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Skills Trump Certifications: New Research Reveals Big Boost in Pay for Noncertified IT Skills Versus Certifications As Employers Vie For Top Talent

Applications Development, Project Management, and Messaging Skills Pay Up Sharply in Past Six Months

New Canaan, CT, April 25, 2006 – Premium pay tied specifically to noncertified and certified information technology-related skills grew an average of 2.1 percent and 0.7 percent, respectively, for the six months ending April 1st, 2006, and 4.4 and 2.6 percent respectively for the year, signaling a new shift in employers' acceptance of the value of noncertified tech skills versus certifications in maintaining competitive pay for their workers, according to a new compensation survey report today by workforce research firm Foote Partners LLC. The quarterly update report tracks market pay premiums for 212 certified and noncertified skills.

“It’s an accelerating trend, the fact that IT skills without certification are growing in value 70 percent greater than certified skills over the past year, and 200% percent faster over the past six months”, notes David Foote, President and Chief Research Officer for Foote Partners. “This is unprecedented since our firm began surveying tech skills pay in 2000 and a clear indication that, while technical skills are still important, employers are not placing the same premium on certification of those skills that they once did. Eighteen months ago it was all about certifications for IT workers as employers stumbled out of the wreckage of an economic recession, looking to start hiring again, but it’s changed. Perhaps more to the point, they are finding other qualities of IT professional more critical to their businesses going forward and they are willing to pay more for those.”

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Overall, premium pay for 103 noncertified skills surveyed in the *Q1 2006 Hot Technical Skills and Certifications Pay Index* (52,000 IT professionals in 1,820 North American employers) averaged 7.1 percent of base salary for a single skills, up from 6.8 percent for the same period a year earlier and 6.6 percent in 2004. “It’s a far cry from the internet boom years when skills without certification averaged more than 10 percent of base pay in value. They were hammered during the recession, losing about a third of their value as a whole while pay for IT certifications held remarkably steady in our survey, with no worse than a 10 to 11 percent dip from 2001 to 2004,” observes Foote. “Employers demanded certification of skills from workers during those turbulent years as a way of cutting through the constant pressure from CFOs to cut budgets and reduce overhead. Certifications helped managers argue for training budgets and new-hires salaries, but especially salary adjustments to retain key workers at market pay rates or better. But that resistance has virtually evaporated,” says Foote.

“Now employers are on the hunt for IT professionals with demonstrated expertise in specific technical skills, and whether or not a certification has been earned may be inconsequential when that person also has experience in their industry or with their type of customer.” Continues Foote, “The irony of this new development is that so many exceptionally talented but certification-less workers caught in workforce reductions during the recession couldn’t even get job interviews because of resume-scanning software that filtered out resumes without specific certification identifiers. I think a lot of employers are kicking themselves for not having hired this type of worker when their prices were lower, or for firing them in the first place.”

Among the most significant findings in the latest survey has been the continued strong pay performance of applications development-related skills and certifications, the emergence of messaging and collaborate technology skills, and a re-emergence of substantial pay premiums for project management skills. Pay premiums for AD certifications are up nearly 16 percent over the past twelve months in the Foote hot skills survey report (+23 percent over two years), with noncertified skills in this category growing 6.1 percent and 16.1 percent respectively. Demand for skills in unified messaging and collaboration software helped the Messaging/Groupware sector of noncertified skills skyrocket 7.3 percent in value in just the past six months.

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“These are monster numbers for software developers, but for those of us who closely track IT workforce developments, this doesn’t come as a surprise,” insists Foote. “Part of this increase is due the post-SOX compliance environment as companies have gotten ‘back to business’, refocusing IT budgets and staffing on new products and improved services for their customers. But I’d argue that it is more about companies in-sourcing applications development that might have been outsourced 18 months ago. They’ve wised up to the risks of offshoring in particular, at how difficult it is to do it well, especially when the work gets beyond the low-level coding stuff. Most find that project schedules tend to slip, often very badly, and that is a serious problem right now for IT managers and executives as risk aversion and risk management have become prime corporate directives.”

“In this business environment it may be more important to produce predictable results even if it may cost more to do so,” notes Foote. “If you’re head-to-head with a competitor, or if a revenue window of opportunity with a customer is starting to close, any misstep could mean an IT manager or executive’s job. It’s about not making mistakes that will disappoint customers, failing to help your company capitalize on revenue or market share opportunities that have limited windows, creating security vulnerabilities, and on and on. Perform your work well, bring your projects in on time, and be able to repeat this in a predictable fashion, and your job is pretty safe. Cost savings are still a big part of what IT will be tasked with this year, as last year, but it is very much about ‘no surprises’.”

In these situations more managers are going with their best in-house applications development talent, supplemented by consultants and contractors, and taking for control of the outcome. They’re seeking out IT workers with industry- and solution-specific experience to go with the tech skills mastery, even if it means rehiring people who had been downsized. Skills pay is being used to both attract and retain the talent required, and we’re learning that the skills premium is often being rolled right into their base salary as an adjustment. Certification is becoming less important in the total picture of a worker’s value to the company.

Project management certifications tracked in the Foote survey lost more than 6 percent of their value over the last two years as more employers expected a higher degree of PM experience as a condition of employment, payable as part of their base salary. However PM certification premium pay is up 7.1 percent since last fall and 15.4 percent over the last 12 months, signaling a renewed interest in paying extra for higher-caliber

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expertise managing in an increasingly more complex, global project environment that now includes more offshored projects and project teams spanning many geographies and cultures. “It’s no wonder that project management skills are once again placing high on our annual list of in-demand IT skills and improving in pay. You can never have enough great project management talent, and this will continue for the foreseeable future,” notes Foote.

