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FOR IMMEDIATE RELEASE

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Demand for IT skills down slightly in the first three months of 2009.

Still…pay rose for 46 skills and certifications increased, signaling continued strength in niche specializations.

PLUS: Debut of Foote Partners *Hot List*

Vero Beach, FL, April 16, 2009 – Pay premiums for IT certified and noncertified skills declined an average of 0.5% in the first three months of 2009 as the economic recession continued to exert pressure on pay for IT professionals. But, while 60 skills and certifications declined in value, 46 increased in value, according to the latest quarterly update of Foote Partners' *IT Skills and Certifications Pay Index*™ of pay premiums for 371 skills and certifications.

"This is not at all unexpected, for a few good reasons," insists David Foote, the firm's co-founder, CEO and Chief Research Officer. "First, pay for skills is, by its nature and purpose, more dynamic than salaries. Employers use it tactically and strategically to attract and retain talent. And second, that fact is that premium pay for skills is even more important during tough economic times when fear and uncertainty about job security clouds the judgment of IT professionals.

"That's because even the best workers are nervous about whether or not they will have a job," explains Foote. "They're concerned about stability, and so they look for signs that their employers are recognizing and rewarding them for their skills and contributions. Pay for skills and certifications is perfect for this and also a much more effective motivational tool than salary alone.

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Employers can't afford to appear blasé about their most important IT people. Sending out even a passive message that can be interpreted as 'you're not worth investing in' can result in experienced workers wondering whether they should start considering a change of venue.

"Smart recruiters prey on both this fear and on employers slow to realize their mistake," warns Foote. "Look, employers may not be able to control a lot of things in the workplace right now, but getting people paid correctly and recognized for a skill removes both negatives. It's entirely within their control."

"There's a lot of hiring and reshuffling of talent right now. It's not a 'deer in the headlights' situation like it was for many during the last recession. Companies have serious labor requirements and many are aggressively stepping up, using compensations wisely meet the demand for specific skills. The main issue then becomes whether to fill the demand from in-house training or external hiring. Either way, you have to get the pay right."

Counter Trending

The category of **Management/ Methodology/Process skills** (noncertified) continued to "counter trend" in Foote Partners updated benchmark research, increasing one half of one percent in value in the first quarter of 2009 as the result of pay gains for three skills---business process management/modeling/improvement; project management; and ERP. Two other noncertified skills categories, **Messaging and Communications** and **Operating Systems** displayed no change in overall value for the period. They were able to resist the overall downward trend in skills pay based on positive pay performance of three skills: unified communications/messaging; Linux; and Apple OSX.

Among certification categories, only **IT Security** certifications displayed growth in pay, up slightly at +0.2%. Top performers in this category for the quarter were: Check Point Certified Master Architect; Cisco Certified Security Professional; EC-Council's Certified Hacking Forensics Investigator; ISC2's Systems Security Certified Practitioner; and a group of certifications from the SANS Institute's Global including GIAC

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Certified Forensics Analyst; GIAC Certified Incident Handler; GIAC Certified Intrusion Analyst; and GIAC Certified Incident Manager.

Similar to noncertified skills, two certification categories showed no change in pay overall: **Architecture/ Project Management** and **Training and Beginner certifications**. Notable performers in these categories that helped counteract declines in pay by other certifications in each group included: IT Certified Architect (the Open Group); Microsoft Certified Trainer; and CompTIA Certified Technical Trainer

"Clearly, an urgent demand for niche talent in several IT areas has eclipsed broad, knee jerk reactions to reducing budgets and cutting people, projects and purchases without thinking carefully about the consequences. IT management has matured since they were in this position last time. Executives and managers are thinking more clearly and strategically, and not reacting as poorly during this downturn to the overwhelming pressures to reduce costs. I would characterize their behavior as resilient and resolute, and exercising a lot of restraint. They are listening, building bridges to the business, and they're being flexible. A very positive thing to see in some very negative conditions in our opinion."

Continues Foote, "Employers are obviously now aware that continuing to invest strategically in IT skills and labor is the smartest thing they can do to make it through the bad times as stronger, undiminished enterprises. They can't afford to lose key people or be caught short when skills requirements are clearly delineated and outsourcing is not an attractive option, or an option at all. If they can keep their critical workers challenged and paid appropriately---in effect, removing two of the most common reasons why people leave their employers---they will have one less problem to worry about."

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Foote Partners HOT LIST debuts

Foote Partners is introducing a new analytical feature this month called the ***Foote Partners Hot List.***

Why the Hot List? The concept of what is "hot" has become widely celebrated in the popular media. There has been no greater example of this than IT media outlets reporting of quarterly findings from Foote Partners' long-running *IT Skills and Certifications Pay Index™ (ITSCPI),* which tracks pay and demand for 371 IT skills and certifications. But here is the dilemma: Our analysts too often disagree with so-called "hot lists" of skills that IT publications and media assemble from periodic Foote Partners news releases and attribute directly to Foote Partners research. The problem is that these are news releases distributed to editors and reporters when ITSCPI survey updates occur that contain very abbreviated research views of our ITSCPI findings. They represent only a small portion of what we report to our customers.

The truth is that it takes much more information, research, and analysis to declare a skill or certification "hot" and to then to rank that skill against others. Analyzing pay performance isn't enough.

The IT skills market intelligence Foote Partners provides to its customers is derived from a variety of rigorous research tools and analytical processes developed expressly for that purpose by our firm. They also include IT spending surveys; empirical findings from interviews with the executives and managers at our more than 1,900 research partners; analyses of vendors and product strategies; assumptions concerning technology evolution; economic indicators; cyclical patterns observed from historical market behavior; and third party research such as the monthly Department of Labor employment reports and the Consumer Price Index.

"To resolve this dilemma, we will now issue our own monthly ***Foote Partners Hot Lists,***" announces Foote. "We'll tell you which skills and certifications are truly "hot" right at this moment, which may be on the cusp of "hot", and why. We'll also publish **Hot Lists** that prioritize and rank technology and IT services in categories such as infrastructure, management, 'customer-facing', business, and applications, to name a few.

Hot List definition and methodology. In determining what skills are eligible for our **Hot List**, we first look for skills that have recorded the most growth in value over the past 3 to 6 months. Among those, we isolate

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the skills currently earning the highest premium pay. Next we analyze our most recent survey of IT spending on technologies and services, focusing on the spending deltas between prior year actual spending and current year estimated budget. As we begin formulating our rankings, we look for factors that may be driving or contributing to interest and demand for a specific skill or group of skills. We conduct a series of interviews within our research partner populations to inquire about their skill priorities and acquisition strategies now and in the near future. We also test for possible variations by industry, size of enterprise, geography, and other elements.

On the follow page are our current ***Foote Partners Hot Lists*** for certified and noncertified IT skills. In compiling these lists we emphasized Q1 2009 data findings and our projections for Q2 2009.

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Foote Partners Hot List

April 2009

Items are displayed in descending order of "hotness". Generally speaking, for any single item, ranking is somewhat arbitrary within ± 1 positions of that item.

IT SKILLS (Noncertified)

1. Java EE,SE,ME
2. Linux
3. Virtualization (all)
4. Microsoft .NET
5. NetWeaver
6. Business process management/modeling/ improvement
7. Unified communications/messaging
8. Security*
9. SAN (storage area networking)
10. Project management
11. SAP HCM (SAP HR)
12. SAP FI (Financial Accounting)
13. SAP CO (Controlling)
14. SAP PP (Production Planning)
15. SAP LO (Logistics General)
16. Business Objects
17. SAP PLM (Product Lifecycle Management)
18. ERP (various)
19. Microsoft SQL Server
20. Apache HTTP web server
21. Documentum
22. MySQL
23. PHP
24. ITIL
25. SAP KW (Knowledge Warehouse)
26. SAP LE (Logistics Execution System)
27. Database management

* IDS/IPS, forensics, identity/access mgt, compliance, firewalls, threat/vulnerability assessment and mgt.

IT CERTIFICATIONS

1. HP/Accredited Systems Engineer
2. GIAC Certified Incident Handler
3. EMC Proven Professional Technology Architect – Expert
4. Citrix Certified Integration Architect
5. HP/Master Accredited Systems Engineer
6. Cisco Certified Security Professional
7. Check Point Certified Master Architect
8. GIAC Certified Forensics Analyst
9. GIAC Certified Intrusion Analyst
10. EMC Proven Professional Implementation Engineer – Expert
11. GIAC Certified Incident Manager
12. IBM Certified Infrastructure Systems Architect
13. IBM Certified Specialist - Storage Networking Solutions, Version 2
14. HP/Accredited Integration Specialist
15. Brocade Certified Fabric Designer
16. Cisco IP Telephony Design Specialist
17. Cisco Certified Design Professional
18. Microsoft Certified Solution Developer
19. Microsoft Certified Trainer
20. EMC Proven Professional Technology Architect - Specialist
21. CWNP/Planet3 Certified Wireless Security Professional
22. Microsoft Certified Architect (MCA)
23. Security Certified Network Architect
24. SNIA Certified Storage Architect
25. SNIA Certified Storage Networking Expert
26. Citrix Certified Enterprise Administrator

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Noncertified IT Skills Pay and Demand

Data Analysis

(Skills pay data collected through April 1, 2009 and published in the 1Q 2009 edition of the *2009 IT Skills and Certifications Pay Index™*)

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3 and 12 Month Pay Trends by Category – Noncertified IT Skills

