



The World's Largest Network of Niche Career Communities

Career Trend Analysis Report 3QT2010



Beyond.com, Inc.
1060 First Avenue, Suite 100
King of Prussia, PA 19406
(610) 878-2800
www.Beyond.com

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 (Q409-Q310)	
B) State-by-State	
-Job Posting Trends by State	
-Figure 2: Quarterly State Trends-Job Posting (Q409-Q310)	
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 (Q409-Q310)	
B) State-by-State	
-Resume Posting Trends by State	
-Figure 4: Quarterly State Trends-Resume Posting (Q409-Q310)	
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 Third Quarter	
B) Top Metropolitan Region for Jobs (10/2009 – 10/2010)	
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 Third Quarter	
B) Top Metropolitan Region for Resumes (10/2009 – 10/2010)	
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 privately held 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.

Media Inquiries:

Denise Palovick
Vice President, Marketing and Communications
Beyond.com, Inc.
610-878-2800
DeniseP@Beyond.com

Request for Information:

Careertrends@Beyond.com or 1-866-694-5627

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 third 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 such as 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.

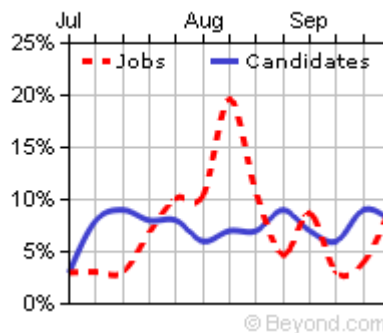
An Economic Outlook

According to the Labor Department, the unemployment rate continued to hold at 9.6 percent in September and nearly 14.8 million people were unemployed. Many employers are seeing little reason to increase their hiring due to the continued weak economy; however, there are companies that are struggling to fill specialized positions despite the high unemployment rate. During this recession, millions of the jobs that were eliminated were middle-skilled jobs, leaving those professionals unable to qualify for these highly-skilled positions that employers need to fill.

Even though many employers are looking to fill specialized positions, there are other glimmers of hope for other job seekers looking for work across several key sectors and position types. Located below are just a few key notables from our third quarter 2010 review:

- Over 42% of industries experienced a percentage gain in online job postings over the previous quarter.
- For the second consecutive quarter, 70% of our network employers are looking for permanent full-time employees.
- Over the previous quarter and past year, Merchandising, Purchasing & Retail experienced significant gains in online job postings. Over the previous quarter, it increased 5.30% and 3.95% over the past year. In addition, it jumped from the #7 spot to #2 spot this quarter. It's no surprise that this industry increased in online job postings as retailers try to increase their staff for the upcoming holiday season.

Merchandising, Purchasing & Retail



- Healthcare & Medical industry jobs showed significant declines over the quarter and year; however, this industry continued to be ranked as the top industry for online jobs with 30.23%. According to the U.S. Department of Labor, the healthcare industry is expected to grow 24% by 2018. Nurses, home care aides, physical therapists, and pharmacists are just a few professions that will remain high in demand.
- Even though the Accounting & Finance industry did not have one of the largest gains this quarter, it still ranked as our fourth top industry for online job postings with 7.91%. According to the Bureau of Labor Statistics, the accounting industry is expected to increase 22% between 2008 and 2018 and create 279,400 new jobs by 2018.
- Top job titles in demand for third quarter 2010 included: Physical Therapist, Sales Representative, Cashier, Customer Service Representative, Java Developer, Event Specialist, and Cook.

Industry	Q4 - '09	Q1 - '10	Q2 - '10	Q3 - '10	QT Change	YR Change
Healthcare & Medical	33.60	31.49	37.06	30.23	-6.83	-3.37
Merchandising, Purchasing & Retail	6.26	6.93	4.91	10.21	5.30	3.95
Accounting & Finance	7.21	7.95	6.97	7.91	0.94	0.69

Online Resumes

- Clerical & Administrative remained as the top industry for online resume postings with 17.06%. This industry experienced the largest percentage increase over the previous quarter (0.69%); however, it had the largest percentage decrease over the past year with -10.58%. Healthcare & Medical continued to rank as the second top industry with 12.38%. This industry experienced the largest percentage increase over the previous year with 2.22%.
- Customer Service continued to round out the top three positions for online resume postings with 10.95%, but this industry declined 0.54% over the previous quarter. Other notable changes were the following: Accounting & Finance had the second largest percentage decrease over the year with -1.58%, Engineering & Architecture had one of the largest percentage increases over the year with 1.04%, and Education, Training & Library increased 0.32% over the quarter.

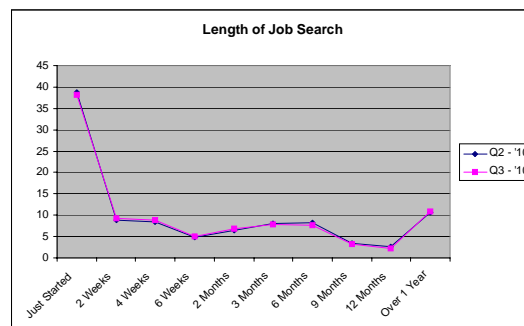
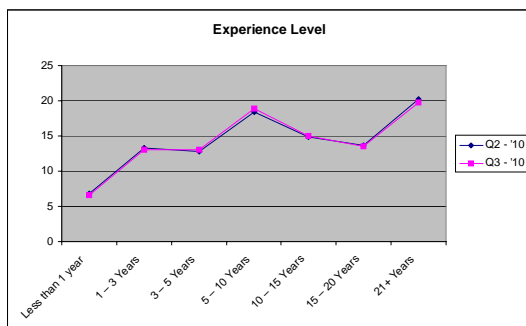
Industry	Q4 - '09	Q1 - '10	Q2 - '10	Q3 - '10	QT Change	YR Change
Clerical & Administrative	27.63	17.25	16.37	17.06	0.69	-10.58
Customer Service	10.16	12.09	11.49	10.95	-0.54	0.79
Healthcare & Medical	10.16	9.49	12.16	12.38	0.22	2.22
Accounting & Finance	7.26	5.31	5.41	5.68	0.27	-1.58
Engineering & Architecture	2.79	4.13	4.01	3.84	-0.18	1.04

- From a state perspective, the District of Columbia ranked #2 for online resumes per capita with 3.57%. In reviewing the top states within each industry, it was noted as top state representing nine industries. Some of the industries that the District of Columbia was ranked #1 included: Clerical & Administrative, Legal Services, Media & Communications, Public Relations, and Travel, Hospitality & Restaurant.
- 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 (12.38%) and Los Angeles-Riverside-Orange County (11.66%). Dallas-Fort Worth jumped one spot to take the #3 spot with 9.68%.
- Top resume titles in various industries included: Administrative Assistant, Warehouse Operator, Medical Assistant, Security Officer, Assembler, and Sales Representative.

- 93% of our network candidates are searching for any position type when posting their resume. Those looking for a Permanent Full-Time position represented 6.53% of network candidates.

Our Network Candidates

- During third quarter 2010, over 67% of our network candidates had 5 or more years of experience. Over the previous quarter, the largest percentage increase was noted in candidates with 5-10 years of experience (0.51%).
- Majority of our network candidates (38.11%) have just begun their job search, a decrease of 0.61% over the previous quarter. The largest percentage increase over the previous quarter was candidates who have been searching for a job with in the past 2 weeks (0.48%).



- The number of diversity candidates in our network remained relatively consistent. 39.03% of network candidates were members of a minority group with African American/Black candidates representing the largest minority group with 18.24%.
- The Southern region continued as the majority leader for executive candidates with 27.98%. The job title of Director remained as the top executive title with 30.62% and for the first time, Management & Business was noted as the top industry for executive candidates with 13.03%.

Our Network of Employers

- In evaluating the various types of companies registering across our network in third quarter 2010, majority of the new employer registrations (65.62%) continued to be represented by Corporations, followed by Recruiting Companies with 18.50%.
- Majority of the newly registered employers had less than 10 employees with 30.64%. Other top percentages were companies with 11-50 employees (24.68%) and more than 500 employees (18.81%).
- The top three industries for employers who registered in third quarter 2010 remained in Information Technology (18.49%), Healthcare & Medical (8.08%), and Manufacturing & Production (7.35%).

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 third 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!

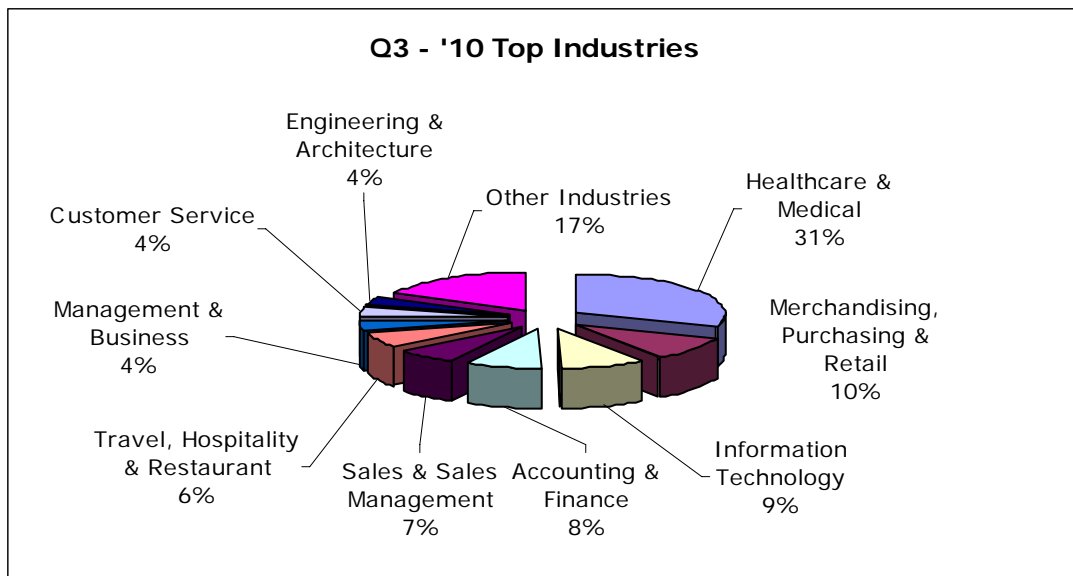
Job Posting Development and Trends:

Industry

Even though the Healthcare & Medical industry experienced the largest percentage decrease over the previous quarter, it still held the top spot for online job postings with 30.23%. In reviewing other top industries, Merchandising, Purchasing & Retail had a significant increase this quarter moving from the #7 spot to #2 with 10.21%. Customer Service entered back into the top 10 industries, representing the #8 top industry with 4.11%, eliminating Media & Communications. For the top industries that experienced a decline, Travel, Hospitality & Restaurant had the largest position shift this quarter going from the #2 to #6 spot with 6.00%.

Over the previous quarter, the industries with the largest percentage gain in online job postings included: Merchandising, Purchasing & Retail (5.30%), Customer Service (2.28%) and Sales & Sales Management (2.02%). On the other hand, the industries with the largest percentage decrease over the previous quarter included: Healthcare & Medical (-6.83%), Travel, Hospitality & Restaurant (-2.87%) and Management & Business (-1.82%).

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 (4.31%), Merchandising, Purchasing & Retail (3.95%) and Clerical & Administrative (2.03%). The industries with the largest percentage decrease included: Management & Business (-4.13%), Healthcare & Medical (-3.37%) and Information Technology (-2.98%).



