



The World's Largest Network of Niche Career Communities

Career Trend Analysis Report 4QT2010



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I. About Beyond.com, Inc.

Beyond.com (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 privately held companies and is a [Safeguard Scientifics](http://www.SafeguardScientifics.com) (NYSE: SFE) portfolio company. For employment related statistics, visit www.Beyond.com/Media or our 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 fourth quarter 2010, 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.

We also include online job statistics - top job titles, employment type, experience level - so that business professionals can be more informed about what our employers are looking for in their next hire and better compete in today's job market.

An Economic Outlook

As 2010 came to a close, it appeared that the economy was on its way to steady growth. According to the Labor Department, in the month of December the nation added 103,000 jobs and the unemployment rate dropped to 9.4 percent, the lowest in 19 months. As employers begin to feel more comfortable ramping up their hiring, the creation of jobs will spur consumer spending, which in turn will help stabilize our economy as a whole.

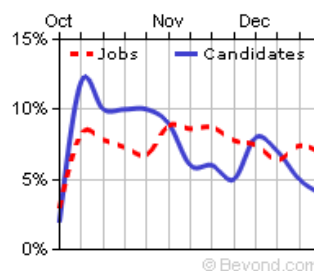
The big question that remains is, "where are the jobs?" Some industries that were affected by the recession may never completely recover, but in many industries the job losses have stopped and hiring is slowly picking up.

Job prospects continue to be better for those with a higher education, specialized skills, and proper training. Those who are unemployed, looking for a career change, or trying to determine which field to pursue, should pay close attention to those industries that have proven to be "recession proof."

Located below are a few key notables from our fourth quarter 2010 review:

- More than 70% of industries experienced a percentage gain in online job postings over the previous quarter.
- More than 67% of our network employers are looking for permanent full-time employees and more than 16% are looking for part-time employees.
- The Healthcare & Medical industry was barely affected by the recession. As the leading industry for online job postings, Healthcare & Medical represented 33.68% of network postings. This industry exhibited the largest percentage increase over the previous quarter (3.45%). According to the U.S. Department of Labor's Bureau of Labor Statistics, in response to the growing number in the elderly population, the healthcare industry is projected to create 3.2 million new jobs between 2008 and 2018.

Healthcare & Medical



- Since the beginning of the year, Clerical & Administrative has seen a gradual percentage increase each quarter. In fourth quarter 2010, this industry was a new entrant in the top ten industries for online job posting, representing the #7 top industry with 3.79%. Over the previous quarter, this industry experienced the third largest percentage increase with 0.78% and the second largest percentage increase over the previous year with 2.56%.
- As one of our regular top industries for online job postings, Information Technology jumped one spot from #3 to #2 this quarter with 9.23%. Since the second quarter 2010, this industry has experienced a gradual increase. According to the Department of Labor, employment in computer systems design is expected to grow 45 percent and employment of network and computer systems administrators is expected to increase by 23 percent through 2018.
- Top job titles in demand for fourth quarter 2010 included: Occupational Therapist, Sales Representative, Customer Service Representative, Merchandise Associate, Accountant, Driver and Business Analyst.

Industry	Q1 - '10	Q2 - '10	Q3 - '10	Q4 - '10	QT Change	YR Change
Healthcare & Medical	31.49	37.06	30.23	33.68	3.45	2.20
Clerical & Administrative	1.22	2.03	3.00	3.79	0.78	2.56
Information Technology	10.05	8.60	9.12	9.23	0.10	-0.82

Online Resumes

- Clerical & Administrative remained the top industry for online resume postings with 16.49%, even though it decreased 0.57% from the previous quarter. The industry that had the largest percentage increase and largest position shift this quarter was Manufacturing & Production. This industry jumped from the #6 spot to the #2 top spot with 9.27%. In addition, Manufacturing & Production experienced the largest percentage increase over the previous quarter (3.65%) and past year (3.18%).
- Previously ranked as the third top industry, Customer Service dropped one spot this quarter, representing 8.87% of candidate resumes. Other notable changes include the following: Transportation & Logistics was a new entrant in the top ten, representing the #8 top spot with 3.91%. In addition, this industry experienced the second largest percentage increase over the previous quarter (0.94%) and past year (1.12%). Construction & Extraction had the third largest percentage increase over the previous quarter (0.82%) and past year (0.74%).

Industry	Q1 - '10	Q2 - '10	Q3 - '10	Q4 - '10	QT Change	YR Change
Clerical & Administrative	17.25	16.37	17.06	16.49	-0.57	-0.76
Manufacturing & Production	6.09	5.61	5.61	9.27	3.65	3.18
Construction & Extraction	2.57	2.68	2.49	3.31	0.82	0.74
Transportation & Logistics	2.80	3.07	2.97	3.91	0.94	1.12
Customer Service	12.09	11.49	10.95	8.87	-2.07	-3.21

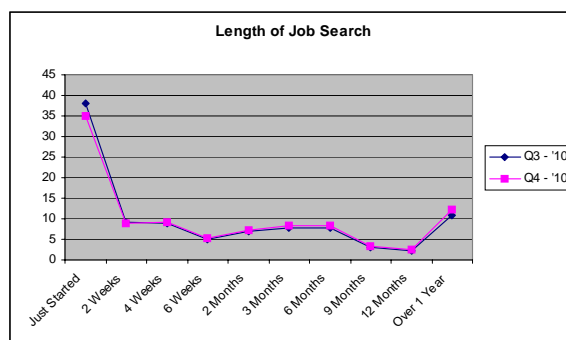
- From a state perspective, New Hampshire exhibited the second largest percentage increase over the previous quarter (0.52%) and previous year (0.99%). In reviewing the top states within each industry, New Hampshire was noted as top state in the Personal & Home Service industry and the second top state in the Manufacturing & Production and Sales & Sales Management industries.
- In looking at our metropolitan areas for online resumes, the top two regions continued to be represented by New York-Northern New Jersey-Long Island (14.60%) and Los Angeles-Riverside-Orange County (12.24%). The majority of the other regions experienced a shift from the previous quarter with Philadelphia-Wilmington-Atlantic City

(#10 to #7) and Houston-Galveston-Brazoria (#8 to #11) representing two of the larger position shifts.

- Top resume titles in various industries included: Administrative Assistant, Warehouse Worker, Sales Representative, Project Manager, Cashier, Security Officer, and Teller.
- More than 92% of our network candidates are searching for any position type when posting their resume. Those looking for a Permanent Full-Time position represented 7.47% of network candidates, an increase of 0.94% from the previous quarter.

Our Network Candidates

- During fourth quarter 2010, more than 66% of our network candidates had 5 or more years of experience. Over the previous quarter, the largest percentage increase was noted in candidates with 3-5 years of experience (0.78%).
- The majority of our network candidates (34.95%) have just begun their job search, a decrease of 3.16% over the previous quarter. The largest percentage increase over the previous quarter was in candidates who have been searching for a job for more than one year (1.32%), representing 12.20% of network candidates.



- The number of diverse candidates in our network remained relatively consistent from the previous quarter. 38.29% of network candidates were members of a minority group with African American/Black candidates representing the largest minority group with 19.25%.
- The Southern region continued as the majority leader for executive candidates with 27.63%. "Director" remained the top executive title with 25.03% and Information Technology was noted as the top industry for executive candidates with 14.03%.

We continue to monitor the trends of our business professionals and employers across our network to provide valuable insight on the job market. These statistics are just a small sample of trends that we have uncovered in fourth quarter 2010.

We encourage you 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!

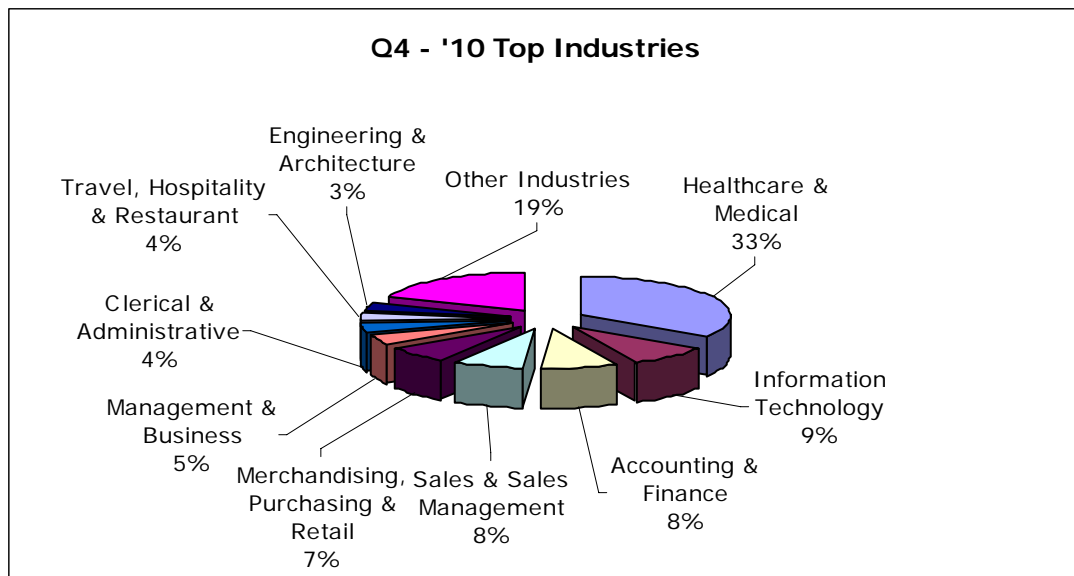
Job Posting Development and Trends:

Industry

Healthcare & Medical continued to rank as the top industry for online job postings this quarter with 33.68%, an increase of 3.45% over the previous quarter. Information Technology experienced a slight increase this quarter allowing it to jump into the #2 spot for online jobs with 9.23%, replacing Merchandising, Purchasing & Retail, now in the #5 spot with 6.99%. In reviewing other top industries for online jobs, Accounting & Finance jumped from the #4 spot to #3 with 8.38%. Clerical & Administrative entered the top 10, representing the #7 top industry with 3.79%, eliminating Customer Service.

