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Q3

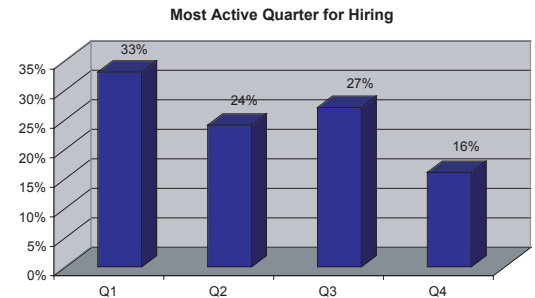
CareerBuilder.com's Job Forecast: Q3 2005

CareerBuilder.com's Job Forecast

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A Quarterly Forecast on Hiring Trends and Job Changes

Reassuring signs of economic expansion are pointing to a positive outlook for the labor market. The GDP grew at a 3.5 percent annual rate in the first quarter, faster than the original estimate of 3.1 percent, according to the Bureau of Economic Analysis. Corporate profits rose 13.8 percent year over year in the first quarter and wage and salary income grew stronger at an annual rate of 6.9 percent.



The U.S. added nearly 1 million jobs so far this year, rounding up 24 consecutive months in sequential gains in May. CareerBuilder.com's latest nationwide survey of hiring managers primarily operating in services industries is projecting this trend will continue in the upcoming quarter:

- One half of hiring managers plan to increase their staffs in the third quarter.
- 17 percent expect to add more than 50 workers in the third quarter.
- 27 percent report the third quarter will be their most active period for recruitment.

Fueled by an improved perspective on the job market, consumer confidence rebounded in May, rising 5 percent over the prior month, according to the Conference Board. The percentage of consumers who said jobs were plentiful jumped to 22.6 percent, up from 20.4 percent in April. Better job prospects and dissatisfaction with current positions are driving U.S. workers to seek out new options, according to CareerBuilder.com's survey:

- One-in-ten workers plan to leave their jobs for better opportunities in the third quarter.

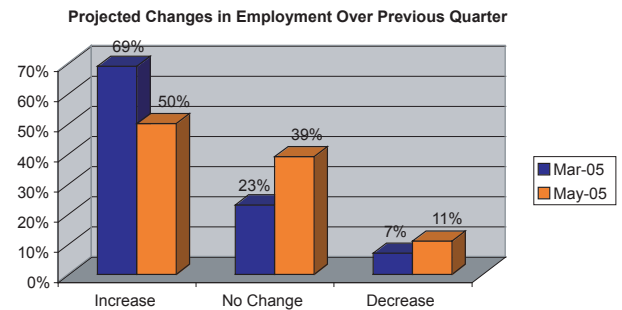
The following forecast looks at the employment situation from the hiring manager's and worker's perspectives in more detail, measuring projected recruitment trends and job changes.

The new CareerBuilder.com survey, "Q3 2005 Job Forecast," was conducted from May 17 to May 27, 2005 of more than 1,600 workers. To collect data for the survey, CareerBuilder.com commissioned SurveySite to use an e-mail methodology whereby individuals who are members of SurveySite Web Panel were randomly selected and approached by e-mail invitation to participate in the online survey. The results of this survey are accurate within +/- 2.43 percentage points (19 times out of 20). Note: the sample of 1,600+ included over 650 hiring managers. The results for the hiring managers alone are accurate within +/- 3.84 percentage points (19 times out of 20).

Hiring Trends for Q3 2005

Changes in Employment Over Previous Quarter

Seventy-six percent of hiring managers state their organizations have added workers over the last six months to expand operations, support new product launches, improve customer service and drive more revenue. Although tracking below projections for the second quarter, hiring activity for the third quarter is expected to remain strong. While 39 percent of hiring managers are electing to slow recruitment over the summer months, one-half of hiring managers anticipate increasing their staffs and one-in-four plan to expand their recruitment budgets. One-in-ten plan to decrease their headcount, up from 7 percent in the previous quarter.