(% Change in Average Median Pay for Noncertified IT Skills – 22,850 IT Professionals Surveyed)

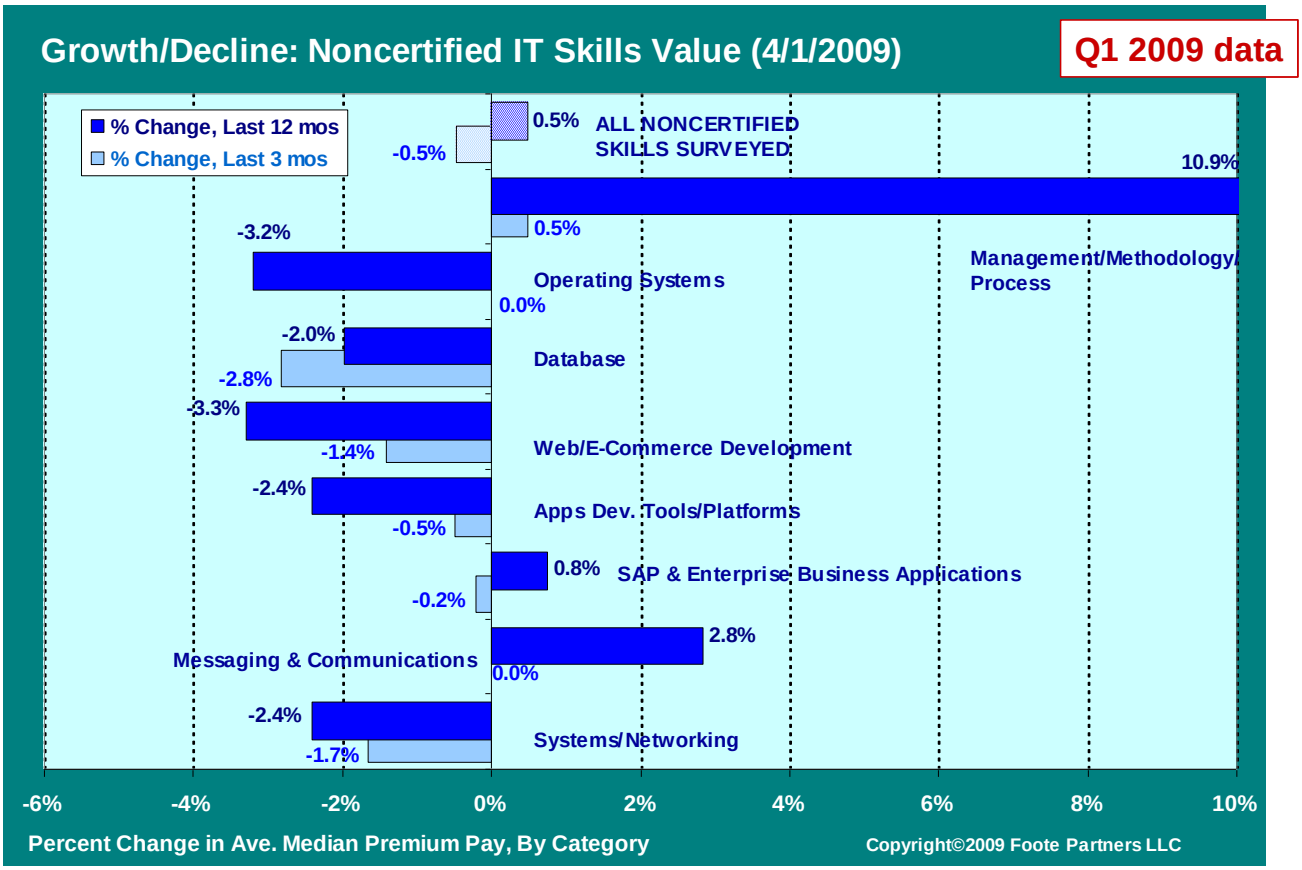

Figure 1

SOURCE: Foote Partners *IT Skills & Certifications Pay Index*™, 2008 - 2009 quarterly editions

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HIGHEST PAYING Noncertified IT Skills

These **noncertified IT skills** are earning the highest pay premiums. Shown by category, in **descending order**. Surveyed through 4/1/09 (*IT Skills and Certifications Pay Index*™ - Q1 2009 edition)

Systems/Networking Skills

- Virtualization (various)
- SAN/Storage Area Networking
- Network security management
- Security (various, project-based)
- Infrastructure architecture
- Wireless network management (LANs, GSM)
- VoIP telephony

SAP/Enterprise Business Applications Skills

- SAP ERP (multiple skills)
- NetWeaver BI (SAP BW)
- SAP Solution Manager
- SAP Financial Accounting (FI)
- SAP HCM (SAP HR)
- SAP Controlling (CO)
- Oracle Enterprise Apps
- SAP PLM (Product Lifecycle Management)
- SAP Netweaver Applications Server
- SAP BW(BI) Accelerator
- SAP MDM (Master Data Management)
- SAP SEM (Strategic Enterprise Management)
- SAP Web Application Server
- SAP WM(Warehouse Management)
- SAP FI - FSCM (Financial Supply Chain Management)
- SAP WM - EWM (Extended Warehouse Management)
- SAP IM

Messaging and Communications Skills

- Unified communications/messaging

Applications Development Tools and Platforms skills:

- NetWeaver
- RAD/Extreme Programming/Agile Programming
- Java/J2EE,SE,ME
- Oracle Developer Suite Business Objects

Web/eCommerce Development skills:

- Microsoft .NET
- AJAX (Asynchronous JavaScript and XML)
- Microsoft Commerce Server
- Apache HTTP web server
- Documentum
- Microsoft Identity Integration Server
- Oracle Workflow
- WebSphere

Database Skills

- Oracle DB / 8i/9i/10g/11i
- Microsoft SQL Server
- Database management

Management, Process and Methodology Skills

- Business process management/ modeling/ improvement
- Project management
- ERP
- Business intelligence

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VALUE INCREASES: Noncertified IT Skills

3-Month Pay Trends (through 4/1/2009)
(Individual Noncertified Skills Value Growth)

(surveyed through 4/1/2009)	3 mos.	6 mos.	ANNUAL
RISING SKILLS PAY: Noncertified Skills	% change - last 3 mos	% change - last 6 mos	% change - last 12 mos
Linux	28.6%	28.6%	50.0%
Apache HTTP web server	25.0%	25.0%	25.0%
Sybase Adaptive Server	25.0%	25.0%	0.0%
Java/J2EE,SE,ME	20.0%	33.3%	33.3%
HTTP	20.0%	20.0%	20.0%
PHP	14.3%	33.3%	33.3%
SAP LE (Logistics Execution System)	14.3%	14.3%	14.3%
Unix (all)	14.3%	14.3%	0.0%
Documentum	12.5%	12.5%	12.5%
MySQL	12.5%	12.5%	12.5%
Virtualization (various)	12.5%	12.5%	12.5%
SAP KW (Knowledge Warehouse)	12.5%	0.0%	0.0%
SAP LO (Logistics General)	11.1%	na	na
SAP Production Planning (PP)	11.1%	11.1%	42.9%
Unified communications/messaging	9.1%	20.0%	33.3%
Microsoft SQL Server	9.1%	20.0%	9.1%
SAP PLM (Product Lifecycle Management)	9.1%	9.1%	33.3%
Business Objects	9.1%	9.1%	33.3%
ERP	9.1%	9.1%	20.0%
SAP HCM (SAP HR)	8.3%	8.3%	30.0%
Project management	8.3%	8.3%	8.3%
SAP CO (Controlling)	8.3%	8.3%	8.3%
SAP FI (Financial Accounting)	8.3%	8.3%	8.3%
Business process management/modeling/improveme	7.7%	na	na
NetWeaver	6.7%	0.0%	6.7%
Microsoft .NET	6.3%	6.3%	6.3%

Figure 2

Source: Foote Partners LLC, *2009 IT Skills & Certifications Pay Index™*

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VALUE INCREASES: Noncertified IT Skills

6-Month Pay Trends (through 4/1/2009)
(Individual Noncertified Skills Value Growth)

(surveyed through 4/1/2009)	3 mos.	6 mos.	ANNUAL
RISING SKILLS PAY: Noncertified Skills	% change - last 3 mos	% change - last 6 mos	% change - last 12 mos
Java/J2EE,SE,ME	20.0%	33.3%	33.3%
PHP	14.3%	33.3%	33.3%
Linux	28.6%	28.6%	50.0%
NetWeaver Portals (SAP EP)	0.0%	28.6%	12.5%
Apache HTTP web server	25.0%	25.0%	25.0%
Sybase Adaptive Server	25.0%	25.0%	0.0%
HTTP	20.0%	20.0%	20.0%
Unified communications/messaging	9.1%	20.0%	33.3%
Microsoft SQL Server	9.1%	20.0%	9.1%
Apple OSX/Tiger/Leopard	0.0%	16.7%	16.7%
SAP LE (Logistics Execution System)	14.3%	14.3%	14.3%
Unix (all)	14.3%	14.3%	0.0%
Documentum	12.5%	12.5%	12.5%
MySQL	12.5%	12.5%	12.5%
Virtualization (various)	12.5%	12.5%	12.5%
ITIL	0.0%	12.5%	12.5%
SAP Production Planning (PP)	11.1%	11.1%	42.9%
NetWeaver PI (SAP XI)	0.0%	11.1%	0.0%
Database management	0.0%	10.0%	10.0%
SAP PLM (Product Lifecycle Management)	9.1%	9.1%	33.3%
Business Objects	9.1%	9.1%	33.3%
ERP	9.1%	9.1%	20.0%
Oracle Developer Suite	0.0%	9.1%	9.1%
SAP HCM (SAP HR)	8.3%	8.3%	30.0%
Project management	8.3%	8.3%	8.3%
SAP CO (Controlling)	8.3%	8.3%	8.3%
SAP FI (Financial Accounting)	8.3%	8.3%	8.3%
SAP Solution Manager	0.0%	8.3%	na
NetWeaver BI (SAP BW)	0.0%	8.3%	-7.1%
Microsoft .NET	6.3%	6.3%	6.3%

