

The Mergis Group Quarterly Accounting & Finance  
Employee Confidence Index- Q4 2009



**Employee Confidence Index**  
Macroeconomic Confidence Index  
Personal Confidence Index

AF	Male	Female	18-34	35-44*	45-54**	55+*	<\$35K*	35-49.9K	50-74.9K	\$75K+
50.9	53.4	48.7	50.3	56.1	46.0	49.8	46.1	53.7	41.1	53.5
34.3	38.6	30.4	37.5	38.1	26.6	30.3	29.3	37.3	28.0	37.0
67.5	68.2	66.9	63.1	74.1.	65.5	69.2	62.9	70.1	54.3	70.0

**Strength of Economy**  
Getting Stronger-- Top 2 Box (Net)  
Staying the Same  
Getting Weaker-- Bottom 2 Box (Net)

AF	Male	Female	18-34	35-44*	45-54**	55+*	<\$35K*	35-49.9K	50-74.9K	\$75K+
30%	34%	26%	35%	32%	20%	28%	16%	34%	21%	34%
39%	39%	38%	38%	40%	43%	33%	45%	28%	49%	39%
31%	27%	36%	27%	28%	37%	39%	39%	37%	30%	27%

**Job Availability**  
More Jobs-- Top 2 Box (Net)  
Neutral  
Fewer Jobs-- Bottom 2 Box (Net)

AF	Male	Female	18-34	35-44*	45-54**	55+*	<\$35K*	35-49.9K	50-74.9K	\$75K+
9%	12%	6%	11%	11%	6%	4%	14%	12%	4%	9%
21%	23%	20%	20%	27%	12%	24%	12%	29%	13%	22%
70%	65%	75%	69%	62%	82%	72%	74%	59%	83%	69%

**Ability to Find a New Job**  
Confident-- Top 2 Box (Net)  
Neutral  
Not Confident-- Bottom 2 Box (Net)

AF	Male	Female	18-34	35-44*	45-54**	55+*	<\$35K*	35-49.9K	50-74.9K	\$75K+
39%	41%	37%	38%	41%	39%	34%	54%	41%	30%	38%
37%	36%	37%	41%	42%	23%	36%	36%	35%	26%	39%
25%	23%	26%	21%	17%	38%	29%	10%	24%	44%	23%

**Future of Current Employer**  
Confident-- Top 2 Box (Net)  
Neutral  
Not Confident-- Bottom 2 Box (Net)

AF	Male	Female	18-34	35-44*	45-54**	55+*	<\$35K*	35-49.9K	50-74.9K	\$75K+
68%	67%	69%	54%	80%	71%	77%	43%	73%	56%	73%
19%	20%	19%	27%	11%	18%	17%	23%	17%	20%	19%
12%	12%	12%	18%	8%	11%	6%	35%	10%	24%	8%

**Job Security Index**  
Likely-- Top 3 Box (Net)  
Neither unlikely nor likely  
Not Likely-- Bottom 3 Box (Net)

AF	Male	Female	18-34	35-44*	45-54**	55+*	<\$35K*	35-49.9K	50-74.9K	\$75K+
16%	19%	14%	19%	14%	19%	9%	24%	21%	23%	12%
10%	10%	11%	6%	18%	10%	7%	23%	7%	8%	7%
74%	71%	76%	74%	68%	71%	83%	54%	72%	69%	81%

**Job Transition Index**  
Likely-- Top 3 Box (Net)  
Neither unlikely nor likely  
Not Likely-- Bottom 3 Box (Net)

AF	Male	Female	18-34	35-44*	45-54**	55+*	<\$35K*	35-49.9K	50-74.9K	\$75K+
30%	38%	24%	44%	22%	29%	16%	41%	33%	34%	27%
15%	13%	16%	12%	25%	10%	10%	23%	13%	15%	13%
55%	49%	60%	44%	53%	61%	74%	36%	53%	50%	60%

**Sample Size**

403	196	207	137	120	75	71	34	51	82	186
-----	-----	-----	-----	-----	----	----	----	----	----	-----

Fielding Period: October 5-7 and 12-14, November 3-5 and 10-12 and December 8-10 and 14-16, 2009

\*Caution: Small Base Size