



The World's Largest Network of Niche Career Communities

# Career Trend Analysis Report 3QT2009



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## **I. About Beyond.com, Inc.**

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Beyond.com ([www.Beyond.com](http://www.Beyond.com)) is the world's largest network of niche career communities, providing access to thousands of top-tier industry and local web sites. Our career search services and networking tools enable job seekers and employers to create targeted connections across thousands of online communities. We deliver a one-of-a-kind recruitment solution that provides the targeted exposure of a specialized job board, reinforced by the breadth and volume of a larger career network.

Beyond.com is named to Inc. Magazine's prestigious 'Inc. 500' list of the fastest growing private companies and is a [Safeguard Scientifics](#) (NYSE: SFE) portfolio company. For employment related statistics, visit [www.Beyond.com/Media](http://www.Beyond.com/Media) or our recruitment blog at [www.EmploymentMetrix.com](http://www.EmploymentMetrix.com).

For additional information on Beyond.com, please visit our Media Center at [www.Beyond.com/Media](http://www.Beyond.com/Media).

For a complete listing of sites within the Beyond.com Network, please visit us at [www.Beyond.com/Channels](http://www.Beyond.com/Channels).

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## II. Quarterly Online Career Trend Report

By: Rich Milgram, CEO, Beyond.com, Inc.

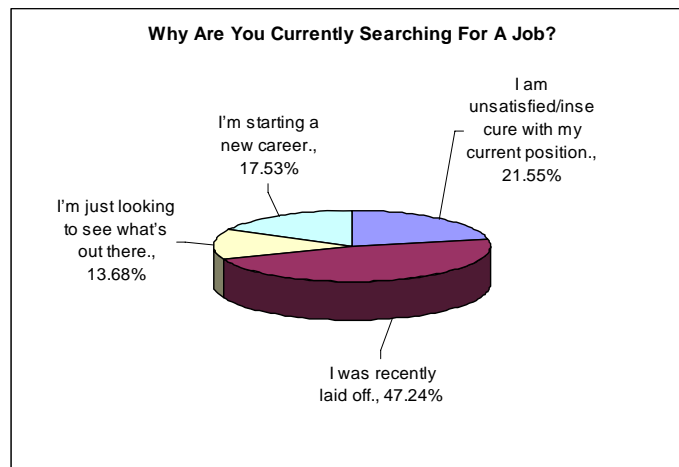
Dear Reader:

Beyond.com is pleased to present our Career Trend Analysis Report for third quarter 2009, which highlights online job posting and candidate resume trends across our network of thousands of career communities. Each quarter, we showcase these market trends, as well as report on a variety of candidate attributes such as experience level, length of job search, and ethnicity across more than 25 different industries. These attributes are important in demonstrating the skill level, freshness and diversification of our candidates to corporations, agencies and hiring managers.

With more and more business professionals looking for work everyday, we continue to focus on providing information about our employers across our network, including company size, type and industry for new registrations. In addition, we also include new online job statistics including top job titles, employment type, and experience level; so that our job seekers can be more informed about what type of candidates our employers are looking for in their next hire and better compete in today's competitive job market.

### An Economic Outlook

*More than 47% of business professionals who participated in a recent Beyond.com poll are searching for a job because they recently lost their job, while another 21% said they are unsatisfied/insecure with their current position.*



What does this mean? More job seekers are flooding career fairs, job sites and networking events to find opportunities for employment which creates fierce competition to stand out in today's tough job market. Although many Americans are trying to be optimistic that the economy may be turning around, it is clear that it is still too soon to tell if we are nearing the end of the recession. In August 2009, the Bureau of Labor Statistics reported that job losses had dropped to 201,000, the lowest rate in 12 months. However, job losses in September 2009 once again began to increase to 263,000, refuting the notion that monthly job losses are on a continuous downward trend. Even though job losses increased slightly in September, it is important to note that it was still less than half of the monthly job losses that peaked in January 2009 (741,000). With so many shifts taking place in the economy, it is likely that job losses will continue into next year, but on a smaller scale, eventually driving the employment rate above 10 percent before it begins to turnaround.

With more than 7 million job losses since the start of the recession, it is no surprise that over 47% of professionals are currently searching for a job because they have found themselves unemployed.

Of the professionals who consider themselves lucky enough to still be employed, it appears as though they are not taking their jobs for granted, with over 21% keeping an eye out for available job opportunities because they are unsatisfied or insecure with their current position.

Luckily, Beyond.com's third quarter 2009 data indicated a glimmer of hope for some job seekers. Industries such as Healthcare & Medical and Information Technology are continuing to add jobs to the economy at a steady pace. It also appeared as though some industries that were hit hardest by the recession, such as Sales & Sales Management and Manufacturing & Production, are starting to bounce back, experiencing a slight quarterly gain in job postings in Q3 2009. However, industries in the professional services arena, such as Accounting & Finance and Engineering & Architecture, are continuing to experience sharp declines, leaving many to wonder when the job market will begin stabilize in these critical business areas.

With so many shifts constantly taking place in the job market, the best advice for professionals currently searching for a job would be to keep up with industry trends and tailor their job search to include industries or positions that are still thriving. It is important to keep an open mind and remember that many job-related skills can be transferable to other occupations. It can also be helpful to complete a [career assessment](#) to gain a better understanding of their strengths and weaknesses, personality type and career goals to have the best opportunity for career success. There is also the option for them to [continue their education](#) to learn new skills or enter a new profession. The key to a successful job search is to remain flexible.

When evaluating or considering other industries, it is important to keep in mind a few of our key findings as a result of our third quarter 2009 review:

### Online Jobs

- Healthcare & Medical:** In third quarter 2009, Healthcare & Medical continued to prove its strength, firmly positioned as the #1 industry for online jobs with 43.5%. While most industries experienced a decline in jobs, or best case scenario remained status quo, the Healthcare industry experienced exponential growth with the largest percentage gain in online jobs over the previous quarter (6.19%) and over the past 12 months (27.45%). Although healthcare professionals are always needed to keep up with routine medical care, disease prevention and treatment and the aging population, the 2009 Stimulus Package has created an even greater demand for medical IT professionals to help the Healthcare industry switch to a digital medical records system in the future.
- Information Technology:** IT regained the #2 position for online jobs with 12.86% after experiencing the third largest gain in online jobs over the previous quarter (2.02%). As a result of the economy, many companies have taken a closer look at their revenue and expenses to ensure that their business is able to stay profitable and are putting an increased emphasis on IT initiatives that produce cost savings and promote strategic growth for the company. As result, the IT industry is finally beginning to stabilize and create new jobs.
- Accounting & Finance:** After experiencing a brief surge in online job postings in second quarter 2009, Accounting & Finance fell to the #3 industry position in Q3 2009 with 6.28%. The industry had the largest percentage decline in jobs over the previous quarter (-5.14%), demonstrating just how unstable and unpredictable the job market can be for professionals in the finance industry. However, don't expect the demand for Accounting & Financial professionals to disappear all together, as the poor economy is creating demand for workers who can assist with modifying loans, reducing debt and obtaining credit.
- Engineering & Architecture:** Ranked as the #6 industry with 2.91% of online jobs, Engineering & Architecture took a hit over the previous quarter after experiencing the second largest decline in online jobs with -3.16%. According to the U.S. Bureau of Labor Statistics, employment growth in the engineering industry will vary greatly by specialty.

Also, because there is a trend towards contracting engineering work with service firms, it has made this profession more vulnerable to layoffs during periods of lower demand.

Industry	Q4 - '08	Q1 - '09	Q2 - '09	Q3 - '09	QT Change	YR Change
Healthcare & Medical	16.05	23.20	37.31	43.50	6.19	27.45
Information Technology	9.37	11.32	10.84	12.86	2.02	3.49
Accounting & Finance	5.70	7.26	11.42	6.28	-5.14	0.58
Engineering & Architecture	5.31	7.75	6.07	2.91	-3.16	-2.40

- From a regional perspective, our third quarter 2009 data indicated that parts of the Mid-Atlantic and Midwest appear to have increased job opportunities, while the rest of the job growth was scattered throughout the country. Of the 50 states, seven experienced quarter over quarter growth in the last year, while three states experienced quarterly declines in job growth over the past year. Maryland, South Carolina, and Delaware were among the states that experienced increases, while Texas, Utah and Wisconsin represented the three states that experienced quarterly decreases.
- The state of Maryland once again exhibited the largest percentage gain in online jobs over the past 12 months with 1.87%. As a close second, the District of Columbia experienced the second largest gain over the past 12 months with 1.73%. In addition, D.C. was the #1 state for online job postings per capita and was ranked as the top state within 20 industries, including Healthcare & Medical, Information Technology and Accounting & Finance. Most recently, The Nielsen Company indicated that 16 of the top 50 counties where the highest concentration of the young and wealthy live are in the Washington D.C. area, with those aged 25-34 making over \$100,000 annually.
- The New York-Northern New Jersey-Long Island metro area continued to hold the #1 spot for online job postings with 14.57%, followed once again by Los Angeles-Riverside-Orange County with 11.90%. Chicago-Gary-Kendosha jumped to the #3 spot with 8.65%, replacing Washington-Baltimore which fell to #5 with 8.11%. The Chicago area was ranked as the top region for Real Estate & Building Maintenance and Transportation & Logistics.
- The majority of job postings in third quarter 2009 were for candidates with less than one year of experience with 76.08%, jumping up significantly from 55.3% last quarter. In addition, we noted that nearly half of the top job titles were in the Healthcare & Medical industry, with Physical Therapist, Occupational Therapist, Registered Nurse, Nurse Practitioner, and Pharmacist representing some of the top job titles.

## Online Resumes

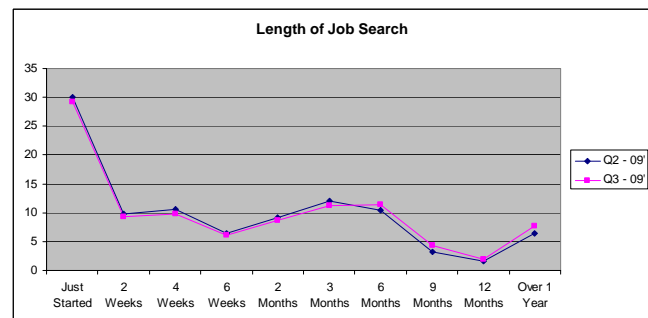
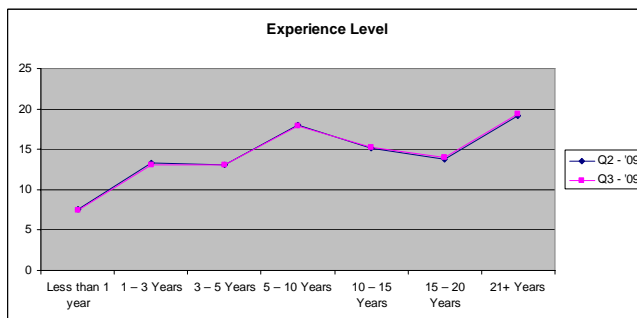
- Once again, Clerical & Administrative remained in the top spot for online resumes with 33.51%. Healthcare & Medical jumped up to the #2 position with 13.71%, while Customer Service dropped to the #3 spot with 12.06%. Human Resources moved up two spots to gain the #4 position, replacing Accounting & Finance, which is now #5.
- Healthcare & Medical experienced the second largest gain in online resume postings over the previous quarter with 0.77% and the largest percentage gain over the past 12 months with 5.59%. Although Customer Service is still among the top three industries for online resumes postings, it experienced the largest percentage decline in candidate resumes over the previous quarter with -1.52%

Industry	Q4 - '08	Q1 - '09	Q2 - '09	Q3 - '09	QT Change	YR Change
Human Resources	2.65	2.88	3.96	5.33	1.37	2.68
Healthcare & Medical	8.12	9.20	12.94	13.71	0.77	5.59
Customer Service	11.08	10.12	13.58	12.06	-1.52	0.98
Management & Business	3.87	3.72	2.09	2.22	0.13	-1.65

- We noted significant shifts among the top states for online resumes per capita. Georgia gained the top state for online resumes with 3.89%, replacing District of Columbia, which fell to the #8 spot with 2.82% after experiencing the largest percentage decline (-1.51%) in online resumes over the previous quarter. Georgia represented the top state in nine industry categories, including: Management & Business, Accounting & Finance and Information Technology.
- The top three industries for online resume postings remained the same, with New York-Northern New Jersey-Long Island representing the #1 region with 13.07%, followed by Atlanta with 10.79% and Los Angeles-Riverside-Orange County with 10.07%. All three regions listed Clerical & Administrative as the top industry for online resume postings, with Healthcare & Medical ranked as the #2 industry within each region as well.
- Once again, clerical and customer service positions represented the majority of the top online resume titles, including: Administrative Assistant, Clerical Office Assistant, Customer Service Representative and Receptionist.
- In addition, when our network candidates posted their resume, 74.1% said they were looking for any position type, with the second largest percentage (23.89%) seeking permanent full time employment. Although the vast majority of unemployed professionals are willing to consider all employment types, the percentage of professionals seeking full time employment increased by 1.38% in the past quarter. The increased number of professionals searching for full time employment could indicate that job seekers are gaining confidence in the job market since they are narrowing their job search to only include full time positions, and not willing to accept any employment type.