Figure 3

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VALUE DECREASES: Noncertified IT Skills

3-Month Pay Trends (through 4/1/2009)

(Individual Noncertified Skills Value Declines)

(surveyed through 4/1/2009)	3 mos.	6 mos.	ANNUAL
DECLINING SKILLS PAY: Noncertified Skills	% change - last 3 mos	% change - last 6 mos	% change - last 12 mos
PowerBuilder	-50.0%	-50.0%	-66.7%
AIX	-25.0%	-40.0%	-40.0%
C++	-25.0%	-25.0%	-25.0%
CGI	-25.0%	-25.0%	-25.0%
dBase/XBase	-25.0%	-25.0%	-25.0%
Novell Groupwise	-25.0%	-25.0%	-25.0%
Visual Interdev	-25.0%	-25.0%	-25.0%
SAP PM (Plant Maintenance)	-20.0%	-33.3%	-33.3%
Delphi	-20.0%	-20.0%	-20.0%
HTML/DHTML	-20.0%	-20.0%	-20.0%
Windows Vista/XP	-16.7%	-28.6%	-37.5%
IPX	-16.7%	-16.7%	-28.6%
Microsoft Access	-16.7%	-16.7%	-28.6%
J.D. Edwards	-16.7%	-16.7%	-16.7%
Microsoft Exchange Server	-16.7%	-16.7%	-16.7%
Multiprotocol Label Switching (MPLS)	-14.3%	-14.3%	-14.3%
Solaris	-14.3%	-14.3%	-14.3%
VBScript	-14.3%	-14.3%	-14.3%
Visual C++	-14.3%	-14.3%	-14.3%
XHTML	-14.3%	-14.3%	-14.3%
Cold Fusion	-14.3%	-14.3%	0.0%
SOAP(Simple Object Access Protocol)	-12.5%	-12.5%	-12.5%
WSDL (Web Services Description Language)	-12.5%	-12.5%	-12.5%
DB2	-11.1%	-11.1%	-11.1%
WebSphere MQ (MQSeries)	-11.1%	-11.1%	-11.1%
SAP SD - GTS (Global Trade Systems)	-11.1%	-11.1%	na
SAP FI - Travel Management	-10.0%	-18.2%	na
RFID (radio frequency identification)	-10.0%	-10.0%	-10.0%
SAP CA (Cross Application)	-10.0%	-10.0%	-10.0%
SAP CRM (Customer Relationship Management)	-9.1%	-9.1%	-9.1%
Master data management	-9.1%	0.0%	na
Business intelligence	-8.3%	-8.3%	-8.3%
SAP MDM (Master Data Management)	-8.3%	-8.3%	-8.3%
CRM	-8.3%	-8.3%	0.0%
Oracle DB / 8i/9i/10g/11i	-7.7%	-7.7%	-7.7%
Wireless network management (LANs, GSM)	-7.7%	-7.7%	9.1%

Figure 4

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VALUE DECREASES: Noncertified IT Skills

6-Month Pay Trends (through 4/1/2009)
(Individual Noncertified Skills Value Declines)

(surveyed through 4/1/2009)	3 mos.	6 mos.	ANNUAL
DECLINING SKILLS PAY: Noncertified Skills	% change - last 3 mos	% change - last 6 mos	% change - last 12 mos
PowerBuilder	-50.0%	-50.0%	-66.7%
ATM	0.0%	-50.0%	-50.0%
AIX	-25.0%	-40.0%	-40.0%
Novell Netware	0.0%	-40.0%	-50.0%
SAP PM (Plant Maintenance)	-20.0%	-33.3%	-33.3%
Windows Vista/XP	-16.7%	-28.6%	-37.5%
Visual J++	0.0%	-28.6%	-37.5%
Perl	0.0%	-28.6%	-28.6%
C++	-25.0%	-25.0%	-25.0%
CGI	-25.0%	-25.0%	-25.0%
dBase/XBase	-25.0%	-25.0%	-25.0%
Novell Groupwise	-25.0%	-25.0%	-25.0%
Visual Interdev	-25.0%	-25.0%	-25.0%
SMTP	0.0%	-25.0%	-25.0%
Delphi	-20.0%	-20.0%	-20.0%
HTML/DHTML	-20.0%	-20.0%	-20.0%
C	0.0%	-20.0%	-33.3%
SAP FI - Travel Management	-10.0%	-18.2%	na
IPX	-16.7%	-16.7%	-28.6%
Microsoft Access	-16.7%	-16.7%	-28.6%
J.D. Edwards	-16.7%	-16.7%	-16.7%
Microsoft Exchange Server	-16.7%	-16.7%	-16.7%
Accelerated SAP (ASAP)	0.0%	-16.7%	-16.7%
Multiprotocol Label Switching (MPLS)	-14.3%	-14.3%	-14.3%
Solaris	-14.3%	-14.3%	-14.3%
VBScript	-14.3%	-14.3%	-14.3%
Visual C++	-14.3%	-14.3%	-14.3%
XHTML	-14.3%	-14.3%	-14.3%
Cold Fusion	-14.3%	-14.3%	0.0%
WML	0.0%	-14.3%	-14.3%
SOAP(Simple Object Access Protocol)	-12.5%	-12.5%	-12.5%
WSDL (Web Services Description Language	-12.5%	-12.5%	-12.5%
JavaBeans/EJB	0.0%	-12.5%	-12.5%
RAD/Extreme Programming/Agile Programm	0.0%	-12.5%	-12.5%
SIP(Session Initiation Protocol)	0.0%	-12.5%	0.0%
DB2	-11.1%	-11.1%	-11.1%
WebSphere MQ (MQSeries)	-11.1%	-11.1%	-11.1%
SAP SD - GTS (Global Trade Systems)	-11.1%	-11.1%	na
Microsoft BizTalk Server	0.0%	-11.1%	-11.1%
Tivoli	0.0%	-11.1%	0.0%
RFID (radio frequency identification)	-10.0%	-10.0%	-10.0%
SAP CA (Cross Application)	-10.0%	-10.0%	-10.0%
Microsoft Identity Integration Server	0.0%	-10.0%	-10.0%

Figure 5 Source: Foote Partners LLC, *2009 IT Skills & Certifications Pay Index™*

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Certified IT Skills Pay and Demand

Data Analysis

(Skills pay data collected through April 1, 2009 and published in the 1Q 2009 edition of the *2009 IT Skills and Certifications Pay Index™*)

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HIGHEST PAYING IT Certifications

These **IT certifications** are earning the highest pay premiums. Shown by category, in **descending order**. Surveyed through 4/1/09 (*IT Skills and Certifications Pay Index*™ - Q1 2009 edition)

Applications Development & Programming Languages certifications

- Microsoft Certified Solution Developer (MCSD)

Database certifications:

- Oracle DBA Administrator Certified Master (OCM)
- Teradata Certified Master
- Teradata Certified Design Architect

Systems Administration & Engineering/NOS certifications

- Citrix Certified Integration Architect (CCIA)
- HP Master Accredited Systems Engineer (Master ASE)
- Microsoft Certified Architect (MCA)

Networking/Internetworking

- Cisco Certified Internetwork Expert (CCIE, all variations)
- Cisco Certified Design Expert (CCDE)
- EMC Proven Professional Technology Architect – Expert SNIA Certified Storage Networking Expert
- SNIA Certified Architect
- Brocade Certified SAN(Fabric) Designer (BCSD)
- Cisco Certified Design Professional (CCDP)Cisco Certified Systems Instructor (CCSI)Cisco Certified Voice Professional (CCVP)
- Cisco IP Telephony Design Specialist
- CWNP/Planet3 Certified Wireless Network Expert (CWNE)
- EMC Proven Professional Implementation Engineer - Expert
- Nortel Certified Architect
- Avaya Certified Expert
- Cisco Certified Internetwork Professional(CCIP)

Security certifications

- Certified Information Security Manager (CISM)
- GIAC Security Expert(GSE)/Security Leadership(GSLC)
- Information Systems Security Architecture Professional (CISSP/ISSAP)
- Information Systems Security Engineering Professional (CISSP/ISSEP)
- Information Systems Security Management Professional (CISSP/ISSMP)
- Certified Information Systems Security Professional (CISSP)
- Cisco Certified Security Professional (CSP)
- GIAC Assessing Wireless Networks (GAWN)
- GIAC Secure Software Programmer (GSSP)
- Certified Information Systems Auditor (CISA)
- GIAC .NET (GNET)
- Check Point Certified Master Architect (CCMA)
- GIAC Certified Forensics Analyst (GCFA)
- GIAC Certified Intrusion Analyst (GCIA)
- Security Certified Network Architect

Architecture & Project Management

- IT Certified Architect (ITCA/Open Group)
- Project Management Professional (PMP)

