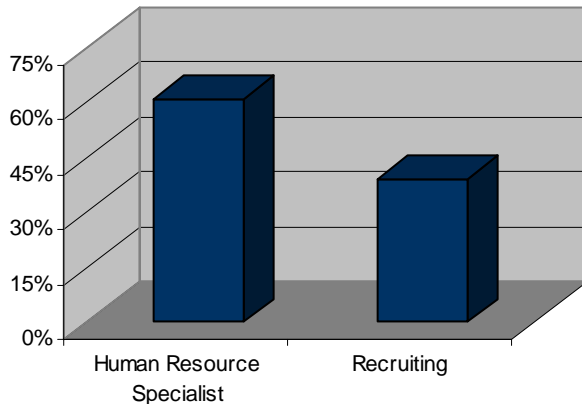


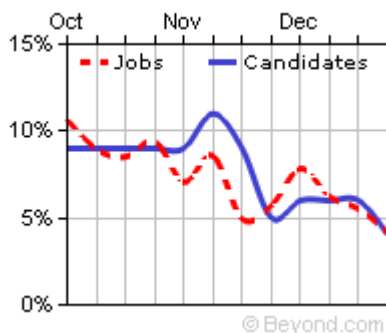
Human Resources Channel

4Q08 Industry Outlook

Candidate Breakdown – Percentage of Industry Human Resources



Human Resources Employment Trends (Percentage of Network – October to December 2008)



Human Resources Employment Forecast (Source: Bureau of Labor Statistics: Occupational Outlook Handbook, 2008-2009)

- Overall employment of human resources, training, and labor relations managers and specialists is projected to grow by 17 percent between 2006 and 2016.
- Additional job growth may stem from increasing demand for specialists in international human resources management and human resources information systems.

Quarterly Channel Statistics	
Active Resumes*	340,986
Jobs Posted	7,731
Channel Sites	51
Email Contacts	935,416
Monthly Channel Statistics	
Job Views	68,687
Online Applications	16,635
New Resumes	7,939

Most Popular Candidate Titles (%)
1. HR Consultant (16.39)
2. HR Training Specialist (13.15)
3. Employment Interviewer (11.79)
4. Recruiter (10.98)
5. Benefits Specialist (10.81)
6. HR Labor Relationship Specialist (8.89)
7. Personal Recruiter (7.76)
8. Organizational Development Specialist (7.48)
9. Compensation Specialist (6.97)
10. Job Analysis Specialist (5.79)

Cities with the Most Jobs Posted
1. New York, NY
2. Atlanta, GA
3. Chicago, IL
4. Houston, TX
5. Dallas, TX

*Includes only one resume per candidate

We can help you can effectively reach this candidate pool.

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

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

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



The Beyond.com Network

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

Top 10 States for New Candidates (%)
1. Florida (10.36)
2. Texas (9.11)
3. California (7.70)
4. New York (6.17)
5. North Carolina (5.96)
6. Georgia (5.53)
7. Ohio (4.79)
8. Pennsylvania (4.76)
9. New Jersey (4.00)
10. Michigan (3.79)

Top Human Resources Key Words Searched by Candidates:

HR, Recruiter, Director, Compensation, Management, Human and Resources, Social Work, Secretary, Payroll and Assistant

City Sites

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

Industry Sites

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

Key Human Resources Demographics

Beyond.com recruitment solutions are the best way for your company to tap into a highly-talented, knowledgeable and fresh candidate pool. As you can see, 64% of our network candidates have a 4 year college degree or higher, 43% have 10 or more years of experience, and 51% have chosen the Beyond.com Network within the first 2 weeks of their job search.

Experience Level	%
Less than 1 year	7.40
1-3 Years	14.26
3-5 Years	12.93
5-10 Years	22.38
10-15 Years	16.93
15-20 Years	13.13
21+ Years	12.98

Educational Background	%
Post Graduate Degree	16.26
4 Year College Degree	47.82
2 Year College Degree	8.19
Some College	19.39
High School Diploma	8.35

Length of Job Search	%
Just Started	39.92
2 Weeks	11.21
4 Weeks	10.43
6 Weeks	5.79
2 Months	8.16
3 Months	9.52
6 Months	6.43
9 Months	2.40
12 Months	1.02
Over 1 Year	5.12

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

Start with Us...

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