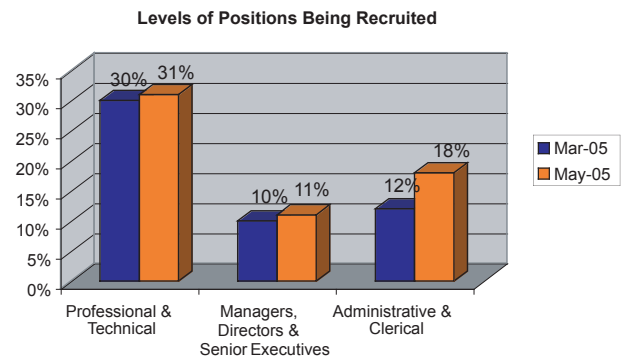
Amount of Workers Being Hired

For those hiring managers expecting to recruit in the third quarter, the amount of headcount is slightly below predictions for the second quarter. While four-in-ten hiring managers plan to hire between 1 and 10 workers in the third quarter, 22 percent expect to add between 11 and 50 workers and 17 percent expect to add more than 50.



Most Popular Positions for Recruitment

The search for top talent is becoming increasingly difficult for some industries. Forty-one percent of hiring managers report it is hard to find qualified workers, up from 31 percent who voiced the same concern in the previous survey. One-in-four report it is taking them 2 months or more to fill their open positions.



The leading areas for new job requisitions include healthcare, sales, accounting/finance, information technology, retail and customer service. In terms of job level, three-in-ten hiring managers plan to recruit candidates to fill

professional and technical positions and one-in-ten plan to recruit for managers, directors, team leaders and senior executives – similar to the previous quarter. Demand for entry-level employees is on the rise with 18 percent of hiring managers recruiting for administrative and clerical roles, up from 12 percent in the second quarter.

Hiring Trends for Q3 2005

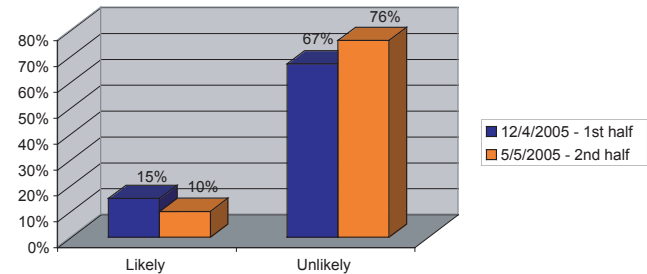
Temporary Hiring

Temporary hiring is an early indicator of more permanent positions coming down the road. Sixty-two percent of hiring managers say they will be employing the use of temporary help in the third quarter, up from 57 percent in the prior survey.

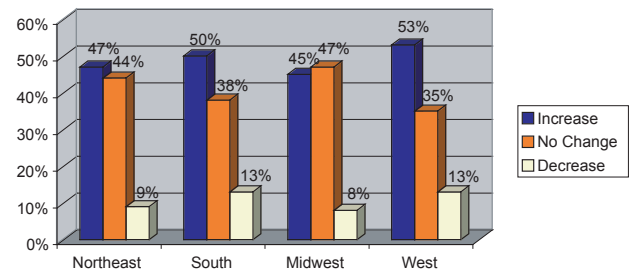
Outsourcing Overseas

Outsourcing positions outside of the U.S. remains a controversial issue for job seekers and employers alike. The latest survey shows that businesses will be less likely to take part in outsourcing in the second half of the year as compared to the first half. While one-in-ten hiring managers expect to outsource functions overseas in the third quarter, the vast majority – 76 percent – say they will be keeping the jobs at home.

Likelihood to Outsource Overseas in First and Second Half of 2005



Projected Employment Changes Over Previous Quarter By Region

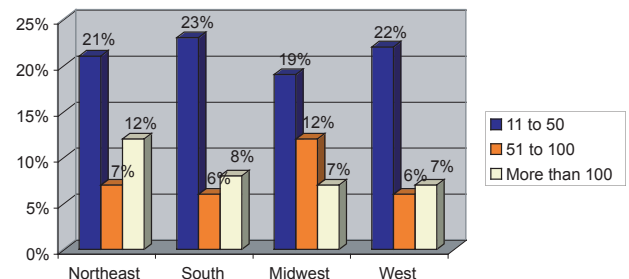


Regional Breakdowns

Employment Changes from Q2 to Q3

For three consecutive quarters, projected hiring activity in the Midwest is tracking below the other regions. However, steady increases in employment are expected across all regions. Forty-five percent of hiring managers in the Midwest expect to increase their staffs in the third quarter, compared to 47 percent in the Northeast and 50 percent in the South. The West is showing the strongest indicator for this measurement at 53 percent, a position held by the South in the second quarter. In terms of downsizing, the Midwest claims the lowest number of those planning to decrease their headcount at 8 percent, a significant improvement from when it led in this category in the second quarter at 13 percent. The Northeast is following closely at 9 percent with the South and West tied at 13 percent.

