



Beyond.com, Inc.

The World's Largest Network of Niche Career Communities

C A R E E R T R E N D A N A L Y S I S
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I. About Beyond.com, Inc.

Beyond.com, Inc. (www.Beyond.com) is the world's largest network of niche career communities, powering thousands of geographic and industry-specific sites. We are dedicated to helping business professionals, corporations and vertical communities connect with each other by providing relevant career search services, networking tools and portal software solutions. The Beyond.com Network attracts a niche audience of job seekers, professionals and corporations and delivers quality, targeted results through a multitude of online media and advertising models, including: recruitment advertising, email marketing, banner advertising and other lead generation vehicles.

Beyond.com is named to Inc. Magazine's prestigious 'Inc. 500' and Inc. 5000" lists of the fastest growing private companies and is a [Safeguard Scientifics](#) (NYSE: SFE) partner company. Visit our new recruitment blog at www.EmploymentMetrix.com.

For additional information on Beyond.com, please visit our Media Center at www.Beyond.com/Media.

For a complete listing of sites within the Beyond.com Network, please visit us at www.Beyond.com/Channels.

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II. Quarterly Online Career Trend Report

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

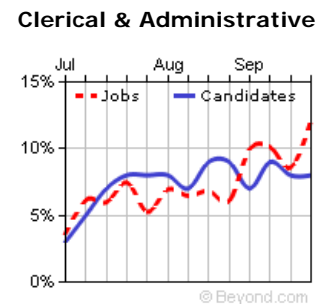
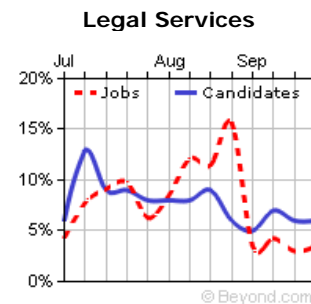
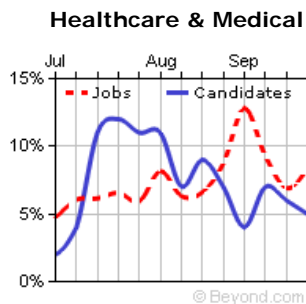
Dear Reader:

Beyond.com is pleased to present our Career Trend Analysis Report for third quarter 2008, which highlights online job posting and candidate resume trends across our network of more than 15,000 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 separate industries. These attributes are important in demonstrating the skill level, freshness and diversification of our candidates to corporations, agencies and hiring managers. This report is also helpful to business professionals and job seekers who want to stay informed and track trends within their area of interest or work.

Unemployment is on the rise, the stock market has taken a tumble and the housing crisis is still very much a crisis. Regardless of where you turn, you hear about the economic recession and its ongoing impact on the job market with no expected recovery in the short term. Now more than ever, it is important that we continue to closely monitor job and candidate activity across various industries to identify and predict marketplace fluctuations and opportunities occurring in the U.S. job market. Located below are just a few of our key findings as a result of our third quarter 2008 review:

Online Job Postings

- Healthcare & Medical, for the very first time since third quarter 2006, gained the #1 spot for online job postings with 12.92%, over Information Technology which was the previous leader for the past six consecutive quarters. This industry also exhibited the largest percentage gain over the past 12 months with 2.66%. Since the Healthcare & Medical industry is not as affected by the current housing, credit and financial crisis as some industries, it is no surprise that it has remained strong and continues to add jobs to address the growing needs of the aging population, support medical advancements and continued focus on nursing and preventive care. For employers looking to attract experienced workers in this field, they need to be creative with their benefit packages and be willing to offer flexible schedules, tuition reimbursement, etc.
- Two additional industries that experienced a significant increase in job postings were Legal Services (0.90%) and Clerical & Administrative (0.87%). In addition, these two industries exhibited the second and third largest percentage gain over the past 12 months.



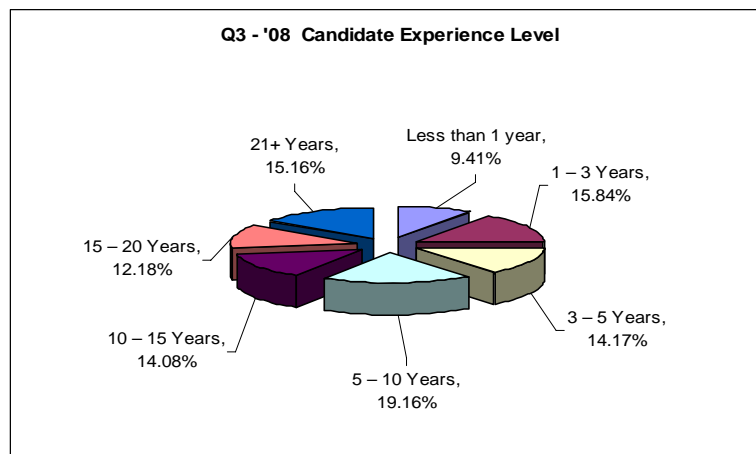
- From a state perspective, Nebraska ranked as the #4 state with the largest percentage of online job postings per capita with 3.06%. Nebraska also exhibited the largest percentage increase over the previous quarter with 0.48% and over the past 12 months, the state experienced the second largest percentage gain with 0.76%.
- Healthcare & Medical was noted as the top industry within seven metropolitan regions. The New York-Northern New Jersey-Long Island metro region was remained as the top region

for online job postings with 18.45%. In addition, this region was represented as the top metro region within 15 industries.

Online Resume Posting

- In third quarter 2008, the top two industries for online resume postings remained consistent from the previous quarter. Clerical & Administrative dominated with 33.82% and Customer Service remained strong with 11.94%. Healthcare & Medical jumped two spots to take the #3 position for the first time with 10.75%. Although candidate numbers are climbing in Healthcare & Medical, the number of jobs still outweighs candidates thereby signifying a "healthy" industry.
- Accounting & Finance and Manufacturing & Production both exhibited major decreases in resumes over the past quarter and year. Accounting & Finance had the largest percentage decrease over the previous quarter with -2.99% and the second largest decline over the past year with -2.69%. Manufacturing & Production had the third largest percentage decrease over the previous quarter with -1.70% and the largest percentage decrease over the past year with -2.91%. Information Technology held the second major decrease this quarter with -2.48%.
- On a state level, Florida exhibited a significant strength in online resume postings. Florida was ranked as the #2 state with the largest percentage of online resume postings per capita for the third quarter. In addition, the state had the largest percentage gain over the previous quarter with 1.55% and 1.91% over the past year. Florida has continuously grown in resume postings due to many candidates, especially retirees who are returning to the workforce, yet still relocating to the state for the warmer climate.
- For the first time, Atlanta jumped two positions to gain the #1 spot for online resume postings with 14.39%. Another significant change was in the Miami-Fort Lauderdale metro region which gained the #3 spot, up from the #7 spot last quarter. Within both of these metro regions, Clerical & Administrative was the top industry and Healthcare & Medical was the second top industry.

Our Network of Candidates



- We continue to show strength in the quality and freshness of our network candidates. Our statistics show that 60% of candidates have 5 or more years of experience and over 62% have been searching for a job within one month. Since competition is strong for the best positions, especially in such a tight labor market, candidates should focus on gaining more on-the-job experience and consider furthering their education in order to stay ahead and differentiate themselves from other candidates in their field.

- In reviewing the top three industries for online job postings, we noted that 49% of Healthcare & Medical, 63% of Information Technology, and almost 81% of Sales & Sales Management candidates had 5 or more years of experience. In addition, we expect the level of candidates with 21+ years of experience to gradually increase since more Americans are choosing to work past retirement as a result of their retirement funds being squeezed by a looming economy. According to the Bureau of Labor Statistics, over the next decade the number of workers 55 and older is expected to increase by more than five times the rate of the overall workforce.
- We also noted that over 43% of our network candidates are members of a minority group with African Americans representing the largest minority with 23.28%.
- The majority of executive level candidates held the job title of Director with 26.92%. The Western region continued to represent the majority of executive level candidates with 27.34% and the industry with the largest percentage of executive level candidates was once again Information Technology with 15.57%.

These statistics are just a small sample of online job and resume posting trends we have uncovered in third quarter 2008. 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!

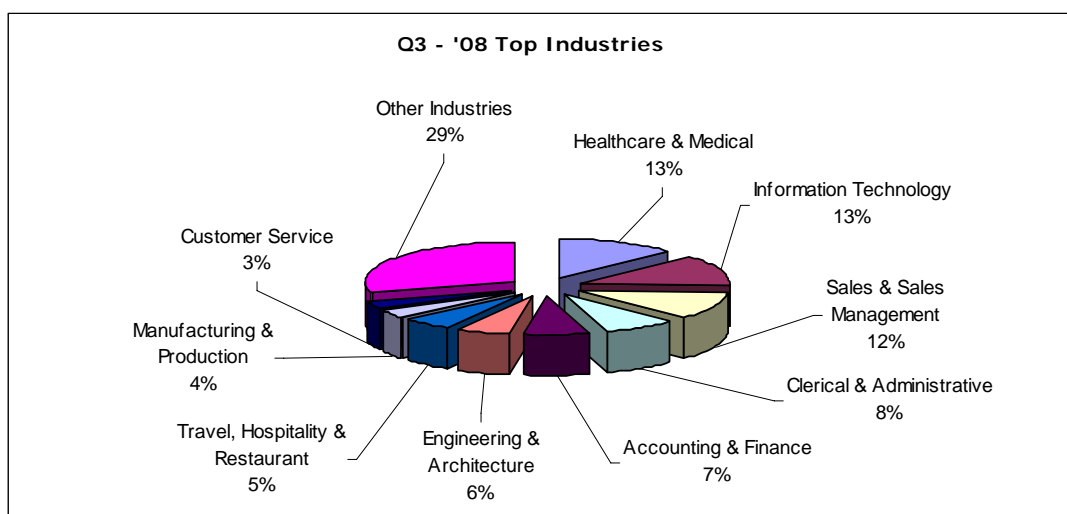
Job Posting Development and Trends:

Industry

For the first time, Healthcare & Medical gained the top spot for online job postings with 12.92% over Information Technology, which was the previous leader for the past six consecutive quarters. Information Technology dropped to the #2 spot with 12.90%, only 0.02% behind Healthcare & Medical. Sales & Sales Management remained in the #3 spot with 11.65%, while Clerical & Administrative jumped to the #4 spot with 7.92% over Accounting & Finance, now #5 with 7.07%.

