



## **Beyond.com, Inc.**

The World's Largest Network of Niche Career Communities

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R E P O R T  
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Beyond.com, Inc.  
1060 First Avenue, Suite 100  
King of Prussia, PA 19406  
Main: 610-878-2800  
[www.Beyond.com](http://www.Beyond.com)

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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) partner 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).

### Media Inquiries:

Tara Berger  
Marketing and Communications  
Beyond.com, Inc.  
610-878-2800  
[TaraB@Beyond.com](mailto:TaraB@Beyond.com)

### Request for Information:

[Info@Beyond.com](mailto:Info@Beyond.com) or 1-866-694-5627

## II. Quarterly Online Career Trend Report

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

Dear Reader:

Beyond.com is pleased to present our Career Trend Analysis Report for fourth quarter 2008, 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. 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.

The year 2008 will be one for the record books. According to the U.S. Labor Department, by the end of 2008, a weakened economy caused the unemployment rate to rise to 7.2% (its highest rate since January 1993) and 1.9 million jobs were lost in the year's final four months; signifying the worst year for jobs since 1945 and impacting both employers and job seekers across the nation. As a result, employers were tasked with keeping an even closer eye on their business which often involved reducing their workforce and/or instituting a hiring freeze in an effort to reduce year end expenses and improve bottom line numbers. Some even considered alternatives to layoffs such as forced vacations, short furloughs or a reduction in workplace benefits to ease financial strain.

For business professionals, the job market became extremely competitive. The weakened economy created an influx of business professionals out of work and searching for jobs, creating a more qualified talent pool not seen by employers in years. Some employers even chose to turn over their workforce in order to tap into and employ these talented employees to help take their business to the next level in the New Year. Although these are difficult times, professionals remain hopeful and are taking necessary steps to secure their future by becoming an active job seeker sooner than later, increasing professional and social networking and improving their education to get an edge over other candidates. In a recent survey of 2,200 business professionals across the Beyond.com Network, we asked, "In this economy, what is your most important career goal for 2009?" More than 69% of professionals said that their most important career goal is to **find a better job**.

With the newly elected President Barack Obama, the nation remains hopeful that his planned push for a massive stimulus plan, aimed at creating or saving 3 million jobs over the next two years, will help get the U.S economy back on track. For now, only time will tell.

As we monitored our job and candidate activity over the past quarter, we noted that there are a few industries that remained strong, while other sectors began to recognize the effects of our economy. Located below are just a few of our key findings as a result of our fourth quarter 2008 review:

### Online Job Postings

- Although more than 50% of the reported industries experienced a decline in online job postings, two industries that remained strong were Healthcare & Medical and Sales & Sales Management. For the second consecutive quarter, Healthcare & Medical held the top spot for online job postings with 16.05%, while Sales & Sales Management gained the #2 spot with 13.36%. These industries also experienced two of the largest percentage increases over the previous quarter. According to the U.S. Bureau of Labor Statistics, employment in the healthcare industry is projected to increase 22% through 2016, compared with 11% for all other industries combined. Nursing remains the largest healthcare job segment with the overall growth in healthcare attributed to demand, retirement, and turnover.

- One industry that proved to be resilient in times of economic uncertainty was Sales & Sales Management, which experienced a 1.71% increase in online jobs in fourth quarter 2008, which can be an early indicator of business confidence. When an economy is at its worst, employers often focus efforts on revenue-generation to fuel future growth and look to hire qualified sales professionals that offer low risk and high reward to the company.
- Information Technology was eliminated from the top three positions for online job postings for the first time since second quarter 2005. This industry now occupies the #4 position representing 9.37% of all online jobs posted to the Beyond.com Network. Information Technology also exhibited the largest percentage decrease over the previous quarter and over the past year. The technology industry remained somewhat resilient during the early months of the year due to the high demand for consumer technology goods and services and continued focus on IT development. However, as the year progressed and the economy weakened, IT spending and development slowed along with the funding of new technology companies, causing the need for fewer jobs. One segment that is expected to be strong in 2009 is Information Security as it remains a mission-critical area of any business especially in a time of mergers, acquisitions and bankruptcies.

Industry	Q1 - '08	Q2 - '08	Q3 - '08	Q4 - '08	QT Change	YR Change
Healthcare & Medical	12.12	12.65	12.92	16.05	3.13	3.92
Information Technology	14.08	13.99	12.90	9.37	-3.53	-4.72
Sales & Sales Management	12.66	12.62	11.65	13.36	1.71	0.70

- From a state perspective, Alaska had the largest percentage of online job posting growth over the previous quarter with 0.75% and over the previous 12 months with 1.27%. By looking at the top states within each industry, Alaska was ranked as the top state within the following industries: Healthcare & Medical, Merchandising, Purchasing & Retail, and Real Estate & Building Maintenance.
- The New York-Northern New Jersey-Long Island metro area continued to hold the top spot for online job postings for the ninth consecutive quarter with 16.87%. In addition, this area was the top region within 15 industries, including Sales & Sales Management and Clerical & Administrative, the second and third top industries for online job postings.

### Online Resume Posting

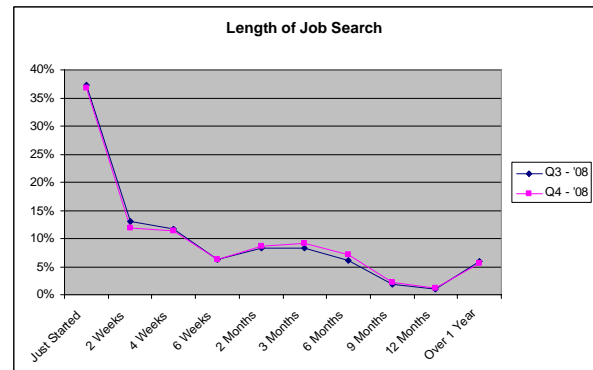
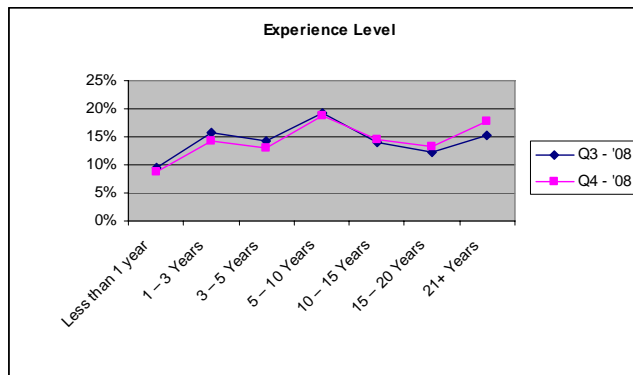
- The top three positions for online resume posting remained consistent, represented by Clerical & Administrative (32.20%), Customer Service (11.08%), and Healthcare & Medical (8.12%). Even though these positions remained in the top three, all three industries had the largest percentage decreases over the previous quarter.
- The three industries that exhibited the largest percentage gain over the previous quarter included Manufacturing & Production (0.97%), Management & Business (0.90%), and Marketing & Advertising (0.64%).

Industry	Q1 - '08	Q2 - '08	Q3 - '08	Q4 - '08	QT Change	YR Change
Clerical & Administrative	21.46	22.07	33.82	32.20	-1.62	10.74
Customer Service	9.49	9.36	11.94	11.08	-0.86	1.59
Healthcare & Medical	6.65	6.13	10.75	8.12	-2.63	1.47
Management & Business	4.71	4.21	2.98	3.87	0.90	-0.84
Manufacturing & Production	5.39	5.07	3.37	4.34	0.97	-1.04
Marketing & Advertising	3.28	3.15	2.35	2.99	0.64	-0.29

- On a state level, Nevada had the largest percentage of online resume postings per capita for fourth quarter 2008 with 4.96%. In addition, Nevada was the top state within 11 industry channels. Even though this state did not exhibit one of the largest percentage increases over the previous quarter, it did increase by 0.31%.
- The New York-Northern New Jersey-Long Island region regained the #1 spot for online resume postings with 14.01%, over the previous leader, Atlanta, which dropped to the #2 spot with 12.13%. Clerical & Administrative was the top industry within both of these regions; however, Accounting & Finance ranked #2 in the New York region and Customer Service ranked #2 in Atlanta. Because of the ongoing financial crisis, many banks, investment firms and financial companies experienced mergers or began to fail, causing significant job loss especially in the New York metro area.

## Our Network of Candidates

- During fourth quarter 2008, the number of experienced candidates continued to grow across the Beyond.com Network. Over 64% of our network candidates have 5 or more years of experience, signifying a larger percentage of highly-qualified candidates in the job market as a result of our weakened economy. The largest percentage increase was noted in candidates with 21+ years of experience (2.52%).
- The freshness of our candidates continues to remain significant with 48.59% searching for a job within the last two weeks. The largest percentage increase over the previous quarter was noted for those professionals who have been searching for a job within the past 6 months which signifies the struggle of finding a job in this tough job market and an increased movement towards niche career sites as part of their overall job search.



- In reviewing the top industries for online job postings, we noted that 48% of Healthcare & Medical, 82% of Sales & Sales Management, and 62% of Clerical & Administrative candidates had 5 or more years of experience.
- In reviewing the diversity of our network candidates, we noted that 38% were members of a minority group. The largest percentage was represented by African American/Black candidates with 19.75%.
- Our executive level candidates experienced a significant change this quarter. For the first time, the Southern region represented the majority of executive candidates and Clerical & Administrative was ranked as the top industry for executive candidates.

The above statistics are just a small sample of online job and resume posting trends we have uncovered in fourth 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!