In the big picture, technology has never played a bigger role revenue generation, whether you’re talking data mining and business intelligence, web-enabled delivery mechanisms, business process management, customer relationship management, or anything else that can contribute to ensuring a company’s competitiveness and profitability. Says Foote, “You’ve got to attract and retain the best talent to do this, and shame on any employer who can’t retain their best people due to something as straight forward as pay for special skills and aptitudes.”

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BY THE NUMBERS

New data on skills pay trends for noncertified and certified skills

I. NONCERTIFIED TECHNICAL SKILLS (for certified skill pay trends, see pg. 8)

Overall average pay for 103 noncertified skills surveyed (at median) grew 4.4 percent for the year ending April 1, 2006, to an average 7.1 percent of base pay for a single skill.

Over the past six years---during which our economy experienced a prolonged recession---average pay for a technical skill without formal certification *declined* 30%, from an average pay premium of 10.2 percent of base salary.

But times have changed in a big way: The value of technical skills has been on a steady rise since the middle of 2004. In fact, for the first time since 2000 (when Foote Partners published the first calendar quarterly-updated *Hot Technical Skills and Certifications Pay Index*), there is positive annual growth for every category of noncertified skills tracked. This is a significant finding, and a clear indication that employers are once again investing in the technical skills their workers have acquired, and not just in jobs with salaries associated with job titles that often don't align very well with actual on-the-job responsibilities.

Ave. Premium Pay - Single Skill as a % of Base Salary (Median)							
NONCERTIFIED SKILLS CATEGORIES	1Q 2004	1Q 2005	1Q 2006	% Change 6 mos	% Change ANNUAL	% Change 2 yrs	% Change 3 yrs
Networking & Internetworking	6.5%	7.0%	7.3%	1.5%	4.0%	12.0%	6.7%
Messaging, E-mail, Groupware	5.5%	6.0%	6.2%	7.3%	2.8%	12.2%	7.3%
Enterprise Applications & Suites	6.8%	7.1%	7.4%	2.6%	3.2%	9.0%	5.1%
Apps Development Tools & Languages	6.4%	7.0%	7.4%	3.1%	6.1%	16.1%	12.6%
Web/E-Commerce Development	6.8%	6.7%	6.9%	3.1%	3.7%	1.8%	2.5%
Database	7.7%	7.2%	7.4%	1.4%	2.8%	-3.5%	-3.5%
Operating Systems	6.1%	6.4%	6.8%	2.3%	6.3%	10.6%	10.6%
103 NONCERTIFIED SKILLS SURVEYED	6.6%	6.8%	7.1%	2.1%	4.4%	7.9%	5.6%

Table 1 (Source: Foote Partners LLC, [Hot Technical Skills & Certifications Pay Index – Q1 2006 edition](#))

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What noncertified tech skills have been growing in value?

1. By IT skills category, in order of most growth (12 months):

- Operating Systems (+6.3% average growth in premium skills pay value)
- Applications Development Tools/Languages (+6.1%)
- Networking/Internetworking (+4.0%)
- Web/e-Commerce Development (+3.7%)
- Enterprise Applications Development (+3.2%)
- Database, Messaging (+2.8% each)

2. Hot noncertified skills (9% and higher six-month growth, or 14% and higher annual growth):

- Active Server Pages
- Java/J2EE, SE, ME
- JBoss applications server
- Linux
- MySQL
- RAD/Extreme Programming
- Visual Basic
- Microsoft .Net (Visual Studio, Visual Basic.Net, ASP.Net, et. al)
- Visual J++
- WebSphere
- WML

3. Highest paying non-certified skills, in order of highest paying:

- Project-level security
- RAD/Extreme Programming
- Storage/SAN
- WebSphere
- VoIP
- Microsoft .Net
- RFID (radio frequency identification)
- Gigabit Ethernet
- Microsoft SQL Server
- Oracle Database and Oracle Applications
- SQL Windows

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What noncertified skills have been losing their value?

1. ‘Cooling’ noncertified skills (losing value in last 12 months):

- Baan
- Lawson
- Lotus Notes/Domino
- Siebel
- VoIP

2. Lowest paying noncertified skills, starting with lowest

- ATM
- Cobol
- Outlook and various email clients
- SMTP
- CGI
- Cold Fusion
- HTML/DHTML
- Perl
- Powerbuilder
- SNA
- dbase/xbase
- HTTP
- Siebel

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Discussion - Noncertified skills pay performance in 2006:

- Project-level security skills pay is typically connected to approved project budgets, providing a level of independence for security workers that protects them from enterprise-level compensation policies that may limit performance rewards and salary adjustments.
- Experience in IBM Websphere skills remains strong due to the popularity of developing and implementing Web services solutions, plus IBM's aggressive marketing and support of the Websphere platform. Many employers cite technical and industry experience over certification as more important to their Websphere staffing decisions.
- Storage/SAN skills pay has been showing strength since 2005 as companies grapple with increasing data management and storage requirements that must be flexible and cost-effective
- SQL technology skills have long been an in-demand, perennial favorite despite the abundant supply of IT workers experienced in these longstanding skills and the level of maturity of legacy systems based on SQL solutions.
- The supply of Linux skilled IT professionals caught up to demand in early 2005, driving down their value. For the first time, Microsoft Windows was the leading operating system in new servers in the third quarter of 2005, as the overall worldwide server market grew a robust 8.1 percent. Sales of Windows systems accounted for 36.9 percent of all server revenue in the quarter, versus 31.7 percent for Unix and 11.5 percent for Linux, as enterprises have increasingly used Windows-based servers for applications such as ERP in addition to traditional uses such as e-mail and Web hosting. New research indicates a renewed interest in Linux skills and a willingness to resume pay premiums for them in some cases.
- The value of VoIP skills has been boosted by the strong market for VoIP solutions in primarily small to medium sized companies.

