

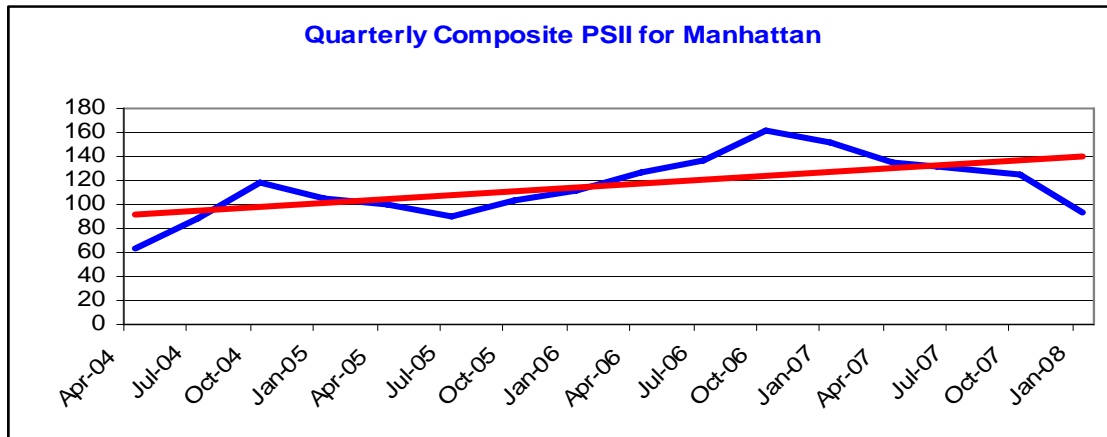
Historic Behavior of the IT Job Categories Pace/SkillPROOF IT Index (PSII) New York County (Manhattan) 4th Quarter, 2007

Historic market-trend estimates for IT specialists are designed to show the behavior of various professions within this dynamic industry. For each historic plot there is an estimated trend line and its regression equation. The coefficient of the regression line is a regression-estimate of the percentage change over time in that category. For example, for **IT Managers**, the second plot below, the equation of the trend line is

$$y = 0.7925x - 969.14$$

signifying a .79 percent increase in demand on an annual basis. Data for calculation of the trend estimates are for the 4th quarter of 2007, ending December 31. Due to the Excel resizing program, the ending date on each graph may be reflected slightly before the actual end-of-the quarter data.

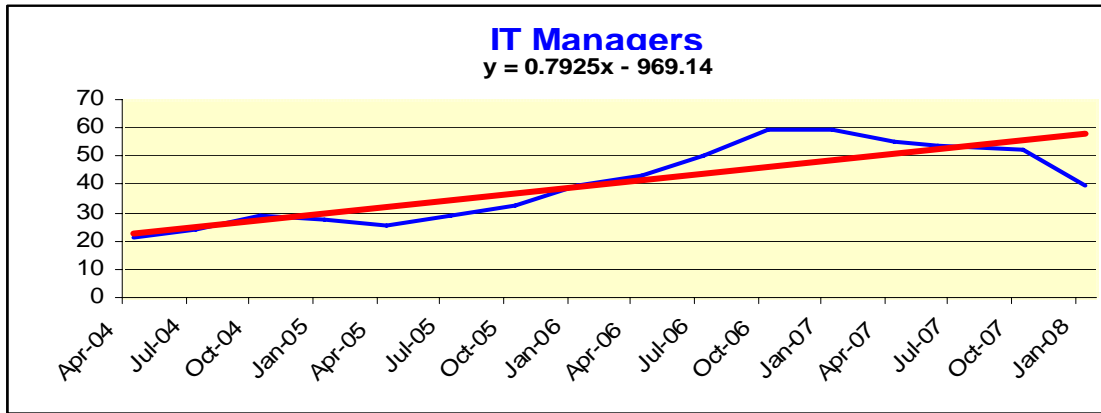
General IT Market



The 4th quarter is traditionally slow for the IT job market, as is evidenced by the data from the past four years. This one was no exception. Followed by serious difficulties facing the financial market, companies shied away from hiring and expanding their employment base. This applied to all sectors, not only to the IT sector. By some accounts, even the retail sector was flat. However, historic behavior of the IT Job Market in Manhattan is positive, even though the market had a significant decline over the past three quarters. The positive slope of the trend line, on the other hand, indicates a healthy IT job market in the region. Short of a severe recession in the U.S. economy, the 2008 IT job market seems well positioned.

