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FOR IMMEDIATE RELEASE

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Database, Web/E-commerce, Security, and Project Management and Process skills fuel a third straight quarter of gains in pay and demand for IT skills.

Meanwhile IT certifications values decline from July to October for the 23rd time in the last 25 calendar quarters.

Employers aggressively reshaping their enterprise IT capabilities as adoption of cloud computing, Big Data, analytics, and mobile platforms---among other key strategic initiatives and innovations---soars.

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^{TM}* and *IT Skills Volatility Index*.

Vero Beach, FL, November 20, 2012 **–** Extra pay---also known as 'skills premiums'--- specifically awarded to talented IT professionals for **308 noncertified IT skills** and **268 IT certifications** critical to success in their jobs continued to follow dramatically different trend paths in the third quarter of 2012 according to the a new update of Foote Partners' *IT Skills and Certifications Pay Index^{TM}* (ITSCPI). Since its launch in 1999, the ITSCPI has continuously tracked market values for individual IT skills and certifications at 2,405 employers and their 143,838 IT professionals in 83 U.S. and Canadian cities, with findings and detailed market analyses published every ninety days.

HIGHLIGHTS:

A. IT Skills and Certifications Pay and Demand Trends – Last 3 months (JULY to OCTOBER 2012)

Average market value for **308 noncertified skills increased slightly** in the third quarter of 2012, **up 0.1% overall** for the ninth gain in the past eleven quarters and the third consecutive increase this year. 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 26 of the previous 32 calendar quarters going back to 2004.

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

- Messaging and Communications skills: **+3.8%** (in market value)
- Database skills: **+3.7%**
- Web/eCommerce: **+3.4%**
- Management/Methodology/Process skills: **+1.5%**
- Operating Systems skills: **+1.2%**
- Applications Development skills: **-3.1%**
- Systems/Networking skills: **-1.7%**
- SAP & Enterprise Business Applications: **-1.3%**

Average pay premiums for **268 IT certifications** continued their downward slide for a tenth straight quarter – and for 21 of the last 23 calendar quarters going back to 2007 – posting a **0.57% decline**. The difference this quarter are pay gains recorded in only three out of eight certifications segments (versus four segment in 2nd Quarter 2012) and three segments posting losses while two segments showed no change in average pay premiums.

- Architecture/Project Management/Process certifications: **+6.3%** (in market value)
- Database certifications: **+1.5%**
- Information Security certifications: **+0.5%**
- Applications Development/Programming Lang. certifications: **-3.2%**
- Networking & Communications certifications: **-3.1%**
- Systems Administration/Engineering certifications: **-2.8%**

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

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B. IT Skills and Certifications Pay and Demand Trends – Last 6 months (APRIL to OCTOBER 2012)

Average market value for **noncertified skills increased 1.8%** in the last six months, with pay premiums for **IT certifications losing 1.9% of their value** on average in the same period.

Noncertified IT Skills – last 6 months:

- Database skills: **+13.2%** (in average market value)
- Messaging and Communications skills: **+5.9%**
- Management/Methodology/Process skills: **+3.7%**
- Web/eCommerce: **+2.8%**
- Systems/Networking skills: **-2.1%**
- Applications Development skills: **-1.3%**
- SAP & Enterprise Business Applications: **-0.9%**

    No Change: Operating Systems skills

IT Certifications – last 6 months:

- Database certifications: **+4.7%** (in average market value)
- Architecture/Project Management/Process certifications: **+1.1%**
- Information Security certifications: **+0.5%**
- Foundation level and Training certifications: **-13.3%**
- Networking & Communications certifications: **-7.4%**
- Web Development certifications: **-5.4%**
- Applications Development/Programming Lang. certifications: **-1.8%**

    No Change: Systems Administration/Engineering certifications

Q3 2012 IT Skills and Certifications Pay Trend Highlights: Notable Market Value Gains

Skills and certifications that *gained 10% or more in market value* in 3 months ending October 1, 2012 vs. prior quarter (by segment). Listed in **descending order of gain**, including ties:

IT CERTIFICATIONS		NONCERTIFIED IT SKILLS	

IT CERTIFICATIONS

Applications Development certifications
- SAS Certified Base Programmer

Architecture, Project Management and Process
- Certified in the Governance of Enterprise IT
- Project Management Professional\
- Certified Associate in Project Management

Database certifications
- Oracle DB Administrator Certified Associate
- Microsoft Certified Database Administrator

IT Security certifications
- GIAC Exploit Researcher and Advanced Penetration Tester
- Certified Secure Software Lifecycle Professional
- CompTIA Security+
- GIAC Certified Incident Handler
- Check Point Certified Security Expert
- GIAC Assessing and Auditing Wireless Networks

Networking and Communications certifications
- Juniper Networks Certified Internet Associate
- CompTIA Network Technician (Network+)
- Avaya Certified Solutions Specialist
- EMC Storage Administrator - Expert
- Juniper Networks Certified Internet Professional

Systems Administration certifications
- Citrix Certified Enterprise Engineer (CCEE) for Virt.
- HP/Accredited Integration Specialist
- Red Hat Certified Engineer
- HP/Accredited Solutions Expert
- Citrix Certified Enterprise Administrator

NONCERTIFIED IT SKILLS

Applications Development skills
- Java SE/Java EE

Database skills
- Apache Cassandra
- Apache Hive
- Apache Hadoop
- Riak
- Oracle Application Server

Management, Process & Methodology skills
- Risk assessment
- Security architecture and models
- TOGAF (Enterprise Architecture)
- Social media marketing
- CRM

Messaging & Communications skills
- Message-oriented Middleware (Wave, XMPP/Jabber, etc.)

Operating Systems skills
- VMware vSphere

SAP/ERP skills
- SAP ESA
- SAP SEM
- SAP BSP
- SAP PLM
- SAP ITS
- J.D. Edwards (Oracle)
- SAP LO
- SAP Smart Forms
- SAP PS
- SAP CAF
- SAP ALE
- SAP EHS
- SAP ERP Operations

Systems/Networking Administration skills
- Cisco ICM
- Gigabit Ethernet (1 GigE/10 GigE)

Web/SOA/E-Commerce skills
- Mobile applications development
- JavaScript
- CGI
- SOAP
- JBoss Enterprise
- Microsoft Commerce Server (incl. 2007)
- TIBCO
- Python

Source: *IT Skills and Certifications Pay Index™ – Q3 2012 edition*

Q3 2012 IT Skills Pay Trend Highlights: Notable Market Value Declines

Skills and certifications that *declined 10% or more in market value* in quarter ending October 1, 2012 vs. prior quarter. By segment, listed in descending order of decline, including ties:

NONCERTIFIED SKILLS

Applications Development skills
- Business Objects
- iRise
- C#
- Visual C++
- SAS
- Eclipse
- UML (unified modeling language)
- Clarity PPM
- Ruby

Database certifications
- Oracle Exadata
- Redis
- Database/data management

Management, Process and Methodology skills
- Business performance management (software/systems)
- E-Procurement
- SEO

SAP & Enterprise Business Applications skills
- SAP CA
- SAP CFM
- SAP NetWeaver Visual Composer
- SAP GTS
- SAP HCM
- SAP NWDS
- SAP PI
- SAP TM
- SAP NetWeaver BW
- SAP FI - FSCM
- SAP Business One
- SAP MDX
- Web Dynapro
- SAP Business Workflow/Webflow
- SAP Security
- NetWeaver Portal
- SAP BW Accelerator
- SAP SM (Service Management)

Systems/Networking skills
- RFID/wireless sensors
- Puppet
- IPX/SPX
- Fast Ethernet
- LTE/WiMAX
- VMware Server/ESX, ESXi Server
- Wireless network management (LANs, GSM)

Web/E-commerce Development skills
- Microsoft Identity Integration Server (MIIS)
- Oracle Workflow
- Documentum

Source: *IT Skills and Certifications Pay Index™ – Q3 2012 edition*

Q3 2012 IT Certifications Pay Trend Highlights: Notable Market Value Declines

Skills and certifications that *declined 10% or more in market value* in quarter ending October 1, 2012 vs. prior quarter. By segment, listed in d<u>escending order of decline</u>, including ties:

IT CERTIFICATIONS

Applications Development/Programming Languages certifications
- Microsoft Certified Professional Developer
- Siebel 8 Consultant Certified Expert
- Oracle WebLogic Server System Administrator – OCA
- Oracle Certified Expert Siebel CRM Business Analyst
- Oracle WebLogic Server System Administrator Certified Expert
- IBM Certified Solution Developer--WebSphere (all)
- IBM Certified Solution Designer – WebSphere
- Oracle SOA Infrastructure Implementation Certified Expert

IT Security certifications
- EC-Council Certified Hacking Forensic Investigator
- GIAC Information Security Professional
- GIAC Security Essentials
- GIAC Certified Forensics Examiner
- Red Hat Certified Security Specialist

Networking & Communication certifications
- CWNP/Certified Wireless Network Administrator
- Cisco Certified Design Associate
- CWNP/Certified Wireless Network Trainer
- Juniper Networks Certified Internet Expert
- Cisco Certified Network Associate
- Juniper Networks Certified Internet Specialist
- CWNP/Certified Wireless Design Professional
- Cisco Data Center Storage Networking Design Specialist
- Cisco Data Center Storage Networking Support Specialist
- CWNP/Certified Wireless Analysis Professional
- CWNP/Certified Wireless Network Expert
- Brocade Certified Fabric Professional
- Cisco IP Contact Center Express Specialist
- Cisco Certified Network Professional
- EMC Technology Architect - Specialist
- Brocade Certified Fabric Designer
- Cisco Certified Internetwork Professional

Systems Administration certifications
- IBM Certified Advanced Technical Expert - Power Systems with AIX v2/v3
- IBM Certified Systems Administrator - AIX 7
- IBM Certified Operator - AIX Basic Ops
- HP Accredited Platform Specialist
- HP/Accredited Systems Engineer
- IBM Certified Systems Expert - AIX and Linux v2 (all)
- HP Accredited Technical Professional (ATP - all)

Source: *IT Skills and Certifications Pay Index™ – Q3 2012 edition*

HIGHEST PAYING Noncertified IT Skills (ranked, all 308 skills)

These **noncertified IT skills** are among those earning the highest pay premiums. **Shown by <u>overall rank</u> in descending order including ties.**
Surveyed July 1 through October 1, 2012.

<u>**NONCERTIFIED IT SKILLS**</u>

1.Tie   Information Security skills
2.Tie   Big Data analytics
         Complex Event Processing/Event Correleation
         Predictive/Prescriptive Analytics and Modeling
         SAP HANA
         SAP SEM
         Security architecture and models
         TOGAF (Enterprise Architecture)
3.Tie   Apache Hadoop
         Gigabit Ethernet (1 GigE/10 GigE)
         Infrastructure architecture
         Oracle SCM
         Riak
         Risk management
         TIBCO Enterprise Message Service
         Virtualization (various)
4.Tie   Apache Hive
         Business process management/modeling/improvement
         Information risk management
         IT Governance
         Product lifecycle management software
         Risk Assessment
         SAP HR-PA

5.Tie   Apache Cassandra
         Business Analysis
         Change Management
         Epic Systems applications
         Hbase
         MapReduce
         Oracle BPM
         Oracle CRM
         Oracle E-Business suite
         Oracle SCM
         Project management
         Quality management/TQM
         SAP BPC
         SAP ESA
         SAP FS
         SAP IS-U (Utilities)
         SAP Oil & Gas
         SAP PLM
         SAP Retail
         SAP Solution Manager
         Unified communications/messaging