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

State & Regional

On a state level, the states with the largest percentage of online jobs per capita in third quarter 2010 included: 1) The District of Columbia, 2) Virginia, 3) Maryland, 4) Massachusetts and 5) Delaware. In analyzing the top states within each industry channel, the District of Columbia remained in the #1 spot representing 21 industries.

The states with the largest percentage of job growth over the previous quarter included: Alaska (0.57%), North Dakota (0.37%) and Vermont (0.34%). The states with the largest percentage decrease in online jobs over the previous quarter included: District of Columbia (-1.06%), Georgia (-0.30%) and Washington (-0.28%). In looking at our 12 month view, North Dakota exhibited the

largest percentage gain with 0.65%, followed by Louisiana (0.54%) and Iowa (0.31%). The District of Columbia experienced the largest percentage decrease with -1.85%, followed by Virginia (-0.49%) and Georgia (-0.34%).

In assessing our regional data, Healthcare & Medical was noted again as the top industry within all regions. Merchandising, Purchasing & Retail was the second top industry in all regions except for the Mid Atlantic region, where Information Technology was noted 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: Physical Therapist, Sales Representative, Cashier, Customer Service Representative, Java Developer, Event Specialist, and Cook.

Job Employment Type

In assessing the employment type for online jobs in third quarter 2010, the majority of positions posted (70.09%) were Permanent Full-Time jobs. The three lowest employment types were: Temporary (0.81%), W-2 Contractor (0.51%), and Work at Home (0.48%).

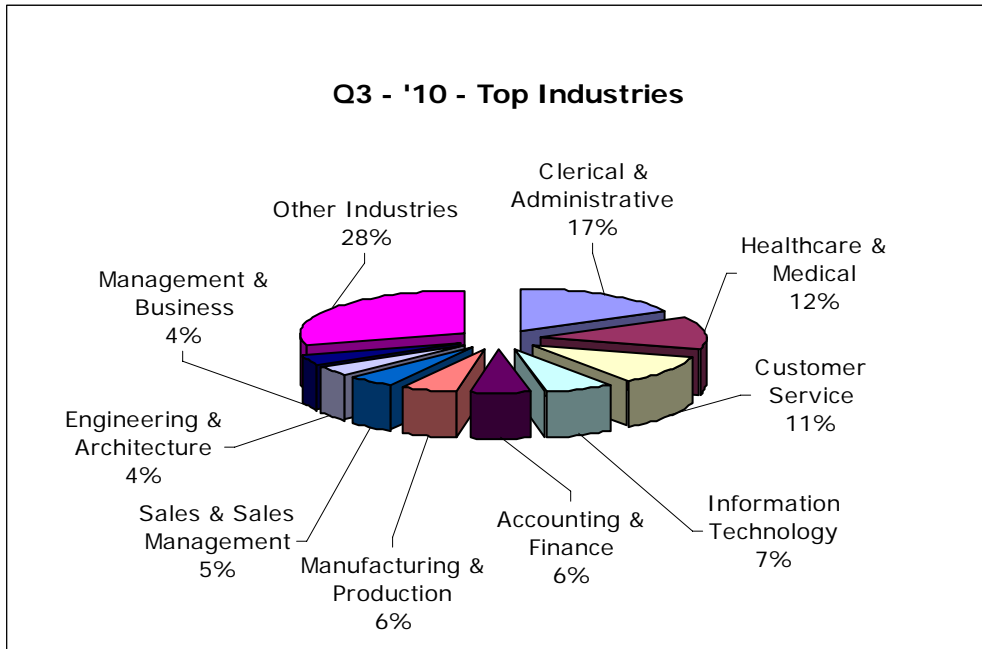
Resume Posting Development and Trends:

Industry

From an online resume posting perspective, all of the top industries remained consistent from the previous quarter except for two positions. Clerical & Administrative remained in the top spot with 17.06%, followed by Healthcare & Medical (12.38%) and Customer Service (10.95%). Accounting & Finance jumped one spot (#6 to #5) with 5.68% and Manufacturing & Production declined one spot (#5 to #6) with 5.61%.

The industries with the largest percentage growth in online resumes over the previous quarter included: Clerical & Administrative (0.69%), Education, Training & Library (0.32%) and Accounting & Finance (0.27%). On the other hand, the industries with the largest percentage decrease in candidate resumes over the previous quarter included: Information Technology (-0.59%), Customer Service (-0.54%) and Merchandising, Purchasing & Retail (-0.20%).

We evaluated overall industry growth over the past 12 months and the industries with the largest percentage of candidate resume growth included: Healthcare & Medical (2.22%), Merchandising, Purchasing & Retail (1.57%) and Engineering & Architecture (1.04%). The industries with the largest percentage decrease over the past 12 months included: Clerical & Administrative (-10.58%), Accounting & Finance (-1.58%) and Human Resources (-1.51%).



**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 third quarter 2010 were: 1) Georgia, 2) District of Columbia, 3) Colorado, 4) Florida and 5) Texas. In reviewing the top states within each industry sector, the District of Columbia was the top state representing nine 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: New Hampshire (0.38%), Rhode Island (0.30%) and Maine (0.24%). Over the previous quarter, the largest percentage decrease included: Missouri (-0.22%) and Michigan (-0.20%).

Over the past 12 months, the states with the largest percentage increase in online resumes included: Massachusetts (0.89%), Georgia (0.65%) and the District of Columbia (0.58%). The states with the largest percentage decrease included: South Dakota (-0.81%), Idaho and Indiana (both with -0.72%) and Delaware (-0.62%).

Our regional view shows Clerical & Administrative as the top industry for online resumes in all regions and Healthcare & Medical ranked as the second top industry in all regions.

Top Resume Titles

In reviewing the top online resume titles, we noted that many of the top resume titles were represented across various industries. Some top resume titles included: Administrative Assistant, Warehouse Operator, Medical Assistant, Security Officer, Assembler, Delivery Driver, Sales Representative, and Accountant.

Candidate Employment Type

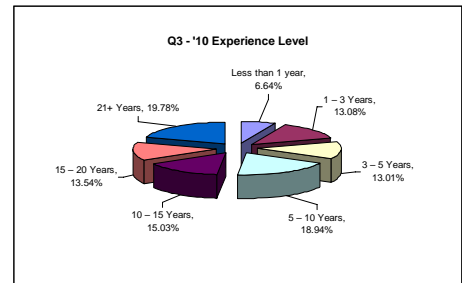
In assessing the employment types for online resumes in third quarter 2010, the majority of candidates (93.00%) were looking for any position type. The three lowest employment type percentages for online resumes were: W-2 Contractor (0.03%), Internship (0.03%) and Temporary (0.02%).

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 third quarter 2010:

Experience Level

In reviewing third quarter 2010 data, we noted that over 67% of our network candidates have 5 or more years of experience. Over the previous quarter, the largest percentage increase was noted in candidates with 5-10 years of experience (0.51%), while the largest percentage decrease was again noted in candidates with 21+ years of experience (-0.41%).



Length of Job Search

In assessing candidate job search length, 56.13% have been searching for a job over the past month; of that 56.13%, 38.11% have just begun their job search. Over the previous quarter, the largest percentage decrease was again noted in candidates who have been searching for a job in the past six months (-0.61%).

Top 3 Industries for Online Job Postings

Healthcare & Medical, Merchandising, Purchasing & Retail, and Information Technology

In evaluating candidate experience levels for the top three industries for online jobs, 48.71% of candidates in Healthcare & Medical, 70.47% in Merchandising, Purchasing & Retail and 72.85% in Information Technology had 5 or more years of experience.

Top 3 Industries for Resume Postings

Clerical & Administrative, Healthcare & Medical, and Customer Service

In reviewing candidate experience level for the top three industries for online resumes, we noted that 68.48% of Clerical & Administrative, 48.71% of Healthcare & Medical and 64.57% of Customer Service 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 51.40% of our network candidates were female and 48.60% were male.

Age

In reviewing the age composition of our candidates, the majority of candidates (30.28%) were 21-30 years old. The second largest age bracket was candidates 31-40 (23.86%), followed close behind by candidates in the 41-50 age bracket (23.63%). The two lowest percentages were represented by candidates who are 61 years old and over with 3.05% and 18-20 years old with 2.33%.

Ethnicity

In assessing the ethnicity of our network candidates, we reported the majority of candidates are White (Non-Hispanic) with 60.97%, followed by African American/Black candidates with 18.24%. Other ethnicity percentage breakdowns were Asian/Pacific Islander (10.80%), Hispanic (9.03%) and American Indian/Alaskan Native (0.96%).

Executive Breakdown

Gender

In reviewing our top-tier executive candidates, we noted that 77.79% of executive level candidates were male, with females representing 22.21% of the Beyond.com Network.

Top Job Titles for Executives

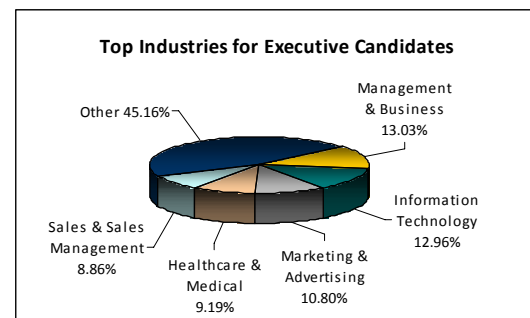
In evaluating the top job titles for executive candidates, the job title of Director continued as the top job title with 30.62%. The second position was Vice President with 21.84%. The lowest percentages were represented by President (16.55%) and Manager (13.55%).

Geographic Breakdown

The Southern region continued as the majority leader for executive candidates with 27.98%. The second largest percentage was represented by the Western region with 25.332%. Other regional percentages were: Midwest (18.42%), Mid Atlantic (14.99%) and the Northeast (13.28%).

Top Industries for Executive Candidates

The top industry for executive candidates was Management & Business (13.03%), followed by Information Technology with 12.96%. Other top industries included: Marketing & Advertising (10.80%), Healthcare & Medical (9.19%) and Sales & Sales Management (8.86%).



Employer Statistics

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

Company Type

Majority of the new employer registrations (65.62%) were from Corporations, followed by Recruiting Companies with 18.50%. Other classifications included Consulting Companies (10.48%) and Advertising Agencies (5.40%).

Company Industry

The top industry for employers who registered in third quarter 2010 was again noted in Information Technology (18.49%), followed by Healthcare & Medical (8.08%), Manufacturing & Production (7.35%) and Sales & Sales Management (4.23%).

Company Size

In assessing the company size of our employers for third quarter 2010, the majority of employers (30.64%) had less than 10 employees. Companies with 11-50 employees had the second largest percentage with 24.68%, followed by companies with more than 500 employees (18.81%).

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 during third quarter 2010, New York-Northern New Jersey-Long Island (14.69%) and Los Angeles-Riverside-Orange County (11.82%) continued to hold the top two spots. Chicago-Gary-Kenosha jumped one position to take the #3 spot with 8.34%, replacing San Francisco-Oakland-San Jose. Out of the seven areas that experienced a position shift, Atlanta experienced the largest with declining two spots from #7 to #9.

In assessing the top industries by metropolitan region, Healthcare & Medical remained the #1 industry. Accounting & Finance 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, an increase of four industries from the previous quarter.

In comparing the metropolitan regions over the past 12 months, all region positions remained consistent. New York-Northern New Jersey-Long Island continued to hold the #1 spot with 15.08%, followed by Los Angeles-Riverside-Orange County (11.25%) and San Francisco-Oakland-San Jose (8.48%).

