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FOR IMMEDIATE RELEASE

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**Enterprise applications skills demand up sharply, pushing overall
IT skills pay higher despite budget conservatism.**

**Unified messaging, wireless networking, network security, PHP, XML, AJAX
and business intelligence also showing strong growth.**

Vero Beach, FL, September 11, 2008 – The market value for enterprise applications skills has risen dramatically despite a sluggish 2008 U.S. economy, led by several SAP skills that have grown between 25% and 30% in value in six months and by as much as 57% in the past 12 months. They lead a group of 331 IT skills surveyed in the latest quarterly update of Foote Partners' *IT Skills and Certifications Pay Index™* (ITSCPI) of skills pay premiums earned by 22,000 IT professionals in the US and Canada.

“Employers are feeling more pain than ever in their search for skilled and experienced SAP talent. We expect this to continue for the next year and a half, and maybe longer, “ according to David Foote, the firm’s co-founder, CEO and Chief Research Officer. “It’s really a tough spot to be in right now, in particular for those deploying the SAP NetWeaver platform. [If you’re looking for SAP Web Application Server, Production Planning, Business Objects, Quality Management, Strategic Enterprise Management, Product Lifecycle Management, HCM, and MDM module](#) and skills experience, you’re suddenly paying a lot more.”

“But to be honest, it’s not peaches and cream for those hanging on to their SAP ERP 4.6 or ERP 6.0 systems either. Everybody is feeling the pressure of SAP’s aggressiveness in repositioning its products to a more

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collaboration intensive, community-focused strategy and transitioning large numbers of customers. That said, this isn't the only area of IT skills that is seeing markedly high prices despite the budget declines and freezes brought on by the latest gloomy economy indicators.”

Continues Foote, “[Unified communications, wireless networking, PHP, XML, Oracle, business intelligence, and network security skills](#) are also showing significant increases in skills pay in the first half of 2008. Add [AJAX, XML, and storage area networking](#) to this list if you are looking at annual trending. Spikes occur when the gap between demand and skills supply widens. There are two primary reasons why that can occur, and it is rarely a decline in skills supply that cause gap fluctuations---it's surging demand.”

IT certifications are behaving differently, according to Foote. “By now everybody has heard that demand for certifications by IT managers has softened considerably. In fact, our *IT Skills and Certifications Pay Index™* has recorded eight straight quarters of consistently decreasing pay for the 165 certifications we survey. The exception has been a group of security, networking, systems, and database certifications, plus a few in the architecture and project management areas that are showing solid pay growth numbers. **Among the winners** here are [ISC²'s Certified Information Systems Security Professional](#); [ISACA's Certified Information Security Manager](#); [The Open Group's IT Certified Architect](#); [Planet3's Certified Wireless Analysis Professional, Certified Wireless Network Administrator, and Certified Wireless Security Professional](#); [Cisco's Certified Security Professional](#); [Citrix's Certified Integration Architect](#); [Teradata's Certified SQL Specialist](#); and [SAS's Certified Advanced Programmer](#).

The SAP Conundrum

With nearly 48,000 companies in 120 countries using its software, SAP has become the leading provider of enterprise resource planning software. It has leveraged that position to expand into related fields, including business intelligence and customer relationship management, while also introducing its NetWeaver technology and applications platform focused on increasing interoperability between enterprise data and SAP's large family of software products. As the company increasingly promotes vertical industry solutions across its broad product line, employers have likewise been seeking more workers with specialized business and SAP technical skills to implement SAP's matrix of solutions, and finding grossly inadequate labor supply. Combined with the company's success in bringing small and midsized customers into the SAP family

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(now amounting to two-thirds of their installed base), severe shortages have been most acutely felt for experienced SAP implementers.

SAP acknowledges their dilemma and has initiated several programs to help accelerate growth of a robust, stable talent pool over the long term. One in particular, the University Alliances program, has earmarked \$545 million towards providing universities with tools and resources necessary to give students hands-on experience with SAP solutions in integrating business processes and strategic thinking. Other programs are focused on created online SAP knowledge databases and searchable talent networks where skilled workers can be located by hiring authorities.

“There’s no doubt that SAP is focusing on its skills shortage long term, but that still leaves many in their customer base in dire straits now and over the next few years,” insists Foote. “Our discussions with SAP executives leave me with the impression that the North American market is particularly worse off, because many of the initiatives they described are not being introduced, or at least are not focused immediately, in U.S. and Canada but instead in EMEA, South America, and the Asia Pacific regions. But even if they were, the level of experience that many employers require is not that of workers just entering the work force. SMB employers in particular need professionals with three to six years of SAP experience minimum, multiple development life cycles, and specializations in more than one vertical or functional solution set. People who can ‘hit the ground running’ when they arrive, and at full stride these people are way too busy to train people. SMB employers usually have little or no bench strength compared to larger employers who can shift resources. I just don’t see this category of employer being able to recruit the talent they require anytime soon, or large companies and services firms for that matter.”

Adds Foote, “SAP actually caught a break with the current economic conditions being what they are in the United States. Budgets are under scrutiny, spending on enterprise applications systems has been pulled back and so has hiring associated with those application systems. Should the economy improve even a little, I suspect this SAP skills supply/demand disconnect will be much worse a year from now.”

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Where is the IT skills squeeze tightest?

As a rule, growth in pay for a skill indicates demand exceeding supply and will fluctuate over time according to the interplay between supply and demand. By analyzing the fluctuations in pay performance for a single skill (or lack of) over various time periods, inferences can be made about the market for that skill. Combined with other information---vendor strategies, competitive forces, and customer attitudes and behaviors, for instance---understanding what’s occurring in the current market and formulating projections into the future is possible.

A. Noncertified IT Skills Pay Trends – 2nd Quarter 2008

Noncertified IT skills pay performance findings from the 2Q 2008 *IT Skills and Certifications Pay Index*TM update appear in Figures 1 through 3.

