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FOR IMMEDIATE RELEASE

Contact: David Foote (dfoote@footepartners.com)
Bill Reynolds (billr@footepartners.com)
Tel: 772-234-2787

While pure play technology jobs return in a trickle, demand for skills is gushing: New research finds fourth consecutive quarter of pay and demand growth for noncertified IT skills.

Gains in Database, Applications Development, SAP/ERP, E-commerce, and Methodology/Process/Management skills lead the way, boosted by increased demand for hybrid IT/Business professionals.

Meanwhile demand for formal certification loses more ground.

NOTE: This news release summarizes skills and certifications pay premiums performance from October 2010 to January 2010. Coincident with this news release is the publishing of our updated *IT Skills Demand and Pay Trends Report* for Foote Partners customers, offered a more detailed market analysis including data, graphs, charts and latest results of the IT Skills and Certifications Volatility Index.

Vero Beach, FL, January 27, 2011 – Additional pay awarded to workers for critical certified and noncertified IT skills they use on the job, monitored and reported quarterly in Foote Partners' *IT Skills and Certifications Pay Index*TM (ITSCPI) since 1999, continued to move in different directions in the last three months of 2010, with average pay for 241 noncertified skills posting a fourth consecutive quarterly pay gain. By contrast, pay for 225 IT certifications declined for a second straight quarter signaling a return to a pattern of steady monthly losses – 17 out of the last 18 calendar quarters -- that began in early 2006.

Pay premiums for 466 individual certified and noncertified IT skills are monitored at more than 2,100 employers (101,250 total IT professionals) in the firm's ITSCPI survey research, segmented into eight categories each for noncertified and certified IT skills (see pages xx and xx of this news release)..

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Data Trends Highlights: *IT Skills and Certifications Pay Index™* – 4th Quarter 2010 edition

Average premium pay for **241 noncertified skills** posted a fourth straight quarterly gain in the final quarter of 2010 (October through December), **increasing 0.4 percent (+3.0 per cent for the year)**, led by increases in pay for a variety of Database, Applications Development Tools, SAP and ERP, Web/E-commerce, and Methodology/Process/Management skills.

Pay for **225 individual IT certifications declined 0.9 percent** in the same period (**-2.1 percent in the last six months of 2010**) led by diminished certification pay for in Applications Development, IT Security, Networking and Communications, and Architecture/Project Management/Process segments and for entry-level and training certifications.

Also published this week were updates to Foote Partners *IT Skills and Certifications Volatility Index*, measuring and comparing the incidence of gains or declines in market values for certified and noncertified skills surveyed in the *IT Skills and Certifications Pay Index™*. 4th Quarter 2010 market volatility measured **29.1 percent** overall, an increase of four points from previous quarter and a return to volatility rates recorded earlier in 2010 but less than the record setting **38.7 percent** volatility during the tumultuous summer 2009. Under normal conditions volatility is significantly lower, for example, ranging from **14 percent to 19 percent** quarter-by-quarter during the period 2004 to 2008. Noncertified and certified skills volatility this period -- 34.7 percent and 23.1 percent, respectively—represents a return to elevated values earlier last year following a brief decline in the third quarter.

What’s driving the frenzy for skills

“At this point I don’t think anyone should be surprised that skills acquisition, not recruiting full time people, has been the bigger focus in the past few years for employers managing IT resources. Much of this acquisition has been accomplished by farming work out to consultants and contractors, to part time employees, offshore vendors, and to managed services and cloud computing suppliers. As a result the revenue growth numbers in the services industries have been strong and the forecasts for continued expansion equally robust,” 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 continuously updated IT workforce benchmark and management decision support analytical reports.

“For example, monthly Department of Labor jobs reports are telling us that nearly 93 percent of all new IT jobs added in the past twelve months – 65,200 jobs -- have been in two services segments, ***Management and Technical Consulting Services*** and ***Computer Systems Design and Related Services***. This is a big factor but

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not the only one driving the growth in both pay and demand for specialized IT and business skills that we're witnessing in our benchmark research.

“Another factor – and this is the more significant and far-reaching of the two -- is that companies have changed the way they think about information technology and how it's managed and delivered. The role of technology in the enterprise is now so pervasive that managing it is no longer entrusted to one group but instead split among every department, function, line of business, and product group. The job of each one of these entities is to determine how to make the best use of information technology for producing revenues and profitability, building market share, ensuring satisfied customers, controlling costs, innovating solutions, and generally to stay competitive in their industries.

“The daunting challenge facing employers, both public and private sector,” observes Foote, “has been meeting the people and specialized talent requirements in a distributed IT enterprise: they are at odds with the organizational structures and management practices and that have been in place for decades. There's a brand new definition of 'IT professional' and they're struggling with it. Countless new combinations of knowledge, experience, and skill sets that would not have been associated with IT departments and workers with traditional IT duties and responsibilities are now considered mainstream in what is a new breed of IT professional. This is feeding a corporate preoccupation with both skills acquisition and stimulating hiring of non-traditional IT professionals in a very big way.

“In other words, hiring of pure play tech workers is sluggish and happening primarily in the services industries but everybody is trying to find and hire these hybrid IT professionals. And it's virtually impossible to track this in the most popular employment reports we all rely on.”

“Technology and business skills have in effect collapsed into each other, creating legions of what our firm refers to generically as **hybrid IT/business professionals**. New hybrid jobs and job titles have been created throughout the enterprise. Even traditional IT jobs have been reshuffled and substantially redefined with new skill requirements and aptitudes piled, even though many times the job titles have remain unchanged. Globalization and competitive pressures have accelerated the popularity of hybrid IT/business professionals and in turn energized market demand and interest in paying cash premiums for hundreds of certified and

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noncertified IT skills. It's driving HR crazy, especially compensation managers who have to identify and define these people and figure out how to set pay to appropriate market levels."

"Has one of the deepest economic recessions in our history influenced this trend and the sizable organizational transformation that is occurring? Layoffs have freed up resources that could be redirected to new hybrid hires, consultants, and contractors. But the truth is that IT and business leaders have been struggling with transforming the IT workforce for years, trying to make it more agile, flexible, nimble, whatever you want to call it. No matter how pressure has been exerted on IT workers to be more responsive to the business, it's complicated and risky and requires a level of confidence and leadership skills that not many executives possess. Resistance to such an extreme level of organizational reshuffling is natural, especially when things are going well.

Continues Foote, "What the recession did was help get leaders 'unstuck'. More focused and motivated. The pressure to get to the other side of this transition is enormous, not just on IT leadership but on every executive managing a corporate function or line of business that is supported and innovated by technology. The end game right now is ---and was, prior to the recession --- finding a way for those responsible for managing and delivering IT and technology-enable solutions to react quicker, execute faster and more predictably, and help their businesses stay competitive against brutal competition in a fast-moving global marketplace. If you're the CIO you don't achieve this simply by being great at operational stuff like cost control and automation. If you're running a line of business, a corporate department, or heading a product development group, your job is to find new ways to build a better business. There is real progress being made out there right now by some very nervous but courageous IT and business executives trying to engineer this workforce transition and put in place as many of these hybrid as they can, as quickly as possible."

