



Employment Report

UNITED STATES



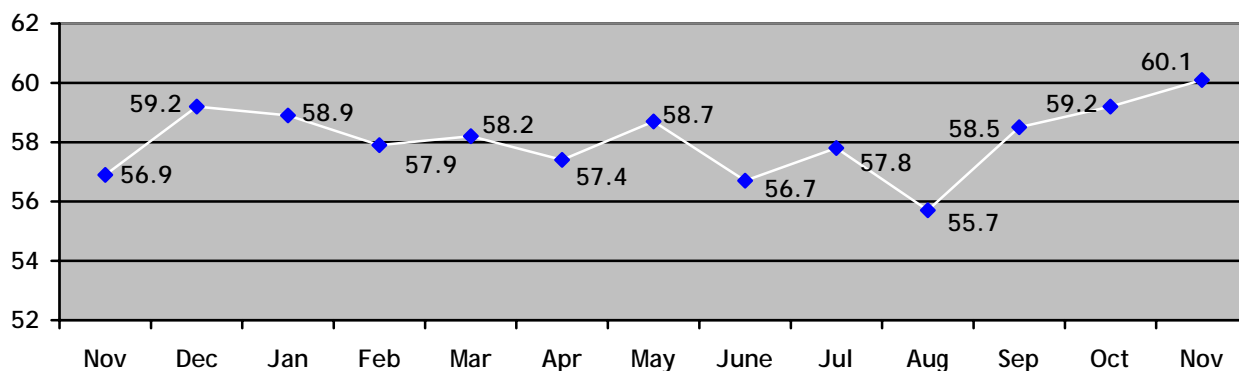
November 2006

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: Rising for the third consecutive month and to its highest level since the Index was created in July 2004, the Employee Confidence Index was 60.1 in November. The Index, which measures workers' confidence in their personal employment situation and optimism in the macroeconomic environment, primarily increased because more workers were upbeat about the strength of the economy and availability of jobs. The Index is 3.2 points higher than the level recorded in November 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:

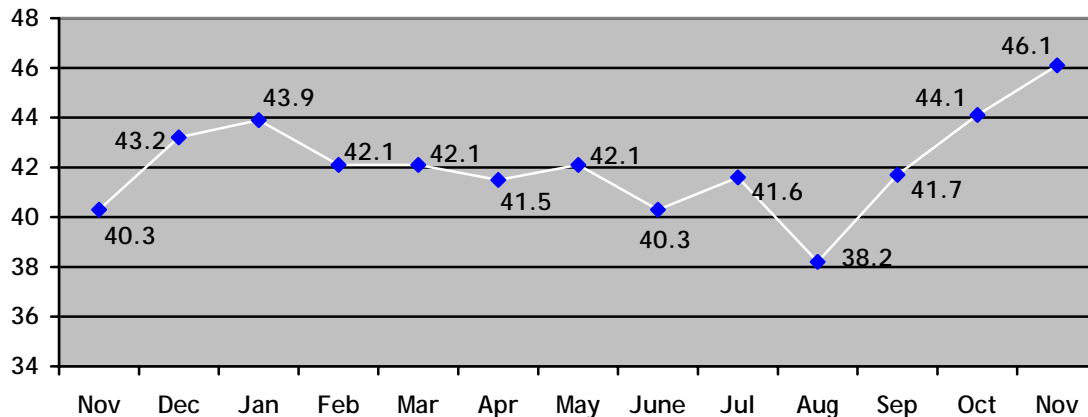
- *Macroeconomic Confidence Index*
This measurement reflects workers' views on the overall economy, its relative strength or weakness, as well as their opinion about the availability of jobs in the marketplace.
- *Personal Confidence Index*
This index measures workers' opinions of their own personal 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.

(more)

Macroeconomic Confidence Index: The Macroeconomic Confidence Index was 46.1 in November, increasing for the third consecutive month and reaching its highest level since the survey started in July 2004. The increase was a result of more workers having optimism in the strength of the economy and job availability. The Index level is 5.8 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 Fewer Jobs are Available:**
Only 35 percent of U.S. adult workers believe that fewer jobs are available, down three percentage points from October.

Job Availability

<u>November 2006</u>		<u>October 2006</u>	
More Jobs:	29%	More Jobs:	27%
Neutral:	36%	Neutral:	35%
Fewer Jobs:	35%	Fewer Jobs:	38%

- **More Workers Believe Economy is Strengthening:**
26 percent of U.S. adult workers believe the economy is getting stronger, compared to 24 percent in October.

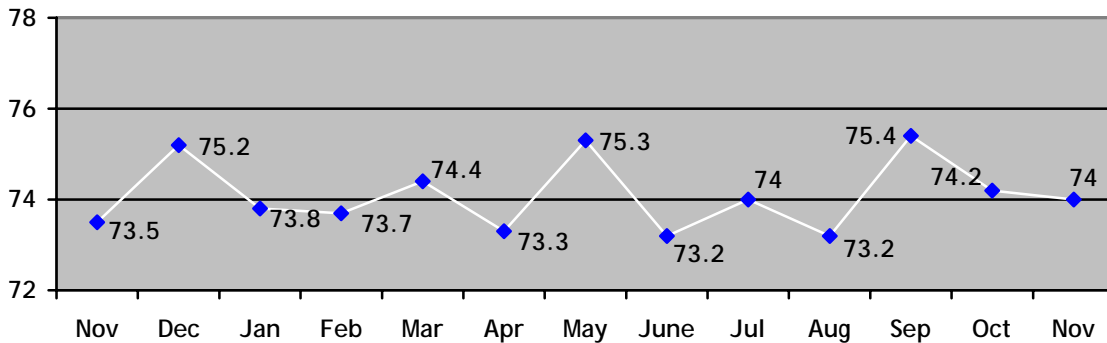
Strength of Economy

<u>November 2006</u>		<u>October 2006</u>	
Getting stronger:	26%	Getting stronger:	24%
Staying the same:	40%	Staying the same:	39%
Getting weaker:	35%	Getting weaker:	37%