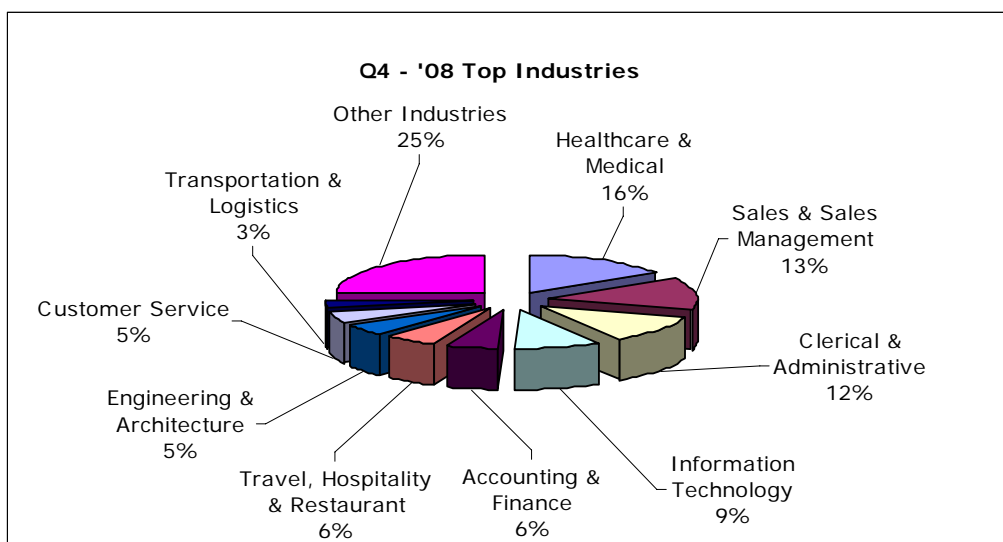
## Job Posting Development and Trends:

### Industry

Healthcare & Medical held the top spot for online job postings across the Beyond.com Network with 16.05% for the second consecutive quarter. Sales & Sales Management gained the #2 spot with 13.36%, up from the #3 position last quarter. Another industry that experienced an increase in position was Clerical & Administrative which ranked as the #3 position, up from #4, with 11.75%. For the first time, Information Technology was eliminated from the top three positions. This industry dropped from the #2 position to #4 with 9.37%.

The industries with the largest percentage gain in online job postings over the previous quarter included: Clerical & Administrative (3.82%), Healthcare & Medical (3.13%), and Sales & Sales Management (1.71%). On the other hand, the industries with the largest percentage decrease over the previous quarter included: Information Technology (-3.53%), Legal Services (-1.55%), and Accounting & Finance (-1.36%).

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: Clerical & Administrative (4.94%), Healthcare & Medical (3.92%), and Customer Service (2.08%). The industries with the largest percentage decrease included: Information Technology (-4.72%), Management & Business (-3.46%), and Accounting & Finance (-2.32%).



**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 fourth quarter 2008 included: 1) The District of Columbia, 2) Nebraska, 3) Montana, 4) Texas, a new entrant, and 5) Massachusetts. In analyzing the top states with each industry channel, the District of Columbia remained strong in the #1 spot within 14 industries.

The states with the largest percentage of job growth over the previous quarter included: Alaska (0.75%), Vermont (0.74%), and Nevada (0.48%). The states with the largest percentage decrease in online jobs over the previous quarter included: Connecticut (-1.46%), the District of Columbia (-1.43%), and Utah (-0.70%). In looking at our 12 month view, Alaska exhibited the largest percentage gain with 1.27%, followed by Nebraska (1.02%) and North Dakota (0.99%). For the

third consecutive quarter, the District of Columbia experienced the largest percentage decrease with -3.77%, followed by Connecticut (-2.03%) and Massachusetts (-0.80%).

In assessing our regional data, Sales & Sales Management was noted as the top industry in the Mid Atlantic and Northeastern regions. This channel also tied as the top industry with Clerical & Administrative in the Mid Western and Southern regions and tied as the second top industry in the Western region, where Healthcare & Medical was the top industry. In the Mid Western and Southern regions, Healthcare & Medical was ranked as the second top industry and tied as the second top industry with Clerical & Administrative in the Northeastern region. Information Technology was ranked as the second top industry in the Mid Atlantic region.

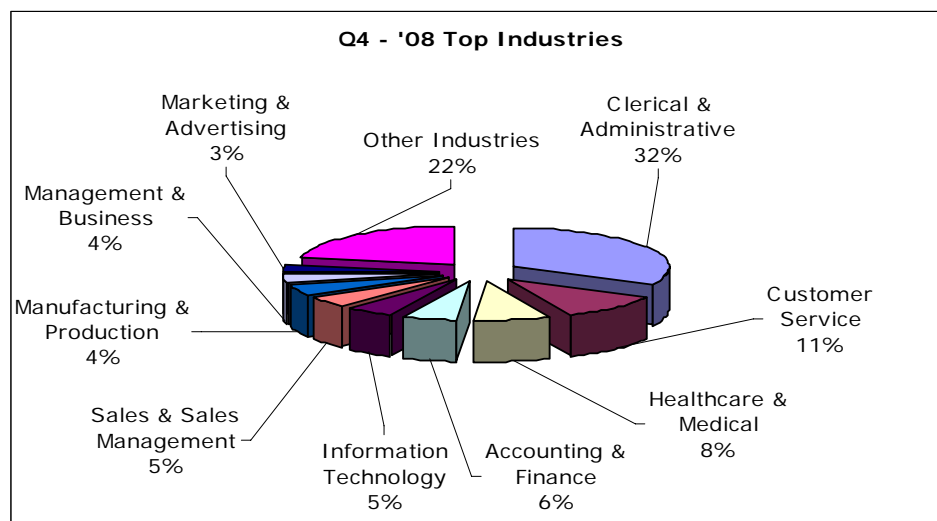
## Resume Posting Development and Trends:

### Industry

From an online resume posting perspective, a majority of the top ten positions remained consistent. The top three positions continued to be represented by Clerical & Administrative (32.20%), Customer Service (11.08%), and Healthcare & Medical (8.12%). The only two industries that experienced a shift amongst the top ten were Accounting & Finance (#5 to #4) and Information Technology (#4 to #5).

The industries with the largest percentage of online resume growth over the previous quarter included: Manufacturing & Production (0.97%), Management & Business (0.90%), and Marketing & Advertising (0.64%). On the other hand, the industries with the largest percentage decrease in candidate resumes over the previous quarter included: Healthcare & Medical (-2.63%), Clerical & Administrative (-1.62%), and Customer Service (-0.86%).

We evaluated overall industry growth over the past 12 months and the industries with the largest percentage of candidate resume growth included: Clerical & Administrative (10.74%), Customer Service (1.59%), and Healthcare & Medical (1.47%). The industries with the largest percentage decrease over the past 12 months included: Accounting & Finance (-2.23%), Sales & Sales Management (-2.08%), and Information Technology (-1.59%).



**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 fourth quarter 2008 were: 1) Nevada, 2) Florida, 3) Georgia, 4) Rhode Island and 5) the District of Columbia. In reviewing the top states within each industry channel, Nevada regained the #1 position representing 11 industries. In comparing the percentage increase over the previous quarter, the states with the largest percentage increase included: Rhode Island (0.67%), the District of Columbia (0.60%), and Alabama (0.59%). Over the previous quarter, the largest percentage decrease included: Georgia (-1.58%), Arizona (-1.43%), and Florida (-1.21%).

Over the past 12 months, the states with the largest percentage increase in online resumes included: Rhode Island (1.31%), the District of Columbia (1.05%), and Missouri (0.74%). The states with the largest percentage decrease included: Colorado (-2.15%), California (-1.02%), and Arizona (-0.80%).

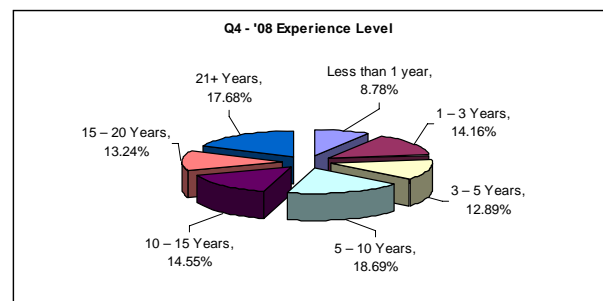
Our regional view indicates that Clerical & Administrative continued as the top industry across all metro regions in the country. In addition, Customer Service was noted as the second top industry in all regions.

## 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 fourth quarter 2008:

### Experience Level

In reviewing fourth quarter 2008 data, we noted that 64% 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 (2.52%), while the largest percentage decrease was noted in candidates with 1-3 years of experience (-1.68%).



### Length of Job Search

The largest percentage of length of job search continued to be noted in candidates who just started their job search with 36.73%. Almost 60% 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 6 months (0.94%), while the largest percentage decrease was noted by those who have been searching within the past 2 weeks (-1.26%).

### Top 3 Industries for Online Job Postings

*Healthcare & Medical, Sales & Sales Management, and Clerical & Administrative*

In evaluating candidate experience levels for the top three industries for online job postings, 48% of candidates in Healthcare & Medical, 82% in Sales & Sales Management, and over 62% in Clerical & Administrative 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 62% of Clerical & Administrative, 60% of Customer Service, and 48% of Healthcare & Medical 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 55.05% of our network candidates were female and 44.95% were male.

#### Age

In reviewing the age composition of our candidates, the majority of candidates (40.36%) remain in the 21-30 year age bracket; however this age bracket experienced a decrease of 3.31% from the previous quarter. The second largest percentage increase were those in the 31-40 year age bracket (23.15%) and the third largest percentage (18.92%) in the 41-50 year age bracket, an increase of 2.79% over the previous quarter.

#### Ethnicity

In assessing the ethnicity of our network candidates, we reported the majority of candidates are White (Non-Hispanic) with 61.14%. The second largest percentage (19.75%) continued to be represented by African American/Black candidates yet this group experienced a decrease of 3.83% from the previous quarter. Asian/Pacific Islander remained very close to where it was reported last quarter with 9.44%; however, Hispanic candidates declined 1.07% to represent 8.84% of ethnic candidates.

### Executive Breakdown

#### Gender

In reviewing our top-tier executive candidates, we noted that 51.76% of executive level candidates are male with females representing 48.24% of the Beyond.com Network.

#### Top Job Titles for Executives

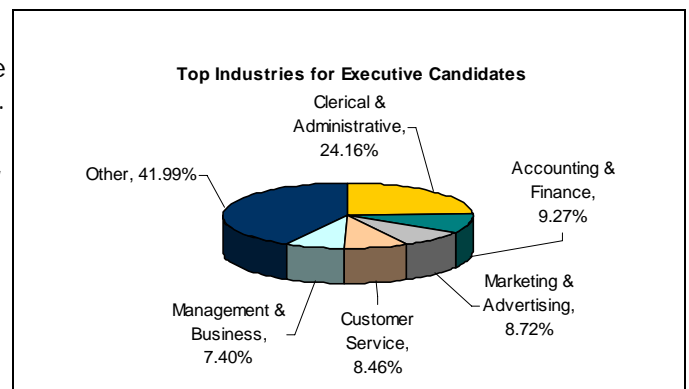
In evaluating the top job titles for executive candidates, the majority of candidates held the job title of Director with 28.48%. The second largest percentage was the job title of Vice President with 20.95%. The lowest percentages were Manager (17.73%) and President (13.28%).