Highlights

- Largest increases in pay, by category: Last 6 mos: **SAP & Enterprise Business Applications skills; Management, Methodology & Process skills.** Last 12 mos: **Management, Methodology & Process; Systems/Networking & Communications** (see Figs. 3)
- **SAP product skills** displayed the most dramatic increases in market value growth over the 6-month and 12-month periods ending July 1, 2008, accounting for 60 percent and 33 percent, respectively, of all skills with notable growth in pay (see Fig. 1).
- Other skills displaying the most market value increases the past six months (in decreasing order): **Unified messaging, wireless network management, Network security management, PHP, business intelligence, Oracle Workflow, and ERP skills** (see Fig. 1).
- Other skills displaying the most market value increases the past twelve months (in decreasing order): **XML, SAS, SQL Windows, .NET, AJAX, Oracle database; SAN/Storage Area Networking, Virtualization, Security, Windows Server, Database Management, and VoIP** (see Fig. 1).

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Figure 1: Largest Market Value Increases for Noncertified IT Skills (through 7/1/08)

(Source: Foote Partners LLC, *IT Skills & Certifications Pay Index*)

Q2 2008	6 mos.	ANNUAL	15 mos
	% change - last 6 mos	% change - last 12 mos	% change - last 15 mos
RISING SKILLS PAY: Noncertified Skills			
SAP Web AS Application Server	29.0%	16.9%	16.9%
SAP Production Planning (PP)	28.6%	50.0%	50.0%
SAP ERP	27.3%	na	na
SAP Business Objects	25.0%	25.0%	25.0%
SAP Quality Management (QM)	25.0%	25.0%	25.0%
Unified messaging (various)	25.0%	25.0%	25.0%
SAP SEM (Strategic Enterprise Management)	22.2%	na	na
SAP PLM (Product Lifecycle Management)	22.2%	22.2%	na
Wireless network management (LANs, GSM)	20.0%	33.3%	33.3%
PHP	20.0%	20.0%	20.0%
SAP HCM (SAP HR)	20.0%	20.0%	20.0%
SAP MDM (Master Data Management)	20.0%	9.1%	20.0%
Business intelligence	18.2%	44.4%	44.4%
Oracle Workflow	12.5%	na	na
ERP	10.0%	na	na
SAP Netweaver Applications Server	9.1%	9.1%	na
NetWeaver BI (SAP BW)	7.7%	7.7%	16.7%
Network security management	7.1%	36.4%	50.0%

**6 Month Trending
– Value Growth**

**12 Month Trending –
Value Growth**

Q2 2008	6 mos.	ANNUAL	15 mos
	% change - last 6 mos	% change - last 12 mos	% change - last 15 mos
RISING SKILLS PAY: Noncertified Skills			
SAP MM (Materials Management)	0.0%	57.1%	57.1%
SAP Production Planning (PP)	28.6%	50.0%	50.0%
XML (all variants)	0.0%	50.0%	50.0%
Business intelligence	18.2%	44.4%	44.4%
Network security management	7.1%	36.4%	50.0%
Wireless network management (LANs, GSM)	20.0%	33.3%	33.3%
SAS	0.0%	33.3%	33.3%
SAP Business Objects	25.0%	25.0%	25.0%
SAP Quality Management (QM)	25.0%	25.0%	25.0%
Unified messaging (various)	25.0%	25.0%	25.0%
SQL Windows	0.0%	25.0%	25.0%
SAP PLM (Product Lifecycle Management)	22.2%	22.2%	na
PHP	20.0%	20.0%	20.0%
SAP HCM (SAP HR)	20.0%	20.0%	20.0%
AJAX (Asynchronous JavaScript and XML)	0.0%	20.0%	20.0%
SAP CO (Controlling)	0.0%	20.0%	20.0%
SAP FI (Financial Accounting)	0.0%	20.0%	20.0%
Oracle DB / 8i/9i/10g/11i	0.0%	18.2%	30.0%
SAP Web AS Application Server	29.0%	16.9%	16.9%
Microsoft Access	0.0%	16.7%	16.7%
SAN/Storage Area Networking	6.7%	14.3%	23.1%
Microsoft .NET	0.0%	14.3%	14.3%
Security (various, project-based)	5.9%	12.5%	12.5%
WAN savvy	0.0%	12.5%	12.5%
Windows Server 2003 (all editions)	0.0%	12.5%	12.5%
Database management	0.0%	11.1%	25.0%
C#	0.0%	11.1%	11.1%
VoIP/IP telephony	0.0%	11.1%	11.1%
Microsoft SQL Server	0.0%	10.0%	22.2%
SAP MDM (Master Data Management)	20.0%	9.1%	20.0%
SAP Netweaver Applications Server	9.1%	9.1%	na
Oracle Enterprise Apps	0.0%	9.1%	20.0%
Apple OSX/Leopard	0.0%	9.0%	12.0%

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Figure 2: Largest Market Value Declines for **Noncertified IT Skills** (through 7/1/08)

(Source: Foote Partners LLC, [IT Skills & Certifications Pay Index](#))

