

Sample

2009 IT Skills & Certifications Pay Index™ **North America**

**The compensation data in this report
is updated four times per year:**

January 10, 2008

April 10, 2008

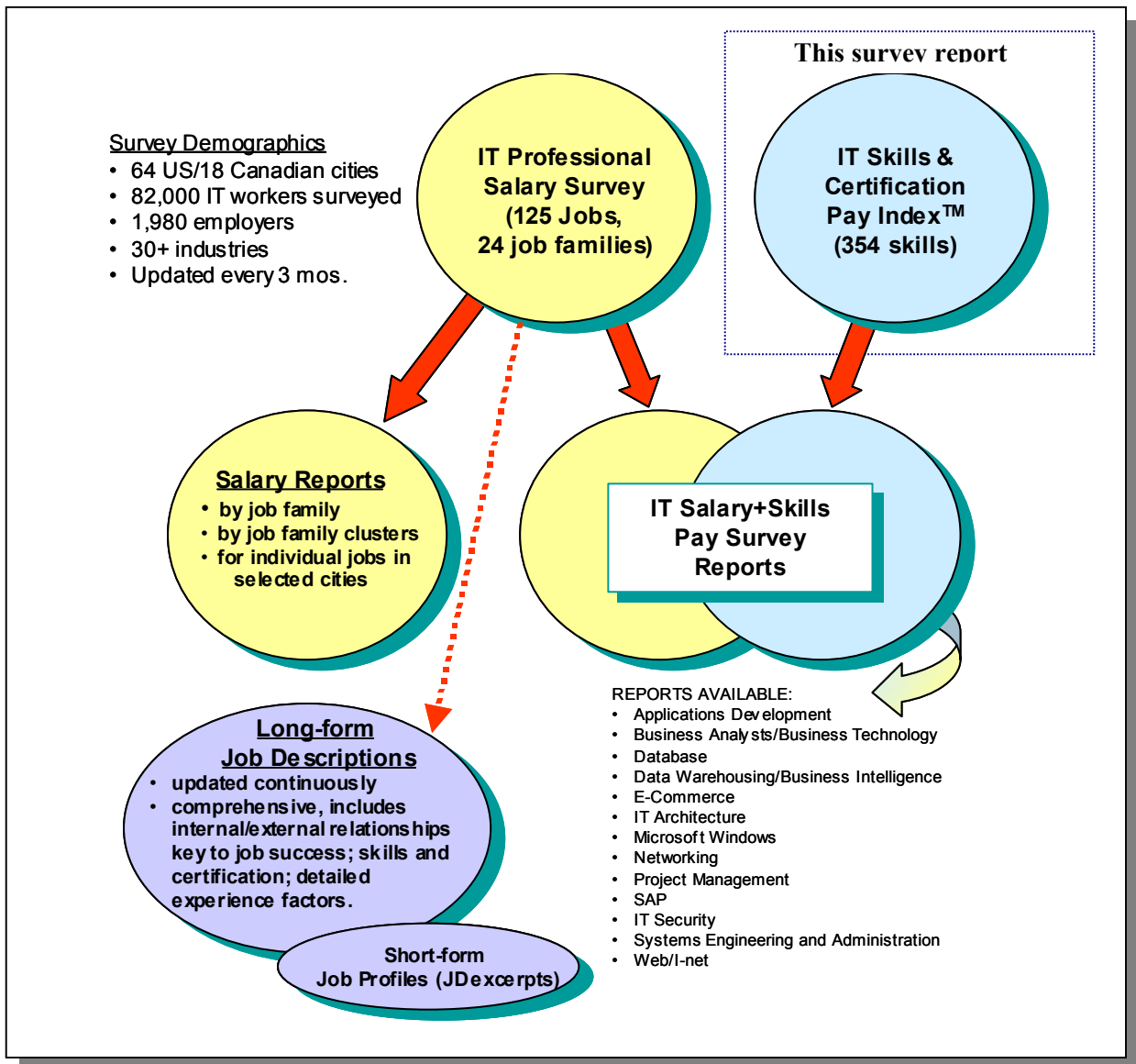
July 10, 2008

October 10, 2008

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Foote Partners 2009 IT Compensation Survey Product Map



Using Foote Partners IT Skills & Certifications Pay Index™

What is IT skills and certifications pay?

It is common practice today for employers to isolate, recognize and reward experience in a variety of IT skills. Pay for such skills, both certified and noncertified, is usually provided in the form of a premium employers are willing to pay workers who possess high-value technical skills used on the job (with or without certifications for those skills). This pay is may be applied in the form of a cash bonus or it may be embedded in base salary to adjust for the presence of a dominant vendor or technology; for example an Oracle Database Administrator, Linux Systems Administrator, Unix Programmer, or SAP Developer.

Incorporating skills premiums in base pay is the most popular option today. Why? Because it is an effective solution to the dreaded problem of job titles that don't match what people really do on-the-job. If you need to differentiate workers within a broad job category such as "programmer", "administrator", or "analyst" in order to match them to true market pay levels -- say you've got Linux, Unix, .Net, java, SAP, and Cobol specialists all with the same basic job title -- why not instead adjust their base pay for the presence of these various technical skills and benchmark their base pay to job titles they *should* have? It's a lot less difficult than going through a laborious job evaluation process and has become a common industry practice. This is where our *IT Skills and Certifications Pay Index* comes in handy: it tells you exactly what the bonus or base pay adjustment should be for 344 certified and noncertified IT skills, based on current compensation practice at 1,900 employers.

Are there other uses for skills pay? Absolutely. Skills pay can be offered as an inducement in recruiting a prospective employee via internal transfer, or securing external candidates on the open market as a basis for a sign-on bonus. Skills pay can also used as a de facto retention bonus. This may be without regard to other variables such as low/no-cash incentives, merit and bonus pay not connected to specific skills (e.g. profit sharing), work/lifestyle benefits, and other important add-ons not tied specifically to cash compensation for individual performance.

Is a certain level of performance necessary to receive a skill or certification premium? Our research indicates that while some employers may attach a performance basis for skills payout, others do not. The trend is towards companies devising measurable performance hurdles whenever possible.