Top 15 Metropolitan Region Resume Posting Developments and Trends

In evaluating industry trends for resume postings in third quarter 2010 for the top 15 metropolitan regions in the United States, New York-Northern New Jersey-Long Island (12.38%) and Los Angeles-Riverside-Orange County (11.66%) remained as the top two regions. Majority of the other regions also remained consistent from the previous quarter with the exception of Dallas-Fort Worth, which jumped one spot to take the #3 spot with 9.68%, and Chicago-Gary-Kenosha which dropped to the #4 spot with 9.46%.

In reviewing the top industries by metropolitan region, Clerical & Administrative continued as the #1 industry and Healthcare & Medical gained the #2 industry. The New York-Northern New Jersey-Long Island and Los Angeles-Riverside-Orange County regions tied as the top region by industry, each representing 13 industries.

In comparing the top metropolitan regions over the past 12 months, majority of the positions remained consistent. The positions that did experience a shift were in the #4, #5, #10, and #11 positions. Chicago-Gary-Kenosha jumped from the #5 to #4 position, while Atlanta decreased to the #5 position. San Francisco-Oakland-San Jose gained one position to #10 and Boston-Worcester-Lawrence dropped to the #11 position.

III. JOB POSTING Developments & Trends

A) Industry

Online Job Postings by Industry Channel

Industry	Q4 - '09	Q1 - '10	Q2 - '10	Q3 - '10
Accounting & Finance	7.21	7.95	6.97	7.91
Arts, Entertainment & Gaming	0.07	0.10	0.20	0.26
Clerical & Administrative	0.98	1.22	2.03	3.00
Construction & Extraction	1.11	1.39	1.30	1.25
Customer Service	3.10	2.97	1.83	4.11
Education, Training, & Library	1.64	1.74	1.64	2.12
Engineering & Architecture	3.01	4.18	3.80	3.59
Healthcare & Medical	33.60	31.49	37.06	30.23
Human Resources	0.22	0.31	0.37	0.37
Information Technology	12.11	10.05	8.60	9.12
Insurance	0.50	1.11	0.51	0.43
Legal Services	0.20	0.17	0.21	0.25
Management & Business	8.59	8.52	6.28	4.46
Manufacturing & Production	0.99	1.03	1.34	2.44
Marketing & Advertising	0.58	0.50	0.66	0.60
Media & Communication	2.79	4.39	2.22	1.82
Merchandising, Purchasing & Retail	6.26	6.93	4.91	10.21
Military & Government	0.42	0.39	0.38	0.45
Other	4.24	0.63	1.63	0.67
Public Relations	0.00	0.00	0.20	0.02
Public Utilities & Services	0.92	0.89	0.79	0.63
Real Estate & Building Maintenance	0.36	0.51	0.65	0.47
Research	0.11	0.15	0.11	0.09
Sales & Sales Management	2.68	2.53	4.97	6.99
Science & Biotech	0.68	0.58	0.69	0.67
Transportation & Logistics	1.14	1.21	1.45	1.51
Travel, Hospitality & Restaurant	6.37	8.81	8.87	6.00

Top 10 Industry Channels for Online Job Postings

Industry	Q3 - '10
Healthcare & Medical	30.23
Merchandising, Purchasing & Retail	10.21
Information Technology	9.12
Accounting & Finance	7.91
Sales & Sales Management	6.99
Travel, Hospitality & Restaurant	6.00
Management & Business	4.46
Customer Service	4.11
Engineering & Architecture	3.59
Other Industries	17.05

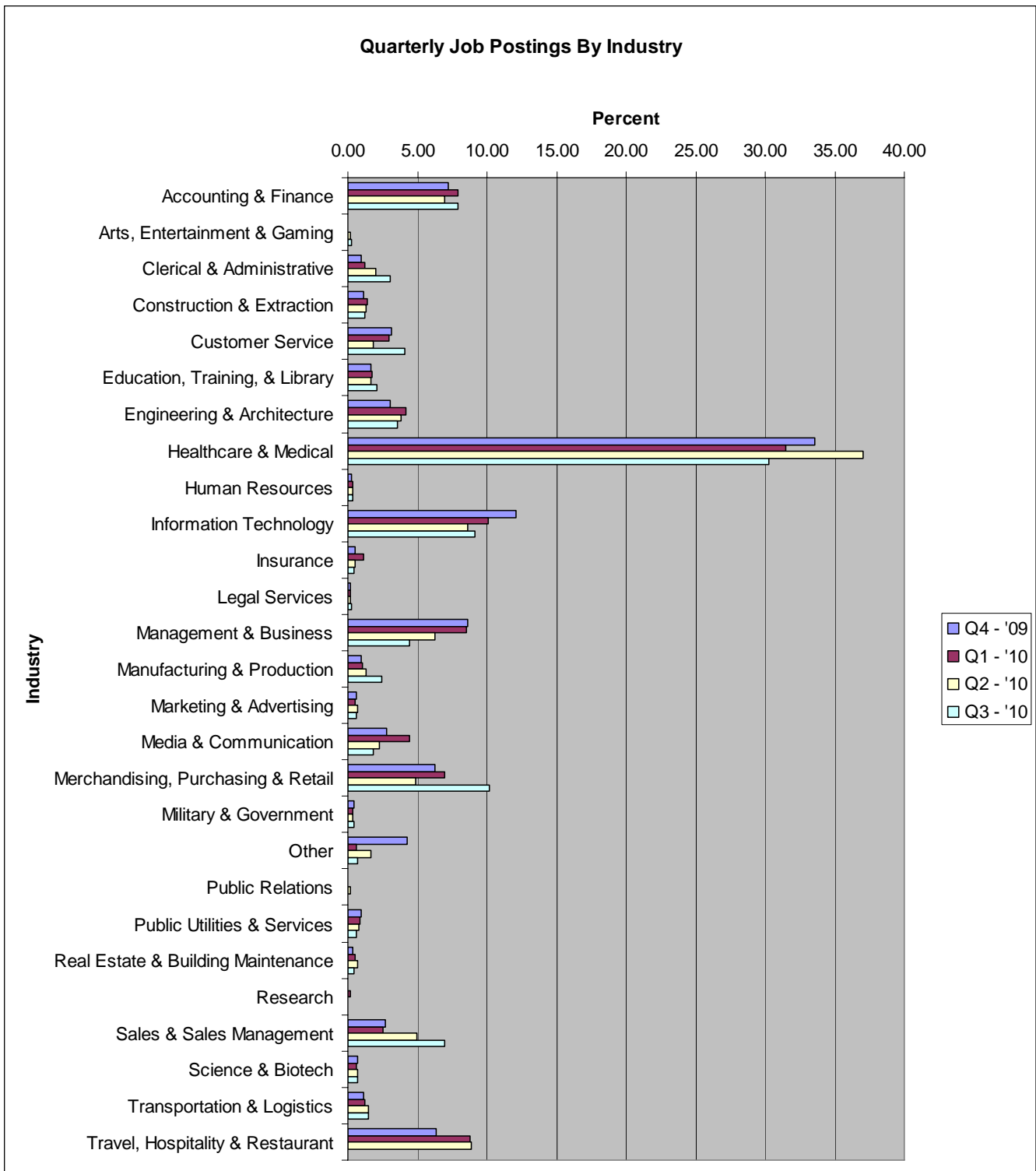


Figure 1: Job Postings by Industry (Q409-Q310)

B) State-by-State

Job Posting Trends by State

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

State	Q4 - '09	Q1 - '10	Q2 - '10	Q3 - '10
AK	2.33	1.89	1.71	2.28
AL	1.40	1.55	1.62	1.68
AR	1.18	1.21	1.47	1.42
AZ	1.84	1.81	1.66	1.85
CA	1.76	1.65	1.75	1.69
CO	2.35	2.27	1.97	2.09
CT	2.29	2.27	2.23	2.15
DC	11.15	12.63	10.36	9.30
DE	2.43	2.48	2.26	2.37
FL	2.14	2.06	2.22	2.03
GA	2.16	2.11	2.12	1.82
HI	1.13	1.20	0.99	1.24
IA	1.81	1.98	2.02	2.12
ID	1.01	1.02	1.06	1.16
IL	1.60	1.76	1.73	1.69
IN	1.45	1.54	1.52	1.47
KS	1.93	1.82	2.30	2.10
KY	1.34	1.30	1.34	1.41
LA	1.24	1.43	1.53	1.78
MA	2.69	2.88	2.69	2.53
MD	2.80	2.72	2.68	2.68
ME	1.25	1.46	1.35	1.53
MI	1.14	1.15	1.13	1.18
MN	1.88	1.96	1.80	2.00
MO	1.73	1.58	1.66	1.59
MS	1.17	1.22	1.33	1.30

State	Q4 - '09	Q1 - '10	Q2 - '10	Q3 - '10
MT	1.28	1.18	1.43	1.25
NC	1.97	1.78	1.93	1.87
ND	1.08	1.13	1.36	1.73
NE	1.91	2.01	2.19	2.01
NH	2.15	1.88	1.90	2.23
NJ	2.02	1.93	2.00	2.03
NM	1.83	1.74	1.81	1.76
NV	1.57	1.65	1.77	1.59
NY	1.50	1.53	1.35	1.40
OH	1.83	1.74	1.59	1.78
OK	1.53	1.51	1.57	1.75
OR	1.55	1.71	1.72	1.55
PA	1.97	1.81	1.95	1.94
RI	1.81	1.65	1.95	1.84
SC	1.81	1.57	1.75	1.81
SD	1.09	1.10	1.22	1.38
TN	1.59	1.70	1.81	1.71
TX	2.05	1.99	2.16	2.04
UT	1.46	1.50	1.33	1.36
VA	3.71	3.19	3.33	3.22
VT	1.58	1.41	1.54	1.88
WA	2.14	2.45	2.41	2.13
WI	1.60	1.63	1.66	1.70
WV	1.76	1.66	1.79	1.66
WY	2.02	1.62	1.98	1.91

