



Employment Report

UNITED STATES



December 2006

Media Contact:

Kip Havel
800 422-3819

kiphavel@spherion.com

Employee Confidence Index ↓

Macroeconomic Confidence Index ↓

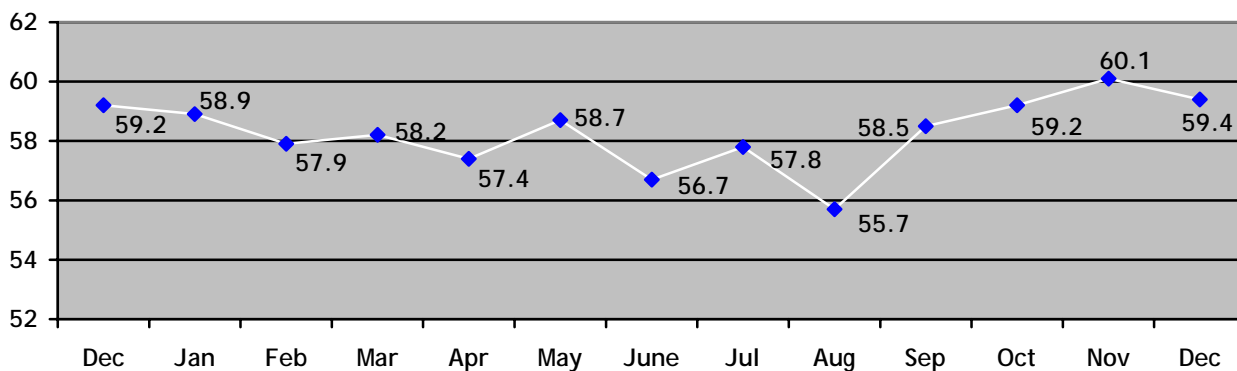
Personal Confidence Index ↑

Job Security Index ↔

Job Transition Index ↓

Employee Confidence Index: After rising for three consecutive months, the Employee Confidence Index declined 0.7 points to 59.4 in December. The Index, which measures workers' confidence in their personal employment situation and optimism in the macroeconomic environment, decreased because fewer workers had optimism in the job market and economy. The Index is 0.2-points higher than the level recorded in December 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:

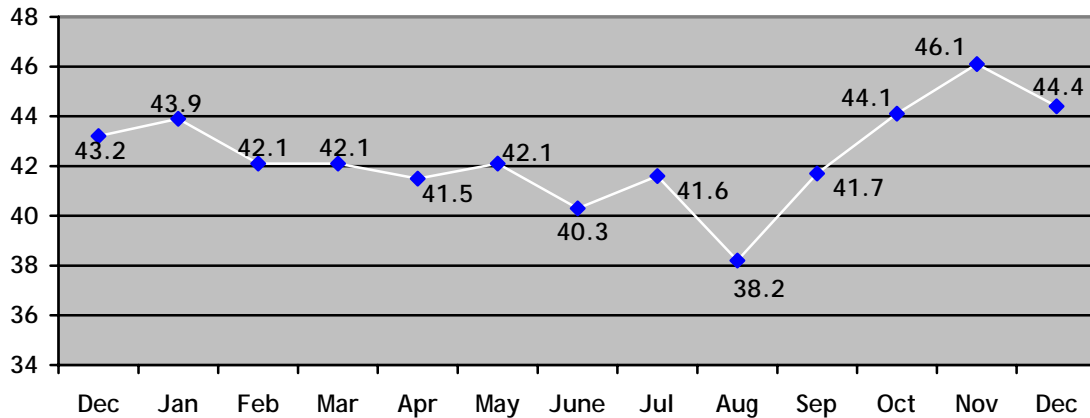
- *Macroeconomic Confidence Index*
This measurement reflects workers' views on the overall economy, its relative strength or weakness, as well as their opinion about the availability of jobs in the marketplace.
- *Personal Confidence Index*
This index measures workers' opinions of their own personal 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: The Macroeconomic Confidence Index was 44.4 in December, decreasing 1.7 points from November. The decline was a result of fewer workers having optimism in the strength of the economy and job availability. The Index level is 1.2 points higher than a year ago.

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.

- Fewer Workers Believe More Jobs are Available:**
 26 percent of U.S. adult workers believe that more jobs are available, down three percentage points from November.

