



The World's Largest Network of Niche Career Communities

Career Trend Analysis Report 1QT2010



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Table of Contents

	Page
I. About Beyond.com, Inc.	4
II Quarterly Career Trend Analysis Report	5
III. JOB POSTING Developments and Trends	14
A) Industry	
-Online Job Postings by Industry Channel	
-Top 10 Industry Channels for Online Job Postings	
-Figure 1: Job Postings by Industry (Q209-Q110)	
B) State-by-State	
-Job Posting Trends by State	
-Figure 2: Quarterly State Trends-Job Posting (Q209-Q110)	
C) Industry and State Comparisons	
-Top 3 States by Industry Channel	
-Top States and Industries by Region	
D) Top Job Posting Titles	
E) Job Employment Type	
IV. RESUME POSTING Developments and Trends	21
A) Industry	
-Online Resume Postings by Industry Channel	
-Top 10 Industry Channels for Online Resume Postings	
-Figure 3: Resume Postings by Industry (Q209-Q110)	
B) State-by-State	
-Resume Posting Trends by State	
-Figure 4: Quarterly State Trends-Resume Posting (Q209-Q110)	
C) Industry and State Comparisons	
-Top 3 States by Industry Channel	
-Top States and Industries by Region	
D) Top Resume Posting Titles	
E) Employment Type	
V. CANDIDATE Development and Trends	28
A) Experience Level	
B) Length of Job Search	
C) Candidate Experience Level for Top 3 Industries – Job Posting	
D) Candidate Experience Level for Top 3 Industries - Resumes	
VI. CANDIDATE Statistics	29
VII. EMPLOYER Registration Statistics	31
VIII. METROPOLITAN Regional Job Posting Data	32
A) Top Metropolitan Region for Jobs For First Quarter	
B) Top Metropolitan Region for Jobs (4/2009 – 4/2010)	
C) Top Industries by Metropolitan Region	
D) Top Two Metropolitan Regions by Industry	
IX. METROPOLITAN Regional Resume Data	35
A) Top Metropolitan Region for Resumes For First Quarter	
B) Top Metropolitan Region for Resumes (4/2009 – 4/2010)	

C) Top Industries by Metropolitan Region
D) Top Two Metropolitan Region by Industry

X.	Candidate and Job Trends by Industry Channel	38
XI.	About this Report	43

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 private companies and is a [Safeguard Scientifics](#) (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.

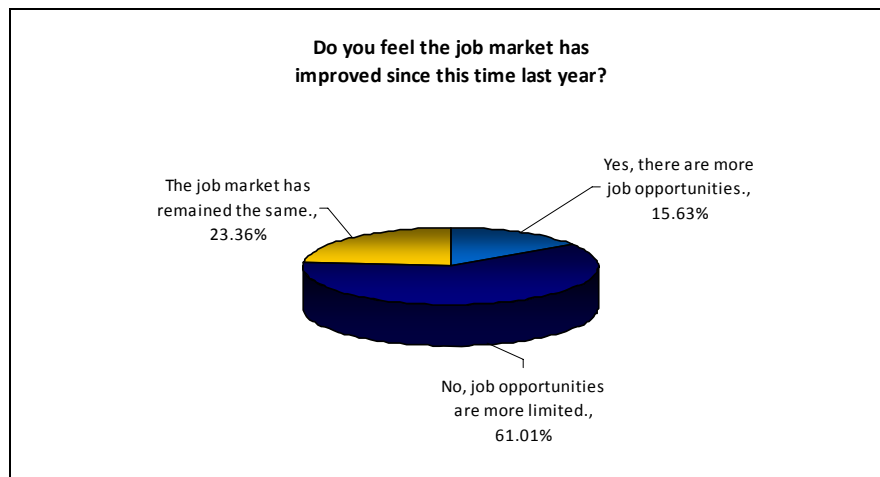
Dear Reader:

Beyond.com is pleased to present our Career Trend Analysis Report for first 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.

With more and more business professionals looking for work everyday, we continue to focus on providing information about our employers across our network, including company size, type and industry for new employer registrations. In addition, we also include online job statistics including top job titles, employment type, and experience level; so that business professionals can be more informed about what type of candidates our employers are looking for in their next hire and better compete in today's competitive job market.

An Economic Outlook

More than 61% of business professionals who participated in a recent Beyond.com poll say that the job market has not improved since this time last year.



In the beginning of 2010, the nation was anxious to see if the New Year would bring some positive economic signs after 2009 came to a close with an unemployment rate of 10 percent. The good news is at the end of first quarter 2010, jobs increased by 162,000 and the unemployment rate dropped to 9.7 percent, which included newly created temporary jobs to handle the US Census.

Even though some professionals feel that the job market has not improved much in the past year, we have noticed some positive signs of economic recovery and an improved job market in reviewing our first quarter 2010 statistics. Located below are just a few key notables:

- Entry-level jobs increased by 80% in first quarter 2010. In addition to experiencing year over year growth, these jobs were up an additional 19% from pre-recession job numbers in Q12009. Top growth industries for entry-level jobs included: Engineering, Healthcare and Information Technology.
- Over 61% of industries experienced a quarterly percentage gain in online job postings over the previous quarter.

- Over 60% of employers are looking for permanent full-time employees versus hiring temporary or part-time workers to fulfill roles without long term commitments.
- The Travel, Hospitality & Restaurant industry exhibited the largest percentage increase in online jobs with 2.45% securing the #3 spot in online jobs across the network with 8.81%, a sign that consumer spending is on the rise and expected to continue in the months to come. According to the Bureau of Labor Statistics, restaurants and hotels have added close to 50,000 jobs in the past two months alone.
- After dropping significantly in Q3 2009, the Merchandising, Purchasing and Retail sector continues to strengthen quarter over quarter. According to Kronos Inc., retailers boosted hiring by 9% in March 2010 to the highest level since the fall of 2008, again a strong indicator of economic recovery.
- This quarter, top job titles in demand included: Physical Therapist, Sales Representative, Customer Service Representative, Java Developer, Project Manager, and Software Engineer.

Industry	Q2 - '09	Q3 - '09	Q4 - '09	Q1 - '10	QT Change	YR Change
Engineering & Architecture	6.07	2.91	3.01	4.18	1.17	-1.89
Travel, Hospitality & Restaurant	2.02	1.53	6.37	8.81	2.45	6.79
Accounting & Finance	11.42	6.28	7.21	7.95	0.74	-3.47
Merchandising, Purchasing & Retail	8.68	5.55	6.26	6.93	0.67	-1.75

Online Resumes

- The top three industries for online resume postings remained consistent. Even as the top industry, Clerical & Administrative experienced the largest percentage decrease over the past quarter and year. Customer Service and Healthcare & Medical also experienced percentages decreases over the previous year.
- Information Technology and Merchandising, Purchasing & Retail both exhibited significant percentage increases over the past quarter and year. Information Technology increased 2.08% over the quarter and 3.32% over the year. Merchandising, Purchasing & Retail gained 2.21% over the quarter and 2.41% over the year. Rounding out the top three industries for the largest percentage increase over the quarter was Customer Service with an increase of 1.93%.

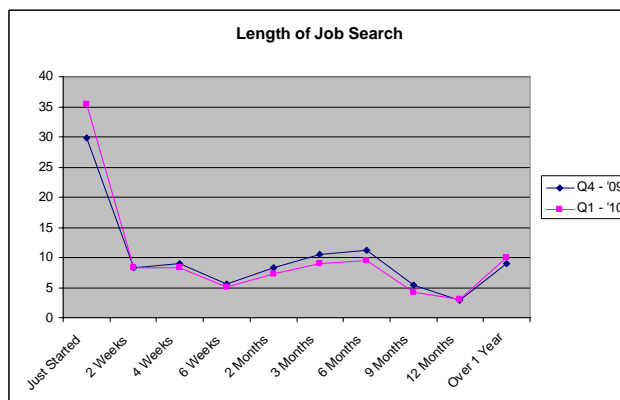
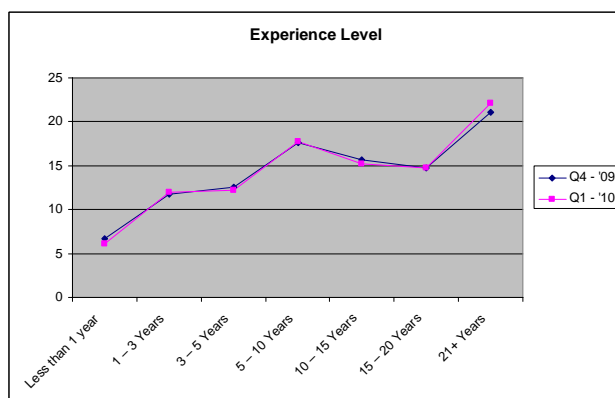
Industry	Q2 - '09	Q3 - '09	Q4 - '09	Q1 - '10	QT Change	YR Change
Clerical & Administrative	33.86	33.51	27.63	17.25	-10.38	-16.61
Customer Service	13.58	12.06	10.16	12.09	1.93	-1.49
Healthcare & Medical	12.94	13.71	10.16	9.49	-0.66	-3.44
Information Technology	4.40	3.92	5.63	7.71	2.08	3.32
Merchandising, Purchasing & Retail	0.73	0.80	0.93	3.14	2.21	2.41

- From a state perspective, the state of Colorado ranked as the #2 state for online resumes per capita. In addition, this state had the largest percentage increase over the quarter with 0.68% and the largest percentage gain over the past 12 months with 1.39%. Colorado tied with the District of Columbia as the top state within each industry channel, both states representing eight industries.
- In looking at our metropolitan areas for online resumes, New York-Northern New Jersey-Long Island remained as the top region with 12.66%. The Philadelphia-Wilmington-Atlantic region had the largest position shift from the previous quarter (#9 to #7). Both of these regions were ranked as the top two regions for two industries which were: Research and Science & Biotech.

- Top resume titles in various industries included: Administrative Assistant, Warehouse Operator, Delivery Driver, Sales Representative, Engineer, and Accountant.
- Over 87% of our network candidates selected that they are searching for any position type when posting their resume, an increase of 21.4% from the previous quarter which indicates candidates are exhibiting more flexibility in their job search. Those looking for Permanent Full-Time position represented over 11% of network candidates.

Our Network of Candidates

- In reviewing first quarter 2010 data, we noted that almost 70% of our network candidates have 5 or more years of experience.
- We also found that over 43% of our network candidates have been searching for a job within the past two weeks, exhibiting the freshness of our candidate base.



- In first quarter 2010, we noted that over 38% of our network candidates were members of a minority group with African American/Black candidates representing the largest minority with 17.82%.
- The job title of Director remained as the top executive job title with 27.79% and Information Technology was ranked as the top industry for executive candidates with 13.67%. For the sixth consecutive quarter, the Southern region was the majority leader for executive candidates with 27.79%.

Our Network of Employers

- In evaluating the various types of companies registering across our network in first quarter 2010, a majority of these companies were again represented by Corporations with 66.01%, followed by Recruiting Companies with 17.18%.
- The largest percentage of newly registered employers had less than 10 employees with 28.55%. Other top percentages were companies with 11-50 employees (23.89%) and more than 500 employees (19.64%).
- The top three industries for employers who registered in first quarter 2010 were again noted as Information Technology (12.55%), Healthcare & Medical (8.32%), and Manufacturing & Production (6.88%).