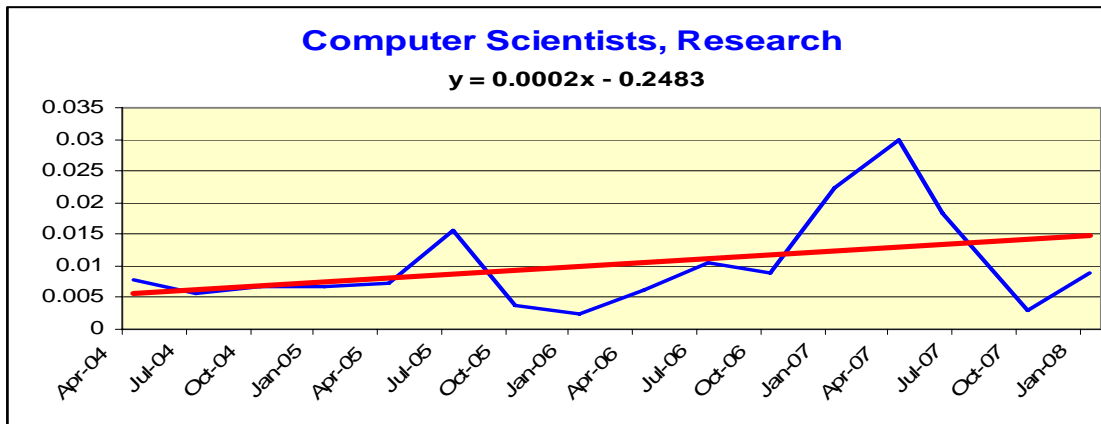
IT Special Categories

IT Managers (ID11-3021)



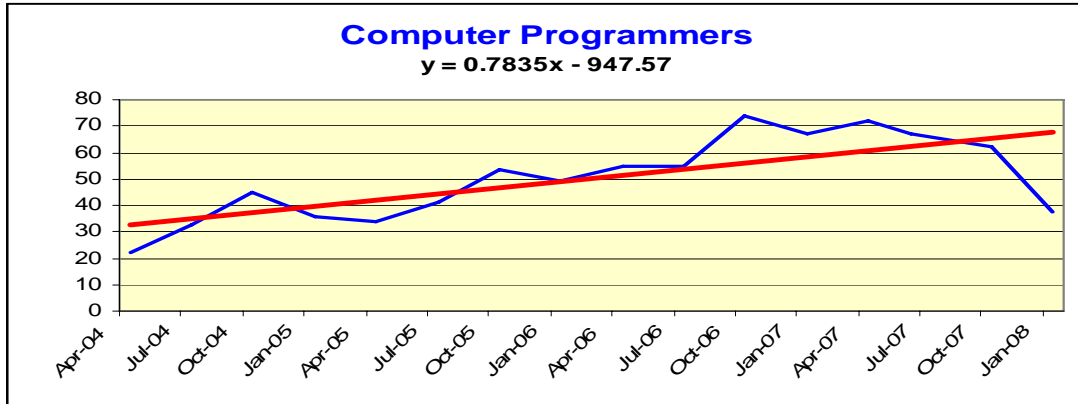
Weakness of the past two quarter continued through the 4th quarter for IT managers. However, although the quarterly data indicated weakness in this market, the demand for **IT Managers** appears strong as the steep slope of the trend line indicates. This sector has had two quarters of below trend demand but the market has kept up its positive trend, indicating a relatively stable market in the near future.