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Who are the Business Technology Hybrids?

There is widespread acceptance -- in part from the federal government's insistence -- that there are four million IT professionals in the U.S. workforce (employed and unemployed). But the Department of Labor clings to a definition of these jobs so out of date that, at best, only 20 percent of IT professionals can be clearly identified in their data.

"The truth is that there are another 16 to 20 million workers buried in business and professional job segments in federal employment reports for whom IT related skills are central to the work they are performing," insists Foote. "Tech savvy people working in business lines, corporate departments, and in various enterprise strategic and operational functions whose jobs require skills well beyond technology; for instance, precise industry, customer, product, and solution knowledge and expertise. They are represented in levels of responsibility ranging from administrative to executive. These are the IT/business -- or business technology -- hybrid professionals, but you and I might know them as marketing specialists, sales engineers, logistics analysts, and even vice presidents of operations.

They have degrees in business, economics, mathematics, marketing, the sciences, and even the liberal arts, or no degree at all. But they also have a firm technology grounding and a level of IT knowledge and expertise that does not necessarily require a computer science or information management degree or even a technical certification. So while often inconspicuous by their job titles and responsibilities, they are conspicuous by their ability to contribute in multiple ways to any work they perform and make an obvious and measurable impact on the organization. Dissecting what it is that makes them so highly prized, it's clear that it's not simply the overstated formula of great 'soft' skills or 'leadership ability'. In fact sometimes these aren't even requisites for their success."

Other current examples include analytics people with mathematics backgrounds to do statistical analyses, predictive analytics, forecasting, and optimization; analysts with social media experience and social media managers expert in analytics and with firm grasp on underlying technologies and security risk assessment; architects with capability-based planning, process, and execution acumen; and technology-light security professionals focusing on risk assessment and management issues. But there are hundreds of other newly-defined IT skills and knowledge permutations for which IT/business hybrid jobs are being created to replace

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thousands of IT jobs that were lost over the last three years – and that aren't coming back--as IT human capital investment and delivery models undergo momentous change.

“It is the variety of skills combinations -- business, tech, process, subject matter expertise -- that may account for the difficulty in pinpointing hybrids in labor reports and analyses as the new breed of IT professional. But that is at the heart of their value to the enterprise,” insists Foote. “How the skills are mashed up, not the depth in any one element. They are walking Swiss army knives at a time when, to be effective, having a stem to stern view of the work at hand, whatever it may be, is probably as important and maybe more important than a deep specialization in any one element. The latter having been the highly prized for so many decades in the business world but no longer the key to success. The best hybrids have both span and depth but you don't need to at that level to be necessary and effective.

Having various levels of expertise in each of the four elements results in unlimited combinations, therefore many flavors of hybrids. There are areas within the enterprise that are benefiting more than others by having hybrids in them: Web/e-commerce and analytics; marketing; sales; operations; logistics; distribution; finance/accounting; HR and administration.. Within each are numerous sub-functions, each with its own hybrid and definition of ‘optimized hybrid’ based on skills most needed to get the job done. For example, social media development within a marketing dept is a hot area for hybrids of a certain type. I believe the explosion of social media as a hot new tool is totally driven by hybrids and wouldn't be possible otherwise. The truth is, social media it is very difficult to capitalize on and grow because it is full of land mines, any one of them can kill forward momentum and waste resources.

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IT Skills & Certification Pay Trends Charts

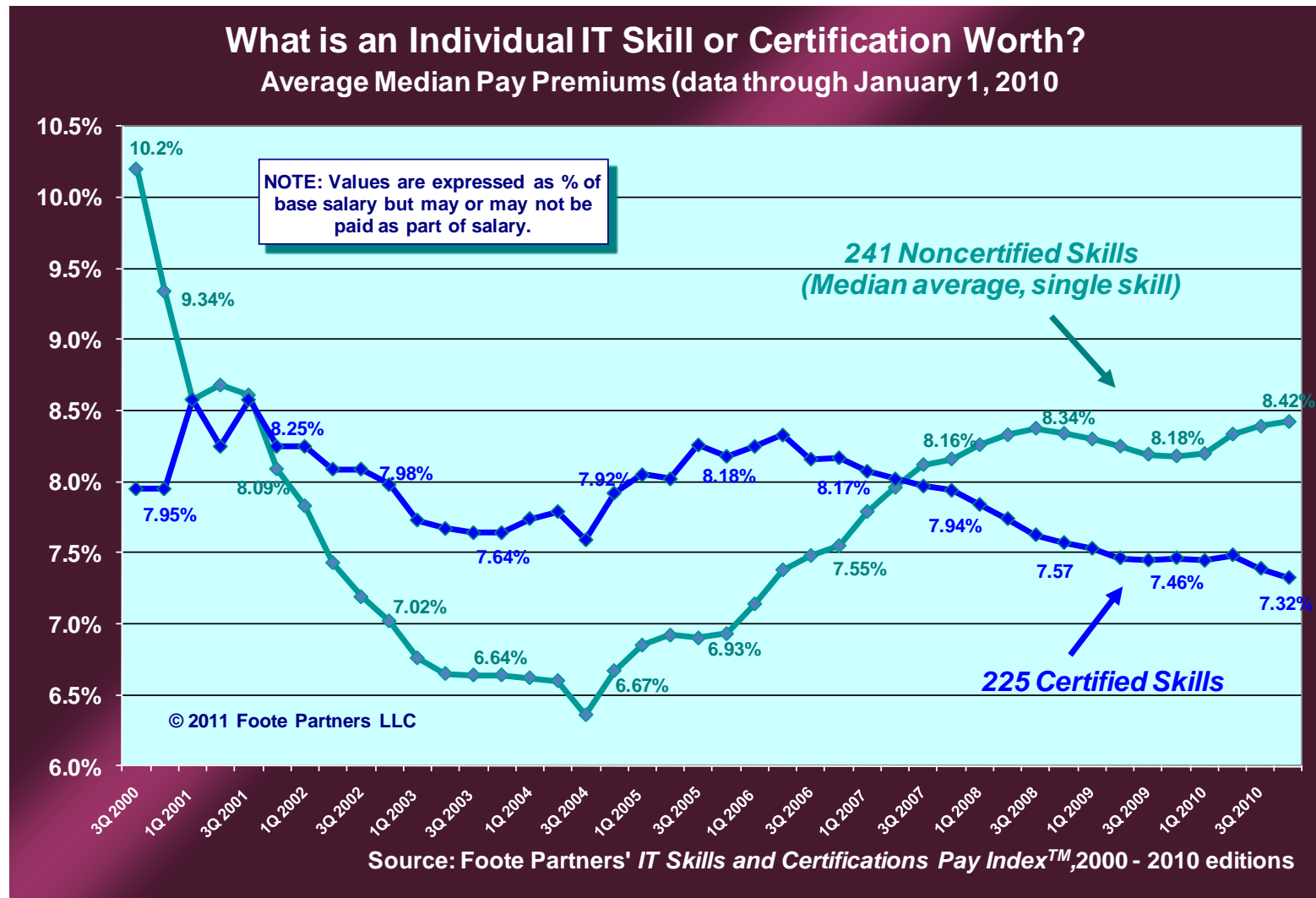
2011 IT Skills and Certifications Pay Index™ – 4thrd Quarter 2010 edition