Over the previous quarter, the industries with the largest percentage gain in online job postings included: Healthcare & Medical (3.45%), Media & Communication (1.04%) and Clerical & Administrative (0.78%). On the other hand, the industries with the largest percentage decrease over the previous quarter included: Merchandising, Purchasing & Retail (-3.22%), Travel, Hospitality & Restaurant (-2.51%) and Customer Service (-2.14%).

In reviewing our network statistics, we assessed overall industry growth in online jobs over the past 12 months and the industries with the largest percentage increase included: Sales & Sales Management (5.00%), Clerical & Administrative (2.56%) and Healthcare & Medical (2.20%). The industries with the largest percentage decrease included: Travel, Hospitality & Restaurant (-5.33%), Management & Business (-4.01%) and Media & Communication (-1.53%).



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

State & Regional

On a state level, the states with the largest percentage of online jobs per capita in fourth quarter 2010 included: 1) The District of Columbia, 2) Virginia, 3) Maryland, 4) Massachusetts and 5) Washington. In analyzing the top states within each industry channel, the District of Columbia remained in the #1 spot, representing 23 industries.

The states with the largest percentage of job growth over the previous quarter included: North Dakota (0.47%), Washington (0.38%) and Ohio (0.32%). The states with the largest percentage decrease in online jobs over the previous quarter included: South Carolina (-0.40%), West Virginia (-0.38%) and North Carolina (-0.37%). In looking at our 12 month view, North Dakota once again

exhibited the largest percentage gain with 1.05%, followed by Vermont (0.50%) and Ohio (0.36%). The District of Columbia experienced the largest percentage decrease with -3.05%, followed by West Virginia (-0.38%) and Massachusetts (-0.30%).

In assessing our regional data, Healthcare & Medical was noted again as the top industry within all regions. Sales & Sales Management was the second top industry in the Mid Western and Southern regions, and tied with Information Technology as the second top industry in the Western region. Information Technology was also noted as the second top industry in the Mid Atlantic region. In the Northeastern region, Accounting & Finance and Merchandising, Purchasing & Retail tied as the second top industry.

Top Job Titles

In reviewing the top online job titles, we noted that many of the top job titles were represented across many different industries. Some top job titles included: Occupational Therapist, Sales Representative, Customer Service Representative, Merchandise Associate, Accountant, Driver, and Business Analyst.

Job Employment Type

In assessing the employment type for online jobs in fourth quarter 2010, the majority of positions posted were Permanent Full-Time jobs (67.93%), followed by Part-Time jobs (16.98%). The three lowest employment types were: Internship (1.29%), Work at Home (0.65%), and Temporary (0.45%).

Job Experience Level

We evaluated the experience level breakdown for online jobs and the largest percentage was noted in positions with less than one year of experience (77.96%). The second largest percentage was jobs with 3-5 years of experience (9.57%), followed by 1-3 years of experience (6.52%).

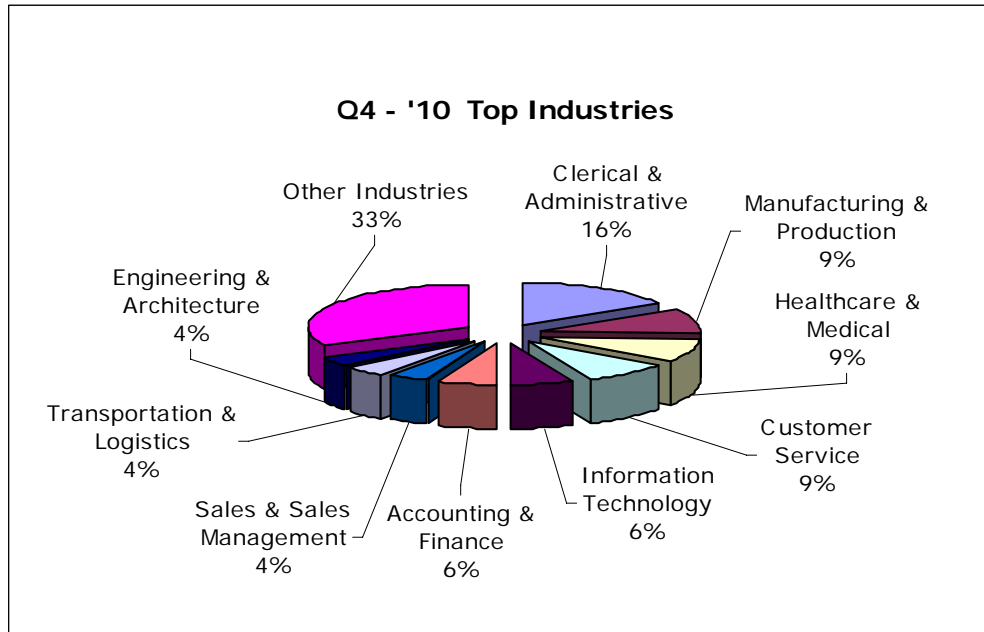
Resume Posting Development and Trends:

Industry

From an online resume posting perspective, the majority of the top industries experienced a position shift except for the #1 and #7 spots. Clerical & Administrative remained in the top spot with 16.49% and Sales & Sales Management remained in the #7 spot with 4.35%. In reviewing the other top industries for online resume postings, the largest position shift was exhibited by Manufacturing & Production which jumped from the #6 to #2 spot with 9.27%. Healthcare & Medical dropped from the #2 spot to #3 this quarter with 9.02%. A new entrant was Transportation & Logistics in the #8 spot with 3.91%, eliminating Management & Business from the top ten.

The industries with the largest percentage growth in online resumes over the previous quarter included: Manufacturing & Production (3.65%), Transportation & Logistics (0.94%) and Construction & Extraction (0.82%). On the other hand, the industries with the largest percentage decrease in candidate resumes over the previous quarter included: Healthcare & Medical (-3.36%), Customer Service (-2.07%) and Merchandising, Purchasing & Retail (-0.83%).

We evaluated overall industry growth over the past 12 months and the industries with the largest percentage of candidate resume growth included: Manufacturing & Production (3.18%), Transportation & Logistics (1.12%) and Construction & Extraction (0.74%). The industries with the largest percentage decrease over the past 12 months included: Customer Service (-3.21%), Merchandising, Purchasing & Retail (-1.47%) and Information Technology (-1.25%).



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

State and Regional

On a state level, the states with the largest percentage of online resumes per capita over fourth quarter 2010 were: 1) Georgia, 2) District of Columbia, 3) Colorado, 4) Nevada and 5) North Carolina. In reviewing the top states within each industry sector, the District of Columbia was the top state, representing ten industries. Colorado was noted as the #2 state, representing six industries. In comparing the percentage increase over the previous quarter, the states with the largest percentage increase included: Idaho (0.63%), New Hampshire (0.52%) and Alabama (0.37%). Over the previous quarter, the largest percentage decrease included: Texas (-0.77%), Montana (-0.53%), and Florida (-0.48%).

Over the past 12 months, the states with the largest percentage increase in online resumes included: Alabama (1.05%), New Hampshire (0.99%) and Maine (0.78%). The states with the largest percentage decrease included: Texas (-0.98%), Montana (-0.95%) and Pennsylvania (-0.84%).

Our regional view shows Clerical & Administrative as the top industry for online resumes in all regions. Manufacturing & Production ranked as the second top industry in the Mid Western and Southern region, while Healthcare & Medical ranked as the second top industry in the Mid Atlantic and Northeastern regions. In the Western region, Customer Service was the second top industry.

Top Resume Titles

In reviewing the top online resume titles, we noted that many titles were represented across various industries. Some top resume titles included: Administrative Assistant, Warehouse Worker, Sales Representative, Project Manager, Cashier, Security Officer, Accountant, and Teller.

Candidate Employment Type

In assessing the employment types for online resumes in fourth quarter 2010, the majority of candidates (92.02%) were looking for any position type. The lowest employment type percentages for online resumes were: W-2 Contractor (0.03%) and Temporary (0.03%).

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 and resume posting. Located below is a brief summary of our key findings in fourth quarter 2010:

Experience Level

In reviewing fourth quarter 2010 data, we noted that more than 66% of our network candidates have 5 or more years of experience. Over the previous quarter, the largest percentage increase was noted in candidates with 3-5 years of experience (0.78%), while the largest percentage decrease was again noted in candidates with 21+ years of experience (-0.57%).



Length of Job Search

In assessing candidate job search length, more than 52% of our candidates have been searching for a job for less than a month. Over the previous quarter, the largest percentage increase was noted in candidates who have been searching for a job for more than a year (1.32%), while the largest percentage decrease was noted in candidates who have just started their job search (-3.16%).

Top 3 Industries for Online Job Postings

Healthcare & Medical, Information Technology, and Accounting & Finance

In evaluating candidate experience levels for the top three industries for online jobs, 50.11% of candidates in Healthcare & Medical, 72.41% in Information Technology, and 70.04% in Accounting & Finance required 5 or more years of experience.

Top 3 Industries for Resume Postings

Clerical & Administrative, Manufacturing & Production, and Healthcare & Medical

In reviewing candidate experience level for the top three industries for online resumes, we noted that 66.69% of Clerical & Administrative, 74.27% of Manufacturing & Production, and 50.11% 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 50.21% of our network candidates were female and 49.79% were male.

Age

In reviewing the age composition of our candidates, the majority of candidates (27.53%) were 21-30 years old. For the first time, the second largest age bracket was represented by candidates aged 41-50 (24.54%), followed close behind by candidates in the 31-40 age bracket (23.13%). The two lowest percentages were represented by candidates who are 61 and older with 4.30% and 18-20 years old with 1.36%.

Ethnicity

In assessing the ethnicity of our network candidates, we reported the majority of candidates are White (Non-Hispanic) with 61.71%, followed by African American/Black candidates with 19.25%.

Other ethnicity percentage breakdowns were Asian/Pacific Islander (9.19%), Hispanic (8.97%) and American Indian/Alaskan Native (0.88%).

Executive Breakdown

Gender

In reviewing our top-tier executive candidates, we noted that 78.85% of executive level candidates were male, with females representing 21.15% of the Beyond.com Network.