### Our Network of Candidates

- We attract a large number of experienced candidates to our network, with 66.5% of our candidates possessing 5 or more years of experience in third quarter 2009. Over the previous quarter, the largest percentage increase was noted among candidates with 21+ years of experience, signifying that even the most experienced professionals are finding themselves out of work and competing for jobs in this tough economy.
- In reviewing the length of job search, we found that 38.6% of our candidates have been searching for a job within the last two weeks, exhibiting the freshness of our candidate base. However, candidates who just started their job search experienced the largest percentage decrease with -0.86%, while the largest percentage increase was noted amongst candidates who have been searching for a job over one year (1.28%), demonstrating just how challenging it can be to find a job in this economy.



- In reviewing the top three industries for online jobs, we noted that 48.5% of candidates in Healthcare & Medical, 72.4% in Information Technology and 68.1% in Accounting & Finance had 5 or more years of experience.

- In third quarter 2009, we noted that over 38% of our network candidates were members of a minority group with African America/Black candidates representing the largest minority group with 20.74%.
- For the second consecutive quarter, the majority of executive level candidates held the job title of Director with 26.2%. Management & Business gained the top industry position for executive level candidates with 16.26%, replacing Information Technology which fell to the #2 spot with 12.33%. The Southern region continued as the majority leader of executive level candidates looking for jobs, with 27.62%.

### **Our Network of Employers**

- In evaluating the various types of companies registering across our network in third quarter 2009, we noted that the majority of these companies were Corporations with 61.47%, followed once again by Recruiting Companies with 19.24%.
- The majority of newly registered employers had less than 10 employees with 27.25%. Close behind were employers with 11-50 employees (25.36%) and companies with more than 500 employees (18.54%). This data signifies that smaller companies are indeed still a growing segment of the employment market and should not be overlooked by candidates.
- The top industries for employers who registered in third quarter 2009 were Information Technology (11.61%), Manufacturing & Production (7.28%) and Healthcare & Medical (6.77%). Although the top three industries remained consistent from the previous quarter, Manufacturing & Production bumped Healthcare & Medical from the #2 spot after gaining 1.15% over the previous quarter.

The above statistics are just a small sample of online job and resume posting trends we have uncovered in third quarter 2009. We encourage you to continue to review our Career Trend Analysis Report in more detail and are confident that you will find the information to be both informative and valuable in allowing you to achieve your individual and corporate goals. As always, we want to help you Go Beyond!

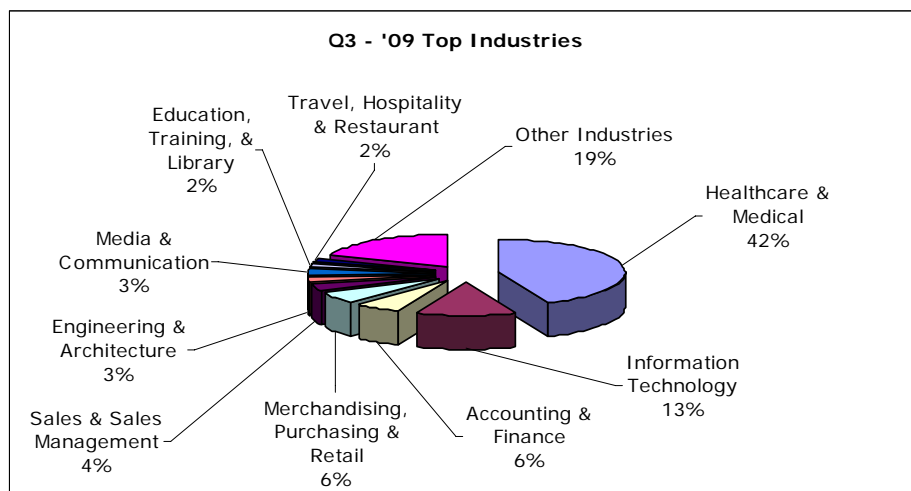
## Job Posting Development and Trends:

### Industry

During third quarter 2009, Healthcare & Medical continued to hold the top spot for online job postings with 43.50%. Information Technology moved up one position to gain the #2 spot with 12.86%, while Accounting & Finance dropped to the #3 spot with 6.28%. One notable change was Sales & Sales Management entering the top ten in the #5 spot with 3.70%. Construction & Extraction was eliminated from the top ten this quarter.

Over the previous quarter, the industries with the largest percentage gain in online jobs included: Healthcare & Medical (6.19%), Sales & Sales Management (2.30%), and Information Technology (2.02%). On the other hand, the industries with the largest percentage decrease over the previous quarter included: Accounting & Finance (-5.14%), Engineering & Architecture (-3.16%), and Merchandising, Purchasing & Retail (-3.12%).

We assessed overall industry growth in online jobs over the past 12 months and the industries with the largest percentage increase included: Healthcare & Medical (27.45%), Merchandising, Purchasing & Retail (5.37%), and Information Technology (3.49%). The industries with the largest percentage decrease included: Clerical & Administrative (-10.96%), Sales & Sales Management (-9.66%) and Travel, Hospitality & Restaurant (-4.05%), which continued to be hit hard quarter after quarter this year.



**Job Postings  
% of Beyond.com Network**

### State & Regional

On a state level, the states with the largest percentage of online jobs per capita in third quarter 2009 included: 1) The District of Columbia, 2) Virginia, 3) Maryland, 4) Wyoming and 5) Kansas. In analyzing the top states within each industry channel, the District of Columbia remained in the #1 spot representing 20 industries.

The states with the largest percentage of job growth over the previous quarter included: New Hampshire (0.58%), Maine (0.46%), and Florida (0.41%). The states with the largest percentage decrease in online jobs over the previous quarter included: the District of Columbia (-1.31%), Utah (-0.34%), and Colorado (-0.30%). In looking at our 12 month view, the state of Maryland once again exhibited the largest percentage gain with 1.87%, followed by the District of Columbia (1.73%) and Virginia (1.26%). Montana experienced the largest percentage decrease with -1.68%, followed by Nebraska (-1.25%) and Texas (-0.99%).

In assessing our regional data, Healthcare & Medical was noted as the top industry within all regions for the third consecutive quarter. Information Technology was the second top industry in the Mid Atlantic, Northeastern, Southern, and Western regions. In the Mid Western region, Merchandising, Purchasing & Retail ranked as the second industry.

### Top Job Titles

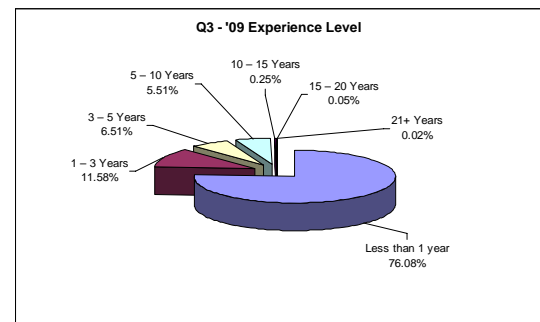
In reviewing the top online job titles, we noted that close to half of the top titles were in the Healthcare & Medical industry. Such titles included: Physical Therapist, Occupational Therapist, Registered Nurse, Nurse Practitioner, and Pharmacist. Top job titles in other industries included: Customer Service Representative, Teller, Retail Sales Associate, Financial Advisor, Software Engineer, and Project Manager.

### Job Employment Type

In assessing the employment type for online jobs in third quarter 2009, the majority of positions (56.61%) were Permanent Full Time jobs. The three lowest employment types were: Work at Home (0.53%), W-2 Contractor (0.27%), and Temporary (0.03%).

### Job Experience Level

We evaluated the experience level breakdown for online jobs this quarter and the largest percentage was again noted in positions with less than one year of experience (76.08%). The second largest percentage were jobs with 1-3 years of experience (11.58%), followed by 3-5 years of experience (6.51%).



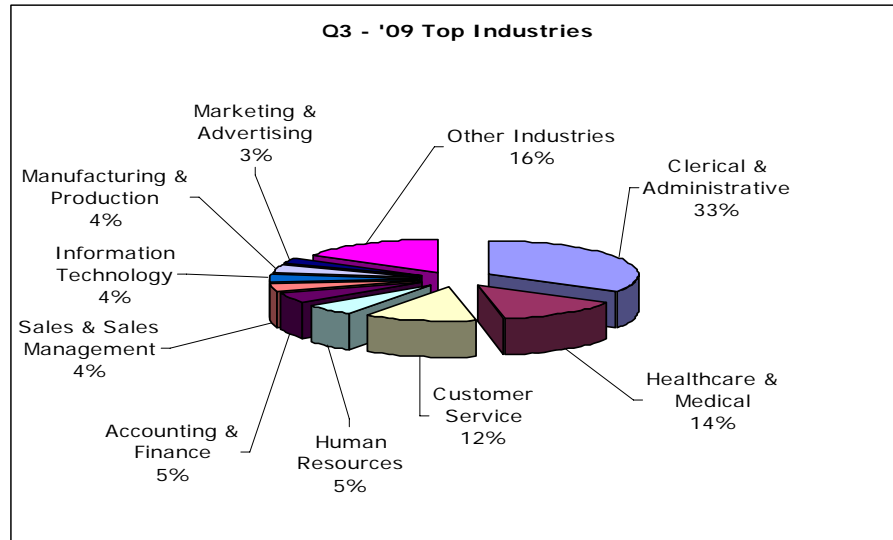
### Resume Posting Development and Trends:

#### Industry

From an online resume posting perspective, once again the majority of the top ten positions remained consistent however there were some notable shifts. While Clerical & Administrative remained in the top spot with 33.51%, Healthcare & Medical gained the #2 spot with 13.71% and Customer Service dropped to the #3 spot with 12.06%. Human Resources jumped two spots to gain the #4 spot, replacing Accounting & Finance, now #5. Information Technology dropped two spots to the #7 position.

Over the previous quarter, the industries with the largest percentage growth of online resumes included: Human Resources (1.37%), Healthcare & Medical (0.77%), and Sales & Sales Management (0.68%). On the other hand, the industries with the largest percentage decrease in candidate resumes over the previous quarter included: Customer Service (-1.52%), Accounting & Finance (-0.50%), and Information Technology (-0.47%).

We evaluated overall industry growth over the past 12 months and the industries with the largest percentage of candidate resume growth included: Healthcare & Medical (5.59%), Human Resources (2.68%), and Clerical & Administrative (1.32%). The industries with the largest percentage decrease over the past 12 months included: Management & Business (-1.65%), Information Technology (-1.10%), and Engineering & Architecture (-0.84%).



**Resume Posting  
% of Beyond.com Network**

### State and Regional

On a state level, the states with the largest percentage of online resumes per capita over third quarter 2009 were: 1) Georgia, 2) Delaware, 3) Florida, 4) Nevada and 5) Alabama. In reviewing the top states within each industry channel, for the first time, Georgia gained the #1 position representing nine industries, followed by Nevada which represented five industries. In comparing the percentage increase over the previous quarter, the states with the largest percentage increase included: Delaware (1.10%), Alabama (0.84%), and South Dakota (0.59%). Over the previous quarter, the largest percentage decrease included: the District of Columbia (-1.51%), Rhode Island (-1.48%), and Missouri (-0.76%).

Over the past 12 months, the states with the largest percentage increase in online resumes included: Delaware (1.39%), Alabama (0.95%), and Louisiana (0.72%). The states with the largest percentage decrease included: Nevada (-1.77%), Rhode Island (-1.26%), and Florida (-0.98%).

Our regional view indicates that Clerical & Administrative remained as the top industry in all regions in the United States. Healthcare & Medical ranked as the #2 industry in all regions except for the Mid Western region where Customer Service was the second industry.

### Top Resume Titles

In reviewing the top online resume titles, clerical and customer service positions were again noted as the majority. Such resume titles included: Administrative Assistant, Clerical Office Assistant, Customer Service Representative and Receptionist. Top resume titles in other industries included: Recruiter, Driver, Accountant, Sales Manager, and Project Manager.

### Candidate Employment Type

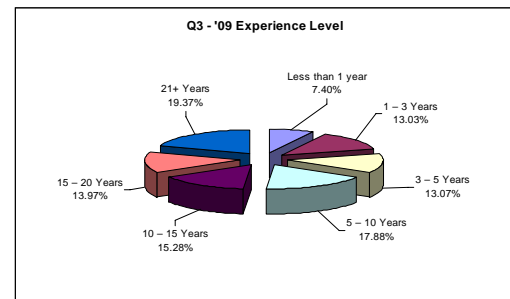
In assessing the employment types for online resumes in third quarter 2009, the majority of candidates (74.10%) were looking for any position type. The second largest percentage was Permanent Full Time, with 23.89%. The three lowest employment type percentages for online resumes were: W-2 Contractor (0.13%), Temporary (0.09%), and Internship (0.09%).

## Candidate Developments and Trends

We continue to track and analyze candidate experience levels and length of job search across the Beyond.com Network, with a particular focus on the top 3 industries for online job postings and resume postings. Located below is a brief summary of our key findings in third quarter 2009:

### Experience Level

In reviewing third quarter 2009 data, we noted that 66% of our network candidates have 5 or more years of experience. Over the previous quarter, the largest percentage increase was noted in candidates with 21+ years of experience (0.27%), while the largest percentage decrease noted in candidates with 1-3 years of experience (-0.31%).



### Length of Job Search

For the second consecutive quarter, the largest percentage indicated by the length of job search continued to be noted in candidates who just started their job search with 29.21%, however it once again experienced the largest percentage decline over the previous quarter with -0.86%. Less than 50% of network candidates have been searching for a job over the past month. The Q3 2009 statistics also indicated that it is taking longer to find a job in today's economy, with the largest percentage increase noted amongst candidates who have been searching for a job over one year (1.28%).