Over the previous quarter, the industries with the largest percentage gain in online job postings included: Legal Services (0.90%), Clerical & Administrative (0.87%), and Customer Service (0.54%). On the other hand, the industries with the largest percentage decrease over the previous quarter included: Travel, Hospitality & Restaurant (-1.31%), Information Technology (-1.09%), and Sales & Sales Management (-0.97%).

In reviewing our network statistics, we assessed overall industry growth in online job postings over the past 12 months and the industries with the largest percentage increase included: Healthcare & Medical (2.66%), Clerical & Administrative (1.68%), and Legal Services (1.34%). The industries with the largest percentage decrease included: Management & Business (-4.99%), Travel, Hospitality & Restaurant (-1.64%), and Accounting & Finance (-1.51%).



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

State & Regional

On a state level, the states with the largest percentage of online job postings per capita in third quarter 2008 included: 1) The District of Columbia, 2) Connecticut, 3) Massachusetts, 4) Nebraska, a new entrant, and 5) Montana. In analyzing the top states with each industry channel, the District of Columbia remained strong in the #1 spot within 16 industries.

Over the previous quarter, the states with the largest percentage of job growth included: Nebraska (0.48%), Rhode Island (0.39%), and New Mexico (0.28%). The states with the largest percentage decrease in online jobs over the previous quarter included: Connecticut (-0.77%), California (-0.36%), and the District of Columbia (-0.36%). In looking at our 12 month view, West Virginia once again exhibited the largest percentage gain with 1.10%, followed by Nebraska (0.76%) and

Wyoming (0.62%). The District of Columbia experienced the largest percentage decrease for the second consecutive quarter with -2.55%, followed by Utah (-0.61%), and Maine (-0.48%).

In assessing our regional data, Sales & Sales Management was the top industry in the Southern and Western regions, while Healthcare & Medical ranked as the #2 industry. Information Technology ranked as the top industry in the Mid Atlantic region with Sales & Sales Management as the #2 industry. In the Mid Western region, Sales & Sales Management tied with Healthcare & Medical as the top industry and in the Northeastern region, Sales & Sales Management tied with Accounting & Finance and Information Technology as the top industry.

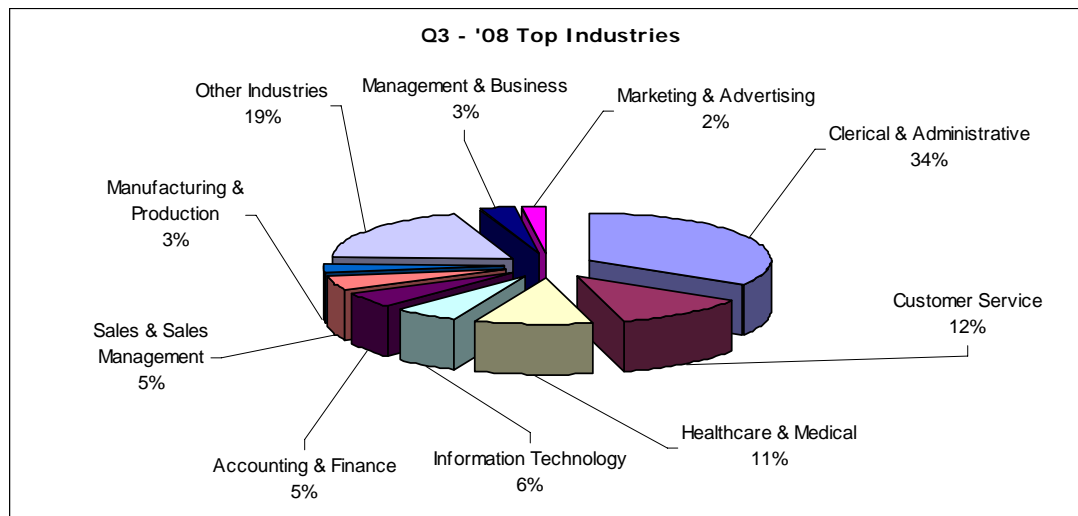
Resume Posting Development and Trends:

Industry

From an online resume posting perspective, Clerical & Administrative (33.82%) and Customer Service (11.94%) remained in the top two positions for online resume postings. However there was a change in the #3 spot. Healthcare & Medical jumped from the #5 position last quarter to take the #3 spot with 10.75%. With the remaining top 10 positions, the only change occurred in the #5 and #9 spots. Accounting and Finance dropped from the #3 spot to the #5 spot. Marketing & Advertising took the #9 spot, eliminating Engineering & Architecture from the top 10. Engineering & Architecture represented 3.82% of resume postings in second quarter 2008.

Over the previous quarter, the industries with the largest percentage of online resume growth included: Clerical & Administrative (11.74%), Healthcare & Medical (4.62%), and Customer Service (2.59%). On the other hand, the industries with the largest percentage decrease in candidate resumes over the previous quarter included: Accounting & Finance (-2.99%), Information Technology (-2.48%), and Manufacturing & Production (-1.70%).

We evaluated overall industry growth over the past 12 months and the industries with the largest percentage of candidate growth included: Clerical & Administrative (17.18%), Healthcare & Medical (2.44%), and Customer Service (1.74%). The industries with the largest percentage decrease over the past 12 months included: Manufacturing & Production (-2.91%), Accounting & Finance (-2.69%), and Sales & Sales Management (-2.41%).



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

State and Regional

On a state level, the states with the largest percentage of online resume postings per capita over third quarter 2008 were: 1) Georgia, 2) Florida, 3) Nevada, 4) North Carolina, a new entrant, and 5) Arizona. In reviewing the top states within each industry channel, Georgia gained the #1 position over Nevada, the previous leader, representing 7 industries. In comparing the percentage increase over the previous quarter, the states with the largest percentage increase included: Florida (1.55%), Georgia (1.30%) and North Carolina (1.21%). Over the previous quarter, the largest percentage decrease included: Colorado (-1.25%), California (-1.09%) and New Jersey (-0.78%).

Over the past 12 months, the states with the largest percentage increase in online resumes included: Florida (1.91%), North Carolina (1.32%) and South Carolina (0.84%). The states with the largest percentage decrease included: Colorado (-1.55%), Oregon (-1.12%), and Alabama (-0.88%).

Our regional view indicates that Clerical & Administrative continued as the top industry across all metro regions except for the Southern region where it tied with Customer Service as the top industry. Customer Service was the #2 industry in the Mid Atlantic, Mid Western, and Western regions. Healthcare & Medical ranked as the #2 industry in the Northeastern and Southern region.

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 2008:

Experience Level

In reviewing third quarter 2008 data, we noted that 60% of our network candidates have 5 or more years of experience. In comparing these numbers from the previous quarter, the largest percentage increase was noted in candidates with 1-3 years of experience (0.70%), while the largest percentage decrease was noted in candidates with less than one year of experience (-1.28%).

Length of Job Search

In assessing the length of candidate job search in the third quarter, the largest percentage continued to be noted in candidates who just started their job search with 37.33%. Over 62% of network candidates have been searching for a job within one month. In comparing candidates from the previous quarter, the largest percentage increase was noted in candidates who have been searching for a job within the past 2 months (0.91%), while the largest percentage decrease was noted by those who have been searching within the past 9 months (-1.01%).

Top 3 Industries for Online Job Postings

Healthcare & Medical, Information Technology, and Sales & Sales Management

In evaluating candidate experience levels for the top three industries for online job postings, 49% of candidates in Healthcare & Medical, 63% in Information Technology and almost 81% in Sales & Sales Management had 5 or more years of experience.

Top 3 Industries for Resume Postings

Clerical & Administrative, Customer Service, and Healthcare & Medical

In reviewing candidate experience level for the top three industries for online resume postings, we noted that 57% of Clerical & Administrative, 57% of Customer Service and 49% of Healthcare & Medical candidates had 5 or more years of experience.

Candidate Statistics

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

Gender

In evaluating the gender makeup of the Beyond.com Network, we noted that 57.93% of our network candidates were female and 42.07% were male, which signifies a 2.36% increase in the male candidate population over second quarter 2008.

Age

In reviewing the age composition of our candidates, the majority of candidates (43.67%) remain in the 21-30 year age bracket, an increase of 2.01% from second quarter 2008. The second largest percentage represented candidates in the 31-40 year age bracket (22.23%) and the third largest percentage (16.13%) in the 41-50 year age bracket.

Ethnicity

In assessing the ethnicity of our network candidates, the majority of candidates continue to be White (Non-Hispanic) with 56.53%, up 4.59% from second quarter 2008. The second largest percentage (23.28%) was represented by African American/Black candidates. Asian/Pacific Islander candidates (9.45%) and Hispanic candidates (9.91%) were once again very close in percentages.

Executive Breakdown

Gender

In reviewing our top-tier executive candidates, we noted that 81.36% of executive level candidates are male, up from 81.27% in second quarter 2008 with females representing 18.64% of the Beyond.com Network.