Top Job Titles for Executives

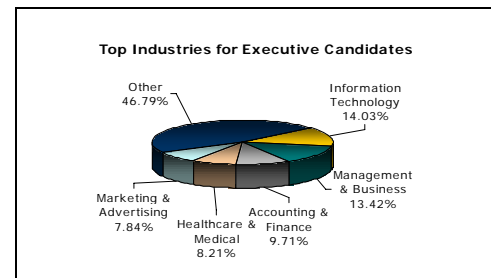
In evaluating job titles for executive candidates, Director continued to top the list with 25.03%. The second top job title continued to be Vice President with 17.97%. The lowest percentages were represented by President (16.65%) and Manager (11.40%).

Geographic Breakdown

The Southern region continued as the majority leader for executive candidates with 27.63%. The second largest percentage was represented by the Western region with 24.66%. Other regional percentages were: Midwest (18.00%), Mid Atlantic (15.04%) and the Northeast (13.68%).

Top Industries for Executive Candidates

The top industry for executive candidates was Information Technology (14.03%), followed by Management & Business with 13.42%. Other top industries included: Accounting & Finance (9.71%), Healthcare & Medical (8.21%) and Marketing & Advertising (7.84%).



Top 15 Metropolitan Region Job Developments and Trends

In reviewing industry trends for jobs for the top 15 major metropolitan areas within the United States, the majority of the regions experienced a position shift from the previous quarter. New York-Northern New Jersey-Long Island (14.60%) and Los Angeles-Riverside-Orange County (12.24%) continued to hold the top two spots. The regions that experienced the largest position shifts were: Philadelphia-Wilmington-Atlantic City (#10 to #7), Houston-Galveston-Brazoria (#8 to #11), Boston-Worcester-Lawrence (#7 to #9), and Seattle-Tacoma-Bremerton (#12 to #10).

In assessing the top industries by metropolitan region, Healthcare & Medical remained the #1 industry. Accounting & Finance was again noted as the second top industry. The New York-Northern New Jersey-Long Island metro region continued as the top region by industry, representing 12 industries, despite decreasing by five industries from the previous quarter.

In comparing the metropolitan regions over the past 12 months, all positions remained consistent. New York-Northern New Jersey-Long Island continued to hold the #1 spot with 14.82%, followed by Los Angeles-Riverside-Orange County (11.42%) and San Francisco-Oakland-San Jose (8.46%).

Top 15 Metropolitan Region Resume Posting Developments and Trends

In evaluating industry trends for resume postings in fourth quarter 2010 for the top 15 metropolitan regions in the United States, Los Angeles-Riverside-Orange County gained the #1 spot with 12.96%, over New York-Northern New Jersey-Long Island now #2 with 12.79%. The majority of the other regions experienced a position shift from the previous quarter. The regions

with the largest percentage shift included: Dallas-Fort Worth (#3 to #5), Phoenix-Mesa (#12 to #10), and San Francisco-Oakland-San Jose (#9 to #11).

In reviewing the top industries by metropolitan region, Clerical & Administrative continued as the #1 industry and Healthcare & Medical as the #2 industry. The New York-Northern New Jersey-Long Island was noted as the top region by industry, representing 14 industries; however the Los Angeles-Riverside-Orange County region was close behind representing 13 industries.

In comparing the top metropolitan regions over the past 12 months, slightly more than half of the positions remained consistent. New York-Northern New Jersey-Long Island (12.44%) and Los Angeles-Riverside-Orange County (11.66%) remained in the top two spots. Of the metropolitan regions that experienced a shift, the largest shift was the Philadelphia-Wilmington-Atlantic City region (#9 to #11).

III. JOB POSTING Developments & Trends

A) Industry

Online Job Postings by Industry Channel

Industry	Q1 - '10	Q2 - '10	Q3 - '10	Q4 - '10
Accounting & Finance	7.95	6.97	7.91	8.38
Arts, Entertainment & Gaming	0.10	0.20	0.26	0.59
Clerical & Administrative	1.22	2.03	3.00	3.79
Construction & Extraction	1.39	1.30	1.25	1.32
Customer Service	2.97	1.83	4.11	1.96
Education, Training, & Library	1.74	1.64	2.12	2.14
Engineering & Architecture	4.18	3.80	3.59	3.33
Healthcare & Medical	31.49	37.06	30.23	33.68
Human Resources	0.31	0.37	0.37	0.51
Information Technology	10.05	8.60	9.12	9.23
Insurance	1.11	0.51	0.43	0.43
Legal Services	0.17	0.21	0.25	0.41
Management & Business	8.52	6.28	4.46	4.51
Manufacturing & Production	1.03	1.34	2.44	2.28
Marketing & Advertising	0.50	0.66	0.60	0.76
Media & Communication	4.39	2.22	1.82	2.86
Merchandising, Purchasing & Retail	6.93	4.91	10.21	6.99
Military & Government	0.39	0.38	0.45	0.42
Other	0.63	1.63	0.67	1.06
Public Relations	0.00	0.20	0.02	0.05
Public Utilities & Services	0.89	0.79	0.63	0.58
Real Estate & Building Maintenance	0.51	0.65	0.47	0.62
Research	0.15	0.11	0.09	0.13
Sales & Sales Management	2.53	4.97	6.99	7.53
Science & Biotech	0.58	0.69	0.67	0.70
Transportation & Logistics	1.21	1.45	1.51	1.83
Travel, Hospitality & Restaurant	8.81	8.87	6.00	3.49

Top 10 Industry Channels for Online Job Postings

Industry	Q4 - '10
Healthcare & Medical	33.68
Information Technology	9.23
Accounting & Finance	8.38
Sales & Sales Management	7.53
Merchandising, Purchasing & Retail	6.99
Management & Business	4.51
Clerical & Administrative	3.79
Travel, Hospitality & Restaurant	3.49
Engineering & Architecture	3.33
Other Industries	18.65

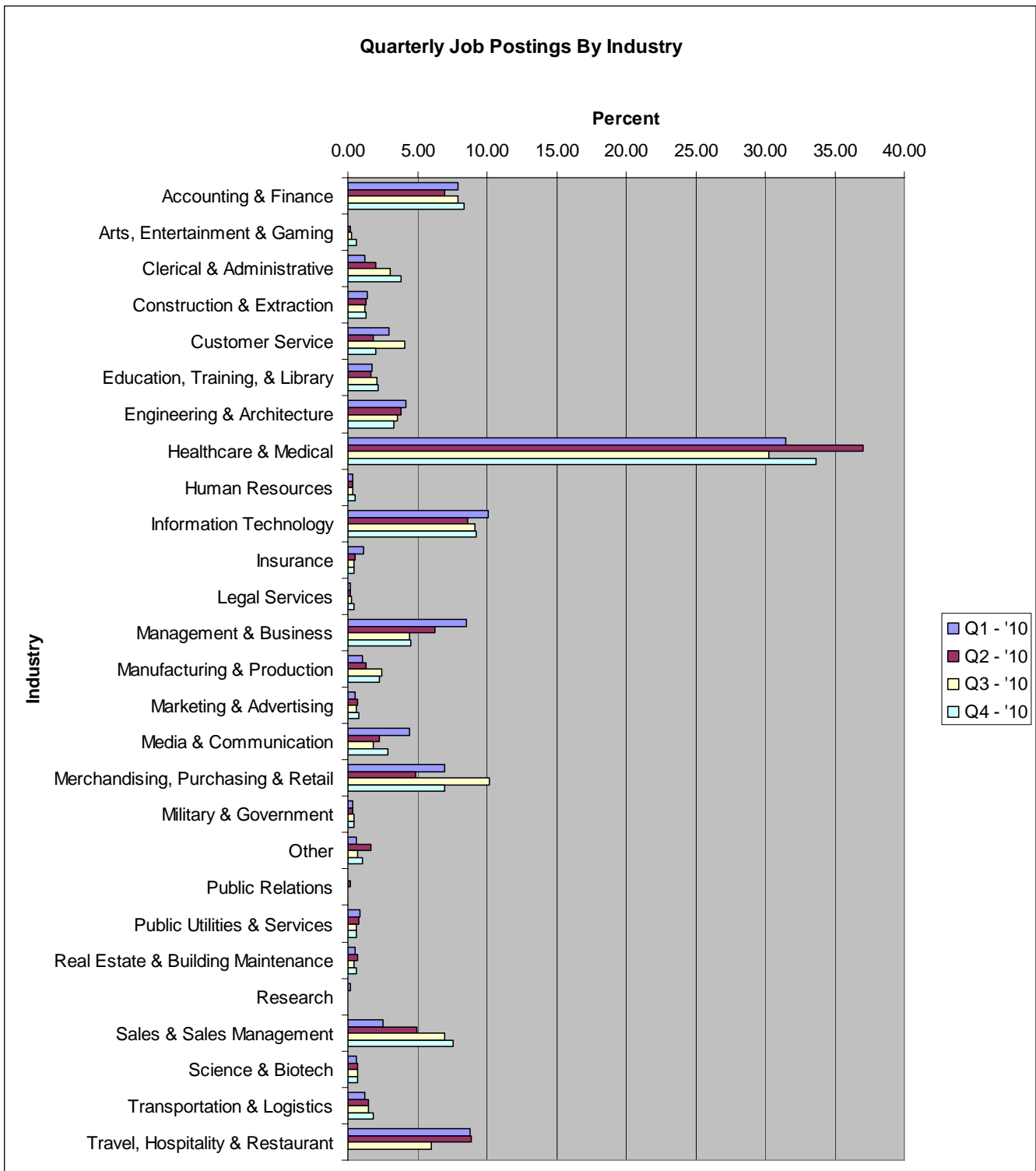


Figure 1: Job Postings by Industry (Q110-Q410)

