Foote Partners, LLC
Foote Research Group

4445 North A1A, Suite 200
Vero Beach, FL 32963

772-234-2787 Tel
775-262-6619 Fax
www.footepartners.com

FOR IMMEDIATE RELEASE

Contact: Ted Lane (tlane@footepartners.com)
772-234-2787

After four years of miserable results, pay premiums for IT certifications finally returns to positive quarterly growth, powered by gains in Architecture, Project Management, Database and IT Security certifications

Noncertified IT skills pay continues its long growth run in the 2nd Quarter thanks to strong pay gains in Management/Methodology/Process, Database, Mobile Computing, Big Data, and Database skills

Solid (and accelerated) national IT jobs growth and aggressive IT Transformation initiatives at hundreds of employers are widely influencing pay for IT professionals

NOTE: This news release is a summary extract of content in ***IT Skills Demand and Pay Trends Report*** released next week by Foote Partners. This report is updated every 3 months and contains detailed compensation and demand analyses of data from the firm's ***IT Skills and Certifications Pay Index™*** and ***IT Skills Volatility Index***.

Vero Beach, FL, August 5, 2013 **–** Extra pay---also known as 'skills premiums'--- specifically awarded to talented IT professionals for **340 noncertified IT skills** and **289 IT certifications** rose at nearly identical rates in the second quarter of 2013 according to a new update of Foote Partners' *IT Skills and Certifications Pay Index™* (ITSCPI) released last week. It is the first time since 2010 that both skills categories have shown pay gains in the same calendar quarter.

Since its launch in 1999, the ITSCPI has continuously tracked market values for individual IT skills and certifications at 2,496 U.S. and Canadian employers and their 152,000 IT professionals, with findings and detailed market analyses updated and published every ninety days.

©2013 Copyright Foote Partners LLC (www.footepartners.com - Twitter: @FPView) 772-234-2787. All Rights Reserved.
Copying, reproducing, or publishing graphic content from this release prohibited with permission of author.

HIGHLIGHTS: IT skills and certifications pay performance, April – July 2013

Average market value for **340 noncertified skills increased** in the 2nd quarter of 2013, **up 0.84% overall** from April to June 2013. This is the sixth consecutive calendar quarter of positive growth in noncertified skills pay and the twelfth gain in the past fourteen quarters. Historically, pay for noncertified IT skills (i.e. those for which certifications are not attained or in many cases not available) has performed strongly with ***gains in 28 of the previous 35 calendar quarters*** going back to 2004.

Quarterly gains were mixed across eight categories last quarter, offset by losses in four categories:

- Management/Methodology/Process skills: **+6.3%** (in market value)
- Database skills: **+4.3%**
- Messaging and Communications skills: **+1.9%**
- Applications Development skills: **+0.1%**
- Web/E-commerce Development: **-0.6%**
- Operating Systems skills: **-1.1%**
- Systems/Networking skills: **-1.3%**
- SAP & Enterprise Business Applications: **-2.4%**

Average pay premiums for **289 IT certifications increased** last quarter, **up 0.84% overall**, following eleven straight quarterly losses. This is a significant finding: certifications premiums have **lost value overall in 23 of the last 26 calendar quarters** going back to 2007. Five certifications segments posted gains while only one lost value. Two certifications segment showed no change in average pay premiums.

- Architecture/Project Management/Process certifications: **+1.8%** (in market value)
- Database certifications: **+1.5%**
- Information Security certifications: **+1.4%**
- Systems Administration/Engineering certifications: **+0.7%**
- Networking & Communications certifications: **+0.3%**
- Applications Development/Programming Lang. certifications: **-3.1%**

No Change: Web Development certifications; Foundation level and Training certifications

©2013 Copyright Foote Partners LLC (www.footepartners.com - Twitter: @FPView) 772-234-2787. All Rights Reserved.
Copying, reproducing, or publishing graphic content from this release prohibited with permission of author.

HIGHEST PAYING Noncertified IT Skills (ranked, all 340 skills surveyed)

These **noncertified IT skills** are among those earning the highest pay premiums. **Shown by overall rank in descending order including ties (alphabetical within ties).** Surveyed April 1, 2013 through July 1, 2013.

NONCERTIFIED IT SKILLS

1.Tie TOGAF (Enterprise Architecture)

2.Tie Complex Event Processing/Event Correlation
Security architecture and models

3.Tie Data Governance
Infrastructure architecture
IT Governance
Prescriptive Analytics

4.Tie Apache Hadoop
Big Data analytics
Business process management/modeling/ improvement
Data Architecture
Data Modelling
Quality management/TQM
Requirements Engineering/Analysis
Risk management
SAP HANA
Security skills (DW/BI, ERP, Web, project assigments)

5.Tie Apache Hive
Apache Pig/Pig Latin
Cloud architecture
Cybersecurity

5. cont'd.
Epic Systems applications
Hbase
Predictive Analytics and Modeling
Product lifecycle management software
Project management/governance
Quantitative Analysis/Regression Analysis
Risk Assessment/Analysis
SAP MDM
SAP SEM

6.Tie Business Analysis
Business intelligence
Capacity Management
Change Management
Cisco UCCE
Configuration Management
Cryptography (encryption, VPN, SSL/TLS, Hybrids)
ERP
Information management
ITIL V3
MapReduce
Mobile applications development
SAP PLM
SAP SCM
SAP Solution Manager
Six Sigma/Lean Six Sigma

6.Tie TIBCO Enterprise Message Service
Unified communications/messaging
User Experience Design

7.Tie Business performance management (software/systems)
Apache Cassandra
TIBCO
Microsoft Commerce Server (incl. 2007)
F#
SAP FS
Oracle BPM
SAP BPC
SAP HCM
SAP CS
SAP Oil & Gas
SAP MI
Oracle SCM
Oracle E-Business suite
SAP IS-U (Utilities)
vCloud

Source: *IT Skills and Certifications Pay Index™ – Q2 2013 edition*

©2013 Copyright Foote Partners LLC (www.footepartners.com - Twitter: @FPView) 772-234-2787. All Rights Reserved.
Copying, reproducing, or publishing graphic content from this release prohibited with permission of author.

HIGHEST PAYING IT Certifications (ranked, all 289 certs surveyed)

These **IT certifications** are among those earning the highest pay premiums. **Shown by overall rank in descending order including ties (alphabetical within ties).** Surveyed April 1, 2013 through July 1, 2013.

CERTIFICATIONS

1.Tie Open Group Master Architect
2.Tie EMC Cloud Architect Expert (IT-as-a-Service)
Open Group Certified Architect
PMI Program Management Professional

3.Tie GIAC Security Leadership(GSLC)
Oracle DBA Administrator Certified Master

4.Tie EMC Cloud Architect Specialist (Virtualized Information Infrastructure.)
Certified in the Governance of Enterprise IT (CGEIT)
Certified Information Security Manager
CyberSecurity Forensic Analyst (CSFA)
Information Systems Security Architecture Professional (ISSAP-CISSP)
ITIL Expert Certification
PMI Risk Management Professional

5 .Tie Certified Information Systems Security Professional
Certified in Risk and Information Systems Control (CRISC)
Certified Information Systems Auditor
Check Point Certified Master Architect
GIAC Assessing and Auditing Wireless Networks
GIAC Certified Forensics Analyst
GIAC Certified Incident Handler (GCIH)
GIAC Certified Intrusion Analyst (GCIA)
GIAC Reverse Engineering Malware
HP/Master Accredited Solutions Expert

5 .Tie (cont'd.)
HP/Master ASE--Data Center and Cloud ArchitectV1
InfoSys Security Engineering Professional (ISSEP-CISSP)
Microsoft Certified Architect
Oracle Certified Expert MySQL 5.1 Cluster Database Administrator
Project Management Professional(PMP) 11
Systems Security Certified Practitioner (SSCP)
Teradata 12 Certified Master
VMware Certified Advanced Professional – Cloud Infrastructure Design (VCAP-CID)

6.Tie Certified Secure Software Lifecycle Professional (CSSLP)
Cloudera Certified Developer for Apache Hadoop
CWNP Certified Wireless Security Professional (CWSP)
GIAC Secure Software Programmer-- .NET
GIAC Secure Software Programmer—Java
HP ASE – Cloud Integrator
HP ASE Cloud Architect V2
HP ATP - Cloud Administrator
HP/Accredited Solutions Expert (ASE - all)
HP/Master Accredited Systems Engineer (Master ASE)
IBM Certified Infrastructure Systems Architect
IBM Certified Solution Architect – Cloud Computing Infrastructure V1
Microsoft Certified Solutions Master(all)
Security Certified Network Architect (SCNA)

©2013 Copyright Foote Partners LLC (www.footepartners.com - Twitter: @FPView) 772-234-2787. All Rights Reserved.
Copying, reproducing, or publishing graphic content from this release prohibited with permission of author.