(data through January 1, 2011)

- 12 year trending: IT skills and certifications market value performance
- IT Certifications market value trends
- Noncertified IT skills market value trends

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Average Median Pay for a Single IT Skill or Certification (as % of Base Pay) – 3Q 2000 to 4Q 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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Q4 2010 IT Certifications Pay and Demand Trends

Latest market value trends for **certified IT skills**

(Data collected through January 1, 2011)

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2-YEAR IT CERTIFICATIONS PAY TRENDS

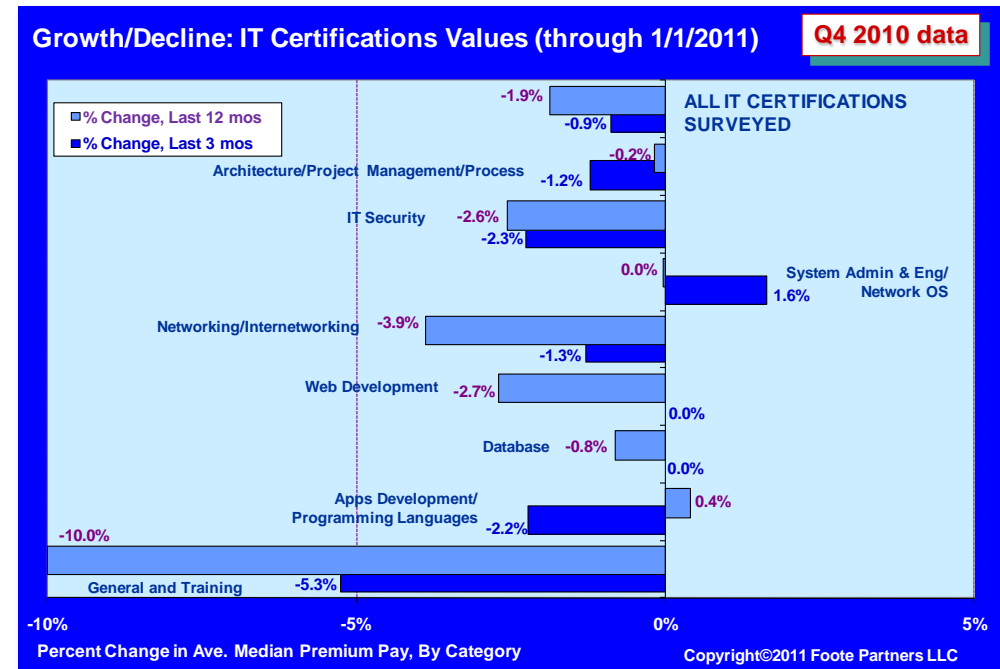
(Data collected through 1/1/2011 – 28,880 participants)

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	-5.3%	-5.3%	-10.0%	-28.0%
Apps Development/Prog. Languages	21	-2.2%	-3.6%	0.4%	-5.2%
Database	17	0.0%	0.0%	-0.8%	-5.5%
Web Development	10	0.0%	-2.7%	-2.7%	-10.0%
Networking & Communications	67	-1.3%	-3.2%	-3.9%	-7.5%
System Administration/Engineering	46	1.6%	-0.6%	0.0%	-3.3%
IT Security	51	-2.3%	-2.9%	-2.6%	-1.0%
Architecture/Project Management/Process	8	-1.2%	1.3%	-0.2%	-8.0%
ALL CERTIFICATIONS SURVEYED	225	-0.9%	-2.1%	-1.9%	-3.3%

3 and 12 MONTH IT CERTIFICATIONS PAY TRENDS BY CATEGORY

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

(Data collected through 1/1/2011 – 28,880 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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MARKET VALUE INCREASES & DECLINES: IT Certifications

MARKET VALUE GAINS. Notable IT certifications that *gained* in value in 4th Quarter 2010 vs. prior quarter. By segment, listed in **descending order of gain**, including ties:

Systems Administration certifications

- CompTIA Server+
- Novell/Certified Novell Administrator (CNA)
- CompTIA Linux+
- HP Accredited Platform Specialist (HP APS)
- Red Hat Certified Architect (RHCA)
- VMware Certified Professional (VCP)
- VMware Certified Design Expert (VCDX)
- HP/Accredited Systems Engineer (ASE)
- Citrix Certified Integration Architect (CCIA)
- HP/Master Accredited Systems Engineer (Master ASE)

Networking and Communications certifications

- CompTIA Network Technician (Network+)
- Cisco Certified Network Associate (CCNA, all variations)
- E Cisco Certified Entry Network Technician (CCENT)
- Juniper Networks Certified Internet Associate
- Juniper Networks Certified Internet Professional
- Cisco Certified Design Associate (CCDA)

Applications Development certifications

- Siebel 7.7 Certified Consultant (SCC)
- Siebel 8 Consultant Certified Expert

IT Security certifications

- EC-Council Certified Ethical Hacker (CEH)
- CyberSecurity Forensic Analyst

Database certifications

- Microsoft Certified IT Professional (MCITP/all)
- Oracle DB Administrator Certified Associate (OCA)

MARKET VALUE DECLINES. Notable IT certifications that *declined* in value in 4th Quarter 2010 vs. prior quarter. By segment, listed in **descending order of declines**, including ties:

Systems Administration/Engineering certifications

- Microsoft Certified Systems Administrator (MCSA)
- Novell/Certified Novell Engineer (CNE)
- RedHat Certified Technician
- Citrix Certified Administrator (CCA)
- HP/Accredited Integration Specialist (AIS)

Networking/Communications certifications

- CWNP/Certified Wireless Network Administrator (CWNA)
- Avaya Certified Specialist
- Cisco Certified Network Professional (CCNP)
- Juniper Networks Certified Internet Specialist
- Cisco Certified Internetwork Professional (CCIP)
- Avaya Certified Expert
- Cisco Certified Design Expert (CCDE)

