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FOR IMMEDIATE RELEASE

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**The King is dead: First quarterly decline in pay for IT security certifications since 2006. Survived economic disaster---but not the summer of 2010?
New sign of big changes on horizon for security.**

Meanwhile pay and demand for noncertified IT skills continues its strong recovery, led by gains in web/e-commerce and Web 2.0 applications development, ERP specializations, and IT management, methodology, and process skills.

NOTE: This news release summarizes skills and certifications pay premiums performance from July to October 2010. Coincident with this news release is the publishing of our updated *IT Skills Demand and Pay Trends Report* with more detailed analyses was made available as a bonus to Foote Partners customers only. The 40-page ITSDPT report contains data, analytical graphs and charts, and market insights intended for IT professionals and anyone who manages them directly or indirectly.

Vero Beach, FL, October 29, 2010 – Additional pay awarded to IT workers for security certifications they have earned, monitored since 1999 in Foote Partners. *IT Skills and Certifications Pay Index™* (ITSCPI), declined unexpectedly in the third quarter of 2010, posting its first quarterly loss since 2006. Gains in market values for intrusion and forensic analysis, incident handling, and advanced level certifications were offset by cuts in premiums paid for a larger group of vendor and vendor-neutral certifications that focus on networking, firewalls, Linux, and security management, resulting in a market value decline of 0.06 percent across all 49 security certifications surveyed.

Pay premiums for 457 individual certified and noncertified IT skills are surveyed and published in the *IT Skills and Certifications Pay Index™*, segmented into sixteen common IT categories, eight each for noncertified and certified IT skills (see pages 11 and 13 of this news release). This unique industry-leading benchmark survey is updated and published every three months.

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“Security certifications had been the only segment in our IT skills and certification pay survey that had not been diminished in all the budget turmoil following the Wall Street collapse and deepening of the economic recession, which officially began in December 2007. In fact, security certifications pay has been on a steady upward climb since October 2006 so this came as somewhat of a shock to our analysts,” observes David Foote, Foote Partners co-founder, CEO and Chief Research Officer, and publisher of the *IT Skills and Certifications Pay Index™*, *IT Professional Salary Survey*, more than one hundred IT workforce benchmark and decision support analytical reports that are updated four times a year.

“Among all the IT skill specializations my research team and analysts track, measure, and analyze, this extraordinary run by security came as no surprise to us. There’s really no other area of IT today that enjoys the same powerful combination of business and technology drivers that has made security one of the surest long term career bets for an IT professional,” insists Foote. “I mean, not even an economic catastrophe could diminish the ‘perfect storm’ of conditions that has been driving the action in this segment: persistent data threats; consumer angst; regulation and compliance; rising cost of breaches (in both penalties and damage to brands and reputations); growing demand for more specialized skills; and a pronounced reprioritizing of security strategy and tactics across the enterprise. Security related expenditures are consuming a larger share of the enterprise IT operations budget: as much as six percentage points more than just three year ago for many organizations, according to some industry sources.

“I believe we may be entering into the ‘second act’ as it were in the evolution of security as a core corporate discipline. How organizations think about, plan for, and then act on security threats is being debated with a new urgency and big changes are on the horizon. One of the toughest challenges enterprises will face is deciding how to deploy information security solutions from a human capital perspective. Dare to do it yourself, or seek outside assistance? Are you early or late to the managed security services party? How far are you willing to go in entrusting business-critical security responsibilities to an outsider? What kind of organization has to be built and staffed internally that can blend the two approaches into a smooth running converged physical and information security operation?

“It’s this debate that is messing around with long running hiring and pay strategies relating to security skills and talent acquisition. The decline in market values for certifications that has suddenly appeared in our new benchmark research is simply an indication that Act One is coming to an end, not a sign that security talent is

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being devalued. These aren't new questions, but the pressure to answer them definitively and then execute a plan of action has been ratcheted up. We're entering a transition period time for security professionals and they'll have to be patient while it plays out."

Continues Foote, "I see three things that are probably most responsible for the leveling out of what has been a very robust interest in paying premiums for certified security skills. First, a stalled economic recovery. Restrictions on hiring of full-timers are still in place long after many managers anticipated they would be lifted, which has made it difficult if not impossible to even consider a robust internal sourcing option. This has obviated the need for companies to engage in security skills premium pay programs, especially given the common practice of introducing premium pay programs for workers at the time of their hire.

