



Employment Report

UNITED STATES



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Employee Confidence Index ↓

Macroeconomic Confidence Index ↑

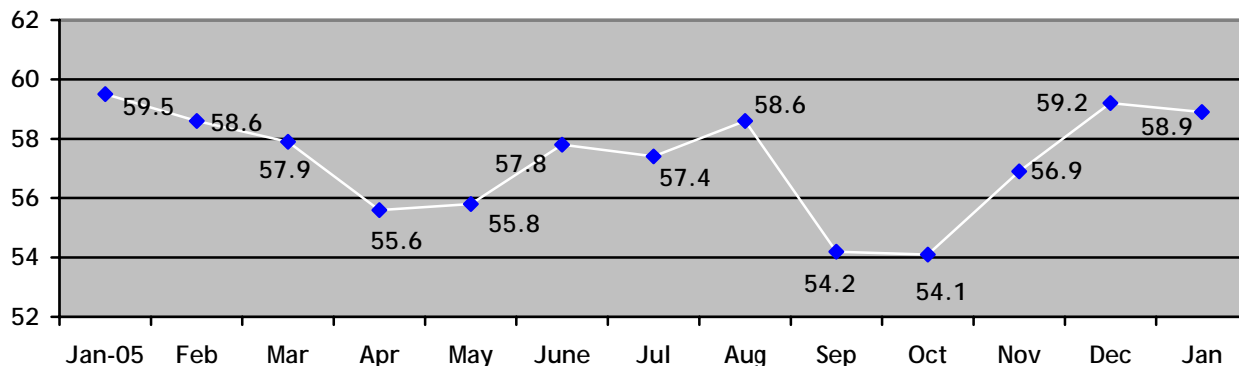
Personal Confidence Index ↓

Job Security Index ↔

Job Transition Index ↓

Employee Confidence Index: The Employee Confidence Index was relatively unchanged at 58.9 in January, a 0.3-point drop from December. The Index, which measures workers' confidence in their personal employment situation and the macroeconomic environment, decreased due to more workers doubting their personal employment situation. The Index is 0.6 points lower than in January 2005 and is currently 1.6 points above the average level over the past year.

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:

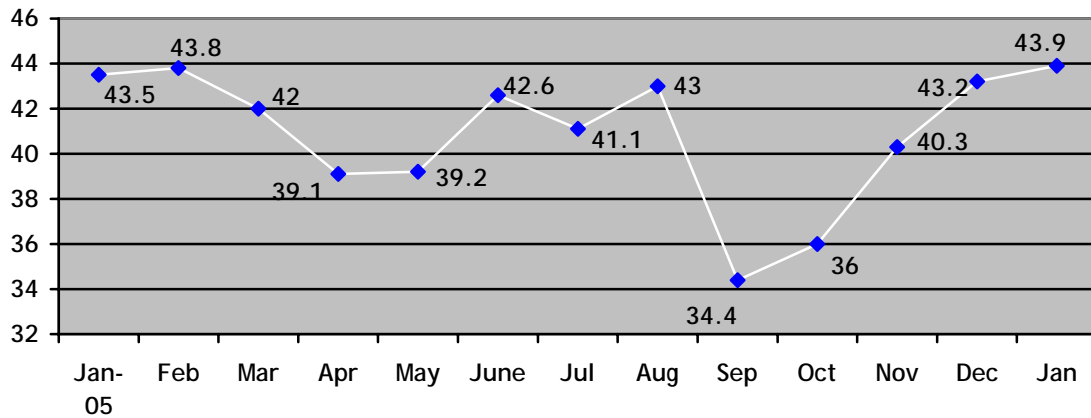
- *Macroeconomic Confidence Index*
This measurement reflects workers' views on the overall economy, its relative strength or weakness, as well as their opinion about the availability of jobs in the marketplace.
- *Personal Confidence Index*
This index measures workers' opinions of their own personal 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: Workers' confidence in the macroeconomic environment rose for the fourth consecutive month and is at its highest level in the past year, as fewer workers believe that the economy is weakening. The Index level is 0.4 points higher than in January 2005 and three points above the average level over the past year.

Macroeconomic Confidence Index



Note: The data below were 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.

- **One-quarter of Workers Believe More Jobs Are Available**

25% of U.S. adult workers believe that more jobs are available, compared to 26% in December.

Job Availability

<u>January 2006</u>		<u>December 2005</u>	
More Jobs:	25%	More Jobs:	26%
Neutral:	36%	Neutral:	34%
Fewer Jobs:	39%	Fewer Jobs:	40%

- **Slightly Fewer Workers Believe Economy is Getting Weaker**

36% of U.S. adult workers believe the economy is weakening, down two percentage points from the previous month.

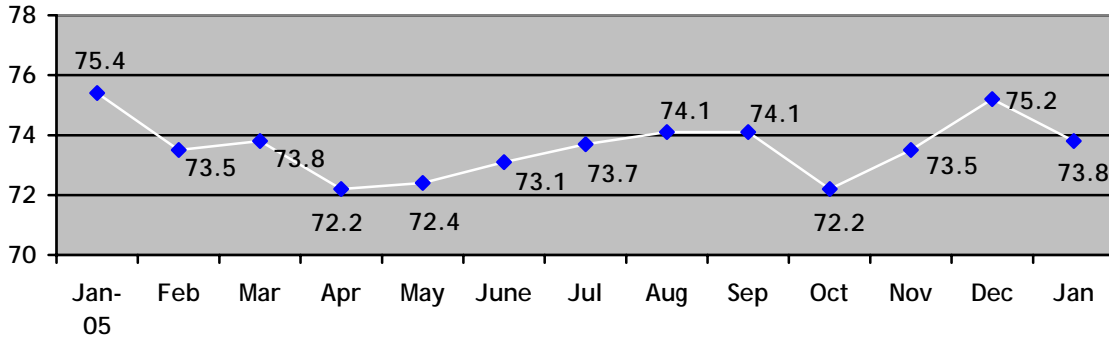
Strength of Economy

<u>January 2006</u>		<u>December 2005</u>	
Getting stronger:	26%	Getting stronger:	26%
Staying the same:	38%	Staying the same:	36%
Getting weaker:	36%	Getting weaker:	38%