Applications Development certifications

- Sun Certified Java Associate
- Sun Certified Java Programmer (SCJP)
- SAS Certified Base Programmer
- Sun Certified Java Developer (SCJD)
- SAS Certified Advanced Programmer

IT Security certifications

- GIAC Certified Incident Manager (GCIM)
- Check Point Certified Security Expert (CCSE)
- Systems Security Certified Practitioner (SSCP)
- GIAC Security Audit Essentials (GSAE)
- GIAC Securing Oracle Certification (GSOC)
- Certified Secure Software Lifecycle Professional (CSSLP)
- Certified Information Systems Auditor (CISA)

Database certifications

- Microsoft Certified Database Administrator (MCDBA)

General/Beginner certifications

- Microsoft Certified Trainer (MCT)

Architecture, Project Management and Process certifications

- Project Management Professional (PMP)

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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 January 1, 2011.
 (Source: *IT Skills and Certifications Pay Index™* – Q4 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

Database certifications

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

Architecture/Project Management/Process certifications

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

Security certifications

- CyberSecurity Forensic Analyst
- GIAC Certified Incident Handler (GCIH)
- Certified Information Systems Auditor (CISA)
- Check Point Certified Master Architect (CCMA)
- Certified Information Systems Security Professional (CISSP)
- Information Systems Security Engineering Professional (CISSP/ISSEP)
- Certified Information Security Manager (CISM)
- GIAC Certified Intrusion Analyst (GCIA)
- GIAC Secure Software Programmer --.NET
- GIAC Secure Software Programmer --Java
- CWNP Certified Wireless Security Professional (CWSP)
- GIAC Systems and Network Auditor (GSNA)
- Information Systems Security Management Professional (CISSP/ISSMP)
- GIAC Certified Forensics Analyst (GCFA)
- Information Systems Security Architecture Professional (CISSP/ISSAP)
- Security Certified Network Architect
- GIAC Certified Windows Security Administrator (GCWN)
- GIAC Reverse Engineering Malware (GREM)
- EC-Council/Certified Hacking Forensic Investigator (CHFI)
- Red Hat Certified Security Specialist (RHCSS)
- Cisco Certified Security Professional (CCSP)

Networking and Communications certifications

- Cisco Certified Internetwork Expert (CCIE, all variations)
- SNIA Certified Storage Networking Expert (SCSN-E)
- Cisco Certified Design Professional (CCDP)
- Cisco Certified Design Expert (CCDE)
- EMC Proven Professional Implementation Engineer - Expert
- EMC Proven Professional Technology Architect – Expert
- Cisco Certified Design Associate (CCDA)

Systems Administration & Engineering certifications

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

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Q4 2010 Noncertified IT Skills Pay and Demand Trends

Latest market values for **noncertified IT skills**

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2-YEAR NONCERTIFIED IT SKILLS PAY TRENDS

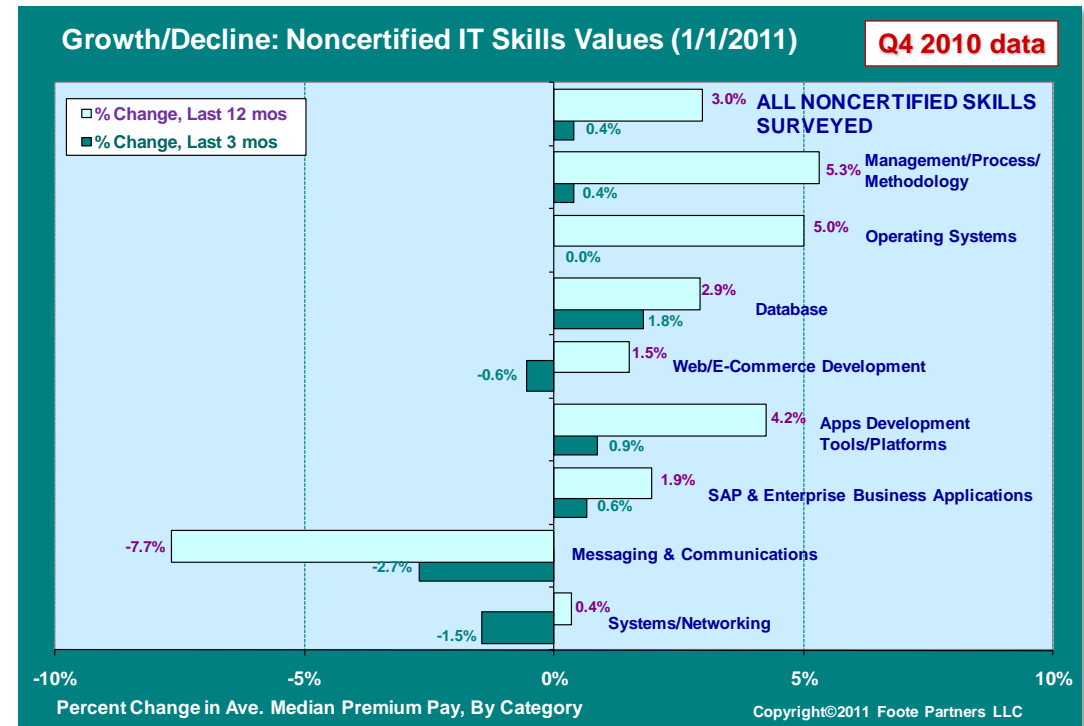
(Data collected through 1/1/2011 – 28,880 participants)

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	-1.5%	-1.1%	0.4%	-9.4%
Messaging and Communications	7	-2.7%	-2.7%	-7.7%	-16.6%
SAP & Enterprise Business Applications	82	0.6%	0.7%	1.9%	4.0%
Apps Development Tools & Platforms	29	0.9%	1.3%	4.2%	-1.1%
Web/e-Commerce Development	39	-0.6%	1.2%	1.5%	-1.5%
Database	15	1.8%	3.3%	2.9%	-6.7%
Operating Systems	11	0.0%	2.9%	5.0%	4.9%
Management/Methodology/Process	20	0.4%	1.4%	5.3%	0.0%
ALL NONCERTIFIED SKILLS SURVEYED	241	0.4%	1.1%	3.0%	1.0%

3 and 12 MONTH NONCERTIFIED IT SKILLS PAY TRENDS BY CATEGORY

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

(Data collected through 1/1/2011 – 28,880 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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MARKET VALUE INCREASES & DECLINES: Noncertified IT Skills

MARKET VALUE GAINS. Noncertified IT skills that **increased** in value in 4th Quarter 2010 vs. prior quarter. By segment, listed in **descending order of gain**, including ties:

MARKET VALUE DECLINES. Noncertified IT skills that **declined** in value in 4th Quarter 2010 vs. prior quarter. By segment, listed in **descending order of declines**, including ties:

Applications Development skills

- Visual J++
- Visual Basic
- Tcl

SAP/ERP skills

- Siebel
- SAP SM (Service Management)
- NetWeaver PI
- SAP PM (Plant Maintenance)
- SAP CE (NetWeaver Composition Environment)
- SAP ALE (Application Link Enabling)
- SAP PS (Project Systems)
- SAP Business One
- SAP QM (Quality Management)
- SAP SEM (Strategic Enterprise Management)
- SAP FI - FSCM (Financial Supply Chain Management)

Systems Administration skills

- Novell Netware
- VPN/OpenVPND
- IPX/SPX
- Gigabit Ethernet (1GigE/10GigE)
- WiMAX
- Multiprotocol Label Switching (MPLS)

Operating Systems skills

- Mobile operating systems (Apple, Microsoft, Android, etc.)
- Red Hat Enterprise Linux

Management, Process & Methodology skills

- Cryptography (encryption, VPN, SSL/TLS, Hybrids)
- Collaboration software
- Quality management
- TOGAF

Web/E-commerce Development skills

- PHP (all)
- Active Server Pages
- Microsoft BizTalk Server
- WSDL (Web Services Description Language)
- Cold Fusion MX
- Social Networks (tagging, virtual communities, social bookmarking, etc.)
- Oracle Workflow
- Documentum
- Python

Database skills

- Sybase Adaptive Server Enterprise
- Progress/ODBMS
- MySQL
- Informatica
- Java Database Connectivity (JDBC)

Applications Development skills

- Visual C++
- Epic Systems applications
- Clarity
- Eclipse
- Oracle Applications Developer Framework

SAP & Enterprise Business Applications skills

- SAP Advanced Planner & Optimizer (APO)
- SAP WM (Warehouse Management)
- SAP ITS (Internet Transaction Server)
- Web Dynpro
- SAP GRC (Governance, Risk, and Compliance)
- SAP CRM (Customer Relationship Management)
- SAP PP (Production Planning)
- SAP Web Application Server
- SAP BPC (BusinessObjects Planning and Consolidation)
- NetWeaver BI (SAP BW)

Systems/Networking skills

- Dynamic Host Configuration Protocol
- RFID/wireless sensors
- SAN/Storage Area Networking
- TCP/IP
- Ethernet
- LAN
- Routing (e.g. OSPF, RIP, IGRP)
- VoIP/IP telephony
- WAN/3G/4G services

Management, Process and Methodology skills

- E-Procurement
- Six Sigma/Lean Six Sigma
- Risk assessment
- Business analysis
- ERP

Web/E-commerce Development skills

- Wikis
- AJAX (Asynchronous JavaScript and XML)
- Microsoft .NET
- Microsoft Internet Security and Acceleration Server (ISA)
- XML (all variants)
- HTML/DHTML
- Microsoft Sharepoint Server

Database skills

- Visual SQL
- Microsoft SQL Server 2005/2008
- Database management

Messaging & Communications skills

- Lotus Notes/Domino

Operating Systems skills

- Windows NT
- Unix (all)

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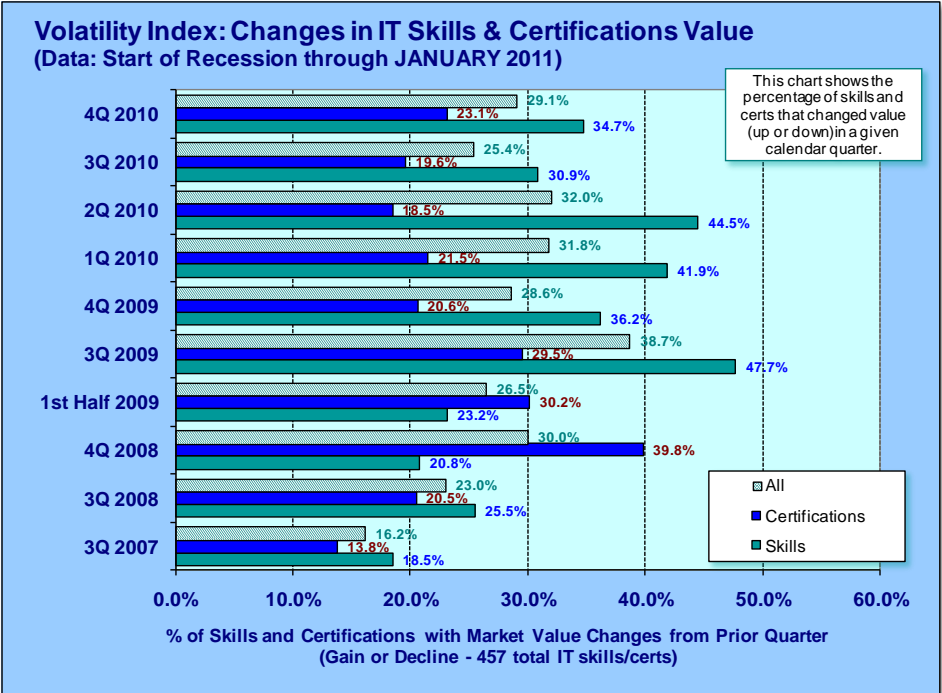
HIGHEST PAYING: Noncertified IT Skills

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™ – Q4 2010 edition](#))

SAP/Enterprise Business Applications Skills	Applications Development Tools and Platforms skills	Systems/Networking Skills
<ul style="list-style-type: none"> - SAP FI – FSCM (Financial Supply Chain Management) - SAP Solution Manager - Oracle Enterprise Applications - SAP FS (Insurance) - SAP EC (Enterprise Controlling) - NetWeaver BI (SAP BW) - SAP Retail - SAP CO-PA (Profitability Analysis) - SAP EBP (e-Procurement) - SAP BW Accelerator - SAP ERP (multiple skills) - SAP BPC (BusinessObjects Planning and Consolidation) - NetWeaver PI - SAP SEM (Strategic Enterprise Management) - SAP CFM (Corporate Finance Management) - SAP NetWeaver Applications Server - SAP CAF (Composite Application Framework) - SAP BSP (Business Server Pages) - SAP ESA (Enterprise Services Architecture) - SAP MM (Materials Management) - SAP HCM - SAP SCM (Supply Chain Management) - NetWeaver Portal (SAP EP) - SAP Web Application Server - SAP PP (Production Planning) - SAP IM (Investment Management) - SAP PSCD (Collection and Disbursement) - SAP FI (Financial Accounting) 	<ul style="list-style-type: none"> - RAD/ Agile Programming Extreme Programming/ - NetWeaver - Business Objects - Oracle Applications Developer Framework - Java/J2EE,SE,ME - Adobe Flex <p> Web/eCommerce Development skills</p> <ul style="list-style-type: none"> - Microsoft .NET - WebSphere - Documentum - Python - Social Networks (tagging, virtual communities, social bookmarking, etc.) - Oracle Workflow - BEA Weblogic - 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 - Business process management/modeling/ improvement - Business intelligence - Predictive Analytics - TOGAF - ERP 	<ul style="list-style-type: none"> - Network security management - Security skills (DW/BI, ERP, Web, project assignments) - Virtualization (various) - Infrastructure architecture - Wireless network management (LANs, GSM) - SAN/Storage Area Networking - WAN/3G/4G services - RFID/wireless sensors <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"> - Linux - Red Hat Enterprise Linux - Unix (all) <p> Database Skills</p> <ul style="list-style-type: none"> - Oracle DB / 8i/9i/10g/11i - Database management - Master Data Management - Java Database Connectivity (JDBC) - DB2 - Microsoft SQL Server 2005/2008

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IT Skills and Certifications Volatility Index™ – 4Q 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).