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 first quarter 2010.

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!

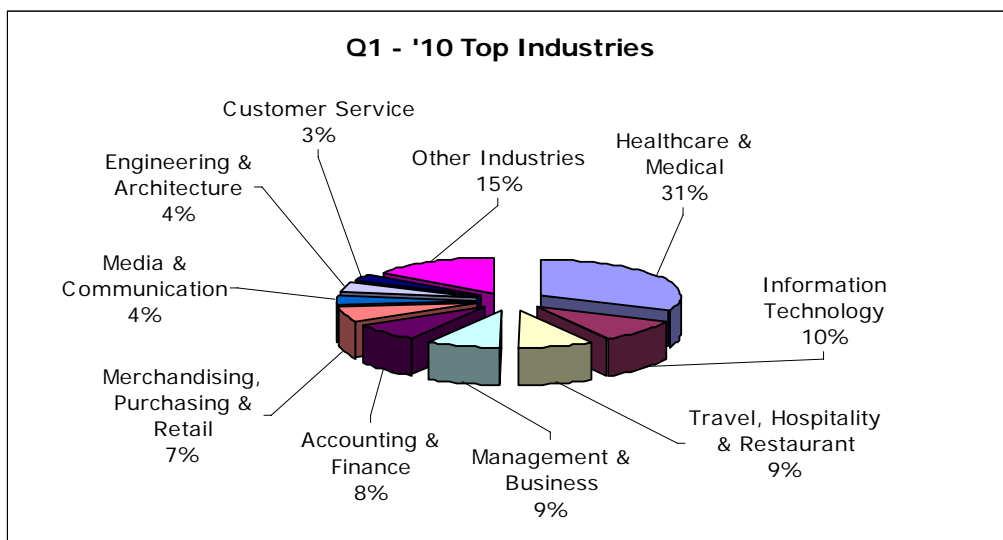
Job Posting Development and Trends:

Industry

Healthcare & Medical remained in the top spot for online job postings for the first quarter 2010 with 31.49%. For the second consecutive quarter, this industry exhibited a decrease from the previous quarter and had the largest percentage decrease over the past year. Information Technology continued to hold the #2 spot with 10.05%. Some notable changes within the top ten positions included: Travel, Hospitality & Restaurant jumped two spots to take the #3 spot with 8.81%, Media & Communication gained that #7 spot with 4.39%, and Customer Service dropped from the #7 spot to #9 with 2.97%.

Over the previous quarter, the industries with the largest percentage gain in online jobs included: Travel, Hospitality & Restaurant (2.45%), Media & Communications (1.61%), and Engineering & Architecture (1.17%). On the other hand, the industries with the largest percentage decrease over the previous quarter included: Healthcare & Medical (-2.12%), Information Technology (-2.06%), and Sales & Sales Management (-0.15%).

We assessed overall industry growth in online jobs over the past 12 months and the industries with the largest percentage increase included: Management & Business (7.60%), Travel, Hospitality & Restaurant (6.79%), and Customer Service (2.80%). The industries with the largest percentage decrease included: Healthcare & Medical (-5.83%), Accounting & Finance (-3.47%) and Engineering & Architecture (-1.89%).



Job Postings
% of Beyond.com Network

State & Regional

On a state level, the states with the largest percentage of online jobs per capita in first quarter 2010 included: 1) The District of Columbia, 2) Virginia, 3) Massachusetts, 4) Maryland and 5) Delaware. In analyzing the top states within each industry channel, the District of Columbia remained in the #1 spot representing 22 industries.

The states with the largest percentage of job growth over the previous quarter included: the District of Columbia (1.48%), Washington (0.32%), and Maine (0.21%). The states with the largest percentage decrease in online jobs over the previous quarter included: Virginia (-0.52%), Alaska (-0.39%), and Wyoming (-0.39%). In looking at our 12 month view, the District of

Columbia exhibited the largest percentage gain with 3.18%, followed by the Massachusetts (0.49%) and Georgia (0.40%). Kansas experienced the largest percentage decrease with -0.93%, followed by Wyoming (-0.72%) and Arkansas (-0.46%).

In assessing our regional data, Healthcare & Medical was noted again as the top industry within all regions. Management & Business was the second top industry in the Northeastern region. Travel, Hospitality & Restaurant was the second top industry in the Mid Western and Southern regions, and tied with Information Technology in the Western region.

Top Job Titles

In reviewing the top online job titles, we noted that many of the top job titles were represented across various industries. Top job titles included: Physical Therapist, Sales Representative, Customer Service Representative, Java Developer, Project Manager, Software Engineer, and Financial Analyst.

Job Employment Type

In assessing the employment type for online jobs in first quarter 2010, the majority of positions (60.53%) were Permanent Full Time jobs. The three lowest employment types were: W-2 Contractor (0.53%), 1099 Contractor (0.06%), and Temporary (0.04%).

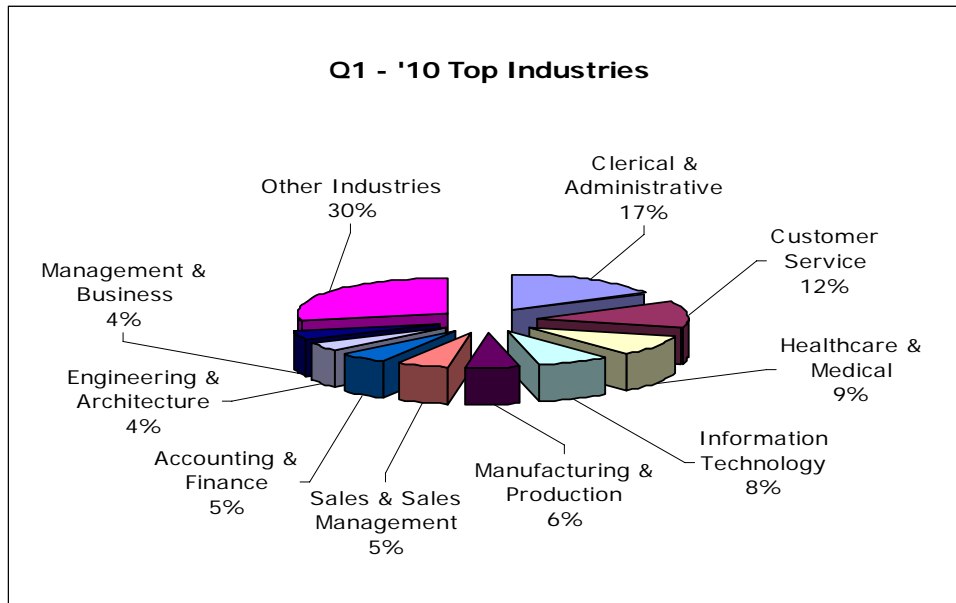
Resume Posting Development and Trends:

Industry

From an online resume posting perspective, the majority of the top ten positions remained fairly consistent however there were some shifts and one new entrant. Clerical & Administrative remained in the top spot with 17.25% while Customer Service ranked #2 with 12.09% and Healthcare & Medical ranked #3 with 9.49%. Accounting & Finance experienced a significant drop going from the #4 spot to #7. Engineering & Architecture entered the top ten in the #8 spot, eliminating Human Resources.

Over the previous quarter, the industries with the largest percentage growth of online resumes included: Merchandising, Purchasing & Retail (2.21%), Information Technology (2.08%), and Customer Service (1.93%). On the other hand, the industries with the largest percentage decrease in candidate resumes over the previous quarter included: Clerical & Administrative (-10.38%), Accounting & Finance (-1.95%), and Human Resources (-1.32%).

We evaluated overall industry growth over the past 12 months and the industries with the largest percentage of candidate resume growth included: Information Technology (3.32%), Manufacturing & Production (2.61%), and Merchandising, Purchasing & Retail (2.41%). The industries with the largest percentage decrease over the past 12 months included: Clerical & Administrative (-16.61%), Healthcare & Medical (-3.44%), and Customer Service (-1.49%).



**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 first quarter 2010 were: 1) Georgia, 2) Colorado, 3) Texas, 4) District of Columbia and 5) Florida. In reviewing the top states within each industry channel, the District of Columbia and Colorado tied for the top state with each state representing eight industries. In comparing the percentage increase over the previous quarter, the states with the largest percentage increase included: Colorado (0.68%), Minnesota (0.66%), and Georgia (0.61%). Over the previous quarter, the largest percentage decrease included: Alabama (-0.75%), Louisiana (-0.74%), and South Dakota (-0.66%).

Over the past 12 months, the states with the largest percentage increase in online resumes included: Colorado (1.39%), Montana (0.97%), and Washington (0.65%). The states with the largest percentage decrease included: Rhode Island (-1.22%), District of Columbia (-1.04%), and Kentucky (-0.81%).

Our regional view indicates that Clerical & Administrative remained as the top industry for online resumes in all regions in the United States. Customer Service represented the second top industry in all regions.

Top Resume Titles

In reviewing the top online resume titles, the majority of the top resume titles were in the Clerical & Administrative industry. Such resume titles included: Administrative Assistant, Secretary, Receptionist, and Clerical Office Assistant. Top resumes in other industries included: Warehouse Operator, Delivery Driver, Sales Representative, Project Manager, Engineer, and Accountant.

Candidate Employment Type

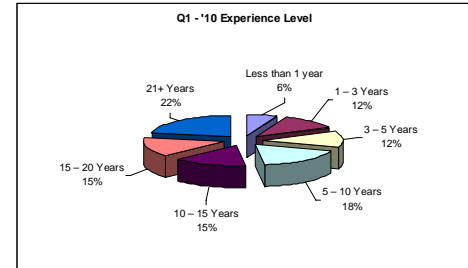
In assessing the employment types for online resumes in first quarter 2010, the majority of candidates (87.68%) were looking for any position type. The second largest percentage was Permanent Full Time, with 11.49%. The three lowest employment type percentages for online resumes were: W-2 Contractor (0.08%), Internship (0.06%), and Temporary (0.04%).

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 first quarter 2010:

Experience Level

In reviewing first quarter 2010 data, we noted that almost 70% of our network candidates have 5 or more years of experience. Over the previous quarter, the largest percentage increase was again noted in candidates with 21+ years of experience (1.05%), while the largest percentage decrease was again noted in candidates with less than 1 year of experience (-0.61%).



Length of Job Search

The largest percentage for the length of job search continued to be represented by those who have just started their job search with 35.44%, which was an increase of 5.64% over the previous quarter. Over 52% of our network candidates have been searching for a job over the past month. Over the previous quarter, the largest percentage decrease was noted in candidates who have been searching for a job in the past six months (-1.73%).

Top 3 Industries for Online Job Postings

Healthcare & Medical, Information Technology, and Travel, Hospitality & Restaurant

In evaluating candidate experience levels for the top three industries for online jobs, 51.05% of candidates in Healthcare & Medical, 66.30% in Information Technology and 67.84% in Travel, Hospitality & Restaurant 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 resumes, we noted that 69.75% of Clerical & Administrative, 64.56% of Customer Service, and 51.05% 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 51.78% of our network candidates were female and 48.22% were male.

Age

In reviewing the age composition of our candidates, the majority of candidates (31.15%) remain in the 21-30 year age bracket. For the first time, the second largest age bracket was candidates 41-50 (23.47%), followed by candidates in the 31-40 age bracket (22.57%). The two lowest percentages were represented by candidates who are 61 years old and over with 3.46% and 18-20 years old with 2.01%.