#### Geographic Breakdown

The Southern region was the majority leader for executive candidates representing 36.97%, over the previous leader, the Western region, which dropped to the second largest percentage with 20.34%. Other regional percentages were: Midwest (19.22%), Mid Atlantic (14.30%), and the Northeast (9.17%).

#### Top Industries for Executive Candidates

For the first time, Clerical & Administrative was the top industry for executive candidates with 24.16%. The remaining top industries were close in percentages, which included Accounting & Finance, Marketing & Advertising, Customer Service, and Management & Business.



## Top 15 Metropolitan Region Job Developments and Trends

In reviewing industry trends for the top 15 major metropolitan areas within the United States during fourth quarter 2008, the New York-Northern New Jersey-Long Island metropolitan area continued to hold the top spot for online job postings for the ninth consecutive quarter with 16.87%, however, this region did experience a decline of 1.58%. Once again, 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 remained as the #1 industry. The New York-Northern New Jersey-Long Island region continued as the top region by industry representing as the top region within 15 industries. Los Angeles-Riverside-Orange County was the top region within six industries, including Healthcare & Medical and Manufacturing & Production.

In comparing the metropolitan regions over the past 12 months, the only positions that experienced a shift was in the #7, #8, and #9 positions. The following regions experienced a shift in positions: Atlanta (#8 to #7), Boston-Worcester-Lawrence (#9 to #8), and Philadelphia-Wilmington-Atlantic City (#7 to #9).

## Top 15 Metropolitan Region Resume Posting Developments and Trends

In evaluating industry trends in fourth quarter 2008 for the top 15 metropolitan regions in the United States, majority of the positions experienced a shift this quarter. New York-Northern New Jersey-Long Island regained the #1 spot with 14.01% while Atlanta dropped to the #2 spot with 12.13%. Other notable changes occurred in the following regions: Miami-Fort Lauderdale (#3 to #6) and Philadelphia-Wilmington-Atlantic City (#9 to #7).

In reviewing the top industries by metropolitan region, Clerical & Administrative was the #1 industry for the sixth consecutive quarter, while Customer Service was the #2 industry. The New York-Northern New Jersey-Long Island region remained as the top metropolitan region within 21 industries, up from 17 industries last quarter.

In comparing the top metropolitan regions over the past 12 months, majority of the positions remained consistent. The regions that experienced a shift included: Miami-Fort Lauderdale (#6 to #5), Chicago-Gary-Kenosha (#5 to #6), Boston-Worcester-Lawrence (#12 to #11), and San Francisco-Oakland-San Jose (#11 to #12).

### III. JOB POSTING Developments & Trends

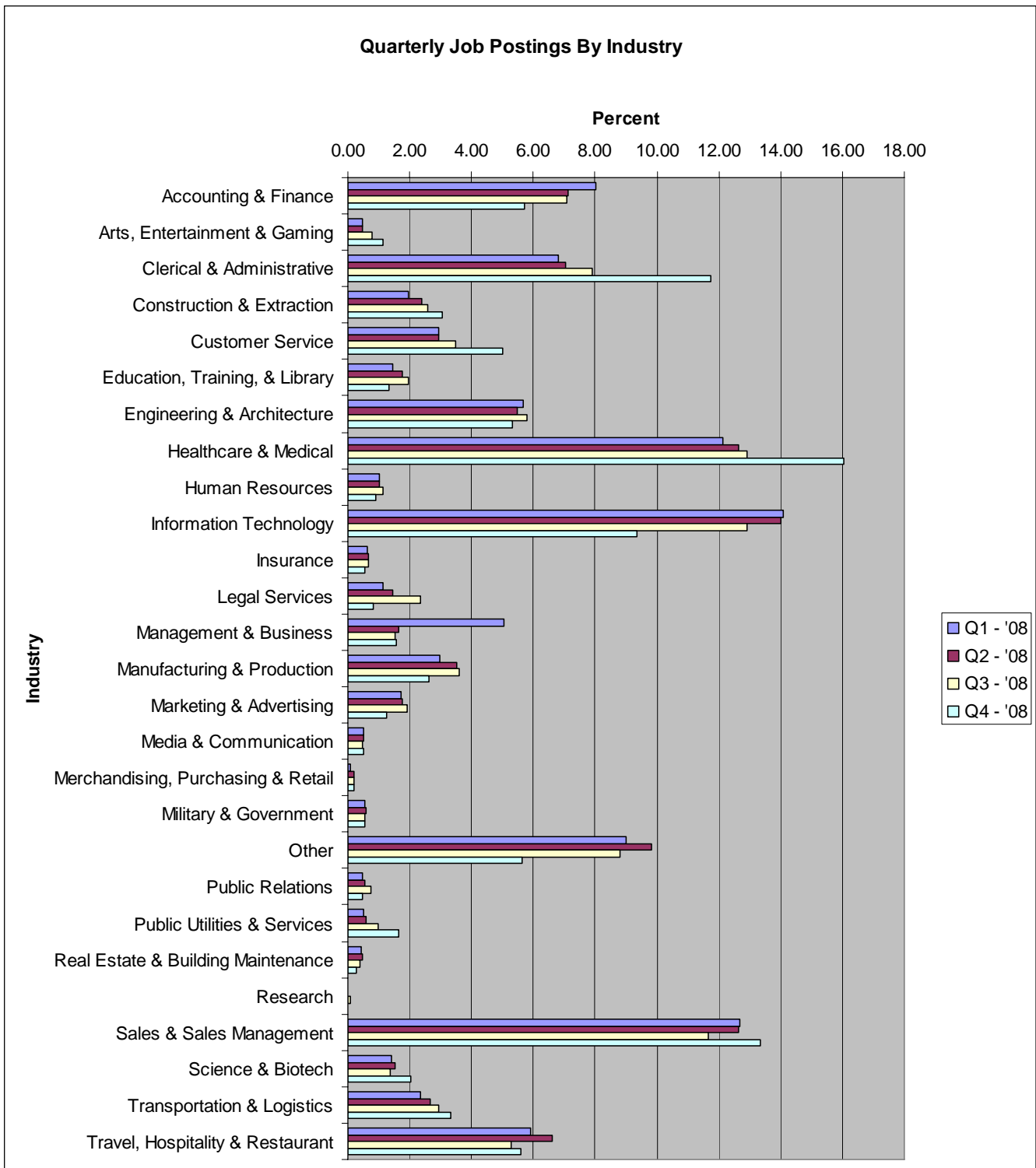
#### A) Industry

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

Industry	Q1 - '08	Q2 - '08	Q3 - '08	Q4 - '08
Accounting & Finance	8.02	7.11	7.07	5.70
Arts, Entertainment & Gaming	0.49	0.46	0.77	1.12
Clerical & Administrative	6.81	7.05	7.92	11.75
Construction & Extraction	1.97	2.37	2.60	3.05
Customer Service	2.95	2.93	3.46	5.03
Education, Training, & Library	1.46	1.74	1.95	1.35
Engineering & Architecture	5.67	5.46	5.81	5.31
Healthcare & Medical	12.12	12.65	12.92	16.05
Human Resources	1.00	1.01	1.13	0.90
Information Technology	14.08	13.99	12.90	9.37
Insurance	0.63	0.68	0.65	0.53
Legal Services	1.14	1.46	2.36	0.81
Management & Business	5.05	1.64	1.52	1.58
Manufacturing & Production	2.99	3.54	3.58	2.62
Marketing & Advertising	1.73	1.77	1.90	1.25
Media & Communication	0.51	0.50	0.45	0.50
Merchandising, Purchasing & Retail	0.08	0.20	0.21	0.18
Military & Government	0.55	0.59	0.55	0.55
Other	8.99	9.81	8.80	5.63
Public Relations	0.49	0.54	0.73	0.47
Public Utilities & Services	0.52	0.58	0.99	1.66
Real Estate & Building Maintenance	0.42	0.46	0.40	0.28
Research	0.01	0.05	0.07	0.01
Sales & Sales Management	12.66	12.62	11.65	13.36
Science & Biotech	1.42	1.52	1.37	2.03
Transportation & Logistics	2.34	2.67	2.94	3.32
Travel, Hospitality & Restaurant	5.92	6.60	5.29	5.59

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

Industry	Q4 - '08
Healthcare & Medical	16.05
Sales & Sales Management	13.36
Clerical & Administrative	11.75
Information Technology	9.37
Accounting & Finance	5.70
Travel, Hospitality & Restaurant	5.59
Engineering & Architecture	5.31
Customer Service	5.03
Transportation & Logistics	3.32
Other Industries	24.52



