



Q3 2009 U.S. HIRING FORECAST

careerbuilder®

Dear Valued Customer,

Although employers remain cautious about the current hiring environment, there appears to be a light at the end of the tunnel. This market has led to an influx in interest amongst job seekers in positions within the government marketplace, but still leaves us with challenges specific to public sector recruiting. It is more important now than ever to identify and attract the right candidates out of that mix, and find those hard-to-reach candidates, specifically those in rural areas, or in the of healthcare, public safety and education fields. As the economy stabilizes and the influx of candidates decreases, it is critical for public sector organizations to have data, information and trusted recommendations on how to seek and secure the right staff to accomplish their mission. Now is the best time to focus on these key factors.

After closely examining national hiring trends and employer data, CareerBuilder has joined with USA Today to compile the enclosed Q3 2009 U.S. Hiring Forecast. This quarterly update details national hiring trends and includes some positive news around **signs of economic stabilization**.

CareerBuilder Government Solutions works with you to develop and enhance your entire talent supply chain, from candidate attraction, to engagement, to retention. We are excited to announce our new revamped web site, **www.CareerBuilderGovernmentSolutions.com**, designed to help you understand our full suite of capabilities. Please take a minute to explore the site to learn how we deliver you data on the hiring landscape and solutions to bring in the right people to accomplish your mission.

As we look toward the future with anticipation, we place high value on our partners like you. Please do not hesitate to reach out to me or your CareerBuilder Government Solutions account representative for additional ways to strengthen your organization.



Sincerely,

A handwritten signature in black ink that reads "Chuck Loehner". The signature is written in a cursive, flowing style.

Chuck Loehner

Vice President Government Solutions, CareerBuilder
Chuck.Loehner@careerbuilder.com



Q3 2009
U.S. HIRING FORECAST

MOST EMPLOYERS EXPECT THEIR STAFF LEVELS TO REMAIN THE SAME as recruiting patterns hold steady and job losses trend downward, according to CareerBuilder and USA TODAY's Q3 2009 Job Forecast. Employers are closely monitoring the progress of recovery for the U.S. economy and have implemented measures to improve their financial health while preserving their competitive standing. Keeping their current talent mix is a key focal point.

"The latest report from the Bureau of Labor Statistics shows that job loss is moderating, a trend that will hopefully continue in the second half of the year as the financial system and economy move toward recovery," said Matt Ferguson, CEO of CareerBuilder. "Though we're headed in the right direction, we're not likely to experience significant movement in job creation in 2009. Jobs will be added, but overall, businesses will continue to be conservative in their hiring and maintain focus on existing human capital. Sixty-eight percent of employers said they don't anticipate any change in their full-time, permanent headcount in the third quarter."

CareerBuilder and USA TODAY surveyed more than 2,600 hiring managers and human resource professionals nationwide across industries between May 22nd and June 10th, 2009.

HIRING IN Q2 2009

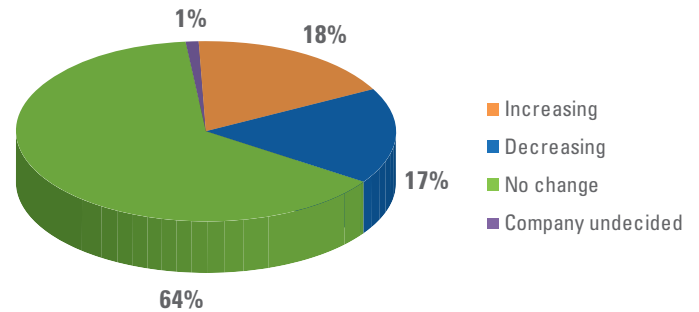
Sixty-four percent of employers reported no change in their staff levels in the second quarter. The number of employers who added and reduced headcount improved over the previous three months. Eighteen percent of employers said they increased their number of full-time, permanent employees in the second quarter – up from 13 percent in the first quarter. Seventeen percent of employers reported a reduction in headcount, an improvement from 26 percent in the first quarter. One percent were undecided.