IT Skills and Certifications Pay Trend Highlights: Notable Market Value Gains

Skills and certifications that ***gained 10% or more in market value in the calendar quarter ending July 1, 2013*** vs. prior quarter (by segment). Listed in **descending order of gain**, including ties:

IT CERTIFICATIONS

Architecture, Project Management and Process
- Certified Associate in Project Management
- Certified in the Governance of Enterprise IT (CGEIT)
- Open Group Certified Architect (Open CA)
- Open Group Master Architect
- PMI Risk Management Professional (PMI-RMP)

Database certifications
- Oracle DB Administrator Certified Associate
- Oracle Certified Professional MySQL 5 Database Administrator
- Oracle Certified Expert MySQL 5.1 Cluster Database Administrator

IT Security certifications
- CWNP Certified Wireless Security Professional (CWSP)
- GIAC Certified Incident Handler (GCIH)
- GIAC Certified Firewall Analyst (GCFW)
- GIAC Certified Forensics Examiner
- GIAC Certified Intrusion Analyst (GCIA)
- GIAC Certified Forensics Analyst (GCFA)
- InfoSys Security Engineering Professional (ISSEP/CISSP)

Networking and Communications certifications
- CWNP/Certified Wireless Network Expert
- CWNP/Certified Wireless Network Administrator

Systems Administration certifications
- CompTIA Server+
- Microsoft Certified Solutions Expert(all)
- HP/Accredited Systems Engineer
- HP/Accredited Solutions Expert (ASE - all)
- HP/Master Accredited Systems Engineer (Master ASE)
- Microsoft Certified Solutions Master(all)
- HP/Master Accredited Solutions Expert (MASE - all)

Source: *IT Skills and Certifications Pay Index™ – Q2 2013 edition*

SAP/ERP skills
- SAP AFS
- SAP Web Application Server
- SAP HR-PY
- SAP SCM
- SAP SEM
- Web Dynapro
- SAP PSCD
- SAP Basis Components
- SAP NWDI
- SAP APO
- SAP IS-U
- SAP Oil & Gas

Web/SOA/E-Commerce skills
- ColdFusion/ColdFusion MX
- WSDL
- Apache Solr
- Oracle WebLogic

Systems/Networking Administration skills
- Dynamic Host Configuration Protocol
- Routing (e.g. OSPF, RIP, IGRP)
- WAN 4G/3G services
- Mobile device management

Message & Communications skills
- Lotus Notes/Domino

©2013 Copyright Foote Partners LLC (www.footepartners.com - Twitter: @FPView) 772-234-2787. All Rights Reserved.
Copying, reproducing, or publishing graphic content from this release prohibited with permission of author.

IT Skills and Certifications Pay Trend Highlights: Notable Market Value Declines

Skills and certifications that ***declined 10% or more in market value in the calendar quarter ending July 1, 2013*** vs. prior quarter. By segment, listed in **descending order of decline**, including ties:

IT CERTIFICATIONS

Applications Development/Programming Languages certifications
- Microsoft Certified Professional Developer (all)
- SAS Certified Base Programmer
- SAS Certified Advanced Programmer
- Oracle SOA Infrastructure Implementation Certified Expert
- Oracle Certified Professional, Java EE Web Services Developer
- Oracle Certified Master, Java EE Enterprise Architect

Architecture, Project Management and Process certifications
- CompTIA Cloud Essentials
- Project Management Professional(PMP)

Database certifications
- Oracle DB Administrator Certified Professional (OCP)

IT Security certifications
- GIAC Certified Penetration Tester (GPEN)

Networking & Communication certifications
Juniper Networks Certified Internet Professional (JNCIP

Systems Administration certifications
- HP/Accredited Integration Specialist (AIS)
- RedHat Certified Technician (RHCT)
- Red Hat Certified Architect (RHCA)
- IBM Certified Systems Administrator - AIX 7
- IBM Certified Systems Expert - AIX and Linux v2 (all)

Source: *IT Skills and Certifications Pay Index™ – Q2 2013 edition*

IT SKILLS (Noncertified)

Applications Development skills
- WebSphere MQ
- Java SE/Java EE
- NetWeaver
- Cognos
- TransacT-SQL
- Xcode
- Business Objects
- Oracle Applications Developer Framework

Database certifications
- Redis
- Apache Cassandra

Systems/Networking skills
- SIP(all variants)
- IPX/SPX
- VoIP/IP telephony
- Microsoft Hyper-V
- Cisco IPCC
- VMware Server/ESX, ESXi Server
- Tivoli
- LTE
- Cisco ICM

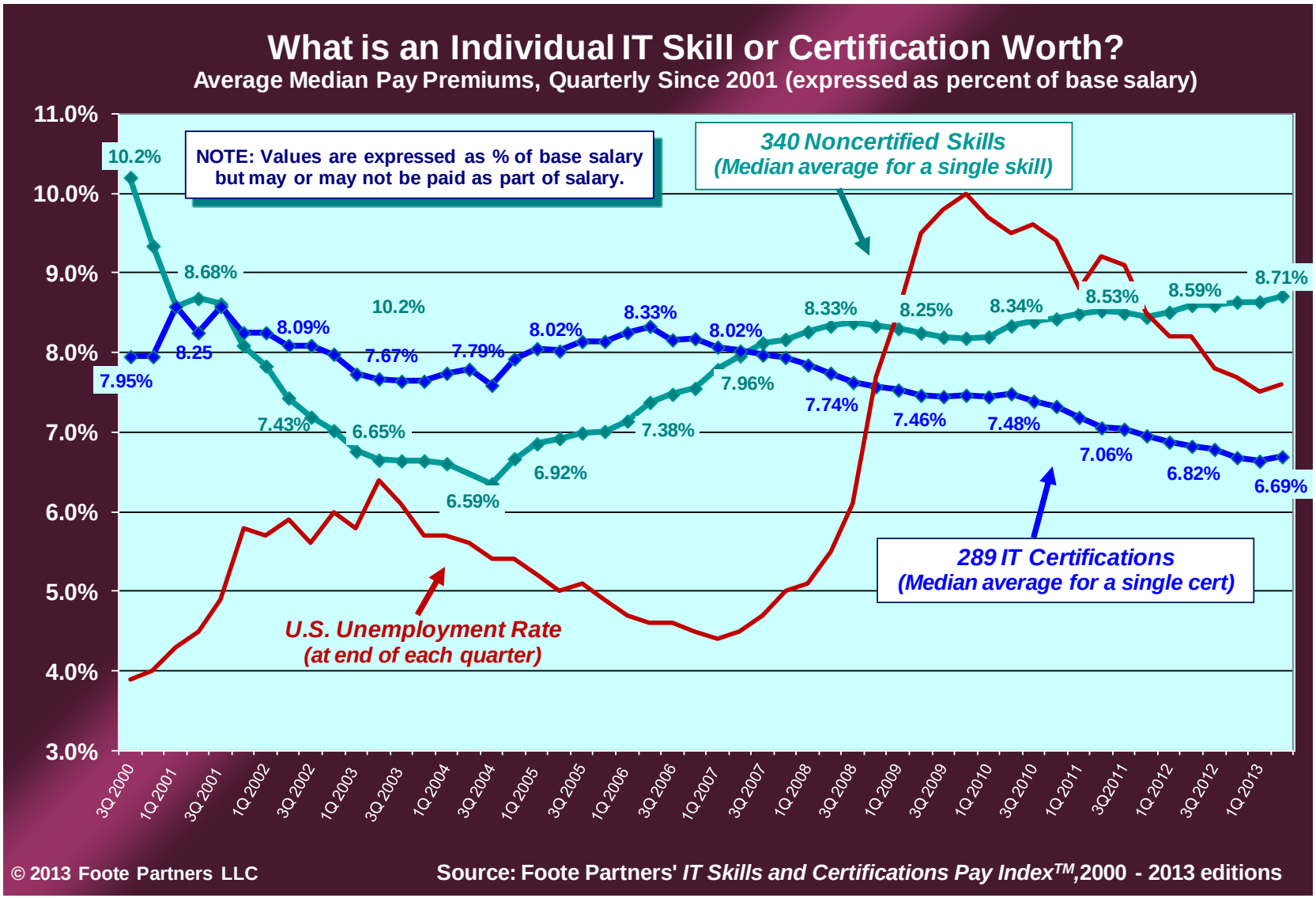
Web/E-commerce Development skills
- Microsoft Sharepoint
- HTML5
- Google App Engine
- Microsoft Internet Security and Acceleration Server (ISA)
- JavaScript
- XHTML MP

SAP & Enterprise Business Applications skills
- SAP CCM
- SAP Smart Forms
- SAP HR-PA
- SAP BOXI
- SAP FS
- SAP PS
- Oracle CRM
- SAP KW
- SAP SM
- Oracle BPM
- SAP MI
- SAP CAF
- J.D. Edwards
- SAP Business One
- SAP EBP
- SAP PP
- SAP WM
- SAP BSP
- SAP Xcelsius
- SAP SD
- ABAP
- SAP BODS
- SAP ESA
- NetWeaver Portal
- SAP MM

Messaging & Communications
- TIBCO Enterprise Message Service

Operating Systems skills
- Solaris

©2013 Copyright Foote Partners LLC (www.footepartners.com - Twitter: @FPView) 772-234-2787. All Rights Reserved.
Copying, reproducing, or publishing graphic content from this release prohibited with permission of author.