General/Beginner and Training

- Microsoft Certified Trainer (MCT)

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3 and 12 Month IT Certifications Pay Trends by Category

(% Change in Average Median Pay for a Single IT Certification – 22,850 IT Professionals Surveyed)

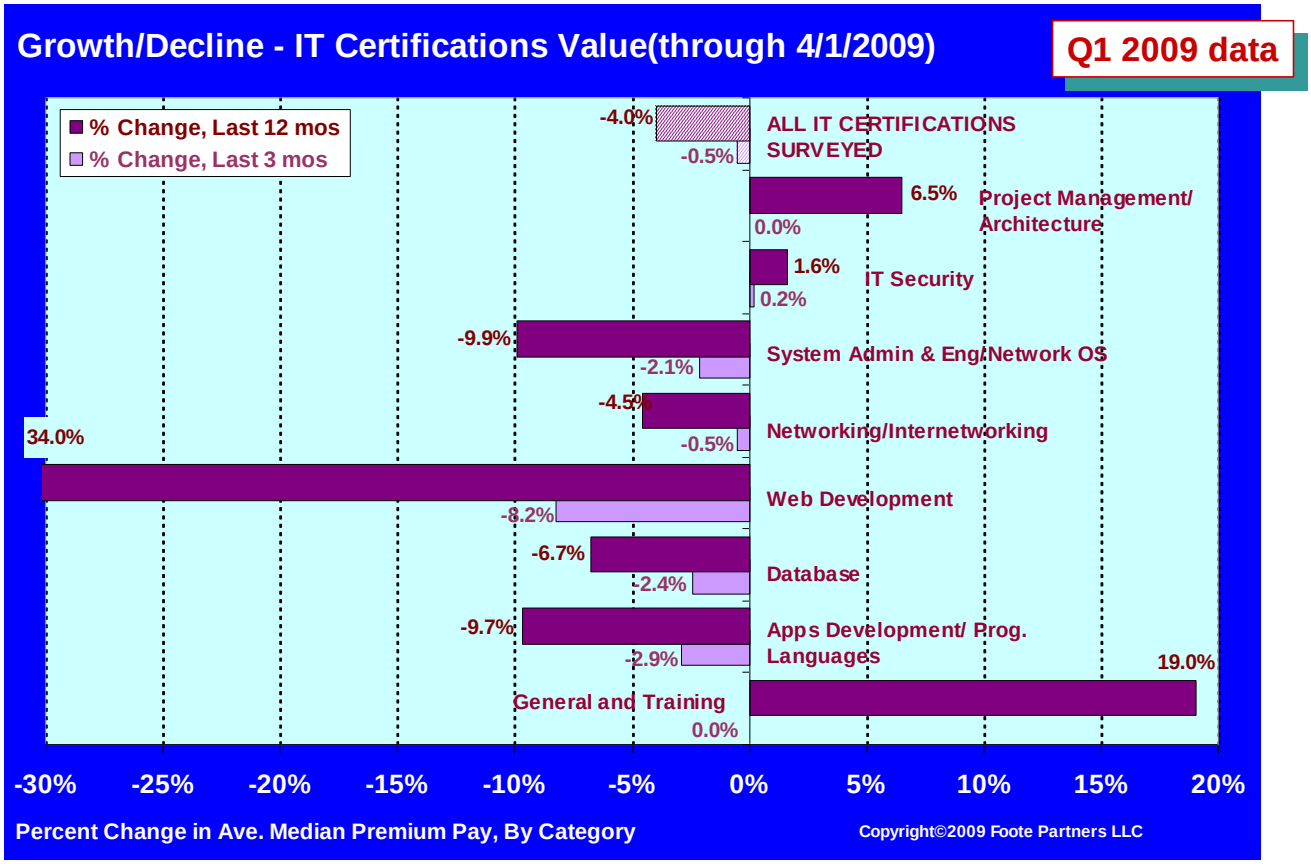

Figure 6

SOURCE: Foote Partners *IT Skills & Certifications Pay Index*™, 2008 - 2009 quarterly editions,

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VALUE INCREASES: IT Certifications

3-Month Pay Trends (through 4/1/2009)
(Individual Certifications Value Growth)

(surveyed through 4/1/2009)	3 mos.	6 mos.	ANNUAL
RISING PAY: IT CERTIFICATIONS	% change - last 3 mos	% change - last 6 mos	% change - last 12 mos
HP/Certified Systems Engineer	14.3%	0.0%	0.0%
Sun Certified Programmer for Java Platform	13.5%	0.0%	0.0%
HP/Accredited Integration Specialist (AIS)	12.5%	na	na
GIAC Certified Incident Handler (GCIH)	12.5%	28.6%	28.6%
EC-Council/Certified Hacking Forensics Investigator (CHFI)	12.5%	12.5%	12.5%
EMC Proven Professional	12.5%	12.5%	12.5%
IBM Certified Specialist - Storage Networking Solutions, Version 2	12.5%	12.5%	12.5%
Systems Security Certified Practitioner (SSCP)	12.5%	-10.0%	-10.0%
HP/Accredited Systems Engineer (ASE)	11.1%	25.0%	25.0%
GIAC Certified Incident Manager (GCIM)	11.1%	11.1%	na
IBM Certified Infrastructure Systems Architect	11.1%	11.1%	11.1%
EMC Proven Professional Implementation Engineer - Expert	11.1%	11.1%	0.0%
GIAC Certified Forensics Analyst (GCFA)	10.0%	10.0%	10.0%
GIAC Certified Intrusion Analyst (GCIA)	10.0%	10.0%	10.0%
Check Point Certified Master Architect (CCMA)	10.0%	10.0%	10.0%
EMC Proven Professional Technology Architect - Expert	9.1%	20.0%	0.0%
Citrix Certified Integration Architect (CCIA)	9.1%	9.1%	9.1%
HP/Master Accredited Systems Engineer (Master ASE) VIRT	9.1%	9.1%	0.0%
Cisco Certified Security Professional (CSP)	9.1%	0.0%	0.0%
GIAC Security Expert(GSE)/Security Leadership(GSLC)	7.1%	0.0%	0.0%

Figure 7

Source: Foote Partners LLC, *2009 IT Skills & Certifications Pay Index™*

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VALUE INCREASES: IT Certifications

6-Month Pay Trends (through 4/1/2009)

(Individual Certifications Value Growth)

(surveyed through 4/1/2009)	3 mos.	6 mos.	ANNUAL
RISING PAY: IT CERTIFICATIONS	% change - last 3 mos	% change - last 6 mos	% change - last 12 mos
CompTIA Security+	0.0%	66.7%	66.7%
GIAC Security Essentials Certification (GSEC)	0.0%	66.7%	66.7%
Brocade Certified SAN(Fabric) Designer (BCSD)	0.0%	42.9%	42.9%
EC-Council Certified Ethical Hacker (CEH)	0.0%	40.0%	40.0%
CWNP/Planet3 Certified Wireless Network Administrator (CWNA)	0.0%	40.0%	16.7%
Cisco Certified Design Associate (CCDA)	0.0%	40.0%	0.0%
CompTIA Certified Technical Trainer (CTT+)	0.0%	33.3%	33.3%
GIAC Certified Incident Handler (GCIH)	12.5%	28.6%	28.6%
EMC Proven Professional Technology Architect - Specialist	0.0%	28.6%	28.6%
HP/Accredited Systems Engineer (ASE)	11.1%	25.0%	25.0%
Cisco IP Telephony Design Specialist	0.0%	25.0%	25.0%
Microsoft Certified Solution Developer (MCSD)	0.0%	25.0%	25.0%
Microsoft Certified Trainer (MCT)	0.0%	25.0%	25.0%
RedHat Certified Technician	0.0%	25.0%	25.0%
Cisco Certified Design Professional (CCDP)	0.0%	25.0%	11.1%
EMC Proven Professional Technology Architect - Expert	9.1%	20.0%	0.0%
HP/Certified Systems Administrator	0.0%	20.0%	0.0%
Check Point Certified Security Administrator (CCSA)	0.0%	14.3%	14.3%
Brocade Certified Fabric Professional (BCFP)	0.0%	14.3%	14.3%
Sun Certified Network Administrator for Solaris	0.0%	14.3%	14.3%
EC-Council/Certified Hacking Forensics Investigator (CHFI)	12.5%	12.5%	12.5%
EMC Proven Professional	12.5%	12.5%	12.5%
IBM Certified Specialist - Storage Networking Solutions, Version 2	12.5%	12.5%	12.5%
Citrix Certified Enterprise Administrator (CCEA)	0.0%	12.5%	12.5%
SNIA Certified Systems Engineer	0.0%	12.5%	12.5%
Cisco IP Communications Express Specialist	0.0%	12.5%	0.0%
GIAC Certified Incident Manager (GCIM)	11.1%	11.1%	na
IBM Certified Infrastructure Systems Architect	11.1%	11.1%	11.1%
EMC Proven Professional Implementation Engineer - Expert	11.1%	11.1%	0.0%
CWNP/Planet3 Certified Wireless Security Professional (CWSP)	0.0%	11.1%	11.1%
GIAC Certified Forensics Analyst (GCFA)	10.0%	10.0%	10.0%
GIAC Certified Intrusion Analyst (GCIA)	10.0%	10.0%	10.0%
Check Point Certified Master Architect (CCMA)	10.0%	10.0%	10.0%
Security Certified Network Architect	0.0%	10.0%	na
Microsoft Certified Architect (MCA)	0.0%	10.0%	10.0%
SNIA Certified Storage Architect	0.0%	10.0%	10.0%
Citrix Certified Integration Architect (CCIA)	9.1%	9.1%	9.1%
HP/Master Accredited Systems Engineer (Master ASE) VIRT	9.1%	9.1%	0.0%
SNIA Certified Storage Networking Expert	0.0%	9.1%	9.1%
IT Certified Architect(ITCA/Open Group)	0.0%	7.7%	16.7%
Certified Information Security Manager (CISM)	0.0%	7.1%	7.1%
Cisco Certified Internetwork Expert (CCIE)	0.0%	7.1%	7.1%