Ethnicity

In assessing the ethnicity of our network candidates, we reported the majority of candidates are White (Non-Hispanic) with 61.70%, followed by African American/Black candidates with 17.82%. Other ethnicity percentage breakdowns were Asian/Pacific Islander (10.98%), Hispanic (8.63%), and American Indian/Alaskan Native (0.87%).

Executive Breakdown

Gender

In reviewing our top-tier executive candidates, we noted that 79.26% of executive level candidates were male with females representing 20.74% of the Beyond.com Network.

Top Job Titles for Executives

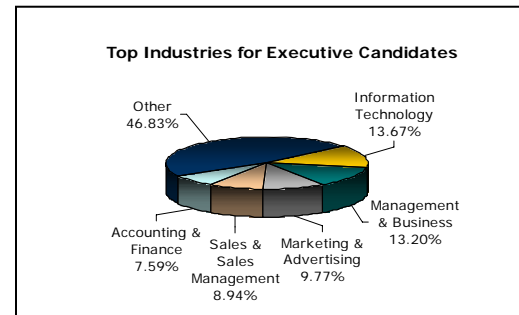
In evaluating the top job titles for executive candidates, the job title of Director remained as the top job title position with 27.79%. The second top job title was Vice President with 24.11%. The lowest percentages were represented by the job title of Manager (15.66%) and President (15.11%).

Geographic Breakdown

For the sixth consecutive quarter, the Southern region was the majority leader for executive candidates with 27.04%. The second largest percentage was represented by the Western region with 23.14%. Other regional percentages were: Midwest (19.08%), Mid Atlantic (17.73%), and the Northeast (13.01%).

Top Industries for Executive Candidates

The top industry for executive candidates was Information Technology (13.67%), followed by Management & Business with 13.20%. Other top industries included: Marketing & Advertising (9.77%), Sales & Sales Management (8.94%) and Accounting & Finance (7.59%).



Employer Statistics

We are pleased to report statistics for our *new employer registrations* for the Beyond.com Network.

Company Type

We evaluated company types for our new employer members and found that the majority company type was Corporation, with 66.01%. The second largest company type was Recruiting Companies, with 17.18%. The lowest percentages were the Consulting Company (10.59%) and Advertising Agency (6.22%).

Company Industry

The top industry for employers who registered in first quarter 2010 was again noted in Information Technology (12.55%), followed by Healthcare & Medical (8.32%), Manufacturing & Production (6.88%), and Accounting & Finance (5.86%).

Company Size

In assessing the company size of our employers for first quarter 2010, the majority of employers (28.55%) had less than 10 employees. Companies with 11-50 employees had the second largest percentage with 23.89%, followed by companies with more than 500 employees (19.64%).

Top 15 Metropolitan Region Job Developments and Trends

In reviewing industry trends for the top 15 major metropolitan areas within the United States during first quarter 2010, New York-Northern New Jersey-Long Island (15.31%) and Los Angeles-Riverside-Orange County (10.79%) continued to hold the top two spots. Chicago-Gary-Kenosha regained the #3 spot with 8.30%, replacing San Francisco-Oakland-San Jose which fell to #4 with 7.91%.

In assessing the top industries by metropolitan region, Healthcare & Medical remained the #1 industry for the fourth consecutive quarter. For the first time, Travel, Hospitality & Restaurant was noted as the second top industry. New York-Northern New Jersey-Long Island metro region continued as the top region by industry, representing 17 industries.

In comparing the metropolitan regions over the past 12 months, we have noted that the rankings remained steady within the top three positions, as well as the seventh, and 12-15 positions. Regions that jumped one position included: Dallas-Fort Worth (#5 to #4), Washington-Baltimore (#6 to #5), Boston-Worcester-Lawrence (#9 to #8), and Seattle-Tacoma-Bremerton (#11 to #10). Regions that decreased one or more positions included: San Francisco-Oakland-San Jose (#4 to #6), Houston-Galveston-Brazoria (#8 to #9), and Philadelphia-Wilmington-Atlantic City (#10 to #11).

Top 15 Metropolitan Region Resume Posting Developments and Trends

In evaluating industry trends in first quarter 2010 for the top 15 metropolitan regions in the United States, New York-Northern New Jersey-Long Island remained as the top region with 12.66%. Majority of the other metro regions remained the same or experienced only minor shifts from last quarter, with Philadelphia-Wilmington-Atlantic City representing the largest position shift (#9 to #7).

In reviewing the top industries by metropolitan region, Clerical & Administrative continued as the #1 industry, while Customer Service gained the second industry. The New York-Northern New Jersey-Long Island region continued to hold the top region by industry, representing 20 industries.

In comparing the top metropolitan regions over the past 12 months, majority of the positions remained consistent. Those that did experience a shift were: Miami-Fort Lauderdale (#9 to #8) and Philadelphia-Wilmington-Atlantic City (#9 to #8).

III. JOB POSTING Developments & Trends

A) Industry

Online Job Postings by Industry Channel

Industry	Q2 - '09	Q3 - '09	Q4 - '09	Q1 - '10
Accounting & Finance	11.42	6.28	7.21	7.95
Arts, Entertainment & Gaming	0.03	0.02	0.07	0.10
Clerical & Administrative	0.53	0.79	0.98	1.22
Construction & Extraction	1.81	1.16	1.11	1.39
Customer Service	0.17	1.02	3.10	2.97
Education, Training, & Library	2.65	1.78	1.64	1.74
Engineering & Architecture	6.07	2.91	3.01	4.18
Healthcare & Medical	37.31	43.50	33.60	31.49
Human Resources	0.14	0.28	0.22	0.31
Information Technology	10.84	12.86	12.11	10.05
Insurance	0.63	0.49	0.50	1.11
Legal Services	0.08	0.18	0.20	0.17
Management & Business	0.92	1.31	8.59	8.52
Manufacturing & Production	0.74	0.88	0.99	1.03
Marketing & Advertising	0.26	0.36	0.58	0.50
Media & Communication	4.25	2.60	2.79	4.39
Merchandising, Purchasing & Retail	8.68	5.55	6.26	6.93
Military & Government	0.20	0.16	0.42	0.39
Other	7.31	10.47	4.24	0.63
Public Relations	0.00	0.00	0.00	0.00
Public Utilities & Services	0.45	0.26	0.92	0.89
Real Estate & Building Maintenance	0.34	0.22	0.36	0.51
Research	0.12	0.05	0.11	0.15
Sales & Sales Management	1.40	3.70	2.68	2.53
Science & Biotech	0.61	0.49	0.68	0.58
Transportation & Logistics	0.91	1.06	1.14	1.21
Travel, Hospitality & Restaurant	2.02	1.53	6.37	8.81

Top 10 Industry Channels for Online Job Postings

Industry	Q1 - '10
Healthcare & Medical	31.49
Information Technology	10.05
Travel, Hospitality & Restaurant	8.81
Management & Business	8.52
Accounting & Finance	7.95
Merchandising, Purchasing & Retail	6.93
Media & Communication	4.39
Engineering & Architecture	4.18
Customer Service	2.97
Other Industries	14.71

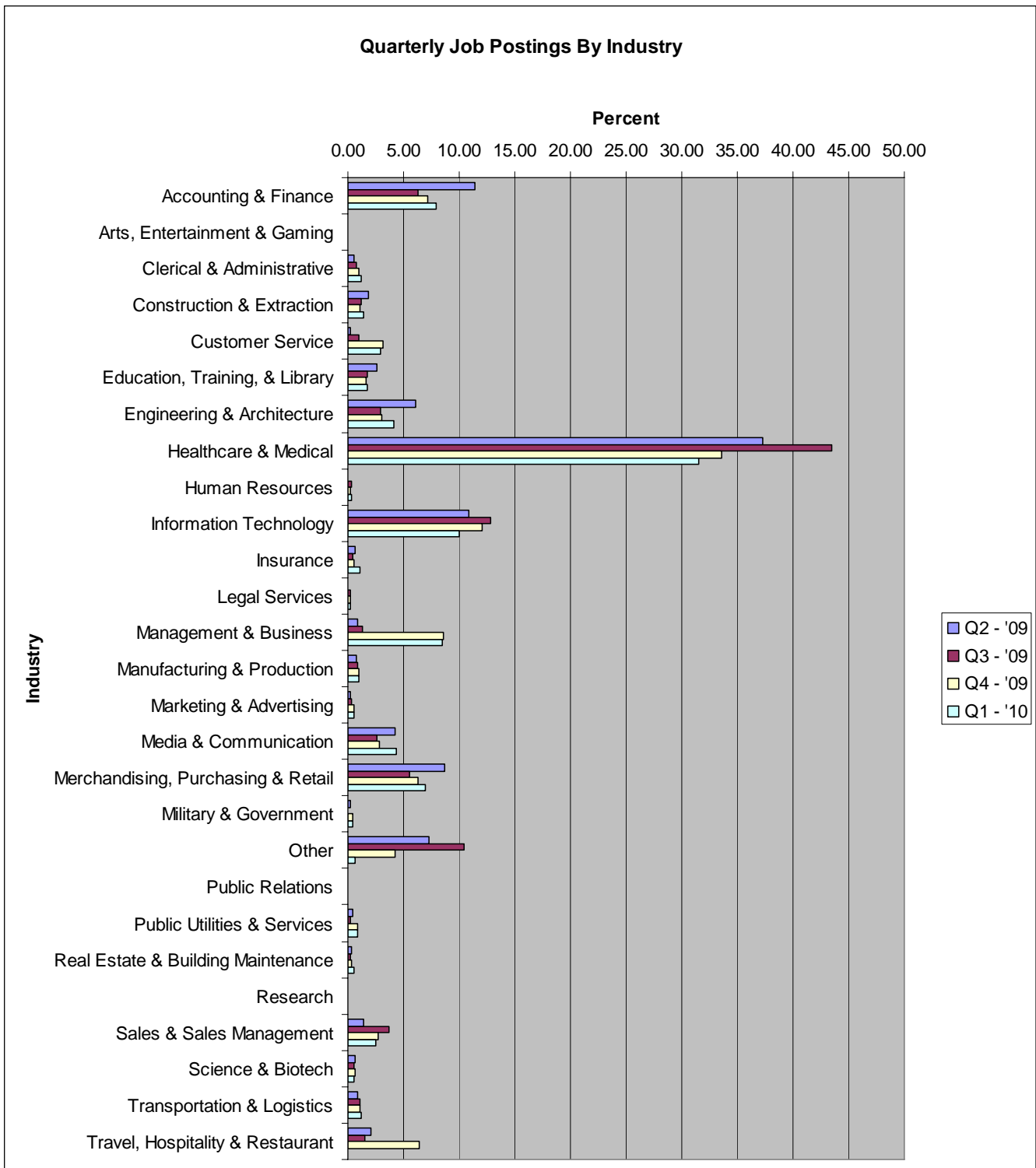


Figure 1: Job Postings by Industry (Q209-Q110)