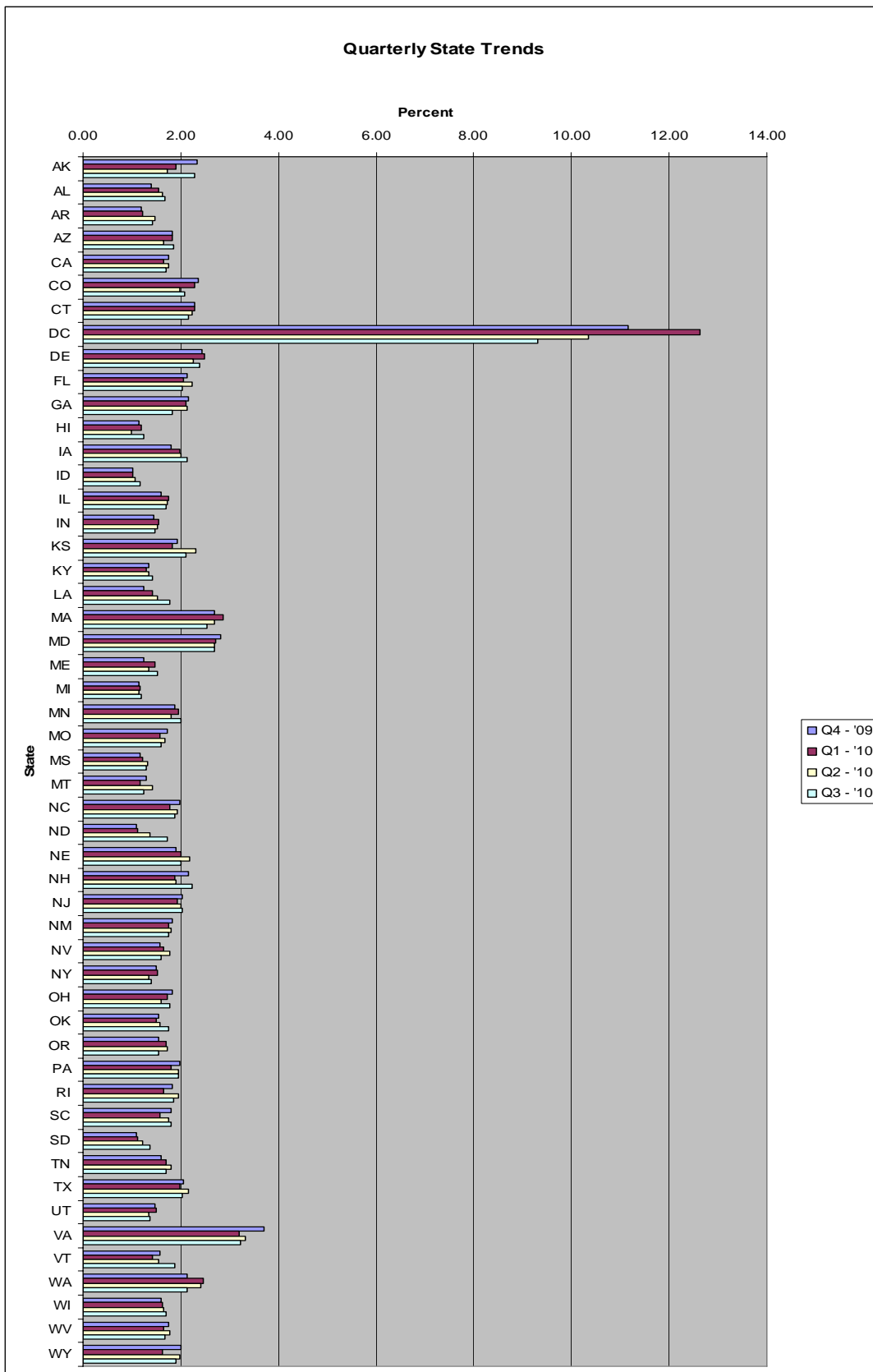


Figure 2-Quarterly State Trends-Job Postings (Q409-Q310)

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	MA	CA
Clerical & Administrative	DC	AK	MA
Construction & Extraction	DC	AK	VA
Customer Service	VA	IA	OK
Education, Training, & Library	DC	IA	MA
Engineering & Architecture	DC	VA	MD
Healthcare & Medical	DC	MD	VA
Human Resources	DC	MN	AK
Information Technology	DC	VA	MD
Installation, Maintenance, & Repair	NM	AZ	NV
Insurance	CT	NE	MA
Legal Services	DC	AK	MA
Management & Business	DC	VA	DE
Manufacturing & Production	LA	WI	IA
Marketing & Advertising	DC	MA	WA
Media & Communication	DC	VA	NY
Merchandising, Purchasing & Retail	NH	DE	VA
Military & Government	LA	DC	IA
Other	DC	MA	NH
Public Relations	DC	NY	VT
Public Utilities & Services	WY	AK	OK
Real Estate & Building Maintenance	DC	HI	AK
Research	DC	NJ	MA
Sales & Sales Management	DC	MA	ND
Science & Biotech	DC	DE	MN
Transportation & Logistics	DC	IA	ND
Travel, Hospitality & Restaurant	DC	CO	VA

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	Merchandising, Purchasing & Retail
MD	Healthcare & Medical	Information Technology	Merchandising, Purchasing & Retail
NJ	Healthcare & Medical	Information Technology	Merchandising, Purchasing & Retail
PA	Healthcare & Medical	Merchandising, Purchasing & Retail	Accounting & Finance
VA	Healthcare & Medical	Information Technology	Engineering & Architecture
WV	Healthcare & Medical	Merchandising, Purchasing & Retail	Travel, Hospitality & Restaurant
MID WESTERN REGION			
IA	Healthcare & Medical	Merchandising, Purchasing & Retail	Sales & Sales Management
IL	Healthcare & Medical	Merchandising, Purchasing & Retail	Accounting & Finance
IN	Healthcare & Medical	Merchandising, Purchasing & Retail	Travel, Hospitality & Restaurant
KS	Healthcare & Medical	Merchandising, Purchasing & Retail	Sales & Sales Management
MI	Healthcare & Medical	Merchandising, Purchasing & Retail	Sales & Sales Management
MN	Healthcare & Medical	Merchandising, Purchasing & Retail	Accounting & Finance
MO	Healthcare & Medical	Merchandising, Purchasing & Retail	Sales & Sales Management
ND	Healthcare & Medical	Merchandising, Purchasing & Retail	Sales & Sales Management
NE	Healthcare & Medical	Merchandising, Purchasing & Retail	Accounting & Finance
OH	Healthcare & Medical	Merchandising, Purchasing & Retail	Accounting & Finance
OK	Healthcare & Medical	Merchandising, Purchasing & Retail	Customer Service
SD	Healthcare & Medical	Merchandising, Purchasing & Retail	Sales & Sales Management
WI	Healthcare & Medical	Merchandising, Purchasing & Retail	Sales & Sales Management
NORTHEASTERN REGION			
CT	Healthcare & Medical	Accounting & Finance	Information Technology
MA	Healthcare & Medical	Information Technology	Merchandising, Purchasing & Retail
ME	Healthcare & Medical	Merchandising, Purchasing & Retail	Sales & Sales Management
NH	Healthcare & Medical	Merchandising, Purchasing & Retail	Sales & Sales Management
NY	Healthcare & Medical	Accounting & Finance	Merchandising, Purchasing & Retail
RI	Healthcare & Medical	Merchandising, Purchasing & Retail	Sales & Sales Management
VT	Healthcare & Medical	Merchandising, Purchasing & Retail	Sales & Sales Management
SOUTHERN REGION			
AL	Healthcare & Medical	Merchandising, Purchasing & Retail	Sales & Sales Management
AR	Healthcare & Medical	Merchandising, Purchasing & Retail	Sales & Sales Management
FL	Healthcare & Medical	Merchandising, Purchasing & Retail	Sales & Sales Management
GA	Healthcare & Medical	Information Technology	Merchandising, Purchasing & Retail
KY	Healthcare & Medical	Merchandising, Purchasing & Retail	Sales & Sales Management
LA	Healthcare & Medical	Manufacturing & Production	Merchandising, Purchasing & Retail
MS	Healthcare & Medical	Merchandising, Purchasing & Retail	Sales & Sales Management
NC	Healthcare & Medical	Merchandising, Purchasing & Retail	Accounting & Finance
SC	Healthcare & Medical	Merchandising, Purchasing & Retail	Sales & Sales Management
TN	Healthcare & Medical	Merchandising, Purchasing & Retail	Sales & Sales Management
TX	Healthcare & Medical	Merchandising, Purchasing & Retail	Accounting & Finance

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

Job Posting-Top Industries by Region (Cont.)

D) Top Job Posting Titles

Job Title
Physical Therapist
Occupational Therapist
Sales Representative
Cashier
Customer Service Representative
Merchandise Associate
Administrative Assistant
Assistant Manager
Sales Associate
Event Specialist
Registered Nurse
Cook
Java Developer
Speech Therapist
Receptionist
Sales Manager
Business Analyst

E) Job Employment Type

Employment Type	Q3 - '10
Permanent Full-Time	70.09
Part-Time	18.84
Any Position Type	5.31
1099 Contractor	2.94
Internship	1.02
Temporary	0.81
W-2 Contractor	0.51
Work at Home	0.48

IV. RESUME POSTING Developments & Trends

A) Industry

Online Resume Postings by Industry Channel

Industry	Q4 - '09	Q1 - '10	Q2 - '10	Q3 - '10
Accounting & Finance	7.26	5.31	5.41	5.68
Arts, Entertainment & Gaming	0.60	0.76	0.73	0.79
Clerical & Administrative	27.63	17.25	16.37	17.06
Construction & Extraction	1.77	2.57	2.68	2.49
Customer Service	10.16	12.09	11.49	10.95
Education, Training, & Library	0.83	1.13	1.31	1.62
Engineering & Architecture	2.79	4.13	4.01	3.84
Healthcare & Medical	10.16	9.49	12.16	12.38
Human Resources	4.32	3.00	2.87	2.80
Information Technology	5.63	7.71	7.24	6.65
Insurance	0.76	0.81	0.71	0.65
Legal Services	0.79	0.86	0.89	0.96
Management & Business	3.38	3.87	3.65	3.72
Manufacturing & Production	5.09	6.09	5.61	5.61
Marketing & Advertising	3.12	2.73	2.60	2.51
Media & Communication	0.63	1.03	1.15	1.17
Merchandising, Purchasing & Retail	0.93	3.14	2.71	2.51
Military & Government	0.63	0.74	0.81	0.81
Other	2.45	3.09	3.99	4.44
Personal & Home Services	0.10	0.13	0.15	0.16
Public Relations	0.30	0.39	0.43	0.43
Public Utilities & Services	0.30	0.48	0.57	0.42
Real Estate & Building Maintenance	0.66	0.88	0.84	0.78
Research	0.24	0.38	0.39	0.41
Sales & Sales Management	4.90	5.32	4.60	4.83
Science & Biotech	0.61	0.86	0.96	0.89
Transportation & Logistics	2.14	2.80	3.07	2.97
Travel, Hospitality & Restaurant	1.80	2.94	2.59	2.46

Top 10 Industry Channels for Online Resume Postings

Industry	Q3 - '10
Clerical & Administrative	17.06
Healthcare & Medical	12.38
Customer Service	10.95
Information Technology	6.65
Accounting & Finance	5.68
Manufacturing & Production	5.61
Sales & Sales Management	4.83
Engineering & Architecture	3.84
Management & Business	3.72
Other Industries	29.28