Amount of Workers Hiring Managers Expect to Recruit in Q3 2005 By Region



Amount of Workers Being Hired

The Northeast pulled slightly ahead of the other regions in the amount of employees hiring managers are anticipating to recruit in the third quarter. Twelve percent expect to hire more than 100 workers, compared to 8 percent in the South and 7 percent in the Midwest and West. The Midwest pulled ahead in the category of hiring between 50 and 100 workers with 12 percent of hiring managers planning to do so, compared to 7 percent in the Northeast and 6 percent in the South and West.

Job Satisfaction and Plans to Change Jobs in Q3 2005

Voluntary turnover is expected to remain steady in the upcoming months. Overall job satisfaction and plans to change jobs were little changed compared to the previous two quarters. One-in-five workers still report discontent with their current positions and one-in-ten state they plan to secure a new position in the third quarter. One-in-ten also admit to searching for a better career opportunity on a daily basis.

Dissatisfaction with Pay, Workload and Work/Life Balance

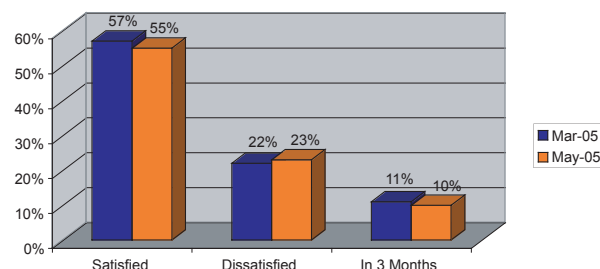
Pay continues to serve as a primary motivator for job changes with 47 percent of workers stating they desire better compensation. This dissatisfaction with pay is often influenced by the amount of responsibility one is assigned. With 63 percent of workers stating their workloads have increased over the last six months, it's not surprising that 47 percent categorize their workloads as too heavy - up from 43 percent last quarter - and 49 percent say they feel burnout.

Heavy workloads often mean longer days at the office and less time spent at home. Thirty-two percent of workers say they are dissatisfied with their work/life balance, up from 30 percent last quarter.

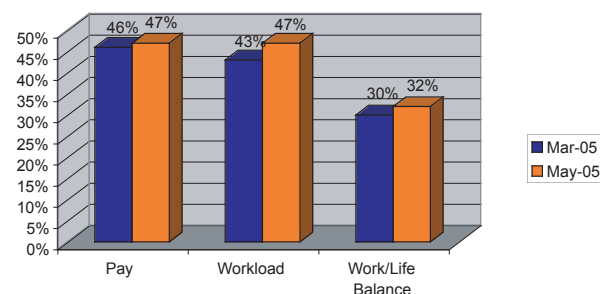
Dissatisfaction with Career Advancement, Development/Learning and Management

A lack of career advancement opportunities remains a major area of concern for 40 percent of workers. The inability to experience upward mobility may be tied to the absence of an effective employee development program. Thirty-

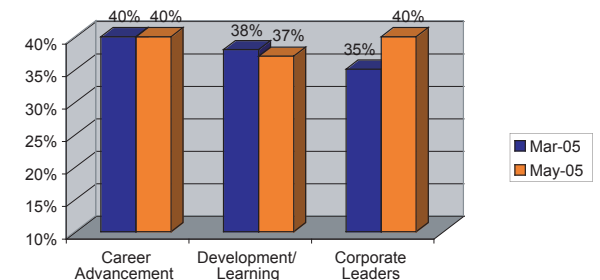
Job Satisfaction and Plans to Change Jobs in Upcoming Quarter