Job Availability

<u>December 2006</u>		<u>November 2006</u>	
More Jobs:	26%	More Jobs:	29%
Neutral:	38%	Neutral:	36%
Fewer Jobs:	36%	Fewer Jobs:	35%

- One Quarter of Workers Believe Economy is Strengthening:**
 Nearly one quarter (24 percent) of U.S. adult workers believe the economy is getting stronger, compared to 26 percent in November.

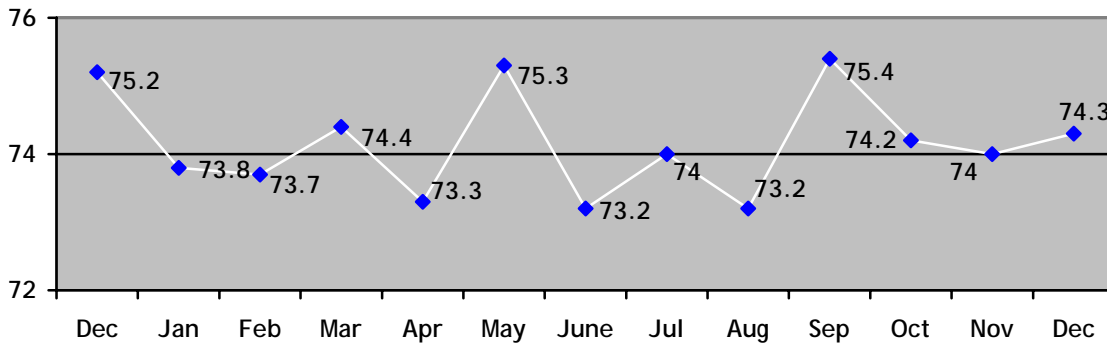
Strength of Economy

<u>December 2006</u>		<u>November 2006</u>	
Getting stronger:	24%	Getting stronger:	26%
Staying the same:	40%	Staying the same:	40%
Getting weaker:	36%	Getting weaker:	35%

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Personal Confidence Index: The Personal Confidence Index increased slightly to 74.3 in December, a 0.3-point increase from November as more workers were confident in the future of their employer. The percentage of workers who feel confident in their ability to find a new job slipped to 58 percent, a three-percentage-point drop from the previous month. The Index is 0.9 points lower than the level recorded in December 2005.

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.

- **The Percentage of Workers Confident in the Future of Their Current Employer Rises:** 66 percent of U.S. adult workers feel confident in the future of their employer, compared to 64 percent in November.

Confidence in Future of Current Employer

<u>December 2006</u>		<u>November 2006</u>	
Confident:	66%	Confident:	64%
Neutral:	22%	Neutral:	23%
Not Confident:	12%	Not Confident:	13%

- **Fewer Workers Confident in Ability to Find a New Job:** 58 percent of U.S. adult workers have confidence in their own ability to find a new job, down three percentage points from November.

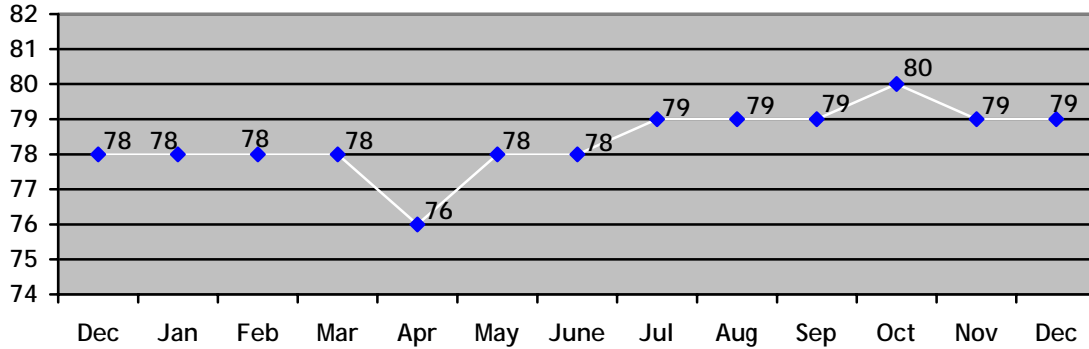
Own Ability to Find New Job

<u>December 2006</u>		<u>November 2006</u>	
Confident:	58%	Confident:	61%
Neutral:	29%	Neutral:	24%
Not Confident:	14%	Not Confident:	16%

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Job Security Index: For the second consecutive month, 79 percent of the U.S. workforce believes that it is unlikely that they will lose their jobs in the next twelve months. The Job Security Index is one percentage point higher than the level reported one year ago.