Using the ITSCPI, cont.

How does Foote Partners collect skills pay data?

Foote Partners' primary research report for skills and professional certifications pay is the **IT Skills and Certifications Pay Index (ITSCPI)**, which tracks premium pay for 344 IT certifications and noncertified skills and is continuously updated and published every three months. Updated data is collected and published every three months (January 10th, April 10th, July 10th, October 10th).

Employers have been paying for tech skills for some time but they are notoriously reluctant to create formal programs to do so. Why? Because they want to pay for skills selectively without feeling obligated to pay all holders of any one skill or certification equally, or even at all. This makes it much labor intensive and expensive for survey researchers to capture such data. Though many have tried to track skills pay, Foote Partners' ITSCPI---launched in 1999---is not only the oldest and (now) only survey of its kind still in existence, but also the industry's most comprehensive and most accurate.

Our unique data collection methodology lends itself very well to capturing both informal and formal pay practices, and to do it more economically. Our survey reveals that more than one half of the private and public sector IT workers in our North American survey receive some form of skills pay, and of that number we are able to both document and validate skills pay data for approximately 48 percent of them. From our HR department and non-HR research partner sources we receive all formal and informal IT compensation data in the form of electronic databases, spreadsheets, and hard copy.

With this critical data in hand, Foote Partners spends significant time on the delicate and critical task of validating the data including direct interviewing and aggressive interactive surveying. We do not collect skills pay data from workers themselves, but instead from their managers and HR/compensation staffs.

We collect and compile the data continuously and make those results available to our retainer and consulting customers only: everybody else may obtain more than 30 individual quarterly updated 'off-the-shelf' compensation surveys published and regularly updated by Foote Partners that contains excerpts from the ITSCPI report.

How to Use, cont.

This ITSCPI reports pay in the following classifications, for full-time IT workers only (these premiums do not apply to contractors or consultants):

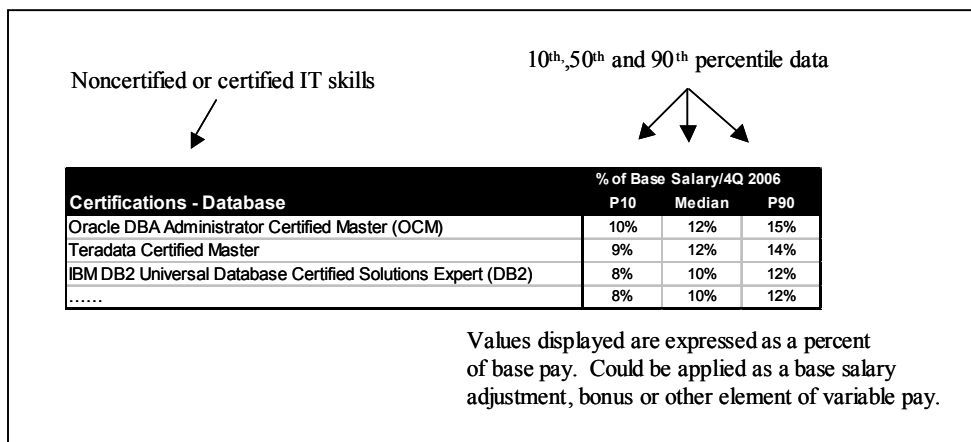
Skills:

- | | |
|---------------------------------------|--|
| Systems and Networking/Communications | • SAP and Enterprise Business Applications |
| Operating Systems | • Database |
| Web/e-Commerce Development | • Project Experience |
| Messaging, e-mail, and Groupware | • Management, Process and Methodology |
| Apps Development Tools and Platforms | |

Certifications:

- | | |
|---|--|
| General and Training | • Networking/Internetworking |
| Application Development/Programming Languages | • Systems Administration and Engineering/Network Operating Systems |
| Database | • Security |
| Web Development | • Project Management and Architecture |

How is the data presented?



Using the ITSCPI, cont.

Research participant metrics

IT compensation data for our 2008 research findings were collected from 1,860 public and private sector organizations representing 30 private sector industries plus government and educational institutions. Approximately 82,000 IT workers are surveyed for these findings.

The size of the participating organizations, measured most appropriately for the type of business, by revenues, assets, total premiums and operating budgets, are as follows

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

Using Foote Partners IT Skills & Certifications Pay Index™

What is IT skills and certifications pay?

It is common practice today for employers to isolate, recognize and reward experience in a variety of IT skills. Pay for such skills, both certified and noncertified, is usually provided in the form of a premium employers are willing to pay workers who possess high-value technical skills used on the job (with or without certifications for those skills). This pay is may be applied in the form of a cash bonus or it may be embedded in base salary to adjust for the presence of a dominant vendor or technology; for example an Oracle Database Administrator, Linux Systems Administrator, Unix Programmer, or SAP Developer.

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Using the ITSCPI, cont.

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Skills:

- | | |
|--------------------------------------|--|
| Systems/Networking | • SAP and Enterprise Business Applications |
| Operating Systems | • Database |
| Web/e-Commerce Development | • Project Experience |
| Messaging and Communications | • Management, Process and Methodology |
| Apps Development Tools and Platforms | |

Certifications:

- | | |
|---|--|
| General and Training | • Networking/Internetworking |
| Application Development/Programming Languages | • Systems Administration and Engineering/Network Operating Systems |
| Database | • IT Security |
| Web Development | • Architecture and Project Management |

How is the data presented?

10th, 50th and 90th percentile data

Noncertified or certified IT skills

Certifications - Database	% of Base Salary/4Q 2006		
	P10	Median	P90
Oracle DBA Administrator Certified Master (OCM)	10%	12%	15%
Teradata Certified Master	9%	12%	14%
IBM DB2 Universal Database Certified Solutions Expert (DB2)	8%	10%	12%
.....	8%	10%	12%

Values displayed are expressed as a percent of base pay. Could be applied as a base salary adjustment, bonus or other element of variable pay.

Using the ITSCPI, cont.

Research participant metrics

IT compensation data for our latest research findings (collected October 1, 2008 to January 1, 2009) represents 30 private sector industries plus government and educational institutions surveyed every three months.