B) State-by-State

Job Posting Trends by State

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

State	Q2 - '09	Q3 - '09	Q4 - '09	Q1 - '10
AK	2.25	2.17	2.33	1.89
AL	1.40	1.45	1.40	1.55
AR	1.66	1.55	1.18	1.21
AZ	1.81	1.76	1.84	1.81
CA	1.63	1.64	1.76	1.65
CO	2.51	2.22	2.35	2.27
CT	2.21	2.28	2.29	2.27
DC	9.45	8.15	11.15	12.63
DE	2.19	2.25	2.43	2.48
FL	1.78	2.19	2.14	2.06
GA	1.70	2.07	2.16	2.11
HI	1.25	0.97	1.13	1.20
IA	2.08	1.91	1.81	1.98
ID	1.10	1.10	1.01	1.02
IL	1.68	1.70	1.60	1.76
IN	1.35	1.52	1.45	1.54
KS	2.75	2.55	1.93	1.82
KY	1.32	1.26	1.34	1.30
LA	1.57	1.36	1.24	1.43
MA	2.39	2.48	2.69	2.88
MD	3.08	3.10	2.80	2.72
ME	1.24	1.70	1.25	1.46
MI	1.11	1.13	1.14	1.15
MN	1.74	1.65	1.88	1.96
MO	1.79	1.82	1.73	1.58
MS	1.03	1.22	1.17	1.22
MT	1.29	1.45	1.28	1.18
NC	1.75	1.79	1.97	1.78
ND	1.25	1.30	1.08	1.13
NE	1.85	2.12	1.91	2.01
NH	1.77	2.36	2.15	1.88
NJ	1.88	1.92	2.02	1.93
NM	2.14	2.09	1.83	1.74
NV	1.75	1.67	1.57	1.65
NY	1.34	1.36	1.50	1.53
OH	1.74	1.84	1.83	1.74
OK	1.89	1.66	1.53	1.51
OR	1.80	1.70	1.55	1.71
PA	1.82	1.87	1.97	1.81
RI	1.95	1.99	1.81	1.65
SC	1.89	1.93	1.81	1.57
SD	1.15	1.20	1.09	1.10
TN	1.91	1.70	1.59	1.70
TX	2.15	2.09	2.05	1.99
UT	1.65	1.30	1.46	1.50
VA	3.32	3.20	3.71	3.19
VT	1.57	1.81	1.58	1.41
WA	2.36	2.26	2.14	2.45
WI	1.69	1.66	1.60	1.63
WV	1.68	1.89	1.76	1.66
WY	2.34	2.63	2.02	1.62

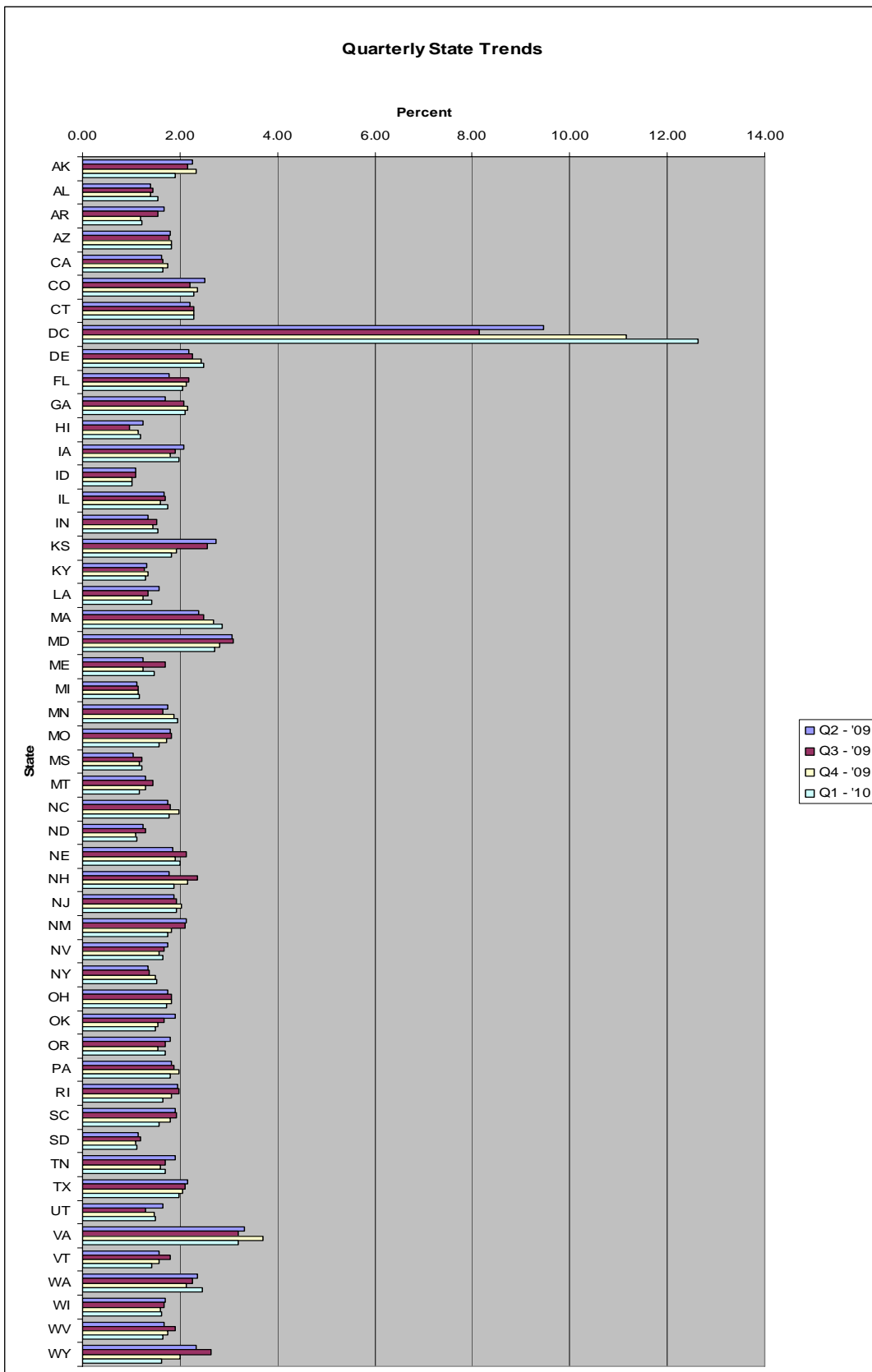


Figure 2-Quarterly State Trends-Job Postings (Q209-Q110)

C) Industry and State Comparisons

Job Posting-Top 3 States by Industry Channel

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

Job Posting-Top States and Industries by Region

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

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

Job Posting-Top Industries by Region (Cont.)

D) Top Job Posting Titles

Job Title
Physical Therapist
Occupational Therapist
Sales Representative
Customer Service Representative
Administrative Assistant
Retail Sales Associate
Registered Nurse
Java Developer
Project Manager
Project Coordinator
Receptionist
Sales Manager
Software Engineer
Account Manager
Technical Support Specialist
Cook
Financial Analyst

E) Job Employment Type

Employment Type	Q1 - '10
Permanent Full-Time	60.53
Part-Time	18.21
Any Position Type	14.63
Internship	4.77
Work at Home	1.22
W-2 Contractor	0.53
1099 Contractor	0.06
Temporary	0.04

IV. RESUME POSTING Developments & Trends

A) Industry

Online Resume Postings by Industry Channel

Industry	Q2 - '09	Q3 - '09	Q4 - '09	Q1 - '10
Accounting & Finance	5.53	5.03	7.26	5.31
Arts, Entertainment & Gaming	0.57	0.43	0.60	0.76
Clerical & Administrative	33.86	33.51	27.63	17.25
Construction & Extraction	1.05	1.20	1.77	2.57
Customer Service	13.58	12.06	10.16	12.09
Education, Training, & Library	0.69	0.70	0.83	1.13
Engineering & Architecture	2.23	1.83	2.79	4.13
Healthcare & Medical	12.94	13.71	10.16	9.49
Human Resources	3.96	5.33	4.32	3.00
Information Technology	4.40	3.92	5.63	7.71
Insurance	0.48	0.45	0.76	0.81
Legal Services	0.62	0.54	0.79	0.86
Management & Business	2.09	2.22	3.38	3.87
Manufacturing & Production	3.47	3.52	5.09	6.09
Marketing & Advertising	2.64	2.88	3.12	2.73
Media & Communication	0.52	0.43	0.63	1.03
Merchandising, Purchasing & Retail	0.73	0.80	0.93	3.14
Military & Government	0.40	0.44	0.63	0.74
Other	2.09	2.12	2.45	3.09
Personal & Home Services	0.13	0.09	0.10	0.13
Public Relations	0.27	0.24	0.30	0.39
Public Utilities & Services	0.16	0.17	0.30	0.48
Real Estate & Building Maintenance	0.41	0.41	0.66	0.88
Research	0.18	0.15	0.24	0.38
Sales & Sales Management	3.63	4.31	4.90	5.32
Science & Biotech	0.46	0.43	0.61	0.86
Transportation & Logistics	1.23	1.48	2.14	2.80
Travel, Hospitality & Restaurant	1.68	1.61	1.80	2.94

Top 10 Industry Channels for Online Resume Postings

Industry	Q1 - '10
Clerical & Administrative	17.25
Customer Service	12.09
Healthcare & Medical	9.49
Information Technology	7.71
Manufacturing & Production	6.09
Sales & Sales Management	5.32
Accounting & Finance	5.31
Engineering & Architecture	4.13
Management & Business	3.87
Other Industries	28.74

