

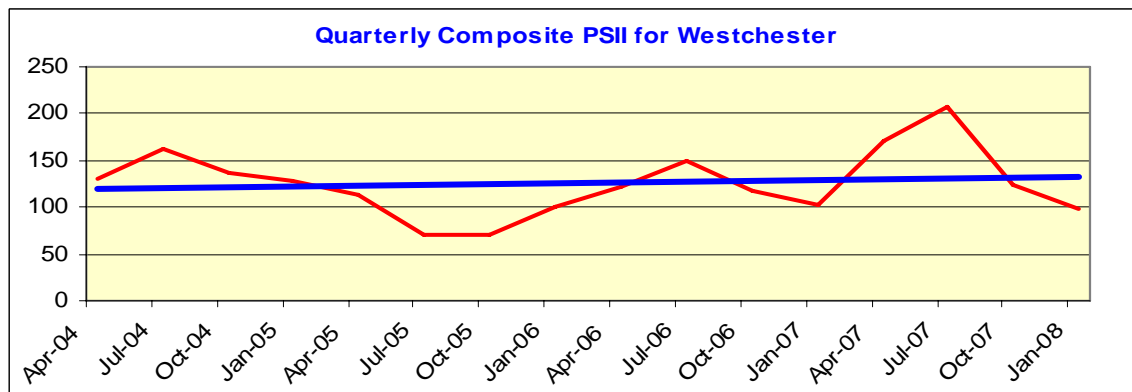
Historic Behavior of the IT Job Categories Pace/SkillPROOF IT Index (PSII) Westchester County 4th Quarter, 2007

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 **Computer Programmers**, the 4th plot below, the equation of the trend line is

$$y = 0.0148 x - 15.038$$

signifying a better than one percent increase in demand on an annual basis. Data for calculation of the trend estimates are through 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-year data.

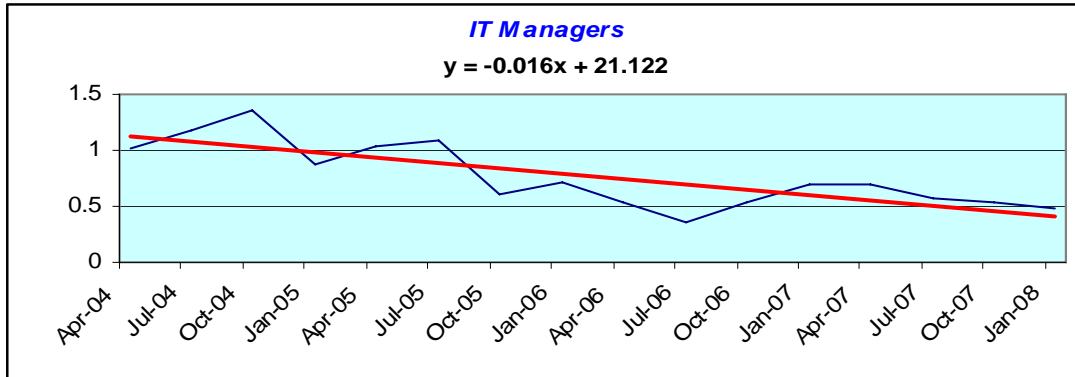
General IT Market



Although the slow pattern of employment of the past two quarters continued in Westchester County, a reversal is expected, as the end tail of the above graph depicts. The overall market for the IT sector is relatively stable, as indicated by the relatively steady trend line. Given the overall state of the economy and the general labor market conditions, relatively slow decline during the 4th quarter is welcomed. After a healthy increase in the 2nd quarter, the IT Job market was negatively impacted by two major events, a generally expected slower demand in the 4th quarter and an uncertain business environment due to the liquidity problems in the financial sector. Given the positively sloped trend and the flattening of negative growth, we expect an improved labor market in 2008.