B) State-by-State

Job Posting Trends by State

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

State	Q1 - '10	Q2 - '10	Q3 - '10	Q4 - '10
AK	1.89	1.71	2.28	2.17
AL	1.55	1.62	1.68	1.47
AR	1.21	1.47	1.42	1.27
AZ	1.81	1.66	1.85	1.81
CA	1.65	1.75	1.69	1.85
CO	2.27	1.97	2.09	2.12
CT	2.27	2.23	2.15	2.38
DC	12.63	10.36	9.30	9.58
DE	2.48	2.26	2.37	2.26
FL	2.06	2.22	2.03	2.16
GA	2.11	2.12	1.82	1.87
HI	1.20	0.99	1.24	1.35
IA	1.98	2.02	2.12	2.30
ID	1.02	1.06	1.16	1.17
IL	1.76	1.73	1.69	1.75
IN	1.54	1.52	1.47	1.40
KS	1.82	2.30	2.10	2.09
KY	1.30	1.34	1.41	1.38
LA	1.43	1.53	1.78	1.65
MA	2.88	2.69	2.53	2.58
MD	2.72	2.68	2.68	2.77
ME	1.46	1.35	1.53	1.69
MI	1.15	1.13	1.18	1.23
MN	1.96	1.80	2.00	1.87
MO	1.58	1.66	1.59	1.41
MS	1.22	1.33	1.30	1.18

State	Q1 - '10	Q2 - '10	Q3 - '10	Q4 - '10
MT	1.18	1.43	1.25	1.34
NC	1.78	1.93	1.87	1.51
ND	1.13	1.36	1.73	2.17
NE	2.01	2.19	2.01	1.96
NH	1.88	1.90	2.23	2.03
NJ	1.93	2.00	2.03	1.86
NM	1.74	1.81	1.76	1.63
NV	1.65	1.77	1.59	1.79
NY	1.53	1.35	1.40	1.49
OH	1.74	1.59	1.78	2.10
OK	1.51	1.57	1.75	1.71
OR	1.71	1.72	1.55	1.64
PA	1.81	1.95	1.94	2.14
RI	1.65	1.95	1.84	1.68
SC	1.57	1.75	1.81	1.41
SD	1.10	1.22	1.38	1.19
TN	1.70	1.81	1.71	1.60
TX	1.99	2.16	2.04	2.00
UT	1.50	1.33	1.36	1.41
VA	3.19	3.33	3.22	3.36
VT	1.41	1.54	1.88	1.91
WA	2.45	2.41	2.13	2.51
WI	1.63	1.66	1.70	1.73
WV	1.66	1.79	1.66	1.28
WY	1.62	1.98	1.91	1.78

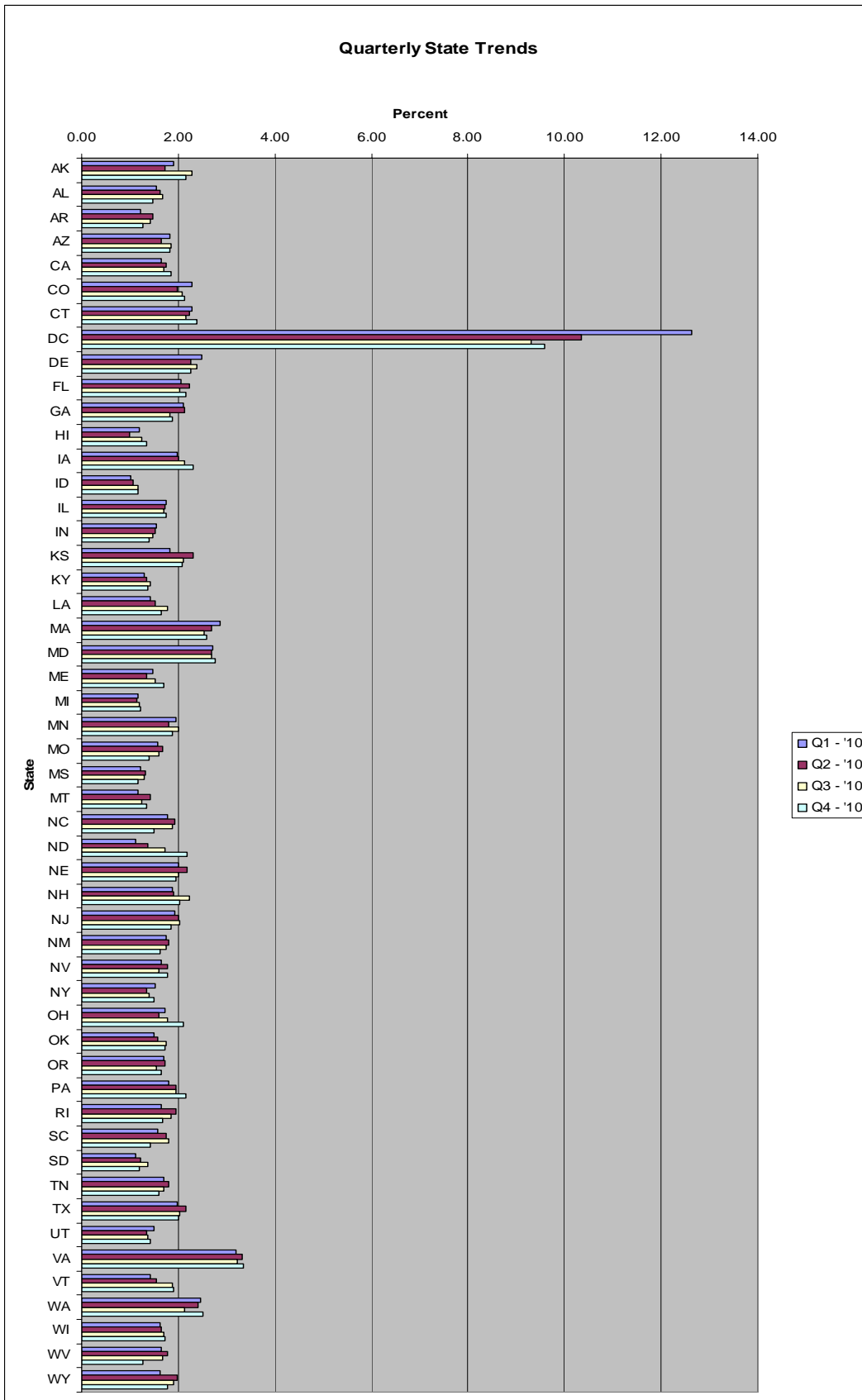


Figure 2-Quarterly State Trends-Job Postings (Q110-Q410)

C) Industry and State Comparisons

Job Posting-Top 3 States by Industry Channel

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

Job Posting-Top States and Industries by Region

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

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

Job Posting-Top Industries by Region (Cont.)

D) Top Job Posting Titles

Job Title
Occupational Therapist
Physical Therapist
Sales Representative
Customer Service Representative
Administrative Assistant
Registered Nurse
Merchandise Associate
Receptionist
Cook
Accountant
Driver
Data Entry Clerk
Business Analyst
Cashier
Speech Language Pathologist
Event Specialist
Project Manager

E) Job Employment Type

Employment Type	Q4 - '10
Permanent Full-Time	67.93
Part-Time	16.98
Any Position Type	7.24
1099 Contractor	3.12
W-2 Contractor	2.34
Internship	1.29
Work at Home	0.65
Temporary	0.45

F) Job Experience Level

Employment Type	Q4 - '10
Less than 1 Year	77.96
1 – 3 Years	6.52
3 – 5 Years	9.57
5 – 10 Years	5.85
10 – 15 Years	0.07
15 – 20 Years	0.01
21+ Years	0.01

IV. RESUME POSTING Developments & Trends

A) Industry

Online Resume Postings by Industry Channel

Industry	Q1 - '10	Q2 - '10	Q3 - '10	Q4 - '10
Accounting & Finance	5.31	5.41	5.68	5.62
Arts, Entertainment & Gaming	0.76	0.73	0.79	0.83
Clerical & Administrative	17.25	16.37	17.06	16.49
Construction & Extraction	2.57	2.68	2.49	3.31
Customer Service	12.09	11.49	10.95	8.87
Education, Training, & Library	1.13	1.31	1.62	1.75
Engineering & Architecture	4.13	4.01	3.84	3.90
Healthcare & Medical	9.49	12.16	12.38	9.02
Human Resources	3.00	2.87	2.80	2.92
Information Technology	7.71	7.24	6.65	6.47
Insurance	0.81	0.71	0.65	0.61
Legal Services	0.86	0.89	0.96	1.13
Management & Business	3.87	3.65	3.72	3.72
Manufacturing & Production	6.09	5.61	5.61	9.27
Marketing & Advertising	2.73	2.60	2.51	1.97
Media & Communication	1.03	1.15	1.17	1.09
Merchandising, Purchasing & Retail	3.14	2.71	2.51	1.68
Military & Government	0.74	0.81	0.81	0.91
Other	3.09	3.99	4.44	6.18
Personal & Home Services	0.13	0.15	0.16	0.17
Public Relations	0.39	0.43	0.43	0.52
Public Utilities & Services	0.48	0.57	0.42	0.54
Real Estate & Building Maintenance	0.88	0.84	0.78	0.90
Research	0.38	0.39	0.41	0.39
Sales & Sales Management	5.32	4.60	4.83	4.35
Science & Biotech	0.86	0.96	0.89	0.87
Transportation & Logistics	2.80	3.07	2.97	3.91
Travel, Hospitality & Restaurant	2.94	2.59	2.46	2.62

Top 10 Industry Channels for Online Resume Postings

Industry	Q4 - '10
Clerical & Administrative	16.49
Manufacturing & Production	9.27
Healthcare & Medical	9.02
Customer Service	8.87
Information Technology	6.47
Accounting & Finance	5.62
Sales & Sales Management	4.35
Transportation & Logistics	3.91
Engineering & Architecture	3.90
Other Industries	32.11

