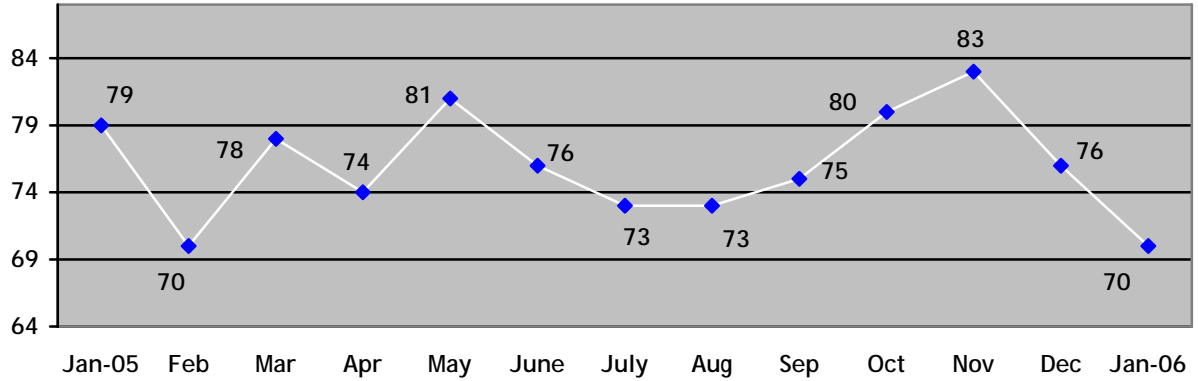
Own Ability to Find New Job

<u>January 2006</u>		<u>December 2005</u>	
Confident:	51%	Confident:	64%
Neutral:	23%	Neutral:	27%
Not Confident:	26%	Not Confident:	8%

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Job Security Index: 70% of adult Texas workers feel it is unlikely that they will lose their jobs in the next 12 months, down six percentage points from the previous month. The Index is down nine percentage points from the same point last year.

Job Security Index

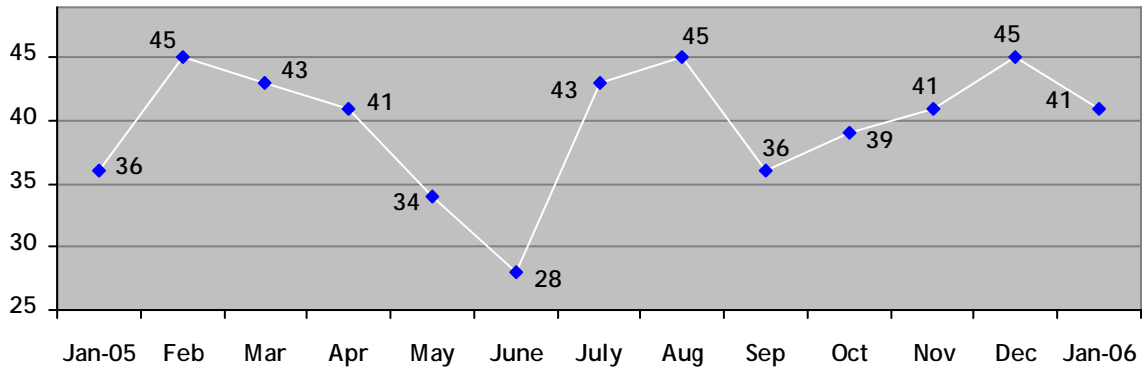


Likelihood of losing job or job elimination in next 12 months

<u>January 2006</u>		<u>December 2005</u>	
Likely:	15%	Likely:	18%
Neither unlikely nor likely:	15%	Neutral:	6%
Unlikely:	70%	Not Confident:	76%

Job Transition Index: The Texas Job Transition Index was 41% in December, down four percentage points from December. The Index level has increased five percentage points from January 2005.

Job Transition Index



Likelihood of looking for new job in next 12 months

<u>January 2006</u>		<u>December 2005</u>	
Likely:	41%	Likely:	45%
Neither unlikely nor likely:	11%	Neither unlikely nor likely:	13%
Unlikely:	48%	Unlikely:	42%

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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 a Harris Interactive® online survey conducted on behalf of Spherion Corporation. A U.S. sample of 3,194 employed adults, aged 18 years and older, of whom 227 are employed in Texas (for December 2005 n=200), 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 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.

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