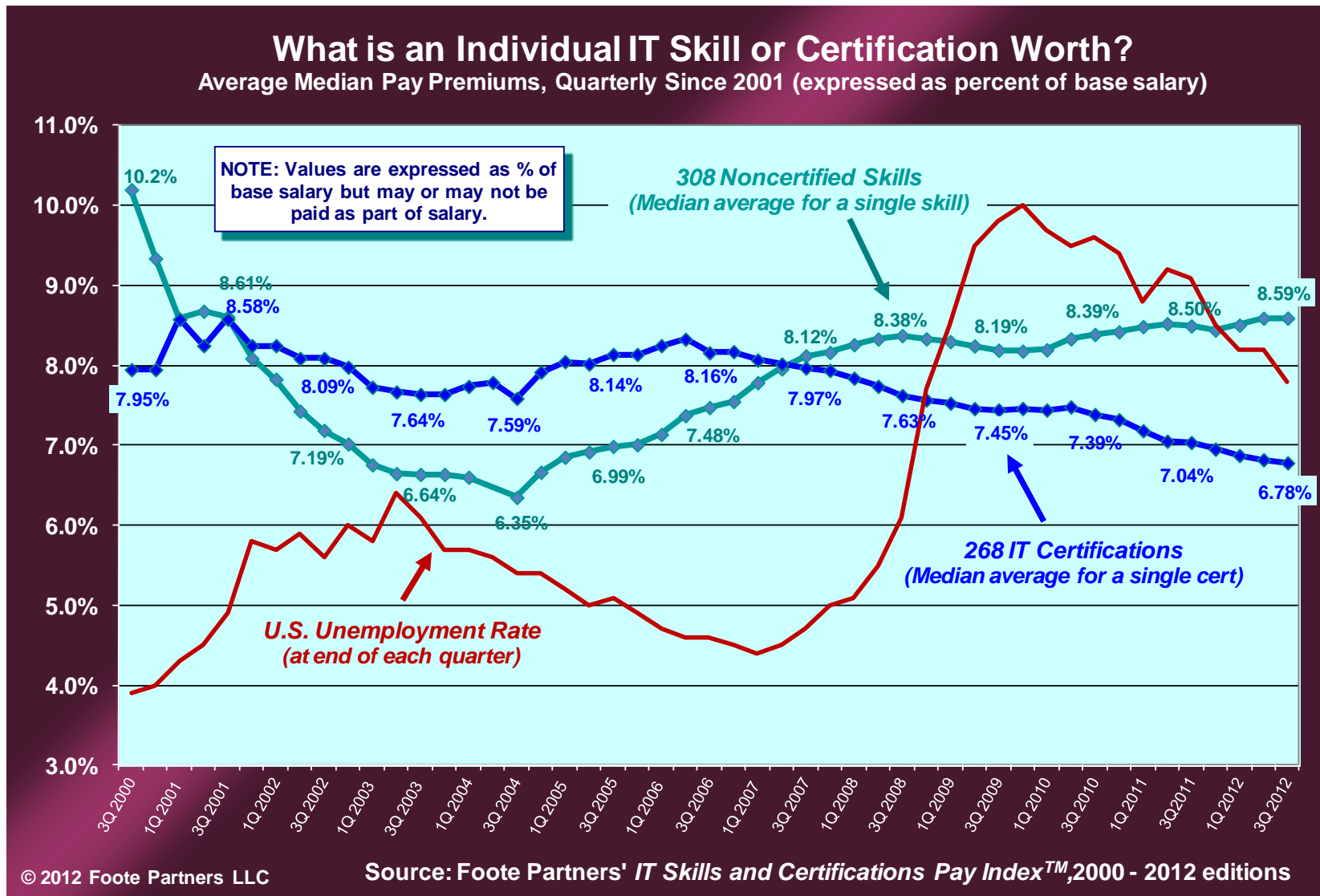Source: *IT Skills and Certifications Pay Index™ – Q3 2012 edition*

HIGHEST PAYING IT Certifications (ranked, all 268 certs)

These **IT certifications** are among those earning the highest pay premiums. **Shown by <u>overall rank</u> in descending order including ties.**
Surveyed July 1 through October 1, 2012.

<u>CERTIFICATIONS</u>

1.Tie   Certified Secure Software Lifecycle Professional
   Information Systems Security Architecture
      Professional (ISSAP-CISSP)
   Open Group Master Architect
2.Tie   Certified Information Security Manager
   PMI Program Management Professional
3.Tie   Certified in Risk and Information Systems Control (CRISC)
   Certified Information Systems Auditor
   Certified Information Systems Security Professional
   Cisco Certified Design Expert
   Cisco Certified Design Professional
   Cisco Certified Internetwork Expert
   CyberSecurity Forensic Analyst
   EMC Cloud Architect (EMCCA)
   InfoSys Security Engineering Professional (ISSEP-CISSP)
   Open Group Certified Architect
   Oracle DBA Administrator Certified Master
   Project Management Professional(PMP)
4.Tie   Check Point Certified Master Architect
   GIAC Assessing and Auditing Wireless Networks
   GIAC Reverse Engineering Malware
   ITIL Expert Certification
   Microsoft Certified Architect
   Oracle Exadata 11g Certified Implementation Specialist
   PMI Risk Management Professional
   Red Hat Certified Architect
   Security Certified Network Architect

5.Tie   Check Point Certified Security Expert (CCSE)
   GIAC Certified Forensics Analyst
   GIAC Exploit Researcher and Advanced
      PenetrationTester
   GIAC Secure Software Programmer --.NET
   GIAC Secure Software Programmer –Java
   GIAC Systems and Network Auditor
   GIAC Web Application Penetration Tester
   HP/Master Accredited Solutions Expert
   HP/Master Accredited Systems Engineer
   IBM Certified Infrastructure Systems Architect
   Oracle Certified Master, Java EE Enterprise Architect
   Teradata 12 Certified Master

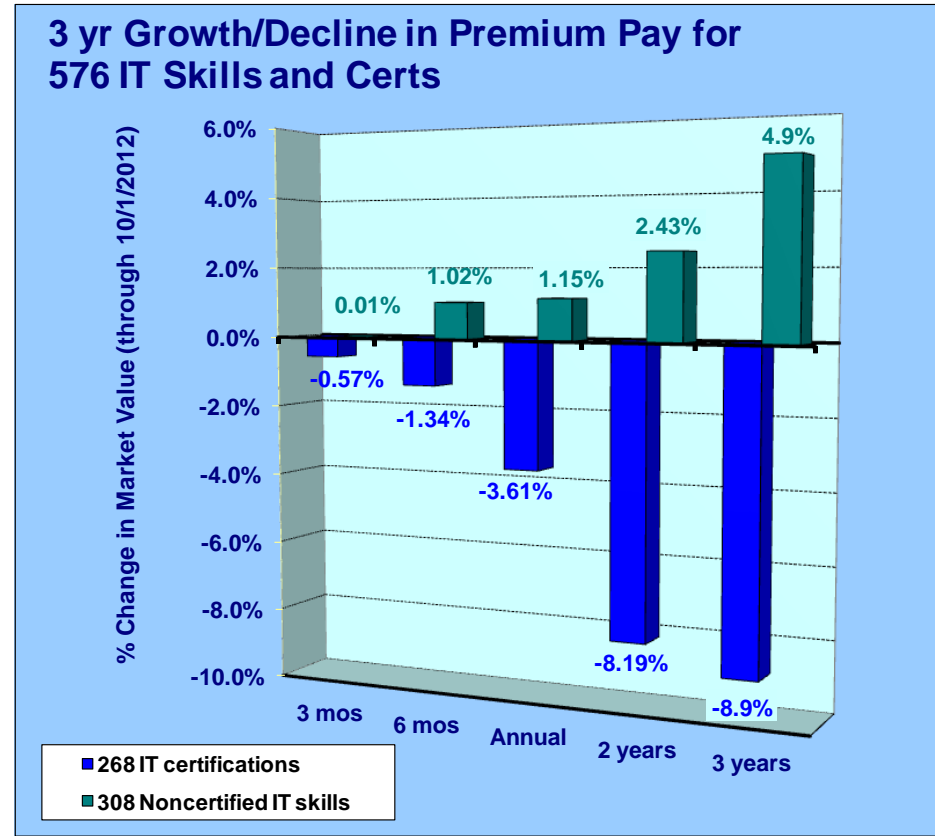Source: *IT Skills and Certifications Pay Index™ – Q3 2012 edition*

What is an Individual IT Skill or Certification Worth?
Average Median Pay Premiums, Quarterly Since 2001 (expressed as percent of base salary)

NOTE: Values are expressed as % of base salary but may or may not be paid as part of salary.