### Top 3 Industries for Online Job Postings

*Healthcare & Medical, Information Technology, and Accounting & Finance*

In evaluating candidate experience levels for the top three industries for online jobs, 48.5% of candidates in Healthcare & Medical, 72.4% in Information Technology and 68.1% in Accounting & Finance had 5 or more years of experience.

### Top 3 Industries for Resume Postings

*Clerical & Administrative, Healthcare & Medical, and Customer Service*

In reviewing candidate experience level for the top three industries for online resumes, we noted that 64.4% of Clerical & Administrative, 48.5% of Healthcare & Medical and 62.9% of Customer Service candidates had 5 or more years of work experience.

## Candidate Statistics

We are pleased to report candidate diversity and executive statistics for the Beyond.com Network.

### Diversity Breakdown

#### Gender

In evaluating the gender makeup of the Beyond.com Network, we noted that 54.89% of our network candidates were female and 45.11% were male.

#### Age

In reviewing the age composition of our candidates, the majority of candidates (35.39%) remain in the 21-30 year age bracket, followed by candidates in the 31-40 age bracket (22.62%) and 41-50 age bracket (20.83%). The two lowest percentages were represented by candidates who are 18-20 years old with 5.07% and candidates 61 years old and over with 2.73%.

## Ethnicity

In assessing the ethnicity of our network candidates, we reported the majority of candidates are White (Non-Hispanic) with 61.05%, followed by African American/Black candidates with 20.74%. Close in percentages were Asian/Pacific Islander (7.88%) and Hispanic (9.46%) candidates.

## Major Metro Areas

In evaluating the diversity breakdown in the top two metropolitan areas, we noted that White (Non-Hispanic) was the majority leader in New York-Northern New Jersey-Long Island (45.94%) and Los Angeles-Riverside-Orange County (46.21%). In the Atlanta metro region, African American/Black candidates represented 54.29% of the candidates, while Hispanic candidates had the largest percentage in the Miami-Fort Lauderdale area with 44.15%.

## Major Industries

In the major industries of Sales & Sales Management, Healthcare & Medical, Accounting & Finance, Clerical & Administrative, and Information Technology, White (Non-Hispanic) candidates were the majority leader in all industries. African American/Black candidates exhibited the second largest percentage in these industries except for Information Technology. Asian/Pacific Islander candidates represented the second largest percentage with 24.50% in the Information Technology industry.

## Education Level

In reviewing the education level for our diversity candidates, for those with a four-year degree, the majority leader was White (Non-Hispanic) candidates with 60.78%, followed by African American/Black (15.76%) candidates and Asian/Pacific Islander (15.68%). The majority leader for candidates with a Post Graduate degree were White (Non-Hispanic) candidates with 51.18%, followed by Asian/Pacific Islander (27.38%) and African American/Black (13.8%) candidates.

## Executive Breakdown

### Gender

In reviewing our top-tier executive candidates, we noted that 80.98% of executive level candidates were male with females representing 19.02% of the Beyond.com Network.

### Top Job Titles for Executives

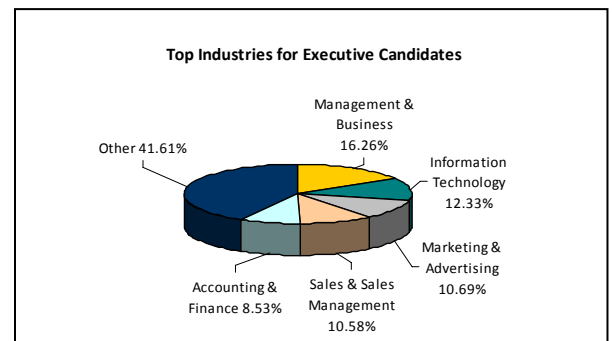
In evaluating the top job titles for executive candidates, the job title of Director continued as the top job title position with 26.20%. The second top job title was Manager with 17.42%. The lowest percentages were represented by the job title of President (14.34%) and Vice President (11.66%).

## Geographic Breakdown

For the fourth consecutive quarter, the Southern region was the majority leader for executive candidates with 27.62%. The second largest percentage was represented by the Western region with 23.68%. Other regional percentages were: Midwest (19.10%), Mid Atlantic (16.94%), and the Northeast (12.65%).

## Top Industries for Executive Candidates

The top industry for executive candidates was Management & Business with 16.26%, followed by Information Technology with 12.33%. Other top industries included: Marketing & Advertising (10.69%), Sales & Sales Management (10.58%) and Accounting & Finance (8.53%).

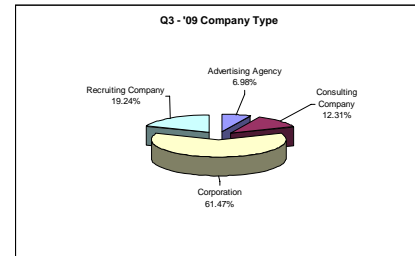


## Employer Statistics

We are pleased to report statistics for our *new employer registrations* for the Beyond.com Network.

### Company Type

We evaluated the different company types for our new employer members and found that the majority company type was Corporation, with 61.47%. The second largest company type was Recruiting Companies, with 19.24%. The lowest percentages were Consulting Company (12.31%) and Advertising Agency (6.98%).



### Company Industry

The top industry for employers who registered in third quarter 2009 was again noted in Information Technology (11.61%), followed by Manufacturing & Production (7.28%), Healthcare & Medical (6.77%), Marketing & Advertising (5.89%), and Sales & Sales Management (4.58%).

### Company Size

In assessing the company size of our employers for third quarter 2009, the majority of employers (27.25%) had less than 10 employees. Close behind were employers with 11-50 employees (25.36%) and companies with more than 500 employees (18.54%).

## Top 15 Metropolitan Region Job Developments and Trends

In reviewing industry trends for the top 15 major metropolitan areas within the United States during third quarter 2009, New York-Northern New Jersey-Long Island remained in the top position with 14.57%, followed once again by Los Angeles-Riverside-Orange County with 11.90%. Chicago-Gary-Kenosha jumped to the #3 spot with 8.65%, replacing Washington-Baltimore which fell to #5 with 8.11%. Most regions remained consistent, although Seattle-Tacoma-Bremerton experienced the largest position shift, falling from #7 to #11 with 4.74%.

In assessing the top industries by metropolitan region, Healthcare & Medical remained the #1 industry for the second consecutive quarter, while Information Technology gained the #2 spot. New York-Northern New Jersey-Long Island metro region continued as the top region by industry, although it dropped from 17 industries last quarter to represent 14 industries. The Los Angeles-Riverside-Orange County continued as the second top metro region by industry, representing 5 industries.

In comparing the metropolitan regions over the past 12 months, majority of the positions experienced only minor shifts. Among the regions that experienced a shift were Chicago-Gary-Kenosha (#4 to #3), San Francisco-Oakland-San Jose (#3 to #4), Washington-Baltimore (#8 to #6), Houston-Galveston-Brazoria (#6 to #7) and Atlanta (#7 to #8).

## Top 15 Metropolitan Region Resume Posting Developments and Trends

In evaluating industry trends in third quarter 2009 for the top 15 metropolitan regions in the United States, the top three remained consistent once again; New York-Northern New Jersey-Long Island (13.07%), Atlanta (10.79%), and Los Angeles-Riverside-Orange County (10.07%). Majority of the other metro regions remained the same or experienced only minor shifts from last quarter, with Miami-Fort Lauderdale representing the largest position shift (#9 to #7).

In reviewing the top industries by metropolitan region, Clerical & Administrative continued as the #1 industry, while Healthcare & Medical remained as the second industry. The New York-Northern New Jersey-Long Island region continued to hold the top region by industry, as it represented 18

industries, followed by Los Angeles-Riverside-Orange County and Atlanta which each represented 4 industries.

In comparing the top metropolitan regions over the past 12 months, majority of the positions remained consistent or experienced only minor shifts. Similar to the quarterly trend, Miami-Fort Lauderdale represented the largest position shift, falling from #8 to #6.

### III. JOB POSTING Developments & Trends

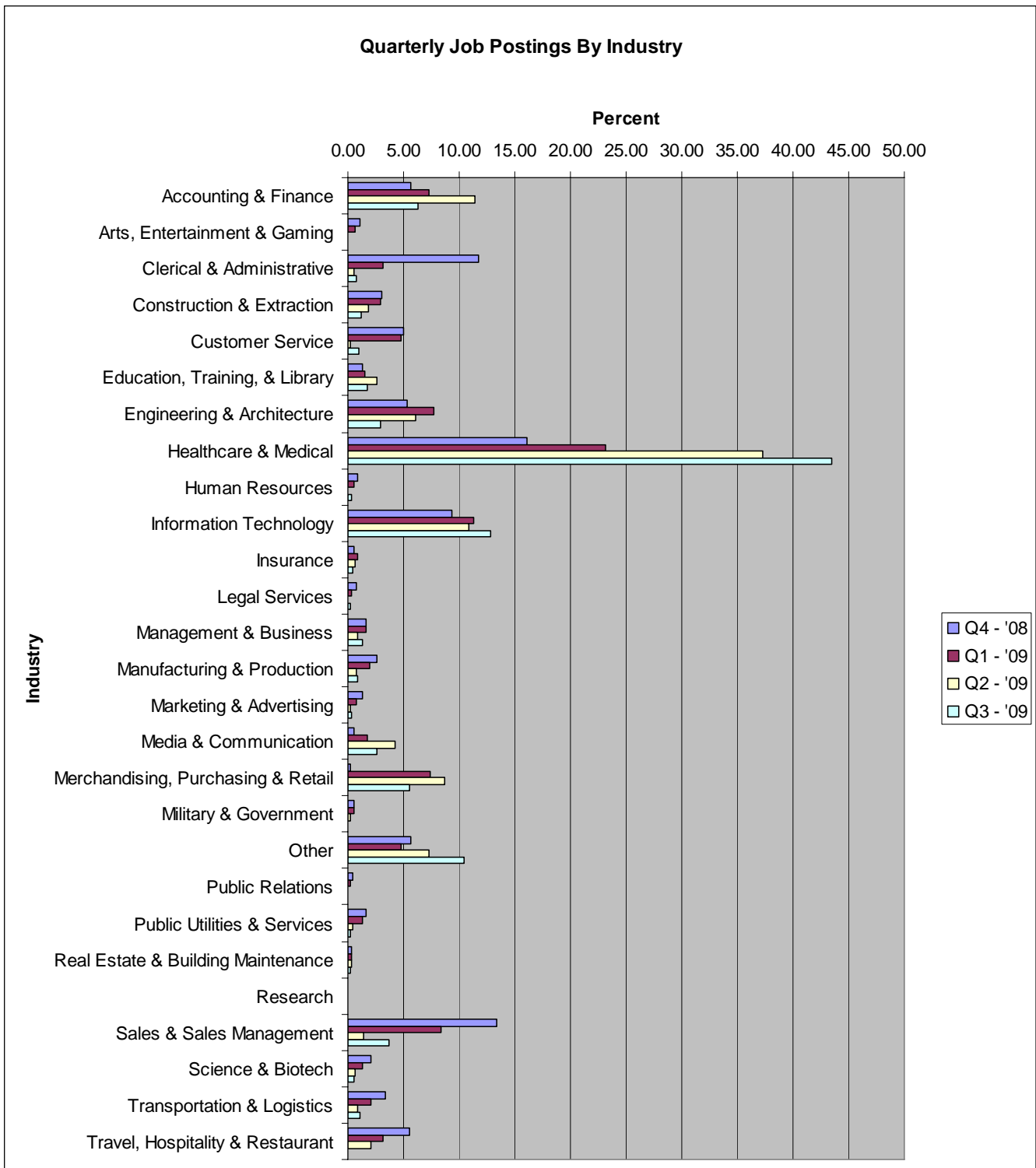
#### A) Industry

##### *Online Job Postings by Industry Channel*

Industry	Q4 - '08	Q1 - '09	Q2 - '09	Q3 - '09
Accounting & Finance	5.70	7.26	11.42	6.28
Arts, Entertainment & Gaming	1.12	0.63	0.03	0.02
Clerical & Administrative	11.75	3.20	0.53	0.79
Construction & Extraction	3.05	2.92	1.81	1.16
Customer Service	5.03	4.79	0.17	1.02
Education, Training, & Library	1.35	1.55	2.65	1.78
Engineering & Architecture	5.31	7.75	6.07	2.91
Healthcare & Medical	16.05	23.20	37.31	43.50
Human Resources	0.90	0.59	0.14	0.28
Information Technology	9.37	11.32	10.84	12.86
Insurance	0.53	0.84	0.63	0.49
Legal Services	0.81	0.37	0.08	0.18
Management & Business	1.58	1.62	0.92	1.31
Manufacturing & Production	2.62	1.98	0.74	0.88
Marketing & Advertising	1.25	0.78	0.26	0.36
Media & Communication	0.50	1.70	4.25	2.60
Merchandising, Purchasing & Retail	0.18	7.39	8.68	5.55
Military & Government	0.55	0.56	0.20	0.16
Other	5.63	4.81	7.31	10.47
Public Relations	0.47	0.22	0.00	0.00
Public Utilities & Services	1.66	1.26	0.45	0.26
Real Estate & Building Maintenance	0.28	0.35	0.34	0.22
Research	0.01	0.01	0.12	0.05
Sales & Sales Management	13.36	8.40	1.40	3.70
Science & Biotech	2.03	1.28	0.61	0.49
Transportation & Logistics	3.32	2.01	0.91	1.06
Travel, Hospitality & Restaurant	5.59	3.19	2.02	1.53

