



# Employment Report

## UNITED STATES



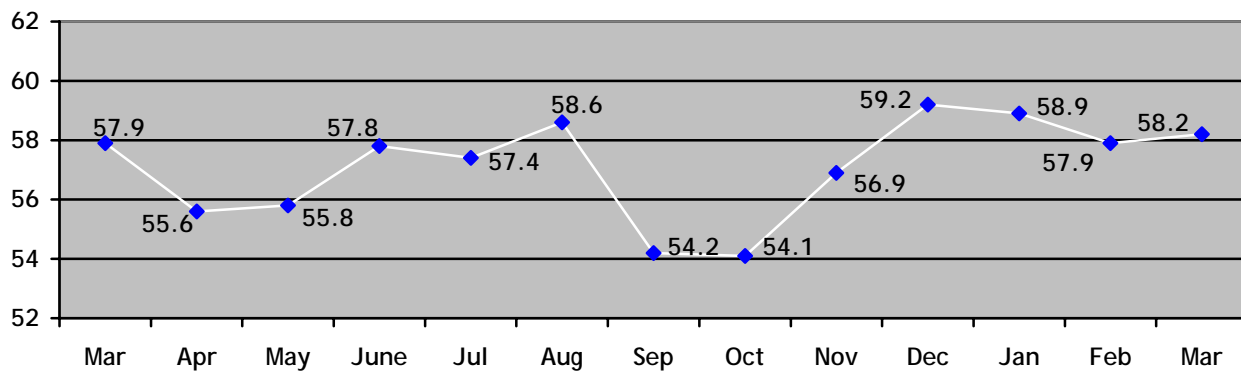
March 2006

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|                           |   |                                |   |                           |   |                    |   |                      |   |
|---------------------------|---|--------------------------------|---|---------------------------|---|--------------------|---|----------------------|---|
| Employee Confidence Index | ↑ | Macroeconomic Confidence Index | ↔ | Personal Confidence Index | ↑ | Job Security Index | ↔ | Job Transition Index | ↓ |
|---------------------------|---|--------------------------------|---|---------------------------|---|--------------------|---|----------------------|---|

**Employee Confidence Index:** The March Employee Confidence Index was 58.2, rising 0.3 points from February. The Index, which measures workers' confidence in their personal employment situation and the macroeconomic environment, increased as a result of more workers being confident in their personal employment situation. The Index level is 0.3 points higher than in March 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:

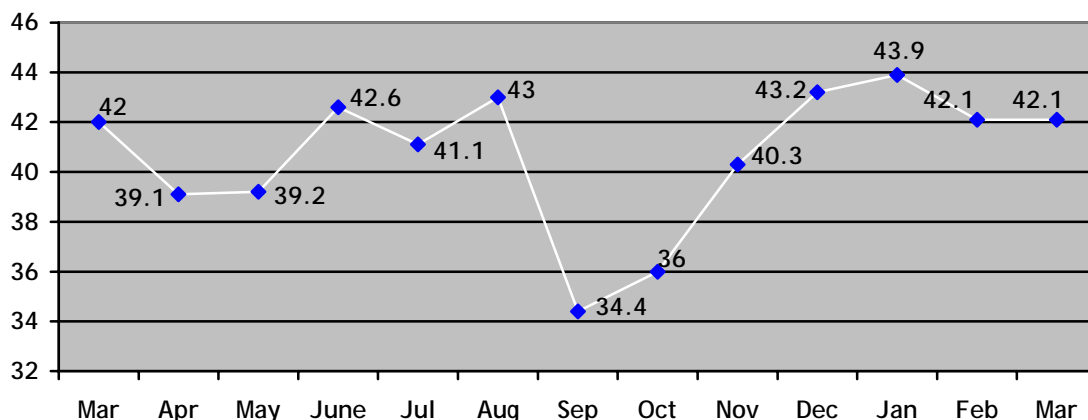
- *Macroeconomic Confidence Index*  
This measurement reflects workers' views on the overall economy, its relative strength or weakness, as well as their opinion about the availability of jobs in the marketplace.
- *Personal Confidence Index*  
This index measures workers' opinions of their own personal 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:** Workers' confidence in the macroeconomic environment was 42.1 in March, unchanged from last month as the number of workers who are confident in job availability and the strength of the economy held steady. The Index level is 0.1 points higher than in March 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.*