Computer Scientists Research (ID15-1011)



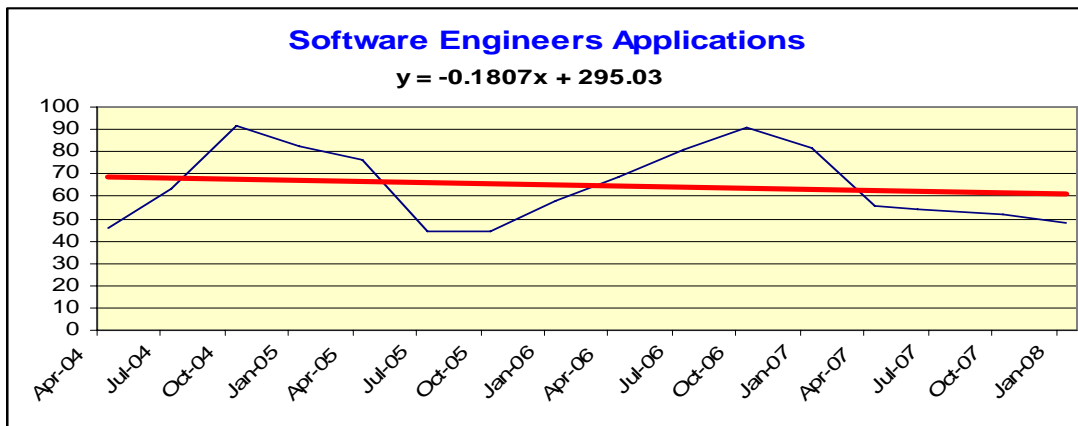
Computer Scientists is a special category of IT professional that refers to those involved in pure research. The market for these professionals is quite volatile as the graph indicates, but the slope of the trend is positive, indicating a rising demand in the foreseeable future. The sharp decline in the past two quarters was reversed in the 4th quarter and the slight increase was welcomed since most other categories performed poorly.

Computer Programmers (ID15-1021)



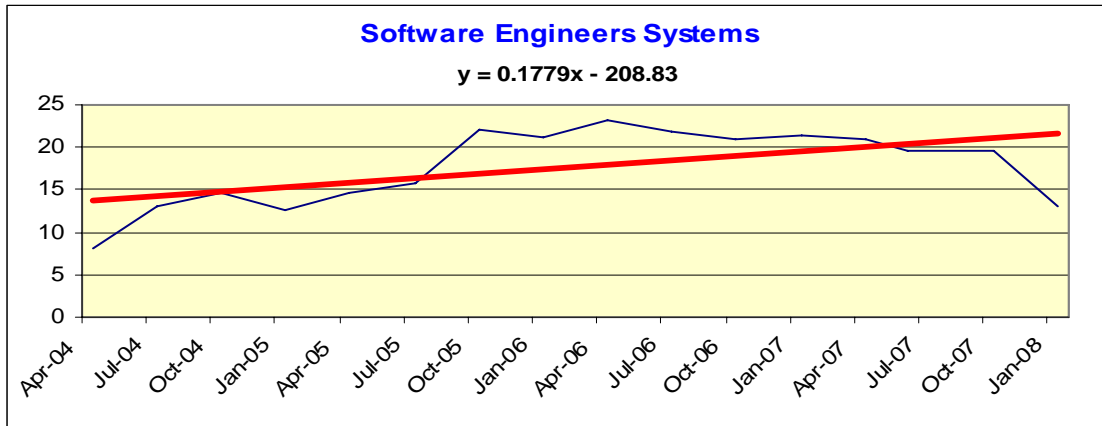
Even though the sharp decline in the 4th quarter exacerbated the weak performance of the previous quarter, the trend remains positive. Fluctuations have traditionally been minimal, and we expect a reversal in the 2008.