Top Job Titles for Executives

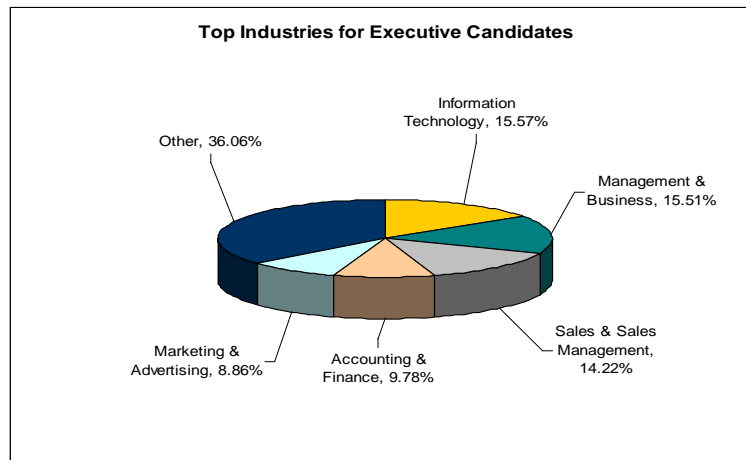
In evaluating the top job titles for executive candidates, the job title of Director exhibited the largest percentage with 26.92%. Both Vice President and Manager titles represented 25.62% of executive candidates. The lowest percentages were Chief Financial Officer (8.54%) and President (6.27%).

Geographic Breakdown

The Western region continued to represent the majority of executive level candidates with 27.34%. Close behind the West was the Southern region with 24.34%. Other regional percentages were: Mid Atlantic (18.36%), Midwest (17.63%), and the Northeast (12.33%).

Top Industries for Executive Candidates

Information Technology continued to be the top industry for executive candidates with 15.57%; however, Management & Business was very close behind with 15.51%. Other top industries for executives included: Sales & Sales Management (14.22%), Accounting & Finance (9.78%), and Marketing & Advertising (8.86%).



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 2008, the New York-Northern New Jersey-Long Island metropolitan area continued to hold the top spot for online job postings for the eighth consecutive quarter with 18.45%, which signifies an increase of 1.36% over the previous quarter. The second and third top regions also remained consistent; Los Angeles-Riverside-Orange County (12.51%) and San Francisco-Oakland-San Jose (11.33%).

In assessing the top industries by metropolitan region, Healthcare & Medical gained the #1 industry, over Information Technology, now the #2 industry. The New York-Northern New Jersey-Long Island region made a significant move this quarter in being the top region within 15 industries. The previous lead region, Los Angeles-Riverside-Orange County, only represented four industries this quarter, along with the San Francisco-Oakland-San Jose region.

In comparing the metropolitan regions over the past 12 months, the only positions that experienced a shift was in the #8, #9, #11, and #12 positions. The regions that experienced a jump were Atlanta (#9 to #8) and Miami-Fort Lauderdale (#12 to #11). The regions that exhibited a decrease in position were Boston-Worcester-Lawrence (#8 to #9) and Phoenix-Mesa (#11 to #12).

Top 15 Metropolitan Region Resume Posting Developments and Trends

In evaluating industry trends in third quarter 2008 for the top 15 metropolitan regions in the United States, there were some notable shifts this period. Atlanta gained the #1 spot with 14.39%, a jump of two spots from the previous quarter. In addition, New York-Northern New Jersey-Long Island declined to the #2 spot. The most significant change was the Miami-Fort Lauderdale region which gained the #3 spot, up from the #7 spot last quarter.

In reviewing the top industries by metropolitan region, Clerical & Administrative was the #1 industry for the fifth consecutive quarter, while Healthcare & Medical was the #2 industry. The New York-Northern New Jersey-Long Island region remained as the top metropolitan region within 17 industries.

In comparing the top metropolitan regions over the past 12 months, once again majority of the positions remained steady. The regions that experienced a shift included: Atlanta (#3 to #2), Los Angeles-Riverside-Orange County (#2 to #3), Miami-Fort Lauderdale (#7 to #6), and Philadelphia-Wilmington-Atlantic City (#6 to #7).

III. JOB POSTING Developments & Trends

A) Industry

Online Job Postings by Industry Channel

Industry	Q4 - '07	Q1 - '08	Q2 - '08	Q3 - '08
Accounting & Finance	8.57	8.02	7.11	7.07
Arts, Entertainment & Gaming	0.37	0.49	0.46	0.77
Clerical & Administrative	6.24	6.81	7.05	7.92
Construction & Extraction	1.88	1.97	2.37	2.60
Customer Service	2.93	2.95	2.93	3.46
Education, Training, & Library	1.78	1.46	1.74	1.95
Engineering & Architecture	5.26	5.67	5.46	5.81
Healthcare & Medical	10.26	12.12	12.65	12.92
Human Resources	0.99	1.00	1.01	1.13
Information Technology	13.03	14.08	13.99	12.90
Insurance	0.60	0.63	0.68	0.65
Legal Services	1.02	1.14	1.46	2.36
Management & Business	6.52	5.05	1.64	1.52
Manufacturing & Production	2.98	2.99	3.54	3.58
Marketing & Advertising	1.93	1.73	1.77	1.90
Media & Communication	0.33	0.51	0.50	0.45
Merchandising, Purchasing & Retail	0.07	0.08	0.20	0.21
Military & Government	0.43	0.55	0.59	0.55
Other	10.23	8.99	9.81	8.80
Public Relations	0.65	0.49	0.54	0.73
Public Utilities & Services	0.46	0.52	0.58	0.99
Real Estate & Building Maintenance	0.31	0.42	0.46	0.40
Research	0.01	0.01	0.05	0.07
Sales & Sales Management	12.30	12.66	12.62	11.65
Science & Biotech	1.35	1.42	1.52	1.37
Transportation & Logistics	2.56	2.34	2.67	2.94
Travel, Hospitality & Restaurant	6.93	5.92	6.60	5.29

Top 10 Industry Channels for Online Job Postings

Industry	Q3 - '08
Healthcare & Medical	12.92
Information Technology	12.90
Sales & Sales Management	11.65
Clerical & Administrative	7.92
Accounting & Finance	7.07
Engineering & Architecture	5.81
Travel, Hospitality & Restaurant	5.29
Manufacturing & Production	3.58
Customer Service	3.46
Other Industries	29.39

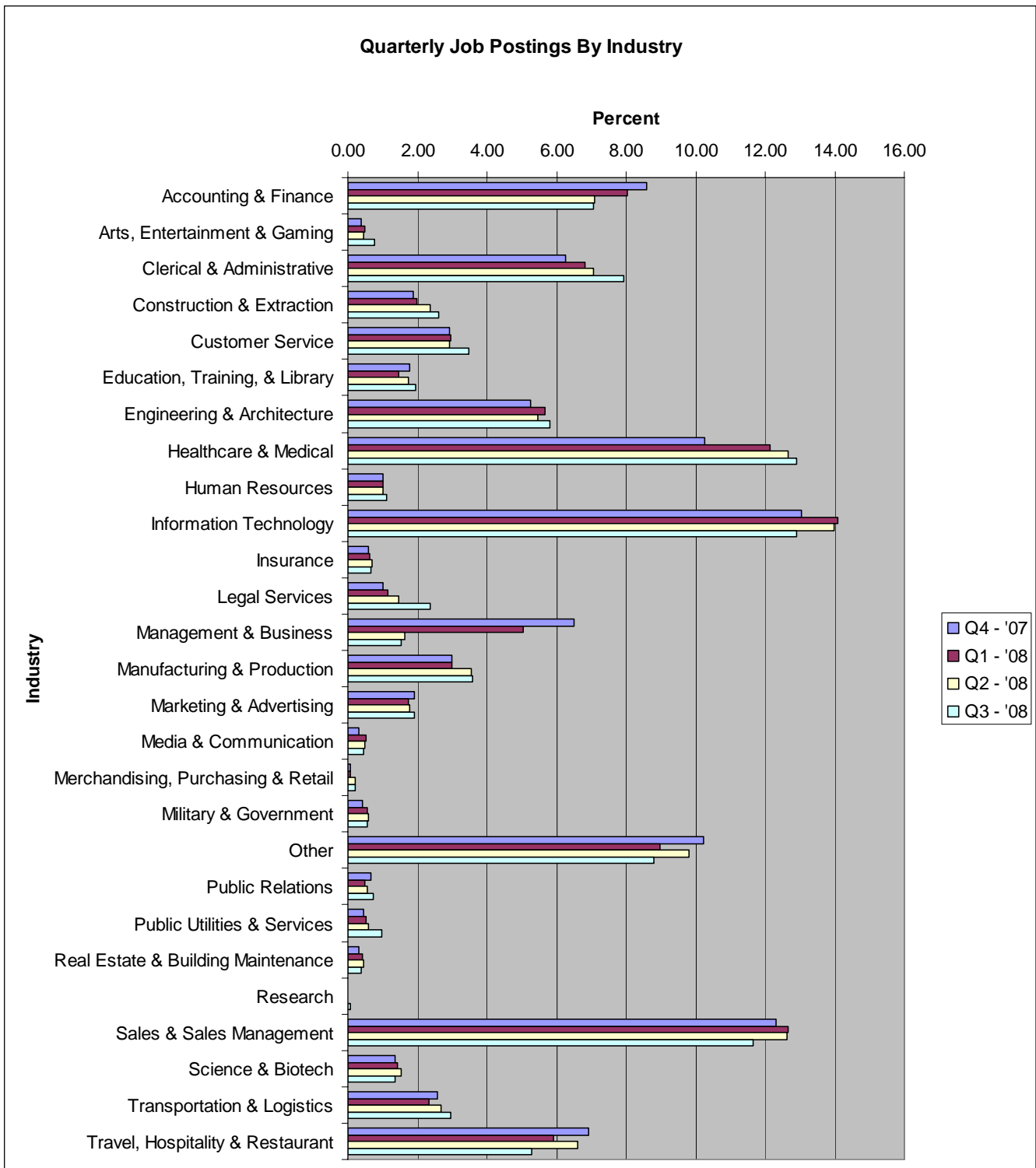


Figure 1: Job Postings by Industry (Q407-Q308)