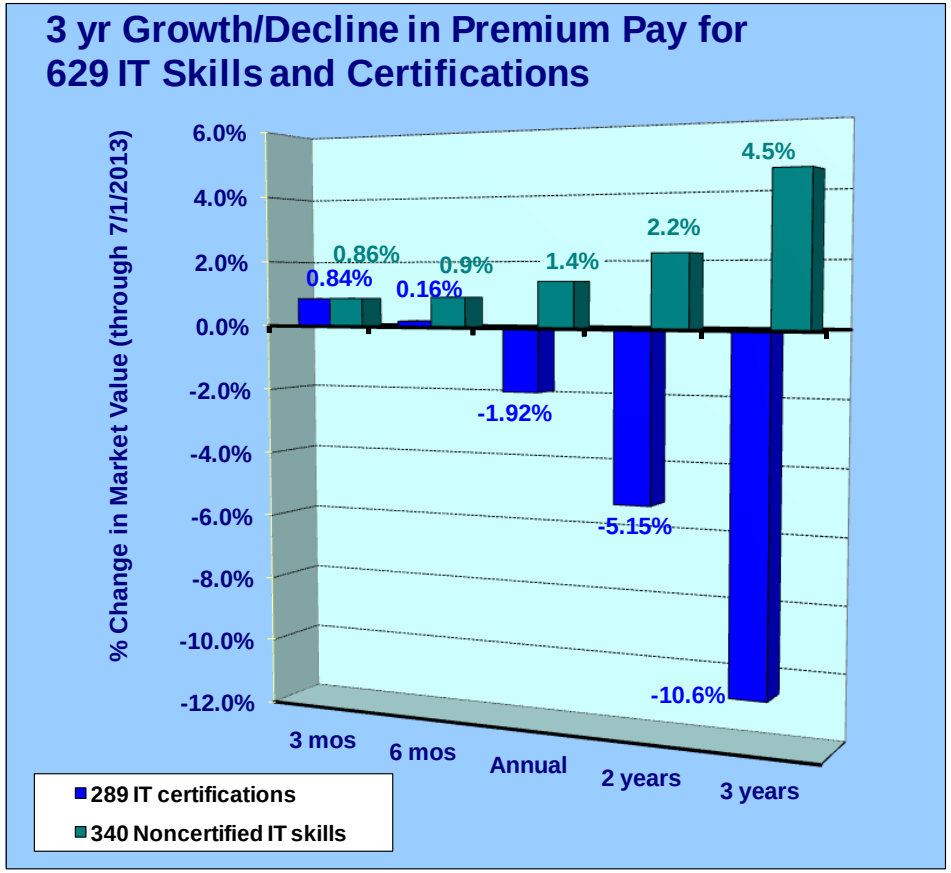
SOURCE: Foote Partners *IT Skills & Certifications Pay Index™* 2000 - 2013 quarterly editions

©2013 Copyright Foote Partners LLC (www.footepartners.com - Twitter: @FPView) 772-234-2787. All Rights Reserved.
Copying, reproducing, or publishing graphic content from this release prohibited with permission of author.

Pay Performance Trends, 3/12/24/24/36 months:

Certified vs. Noncertified IT Skills

(47,773 IT professionals)



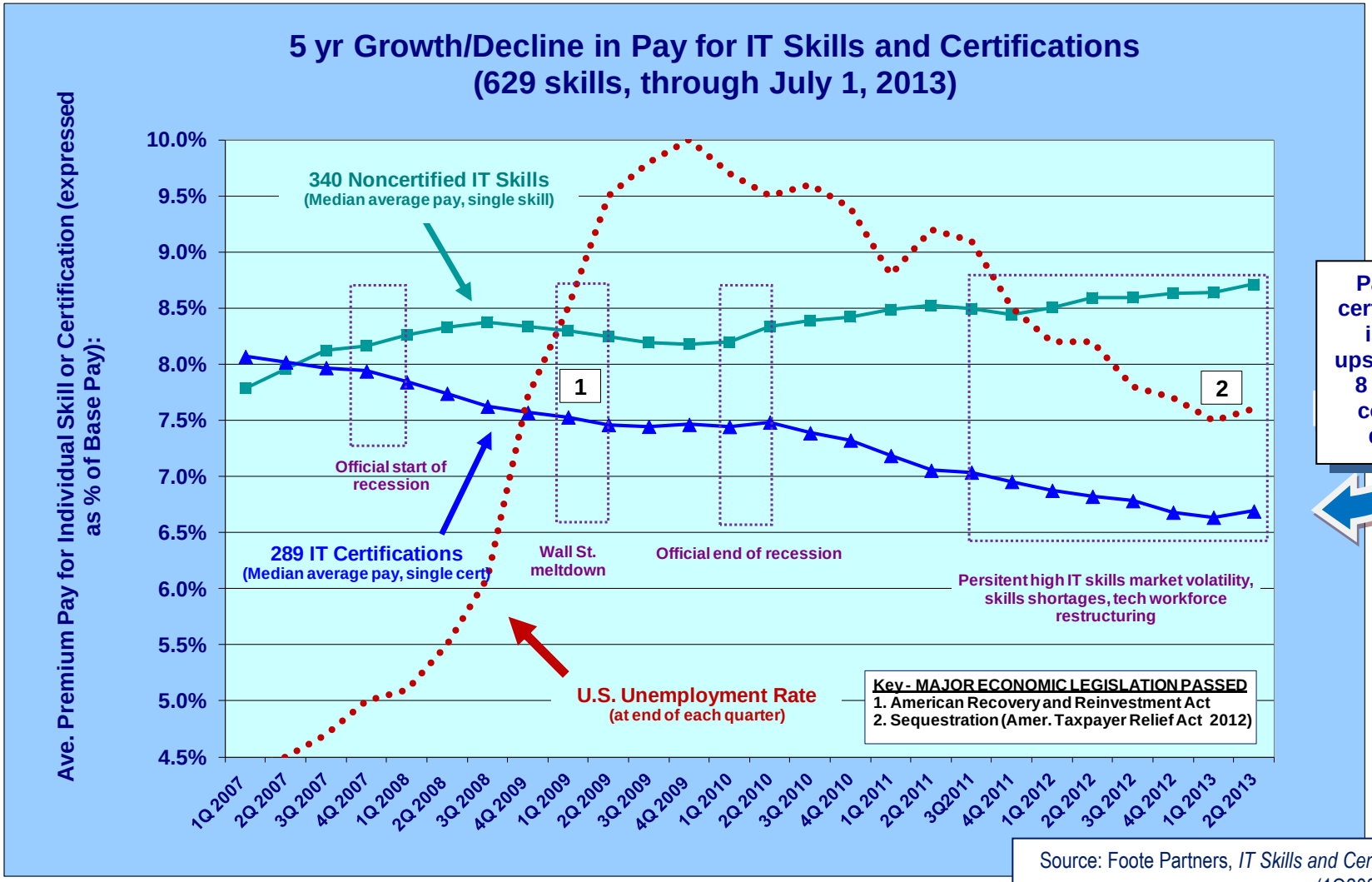
(Pay data supporting these charts is from the 2009 to 2013 quarterly editions of Foote Partners *IT Skills and Certifications Pay Index™*.)

Source: Foote Partners, *IT Skills and Certifications Pay Index™* (2Q2010 – 2Q2013 editions)

©2013 Copyright Foote Partners LLC (www.footepartners.com - Twitter: @FPView) 772-234-2787. All Rights Reserved.
Copying, reproducing, or publishing graphic content from this release prohibited with permission of author.

Premium Pay for Certified and Noncertified IT Skills Has Become a Popular Component of IT Compensation as IT Organizations Transform Themselves

(Average Median Pay for a Single Certified vs. Noncertified IT Skill, Last 7 years – 47,773 professionals)



Pay for IT certifications is on an upswing after 8 years of continual decline

Source: Foote Partners, *IT Skills and Certifications Pay Index™* (1Q2007 – 2Q 2013 editions)

(Pay data supporting these charts available in the 2013 *IT Skills and Certifications Pay Index™*.)

©2013 Copyright Foote Partners LLC (www.footepartners.com - Twitter: @FPView) 772-234-2787. All Rights Reserved.
Copying, reproducing, or publishing graphic content from this release prohibited with permission of author.

TRENDS DISCUSSION

IT Employment Overview

U.S. employment numbers for July 2013 released by the Department of Labor Bureau of Labor Statistics (DOL/BLS) revealed a **net gain of 18,400 jobs** across four industry job segments commonly associated with IT professionals, the second largest monthly gain in 2013 the third month this year in which more than 18,000 workers were added to U.S. payrolls.

According to BLS Employment Situation reports for June and July 2013, of the 350,000 gain in nonfarm jobs reported in these months 36, 600 jobs were attributed to the aforementioned four IT industry segments---or 10.5 percent of all U.S. jobs created in the last two months.

In stark contrast to prior monthly employment numbers, two segments that have consistently been responsible for between 90 percent and 100 percent of monthly IT related job gains, ***Management and Technical Consulting*** and ***Computer Systems Design/Related Services***, gave ground to uncharacteristic gains in two other segments associated with IT professionals, ***Telecommunications*** and ***Data Processing, Hosting and Related Services***. The latter segments which have together posted net job losses in five of the past 12 months and have represented no higher than 13.7 percent of total new IT jobs in any of the past six months of BLS employment reports, in July added 7,200 jobs for slightly more than *39 percent* of all IT jobs added to U.S. payrolls for the month.

Still, ***Management and Technical Consulting*** and ***Computer Systems Design/Related Services*** segments performed very well in July, adding 11,200 new jobs. This is only 517 fewer than the combined average monthly job growth for these segments from January through June 2013. Over the past 24 months these same segments added 260,100 new jobs to payrolls. By comparison, the ***Data Processing, Hosting and Related Services*** and ***Telecommunications*** job segments recorded a combined net loss of 21,800 IT jobs in the same period.

"Our firm's monthly analyses of IT job trends in these BLS reports have been continually pointing out that momentum is the key trend right now", notes David Foote, chief analyst at Foote Partners which has been tracking and reporting on IT and business labor trends since 1997, including monthly analyses of the Department of Labor's employment reports. "But what exactly does that mean?"

