

**Methodology**

This December 2009 Spherion Employment Tracker was conducted online within the United States by Harris Interactive on behalf of Spherion Corporation between December 8 and 10 and December 14 and 16, 2009 among a U.S. sample of 2,727 employed adults, aged 18 years and older, of whom 129 are employed in Ohio (for Nov 2009 n=152). Results were weighted as needed for age, sex, race/ethnicity, income, education and region. Propensity score weighting was also used to adjust for respondents' propensity to be online.

All sample surveys and polls, whether or not they use probability sampling, are subject to multiple sources of error which are most often not possible to quantify or estimate, including sampling error, coverage error, error associated with nonresponse, error associated with question wording and response options, and post-survey weighting and adjustments. Therefore, Harris Interactive avoids the words "margin of error" as they are misleading. All that can be calculated are different possible sampling errors with different probabilities for pure, unweighted, random samples with 100% response rates. These are only theoretical because no published polls come close to this ideal.

Respondents for this survey were selected from among those who have agreed to participate in Harris Interactive surveys. The data reflect the composition of the U.S. adult population. Because the sample was selected from those who agreed to be invited to participate in the Harris Interactive online research, the probabilities of theoretical sampling error can be calculated.

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