B) State-by-State

Job Posting Trends by State

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

State	Q4 - '07	Q1 - '08	Q2 - '08	Q3 - '08
AK	1.86	1.52	1.89	2.04
AL	0.82	0.80	0.99	1.10
AR	0.57	0.70	0.80	0.85
AZ	2.01	1.90	1.74	1.70
CA	2.68	2.85	2.75	2.38
CO	3.05	3.30	3.06	2.72
CT	4.66	4.81	5.01	4.24
DC	10.39	10.18	8.20	7.84
DE	1.90	2.65	2.23	2.42
FL	1.83	1.76	1.68	1.69
GA	2.27	2.22	1.90	1.95
HI	0.70	0.61	0.78	0.63
IA	1.59	1.56	1.58	1.75
ID	0.68	0.77	0.85	0.92
IL	2.26	2.18	2.07	2.22
IN	1.04	1.00	1.01	1.01
KS	1.57	1.62	1.69	1.71
KY	0.60	0.78	0.85	1.00
LA	0.69	0.69	0.77	0.91
MA	3.27	3.81	3.80	3.51
MD	1.18	1.42	1.34	1.24
ME	1.44	0.93	1.06	0.96
MI	1.09	1.14	1.10	1.13
MN	1.61	1.67	1.44	1.37
MO	2.48	2.56	2.53	2.34
MS	0.60	0.45	0.48	0.52

State	Q4 - '07	Q1 - '08	Q2 - '08	Q3 - '08
MT	3.17	2.97	3.39	3.05
NC	1.66	1.73	1.54	1.68
ND	1.29	1.16	1.50	1.73
NE	2.30	2.36	2.58	3.06
NH	1.57	1.24	1.13	1.35
NJ	2.16	2.38	2.39	2.48
NM	1.21	0.81	0.74	1.02
NV	1.86	1.30	1.30	1.40
NY	1.86	2.10	2.14	2.33
OH	1.77	1.65	1.39	1.50
OK	1.50	1.26	0.95	1.10
OR	1.25	1.28	1.36	1.36
PA	2.45	2.52	2.72	2.67
RI	3.11	2.49	2.59	2.98
SC	0.90	1.04	1.04	0.88
SD	1.17	1.27	1.42	1.51
TN	1.68	1.60	1.66	1.79
TX	2.89	2.68	2.86	2.93
UT	3.13	2.48	2.88	2.52
VA	2.44	2.53	2.55	2.39
VT	1.54	1.64	1.56	1.57
WA	1.57	1.54	1.89	1.96
WI	1.81	1.99	1.95	2.05
WV	0.80	1.54	2.17	1.90
WY	2.04	2.58	2.70	2.66

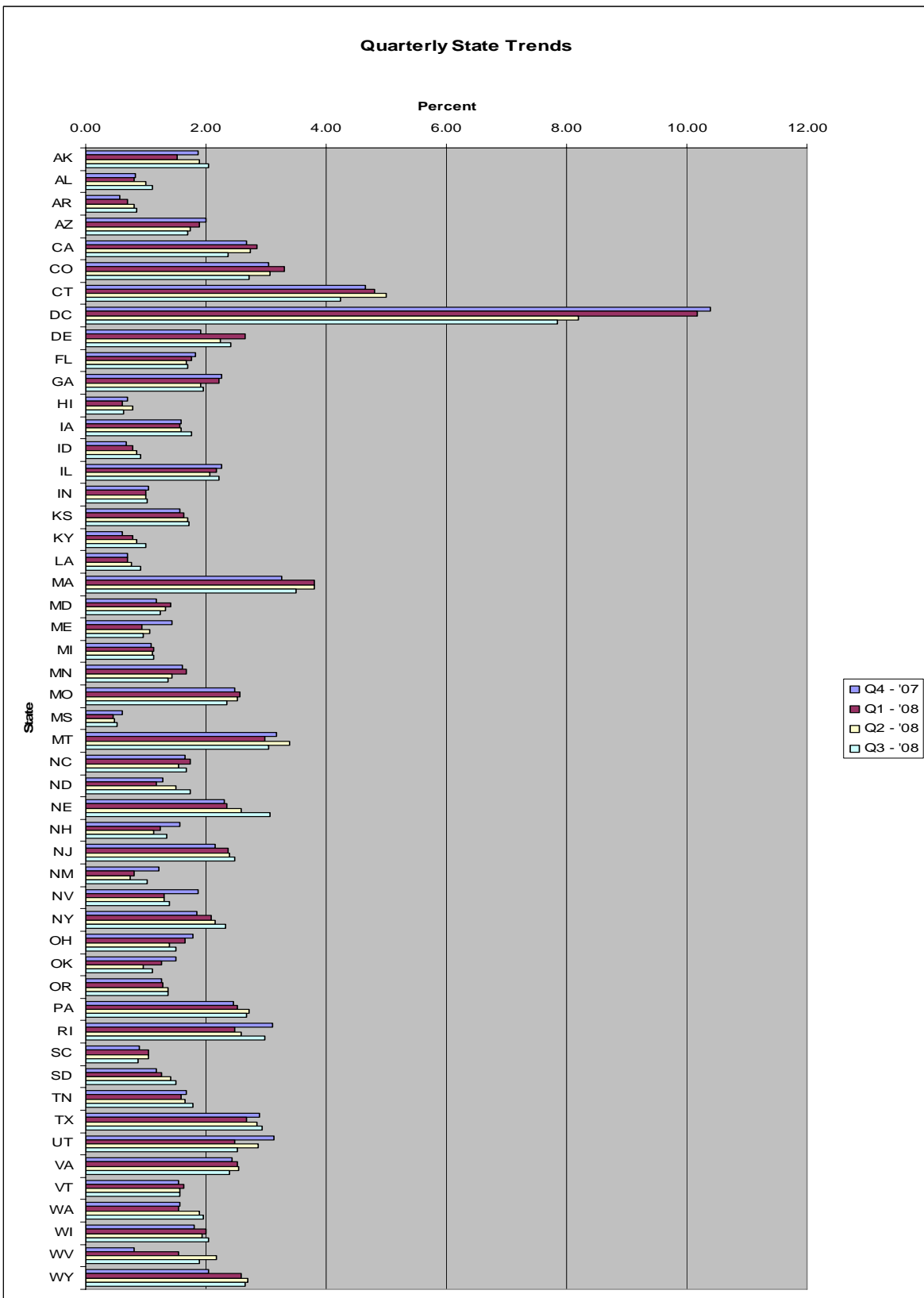


Figure 2-Quarterly State Trends-Job Postings (Q407-Q308)

C) Industry and State Comparisons

Job Posting-Top 3 States by Industry Channel

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

Job Posting-Top States and Industries by Region

State	Industry #1	Industry #2	Industry #3
MID ATLANTIC REGION			
DC	Information Technology	Legal Services	Travel, Hospitality & Restaurant
DE	Information Technology	Science & Biotech	Accounting & Finance
MD	Information Technology	Sales & Sales Management	Accounting & Finance
NJ	Information Technology	Accounting & Finance	Engineering & Architecture
PA	Healthcare & Medical	Clerical & Administrative	Sales & Sales Management
VA	Information Technology	Healthcare & Medical	Sales & Sales Management
WV	Healthcare & Medical	Sales & Sales Management	Clerical & Administrative
MID WESTERN REGION			
IA	Sales & Sales Management	Customer Service	Healthcare & Medical
IL	Sales & Sales Management	Clerical & Administrative	Healthcare & Medical
IN	Sales & Sales Management	Healthcare & Medical	Clerical & Administrative
KS	Clerical & Administrative	Sales & Sales Management	Healthcare & Medical
MI	Healthcare & Medical	Sales & Sales Management	Clerical & Administrative
MN	Sales & Sales Management	Information Technology	Healthcare & Medical
MO	Clerical & Administrative	Healthcare & Medical	Sales & Sales Management
ND	Healthcare & Medical	Sales & Sales Management	Transportation & Logistics
NE	Healthcare & Medical	Sales & Sales Management	Clerical & Administrative
OH	Healthcare & Medical	Information Technology	Sales & Sales Management
OK	Sales & Sales Management	Healthcare & Medical	Customer Service
SD	Sales & Sales Management	Travel, Hospitality & Restaurant	Healthcare & Medical
WI	Healthcare & Medical	Sales & Sales Management	Accounting & Finance
NORTHEASTERN REGION			
CT	Engineering & Architecture	Information Technology	Accounting & Finance
MA	Information Technology	Accounting & Finance	Healthcare & Medical
ME	Sales & Sales Management	Engineering & Architecture	Installation, Maintenance, & Repair
NH	Engineering & Architecture	Sales & Sales Management	Information Technology
NY	Information Technology	Accounting & Finance	Sales & Sales Management
RI	Healthcare & Medical	Education, Training, & Library	Accounting & Finance
VT	Healthcare & Medical	Sales & Sales Management	Travel, Hospitality & Restaurant
SOUTHERN REGION			
AL	Sales & Sales Management	Healthcare & Medical	Engineering & Architecture
AR	Sales & Sales Management	Clerical & Administrative	Healthcare & Medical
FL	Healthcare & Medical	Sales & Sales Management	Clerical & Administrative
GA	Healthcare & Medical	Sales & Sales Management	Clerical & Administrative
KY	Healthcare & Medical	Sales & Sales Management	Travel, Hospitality & Restaurant
LA	Sales & Sales Management	Healthcare & Medical	Clerical & Administrative
MS	Sales & Sales Management	Clerical & Administrative	Travel, Hospitality & Restaurant
NC	Healthcare & Medical	Sales & Sales Management	Information Technology
SC	Healthcare & Medical	Sales & Sales Management	Travel, Hospitality & Restaurant
TN	Healthcare & Medical	Sales & Sales Management	Clerical & Administrative
TX	Healthcare & Medical	Sales & Sales Management	Clerical & Administrative

State	Industry #1	Industry #2	Industry #3
WESTERN REGION			
AK	Healthcare & Medical	Sales & Sales Management	Clerical & Administrative
AZ	Healthcare & Medical	Sales & Sales Management	Information Technology
CA	Information Technology	Healthcare & Medical	Sales & Sales Management
CO	Healthcare & Medical	Sales & Sales Management	Information Technology
HI	Sales & Sales Management	Clerical & Administrative	Information Technology
ID	Sales & Sales Management	Healthcare & Medical	Clerical & Administrative
MT	Healthcare & Medical	Travel, Hospitality & Restaurant	Sales & Sales Management
NM	Sales & Sales Management	Healthcare & Medical	Engineering & Architecture
NV	Healthcare & Medical	Sales & Sales Management	Clerical & Administrative
OR	Healthcare & Medical	Sales & Sales Management	Information Technology
UT	Healthcare & Medical	Sales & Sales Management	Construction & Extraction
WA	Information Technology	Healthcare & Medical	Sales & Sales Management
WY	Sales & Sales Management	Healthcare & Medical	Travel, Hospitality & Restaurant

Job Posting-Top Industries by Region (Cont.)