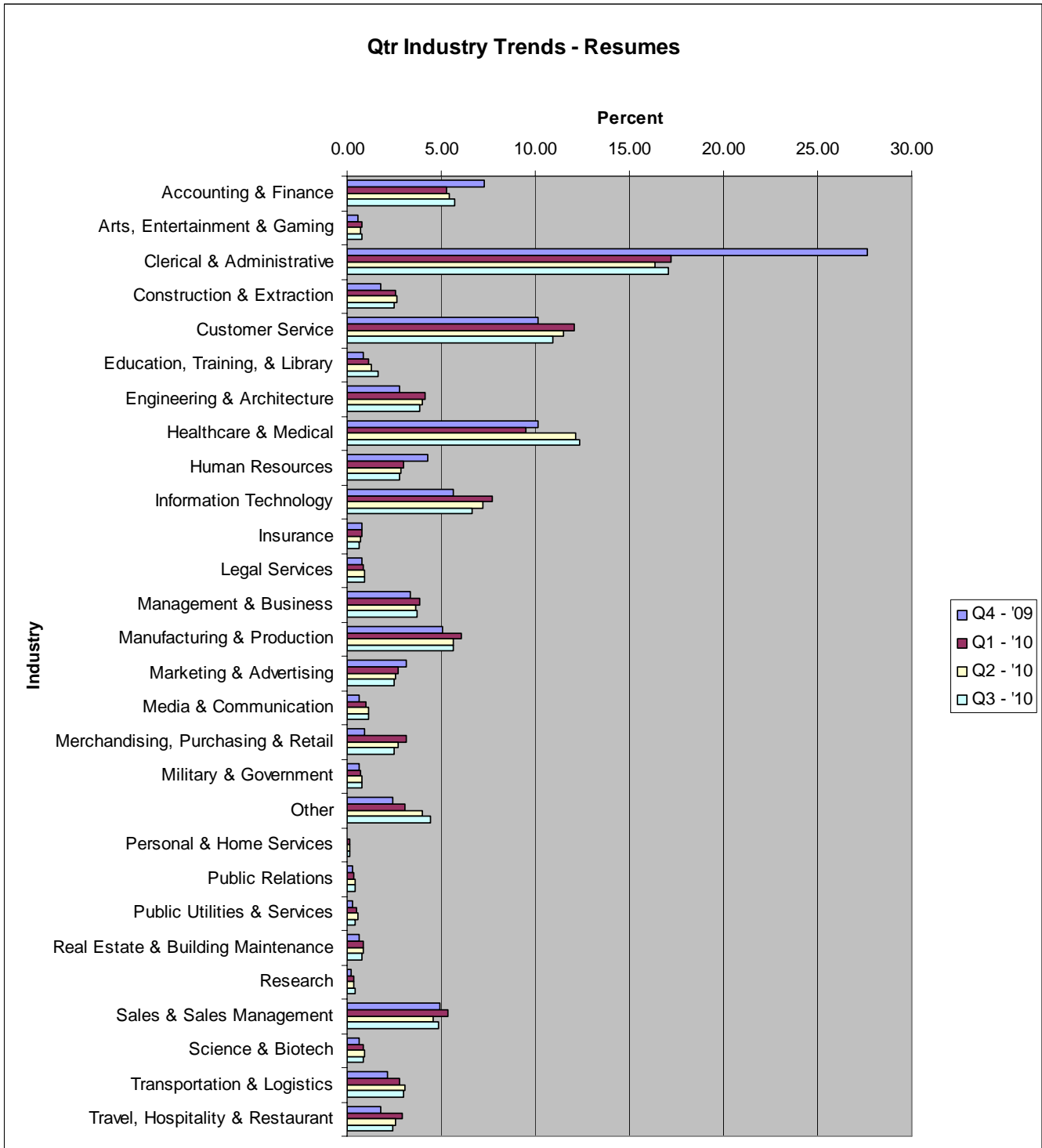


Figure 3-Resume Postings by Industry (Q409-Q310)

B) State-by-State

Resume Posting Trends by State

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

State	Q4 - '09	Q1 - '10	Q2 - '10	Q3 - '10
AK	0.77	0.70	0.51	0.47
AL	2.18	1.44	1.90	2.11
AR	1.58	1.03	1.28	1.26
AZ	2.04	2.41	2.54	2.49
CA	1.81	2.08	2.21	2.30
CO	3.30	3.99	3.62	3.53
CT	2.53	2.96	2.79	2.89
DC	2.99	3.28	3.45	3.57
DE	2.87	2.85	2.30	2.25
FL	3.01	3.16	3.26	3.23
GA	3.49	4.10	4.07	4.14
HI	0.52	0.68	0.65	0.66
IA	1.49	1.13	1.28	1.22
ID	1.55	0.90	0.98	0.82
IL	2.31	2.88	2.82	2.67
IN	2.84	2.67	2.27	2.12
KS	1.73	1.46	1.54	1.64
KY	1.74	1.21	1.19	1.21
LA	1.76	1.03	1.58	1.56
MA	1.59	2.07	2.43	2.48
MD	2.45	3.01	2.94	2.87
ME	1.12	0.65	0.89	1.13
MI	2.21	2.42	2.19	1.99
MN	1.62	2.27	1.98	1.96
MO	2.08	2.25	2.38	2.16
MS	1.25	1.13	1.56	1.65

State	Q4 - '09	Q1 - '10	Q2 - '10	Q3 - '10
MT	1.60	1.52	1.23	1.10
NC	2.78	2.92	3.11	2.97
ND	0.70	0.46	0.45	0.50
NE	1.56	1.21	1.18	1.33
NH	1.76	1.83	1.92	2.30
NJ	2.35	2.45	2.18	2.17
NM	1.17	0.80	0.81	0.92
NV	2.83	2.71	2.69	2.84
NY	1.89	1.88	1.74	1.73
OH	2.42	2.57	2.64	2.51
OK	1.47	0.98	1.10	1.16
OR	1.07	1.42	1.47	1.51
PA	2.23	2.62	2.09	1.93
RI	2.57	2.88	2.61	2.91
SC	2.42	2.44	2.89	2.73
SD	1.40	0.74	0.59	0.59
TN	2.74	2.49	2.66	2.74
TX	3.12	3.39	3.23	3.19
UT	2.00	2.36	2.26	2.10
VA	2.27	2.59	2.69	2.58
VT	0.92	0.76	0.78	0.96
WA	1.82	2.06	1.83	1.89
WI	1.79	1.52	1.45	1.41
WV	1.08	0.96	1.12	1.01
WY	1.19	0.71	0.68	0.58

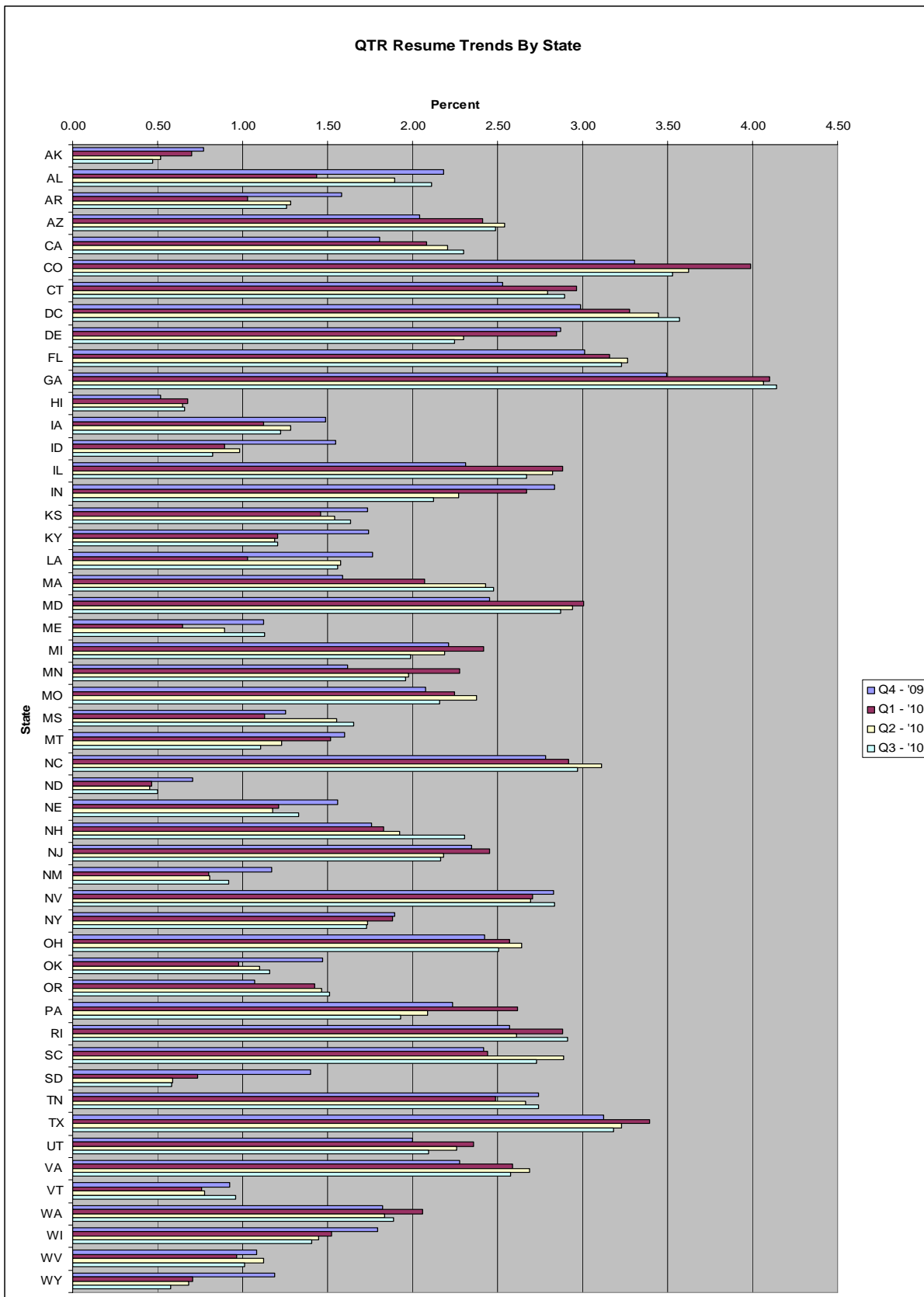


Figure 4-Quarterly State Trends-Resume Posting (Q409-Q310)

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	IN	CA	DC
Clerical & Administrative	DC	GA	TX
Construction & Extraction	NV	CO	FL
Customer Service	GA	FL	NC
Education, Training, & Library	DC	MD	CO
Engineering & Architecture	TX	CO	NH
Healthcare & Medical	GA	RI	DC
Human Resources	GA	CO	RI
Information Technology	CO	GA	DC
Insurance	CT	GA	FL
Legal Services	DC	CT	MA
Management & Business	CO	FL	GA
Manufacturing & Production	NH	GA	SC
Marketing & Advertising	CO	CT	DC
Media & Communication	DC	MD	CT
Merchandising, Purchasing & Retail	GA	FL	RI
Military & Government	DC	VA	MD
Other	DC	CO	NV
Personal & Home Services	ME	DE	CT
Public Relations	DC	MD	CO
Public Utilities & Services	TX	DC	CO
Real Estate & Building Maintenance	CO	GA	FL
Research	DC	MA	MD
Sales & Sales Management	CO	GA	FL
Science & Biotech	NJ	MA	MD
Transportation & Logistics	GA	NV	TX
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	Healthcare & Medical	Customer Service
DE	Healthcare & Medical	Clerical & Administrative	Customer Service
MD	Clerical & Administrative	Healthcare & Medical	Customer Service
NJ	Clerical & Administrative	Healthcare & Medical	Accounting & Finance
PA	Clerical & Administrative	Healthcare & Medical	Customer Service
VA	Clerical & Administrative	Healthcare & Medical	Customer Service
WV	Clerical & Administrative	Healthcare & Medical	Customer Service
MID WESTERN REGION			
IA	Clerical & Administrative	Healthcare & Medical	Customer Service
IL	Clerical & Administrative	Customer Service	Healthcare & Medical
IN	Clerical & Administrative	Healthcare & Medical	Customer Service
KS	Clerical & Administrative	Healthcare & Medical	Customer Service
MI	Healthcare & Medical	Clerical & Administrative	Customer Service
MN	Clerical & Administrative	Healthcare & Medical	Customer Service
MO	Clerical & Administrative	Customer Service	Healthcare & Medical
ND	Healthcare & Medical	Clerical & Administrative	Information Technology
NE	Clerical & Administrative	Customer Service	Healthcare & Medical
OH	Clerical & Administrative	Healthcare & Medical	Customer Service
OK	Clerical & Administrative	Healthcare & Medical	Customer Service
SD	Clerical & Administrative	Healthcare & Medical	Customer Service
WI	Clerical & Administrative	Healthcare & Medical	Customer Service
NORTHEASTERN REGION			
CT	Clerical & Administrative	Healthcare & Medical	Customer Service
MA	Healthcare & Medical	Clerical & Administrative	Information Technology
ME	Clerical & Administrative	Healthcare & Medical	Customer Service
NH	Clerical & Administrative	Healthcare & Medical	Manufacturing & Production
NY	Clerical & Administrative	Healthcare & Medical	Customer Service
RI	Clerical & Administrative	Healthcare & Medical	Customer Service
VT	Clerical & Administrative	Customer Service	Healthcare & Medical
SOUTHERN REGION			
AL	Clerical & Administrative	Healthcare & Medical	Customer Service
AR	Clerical & Administrative	Healthcare & Medical	Customer Service
FL	Clerical & Administrative	Healthcare & Medical	Customer Service
GA	Clerical & Administrative	Customer Service	Healthcare & Medical
KY	Clerical & Administrative	Healthcare & Medical	Customer Service
LA	Clerical & Administrative	Healthcare & Medical	Customer Service
MS	Clerical & Administrative	Healthcare & Medical	Customer Service
NC	Clerical & Administrative	Customer Service	Healthcare & Medical
SC	Clerical & Administrative	Customer Service	Healthcare & Medical
TN	Clerical & Administrative	Customer Service	Healthcare & Medical
TX	Clerical & Administrative	Healthcare & Medical	Customer Service