6 Month Trending – Market Value Decline

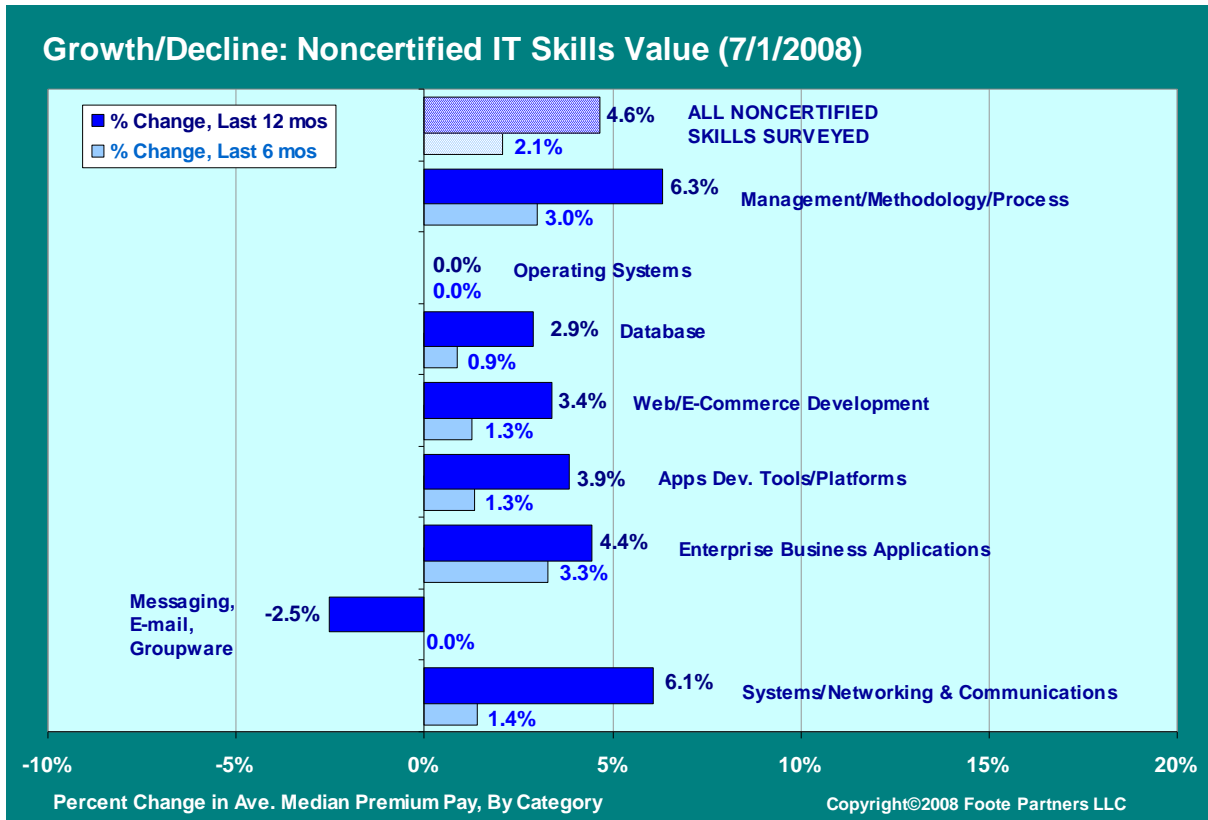
Q2 2008	6 mos.	ANNUAL
	% change - last 6 mos	% change - last 12 mos
DECLINING SKILLS PAY: Noncertified Skills		
SAP MI (Mobile Infrastructure)	-20.0%	-20.0%
SAP PS (Project Systems)	-18.2%	-18.2%
Microsoft Visio	-16.7%	-16.7%
Microsoft Exchange	-14.3%	-25.0%
Lotus Notes/Domino	-14.3%	-14.3%
NetWeaver Portals (SAP EP)	-12.5%	-12.5%
WML	-12.5%	-12.5%
SAP SM (Service Management)	-12.5%	na
SAP SRM (Supplier Relationship Management)	-11.1%	-11.1%

12 Month Trending – Market Value Decline

Q2 2008	6 mos.	ANNUAL
	% change - last 6 mos	% change - last 12 mos
DECLINING SKILLS PAY: Noncertified Skills		
MySQL	0.0%	-27.3%
Microsoft Exchange	-14.3%	-25.0%
SAP Payroll	0.0%	-25.0%
SAP MI (Mobile Infrastructure)	-20.0%	-20.0%
Jini (Sun)	0.0%	-20.0%
SAP PS (Project Systems)	-18.2%	-18.2%
Microsoft Visio	-16.7%	-16.7%
WebSphere	0.0%	-16.7%
Lotus Notes/Domino	-14.3%	-14.3%
Linux	0.0%	-14.3%
Novell Netware	0.0%	-14.3%
NetWeaver Portals (SAP EP)	-12.5%	-12.5%
WML	-12.5%	-12.5%
HP-UX	0.0%	-12.5%
IPX	0.0%	-12.5%
Perl	0.0%	-12.5%
SAP SRM (Supplier Relationship Management)	-11.1%	-11.1%
ABAP	0.0%	-11.1%
C++	0.0%	-11.1%
ITIL	0.0%	-11.1%
RFID (radio frequency identification)	0.0%	-9.1%

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Figure 3: Pay Performance by Category – Noncertified IT Skills (through 7/1/08)
(% Change in Average Median Pay for a Single Noncertified IT Skill)



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Highest Paying IT Skills - Noncertified

Highest paying noncertified IT skills in the 2nd Quarter 2008 edition of Foote Partners *IT Skills and Certifications Pay Index™* (in descending order, within categories):

Systems/Networking and Communications Skills

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

SAP/Enterprise Business Applications Skills

- NetWeaver BI (SAP BW)
- SAP ERP (multiple skills)
- SAP BI Accelerator
- SAP MDM (Master Data Management)
- Oracle Enterprise Apps
- SAP HCM (SAP HR)
- Accelerated SAP (ASAP)
- SAP Controlling (CO)
- SAP Financial Accounting (FI)
- SAP Netweaver Applications Server
- SAP PLM (Product Lifecycle Management)
- SAP SEM (Strategic Enterprise Management)
- SAP CRM (Customer Relationship Management)
- SAP IM (Investment Management)
- SAP MM (Materials Management)

Applications Development Tools and Platforms skills:

- Rapid Applications Development/Extreme Programming (XP)
- Netweaver
- Oracle Developer Suite

Web/eCommerce Development skills:

- Microsoft .NET (Visual Studio .NET, Visual Basic .NET, ASP.NET)
- AJAX (Asynchronous JavaScript and XML)
- Microsoft Commerce Server

Database Skills

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

Management, Process and Methodology Skills

- Business intelligence
- Project management
- CRM
- ERP

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B. IT Certification Skills Trends

IT certifications pay performance findings from the 2Q 2008 *IT Skills and Certifications Pay Index™* update appear in Figures 1 through 4.

Highlights

- By category, only two have shown growth in pay: Last 6 mos: **Architecture/Project Management certifications; Security certifications.** Last 12 mos: **Security** (see Fig. 6)
- Certifications displaying the most market value increases the past six months (in decreasing order): **GIAC Security Expert; Microsoft Certified Systems Administrator: Messaging; SAS Certified Advanced Programmer; Citrix Certified Integration Architect; IT Certified Architect; Cisco Certified Security Professional; Information Systems Security Architecture Professional; Certified Information Security Manager; Certified Information Systems Security Professional** (see Fig. 4).
- Certifications displaying the most market value increases the past twelve months (in decreasing order): **GIAC Security Expert; Certified Information Security Manager; IT Certified Architect; Planet3 Certified Wireless Network Administrator; Teradata Certified SQL Specialist; Microsoft Certified Systems Administrator: Messaging; SAS Certified Advanced Programmer; Certified Hacking Forensics Investigator; Cisco Certified Network Professional; Planet3 Certified Wireless Analysis Professional.**