IV. RESUME POSTING Developments & Trends

A) Industry

Online Resume Postings by Industry Channel

Industry	Q4 - '07	Q1 - '08	Q2 - '08	Q3 - '08
Accounting & Finance	8.06	7.87	8.36	5.37
Arts, Entertainment & Gaming	1.19	1.13	1.07	0.69
Clerical & Administrative	16.64	21.46	22.07	33.82
Construction & Extraction	1.65	1.74	1.57	1.05
Customer Service	10.20	9.49	9.36	11.94
Education, Training, & Library	1.74	1.42	1.49	0.99
Engineering & Architecture	3.88	4.02	3.82	2.18
Healthcare & Medical	8.31	6.65	6.13	10.75
Human Resources	2.84	3.47	3.18	2.25
Information Technology	6.41	6.62	8.15	5.68
Insurance	1.12	1.06	1.33	0.50
Legal Services	1.19	1.30	1.44	1.48
Management & Business	4.78	4.71	4.21	2.98
Manufacturing & Production	6.28	5.39	5.07	3.37
Marketing & Advertising	3.34	3.28	3.15	2.35
Media & Communication	1.15	1.11	1.68	1.01
Merchandising, Purchasing & Retail	0.96	0.93	0.76	0.62
Military & Government	0.86	0.64	0.59	0.43
Other	4.89	4.37	4.33	3.08
Personal & Home Services	0.28	0.20	0.18	0.12
Public Relations	0.60	0.64	0.66	0.43
Public Utilities & Services	0.29	0.24	0.24	0.21
Real Estate & Building Maintenance	0.91	0.84	0.70	0.46
Research	0.52	0.48	0.47	0.29
Sales & Sales Management	7.15	6.81	5.85	4.74
Science & Biotech	1.09	0.90	0.93	0.62
Transportation & Logistics	1.65	1.54	1.58	1.15
Travel, Hospitality & Restaurant	2.05	1.70	1.62	1.44

Top 10 Industry Channels for Online Resume Postings

Industry	Q3 - '08
Clerical & Administrative	33.82
Customer Service	11.94
Healthcare & Medical	10.75
Information Technology	5.68
Accounting & Finance	5.37
Sales & Sales Management	4.74
Manufacturing & Production	3.37
Management & Business	2.98
Marketing & Advertising	2.35
Other Industries	26.97

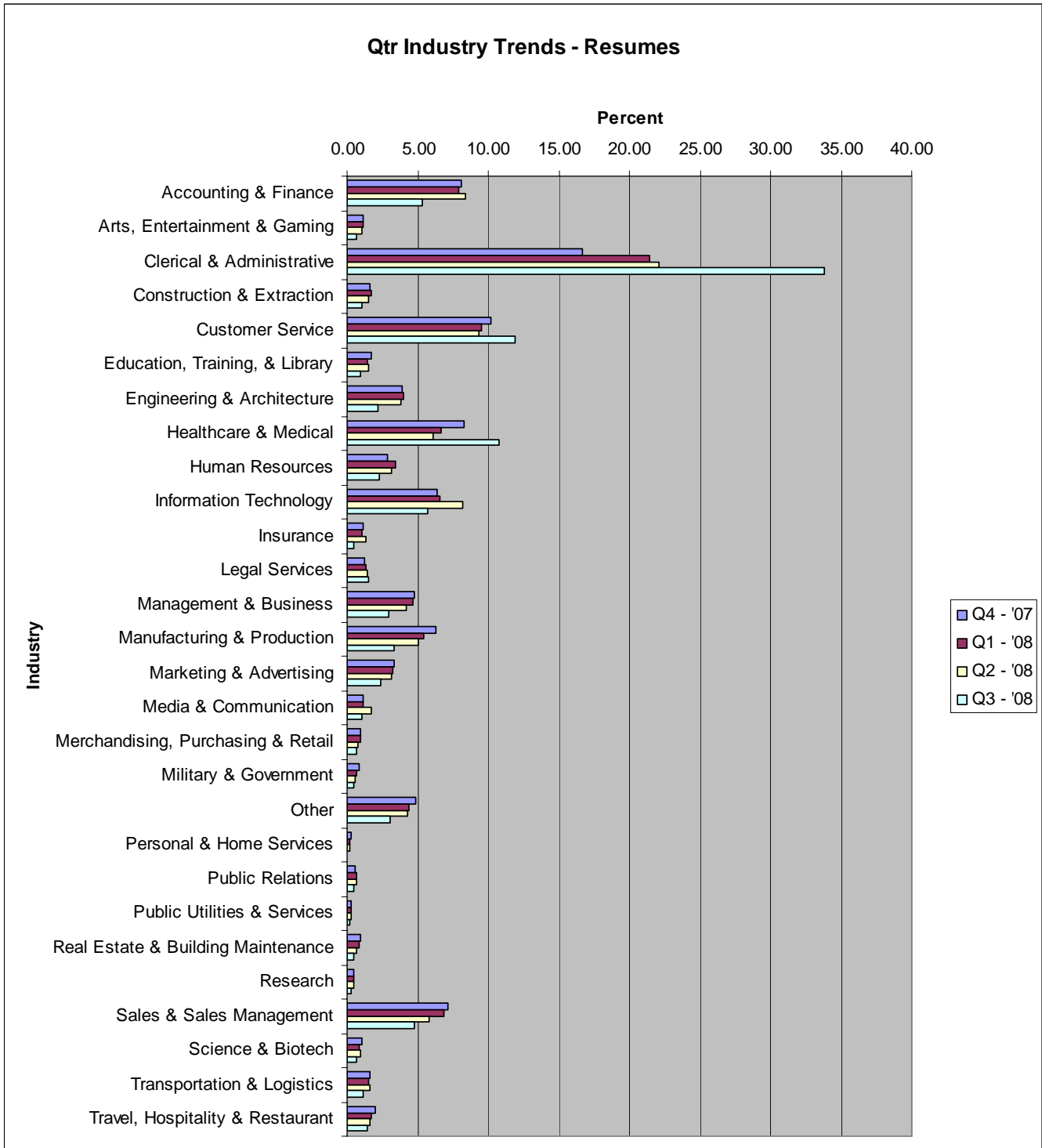


Figure 3-Resume Postings by Industry (Q407-Q308)

B) State-by-State

Resume Posting Trends by State

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

State	Q4 - '07	Q1 - '08	Q2 - '08	Q3 - '08
AK	1.58	1.43	0.93	1.17
AL	2.35	1.79	1.55	1.47
AR	1.04	0.96	1.08	1.11
AZ	3.57	3.52	3.46	4.15
CA	2.43	2.66	2.83	1.75
CO	4.17	4.62	3.86	2.62
CT	2.23	2.29	2.28	1.92
DC	3.45	2.53	2.95	2.98
DE	2.93	2.85	2.90	2.25
FL	3.56	3.87	3.92	5.47
GA	4.81	4.31	4.33	5.62
HI	1.07	1.05	0.84	1.10
IA	1.13	1.02	0.99	0.69
ID	1.66	2.12	1.67	1.83
IL	2.36	1.94	2.08	2.52
IN	1.86	1.97	1.86	2.08
KS	1.40	1.58	1.53	1.38
KY	1.31	1.50	1.31	1.72
LA	1.24	1.43	1.45	1.35
MA	1.36	1.45	1.59	1.07
MD	2.58	2.75	2.83	2.56
ME	0.69	0.85	0.73	0.75
MI	2.08	2.17	2.48	2.60
MN	2.23	2.32	2.11	1.57
MO	1.95	1.89	2.09	2.52
MS	1.09	1.11	1.26	1.03

State	Q4 - '07	Q1 - '08	Q2 - '08	Q3 - '08
MT	0.52	0.42	0.52	0.38
NC	2.87	3.01	2.98	4.19
ND	0.47	0.67	0.53	0.45
NE	1.06	0.94	0.96	0.91
NH	1.99	1.76	1.76	1.92
NJ	2.59	2.85	2.98	2.20
NM	1.02	0.97	0.87	1.13
NV	5.35	5.49	5.14	4.65
NY	1.97	2.03	2.34	2.14
OH	1.56	1.68	1.82	1.89
OK	1.02	1.10	0.98	1.22
OR	2.00	1.22	1.13	0.89
PA	3.20	2.66	2.60	2.61
RI	2.40	2.57	3.11	3.21
SC	2.21	2.56	2.37	3.05
SD	0.50	0.49	0.49	0.41
TN	1.87	2.10	2.36	2.55
TX	2.56	2.72	2.93	3.18
UT	2.10	2.13	2.40	2.09
VA	1.95	2.13	2.11	2.17
VT	0.55	0.76	0.79	0.54
WA	1.54	1.36	1.37	1.03
WI	1.21	1.12	1.24	1.03
WV	0.67	0.67	0.69	0.48
WY	0.70	0.64	0.63	0.38

