



Employment Report

UNITED STATES



February 2006

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Employee Confidence Index ↓

Macroeconomic Confidence Index ↓

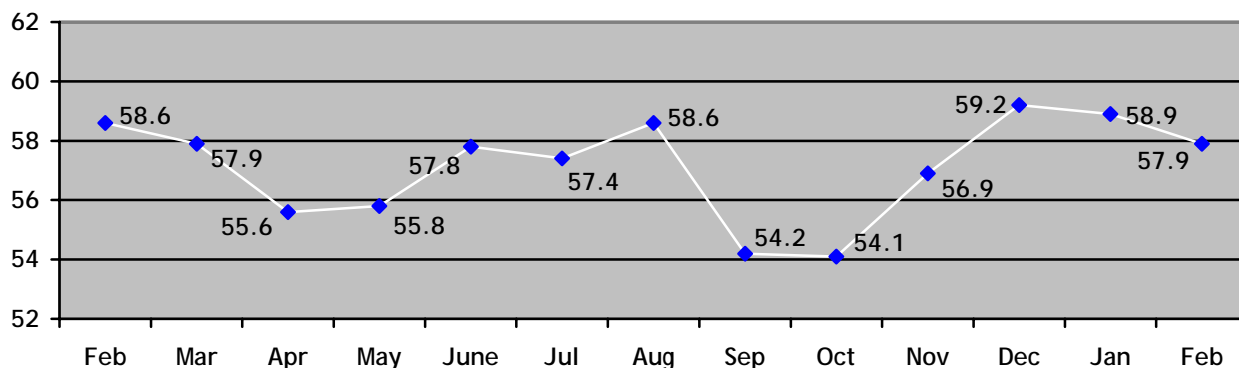
Personal Confidence Index ↓

Job Security Index ↔

Job Transition Index ↑

Employee Confidence Index: The overall Employee Confidence Index was 57.9 in February, falling one point from January. The Index, which measures workers' confidence in their personal employment situation and the macroeconomic environment, decreased primarily because more workers reported doubt in the economy and in their personal employment situation. The Index is 0.7 points lower than the level recorded in February 2005.

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:

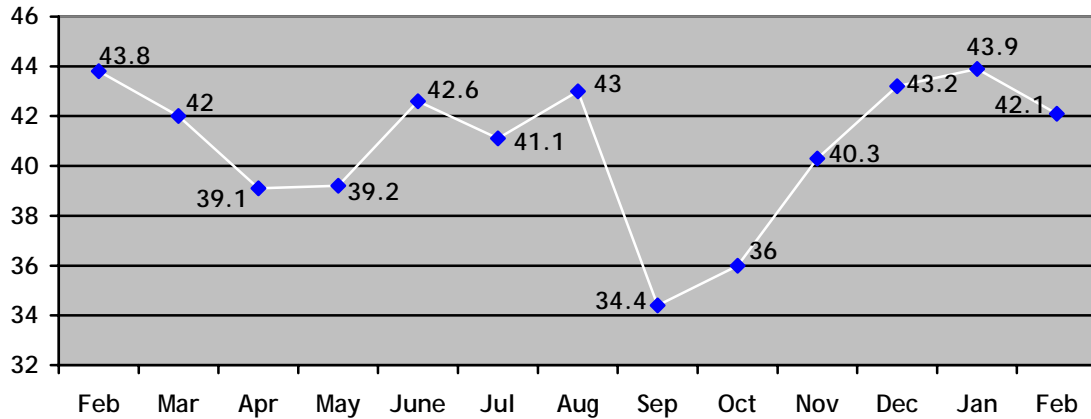
- *Macroeconomic Confidence Index*
This measurement reflects workers' views on the overall economy, its relative strength or weakness, as well as their opinion about the availability of jobs in the marketplace.
- *Personal Confidence Index*
This index measures workers' opinions of their own personal 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: Dropping for the first time in four months, the Macroeconomic Index fell to 42.1 in February, as more workers believe fewer jobs are available and the strength of the economy has decreased. The Index level is 1.7 points lower than in January 2005.

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.

- More Workers Believe Fewer Jobs Are Available**

41 percent of U.S. adult workers believe that fewer jobs are available, increasing two percentage points from January. At the same time, the percentage of workers reporting that there are more jobs available has remained the same.

Job Availability

<u>February 2006</u>		<u>January 2006</u>	
More Jobs:	25%	More Jobs:	25%
Neutral:	33%	Neutral:	36%
Fewer Jobs:	41%	Fewer Jobs:	39%

- Fewer Workers Believe Economy is Getting Stronger**

24 percent of U.S. adult workers believe the economy is getting stronger, compared to 26 percent in the previous month.

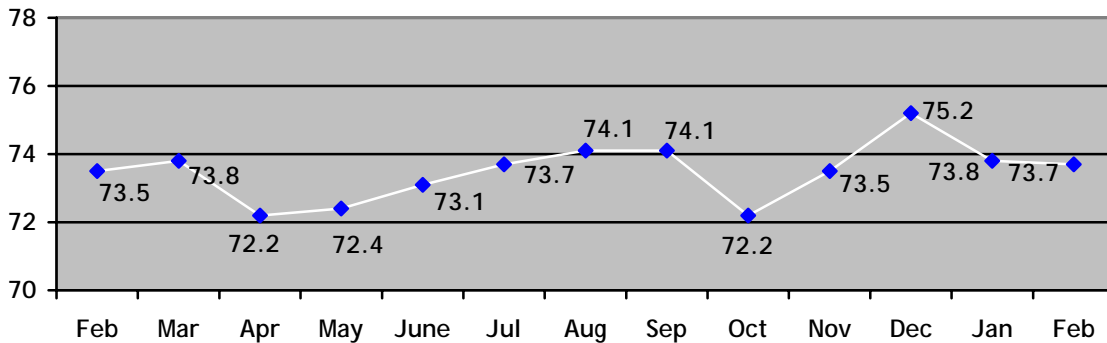
Strength of Economy

<u>February 2006</u>		<u>January 2006</u>	
Getting stronger:	24%	Getting stronger:	26%
Staying the same:	35%	Staying the same:	38%
Getting weaker:	40%	Getting weaker:	36%