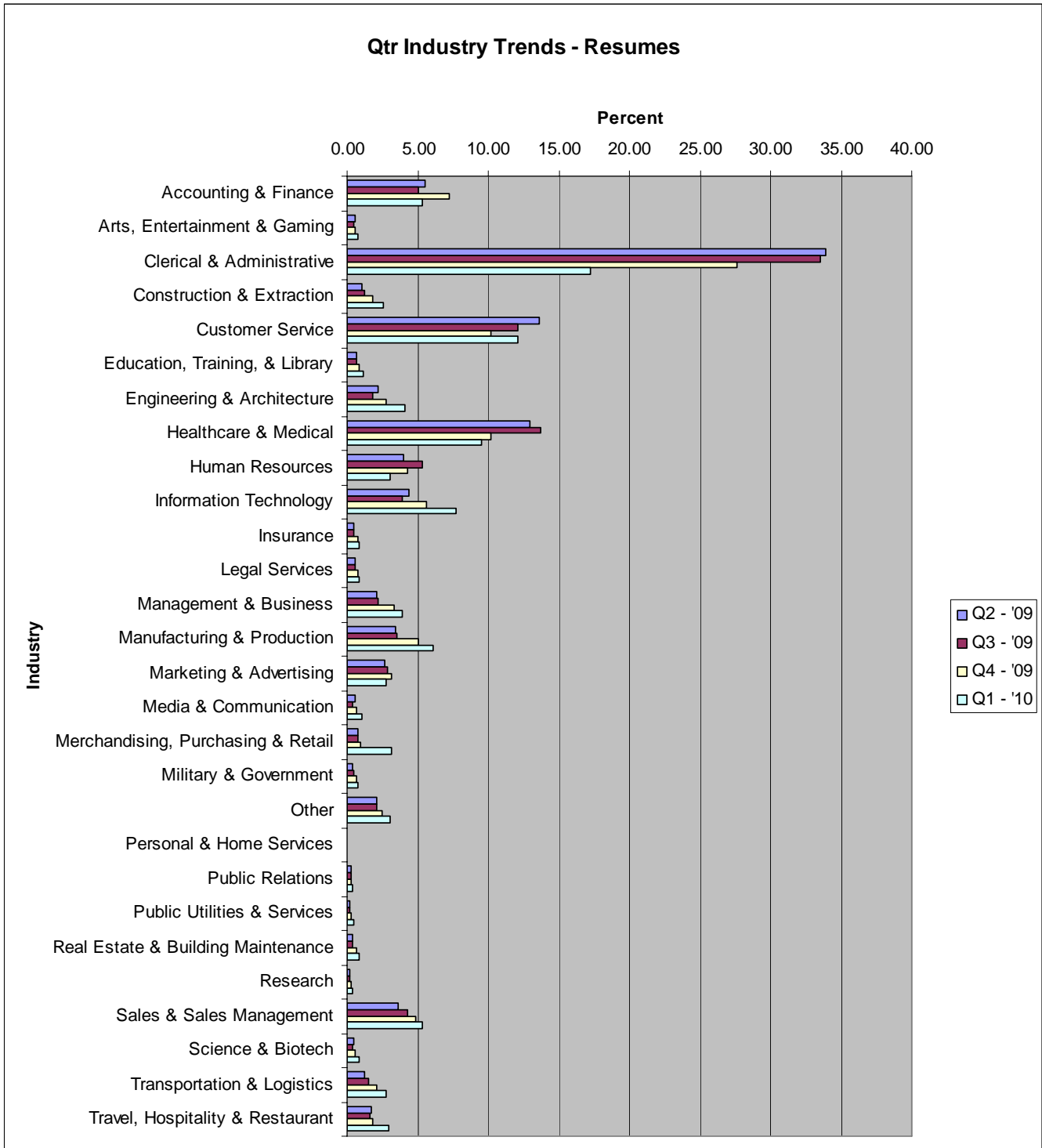


Figure 3-Resume Postings by Industry (Q209-Q110)

B) State-by-State

Resume Posting Trends by State

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

State	Q2 - '09	Q3 - '09	Q4 - '09	Q1 - '10
AK	0.73	0.92	0.77	0.70
AL	2.18	3.02	2.18	1.44
AR	1.01	1.52	1.58	1.03
AZ	2.48	2.22	2.04	2.41
CA	1.76	1.72	1.81	2.08
CO	2.59	2.94	3.30	3.99
CT	2.47	2.46	2.53	2.96
DC	4.32	2.82	2.99	3.28
DE	2.54	3.64	2.87	2.85
FL	3.68	3.28	3.01	3.16
GA	4.13	3.89	3.49	4.10
HI	0.60	0.82	0.52	0.68
IA	0.92	1.48	1.49	1.13
ID	1.39	1.98	1.55	0.90
IL	2.28	1.93	2.31	2.88
IN	2.29	2.58	2.84	2.67
KS	1.57	1.62	1.73	1.46
KY	2.02	1.67	1.74	1.21
LA	1.54	2.03	1.76	1.03
MA	1.43	1.46	1.59	2.07
MD	2.74	2.06	2.45	3.01
ME	0.94	1.22	1.12	0.65
MI	2.31	2.20	2.21	2.42
MN	1.83	1.48	1.62	2.27
MO	2.54	1.78	2.08	2.25
MS	1.25	1.60	1.25	1.13

State	Q2 - '09	Q3 - '09	Q4 - '09	Q1 - '10
MT	0.55	1.02	1.60	1.52
NC	3.33	2.77	2.78	2.92
ND	0.48	0.89	0.70	0.46
NE	1.00	1.31	1.56	1.21
NH	1.71	2.25	1.76	1.83
NJ	1.95	1.88	2.35	2.45
NM	0.87	1.01	1.17	0.80
NV	3.03	3.19	2.83	2.71
NY	2.01	1.62	1.89	1.88
OH	2.85	2.50	2.42	2.57
OK	1.22	1.42	1.47	0.98
OR	1.59	1.31	1.07	1.42
PA	2.13	2.02	2.23	2.62
RI	4.10	2.62	2.57	2.88
SC	2.98	2.34	2.42	2.44
SD	0.69	1.29	1.40	0.74
TN	3.00	2.94	2.74	2.49
TX	2.95	2.76	3.12	3.39
UT	2.23	2.06	2.00	2.36
VA	2.60	1.98	2.27	2.59
VT	0.84	0.86	0.92	0.76
WA	1.41	1.54	1.82	2.06
WI	1.37	1.74	1.79	1.52
WV	0.87	1.27	1.08	0.96
WY	0.71	1.04	1.19	0.71

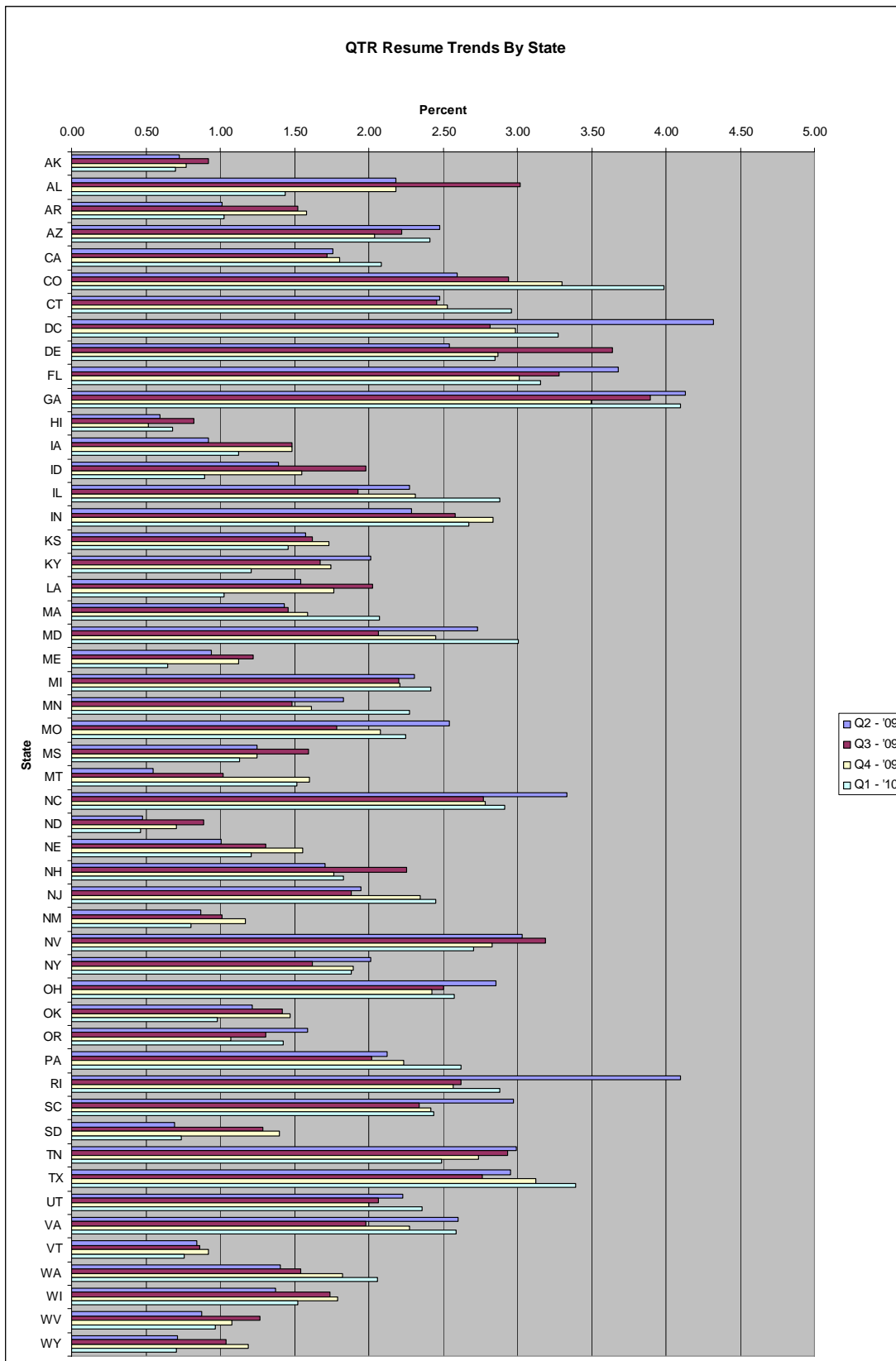


Figure 4-Quarterly State Trends-Resume Posting (Q209-Q110)

C) Industry and State Comparisons

Resume Posting- Top 3 States by Industry Channel

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

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	Manufacturing & Production	Healthcare & Medical
MD	Clerical & Administrative	Healthcare & Medical	Customer Service
NJ	Clerical & Administrative	Healthcare & Medical	Information Technology
PA	Clerical & Administrative	Customer Service	Healthcare & Medical
VA	Clerical & Administrative	Customer Service	Information Technology
WV	Clerical & Administrative	Customer Service	Healthcare & Medical
MID WESTERN REGION			
IA	Clerical & Administrative	Customer Service	Healthcare & Medical
IL	Clerical & Administrative	Customer Service	Healthcare & Medical
IN	Clerical & Administrative	Customer Service	Manufacturing & Production
KS	Clerical & Administrative	Customer Service	Manufacturing & Production
MI	Clerical & Administrative	Healthcare & Medical	Manufacturing & Production
MN	Healthcare & Medical	Clerical & Administrative	Customer Service
MO	Clerical & Administrative	Customer Service	Healthcare & Medical
ND	Clerical & Administrative	Engineering & Architecture	Customer Service
NE	Clerical & Administrative	Customer Service	Healthcare & Medical
OH	Clerical & Administrative	Customer Service	Healthcare & Medical
OK	Clerical & Administrative	Manufacturing & Production	Healthcare & Medical
SD	Healthcare & Medical	Clerical & Administrative	Customer Service
WI	Clerical & Administrative	Customer Service	Manufacturing & Production
NORTHEASTERN REGION			
CT	Clerical & Administrative	Customer Service	Healthcare & Medical
MA	Healthcare & Medical	Information Technology	Clerical & Administrative
ME	Clerical & Administrative	Healthcare & Medical	Manufacturing & Production
NH	Clerical & Administrative	Information Technology	Manufacturing & Production
NY	Clerical & Administrative	Customer Service	Healthcare & Medical
RI	Clerical & Administrative	Customer Service	Healthcare & Medical
VT	Clerical & Administrative	Customer Service	Healthcare & Medical
SOUTHERN REGION			
AL	Clerical & Administrative	Customer Service	Healthcare & Medical
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	Manufacturing & Production
LA	Clerical & Administrative	Customer Service	Healthcare & Medical
MS	Clerical & Administrative	Customer Service	Manufacturing & Production
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
WESTERN REGION			
AK	Clerical & Administrative	Construction & Extraction	Other
AZ	Clerical & Administrative	Customer Service	Healthcare & Medical
CA	Clerical & Administrative	Customer Service	Healthcare & Medical
CO	Clerical & Administrative	Customer Service	Information Technology
HI	Clerical & Administrative	Healthcare & Medical	Customer Service
ID	Clerical & Administrative	Customer Service	Sales & Sales Management
MT	Customer Service	Clerical & Administrative	Healthcare & Medical
NM	Clerical & Administrative	Customer Service	Healthcare & Medical
NV	Clerical & Administrative	Customer Service	Healthcare & Medical
OR	Clerical & Administrative	Customer Service	Healthcare & Medical
UT	Customer Service	Clerical & Administrative	Healthcare & Medical
WA	Clerical & Administrative	Customer Service	Information Technology
WY	Clerical & Administrative	Construction & Extraction	Healthcare & Medical