##### *Top 10 Industry Channels for Online Job Postings*

Industry	Q3 - '09
Healthcare & Medical	43.50
Information Technology	12.86
Accounting & Finance	6.28
Merchandising, Purchasing & Retail	5.55
Sales & Sales Management	3.70
Engineering & Architecture	2.91
Media & Communication	2.60
Education, Training, & Library	1.78
Travel, Hospitality & Restaurant	1.53
Other Industries	19.28



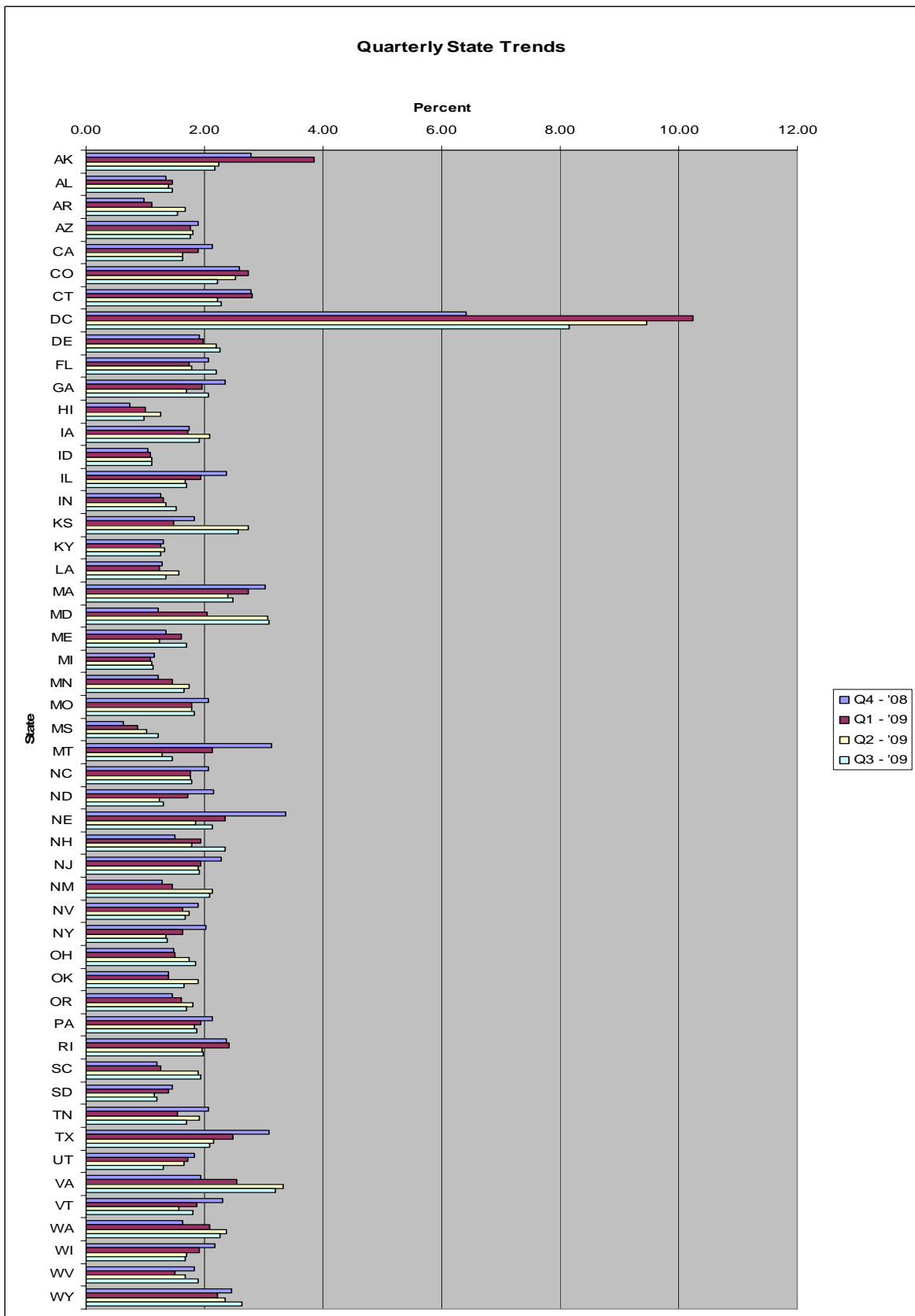
**Figure 1: Job Postings by Industry (Q408-Q309)**

## B) State-by-State

### *Job Posting Trends by State*

\*data is representative of percentage across states; adjusted based upon population

State	Q4 - '08	Q1 - '09	Q2 - '09	Q3 - '09
AK	2.79	3.84	2.25	2.17
AL	1.35	1.45	1.40	1.45
AR	0.97	1.11	1.66	1.55
AZ	1.90	1.76	1.81	1.76
CA	2.12	1.90	1.63	1.64
CO	2.60	2.74	2.51	2.22
CT	2.78	2.81	2.21	2.28
DC	6.42	10.24	9.45	8.15
DE	1.91	1.97	2.19	2.25
FL	2.07	1.73	1.78	2.19
GA	2.34	1.96	1.70	2.07
HI	0.73	0.99	1.25	0.97
IA	1.74	1.71	2.08	1.91
ID	1.05	1.08	1.10	1.10
IL	2.37	1.94	1.68	1.70
IN	1.27	1.30	1.35	1.52
KS	1.83	1.48	2.75	2.55
KY	1.31	1.27	1.32	1.26
LA	1.28	1.24	1.57	1.36
MA	3.01	2.73	2.39	2.48
MD	1.22	2.03	3.08	3.10
ME	1.35	1.60	1.24	1.70
MI	1.16	1.09	1.11	1.13
MN	1.23	1.45	1.74	1.65
MO	2.07	1.79	1.79	1.82
MS	0.64	0.87	1.03	1.22
State	Q4 - '08	Q1 - '09	Q2 - '09	Q3 - '09
MT	3.13	2.14	1.29	1.45
NC	2.08	1.76	1.75	1.79
ND	2.15	1.71	1.25	1.30
NE	3.38	2.35	1.85	2.12
NH	1.51	1.93	1.77	2.36
NJ	2.28	1.93	1.88	1.92
NM	1.28	1.46	2.14	2.09
NV	1.88	1.62	1.75	1.67
NY	2.01	1.64	1.34	1.36
OH	1.48	1.50	1.74	1.84
OK	1.40	1.39	1.89	1.66
OR	1.46	1.61	1.80	1.70
PA	2.14	1.93	1.82	1.87
RI	2.36	2.41	1.95	1.99
SC	1.19	1.27	1.89	1.93
SD	1.46	1.40	1.15	1.20
TN	2.06	1.55	1.91	1.70
TX	3.08	2.48	2.15	2.09
UT	1.82	1.71	1.65	1.30
VA	1.94	2.55	3.32	3.20
VT	2.30	1.86	1.57	1.81
WA	1.63	2.09	2.36	2.26
WI	2.17	1.92	1.69	1.66
WV	1.83	1.51	1.68	1.89
WY	2.46	2.21	2.34	2.63



**Figure 2-Quarterly State Trends-Job Postings (Q408-Q309)**

## C) Industry and State Comparisons

### *Job Posting-Top 3 States by Industry Channel*

Industry	State #1	State #2	State #3
Accounting & Finance	DC	RI	DE
Arts, Entertainment & Gaming	DC	MO	OR
Clerical & Administrative	DC	KS	OK
Construction & Extraction	DC	AK	MD
Customer Service	WY	ND	AK
Education, Training, & Library	DC	IA	TN
Engineering & Architecture	DC	VA	MD
Healthcare & Medical	DC	WY	AK
Human Resources	DC	AL	RI
Information Technology	DC	VA	MD
Installation, Maintenance, & Repair	DC	VA	KS
Insurance	NH	MA	NE
Legal Services	DC	VT	ME
Management & Business	DC	VA	DE
Manufacturing & Production	KS	VA	OK
Marketing & Advertising	DC	MA	WA
Media & Communication	DC	WA	CO
Merchandising, Purchasing & Retail	DC	NE	KS
Military & Government	DC	VA	KS
Other	DC	VA	MN
Public Relations	PA	NJ	SC
Public Utilities & Services	WY	ND	KS
Real Estate & Building Maintenance	HI	DC	IL
Research	DE	DC	OR
Sales & Sales Management	DC	CT	MA
Science & Biotech	DC	NE	TN
Transportation & Logistics	AR	KS	WY
Travel, Hospitality & Restaurant	DC	UT	CO

### Job Posting-Top States and Industries by Region

State	Industry #1	Industry #2	Industry #3
<b>MID ATLANTIC REGION</b>			
DC	Healthcare & Medical	Information Technology	Engineering & Architecture
DE	Healthcare & Medical	Accounting & Finance	Information Technology
MD	Healthcare & Medical	Information Technology	Engineering & Architecture
NJ	Healthcare & Medical	Information Technology	Accounting & Finance
PA	Healthcare & Medical	Accounting & Finance	Information Technology
VA	Healthcare & Medical	Information Technology	Engineering & Architecture
WV	Healthcare & Medical	Information Technology	Merchandising, Purchasing & Retail
<b>MID WESTERN REGION</b>			
IA	Healthcare & Medical	Merchandising, Purchasing & Retail	Education, Training, & Library
IL	Healthcare & Medical	Information Technology	Accounting & Finance
IN	Healthcare & Medical	Merchandising, Purchasing & Retail	Accounting & Finance
KS	Healthcare & Medical	Merchandising, Purchasing & Retail	Information Technology
MI	Healthcare & Medical	Information Technology	Merchandising, Purchasing & Retail
MN	Healthcare & Medical	Information Technology	Accounting & Finance
MO	Healthcare & Medical	Information Technology	Accounting & Finance
ND	Healthcare & Medical	Merchandising, Purchasing & Retail	Accounting & Finance
NE	Healthcare & Medical	Merchandising, Purchasing & Retail	Information Technology
OH	Healthcare & Medical	Accounting & Finance	Information Technology
OK	Healthcare & Medical	Merchandising, Purchasing & Retail	Information Technology
SD	Healthcare & Medical	Merchandising, Purchasing & Retail	Accounting & Finance
WI	Healthcare & Medical	Information Technology	Merchandising, Purchasing & Retail
<b>NORTHEASTERN REGION</b>			
CT	Healthcare & Medical	Information Technology	Accounting & Finance
MA	Healthcare & Medical	Information Technology	Accounting & Finance
ME	Healthcare & Medical	Merchandising, Purchasing & Retail	Accounting & Finance
NH	Healthcare & Medical	Accounting & Finance	Information Technology
NY	Healthcare & Medical	Information Technology	Accounting & Finance
RI	Healthcare & Medical	Accounting & Finance	Information Technology
VT	Healthcare & Medical	Information Technology	Sales & Sales Management
<b>SOUTHERN REGION</b>			
AL	Healthcare & Medical	Information Technology	Accounting & Finance
AR	Healthcare & Medical	Merchandising, Purchasing & Retail	Information Technology
FL	Healthcare & Medical	Information Technology	Accounting & Finance
GA	Healthcare & Medical	Information Technology	Merchandising, Purchasing & Retail
KY	Healthcare & Medical	Merchandising, Purchasing & Retail	Information Technology
LA	Healthcare & Medical	Accounting & Finance	Merchandising, Purchasing & Retail
MS	Healthcare & Medical	Information Technology	Merchandising, Purchasing & Retail
NC	Healthcare & Medical	Information Technology	Merchandising, Purchasing & Retail
SC	Healthcare & Medical	Information Technology	Merchandising, Purchasing & Retail
TN	Healthcare & Medical	Merchandising, Purchasing & Retail	Education, Training, & Library
TX	Healthcare & Medical	Information Technology	Merchandising, Purchasing & Retail

State	Industry #1	Industry #2	Industry #3
<b>WESTERN REGION</b>			
<b>AK</b>	Healthcare & Medical	Merchandising, Purchasing & Retail	Information Technology
<b>AZ</b>	Healthcare & Medical	Information Technology	Accounting & Finance
<b>CA</b>	Healthcare & Medical	Information Technology	Accounting & Finance
<b>CO</b>	Healthcare & Medical	Information Technology	Merchandising, Purchasing & Retail
<b>HI</b>	Healthcare & Medical	Information Technology	Merchandising, Purchasing & Retail
<b>ID</b>	Healthcare & Medical	Information Technology	Merchandising, Purchasing & Retail
<b>MT</b>	Healthcare & Medical	Merchandising, Purchasing & Retail	Sales & Sales Management
<b>NM</b>	Healthcare & Medical	Information Technology	Merchandising, Purchasing & Retail
<b>NV</b>	Healthcare & Medical	Merchandising, Purchasing & Retail	Information Technology
<b>OR</b>	Healthcare & Medical	Information Technology	Accounting & Finance
<b>UT</b>	Healthcare & Medical	Information Technology	Merchandising, Purchasing & Retail
<b>WA</b>	Healthcare & Medical	Information Technology	Merchandising, Purchasing & Retail
<b>WY</b>	Healthcare & Medical	Merchandising, Purchasing & Retail	Information Technology