©2013 Copyright Foote Partners LLC (www.footepartners.com - Twitter: @FPView) 772-234-2787. All Rights Reserved.
Copying, reproducing, or publishing graphic content from this release prohibited with permission of author.

"For example, look at the moving average for monthly job growth beginning January 2013. In the first five months of the year net job gains averaged 12,560 IT jobs per month, rising to 13,500 jobs in the first six months. Now through July the average gain is up to 14,200 IT jobs per month so far this year. If this trend continues through end of year we can project total job creation of nearly 189,000 IT jobs in 2013. Compare this to last year's 144,900 net IT job gain in the BLS reports, 93,400 new jobs in 2011, and 80,800 in 2010. That's what we mean by momentum.

While the pace of job creation in the national labor force appears stuck in the 7.4 percent to 7.6 percent range and new jobs are heavily in part-time positions and low wage full-time segments, IT jobs have been on a sustained upswing over four years and wages are holding steady overall and growing substantially for many specializations in areas such as mobile platforms, cloud computing, advanced analytics, and security."

"The bottom line is continued optimism for IT workers in the foreseeable future based on sustained momentum that appears to have a solid foundation and four year track record. We predicted this sustained growth in our December BLS report analysis and we have every reason to stick with this view."

IT Skills and Certifications Trends: Respect for Skills as the True Currency in IT's Role in Enabling Business Transformation

At the labor supply and demand level, which Foote Partners closely benchmarks and analyzes in its *IT Skills and Certifications Pay Index™* (ITSCPI)**,** *IT Professional Salary Survey***,** *IT Salary+Skills Pay Survey Reports***,** and quarterly *IT Skills Demand and Pay Trends Report,* IT leaders appear to have grown to realize that it's not simply filling jobs in their organizations that will get them where they need to go. Instead they must first define what skills are needed for the work at hand, next determine the fastest or way to acquire them---grow them, rent them, hire full time workers---and finally they have to experiment to find effective ways to retain these skills for as long as they are required. It is a puzzle that every IT leader has to solve on a weekly basis. Meanwhile demands from business management keep coming at them like a constant stream of asteroids in an old Atari computer game.

What's changed is not just the widespread acceptance of IT's role as an engine of innovation and competitiveness but the new role that is being thrust upon the IT organization and technology professionals to lead and facilitate critical changes in expanding business capabilities. Business leaders have known for years

©2013 Copyright Foote Partners LLC (www.footepartners.com - Twitter: @FPView) 772-234-2787. All Rights Reserved.
Copying, reproducing, or publishing graphic content from this release prohibited with permission of author.

that technology, used wisely, could give their companies a competitive edge that translates into market share, customer satisfactions, revenues, and profitability. But people in the c-suite have been reluctant to hold their IT leaders accountable for such a heavy responsibility, choosing instead to hire expensive consulting firms to do what they believed their IT leaders and tech workers could not.

They may still bring in outside help but now they are asking their CIOs and business managers who manage large segments of technology talent to take more control over architecting, implementing, and securing the technology and information management parts of the enterprise. Senior management's desire for advanced analytics to make smarter decisions, their insistence on security for customers whose sensitive information flows across enterprise networks, their impatience in capitalizing on fast moving trends like mobility and global consumerism, and need to streamline operations and reduce costs in every possible manner has put tremendous pressure on IT leadership to execute flawlessly and predictably. For many companies this can only be achieved with a huge transformation of the IT organization and everyone who works in it. They have to architect their *human capital* not just their systems and applications.

The truth is that shifts in IT roles and responsibilities that have shaken the foundation of what it means to be an IT professional. And this has had a profound impact on the IT skills market and how labor is sourced. Employers continue to aggressively pursue workers with multiple talents mixing technology, domain, business, process, and 'people' skills. Unique skills sets that many who have fallen out of the workforce simply do not possess. It can also be a unique combination of pure tech skills: for example, cloud administrators who are adept at automating the configuration and operations in a cloud environment by combining a variety of different skill sets around systems administration, virtualization, storage and network administration. It's not about just configuring and running a server. Or cloud developers who have mastered new sets of APIs, new frameworks, and non-relational databases like NoSQL to develop elastic and scalable apps in the cloud. Or in the area of big data, Data Architects who may have traditional programming backgrounds but are also well versed in statistics and data management and analytics and exercise powers of creatively and persistence to harness data in new ways to meet new business needs.

The latest ***IT Skills and Certifications Pay Index™*** results show strength in a variety of skills and certifications associated with architecture, methodology/process, IT security, mobile computing, database, and big data analytics. In fact for the first time since the ITSCPI was launched in 1999 an architecture certification (Open Group Master Architect) and an architecture-specific noncertified skill (TOGAF) topped the lists of highest paying skills and highest paying certifications.

©2013 Copyright Foote Partners LLC (www.footepartners.com - Twitter: @FPView) 772-234-2787. All Rights Reserved.
Copying, reproducing, or publishing graphic content from this release prohibited with permission of author.

Some noncertified skills already paying high premiums are also on strong growth vectors and will likely be paying even higher skills premium in the near future:

- IT Governance
- Security Architecture and Modeling
- TOGAF (Enterprise Architecture)
- Requirements Engineering/Analysis
- Quantitative Analysis/Regression Analysis
- ITIL
- Capacity Management
- Risk assessment/analysis
- Business intelligence
- Oracle Business Intelligence Enterprise Edition Plus
- MongoDB
- Mobile applications development
- Mobile device management
- SAP SEM
- SAP SCM
- Unified communications/messaging
- Infrastructure architecture

So too are there IT certifications paying well above average pay premiums now and are also on healthy growth vectors in 2013:

- Oracle DB Administrator Certified Master
- Oracle Certified Expert MySQL 5.1 Cluster Database Administrator
- Oracle Certified Professional MySQL 5 Database Administrator
- HP/Master Accredited Solutions Expert (MASE - all)
- HP/Master Accredited Systems Engineer (Master ASE)
- HP/Accredited Solutions Expert (ASE - all)
- Microsoft Certified Solutions Master(all)
- GIAC Certified Forensics Analyst (GCFA)
- GIAC Certified Intrusion Analyst (GCIA)
- GIAC Certified Incident Handler (GCIH)
- CWNP Certified Wireless Security Professional (CWSP)
- Open Group Master Architect
- Open Group Certified Architect (Open CA)
- PMI Risk Management Professional
- Program Management Professional (PgMP)
- Certified in the Governance of Enterprise IT (CGEIT)

©2013 Copyright Foote Partners LLC (www.footepartners.com - Twitter: @FPView) 772-234-2787. All Rights Reserved.
Copying, reproducing, or publishing graphic content from this release prohibited with permission of author.

"We believe premium pay for certifications will not go any lower if the economy stays as healthy as it is right now that is," say Foote. "It has reached the bottom for now and I think we can expect either flat performance or mild gains like the past quarter for the remainder of the year. There are a few things driving this. Vendors are doing well financially and have budgets in place to aggressively promote their certification programs. Vendor independent organizations such as The Open Group have far fewer resources for promoting their programs but what they do have are superb architecture certifications that employers need and highly value and we see their certifications holding their value if not gaining ground. I would add the Project Management Institute to this group of vendor independent certifiers and possibly ISACA and ISC(2) in the security/audit/governance space."

©2013 Copyright Foote Partners LLC (www.footepartners.com - Twitter: @FPView) 772-234-2787. All Rights Reserved.
Copying, reproducing, or publishing graphic content from this release prohibited with permission of author.

IT Skills & Certifications Pay Trends Charts

2013 IT Skills and Certifications Pay Index™ – 2nd Quarter 2013 data edition

(Data collected through July 1, 2013)

- **IT Certifications** (page 17
- **Noncertified IT skills** (page 20)

©2013 Copyright Foote Partners LLC (www.footepartners.com - Twitter: @FPView) 772-234-2787. All Rights Reserved.
Copying, reproducing, or publishing graphic content from this release prohibited with permission of author.

How to interpret gains and losses in IT skills and certifications pay premiums

Quarterly gains and losses in premium pay reflect a widening or narrowing, respectively, in the gap between supply and demand for skills and certifications. This may occur for any number of reasons. For example, a quarterly decline in pay for a skill may signal that the market supply of talent for that skill is catching up to demand—not necessarily that demand is starting to wane. IT professionals are often attracted to a skill or certification if they perceive that it has rising value in the marketplace and therefore can help them to achieve higher pay, greater job security, a promotion , or more flexibility in their career choices. As they pursue greater competency in that skill or as more workers attain certification, supply increases and market pricing(which is elastic to the laws of supply and demand) will be driven downward unless demand is rising at the same proportional rate. Conversely, if demand rises and supply is not increasing to match that level of demand, pay premiums for specific skills and certifications will increase.

Therefore when interpreting gains and losses in market pay it is important to consider all factors that could be driving supply and demand and market perception. Those factors range from:

- aggressive marketing of certifications by vendors;
- changes in certification programs (e.g. certification extensions or retirement);
- new technology and evolution/maturation of current technologies;
- technology adoption rate;
- product integration strategies,
- economic conditions;
- employment opportunities;
- mergers/acquisitions;
- budget cycles and the timing of skills and talent acquisition by employers;
- changes in labor sourcing plans pursuant to company strategies.

©2013 Copyright Foote Partners LLC (www.footepartners.com - Twitter: @FPView) 772-234-2787. All Rights Reserved.
Copying, reproducing, or publishing graphic content from this release prohibited with permission of author.

