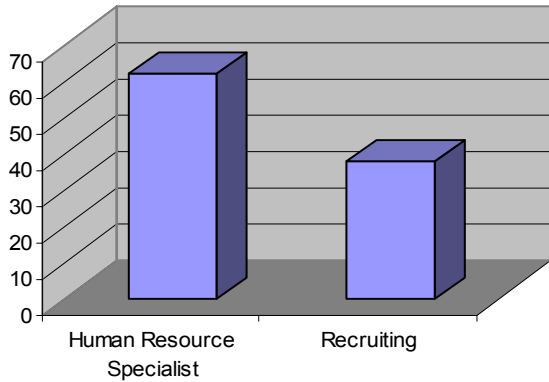
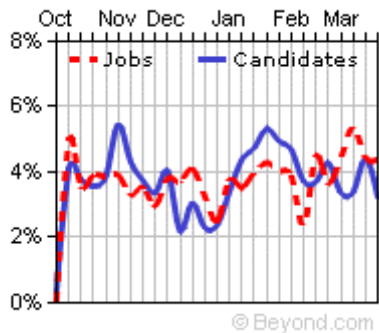


**Top Candidate Sectors – Percentage of Industry Human Resources**



**Human Resources Employment Trends  
(Percentage of Network - October 2005 to March 2006)**



**Human Resources Employment Forecast**  
(Source: Bureau of Labor Statistics: Occupational Outlook Handbook, 2006-2007)

- Employment of human resources, training, and labor relations managers and specialists is expected to grow between 18% and 26% by 2014 due to the large number of qualified college graduates competing for jobs, industry growth, and the need to replace workers leaving the field.
- Additional job growth may stem from increasing demand for specialists in international human resources management and human resources information systems.

**You can effectively reach this market.  
Here is how we can help.**

The Beyond.com Network is comprised of more than 11,000 general, local and niche-industry web sites that together have the power to reach more than **25 million business professional contacts** through its network community, with thousands of new members added each day. A complete listing of the Beyond.com Network sites can be found at: [www.Beyond.com/Network](http://www.Beyond.com/Network).

The Human Resources Delivery Channel captures and delivers information tailored to meet the individual needs and goals of the human resources professional and corporate organization. In addition to searching for a new job, candidate, or industry-related resource materials, Beyond.com can help create a customized recruitment, marketing or advertising campaign that will effectively reach your company's targeted audience.

Branding and advertising opportunities include:

- Job Posting Packages
- E-Mail Marketing and Sponsorships
- Corporate Branding
- Corporate Spotlights
- Alerts and Keyword Purchases

Network Statistics	
Monthly Visitors	>3 million
Page Views	20 million
Human Resources Statistics	
Resumes	143K
Job Postings	3K
Channel Sites	37
Contacts	935K

Top 10 Positions (%)
1. H.R. Consultant (16.78%)
2. H.R. Training Specialist (13.45%)
3. Employment Interviewer (11.09%)
4. Recruiter (10.60%)
5. Benefits Specialist (9.89%)
6. H.R. Labor Relationship Specialist (9.05%)
7. Organizational Development Specialist (8.65%)
8. Personal Recruiter (7.18%)
9. Compensation Specialist (7.10%)
10. Job Analysis Specialist (6.21%)

Top 5 Cities for Jobs
1. Washington, DC
2. Seattle, WA
3. New York, NY
4. Los Angeles, CA
5. Dallas, TX

# Human Resources 1QT06 Industry Outlook

## The Beyond.com Network

By using the power of the Beyond.com Network, your company can be as broad or as specific as necessary in its search to target the critical audience to maximize the value of your recruiting, marketing or advertising campaign. You can target national, regional, state, city, specialty or industry-specific areas. Located below are a few listings of top states, key word searches and web sites that should be considered:

Top 10 States for Candidates
1. Texas (8.96%)
2. California (8.60%)
3. New York (8.03%)
4. Pennsylvania (6.49%)
5. Illinois (5.82%)
6. Florida (5.45%)
7. New Jersey (4.56%)
8. Michigan (4.15%)
9. Georgia (3.99%)
10. Ohio (3.58%)

### Human Resources Key Word Searches:

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

### City Sites

PhillyJobs.com	ManhattanJobs.com	SeattleJobs.com
BaltimoreJobsite.com	PittsburghJobs.com	PhoenixJobs.com
BostonJobsite.com	AlbanyJobsite.com	ChicagoJob.net

### Industry Sites

HRHQ.net	SeniorRecruiter.com	HRCoordinator.com
HRHub.com	HumanresourcesJobs.com	CompensationJobs.com
HRJobs.ca	EmploymentInterviewer.com	BenefitsJobs.com

## Key Human Resources Demographics

In addition to the extensive reach of the Beyond.com Network, it is also important to understand key demographics for the Human Resources Delivery Channel such as years of experience, educational background, length of job search and candidate personality traits. As you can see, 68.90% of our network candidates have a 4 year college degree or higher and more than 48% of candidates have chosen the Beyond.com Network within the first 2 weeks of their job search. This translates into a significant opportunity for your company to tap into a highly-talented, knowledgeable and fresh candidate pool.

Educational Background	
Post Graduate Degree	19.72%
4 Year College Degree	49.18%
2 Year College Degree	7.23%
Some College	14.95%
High School Diploma	8.11%

Length of Job Search	
Just Started	37.42%
2 Weeks	11.29%
4 Weeks	8.06%
6 Weeks	6.13%
2 Months	6.77%
3 Months	12.26%
6 Months	7.42%
9 Months	2.90%
12 Months	1.29%
Over 1 Year	6.45%

### Channel Personality Type:

The leading 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 [LPSales@Beyond.com](mailto:LPSales@Beyond.com) or by dialing 1-866-694-5627. Together we will help you Go Beyond!**