"Second, a new comfort level for managed security services in large enterprises as a legitimate strategic and tactical option. It's hard to build a security organization or increase in-house capabilities without the ability to hire and pay competitive wages and sufficiently invest in internal training and retention of skilled security talent. And to do it at an accelerated pace to make up for years of inadequate commitment to, and funding of, information security functions has put many organizations in a deep hole to start with. Interest has turned to managed security services which have skyrocketed globally, hitting \$9.35 billion in revenues in 2009, up 11 percent from 2008 according to Infonetics Research. The largest segment of this services market, software-as-a-service (SaaS), is scheduled to grow from 10 percent of total security services revenues in 2009 to 22 percent in 2014, with revenues in this segment growing at a compound annual growth rate of 31 percent.

"Third, many companies we speak with are more interested in engaging small to medium sized security consulting firms to help them with point solutions. They prefer this approach to entering into longer term, more expensive contracts with large providers who can deliver – and assume more control over -- a broader variety of security services. Essentially 'dip their toes' into the pool of greater reliance on contractors and consultants or managed security service to more comfortably build enterprise security capabilities and solutions over time. On the sell side we constantly hear from smaller security service providers that they aren't sufficiently staffed to handle the ever-increasing demand volume for their services. Premium pay programs for certifications are more common in large-sized employers, therefore we expect that as more companies gravitate to larger services providers to acquire security capabilities and services, pay premiums for security skills will rebound.

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Other Highlights: *IT Skills and Certifications Pay IndexTM – 3rd Quarter 2010 edition*

Average pay for **221 individual IT certifications** declined 1.3 percent the third quarter of 2010 (July through September), led by diminished certification pay in web development, systems administration and engineering, networking and communications, and applications development related certifications. Meanwhile premium pay for **236 noncertified skills** posted a third straight quarterly gain, rising 0.7 percent, led by increases in pay for various hot skills in web/e-commerce and Web 2.0 applications development, ERP, and management, methodology, and process categories.

Also published this week were updates to Foote Partners IT *Skills and Certifications Volatility Index*, measuring and comparing volatility in market values for certified and noncertified skills from 2004 through October 2010 survey in the *IT Skills and Certifications Pay IndexTM*. 3rd Quarter 2010 market volatility measured 25.4 percent overall, a decrease of more than four points from previous quarter and a huge decrease from the record setting 38.7 percent market volatility exactly one year ago. Under normal conditions volatility is much lower, for example, ranging from 14 percent to 19 percent quarter-by-quarter during the period 2004 to 2008.

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Highlight Findings: IT Skills and Certifications Pay Index™ – 3rd Quarter 2010 edition

INCREASING Market Values - IT certification categories

IT certification categories posting an **increase** in overall pay premiums in 3rd Quarter 2010 (July, August, September). 221 total certifications surveyed, **1.3 percent overall average decline**.

- Architecture/Project Management/Process certifications: **+2.5%** (in market value)

Top individual IT certification performers in *pay premium growth* from July to September 2010 (alphabetical order):

- Certified Associate in Project Management
- Cisco Certified Design Associate (CCDA)
- Cisco Certified Voice Professional (CCVP)
- Citrix Certified Administrator (CCA)
- CyberSecurity Forensic Analyst
- GIAC Certified Incident Handler (GCIH)
- GIAC Certified Intrusion Analyst (GCIA)
- HP/Master Accredited Systems Engineer (Master ASE)
- IBM Certified Solutions Developer: WebSphere (all)
- Microsoft Certified Systems Engineer(MCSE) - all
- Oracle DBA Administrator Certified Professional (OCP)
- Red Hat Certified Architect (RHCA)
- Systems Security Certified Practitioner (SSCP)

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Highlight Findings: IT Skills and Certifications Pay Index™ – 3rd Quarter 2010 edition

INCREASING Market Values - Noncertified IT skills categories

Noncertified IT skills categories posting an **increase** in overall pay premiums in 3rd Quarter 2010 (July, August, September). 236 total noncertified IT skills surveyed, **0.7 percent average increase**.

- Operating Systems skills: **+2.9%** (in market value)
- Web/eCommerce skills: **+1.7%**
- Database skills: **+1.5%**
- Management/Methodology/Process skills: **+1.0%**
- Applications Development skills: **+0.5%**
- Systems/Networking skills: **+0.4%**
- SAP & Enterprise Applications skills: **+0.1%**

Top individual noncertified IT skill performers in *pay premium growth* from July to September 2010 (alphabetical order):

- | | |
|--|---|
| - Adobe Flex | - SAP CFM (Corporate Finance Management) |
| - AIX | - SAP CS (Customer Service) |
| - BEA WebLogic | - SAP EHS (Environmental Management) |
| - Business analysis | - SAP LES (Logistics Execution System) |
| - Business performance management software/systems | - SAP PS (Project Systems) |
| - C++ | - SAP PY (Payroll) |
| - Documentum | - SAP Retail |
| - Microsoft Exchange Server 2003/2007/2010 | - SAP SD (Sales & Distribution) |
| - Microsoft Sharepoint Server | - SAP Security |
| - Mobile operating systems (Apple, Microsoft, Android, etc.) | - SAP SEM (Strategic Enterprise Management) |
| - PeopleSoft | - SAP Web Application Server |
| - Perl | - Siebel |
| - Progress software | - Six Sigma/Lean Six Sigma |
| - RFID/wireless sensors | - SOAP(Simple Object Access Protocol) |
| - Risk assessment | - Tcl |
| - Routing (e.g. OSPF, RIP, IGRP) | - TOGAF |
| - SAP Basis Components | - WAP(Wireless Application Protocol) |
| | - WebSphere |
| | - WiMAX |