Software Engineers Applications (ID15-1031)



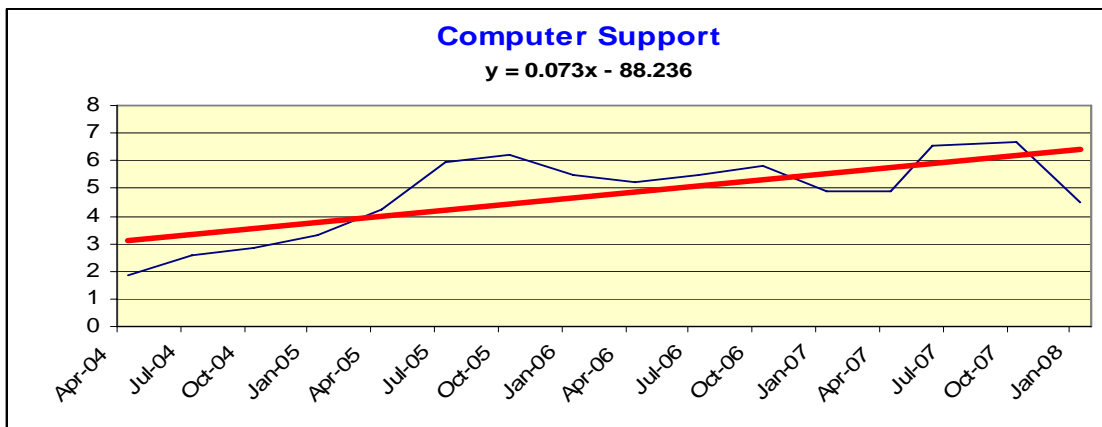
Slow but systematic cyclical behavior of **Software Applications Engineers** is an indicator of its dynamic nature. After a sharp decline begun in the 4th quarter of 2006, the market is now leveling off, following the pattern indicated by the trend line. Given the behavior of the IT market in general, steady growth is encouraging.

Software Engineers Systems (ID15-1032)



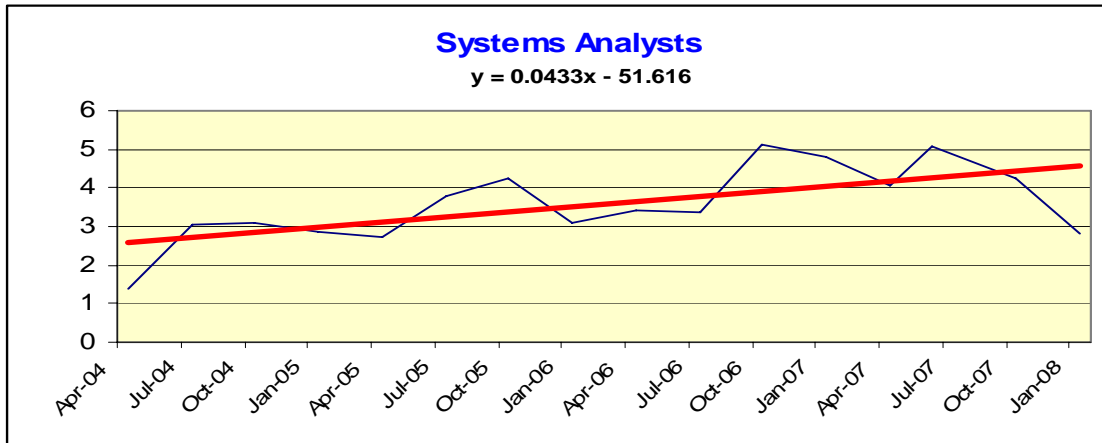
The sharp decline in the 4th quarter is in accord with the overall labor market for **Software Systems Engineers**. A slight decline in demand at the beginning of 2006 continued throughout the year and spilled over into the first two quarters of 2007. However, even though the market tried to reverse itself in the 3rd quarter, general economic conditions were too overpowering, and pushed the market into a sharp decline. Interestingly, the trend is still positive, indicating that 2008 may be a better year.