The size of the participating organizations, measured most appropriately for the type of business, by revenues, assets, total premiums and operating budgets, are as follows

- 13% of participating organizations have \$3 billion+ in sales/\$15+ billion in total assets
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- [Public sector] 5% have operating budgets of \$500 million or more, [nonprofit/educational sectors] 4% with operating budgets \$100 million to less than \$500million

**Cities and Metropolitan Areas Surveyed
2009 IT Skills and Certifications Pay Index**

Canada

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		

United States

Atlanta, GA	Greenville/Spartanburg/ Anderson, SC	Norfolk/Virginia Beach/ Newport News, VA	Salt Lake City, UT
Albuquerque/Santa Fe, NM	Hartford, CT	Oakland/Walnut Creek/ Concord CA	San Antonio, TX
Austin, TX	Houston, TX	Oklahoma City, OK	San Francisco, CA
Baltimore, MD	Indianapolis/Ft Wayne	Omaha, NE	San Jose, CA
Birmingham, AL	Kansas City, MO	Orlando, FL	Seattle, WA
Boston, MA	Las Vegas, NV	Peoria, IL	St. Louis, MO
Charlotte, NC	Long Island, NY	Philadelphia/So. NJ	Tampa, FL
Chicago, IL	Los Angeles/Orange Cty,CA	Phoenix, AZ	Tulsa, OK
Cincinnati, OH	Louisville, KY	Pittsburgh, PA	Upper Fairfield County/ New Haven, CT
Cleveland/Akron,OH	Madison, WI	San Diego, CA	Washington, DC
Columbus, OH	Memphis, TN	Portland, OR	Westchester County, NY/ Lower Fairfield Cty, CT
Colorado Springs, CO	Miami, FL	Princeton/So. NJ	
Dallas, TX	Milwaukee, WI	Providence, RI	
Dayton, OH	Minneapolis, MN	Raleigh/Durham, NC	
Detroit, MI	Nashville, TN	Richmond, VA	
Denver, CO	New Jersey/Northern	Sacramento, CA	
Des Moines, IA	New Orleans		
Grand Rapids, MI	New York City, NY		
Greensboro/Winston- Salem, NC			

2009 Noncertified IT Skills Coverage – Recent Additions

The following noncertified skills have been added to the *IT Skills and Certifications Pay Index* in the past 12 months, for a total of 179 noncertified skilled now being reported. (* = New in this edition)

Noncertified IT skills added

- Business Analysis
- Business process improvement/modeling/management*
- Cisco Network Admission Control Specialist
- CRM
- Dynamic Host Configuration Protocol
- ERP
- Flex
- Infrastructure architecture*
- Master data management
- Multiprotocol Label Switching (MPLS)
- Oracle Workflow
- Python*
- Ruby
- Ruby on Rails
- SAP Basis
- SAP CS (Customer Service)*
- SAP CRM
- SAP EPM
- SAP ERP
- SAP FI – FSCM
- SAP FI - Travel Management
- SAP HCM ESS/MSS
- SAP IM
- SAP LO (Logistics General)*
- SAP MDX
- SAP MRO
- SAP Netweaver Applications Server
- SAP PLM
- SAP Public Sector Management*
- SAP SAM
- SAP SD – GTS
- SAP SEM
- SAP SM
- SAP Solution Manager
- SAP SRM
- SAP WM
- SAP WM – EWM
- Tivoli
- Virtualization (server/storage)

2009 Certified IT Skills Coverage – Recent Additions

The following certified skills have been added to the *IT Skills and Certifications Pay Index* in the past 12 months, for a total of 175 noncertified skilled now being reported. (* = New in this edition)

IT certifications added

- Avaya Certified Expert
- Certification and Accreditation Professional (CAP)*
- Check Point Certified Master Architect (CCMA)
- Cisco Certified Design Expert*
- Cisco Information Security Specialist
- Cisco IP Communications Express Specialist
- Cisco Advanced Wireless LAN Field Specialist
- Cisco Network Admission Control Specialist
- Cisco Rich Media Communications Specialist
- Cisco Firewall Specialist
- Cisco VPN Specialist
- CompTIA RFID+
- CompTIA Convergence+
- Convergence Technologies Professional (CTP)*
- HP Accredited Integration Specialist (AIS)*
- HP/Certified Systems Engineer
- HP/Certified Systems Administrator
- IBM Certified Administrator - SOA Solutions: WebSphere Process Server
- IBM Certified Database Administrator
- Microsoft Certified Architect (MCA)
- GIAC .NET (GNET)
- GIAC Auditing Wireless Networks (GAWN)
- GIAC Certified Incident Manager*
- GIAC Information Security Professional*
- GIAC Security Audit Essentials (GSAE)
- GIAC Securing Oracle Certification*
- Security Certified Network Architect*

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

Apps Develop. 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/
Agile Programming
- Ruby
- Ruby on Rails
- SAS
- SQL Windows
- Tomcat
- Transact-SQL
- Visual Basic
- Visual C++
- Visual J++

Database

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

SAP & Enterprise Business

Applications

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

SAP & Enterprise Business

Applications (cont'd)

- SAP QM
- SAP RF/Auto-ID
- SAP SAM
- SAP SCM
- SAP SEM
- SAP SD
- SAP SD - GTS
- SAP SM
- SAP Solution Manager
- SAP SRM
- SAP Web Application Server
- SAP WM
- SAP WM - EWM
- Siebel

Operating Systems

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

Messaging & Communications

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

179 Noncertified IT Skills Surveyed – cont.

Systems/Networking

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

Management, Methodologies and Process

- Business process management/modeling/improvement
- Business Analysis
- Business intelligence
- CRM
- ERP
- ITIL
- Microsoft Visio
- Project management