When asked if hours had changed, on average, for hourly workers in Q2 2009 year over year, 55 percent reported no change in the number of hours offered. Twenty-three percent said hours were cut while 6 percent stated hours had increased.

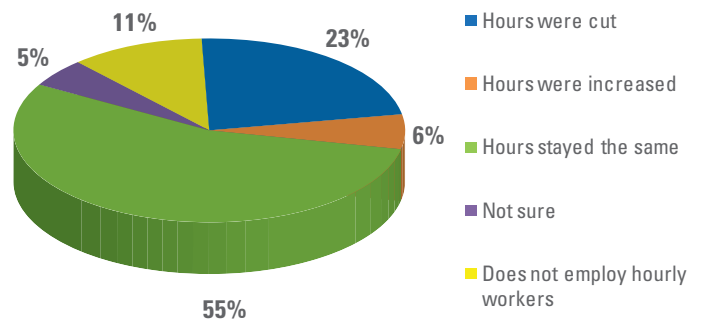
HIRING IN Q3 2009

Looking forward, 15 percent of hiring managers expect to increase full-time, permanent headcount in the third quarter, up slightly from what was originally projected for the second quarter. Ten percent anticipate there will be a decrease in headcount in the third quarter, a projected improvement from the previous two quarters. Sixty-eight percent expect no change and 7 percent are unsure.

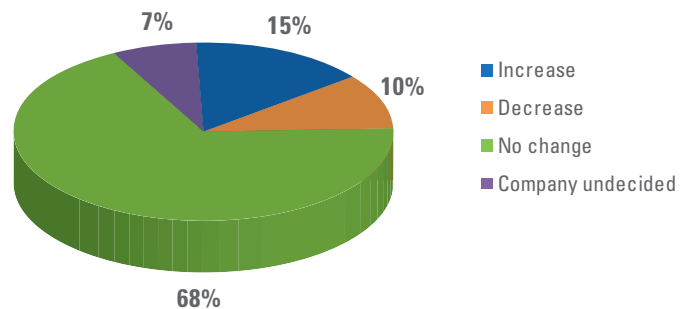
This quarter (2nd quarter, Apr. 1 - Jun. 30, 2009), is your company, at your location, increasing, decreasing or making no change in its number of full-time, permanent employees?



If your company, at your location, employs hourly workers, how have their hours on average changed in the second quarter 2009 compared to the second quarter 2008?



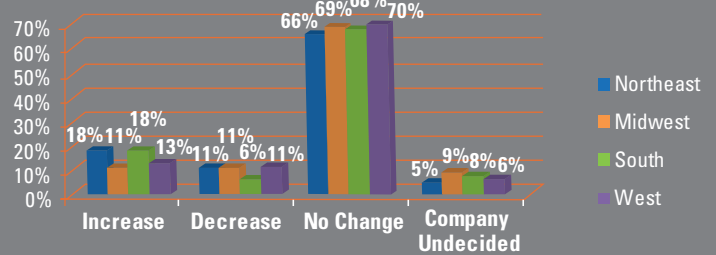
In the third quarter (Jul. 1 - Sep. 30, 2009), does your company, at your location, plan to increase, decrease or make no change in its number of full-time, permanent employees?



HIRING BY REGION

Opportunities in government, education, healthcare and defense are helping to fuel hiring in the Northeast, which tied with the South for the largest number of employers who plan to increase full-time, permanent headcount in the third quarter (18 percent). The amount of hiring managers recruiting in the West was little changed from the previous quarter at 13 percent while the Midwest dropped from 14 percent to 11 percent amidst ongoing challenges in the manufacturing sector. Eleven percent of hiring managers in the Northeast, West and Midwest expect to trim staffs compared to 6 percent in the South.