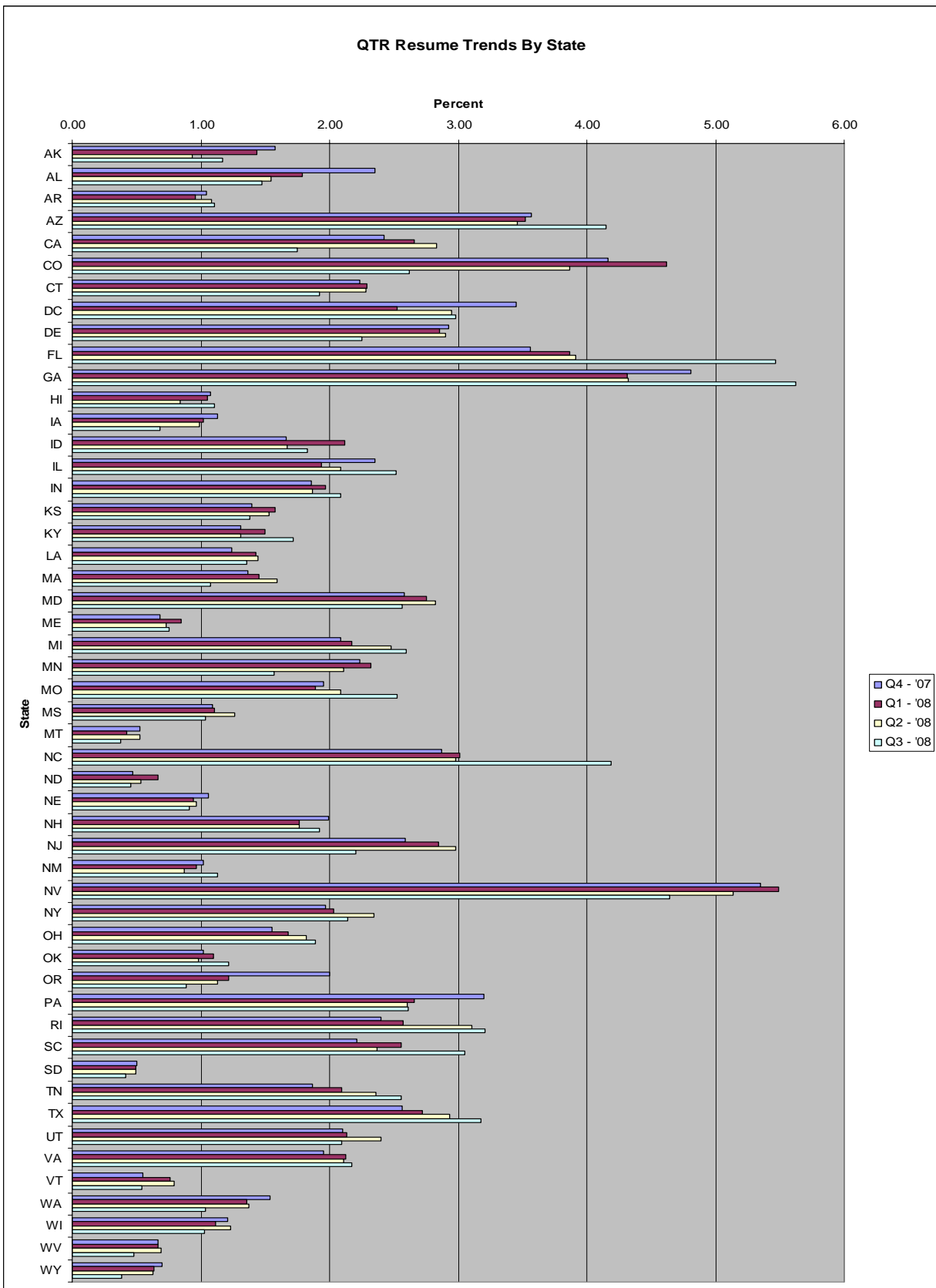


Figure 4-Quarterly State Trends-Resume Posting (Q407-Q308)

B) Industry and State Comparisons

Resume Posting- Top 3 States by Industry Channel

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

Resume Posting- Top States and Industries by Region

State	Industry #1	Industry #2	Industry #3
MID ATLANTIC REGION			
DC	Clerical & Administrative	Customer Service	Accounting & Finance
DE	Clerical & Administrative	Customer Service	Healthcare & Medical
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	Information Technology
WV	Clerical & Administrative	Sales & Sales Management	Healthcare & Medical
MID WESTERN REGION			
IA	Clerical & Administrative	Information Technology	Customer Service
IL	Clerical & Administrative	Healthcare & Medical	Customer Service
IN	Clerical & Administrative	Customer Service	Manufacturing & Production
KS	Clerical & Administrative	Customer Service	Accounting & Finance
MI	Clerical & Administrative	Healthcare & Medical	Customer Service
MN	Clerical & Administrative	Customer Service	Healthcare & Medical
MO	Clerical & Administrative	Customer Service	Healthcare & Medical
ND	Clerical & Administrative	Healthcare & Medical	Information Technology
NE	Clerical & Administrative	Sales & Sales Management	Customer Service
OH	Clerical & Administrative	Customer Service	Healthcare & Medical
OK	Clerical & Administrative	Customer Service	Information Technology
SD	Clerical & Administrative	Healthcare & Medical	Accounting & Finance
WI	Clerical & Administrative	Customer Service	Healthcare & Medical
NORTHEASTERN REGION			
CT	Clerical & Administrative	Healthcare & Medical	Customer Service
MA	Clerical & Administrative	Information Technology	Healthcare & Medical
ME	Clerical & Administrative	Customer Service	Sales & Sales Management
NH	Clerical & Administrative	Customer Service	Healthcare & Medical
NY	Clerical & Administrative	Healthcare & Medical	Customer Service
RI	Clerical & Administrative	Customer Service	Healthcare & Medical
VT	Clerical & Administrative	Sales & Sales Management	Healthcare & Medical
SOUTHERN REGION			
AL	Clerical & Administrative	Customer Service	Healthcare & Medical
AR	Clerical & Administrative	Customer Service	Healthcare & Medical
FL	Clerical & Administrative	Customer Service	Healthcare & Medical
GA	Clerical & Administrative	Healthcare & Medical	Customer Service
KY	Clerical & Administrative	Customer Service	Healthcare & Medical
LA	Clerical & Administrative	Customer Service	Sales & Sales Management
MS	Clerical & Administrative	Customer Service	Healthcare & Medical
NC	Clerical & Administrative	Customer Service	Healthcare & Medical
SC	Clerical & Administrative	Customer Service	Healthcare & Medical
TN	Clerical & Administrative	Customer Service	Healthcare & Medical
TX	Clerical & Administrative	Customer Service	Healthcare & Medical

State	Industry #1	Industry #2	Industry #3
WESTERN REGION			
AK	Clerical & Administrative	Other	Customer Service
AZ	Clerical & Administrative	Customer Service	Healthcare & Medical
CA	Clerical & Administrative	Customer Service	Healthcare & Medical
CO	Clerical & Administrative	Customer Service	Healthcare & Medical
HI	Clerical & Administrative	Customer Service	Healthcare & Medical
ID	Clerical & Administrative	Customer Service	Healthcare & Medical
MT	Clerical & Administrative	Management & Business	Other
NM	Clerical & Administrative	Information Technology	Customer Service
NV	Clerical & Administrative	Customer Service	Healthcare & Medical
OR	Clerical & Administrative	Customer Service	Healthcare & Medical
UT	Clerical & Administrative	Customer Service	Accounting & Finance
WA	Clerical & Administrative	Information Technology	Customer Service
WY	Clerical & Administrative	Manufacturing & Production	Healthcare & Medical

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

V. Candidate Developments and Trends

A) Experience Level

Experience Level	Q2 - '08	Q3 - '08
Less than 1 year	10.69%	9.41%
1 – 3 Years	15.13%	15.84%
3 – 5 Years	14.16%	14.17%
5 – 10 Years	18.55%	19.16%
10 – 15 Years	13.45%	14.08%
15 – 20 Years	11.84%	12.18%
21+ Years	16.17%	15.16%

B) Length of Job Search

Length of Job Search	Q2 - '08	Q3 - '08
Just Started	36.53%	37.33%
2 Weeks	12.75%	13.12%
4 Weeks	12.61%	11.69%
6 Weeks	7.06%	6.34%
2 Months	7.40%	8.31%
3 Months	7.94%	8.26%
6 Months	5.97%	6.13%
9 Months	2.86%	1.85%
12 Months	0.96%	0.99%
Over 1 Year	5.93%	5.98%

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

Experience Level	Healthcare & Medical	Information Technology	Sales & Sales Management
Less than 1 year	17.76%	10.96%	3.46%
1 – 3 Years	19.77%	14.45%	6.80%
3 – 5 Years	13.44%	11.41%	8.80%
5 – 10 Years	17.83%	21.29%	17.75%
10 – 15 Years	12.11%	15.67%	19.04%
15 – 20 Years	9.22%	11.89%	20.11%
21+ Years	9.88%	14.31%	24.04%

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

Experience Level	Clerical & Administrative	Customer Service	Healthcare & Medical
Less than 1 year	5.75%	5.29%	17.76%
1 – 3 Years	18.00%	17.24%	19.77%
3 – 5 Years	19.23%	19.76%	13.44%
5 – 10 Years	22.73%	24.60%	17.83%
10 – 15 Years	13.49%	14.45%	12.11%
15 – 20 Years	10.20%	9.24%	9.22%
21+ Years	10.61%	9.43%	9.88%