4th Quarter 2010 volatility in skills and certifications values measured 29.1 percent, an increase of four points from previous quarter. This represented a return to volatility rates in the first half of the year but less than the record setting 38.7 percent volatility during summer 2009. Under normal conditions volatility is typically much lower, ranging from 14 percent to 19 percent quarter-by-quarter during the period 2004 to 2008. Noncertified and certified skills volatility this period -- 34.7 percent and 23.1 percent, respectively—represents a return to elevated values earlier this year following a brief decline in the third quarter.

(Source: Foote Partners LLC, [2011 IT Skills & Certifications Pay Index™](#))

NEW February 2011 data update to this release now available: <http://bit.ly/ybXfdR>

ABOUT THIS RESEARCH

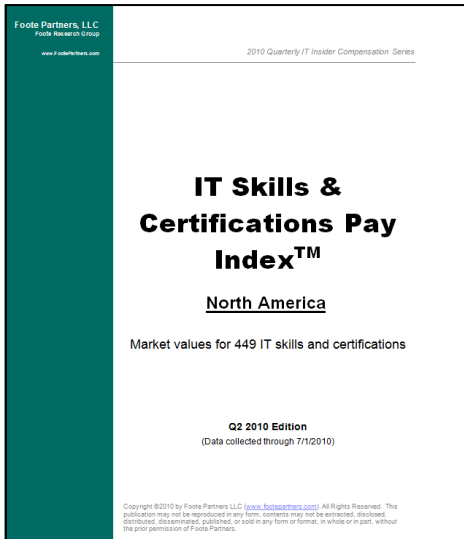
Foote Partners' primary research survey for tracking IT skills and certifications pay and supply/demand volatility is the industry-leading *IT Skills and Certifications Pay IndexTM* (ITSCPI), first published in 1999 and updated every three months since. 101,250 IT professionals in the 83 U.S. and Canada cities (2,100 employers) are surveyed for IT salaries and skills pay earned for 132 positions and 46 certified and noncertified technical and business skills. Verified and validated pay data for 28,880 IT workers has been included in the current 4th Quarter 2010 ITSCPI edition, compiled from data collected through **January 1, 2011**.

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:

- 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
- 46% 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)
- 54% 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

NEW February 2011 data update to this release now available: <http://bit.ly/ybXfdR>

2011 IT Skills and Certifications Pay Index™



- 336 pages (Q4 2010 edition)
- Pay premiums for 466 certified and noncertified IT skills
 - Three data points for each position: 10th, 50th, 90th percentile
- Verified and validated IT skills pay survey data from 28,880 IT professionals
- Current data collected through January 1, 2011 (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>

NEW February 2011 data update to this release now available: <http://bit.ly/ybXfdR>

Applications Development Tools & Platforms	SAP & Enterprise Bus. Apps	SAP/Enterprise – cont.,	Networking/Systems	Web/e-Commerce Development
Adobe Flex	ABAP (all modules)	SAP HCM ESS/MSS	10Base-T Switching	Active Server Pages
Business Objects	Baan	SAP IM	APPC	ActiveX
C	J.D. Edwards	SAP IS-U (Utilities)	ATM	AJAX
C#	Lawson	SAP ITS	Business continuity and disaster recovery planning	Apache HTTP web server
C++	Oracle Enterprise Apps	SAP KW	Dynamic Host Configuration Protocol	BEA WebLogic
Clarity	Peoplesoft	SAP LES	Ethernet	CGI
Cobol	Accelerated SAP (ASAP)	SAP LO	Ethernet Switching	Cold Fusion MX
Cognos	NetWeaver	SAP MDM	Gigabit Ethernet	CSS (Cascading Style Sheets)
Delphi	NetWeaver BI (SAP BW)	SAP MDX	HTTP	Documentum
Eclipse	NetWeaver Portals (SAP EP)	SAP MI	Infrastructure architecture	HTML/DHTML
Epic Systems applications	NetWeaver PI (SAP XI)	SAP MM	Intrusion prevention/detection systems	Microsoft Internet Information Server
Java/SE, ME, J2EE	SAP ALE	SAP MRO	Microsoft Internet Security and Acceleration Server (ISA)	Microsoft Internet Security and Acceleration Server (ISA)
NetWeaver	SAP APO	SAP Netweaver Applications Server	JavaServer Pages	JavaBeans/EJB
Oracle Applications Developer Framework	SAP Banking	SAP NWDS	JBoss applications server	JSON
PL/SQL	SAP BI Accelerator	SAP Oil & Gas	Microsoft BizTalk Server	Microsoft Commerce Server
Powerbuilder	SAP BPC	SAP PLM	Microsoft Commerce Server	Microsoft Sharepoint Server
Progress Development tools	SAP BSP	SAP PM	Microsoft Internet Information Services (IIS)	Microsoft Internet Information Services (IIS)
RAD/Extreme Programming/Agile Programming	SAP Business One	SAP PP	Microsoft Identity Lifecycle Manager (Integration) Server	Microsoft .NET
Ruby	SAP Business Workflow/Webflow	SAP PS	Oracle Workflow	Perl
Ruby on Rails	SAP CA	SAP PSCD	PHP (all)	Python
SAS	SAP CAF	SAP Public Sector Management	Scripting languages (VBScript, Java Script, Jscript)	Scripting languages (VBScript, Java Script, Jscript)
SQL Windows	SAP CCM	SAP PY (Payroll)	SOAP	SOAP
Tcl	SAP CE	SAP QM	Social Networks (tagging, virtual communities, social bookmarks)	Social Networks (tagging, virtual communities, social bookmarks)
Tomcat	SAP CFM	SAP RF/Auto-ID	Spring framework	Spring framework
Transact-SQL	SAP CO	SAP Retail	Visual Interdev	Visual Interdev
Visual Basic	SAP CO-PA	SAP RF/Auto-ID	VoiceXML	VoiceXML
Visual C++	SAP CRM	SAP SAM	Web collaboration appliances	Web collaboration appliances
Visual J++	SAP CS	SAP SCM	WebSphere	WebSphere
WebSphereMQ	SAP EBP	SAP SD	Wikis	Wikis
	SAP EC	SAP SD - GTS	WSDL	WSDL
	SAP EHS	SAP Security	XHTML	XHTML
	SAP EPM	SAP SEM	XML (all variants)	XML (all variants)
	SAP ERP	SAP SM		
	SAP ESA	SAP Smart Forms		
	SAP FI – FSCM	SAP Solution Manager		
	SAP FI - Travel Management	SAP SRM		
	SAP FI	SAP Web Application Server		
	SAP FS (Insurance)	SAP WM		
	SAP GRC	SAP WM – EWM		
	SAP GTS	SAP xMII		
	SAP HCM (SAP HR)	Siebel		
		Web Dynapro		