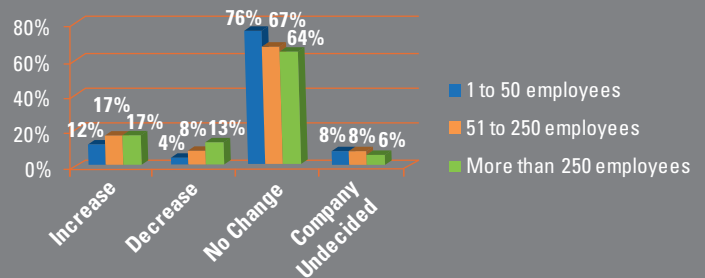
HIRING BY REGION - In the third quarter, does your company, at your location, plan to increase, decrease or make no change in its number of full-time, permanent employees?



HIRING BY COMPANY SIZE

Seventeen percent of employers with more than 250 employees expect to add full-time, permanent positions in the next three months. Similar findings were reported for companies with 51 to 250 employees. Twelve percent of those with 1 to 50 employees plan to add headcount in the third quarter.

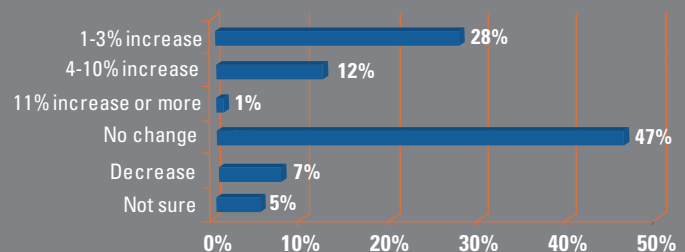
HIRING BY COMPANY SIZE - In the third quarter, does your company, at your location, plan to increase, decrease or make no change in its number of full-time, permanent employees?



COMPENSATION

The number of employers planning pay increases was unchanged compared to the prior three months. Forty-one percent of employers expect to increase salaries for full-time, permanent employees in the third quarter. Twenty-eight percent estimate the average raise to range between 1 and 3 percent, 12 percent expect an average raise of 4 to 10 percent while 1 percent expect raises to be 11 percent or more. Forty-seven percent of employers anticipate no change in compensation levels, 7 percent expect a decrease and 5 percent are unsure.

What do you expect the average change in salaries will be for full-time, permanent employees, at your location, in the third quarter of 2009 compared to the third quarter of 2008?

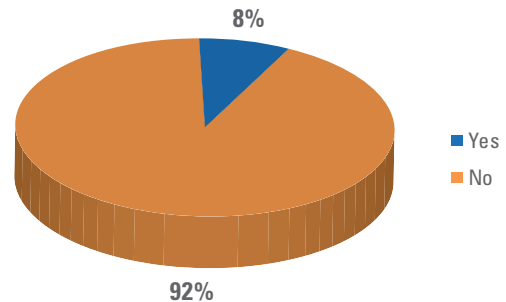


HOW EMPLOYERS ARE MANAGING THE ECONOMIC DOWNTURN

In addition to exploring new markets and revenue opportunities, employers are concentrating on cost containment measures to help them endure a challenging economy. The following are six trends from the first half of the year.

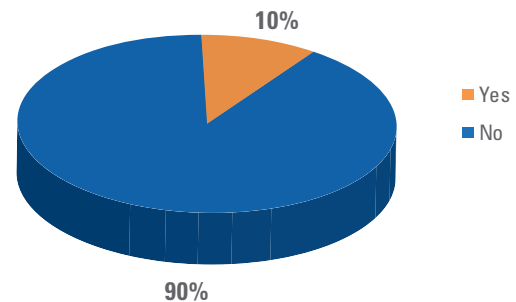
1. POSTPONED START DATES – Eight percent of employers have presented job offers with postponed start dates this year to secure talent while delaying expenses associated with additional headcount. Of these employers, 42 percent provided a pay incentive while the remainder did not.

Has your organization presented job offers with postponed start dates this year?