308 Noncertified Skills *(Median average for a single skill)*

268 IT Certifications *(Median average for a single cert)*

U.S. Unemployment Rate *(at end of each quarter)*

Chart data labels:
- 10.2%, 9.61%, 8.58%, 8.09%, 7.19%, 6.64%, 7.64%, 7.59%, 6.35%, 6.99%, 8.14%, 7.48%, 8.16%, 7.97%, 8.12%, 7.63%, 8.38%, 7.45%, 8.19%, 7.39%, 8.39%, 7.04%, 8.50%, 6.78%, 8.59%
- 7.95%

X-axis: 3Q 2000, 1Q 2001, 3Q 2001, 1Q 2002, 3Q 2002, 1Q 2003, 3Q 2003, 1Q 2004, 3Q 2004, 1Q 2005, 3Q 2005, 1Q 2006, 3Q 2006, 1Q 2007, 3Q 2007, 1Q 2008, 3Q 2008, 1Q 2009, 3Q 2009, 1Q 2010, 3Q 2010, 1Q 2011, 3Q2011, 1Q 2012, 3Q 2012

© 2012 Foote Partners LLC   **Source: Foote Partners'** *IT Skills and Certifications Pay Index™,* **2000 - 2012 editions**

SOURCE: Foote Partners *IT Skills & Certifications Pay Index™* 2000 - 2012 quarterly editions

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

Certified vs. Noncertified IT Skills

(43,775 IT professionals)

3 yr Growth/Decline in Premium Pay for 576 IT Skills and Certs

% Change in Market Value (through 10/1/2012)

	3 mos	6 mos	Annual	2 years	3 years
268 IT certifications	-0.57%	-1.34%	-3.61%	-8.19%	-8.9%
308 Noncertified IT skills	0.01%	1.02%	1.15%	2.43%	4.9%

Source: Foote Partners, *IT Skills and Certifications Pay Index™*
(3Q2009 – 3Q2012 data editions)

Premium Pay for Noncertified IT Skills–not Certifications--Has Become the Dominant Component of Tech Skills Compensation During the Economic Recovery

(Average Median Pay for a Single Certified vs. Noncertified IT Skill, Last 4 years – 43,775 professionals)

5 yr Growth/Decline in Pay for IT Skills and Certifications (576 skills, through October 1, 2012)
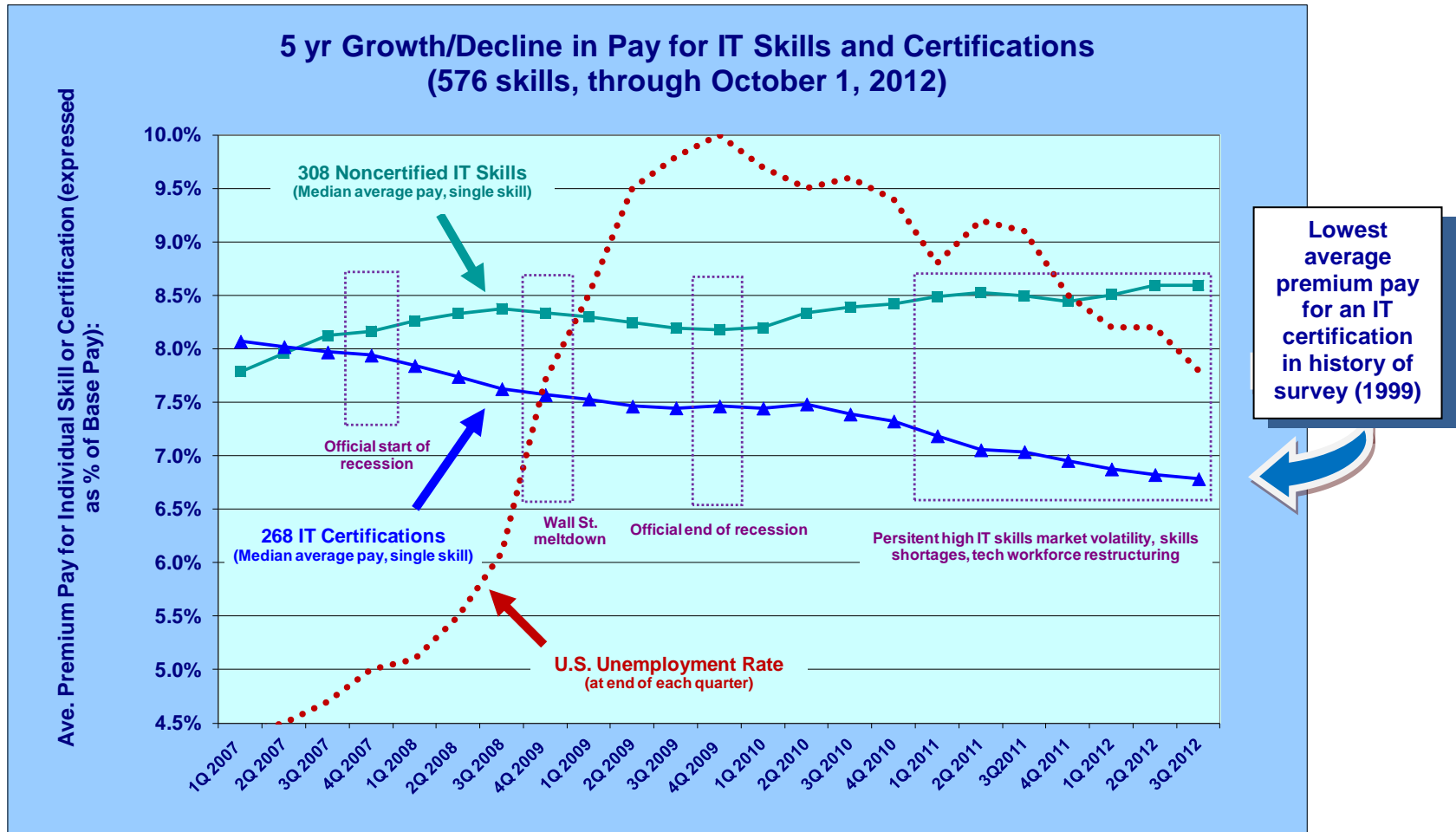
(Pay data supporting these charts available in the 2012 *IT Skills and Certifications Pay Index™.*)

Source: Foote Partners, *IT Skills and Certifications Pay Index™* (1Q2007 – 3Q2012 data editions)

TRENDS DISCUSSION

Overall U.S. Employment and IT Jobs

U.S. employment numbers for October 2012 released by the Department of Labor Bureau of Labor Statistics (DOL/BLS) revealed a net gain of 12,500 jobs across four jobs segments commonly associated with IT professionals. This follows September's loss of 1,700 jobs, the first monthly decline since August 2010 (25 months) that was not associated with a labor strike or similar temporary market anomaly.