State	Industry #1	Industry #2	Industry #3
WESTERN REGION			
AK	Clerical & Administrative	Healthcare & Medical	Other
AZ	Clerical & Administrative	Healthcare & Medical	Customer Service
CA	Clerical & Administrative	Healthcare & Medical	Customer Service
CO	Clerical & Administrative	Customer Service	Healthcare & Medical
HI	Healthcare & Medical	Clerical & Administrative	Customer Service
ID	Clerical & Administrative	Healthcare & Medical	Customer Service
MT	Clerical & Administrative	Customer Service	Healthcare & Medical
NM	Healthcare & Medical	Clerical & Administrative	Customer Service
NV	Clerical & Administrative	Customer Service	Healthcare & Medical
OR	Clerical & Administrative	Healthcare & Medical	Customer Service
UT	Customer Service	Clerical & Administrative	Healthcare & Medical
WA	Clerical & Administrative	Healthcare & Medical	Customer Service
WY	Clerical & Administrative	Healthcare & Medical	Other

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

D) Top Resume Posting Titles

Resume Posting Title
Administrative Assistant
Secretary
Customer Service
Warehouse Operator
Shipping and Receiving Clerk
Medical Assistant
Security Officer
Assembler
Receptionist
Delivery Driver
Medical Billing Clerk
Payroll Clerk
Switchboard Operator
Manager
Teller
Sales Representative
Project Manager
Accountant
Human Resources
Dental Assistant

E) Candidate Employment Type

Employment Type	Q3 - '10
Any Position Type	93.00
Permanent Full-Time	6.53
Part-Time	0.24
Work at Home	0.08
1099 Contractor	0.04
W-2 Contractor	0.03
Internship	0.03
Temporary	0.02

V. Candidate Developments and Trends

A) Experience Level

Experience Level	Q2 - '10	Q3 - '10
Less than 1 year	6.82	6.64
1 – 3 Years	13.29	13.08
3 – 5 Years	12.76	13.01
5 – 10 Years	18.43	18.94
10 – 15 Years	14.88	15.03
15 – 20 Years	13.63	13.54
21+ Years	20.19	19.78

B) Length of Job Search

Length of Job Search	Q2 - '10	Q3 - '10
Just Started	38.72	38.11
2 Weeks	8.76	9.24
4 Weeks	8.50	8.78
6 Weeks	4.78	5.08
2 Months	6.43	6.90
3 Months	7.97	7.90
6 Months	8.26	7.67
9 Months	3.33	3.15
12 Months	2.56	2.29
Over 1 Year	10.69	10.88

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

Experience Level	Healthcare & Medical	Merchandising, Purchasing & Retail	Information Technology
Less than 1 year	18.34	4.38	5.62
1 – 3 Years	20.17	12.07	10.53
3 – 5 Years	12.78	13.08	11.00
5 – 10 Years	16.55	19.33	19.15
10 – 15 Years	11.04	14.99	18.33
15 – 20 Years	9.16	14.24	15.53
21+ Years	11.96	21.91	19.84

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

Experience Level	Clerical & Administrative	Healthcare & Medical	Customer Service
Less than 1 year	3.77	18.34	3.93
1 – 3 Years	12.51	20.17	13.68
3 – 5 Years	15.25	12.78	17.81
5 – 10 Years	22.04	16.55	23.67
10 – 15 Years	15.58	11.04	15.04
15 – 20 Years	13.37	9.16	11.15
21+ Years	17.48	11.96	14.71

VI. Candidate Statistics

DIVERSITY

Gender Breakdown

Gender	Q3 - '10
Female	51.40
Male	48.60

Age Breakdown

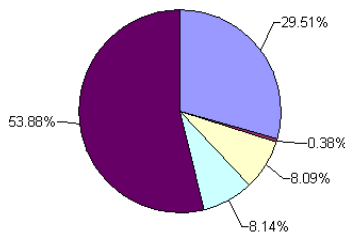
Age	Q3 - '10
18-20	2.33
21-30	30.28
31-40	23.86
41-50	23.63
51-60	16.85
61 and over	3.05

Ethnicity Breakdown

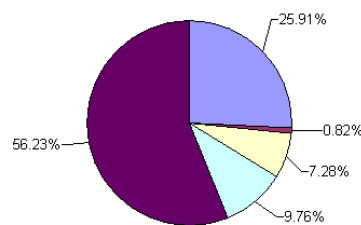
Ethnicity	Q3 - '10
White (Non-Hispanic Origin)	60.97
African American/Black	18.24
Asian/Pacific Islander	10.80
Hispanic	9.03
American Indian/Alaskan Native	0.96

Diversity Breakdown by Major Metros

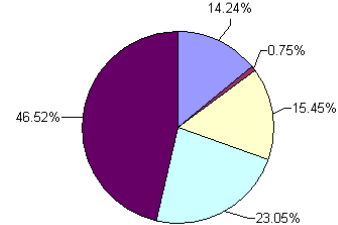
Chicago-Gary-Kenosha Candidate Diversity



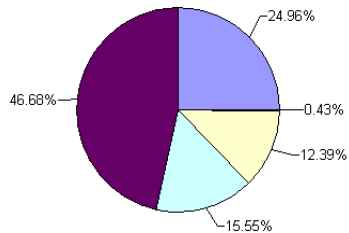
Dallas-Forth Worth Candidate Diversity



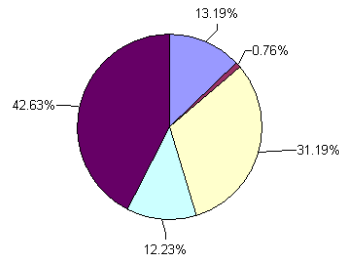
Los Angeles-Riverside-Orange County Candidate Diversity



New York-Northern New Jersey-Long Island Candidate Diversity



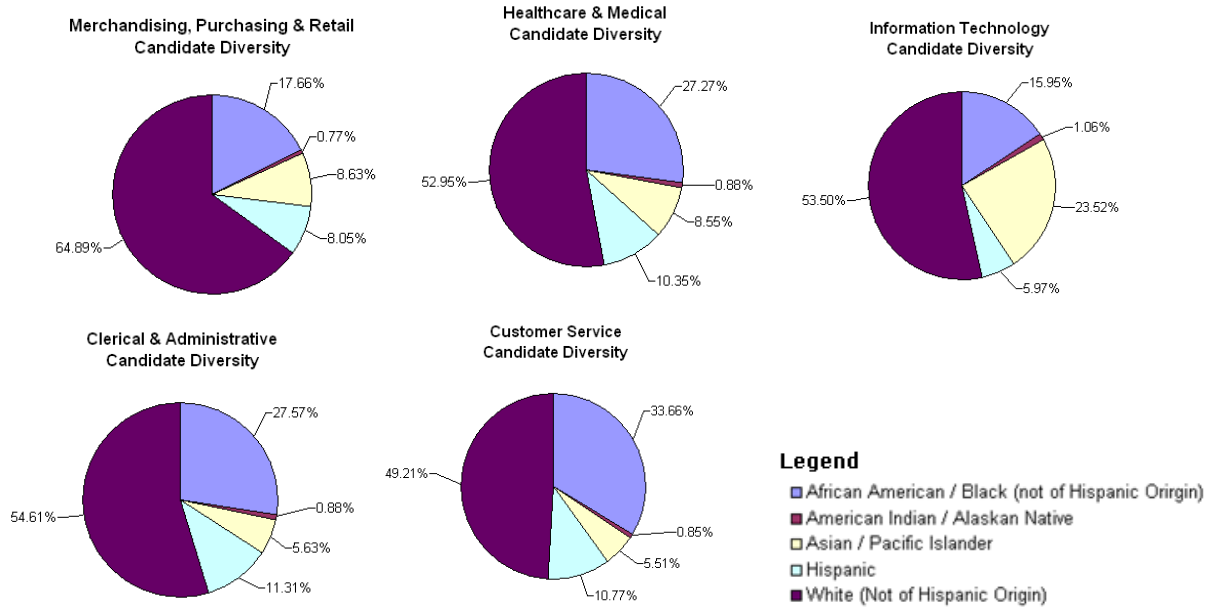
San Francisco-Oakland-San Jose Candidate Diversity



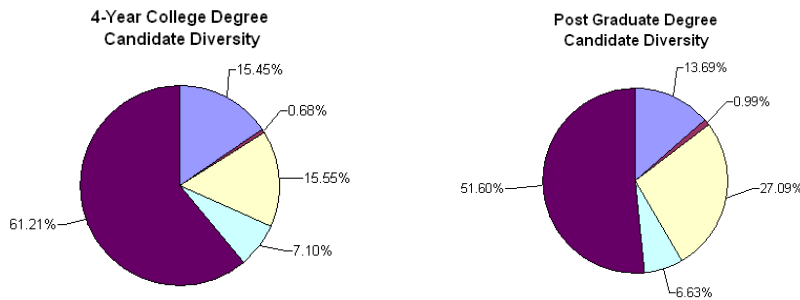
Legend

- 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	Q3 - '10
Female	22.21
Male	77.79

Top Titles for Executive Candidates

Title	Q3 - '10
Director	30.62
Vice President	21.84
Manager	13.55
President	16.55

Geographic Distribution

Location	Q3 - '10
Mid Atlantic	14.99
Mid West	18.42
North East	13.28
South	27.98
West	25.33

VII. Employer Registration Statistics

Company Type

Type	Q3 - '10
Corporation	65.62
Recruiting Company	18.50
Consulting Company	10.48
Advertising Agency	5.40

Company Size

Number of Employees	Q3 - '10
<10	30.64
11-50	24.68
51-100	12.63
101-500	13.24
>500	18.81