VI. Candidate Statistics

DIVERSITY

Gender Breakdown

Gender	Q3 - '08
Female	57.93%
Male	42.07%

Age Breakdown

Age	Q3 - '08
18-20	8.13%
21-30	43.67%
31-40	22.23%
41-50	16.13%
51-60	8.33%
61 and over	1.51%

Ethnicity Breakdown

Ethnicity	Q3 - '08
White (Non-Hispanic Origin)	56.53%
African American/Black	23.28%
Asian/Pacific Islander	9.45%
Hispanic	9.91%
American Indian/Alaskan Native	0.83%

EXECUTIVE

Gender Breakdown

Gender	Q3 - '08
Female	18.64%
Male	81.36%

Top Titles for Executive Candidates

Title	Q3 - '08
Vice President	25.62%
Director	26.92%
Manager	25.62%
Chief Financial Officer	8.54%
President	6.27%

Geographic Distribution

Location	Q3 - '08
Mid Atlantic	18.36%
Mid West	17.63%
North East	12.33%
South	24.34%
West	27.34%

VII. METROPOLITAN 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	18.45
Los Angeles-Riverside-Orange County	12.51
San Francisco-Oakland-San Jose	11.33
Chicago-Gary-Kenosha	7.42
Dallas-Fort Worth	7.41
Houston-Galveston-Brazoria	6.67
Atlanta	5.78
Philadelphia-Wilmington-Atlantic City	5.70
Boston-Worcester-Lawrence	5.54
Washington-Baltimore	4.16
Miami-Fort Lauderdale	3.96
Seattle-Tacoma-Bremerton	3.63
Phoenix-Mesa	3.06
Detroit-Ann Arbor-Flint	2.49
Minneapolis-St. Paul	1.89

B) Top Metropolitan Regions for Jobs over the past 12 months (10/01/2007 – 10/01/2008)

Metro Region	% of Jobs Across Regions
New York-Northern New Jersey-Long Island	16.66
Los Angeles-Riverside-Orange County	13.95
San Francisco-Oakland-San Jose	12.71
Chicago-Gary-Kenosha	7.31
Dallas-Fort Worth	6.98
Houston-Galveston-Brazoria	6.35
Philadelphia-Wilmington-Atlantic City	5.85
Atlanta	5.71
Boston-Worcester-Lawrence	5.70
Washington-Baltimore	4.08
Miami-Fort Lauderdale	3.67
Phoenix-Mesa	3.29
Seattle-Tacoma-Bremerton	3.18
Detroit-Ann Arbor-Flint	2.60
Minneapolis-St. Paul	1.96

C) Top Industries by Metropolitan Region

Metro Region Q3 - '08	Industry #1	Industry #2	Industry #3
Atlanta	Healthcare & Medical	Sales & Sales Management	Information Technology
Boston-Worcester-Lawrence	Healthcare & Medical	Sales & Sales Management	Information Technology
Chicago-Gary-Kenosha	Healthcare & Medical	Other	Sales & Sales Management
Dallas-Fort Worth	Healthcare & Medical	Sales & Sales Management	Engineering & Architecture
Detroit-Ann Arbor-Flint	Healthcare & Medical	Sales & Sales Management	Clerical & Administrative
Houston-Galveston-Brazoria	Healthcare & Medical	Other	Clerical & Administrative
Los Angeles-Riverside-Orange County	Healthcare & Medical	Sales & Sales Management	Information Technology
Miami-Fort Lauderdale	Information Technology	Healthcare & Medical	Clerical & Administrative
Minneapolis-St. Paul	Information Technology	Accounting & Finance	Sales & Sales Management
New York-Northern New Jersey-Long Island	Information Technology	Sales & Sales Management	Accounting & Finance
Philadelphia-Wilmington-Atlantic City	Information Technology	Sales & Sales Management	Healthcare & Medical
Phoenix-Mesa	Information Technology	Sales & Sales Management	Accounting & Finance
San Francisco-Oakland-San Jose	Other	Accounting & Finance	Healthcare & Medical
Seattle-Tacoma-Bremerton	Sales & Sales Management	Clerical & Administrative	Information Technology
Washington-Baltimore	Sales & Sales Management	Healthcare & Medical	Information Technology

D) Top Two Metropolitan Regions by Industry

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

VIII. METROPOLITIAN Regional Resume Data

A) Top Metropolitan Regions for Resumes for Third Quarter

Metro Region	% of Resumes Across Regions
Atlanta	14.39
New York-Northern New Jersey-Long Island	12.63
Miami-Fort Lauderdale	8.92
Los Angeles-Riverside-Orange County	8.48
Dallas-Fort Worth	8.41
Chicago-Gary-Kenosha	8.30
Houston-Galveston-Brazoria	6.80
Phoenix-Mesa	6.42
Philadelphia-Wilmington-Atlantic City	6.34
Detroit-Ann Arbor-Flint	5.81
Boston-Worcester-Lawrence	4.32
Washington-Baltimore	3.48
San Francisco-Oakland-San Jose	2.46
Minneapolis-St. Paul	2.06
Seattle-Tacoma-Bremerton	1.16

B) Top Metropolitan Regions for Resumes over the past 12 months (10/01/2007 – 10/01/2008)

Metro Region	% of Resumes Across Regions
New York-Northern New Jersey-Long Island	13.68
Atlanta	12.02
Los Angeles-Riverside-Orange County	11.95
Dallas-Fort Worth	7.85
Chicago-Gary-Kenosha	7.36
Miami-Fort Lauderdale	7.05
Philadelphia-Wilmington-Atlantic City	6.81
Houston-Galveston-Brazoria	6.00
Phoenix-Mesa	5.72
Detroit-Ann Arbor-Flint	5.19
San Francisco-Oakland-San Jose	4.11
Boston-Worcester-Lawrence	4.07
Washington-Baltimore	3.79
Minneapolis-St. Paul	2.88
Seattle-Tacoma-Bremerton	1.55

C) Top Industries by Metropolitan Region

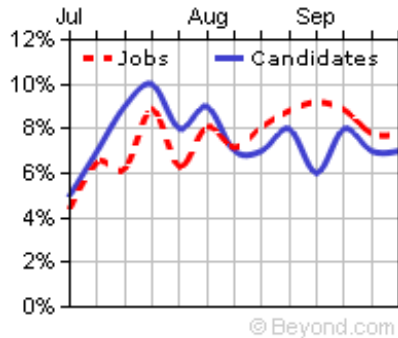
Metro Region Q3 - '08	Industry #1	Industry #2	Industry #3
Atlanta	Clerical & Administrative	Healthcare & Medical	Customer Service
Boston-Worcester-Lawrence	Clerical & Administrative	Healthcare & Medical	Customer Service
Chicago-Gary-Kenosha	Clerical & Administrative	Healthcare & Medical	Customer Service
Dallas-Fort Worth	Clerical & Administrative	Customer Service	Healthcare & Medical
Detroit-Ann Arbor-Flint	Clerical & Administrative	Healthcare & Medical	Customer Service
Houston-Galveston-Brazoria	Clerical & Administrative	Healthcare & Medical	Customer Service
Los Angeles-Riverside-Orange County	Clerical & Administrative	Healthcare & Medical	Customer Service
Miami-Fort Lauderdale	Clerical & Administrative	Healthcare & Medical	Customer Service
Minneapolis-St. Paul	Clerical & Administrative	Customer Service	Healthcare & Medical
New York-Northern New Jersey-Long Island	Clerical & Administrative	Healthcare & Medical	Customer Service
Philadelphia-Wilmington-Atlantic City	Clerical & Administrative	Healthcare & Medical	Customer Service
Phoenix-Mesa	Clerical & Administrative	Customer Service	Healthcare & Medical
San Francisco-Oakland-San Jose	Clerical & Administrative	Information Technology	Accounting & Finance
Seattle-Tacoma-Bremerton	Clerical & Administrative	Customer Service	Healthcare & Medical
Washington-Baltimore	Information Technology	Clerical & Administrative	Sales & Sales Management

D) Top Two Metropolitan Regions by Industry

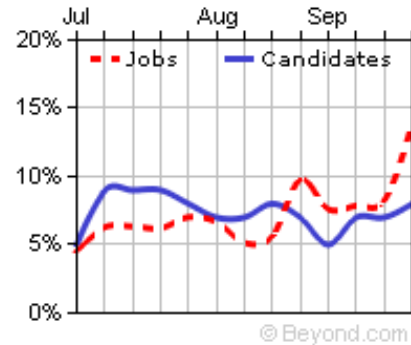
Industry	Metro Region #1	Metro Region #2
Accounting & Finance	New York-Northern New Jersey-Long Island	Atlanta
Arts, Entertainment & Gaming	New York-Northern New Jersey-Long Island	Los Angeles-Riverside-Orange County
Clerical & Administrative	Atlanta	New York-Northern New Jersey-Long Island
Construction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