Dissatisfaction with Pay, Workload and Work/Life Balance



Dissatisfaction with Career Advancement, Development/Learning and Corporate Leaders



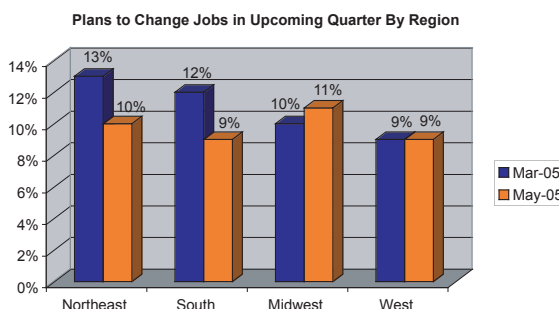
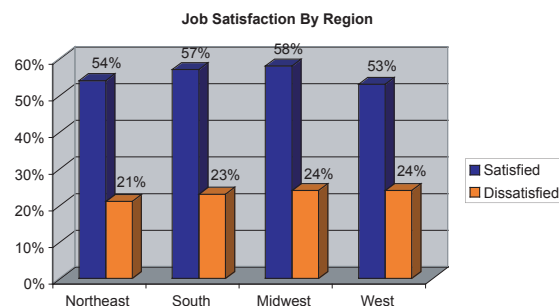
seven percent of workers feel dissatisfied with career development and learning opportunities at their present employers. Forty percent of workers are looking to senior management to provide a more positive work experience overall, up from 35 percent last quarter. Thirty-one percent are looking for improvements in the performance of their direct supervisors.

Regional Breakdowns

Job Satisfaction and Plans to Change Jobs

In the last two quarters, workers in the Northeast reported the greatest amount of job dissatisfaction at 25 percent while workers in the West reported the least dissatisfaction at 20 percent. This survey is showing a change in perspectives on the coasts. The Northeast is now showing the least amount of dissatisfaction with 21 percent of workers stating they are unhappy with their jobs while the West tied with the Midwest for the most at 24 percent. The South fell in between with 23 percent of workers reporting dissatisfaction.

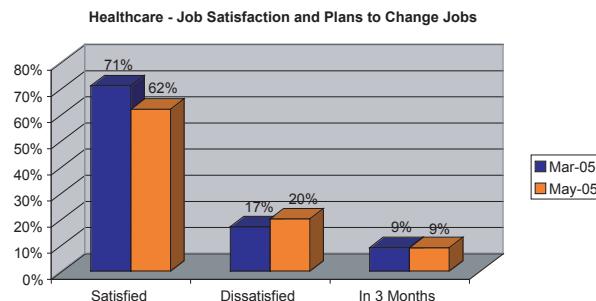
As job satisfaction improved in the Northeast, plans to change jobs decreased quarter over quarter from 13 percent to 10 percent. There was also a decrease from 12 percent to 9 percent in the South. The West and Midwest showed little change over the previous quarter, though the Midwest was the only region to show an uptick in the number of workers planning to change jobs at 11 percent. The Midwest replaced the Northeast as the leader in this measurement.



Job Satisfaction and Job Changes By Select Industries and Functions

Healthcare

Of all the industries surveyed, Healthcare is still one of the leaders in job satisfaction. However, satisfaction levels declined significantly from 71 percent in the previous survey to 62 percent today. At the same time, job dissatisfaction rose from 17 percent to 20 percent. Nearly one-in-ten continue to seek out better employment opportunities and plan to change jobs in the next three months.



Looking at specific job factors inspiring job mobility, the biggest jumps in dissatisfaction amongst healthcare workers lay in workload, career development and management performance. Sixty-nine percent of healthcare workers say their workloads have increased over the last six months. Twenty-five percent say it has greatly increased, leaving 54 percent feeling dissatisfied with the amount of work being as-

signed to them and 46 percent feeling burnout. And while workloads have increased, career development and learning opportunities have not, according to 33 percent of workers who are dissatisfied with this area. This is up from 26 percent last quarter. Thirty-seven percent of workers think senior management needs to do a better job of meeting employee needs, up from 31 percent last quarter.