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- Demand for Microsoft .Net skills continues as the platform matures and deployment broadens, boosting pay premiums for these skills by more than 22 percent in the past six months.

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II. CERTIFIED TECHNICAL SKILLS

Overall average pay for 109 IT certifications surveyed (at median) grew 2.6 percent for the year ending April 1, 2006, to an average 8.3 percent of base pay for a single skill, or more than a full percentage point greater than the noncertified skills average. So although their growth rate is being overshadowed by that of noncertified IT skills, certifications still pay more.

Despite a nearly 2 point lower growth rate over the past year compared to noncertified skills, pay performance long term has been far steadier by comparison: our survey indicates a 4 percent growth overall in certified skills values between 2000 and 2006 versus a 30 percent decline for noncertified technical skills values. But if the current trend continues for the next few years, the gap between what an employer is willing to pay for workers with certified skills versus those without certification will narrow considerably.

Ave. Premium Pay - Single Skill as a % of Base Salary (Median)							
CERTIFICATIONS CATEGORIES	1Q 2004	1Q 2005	1Q 2006	% Change 6 mos	% Change ANNUAL	% Change 2 yrs	% Change 3 yrs
General	4.3%	3.8%	4.0%	0.0%	6.7%	-5.9%	-20.0%
Apps Development/Prog. Languages	6.6%	7.0%	8.1%	5.1%	15.6%	23.1%	20.6%
Database	9.3%	9.6%	8.8%	0.0%	-8.5%	-5.9%	-9.2%
Webmaster/Internet	6.3%	6.0%	6.1%	0.0%	1.8%	-3.5%	-9.9%
Networking	8.7%	9.2%	9.1%	-2.3%	-0.9%	5.2%	7.3%
System Admin & Eng/Network OS	7.7%	8.1%	7.9%	0.3%	-2.1%	2.6%	6.2%
Security	9.0%	8.8%	8.9%	0.1%	0.9%	-1.6%	-0.4%
Project Management	16.0%	13.0%	15.0%	7.1%	15.4%	-6.3%	-6.3%
109 CERTIFICATIONS SURVEYED	7.7%	8.0%	8.3%	0.7%	2.6%	6.6%	6.7%

Table 2 (Source: Foote Partners LLC, [Hot Technical Skills & Certifications Pay Index – Q1 2006 edition](#))

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What tech skills certifications have been growing in value?

1. By IT skills category, in order of most growth (12 months):

- Applications Development/Programming Languages (+15.6% average growth in premium skills pay value)
- Project Management (+15.4%)
- Training/General (+6.7%)
- Webmaster/I-net (+1.8%)
- Security (+0.9%)

2. Hot tech skills certifications (7% and higher six-month growth, or 11% and higher annual growth):

- Security Certified Network Professional (SCNP)
- Certified Information Security Manager (CISM)
- Cisco Certified Security Professional (CCSP)
- IBM Certified Solutions Developer: WebSphere
- HP/Compaq Master Accredited Systems Engineer (Master ASE)
- Project Management Professional (PMP)
- Sun Certified Programmer for Java 2 Platform
- Check Point Certified Security Administrator (CCSA)
- Microsoft Certified Applications Developer (MCAD)
- Prosoft Master CIW Administrator
- Cisco Wireless LAN Support Specialist
- Cisco Certified Internetwork Professional (CCIP)
- Microsoft Certified Database Administrator (MCDBA)
- Microsoft Certified Trainer (MCT)

3. Highest paying tech skills certifications, listed in groups by certification provider:

- Certified Information Security Manager (CISM)
- Certified Information Systems Auditor (CISA)
- Certified Information Systems Security Professional (CISSP)
- System Security Certified Practitioner (SSCP)
- Cisco Certified Design Professional (CCDP)
- Cisco Certified Enterprise Administrator (CCEA)
- Cisco Certified Internetwork Expert (CCIE)
- Cisco Certified Internetwork Professional (CCIP)
- Cisco Certified Security Professional (CCSP)

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- Cisco Certified Systems Instructor (CCSI)
- Cisco Certified Voice Professional (CCVP)
- Cisco IP Telephony Design Specialist
- Cisco IP Telephony Operations Specialist
- Citrix Certified Enterprise Administrator
- HP/Compaq Master Accredited Systems Engineer (MASE)
- IBM Certified Solutions Developer: WebSphere
- Microsoft Certified Database Administrator (MCDBA)
- Microsoft Certified Solution Developer (MCSD)
- Microsoft Certified Trainer (MCT)
- Oracle DBA Certified Master Professional (OCM DBA)
- Oracle DBA Certified Professional (OCP DBA)
- Oracle Forms Developer Certified Professional (OCP)
- Project Management Professional(PMP)
- SANS/GIAC Certified Forensic Analyst (GCFA)
- SANS/GIAC Certified Windows Security Administrator (GCWN)
- SANS/GIAC Security Expert (GSE)
- SNIA Certified Storage Networking Expert
- Teradata Certified Master

What certifications have been losing their value?