Figure 8

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VALUE DECREASES: IT Certifications

3-Month Pay Trends (through 4/1/2009)
(Individual Certifications Value Growth)

(surveyed through 4/1/2009)	3 mos.	6 mos.	ANNUAL
DECLINING PAY: IT CERTIFICATIONS	% change - last 3 mos	% change - last 6 mos	% change - last 12 mos
Prosoft Master CIW Administrator	-25.0%	-50.0%	-50.0%
Microsoft Certified Systems Engineer+Internet (MCSE+I)	-25.0%	-40.0%	-57.1%
Microsoft Certified IT Professional (MCITP/all)	-20.0%	-42.9%	-42.9%
Novell/Certified Internet Professional (CIP)	-20.0%	-20.0%	-42.9%
Novell Certified Instructor (CNI)	-16.7%	-16.7%	-37.5%
IBM Certified Specialist - AIX Basic Ops	-16.7%	-16.7%	-28.6%
Novell Certified Linux Professional (Novell CLP)	-16.7%	-16.7%	-28.6%
CWNP/Planet3 Certified Wireless Analysis Professional (CWAP)	-16.7%	-16.7%	-16.7%
Microsoft Certified Systems Administrator(MCSA)	-16.7%	-16.7%	-16.7%
Sun Certified Systems Administrator for Solaris	-16.7%	-16.7%	-16.7%
Cisco Firewall Specialist	-14.3%	-25.0%	-33.3%
IBM Certified Systems Expert - pSeries and AIX 5L	-14.3%	-14.3%	-25.0%
Red Hat Certified Engineer(RHCE)	-14.3%	-14.3%	-25.0%
IBM Certified Systems Administrator	-14.3%	-14.3%	-14.3%
Microsoft Certified Applications Developer(MCAD)	-14.3%	-14.3%	-14.3%
Microsoft Certified Systems Engineer(MCSE)	-14.3%	-14.3%	-14.3%
IBM Certified Administrator - SOA Solutions: WebSphere Process S	-11.1%	-11.1%	-27.3%
Oracle Forms Developer Certified Professional (OCP)	-11.1%	-11.1%	-11.1%
BEA Certified Architect - SOA Enterprise Architecture	-11.1%	-11.1%	-11.1%
Teradata Certified Administrator	-11.1%	-11.1%	-11.1%
Teradata Certified Application Developer	-10.0%	-10.0%	-10.0%
Sun Certified Enterprise Architect for Java Platform	-10.0%	-10.0%	0.0%
Sun Certified Enterprise Architect for Java Platform	-10.0%	-10.0%	0.0%
InfoSys Security Management Professional (ISSMP/CISSP)	-7.1%	-7.1%	-7.1%

Figure 9

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VALUE DECREASES: IT Certifications

6-Month Pay Trends (through 4/1/2009)

(Individual Certifications Value Growth)

(surveyed through 4/1/2009)	3 mos.	6 mos.	ANNUAL
DECLINING PAY: IT CERTIFICATIONS	% change - last 3 mos	% change - last 6 mos	% change - last 12 mos
Prosoft Master CIW Administrator	-25.0%	-50.0%	-50.0%
Microsoft Certified IT Professional (MCITP/all)	-20.0%	-42.9%	-42.9%
Microsoft Certified Systems Engineer+Internet (MCSE+I)	-25.0%	-40.0%	-57.1%
Microsoft Certified Desktop Support Technician(MCDST)	0.0%	-40.0%	-40.0%
Prosoft Master CIW Designer	0.0%	-40.0%	-40.0%
SAS Certified Base Programmer	0.0%	-40.0%	-40.0%
Nortel Networks Certified Support Expert (NCSE)	0.0%	-37.5%	-37.5%
CompTIA Server+	0.0%	-33.3%	-33.3%
Prosoft Master CIW Web Site Manager	0.0%	-28.6%	-28.6%
Teradata Certified SQL Specialist	0.0%	-28.6%	-28.6%
Cisco Firewall Specialist	-14.3%	-25.0%	-33.3%
Novell Certified Directory Engineer (NCDE)	0.0%	-25.0%	-40.0%
Cisco Certified Network Associate (CCNA, all variations)	0.0%	-25.0%	-25.0%
CompTIA Network Technician (Network+)	0.0%	-25.0%	-25.0%
IBM Certified Database Administrator - DB2	0.0%	-25.0%	-25.0%
SAS Certified Advanced Programmer	0.0%	-25.0%	-25.0%
IBM Certified Solutions Developer: WebSphere (all)	0.0%	-22.2%	-30.0%
Novell/Certified Internet Professional (CIP)	-20.0%	-20.0%	-42.9%
Novell/Certified Novell Administrator (CNA)	0.0%	-20.0%	-42.9%
Novell Certified Instructor (CNI)	-16.7%	-16.7%	-37.5%
IBM Certified Specialist - AIX Basic Ops	-16.7%	-16.7%	-28.6%
Novell Certified Linux Professional (Novell CLP)	-16.7%	-16.7%	-28.6%
CWNP/Planet3 Certified Wireless Analysis Professional (CWAP)	-16.7%	-16.7%	-16.7%
Microsoft Certified Systems Administrator(MCSA)	-16.7%	-16.7%	-16.7%
Sun Certified Systems Administrator for Solaris	-16.7%	-16.7%	-16.7%
Novell/Certified Novell Engineer (CNE)	0.0%	-16.7%	-37.5%
IBM Certified Application Developer – Lotus Notes/Domino	0.0%	-16.7%	-16.7%
Certified Information Systems Auditor (CISA)	0.0%	-15.4%	-15.4%
IBM Certified Systems Expert - pSeries and AIX 5L	-14.3%	-14.3%	-25.0%
Red Hat Certified Engineer(RHCE)	-14.3%	-14.3%	-25.0%
IBM Certified Systems Administrator	-14.3%	-14.3%	-14.3%
Microsoft Certified Applications Developer(MCAD)	-14.3%	-14.3%	-14.3%
Microsoft Certified Systems Engineer(MCSE)	-14.3%	-14.3%	-14.3%
Novell/Master Certified Novell Engineer (MCNE)	0.0%	-14.3%	-33.3%
Citrix Certified Administrator (CCA)	0.0%	-14.3%	-14.3%
Microsoft Certified Systems Admin Security (MCSA:Security)	0.0%	-14.3%	-14.3%
Novell Certified Linux Engineer (CLE)	0.0%	-14.3%	-14.3%
IBM Certified Advanced Technical Expert - pSeries and AIX 5L	0.0%	-12.5%	-12.5%
CWNP/Planet3 Certified Wireless Network Trainer (CWNT)	0.0%	-12.5%	-12.5%
Cisco VPN Specialist	0.0%	-12.5%	-12.5%
Microsoft Certified Systems Administrator: Messaging(MCSA:Messa	0.0%	-12.5%	0.0%
IBM Certified Administrator - SOA Solutions: WebSphere Process S	-11.1%	-11.1%	-27.3%
Oracle Forms Developer Certified Professional (OCP)	-11.1%	-11.1%	-11.1%
BEA Certified Architect - SOA Enterprise Architecture	-11.1%	-11.1%	-11.1%
Teradata Certified Administrator	-11.1%	-11.1%	-11.1%
Red Hat Certified Architect (RHCA)	0.0%	-11.1%	-11.1%

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2009 IT Skills & Certifications Pay Index™