11,100 new jobs were added in October in segments most commonly associated with the IT services industries: *Management and Technical Consulting Services* (+4,500 jobs) and *Computer Systems Design/Related Services* (+6,600 jobs), the 29th consecutive month of job growth in these two segments representing 291,200 new jobs in this period.

In the Information industry job category, *Telecommunications* and *Data Processing, Hosting and Related Services* segments gained a total of 1,400 jobs in October---only the second monthly gain recorded in these two segments in the past 23 consecutive quarters going back to December 2010 that was not associated with a labor strike or similar temporary market anomaly. All of these gains were attributed to the Telecommunications segment which has seen job growth in only two months so far in 2012.

"This October rebound in IT job creation is exactly what we predicted in our analysis of the September BLS jobs report, which posted the first monthly decline in IT jobs in two years," notes David Foote, Foote Partners' CEO and chief analyst. "The fact is that while overall national employment numbers were disappointing in July and August, they were spectacular for IT; actually the greatest monthly job gains in five years. But in September there was a lot of nervousness in the market place created by presidential campaign rhetoric about the end of the Bush era tax cuts in January. That, and normal end of the year fiscal planning activity as the start of the final calendar quarter [October 1st] was approaching. This caused some hesitance as companies stepped back and rechecked their budgets, hiring plans, and investments in tech skills.

The addition of 12,500 IT jobs in October is particularly notable for exceeding by almost 3,000 the average monthly IT job growth in 2012 (+9,670) and is nearly 2,000 more than that the average over the twelve months (+10,510). "So this was not just a reversal of September's dip but a big statement that demand for IT professionals is unquestionable," concludes Foote. "This is a strong and sustained trend that is impervious to the occasional market hiccup."

"There is absolutely no structural weakness in the technology labor market that might account for monthly job losses like we saw in September. If there was structural upheaval taking place you would see it playing out slowly over many months, not in one sudden market speed bump. The fact is that companies are actively searching for talent and hiring for the future, though with considerable selectivity. They are making investments in new people, not simply filling gaps at the project level. They're building for the future, putting a premium on versatility and multi-dimensionally skilled individuals who can grow and develop within the company culture.

 "Keep in mind that the tech industry has been exceptionally volatile at the skills supply and demand level for some time, which we track closely in our _IT Skills and Certifications Pay Index_^{TM}. However at the jobs level the truth is that the many of the IT job segments in the government jobs reports, in particular those in IT services, have been on sustained growth runs.

  Notes Foote, "The fact is that in recent months there have been other continuing signs of growing economic strength, including a jump in consumer confidence, the strongest auto sales in four years, and a stabilization of housing prices and higher housing starts. IT is helping to deliver and support everything in business; smart investments in technology and especially in the people who can deliver tech-infused business solutions continue to be key success factors. This has made a wide variety of IT professionals very hot commodities. The popularity of cloud computing, mobile platforms, business analytics and big data, applications development and information security concerns is driving a lot of hiring and investments in skills. So too are aggressive efforts to innovate new products and services.

"Pay and demand for **database skills** has been strong in both the second and third quarters of 2012, as have **management, methodology and process skills** and a selected **middleware components** and **messaging/communications skills**. In this past quarter we saw a surge in demand for a number of **web/e-commerce development** and **mobile applications development skills**, perhaps a sign of the approaching holiday sales season which has relied more heavily than ever on online purchasing behaviors in recent years.

"Weaknesses over the past two quarters can be found in pay for **systems and networking skills** both certified and noncertified, and in a variety of **applications development tools and programming languages** which are not tied to high demand solutions or popular initiatives (see tables on pages 5 and 6). Also, our 3rd quarter data displayed a weakening in demand and pay premiums for **SAP skills**," notes Foote. "It's the third time in the past twelve months that SAP skills have posted an overall quarterly decline in market value after a long run of mostly quarterly gains stretching back several years. This is typically a sign that skills supply is catching up with demand, not an indication of unpopularity with SAP products which are reported to number 100,600 installations in more than 41,000 companies in over 120 countries. A lot of IT professionals have directed their

job paths and careers toward this vendor which, historically, has been a successful strategy employed by workers to assure a certain degree of longevity in their profession. You can say the same for Cisco, Microsoft, Oracle and a variety of other vendors over the past several decades. But it's still a competitive world and you've got to bring more to the table in experience and skills than a simple proficiency in these vendors' products. That of course is one of the reasons why pay and demand for vendor certifications have been on an overall decline for so many years. It's not about possessing skills but what you can do with them in building solutions attractive to the business that counts most in an employer's eyes.

"Companies continue to aggressively pursue workers with multiple talents-- a mix of technology, business, and people skills that many who are not working simply do not have. Or 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 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.

"What many people don't understand is that the byproducts of a lot of these new initiatives like cloud computing is the forging better relationships between technology workers and their customers. Ultimately IT human resources are being freed up for other purposes. For instance by offloading services to the cloud, you increase the amount of budget available for new projects and initiatives, which are the things that truly lead to new business revenues," insists Foote.

IT Skills & Certifications Pay Trends Charts

2012 IT Skills and Certifications Pay Index™ – 3rd Quarter 2012 edition

(Data collected through October 1, 2012)

- **IT Certifications** (page 16
- **Noncertified IT skills** (page 20)

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

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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.