Computer Support Specialists (ID15-1041)



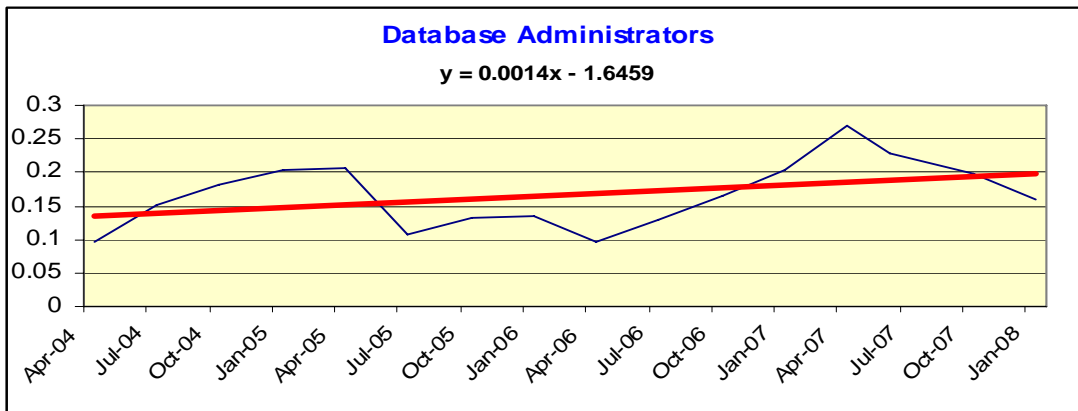
Computer Support is nearly always in demand, even though the 4th quarter was a disappointment. The steep and steady trend is indicative of the dynamic nature of this market. After two straight quarters of decline, the market showed signs of a reversal in the 3rd quarter, but the weakness in the general labor market forestalled it. **Computer Support** was the most significant part of the overall IT market and behaved as expected.

Systems Analysts (ID15-1051)



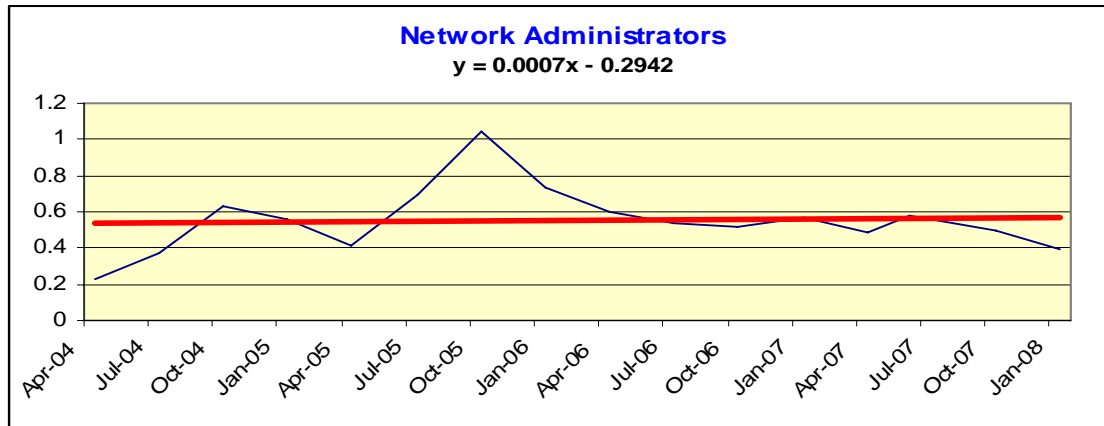
Fluctuations during the past few quarters were all above the trend, but 4th quarter market conditions were too overpowering and pushed the market below trend. Expecting that the trend is a general indication of the market behavior, the steep slope of the trend line may offset the weakness of the overall labor market.