### *Job Posting-Top Industries by Region (Cont.)*

#### **D) Top Job Posting Titles**

<b>Job Title</b>
Physical Therapist
Occupational Therapist
Customer Service Representative
Teller
Registered Nurse
Retail sales associate
Account Executive
Speech Therapist
Speech Language Pathologist, SLP, CCC-SLP
Assistant Store Manager
Financial Advisor
Software Engineer
Nurse Practitioner
Licensed Practical Nurse
Project Manager
Pharmacist
Banker

#### **E) Job Employment Type**

<b>Employment Type</b>	<b>Q3 - '09</b>
Permanent Full-Time	56.61
Any Position Type	31.96
Part-Time	7.77
1099 Contractor	2.15
Internship	0.68
Work at Home	0.53
W-2 Contractor	0.27
Temporary	0.03

#### **F) Job Experience Level**

<b>Experience Level</b>	<b>Q3 - '09</b>
Less than 1 year	76.08
1 – 3 Years	11.58
3 – 5 Years	6.51
5 – 10 Years	5.51
10 – 15 Years	0.25
15 – 20 Years	0.05
21+ Years	0.02

## IV. RESUME POSTING Developments & Trends

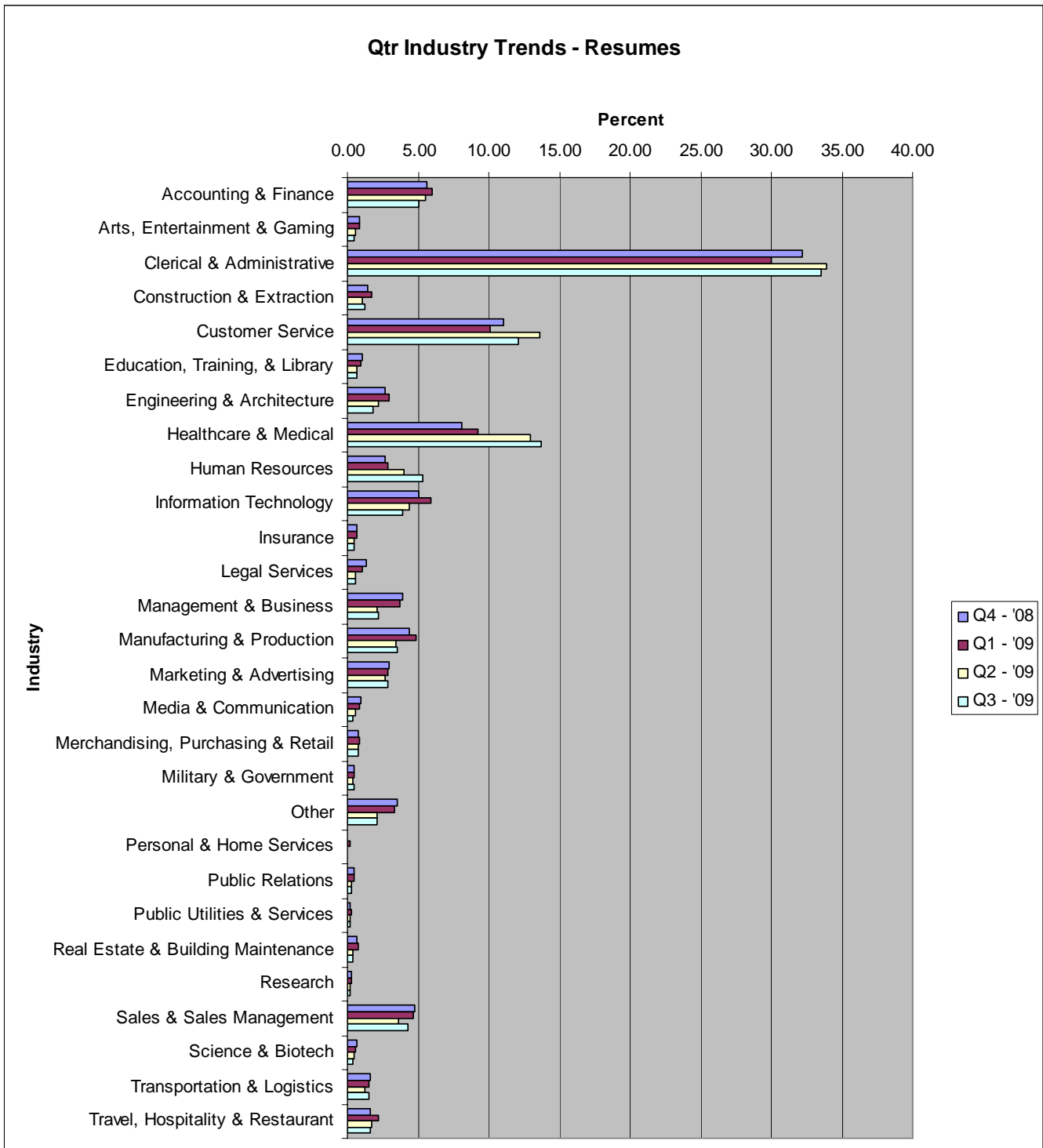
### A) Industry

#### *Online Resume Postings by Industry Channel*

Industry	Q4 - '08	Q1 - '09	Q2 - '09	Q3 - '09
Accounting & Finance	5.64	6.04	5.53	5.03
Arts, Entertainment & Gaming	0.89	0.85	0.57	0.43
Clerical & Administrative	32.20	29.95	33.86	33.51
Construction & Extraction	1.45	1.71	1.05	1.20
Customer Service	11.08	10.12	13.58	12.06
Education, Training, & Library	1.03	0.93	0.69	0.70
Engineering & Architecture	2.66	2.97	2.23	1.83
Healthcare & Medical	8.12	9.20	12.94	13.71
Human Resources	2.65	2.88	3.96	5.33
Information Technology	5.02	5.89	4.40	3.92
Insurance	0.67	0.70	0.48	0.45
Legal Services	1.37	1.05	0.62	0.54
Management & Business	3.87	3.72	2.09	2.22
Manufacturing & Production	4.34	4.89	3.47	3.52
Marketing & Advertising	2.99	2.86	2.64	2.88
Media & Communication	0.91	0.81	0.52	0.43
Merchandising, Purchasing & Retail	0.75	0.81	0.73	0.80
Military & Government	0.46	0.47	0.40	0.44
Other	3.51	3.31	2.09	2.12
Personal & Home Services	0.14	0.15	0.13	0.09
Public Relations	0.48	0.46	0.27	0.24
Public Utilities & Services	0.24	0.24	0.16	0.17
Real Estate & Building Maintenance	0.63	0.75	0.41	0.41
Research	0.28	0.26	0.18	0.15
Sales & Sales Management	4.73	4.66	3.63	4.31
Science & Biotech	0.62	0.58	0.46	0.43
Transportation & Logistics	1.60	1.52	1.23	1.48
Travel, Hospitality & Restaurant	1.66	2.24	1.68	1.61

#### *Top 10 Industry Channels for Online Resume Postings*

Industry	Q3 - '09
Clerical & Administrative	33.51
Healthcare & Medical	13.71
Customer Service	12.06
Human Resources	5.33
Accounting & Finance	5.03
Sales & Sales Management	4.31
Information Technology	3.92
Manufacturing & Production	3.52
Marketing & Advertising	2.88
Other Industries	15.73



**Figure 3-Resume Postings by Industry (Q408-Q309)**

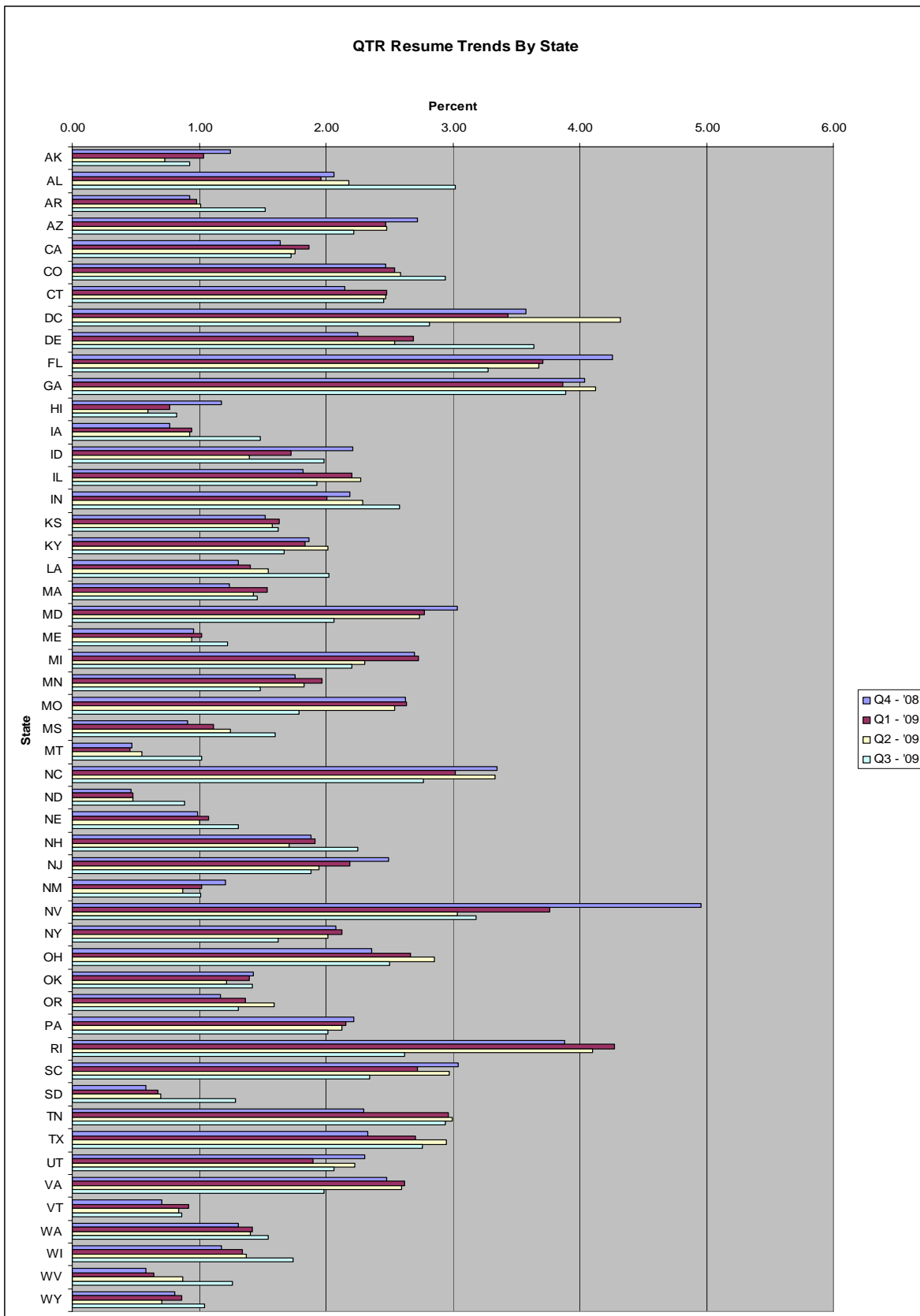
## B) State-by-State

### *Resume Posting Trends by State*

\*data is representative of percentage across states; adjusted based upon population

State	Q4 - '08	Q1 - '09	Q2 - '09	Q3 - '09
AK	1.24	1.04	0.73	0.92
AL	2.06	1.96	2.18	3.02
AR	0.93	0.98	1.01	1.52
AZ	2.72	2.47	2.48	2.22
CA	1.64	1.87	1.76	1.72
CO	2.47	2.54	2.59	2.94
CT	2.15	2.48	2.47	2.46
DC	3.58	3.43	4.32	2.82
DE	2.25	2.69	2.54	3.64
FL	4.26	3.71	3.68	3.28
GA	4.04	3.87	4.13	3.89
HI	1.18	0.77	0.60	0.82
IA	0.77	0.94	0.92	1.48
ID	2.21	1.73	1.39	1.98
IL	1.82	2.20	2.28	1.93
IN	2.19	2.00	2.29	2.58
KS	1.52	1.63	1.57	1.62
KY	1.87	1.84	2.02	1.67
LA	1.31	1.40	1.54	2.03
MA	1.24	1.54	1.43	1.46
MD	3.04	2.78	2.74	2.06
ME	0.95	1.02	0.94	1.22
MI	2.70	2.73	2.31	2.20
MN	1.76	1.96	1.83	1.48
MO	2.63	2.64	2.54	1.78
MS	0.91	1.11	1.25	1.60

State	Q4 - '08	Q1 - '09	Q2 - '09	Q3 - '09
MT	0.47	0.45	0.55	1.02
NC	3.35	3.02	3.33	2.77
ND	0.47	0.48	0.48	0.89
NE	0.99	1.08	1.00	1.31
NH	1.88	1.92	1.71	2.25
NJ	2.49	2.19	1.95	1.88
NM	1.21	1.02	0.87	1.01
NV	4.96	3.76	3.03	3.19
NY	2.07	2.13	2.01	1.62
OH	2.36	2.66	2.85	2.50
OK	1.43	1.40	1.22	1.42
OR	1.17	1.37	1.59	1.31
PA	2.22	2.16	2.13	2.02
RI	3.88	4.28	4.10	2.62
SC	3.04	2.72	2.98	2.34
SD	0.58	0.68	0.69	1.29
TN	2.29	2.96	3.00	2.94
TX	2.33	2.70	2.95	2.76
UT	2.30	1.90	2.23	2.06
VA	2.48	2.62	2.60	1.98
VT	0.71	0.92	0.84	0.86
WA	1.31	1.42	1.41	1.54
WI	1.18	1.34	1.37	1.74
WV	0.58	0.64	0.87	1.27
WY	0.80	0.87	0.71	1.04