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268 IT Certifications Surveyed
(NEW THIS QUARTER IN RED)

IT Skills and Certifications Pay
Skills and Certifications Pay Index™ (data through October 1, 2012)

- 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
- Certified Associate in Project Management)
- Certified Computing Professional (CCP-ISC2)
- Certified Database Design Specialist
- 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
- CompTIA Advanced Security Practitioner (CASP)
- CompTIA Certified Technical Trainer (CTT+)
- CompTIA Convergence+
- CompTIA/Linux Administrator (Linux+)
- CompTIA/Network Technician (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 (CHFI)
- 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 (EMCCA)
- 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 Integration Specialist (AIS)
- HP Accredited Platform Specialist (APS)
- HP/Accredited Systems Engineer (ASE)
- HP Accredited Technical Professional (ATP - all)
- HP/Accredited Solutions Expert (ASE - all)
- HP/Master Accredited Solutions Expert (MASE - all)

- HP/Certified Systems Administrator
- HP/Certified Systems Engineer
- HP/Master Accredited Systems Engineer (Master ASE)
- IBM Certified Advanced Security Professional
- IBM Advanced Systems Administrator (all)
- IBM Certified Database Administrator
- BM Certified Advanced Database Administrator
- IBM Certified Developer - Cognos
- IBM Certified Solution Expert - Cognos
- IBM Certified Specialist – Cognos
- IBM Certified Systems Expert - AIX and Linux v2 (all)
- IBM Certified Advanced Application Developer (all)
- IBM Certified Applications Developer (all)
- IBM Certified Administrator for SOA Solutions: WebSphere Process Server
- IBM Certified Advanced Technical Expert - Power Systems with AIX v2/v3
- IBM Certified Infrastructure Systems Architect
- IBM Certified SOA Solution Designer
- IBM Certified Solutions Developer: WebSphere (al)
- IBM Certified Operator - AIX Basic Ops
- IBM Certified Solution Designer - WebSphere
- IBM Certified Specialist - System z
- 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 Advanced Technical Expert - Power Systems with AIX v2
- 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
- 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 Applications Developer (MCAD)
- Microsoft Certified Architect
- Microsoft Certified Database Administrator (MCDBA)
- Microsoft Certified Desktop Support Technician (MCDST)
- Microsoft Certified IT Professional (MCITP/all)
- Microsoft Certified Master/Solutions Master(all)
- Microsoft Certified Professional Developer (all)
- Microsoft Certified Professional (MCP)
- Microsoft Certified Solution Developer (MCSD)
- 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 Office Specialist
- Nortel Certified Architect
- Nortel Networks Certified Design Expert (NCDE)
- Master CIW Administrator
- Master CIW Designer
- Master CIW Enterprise Developer
- Master CIW Web Site Manager
- Nortel Networks Certified Design Expert (NCDE)
- Nortel Networks Certified Design Specialist
- Nortel Networks Certified Support Expert (NCSE)
- Nortel Networks Certified Support Specialist
- Nortel Networks Support Expert (NCSE)
- Novell Certified Instructor

- Novell Certified Linux Engineer (Novell CLE)
- Novell Certified Linux Professional (Novell CLP)
- Novell/Certified Directory Engineer (NCDE)
- Novell/Certified Internet Professional (CIP)
- Novell/Certified Novell Administrator (CNA)
- Novell/Certified Novell Engineer (CNE)
- Novell Identity Manager Administrator
- Open Group Certified Architect
- Open Group Master Architect
- Oracle Certified Associate, Java SE Programmer
- Oracle Certified Expert, Java Platform EE Developer
- Oracle Certified Expert MySQL 5.1 Cluster Database Administrator
- Oracle Certified Expert, Oracle Solaris 10 Network Administrator for Solaris
- Oracle Certified Expert, Oracle Solaris 10 Systems Administrator for Solaris
- Oracle Certified Expert Siebel CRM Business Analyst
- Oracle Certified Master, Java SE Developer
- Oracle Certified Master, Java EE Enterprise Architect
- Oracle Certified Professional Application Server 10g Administrator
- Oracle Certified Professional, E-Business Suite
- Oracle Exadata 11g Certified Implementation Specialist
- Oracle Certified Professional, Oracle Solaris 10 Systems Administrator for Solaris
- Oracle Certified Professional - Advanced PL/SQL Developer
- Oracle PL/SQL Developer Certified Associate
- Oracle Certified Professional Java SE Programmer
- Oracle Certified Programmer, Java EE Web Services Developer (Sun SCJDWS)
- Oracle Certified Professional, Java EE Web Component Developer
- Oracle Certified Professional, MySQL 5 Developer
- Oracle Certified Professional MySQL 5.0 Database Administrator
- Oracle DBA Certified Associate (OCA)
- Oracle DBA Certified Master (OCM)
- Oracle DBA Certified Professional
- Oracle Forms Developer Certified Professional

- 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)
- 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) SA
- 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
- SNIA Certified Storage Professional
- SNIA Certified Systems Engineer Sniffer Certified Expert
- Sun Certifications (SEE ORACLE)
- Systems Security Certified Professional (SSCP)
- Teradata 12 Certified Associate
- Teradata 12 Certified Database Administrator
- Teradata 12 Certified Enterprise Architect
- Teradata 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)

IT Skills and Certifications Pay Index™ (data through October 1, 2012)

2-YEAR IT CERTIFICATIONS PAY TRENDS
(Data collected 10/1/2012 – 43,775 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%	-13.3%	-13.3%	-31.6%
Apps Development/Prog. Languages	34	-3.2%	-1.8%	-2.2%	-4.4%
Database	19	1.5%	4.7%	3.0%	1.3%
Web Development	11	0.0%	-5.4%	-2.8%	-11.6%
Networking & Communications	71	-3.1%	-7.4%	-12.0%	-17.0%
System Administration/Engineering	53	-2.8%	0.0%	-2.7%	-4.3%
Information Security	63	0.5%	0.5%	-2.3%	-9.4%
Architecture/Project Management/Process	12	6.3%	1.1%	3.0%	1.6%
ALL CERTIFICATIONS SURVEYED	**268**	**-0.57%**	**-1.34%**	**-3.61%**	**-8.19%**

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

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

(Data collected 10/1/2012 – 43,775 participants)

SOURCE: Foote Partners *IT Skills & Certifications Pay Index™*,
3rd Quarter 2012 data edition

Growth/Decline: AVERAGE IT CERTIFICATIONS VALUES (through 10/1/2012)   Q3 2012 data