**Figure 1: Job Postings by Industry (Q108-Q408)**

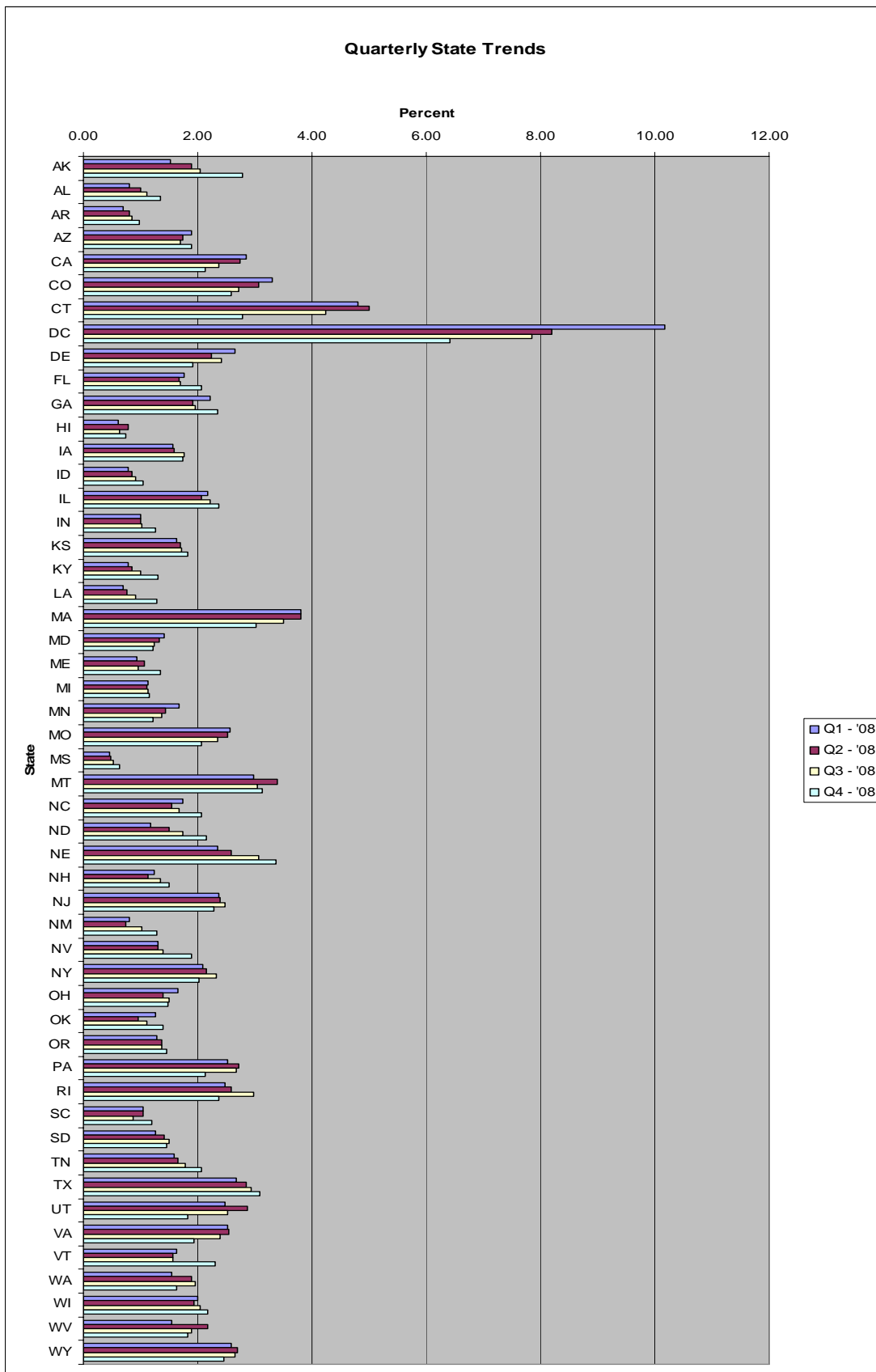
## B) State-by-State

### *Job Posting Trends by State*

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

State	Q1 - '08	Q2 - '08	Q3 - '08	Q4 - '08
AK	1.52	1.89	2.04	2.79
AL	0.80	0.99	1.10	1.35
AR	0.70	0.80	0.85	0.97
AZ	1.90	1.74	1.70	1.90
CA	2.85	2.75	2.38	2.12
CO	3.30	3.06	2.72	2.60
CT	4.81	5.01	4.24	2.78
DC	10.18	8.20	7.84	6.42
DE	2.65	2.23	2.42	1.91
FL	1.76	1.68	1.69	2.07
GA	2.22	1.90	1.95	2.34
HI	0.61	0.78	0.63	0.73
IA	1.56	1.58	1.75	1.74
ID	0.77	0.85	0.92	1.05
IL	2.18	2.07	2.22	2.37
IN	1.00	1.01	1.01	1.27
KS	1.62	1.69	1.71	1.83
KY	0.78	0.85	1.00	1.31
LA	0.69	0.77	0.91	1.28
MA	3.81	3.80	3.51	3.01
MD	1.42	1.34	1.24	1.22
ME	0.93	1.06	0.96	1.35
MI	1.14	1.10	1.13	1.16
MN	1.67	1.44	1.37	1.23
MO	2.56	2.53	2.34	2.07
MS	0.45	0.48	0.52	0.64

State	Q1 - '08	Q2 - '08	Q3 - '08	Q4 - '08
MT	2.97	3.39	3.05	3.13
NC	1.73	1.54	1.68	2.08
ND	1.16	1.50	1.73	2.15
NE	2.36	2.58	3.06	3.38
NH	1.24	1.13	1.35	1.51
NJ	2.38	2.39	2.48	2.28
NM	0.81	0.74	1.02	1.28
NV	1.30	1.30	1.40	1.88
NY	2.10	2.14	2.33	2.01
OH	1.65	1.39	1.50	1.48
OK	1.26	0.95	1.10	1.40
OR	1.28	1.36	1.36	1.46
PA	2.52	2.72	2.67	2.14
RI	2.49	2.59	2.98	2.36
SC	1.04	1.04	0.88	1.19
SD	1.27	1.42	1.51	1.46
TN	1.60	1.66	1.79	2.06
TX	2.68	2.86	2.93	3.08
UT	2.48	2.88	2.52	1.82
VA	2.53	2.55	2.39	1.94
VT	1.64	1.56	1.57	2.30
WA	1.54	1.89	1.96	1.63
WI	1.99	1.95	2.05	2.17
WV	1.54	2.17	1.90	1.83
WY	2.58	2.70	2.66	2.46



**Figure 2-Quarterly State Trends-Job Postings (Q108-Q408)**

## C) Industry and State Comparisons

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

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

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

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

State	Industry #1	Industry #2	Industry #3
<b>WESTERN REGION</b>			
<b>AK</b>	Healthcare & Medical	Sales & Sales Management	Clerical & Administrative
<b>AZ</b>	Healthcare & Medical	Clerical & Administrative	Travel, Hospitality & Restaurant
<b>CA</b>	Healthcare & Medical	Information Technology	Sales & Sales Management
<b>CO</b>	Healthcare & Medical	Sales & Sales Management	Clerical & Administrative
<b>HI</b>	Sales & Sales Management	Clerical & Administrative	Travel, Hospitality & Restaurant
<b>ID</b>	Sales & Sales Management	Clerical & Administrative	Healthcare & Medical
<b>MT</b>	Clerical & Administrative	Healthcare & Medical	Transportation & Logistics
<b>NM</b>	Healthcare & Medical	Sales & Sales Management	Clerical & Administrative
<b>NV</b>	Healthcare & Medical	Sales & Sales Management	Clerical & Administrative
<b>OR</b>	Healthcare & Medical	Sales & Sales Management	Clerical & Administrative
<b>UT</b>	Healthcare & Medical	Clerical & Administrative	Sales & Sales Management
<b>WA</b>	Information Technology	Healthcare & Medical	Sales & Sales Management
<b>WY</b>	Clerical & Administrative	Sales & Sales Management	Healthcare & Medical