Company Industry

Industry	Q3 - '10
Accounting & Finance	3.74
Arts, Entertainment & Gaming	1.59
Clerical & Administrative	1.04
Construction & Extraction	2.82
Customer Service	2.63
Education, Training, & Library	2.45
Engineering & Architecture	2.82
Healthcare & Medical	8.08
Human Resources	4.16
Information Technology	18.49
Insurance	2.57
Legal Services	0.80
Management & Business	1.29
Manufacturing & Production	7.35
Marketing & Advertising	3.67
Media & Communication	1.04
Merchandising, Purchasing & Retail	1.65
Military & Government	0.92
Other	18.68
Personal & Home Services	0.31
Public Relations	0.18
Public Utilities & Services	0.80
Real Estate & Building Maintenance	1.41
Research	0.73
Sales & Sales Management	4.23
Science & Biotech	0.80
Transportation & Logistics	2.14
Travel, Hospitality & Restaurant	3.61

VIII. METROPOLITIAN Regional Job Posting Data

A) Top Metropolitan Regions for Jobs for Third Quarter

Metro Region	% of Jobs Across Regions
New York-Northern New Jersey-Long Island	14.69
Los Angeles-Riverside-Orange County	11.82
Chicago-Gary-Kenosha	8.34
San Francisco-Oakland-San Jose	8.27
Dallas-Fort Worth	7.40
Washington-Baltimore	7.11
Boston-Worcester-Lawrence	5.58
Houston-Galveston-Brazoria	5.52
Atlanta	5.48
Philadelphia-Wilmington-Atlantic City	5.08
Miami-Fort Lauderdale	4.76
Seattle-Tacoma-Bremerton	4.50
Phoenix-Mesa	4.16
Minneapolis-St. Paul	3.71
Detroit-Ann Arbor-Flint	3.58

B) Top Metropolitan Regions for Jobs over the past 12 months (10/01/2009 – 10/01/2010)

Metro Region	% of Jobs Across Regions
New York-Northern New Jersey-Long Island	15.08
Los Angeles-Riverside-Orange County	11.25
San Francisco-Oakland-San Jose	8.48
Chicago-Gary-Kenosha	8.07
Dallas-Fort Worth	7.74
Washington-Baltimore	7.45
Atlanta	6.02
Boston-Worcester-Lawrence	5.70
Houston-Galveston-Brazoria	5.34
Philadelphia-Wilmington-Atlantic City	5.02
Seattle-Tacoma-Bremerton	4.85
Miami-Fort Lauderdale	4.47
Phoenix-Mesa	3.80
Minneapolis-St. Paul	3.48
Detroit-Ann Arbor-Flint	3.26

C) Top Industries by Metropolitan Region

Metro Region Q3 - '10	Industry #1	Industry #2	Industry #3
Atlanta	Healthcare & Medical	Information Technology	Accounting & Finance
Boston-Worcester-Lawrence	Healthcare & Medical	Accounting & Finance	Merchandising, Purchasing & Retail
Chicago-Gary-Kenosha	Healthcare & Medical	Accounting & Finance	Merchandising, Purchasing & Retail
Dallas-Fort Worth	Healthcare & Medical	Accounting & Finance	Merchandising, Purchasing & Retail
Detroit-Ann Arbor-Flint	Healthcare & Medical	Merchandising, Purchasing & Retail	Sales & Sales Management
Houston-Galveston-Brazoria	Healthcare & Medical	Merchandising, Purchasing & Retail	Accounting & Finance
Los Angeles-Riverside-Orange County	Healthcare & Medical	Accounting & Finance	Merchandising, Purchasing & Retail
Miami-Fort Lauderdale	Healthcare & Medical	Merchandising, Purchasing & Retail	Travel, Hospitality & Restaurant
Minneapolis-St. Paul	Healthcare & Medical	Accounting & Finance	Merchandising, Purchasing & Retail
New York-Northern New Jersey-Long Island	Healthcare & Medical	Accounting & Finance	Information Technology
Philadelphia-Wilmington-Atlantic City	Healthcare & Medical	Accounting & Finance	Merchandising, Purchasing & Retail
Phoenix-Mesa	Healthcare & Medical	Accounting & Finance	Information Technology
San Francisco-Oakland-San Jose	Healthcare & Medical	Information Technology	Merchandising, Purchasing & Retail
Seattle-Tacoma-Bremerton	Healthcare & Medical	Information Technology	Accounting & Finance
Washington-Baltimore	Information Technology	Healthcare & Medical	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	Los Angeles-Riverside-Orange County	Houston-Galveston-Brazoria
Customer Service	New York-Northern New Jersey-Long Island	Los Angeles-Riverside-Orange County
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	New York-Northern New Jersey-Long Island	Los Angeles-Riverside-Orange County
Human Resources	New York-Northern New Jersey-Long Island	Los Angeles-Riverside-Orange County
Information Technology	San Francisco-Oakland-San Jose	New York-Northern New Jersey-Long Island
Insurance	New York-Northern New Jersey-Long Island	Los Angeles-Riverside-Orange County
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	San Francisco-Oakland-San Jose
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	Washington-Baltimore
Other	New York-Northern New Jersey-Long Island	Los Angeles-Riverside-Orange County
Public Relations	New York-Northern New Jersey-Long Island	Washington-Baltimore
Public Utilities & Services	Houston-Galveston-Brazoria	Los Angeles-Riverside-Orange County
Real Estate & Building Maintenance	Los Angeles-Riverside-Orange County	New York-Northern New Jersey-Long Island
Research	New York-Northern New Jersey-Long Island	San Francisco-Oakland-San Jose
Sales & Sales Management	New York-Northern New Jersey-Long Island	Los Angeles-Riverside-Orange County
Science & Biotech	New York-Northern New Jersey-Long Island	Houston-Galveston-Brazoria
Transportation & Logistics	New York-Northern New Jersey-Long Island	Los Angeles-Riverside-Orange County
Travel, Hospitality & Restaurant	Los Angeles-Riverside-Orange County	New York-Northern New Jersey-Long Island

IX. METROPOLITIAN Regional Resume Data

A) Top Metropolitan Regions for Resumes for Third Quarter

Metro Region	% of Resumes Across Regions
New York-Northern New Jersey-Long Island	12.38
Los Angeles-Riverside-Orange County	11.66
Dallas-Fort Worth	9.68
Chicago-Gary-Kenosha	9.46
Atlanta	9.14
Houston-Galveston-Brazoria	7.60
Miami-Fort Lauderdale	5.59
Detroit-Ann Arbor-Flint	5.33
San Francisco-Oakland-San Jose	5.22
Boston-Worcester-Lawrence	4.97
Philadelphia-Wilmington-Atlantic City	4.84
Phoenix-Mesa	4.24
Washington-Baltimore	3.96
Minneapolis-St. Paul	3.00
Seattle-Tacoma-Bremerton	2.92

B) Top Metropolitan Regions for Resumes over the past 12 months (10/01/2009 – 10/01/2010)

Metro Region	% of Resumes Across Regions
New York-Northern New Jersey-Long Island	12.77
Los Angeles-Riverside-Orange County	11.04
Dallas-Fort Worth	9.78
Chicago-Gary-Kenosha	9.46
Atlanta	9.12
Houston-Galveston-Brazoria	7.69
Detroit-Ann Arbor-Flint	5.58
Miami-Fort Lauderdale	5.43
Philadelphia-Wilmington-Atlantic City	5.13
San Francisco-Oakland-San Jose	5.06
Boston-Worcester-Lawrence	4.92
Phoenix-Mesa	4.12
Washington-Baltimore	3.99
Minneapolis-St. Paul	2.98
Seattle-Tacoma-Bremerton	2.95

C) Top Industries by Metropolitan Region

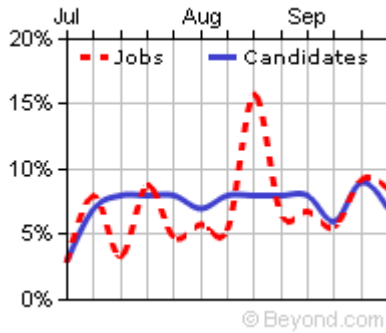
Metro Region Q3 - '10	Industry #1	Industry #2	Industry #3
Atlanta	Clerical & Administrative	Customer Service	Healthcare & Medical
Boston-Worcester-Lawrence	Healthcare & Medical	Clerical & Administrative	Customer Service
Chicago-Gary-Kenosha	Clerical & Administrative	Customer Service	Healthcare & Medical
Dallas-Fort Worth	Clerical & Administrative	Customer Service	Healthcare & Medical
Detroit-Ann Arbor-Flint	Healthcare & Medical	Clerical & Administrative	Customer Service
Houston-Galveston-Brazoria	Clerical & Administrative	Healthcare & Medical	Customer Service
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	Healthcare & Medical	Customer Service
New York-Northern New Jersey-Long Island	Clerical & Administrative	Healthcare & Medical	Accounting & Finance
Philadelphia-Wilmington-Atlantic City	Healthcare & Medical	Clerical & Administrative	Customer Service
Phoenix-Mesa	Clerical & Administrative	Healthcare & Medical	Customer Service
San Francisco-Oakland-San Jose	Clerical & Administrative	Information Technology	Healthcare & Medical
Seattle-Tacoma-Bremerton	Clerical & Administrative	Information Technology	Customer Service
Washington-Baltimore	Clerical & Administrative	Healthcare & Medical	Customer Service

D) Top Two Metropolitan Regions by Industry

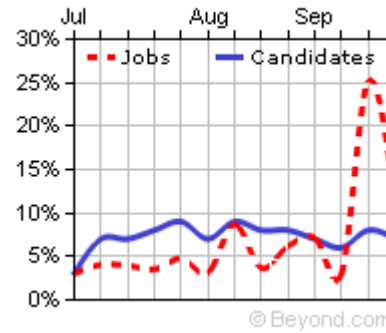
Industry	Metro Region #1	Metro Region #2
Accounting & Finance	New York-Northern New Jersey-Long Island	Los Angeles-Riverside-Orange County
Arts, Entertainment & Gaming	Los Angeles-Riverside-Orange County	New York-Northern New Jersey-Long Island
Clerical & Administrative	Los Angeles-Riverside-Orange County	New York-Northern New Jersey-Long Island
Construction & Extraction	Houston-Galveston-Brazoria	Los Angeles-Riverside-Orange County
Customer Service	Atlanta	Los Angeles-Riverside-Orange County
Education, Training, & Library	New York-Northern New Jersey-Long Island	Los Angeles-Riverside-Orange County
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	Los Angeles-Riverside-Orange County
Information Technology	Los Angeles-Riverside-Orange County	Dallas-Fort Worth
Insurance	Los Angeles-Riverside-Orange County	Dallas-Fort Worth
Legal Services	New York-Northern New Jersey-Long Island	Los Angeles-Riverside-Orange County
Management & Business	Los Angeles-Riverside-Orange County	Dallas-Fort Worth
Manufacturing & Production	Los Angeles-Riverside-Orange County	Houston-Galveston-Brazoria
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	Atlanta
Military & Government	Los Angeles-Riverside-Orange County	Dallas-Fort Worth
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	Los Angeles-Riverside-Orange County
Public Utilities & Services	Los Angeles-Riverside-Orange County	Houston-Galveston-Brazoria
Real Estate & Building Maintenance	New York-Northern New Jersey-Long Island	Los Angeles-Riverside-Orange County
Research	New York-Northern New Jersey-Long Island	Los Angeles-Riverside-Orange County
Sales & Sales Management	Los Angeles-Riverside-Orange County	New York-Northern New Jersey-Long Island
Science & Biotech	New York-Northern New Jersey-Long Island	San Francisco-Oakland-San Jose
Transportation & Logistics	Los Angeles-Riverside-Orange County	Chicago-Gary-Kenosha
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: July 2010 – September 2010)