- Avaya Certified Implementation Specialist
- Avaya Certified Professional Design Specialist
- Avaya Certified Solution Specialist
- Brocade Certified Network Engineer
- Brocade Certified Network Professional
- Brocade Certified Fabric Designer
- Brocade Certified Fabric Professional (BCFP)
- Certified Associate in Project Management)
- Certified Computing Professional (CCP-ISC2)
- Certified Database Design Specialist
- Certified Data Management Professional
- Certified in the Governance of Enterprise IT (CGEIT)
- Certified in Risk and Information Systems Control (CRISC)
- Certified Information Security Manager (CISM)
- Certified Information Systems Auditor (CISA)
- Certified Information Systems Security Professional (CISSP)
- Certified Protection Professional
- Certified Secure Software Lifecycle Professional (CSSLP)
- 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 Associate - Security
- Cisco Certified Network Professional Wireless (CCNP Wireless)
- Cisco Certified Network Associate Wireless (CCNP Wireless)
- Cisco Certified Network Professional (CCNP)
- Cisco Certified Network Professional - Security
- Cisco Certified Network Professional Voice
- Cisco Certified Systems Instructor (CCSI)
- Cisco Data Center Networking Infrastructure Design Specialist
- Cisco Data Center Networking Infrastructure Support Specialist
- Cisco Data Center Storage Networking Design Specialist
- Cisco Data Center Unified Computing Design Specialist
- Cisco Data Center Unified Computing Support Specialist
- Cisco Data Center Storage Networking Support Specialist
- Cisco Firewall 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 IPS (Intrusion Prevention System) Specialist
- Cisco Network Admission Control Specialist
- Cisco Rich Media Communications Specialist
- Cisco Unity Design Specialist
- Cisco Unity Support Specialist
- Cisco VPN Specialist
- Cisco VPN Security Specialist
- Citrix Certified Advanced Administrator (CCAA)
- Citrix Certified Administrator (CCA)
- Citrix Certified Enterprise Administrator (CCEA)
- Citrix Certified Enterprise Engineer (CCEE) for Virtualization
- Citrix Certified Integration Architect
- CIW Associate
- CIW Certified Database Design Specialist
- CIW Network Technology Associate
- CIW Web Design Professional
- CIW Web Development Professional
- CIW Web Foundations Associate
- Master CIW Administrator
- Master CIW Designer
- Master CIW Enterprise Developer
- Master CIW Web Site Manager
- Cloudera Certified Developer for Apache Hadoop
- CompTIA Advanced Security Practitioner (CASP)
- CompTIA Certified Technical Trainer (CTT+)
- CompTIA Cloud Essentials
- CompTIA Cloud+
- CompTIA Convergence+
- CompTIA/Linux Administrator (Linux+)
- CompTIA Mobile App Security+
- CompTIA/Network (Network+)
- CompTIA Project+
- CompTIA Security+
- CompTIA Server+
- CompTIA Storage+
- Convergence Technologies Professional (CTP)
- CWNP Certified Wireless Analysis Professional (CWAP)
- CWNP/Certified Wireless Design Professional
- 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
- EC-Council Certified Secure Programmer (ECSP)
- EC-Council Certified Security Analyst
- EC-Council Licensed Penetration Tester (LPT)
- EC-Council Network Security Administrator (ENSA)
- EC-Council Certified VoIP Professional (ECVP)EMC Cloud Architect Expert (IT-as-a-Service)
- EMC Cloud Architect Specialist (Virtualized Information Infrastructure)
- EMC Implementation Engineer – Specialist
- EMC Implementation Engineer - Expert
- EMC Platform Engineer – Specialist
- EMC Storage Administrator - Backup Recovery
- EMC Storage Administrator – Expert
- EMC Storage Administrator – Specialist
- EMC System Administrator – Specialist
- EMC Technology Architect – Expert
- EMC Technology Architect – Specialist
- HP Accredited Platform Specialist (APS)
- HP Accredited Systems Engineer--Cloud Architect V2
- HP Accredited Systems Engineer--Cloud Integrator
- HP Accredited Technical Professional (ATP)
- HP Accredited Technical Professional-Cloud Administrator
- HP/Accredited Integration Specialist (AIS)
- HP/Accredited Solutions Expert (ASE - all)
- HP/Accredited Systems Engineer (ASE)
- HP/Certified Systems Administrator
- HP/Certified Systems Engineer
- HP/Master Accredited Solutions Expert (MASE - all)
- HP/Master Accredited Systems Engineer (Master ASE)
- HP/Master ASE – Data Center and Cloud ArchitectV1
- IBM Advanced Systems Administrator (all)
- IBM Certified Administrator for SOA Solutions: WebSphere Process Server
- IBM Certified Advanced Application Developer (all)
- IBM Certified Advanced Database Administrator
- IBM Certified Advanced Security Professional
- IBM Certified Advanced Technical Expert - Power Systems with AIX v2/v3
- IBM Certified Applications Developer (all)
- IBM Certified Database Administrator
- IBM Certified Developer - Cognos
- IBM Certified Infrastructure Systems Architect
- IBM Certified Operator - AIX Basic Ops
- IBM Certified SOA Solution Designer
- IBM Certified Solution Advisor - Cloud Computing Advisor V2
- IBM Certified Solution Architect – Cloud Computing Infrastructure V1
- IBM Certified Solution Designer – WebSphere
- IBM Certified Solution Expert - Cognos
- IBM Certified Solutions Developer: WebSphere (al)
- IBM Certified Specialist - System z
- IBM Certified Specialist – Cognos
- IBM Certified Specialist - Storage
- IBM Certified Systems Administrator
- IBM Certified Systems Administrator - AIX 7
- IBM Certified Systems Administrator - IBM i 6.1
- IBM Certified Systems Administrator – WebSphere
- IBM Certified Systems Expert - AIX and Linux v2 (all)
- IBM Certified Advanced Technical Expert - Power Systems with AIX v2

©2013 Copyright Foote Partners LLC (www.footepartners.com - Twitter: @FPView) 772-234-2787. All Rights Reserved.
Copying, reproducing, or publishing graphic content from this release prohibited with permission of author.

- InfoSys Security Architecture Professional (ISSAP/CISSP)
- InfoSys Security Engineering Professional (ISSEP/CISSP)
- InfoSys Security Management Professional (ISSMP/CISSP)
- ITIL Practitioner Certificate in IT Service Management
- ITIL Service Manager Certification
- JBoss Certified Developer (Seam, Persistence, ESB)
- Juniper Networks Certified Internet Associate
- Juniper Networks Certified Internet Specialist
- Juniper Networks Certified Internet Professional
- Juniper Networks Certified Internet Expert
- Linux Professional Institute certification (LPIC-Level 2)
- Linux Professional Institute certification (LPIC-Level 3)
- Microsoft Certified Master/Solutions Master(all)
- Microsoft Certified Applications Developer (MCAD)
- Microsoft Certified Architect
- Microsoft Certified Database Administrator (MCDBA)
- Microsoft Certified Desktop Support Technician (MCDST)
- Microsoft Certified Professional (MCP)
- Microsoft Certified Professional Developer (all)
- Microsoft Certified Professional+Internet (MCP+I)
- Microsoft Certified IT Professional (MCITP/all)
- Microsoft Certified Solution Developer (MCSD)
- Microsoft Certified Solutions Associate(all)
- Microsoft Certified Solutions Expert(all)
- 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)
- Microsoft Office Specialist
- NetScout/nGenius Certified Analyst (nCA)
- NetScout/nGenius Certified Expert (nCE)
- NetScout/nGenius Certified Master (nCM)
- NetScout/nGenius Certified Professional (nCP)
- Nortel Certified Architect
- Nortel Networks Certified Design Expert (NCDE)
- Nortel Networks Certified Design Specialis
- 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 Identity Manager Administrator
- Open Group Certified Architect
- Open Group Master Architect
- Oracle Certified Associate, Java SE Programmer
- Oracle Certified Associate, MySQL 5
- Oracle Certified Expert MySQL 5.1 Cluster Database Administrator
- Oracle Certified Expert Siebel CRM Business Analyst
- Oracle Certified Expert, Java Platform EE Developer
- Oracle Certified Expert, Oracle Solaris 10 Network Administrator for Solaris
- Oracle Certified Expert, Oracle Solaris 10 Systems Administrator for Solaris
- Oracle Certified Master, Java EE Enterprise Architect
- Oracle Certified Master, Java SE Developer
- Oracle Certified Professional - Advanced PL/SQL Developer
- Oracle Certified Professional Application Server 10g Administrator
- Oracle Certified Professional Java SE Programmer
- Oracle Certified Professional MySQL 5.0 Database Administrator
- Oracle Certified Professional, E-Business Suite
- Oracle Certified Professional, Java EE Web Component Developer
- Oracle Certified Professional, MySQL 5.0 Developer
- Oracle Certified Professional, Oracle Solaris 10 Systems Administrator for Solaris
- Oracle Certified Programmer, Java EE Web Services Developer (Sun SCJDWS)
- Oracle DBA Certified Associate (OCA)
- Oracle DBA Certified Master (OCM)
- Oracle DBA Certified Professional
- Oracle Exadata 11g Certified Implementation Specialist
- Oracle Forms Developer Certified Professional
- Oracle PL/SQL Developer Certified Associate
- Oracle SOA Infrastructure Implementation Certified Expert
- Oracle WebLogic Server System Administrator Certified Expert
- PMI Program Management Professional (PgMP)
- PMI Project Management Professional (PMP)
- PMI Risk Management Professional (PMI-RMP)
- Red Hat Certified Architect (RHCA)
- Red Hat Certified Datacenter Specialist (RHCDS)
- Red Hat Certified Engineer (RHCE)
- Red Hat Certified Security Specialist (RHCSS)
- Red Hat Certified Technician (RHCT)
- RedHat Certified Virtualization Administration
- RSA Certified Administrator (RSA/CA)
- RSA Certified Systems Engineer (RSA/CSE)
- SANS/GIAC Assessing and Auditing Wireless Networks
- SANS/GIAC Auditing Wireless Networks (GAWN)
- SANS/GIAC Exploit Researcher and Advanced Penetration Tester
- SANS/GIAC Certified Firewall Analyst (GCFW)
- SANS/GIAC Certified Forensic Analyst (GCFA)
- SANS/GIAC Certified Forensics Examiner
- SANS/GIAC Certified Incident Handler (GCIH)
- SANS/GIAC Information Security Fundamentals (GISF
- SANS/GIAC Certified Intrusion Analyst (GCIA)
- SANS/GIAC Certified ISO-27000 Specialist (was G7799)
- SANS/GIAC Legal Issues in Information Technology and Security (GLEG)
- SANS/GIAC Certified Penetration Tester (GPEN)
- SANS/GIAC Certified Project Manager (GCPM)
- SANS/GIAC Certified Security Essentials (GSEC)
- SANS/GIAC Certified Unix Security Admin (GCUA)
- SANS/GIAC Certified Web Application Defender
- SANS/GIAC Certified Windows Security Admin (GCNT)
- SANS/GIAC Enterprise Defender
- SANS/GIAC Information Security Professional (GISP)
- SANS/GIAC Reverse Engineering Malware (GREM)
- SANS/GIAC Secure Software Programmer-- .NET
- SANS/GIAC Secure Software Programmer—Java
- SANS/GIAC Security Essentials
- SANS/GIAC/Security Leadership (GSLC)
- SANS/GIAC Systems and Network Auditor (GSNA)
- SANS/GIAC Web Application Penetration Tester (GWAPT)
- SAS Certified Advanced Programmer
- SAS Certified Base Programmer
- Security Certified Network Architect (SCNA)
- Security Certified Network Specialist (SCNS)
- 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
- SolarWinds Certified Professional (SCP)
- Sun Certifications (SEE ORACLE)
- Systems Security Certified Professional (SSCP)
- Teradata 12 Certified Associate
- Teradata 12 Certified Database Administrator
- Teradata 12 Certified Enterprise ArchitectTeradata Certified Master
- Teradata Certified Professional
- Teradata 12 Certified Solutions Developer
- Teradata 12 Certified Technical Specialist
- Advanced Teradata Certified Professional
- TIBCO Certified Professional
- TIBCO Certified SOA Architect
- VMware Certified Advanced Professional
- VMware Certified Design Expert (VCDX)
- VMware Certified Professional (VCP)
- VMware Certified Advanced Professional – Cloud Infrastructure Design (VCAP-CID)
- VMware Certified Professional-Cloud (VCP-Cloud)