1. ‘Cooling’ certified tech skills (losing value in last 12 months):

- Citrix Certified Administrator
- Cisco Certified Network Professional(CCNP)
- Microsoft Certified Desktop Support Technician(MCDST)
- Novell Certified Directory Engineer(NCDE)
- Novell Master Certified Network Engineer(MCNE)
- Novell Certified Network Administrator(CNA)
- SANS/GIAC Firewall Analyst(GCFW)
- Certified Information Systems Auditor (CISA)
- IBM DB2 Universal Database Certified Solutions Expert (DB2)

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Discussion - Certified skills pay performance in 2006:

- The contrasting rate of change in pay performance for certified skills in the last six months compared noncertified skills (one-third the growth rate, or +0.7 percent versus +2.1 percent respectively) is being driven principally by the premiums employers are now willing to pay workers for on-the-job industry and solutions experience in addition to demonstrated skills expertise. Still, most employers favor both experience and credentialing in a job candidate whenever possible. To meet this challenge, certification programs have taken steps to include components that provide participants with hands-on experience. Examples include CompTIA's National Information Technology Apprenticeship System (NITAS); Microsoft's recently added performance-based certifications tests; and Cisco, Novell, Red Hat, and other certifiers' lab exams which offer their certification candidates direct interactions with professional environments. The trend is for more and more credentialing organizations working with employers and developing new testing methods to give certificants practical experience which will increase their marketability in the labor pool.
- A slowdown in skills pay growth for information security certifications in the past two years should not be interpreted as diminished demand. It is instead the result of a recent flood of IT professionals into the infosec field in search of job security and attractive pay, driving down pay for many popular beginner and intermediate certifications. Expanding corporate governance and terrorism regulations will continue to boost security spending and hiring and feed the current growth trend in secondary school security curricula and degree programs. We expect the supply of qualified infosecurity workers will level off somewhat against demand in 2006, with early signs evidenced in the six-month growth in average pay premiums for the Security Certified Network Professional (+14%), Cisco Certified Security Professional (+10%), and the management-oriented Certified Information Security Manager (+11.1%). Security certification pay will likely be driven upward in 2007 by (1) the frequency and intensity of security breaches; (2) senior managements' acceptance of higher security expenditures as routine costs of doing business in order to remain competitive; (3) customers/partners demanding more assurances that sufficient security measures are in place to protect their hard and soft assets; and (4) continued growth of global projects and sourcing that require more complex security solutions.

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III. SKILLS TO WATCH IN 2006

The following list of hot skills combines Foote Partners' statistical research on IT pay performance with executive and management-level opinion and IT spending surveys, plus empirical research conducted weekly by our research team.

In-Demand Technical Skills - 2006

Customer-facing

- Applications Development/Database (MCSD, MCAD, SQL, Java, .Net, ASP, SQL Windows, Visual Basic, Oracle, Linux)
- RAD/Extreme Programming
- Web-enabled analytics, management apps (MAPICS)
- Database (SQL Server, Oracle)
- RFID/location-aware services

Infrastructure

- Networking (Cisco, VoIP, wireless, net management)
- Wireless (WLAN, Cisco Wireless, Structured Wireless Aware Network)
- Security (Cisco, CISA, CISSP, CISM, SCNP, CCSP, CheckPoint)
- Systems (HP/Compaq SE, Citrix)
- Web services/SOA (WebSphere, .Net, MCSD/.Net, SOAP, JBoss)
- Storage/SAN (EMC, Veritas, IBM, CA)
- Messaging (MCSE and MCSA Messaging specialization)

Enabling

- Project management (PMP)
- Business process design, management
- Open Source/Linux

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IV. JOBS TO WATCH IN 2006

The following list of in-demand jobs combines Foote Partners' statistical research on IT pay performance with executive and management-level opinion, spending and staffing surveys, plus empirical research conducted regularly by our senior research team.

In-Demand IT Jobs (most likely not to be outsourced) - 2006

Customer-facing Jobs

- Applications developers (EAI, .Net, web applications, ERP, CRM)
- Web apps programmers
- Data Warehousing/BI specialists
- ERP/CRM professionals
- DBAs, Database developers
- Help desk specialists

Infrastructure Jobs

- Security (forensics, analysts, senior managers)
- Data modelers (enterprise data mgmt.)
- Network managers, engineers
- Wireless engineers, administrators
- Software engineers
- Disaster recovery specialists
- System auditors
- Integrators (Enterprise Applications Integration, systems)
- Storage administrators

Enabler Jobs

- Architects (Enterprise, Business)
- Business technologists; Business analysts
- Process modelers (BPM/BPR, BPA, BAM)
- Project managers

-END-

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To purchase the latest edition of the Hot Technical Skills & Certification Pay Index, please click on this link: [Pay Index](#)

For further information please log on to:
http://www.footepartners.com/htscpi_latest.htm.
<http://www.footepartners.com/SSCP.htm>

ABOUT THIS RESEARCH (for more information click on this link: [Research](#))

The “IT Insider Compensation Benchmarks and Management Trends” research series is compiled from confidential data supplied by IT, business, and HR executives and validated via direct interviewing covering 52,000 North American and European IT workers and more than 1,800 private and public sector organizations. The size of the participating organizations, measured most appropriately for the type of business, by revenues, assets, total premiums and operating budgets, are as follows:

- 12% of participating organizations have \$3 billion+ in sales/\$15+ billion in total assets
- 26% of participating organizations have \$1 billion or more in annual revenues or \$3 billion or more in total assets
- 42% of participating organizations have \$500+ million in sales/\$3+ billion in total assets/\$500+ million in premiums/\$500+ million operating budget (government, educational, not-for-profit)
- 4% have operating budgets of \$500 million or more, 4% with operating budgets \$100 million to less

ABOUT FOOTE PARTNERS

[Foote Partners LLC](#), founded in 1997, is a New Canaan, Connecticut based management consultancy and IT workforce research firm comprised of former Gartner Inc., META Group, McKinsey & Company, and Towers Perrin consultants and analysts, and former HR, IT, and business executives. The firm employs innovative data collection methods and analytical techniques to correct for mismatched IT job titles (versus actual job content and duties) and produce a highly accurate, constantly updated, consistent and comprehensive view of what tens of thousands of IT workers in the North America and Europe are being paid in total IT compensation. The firm’s senior research team publishes survey-backed analytical trend reports on a variety of management and technology subjects and advises companies on increasing performance and achieving business goals through maximizing collaboration and integration of IT, business, and HR resources.

For more information, please visit the Foote Partners website: <http://www.footepartners.com/>

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Supporting Information

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Technical Skills Surveyed – [Q1 2006 Hot Technical Skills & Certifications Pay Index](#)

Non-certified skills pay premiums for the following:

Development Tools, Languages

- C
- C#
- C++
- Cobol
- Delphi
- Java/J2EE, SE, ME
- Oracle Developer
- Powerbuilder
- Progress/Development tools
- RAD experience
- Smalltalk
- SQL Windows
- Visual Basic
- Visual C++
- Visual J++

Enterprise Applications/Suites

- ABAP (all modules)
- Baan,
- J.D. Edwards
- Lawson
- Oracle Enterprise Apps
- Peoplesoft
- SAP module: MM
- SAP module: PP
- SAP module: SD
- SAP module: HR
- SAP module: FI
- Siebel

Messaging, Office and Groupware

- cc:Mail
- Lotus Notes/Domino
- Microsoft Exchange
- Novell Groupwise

Operating Systems

- AIX
- AppleOSX/Tiger
- HP-UX
- Linux
- Solaris
- Unix
- Windows XP/2000
- Windows NT

Networking and Internetworking

- APPC
- ATM
- Ethernet
- Ethernet, 10Base-T Switching
- Gigabit Ethernet
- HTTP
- IIS, Apache
- IPX
- Jini (Sun)
- Microsoft NT Server
- Novell Netware
- OS/2 LAN Server
- RFID
- Routing (e.g. OSPF)
- SAN/Storage Area Networks
- Security skills (project-based)
- SIP
- SMTP
- SNA
- TCP/IP
- VoIP
- WAN
- WAP
- WML
- Windows NT Server

RDBMS/DBMS

- DB2
- dbase/xbase
- Exchange 2000 server
- Microsoft Access
- Microsoft SQL Server
- MySQL
- Oracle DB
- Progress/Apptivity
- Sybase Adaptive Server
- Visual SQL

Management

- ITIL

Web/e-Commerce Development

- Active Server Pages
- ActiveX
- CGI
- Cold Fusion
- HTML/DHTML
- IIS, Apache server
- ISA server
- Java Server Pages
- JavaBeans/EJB
- Microsoft .Net (Visual Basic.Net, Visual Studio .Net, ASP.Net)
- Perl
- PHP
- Scripting languages (VBScript, Java Script, Jscript)
- SOAP
- Visual Interdev
- VoiceXML
- WebSphere
- XHTML
- XML

Project Experience

- Significant project experience in data warehousing, Web, ERP/ERM, CRM, and other development environments