Database Administrators (ID15-1061)



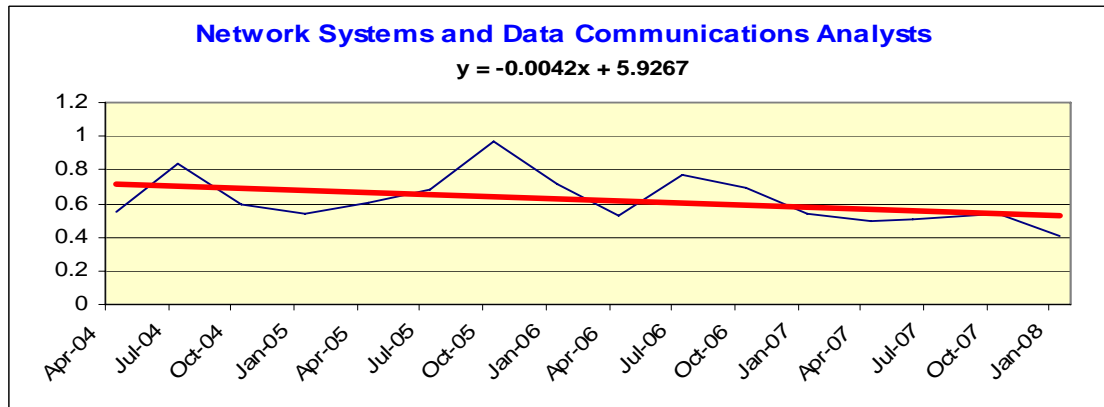
The rising demand for **Database Administrators** came to an end in the 2nd quarter and continued throughout the year. It is expected that the market will resume its upward growth pattern and create a steep rise in demand during the coming year.

Network Administrators (ID15-1071)



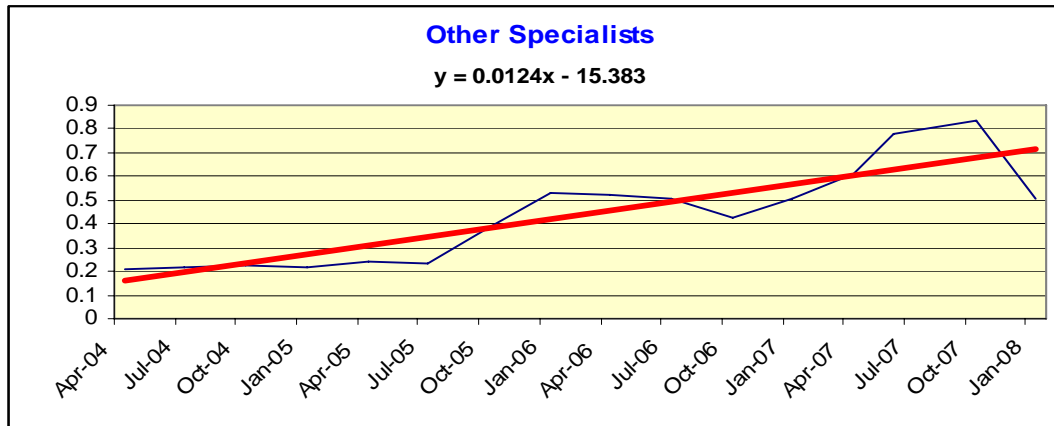
Data indicates that the market for **Network Administrators** is currently slow. It is interesting that the relatively flat slope of the trend has not been impacted noticeably by the weakness of the 4th quarter.

Network Systems and Data Communications Analysts (ID15-1081)



With a certain degree of uniformity, the market for **Network Systems and Data Communications Analysts** has remained stable. The fluctuations in the market are sometimes steep, but these positives and negatives are normal, portraying a steady market. In the 1st quarter of 2006, the market for these professionals began an upswing, but failed to maintain its growth potential. The market flattened out in early 2007 and continued to do so through the 3rd quarter. Although the 4th quarter data was weak, it was much less than that in all the other categories.

Other Specialists (ID15-1099)



Following its normal pattern, **Other Specialists** displays similar market behavior. Demand for this category continued to grow for most of 2007, but could not hold up against overall market pressures, and declined sharply. One promising point in the market is the positive slope of its trend line, indicating a promising future for these specialists.