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Highlight Findings: IT Skills and Certifications Pay Index™ – 3rd Quarter 2010 edition

DECREASING Market Values - IT certification categories

IT certification categories posting a **decrease** in overall pay premiums in 3rd Quarter 2010 (July, August, September). 221 total certifications surveyed, **1.3 percent overall average decline.**

- Web Development certifications: **-2.7%**(in market value)
- System Administration/Engineering certifications: **-2.2%**
- Networking & Communications certifications: **-1.9%**
- Applications Development certifications: **-1.5%**
- IT Security: **-0.6%**

Individual IT certifications with the greatest **pay premium declines** from July to September 2010 (alphabetical order):

NOTE: Declines do not necessarily indicate lack of interest but rather that the gap between market demand and the supply of individuals earning such accreditations is narrowing, driving prices for talent downward.

- Avaya Certified Specialist
- Check Point Certified Security Administrator (CCSA)
- Cisco Certified Internetwork Professional (CCIP)
- Cisco Certified Security Professional (CCSP)
- GIAC Certified Firewall Analyst (GCFW)
- GIAC Certified ISO-17799 Specialist (G7799)
- HP/Accredited Integration Specialist (AIS)
- IBM Certified Specialist - AIX Basic Ops
- IBM Certified Systems Expert - pSeries and AIX 5L
- IBM DB2 Universal Database Certified Solutions Expert (DB2)
- Juniper Networks Certified Internet Associate
- Juniper Networks Certified Internet Expert
- Linux Professional Institute certification (LPIC-Level 2)
- Linux Professional Institute certification (LPIC-Level 3)
- Microsoft Certified Professional Developer (all)
- Microsoft Certified Technology Specialist (all)
- Novell Certified Linux Engineer (CLE)
- Novell/Certified Internet Professional (CIP)
- Red Hat Certified Engineer(RHCE)
- Red Hat Certified Security Specialist (RHCSS)
- SNIA Certified Storage Architect
- SNIA Certified Storage Professional
- SNIA Certified Systems Engineer
- Sun Certified Java Associate
- Sun Certified Java Programmer (SCJP)
- VMware Certified Design Expert (VCDX)
- VMware Certified Professional (VCP)

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Highlight Findings: IT Skills and Certifications Pay Index™ – 3rd Quarter 2010 edition

DECREASING Market Values - Noncertified IT skills categories

Noncertified IT skills categories posting a **decrease** in overall pay premiums in 3rd Quarter 2010 (July, August, September). 236 total noncertified IT skills surveyed, **0.7 percent average increase**.

- **No decline** in market value for any category of noncertified IT skills

Individual noncertified IT skills with the greatest **pay premium declines** from July to September 2010 (alphabetical order):

- Active Server Pages
- Cold Fusion MX
- Message-oriented Middleware (Wave, XMPP/Jabber, etc.)
- Multiprotocol Label Switching (MPLS)
- NetWeaver PI
- NetWeaver Portal (SAP EP)
- PL/SQL
- Product lifecycle management software
- SAP Advanced Planner & Optimizer (APO)
- SAP IS-U (Utilities)
- SAP ITS (Internet Transaction Server)F
- SAP MDM (Master Data Management)
- SAP PLM (Product Lifecycle Management)T
- SAP PM (Plant Maintenance)F
- SAP QM (Quality Management)
- SAP SCM (Supply Chain Management)
- SAP SRM (Supplier Relationship Management)F
- Tivoli
- Visual Basic WebSphere MQ (IBM MQSeries)
- Windows 7 OSF
- WSDL (Web Services Description Language)F

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IT Skills & Certifications Pay Trend Charts

