



2009 Spherion Employee Confidence Index

|   | September | August |
|---|-----------|--------|
| <b>Employee Confidence Index</b>                    | 49.4      | 49.9   |
| <b>Macroeconomic Confidence Index</b>               | 33.0      | 32.4   |
| <b>Personal Confidence Index</b>                    | 65.8      | 67.3   |
| <b>Strength of Economy</b>                          |           |        |
| Getting Stronger                                    | 27%       | 24%    |
| Staying the Same                                    | 39%       | 42%    |
| Getting Weaker                                      | 34%       | 34%    |
| <b>Job Availability</b>                             |           |        |
| More Jobs   | 8%        | 8%     |
| Neutral   | 23%       | 24%    |
| Fewer Jobs  | 69%       | 69%    |
| <b>Ability to Find a New Job</b>                    |           |        |
| Confident   | 38%       | 40%    |
| Neutral   | 36%       | 35%    |
| Not Confident                                       | 26%       | 25%    |
| <b>Future of Current Employer</b>                   |           |        |
| Confident   | 63%       | 64%    |
| Neutral   | 24%       | 25%    |
| Not Confident                                       | 13%       | 11%    |
| <b>Job Security Index</b>                           |           |        |
| Likely  | 17%       | 15%    |
| Neither unlikely nor likely                         | 13%       | 12%    |
| Not Likely  | 70%       | 73%    |
| <b>Job Transition Index</b>                         |           |        |
| Likely  | 35%       | 35%    |
| Neither unlikely nor likely                         | 14%       | 10%    |
| Not Likely  | 51%       | 54%    |
| <b>Sample Size</b>                                  | 3,375     |        |
| <b>Fielding Period: September 9-14, 14-16, 2009</b> |           |        |