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Figure 4: Largest Market Value Increases for IT Certifications (through 7/1/08)

(Source: Foote Partners LLC, *IT Skills & Certifications Pay Index*)

6 Month Trending – Market Value Growth

Q2 2008	6 mos.	ANNUAL
	% change - last 6 mos	% change - last 12 mos
RISING PAY: CERTIFIED SKILLS		
GIAC Security Expert (GSE)	25.0%	36.4%
Microsoft Certified Systems Administrator: Messaging(MCSA:Messaging)	14.3%	14.3%
SAS Certified Advanced Programmer	14.3%	14.3%
Citrix Certified Integration Architect (CCIA)	10.0%	10.0%
IT Certified Architect(ITCA/Open Group)	9.1%	20.0%
Cisco Certified Security Professional (CCSP)	9.1%	9.1%
InfoSys Security Architecture Professional (ISSAP/CISSP)	8.3%	0.0%
Certified Information Security Manager (CISM)	7.7%	27.3%
Certified Information Systems Security Professional(CISSP)	7.7%	7.7%

12 Month Trending – Market Value Growth

Q2 2008	6 mos.	ANNUAL
	% change - last 6 mos	% change - last 12 mos
RISING PAY: CERTIFIED SKILLS		
GIAC Security Expert (GSE)	25.0%	36.4%
Certified Information Security Manager (CISM)	7.7%	27.3%
IT Certified Architect(ITCA/Open Group)	9.1%	20.0%
Planet3 Certified Wireless Network Administrator (CWNA)	0.0%	20.0%
Teradata Certified SQL Specialist	0.0%	16.7%
Microsoft Certified Systems Administrator: Messaging(MCSA:Messaging)	14.3%	14.3%
SAS Certified Advanced Programmer	14.3%	14.3%
Certified Hacking Forensics Investigator (CHFI)	0.0%	14.3%
Cisco Certified Network Professional (CCNP)	0.0%	14.3%
Planet3 Certified Wireless Analysis Professional (CWAP)	0.0%	14.3%
Planet3 Certified Wireless Security Professional (CWSP)	0.0%	12.5%
GIAC Certified Intrusion Analyst (GCIA)	0.0%	11.1%
GIAC Systems and Network Auditor (GSNA)	0.0%	11.1%
Citrix Certified Integration Architect (CCIA)	10.0%	10.0%
Brocade Certified SAN Manager (BCSM)	-8.3%	10.0%
Cisco Certified Security Professional (CCSP)	9.1%	9.1%
InfoSys Security Engineering Professional (ISSEP/CISSP)	0.0%	8.3%

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Figure 5: Largest Market Value Declines for IT Certifications (through 7/1/08)

(Source: Foote Partners LLC, *IT Skills & Certifications Pay Index*)