Skills Pay Trend Charts: 2000 to 2009

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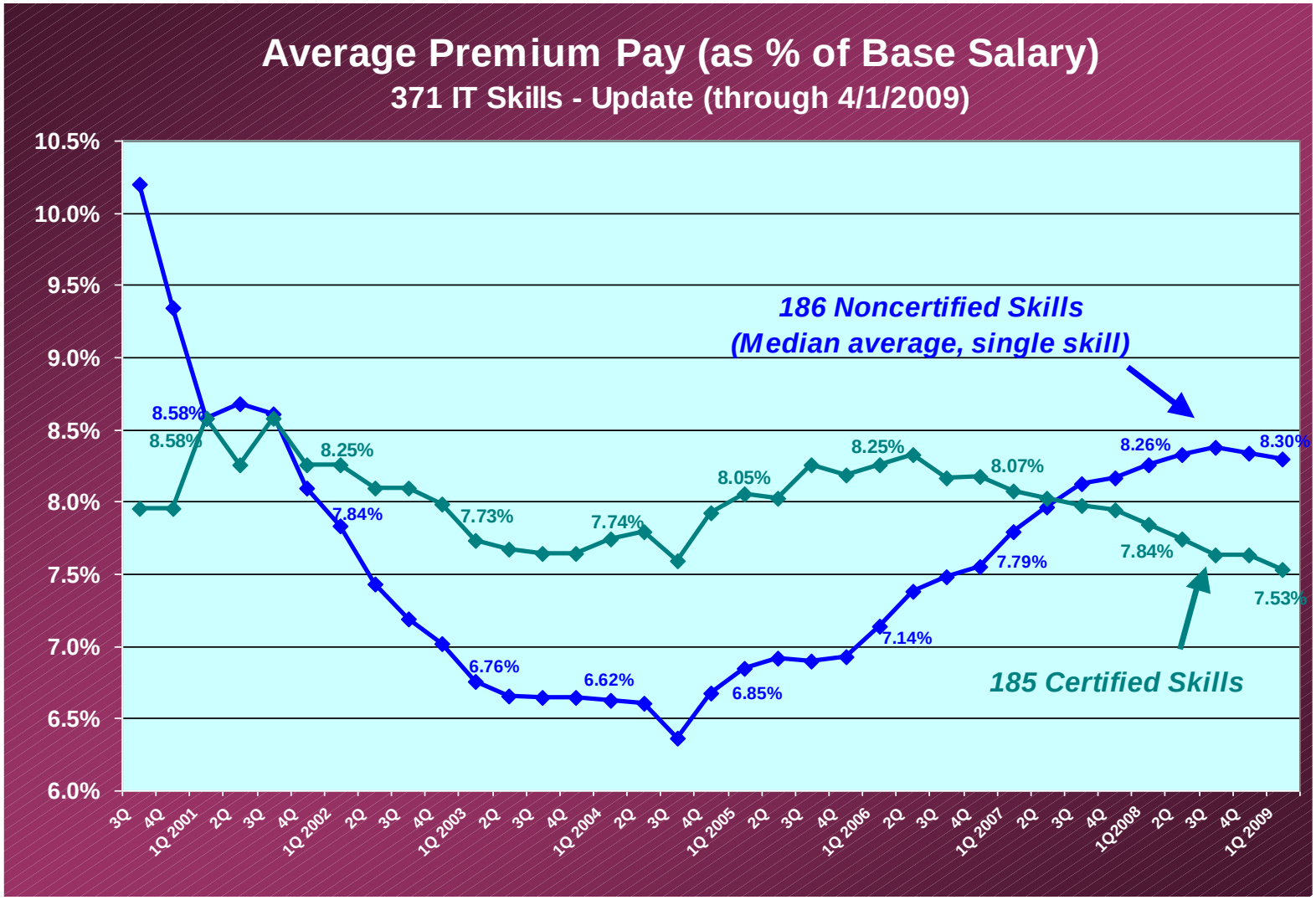
Figure 11 – Average % of Base Pay For a Single IT Skill or Certification (at median)

Depending on corporate compensation policies, IT skills and certifications premiums are typically paid out as a cash bonus or incorporated directly into base salary.



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6/12/24 month Pay Performance:

Certified vs. Noncertified IT Skills

(22,850 IT professionals – data collected through April 1, 2009)

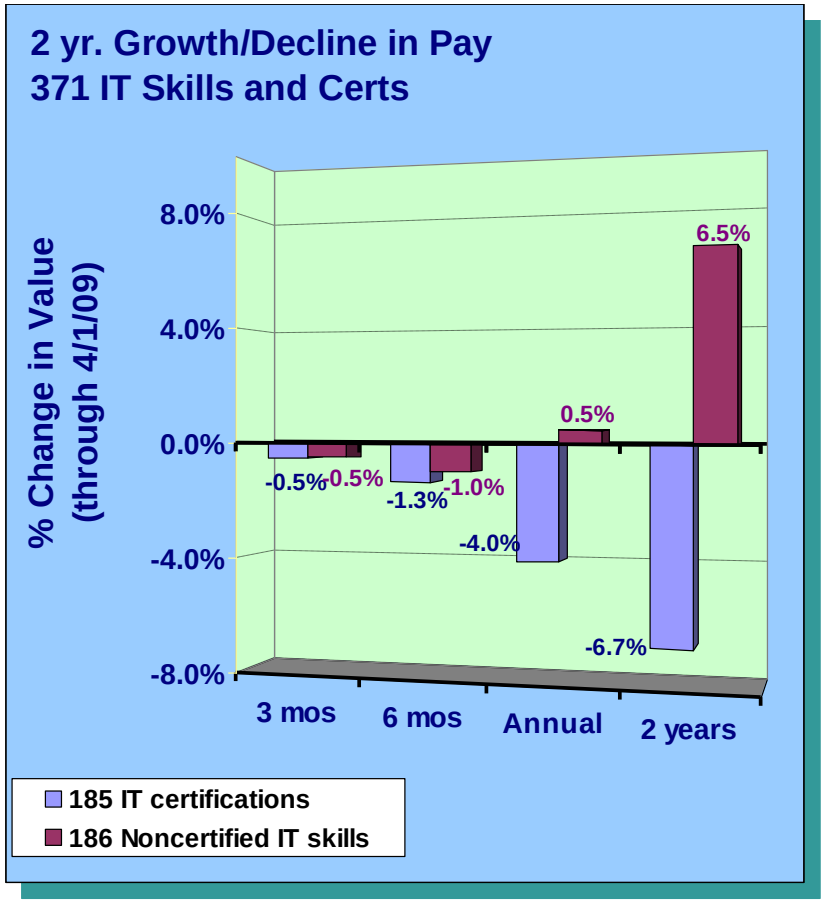

Figure 12

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186 Noncertified IT Skills Surveyed (2009 IT Skills and Certifications Pay Index)

Apps Develop. Tools & Platforms

- Business Objects
- C
- C#
- C++
- Cobol
- Cognos
- Delphi
- Eclipse
- Flex
- Java/J2EE, SE, ME
- NetWeaver
- Oracle Developer
- PL/SQL
- Powerbuilder
- Progress/Development tools
- RAD/Extreme Programming/ Agile Programming
- Ruby
- Ruby on Rails
- SAS
- SQL Windows
- Tomcat
- Transact-SQL
- Visual Basic
- Visual C++
- Visual J++
- WebSphereMQ

Database

- Database management
- DB2
- dbase/xbase
- Java Database Connectivity (JDBC)
- Master data management
- Microsoft Access
- Microsoft Exchange 2000 Server
- Microsoft SQL Server
- MySQL
- Oracle DB
- Progress/Apptivity
- Sybase Adaptive Server
- Visual SQL

SAP & Enterprise Business Applications

- ABAP (all modules)
- Baan
- J.D. Edwards
- Lawson
- Oracle Enterprise Apps
- Peoplesoft
- Accelerated SAP (ASAP)
- NetWeaver BI (SAP BW)
- NetWeaver Portals (SAP EP)
- NetWeaver PI (SAP XI)
- SAP APO
- SAP Basis
- SAP BI Accelerator
- SAP Business Workflow/Webflow
- SAP CA
- SAP CO
- SAP CRM
- SAP CS
- SAP EPM
- SAP ERP
- SAP FI – FSCM
- SAP FI - Travel Management
- SAP FI
- SAP HCM (SAP HR)
- SAP HCM ESS/MSS
- SAP IM
- SAP KW
- SAP LES
- SAP LO
- SAP MDM
- SAP MDX
- SAP MI
- SAP MM
- SAP MRO
- SAP Netweaver Applications Server
- SAP Payroll
- SAP PLM
- SAP PM
- SAP PP
- SAP PS

SAP & Enterprise Business Applications (cont'd)

- SAP Public Sector Management
- SAP QM
- SAP RF/Auto-ID
- SAP SAM
- SAP SCM
- SAP SD
- SAP SD - GTS
- SAP SEM
- SAP SM
- SAP Solution Manager
- SAP SRM
- SAP Web Application Server
- SAP WM
- SAP WM – EWM
- SAP xMII
- Siebel
- Web Dynapro

Operating Systems

- AIX
- AppleOSX/Tiger/Leopard
- HP-UX
- Linux
- Solaris
- Unix (all)
- Windows XP/Vista
- Windows NT
- Windows Server 2008/2003

Messaging & Communications

- Lotus Notes/Domino
- Microsoft Exchange
- Novell Groupwise
- Outlook/cc:mail/various clients
- Sun Java System Messaging Server
- Unified Communications/ Messaging

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186 Noncertified IT Skills Surveyed – cont.