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

## IV. RESUME POSTING Developments & Trends

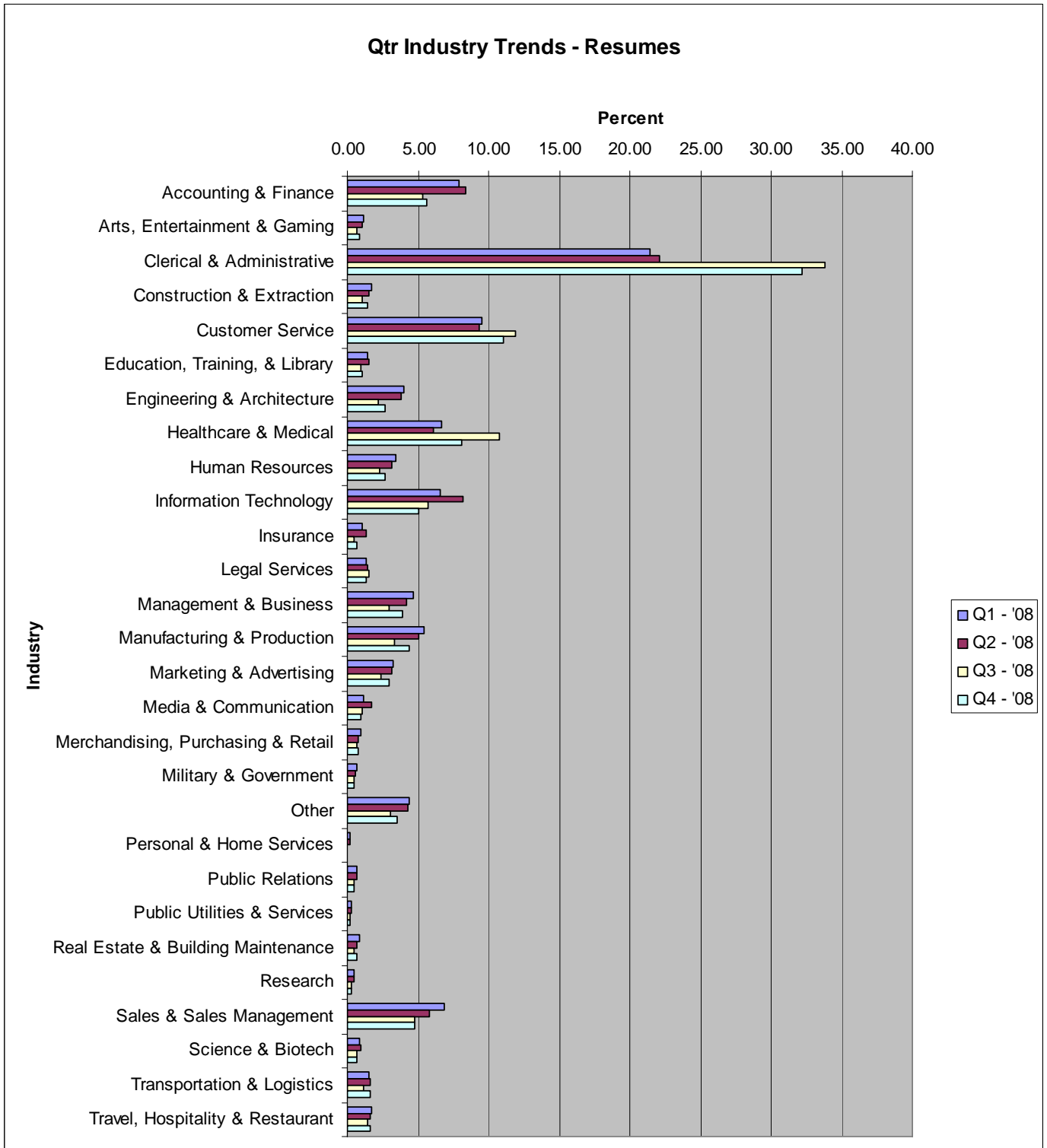
### A) Industry

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

Industry	Q1 - '08	Q2 - '08	Q3 - '08	Q4 - '08
Accounting & Finance	7.87	8.36	5.37	5.64
Arts, Entertainment & Gaming	1.13	1.07	0.69	0.89
Clerical & Administrative	21.46	22.07	33.82	32.20
Construction & Extraction	1.74	1.57	1.05	1.45
Customer Service	9.49	9.36	11.94	11.08
Education, Training, & Library	1.42	1.49	0.99	1.03
Engineering & Architecture	4.02	3.82	2.18	2.66
Healthcare & Medical	6.65	6.13	10.75	8.12
Human Resources	3.47	3.18	2.25	2.65
Information Technology	6.62	8.15	5.68	5.02
Insurance	1.06	1.33	0.50	0.67
Legal Services	1.30	1.44	1.48	1.37
Management & Business	4.71	4.21	2.98	3.87
Manufacturing & Production	5.39	5.07	3.37	4.34
Marketing & Advertising	3.28	3.15	2.35	2.99
Media & Communication	1.11	1.68	1.01	0.91
Merchandising, Purchasing & Retail	0.93	0.76	0.62	0.75
Military & Government	0.64	0.59	0.43	0.46
Other	4.37	4.33	3.08	3.51
Personal & Home Services	0.20	0.18	0.12	0.14
Public Relations	0.64	0.66	0.43	0.48
Public Utilities & Services	0.24	0.24	0.21	0.24
Real Estate & Building Maintenance	0.84	0.70	0.46	0.63
Research	0.48	0.47	0.29	0.28
Sales & Sales Management	6.81	5.85	4.74	4.73
Science & Biotech	0.90	0.93	0.62	0.62
Transportation & Logistics	1.54	1.58	1.15	1.60
Travel, Hospitality & Restaurant	1.70	1.62	1.44	1.66

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

Industry	Q4 - '08
Clerical & Administrative	32.20
Customer Service	11.08
Healthcare & Medical	8.12
Accounting & Finance	5.64
Information Technology	5.02
Sales & Sales Management	4.73
Manufacturing & Production	4.34
Management & Business	3.87
Marketing & Advertising	2.99
Other Industries	22.00



**Figure 3-Resume Postings by Industry (Q108-Q408)**

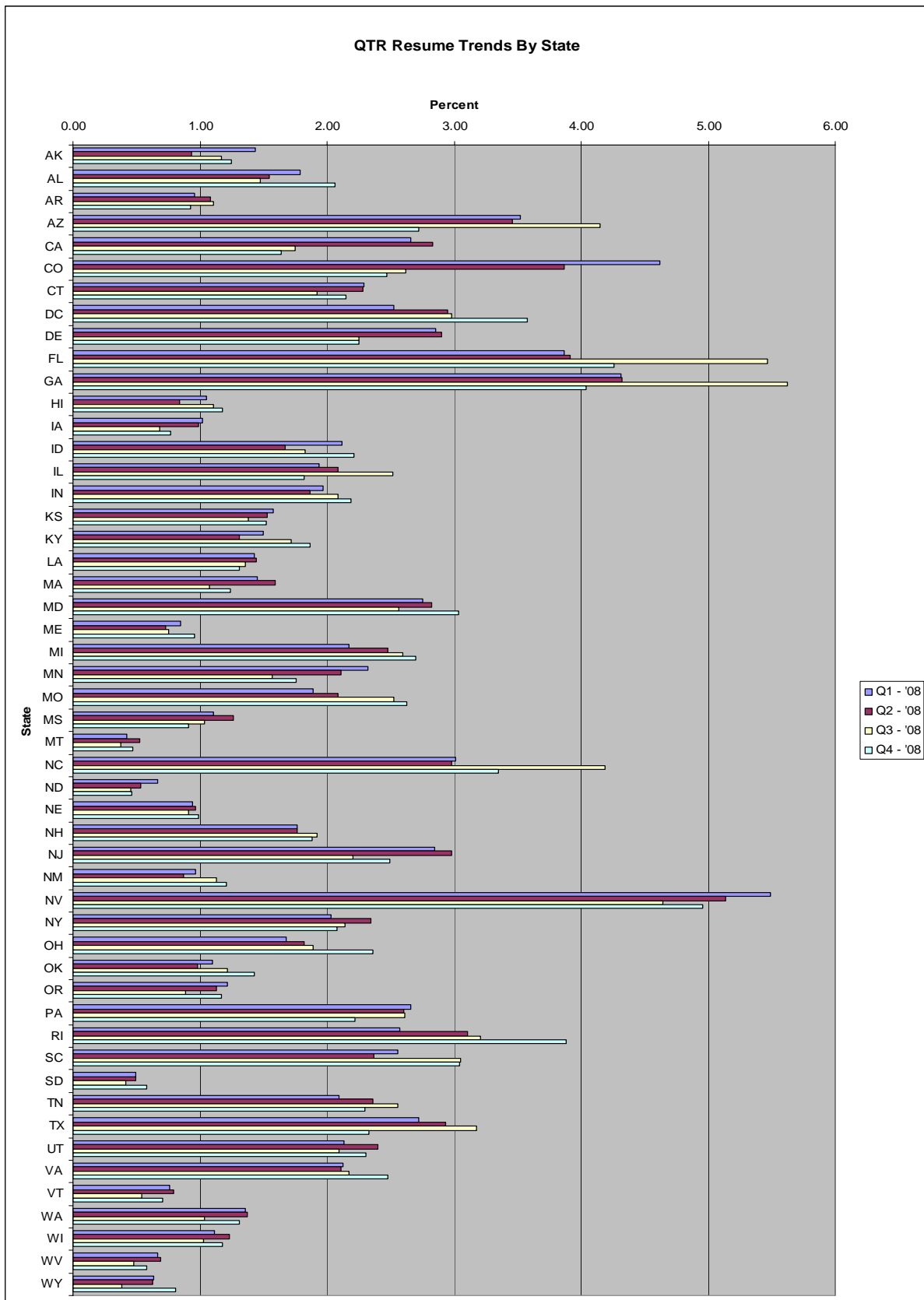
## B) State-by-State

### *Resume Posting Trends by State*

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

State	Q1 - '08	Q2 - '08	Q3 - '08	Q4 - '08
AK	1.43	0.93	1.17	1.24
AL	1.79	1.55	1.47	2.06
AR	0.96	1.08	1.11	0.93
AZ	3.52	3.46	4.15	2.72
CA	2.66	2.83	1.75	1.64
CO	4.62	3.86	2.62	2.47
CT	2.29	2.28	1.92	2.15
DC	2.53	2.95	2.98	3.58
DE	2.85	2.90	2.25	2.25
FL	3.87	3.92	5.47	4.26
GA	4.31	4.33	5.62	4.04
HI	1.05	0.84	1.10	1.18
IA	1.02	0.99	0.69	0.77
ID	2.12	1.67	1.83	2.21
IL	1.94	2.08	2.52	1.82
IN	1.97	1.86	2.08	2.19
KS	1.58	1.53	1.38	1.52
KY	1.50	1.31	1.72	1.87
LA	1.43	1.45	1.35	1.31
MA	1.45	1.59	1.07	1.24
MD	2.75	2.83	2.56	3.04
ME	0.85	0.73	0.75	0.95
MI	2.17	2.48	2.60	2.70
MN	2.32	2.11	1.57	1.76
MO	1.89	2.09	2.52	2.63
MS	1.11	1.26	1.03	0.91

State	Q1 - '08	Q2 - '08	Q3 - '08	Q4 - '08
MT	0.42	0.52	0.38	0.47
NC	3.01	2.98	4.19	3.35
ND	0.67	0.53	0.45	0.47
NE	0.94	0.96	0.91	0.99
NH	1.76	1.76	1.92	1.88
NJ	2.85	2.98	2.20	2.49
NM	0.97	0.87	1.13	1.21
NV	5.49	5.14	4.65	4.96
NY	2.03	2.34	2.14	2.07
OH	1.68	1.82	1.89	2.36
OK	1.10	0.98	1.22	1.43
OR	1.22	1.13	0.89	1.17
PA	2.66	2.60	2.61	2.22
RI	2.57	3.11	3.21	3.88
SC	2.56	2.37	3.05	3.04
SD	0.49	0.49	0.41	0.58
TN	2.10	2.36	2.55	2.29
TX	2.72	2.93	3.18	2.33
UT	2.13	2.40	2.09	2.30
VA	2.13	2.11	2.17	2.48
VT	0.76	0.79	0.54	0.71
WA	1.36	1.37	1.03	1.31
WI	1.12	1.24	1.03	1.18
WV	0.67	0.69	0.48	0.58
WY	0.64	0.63	0.38	0.80