6 Month Trending

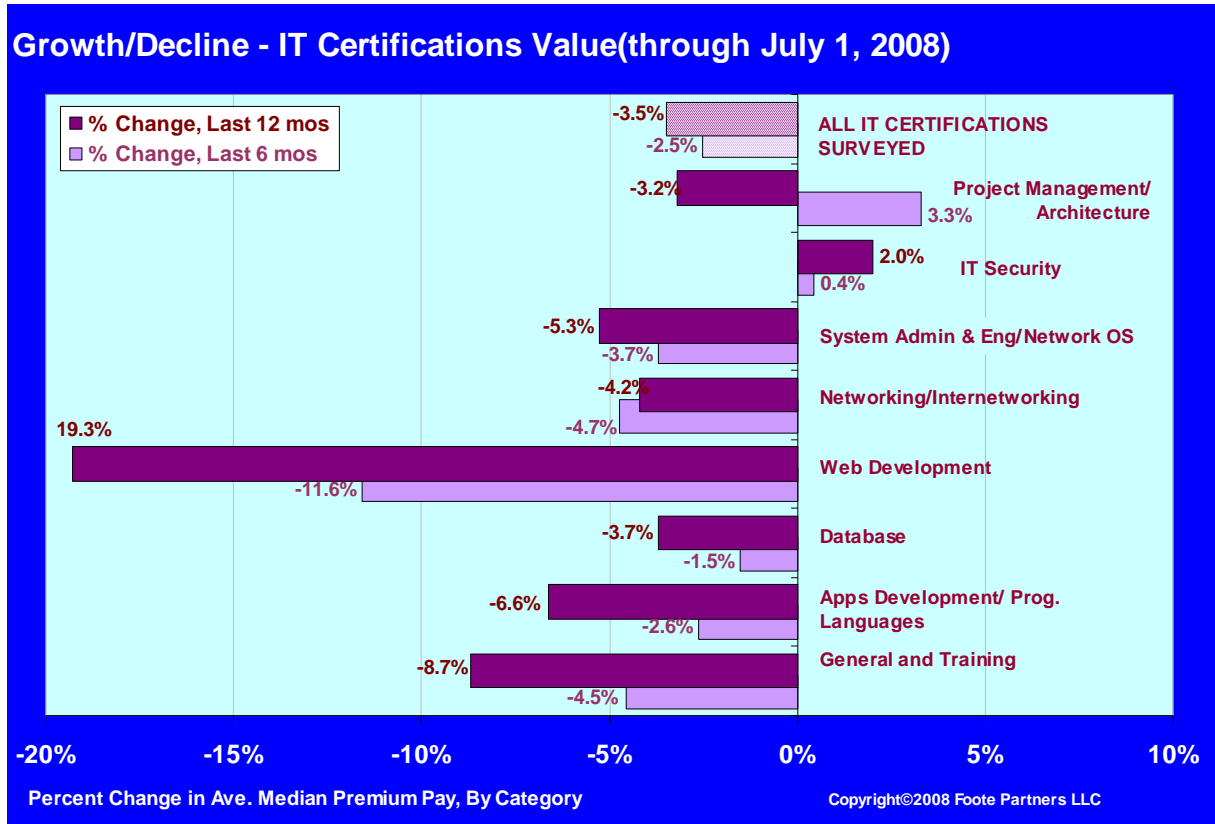
12 Month Trending

Q2 2008	6 mos.	ANNUAL
	% change - last 6 mos	% change - last 12 mos
DECLINING PAY: CERTIFIED SKILLS		
Prosoft CIW Associate	-33.3%	-33.3%
Microsoft Certified Professional+Internet (MCP+I)	-25.0%	-40.0%
Teradata Certified Implementation Specialist	-25.0%	-25.0%
IBM Certified Advanced Application Developer – Lotus Notes/Domino	-25.0%	-25.0%
Novell/Certified Novell Engineer (CNE)	-20.0%	-20.0%
Novell Certified Directory Engineer (NCDE)	-20.0%	-20.0%
CompTIA Internet Technician (I-Net+)	-20.0%	22.5%
EC-Council Certified Security Analyst	-16.7%	-16.7%
IBM Certified Application Developer – Lotus Notes/Domino	-14.3%	-25.0%
Novell/Certified Internet Professional (CIP)	-14.3%	-25.0%
Cisco Certified Design Associate (CCDA)	-14.3%	-14.3%
CompTIA Certified Technical Trainer (CTT+)	-14.3%	-14.3%
GIAC Certified Firewall Analyst (GCFW)	-14.3%	-14.3%
IBM Certified Specialist - AIX Basic Ops	-14.3%	-14.3%
Novell Certified Linux Professional (Novell CLP)	-14.3%	-14.3%
Novell/Certified Novell Administrator (CNA)	-14.3%	-14.3%
Brocade Certified SAN Designer (BCSD)	-12.5%	-12.5%
Check Point Certified Security Administrator (CCSA)	-12.5%	-12.5%
IBM Certified Systems Expert - pSeries and AIX 5L	-12.5%	-12.5%
Sniffer Certified Master	-11.1%	-20.0%
Cisco Certified Design Professional (CCDP)	-11.1%	-11.1%
Cisco Unity Design Specialist	-11.1%	-11.1%
IBM Certified Advanced Technical Expert - pSeries and AIX 5L	-11.1%	-11.1%
Oracle Forms Developer Certified Professional (OCP)	-10.0%	18.2%
Cisco Certified Systems Instructor (CCSI)	-9.1%	-9.1%

Q2 2008	6 mos.	ANNUAL
	% change - last 6 mos	% change - last 12 mos
DECLINING PAY: CERTIFIED SKILLS		
Microsoft Certified Professional+Internet (MCP+I)	-25.0%	-40.0%
Prosoft CIW Associate	-33.3%	-33.3%
LAN Server Engineer (LSE)	0.0%	-33.3%
CompTIA Project+	0.0%	-28.6%
Teradata Certified Implementation Specialist	-25.0%	-25.0%
IBM Certified Advanced Application Developer – Lotus Notes/Domino	-25.0%	-25.0%
IBM Certified Application Developer – Lotus Notes/Domino	-14.3%	-25.0%
Novell/Certified Internet Professional (CIP)	-14.3%	-25.0%
Teradata Certified Professional	0.0%	-25.0%
Microsoft Certified Professional (MCP)	0.0%	-25.0%
Prosoft Master CIW Administrator	0.0%	-25.0%
Novell/Certified Novell Engineer (CNE)	-20.0%	-20.0%
Novell Certified Directory Engineer (NCDE)	-20.0%	-20.0%
CompTIA Internet Technician (I-Net+)	-20.0%	-20.0%
Sniffer Certified Master	-11.1%	-20.0%
Cisco IP Telephony Design Specialist	0.0%	-20.0%
Cisco IP Telephony Design Specialist	0.0%	-20.0%
Microsoft Certified Solution Developer (MCSD)	0.0%	-20.0%
Oracle Forms Developer Certified Professional (OCP)	-10.0%	-18.2%
EC-Council Certified Security Analyst	-16.7%	-16.7%
IBM Certified Specialist - iSeries	0.0%	-16.7%
Linux Professional Institute certification (LPIC-Level 2)	0.0%	-16.7%
Prosoft Master CIW Designer	0.0%	-16.7%
Cisco Certified Design Associate (CCDA)	-14.3%	-14.3%
CompTIA Certified Technical Trainer (CTT+)	-14.3%	-14.3%

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Fig. 6: Pay Performance by Category – IT Certifications (through 4/1/08)
(% Change in Average Median Pay for a Single Noncertified IT Skill)



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Highest Paying IT Certifications

Top paying IT certifications in the 2nd Quarter 2008 edition of Foote Partners *IT Skills and Certifications Pay Index™* (in descending order, within categories):

Database certifications:

- Oracle DBA Administrator Certified Master (OCM)
- Teradata Certified Master
- Teradata Certified Application Developer

Systems Administration & Engineering/NOS certifications

- HP Master Accredited Systems Engineer (Master ASE)
- Citrix Certified Integration Architect (CCIA)
- IBM Certified Administrator - SOA Solutions: WebSphere Process Server
- Microsoft Certified Architect (MCA)

Networking/Internetworking

- Cisco Certified Internetwork Expert (CCIE)
- EMC Proven Professional Technology Architect - Expert
- Brocade Certified SAN Manager (BCSM)
- Cisco Certified Voice Professional (CCVP)
- SNIA Certified Storage Networking Expert
- Cisco IP Telephony Support Specialist
- Cisco Certified Systems Instructor (CCSI)
- EMC Proven Professional Implementation Engineer – Expert
- SNIA Certified Architect
- Avaya Certified Expert
- Cisco Certified Internetwork Professional (CCIP)

Applications Development & Programming Languages certifications

- IBM Certified SOA Solution Designer
- IBM Certified Solutions Developer: WebSphere (all)
- BEA Certified Architect - SOA Enterprise Architecture
- Oracle Forms Developer Certified Professional (OCP)
- Sun Certified Enterprise Architect for Java Platform

Security certifications

- GIAC Security Expert (GSE)
- Certified Information Systems Security Professional (CISSP)
- Information Systems Security Management Professional (ISSMP/CISSP)
- Certified Information Security Manager (CISM)
- Certified Information Systems Auditor (CISA)
- Information Systems Security Architecture Professional (ISSAP/CISSP)
- Information Systems Security Engineering Professional (ISSEP/CISSP)
- Cisco Certified Security Professional (CCSP)

Project Management & Architecture

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

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About Foote Partners' **IT Skills and Certifications Pay Index™**

Foote Partners' primary research report for 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. 80,000 IT professionals in the U.S. and Canada are surveyed for IT salaries and skills pay earned for 331 certified and noncertified technical and management skills and certifications. Verified skills pay data for 21,675 IT workers has been included in the 2nd Quarter 2008 ITSCPI edition, compiled from data collected from April 1, 2008 to July 1, 2008.