Systems/Networking

- 10Base-T Switching
- APPC
- ATM
- Dynamic Host Configuration Protocol
- Ethernet
- Ethernet Switching
- Gigabit Ethernet
- HTTP
- Infrastructure architecture
- IPX
- Jini (Sun)
- LAN
- Microsoft NT Server
- Multiprotocol Label Switching
- Network security management
- Novell Netware
- RFID
- Routing (e.g. OSPF)
- SAN/Storage Area Networks
- Security skills (project-based)
- SIP
- SMTP
- SNA
- TCP/IP
- Tivoli
- VoIP/IP telephony
- Virtualization
- WAN
- WAP
- Wireless Network Management
- WML

Management, Methodologies and Process

- Business process management/ modeling/improvement
- Business Analysis
- Business intelligence
- Collaboration software
- CRM
- ERP
- ITIL
- Microsoft Visio
- Product lifecycle management software
- Project management

Project Experience

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

Web/e-Commerce Development

- Active Server Pages
- ActiveX
- AJAX (Asynchronous JavaScript and XML)
- Apache HTTP web server
- BEA WebLogic
- CGI
- Cold Fusion
- Documentum
- HTML/DHTML
- Microsoft Internet Information Server (IIS)
- ISA server
- Java Server Pages
- JavaBeans/EJB
- JBoss applications server
- Microsoft BizTalk Server
- Microsoft Commerce Server
- Microsoft Content Management/ Sharepoint Server
- Microsoft Internet Information Server (IIS)
- Microsoft Identity Integration Server 2003
- Microsoft .Net (Visual Basic.Net, Visual Studio .Net, ASP.Net)
- Oracle Workflow
- Perl
- PHP
- Python
- Scripting languages (VBScript, Java Script, Jscript)
- SOAP
- Visual Interdev
- VoiceXML
- Web collaboration appliances
- WebSphere
- WSDL
- XHTML
- XML (all variants)

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185 Certified IT Skills Surveyed (2008 IT Skills and Certifications Pay Index)

- Avaya Certified Specialist
- Avaya Certified Expert
- BEA Certified Architect - SOA Enterprise Architecture
- Brocade Certified Fabric Professional
- Brocade Certified SAN Manager (BCSM)*
- Brocade Certified SAN Designer (BCSD)*
- Certified Information Systems Auditor(CISA)
- Certified Information Security Manager(CISM)
- Certified Information Systems Security Professional (CISSP)
- Certified Computing Professional(CCP-ISC2)
- Certification and Accreditation Professional (CAP-ISC2)
- Check Point Certified Master Architect (CCMA)
- Check Point Certified Security Administrator (CCSA)
- Check Point Certified Security Expert (CCSE)
- Cisco Advanced Wireless LAN Design Specialist
- Cisco Advanced Wireless LAN Field Specialist
- Cisco Certified Design Associate (CCDA)
- Cisco Certified Design Professional (CCDP)
- Cisco Certified Design Expert (CCDE)
- Cisco Certified Internetwork Expert (CCIE)
- Cisco Certified Internetwork Professional (CCIP)
- Cisco Certified Network Associate(CCNA)
- Cisco Certified Network Professional(CCNP)
- Cisco Certified Security Professional (CCSP)
- Cisco Certified Systems Instructor (CCSI)
- Cisco Certified Voice Professional (CCVP)
- Cisco Firewall Specialist
- Cisco Information Security Specialist
- Cisco IP Communications Express Specialist
- Cisco IP Contact Center Express Specialist (CPCC)
- Cisco IP Telephony Design Specialist
- Cisco IP Telephony Support Specialist
- Cisco Network Admission Control Specialist*
- Cisco Rich Media Communications Specialist
- Cisco Storage Networking Design Specialist
- Cisco Storage Networking Support Specialist
- Cisco Unity Design Specialist*
- Cisco Unity Support Specialist*
- Cisco VPN Specialist*
- Cisco Wireless LAN Support Specialist
- Cisco/Certified Internetwork Expert(CCIE)
- Citrix Certified Integration Architect*
- Citrix Certified Administrator(CCA)
- Citrix Certified Enterprise Administrator(CCEA)
- CompTIA Certified Technical Trainer (CTT+)
- CompTIA Convergence+
- CompTIA/Internet Technician(i-NET+)
- CompTIA/Linux Administrator(Linux+)
- CompTIA/Network Technician(Network+)
- CompTIA/PC Technician(A+)
- CompTIA Project+(Project+)
- CompTIA RFID+*
- CompTIA Security+
- Convergence Technologies Professional (CTP)
- CWNP/Planet3 Certified Wireless Network Expert (CWNE)
- CWNP/Planet3 Certified Wireless Network Administrator (CWNA)
- CWNP/Planet3 Certified Wireless Network Trainer (CWNT)
- CWNP/Planet3 Certified Wireless Analysis Professional (CWAP)
- CWNP/Planet3 Certified Wireless Security Professional (CWSP)
- EC-Council Certified Ethical Hacker (CEH)
- EC-Council Certified Hacking Forensics Investigator (CHFI)
- EC-Council Certified Secure Programmer (ECSP)
- EC-Council Certified Security Analyst
- EC-Council Licensed Penetration Tester (LPT)
- EMC Proven Professional Technology Architect – Expert
- EMC Proven Professional Technology Architect – Specialist
- EMC Proven Professional Storage Administrator – Expert
- EMC Proven Professional Storage Administrator – Specialist
- EMC Proven Professional Implementation Engineer
- HP/Accredited Systems Engineer (ASE)
- HP/Accredited Integration Specialist (AIS)
- HP/Certified Systems Engineer
- HP/Certified Systems Administrator
- HP/Master Accredited Systems Engineer (Master ASE)
- IBM DB2 Universal Database Certified Solutions Expert
- IBM Certified Database Administrator
- IBM Certified Administrator - SOA Solutions: WebSphere Process Server
- IBM Certified Advanced Technical Expert - pSeries and AIX 5L
- IBM Certified Applications Developer
- IBM Certified Advanced Application Developer
- IBM Certified Solutions Developer: WebSphere
- IBM Certified Infrastructure Systems Architect
- IBM Certified Systems Expert - pSeries and AIX 5L
- IBM Certified SOA Solution Designer
- IBM Certified Specialist - AIX Basic Ops
- IBM Certified Specialist – iSeries
- IBM Certified Systems Expert - i5 iSeries

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185 Certified IT Skills Surveyed (2009 IT Skills and Certifications Pay Index)

- IBM Certified Systems Administrator
- InfoSys Security Management Professional (ISSMP/CISSP)
- InfoSys Security Architecture Professional (ISSAP/CISSP)
- InfoSys Security Engineering Professional (ISSEP/CISSP)
- IT Certified Architect(ITCA/Open Group)
- Linux Professional Institute certification
- Lotus/Certified Lotus Specialist(CLS)
- Microsoft Certified Applications Developer (MCAD)
- Microsoft Certified Architect
- Microsoft Certified Database Administrator (MCDBA)
- Microsoft Certified Desktop Support Technician (MCDST)
- Microsoft Certified IT Professional (MCITP/all)
- Microsoft Certified Professional Developer (all)
- Microsoft Certified Professional(MCP)
- Microsoft Certified Professional+Internet (MCP+I)
- Microsoft Certified Solution Developer(MCSD)
- Microsoft Certified Systems Administrator (MCSA)
- Microsoft MCSA: Messaging (MCSA: Messaging)
- Microsoft MCSA: Security (MCSA:Security)
- Microsoft Certified Systems Engineer (MCSE)
- Microsoft MCSE: Messaging (MCSE: Messaging)
- Microsoft MCSE: Security (MCSE: Security)
- Microsoft MCSE+Internet (MCSE+I)
- Microsoft Certified Technology Specialist (all)
- Microsoft Certified Trainer(MCT)
- Certified MySQL 4.0 Professional (MySQL-Prof)
- Certified MySQL 5.0 Database Administrator
- Nortel Certified Architect
- Nortel Networks Certified Design Expert (NCDE)
- Nortel Networks Support Expert (NCSE)
- Novell/Certified Internet Professional(CIP)
- Novell Certified Instructor
- 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 Administrator (OCA)
- Oracle DBA Certified Professional (OCM)
- Oracle Certified Professional/Internet AD (OCP)
- Oracle Forms Developer Certified Professional
- Project Management Professional(PMP)
- Prosoft/CIW Associate(CIW Associate)
- Prosoft/Master CIW Administrator
- ProsoftMaster CIW Designer
- Prosoft/Master CIW Enterprise Developer
- Prosoft/Master CIW Web Site Manager
- Red Hat Certified Architect (RHCA)
- Red Hat Certified Engineer(RHCE)
- Red Hat Certified Technician(RHCT)SANS/GIAC .NET (GNET)*
- SANS/GIAC .NET (GNET)
- SANS/GIAC Auditing Wireless Networks (GAWN)*
- SANS/GIAC Certified Firewall Analyst(GCFW)
- SANS/GIAC Certified Forensic Analyst (GCFA)
- SANS/GIAC Certified Incident Handler(GCIH)
- SANS/GIAC Certified Incident Manager (GCIM)
- SANS/GIAC Certified Intrusion Analyst(GCIA)
- SANS/GIAC Certified ISO-17799 Specialist (G7799)
- SANS/GIAC Certified Network Auditor(GCNA)
- SANS/GIAC Certified Security Essentials(GSEC)
- SANS/GIAC Secure Software Programmer (GSSP)
- SANS/GIAC Certified Unix Security Admin(GCUA) SA
- SANS/GIAC Certified Windows Security Admin(GCNT)
- SANS/GIAC Information Security Professional (GISP)
- SANS/GIAC Securing Oracle Certification (GSOC)
- SANS/GIAC Security Audit Essentials (GSAE)
- SANS/GIAC Security Expert(GSE)
- SAS Certified Advanced Programmer
- SAS Certified Base Programmer
- Security Certified Network Architect
- Siebel Certified Consultant(SCC)
- Siebel Customer Certified Consultant(SCCC)
- SNIA Certified Storage Architect
- SNIA Certified Storage Networking Expert
- SNIA Certified Storage Professional
- SNIA Certified Systems Engineer
- Sniffer Certified Professional
- Sniffer Certified Master
- Sniffer Certified Expert
- 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
- Terdata Certified Administrator
- Teradata Certified Application Developer

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185 Certified IT Skills Surveyed (2009 IT Skills and Certifications Pay Index)

- Teradata Certified Design Architect
- Teradata Certified Implementation Specialist
- Teradata Certified Professional
- Teradata Certified SQL Specialist
- Advanced Teradata Certified Professional

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IT Skills and Certifications Pay Index™

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ABOUT THIS RESEARCH

Foote Partners' primary research survey for tracking IT skills and professional certifications pay is the quarterly ***IT Skills and Certifications Pay Index™*** **(ITSCPI),** first published in 1999 and updated every three months. 85,000 IT professionals in the 82 U.S. and Canada cities (1,960 organizations) are surveyed for IT salaries and skills pay earned for 371 certified and noncertified IT and management skills and certifications. Verified skills pay data for 22,850 IT workers has been included in the 2009 ITSCPI edition, compiled from data collected through April 1, 2009.