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Personal Confidence Index: Workers' personal confidence decreased 1.4 points to 73.8 in January, although a majority of workers remained confident in the future of their employer (64%) and in their ability to find a job (58%). The Index is 1.6 points higher than in January 2005 and is 0.2 points above the average level over the past year.

Personal Confidence Index



Note: The data below were 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 Are Confident in the Future of Their Employer**
 64% of adult workers in the U.S. feel confident in the future of their employer, compared to 67% in December.

Confidence in Future of Current Employer

<u>January 2006</u>		<u>December 2005</u>	
Confident:	64%	Confident:	67%
Neutral:	24%	Neutral:	21%
Not Confident:	12%	Not Confident:	13%

- Percentage of Workers Confident in Their Ability to Find a New Job Decreases**
 58% of adult workers in the U.S. have confidence in their own ability to find a new job, falling two percentage points from the prior month.

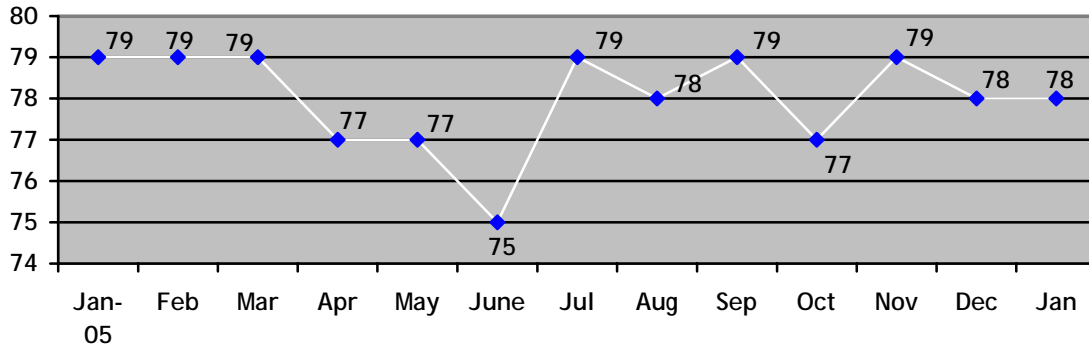
Own Ability to Find New Job

<u>January 2006</u>		<u>December 2005</u>	
Confident:	58%	Confident:	60%
Neutral:	27%	Neutral:	26%
Not Confident:	15%	Not Confident:	14%

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Job Security Index: 78% of U.S. adult workers feel it is unlikely that their jobs will be eliminated in the next 12 months, showing no change from December. The Index is one percentage point lower than in January 2005 and at the average level over the past year.

Job Security Index

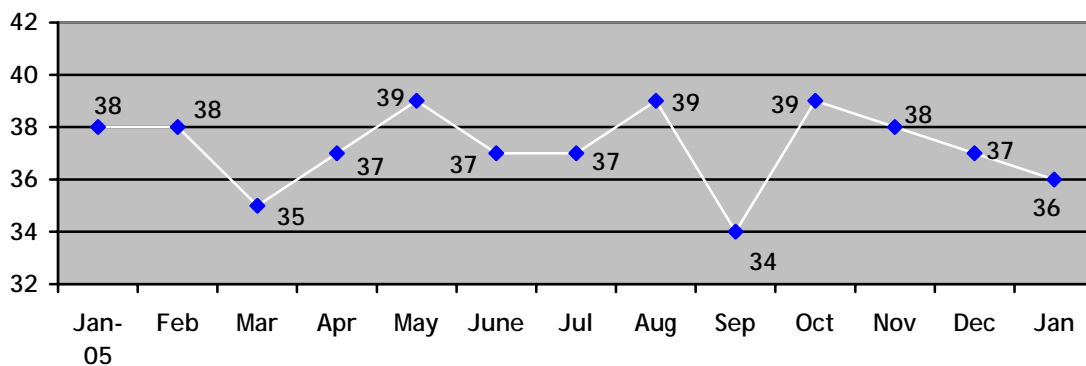


Likelihood of losing job or job elimination in next 12 months

<u>January 2006</u>		<u>December 2005</u>	
Likely:	12%	Likely:	12%
Neither unlikely nor likely:	10%	Neither unlikely nor likely:	10%
Unlikely:	78%	Unlikely:	78%

Job Transition Index: 36% of working adults in the U.S. said they are likely to look for a new job in the next year, compared to 37% last month. The Index is two percentage points lower than January 2005 and one percentage point below the average level over the past year.

Job Transition Index



Likelihood of looking for new job in next 12 months

<u>January 2006</u>		<u>December 2005</u>	
Likely:	36%	Likely:	37%
Neither unlikely nor likely:	10%	Neither unlikely nor likely:	11%
Unlikely:	54%	Unlikely:	52%

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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, with each score ranking on a scale 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 3,194 employed adults, aged 18 years and older, was interviewed in a series of two polls conducted between January 3-5 and January 10-12, 2006 (for December 2005 n=2,848). 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 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. 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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EOE M/F/D/V

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