5 YEARS  
TRACKING  
CONFIDENCE

KEY: **LOW**  
**HIGH**

## Employee Confidence Index

| Month          | Employee Confidence | Macro Confidence | Personal Confidence | Transition Index | Security Index |
|----------------|---------------------|------------------|---------------------|------------------|----------------|
| September-2009 | 49.4 ↓              | 33 ↑             | 65.8 ↓              | 35 ↔             | 70 ↓           |
| August-2009    | 49.9 ↑              | 32.4 ↑           | 67.3 ↑              | 35 ↑             | 73 ↔           |
| July-2009      | 46.7 ↓              | 26.9 ↓           | 66.4 ↓              | 34 ↓             | 71 ↔           |
| June-2009      | 48 ↓                | 28.7 ↓           | 67.3 ↑              | 35 ↑             | 71 ↔           |
| May-2009       | 48.3 ↑              | 29.8 ↑           | 66.9 ↑              | 34 ↔             | 71 ↑           |
| April-2009     | 45.4 ↑              | 25 ↑             | 65.8 ↓              | 34 ↓             | 70 ↑           |
| March-2009     | 41.4 ↑              | 16.3 ↑           | 66.5 ↑              | 36 ↑             | 68 ↓           |
| February-2009  | 40.1 ↓              | 15.3 ↓           | 64.9 ↓              | 33 ↓             | 71 ↓           |
| January-2009   | 42.7 ↑              | 17.4 ↑           | 67.9 ↑              | 34 ↑             | 72 ↔           |
| December-2008  | 40.4 ↓              | 14.4 ↓           | 66.4 ↓              | 33 ↓             | 72 ↓           |
| November-2008  | 42 ↑                | 15.8 ↔           | 68.3 ↑              | 35 ↑             | 75 ↑           |
| October-2008   | 41.5 ↓              | 15.8 ↓           | 67.1 ↓              | 31 ↓             | 74 ↓           |
| September-2008 | 47.3 ↓              | 24.8 ↑           | 69.7 ↓              | 36 ↓             | 76 ↔           |
| August-2008    | 47.6 ↑              | 23.3 ↑           | 71.9 ↑              | 37 ↑             | 76 ↔           |
| July-2008      | 45.2 ↓              | 20 ↓             | 70.4 ↑              | 33 ↓             | 76 ↔           |
| June-2008      | 46.1 ↓              | 22.3 ↓           | 70 ↓                | 34 ↓             | 76 ↑           |
| May-2008       | 46.9 ↑              | 22.6 ↑           | 71.2 ↓              | 35 ↔             | 75 ↓           |
| April-2008     | 46.2 ↓              | 20.9 ↓           | 71.5 ↑              | 35 ↔             | 78 ↑           |
| March-2008     | 46.5 ↓              | 22 ↓             | 71.1 ↓              | 35 ↓             | 77 ↓           |
| February-2008  | 48.4 ↓              | 24.4 ↓           | 72.3 ↑              | 36 ↓             | 78 ↑           |
| January-2008   | 48.6 ↓              | 26.3 ↓           | 70.9 ↓              | 38 ↑             | 77 ↓           |
| December-2007  | 52 ↓                | 31.9 ↓           | 72.1 ↑              | 32 ↔             | 78 ↓           |
| November-2007  | 52.9 ↓              | 33.9 ↓           | 72 ↓                | 32 ↓             | 79 ↑           |
| October-2007   | 56.4 ↓              | 38.9 ↓           | 73.9 ↑              | 34 ↑             | 77 ↓           |
| September-2007 | 56.7 ↓              | 40.1 ↓           | 73.3 ↓              | 33 ↓             | 79 ↓           |
| August-2007    | 58.5 ↓              | 40.9 ↓           | 76.1 ↑              | 37 ↑             | 80 ↑           |
| July-2007      | 58.8 ↑              | 43.2 ↑           | 74.4 ↑              | 36 ↑             | 79 ↑           |
| June-2007      | 58.7 ↑              | 43 ↑             | 74.3 ↓              | 34 ↔             | 77 ↓           |
| May-2007       | 57.5 ↓              | 40.2 ↓           | 74.9 ↓              | 34 ↓             | 78 ↔           |
| April-2007     | 57.8 ↑              | 41.2 ↑           | 74.5 ↑              | 35 ↑             | 78 ↓           |
| March-2007     | 57.1 ↓              | 41 ↓             | 73.2 ↓              | 33 ↓             | 80 ↔           |
| February-2007  | 60.4 ↓              | 45.9 ↑           | 74.9 ↓              | 36 ↑             | 80 ↑           |
| January-2007   | 60.5 ↑              | 45.9 ↑           | 75.2 ↑              | 35 ↔             | 79 ↔           |
| December-2006  | 59.4 ↓              | 44.4 ↓           | 74.3 ↑              | 35 ↓             | 79 ↔           |
| November-2006  | 60.1 ↑              | 46.1 ↑           | 74 ↓                | 38 ↑             | 79 ↓           |
| October-2006   | 59.2 ↑              | 44.1 ↑           | 74.2 ↓              | 36 ↔             | 80 ↔           |
| September-2006 | 58.5 ↑              | 41.7 ↑           | 75.4 ↑              | 36 ↑             | 79 ↔           |
| August-2006    | 55.7 ↓              | 38.2 ↓           | 73.2 ↓              | 35 ↔             | 79 ↔           |
| July-2006      | 57.8 ↑              | 41.6 ↑           | 74 ↑                | 35 ↓             | 79 ↑           |
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| May-2005       | 55.8 ↑              | 39.2 ↑           | 72.4 ↑              | 39 ↑             | 77 ↔           |
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| March-2005     | 57.9 ↓              | 42 ↓             | 73.8 ↑              | 35 ↓             | 79 ↔           |
| February-2005  | 58.6 ↓              | 43.8 ↑           | 73.5 ↓              | 38 ↔             | 79 ↔           |
| January-2005   | 59.5 ↑              | 43.5 ↑           | 75.4 ↑              | 38 ↑             | 79 ↑           |
| December-2004  | 56.9 ↓              | 41.1 ↓           | 72.7 ↓              | 37 ↔             | 76 ↓           |
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| October-2004   | 56.6 ↓              | 40.5 ↓           | 72.8 ↓              | 36 ↓             | 78 ↑           |
| September-2004 | 57.3 ↑              | 41 ↓             | 73.6 ↑              | 37 ↓             | 77 ↑           |
| August-2004    | 56.2 ↓              | 41.2 ↓           | 71.2 ↓              | 39 ↑             | 75 ↓           |
| July-2004      | 59.2 ↓              | 46 ↓             | 72.4 ↓              | 38 ↓             | 78 ↓           |