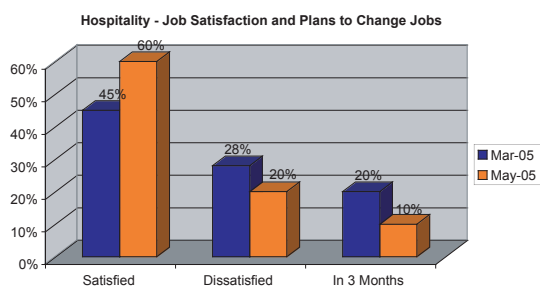
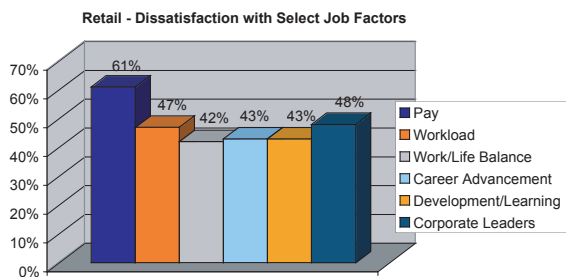
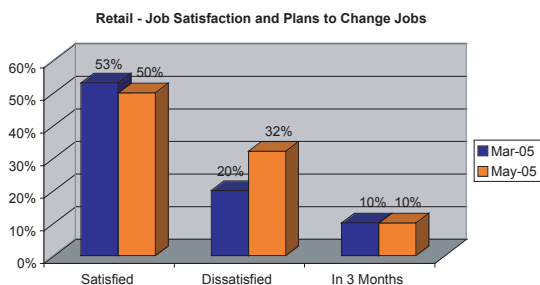
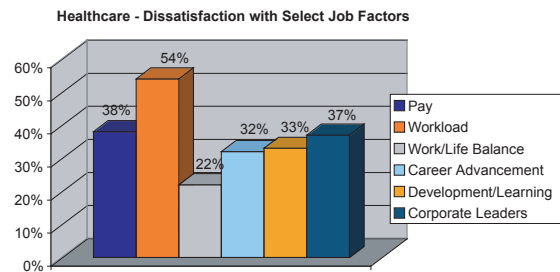
Retail

Rising job dissatisfaction levels may be leaving some retailers in need of good help. The amount of retail workers who said they were unhappy with their jobs rose from 20 percent last quarter to 32 percent this quarter. At the same time, job satisfaction declined from 53 percent to 50 percent. One-in-ten retail workers admit to looking for a new job on a daily basis and plan to leave their current positions in the next three months.

This survey also revealed rising discontent with pay, work/life balance and management performance. Sixty-one percent of retail workers say they are not compensated fairly considering the effort put forth in their jobs, up from 50 percent last quarter. Sixty-one percent say their workloads have increased and 53 percent report feeling burnout. Forty-two percent don't feel they have a healthy work/life balance, an increase from the 35 percent who voiced this sentiment last quarter. A growing number of these employees say company management is not performing up to par. Nearly half – 48 percent – say corporate leaders are ineffective in managing employees, up from 41 percent last quarter.

Hospitality

Hospitality, an industry prone to high employee turnover rates, saw a big jump in job satisfaction with 60 percent of workers reporting they are



content with their positions. Job dissatisfaction declined to 20 percent from 28 percent and the number of workers looking for new employment opportunities was cut in half quarter over quarter to 10 percent.

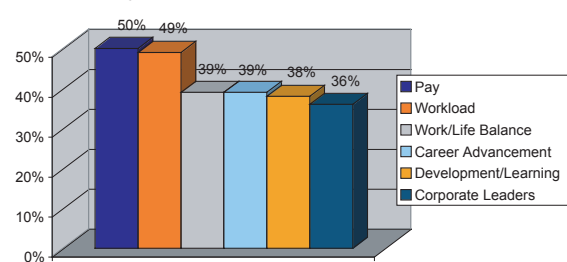
The greatest areas of concern for hospitality workers are pay, workload and career advancement. Half of hospitality workers desire better compensation. Nearly the same amount – 49 percent – say their workloads are too unmanageable, up from 42 percent in the previous quarter. One-in-four hospitality workers say they put in more than 50 hours per week to meet work demands. Seventy percent report an increase in workloads over the last six months and 54 percent say this has left them feeling burnout. Nearly four-in-ten hospitality workers say that while workloads and responsibilities have increased, their chances to move up the company ladder have not. Thirty-nine percent say their organizations need to provide more career advancement opportunities.