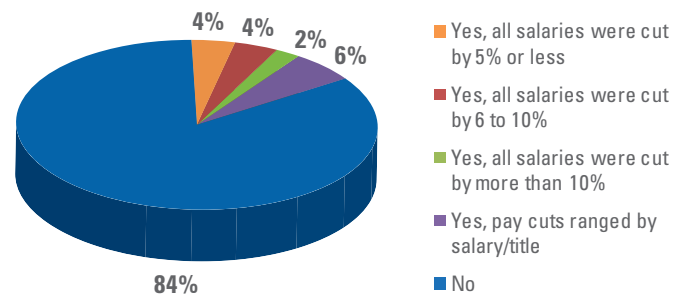
2. FURLOUGHS – Ten percent of employers have instituted mandatory furloughs for employees over the last six months. The majority of furloughs were one week or less, 28 percent were one to two days.

Has your organization instituted mandatory furloughs in the last six months?



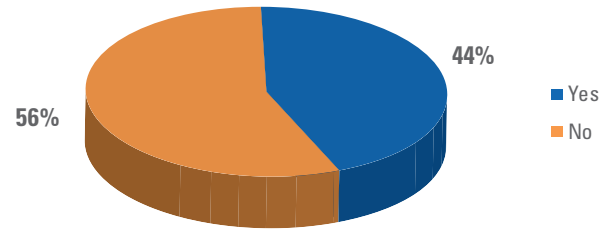
3. PAY CUTS – Sixteen percent of employers have implemented pay cuts in the last six months. Of these employers, 28 percent said all salaries were reduced by 5 percent or less while 33 percent had decreases of more than 5 percent. Thirty-nine percent reported that cuts varied according to salary and/or title.

Has your organization instituted pay cuts for employees in the last six months?



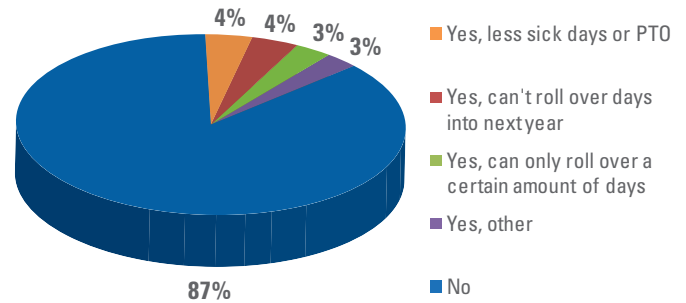
4. HIRING FREEZE – Forty-four percent of employers have instituted a hiring freeze over the last six months. Of these employers, 31 percent stated that they will be hiring going forward while 69 percent reported a continued suspension of hiring.

Has there been a hiring freeze at your organization in the last six months?



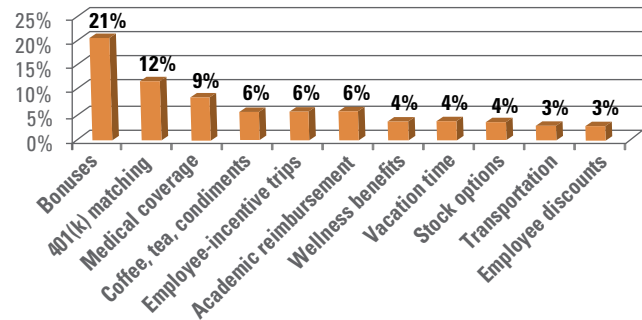
5. REVISED SICK POLICIES – Thirteen percent of employers have altered their sick time or paid time off policy in 2009, offering less days, not allowing days to roll over or limiting the amount of days that can roll over.

Has your organization changed your employee sick time policy or paid time off policy in the last six months?



6. FEWER PERKS AND BENEFITS – Forty-three percent of employers have cut perks and benefits in 2009. The top three areas impacted are bonuses, 401(k) matching and medical coverage, followed by free coffee, tea and condiments, employee incentive trips and academic reimbursement.

Has your organization cut any benefits or perks in 2009 due to a tight economy?