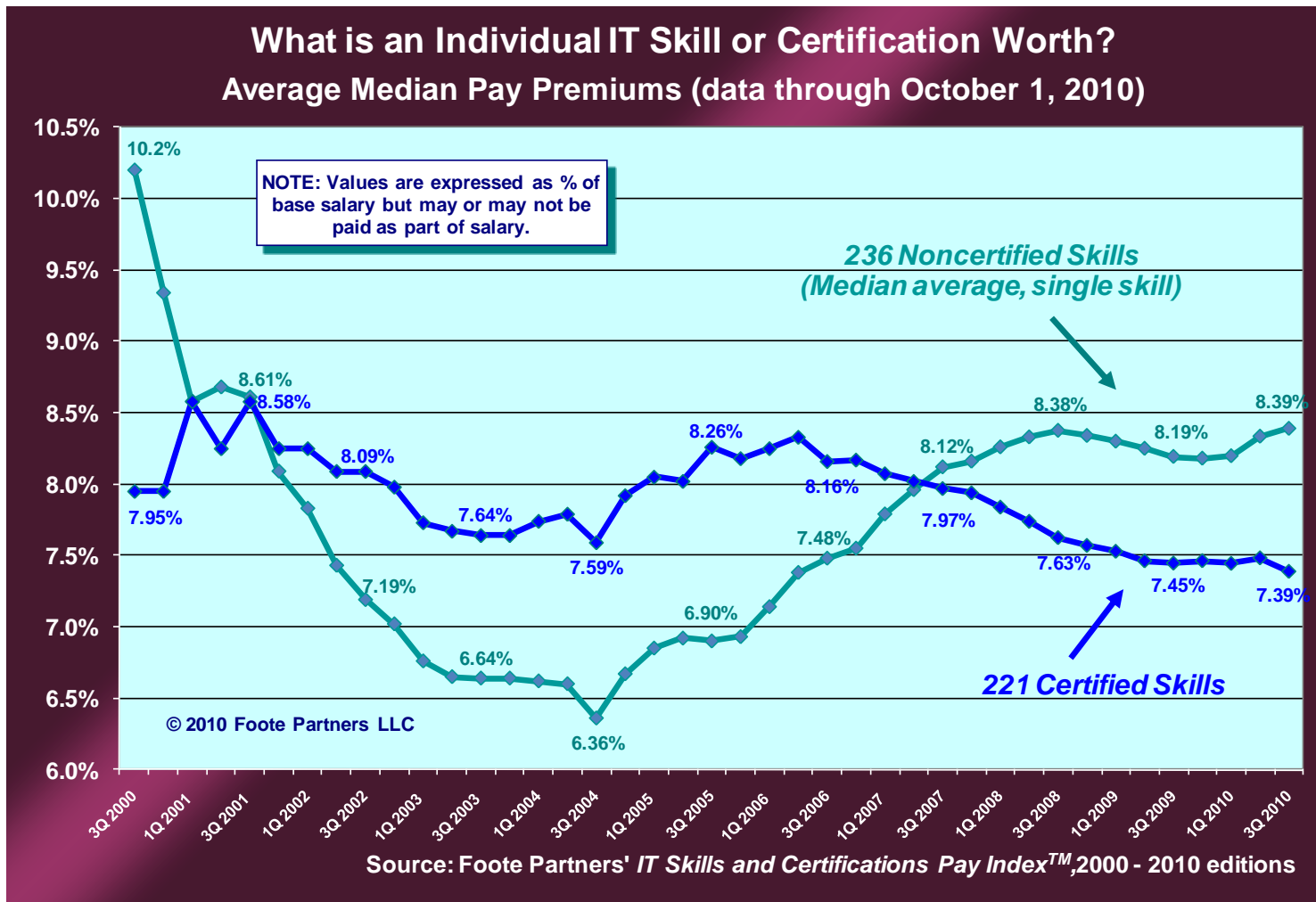
2010 IT Skills and Certifications Pay Index™ – 3rd Quarter 2010 edition

(data through October 1, 2010)

- 12 year trending: IT skills and certifications market value performance
- Noncertified skills market value trends (3/6/12/24 months)
- Certifications market value trends (3/6/12/24 months)

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Average Median Pay for a Single IT Skill or Certification (as % of Base Pay) – 3Q 2000 to 3Q 2010



(Pay data supporting these charts is from the [IT Skills and Certifications Pay Index™](#).)

SOURCE: Foote Partners IT Skills & Certifications Pay Index™ 2000 - 2010 quarterly editions

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2-YEAR IT CERTIFICATIONS PAY TRENDS