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

D) Top Resume Posting Titles

Resume Posting Title
Shipping and Receiving Clerk
Administrative Assistant
Warehouse Operator
Customer Service
Delivery Driver
Secretary
Medical Assistant
Security Officer
Medical Billing Clerk
Receptionist
Payroll Clerk
Sales Representative
Clerical Office Assistant
Project Manager
Data Entry Clerk
Executive Assistant
Human Resources
Accountant
Engineer
Dental Assistant

E) Candidate Employment Type

Employment Type	Q1 - '10
Any Position Type	87.68
Permanent Full-Time	11.49
Part-Time	0.37
Work at Home	0.17
1099 Contractor	0.11
W-2 Contractor	0.08
Internship	0.06
Temporary	0.04

V. Candidate Developments and Trends

A) Experience Level

Experience Level	Q4 - '09	Q1 - '10
Less than 1 year	6.70	6.09
1 – 3 Years	11.72	11.98
3 – 5 Years	12.54	12.18
5 – 10 Years	17.64	17.72
10 – 15 Years	15.62	15.16
15 – 20 Years	14.70	14.74
21+ Years	21.08	22.13

B) Length of Job Search

Length of Job Search	Q4 - '09	Q1 - '10
Just Started	29.80	35.44
2 Weeks	8.37	8.32
4 Weeks	8.97	8.30
6 Weeks	5.60	5.01
2 Months	8.25	7.23
3 Months	10.59	8.96
6 Months	11.20	9.47
9 Months	5.38	4.26
12 Months	2.83	2.99
Over 1 Year	9.00	10.02

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

Experience Level	Healthcare & Medical	Information Technology	Travel, Hospitality & Restaurant
Less than 1 year	17.36	11.10	5.78
1 – 3 Years	18.95	10.14	12.88
3 – 5 Years	12.65	17.51	13.51
5 – 10 Years	15.95	18.13	18.59
10 – 15 Years	11.44	16.13	15.08
15 – 20 Years	10.10	20.94	14.42
21+ Years	13.56	11.10	19.75

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

Experience Level	Clerical & Administrative	Customer Service	Healthcare & Medical
Less than 1 year	3.57	3.88	17.36
1 – 3 Years	11.99	13.92	18.95
3 – 5 Years	14.70	17.63	12.65
5 – 10 Years	21.00	22.90	15.95
10 – 15 Years	15.88	14.84	11.44
15 – 20 Years	14.14	11.64	10.10
21+ Years	18.73	15.18	13.56

VI. Candidate Statistics

DIVERSITY

Gender Breakdown

Gender	Q1 - '10
Female	48.22
Male	51.78

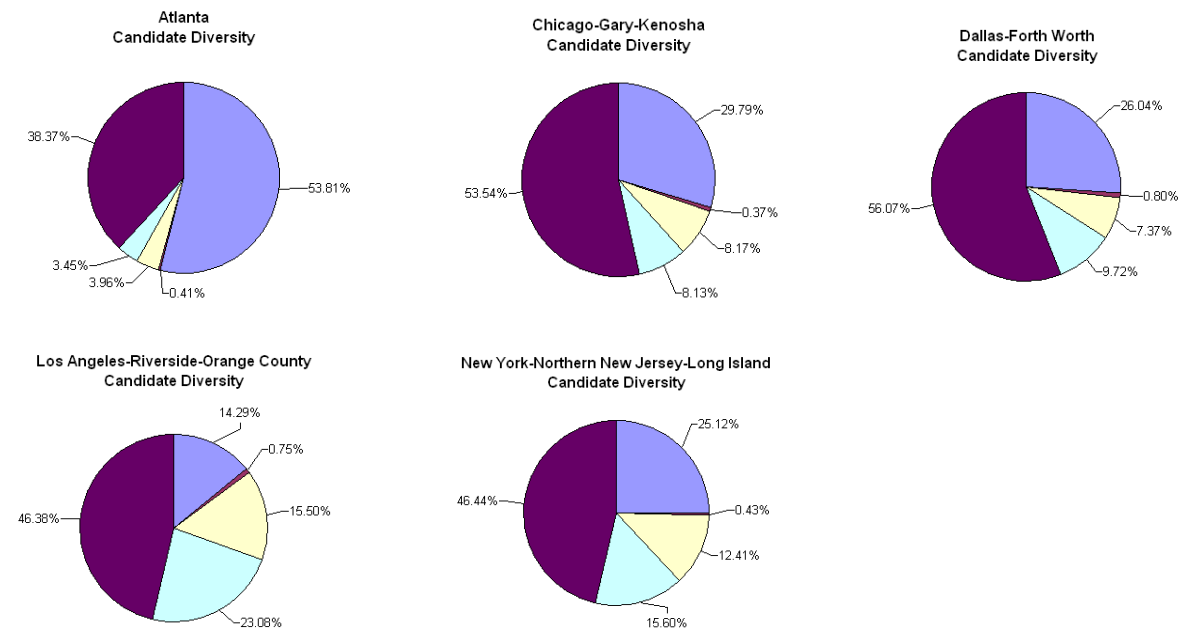
Age Breakdown

Age	Q1 - '10
18-20	2.01
21-30	31.15
31-40	22.57
41-50	23.47
51-60	17.34
61 and over	3.46

Ethnicity Breakdown

Ethnicity	Q1 - '10
White (Non-Hispanic Origin)	61.70
African American/Black	17.82
Asian/Pacific Islander	10.98
Hispanic	8.63
American Indian/Alaskan Native	0.87

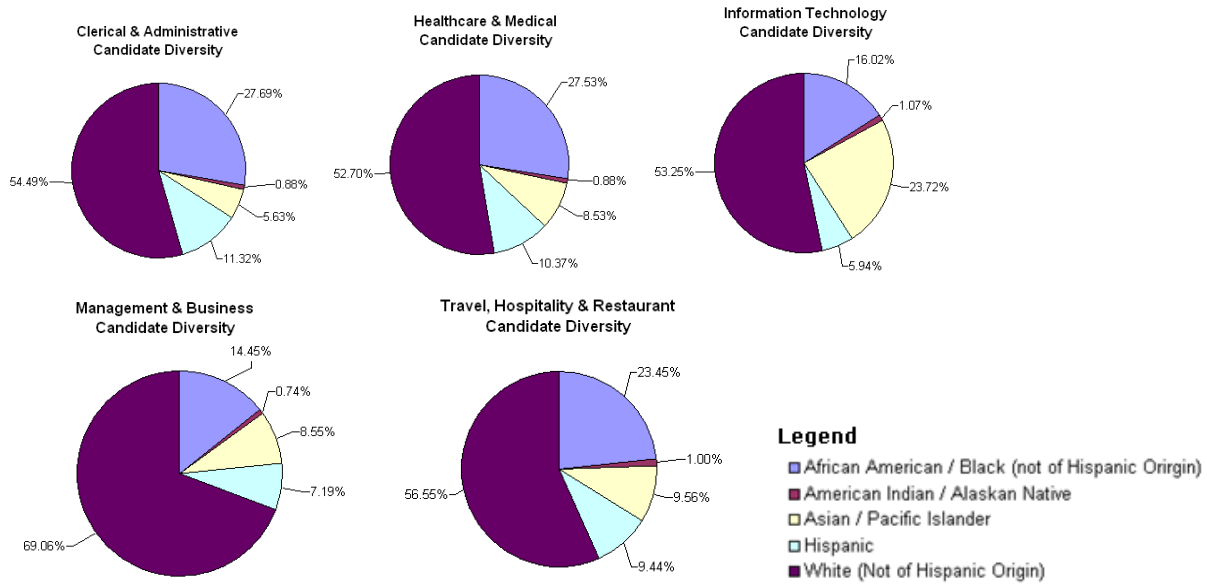
Diversity Breakdown by Major Metros



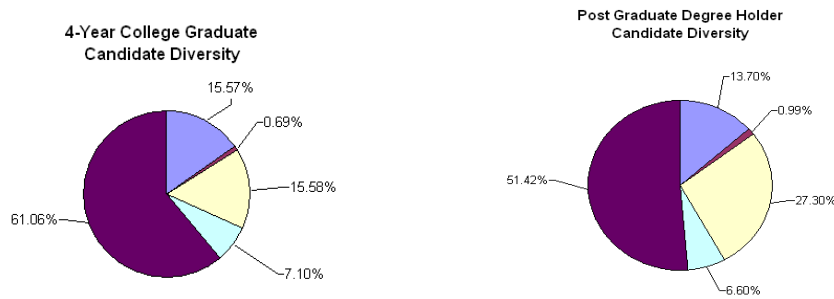
Legend

- 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	Q1 - '10
Female	20.74
Male	79.26

Top Titles for Executive Candidates

Title	Q1 - '10
Director	27.79
Vice President	24.11
Manager	15.66
President	15.11

Geographic Distribution

Location	Q1 - '10
Mid Atlantic	17.73
Mid West	19.08
North East	13.01
South	27.04
West	23.14

VII. Employer Registration Statistics

Company Type

Type	Q1 - '10
Corporation	66.01
Recruiting Company	17.18
Consulting Company	10.59
Advertising Agency	6.22

Company Size

Number of Employees	Q1 - '10
<10	28.55
11-50	23.89
51-100	14.55
101-500	13.31
>500	19.64

Company Industry

Industry	Q1 - '10
Accounting & Finance	5.86
Arts, Entertainment & Gaming	1.34
Clerical & Administrative	1.12
Construction & Extraction	2.37
Customer Service	2.43
Education, Training, & Library	2.62
Engineering & Architecture	3.78
Healthcare & Medical	8.32
Human Resources	3.84
Information Technology	12.55
Insurance	3.30
Legal Services	0.86
Management & Business	1.70
Manufacturing & Production	6.88
Marketing & Advertising	4.77
Media & Communication	1.50
Merchandising, Purchasing & Retail	1.25
Military & Government	1.06
Other	14.47
Personal & Home Services	0.74
Public Relations	0.51
Public Utilities & Services	0.58
Real Estate & Building Maintenance	1.02
Research	0.45
Sales & Sales Management	4.77
Science & Biotech	0.77
Transportation & Logistics	1.66
Travel, Hospitality & Restaurant	2.14

VIII. METROPOLITIAN Regional Job Posting Data

A) Top Metropolitan Regions for Jobs for First Quarter

Metro Region	% of Jobs Across Regions
New York-Northern New Jersey-Long Island	15.31
Los Angeles-Riverside-Orange County	10.79
Chicago-Gary-Kenosha	8.30
San Francisco-Oakland-San Jose	7.91
Dallas-Fort Worth	7.89
Washington-Baltimore	7.82
Atlanta	6.16
Boston-Worcester-Lawrence	5.71
Seattle-Tacoma-Bremerton	5.42
Houston-Galveston-Brazoria	5.17
Philadelphia-Wilmington-Atlantic City	4.68
Miami-Fort Lauderdale	4.37
Phoenix-Mesa	3.77
Minneapolis-St. Paul	3.53
Detroit-Ann Arbor-Flint	3.17