(more)

Personal Confidence Index: The Personal Confidence Index was relatively unchanged at 74 in November, a 0.2-point drop from October as the percentage of workers that are not confident in their ability to find a new job increased by three percentage points. The number of workers optimistic in the future of their current employer remained the same. The Index is 0.5 points higher than the level recorded in November 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 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.

- **Worker Confidence in the Future of Their Current Employer Unchanged:** 64 percent of U.S. adult workers feel confident in the future of their employer, showing no change from October.

Confidence in Future of Current Employer

<u>November 2006</u>		<u>October 2006</u>	
Confident:	64%	Confident:	64%
Neutral:	23%	Neutral:	23%
Not Confident:	13%	Not Confident:	13%

- **More Workers Confident in Their Ability to Find a New Job:** 61 percent of U.S. adult workers have confidence in their own ability to find a new job, up two percentage points from October.

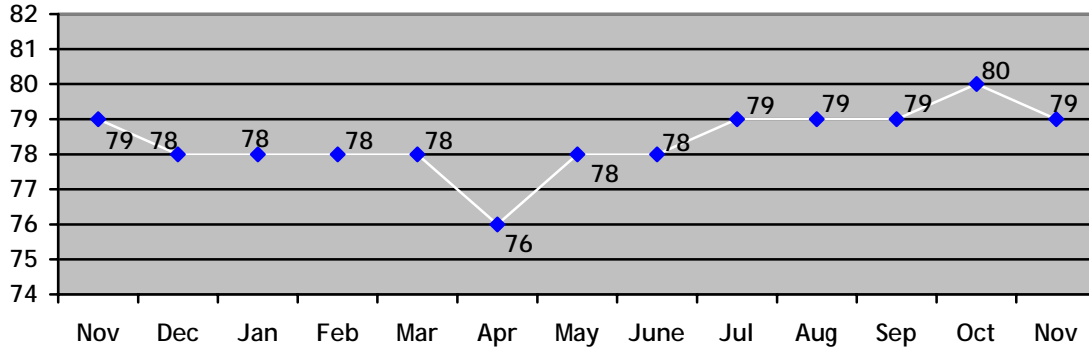
Own Ability to Find New Job

<u>November 2006</u>		<u>October 2006</u>	
Confident:	61%	Confident:	59%
Neutral:	24%	Neutral:	27%
Not Confident:	16%	Not Confident:	13%

(more)

Job Security Index: 79 percent of the U.S. workforce believes that it is unlikely that they will lose their jobs in the next twelve months, virtually unchanged from October. The Job Security Index is at the same level reported one year ago.

Job Security Index

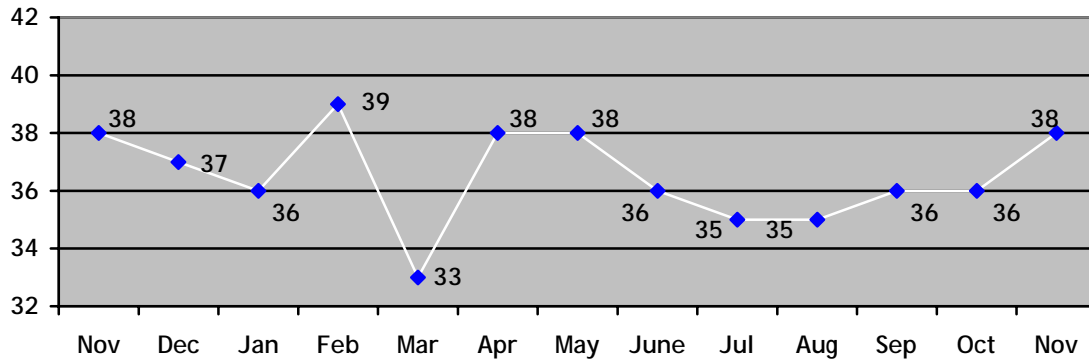


Likelihood of losing job or job elimination in next 12 months

<u>November 2006</u>		<u>October 2006</u>	
Likely:	11%	Likely:	11%
Neither unlikely nor likely:	10%	Neither unlikely nor likely:	9%
Unlikely:	79%	Unlikely:	80%

Job Transition Index: Rebounding to its highest level since May, the Job Transition Index rose two percentage points to 38 percent. The Index is at the same level reported in November 2005.

Job Transition Index



Likelihood of looking for new job in next 12 months

<u>November 2006</u>		<u>October 2006</u>	
Likely:	38%	Likely:	36%
Neither unlikely nor likely:	11%	Neither unlikely nor likely:	11%
Unlikely:	52%	Unlikely:	53%

(more)

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 November 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 3,654 employed adults, aged 18 years and older, was interviewed in a series of two polls conducted between November 7-9 and November 15-17, 2006 (for October 2006 n=3,112). 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 3,654 U.S. employed adults one could say with a 95 percent probability that the overall results 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>.