**Figure 4-Quarterly State Trends-Resume Posting (Q408-Q309)**

## C) Industry and State Comparisons

### *Resume Posting- Top 3 States by Industry Channel*

Industry	State #1	State #2	State #3
Accounting & Finance	GA	DE	FL
Arts, Entertainment & Gaming	WA	NV	NJ
Clerical & Administrative	GA	DE	DC
Construction & Extraction	NV	AZ	WY
Customer Service	NV	GA	DE
Education, Training, & Library	PA	CO	ID
Engineering & Architecture	MI	TX	CO
Healthcare & Medical	DE	GA	FL
Human Resources	AL	DE	TN
Information Technology	GA	CO	DE
Insurance	CT	GA	IL
Legal Services	DC	DE	CT
Management & Business	GA	AL	NV
Manufacturing & Production	IN	GA	MI
Marketing & Advertising	DE	CT	CO
Media & Communication	DC	PA	NJ
Merchandising, Purchasing & Retail	GA	FL	NV
Military & Government	DC	VA	MD
Other	GA	FL	CO
Personal & Home Services	NV	RI	GA
Public Relations	NV	DC	NJ
Public Utilities & Services	GA	DE	CO
Real Estate & Building Maintenance	GA	MD	FL
Research	DC	NJ	ID
Sales & Sales Management	CO	TN	GA
Science & Biotech	DE	MD	NJ
Transportation & Logistics	GA	FL	DE
Travel, Hospitality & Restaurant	NV	FL	GA

### Resume Posting- Top States and Industries by Region

State	Industry #1	Industry #2	Industry #3
<b>MID ATLANTIC REGION</b>			
DC	Clerical & Administrative	Customer Service	Healthcare & Medical
DE	Clerical & Administrative	Healthcare & Medical	Customer Service
MD	Clerical & Administrative	Customer Service	Healthcare & Medical
NJ	Clerical & Administrative	Healthcare & Medical	Customer Service
PA	Clerical & Administrative	Healthcare & Medical	Customer Service
VA	Clerical & Administrative	Customer Service	Healthcare & Medical
WV	Clerical & Administrative	Healthcare & Medical	Customer Service
<b>MID WESTERN REGION</b>			
IA	Clerical & Administrative	Customer Service	Healthcare & Medical
IL	Clerical & Administrative	Healthcare & Medical	Customer Service
IN	Clerical & Administrative	Healthcare & Medical	Customer Service
KS	Clerical & Administrative	Customer Service	Healthcare & Medical
MI	Clerical & Administrative	Healthcare & Medical	Customer Service
MN	Clerical & Administrative	Healthcare & Medical	Customer Service
MO	Clerical & Administrative	Customer Service	Healthcare & Medical
ND	Clerical & Administrative	Customer Service	Healthcare & Medical
NE	Clerical & Administrative	Customer Service	Healthcare & Medical
OH	Clerical & Administrative	Healthcare & Medical	Customer Service
OK	Clerical & Administrative	Customer Service	Healthcare & Medical
SD	Clerical & Administrative	Customer Service	Healthcare & Medical
WI	Clerical & Administrative	Healthcare & Medical	Customer Service
<b>NORTHEASTERN REGION</b>			
CT	Clerical & Administrative	Healthcare & Medical	Customer Service
MA	Clerical & Administrative	Healthcare & Medical	Customer Service
ME	Clerical & Administrative	Healthcare & Medical	Customer Service
NH	Clerical & Administrative	Healthcare & Medical	Customer Service
NY	Clerical & Administrative	Healthcare & Medical	Customer Service
RI	Clerical & Administrative	Healthcare & Medical	Customer Service
VT	Clerical & Administrative	Customer Service	Healthcare & Medical
<b>SOUTHERN REGION</b>			
AL	Clerical & Administrative	Healthcare & Medical	Customer Service
AR	Clerical & Administrative	Healthcare & Medical	Customer Service
FL	Clerical & Administrative	Healthcare & Medical	Customer Service
GA	Clerical & Administrative	Healthcare & Medical	Customer Service
KY	Clerical & Administrative	Healthcare & Medical	Customer Service
LA	Clerical & Administrative	Customer Service	Healthcare & Medical
MS	Clerical & Administrative	Healthcare & Medical	Customer Service
NC	Clerical & Administrative	Customer Service	Healthcare & Medical
SC	Clerical & Administrative	Customer Service	Healthcare & Medical
TN	Clerical & Administrative	Healthcare & Medical	Customer Service
TX	Clerical & Administrative	Healthcare & Medical	Customer Service

State	Industry #1	Industry #2	Industry #3
<b>WESTERN REGION</b>			
<b>AK</b>	Clerical & Administrative	Healthcare & Medical	Customer Service
<b>AZ</b>	Clerical & Administrative	Customer Service	Healthcare & Medical
<b>CA</b>	Clerical & Administrative	Healthcare & Medical	Customer Service
<b>CO</b>	Clerical & Administrative	Healthcare & Medical	Customer Service
<b>HI</b>	Clerical & Administrative	Healthcare & Medical	Customer Service
<b>ID</b>	Clerical & Administrative	Customer Service	Healthcare & Medical
<b>MT</b>	Clerical & Administrative	Customer Service	Healthcare & Medical
<b>NM</b>	Clerical & Administrative	Healthcare & Medical	Customer Service
<b>NV</b>	Clerical & Administrative	Customer Service	Healthcare & Medical
<b>OR</b>	Clerical & Administrative	Customer Service	Healthcare & Medical
<b>UT</b>	Clerical & Administrative	Customer Service	Healthcare & Medical
<b>WA</b>	Clerical & Administrative	Healthcare & Medical	Customer Service
<b>WY</b>	Clerical & Administrative	Healthcare & Medical	Customer Service

### *Resume Posting- Top States and Industries by Region (Cont.)*

#### **D) Top Resume Posting Titles**

Resume Posting Title
Administrative Assistant
Data Entry Clerk
Medical Assistant
Human Resource Assistant
Clerical Office Assistant
Customer Service Representative
Receptionist
Office Manager
Payroll Clerk
Certified Nursing Assistant (CNA)
Patient Intake Representative
Sporting Event Liaison
Sales Manager
Manager
Sales Representative
Executive Assistant
Accountant
Project Manager
Business Development Representative
Driver
Recruiter

#### **E) Candidate Employment Type**

Employment Type	Q3 - '09
Any Position Type	74.10
Permanent Full-Time	23.89
Part-Time	1.01
Work at Home	0.54
1099 Contractor	0.17
W-2 Contractor	0.13
Temporary	0.09
Internship	0.08

## V. Candidate Developments and Trends

### A) Experience Level

Experience Level	Q2 - '09	Q3 - '09
Less than 1 year	7.62	7.40
1 – 3 Years	13.34	13.03
3 – 5 Years	13.04	13.07
5 – 10 Years	17.96	17.88
10 – 15 Years	15.14	15.28
15 – 20 Years	13.80	13.97
21+ Years	19.10	19.37

### B) Length of Job Search

Length of Job Search	Q2 - '09	Q3 - '09
Just Started	30.07	29.21
2 Weeks	9.84	9.39
4 Weeks	10.60	9.86
6 Weeks	6.39	6.12
2 Months	9.23	8.71
3 Months	12.03	11.19
6 Months	10.50	11.47
9 Months	3.28	4.37
12 Months	1.64	1.96
Over 1 Year	6.43	7.71

### C) Candidate Experience Level for Top 3 Industries for Online Job Postings

Experience Level	Healthcare & Medical	Information Technology	Accounting & Finance
Less than 1 year	19.33%	6.33%	7.56%
1 – 3 Years	19.94%	10.35%	12.74%
3 – 5 Years	12.21%	10.98%	11.59%
5 – 10 Years	16.40%	18.44%	16.91%
10 – 15 Years	11.66%	18.89%	15.95%
15 – 20 Years	9.65%	15.32%	14.55%
21+ Years	10.81%	19.70%	20.70%

### D) Candidate Experience Level for Top 3 Industries for Resume Postings

Experience Level	Clerical & Administrative	Healthcare & Medical	Customer Service
Less than 1 year	5.57%	19.33%	4.66%
1 – 3 Years	14.55%	19.94%	14.79%
3 – 5 Years	15.52%	12.21%	17.69%
5 – 10 Years	20.86%	16.40%	23.04%
10 – 15 Years	15.27%	11.66%	15.48%
15 – 20 Years	12.65%	9.65%	11.19%
21+ Years	15.57%	10.81%	13.14%

## VI. Candidate Statistics

### DIVERSITY

#### Gender Breakdown

Gender	Q3 - '09
Female	54.89
Male	45.11

#### Age Breakdown

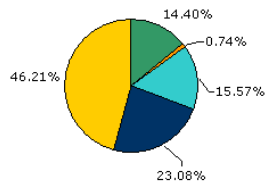
Age	Q3 - '09
18-20	5.07
21-30	35.39
31-40	22.62
41-50	20.83
51-60	13.36
61 and over	2.73

#### Ethnicity Breakdown

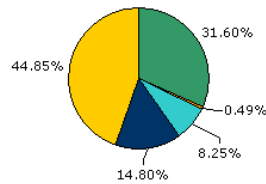
Ethnicity	Q3 - '09
White (Non-Hispanic Origin)	61.05
African American/Black	20.74
Asian/Pacific Islander	7.88
Hispanic	9.46
American Indian/Alaskan Native	0.87

#### Diversity Breakdown by Major Metros

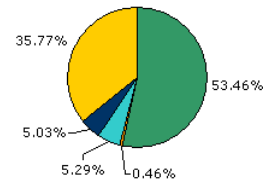
Los Angeles - Riverside - Orange County Candidate Diversity



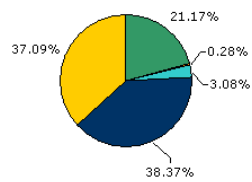
Houston - Galveston Candidate Diversity



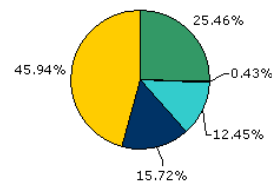
Washington D.C. - Baltimore Candidate Diversity



Miami - Ft. Lauderdale Candidate Diversity



New York - N. New Jersey - Long Island Candidate Diversity

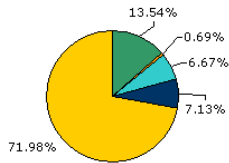


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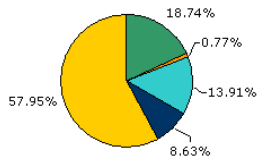
- African American / Black (not of Hispanic Origin)
- American Indian / Alaskan Native
- Asian / Pacific Islander
- Hispanic
- White (Not of Hispanic Origin)

### Diversity Breakdown by Major Industries

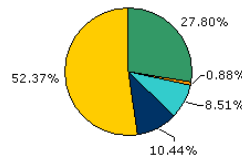
Sales & Sales Management Industry Candidate Diversity



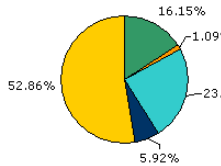
Accounting & Finance Industry Candidate Diversity



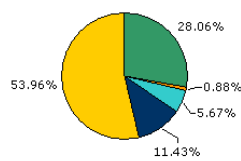
Healthcare & Medical Industry Candidate Diversity



Information Technology Industry Candidate Diversity



Clerical & Administrative Industry Candidate Diversity

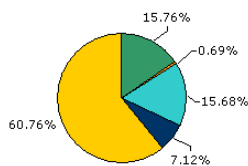


**Legend**

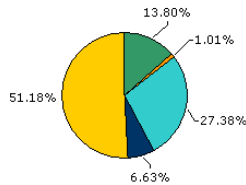
- African American / Black (not of Hispanic Origin)
- American Indian / Alaskan Native
- Asian / Pacific Islander
- Hispanic
- White (Not of Hispanic Origin)

### Diversity Breakdown by Education Level

4-Year College Graduate Candidate Diversity



Post Graduate Degree Holder Candidate Diversity



## EXECUTIVE

### Gender Breakdown

Gender	Q3 - '09
Female	19.02
Male	80.98

### Top Titles for Executive Candidates

Title	Q3 - '09
Director	26.20
Vice President	11.66
Manager	17.42
President	14.34

### Geographic Distribution

Location	Q3 - '09
Mid Atlantic	16.94
Mid West	19.10
North East	12.65
South	27.62
West	23.68

## VII. Employer Registration Statistics

---

### Company Type

Type	Q3 - '09
Corporation	61.47
Recruiting Company	19.24
Consulting Company	12.31
Advertising Agency	6.98

### Company Size

Number of Employees	Q3 - '09
<10	27.25
11-50	25.36
51-100	14.19
101-500	14.67
>500	18.54

### Company Industry

Industry	Q3 - '09
Accounting & Finance	3.95
Arts, Entertainment & Gaming	1.34
Clerical & Administrative	2.08
Construction & Extraction	2.67
Customer Service	2.42
Education, Training, & Library	2.93
Engineering & Architecture	4.44
Healthcare & Medical	6.77
Human Resources	4.24
Information Technology	11.61
Insurance	2.70
Legal Services	1.11
Management & Business	2.02
Manufacturing & Production	7.28
Marketing & Advertising	5.89
Media & Communication	1.56
Merchandising, Purchasing & Retail	1.56
Military & Government	1.02
Other	12.57
Personal & Home Services	0.83
Public Relations	0.40
Public Utilities & Services	0.51
Real Estate & Building Maintenance	1.34
Research	0.65
Sales & Sales Management	4.58
Science & Biotech	0.97
Transportation & Logistics	1.08
Travel, Hospitality & Restaurant	2.11