Job Security Index

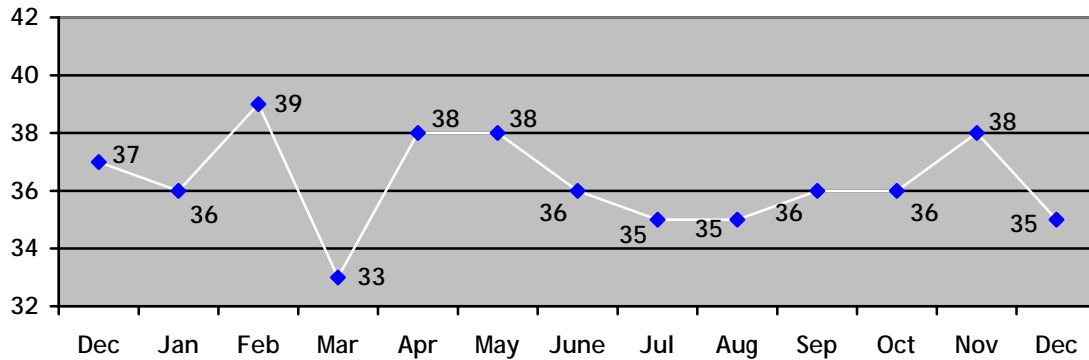


Likelihood of losing job or job elimination in next 12 months

<u>December 2006</u>		<u>November 2006</u>	
Likely:	11%	Likely:	11%
Neither unlikely nor likely:	10%	Neither unlikely nor likely:	10%
Unlikely:	79%	Unlikely:	79%

Job Transition Index: The Job Transition Index declined three percentage points to 35 percent. The Index is two percentage points lower than the level reported in December 2005.

Job Transition Index



Likelihood of looking for new job in next 12 months

<u>December 2006</u>		<u>November 2006</u>	
Likely:	35%	Likely:	38%
Neither unlikely nor likely:	10%	Neither unlikely nor likely:	11%
Unlikely:	55%	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 December 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 3,927 employed adults, aged 18 years and older, was interviewed in a series of two polls conducted between December 6-8 and December 11-13, 2006 (November 2006 n=3,654). 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.

With pure probability samples, with 100 percent response rates, it is possible to calculate the probability that the sampling error (but not other sources of error) is not greater than some number. With a pure probability sample of 3,927 U.S. employed adults one could say with a 95 percent probability that the overall results would have a sampling error of +/- 2 percentage points. However, that does not take other sources of error into account. This online survey is not based on a probability sample and therefore no theoretical sampling error can be calculated.

About Spherion

Spherion Corporation (NYSE:SFN) is a leading recruiting and staffing company that provides integrated solutions to meet the evolving needs of companies and job candidates. As an industry pioneer for 60 years, Spherion® has screened and placed millions of individuals in temporary, temp-to-hire and full-time jobs. Positions range from administrative and light industrial to a host of professions that include accounting/finance, information technology, engineering, manufacturing, legal, human resources and sales/marketing.

With approximately 650 locations in the United States and Canada, Spherion delivers innovative workforce solutions that improve business performance. Spherion provides its services to more than 8,000 customers, from Fortune 500 companies to a wide range of small and mid-size organizations. Employing 375,000 people annually through its network, Spherion is one of North America's largest employers. To learn more, visit www.spherion.com. For up-to-date career tips and trends, visit Spherion's career blog, *The Big Time*SM, at www.spherion.com/careerblog.

About Harris Interactive

Harris Interactive is the 12th largest and fastest-growing market research firm in the world. The company provides research-driven insights and strategic advice to help its clients make more confident decisions which lead to measurable and enduring improvements in performance. Harris Interactive is widely known for *The Harris Poll*, one of the longest running, independent opinion polls and for pioneering online market research methods. The company has built what could conceivably be the world's largest panel of survey respondents, the Harris Poll Online. Harris Interactive serves clients worldwide through its United States, Europe and Asia offices, its wholly-owned subsidiary Novatris in France and through a global network of independent market research firms. The service bureau, HISB, provides its market research industry clients with mixed-mode data collection, panel development services as well as syndicated and tracking research consultation. More information about Harris Interactive may be obtained at www.harrisinteractive.com.

To become a member of the Harris Poll Online, visit <http://go.hpolsurveys.com/PR>.