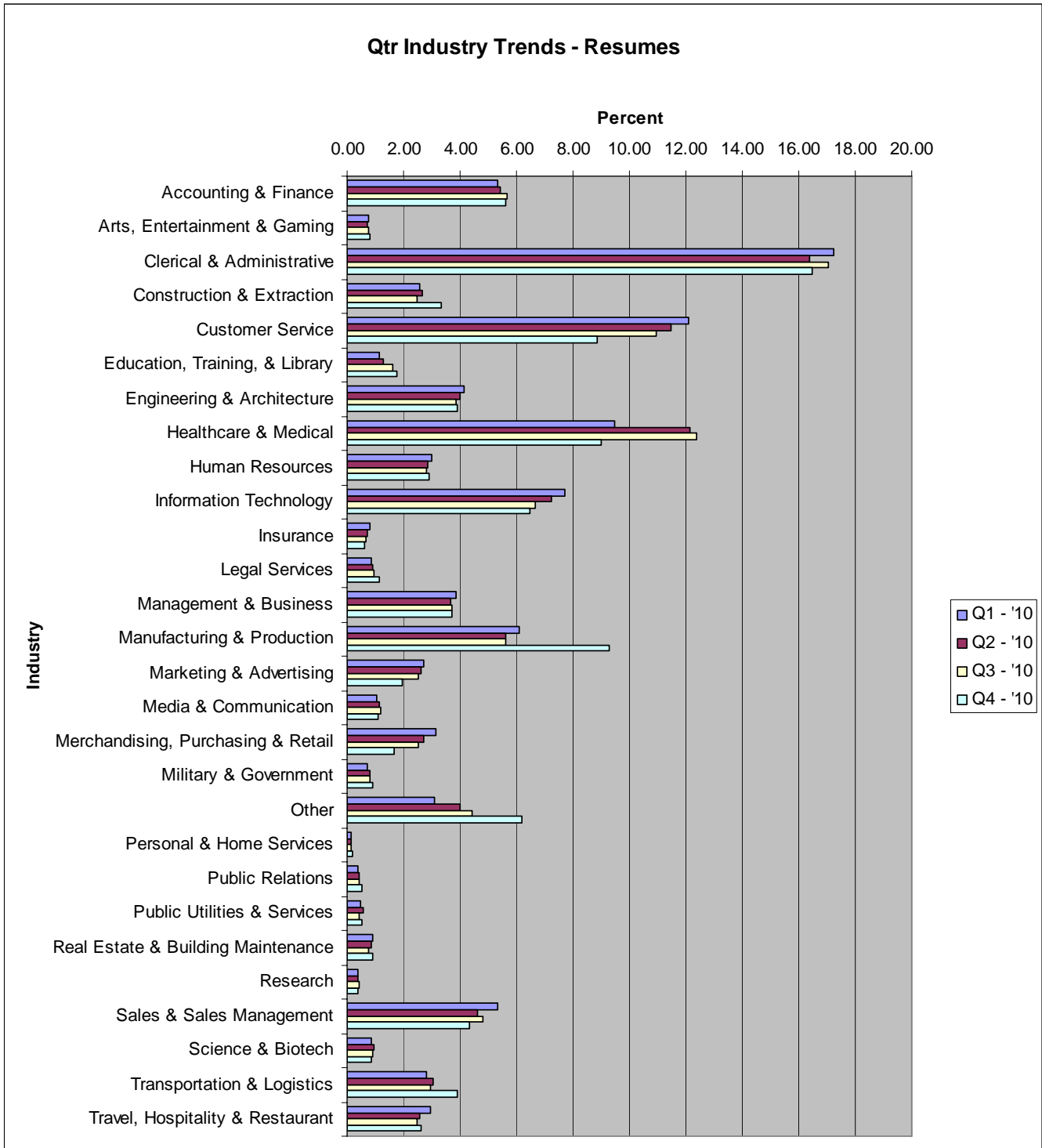


Figure 3-Resume Postings by Industry (Q110-Q410)

B) State-by-State

Resume Posting Trends by State

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

State	Q1 - '10	Q2 - '10	Q3 - '10	Q4 - '10
AK	0.70	0.51	0.47	0.56
AL	1.44	1.90	2.11	2.48
AR	1.03	1.28	1.26	1.07
AZ	2.41	2.54	2.49	2.70
CA	2.08	2.21	2.30	2.07
CO	3.99	3.62	3.53	3.38
CT	2.96	2.79	2.89	2.65
DC	3.28	3.45	3.57	3.55
DE	2.85	2.30	2.25	2.49
FL	3.16	3.26	3.23	2.75
GA	4.10	4.07	4.14	3.77
HI	0.68	0.65	0.66	1.00
IA	1.13	1.28	1.22	1.18
ID	0.90	0.98	0.82	1.45
IL	2.88	2.82	2.67	2.66
IN	2.67	2.27	2.12	2.05
KS	1.46	1.54	1.64	1.99
KY	1.21	1.19	1.21	1.42
LA	1.03	1.58	1.56	1.52
MA	2.07	2.43	2.48	2.30
MD	3.01	2.94	2.87	2.68
ME	0.65	0.89	1.13	1.43
MI	2.42	2.19	1.99	2.14
MN	2.27	1.98	1.96	1.77
MO	2.25	2.38	2.16	2.07
MS	1.13	1.56	1.65	1.80

State	Q1 - '10	Q2 - '10	Q3 - '10	Q4 - '10
MT	1.52	1.23	1.10	0.57
NC	2.92	3.11	2.97	2.91
ND	0.46	0.45	0.50	0.61
NE	1.21	1.18	1.33	1.27
NH	1.83	1.92	2.30	2.82
NJ	2.45	2.18	2.17	2.11
NM	0.80	0.81	0.92	1.20
NV	2.71	2.69	2.84	2.94
NY	1.88	1.74	1.73	1.71
OH	2.57	2.64	2.51	2.32
OK	0.98	1.10	1.16	1.33
OR	1.42	1.47	1.51	1.50
PA	2.62	2.09	1.93	1.77
RI	2.88	2.61	2.91	2.71
SC	2.44	2.89	2.73	2.90
SD	0.74	0.59	0.59	0.83
TN	2.49	2.66	2.74	2.32
TX	3.39	3.23	3.19	2.41
UT	2.36	2.26	2.10	1.82
VA	2.59	2.69	2.58	2.42
VT	0.76	0.78	0.96	1.22
WA	2.06	1.83	1.89	2.07
WI	1.52	1.45	1.41	1.45
WV	0.96	1.12	1.01	0.97
WY	0.71	0.68	0.58	0.88

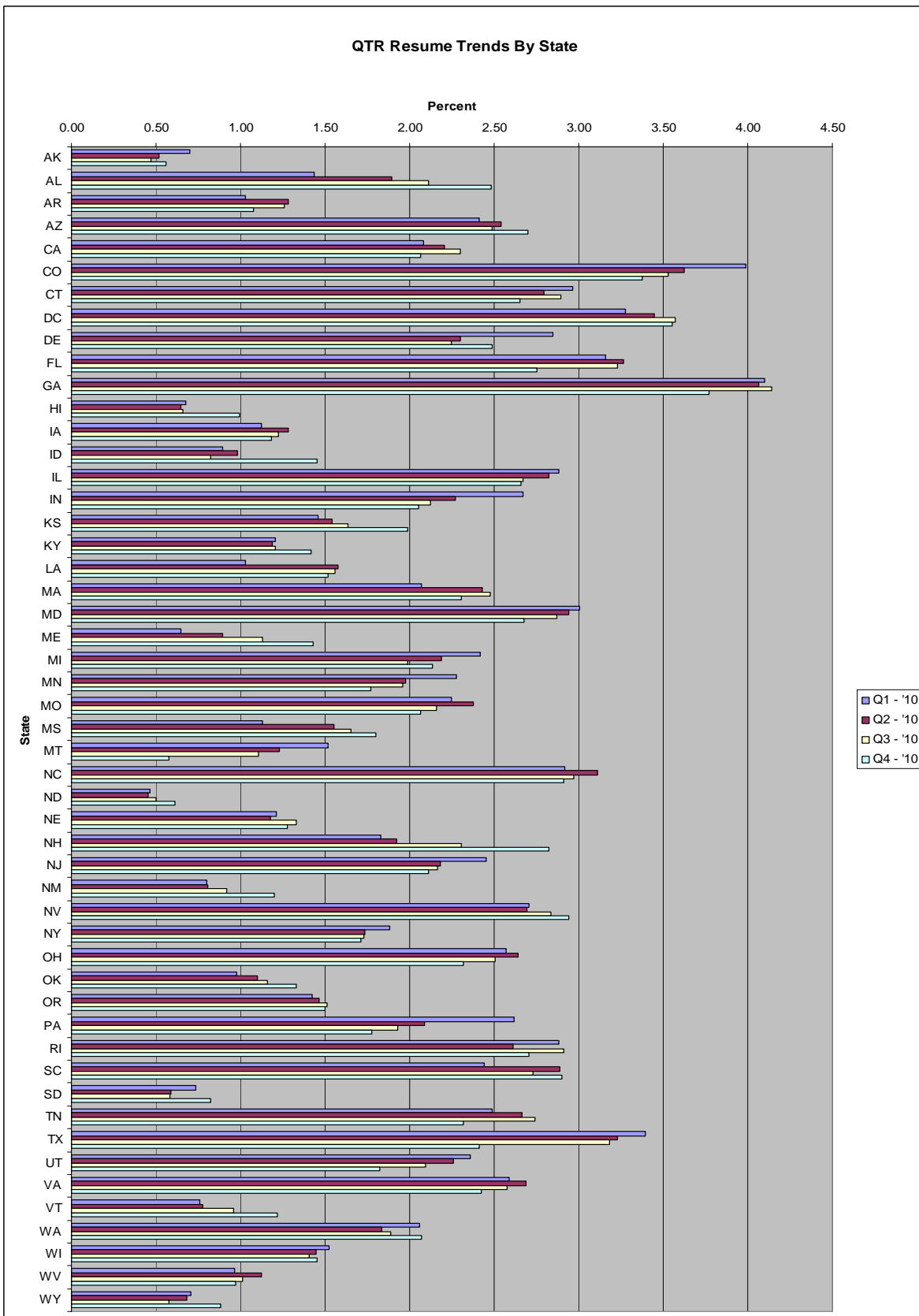


Figure 4-Quarterly State Trends-Resume Posting (Q110-Q410)