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Personal Confidence Index: The Personal Confidence Index was 73.7 in February, slightly down from 73.8 in January. A slight drop in the percentage of workers confident in the future of their employer fueled this decrease. The Index level is 0.2-points higher than last 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 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.

- **Percentage of Workers Confident in the Future of Their Employer Increases**
65 percent of adult workers in the U.S. feel confident in the future of their employer, compared to 64 percent in January.

Confidence in Future of Current Employer

<u>February 2006</u>		<u>January 2006</u>	
Confident:	65%	Confident:	64%
Neutral:	23%	Neutral:	24%
Not Confident:	12%	Not Confident:	12%

- **Workers' Confidence in Their Ability to Find a New Job Decreases**
57 percent of adult workers in the U.S. have confidence in their own ability to find a new job, decreasing three percentage points from the prior month.

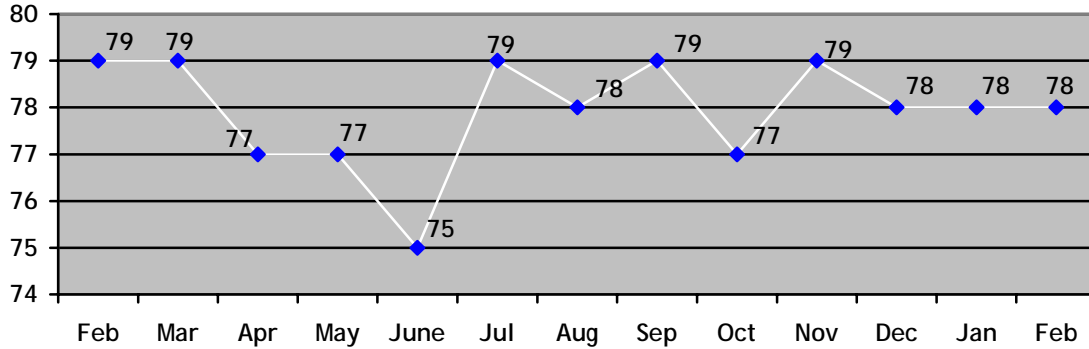
Own Ability to Find New Job

<u>February 2006</u>		<u>January 2006</u>	
Confident:	57%	Confident:	60%
Neutral:	29%	Neutral:	26%
Not Confident:	15%	Not Confident:	14%

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Job Security Index: The Job Security Index has remained unchanged for three months, with 78 percent of working adults in the U.S. unlikely to look for a new job in the next year. The Index is one percentage point lower than in February 2005.

Job Security Index

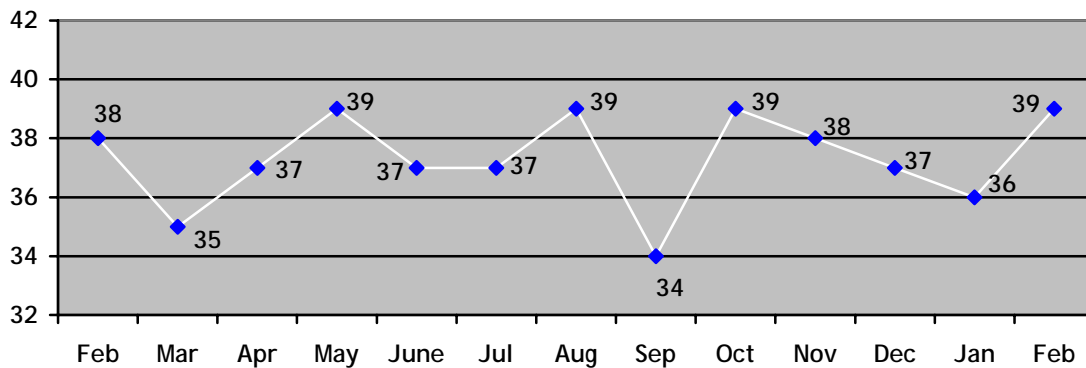


Likelihood of losing job or job elimination in next 12 months

<u>February 2006</u>		<u>January 2006</u>	
Likely:	12%	Likely:	12%
Neither unlikely nor likely:	9%	Neither unlikely nor likely:	10%
Unlikely:	78%	Unlikely:	78%

Job Transition Index: 39 percent of U.S. workers said they are likely to look for a new job in the next year, compared to 36 percent last month. The Index is one percentage point higher than the level reported in February 2005 and at its highest point reached in the last year.

Job Transition Index



Likelihood of looking for new job in next 12 months

<u>February 2006</u>		<u>January 2006</u>	
Likely:	39%	Likely:	36%
Neither unlikely nor likely:	9%	Neither unlikely nor likely:	10%
Unlikely:	52%	Unlikely:	54%

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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 February 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 2,957 employed adults, aged 18 years and older, was interviewed in a series of two polls conducted between February 7-9 and February 14-16, 2006 (for January 2006 n=3,194). 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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