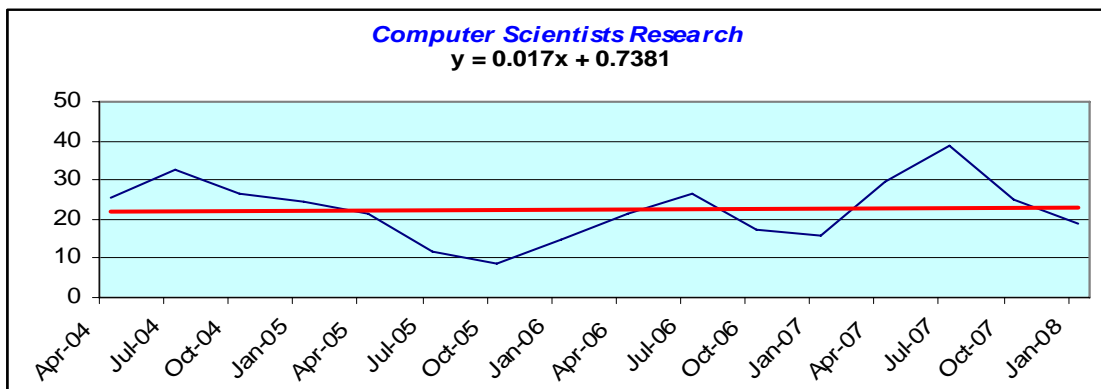
IT Special Categories

IT Managers (ID1-3021)



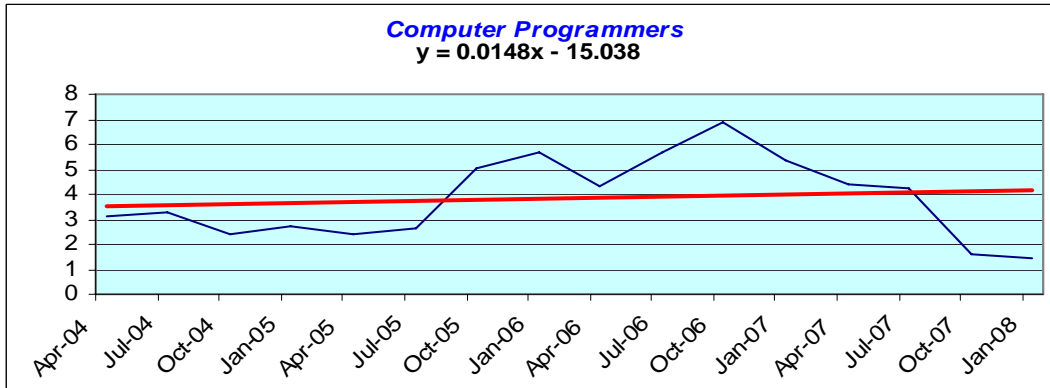
Although the trend estimate is sloping downward, the market for **IT Managers** has been positive since mid-2006. Slow recovery in the 1st quarter leveled out slightly in the 2nd quarter, and continued to do so through the 4th quarter. A closer look at the data reveals a slight reversal towards the end of the quarter.

Computer Scientists Research (ID15-1011)



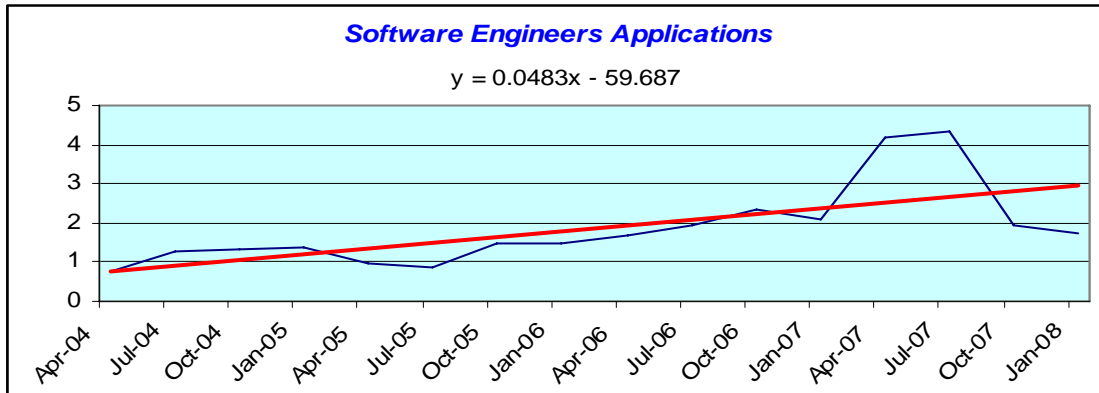
Computer Scientists is a special category of IT professional that refers to those involved in pure research. The market for these professionals is volatile as the graph indicates. However, the remarkable increase in demand during the first two quarters of 2007 could not withstand the strong negative market pressures and dipped during the 4th quarter. Even though the market decline continued in the 4th quarter, the leveling off towards the end of the quarter is quite promising. It is worth noting that demand for these professionals is relatively scarce and is generated by only a few companies in the county, those involved in pure research.