SURVEY METHODOLOGY

This survey was conducted online within the U.S. by Harris Interactive on behalf of CareerBuilder and USA TODAY among 2,667 hiring managers and human resource professionals (employed full-time; not self-employed; with at least significant involvement in hiring decisions; non-government) ages 18 and over between May 22nd and June 10th, 2009 (percentages for some questions are based on a subset of U.S. employers, based on their responses to certain questions). With a pure probability sample of 2,667, one could say with a 95 percent probability that the overall results have a sampling error of +/- 1.9 percentage points. Sampling error for data from sub-samples is higher and varies.

THE CURRENT STATE OF THE ECONOMY: IS RECOVERY IMMINENT?

Despite the U.S. unemployment rate reaching 9.4 percent in May, its highest rate in over 25 years, the latest monthly employment situation report from the Labor Department actually showed signs of economic improvement. According to the report, job loss numbers were nearly half the average of previous months, indicating what many Americans have long waited to hear: The economy is in the early stages of a turn around.

“The free fall that the job market was in does finally appear to be tapering off,” Pittsburgh-based economist Stuart G. Hoffman recently told *The New York Times*. While industry experts warn that America is not out of the woods yet, these latest numbers indicate that job loss is moderating in the U.S.

“It’s the prelude to an economic and job recovery later this year,” says Hoffman.

And while the current unemployment rate certainly leaves room for improvement, it should not be taken as an indicator of the state of the country’s economic health. In fact, this rate will continue to increase even as the economy begins to stabilize and recover, according to MoneyWatch.com editor-at-large Jill Schlesinger in a video interview for BNET.com. A more accurate number to pay attention to is the four-week average of jobless claims, she says, which indicates the number of new people filing for claims. And because this number seems to have peaked, it is further indication that the economy is on the mend.



THE JOB MARKET: PRESENT AND FUTURE

“When we look at the economy, we still see some good movement in job creation and opportunity in sales and customer service,” says Matt Ferguson, CEO of CareerBuilder. “Certainly, the numbers today would be consistent with what we see in health care. Education also seems fairly strong.” Insurance, healthcare and government are more industries where growth remains strong. Yet another area that is showing signs of growth is the construction and skilled labor/trades industries, with new opportunities popping up as projects fueled by funds from the economic stimulus get underway.

Job opportunities continue to decline, however, in the information technology, manufacturing and finance industries, to name a

few. In fact, while layoffs have slowed, employers who have had to freeze or slow down their hiring over the past several months may not find themselves in a position to hire again or create new positions until 2010. Despite this projection, industry experts maintain that employers look ahead and create a restructuring plan to prepare for the impending turnaround. A slower hiring season enables employers to focus their energies on building their employment brands, as well as look for opportunities to enhance the hiring process for a maximum return on investment.

EMPLOYMENT BRANDING: THE MOST CRUCIAL INVESTMENT

The importance of building and maintaining both a strong employment brand was a major topic of discussion at a recent summit of local business leaders hosted by the Greater Milwaukee Committee. There was large consensus among those in attendance that recruitment efforts should remain a priority, even in an economic downturn. "I love downturns because you can actually manage the people that you've got and manage the future much better than during an upturn," said summit panelist Paul Purcell, chairman, president and CEO of Milwaukee-based Robert W. Baird & Co. Purcell and his fellow panelists emphasized that the efforts organizations make now to build their brand and market themselves as employers of choice will determine their success rate for recruiting and retaining top talent later on.

For years now, many companies have relied on CareerBuilder's Employment Branding offerings to brand themselves as an employer of choice among job seekers. Targeted offerings such as E-Mail Campaigns, Display Advertising and, most recently, Facebook Brand Management – a social media strategy – enable organizations to attract job seekers and communicate their unique culture, mission, values and benefits, effectively building a pipeline of interested candidates to choose from even when they're not hiring.



