



The Milgram Report November 2008

Beyond.com, the world's largest network of niche career communities is pleased to present The Milgram Report for November 2008. The monthly report highlights key recruitment trends and statistics related to online jobs, resume postings and salary information collected from the Beyond.com Network of thousands of geographic, industry and specialty sites.

In addition, Beyond.com publishes its Quarterly Career Trend Analysis and Industry Outlook Reports which highlight online job posting and candidate resume trends, as well as a variety of candidate attributes such as experience level, length of job search and ethnicity. Quarterly reports are available at <http://www.beyond.com/Media/QuarterlyReports.asp>.

National Job Posting Trends

There was a **-13.87%** decrease in the number of jobs posted in November 2008, compared to the number of jobs posted in October 2008.

Job Posting Trends by Experience Level

The following data represents the percentage change in the number of jobs posted for each candidate experience level in November 2008, compared to the number of jobs posted in October 2008.

Jobs by Experience	Percent Change
< 1 year	-14.14%
1-3 years	-38.70%
3-5 years	-29.43%
5-10 years	-33.75%
10-15 years	-43.42%
15-20 years	-21.35%

National Resume Posting Trends

There was a **-6.00%** decrease in the number of resumes posted in November 2008, compared to the number of resumes posted in October 2008.

Resume Posting Trends by Experience Level

The following data represents the percentage change in the number of resumes posted for each candidate experience level in November 2008, compared to the number of resumes posted in October 2008.

Resumes by Experience	Percent Change
< 1 year	-4.62%
1-3 years	-1.19%
3-5 years	0.99%
5-10 years	-2.78%
10-15 years	-5.38%
15-20 years	-5.53%

Salary Expectations by Experience Level

The chart below indicates the percentage change in salary expectations for candidates by experience level in November 2008, compared to median salary expectations in Q3 2008.

Experience Level	Q3 Median Salary Expectations	November 2008 Salary Expectations	Percent Change
< 1 year	\$36,474.18	\$31,068.97	-14.82%
1-3 years	\$37,487.23	\$36,261.52	-3.27%
3-5 years	\$39,472.88	\$38,409.09	-2.69%
5-10 years	\$46,222.23	\$44,362.49	-4.02%
10-15 years	\$54,085.21	\$51,239.95	-5.26%
15-20 years	\$59,554.46	\$57,725.83	-3.07%
>21 years	\$63,367.48	\$60,885.12	-3.92%

Featured Job and Resume Posting Trends by Industry:

Beyond.com analyzes and reports online recruitment data on 25 industries as well as a variety of geographic locations across the country. Located below is online job posting and candidate data for **three featured metropolitan regions** within the Beyond.com Network.

Boston, MA Metropolitan Region

featuring:



- There was a **-18.63%** decrease in the number of jobs posted in November 2008, as compared to the number of jobs posted in October 2008.
- There was a **-8.57%** increase in the number of resumes posted in November 2008, as compared to the number of resumes posted in October 2008.

San Diego, CA Metropolitan Region

featuring:



- There was a **-14.52%** decrease in the number of jobs posted in November 2008, as compared to the number of jobs posted in October 2008.
- There was a **26.38%** increase in the number of resumes posted in November 2008, as compared to the number of resumes posted in October 2008.

Orlando, FL Metropolitan Region

featuring:



- There was an **82.75%** increase in the number of jobs posted in November 2008, as compared to the number of jobs posted in October 2008.
- There was a **0.52%** increase in the number of resumes posted in November 2008, as compared to the number of resumes posted in October 2008.

To request additional data on a specific industry or metropolitan region or schedule an interview with CEO Rich Milgram, please contact Tara Berger at (610)878-2800 or TaraB@Beyond.com.