- One-Quarter of Workers Believe More Jobs Are Available**  
 26 percent of U.S. adult workers believe that more jobs are available, compared to 25 percent from March; at the same time, the percentage of workers reporting that there are fewer jobs available decreased slightly

#### *Job Availability*

| <u>March 2006</u> |     | <u>February 2006</u> |     |
|-------------------|-----|----------------------|-----|
| More Jobs:        | 26% | More Jobs:           | 25% |
| Neutral:          | 35% | Neutral:             | 33% |
| Fewer Jobs:       | 39% | Fewer Jobs:          | 41% |

- Almost One-Quarter of Workers Believe Economy is Strengthening**  
 23 percent of U.S. adult workers believe the economy is getting stronger, compared to 24 percent in the previous month

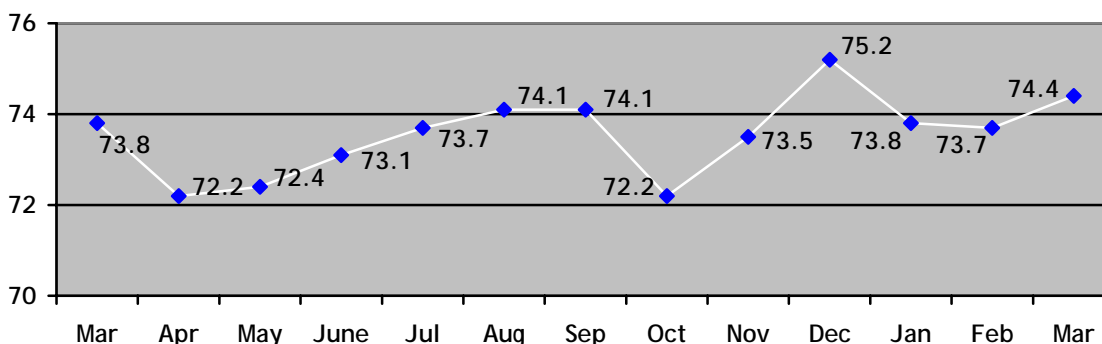
#### *Strength of Economy*

| <u>March 2006</u> |     | <u>February 2006</u> |     |
|-------------------|-----|----------------------|-----|
| Getting stronger: | 23% | Getting stronger:    | 24% |
| Staying the same: | 35% | Staying the same:    | 35% |
| Getting weaker:   | 41% | Getting weaker:      | 40% |

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**Personal Confidence Index:** Workers' personal confidence in their own employment situation increased 0.7 points to 74.4 in March. This increase was a result of more workers being confident in the future of their employer and their ability to find a new job. The Index level is 0.6-percentage 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 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.*

- **Two-Thirds of Workers Confident in the Future of Their Employer**  
66 percent of U.S. adult workers feel confident in the future of their employer, compared to 65 percent in February

#### *Confidence in Future of Current Employer*

| <u>March 2006</u> |     | <u>February 2006</u> |     |
|-------------------|-----|----------------------|-----|
| Confident:        | 66% | Confident:           | 65% |
| Neutral:          | 23% | Neutral:             | 23% |
| Not Confident:    | 12% | Not Confident:       | 12% |

- **Almost Three in Five Workers Confident in Their Ability to Find a New Job**  
58 percent of U.S. adult workers have confidence in their own ability to find a new job, compared to 57 percent from the prior month