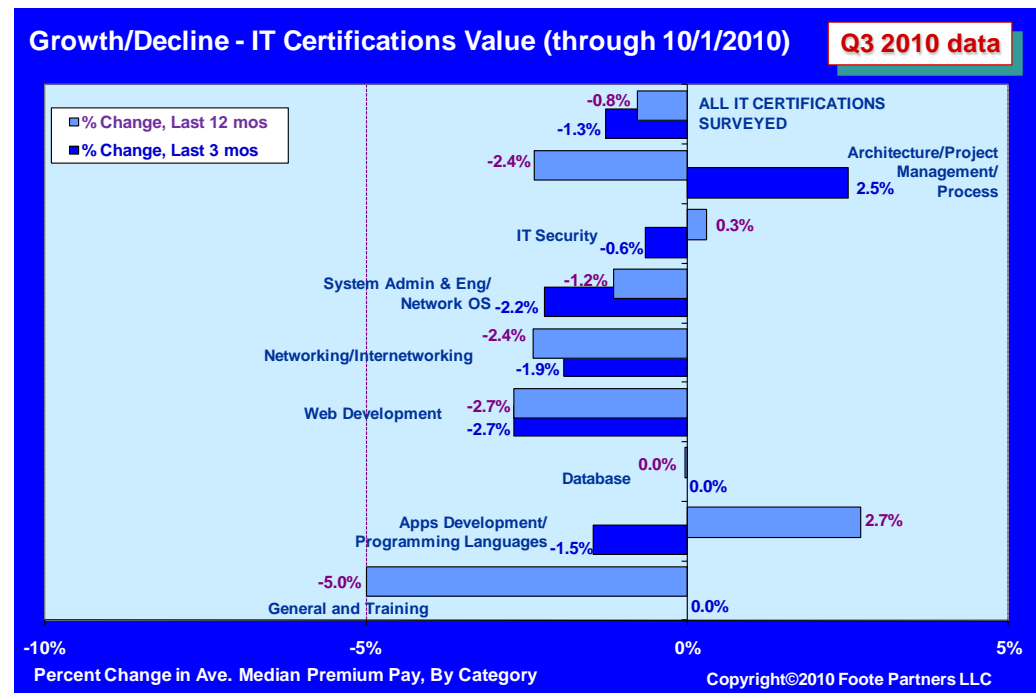
(Data collected through 10/1/2010 – 26,330 participants)

IT CERTIFICATIONS CATEGORIES	# of certs surveyed	Change in Average Premium Pay by Category			
		% Change 3 mos	% Change 6 mos	% Change ANNUAL	% Change 2 yrs
Beginner and Training	5	0.0%	5.6%	-5.0%	-9.5%
Apps Development/Prog. Languages	21	-1.5%	-0.7%	2.7%	-8.2%
Database	17	0.0%	-0.8%	0.0%	-8.3%
Web Development	10	-2.7%	-2.7%	-2.7%	-24.7%
Networking & Communications	66	-1.9%	-1.6%	-2.4%	-5.2%
System Administration/Engineering	45	-2.2%	-1.2%	-1.2%	-7.0%
IT Security	49	-0.6%	-0.5%	0.3%	2.0%
Architecture/Project Management/Process	8	2.5%	1.1%	-2.4%	-3.9%
ALL CERTIFICATIONS SURVEYED	221	-1.3%	-0.8%	-0.8%	-3.1%

3 and 12 MONTH IT CERTIFICATIONS PAY TRENDS BY CATEGORY

(% Change in Average Median Pay for a Single IT Certification)

(Data collected through 10/1/2010 – 26,330 participants)



SOURCE: Foote Partners IT Skills & Certifications Pay Index™ 2008 - 2010 quarterly editions

(Pay data supporting these charts is from the 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 including ties**. Surveyed through 10/1/10.

(Source: [IT Skills and Certifications Pay Index™ – Q3 2010 edition](#))

Applications Development & Programming Languages certifications

- Sun Certified Enterprise Architect for Java Platform
- IBM Certified Solutions Developer: WebSphere (all)
- BEA Certified Architect - SOA Enterprise Architecture
- SAS Certified Advanced Programmer

Database certifications

- Teradata Certified Master
- Oracle DBA Administrator Certified Master (OCM)
- Microsoft Certified Database Administrator (MCDBA)
- IBM DB2 Universal Database Certified Solutions Expert
- Teradata Design Architect

Architecture & Project Management

- Master IT Certified Architect (ITAC/The Open Group)
- Project Management Professional (PMP)
- ITIL Service Manager Certification

Security certifications

- Certified Information Systems Auditor (CISA)
- Information Systems Security Management Professional (CISSP/ISSMP)
- Red Hat Certified Security Specialist (RHCSS)
- GIAC Certified Incident Handler (GCIH)
- Check Point Certified Master Architect (CCMA)
- GIAC Secure Software Programmer (GSSP)
- Cisco Certified Security Professional (CCSP)
- GIAC Certified Intrusion Analyst (GCIA)
- GIAC Security Expert(GSE)/Security Leadership (GSLC)
- Certified Information Systems Security Professional (CISSP)
- Information Systems Security Engineering Professional (CISSP/ISSEP)
- Certified Information Security Manager (CISM)
- GIAC .NET (GNET)
- CyberSecurity Forensic Analyst
- CWNP Certified Wireless Security Professional (CWSP)
- GIAC Certified Incident Manager (GCIM)
- GIAC Certified Forensics Analyst (GCFA)
- Check Point Certified Security Expert (CCSE)
- GIAC Auditing Wireless Networks (GAWN)
- GIAC Systems and Network Auditor (GSNA)
- Information Systems Security Architecture Professional (CISSP/ISSAP)
- Security Certified Network Architect