C) Industry and State Comparisons

Resume Posting- Top 3 States by Industry Channel

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

Resume Posting- Top States and Industries by Region

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

State	Industry #1	Industry #2	Industry #3
WESTERN REGION			
AK	Clerical & Administrative	Other	Construction & Extraction
AZ	Clerical & Administrative	Customer Service	Healthcare & Medical
CA	Clerical & Administrative	Healthcare & Medical	Customer Service
CO	Clerical & Administrative	Customer Service	Manufacturing & Production
HI	Clerical & Administrative	Customer Service	Travel, Hospitality & Restaurant
ID	Clerical & Administrative	Customer Service	Manufacturing & Production
MT	Clerical & Administrative	Customer Service	Other
NM	Clerical & Administrative	Customer Service	Healthcare & Medical
NV	Clerical & Administrative	Customer Service	Manufacturing & Production
OR	Clerical & Administrative	Customer Service	Manufacturing & Production
UT	Clerical & Administrative	Customer Service	Manufacturing & Production
WA	Clerical & Administrative	Customer Service	Manufacturing & Production
WY	Clerical & Administrative	Other	Customer Service

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

D) Top Resume Posting Titles

Resume Posting Title
Administrative Assistant
Receptionist
Customer Service Representative
Warehouse Worker
Medical Assistant
Sales Representative
Office Assistant
Human Resources Assistant
Data Entry Clerk
Project Manager
Cashier
Security Officer
Accountant
Forklift Operator
Teller
Sales Manager
Driver
Production Supervisor
Financial Analyst
Graphic Designer

E) Candidate Employment Type

Employment Type	Q4 - '10
Any Position Type	92.02
Permanent Full-Time	7.47
Part-Time	0.30
Work at Home	0.06
1099 Contractor	0.04
Internship	0.04
W-2 Contractor	0.03
Temporary	0.03

V. Candidate Developments and Trends

A) Experience Level

Experience Level	Q3 - '10	Q4 - '10
Less than 1 year	6.64	6.23
1 – 3 Years	13.08	13.47
3 – 5 Years	13.01	13.79
5 – 10 Years	18.94	19.39
10 – 15 Years	15.03	14.74
15 – 20 Years	13.54	13.17
21+ Years	19.78	19.21

B) Length of Job Search

Length of Job Search	Q3 - '10	Q4 - '10
Just Started	38.11	34.95
2 Weeks	9.24	8.90
4 Weeks	8.78	9.07
6 Weeks	5.08	5.20
2 Months	6.90	7.27
3 Months	7.90	8.38
6 Months	7.67	8.25
9 Months	3.15	3.23
12 Months	2.29	2.55
Over 1 Year	10.88	12.20

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

Experience Level	Healthcare & Medical	Information Technology	Accounting & Finance
Less than 1 year	16.80	5.08	5.92
1 – 3 Years	20.01	10.74	11.89
3 – 5 Years	13.08	11.78	12.14
5 – 10 Years	16.86	19.82	18.54
10 – 15 Years	11.36	18.41	15.80
15 – 20 Years	9.78	15.14	14.55
21+ Years	12.11	19.04	21.15

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

Experience Level	Clerical & Administrative	Manufacturing & Production	Healthcare & Medical
Less than 1 year	3.92	3.49	16.80
1 – 3 Years	13.40	10.41	20.01
3 – 5 Years	15.99	11.82	13.08
5 – 10 Years	22.00	17.93	16.86
10 – 15 Years	15.22	15.10	11.36
15 – 20 Years	12.68	15.05	9.78
21+ Years	16.80	26.19	12.11

VI. Candidate Statistics

DIVERSITY

Gender Breakdown

Gender	Q4 - '10
Female	50.21
Male	49.79

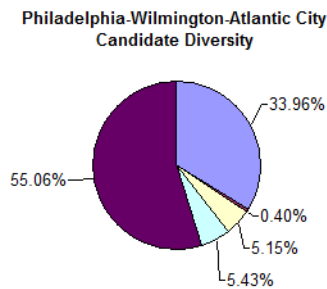
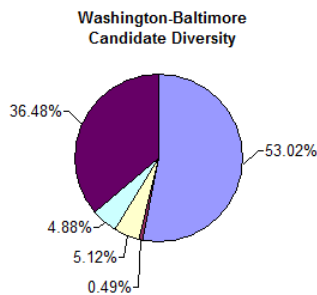
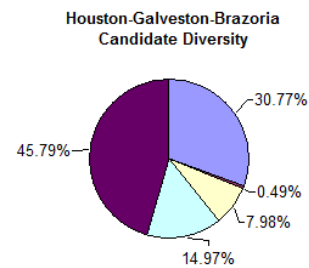
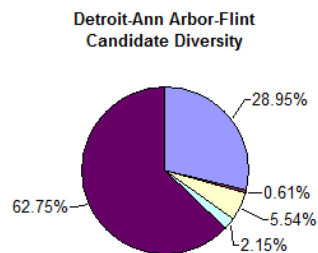
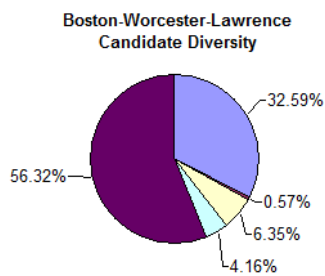
Age Breakdown

Age	Q4 - '10
18-20	1.36
21-30	27.53
31-40	23.13
41-50	24.54
51-60	19.14
61 and over	4.30

Ethnicity Breakdown

Ethnicity	Q4 - '10
White (Non-Hispanic Origin)	61.71
African American/Black	19.25
Asian/Pacific Islander	9.19
Hispanic	8.97
American Indian/Alaskan Native	0.88

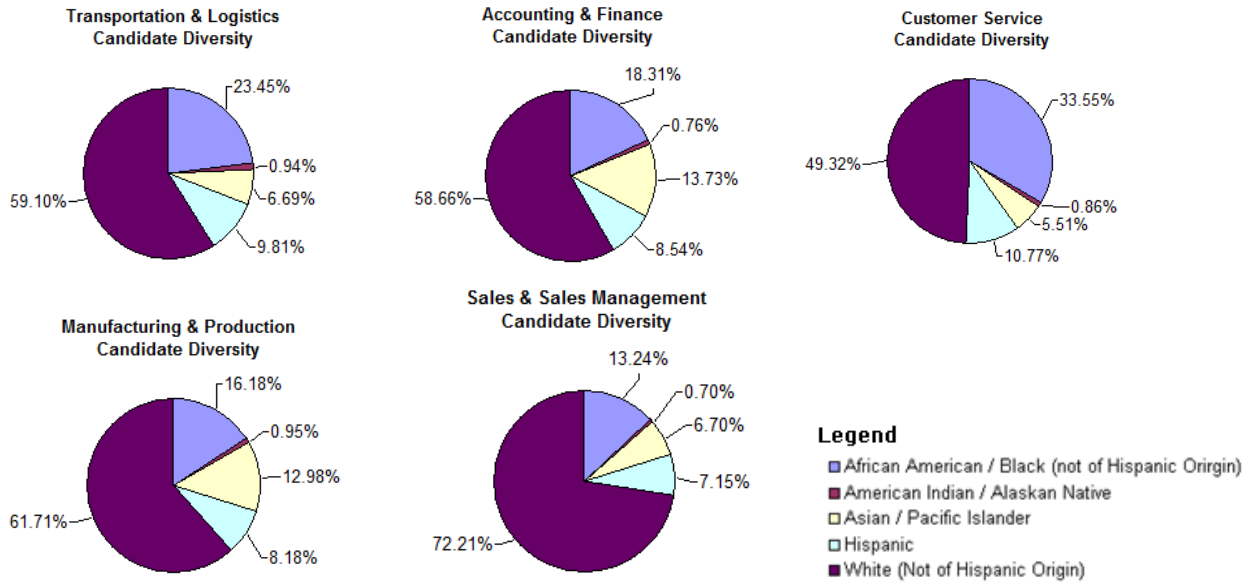
Diversity Breakdown by Major Metros



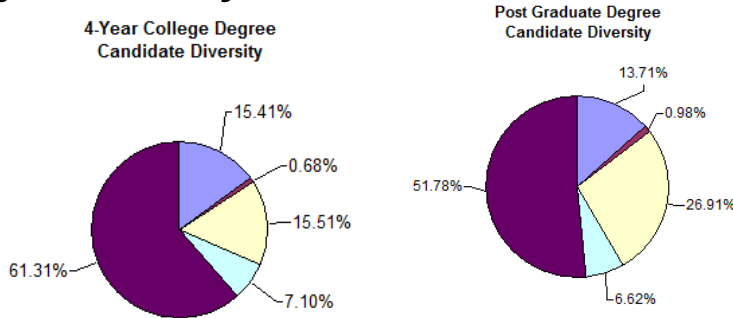
Legend

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

Diversity Breakdown by Major Industries



Diversity Breakdown by Education Level



EXECUTIVE

Gender Breakdown

Gender	Q4 - '10
Female	21.15
Male	78.85

Top Titles for Executive Candidates

Title	Q4 - '10
Director	25.03
Vice President	17.97
Manager	11.40
President	16.65

Geographic Distribution

Location	Q4 - '10
Mid Atlantic	15.04
Mid West	18.99
North East	13.68
South	27.63
West	24.66

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	14.60
Los Angeles-Riverside-Orange County	12.24
San Francisco-Oakland-San Jose	8.31
Chicago-Gary-Kenosha	8.20
Washington-Baltimore	7.16
Dallas-Fort Worth	6.83
Philadelphia-Wilmington-Atlantic City	5.77
Atlanta	5.61
Boston-Worcester-Lawrence	5.45
Seattle-Tacoma-Bremerton	5.37
Houston-Galveston-Brazoria	5.09
Miami-Fort Lauderdale	4.92
Phoenix-Mesa	3.86
Detroit-Ann Arbor-Flint	3.29
Minneapolis-St. Paul	3.28

B) Top Metropolitan Regions for Jobs over the past 12 months (1/01/2010 – 1/01/2011)