Messaging, Office and Groupware

Lotus Notes/Domino
Message-oriented Middleware (Wave, XMPP/Jabber, etc.)
Microsoft Exchange
Novell Groupwise
Outlook/cc:mail/various clients
Sun Java System Messaging Server
Unified Communications/ Messaging

Management, Methodology and Process

Business process management/
modeling/improvement
Business Analysis
Business intelligence
Collaboration software
Business performance management
software/systems
CRM
Cryptography (encryption, VPN, SSL/TLS. Hybrids)
E-Procurement
ERP
Information risk management
ITIL
Microsoft Visio
Predictive Analytics
Product lifecycle management
software
Project management
Quality management
Risk assessment
Security architecture and models
Six Sigma (incl. Lean)
TOGAF

Database

Database management
DB2
dbase/xbase
Informatica
Java Database Connectivity
Master data management
Microsoft Access
Microsoft Exchange Server
2003/2007/2010
Microsoft SQL Server
MySQL
Oracle Application Server
Oracle DB
Progress/ODBMS
Sybase Adaptive Server
Visual SQL

Operating Systems

AIX
AppleOSX/Tiger/Leopard
HP-UX
Linux
Mobile operating systems (Apple, Microsoft, Android, etc.)
Red Hat Enterprise Linux
Solaris
Unix (all)
Windows XP/Vista
Windows NT
Windows Server 2008/2003

Project Experience

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

225 IT Certifications Surveyed

Foote Partners News Release, January 27, 2011

- Avaya Certified Expert
- Avaya Certified Specialist
- BEA Certified Architect - SOA Enterprise Architecture
- Brocade Certified Fabric Professional (BCFP)
- Brocade Certified SAN Designer (BCSD)
- Brocade Certified SAN Manager (BCSM)
- Certification and Accreditation Professional (CAP-ISC2)
- Certified Associate in Project Management
- Certified Computing Professional (CCP-ISC2)
- Certified Database Design Specialist
- Certified Information Security Manager (CISM)
- Certified Information Systems Auditor (CISA)
- Certified Information Systems Security Professional (CISSP)
- Certified in the Governance of Enterprise IT
- Certified Protection Professional
- Certified Secure Software Lifecycle Professional
- 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 ASA Specialist
- Cisco Certified Design Associate (CCDA)
- Cisco Certified Design Expert (CCDE)
- Cisco Certified Design Professional (CCDP)
- Cisco Certified Entry Network Technician (CCENT)
- Cisco Certified Internetwork Expert (CCIE)
- Cisco Certified Internetwork Professional (CCIP)
- Cisco Certified Network Associate (CCNA)
- Cisco Certified Network Professional Wireless (CCNP Wireless)
- Cisco Certified Network Professional (CCNP)
- Cisco Certified Security Professional (CCSP)
- Cisco Certified Systems Instructor (CCSI)
- Cisco Certified Voice Professional (CCVP)
- Cisco Data Center Networking Infrastructure Design Specialist
- Cisco Data Center Storage Networking Design Specialist
- Cisco Information Security Specialist
- Cisco IP Communications Express Specialist
- Cisco IP Contact Center Express Specialist
- 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 Administrator (CCA)
- Citrix Certified Enterprise Administrator (CCEA)
- Citrix Certified Enterprise Engineer (CCEE) for Virtualization
- Citrix Certified Integration Architect
- CIW Associate
- CompTIA Certified Technical Trainer (CTT+)
- CompTIA Convergence+
- CompTIA Project+(Project+)
- CompTIA RFID+
- CompTIA Security+
- CompTIA/Internet Technician (i-NET+)
- CompTIA/Linux Administrator (Linux+)
- CompTIA/Network Technician (Network+)
- CompTIA/PC Technician (A+)
- Convergence Technologies Professional (CTP)
- CWNP Certified Wireless Analysis Professional (CWAP)
- CWNP Certified Wireless Network Administrator (CWNA)
- CWNP Certified Wireless Network Expert (CWNE)
- CWNP Certified Wireless Network Trainer (CWNT)
- CWNP Certified Wireless Security Professional (CWSP)
- CWTS/Certified Wireless Technology Specialist (CWTS)
- CyberSecurity Forensic Analyst
- EC-Council Certified Ethical Hacker (CEH)
- EC-Council Certified Hacking Forensics Investigator (CHF)
- EC-Council Certified Secure Programmer (ECSP)
- EC-Council Certified Security Analyst
- EC-Council Certified VoIP Professional (ECVP)
- EC-Council Licensed Penetration Tester (LPT)
- EC-Council Network Security Administrator (ENSA)
- EMC Proven Professional Application Developer - Specialist
- EMC Proven Professional Implementation Engineer - Specialist
- EMC Proven Professional Platform Engineer - Specialist
- EMC Proven Professional Storage Administrator - Expert
- EMC Proven Professional Storage Administrator - Specialist
- EMC Proven Professional Storage Technologist - Specialist
- EMC Proven Professional Technology Architect - Expert
- EMC Proven Professional Technology Architect - Specialist
- HP/Accredited Integration Specialist (AIS)
- HP Accredited Platform Specialist (APS)
- HP/Accredited Systems Engineer (ASE)
- HP/Certified Systems Administrator
- HP/Certified Systems Engineer
- HP/Master Accredited Systems Engineer (Master ASE)
- IBM Certified Database Administrator (ISSEP/CISSP)
- IBM DB2 Universal Database Certified Solutions Expert
- IBM Certified Advanced Application Developer
- IBM Certified Administrator - SOA Solutions: WebSphere Process Server
- IBM Certified Advanced Technical Expert - pSeries and AIX 5L
- IBM Certified Applications Developer
- IBM Certified Infrastructure Systems Architect
- IBM Certified SOA Solution Designer
- IBM Certified Solutions Developer: WebSphere
- IBM Certified Specialist - AIX Basic Ops
- IBM Certified Specialist - iSeries
- IBM Certified Specialist - Storage Networking Solutions, Version 2
- IBM Certified Systems Administrator
- IBM Certified Systems Expert - i5 iSeries
- IBM Certified Systems Expert - pSeries and AIX 5L
- InfoSys Security Architecture Professional (ISSAP/CISSP)
- InfoSys Security Engineering Professional (ISSEP/CISSP)
- InfoSys Security Management Professional (ISSMP/CISSP)
- IT Certified Architect (ITAC/The Open Group)
- Master IT Certified Architect (ITAC/The Open Group)
- ITIL Practitioner Certificate in IT Service Management
- ITIL Service Manager Certification
- Juniper Networks Certified Internet Expert