Networking/Internetworking

- Cisco Certified Internetwork Expert (CCIE, all variations)
- Cisco Certified Design Expert (CCDE)
- Cisco Certified Internetwork Professional (CCIP)
- SNIA Certified Storage Networking Expert
- Cisco Certified Design Professional (CCDP)
- Avaya Certified Expert
- Juniper Networks Certified Internet Expert
- EMC Proven Professional Implementation Engineer - Expert
- EMC Proven Professional Technology Architect – Expert
- SNIA Certified Architect

Systems Administration & Engineering/NOS certifications

- Microsoft Certified Architect (MCA)
- HP/Accredited Integration Specialist (AIS)
- HP Master Accredited Systems Engineer (Master ASE)
- IBM Certified Infrastructure Systems Architect
- IBM Certified Administrator - SOA Solutions: WebSphere Process Server
- VMware Certified Design Expert (VCDX)
- Citrix Certified Integration Architect (CCIA)
- EMC Proven Professional

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2-YEAR NONCERTIFIED IT SKILLS PAY TRENDS

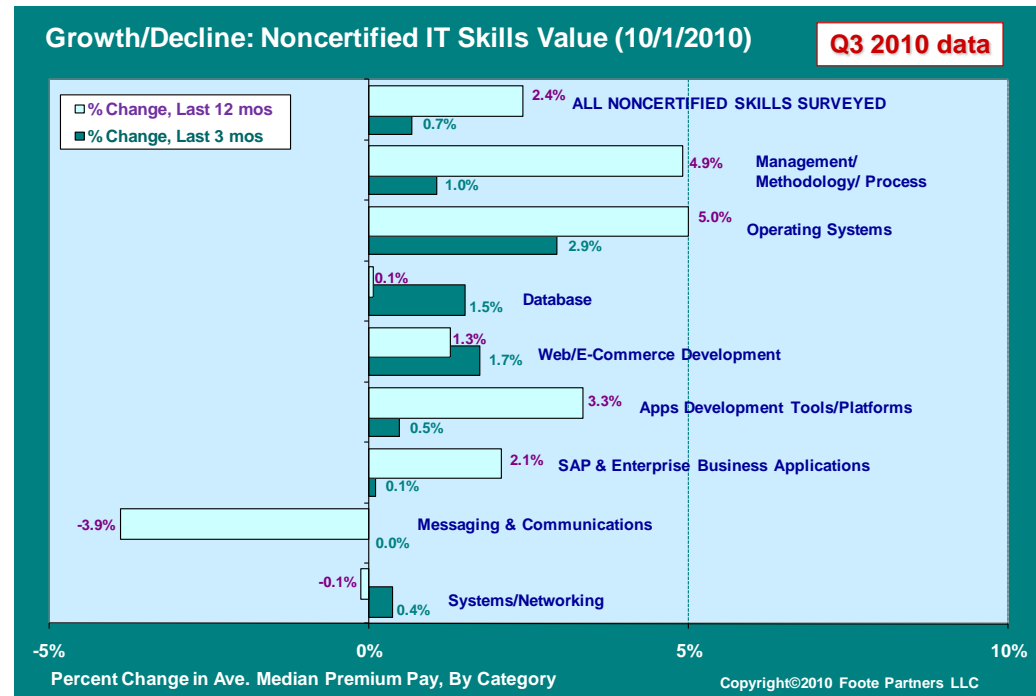
(Data collected through 10/1/2010 – 26,330 participants)

NONCERTIFIED IT SKILLS CATEGORIES	# of skills surveyed	Change in Average Premium Pay by Category			
		% Change 3 mos	% Change 6 mos	% Change ANNUAL	% Change 2 yrs
Systems/Networking	38	0.4%	3.4%	-0.1%	-8.7%
Messaging and Communications	7	0.0%	0.0%	-3.9%	-11.9%
SAP & Enterprise Business Applications	79	0.1%	1.0%	2.1%	1.6%
Apps Development Tools & Platforms	29	0.5%	2.9%	3.3%	-3.8%
Web/e-Commerce Development	38	1.7%	2.1%	1.3%	-2.5%
Database	15	1.5%	2.5%	0.1%	-5.7%
Operating Systems	11	2.9%	4.5%	5.0%	3.2%
Management/Methodology/Process	19	1.0%	3.3%	4.9%	5.2%
ALL NONCERTIFIED SKILLS SURVEYED	236	0.7%	2.3%	2.4%	0.2%

3 and 12 MONTH NONCERTIFIED IT SKILLS PAY TRENDS BY CATEGORY

(% Change in Average Median Pay for a Single IT Certification)

(Data collected through 10/1/2010 – 26,330 participants)



SOURCE: Foote Partners IT Skills & Certifications Pay Index™ 2008 - 2010 quarterly editions

(Pay data supporting these charts is from the IT Skills and Certifications Pay Index™.)