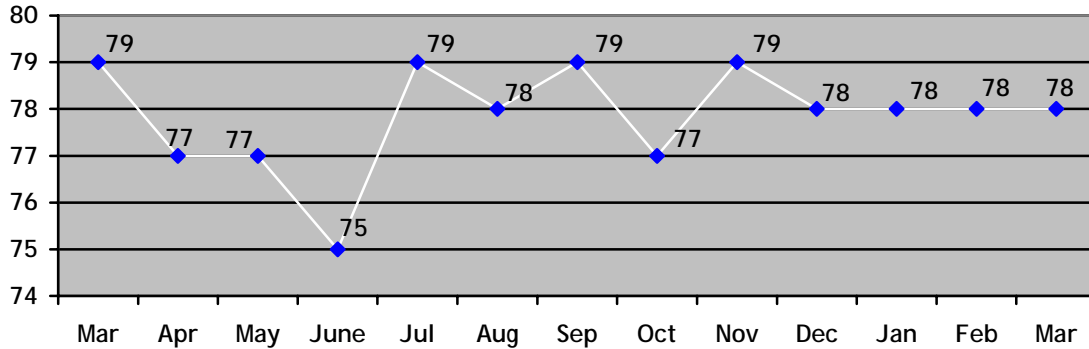
#### *Own Ability to Find New Job*

| <u>March 2006</u> |     | <u>February 2006</u> |     |
|-------------------|-----|----------------------|-----|
| Confident:        | 58% | Confident:           | 57% |
| Neutral:          | 28% | Neutral:             | 29% |
| Not Confident:    | 14% | Not Confident:       | 15% |

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**Job Security Index:** For the fourth consecutive month, the Job Security Index has remained at 78 percent. The Index is one percentage point lower than in February 2005.

### Job Security Index

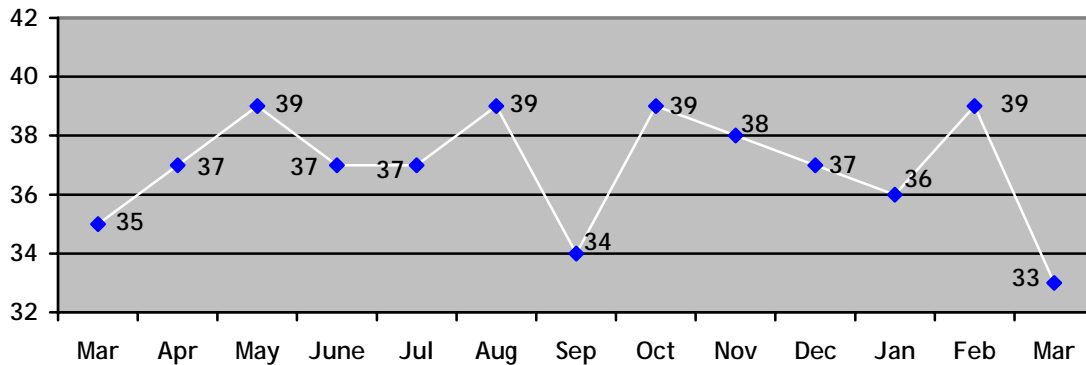


*Likelihood of losing job or job elimination in next 12 months*

| <u>March 2006</u>               |     | <u>February 2006</u>            |     |
|---------------------------------|-----|---------------------------------|-----|
| Likely:                         | 12% | Likely:                         | 12% |
| Neither unlikely<br>nor likely: | 10% | Neither unlikely<br>nor likely: | 9%  |
| Unlikely:                       | 78% | Unlikely:                       | 78% |

**Job Transition Index:** Reaching its lowest point recorded in the last year, 33 percent of U.S. workers said they are likely to look for a new job in the next 12 months. The Index is two percentage points lower than the level reported in March 2005.

### Job Transition Index



*Likelihood of looking for new job in next 12 months*

| <u>March 2006</u>               |     | <u>February 2006</u>            |     |
|---------------------------------|-----|---------------------------------|-----|
| Likely:                         | 33% | Likely:                         | 39% |
| Neither unlikely<br>nor likely: | 11% | Neither unlikely<br>nor likely: | 9%  |
| Unlikely:                       | 56% | 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 March 2006 Spherion Employment Report is based on data from the Harris Interactive QuickQuery<sup>SM</sup> online omnibus conducted monthly by Harris Interactive® on behalf of Spherion Corporation. A U.S. sample of 2,972 employed adults, aged 18 years and older, was interviewed in a series of two polls conducted between March 8-10 and March 14-16, 2006 (for January 2006 n=2,957). 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](http://www.spherion.com).

### About Harris Interactive®

Harris Interactive Inc. ([www.harrisinteractive.com](http://www.harrisinteractive.com)), based in Rochester, New York, is the 13<sup>th</sup> 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

To become a member of the Harris Poll Online<sup>SM</sup> and be invited to participate in future online surveys, go to [www.harrispollonline.com](http://www.harrispollonline.com).

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