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- Juniper Networks Certified Internet Specialist
- Juniper Networks Certified Internet Professional
- Juniper Networks Certified Internet Associate
- Linux Professional Institute certification (LPIC-Level 2)
- Linux Professional Institute certification (LPIC-Level 3)
- Lotus/Certified Lotus Specialist (CLS)
- Master IT Certified Architect (ITAC/The Open Group)
- Master CIW Administrator
- Master CIW Designer
- Master CIW Enterprise Developer
- Master CIW Web Site Manager
- 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 (MCSO)
- Microsoft Certified Systems Administrator (MCSA)
- Microsoft Certified Systems Engineer (MCSE)
- Microsoft Certified Technology Specialist (all)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)
- Nortel Certified Architect
- Nortel Networks Certified Design Expert (NCDE)
- Nortel Networks Certified Design Expert (NCDE)
- Nortel Networks Certified Design Specialist
- Nortel Networks Certified Support Expert (NCSE)
- Nortel Networks Certified Support Specialist
- Nortel Networks Support Expert (NCSE)
- Novell Certified Instructor
- Novell Certified Linux Engineer (Novell CLE)
- Novell Certified Linux Professional (Novell CLP)
- Novell/Certified Directory Engineer (NCDE)
- Novell/Certified Internet Professional (CIP)
- Novell/Certified Novell Administrator (CNA)
- Novell/Certified Novell Engineer (CNE)
- Novell/Master Certified Novell Engineer (Master CNE)
- Oracle Advanced PL/SQL Developer Certified Professional
- Oracle Certified Professional/Apps Developer (OCP-AD)
- Oracle Certified Professional/Internet AD (OCP)
- Oracle DBA Certified Administrator (OCA)
- Oracle DBA Certified Professional (OCM)
- Oracle Forms Developer Certified Professional
- Oracle PL/SQL Developer Certified Associate
- Project Management Professional (PMP)
- Red Hat Certified Architect (RHCA)
- Red Hat Certified Datacenter Specialist (RHCD)
- Red Hat Certified Engineer (RHCE)
- Red Hat Certified Security Specialist (RHCSS)
- 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
- GIAC Certified Forensics Examiner
- 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 Penetration Tester (GPEN)
- SANS/GIAC Certified Systems/Network Auditor (GCNA)
- SANS/GIAC Certified Security Essentials (GSEC)
- SANS/GIAC Certified Unix Security Admin (GCUA) SA
- SANS/GIAC Certified Windows Security Admin (GCNT)
- SANS/GIAC Information Security Professional (GISP)
- GIAC Reverse Engineering Malware (GREM)
- SANS/GIAC Secure Software Programmer (GSSP)
- GIAC Secure Software Programmer-- .NET
- GIAC Secure Software Programmer—Java
- GIAC Securing Oracle Certification (GSOC)
- SANS/GIAC Security Audit Essentials (GSAE)
- SANS/GIAC Security Essentials Certification
- SANS/GIAC Security Expert (GSE)/Security Leadership (GSLC)
- SANS/GIAC Systems and Network Auditor (GSNA)
- SAS Certified Advanced Programmer
- SAS Certified Base Programmer
- Siebel 7.7 Certified Consultant (SCC)
- Siebel 8 Consultant Certified Expert
- SNIA Certified Storage Architect
- SNIA Certified Storage Networking Expert (SCSN-E)
- SNIA Certified Storage Professional
- SNIA Certified Systems Engineer
- Sniffer Certified Expert
- Sniffer Certified Master
- Sniffer Certified Professional
- Sun Certified Developer for the Java 2 Platform
- Sun Certified Enterprise Architect for the Java 2 Platform, Enterprise Edition
- Sun Certified Java Developer Web Services
- Sun Certified Java Associate
- Sun Certified MySQL 5.0 Cluster Database Administrator
- Sun Certified MySQL 5.0 Database Administrator
- Sun Certified Network Administrator for Solaris OS
- Sun Certified Programmer for the Java 2 Platform
- Sun Certified Systems Administrator for Solaris OS
- Systems Security Certified Professional (SSCP)
- Teradata Certified Application Developer
- Teradata Certified Design Architect
- Teradata Certified Implementation Specialist
- Teradata Certified Master Teradata Certified Professional
- Teradata Certified SQL Specialist
- Teradata Certified Administrator
- Advanced Teradata Certified Professional
- VMware Certified Design Expert (VCDX)
- VMware Certified Professional (VCP)
- SNIA Certified Storage Professional
- SNIA Certified Systems Engineer
- Sniffer Certified Expert
- Sniffer Certified Master
- Sniffer Certified Professional
- Sun Certified Developer for the Java 2 Platform
- Sun Certified Enterprise Architect for the Java 2 Platform, Enterprise Edition
- Sun Certified Java Developer Web Services
- Sun Certified Java Associate Sun Certified

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- Sun Certified MySQL 5.0 Database Administrator
- Sun Certified Network Administrator for Solaris OS
- Sun Certified Programmer for the Java 2 Platform
- Sun Certified Systems Administrator for Solaris OS
- Systems Security Certified Professional (SSCP)
- Teradata Certified Application Developer
- Teradata Certified Design Architect
- Teradata Certified Implementation Specialist
- Teradata Certified Master Teradata Certified Professional
- Teradata Certified SQL Specialist
- Teradata Certified Administrator
- Advanced Teradata Certified Professional
- VMware Certified Design Expert (VCDX)
- VMware Certified Professional (VCP)

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ABOUT FOOTE PARTNERS

Foote Partners LLC is a Vero Beach, Florida based independent IT benchmark research consultancy and industry analyst firm founded in 1997. Its proprietary benchmark research (2,100 research partners, 101,250 IT professionals) and advisory services focus on the ‘execution’ side of IT services and management and have been used by more than 1,800 private and public sector employers on six continents. Comprised of former Gartner, Meta Group, McKinsey & Company, Towers Watson, 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 thousand of employers seeking benchmark research and decision support and advice on managing IT’s impact on their businesses and customers.

Headquarters: 4445 North A1A, Suite 246
Vero Beach, FL 32963
Tel: 772-234-2787
www.footepartners.com
772-234-2787