Demographics of the participating organizations for our latest update are as follows, measured most appropriately for the type of business, by revenues, assets, total premiums and operating budgets:

- 13% of participating organizations have $3 billion+ in sales/$15+ billion in total assets
- 25% of participating organizations earn more than $1 billion in annual revenues or more than $3 billion in total assets
- 42% of participating organizations have $500+ million in sales/$1+ billion in total assets/$500+ million in premiums/$500+ million operating budget (government, educational, not-for-profit)
- 58% of participating organizations fall in the SMB (small-to-medium sized business) segment, generally defined as organization under $500 million in sales.
- [Public sector] 5% have operating budgets of $500 million or more, [nonprofit/educational sectors] 4% with operating budgets $100 million to less than $500million

ABOUT FOOTE PARTNERS

Foote Partners LLC is a Vero Beach, Florida based management consultancy and independent IT research firm founded in 1997 that provides pragmatic and forward-thinking advice about managing the modern IT professional workforce. Comprised of former Gartner, McKinsey & Company, Towers Perrin, and Wm. M. Mercer analysts and consultants, and former corporate HR, IT, and business executives, Foote Partners has been a thought leader and trusted advisor to more than 1,400 employers seeking improvements in managing IT's impact on their businesses and customers.

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Cities and Metropolitan Areas Surveyed (2009)

Foote Partners publishes compensation survey data in the following cities and metro areas for all positions and skills in its surveys. In addition, we are currently surveying other US and Canadian cities for future inclusion once we capture enough data for meet our rigid requirements for labor market reporting and achieve our tough survey validity and reliability standards.

Canadian Cities

Calgary, ALTA
Edmonton, ALTA
Halifax, NS
Hamilton, ONT
Kitchner, ONT
London, ONT
Mississauga, ONT
Montreal, QUE
Oshawa, ONT
Ottawa, ONT
Quebec, QUE
Regina, SASK
Saskatoon, SASK
St. Catherines, ONT
Toronto, ONT
Vancouver, BC
Windsor, ONT
Winnipeg, MAN

Tier 1 Cities (U.S.)

Atlanta, GA
Boston, MA
Chicago, IL
Dallas, TX
Detroit, MI
Houston, TX
Los Angeles/Orange Cty, CA
Miami, FL
Minneapolis, MN
New Jersey/Northern
New York City, NY
Philadelphia/So. NJ
Phoenix, AZ
San Diego, CA
San Francisco, CA
San Jose, CA
Seattle, WA
St. Louis, MO
Washington, DC
Westchester County, NY/ Lower Fairfield Cty, CT

Tier 2 Cities (U.S.)

Albuquerque/Santa Fe, NM
Austin, TX
Baltimore, MD
Birmingham, AL
Charlotte, NC
Cincinnati, OH
Cleveland/Akron, OH
Columbus, OH
Colorado Springs, CO
Dayton, OH
Denver, CO
Des Moines, IA
Grand Rapids, MI
Greensboro/Winston-Salem, NC
Greenville/Spartanburg /Anderson, SC
Hartford, CT
Indianapolis/Ft Wayne
Kansas City, MO
Las Vegas, NV
Long Island, NY
Louisville, KY
Madison, WI
Memphis, TN
Milwaukee, WI
Nashville, TN
New Orleans
Norfolk/Virginia Beach/ Newport News, VA
Oakland/Walnut Creek/ Concord CA
Oklahoma City, OK
Omaha, NE
Orlando, FL
Peoria, IL
Pittsburgh, PA
Portland, OR
Princeton/So. NJ
Providence, RI
Raleigh/Durham, NC
Richmond, VA
Sacramento, CA
Salt Lake City, UT
San Antonio, TX
Tampa, FL
Tulsa, OK
Upper Fairfield County/ New Haven, CT

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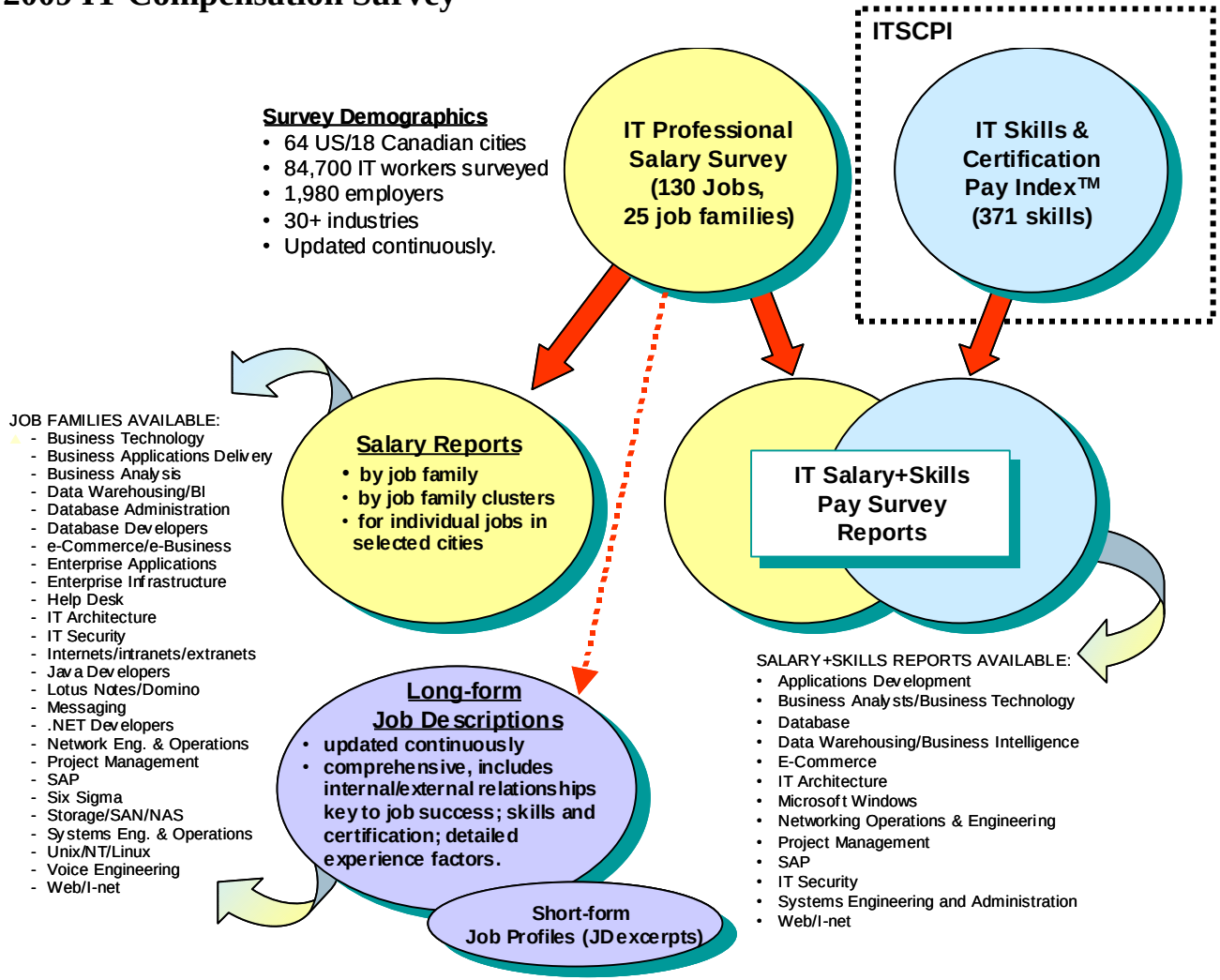
Foote Partners 2009 IT Compensation Survey Product Map



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2009 IT Skills and Certifications Pay Index™ – North American edition

- 283 pages
- Pay premiums for 371 certified and noncertified IT skills – *See pages 23 - 27*
  - Three data points for each position: 10th, 50th, 90th percentile
- Verified IT skills pay survey data from 22,850 IT professionals
- Current data collected through April 1, 2009 (updated quarterly)
- Certifications Guide containing basic information about surveyed IT certifications (pre-requisites; costs; test content; lab requirements, etc.)
- Pricing: $2,250 single edition; $8,750 annual subscription

Definition of IT skills premium pay

- Pay that IT workers receive for possessing high-value IT and business skills used on the job
- Given in the form of a bonus, or embedded in base salary to adjust for the presence of a dominant vendor or technology central to job performance (examples: Oracle Database Administrator, Linux Systems Administrator, Unix Programmer, or ABAP Developer).
- Often used to adjust either base pay or total pay in situations where job title does not match actual on-the-job duties and responsibilities, and changing the job title is not an attractive option
- May be used as a reward, recruiting inducement, retention tool, or as a guide for creating consulting rate cards

TO OBTAIN A COPY OF THE LATEST *IT SKILLS AND CERTIFICATIONS PAY INDEX™*

Please visit the Foote Partners web site: http://www.footepartners.com/itcompensation.html

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