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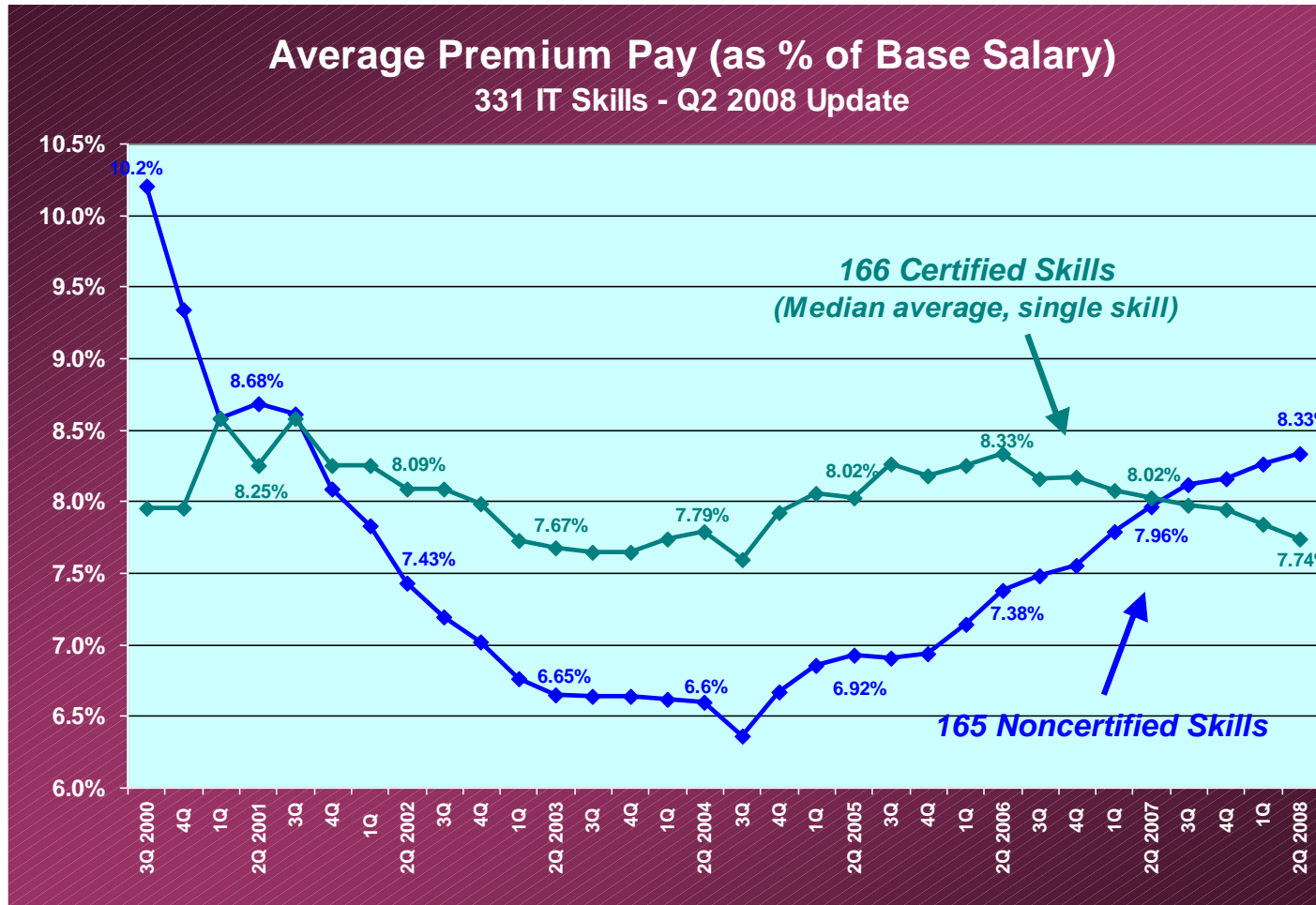
IT Skills and Certifications Pay IndexTM

Trends - 2nd Quarter 2008 edition

(data collected April 1, 2008 to July 1, 2008)

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Figure 3 – Average % of Base Pay For a Single IT Skill or Certification, 2000 to 2008 (at median)

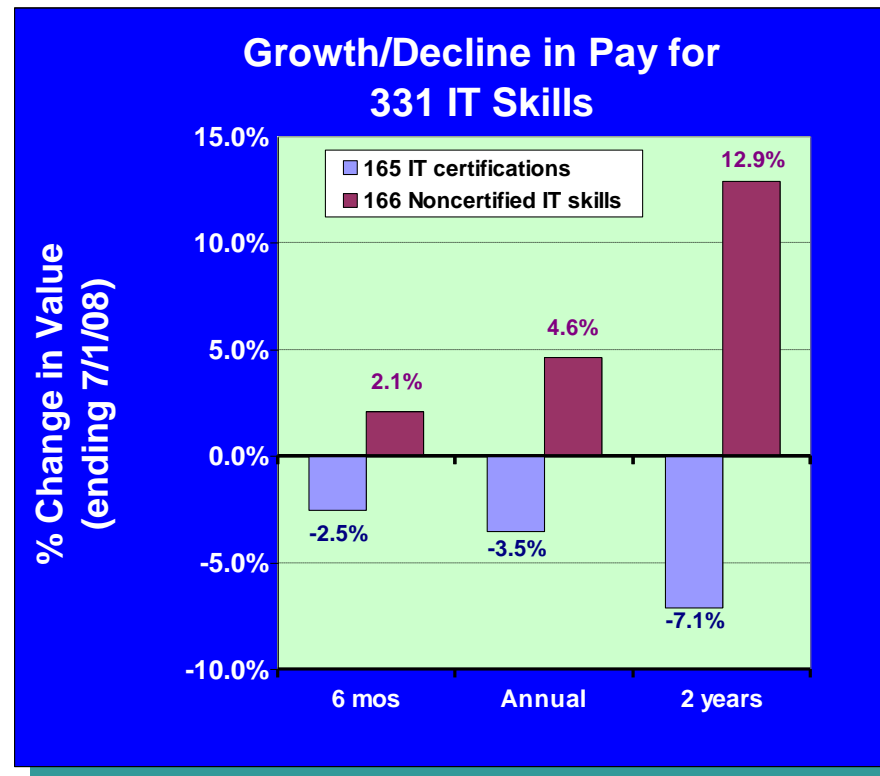


Source: Foote Partners, IT Skills and Certifications Pay Index™

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Figure 4

Skills Pay Performance – 6/12/24 mos: Certified vs. Noncertified IT Skills
 (skills pay verified for 21,675 IT professionals surveyed April 1 to July 1, 2008)