Government

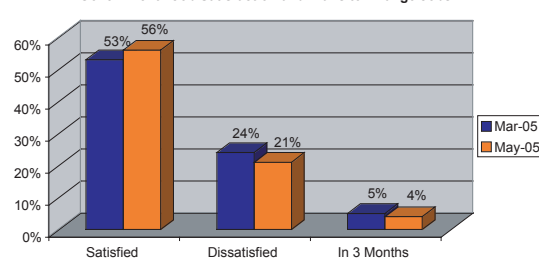
Government workers are feeling more positive about their jobs as well. Job satisfaction rose from 53 percent to 56 percent quarter over quarter and job dissatisfaction dropped from 24 percent to 21 percent. Less than 5 percent of government workers plan to jump ship in pursuit of better jobs in the third quarter, but one-in-ten plan to do so by the end of the year.

While satisfaction with work/life balance improved over last quarter for government workers, dissatisfaction with pay, development/learning and leadership is growing. One-half of government workers say their positions should include larger paychecks, up from 41 percent in the last survey. Nearly four-in-ten feel development/learning opportunities are lacking at their present employers, up from 34 percent. Overall leadership continues to be an area of concern for the public sector with 46 percent reporting senior executives are falling short of employee expectations, up from 41 percent.

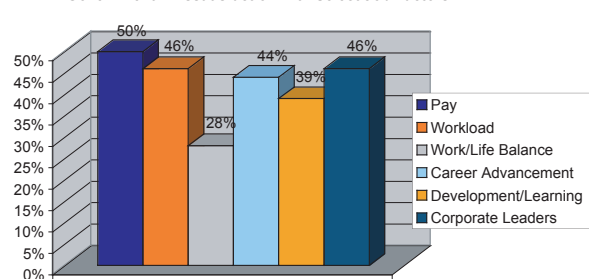
Hospitality - Dissatisfaction with Select Job Factors



Government - Job Satisfaction and Plans to Change Jobs



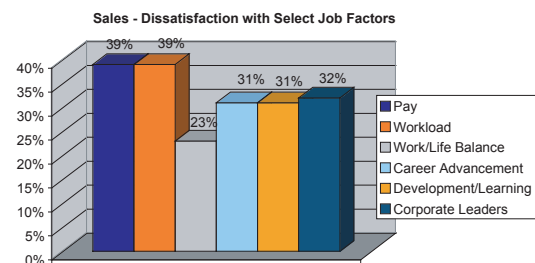
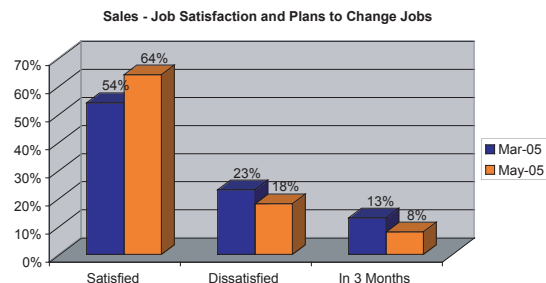
Government - Dissatisfaction with Select Job Factors



Sales

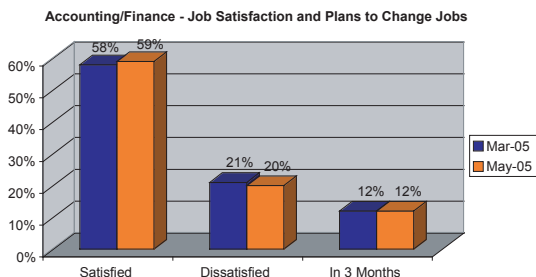
Sales managers may not be experiencing as much voluntary turnover in the third quarter. Job satisfaction levels rose considerably from 54 percent to 64 percent quarter over quarter and job dissatisfaction declined from 23 percent to 18 percent. Plans to change jobs dropped down to 8 percent from 13 percent, the lowest amount reported for sales in this survey to date.