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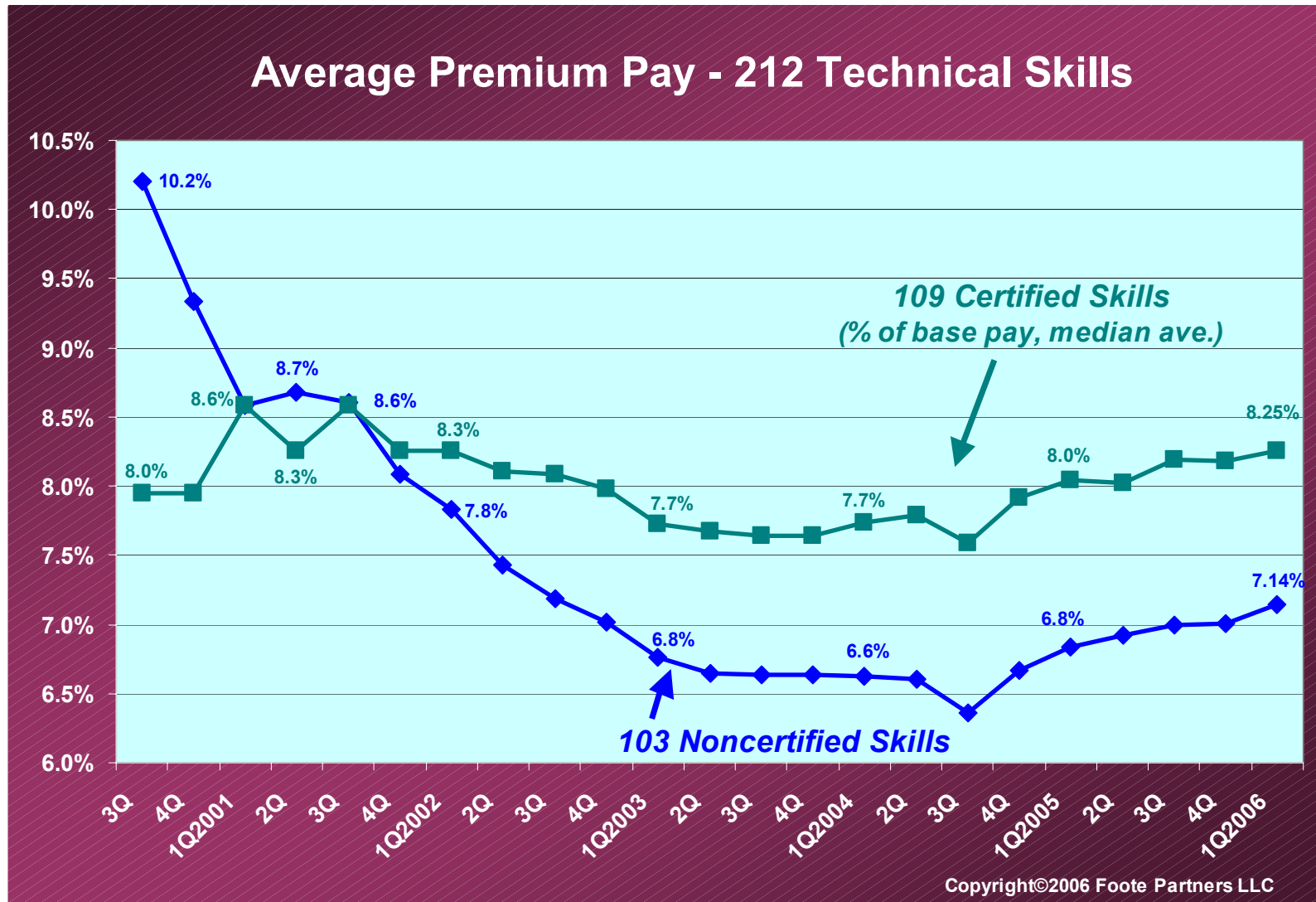
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Certified skills pay premiums for the following:

- Certified Information Systems Auditor(CISA)
- Certified Information Security Manager(CISM)
- Certified Information Systems Security Professional (CISSP)
- Certified Computing Professional(CCP)
- Check Point Certified Security Administrator (CCSA)
- Check Point Certified Security Expert (CCSE)
- Cisco Certified Design Professional (CCDP)
- Cisco Certified Design Associate (CCDA)
- Cisco Certified Security Professional (CCSP)
- Cisco/Certified Internetwork Expert(CCIE)
- Cisco Certified Internetwork Professional (CCIP)
- Cisco Certified Network Professional(CCNP)
- Cisco Certified Network Associate(CCNA)
- Cisco Certified Systems Instructor (CCSI)
- Cisco IP Contact Center Express Specialist (CPCC)*
- Cisco IP Telephony Design Specialist
- Cisco IP Telephony Operations Specialist
- Cisco Wireless LAN Design Specialist
- Cisco Wireless LAN Support Specialist
- Cisco Certified Voice Professional (CCVP)
- Cisco Storage Networking Design Specialist
- Cisco Storage Networking Support Specialist
- Cisco Unity Design Specialist*
- Cisco Unity Support Specialist*
- Citrix Certified Administrator(CCA)
- Citrix Certified Enterprise Administrator(CCEA)
- Compaq/Accredited Systems Engineer(ASE)
- Compaq/Master Accredited Systems Engineer(Master ASE)
- CompTIA/PC Technician(A+)
- CompTIA/Linux Administrator(Linux+)
- CompTIA/Network Technician(Network+)
- CompTIA/Internet Technician(i-NET+)
- CompTIA Project+(Project+)
- CompTIA Security+
- CompTIA Certified Technical Trainer (CTT+)
- IBM DB2 Universal Database Certified Expert
- IBM Certified Solutions Developer: WebSphere
- IBM Certified Advanced Technical Expert - pSeries and AIX 5L
- IBM Certified Applications Developer
- IBM Certified Systems Expert - pSeries and AIX 5L
- IBM Certified Specialist - AIX Basic Ops
- IBM Certified Specialist – iSeries
- IBM Certified Systems Expert - i5 iSeries
- Linux Professional Institute certification
- Lotus/Certified Lotus Specialist(CLS)
- Microsoft Certified Applications Developer (MCAD)
- Microsoft Certified Database Administrator (MCDBA)
- Microsoft Certified Desktop Support Technician (MCDST)
- Microsoft Certified Professional(MCP)
- Microsoft Certified Professional+Internet (MCP+I)
- Microsoft Certified Systems Administrator (MCSA)
- Microsoft MCSA: Security (MCSA:Security)
- Microsoft Certified Systems Engineer (MCSE)
- Microsoft Certified Systems Engineer: Messaging (MCSE: Messaging)
- Microsoft MCSE+Internet (MCSE+I)
- Microsoft Certified Systems Engineer: Messaging (MCSE: Messaging)
- Microsoft MCSE: Security (MCSE: Security)
- Microsoft Certified Solution Developer(MCSD)
- Microsoft Certified Trainer(MCT)
- MySQL Certified Professional (MySQL-Prof)
- Nortel Networks Certified Design Expert (NCDE)
- Nortel Networks Support Expert (NCSE)
- Novell/Certified Internet Professional(CIP)
- Novell Certified Linux Engineer (Novell CLE)
- Novell Certified Linux Professional (Novell CLP)
- Novell/Certified Novell Engineer(CNE)
- Novell/ Master Certified Novell Engineer(Master CNE)
- Novell/Certified Novell Administrator(CNA)
- Novell/Certified Directory Engineer(NCDE)
- Oracle Certified Professional/Apps Developer(OCP-AD)
- Oracle DBA Certified Professional (OCM)
- Oracle Certified Professional/Internet AD (OCP)
- Oracle Forms Developer Certified Professional
- Planet3 Certified Wireless Network Administrator (CWNA)
- Planet3 Certified Wireless Security Professional (CWSP)
- Project Management Professional(PMP)
- Prosoft/CIW Associate(CIW Associate)
- Prosoft/Master CIW Administrator
- Prosoft/Master CIW Designer
- Prosoft/Master CIW Enterprise Developer
- Prosoft/Master CIW Web Site Manager
- Red Hat Certified Engineer(RHCE)
- Red Hat Certified Technician(RHCT)
- SANS/ GIAC Certified Intrusion Analyst(GCIA)
- SANS/ GIAC Certified Firewall Analyst(GCFW)
- SANS/GIAC Certified Forensic Analyst (GCFA)
- SANS/ GIAC Certified Unix Security Admin(GCUA)
- SANS/ GIAC Certified Windows Security Admin(GCNT)
- SANS/ GIAC Certified Incident Handler(GCIH)
- SANS/ GIAC Certified Network Auditor(GCNA)
- SANS/ GIAC Certified Security Essentials(GSEC)
- SANS/GIAC Security Expert(GSE)
- Siebel Certified Consultant(SCC)
- Siebel Customer Certified Consultant(SCCC)
- Siebel Certified Instructor(SCI)
- Siebel Customer Business Analyst(SCBA)
- SNIA Certified Storage Networking Expert*
- SNIA Certified Systems Engineer*
- Sun Certified Programmer for the Java 2 Platform
- Sun Certified Developer for the Java 2 Platform
- Sun Certified Enterprise Architect for the Java 2 Platform, Enterprise Edition
- Sun Certified Network Administrator for Solaris OS
- Sun Certified Systems Administrator for Solaris OS
- Systems Security Certified Professional (SSCP)
- Teradata Certified Master
- Advanced Teradata Certified Professional
- Teradata Certified Administrator
- Teradata Certified Professional