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166 Noncertified IT Skills Surveyed (Q2 2008 *IT Skills and Certifications Pay Index*TM)

Apps Development Tools & Platforms

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

Operating Systems

- AIX
- AppleOSX/Tiger/Leopard
- HP-UX
- Linux
- Solaris
- Unix
- Windows XP/2000
- Windows NT
- Windows Server 2003(all editions)

SAP and Enterprise Business Applications

- ABAP (all modules)
- Baan
- J.D. Edwards
- Lawson
- Oracle Enterprise Apps
- Peoplesoft
- Accelerated SAP (ASAP)
- SAP APO
- SAP Basis
- SAP BI Accelerator
- NetWeaver BI/SAP BW
- SAP CA
- SAP CO
- SAP CRM
- SAP EP/NetWeaver Portals
- SAP ERP
- SAP FI
- SAP HCM / SAP HR
- SAP IM
- SAP KW
- SAP LES
- SAP MDM
- SAP MI
- SAP MM
- SAP MRO
- SAP Netweaver Applications Server
- SAP Payroll
- SAP PLM
- SAP PM
- SAP PP
- SAP PS
- SAP QM
- SAP RF/Auto-ID
- SAP SM
- SAP SAM
- SAP SCM
- SAP SEM
- SAP SD
- SAP SRM
- SAP Web Application Server
- SAP WM
- SAP XI/NetWeaver PI
- Siebel

Web/e-Commerce Development

- Active Server Pages
- ActiveX
- Ajax (Asynchronous JavaScript, 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
- Scripting languages (VBScript, Java Script, Jscript)
- SOAP
- Visual Interdev
- VoiceXML
- WebSphere
- XHTML
- XML (all variants)

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166 Noncertified IT Skills Surveyed – cont.

Networking/Systems and Communications

- 10Base-T Switching
- APPC
- ATM
- Dynamic Host Configuration Protocol
- Ethernet
- Ethernet Switching
- Gigabit Ethernet
- HTTP
- 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
- Virtualization
- WAN
- WAP
- Wireless Network Management
- WML

Database

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

Messaging, Office and Groupware

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

Project Experience

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

Management. Methodology and Process

- Business Analysis
- Business intelligence
- CRM
- ERP
- ITIL
- Microsoft Visio
- Project management

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165 Certified IT Skills Surveyed (Q2 2008 *IT Skills and Certifications Pay Index*TM)

- Avaya Certified Specialist
- Avaya Certified Expert
- BEA Certified Architect - SOA Enterprise Architecture
- Brocade Certified SAN Manager (BCSM)*
- Brocade Certified SAN Designer (BCSD)*
- Certified Ethical Hacker (CEH)
- Certified Hacking Forensics Investigator (CHFI)
- Certified Information Systems Auditor (CISA)
- Certified Information Security Manager (CISM)
- Certified Information Systems Security Professional (CISSP)
- Certified Computing Professional (CCP)
- 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 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 (CPEC)
- 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)
- Compaq/Accredited Systems Engineer (ASE)
- Compaq/Master Accredited Systems Engineer
- CompTIA/PC Technician (A+)
- CompTIA Convergence+
- CompTIA/Linux Administrator (Linux+)
- CompTIA/Network Technician (Network+)
- CompTIA/Internet Technician (i-NET+)
- CompTIA Project+(Project+)
- CompTIA Security+
- CompTIA RFID+*
- CompTIA Certified Technical Trainer (CTT+)
- EC-Council Certified Security Analyst
- 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/Certified Systems Engineer
- HP/Certified Systems Administrator
- HP/Certified Systems Engineer
- HP/Master Accredited Systems Engineer (Master ASE)
- IBM DB2 Universal Database Certified Solutions Expert
- IBM Certified Database Administrator
- IBM Certified Solutions Developer: WebSphere
- IBM Certified Advanced Technical Expert - pSeries and AIX 5L
- IBM Certified Applications Developer
- IBM Certified Administrator - SOA Solutions: WebSphere Process Server
- 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
- 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)

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165 Certified IT Skills Surveyed - cont'd.

- Microsoft Certified Applications Developer (MCAD)
- 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 (MCSA)
- Microsoft Certified Systems Administrator (MCSA)
- Microsoft Certified Systems Engineer (MCSE)
- Microsoft Certified Trainer (MCT)
- Microsoft MCSA: Messaging (MCSA: Messaging)
- Microsoft MCSA: Security (MCSA: Security)
- Microsoft MCSE: Messaging (MCSE: Messaging)
- Microsoft MCSE: Security (MCSE: Security)
- Microsoft MCSE+Internet (MCSE+I)
- Certified MySQL 4.0 Professional (MySQL-Prof)
- Certified MySQL 5.0 Database Administrator
- 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 Administrator (OCA)
- Oracle DBA Certified Professional (OCM)
- Oracle Certified Professional/Internet AD (OCP)
- Oracle Forms Developer Certified Professional
- Planet3 Certified Wireless Analysis Professional (CWAP)
- Planet3 Certified Wireless Network Administrator (CWNA)
- Planet3 Certified Wireless Network Trainer (CWNT)
- 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 Architect (RHCA)
- Red Hat Certified Engineer (RHCE)
- Red Hat Certified Technician (RHCT)
- 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 Intrusion Analyst (GCIA)
- SANS/GIAC Certified Network Auditor (GCNA)
- SANS/GIAC Certified Security Essentials (GSEC)
- SANS/GIAC Certified Unix Security Admin(GCUA)
- SANS/GIAC Certified Windows Security Admin (GCNT)
- SANS/GIAC Security Audit Essentials (GSAE)*
- SANS/GIAC Security Expert (GSE)
- SAS Certified Advanced Programmer*
- SAS Certified Base Programmer*
- Siebel Certified Consultant (SCC)
- Siebel Customer Certified Consultant (SCCC)
- Siebel Certified Instructor (SCI)
- Siebel Customer Business Analyst (SCBA)
- SNIA Certified Architect
- SNIA Certified Storage Networking Expert
- SNIA Certified Systems Engineer
- Sniffer Certified Master
- 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 Application Developer
- Teradata Certified Design Architect
- Teradata Certified Implementation Specialist
- Teradata Certified Professional
- Teradata Certified SQL Specialist

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ABOUT THIS RESEARCH

The *IT Compensation Benchmarks and Management Trends* research series continuously tracks pay, trends and attitudes from 82,000 IT professionals in nearly 1,900 employers located in 82 US and Canadian cities.