Computer Programmers (ID15-1021)



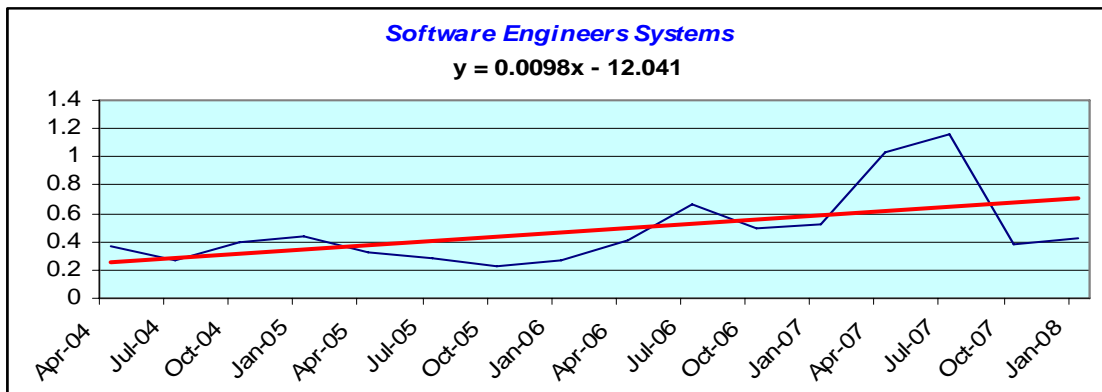
Continued decline in demand for **Programmers** was reversed in the 4th quarter, which is welcomed news given the overall IT labor market. For the first time since mid-2006, the market is leveling off and is showing signs of improvement.

Software Engineers Applications (ID15-1031)



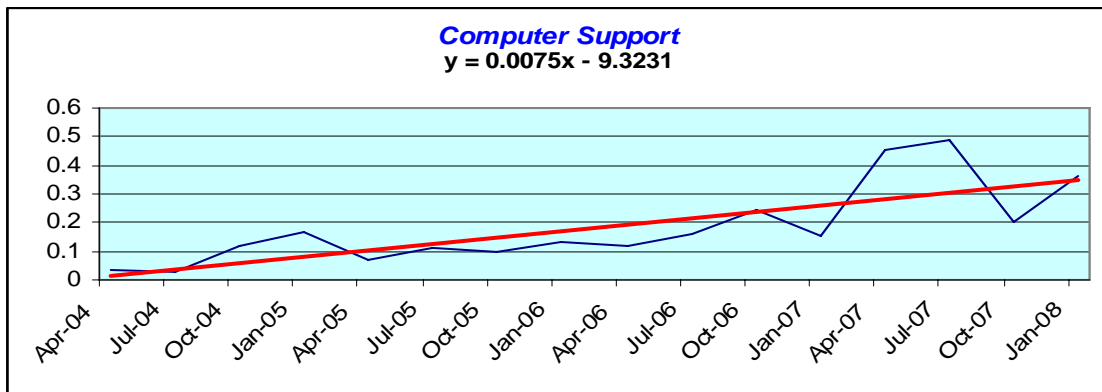
The **Software Engineers Applications** market is similar to that for **Programmers**. After a sharp decline in the 3rd quarter, the market is showing signs of improvement. Given the relatively steep trend and signs of improvement in the market, the picture for 2008 seems positive.

Software Engineers Systems (ID15-1032)



