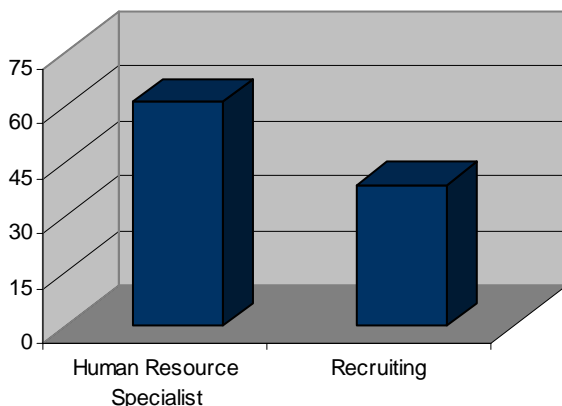


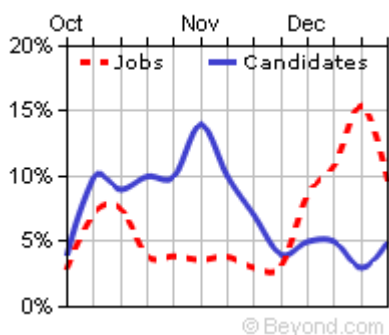
## Human Resources Channel

### 4Q T09 Industry Outlook

#### Candidate Breakdown – Percentage of Industry Human Resources



#### Human Resources Employment Trends (Percentage of Network – October 2009 to December 2009)



#### Human Resources Employment Forecast

(Source: Bureau of Labor Statistics: Occupational Outlook Handbook, 2010-2011)

- Overall employment is projected to grow by 22 percent between 2008 and 2018. College graduates and those who have earned certification should have the best job opportunities.
- Legislation and court rulings revising standards in various areas will increase demand. Rising healthcare costs and a growing number of healthcare coverage options will also spur demand for specialists to develop creative compensation and benefits packages that companies can offer prospective employees.

Quarterly Channel Statistics	
Active Resumes*	435,283
Jobs Posted	1,829
Channel Sites	50
Email Contacts	935,416
Monthly Channel Statistics	
Job Views	45,702
Online Applications	6,555
New Resumes	14,109

Most Popular Candidate Titles (%)	
1. HR Consultant	(16.55)
2. HR Training Specialist	(13.43)
3. Employment Interviewer	(11.43)
4. Benefits Specialist	(11.16)
5. Recruiter	(11.01)
6. Labor Relationship Specialist	(8.69)
7. Organizational Development Specialist	(7.51)
8. Compensation Specialist	(7.10)
9. Personal Recruiter	(7.05)
10. Job Analysis Specialist	(6.07)

Cities with the Most Jobs Posted	
1. New York, NY	
2. Houston, TX	
3. Minneapolis, MN	
4. Los Angeles, CA	
5. San Francisco, CA	

\*Includes only one resume per candidate

### We can help you can effectively reach this candidate pool.

Beyond.com, Inc. is the world's largest network of niche career communities, powering thousands of geographic and industry-specific sites. The Beyond.com Network is comprised of many distinct channels, each represented by a premier career destination and backed by a powerful group of associated communities.

By providing highly-relevant industry information and career opportunities, the Beyond.com Human Resources Channel attracts thousands of active and passive candidates each month. You can effectively target and hire these qualified and skilled industry professionals with our powerful recruitment solutions, including:

- Job Posting Packages
- E-Mail Marketing
- Banner Advertising
- Job Alert & Newsletter Sponsorships
- Featured Company Profiles



## The Beyond.com Network

We power thousands of industry, local and specialty career sites and connect users across all sites through a single destination – Beyond.com. As a result, our employers benefit from the undisputed quality of a niche job board combined with the expansive coverage of a national job board. To view a complete list of Beyond.com Network sites, please visit [www.Beyond.com/Channels](http://www.Beyond.com/Channels).

Top 10 States for New Candidates (%)
1. Texas (11.31)
2. Florida (7.76)
3. California (7.57)
4. North Carolina (5.29)
5. Georgia (5.23)
6. New York (4.69)
7. Illinois (4.35)
8. Ohio (4.24)
9. Pennsylvania (3.93)
10. Tennessee (3.20)

**Top Human Resources Key Words Searched by Candidates:**  
 HR, Recruiter, Director, Compensation, Management, Human and Resources, Social Work, Secretary, Payroll and Assistant

### City Sites

PhillyJobs.com	ManhattanJobs.com	SeattleJobs.com
BeyondLosAngeles.com	SanFranciscoGigs.com	PhoenixJobs.com
DallasJobsite.com	AtlantaCareerPath.com	ChicagoCareerSite.com

### Industry Sites

HumanResourcesJobs.com	HRManagerJobs.com	RecruiterGigs.com
HRHQ.net	HRHub.com	CompensationJobs.com
HRJobs.ca	HumanResourcesJobsite.com	BenefitsJobs.com

## Key Human Resources Demographics

Beyond.com recruitment solutions are the best way for your company to tap into a highly-talented, knowledgeable and fresh candidate pool. As you can see, 59% of our network candidates have a 4 year college degree or higher, 46% have 10 or more years of experience, and 41% have chosen the Beyond.com Network within the first 2 weeks of their job search.

Experience Level	%
Less than 1 year	6.99
1-3 Years	11.50
3-5 Years	13.96
5-10 Years	22.05
10-15 Years	17.53
15-20 Years	14.22
21+ Years	13.76

Educational Background	%
Post Graduate Degree	13.73
4 Year College Degree	45.00
2 Year College Degree	10.35
Some College	17.81
High School Diploma	13.11

Length of Job Search	%
Just Started	32.87
2 Weeks	8.13
4 Weeks	9.41
6 Weeks	4.84
2 Months	8.46
3 Months	10.39
6 Months	10.67
9 Months	5.16
12 Months	2.31
Over 1 Year	7.77

**Channel Personality Type: ISFJ** (Introvert, Sensor, Feeler, Judger)  
 INTJ traits include: cautious, gentle, and thoughtful; hesitant until they know people well then affectionate and caring; very literal and aware of the physical world; uncompromising about personal standards and easily offended; diligent and conscientious, organized and decisive. The most important thing to ISFJs is living a stable, predictable life and helping people in real ways.

## Start with Us...

**Beyond.com will help maximize your campaign today. Contact us now at [Employer@Beyond.com](mailto:Employer@Beyond.com) or by dialing 1-866-694-5627. Together we will help you Go Beyond!**