Project Experience

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

Web/e-Commerce Development

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

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

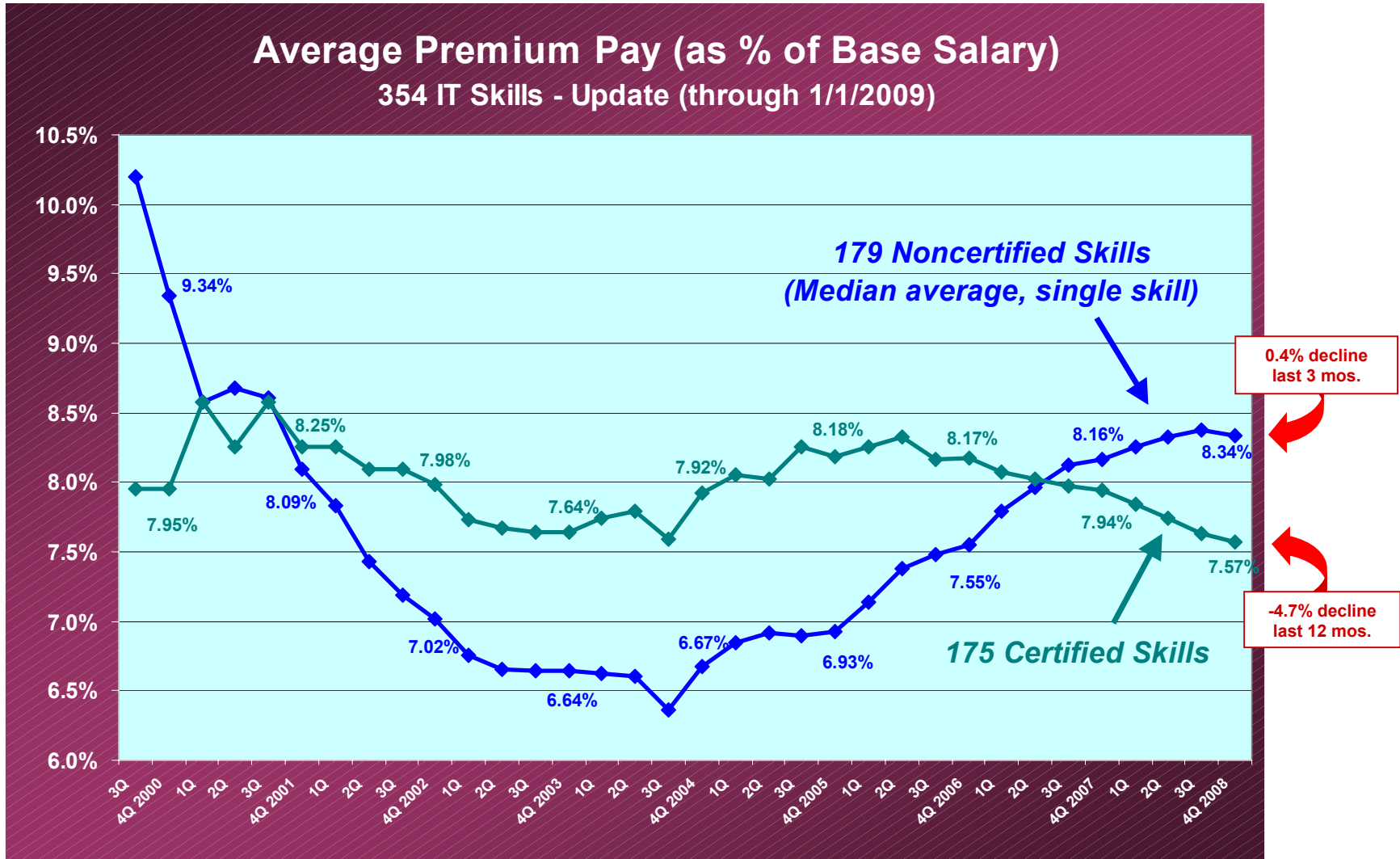
- Avaya Certified Specialist
- Avaya Certified Expert
- BEA Certified Architect - SOA Enterprise Architecture
- Brocade Certified SAN Manager (BCSM)*
- Brocade Certified SAN Designer (BCSD)*
- Certified Ethical Hacker (CEH)
- Certified Hacking Forensics Investigator (CHFI)
- Certified Information Systems Auditor(CISA)
- Certified Information Security Manager(CISM)
- Certified Information Systems Security Professional (CISSP)
- Certified Computing Professional(CCP-ISC2)
- Certification and Accreditation Professional (CAP-ISC2)
- Check Point Certified Master Architect (CCMA)
- Check Point Certified Security Administrator (CCSA)
- Check Point Certified Security Expert (CCSE)
- Cisco Advanced Wireless LAN Design Specialist
- Cisco Advanced Wireless LAN Field Specialist
- Cisco Certified Design Associate (CCDA)
- Cisco Certified Design Professional (CCDP)
- Cisco Certified Design Expert (CCDE)
- Cisco Certified Internetwork Expert (CCIE)
- Cisco Certified Internetwork Professional (CCIP)
- Cisco Certified Network Associate(CCNA)
- Cisco Certified Network Professional(CCNP)
- Cisco Certified Security Professional (CCSP)
- Cisco Certified Systems Instructor (CCSI)
- Cisco Certified Voice Professional (CCVP)
- Cisco Firewall Specialist
- Cisco Information Security Specialist
- Cisco IP Communications Express Specialist
- Cisco IP Contact Center Express Specialist (CPCC)
- Cisco IP Telephony Design Specialist
- Cisco IP Telephony Support Specialist
- Cisco Network Admission Control Specialist*
- Cisco Rich Media Communications Specialist
- Cisco Storage Networking Design Specialist
- Cisco Storage Networking Support Specialist
- Cisco Unity Design Specialist*
- Cisco Unity Support Specialist*
- Cisco VPN Specialist*
- Cisco Wireless LAN Support Specialist
- Cisco/Certified Internetwork Expert(CCIE)
- Citrix Certified Integration Architect*
- Citrix Certified Administrator(CCA)
- Citrix Certified Enterprise Administrator(CCEA)
- 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+)
- Convergence Technologies Professional (CTP)
- 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/Accredited Integration Specialist (AIS)
- 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)
- Microsoft Certified Applications Developer (MCAD)