B) Top Metropolitan Regions for Jobs over the past 12 months (04/01/2009 – 04/01/2010)

Metro Region	% of Jobs Across Regions
New York-Northern New Jersey-Long Island	14.98
Los Angeles-Riverside-Orange County	11.58
Chicago-Gary-Kenosha	8.28
Dallas-Fort Worth	8.11
Washington-Baltimore	7.98
San Francisco-Oakland-San Jose	7.88
Atlanta	5.98
Boston-Worcester-Lawrence	5.39
Houston-Galveston-Brazoria	5.36
Seattle-Tacoma-Bremerton	5.12
Philadelphia-Wilmington-Atlantic City	4.87
Miami-Fort Lauderdale	4.26
Phoenix-Mesa	3.76
Minneapolis-St. Paul	3.36
Detroit-Ann Arbor-Flint	3.09

C) Top Industries by Metropolitan Region

Metro Region Q1 - '10	Industry #1	Industry #2	Industry #3
Atlanta	Healthcare & Medical	Information Technology	Travel, Hospitality & Restaurant
Boston-Worcester-Lawrence	Healthcare & Medical	Management & Business	Travel, Hospitality & Restaurant
Chicago-Gary-Kenosha	Healthcare & Medical	Accounting & Finance	Information Technology
Dallas-Fort Worth	Healthcare & Medical	Travel, Hospitality & Restaurant	Accounting & Finance
Detroit-Ann Arbor-Flint	Healthcare & Medical	Travel, Hospitality & Restaurant	Management & Business
Houston-Galveston-Brazoria	Healthcare & Medical	Travel, Hospitality & Restaurant	Accounting & Finance
Los Angeles-Riverside-Orange County	Healthcare & Medical	Travel, Hospitality & Restaurant	Accounting & Finance
Miami-Fort Lauderdale	Healthcare & Medical	Travel, Hospitality & Restaurant	Merchandising, Purchasing & Retail
Minneapolis-St. Paul	Healthcare & Medical	Accounting & Finance	Management & Business
New York-Northern New Jersey-Long Island	Healthcare & Medical	Management & Business	Accounting & Finance
Philadelphia-Wilmington-Atlantic City	Healthcare & Medical	Accounting & Finance	Travel, Hospitality & Restaurant
Phoenix-Mesa	Healthcare & Medical	Travel, Hospitality & Restaurant	Accounting & Finance
San Francisco-Oakland-San Jose	Information Technology	Healthcare & Medical	Management & Business
Seattle-Tacoma-Bremerton	Healthcare & Medical	Information Technology	Merchandising, Purchasing & Retail
Washington-Baltimore	Healthcare & Medical	Information Technology	Management & Business

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	New York-Northern New Jersey-Long Island	Washington-Baltimore
Construction & Extraction	New York-Northern New Jersey-Long Island	Houston-Galveston-Brazoria
Customer Service	New York-Northern New Jersey-Long Island	Los Angeles-Riverside-Orange County
Education, Training, & Library	New York-Northern New Jersey-Long Island	Washington-Baltimore
Engineering & Architecture	Washington-Baltimore	Los Angeles-Riverside-Orange County
Healthcare & Medical	New York-Northern New Jersey-Long Island	Los Angeles-Riverside-Orange County
Human Resources	Minneapolis-St. Paul	New York-Northern New Jersey-Long Island
Information Technology	San Francisco-Oakland-San Jose	New York-Northern New Jersey-Long Island
Insurance	San Francisco-Oakland-San Jose	Los Angeles-Riverside-Orange County
Legal Services	New York-Northern New Jersey-Long Island	Washington-Baltimore
Management & Business	New York-Northern New Jersey-Long Island	Los Angeles-Riverside-Orange County
Manufacturing & Production	Los Angeles-Riverside-Orange County	Detroit-Ann Arbor-Flint
Marketing & Advertising	New York-Northern New Jersey-Long Island	Seattle-Tacoma-Bremerton
Media & Communication	New York-Northern New Jersey-Long Island	San Francisco-Oakland-San Jose
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	Washington-Baltimore
Public Relations	Minneapolis-St. Paul	Boston-Worcester-Lawrence
Public Utilities & Services	Houston-Galveston-Brazoria	Los Angeles-Riverside-Orange County
Real Estate & Building Maintenance	New York-Northern New Jersey-Long Island	Los Angeles-Riverside-Orange County
Research	San Francisco-Oakland-San Jose	New York-Northern New Jersey-Long Island
Sales & Sales Management	New York-Northern New Jersey-Long Island	Los Angeles-Riverside-Orange County
Science & Biotech	New York-Northern New Jersey-Long Island	San Francisco-Oakland-San Jose
Transportation & Logistics	New York-Northern New Jersey-Long Island	Chicago-Gary-Kenosha
Travel, Hospitality & Restaurant	Los Angeles-Riverside-Orange County	Dallas-Fort Worth

IX. METROPOLITIAN Regional Resume Data

A) Top Metropolitan Regions for Resumes for First Quarter

Metro Region	% of Resumes Across Regions
New York-Northern New Jersey-Long Island	12.66
Los Angeles-Riverside-Orange County	10.22
Dallas-Fort Worth	9.97
Chicago-Gary-Kenosha	9.46
Atlanta	9.34
Houston-Galveston-Brazoria	7.53
Philadelphia-Wilmington-Atlantic City	5.83
Detroit-Ann Arbor-Flint	5.82
Miami-Fort Lauderdale	5.05
San Francisco-Oakland-San Jose	5.02
Boston-Worcester-Lawrence	4.75
Phoenix-Mesa	4.09
Washington-Baltimore	3.91
Minneapolis-St. Paul	3.31
Seattle-Tacoma-Bremerton	3.03

B) Top Metropolitan Regions for Resumes over the past 12 months (04/01/2009 – 04/01/2010)

Metro Region	% of Resumes Across Regions
New York-Northern New Jersey-Long Island	13.35
Atlanta	10.09
Los Angeles-Riverside-Orange County	9.99
Dallas-Fort Worth	9.45
Chicago-Gary-Kenosha	8.90
Houston-Galveston-Brazoria	7.59
Detroit-Ann Arbor-Flint	5.95
Miami-Fort Lauderdale	5.60
Philadelphia-Wilmington-Atlantic City	5.59
Boston-Worcester-Lawrence	4.98
San Francisco-Oakland-San Jose	4.68
Phoenix-Mesa	4.18
Washington-Baltimore	4.09
Minneapolis-St. Paul	2.88
Seattle-Tacoma-Bremerton	2.67

C) Top Industries by Metropolitan Region

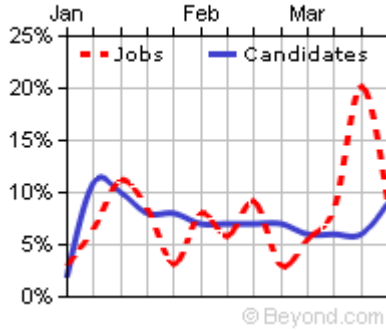
Metro Region Q1 - '10	Industry #1	Industry #2	Industry #3
Atlanta	Clerical & Administrative	Customer Service	Healthcare & Medical
Boston-Worcester-Lawrence	Clerical & Administrative	Healthcare & Medical	Customer Service
Chicago-Gary-Kenosha	Clerical & Administrative	Customer Service	Healthcare & Medical
Dallas-Fort Worth	Clerical & Administrative	Customer Service	Information Technology
Detroit-Ann Arbor-Flint	Clerical & Administrative	Healthcare & Medical	Manufacturing & Production
Houston-Galveston-Brazoria	Clerical & Administrative	Customer Service	Healthcare & Medical
Los Angeles-Riverside-Orange County	Clerical & Administrative	Healthcare & Medical	Customer Service
Miami-Fort Lauderdale	Clerical & Administrative	Customer Service	Healthcare & Medical
Minneapolis-St. Paul	Healthcare & Medical	Clerical & Administrative	Customer Service
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	Clerical & Administrative	Information Technology	Customer Service
Seattle-Tacoma-Bremerton	Clerical & Administrative	Customer Service	Information Technology
Washington-Baltimore	Clerical & Administrative	Healthcare & Medical	Customer Service

D) Top Two Metropolitan Regions by Industry

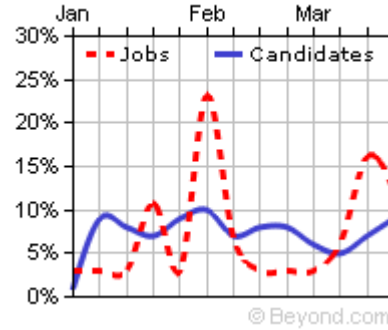
Industry	Metro Region #1	Metro Region #2
Accounting & Finance	New York-Northern New Jersey-Long Island	Chicago-Gary-Kenosha
Arts, Entertainment & Gaming	New York-Northern New Jersey-Long Island	Los Angeles-Riverside-Orange County
Clerical & Administrative	New York-Northern New Jersey-Long Island	Dallas-Fort Worth
Construction & Extraction	Houston-Galveston-Brazoria	Los Angeles-Riverside-Orange County
Customer Service	Atlanta	Dallas-Fort Worth
Education, Training, & Library	New York-Northern New Jersey-Long Island	Chicago-Gary-Kenosha
Engineering & Architecture	Detroit-Ann Arbor-Flint	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	Dallas-Fort Worth
Information Technology	Dallas-Fort Worth	New York-Northern New Jersey-Long Island
Insurance	New York-Northern New Jersey-Long Island	Chicago-Gary-Kenosha
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	Chicago-Gary-Kenosha
Marketing & Advertising	New York-Northern New Jersey-Long Island	Chicago-Gary-Kenosha
Media & Communication	New York-Northern New Jersey-Long Island	Chicago-Gary-Kenosha
Merchandising, Purchasing & Retail	Atlanta	New York-Northern New Jersey-Long Island
Military & Government	New York-Northern New Jersey-Long Island	Los Angeles-Riverside-Orange County
Other	New York-Northern New Jersey-Long Island	Los Angeles-Riverside-Orange County
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	Houston-Galveston-Brazoria	Los Angeles-Riverside-Orange County
Real Estate & Building Maintenance	New York-Northern New Jersey-Long Island	Los Angeles-Riverside-Orange County
Research	New York-Northern New Jersey-Long Island	Philadelphia-Wilmington-Atlantic City
Sales & Sales Management	New York-Northern New Jersey-Long Island	Atlanta
Science & Biotech	New York-Northern New Jersey-Long Island	Philadelphia-Wilmington-Atlantic City
Transportation & Logistics	Dallas-Fort Worth	Atlanta
Travel, Hospitality & Restaurant	New York-Northern New Jersey-Long Island	Los Angeles-Riverside-Orange County

