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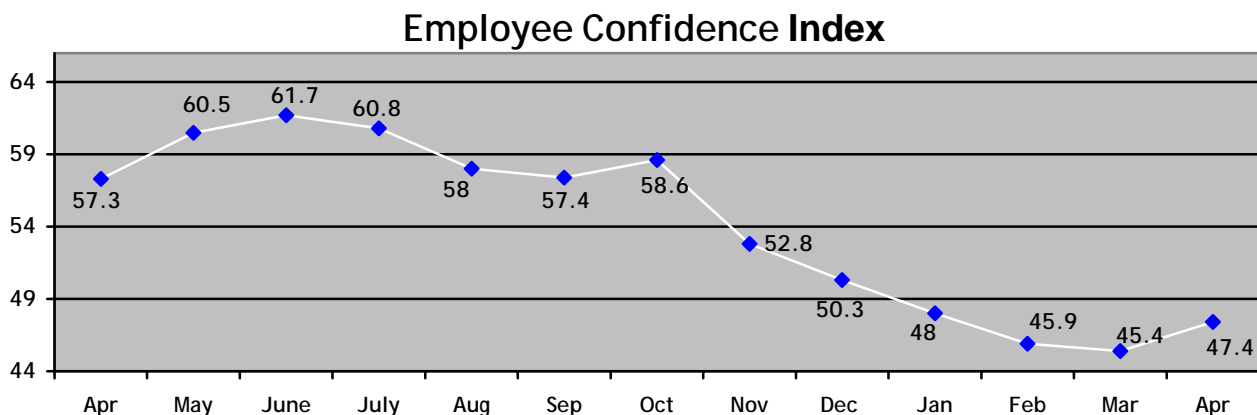
## California Employment Report: Overall Employee Confidence Index Rebounds; More Workers Confident in the Future of Their Current Employer

LOS ANGELES, Calif., May 16, 2008 - The California Employee Confidence Index edged up two points to 47.4 in April after five consecutive months of decline, according to the latest Spherion® Employment Report. The monthly survey of California workers, conducted by Harris Interactive® on behalf of Spherion Corporation (NYSE:SFN), reveals an increase in workers' confidence levels in their ability to find a new job and in the future of their current employer.

### Results from the California Employment Report:

- Seventy-one percent of workers are confident in the future of their current employer, showing an eight percentage point increase from March.
- In April, workers are more likely than in March to say that fewer jobs are available. Specifically, 63 percent of workers surveyed believe there are fewer jobs, an increase of four percentage points from March.
- Seventy-nine percent of workers believe it is not likely they will lose their jobs in the next 12 months, representing a three percentage point increase over the previous month.
- More than half of workers (57 percent) are confident in their ability to find a new job, an increase of three percentage points from the previous month.

"After several consecutive months of seeing the Index decline, we are now starting to experience a shift in this pattern. Our survey reveals that despite the fact that workers believe there are fewer jobs available, slightly more workers are confident in their ability to find a new job," explained Lauren Steel, territory vice president for Spherion. "The majority of California workers appear to be confident in their personal employment situation. Forward-thinking employers looking to source prime candidate should take note of these worker attitudes and revamp their retention plans to retain candidates."



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## April 2008 Employment Report Results

		<u>California Workers</u>			<u>U.S. Workers</u>		
		<i>Mar</i>	<i>Apr</i>	<i>% Point Change</i>	<i>Mar</i>	<i>Apr</i>	<i>% Point Change</i>
Economy	Getting Stronger	5%	6%	+1	6%	5%	-1
	Staying Same	19%	19%	0	22%	22%	0
	Getting Weaker	77%	74%	-3	72%	73%	+1
Job Availability	More Jobs	11%	12%	+1	12%	12%	0
	Same Amount	31%	25%	-6	30%	28%	-2
	Fewer Jobs	59%	63%	+4	58%	60%	+2
Ability to Find New Job	Confident	54%	57%	+3	53%	52%	-1
	Neutral	27%	28%	+1	29%	31%	+2
	Not Confident	19%	15%	-4	18%	17%	-1
Future of Current Employer	Confident	63%	71%	+8	63%	65%	+2
	Neutral	23%	13%	-10	22%	22%	0
	Not Confident	14%	15%	+1	14%	14%	0
Likelihood to Lose Job	Likely	12%	13%	+1	13%	13%	0
	Neutral	12%	8%	-4	10%	9%	-1
	Not Likely	76%	79%	+3	77%	78%	+1
Likelihood to Look for New Job	Likely	33%	31%	-2	35%	35%	0
	Neutral	6%	6%	0	9%	10%	+1
	Not Likely	61%	63%	+2	55%	54%	-1

### 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*, which measures employees' overall confidence in the economy, the future of their employer, the availability of jobs, and their ability to find other employment. The Employee Confidence Index is based on these four components, with a 'score' calculated for each 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 scaled from 0 (no confidence) to 100 (complete confidence). A reading above 50 indicates a positive confidence level.

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### **Methodology**

The April 2008 Spherion® Employment Report was conducted online within the United by Harris Interactive on behalf of Spherion Corporation between April 7 and 9 and April 15 and 17, 2008 among a U.S. sample of 2,836 employed adults, aged 18 years and older, of whom 281 are employed in California (for Mar 2008 n=338). 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 have been weighted to reflect the composition of the U.S. adult population. Because the sample is based on those who agreed to be invited to participate in the Harris Interactive online research panel, no estimates of 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 more than 60 years, Spherion has sourced, screened and placed millions of individuals in temporary, temp-to-hire and full-time jobs.

With approximately 700 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 more than 300,000 people annually through its network, Spherion is one of North America's largest employers. Spherion operates under the following brands: Spherion Staffing Services Group for administrative, clerical and light industrial workers; Technisource for technology professionals and solutions; The Mergis Group for accounting and finance and other professional positions; Today's Staffing for specialty administrative personnel; and Spherion Recruitment Process Outsourcing. To learn more, visit [www.spherion.com](http://www.spherion.com).

### **About Harris Interactive**

Harris Interactive is a global leader in custom market research. With a long and rich history in multimodal research, powered by our science and technology, we assist clients in achieving business results. Harris Interactive serves clients globally through our North American, European and Asian offices and a network of independent market research firms. For more information, please visit [www.harrisinteractive.com](http://www.harrisinteractive.com).

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