IX. Candidate and Job Trends by Industry Channel (Percentage of Network: July 2008 – September 2008)

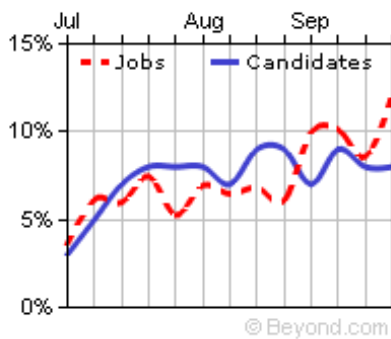
Accounting & Finance



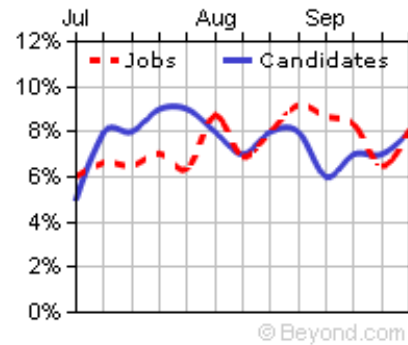
Arts, Entertainment & Gaming



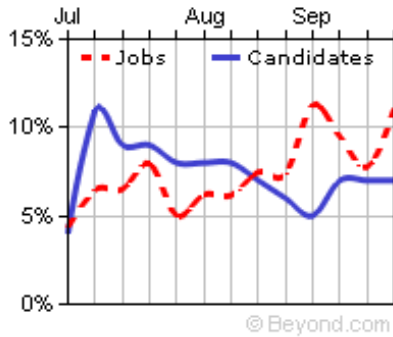
Clerical & Administrative



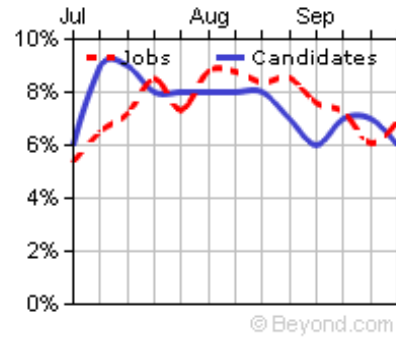
Construction & Extraction



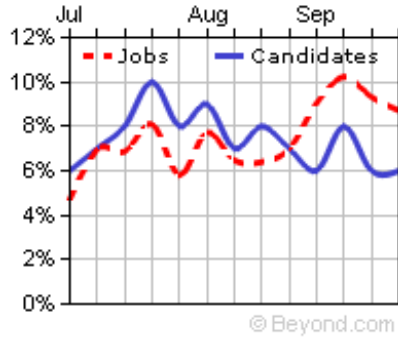
Customer Service



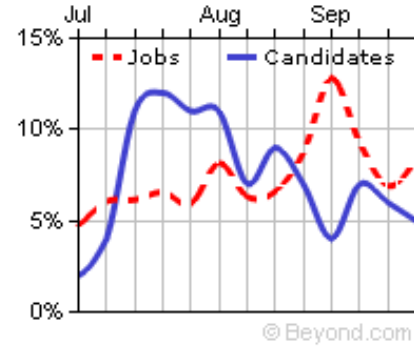
Education, Training & Library



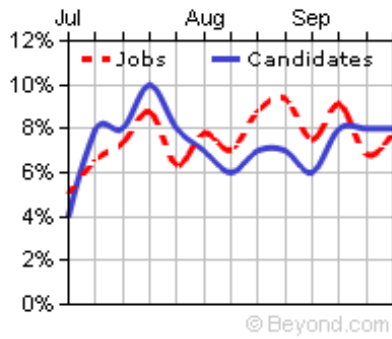
Engineering & Architecture



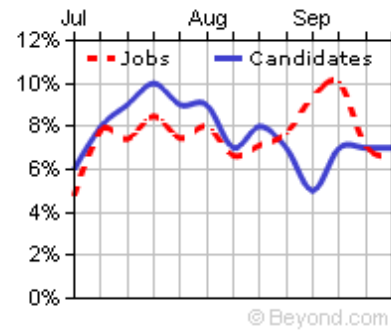
Healthcare & Medical



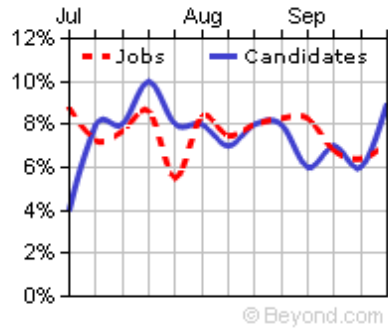
Human Resources



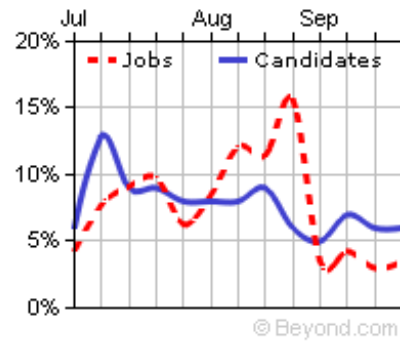
Information Technology



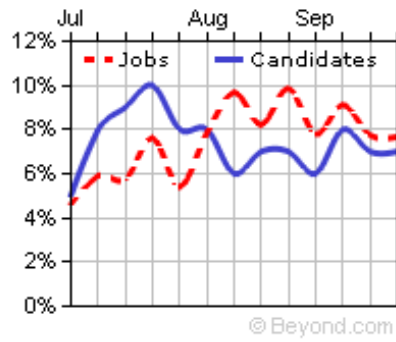
Insurance



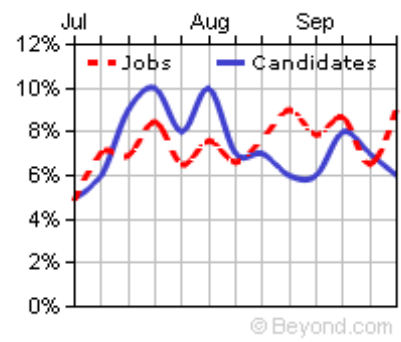
Legal Services



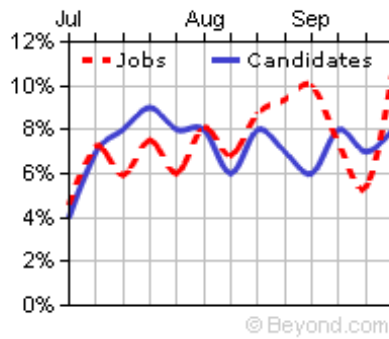
Management & Business



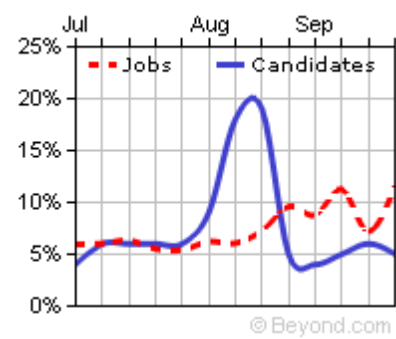
Manufacturing & Production



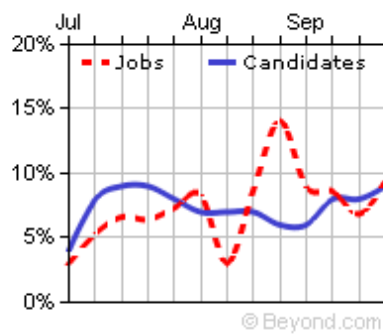
Marketing & Advertising



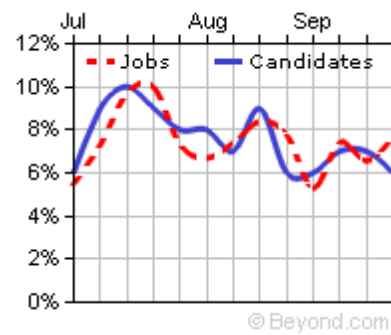
Media & Communication



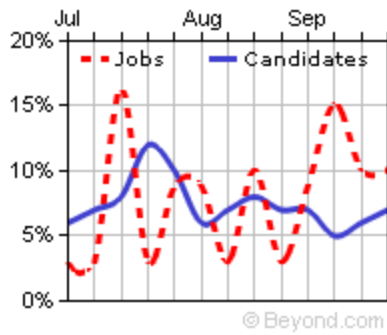
Merchandising, Purchasing & Retail



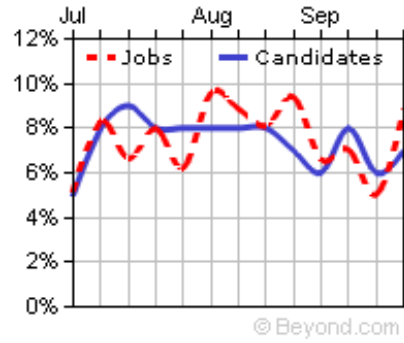
Military & Government



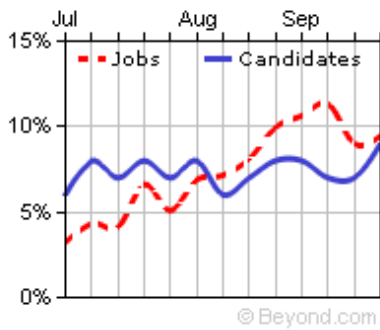
Personal & Home Services



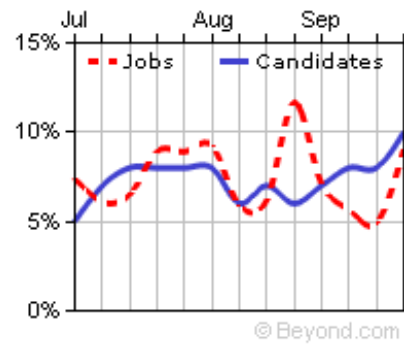
Public Relations



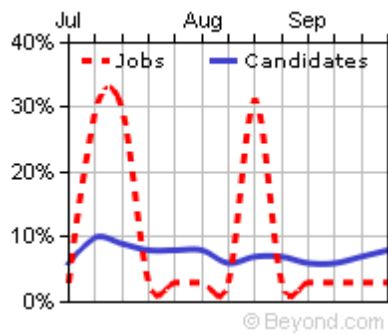
Public Utilities & Services



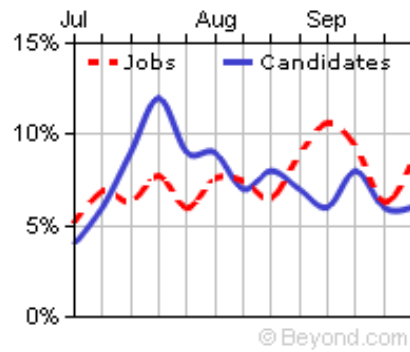
Real Estate & Building Maint.



Research



Sales & Sales Management



X. About This Report

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 2008 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 2008 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.