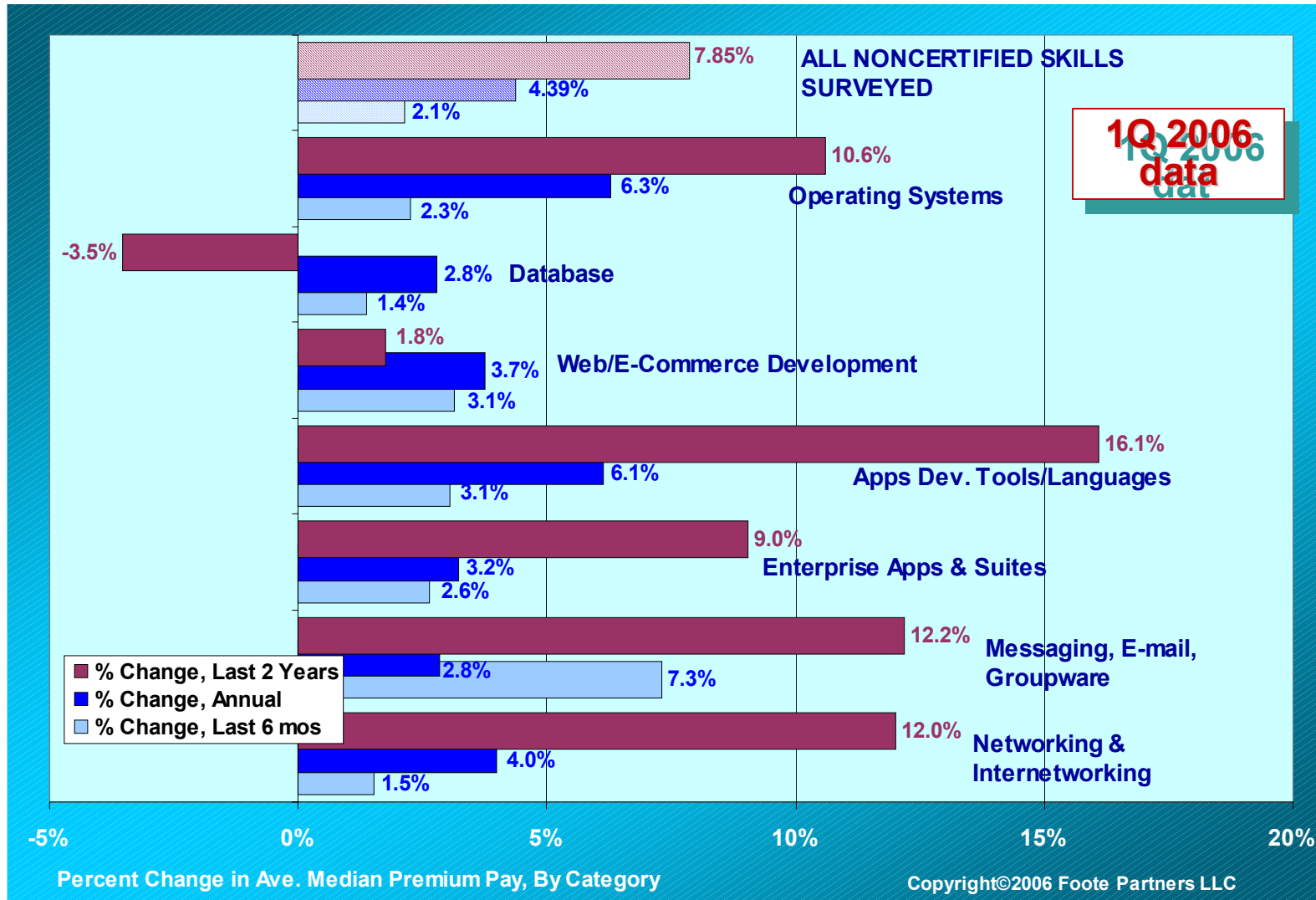
Footo Partners LLC – News Release, April 25, 2006