Metro Region	% of Jobs Across Regions
New York-Northern New Jersey-Long Island	14.82
Los Angeles-Riverside-Orange County	11.42
San Francisco-Oakland-San Jose	8.46
Chicago-Gary-Kenosha	8.18
Dallas-Fort Worth	7.48
Washington-Baltimore	7.40
Atlanta	5.87
Boston-Worcester-Lawrence	5.65
Houston-Galveston-Brazoria	5.32
Philadelphia-Wilmington-Atlantic City	5.19
Seattle-Tacoma-Bremerton	5.05
Miami-Fort Lauderdale	4.61
Phoenix-Mesa	3.85
Minneapolis-St. Paul	3.43
Detroit-Ann Arbor-Flint	3.27

C) Top Industries by Metropolitan Region

Metro Region Q4 - '10	Industry #1	Industry #2	Industry #3
Atlanta	Healthcare & Medical	Information Technology	Accounting & Finance
Boston-Worcester-Lawrence	Healthcare & Medical	Accounting & Finance	Information Technology
Chicago-Gary-Kenosha	Healthcare & Medical	Accounting & Finance	Information Technology
Dallas-Fort Worth	Healthcare & Medical	Accounting & Finance	Information Technology
Detroit-Ann Arbor-Flint	Healthcare & Medical	Sales & Sales Management	Information Technology
Houston-Galveston-Brazoria	Healthcare & Medical	Merchandising, Purchasing & Retail	Accounting & Finance
Los Angeles-Riverside-Orange County	Healthcare & Medical	Accounting & Finance	Sales & Sales Management
Miami-Fort Lauderdale	Healthcare & Medical	Sales & Sales Management	Accounting & Finance
Minneapolis-St. Paul	Healthcare & Medical	Accounting & Finance	Information Technology
New York-Northern New Jersey-Long Island	Healthcare & Medical	Accounting & Finance	Information Technology
Philadelphia-Wilmington-Atlantic City	Healthcare & Medical	Accounting & Finance	Information Technology
Phoenix-Mesa	Healthcare & Medical	Accounting & Finance	Information Technology
San Francisco-Oakland-San Jose	Information Technology	Healthcare & Medical	Accounting & Finance
Seattle-Tacoma-Bremerton	Healthcare & Medical	Information Technology	Merchandising, Purchasing & Retail
Washington-Baltimore	Healthcare & Medical	Information Technology	Accounting & Finance

D) Top Two Metropolitan Regions by Industry

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

VIII. METROPOLITAN Regional Resume Data

A) Top Metropolitan Regions for Resumes for Fourth Quarter

Metro Region	% of Resumes Across Regions
Los Angeles-Riverside-Orange County	12.96
New York-Northern New Jersey-Long Island	12.79
Chicago-Gary-Kenosha	10.73
Atlanta	9.19
Dallas-Fort Worth	8.35
Houston-Galveston-Brazoria	6.05
Miami-Fort Lauderdale	5.63
Detroit-Ann Arbor-Flint	5.10
Boston-Worcester-Lawrence	5.05
Phoenix-Mesa	4.98
San Francisco-Oakland-San Jose	4.82
Philadelphia-Wilmington-Atlantic City	4.27
Washington-Baltimore	3.93
Seattle-Tacoma-Bremerton	3.29
Minneapolis-St. Paul	2.87

B) Top Metropolitan Regions for Resumes over the past 12 months (1/01/2010 – 1/01/2011)

Metro Region	% of Resumes Across Regions
New York-Northern New Jersey-Long Island	12.44
Los Angeles-Riverside-Orange County	11.66
Chicago-Gary-Kenosha	9.84
Dallas-Fort Worth	9.41
Atlanta	9.18
Houston-Galveston-Brazoria	7.20
Miami-Fort Lauderdale	5.49
Detroit-Ann Arbor-Flint	5.40
San Francisco-Oakland-San Jose	5.09
Boston-Worcester-Lawrence	4.99
Philadelphia-Wilmington-Atlantic City	4.88
Phoenix-Mesa	4.43
Washington-Baltimore	3.96
Minneapolis-St. Paul	3.04
Seattle-Tacoma-Bremerton	2.99

C) Top Industries by Metropolitan Region

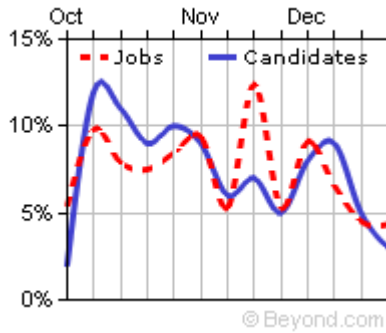
Metro Region Q4 - '10	Industry #1	Industry #2	Industry #3
Atlanta	Clerical & Administrative	Customer Service	Manufacturing & Production
Boston-Worcester-Lawrence	Clerical & Administrative	Healthcare & Medical	Manufacturing & Production
Chicago-Gary-Kenosha	Clerical & Administrative	Customer Service	Manufacturing & Production
Dallas-Fort Worth	Clerical & Administrative	Customer Service	Manufacturing & Production
Detroit-Ann Arbor-Flint	Clerical & Administrative	Manufacturing & Production	Healthcare & Medical
Houston-Galveston-Brazoria	Clerical & Administrative	Manufacturing & Production	Healthcare & Medical
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	Manufacturing & Production	Healthcare & Medical
New York-Northern New Jersey-Long Island	Clerical & Administrative	Healthcare & Medical	Accounting & Finance
Philadelphia-Wilmington-Atlantic City	Clerical & Administrative	Healthcare & Medical	Customer Service
Phoenix-Mesa	Clerical & Administrative	Customer Service	Healthcare & Medical
San Francisco-Oakland-San Jose	Information Technology	Clerical & Administrative	Manufacturing & Production
Seattle-Tacoma-Bremerton	Clerical & Administrative	Information Technology	Customer Service
Washington-Baltimore	Clerical & Administrative	Healthcare & Medical	Customer Service

D) Top Two Metropolitan Regions by Industry

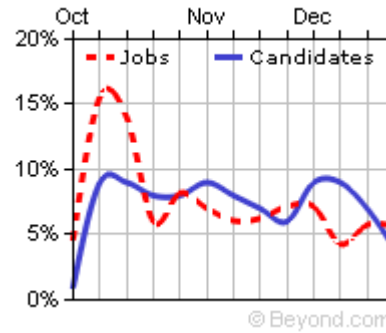
Industry	Metro Region #1	Metro Region #2
Accounting & Finance	New York-Northern New Jersey-Long Island	Los Angeles-Riverside-Orange County
Arts, Entertainment & Gaming	Los Angeles-Riverside-Orange County	New York-Northern New Jersey-Long Island
Clerical & Administrative	Los Angeles-Riverside-Orange County	New York-Northern New Jersey-Long Island
Construction & Extraction	Los Angeles-Riverside-Orange County	New York-Northern New Jersey-Long Island
Customer Service	Los Angeles-Riverside-Orange County	Atlanta
Education, Training, & Library	Los Angeles-Riverside-Orange County	New York-Northern New Jersey-Long Island
Engineering & Architecture	Los Angeles-Riverside-Orange County	Houston-Galveston-Brazoria
Healthcare & Medical	New York-Northern New Jersey-Long Island	Los Angeles-Riverside-Orange County
Human Resources	New York-Northern New Jersey-Long Island	Chicago-Gary-Kenosha
Information Technology	New York-Northern New Jersey-Long Island	Los Angeles-Riverside-Orange County
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	Los Angeles-Riverside-Orange County	New York-Northern New Jersey-Long Island
Manufacturing & Production	Chicago-Gary-Kenosha	Los Angeles-Riverside-Orange County
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	Los Angeles-Riverside-Orange County	New York-Northern New Jersey-Long Island
Other	Los Angeles-Riverside-Orange County	New York-Northern New Jersey-Long Island
Personal & Home Services	New York-Northern New Jersey-Long Island	Los Angeles-Riverside-Orange County
Public Relations	New York-Northern New Jersey-Long Island	Chicago-Gary-Kenosha
Public Utilities & Services	Los Angeles-Riverside-Orange County	Chicago-Gary-Kenosha
Real Estate & Building Maintenance	New York-Northern New Jersey-Long Island	Los Angeles-Riverside-Orange County
Research	New York-Northern New Jersey-Long Island	Chicago-Gary-Kenosha
Sales & Sales Management	Los Angeles-Riverside-Orange County	Chicago-Gary-Kenosha
Science & Biotech	New York-Northern New Jersey-Long Island	Los Angeles-Riverside-Orange County
Transportation & Logistics	Los Angeles-Riverside-Orange County	Atlanta
Travel, Hospitality & Restaurant	New York-Northern New Jersey-Long Island	Los Angeles-Riverside-Orange County

IX. Candidate and Job Trends by Industry Channel (Percentage of Network: October 2010 – December 2010)

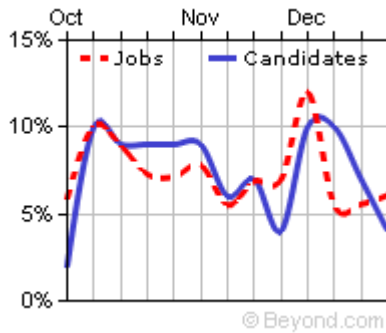
Accounting & Finance



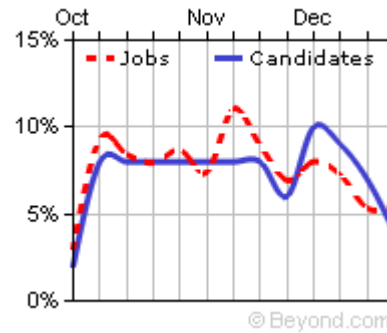
Arts, Entertainment & Gaming



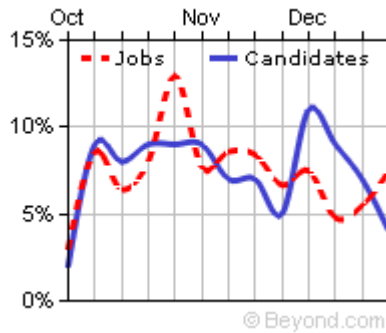
Clerical & Administrative



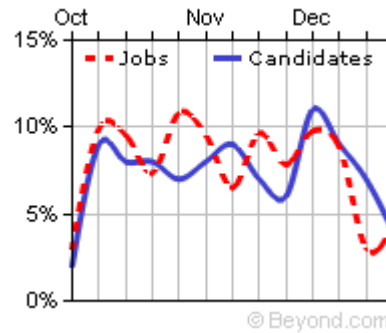
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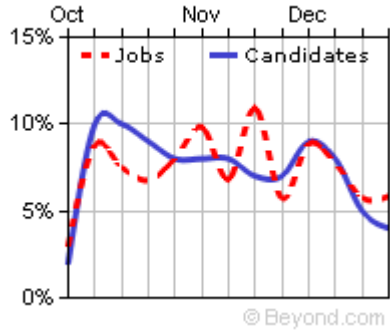
Customer Service