## VIII. METROPOLITIAN Regional Job Posting Data

### A) Top Metropolitan Regions for Jobs for Third Quarter

Metro Region	% of Jobs Across Regions
New York-Northern New Jersey-Long Island	14.57
Los Angeles-Riverside-Orange County	11.90
Chicago-Gary-Kenosha	8.65
Dallas-Fort Worth	8.12
Washington-Baltimore	8.11
San Francisco-Oakland-San Jose	7.90
Atlanta	6.33
Houston-Galveston-Brazoria	5.41
Boston-Worcester-Lawrence	5.14
Philadelphia-Wilmington-Atlantic City	4.84
Seattle-Tacoma-Bremerton	4.74
Miami-Fort Lauderdale	4.56
Phoenix-Mesa	3.65
Minneapolis-St. Paul	3.12
Detroit-Ann Arbor-Flint	2.97

### B) Top Metropolitan Regions for Jobs over the past 12 months (10/01/2008 – 10/01/2009)

Metro Region	% of Jobs Across Regions
New York-Northern New Jersey-Long Island	15.19
Los Angeles-Riverside-Orange County	12.35
Chicago-Gary-Kenosha	8.61
San Francisco-Oakland-San Jose	8.18
Dallas-Fort Worth	8.02
Washington-Baltimore	6.87
Houston-Galveston-Brazoria	6.48
Atlanta	6.16
Boston-Worcester-Lawrence	5.38
Philadelphia-Wilmington-Atlantic City	4.80
Miami-Fort Lauderdale	4.47
Seattle-Tacoma-Bremerton	4.43
Phoenix-Mesa	3.70
Detroit-Ann Arbor-Flint	2.80
Minneapolis-St. Paul	2.55

### C) Top Industries by Metropolitan Region

<b>Metro Region Q3 - '09</b>	<b>Industry #1</b>	<b>Industry #2</b>	<b>Industry #3</b>
<b>Atlanta</b>	Healthcare & Medical	Information Technology	Other
<b>Boston-Worcester-Lawrence</b>	Healthcare & Medical	Other	Accounting & Finance
<b>Chicago-Gary-Kenosha</b>	Healthcare & Medical	Other	Information Technology
<b>Dallas-Fort Worth</b>	Healthcare & Medical	Other	Information Technology
<b>Detroit-Ann Arbor-Flint</b>	Healthcare & Medical	Other	Information Technology
<b>Houston-Galveston-Brazoria</b>	Healthcare & Medical	Other	Information Technology
<b>Los Angeles-Riverside-Orange County</b>	Healthcare & Medical	Information Technology	Other
<b>Miami-Fort Lauderdale</b>	Healthcare & Medical	Other	Accounting & Finance
<b>Minneapolis-St. Paul</b>	Healthcare & Medical	Information Technology	Accounting & Finance
<b>New York-Northern New Jersey-Long Island</b>	Healthcare & Medical	Other	Accounting & Finance
<b>Philadelphia-Wilmington-Atlantic City</b>	Healthcare & Medical	Other	Information Technology
<b>Phoenix-Mesa</b>	Healthcare & Medical	Information Technology	Other
<b>San Francisco-Oakland-San Jose</b>	Healthcare & Medical	Information Technology	Other
<b>Seattle-Tacoma-Bremerton</b>	Healthcare & Medical	Information Technology	Other
<b>Washington-Baltimore</b>	Other	Healthcare & Medical	Information Technology

## D) Top Two Metropolitan Regions by Industry

Industry	Metro Region #1	Metro Region #2
<b>Accounting &amp; Finance</b>	New York-Northern New Jersey-Long Island	Chicago-Gary-Kenosha
<b>Arts, Entertainment &amp; Gaming</b>	New York-Northern New Jersey-Long Island	Washington-Baltimore
<b>Clerical &amp; Administrative</b>	New York-Northern New Jersey-Long Island	Los Angeles-Riverside-Orange County
<b>Construction &amp; Extraction</b>	New York-Northern New Jersey-Long Island	Los Angeles-Riverside-Orange County
<b>Customer Service</b>	Los Angeles-Riverside-Orange County	New York-Northern New Jersey-Long Island
<b>Education, Training, &amp; Library</b>	New York-Northern New Jersey-Long Island	Los Angeles-Riverside-Orange County
<b>Engineering &amp; Architecture</b>	Washington-Baltimore	Los Angeles-Riverside-Orange County
<b>Healthcare &amp; Medical</b>	New York-Northern New Jersey-Long Island	Los Angeles-Riverside-Orange County
<b>Human Resources</b>	Los Angeles-Riverside-Orange County	New York-Northern New Jersey-Long Island
<b>Information Technology</b>	New York-Northern New Jersey-Long Island	Washington-Baltimore
<b>Insurance</b>	New York-Northern New Jersey-Long Island	Boston-Worcester-Lawrence
<b>Legal Services</b>	New York-Northern New Jersey-Long Island	Los Angeles-Riverside-Orange County
<b>Management &amp; Business</b>	New York-Northern New Jersey-Long Island	Chicago-Gary-Kenosha
<b>Manufacturing &amp; Production</b>	Los Angeles-Riverside-Orange County	Chicago-Gary-Kenosha
<b>Marketing &amp; Advertising</b>	New York-Northern New Jersey-Long Island	San Francisco-Oakland-San Jose
<b>Media &amp; Communication</b>	New York-Northern New Jersey-Long Island	Los Angeles-Riverside-Orange County
<b>Merchandising, Purchasing &amp; Retail</b>	New York-Northern New Jersey-Long Island	Chicago-Gary-Kenosha
<b>Military &amp; Government</b>	Los Angeles-Riverside-Orange County	New York-Northern New Jersey-Long Island
<b>Other</b>	New York-Northern New Jersey-Long Island	Los Angeles-Riverside-Orange County
<b>Public Relations</b>	Houston-Galveston-Brazoria	Los Angeles-Riverside-Orange County
<b>Public Utilities &amp; Services</b>	Los Angeles-Riverside-Orange County	Houston-Galveston-Brazoria
<b>Real Estate &amp; Building Maintenance</b>	Chicago-Gary-Kenosha	Detroit-Ann Arbor-Flint
<b>Research</b>	Minneapolis-St. Paul	Houston-Galveston-Brazoria
<b>Sales &amp; Sales Management</b>	New York-Northern New Jersey-Long Island	Los Angeles-Riverside-Orange County
<b>Science &amp; Biotech</b>	San Francisco-Oakland-San Jose	New York-Northern New Jersey-Long Island
<b>Transportation &amp; Logistics</b>	Chicago-Gary-Kenosha	New York-Northern New Jersey-Long Island
<b>Travel, Hospitality &amp; Restaurant</b>	Washington-Baltimore	Los Angeles-Riverside-Orange County

## IX. METROPOLITIAN Regional Resume Data

### A) Top Metropolitan Regions for Resumes for Third Quarter

Metro Region	% of Resumes Across Regions
New York-Northern New Jersey-Long Island	13.07
Atlanta	10.79
Los Angeles-Riverside-Orange County	10.07
Dallas-Fort Worth	8.98
Chicago-Gary-Kenosha	8.23
Houston-Galveston-Brazoria	7.50
Miami-Fort Lauderdale	6.24
Detroit-Ann Arbor-Flint	6.05
Philadelphia-Wilmington-Atlantic City	5.51
Boston-Worcester-Lawrence	5.43
San Francisco-Oakland-San Jose	4.60
Phoenix-Mesa	4.50
Washington-Baltimore	4.01
Minneapolis-St. Paul	2.53
Seattle-Tacoma-Bremerton	2.48

### B) Top Metropolitan Regions for Resumes over the past 12 months (10/01/2008 – 10/01/2009)

Metro Region	% of Resumes Across Regions
New York-Northern New Jersey-Long Island	13.78
Atlanta	11.24
Los Angeles-Riverside-Orange County	10.14
Dallas-Fort Worth	8.61
Chicago-Gary-Kenosha	8.17
Houston-Galveston-Brazoria	6.73
Detroit-Ann Arbor-Flint	6.28
Miami-Fort Lauderdale	6.02
Philadelphia-Wilmington-Atlantic City	5.83
Boston-Worcester-Lawrence	5.01
Phoenix-Mesa	4.67
San Francisco-Oakland-San Jose	4.36
Washington-Baltimore	4.21
Minneapolis-St. Paul	2.90
Seattle-Tacoma-Bremerton	2.05

### C) Top Industries by Metropolitan Region

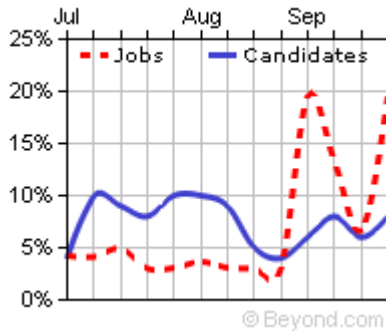
<b>Metro Region Q3 - '09</b>	<b>Industry #1</b>	<b>Industry #2</b>	<b>Industry #3</b>
<b>Atlanta</b>	Clerical & Administrative	Healthcare & Medical	Customer Service
<b>Boston-Worcester-Lawrence</b>	Clerical & Administrative	Healthcare & Medical	Customer Service
<b>Chicago-Gary-Kenosha</b>	Clerical & Administrative	Healthcare & Medical	Customer Service
<b>Dallas-Fort Worth</b>	Clerical & Administrative	Healthcare & Medical	Customer Service
<b>Detroit-Ann Arbor-Flint</b>	Clerical & Administrative	Healthcare & Medical	Customer Service
<b>Houston-Galveston-Brazoria</b>	Clerical & Administrative	Healthcare & Medical	Customer Service
<b>Los Angeles-Riverside-Orange County</b>	Clerical & Administrative	Healthcare & Medical	Customer Service
<b>Miami-Fort Lauderdale</b>	Clerical & Administrative	Healthcare & Medical	Customer Service
<b>Minneapolis-St. Paul</b>	Clerical & Administrative	Healthcare & Medical	Customer Service
<b>New York-Northern New Jersey-Long Island</b>	Clerical & Administrative	Healthcare & Medical	Customer Service
<b>Philadelphia-Wilmington-Atlantic City</b>	Clerical & Administrative	Healthcare & Medical	Customer Service
<b>Phoenix-Mesa</b>	Clerical & Administrative	Customer Service	Healthcare & Medical
<b>San Francisco-Oakland-San Jose</b>	Clerical & Administrative	Healthcare & Medical	Customer Service
<b>Seattle-Tacoma-Bremerton</b>	Clerical & Administrative	Healthcare & Medical	Customer Service
<b>Washington-Baltimore</b>	Clerical & Administrative	Customer Service	Healthcare & Medical

## D) Top Two Metropolitan Regions by Industry

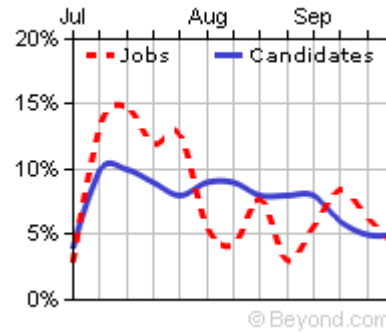
Industry	Metro Region #1	Metro Region #2
Accounting & Finance	New York-Northern New Jersey-Long Island	Chicago-Gary-Kenosha
Arts, Entertainment & Gaming	Los Angeles-Riverside-Orange County	New York-Northern New Jersey-Long Island
Clerical & Administrative	New York-Northern New Jersey-Long Island	Atlanta
Construction & Extraction	Los Angeles-Riverside-Orange County	Atlanta
Customer Service	Atlanta	New York-Northern New Jersey-Long Island
Education, Training, & Library	New York-Northern New Jersey-Long Island	Los Angeles-Riverside-Orange County
Engineering & Architecture	Detroit-Ann Arbor-Flint	Houston-Galveston-Brazoria
Healthcare & Medical	New York-Northern New Jersey-Long Island	Los Angeles-Riverside-Orange County
Human Resources	New York-Northern New Jersey-Long Island	Atlanta
Information Technology	New York-Northern New Jersey-Long Island	Dallas-Fort Worth
Insurance	Chicago-Gary-Kenosha	New York-Northern New Jersey-Long Island
Legal Services	New York-Northern New Jersey-Long Island	Los Angeles-Riverside-Orange County
Management & Business	New York-Northern New Jersey-Long Island	Atlanta
Manufacturing & Production	Atlanta	Chicago-Gary-Kenosha
Marketing & Advertising	New York-Northern New Jersey-Long Island	Chicago-Gary-Kenosha
Media & Communication	New York-Northern New Jersey-Long Island	Los Angeles-Riverside-Orange County
Merchandising, Purchasing & Retail	New York-Northern New Jersey-Long Island	Los Angeles-Riverside-Orange County
Military & Government	Los Angeles-Riverside-Orange County	Atlanta
Other	Atlanta	New York-Northern New Jersey-Long Island
Personal & Home Services	Los Angeles-Riverside-Orange County	New York-Northern New Jersey-Long Island
Public Relations	New York-Northern New Jersey-Long Island	Los Angeles-Riverside-Orange County
Public Utilities & Services	New York-Northern New Jersey-Long Island	Los Angeles-Riverside-Orange County
Real Estate & Building Maintenance	New York-Northern New Jersey-Long Island	Los Angeles-Riverside-Orange County
Research	New York-Northern New Jersey-Long Island	Chicago-Gary-Kenosha
Sales & Sales Management	New York-Northern New Jersey-Long Island	Los Angeles-Riverside-Orange County
Science & Biotech	New York-Northern New Jersey-Long Island	Los Angeles-Riverside-Orange County
Transportation & Logistics	Atlanta	Los Angeles-Riverside-Orange County
Travel, Hospitality & Restaurant	New York-Northern New Jersey-Long Island	Los Angeles-Riverside-Orange County