Demographics of the participating organizations for our latest 2nd Quarter 2008 survey (data collected April 1, 2008 to July 1, 2008) are as follows, measured most appropriately for the type of business, by revenues, assets, total premiums and operating budgets:

- 15% of participating organizations have \$3 billion+ in sales/\$15+ billion in total assets
- 27% of participating organizations earn more than \$1 billion in annual revenues or more than \$3 billion in total assets
- 45% 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)
- 55% 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, 4% with operating budgets \$100 million to less than \$500million (nonprofit/government/educational sectors)

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

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

ABOUT FOOTE PARTNERS

[Foote Partners LLC](http://www.footepartners.com) is a Vero Beach, Florida based management consultancy and independent market research company that provides pragmatic and forward-thinking advice about managing the IT professional workforce. Founded in 1997 and comprised of former Gartner and META Group industry analysts, McKinsey & Company and Towers Perrin 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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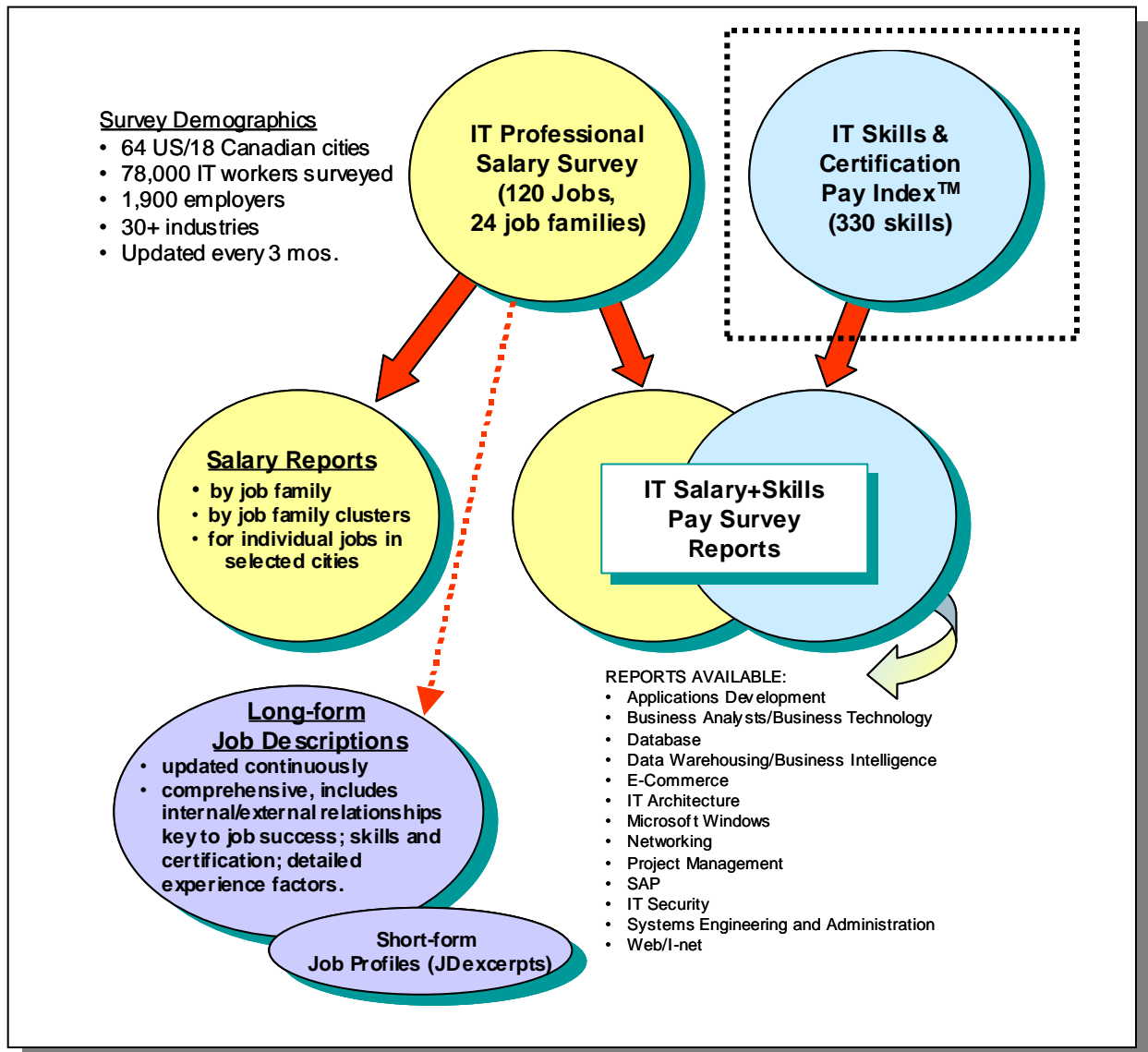
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IT Skills and Certifications Pay Index™

Product Information

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Foote Partners 2008 IT Compensation Survey Product Map



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IT Skills and Certifications Pay Index™ – North American edition

- 266 pages (2Q 2008 edition)
- Pricing: \$2,250 single edition; \$8,750 annual subscription
- Pay premiums for 331 certified and noncertified IT skills – *See pages 18 - 21*
 - Three data points for each position: 10th, 50th, 90th percentile
- Verified IT skills pay survey data from 21,675 IT professionals
- 2Q 2008 edition data collected April 1, 2008 to July 1, 2008 (updated quarterly)
- Certifications Guide containing basic information about surveyed IT certifications (pre-requisites; costs; test content; lab requirements, etc.)

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

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Cities and Metropolitan Areas Surveyed (2nd Quarter 2008)

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

Tier 1 Cities (U.S.)

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

Tier 2 Cities (U.S.)

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