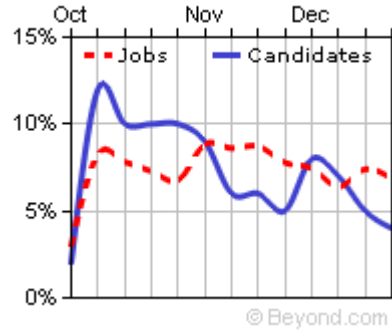
Education, Training & Library



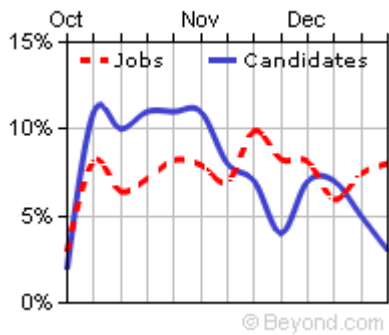
Engineering & Architecture



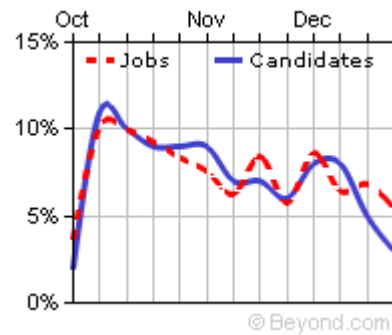
Healthcare & Medical



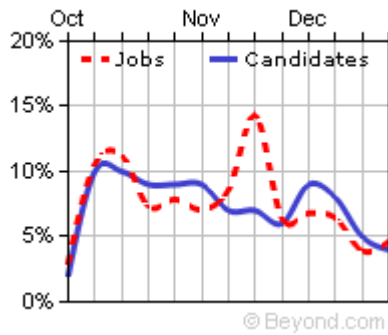
Human Resources



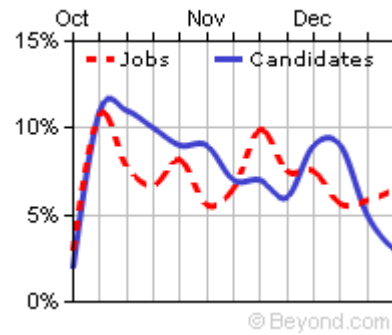
Information Technology



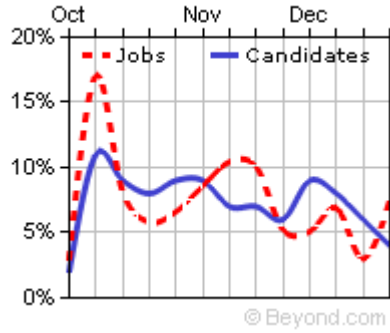
Insurance



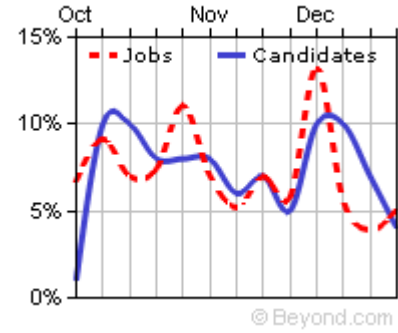
Legal Services



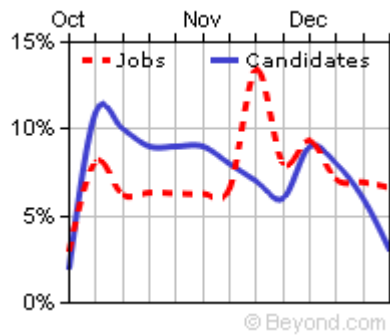
Management & Business



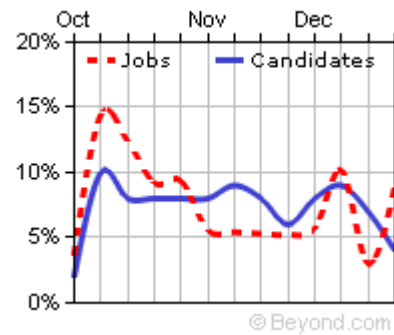
Manufacturing & Production



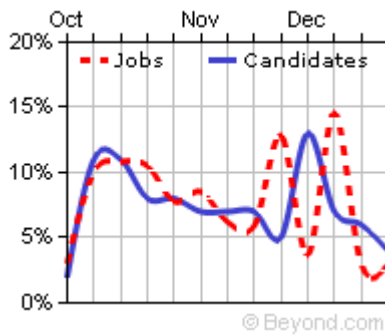
Marketing & Advertising



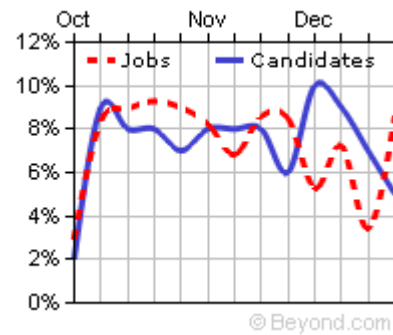
Media & Communication



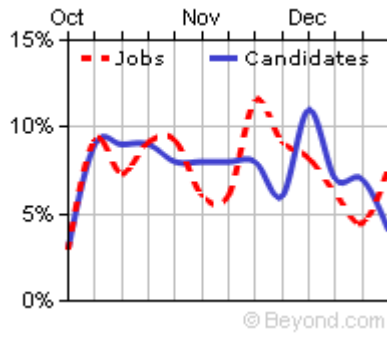
Merchandising, Purchasing & Retail



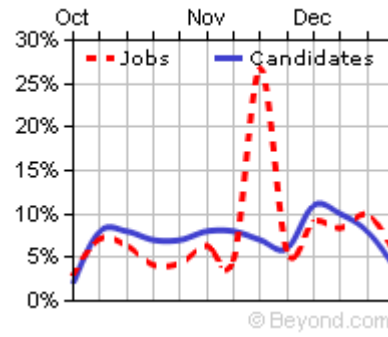
Military & Government



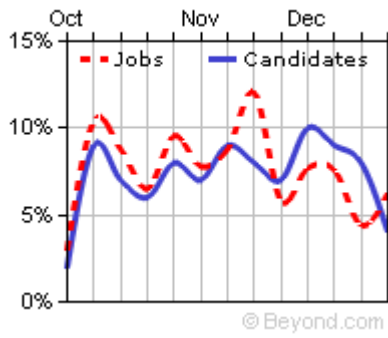
Personal & Home Services



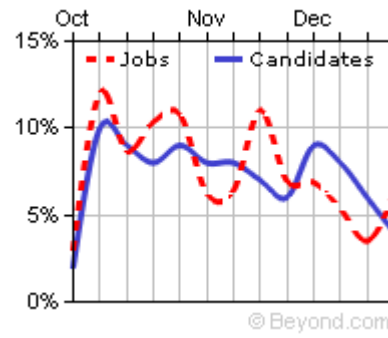
Public Relations



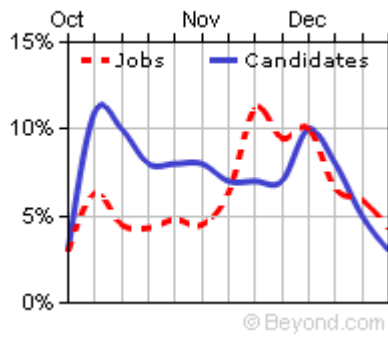
Public Utilities & Services



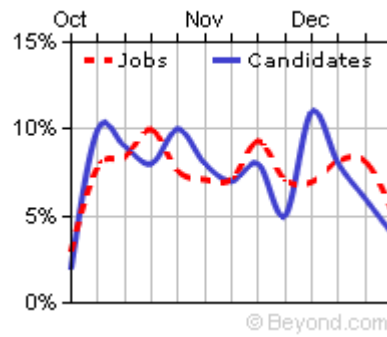
Real Estate & Building Maint.



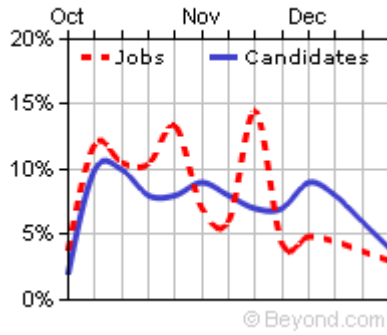
Research



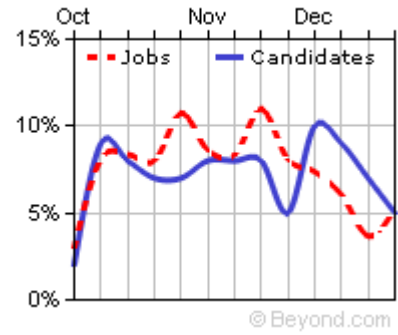
Sales & Sales Management



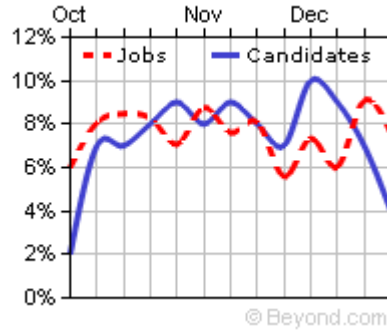
Science & Biotech



Transportation & Logistics



Travel, Hospitality & Restaurant



X. About This Report

Beyond.com compiles information from its network of thousands of 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 2010 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 2010 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.

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