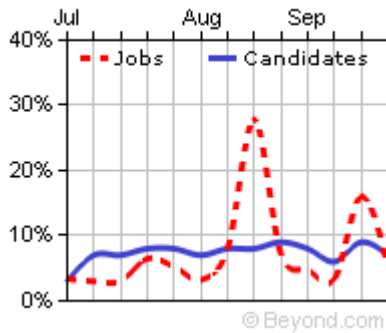
Accounting & Finance



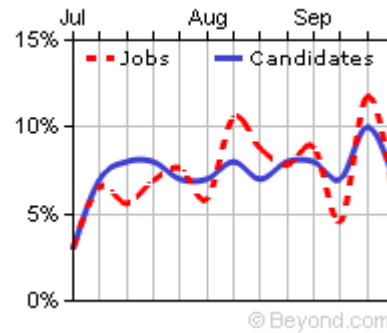
Arts, Entertainment & Gaming



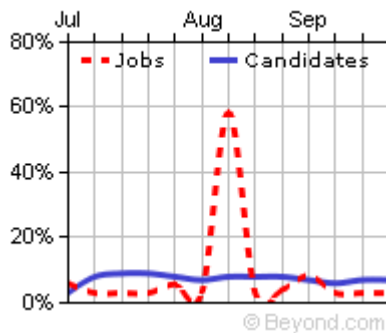
Clerical & Administrative



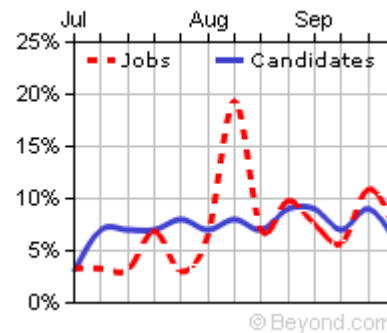
Construction & Extraction



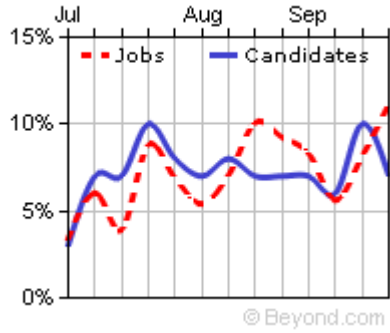
Customer Service



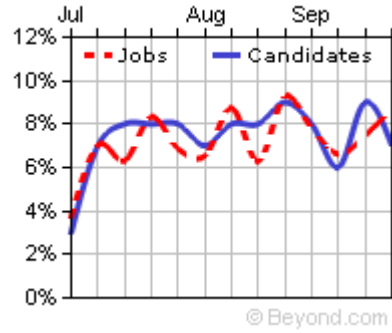
Education, Training & Library



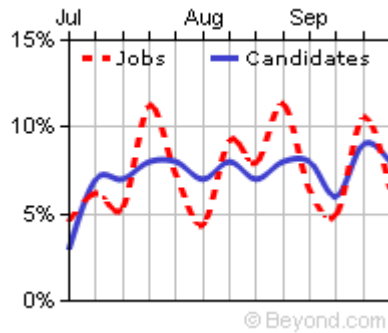
Engineering & Architecture



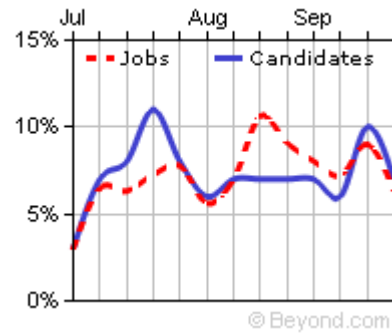
Healthcare & Medical



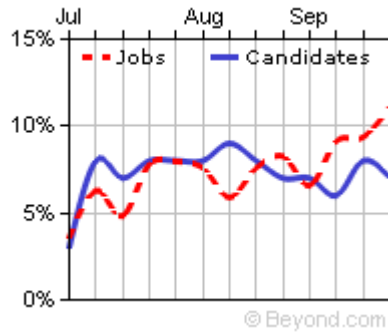
Human Resources



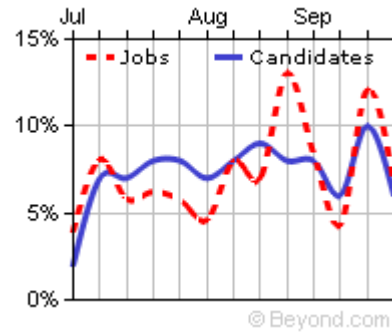
Information Technology



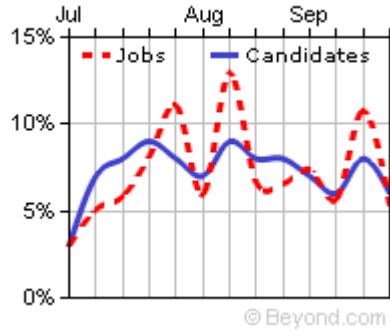
Insurance



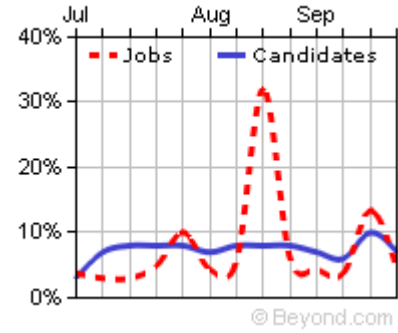
Legal Services



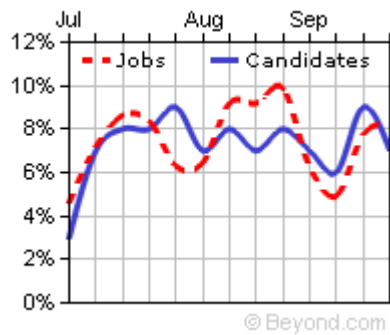
Management & Business



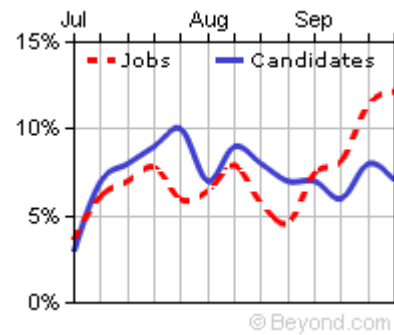
Manufacturing & Production



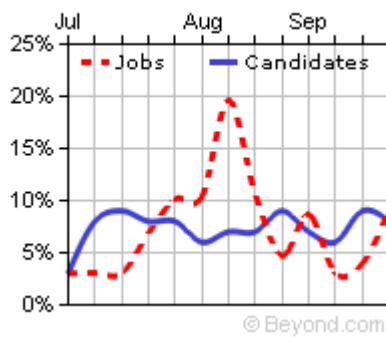
Marketing & Advertising



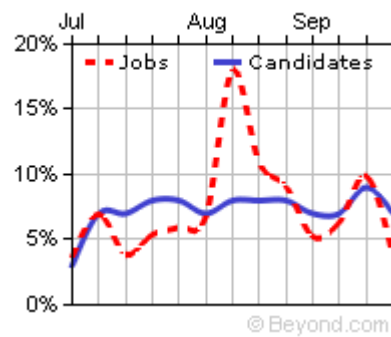
Media & Communication



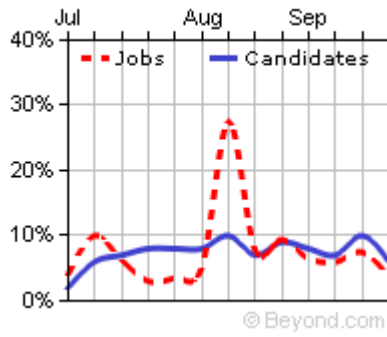
Merchandising, Purchasing & Retail



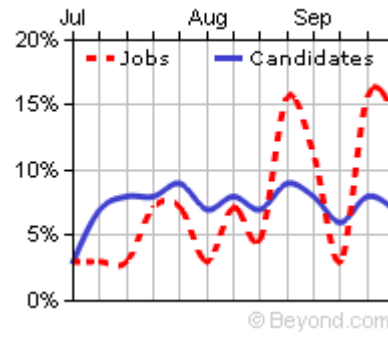
Military & Government



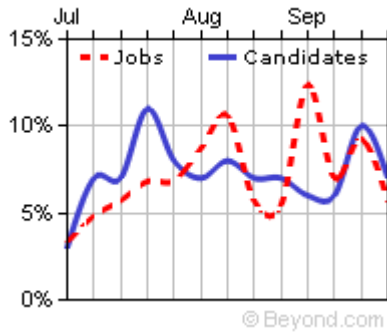
Personal & Home Services



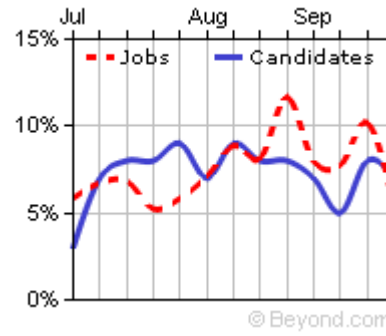
Public Relations



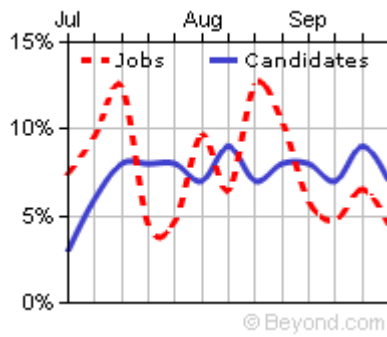
Public Utilities & Services



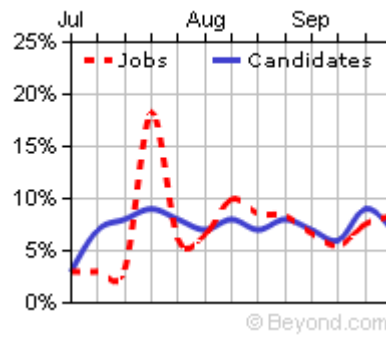
Real Estate & Building Maint.



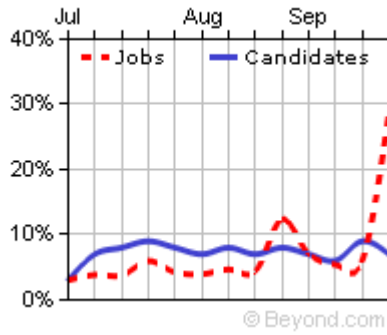
Research



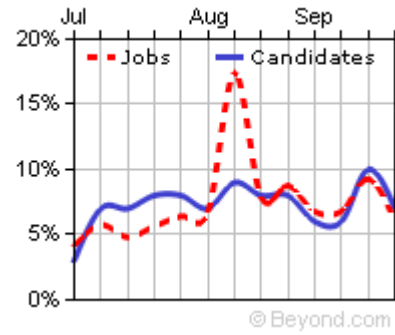
Sales & Sales Management



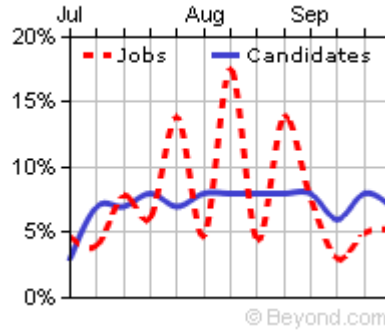
Science & Biotech



Transportation & Logistics



Travel, Hospitality & Restaurant



XI. About This Report

Beyond.com compiles information from its network of 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 3QT 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 3QT 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.