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

- Microsoft Certified Database Administrator (MCDBA)
- Microsoft Certified Desktop Support Technician (MCDST)
- Microsoft Certified IT Professional (MCITP/all)
- Microsoft Certified Professional Developer (all)
- Microsoft Certified Professional(MCP)
- Microsoft Certified Professional+Internet (MCP+I)
- Microsoft Certified Solution Developer(MCSD)
- Microsoft Certified Systems Administrator (MCSA)
- Microsoft 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)
- GIAC Certified Incident Manager (GCIM)
- 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) SA
- SANS/GIAC Certified Windows Security Admin(GCNT)
- SANS/GIAC Information Security Professional (GISP)
- SANS/GIAC Securing Oracle Certification (GSOC)
- SANS/GIAC Security Audit Essentials (GSAE)
- SANS/GIAC Security Expert(GSE)
- SAS Certified Advanced Programmer
- SAS Certified Base Programmer
- Security Certified Network Architect
- Siebel Certified Consultant(SCC)
- Siebel Customer Certified Consultant(SCCC)
- 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

2009 IT Skills & Certifications Pay Index™

Skills Pay Trend Charts: 2001 to 2008



Source: Foote Partners, IT Skills & Certifications Pay Index™ – 2000 to 2008

2 YEAR NONCERTIFIED IT SKILLS PAY TRENDS

(through 1/1/2009 – 22,550 participants) (**data not displayed in sample**)

Ave. Premium Pay - Single Skill as a % of Base Salary (Median)							
CERTIFICATIONS CATEGORIES	4Q 2006	4Q 2007	4Q 2008	% Change 3 mos	% Change ANNUAL	% Change 18 mos	% Change 2 yrs
General and Training							
Apps Development/Prog. Languages							
Database							
Web Development							
Networking							
System Admin & Eng/Network OS							
IT Security							
Architecture/Project Management							
179 CERTIFIED SKILLS SURVEYED	0.00%	0.00%	0.00%	0.0%	0.0%	0.0%	0.0%

Ave. Premium Pay - Single Skill as a % of Base Salary (Median)							
NONCERTIFIED SKILLS CATEGORIES	4Q 2006	4Q 2007	4Q 2008	% Change 3 mos	% Change ANNUAL	% Change 18 mos	% Change 2 yrs
Systems/Networking & Communications							
Messaging and Communications							
SAP & Enterprise Business Applications							
Apps Development Tools & Platforms							
Web/E-Commerce Development							
Database							
Operating Systems							
Management/Methodology/Process							
175 NONCERTIFIED SKILLS SURVEYED	0.00%	0.00%	0.00%	0.0%	0.0%	0.0%	0.0%

SOURCE: Foote Partners, IT Skills & Certifications Pay Index™

Current Quarter 2009 Survey Data

Certified IT Skills Pay

Overall Pay Performance

Certified Skills - Permanent Employees

(xQ 2009 data collected _____ 2009 .to _____ 2009. Expressed as percent of base salary.)

Xth Quarter 2009 data and trending:

IT Certifications	% of Base Salary/xQ 2009		
	P10	Median	P90
Average, Individual Certified Skills (175 Surveyed)	0.0%	0.0%	0.0%
QUARTER Delta 4Q2008 vs. 3Q 2008		0.0%	
6 Mos. DELTA: 4Q2008 vs 2Q 2008		0.0%	
ANNUAL 4Q2008 vs. 4Q 2007		0.0%	
2-YEAR 4Q2008 vs.4Q 2006		0.0%	

(**data not displayed in sample**)

IT Certifications Pay – Permanent Employees

IT Security

(Data collected this quarter. Expressed as percent of base salary.)
New skills coverage in this edition appear in **red**.

Certifications - IT Security	% of Base Salary/xQ 2009		
	P10	Median	P90
Certification and Accreditation Professional (CAP)			
Certified Ethical Hacker (CEH)			
Certified Hacking Forensics Investigator (CHFI)			
Certified Information Security Manager (CISM)			
Certified Information Systems Auditor (CISA)			
Certified Information Systems Security Professional(CISSP)			
Check Point Certified Master Architect (CCMA)			
Check Point Certified Security Administrator (CCSA)			
Check Point Certified Security Expert (CCSE)			
Cisco Certified Security Professional (CSP)			
Cisco Firewall Specialist			
Cisco Information Security Specialist			
Cisco Network Admission Control Specialist			
CompTIA Security+			
EC-Council Certified Security Analyst			
GIAC .NET (GNET)			
GIAC Assessing Wireless Networks (GAWN)			
GIAC Certified Firewall Analyst (GCFW)			
GIAC Certified Forensic Analyst (GCFA)			
GIAC Certified Incident Handler (GCIH)			
GIAC Certified Incident Manager (GCIM)			
GIAC Certified Intrusion Analyst (GCIA)			
GIAC Certified Unix Security Administrator (GCUX)			
GIAC Certified Windows Security Administrator (GCWN)			
GIAC Information Security Professional (GISP)			
GIAC Securing Oracle Certification (GSOC)			
GIAC Security Audit Essentials (GSAE)			
GIAC Security Essentials Certification (GSEC)			
GIAC Security Expert (GSE)			
GIAC Systems and Network Auditor (GSNA)			
InfoSys Security Architecture Professional (ISSAP/CISSP)			
InfoSys Security Engineering Professional (ISSEP/CISSP)			
InfoSys Security Management Professional (ISSMP/CISSP)			
Microsoft Certified Systems Admin Security (MCSA:Security)			
Microsoft Certified Systems Engineer: Security(MCSE:Security)			
Planet3 Certified Wireless Security Professional (CWSP)			
Security Certified Network Architect			
Security Certified Network Professional (SCNP)			
Systems Security Certified Practitioner (SSCP)			

(data not displayed in sample**)**

IT Certifications Pay – Permanent Employees
Systems Admin/Engineering, Network OS

(Data collected this quarter. Expressed as percent of base salary.)
New skills coverage in this edition appear in **red**.