- % Change, Last 2 Years
- % Change, Last 12 mos
- % Change, Last 3 mos

ALL IT CERTS SURVEYED
-8.2%
-3.6%
-0.6%

Architecture/Project Management/Process
1.5%
3.0%
6.3%

IT Security
-9.4%
-2.3%
0.5%

System Admin & Eng/Network OS -4.30%
-2.7%
-2.8%

Networking/Communications
-17.0%
-12.0%
-3.1%

Web Development -11.6%
-2.8%
0.0%

Database
1.3%
3.0%
1.5%

Apps Development/ Programming Languages
-4.4%
-2.2%
-3.2%

General and Training
-16.8%
-8.7%
0.0%

-20%   -15%   -10%   -5%   0%   5%

Percent Change in Ave. Median Premium Pay, By Category

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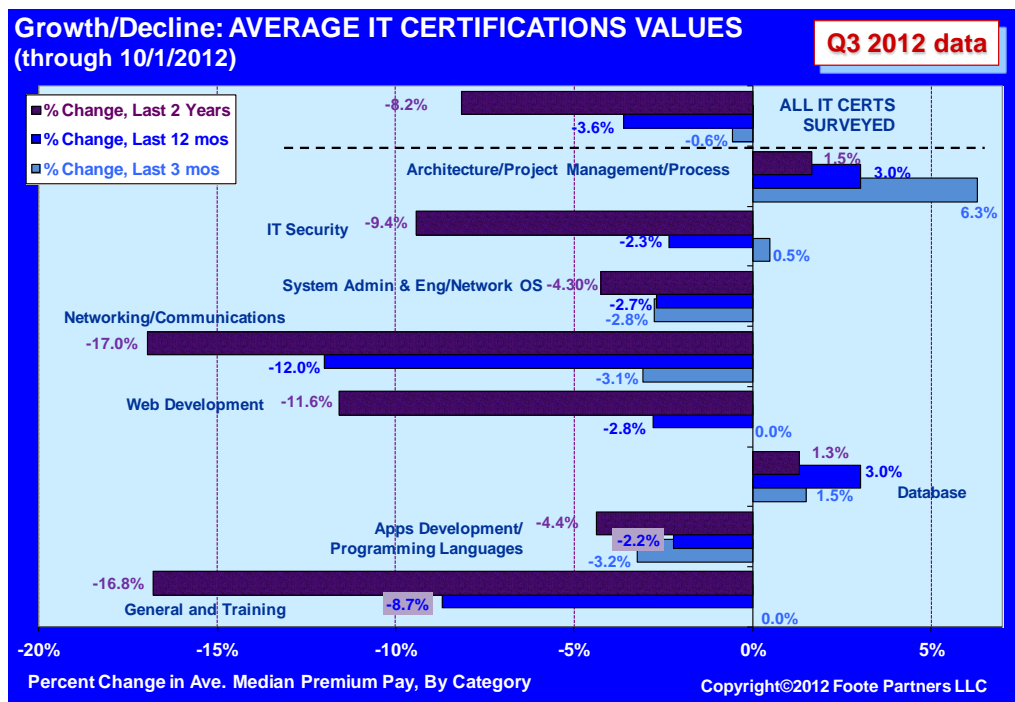
(Pay data supporting these charts is from the *IT Skills and Certifications Pay Index™*.)

308 Noncertified IT Skills Surveyed
(NEW THIS QUARTER IN RED)

IT Skills and Certifications Pay

IT Skills and Certifications Pay Index™ (data through October 1, 2012)

Applications Development Tools & Platforms

Adobe Flex
Apache Hadoop
Business Objects
C
C#
C++/CLI
Clarity PPM
Cobol
Cognos
Delphi
Drupal
Eclipse
Epic Systems applications
F#
Groovy/Grails
Hibernate
iRise
Java/J2SE,ME,J2EE
MapReduce
MATLAB
NetWeaver
Oracle Applications Developer
    Framework
PL/SQL
Powerbuilder
Progress 4GL/Development tools
RAD/Extreme Programming/
Agile Programming
Ruby
Ruby on Rails
SAS
SQL Windows
Tcl
Tomcat
Transact-SQL
UML (unified modeling language)
Visual Basic 6.0
Visual C++
Visual J++
WebSphereMQ

SAP & Enterprise Bus. Apps.

ABAP (all modules)
Baan
J.D. Edwards
Lawson
Microsoft Dynamics
Accelerated SAP (ASAP)
NetWeaver
NetWeaver BI (SAP BW)
NetWeaver Portals (SAP EP)
NetWeaver PI
Oracle E-Business suite
Peoplesoft
Oracle BPM
Oracle CRM
Oracle SCM
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
SAPEBP
SAP EC
SAP EDI
SAP EHS
SAP EPM
SAP ERP

SAP/Enterprise Bus. Apps, cont'd.

SAP ESA
SAP FI – FSCM
SAP FI - Travel Management
SAP FI
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 NWDS
SAP Oil & Gas
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 SAM
SAP SCM
SAP SD

SAP/Enterprise Bus. Apps, cont'd.

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 UCCE/IPPC
Cisco ICM
Citrix XenApp
Citrix XenServer
DHCP
EIGRP
Ethernet
Ethernet Switching
Gigabit Ethernet
HTTP
Infrastructure architecture
Intrusion prevention/detection systems
IPX/SPX
LAN
LTE/WiMAX
Microsoft Hyper-V
Microsoft NT Server

Networking/Systems, cont'd.

Microsoft Virtual Server
Multiprotocol Label Switching
Network access control/Identity mgt sys.
NAS/Network Attached Storage
Network security management
Novell Netware
Puppet
RFID
Routing (e.g. OSPF)
SAN/Storage Area Networks
Security skills (project-based)
SIP
SMTP
SNA
Storage administration
TCP/IP
Tivoli
vCloud
VoIP/IP telephony
Virtualization
VMware Server
VPN/OpenVPN
WAN/3G/4G services
WAP
WiMAX
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 Communications Messaging
    Exchange (was Sun JMS)
TIBCO Enterprise Message Service
Unified Communications/Messaging

308 Noncertified IT Skills Surveyed

(NEW THIS QUARTER IN RED)

IT Skills and Certifications Pay

IT Skills and Certifications Pay Index™ (data through October 1, 2012)

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 Lifecycle Manager
    (Integration) Server
Microsoft .NET
Mobile applications development
Oracle Fusion
Oracle (BEA) WebLogic
Oracle Workflow
Perl
PHP (all)
Python
Scripting languages (VBScript, Java
Script, Jscript)
SOAP
Social Media/Networks
Spring Framework

Web/e-Commerce Development cont'd.

TIBCO
Visual Interdev
VoiceXML
Web collaboration appliances
WebSphere
Wikis
WSDL
XAML
XHTML
XML (all variants)

Management, Methodology and Process

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

Database

Apache Cassandra
Apache Hive
Apache CouchDB
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 DB
Oracle Exadata
Oracle Application Server
Oracle Business Intelligence Enterprise
    Edition Plus
Progress/ODBMS
Redis
Riak
Sybase Adaptive Server
Visual SQL

