



2009 Spherion Employee Confidence Index

|   | June  | May  |
|---|-------|------|
| <b>Employee Confidence Index</b>                  | 48.0  | 48.3 |
| <b>Macroeconomic Confidence Index</b>             | 28.7  | 29.8 |
| <b>Personal Confidence Index</b>                  | 67.3  | 66.9 |
| <b>Strength of Economy</b>                        |       |      |
| Getting Stronger                                  | 20%   | 20%  |
| Staying the Same                                  | 40%   | 42%  |
| Getting Weaker                                    | 40%   | 38%  |
| <b>Job Availability</b>                           |       |      |
| More Jobs   | 7%    | 8%   |
| Neutral   | 21%   | 21%  |
| Fewer Jobs  | 72%   | 71%  |
| <b>Ability to Find a New Job</b>                  |       |      |
| Confident   | 42%   | 42%  |
| Neutral   | 32%   | 34%  |
| Not Confident                                     | 27%   | 24%  |
| <b>Future of Current Employer</b>                 |       |      |
| Confident   | 66%   | 63%  |
| Neutral   | 23%   | 25%  |
| Not Confident                                     | 12%   | 13%  |
| <b>Job Security Index</b>                         |       |      |
| Likely  | 16%   | 16%  |
| Neither unlikely nor likely                       | 13%   | 13%  |
| Not Likely  | 71%   | 71%  |
| <b>Job Transition Index</b>                       |       |      |
| Likely  | 35%   | 34%  |
| Neither unlikely nor likely                       | 11%   | 12%  |
| Not Likely  | 54%   | 53%  |
| <b>Sample Size</b>                                | 2,771 |      |
| <b>Fielding Period: June 2-4 &amp; 9-11, 2009</b> |       |      |



4 YEARS  
TRACKING  
CONFIDENCE

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

**Employee Confidence Index**

| Month          | Employee Confidence | Macro Confidence | Personal Confidence | Transition Index | Security Index |   |    |   |    |   |
|----------------|---------------------|------------------|---------------------|------------------|----------------|---|----|---|----|---|
| 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 | ↑ |
| June-2006      | 56.7                | ↓                | 40.3                | ↓                | 73.2           | ↓ | 36 | ↓ | 78 | ↔ |
| May-2006       | 58.7                | ↑                | 42.1                | ↑                | 75.3           | ↑ | 38 | ↔ | 78 | ↑ |
| April-2006     | 57.4                | ↓                | 41.5                | ↓                | 73.3           | ↓ | 38 | ↑ | 76 | ↓ |
| March-2006     | 58.2                | ↑                | 42.1                | ↔                | 74.3           | ↑ | 33 | L | 78 | ↔ |
| February-2006  | 57.9                | ↓                | 42.1                | ↓                | 73.7           | ↓ | 39 | ↑ | 78 | ↔ |
| January-2006   | 58.9                | ↓                | 43.9                | ↑                | 73.8           | ↓ | 36 | ↓ | 78 | ↔ |
| December-2005  | 59.2                | ↑                | 43.2                | ↑                | 75.2           | ↑ | 37 | ↓ | 78 | ↓ |
| November-2005  | 56.9                | ↑                | 40.3                | ↑                | 73.5           | ↑ | 38 | ↓ | 79 | ↑ |
| October-2005   | 54.1                | ↓                | 36                  | ↑                | 72.2           | ↓ | 39 | ↑ | 77 | ↓ |
| September-2005 | 54.2                | ↓                | 34.4                | ↓                | 74.1           | ↔ | 34 | ↓ | 79 | ↑ |
| August-2005    | 58.6                | ↑                | 43                  | ↑                | 74.1           | ↑ | 39 | ↑ | 78 | ↓ |
| July-2005      | 57.4                | ↓                | 41.1                | ↓                | 73.7           | ↑ | 37 | ↔ | 79 | ↑ |
| June-2005      | 57.8                | ↑                | 42.6                | ↑                | 73.1           | ↑ | 37 | ↓ | 75 | ↓ |
| May-2005       | 55.8                | ↑                | 39.2                | ↑                | 72.4           | ↑ | 39 | ↑ | 77 | ↔ |
| April-2005     | 55.6                | ↓                | 39.1                | ↓                | 72.2           | ↓ | 37 | ↑ | 77 | ↓ |
| 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 | ↓ |
| November-2004  | 57.4                | ↑                | 41.7                | ↑                | 73.1           | ↑ | 37 | ↑ | 77 | ↓ |
| 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 | ↓ |