**Figure 4-Quarterly State Trends-Resume Posting (Q108-Q408)**

## B) Industry and State Comparisons

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

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

### 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	Customer Service	Accounting & Finance
MD	Clerical & Administrative	Customer Service	Accounting & Finance
NJ	Clerical & Administrative	Customer Service	Accounting & Finance
PA	Clerical & Administrative	Customer Service	Healthcare & Medical
VA	Clerical & Administrative	Customer Service	Healthcare & Medical
WV	Clerical & Administrative	Information Technology	Customer Service
<b>MID WESTERN REGION</b>			
IA	Clerical & Administrative	Customer Service	Sales & Sales Management
IL	Clerical & Administrative	Customer Service	Healthcare & Medical
IN	Clerical & Administrative	Manufacturing & Production	Customer Service
KS	Clerical & Administrative	Customer Service	Sales & Sales Management
MI	Clerical & Administrative	Customer Service	Healthcare & Medical
MN	Clerical & Administrative	Customer Service	Healthcare & Medical
MO	Clerical & Administrative	Customer Service	Healthcare & Medical
ND	Clerical & Administrative	Management & Business	Customer Service
NE	Clerical & Administrative	Customer Service	Accounting & Finance
OH	Clerical & Administrative	Customer Service	Manufacturing & Production
OK	Clerical & Administrative	Customer Service	Healthcare & Medical
SD	Clerical & Administrative	Accounting & Finance	Management & Business
WI	Clerical & Administrative	Customer Service	Manufacturing & Production
<b>NORTHEASTERN REGION</b>			
CT	Clerical & Administrative	Customer Service	Healthcare & Medical
MA	Clerical & Administrative	Customer Service	Accounting & Finance
ME	Clerical & Administrative	Customer Service	Sales & Sales Management
NH	Clerical & Administrative	Customer Service	Manufacturing & Production
NY	Clerical & Administrative	Customer Service	Accounting & Finance
RI	Clerical & Administrative	Customer Service	Healthcare & Medical
VT	Clerical & Administrative	Customer Service	Other
<b>SOUTHERN REGION</b>			
AL	Management & Business	Clerical & Administrative	Customer Service
AR	Clerical & Administrative	Customer Service	Healthcare & Medical
FL	Clerical & Administrative	Customer Service	Healthcare & Medical
GA	Clerical & Administrative	Customer Service	Healthcare & Medical
KY	Clerical & Administrative	Customer Service	Healthcare & Medical
LA	Clerical & Administrative	Customer Service	Accounting & Finance
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
<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	Customer Service	Healthcare & Medical
<b>CO</b>	Clerical & Administrative	Customer Service	Accounting & Finance
<b>HI</b>	Clerical & Administrative	Customer Service	Other
<b>ID</b>	Clerical & Administrative	Customer Service	Other
<b>MT</b>	Clerical & Administrative	Sales & Sales Management	Other
<b>NM</b>	Clerical & Administrative	Customer Service	Healthcare & Medical
<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	Accounting & Finance
<b>WA</b>	Clerical & Administrative	Information Technology	Sales & Sales Management
<b>WY</b>	Clerical & Administrative	Accounting & Finance	Other

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

## V. Candidate Developments and Trends

### A) Experience Level

Experience Level	Q3 - '08	Q4 - '08
Less than 1 year	9.41%	8.78%
1 – 3 Years	15.84%	14.16%
3 – 5 Years	14.17%	12.89%
5 – 10 Years	19.16%	18.69%
10 – 15 Years	14.08%	14.55%
15 – 20 Years	12.18%	13.24%
21+ Years	15.16%	17.68%

### B) Length of Job Search

Length of Job Search	Q3 - '08	Q4 - '08
Just Started	37.33%	36.73%
2 Weeks	13.12%	11.86%
4 Weeks	11.69%	11.27%
6 Weeks	6.34%	6.32%
2 Months	8.31%	8.56%
3 Months	8.26%	9.12%
6 Months	6.13%	7.07%
9 Months	1.85%	2.24%
12 Months	0.99%	1.22%
Over 1 Year	5.98%	5.60%

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

Experience Level	Healthcare & Medical	Sales & Sales Management	Clerical & Administrative
Less than 1 year	18.05%	2.85%	4.79%
1 – 3 Years	20.19%	6.56%	15.61%
3 – 5 Years	13.32%	7.80%	17.14%
5 – 10 Years	16.59%	17.15%	22.92%
10 – 15 Years	11.62%	18.27%	14.50%
15 – 20 Years	9.38%	20.88%	11.75%
21+ Years	10.84%	26.49%	13.28%

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

Experience Level	Clerical & Administrative	Customer Service	Healthcare & Medical
Less than 1 year	4.79%	4.19%	18.05%
1 – 3 Years	15.61%	15.92%	20.19%
3 – 5 Years	17.14%	19.64%	13.32%
5 – 10 Years	22.92%	24.63%	16.59%
10 – 15 Years	14.50%	14.68%	11.62%
15 – 20 Years	11.75%	10.13%	9.38%
21+ Years	13.28%	10.82%	10.84%

## VI. Candidate Statistics

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### DIVERSITY

#### *Gender Breakdown*

Gender	Q4 - '08
Female	55.05%
Male	44.95%

#### *Age Breakdown*

Age	Q4 - '08
18-20	3.89%
21-30	40.36%
31-40	23.15%
41-50	18.92%
51-60	11.23%
61 and over	2.45%

#### *Ethnicity Breakdown*

Ethnicity	Q4 - '08
White (Non-Hispanic Origin)	61.14%
African American/Black	19.75%
Asian/Pacific Islander	9.44%
Hispanic	8.84%
American Indian/Alaskan Native	0.84%

### EXECUTIVE

#### *Gender Breakdown*

Gender	Q4 - '08
Female	48.24%
Male	51.76%

#### *Top Titles for Executive Candidates*

Title	Q4 - '08
Vice President	20.95%
Director	28.45%
Manager	17.73%
President	13.28%

#### *Geographic Distribution*

Location	Q4 - '08
Mid Atlantic	14.30%
Mid West	19.22%
North East	9.17%
South	36.97%
West	20.34%

## VII. METROPOLITAN Regional Job Posting Data

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

Metro Region	% of Jobs Across Regions
New York-Northern New Jersey-Long Island	16.87
Los Angeles-Riverside-Orange County	11.81
San Francisco-Oakland-San Jose	8.99
Chicago-Gary-Kenosha	8.75
Dallas-Fort Worth	8.24
Houston-Galveston-Brazoria	8.14
Atlanta	6.87
Boston-Worcester-Lawrence	5.63
Miami-Fort Lauderdale	5.05
Philadelphia-Wilmington-Atlantic City	4.62
Washington-Baltimore	4.32
Phoenix-Mesa	3.53
Seattle-Tacoma-Bremerton	3.12
Detroit-Ann Arbor-Flint	2.49
Minneapolis-St. Paul	1.59

### B) Top Metropolitan Regions for Jobs over the past 12 months (1/01/2007 – 1/01/2008)

Metro Region	% of Jobs Across Regions
New York-Northern New Jersey-Long Island	17.12
Los Angeles-Riverside-Orange County	13.36
San Francisco-Oakland-San Jose	11.78
Chicago-Gary-Kenosha	7.52
Dallas-Fort Worth	7.30
Houston-Galveston-Brazoria	6.93
Atlanta	5.94
Boston-Worcester-Lawrence	5.56
Philadelphia-Wilmington-Atlantic City	5.48
Washington-Baltimore	4.17
Miami-Fort Lauderdale	4.00
Phoenix-Mesa	3.29
Seattle-Tacoma-Bremerton	3.23
Detroit-Ann Arbor-Flint	2.51
Minneapolis-St. Paul	1.81

### C) Top Industries by Metropolitan Region

<b>Metro Region Q4 - '08</b>	<b>Industry #1</b>	<b>Industry #2</b>	<b>Industry #3</b>
<b>Atlanta</b>	Healthcare & Medical	Sales & Sales Management	Clerical & Administrative
<b>Boston-Worcester-Lawrence</b>	Healthcare & Medical	Clerical & Administrative	Accounting & Finance
<b>Chicago-Gary-Kenosha</b>	Sales & Sales Management	Clerical & Administrative	Customer Service
<b>Dallas-Fort Worth</b>	Sales & Sales Management	Healthcare & Medical	Clerical & Administrative
<b>Detroit-Ann Arbor-Flint</b>	Healthcare & Medical	Clerical & Administrative	Sales & Sales Management
<b>Houston-Galveston-Brazoria</b>	Healthcare & Medical	Sales & Sales Management	Clerical & Administrative
<b>Los Angeles-Riverside-Orange County</b>	Healthcare & Medical	Clerical & Administrative	Information Technology
<b>Miami-Fort Lauderdale</b>	Sales & Sales Management	Healthcare & Medical	Clerical & Administrative
<b>Minneapolis-St. Paul</b>	Healthcare & Medical	Sales & Sales Management	Clerical & Administrative
<b>New York-Northern New Jersey-Long Island</b>	Sales & Sales Management	Information Technology	Clerical & Administrative
<b>Philadelphia-Wilmington-Atlantic City</b>	Healthcare & Medical	Clerical & Administrative	Other
<b>Phoenix-Mesa</b>	Healthcare & Medical	Clerical & Administrative	Travel, Hospitality & Restaurant
<b>San Francisco-Oakland-San Jose</b>	Information Technology	Healthcare & Medical	Sales & Sales Management
<b>Seattle-Tacoma-Bremerton</b>	Information Technology	Healthcare & Medical	Sales & Sales Management
<b>Washington-Baltimore</b>	Information Technology	Sales & Sales Management	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	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	Dallas-Fort Worth	Miami-Fort Lauderdale
Customer Service	Chicago-Gary-Kenosha	New York-Northern New Jersey-Long Island
Education, Training, & Library	Dallas-Fort Worth	Los Angeles-Riverside-Orange County
Engineering & Architecture	San Francisco-Oakland-San Jose	New York-Northern New Jersey-Long Island
Healthcare & Medical	Los Angeles-Riverside-Orange County	Houston-Galveston-Brazoria
Human Resources	New York-Northern New Jersey-Long Island	Atlanta
Information Technology	New York-Northern New Jersey-Long Island	San Francisco-Oakland-San Jose
Insurance	New York-Northern New Jersey-Long Island	Los Angeles-Riverside-Orange County
Legal Services	New York-Northern New Jersey-Long Island	Los Angeles-Riverside-Orange County
Management & Business	Chicago-Gary-Kenosha	New York-Northern New Jersey-Long Island
Manufacturing & Production	Los Angeles-Riverside-Orange County	Houston-Galveston-Brazoria
Marketing & Advertising	New York-Northern New Jersey-Long Island	San Francisco-Oakland-San Jose
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	Los Angeles-Riverside-Orange County
Other	Los Angeles-Riverside-Orange County	Boston-Worcester-Lawrence
Public Relations	New York-Northern New Jersey-Long Island	Los Angeles-Riverside-Orange County
Public Utilities & Services	Los Angeles-Riverside-Orange County	New York-Northern New Jersey-Long Island
Real Estate & Building Maintenance	New York-Northern New Jersey-Long Island	Dallas-Fort Worth
Research	Los Angeles-Riverside-Orange County	New York-Northern New Jersey-Long Island
Sales & Sales Management	New York-Northern New Jersey-Long Island	Chicago-Gary-Kenosha
Science & Biotech	New York-Northern New Jersey-Long Island	Houston-Galveston-Brazoria
Transportation & Logistics	Los Angeles-Riverside-Orange County	Washington-Baltimore
Travel, Hospitality & Restaurant	New York-Northern New Jersey-Long Island	Dallas-Fort Worth