Certifications - Systems Admin/Eng., Network Operating Systems	% of Base Salary/xQ 2009		
	P10	Median	P90
Citrix Certified Administrator (CCA)			
Citrix Certified Enterprise Administrator (CCEA)			
Citrix Certified Integration Architect (CCIA)			
CompTIA Convergence+			
CompTIA Linux+			
CompTIA Server+			
EMC Proven Professional			
HP/Accredited Integration Specialist (AIS)			
HP/Accredited Systems Engineer (ASE)			
HP/Certified Systems Administrator			
HP/Certified Systems Engineer			
HP/Master Accredited Systems Engineer (Master ASE)			
IBM Certified Administrator - SOA Solutions: WebSphere Process Ser			
IBM Certified Advanced Technical Expert - pSeries and AIX 5L			
IBM Certified Infrastructure Systems Architect			
IBM Certified Specialist - AIX Basic Ops			
IBM Certified Specialist - iSeries			
IBM Certified Systems Administrator			
IBM Certified Systems Expert - i5 iSeries			

(**data not displayed in sample**)

IT Certifications Pay – Permanent Employees
Systems Admin/Engineering, Network OS – cont’d

(Data collected this quarter. Expressed as percent of base salary.)
New skills coverage in this edition appear in **red**.

Certifications - Systems Admin/Eng., Network Operating Systems	% of Base Salary/xQ 2009		
	P10	Median	P90
IBM Certified Systems Expert - pSeries and AIX 5L			
LAN Server Engineer (LSE)			
Linux Professional Institute certification (LPIC-Level 2)			
Microsoft Certified Architect (MCA)			
Microsoft Certified Desktop Support Technician(MCDST)			
Microsoft Certified Systems Administrator(MCSA)			
Microsoft Certified Systems Administrator: Messaging(MCSA:Message)			
Microsoft Certified Systems Engineer(MCSE)			
Microsoft Certified Systems Engineer: Messaging (MCSE: Messaging)			
Novell Certified Instructor (CNI)			
Novell Certified Linux Engineer (CLE)			
Novell Certified Linux Professional (Novell CLP)			
Novell/Certified Novell Administrator (CNA)			
Novell/Certified Novell Engineer (CNE)			
Novell/Master Certified Novell Engineer (MCNE)			
Red Hat Certified Architect (RHCA)			
Red Hat Certified Engineer(RHCE)			
RedHat Certified Technician			
Sun Certified Network Administrator for Solaris			
Sun Certified Systems Administrator for Solaris			

(**data not displayed in sample**)

IT Certifications Pay – Permanent Employees

Networking/Internetworking

(Data collected this quarter. Expressed as percent of base salary.)

New skills coverage in this edition appear in **red**.

Certifications - Networking	% of Base Salary/xQ 2009		
	P10	Median	P90
Avaya Certified Expert			
Avaya Certified Specialist			
Brocade Certified Fabric Professional (BCFP)			
Brocade Certified SAN Manager (BCSM)			
Brocade Certified SAN(Fabric) Designer (BCSD)			
Cisco Certified Design Expert (CCDE)			
Cisco Certified Design Professional (CCDP)			
Cisco Certified Internetwork Expert (CCIE)			
Cisco Certified Internetwork Professional (CCIP)			
Cisco Certified Systems Instructor (CCSI)			
Cisco Certified Voice Professional (CCVP)			
Cisco IP Communications Express Specialist			
Cisco IP Telephony Design 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			
EMC Proven Professional Implementation Engineer - Expert			
EMC Proven Professional Storage Administrator - Expert			
EMC Proven Professional Technology Architect - Expert			
EMC Proven Professional Technology Architect - Specialist			
IBM Certified Specialist - Storage Networking Solutions, Version 2			
SNIA Certified Architect			
SNIA Certified Storage Networking Expert			
SNIA Certified Systems Engineer			

(**data not displayed in sample**)

IT Certifications Pay – Permanent Employees

Networking/Internetworking – cont'd.

(Data collected this quarter. Expressed as percent of base salary.)

New skills coverage in this edition appear in **red**.

Certifications - Networking (cont'd.)	% of Base Salary/xQ 2009		
	P10	Median	P90
Cisco Advanced Wireless LAN Design Specialist			
Cisco Advanced Wireless LAN Field Specialist			
Cisco Certified Design Associate (CCDA)			
Cisco Certified Network Associate (CCNA)			
Cisco Certified Network Professional (CCNP)			
Cisco IP Contact Center Express Specialist (CPCC)			
Cisco IP Telephony Support Specialist			
Cisco VPN Specialist			
Cisco Wireless LAN Support Specialist			
CompTIA Network Technician (Network+)			
CompTIA RFID+			
Convergence Technologies Professional (CTP)			
EMC Proven Professional Storage Administrator - Specialist			
Nortel Networks Certified Design Expert (NCDE)			
Nortel Networks Certified Support Expert (NCSE)			
Novell Certified Directory Engineer (NCDE)			
Planet3 Certified Wireless Analysis Professional (CWAP)			
Planet3 Certified Wireless Network Administrator (CWNA)			
Planet3 Certified Wireless Network Trainer (CWNT)			
Sniffer Certified Master			

(**data not displayed in sample**)

IT Certifications Pay – Permanent Employees

Web Development

(Data collected this quarter. Expressed as percent of base salary.)
New skills coverage in this edition appear in **red**.

Certifications - Web Development	% of Base Salary/xQ 2009		
	P10	Median	P90
CompTIA Internet Technician (I-Net+)			
Microsoft Certified Professional+Internet (MCP+I)			
Microsoft Certified Systems Engineer+Internet (MCSE+I)			
Novell/Certified Internet Professional (CIP)			
Prosoft CIW Associate			
Prosoft Master CIW Administrator			
Prosoft Master CIW Designer			
Prosoft Master CIW Enterprise Developer			
Prosoft Master CIW Web Site Manager			

(**data not displayed in sample**)

IT Certifications Pay – Permanent Employees

Database

(Data collected this quarter. Expressed as percent of base salary.)
New skills coverage in this edition appear in **red**.