**X. Candidate and Job Trends by Industry Channel
(Percentage of Network: January 2010 – March 2010)**

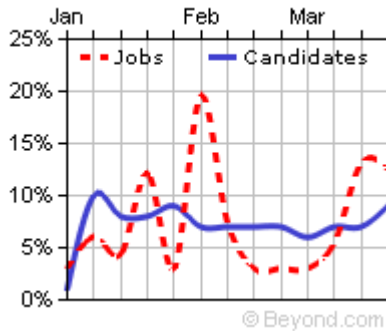
Accounting & Finance



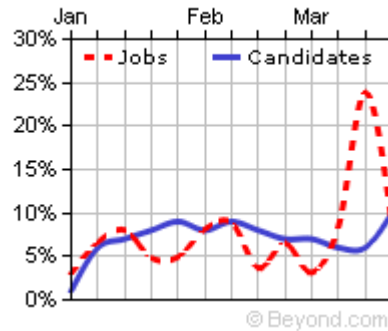
Arts, Entertainment & Gaming



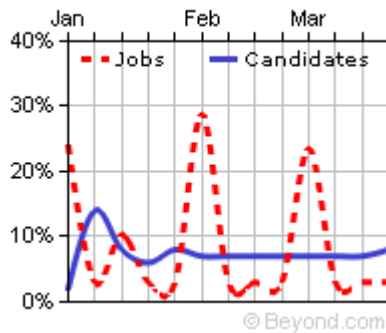
Clerical & Administrative



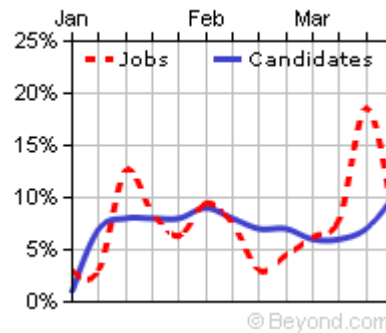
Construction & Extraction



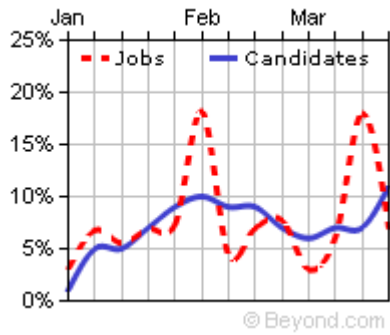
Customer Service



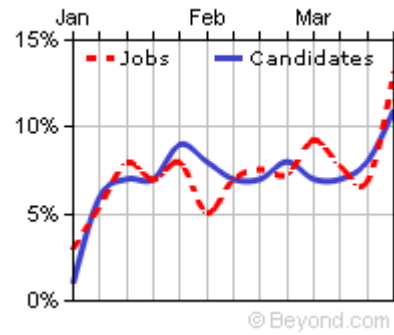
Education, Training & Library



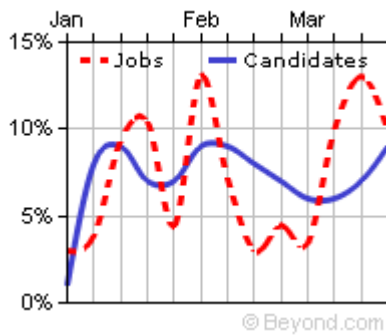
Engineering & Architecture



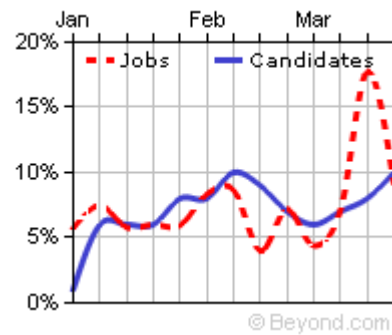
Healthcare & Medical



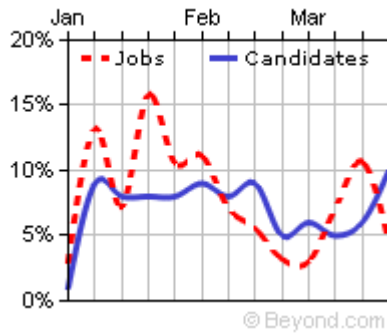
Human Resources



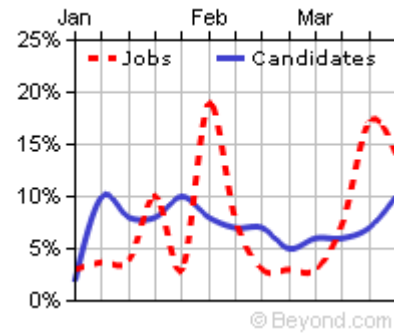
Information Technology



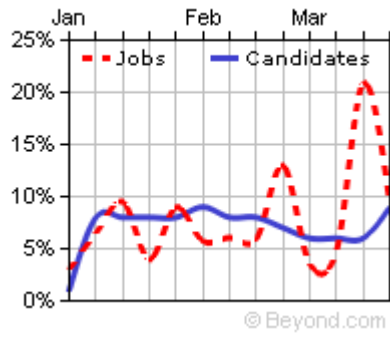
Insurance



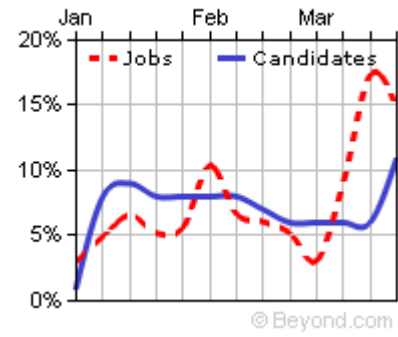
Legal Services



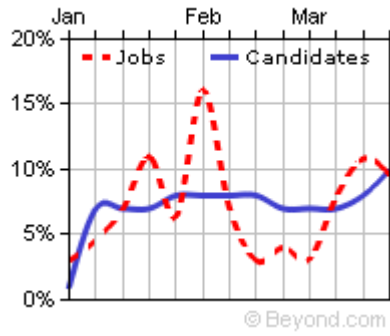
Management & Business



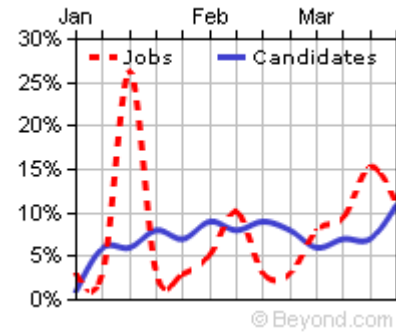
Manufacturing & Production



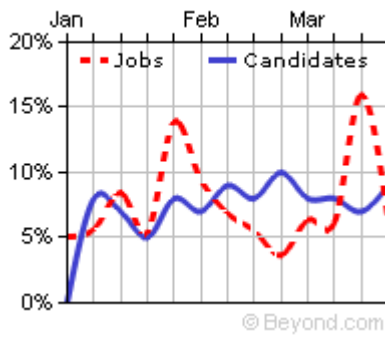
Marketing & Advertising



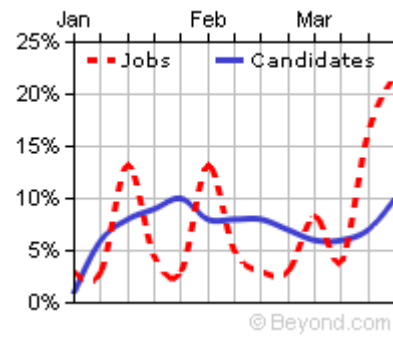
Media & Communication



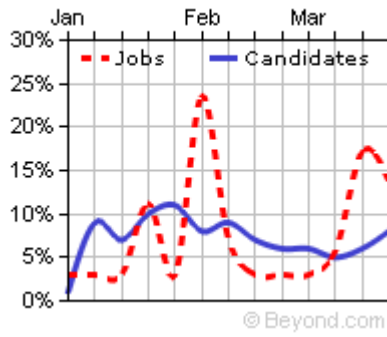
Merchandising, Purchasing & Retail



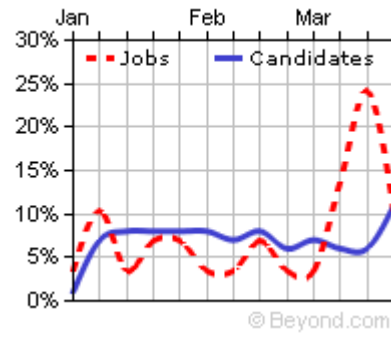
Military & Government



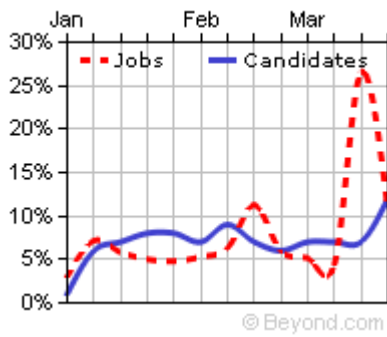
Personal & Home Services



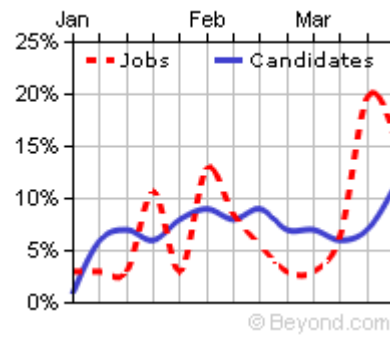
Public Relations



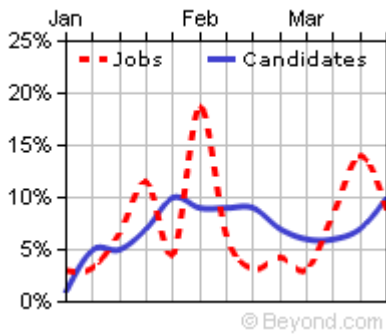
Public Utilities & Services



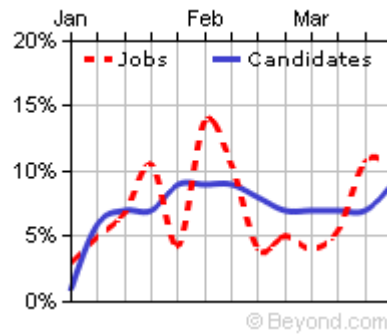
Real Estate & Building Maint.



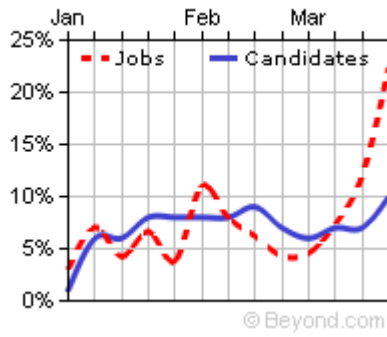
Research



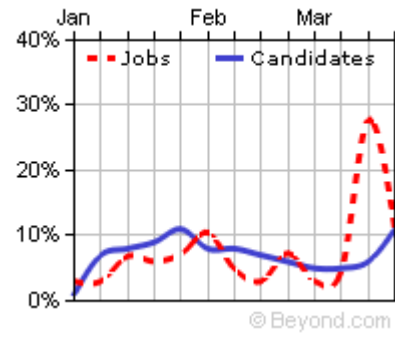
Sales & Sales Management



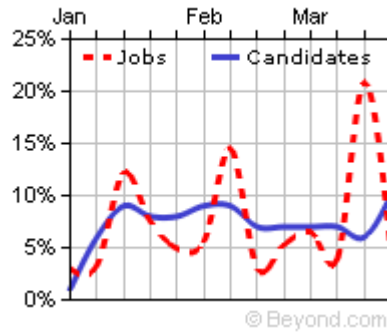
Science & Biotech



Transportation & Logistics



Travel, Hospitality & Restaurant



XI. About This Report

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 1QT 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 1QT 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.
- 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.