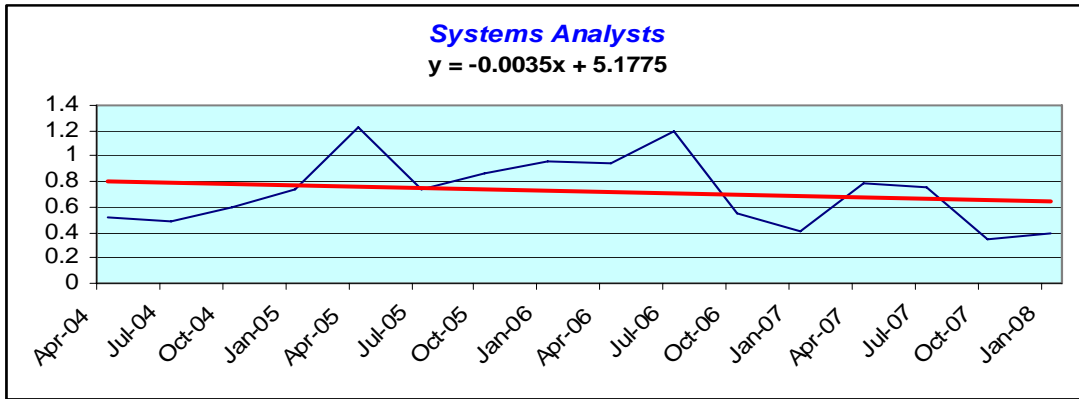
The behavior of various IT job market categories during the 4th quarter seems to be repetitive, and that of the **Software System Engineers** is not an exception. After rising steadily during the 2nd quarter, this market followed the rest by dropping significantly and then reversing itself towards the end of the 4th quarter. Given the slope of the trend and the reversal of the market, the picture for 2008 is encouraging.

Computer Support Specialists (ID15-1041)



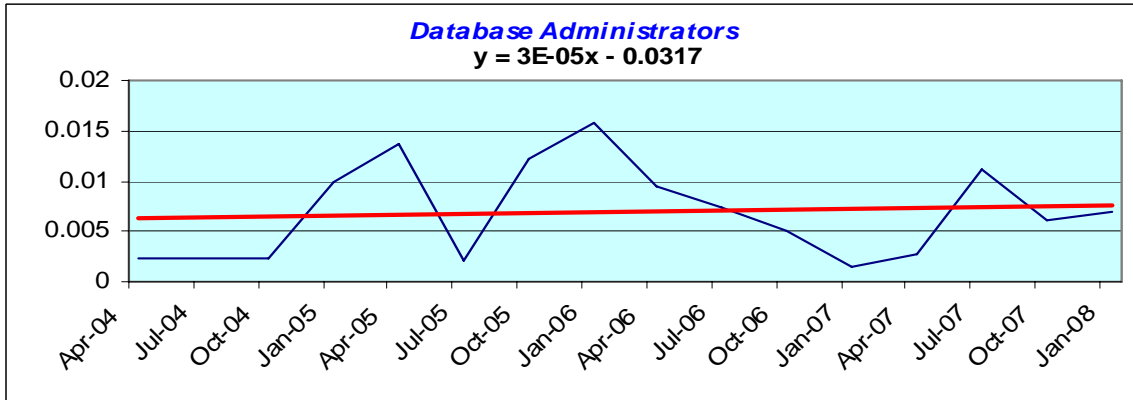
Demand for **Computer Support** specialists is always positive, as indicated by the above graph. As stipulated, the sharp decline in the 3rd quarter reversed itself with a sharp increase in the 4th quarter. This profession is one of the few showing improvement in the current overall IT labor market.

Systems Analysts (ID15-1051)



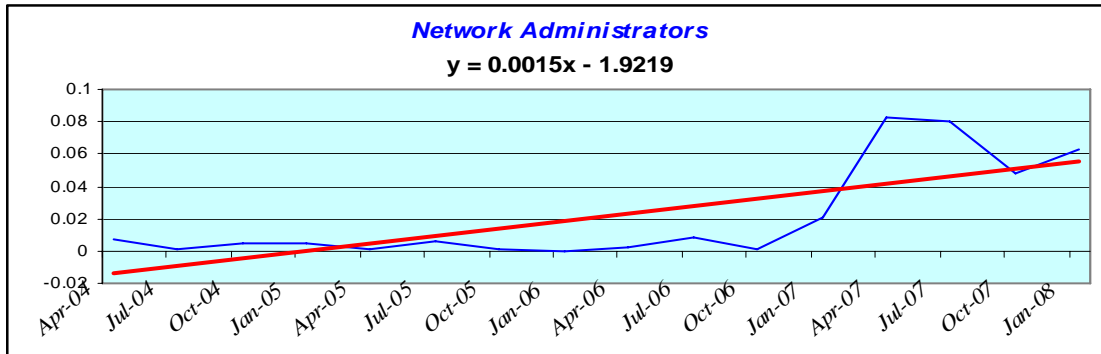
Declining demand for **Systems Analysts** ended and the market flattened in the 4th quarter. After a slow 2nd quarter, the impact of the rest of the labor market caused a sharp drop in the 3rd quarter, similar to that of the other categories. Although the historic trend is negative, its relatively flat slope implies a stable labor market.