## VIII. METROPOLITIAN Regional Resume Data

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

Metro Region	% of Resumes Across Regions
New York-Northern New Jersey-Long Island	14.01
Atlanta	12.13
Los Angeles-Riverside-Orange County	11.16
Dallas-Fort Worth	7.99
Chicago-Gary-Kenosha	7.24
Miami-Fort Lauderdale	7.17
Philadelphia-Wilmington-Atlantic City	6.20
Houston-Galveston-Brazoria	5.98
Detroit-Ann Arbor-Flint	5.86
Phoenix-Mesa	5.62
Boston-Worcester-Lawrence	4.45
Washington-Baltimore	4.12
San Francisco-Oakland-San Jose	3.77
Minneapolis-St. Paul	2.75
Seattle-Tacoma-Bremerton	1.54

### B) Top Metropolitan Regions for Resumes over the past 12 months (1/01/2007 – 1/01/2008)

Metro Region	% of Resumes Across Regions
New York-Northern New Jersey-Long Island	13.73
Atlanta	12.08
Los Angeles-Riverside-Orange County	11.80
Dallas-Fort Worth	8.03
Miami-Fort Lauderdale	7.31
Chicago-Gary-Kenosha	7.10
Philadelphia-Wilmington-Atlantic City	6.22
Houston-Galveston-Brazoria	6.22
Phoenix-Mesa	5.79
Detroit-Ann Arbor-Flint	5.43
Boston-Worcester-Lawrence	4.23
San Francisco-Oakland-San Jose	3.94
Washington-Baltimore	3.89
Minneapolis-St. Paul	2.75
Seattle-Tacoma-Bremerton	1.47

### C) Top Industries by Metropolitan Region

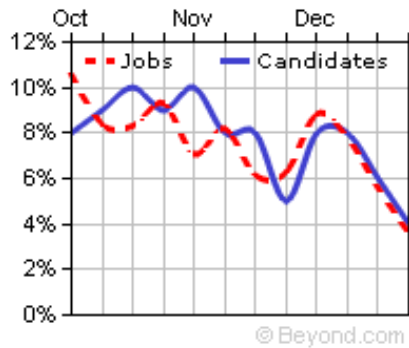
<b>Metro Region Q4 - '08</b>	<b>Industry #1</b>	<b>Industry #2</b>	<b>Industry #3</b>
<b>Atlanta</b>	Clerical & Administrative	Customer Service	Healthcare & Medical
<b>Boston-Worcester-Lawrence</b>	Clerical & Administrative	Customer Service	Healthcare & Medical
<b>Chicago-Gary-Kenosha</b>	Clerical & Administrative	Customer Service	Healthcare & Medical
<b>Dallas-Fort Worth</b>	Clerical & Administrative	Customer Service	Healthcare & Medical
<b>Detroit-Ann Arbor-Flint</b>	Clerical & Administrative	Customer Service	Healthcare & Medical
<b>Houston-Galveston-Brazoria</b>	Clerical & Administrative	Healthcare & Medical	Customer Service
<b>Los Angeles-Riverside-Orange County</b>	Clerical & Administrative	Customer Service	Healthcare & Medical
<b>Miami-Fort Lauderdale</b>	Clerical & Administrative	Customer Service	Healthcare & Medical
<b>Minneapolis-St. Paul</b>	Clerical & Administrative	Customer Service	Healthcare & Medical
<b>New York-Northern New Jersey-Long Island</b>	Clerical & Administrative	Accounting & Finance	Customer Service
<b>Philadelphia-Wilmington-Atlantic City</b>	Clerical & Administrative	Customer Service	Healthcare & Medical
<b>Phoenix-Mesa</b>	Clerical & Administrative	Customer Service	Healthcare & Medical
<b>San Francisco-Oakland-San Jose</b>	Clerical & Administrative	Information Technology	Manufacturing & Production
<b>Seattle-Tacoma-Bremerton</b>	Clerical & Administrative	Information Technology	Accounting & Finance
<b>Washington-Baltimore</b>	Clerical & Administrative	Customer Service	Healthcare & Medical

## D) Top Two Metropolitan Regions by Industry

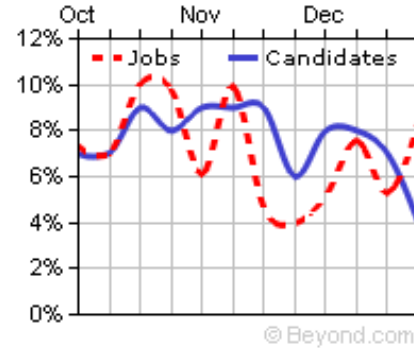
Industry	Metro Region #1	Metro Region #2
<b>Accounting &amp; Finance</b>	New York-Northern New Jersey-Long Island	Atlanta
<b>Arts, Entertainment &amp; Gaming</b>	New York-Northern New Jersey-Long Island	Los Angeles-Riverside-Orange County
<b>Clerical &amp; Administrative</b>	Atlanta	New York-Northern New Jersey-Long Island
<b>Construction &amp; Extraction</b>	Los Angeles-Riverside-Orange County	New York-Northern New Jersey-Long Island
<b>Customer Service</b>	Atlanta	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>	Detroit-Ann Arbor-Flint	Los Angeles-Riverside-Orange County
<b>Healthcare &amp; Medical</b>	Atlanta	New York-Northern New Jersey-Long Island
<b>Human Resources</b>	New York-Northern New Jersey-Long Island	Atlanta
<b>Information Technology</b>	New York-Northern New Jersey-Long Island	Los Angeles-Riverside-Orange County
<b>Insurance</b>	New York-Northern New Jersey-Long Island	Chicago-Gary-Kenosha
<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	Los Angeles-Riverside-Orange County
<b>Manufacturing &amp; Production</b>	Detroit-Ann Arbor-Flint	Chicago-Gary-Kenosha
<b>Marketing &amp; Advertising</b>	New York-Northern New Jersey-Long Island	Chicago-Gary-Kenosha
<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	Los Angeles-Riverside-Orange County
<b>Military &amp; Government</b>	New York-Northern New Jersey-Long Island	Los Angeles-Riverside-Orange County
<b>Other</b>	New York-Northern New Jersey-Long Island	Los Angeles-Riverside-Orange County
<b>Personal &amp; Home Services</b>	New York-Northern New Jersey-Long Island	Los Angeles-Riverside-Orange County
<b>Public Relations</b>	New York-Northern New Jersey-Long Island	Los Angeles-Riverside-Orange County
<b>Public Utilities &amp; Services</b>	New York-Northern New Jersey-Long Island	Atlanta
<b>Real Estate &amp; Building Maintenance</b>	New York-Northern New Jersey-Long Island	Los Angeles-Riverside-Orange County
<b>Research</b>	New York-Northern New Jersey-Long Island	Los Angeles-Riverside-Orange County
<b>Sales &amp; Sales Management</b>	New York-Northern New Jersey-Long Island	Atlanta
<b>Science &amp; Biotech</b>	New York-Northern New Jersey-Long Island	San Francisco-Oakland-San Jose
<b>Transportation &amp; Logistics</b>	Los Angeles-Riverside-Orange County	Atlanta
<b>Travel, Hospitality &amp; Restaurant</b>	New York-Northern New Jersey-Long Island	Miami-Fort Lauderdale