©2013 Copyright Foote Partners LLC (www.footepartners.com - Twitter: @FPView) 772-234-2787. All Rights Reserved.
Copying, reproducing, or publishing graphic content from this release prohibited with permission of author.

IT Skills and Certifications Pay

IT Skills and Certifications Pay Index™ (data through July 1, 2013)

2-YEAR IT CERTIFICATIONS PAY TRENDS

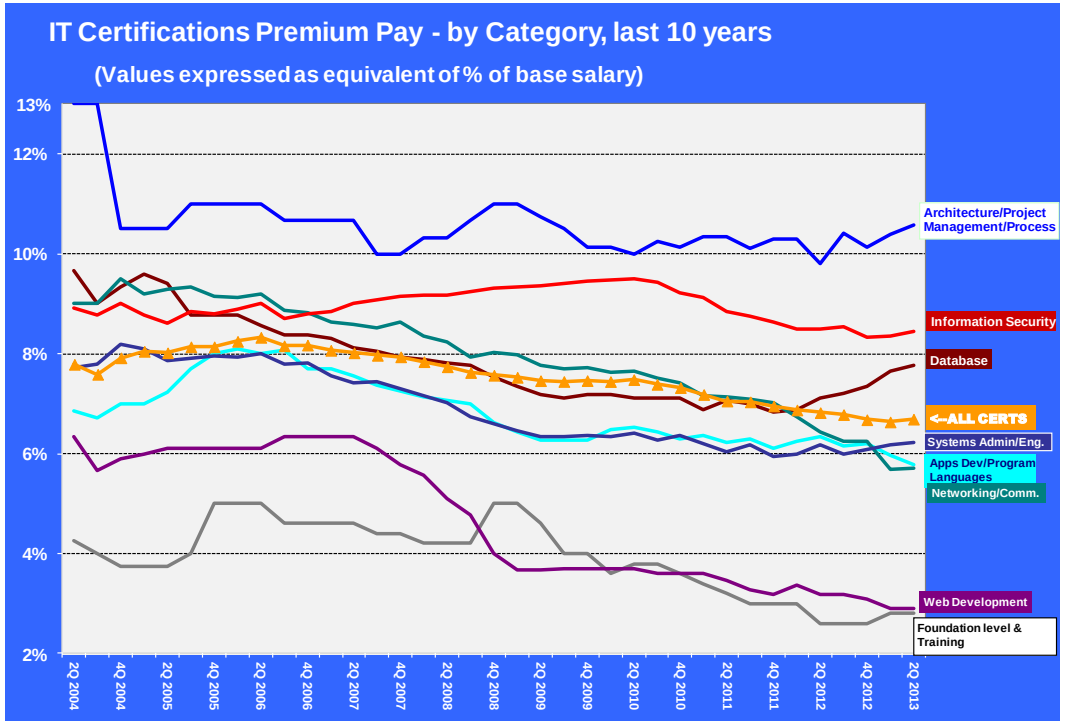
(Data collected 7/1/2013 – 47,778 participants)

IT CERTIFICATIONS CATEGORIES	# of certs surveyed	Change in Average Premium Pay by Category			
		% Change 3 mos	% Change 6 mos	% Change ANNUAL	% Change 2 yrs
Foundation level and Training	5	0.0%	7.7%	7.7%	-12.5%
Apps Development/Prog. Languages	37	-3.1%	-6.6%	-9.0%	-6.9%
Database	21	1.5%	5.6%	9.2%	10.0%
Web Development	11	0.0%	-5.9%	-8.6%	-15.8%
Networking & Communications	73	0.3%	-8.4%	-11.3%	-19.9%
System Administration/Engineering	64	0.7%	2.2%	0.8%	2.9%
Information Security	61	1.4%	1.5%	-0.5%	-4.4%
Architecture/Project Management/Process	17	1.8%	4.5%	8.0%	2.5%
ALL CERTIFICATIONS SURVEYED	289	0.84%	0.16%	-1.92%	-5.15%

3/12/24 MONTH IT CERTIFICATIONS PAY TRENDS BY CATEGORY

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

(Data collected 7/1/2013 – 47,778 participants)



SOURCE: Data supporting these charts is from Foote Partners *IT Skills & Certifications Pay Index™* (2004 to 2013 quarterly editions

©2013 Copyright Foote Partners LLC (www.footepartners.com - Twitter: @FPView) 772-234-2787. All Rights Reserved.
Copying, reproducing, or publishing graphic content from this release prohibited with permission of author.

Applications Development Tools & Platforms

Adobe Flex
Agile Programming/RAD/Extreme Programming
Amazon Web Services (EC2, S3, ASW, et. al.)
Apache Hadoop
Apache Pig/Pig Latin
Apache Struts/Struts2
Apache Tomcat
Business Objects
C
C#
C++
Clarity PPM
Cloudera software
Cobol
Cognos
Delphi
Drupal
Eclipse
Epic Systems applications
F#
Groovy/Grails
Hibernate
iRise
Java/J2SE, ME, J2EE
MapReduce
MATLAB
NetWeaver
Objective-C
Oracle Applications Developer Framework
PL/SQL
Powerbuilder
Progress 4GL/Development tools
Ruby
Ruby on Rails
Saas
SAS
SQL Windows
Tcl
Transact-SQL
UML (unified modeling language)
Visual Basic 6.0
Visual C++
Visual J++
WebSphereMQ
Xcode

SAP & Enterprise Bus. Apps.