Operating Systems

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

2-YEAR NONCERTIFIED IT SKILLS PAY TRENDS

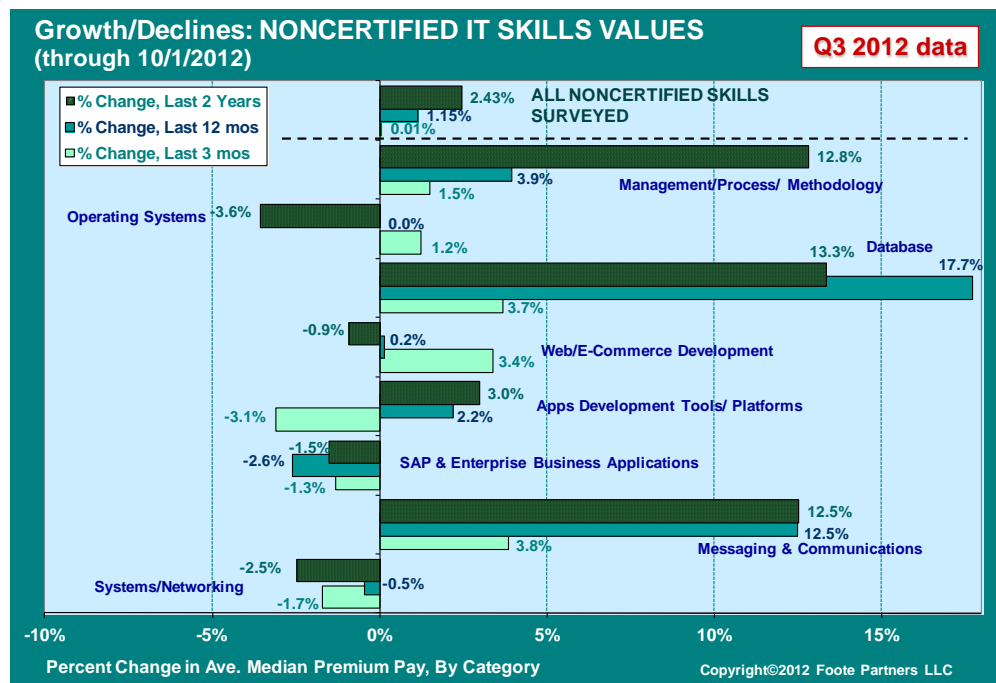(Data collected 10/1/2012 – 43,775 participants)

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	48	-1.7%	-2.1%	-0.5%	-2.5%
Messaging and Communications	8	3.8%	5.9%	12.5%	12.5%
SAP & Enterprise Business Applications	98	-1.3%	-0.9%	-2.6%	-1.5%
Apps Development Tools & Platforms	38	-3.1%	-1.3%	2.2%	3.0%
Web/e-Commerce Development	49	3.4%	2.8%	0.2%	-0.9%
Database	26	3.7%	13.2%	17.7%	13.3%
Operating Systems	12	1.2%	0.0%	0.0%	-3.6%
Management/Methodology/Process	29	1.5%	3.7%	3.9%	12.8%
ALL NONCERTIFIED SKILLS SURVEYED	308	0.01%	1.02%	1.15%	2.43%

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

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

(Data collected 10/1/2012 – 43,775 participants)

SOURCE: Foote Partners *IT Skills & Certifications Pay Index™*,
3rd Quarter 2012 data edition

Growth/Declines: NONCERTIFIED IT SKILLS VALUES
(through 10/1/2012)

Q3 2012 data

- % Change, Last 2 Years
- % Change, Last 12 mos
- % Change, Last 3 mos

ALL NONCERTIFIED SKILLS SURVEYED: 2.43% / 1.15% / 0.01%

Management/Process/ Methodology: 12.8% / 3.9% / 1.5%

Operating Systems: -3.6% / 0.0% / 1.2%

Database: 17.7% / 13.3% / 3.7%

Web/E-Commerce Development: -0.9% / 0.2% / 3.4%

Apps Development Tools/ Platforms: 3.0% / 2.2% / -3.1%

SAP & Enterprise Business Applications: -1.5% / -2.6% / -1.3%

Messaging & Communications: 12.5% / 12.5% / 3.8%

Systems/Networking: -2.5% / -0.5% / -1.7%

Percent Change in Ave. Median Premium Pay, By Category

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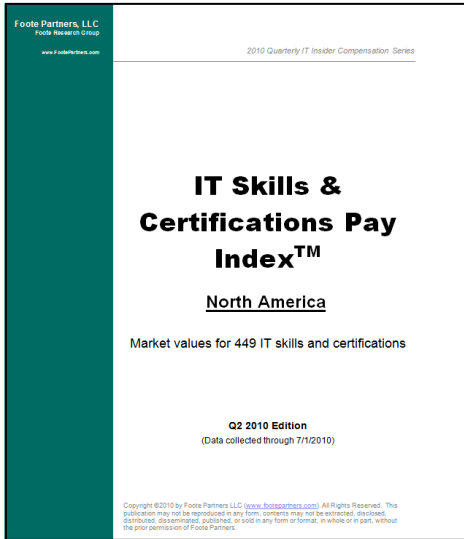
ABOUT THIS RESEARCH

Foote Partners' primary research survey for tracking IT skills and certifications pay and supply/demand volatility is the industry-leading *IT Skills and Certifications Pay Index™* **(ITSCPI),** first published in 1999 and updated every three months since. 143,838 IT professionals in the 83 U.S. and Canada cities (2,405 employers) are reported for IT salaries and skills pay earned for 161 positions and 576certified and noncertified technical and business skills. Verified and validated pay data for 43,775 IT workers has been included in the 3rd Quarter 2012 ITSCPI data edition, compiled from data collected through October 1, 2012.

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

2012 IT Skills and Certifications Pay Index™

Foote Partners, LLC
Foote Research Group
www.FootePartners.com

2010 Quarterly IT Insider Compensation Series

IT Skills & Certifications Pay Index™

North America

Market values for 449 IT skills and certifications

Q2 2010 Edition
(Data collected through 7/1/2010)

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- 322 pages (Q3 2012 data edition)

- Pay premiums for 567 certified and noncertified IT skills
  - Three data points for each position: 10th, 50th, 90th percentile

- Verified and validated IT skills pay survey data from 34,350 IT professionals

- Current data collected through April 2012 (updated quarterly)

- Certifications Guide containing basic information about surveyed IT certifications (pre-requisites; costs; test content; lab requirements, etc.)

Pricing: $3,500 single edition. $13,750 annual subscription.

Definition of IT skills premium pay

- Pay that IT workers receive for possessing high-value IT and business skills used on the job

- Given in the form of a bonus, or embedded in base salary to adjust for the presence of a dominant vendor or technology central to job performance (examples: 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

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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

ABOUT FOOTE PARTNERS

Foote Partners, LLC is a Vero Beach, FL based 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 who have purchased our products and services, the firm provides pragmatic and forward-thinking benchmark research and advice about the modern business/IT hybrid environment in which most organizations are operating their businesses.

Our products are deeply grounded in specialized proprietary benchmark research, surveys, and empirical intelligence collected from 2,405 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, Mercer and Towers/Watson senior consultants, and former corporate HR, IT, and business executives, the firm's research division publishes 160 quarterly-updated decision support benchmark research products that help employers benchmark their IT 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 one hundred 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.

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Foote Partners 2012 IT Compensation Survey Product Map