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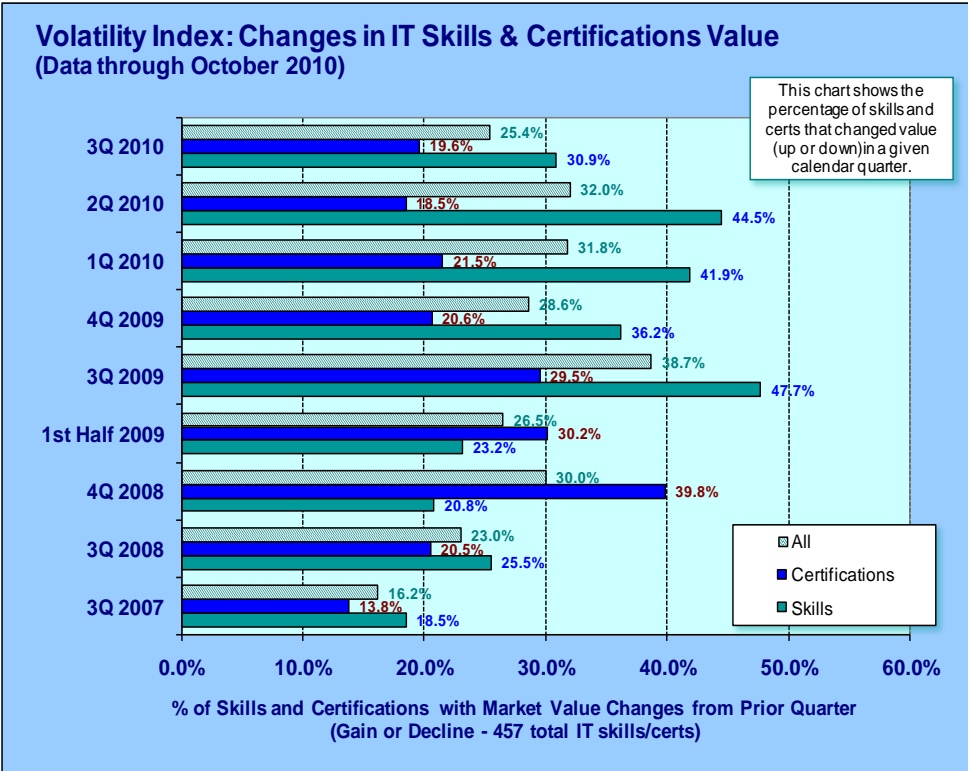
HIGHEST PAYING: Noncertified IT Skills

These **noncertified IT skills** are earning the highest pay premiums. Shown by category, in **descending order including ties**. Surveyed through 10/1/10. (Source: [IT Skills and Certifications Pay Index™ – Q3 2010 edition](#))

SAP/Enterprise Business Applications Skills	Applications Development Tools and Platforms skills	Systems/Networking Skills
<ul style="list-style-type: none"> - NetWeaver BI - SAP Solution Manager - Oracle Enterprise Applications - SAP FI – FSCM (Financial Supply Chain Management) - SAP BPC (BusinessObjects Planning and Consolidation) - SAP EC (Enterprise Controlling) - SAP FS (Insurance) - SAP Web Application Server - SAP Retail - SAP CO-PA (Profitability Analysis) - SAP EBP (e-Procurement) - SAP BW Accelerator - SAP PP (Production Planning) - SAP ERP (multiple skills) - SAP CFM (Corporate Finance Management) - SAP NetWeaver Applications Server - SAP BSP (Business Server Pages) - SAP ESA (Enterprise Services Architecture) - Web Dynapro - SAP MM (Materials Management) - SAP CRM (Customer Relationship Management) - SAP HCM - NetWeaver Portal (SAP EP) - SAP SCM (Supply Chain Management) - SAP SEM (Strategic Enterprise Management) - SAP PSCD (Collection and Disbursement) - SAP IM (Investment Management) - SAP GRC (Governance, Risk, and Compliance) - SAP FI (Financial Accounting) SAP MDM (Master Data Management) 	<ul style="list-style-type: none"> - RAD/ Agile Programming Extreme Programming/ - NetWeaver - Business Objects - Java/J2EE,SE,ME - Adobe Flex - Oracle Developer Suite <p>Web/eCommerce Development skills</p> <ul style="list-style-type: none"> - Microsoft .NET - WebSphere - AJAX (Asynchronous JavaScript and XML) - BEA Weblogic - Documentum - Microsoft SharePoint Server - Python - SOAP - Apache HTTP web server - Microsoft Commerce Server (incl. 2007) <p>Management, Process and Methodology Skills</p> <ul style="list-style-type: none"> - Project management - Information risk management - CRM - ERP - Business process management/modeling/ improvement - Business intelligence - Business Analysis - E-Procurement - Risk Assessment 	<ul style="list-style-type: none"> - Network security management - Security skills (various, project-based) - Virtualization (various) - Infrastructure architecture - SAN/Storage Area Networking - Wireless network management (LANs, GSM) - RFID/wireless sensors - WAN/3G/4G services <p>Messaging and Communications Skills</p> <ul style="list-style-type: none"> - Unified communications/messaging <p>Operating Systems</p> <ul style="list-style-type: none"> - Unix (all) - Linux <p>Database Skills</p> <ul style="list-style-type: none"> - Database management - Oracle DB / 8i/9i/10g/11i - Master Data Management - Microsoft SQL Server 2005/2008