RECONSIDERING ROI

A slower hiring time also enables employers to focus their energies on evaluating and improving their recruiting and hiring processes. Now more than ever, the pressure is on for staffing and human resource professionals to create and maintain the most efficient recruiting strategy. In any organization, they are accountable for the effectiveness of their recruitment investment. Similar to the way executives are scrutinizing marketing investments, they are taking a closer look at how and where they are investing their dollars to acquire talent.

Organizations that do measure the effectiveness of their recruitment strategies usually do so through metrics like number of hires and applications; however, unless they're benchmarking their metrics against the industry as well, they do not have an accurate read on how they compare to their competitors in the eyes of talent. Simply comparing the number of applications received to industry competitors only tells part of the story. Companies need more information to identify which stage of the recruiting process may be impacting those applications and, ultimately, the return on their recruitment investment.

CareerBuilder's consulting arm, **Personified**, created a formula to do just that. Based on 14 years of data from over 300,000 clients, including 98 percent of the Fortune 1000 and small and medium sized businesses, Personified's Sourcing Effectiveness Formula measures a company's effectiveness of their total recruitment strategy comparing it to the best in class of their industry. Personified's experts use this formula to determine where an organization's primary challenges lie, and in turn make enhancements that lead to increased return on every dollar spent.

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THE IMPORTANCE OF GREEN JOBS



ONE OF THE NEWEST AND MOST INNOVATIVE WAYS FOR COMPANIES TO MARKET THEMSELVES THESE DAYS IS AS “GREEN” EMPLOYERS.

Green employers are those with environmentally friendly policies and focused initiatives that encourage and enable their employees to contribute to environmental health efforts. Green jobs, environmentally conscious positions, have been around for many years; however thanks to growing awareness of high energy costs, their popularity has increased significantly over the last 12 months.

“The focus on green jobs continues to increase year over year as job seekers look for more environmentally conscious career paths and employers make changes to protect the environment,” says Jason Ferrara, CareerBuilder’s Vice President of Corporate Marketing. Organizations can differentiate themselves from the competition in the eyes of top talent by emphasizing any green opportunities and eco-friendly initiatives they offer. In efforts to enable employers to connect more easily with top candidates, CareerBuilder now offers a “green” category, which organizations can use to flag their open positions. CareerBuilder also just launched its own green jobs site, www.goinggreenjobs.com. In turn, job seekers can more easily find these positions.

LOOKING AHEAD

While the U.S. economy still has a long road ahead of it on the way to full recovery, as more signs indicate that turnaround is imminent, it becomes more important that employers consider their long-term strategies for growth. Recruitment will play a major part in any organization’s ability to keep up once the economy begins to recover and business picks up again. Organizations will find themselves with the need to staff up quickly to meet increasing demands, and those who prepare now to recruit the best candidates in the industry will have the greatest competitive edge.



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ABOUT CURRENT RECRUITMENT TRENDS, JOB
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CONTACT YOUR ACCOUNT REPRESENTATIVE
OR CALL 1-877-345-5256.**

ABOUT CAREERBUILDER

CareerBuilder is the global leader in human capital solutions, helping companies target and attract their most valuable asset – their people. Its online career site, CareerBuilder.com, is the largest in the U.S., with more than 23 million unique visitors, 1 million jobs and 31 million+ resumes. CareerBuilder works with over 300,000 employers, providing resources for everything from employment branding and data analysis to talent acquisition. More than 9,000 Web sites, including 140 newspapers and broadband portals such as MSN and AOL, feature CareerBuilder’s proprietary job search technology on their career sites. Owned by Gannett Co., Inc. (NYSE:GCI), Tribune Company, The McClatchy Company (NYSE:MNI) and Microsoft Corp. (Nasdaq: MSFT), CareerBuilder and its subsidiaries operate in the U.S., Europe, Canada and Asia.

**For more information, visit www.buildmydreamteam.com
or join the discussion at www.thehiringsite.com**

The background is a vibrant blue with a complex, abstract pattern of glowing, overlapping lines and shapes that create a sense of depth and movement. A bright, central point of light radiates outwards, illuminating the surrounding elements. The overall effect is dynamic and futuristic.

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