ABAP (all modules)
Baan
J.D. Edwards
Lawson
Microsoft Dynamics
NetWeaver
NetWeaver BW (Business Information Warehouse)
NetWeaver Portals (SAP EP)
Oracle BPM
Oracle CRM
Oracle SCM
Oracle E-Business suite
Peoplesoft
Accelerated SAP (ASAP)
SAP AFS
SAP ALE
SAP APO
SAP Banking
SAP Basis Components
SAP BI Accelerator
SAP BODI
SAP BODS
SAP BOXI
SAP BPC
SAP BSP
SAP Business One
SAP Business Workflow/Webflow
SAP CA
SAP CAF
SAP CCM
SAP CE
SAP CFM
SAP CO
SAP CO-PA
SAP CRM
SAP Crystal Reports
SAP CS
SAP EBP
SAP EC
SAP EDI
SAP EHS
SAP EPM
SAP ERP
SAP ESA
SAP FI – FSCM
SAP FI - Travel Management
SAP FI – all modules
SAP FS (Insurance)
SAP GRC
SAP GTS
SAP HANA (In-Memory Appliance)
SAP HCM (SAP HR)
SAP HCM ESS/MSS
SAP HR-PA
SAP IM
SAP IS-U (Utilities)
SAP ITS
SAP KW
SAP LES
SAP LO
SAP Manufacturing
SAP MDM
SAP MDX
SAP MI
SAP MM
SAP MRO
SAP Netweaver Applications Server
SAP NetWeaver Visual Composer
SAP NWDI
SAP Oil & Gas
SAP PI (Netweaver Process Integration)
SAP PLM
SAP PM
SAP PP
SAP PS
SAP PSCD
SAP Public Sector Management
SAP PY (Payroll)
SAP QM
SAP Retail
SAP RF/Auto-ID
SAP Service & Asset Mgt.
SAP SCM
SAP SD
SAP SD - GTS
SAP Security
SAP SEM
SAP SM
SAP Smart Forms
SAP Solution Manager
SAP SRM
SAP TM
SAP Web Application Server
SAP WEBI
SAP WM
SAP WM – EWM
SAP xMII
SAP Xcelsius
Siebel
Web Dynapro

Networking/Systems

10Base-T Switching
APPC
ATM
Business continuity and disaster recovery planning
Cisco CUCM
Cisco ICM
Cisco IPCC
Cisco UCCE
Cisco UCCX
Citrix XenApp
Citrix XenServer
Cloud architecture
Cloud security
DHCP
EIGRP
Ethernet
Fast Ethernet
Gigabit Ethernet(1 GigE/10 GigE)
HP Converged System
HTTPS
Infrastructure architecture
Intrusion prevention/detection systems
IPX/SPX
LAN
LTE
Microsoft Hyper-V
Microsoft NT Server
Microsoft Virtual Server
Mobile device management
Mobile security
Multiprotocol Label Switching
Network access control/Identity mgt systems
NAS/Network Attached Storage
Network security management
Novell Netware
Puppet
RFID
Routing (e.g. OSPF)
SAN/Storage Area Networks
Security skills (project-based)
SIP (all variants)
SMTP
SNA
Storage administration
TCP/IP
Tivoli
vCloud
Virtualization
Virtual security
VMware Server
VoIP/IP telephony
VPN/OpenVPN WAN/3G/4G services
WAP
Wireless Network Mgmnt
Wireline Networking/ Telecomm.
WML

Messaging & Communications

Lotus Notes/Domino
Message-oriented Middleware (Wave, XMPP/Jabber, etc.)
Microsoft Exchange
Novell Groupwise
Outlook/cc:mail/various clients
Oracle Comm Messaging Server
TIBCO Enterprise Message Service
Unified Communications/Messaging

©2013 Copyright Foote Partners LLC (www.footepartners.com - Twitter: @FPView) 772-234-2787. All Rights Reserved.
Copying, reproducing, or publishing graphic content from this release prohibited with permission of author.

Web/e-Commerce Development

Active Server Pages
ActiveX
Ajax
Apache HTTP web server
Apache Solr
CGI
Cold Fusion MX
CSS (Cascading Style Sheets)
Documentum
Google App Engine
HTML5
Microsoft Internet Information Server
Microsoft Internet Security and Acceleration Server (ISA)
JavaServer Pages
JavaBeans/EJB 3.0
JavaFX
JBoss Enterprise
Joomla!
jQuery
JSON
Microsoft BizTalk Server
Microsoft Commerce Server
Microsoft Sharepoint Server
Microsoft Silverlight
Microsoft Internet Information Services (IIS)
Microsoft Identity Integration Server
Microsoft .NET
Mobile applications development
Oracle Fusion
Oracle WebLogic
Oracle Workflow
Perl
PHP (all)
Python Scripting languages (VBScript, Java Script, Jscript)
SOAP
Social Media/Networks
Spring Framework
TIBCO
Visual Interdev
VoiceXML
Web collaboration appliances
WebSphere
Wikis
WSDL
XAML/XACML
XHTML
XML (all variants)

Database

Apache Cassandra
Apache CouchDB
Apache Hive
Couchbase Server
Database management
DB2
dbase/xbase
ETL (Extract, transform, load)
Hbase
Informatica
Java Database Connectivity
Master data management
Microsoft Access
Microsoft Exchange Server
Microsoft SQL Server
MongoDB
MySQL
NoSQL
Oracle Application Server
Oracle Business Intelligence Enterprise Edition Plus
Oracle DB 8i/9i/10g/11i/12
Oracle Exadata
Oracle Forms
Progress/ODBMS
Redis
Riak
Sybase Adaptive Server
Visual SQL

Management, Methodology and Process

Big Data Analytics
Business Analysis
Business intelligence
Business process management/modeling/ improvement
Business performance management (software/systems)
Capacity Management
Change management
Collaboration software
Complex Event Processing/Event Correlation
Configuration Management
CRM
Cryptography (encryption, VPN, SSL/TLS, Hybrids)
Cybersecurity
Data Architecture
Data Governance
Data Modelling
E-Procurement
ERP
Information risk management
IT Governance
ITIL V3
Marketo
Microsoft Visio
Predictive and Modeling
Prescriptive Analytics
Product lifecycle management software
Project management
Quality management/TQM
Quantitative Analysis
Requirements Engineering/ Analysis
Risk assessment
Risk management
Salesforce
Security architecture and models
SEO
Social media marketing
Six Sigma (incl. Lean)
TOGAF (Enterprise Architecture)
User Experience Design

Operating Systems

AIX
HP-UX
Linux
Mac OS / OS X
Mobile operating systems (Apple, Microsoft, Android, etc.)
Red Hat Enterprise Linux
Solaris
Unix (all)
VMware vSphere
Windows NT
Windows Server 2008/2003
Windows XP/Vista

©2013 Copyright Foote Partners LLC (www.footepartners.com - Twitter: @FPView) 772-234-2787. All Rights Reserved.
Copying, reproducing, or publishing graphic content from this release prohibited with permission of author.

IT Skills and Certifications Pay

IT Skills and Certifications Pay Index™ (data through July 1, 2013)

2-YEAR NONCERTIFIED IT SKILLS PAY TRENDS

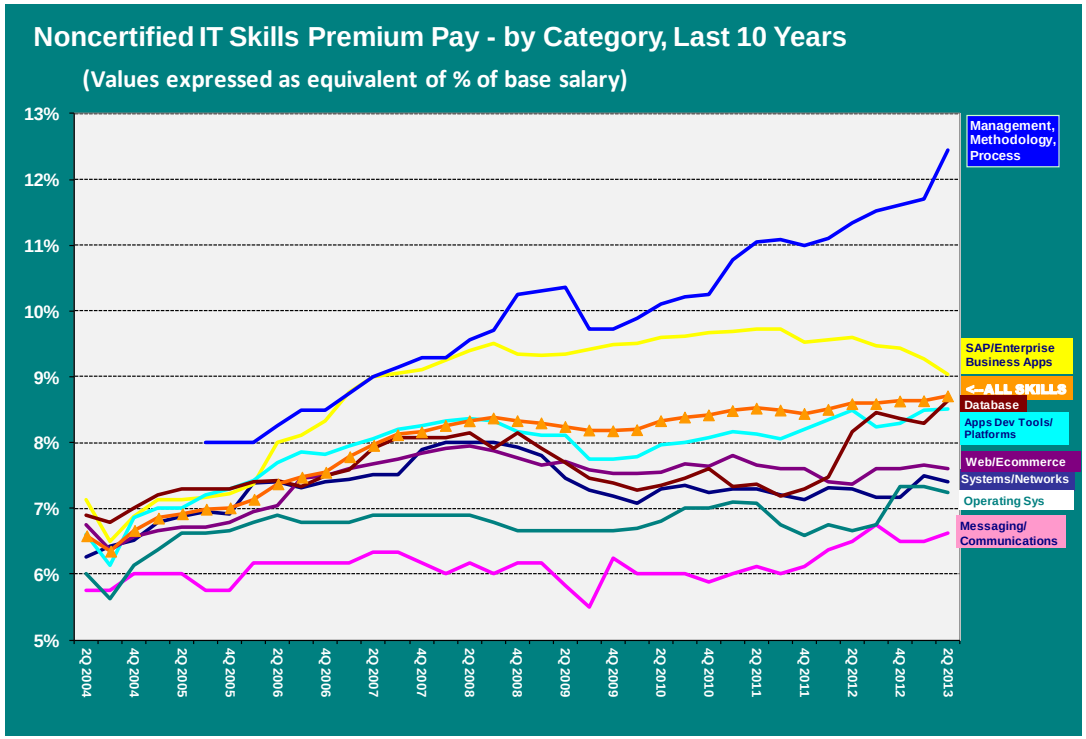
(Data collected 7/1/2013 – 47,778 participants)

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	58	-1.3%	3.3%	1.4%	1.5%
Messaging and Communications	8	1.9%	1.9%	1.9%	8.2%
SAP & Enterprise Business Applications	99	-2.4%	-4.1%	-5.8%	-7.0%
Apps Development Tools & Platforms	45	0.1%	2.6%	0.1%	4.6%
Web/e-Commerce Development	51	-0.6%	-0.1%	3.3%	-0.8%
Database	28	4.3%	3.3%	5.9%	17.2%
Operating Systems	12	-1.1%	-1.1%	8.7%	2.4%
Management/Methodology/Process	39	6.3%	7.2%	9.6%	12.6%
ALL NONCERTIFIED SKILLS SURVEYED	340	0.86%	0.90%	1.38%	2.19%

3/12/24 MONTH NONCERTIFIED IT SKILLS PAY TRENDS BY CATEGORY

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

(Data collected 7/1/2013 – 47,778 participants)



SOURCE: Data supporting these charts is from Foote Partners *IT Skills & Certifications Pay Index™* (2004 to 2013 quarterly editions

©2013 Copyright Foote Partners LLC (www.footepartners.com - Twitter: @FPView) 772-234-2787. All Rights Reserved.
Copying, reproducing, or publishing graphic content from this release prohibited with permission of author.