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IT Skills and Certifications Volatility Index™ – 3Q 2010 findings for all Skills and Certifications



Skills volatility is defined as the incidence of gains or declines in premium pay earned by IT professionals for specific technical and business skills.

Tracking skills volatility is useful for analyzing current demand and forecasting future demand, monitoring IT workforce transition, and understanding IT management decision making, and offers insights that salary movements and hiring behavior do not.

Important in this distinction is that skills can be segmented and benchmarked more meaningfully than jobs. Similar to IT positions, there are the broad categories (e.g., security, networking, systems, database, applications development), more narrow areas (e.g. web/e-commerce development, storage area networking, virtualization, architecture, business process, project management, methodology). Unlike jobs, within each are very specific vendor-specific or vendor independent niches and skill specializations that provide more granular analysis (e.g., SAP, AJAX, Ruby on Rails, Microsoft Sharepoint, collaboration appliances, Oracle database).

3rd Quarter 2010 volatility in skills and certifications values measured 25.4 percent, a decrease of more than four points from previous quarter and a huge decrease from the record setting 38.7 percent volatility exactly one year ago. Under normal conditions volatility is typically much lower, for example, ranging from 14 percent to 19 percent quarter-by-quarter during the period 2004 to early 2008. Noncertified skills volatility this period (30.9 percent) is the lowest index recorded since the first half of 2009, suggesting that the noncertified skills market segment may be beginning to stabilize after several quarters of extreme behavior.

(Source: Foote Partners LLC, [2010 IT Skills & Certifications Pay Index™](http://www.footepartners.com))

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ABOUT THIS RESEARCH

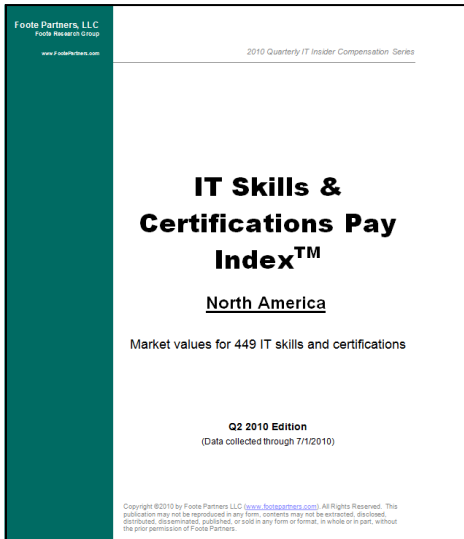
Foote Partners' primary research survey for tracking IT skills and certifications pay and supply/demand volatility is the industry-leading *IT Skills and Certifications Pay Index™* (ITSCPI), first published in 1999 and updated every three months since. 99,800 IT professionals in the 83 U.S. and Canada cities (2,000 employers) are surveyed for IT salaries and skills pay earned for 130 positions and 457 certified and noncertified technical and business skills. Verified and validated pay data for 26,330 IT workers has been included in the current 3rd Quarter 2010 ITSCPI edition, compiled from data collected through **October 1, 2010**.

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
- 44% 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)
- 56% 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

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2010 IT Skills and Certifications Pay Index™



- 336 pages (Q3 2010 edition)
- Pay premiums for 457 certified and noncertified IT skills
 - Three data points for each position: 10th, 50th, 90th percentile
- Verified and validated IT skills pay survey data from 26,330 IT professionals
- Current data collected through October 1, 2010 (updated quarterly)
- Certifications Guide containing basic information about surveyed IT certifications (pre-requisites; costs; test content; lab requirements, etc.)

Pricing: \$2,750 single edition. \$10,750 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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