Fig. 1 – Average % of Base Pay For a Single Technical Skill, 2000 to 2006



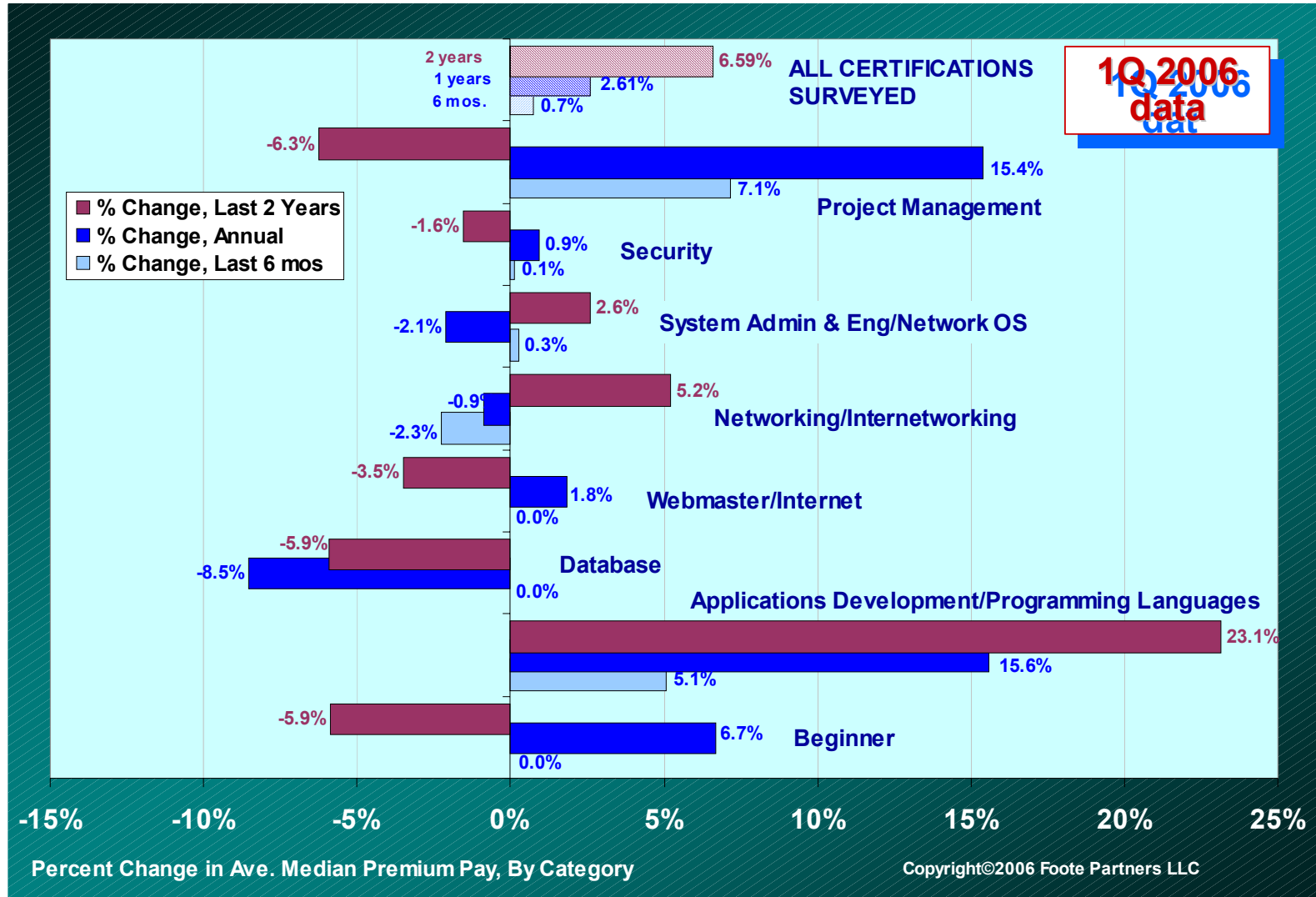
Source: Foote Partners, Quarterly Hot Technical Skills and Certifications Pay Index

**Fig. 2 - Noncertified Skills Premium Pay Trends: 6 months / 1 Year / 2 Years
By Category - % Change in Average Median Pay for a Single Skill**



Source: Foote Partners, Quarterly Hot Technical Skills and Certifications Pay Index)

Fig. 3 - Certified Skills Premium Pay Trends: 6 months / 1 Year / 2 Years
By Category - % Change in Average Median Pay for a Single Skill



Source: Foote Partners, Quarterly Hot Technical Skills and Certifications Pay Index)