Satisfaction levels for sales workers improved across all the job factors measured in the survey with the most notable improvements in workload and work/life balance. Although 56 percent of sales workers report an increase in their workloads over the last six months, around the same amount still say they are satisfied with their workloads. Dissatisfaction with workload improved, declining from 45 percent to 39 percent over last quarter. Only 35 percent of sales workers say they feel burnout at the office, the lowest of all industries measured. Coinciding with a more positive view of workload is greater satisfaction with work/life balance. Twenty-three percent of sales workers say they are having difficulty maintaining a healthy work/life balance, a big improvement over the 34 percent who voiced concern last quarter.



Accounting/Finance

There was little change in the job satisfaction amongst accounting/finance workers. Nearly six-in-ten still say they are satisfied with their jobs while one-in-five say they are dissatisfied. Twelve percent anticipate finding a new position in the next three months, the same prediction as last quarter.



Although satisfaction with pay and development/learning opportunities improved amongst accounting/finance workers, dissatisfaction rose in the areas of workload, work/life balance, career advancement and leadership. Sixty-five percent of accounting/finance workers say their workloads have increased over the last six months, driving dissatisfaction up to 46 percent from 39 percent in the previous quarter. One-in-ten work more than 50 hours

per week and 46 percent report feeling burnout. Thirty-four percent say their work/life balance is suffering due to long hours at the office, up from 25 percent last quarter. Forty percent of accounting/finance workers are also voicing increased concern with career advancement and management style with dissatisfaction levels up from 33 percent and 32 percent respectively.

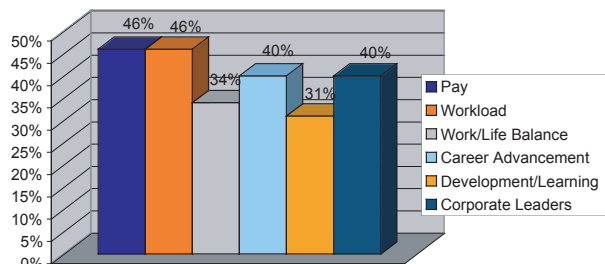
Information Technology

IT saw an uptick in satisfied workers with 56 percent reporting they are happy with their current positions, compared to 51 percent in the previous survey. At the same time, job dissatisfaction dropped from 27 percent to 21 percent and those planning to change jobs dropped from 11 percent to 6 percent.

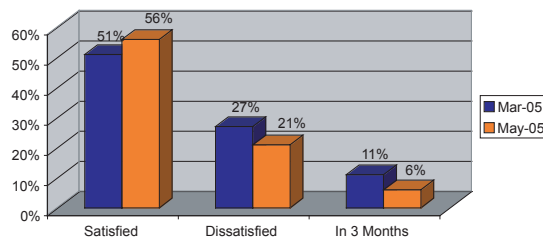
While overall job satisfaction showed improvement for this group, dissatisfaction continued in key areas such as compensation, workload, and leadership. Forty-three percent of IT workers feel they are underpaid considering the time and effort put into the job, up from 36 percent last quarter. Nearly 15 percent report working over 50 hours per week and a hefty 75 percent say their workloads have increased over the last six months, the highest of all industries surveyed. Dissatisfaction with workloads rose from 46 percent to 54 percent. Forty-five percent of IT workers agree that their senior management needs to shape a better work experience, compared to 38 percent in the last survey.

CareerBuilder.com's "Q4 2005 Job Forecast" is scheduled to be released on September 12.

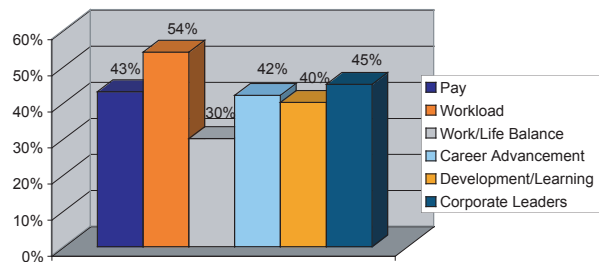
Accounting/Finance - Dissatisfaction with Select Job Factors



Information Technology - Job Satisfaction and Plans to Change Jobs



Information Technology - Dissatisfaction with Select Job Factors



CareerBuilder.com's Job Forecast

Methodology

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