Certifications - Database	% of Base Salary/xQ 2009		
	P10	Median	P90
Advanced Teradata Certified Professional			
Certified MySQL 4.0 Professional (MySQL-Prof)			
Certified MySQL 5.0 Database Administrator			
IBM Certified Database Administrator - DB2			
IBM DB2 Universal Database Certified Solutions Expert (DB2)			
Microsoft Certified Database Administrator (MCDBA)			
Microsoft Certified IT Professional (MCITP/all)			
Oracle DBA Administrator Certified Associate (OCA)			
Oracle DBA Administrator Certified Master (OCM)			
Oracle DBA Administrator Certified Professional (OCP)			
Teradata Certified Administrator			
Teradata Certified Application Developer			
Teradata Certified Design Architect			
Teradata Certified Implementation Specialist			
Teradata Certified Master			
Teradata Certified Professional			
Teradata Certified SQL Specialist			

(**data not displayed in sample**)

IT Certifications Pay – Permanent Employees

Applications Development & Programming Languages

(Data collected this quarter. Expressed as percent of base salary.)
New skills coverage in this edition appear in **red**.

Certifications - Application Development/Programming Languages	% of Base Salary/xQ 2009		
	P10	Median	P90
BEA Certified Architect - SOA Enterprise Architecture			
IBM Certified Advanced Application Developer – Lotus Notes/Domino			
IBM Certified Application Developer – Lotus Notes/Domino			
IBM Certified SOA Solution Designer			
IBM Certified Solutions Developer: WebSphere (all)			
Microsoft Certified Applications Developer(MCAD)			
Microsoft Certified Professional Developer (all)			
Microsoft Certified Solution Developer (MCSD)			
Oracle Forms Developer Certified Professional (OCP)			
SAS Certified Advanced Programmer			
SAS Certified Base Programmer			
Siebel Certified Consultant (SCC)			
Siebel Customer Certified Consultant (SCCC)			
Sun Certified Developer for Java 2 Platform			
Sun Certified Enterprise Architect for Java Platform			
Sun Certified Programmer for Java Platform			

(**data not displayed in sample**)

IT Certifications Pay – Permanent Employees

Architecture & Project Management

(Data collected this quarter. Expressed as percent of base salary.)
New skills coverage in this edition appear in **red**.

Certifications - Architecture and Project Management	% of Base Salary/xQ 2009		
	P10	Median	P90
IT Certified Architect(ITCA/Open Group)			
Project Management Professional(PMP)			
CompTIA Project+			

(**data not displayed in sample**)

IT Certifications Pay – Permanent Employees

General/Beginner and Training

(Data collected this quarter. Expressed as percent of base salary.)
New skills coverage in this edition appear in **red**.

Certifications - General and Training	% of Base Salary/xQ 2008		
	P10	Median	P90
Certified Computing Professional (CCP)			
CompTIA Certified Technical Trainer (CTT+)			
CompTIA PC Technician (A+)			
Microsoft Certified Professional (MCP)			
Microsoft Certified Trainer (MCT)			

(**data not displayed in sample**)

Current Quarter 2009 Survey Data

Noncertified IT Skills Pay

Overall Pay Performance

Noncertified Skills - Permanent Employees

(xQ 2009 data collected _____ 2009 .to _____ 2009. Expressed as percent of base salary.)

xth Quarter 2009 data and trending:

IT Skills - Noncertified	% of Base Salary/xQ 2009		
	P10	Median	P90
Average, Individual Skill (179 Noncertified Skills Surveyed)	0.00%	0.00%	0.00%
QUARTER Delta 4Q2008 vs. 3Q 2008		0.0%	
6 Mos. DELTA: 4Q2008 vs 2Q 2008		0.0%	
ANNUAL 4Q2008 vs. 4Q 2007		0.0%	
2-YEAR 4Q2008 vs.4Q 2006		0.0%	

(**data not displayed in sample**)

Noncertified IT Skills Pay – Permanent Employees

Systems/Networking

(Data collected this quarter. Expressed as percent of base salary.)
New skills coverage in this edition appear in **red**.

Systems/Networking Skills	% of Base Salary/xQ 2009		
	P10	Median	P90
10Base-T Switching			
APPC			
ATM			
Dynamic Host Configuration Protocol			
Ethernet			
Ethernet Switching			
Gigabit Ethernet			
HTTP			
Infrastructure architecture			
IPX			
Jini (Sun)			
LAN			
Microsoft NT Server			
Multiprotocol Label Switching (MPLS)			
Network security management			
Novell Netware			
RFID (radio frequency identification)			
Routing (e.g. OSPF)			
SAN/Storage Area Networking			
Security (various, project-based)			
SIP(Session Initiation Protocol)			
SMTP			
SNA			
TCP/IP			
Tivoli			
Virtualization (various)			
VoIP/IP telephony			
WAN savvy			
WAP(Wireless Application Protocol)			
Wireless network management (LANs, GSM)			
WML			

(**data not displayed in sample**)

Non-certified IT Skills Pay – Permanent Employees

Web/E-commerce

(Data collected this quarter. Expressed as percent of base salary.)

New skills coverage in this edition appear in **red**.

Web/E-Commerce Development Skills	% of Base Salary/xQ 2009		
	P10	Median	P90
Microsoft .NET (Visual Studio .NET, Visual Basic .NET, ASP.NET)			
AJAX (Asynchronous JavaScript and XML)			
Microsoft Commerce Server			
Microsoft Identity Integration Server			
Oracle Workflow			
WebSphere			
Documentum			
ActiveX			
Apache HTTP web server			
BEA WebLogic			
Microsoft BizTalk Server			
Microsoft Content Management/Sharepoint Server			
SOAP(Simple Object Access Protocol)			
XML (all variants)			
JBoss applications server			
Python			
VoiceXML			
WSDL (Web Services Description Language)			
JavaBeans/EJB			
Cold Fusion			
ISA server			
Java Server Pages			
Microsoft Internet Information Server (IIS)			
PHP			
XHTML			
VBScript			
Active Server Pages			
JavaScript			
Jscript			
HTML/DHTML			
Perl			
Visual Interdev			
CGI			

(data not displayed in sample**)**

Noncertified IT Skills Pay – Permanent Employees

SAP and Enterprise Business Applications

(Data collected this quarter. Expressed as percent of base salary.)
New skills coverage in this edition appear in **red**.