## IX. Candidate and Job Trends by Industry Channel (Percentage of Network: October 2008 – December 2008)

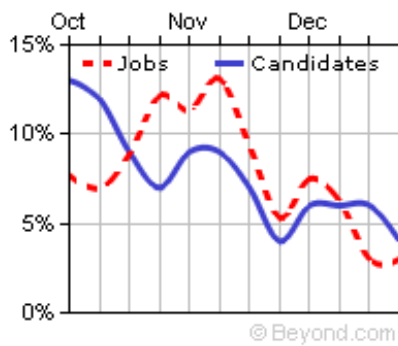
**Accounting & Finance**



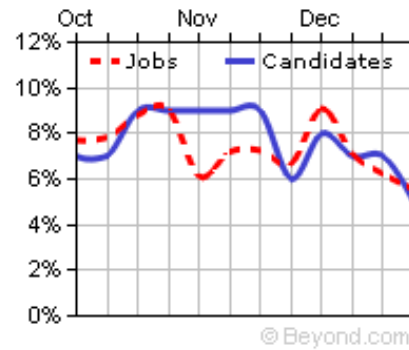
**Arts, Entertainment & Gaming**



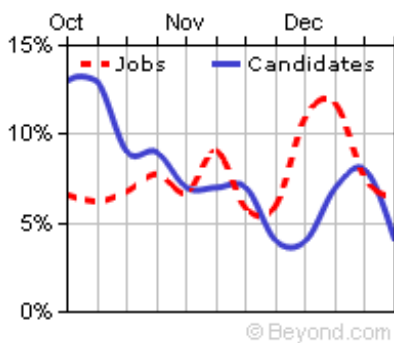
**Clerical & Administrative**



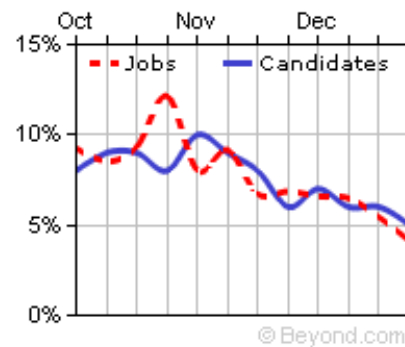
**Construction & Extraction**



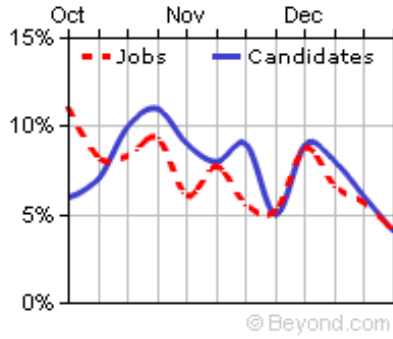
**Customer Service**



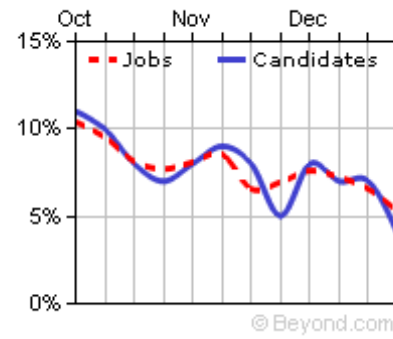
**Education, Training & Library**



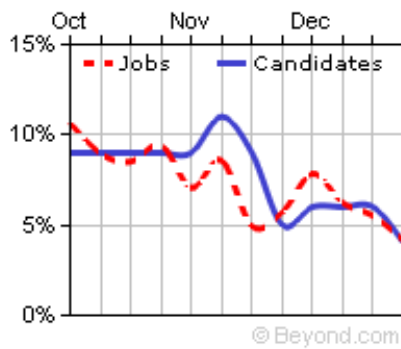
### Engineering & Architecture



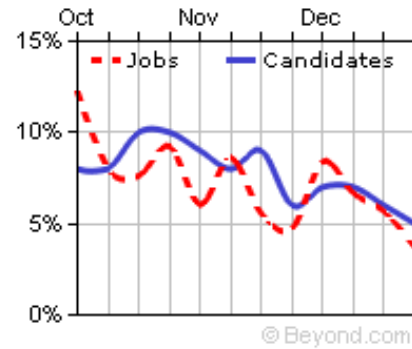
### Healthcare & Medical



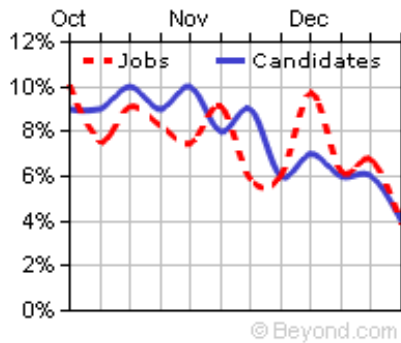
### Human Resources



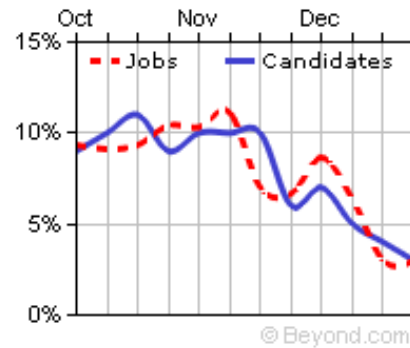
### Information Technology



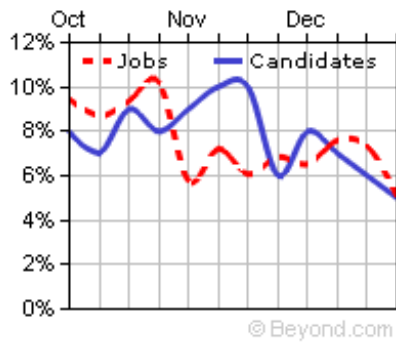
### Insurance



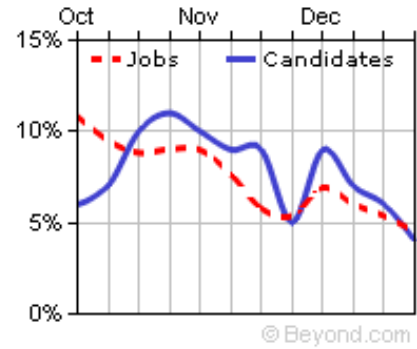
### Legal Services



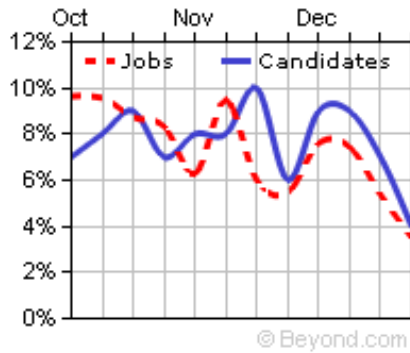
### Management & Business



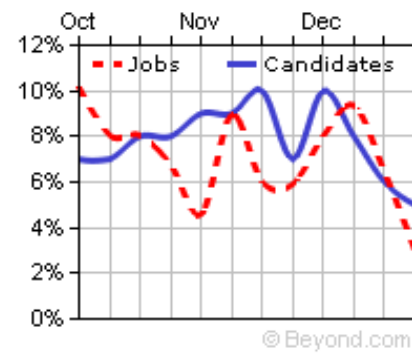
### Manufacturing & Production



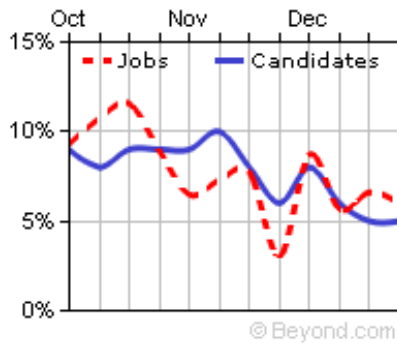
### Marketing & Advertising



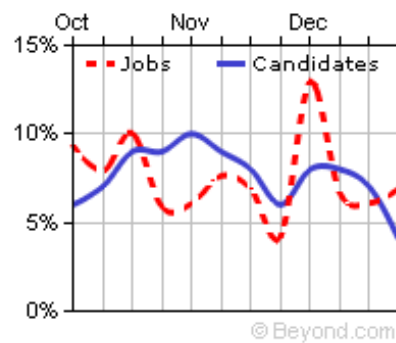
### Media & Communication



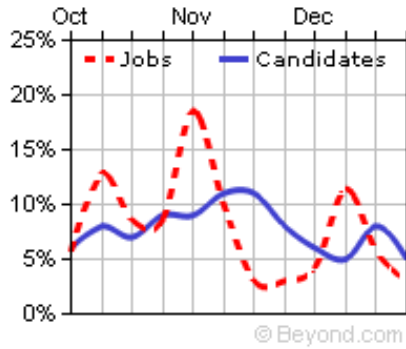
### Merchandising, Purchasing & Retail



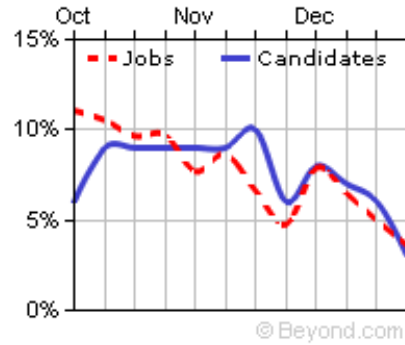
### Military & Government



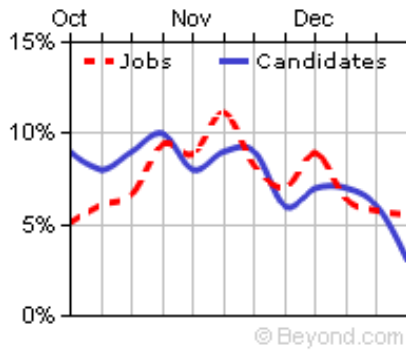
**Personal & Home Services**



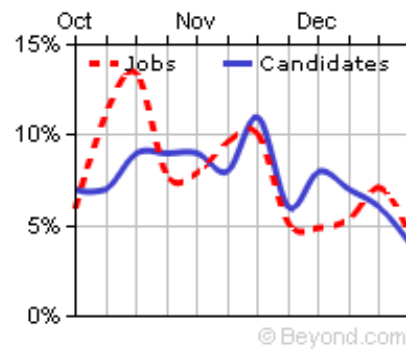
**Public Relations**



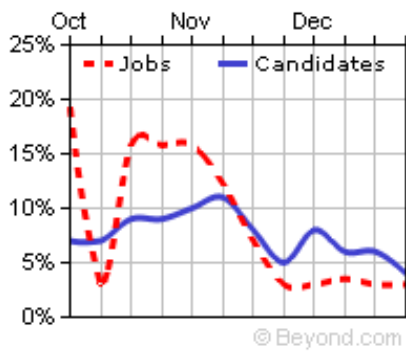
**Public Utilities & Services**



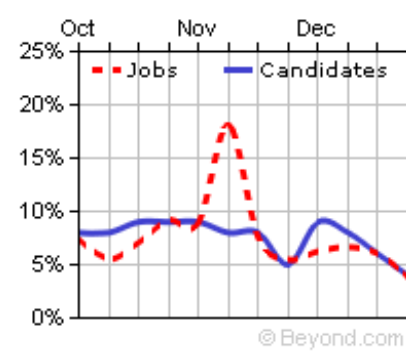
**Real Estate & Building Maint.**



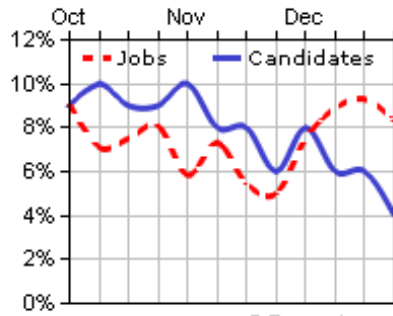
**Research**



**Sales & Sales Management**

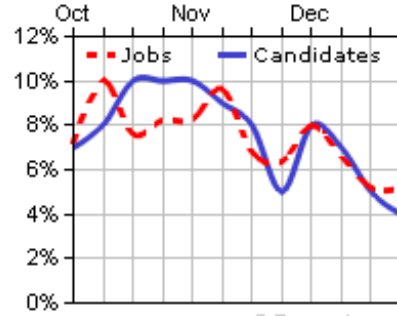


### Science & Biotech



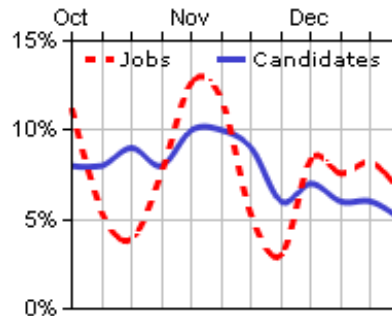
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### Transportation & Logistics



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### Travel, Hospitality & Restaurant



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## X. 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 4QT 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 4QT 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.