Database Administrators (ID15-1061)



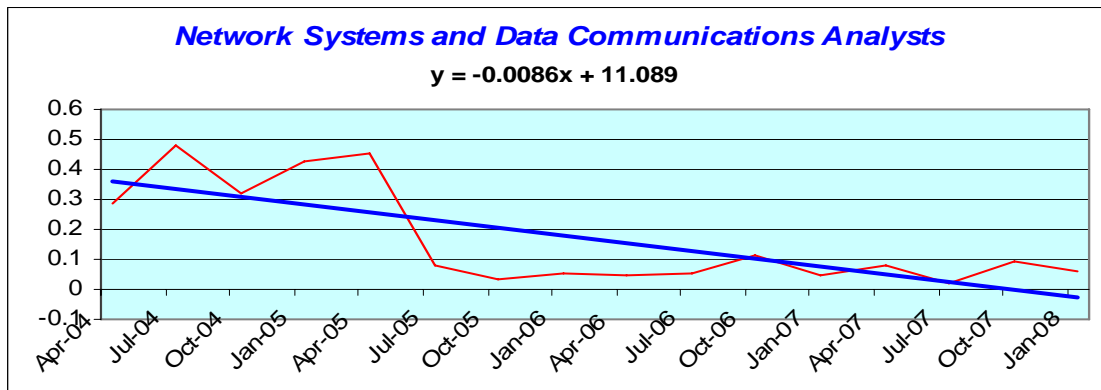
The market for **Database Administrators** is both unpredictable and volatile as indicated by the graph. The positively sloped trend is promising, but fluctuations are troubling. Given the past history of this market and the slight upturn at the end-tail, expectations are positive for the near future.

Network Administrators (ID15-1071)



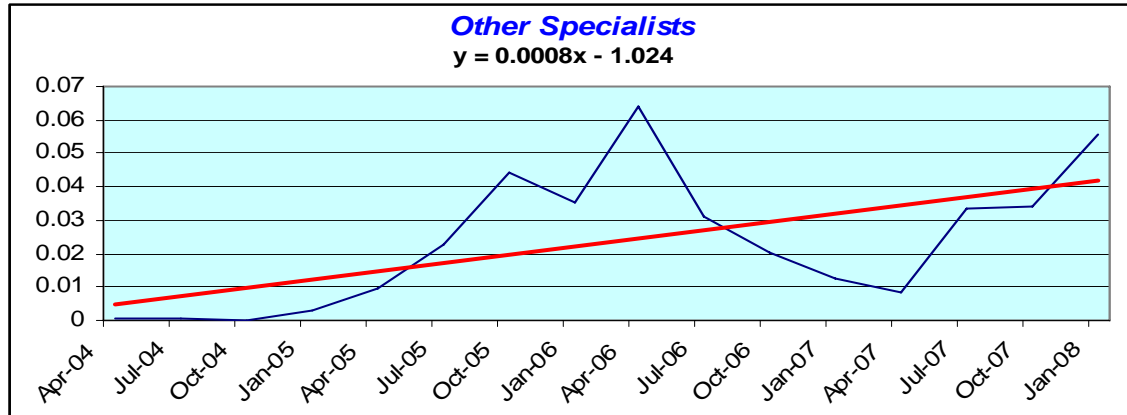
Although the trend for **Network Administrators** for the past two years had been positive, the sharp decline in the 3rd quarter was troubling. However, the 4th quarter upturn eliminated the fear of continued decline and suggests a positive future.

Network Systems and Data Communications Analysts (ID15-1081)



The only other category defying the pattern of severe decline in the 4th quarter is that of **Network Systems and Data Communication Analysts**. Even though the trend line is negatively sloped, the behavior of the market since the 2nd quarter of 2006 has been consistent. This may be a positive sign, given the nature of this profession. The portrayed fluctuations and downward trend for this market may be an indication of potential variability. Given the steep trend in demand for **Other Specialists** shown below, the falling demand for this profession is inexplicable.

Other Specialists (ID15-1099)



Other Specialists displays interesting market behavior. The steep rise in demand is an indicator of the varied nature of the demand for specialists in Westchester County. It appears that potential employers are looking for people with more varied expertise than those with skills mapping to the 10 other standardized job categories. In light of the decline or flattening of the other markets, this interpretation may be a rational one.