## X. Candidate and Job Trends by Industry Channel (Percentage of Network: July 2009 – September 2009)

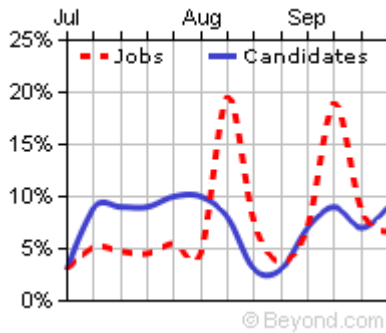
**Accounting & Finance**



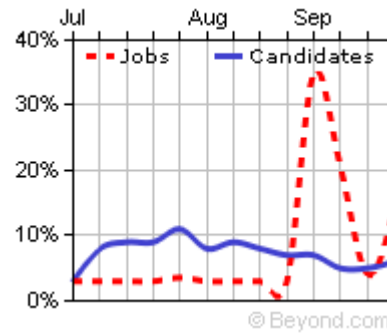
**Arts, Entertainment & Gaming**



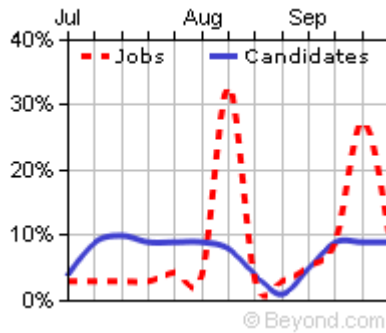
**Clerical & Administrative**



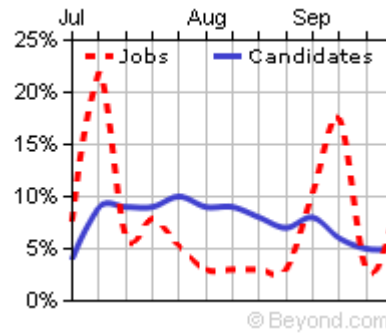
**Construction & Extraction**



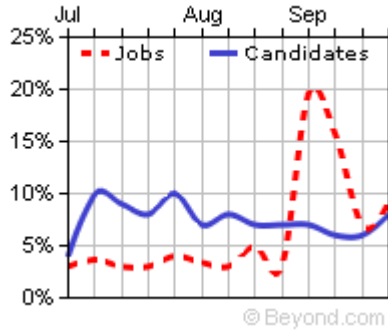
**Customer Service**



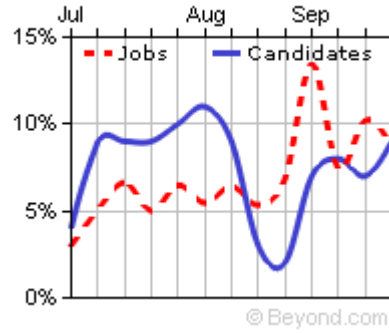
**Education, Training & Library**



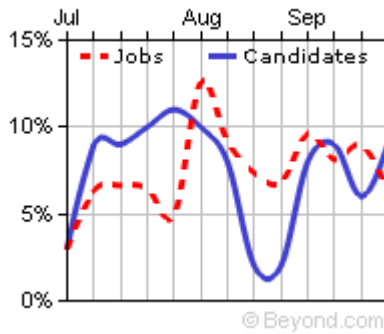
### Engineering & Architecture



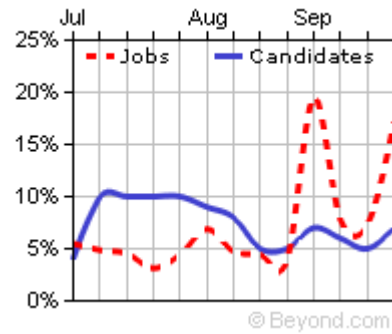
### Healthcare & Medical



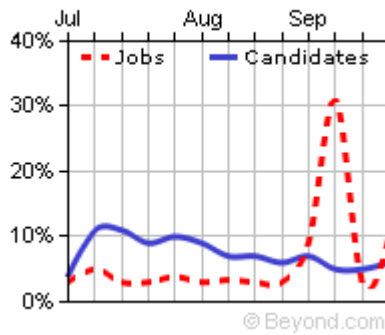
### Human Resources



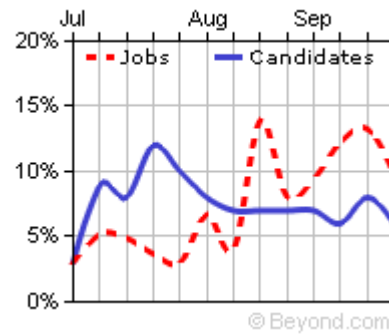
### Information Technology



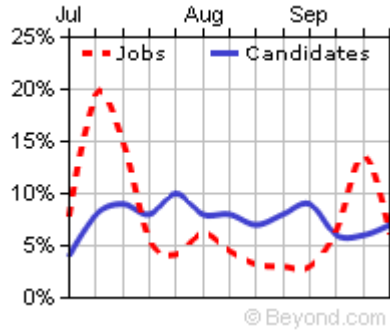
### Insurance



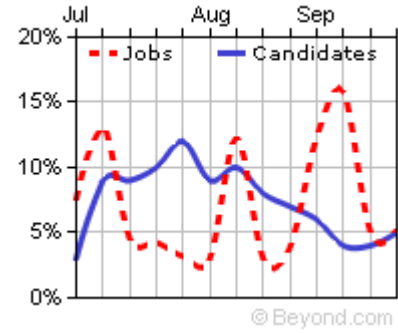
### Legal Services



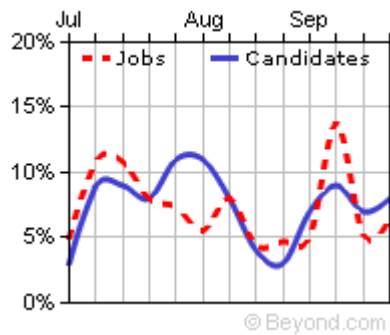
**Management & Business**



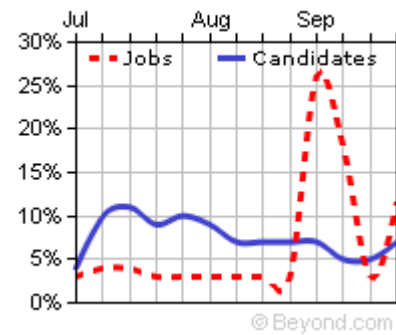
**Manufacturing & Production**



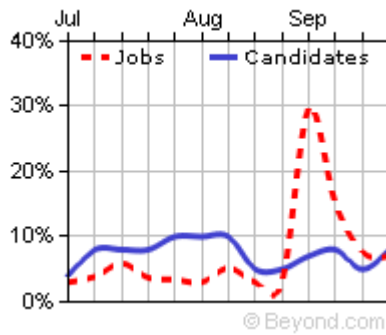
**Marketing & Advertising**



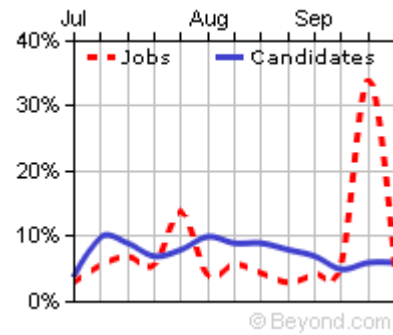
**Media & Communication**



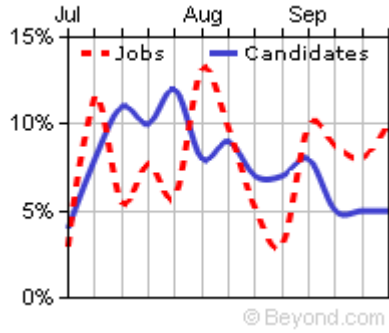
**Merchandising, Purchasing & Retail**



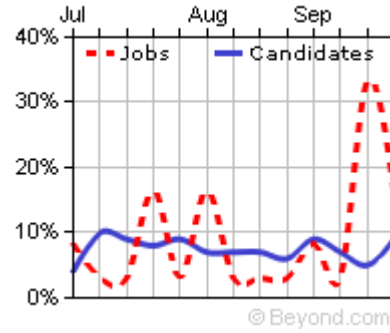
**Military & Government**



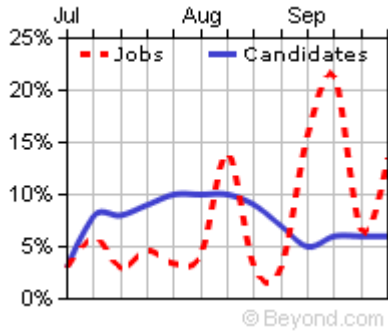
**Personal & Home Services**



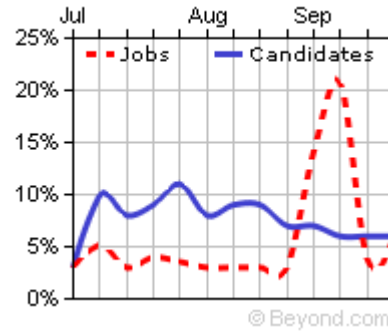
**Public Relations**



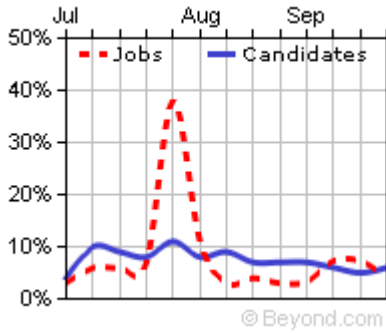
**Public Utilities & Services**



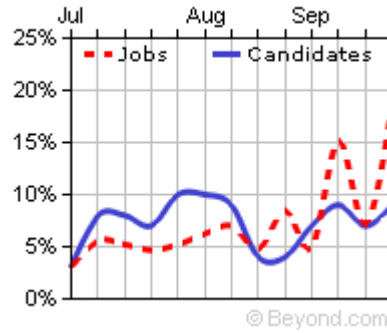
**Real Estate & Building Maint.**



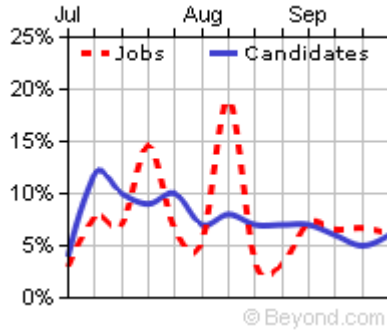
**Research**



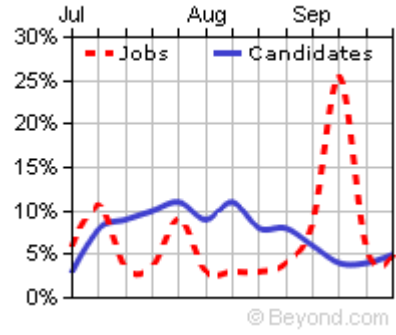
**Sales & Sales Management**



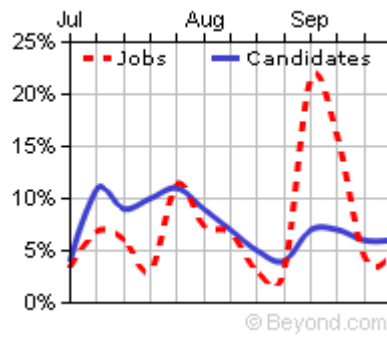
### Science & Biotech



### Transportation & Logistics



### Travel, Hospitality & Restaurant



## XI. About This Report

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Beyond.com compiles information from its network of more than 15,000 online general, local and niche online communities to report online job posting and candidate resume data. This data serves as a foundation to identify nationwide employment activity and career trends.

The Career Trend Analysis Report for 3QT 2009 was developed as a result of data collected and displayed for a twelve month period based upon a quarterly breakdown. However, candidate length of job search information reflects data collected and analyzed in 3QT 2009 for new candidates only.

Please Note:

- Online job posting trends are based upon standard industry categories for job postings.
- Percentage of job postings per state was calculated and adjusted based upon state population to derive a percentage of job postings per capita.
- Ranking of the top states for an industry was adjusted by job postings per capita.
- Percentage of candidate resume postings per state was calculated and adjusted based upon state population to derive a percentage of candidate postings per capita.
- Online candidate resume posting trends are based upon standard industry categories for resume and job postings.
- Metropolitan regions were identified using the Metropolitan & Micropolitan Statistical Area & Components; November 2004 defined by the Population Division of the U.S. Census Bureau: <http://www.census.gov/population/estimates/metro-city/List1.txt>.

All information and analysis provided in this report is the sole property of Beyond.com.