SAP & Enterprise Business Applications Skills	% of Base Salary/xQ 2009		
	P10	Median	P90
SAP ERP (multi-skills)			
SAP Solution Manager			
NetWeaver BI (SAP BW)			
SAP MDM (Master Data Management)			
Oracle Enterprise Apps			
SAP HCM (SAP HR)			
SAP CO (Controlling)			
SAP FI (Financial Accounting)			
SAP Netweaver Applications Server			
SAP Web Application Server			
SAP CRM (Customer Relationship Management)			
SAP PLM (Product Lifecycle Management)			
SAP WM(Warehouse Management)			
SAP SEM (Strategic Enterprise Management)			
SAP BW(BI) Accelerator			
SAP FI - FSCM (Financial Supply Chain Management)			
SAP WM - EWM (Extended Warehouse Management)			
SAP IM (Investment Management)			
SAP MI (Mobile Infrastructure)			
Accelerated SAP (ASAP)			
SAP FI - Travel Management			
SAP CA (Cross Application)			
SAP EPM (Enterprise Performance Management)			
SAP HCM ESS/MSS			
SAP MM (Materials Management)			
SAP QM (Quality Management)			
SAP SD (Sales & Distribution)			
NetWeaver PI (SAP XI)			

(**data not displayed in sample**)

Noncertified IT Skills Pay – Permanent Employees

SAP and Enterprise Business Applications – cont’d.

(Data collected this quarter. Expressed as percent of base salary.)
New skills coverage in this edition appear in **red**.

SAP & Enterprise Business Applications Skills (cont'd.)	% of Base Salary/xQ 2009		
	P10	Median	P90
NetWeaver Portals (SAP EP)			
SAP Payroll			
SAP PP (Production Planning)			
SAP PS (Project Systems)			
SAP RF (Radio Frequency)/Auto-ID			
SAP SD - GTS (Global Trade Systems)			
SAP LO (Logistics General)			
SAP KW (Knowledge Warehouse)			
ABAP			
PeopleSoft			
SAP CS (Customer Service)			
SAP MRO(Maintenance, Repair and Overhaul)			
SAP SAM (Service and Asset Management)			
SAP SCM (Supply Chain Management)			
SAP SRM (Supplier Relationship Management)			
SAP Basis			
SAP Advanced Planner & Optimizer (APO)			
SAP LE (Logistics Execution System)			
SAP MDX (Multi-Dimensional Expression Language)			
SAP SM (Service Management)			
Baan			
J.D. Edwards			
SAP PM (Plant Maintenance)			
Lawson			
SAP Public Sector Management			
Siebel			

(**data not displayed in sample**)

Noncertified IT Skills Pay – Permanent Employees

Applications Development Tools & Platform Skills

(Data collected this quarter. Expressed as percent of base salary.)
New skills coverage in this edition appear in **red**.

Application Development Tools & Platform Skills	% of Base Salary/xQ 2009		
	P10	Median	P90
NetWeaver			
RAD/Extreme Programming/Agile Programming			
Oracle Developer Suite			
Business Objects			
SQL Windows			
C#			
Java/J2EE,SE,ME			
Eclipse			
MQSeries			
Ruby			
Ruby on Rails			
Flex			
PL/SQL			
Visual Basic			
C++			
SAS			
Tomcat			
Visual C++			
Transact-SQL			
Delphi			
Progress/Development tools			
Visual J++			
C			
Cobol			
PowerBuilder			

(**data not displayed in sample**)

Noncertified IT Skills Pay – Permanent Employees

Database

(Data collected this quarter. Expressed as percent of base salary.)
New skills coverage in this edition appear in **red**.

Database Skills	% of Base Salary/xQ 2009		
	P10	Median	P90
Oracle DB / 8i/9i/10g/11i			
Microsoft SQL Server			
Database management			
Java Database Connectivity (JDBC)			
Master data management			
DB2			
MySQL			
Visual SQL			
Microsoft Access			
Microsoft Exchange Server			
Progress/Apptivity			
dBase/XBase			
Sybase Adaptive Server			

(**data not displayed in sample**)

Noncertified IT Skills Pay – Permanent Employees

Operating Systems

(Data collected this quarter. Expressed as percent of base salary.)
New skills coverage in this edition appear in **red**.

Operating System Skills	% of Base Salary/xQ 2009		
	P10	Median	P90
Windows Server 2008/2003			
Unix (all)			
HP-UX			
Solaris			
Apple OSX/Tiger/Leopard			
Linux			
Windows Vista/XP			
Windows NT			
AIX			

(**data not displayed in sample**)

Noncertified IT Skills Pay – Permanent Employees

Messaging and Communications

(Data collected this quarter. Expressed as percent of base salary.)

New skills coverage in this edition appear in **red**.

Messaging & Communications Skills	% of Base Salary/xQ 2009		
	P10	Median	P90
Unified communications/messaging			
Sun Java System Messaging Server (JMS)			
Lotus Notes/Domino			
Microsoft Exchange			
Novell Groupwise			
Outlook/other mail clients			

(**data not displayed in sample**)

Noncertified IT Skills Pay – Permanent Employees

Management, Process and Methodology

(Data collected this quarter. Expressed as percent of base salary.)

New skills coverage in this edition appear in **red**.

Management, Process and Methodology Skills	% of Base Salary/xQ 2009		
	P10	Median	P90
Business process management/modeling/improvement			
Business intelligence			
Project management			
CRM			
ERP			
ITIL			
Business Analysis			
Microsoft Visio			

(**data not displayed in sample**)

Foote Partners
Certifications Guidebook

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Using the Foote Partners 2009 IT Skills and Certifications Pay Index™ and Companion Certification Guidebook

Using the Certifications Guidebook

The guidebook containing basic information about IT certifications surveyed and appearing in Foote Partners *IT Skills and Certifications Pay Index*. Included are:

- Vendor certification tracks and program maps
- Certification pre-requisites and requirements
- Training and certification costs
- Exam content
- Lab requirements
- Re-certification requirements and costs

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