ABOUT THIS RESEARCH

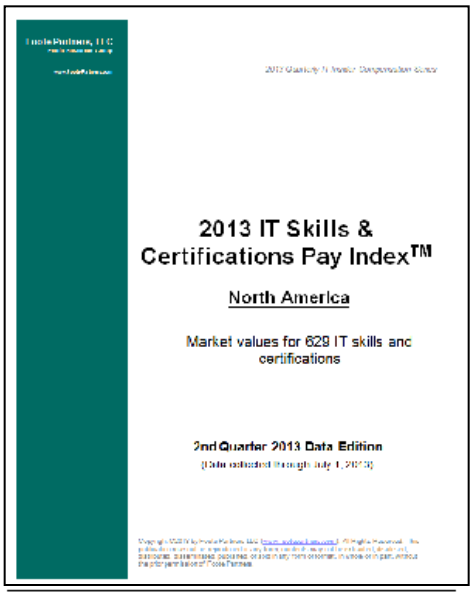
Foote Partners' primary research survey for tracking IT skills and certifications pay and supply/demand volatility is the industry-leading ***IT Skills and Certifications Pay Index™*** **(ITSCPI),** launched in 1999 and updated every three months since that time. Data covering 152,000 IT professionals at 2,496 employers in 83 U.S. and Canada cities are reported for IT salaries and skills pay earned for 161 positions and 629 certified and noncertified technical and business skills. Verified and validated pay data for 47,773 IT workers has been included in the 2nd Quarter 2013 edition of the ITSCPI, compiled from data collected through July 1, 2013.

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:

- 18% of participating organizations have $3 billion+ in sales/$15+ billion in total assets
- 28% 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 $500 million

©2013 Copyright Foote Partners LLC (www.footepartners.com - Twitter: @FPView) 772-234-2787. All Rights Reserved.
Copying, reproducing, or publishing graphic content from this release prohibited with permission of author.

IT Skills and Certifications Pay Index™ – 2nd Quarter 2013 data edition


2013 IT Skills &
Certifications Pay Index™

North America

Market values for 629 IT skills and certifications

2nd Quarter 2013 Data Edition

- 326 pages (Q2 2013 data edition)
- Pay premiums for 629 certified and noncertified IT skills
  - Three data points for each position: 10th, 50th, 90th percentile
- Verified and validated IT skills pay survey data from 47,773 IT professionals
- Current data collected through July 1, 2013 (updated quarterly)
- Certifications Guide containing basic information about surveye IT certifications (pre-requisites; costs; test content; lab requirements, etc.)

Pricing: $3,995 single edition. $15,000 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: Cisco Network Engineer, Python Software Engineer, Redhat Linux Systems Administrator, or SAP 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

©2013 Copyright Foote Partners LLC (www.footepartners.com - Twitter: @FPView) 772-234-2787. All Rights Reserved.
Copying, reproducing, or publishing graphic content from this release prohibited with permission of author.

ABOUT FOOTE PARTNERS

Foote Partners, LLC is an IT analyst firm and independent benchmark research organization focusing on the human capital aspects and execution (i.e. 'user' versus 'vendor) side of managing technology and IT value creation. A thought leader and trusted advisor to more than 2,300 employers on six continents, the firm provides pragmatic and forward-thinking benchmark research and analysis about managing the modern business/IT hybrid professional workforce. Our research is deeply grounded in specialized proprietary benchmark research, surveys, and empirical intelligence collected from 2,496 North American employers representing 152,000 IT professionals with whom the firm as forged long term research partnerships.

Our products are deeply grounded in specialized proprietary benchmark research, surveys, and empirical intelligence collected from 2,496 North American employers with whom we have long term research partnerships for the purpose of gathering unique market intelligence and valuable decision support research for our customers.

Founded in 1997 and comprised of former Gartner and META Group industry analysts, McKinsey & Company, Towers Watson, and Mercer senior consultants, and former corporate HR, IT, and business executives, the firm's research division publishes more than 130 quarterly-updated IT decision support benchmark research products that help employers benchmark their IT professional compensation, solve difficult information technology management and workforce problems, and strengthen their ability to execute complex solutions to increasing revenues, improving profitability, and building customer satisfaction.

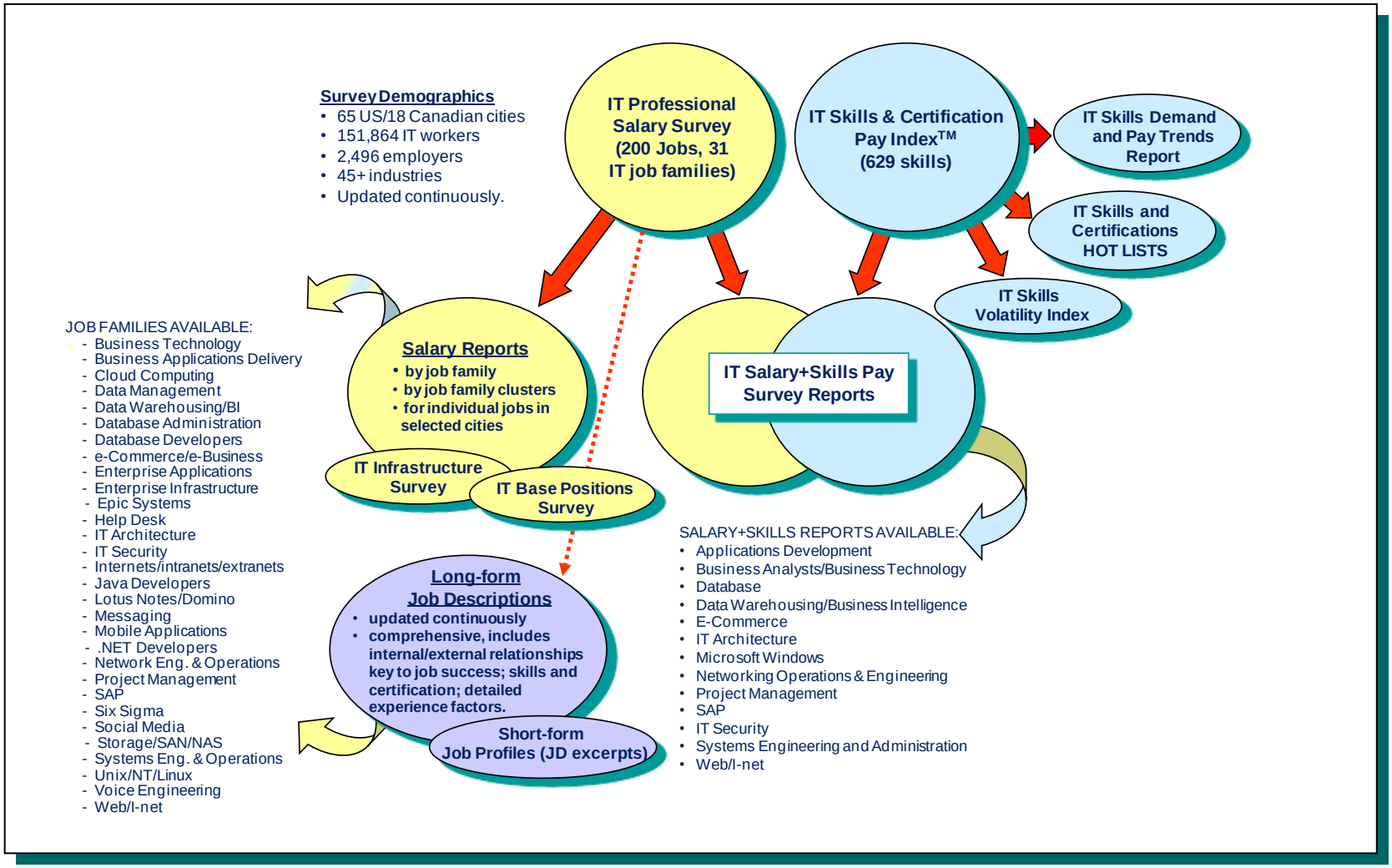
Foote Partners IT compensation survey findings and analyses are featured regularly in more than hundreds of HR, IT and business periodicals and media sources around the globe, including *Bloomberg BusinessWeek, Forbes, Fortune, Wall Street Journal*, *New York Times*, *CIO Magazine, ComputerWorld, Network World,* WorldatWork's *Journal* and *Workspan Magazine*; and in appearances on network and cable television, National Public Radio, and countless podcasts and webcasts.

Headquarters:

4445 North A1A, Suite 200
Vero Beach, FL 32963
Tel: 772-234-2787
www.footepartners.com
Twitter blog: @FPview

©2013 Copyright Foote Partners LLC (www.footepartners.com - Twitter: @FPView) 772-234-2787. All Rights Reserved.
Copying, reproducing, or publishing graphic content from this release prohibited with permission of author.

Foote Partners 2013 IT Compensation Survey Product Map



©2013 Copyright Foote Partners LLC (www.footepartners.com - Twitter: @FPView) 772-234-2787. All Rights Reserved.
Copying, reproducing, or publishing graphic content from this release prohibited with permission of author.