



Q1

CareerBuilder.com's Job Forecast: Q1 2006

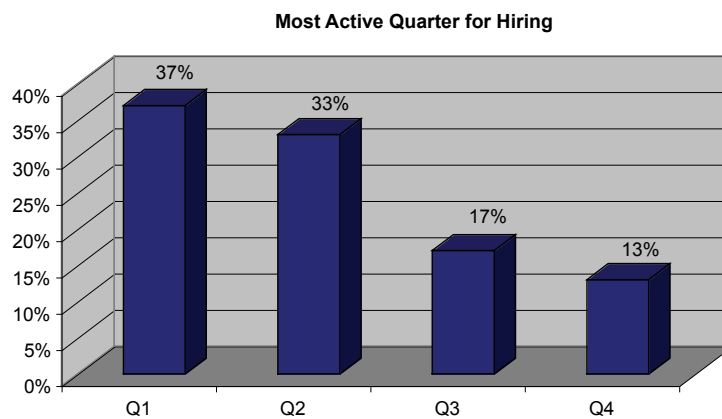
## CareerBuilder.com's Job Forecast

<b>HIRING TRENDS</b>	4
Amount of Workers Being Hired	4
Most Popular Positions	4
Temporary Hiring	4
Outsourcing Overseas	4
Employment Changes Over Previous Quarter	5
<b>By Region</b>	5
Amount of Workers Being Hired by Region	5
Employment Changes Over Previous Quarter by Region	5
<b>TODAY'S WORKERS: JOB CHANGES AND WORKER SATISFACTION</b>	6
Plans to Change Jobs	6
Job Satisfaction	6
Pay, Workload and Work/Life Balance	6
Career Advancement, Development/Learning and Corporate Leaders	7
<b>By Region: Job Satisfaction and Plans to Change Jobs</b>	7
<b>By Select Industries and Functions: Job Satisfaction and Plans to Change Jobs</b>	8
Healthcare	8
Retail	8
Hospitality	9
Government	9
Sales	10
Information Technology	10
Accounting/Finance	11
Methodology	12
About CareerBuilder.com	12
Media Contact	12

## Introduction — Solid Hiring Expected for 2006

Despite record energy costs and the destruction caused by the Gulf Coast hurricanes, the U.S. economy has managed to expand at a healthy pace and is paving the way for a sturdy job market in 2006. White House economists are projecting 3.4 percent growth in the national economic output next year. After creating over 2 million jobs in 2005, the United States is expected to add 2 million more in 2006.

More than half of hiring managers surveyed by CareerBuilder.com say they plan to increase their staffs in the coming year. One-in-ten expect to hire more than 100 new employees. The majority of these hiring managers say most of their recruitment activity will take place during the first half of the year.



While job opportunities are expected to increase in 2006, the availability of qualified talent may tighten as Baby Boomers retire and smaller replacement generations enter the workforce. Thirty-eight percent of hiring managers report having difficulty finding good candidates today.

In addition to recruitment, retaining top talent will continue to be a challenge. Four-in-ten workers plan to change jobs in the next two years; 28 percent will do so within the next 12 months.

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

*The new CareerBuilder.com survey, "2006 Job Forecast," was conducted from November 15, 2005 to December 6, 2005 of more than 2,050 workers. Methodology used to collect survey responses totaling more than 2,050 workers for this study involved selecting a random sample of comScore Networks panel members. These Web Panel members were approached via an e-mail invitation, which asked them to participate in a short online survey. The results of this survey are statistically accurate to within +/- 2.16 percentage points (19 times out of 20). Note: the sample of 2,050+ included 1,000 hiring managers. The results for the hiring managers alone are accurate within +/- 3.09 percentage points (19 times out of 20).*

## Hiring Trends for 2006

### Hiring in 2006

Three-fourths of hiring managers surveyed reported they added new workers to their staffs in the last six months. Fueled by a resilient economy, this momentum is expected to carry into the New Year with 54 percent of hiring managers planning to recruit new employees. Thirty-seven percent anticipate no change in their headcount, while 9 percent expect decreases. More than half of hiring managers expect hourly workers to make up at least 50 percent of their new hires.

### Amount of Workers Being Hired

Twenty-percent of hiring managers say they will recruit in bulk, expecting to add more than 50 new employees to their staffs in 2006. One-in-ten will recruit more than 100 employees. Forty-three percent expect to add 10 or fewer.

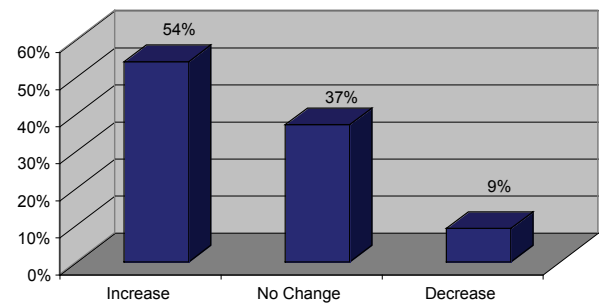
### Most Popular Positions for Recruitment

The top three reasons hiring managers cited for recruiting new employees in the coming year are to expand operations, improve customer service and support the launch of new products and services. The types of positions employers will be recruiting for the most include customer service, sales, retail, information technology, accounting/finance and healthcare. In terms of job level, 30 percent will be targeting professional/technical staff, 19 percent will be targeting administrative/clerical workers and 8 percent will be targeting upper management.

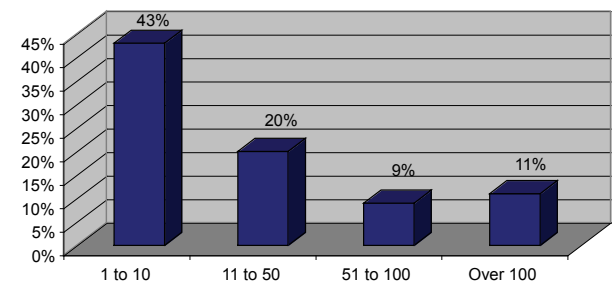
### Temporary Hiring

Temporary hiring is typically an early indicator that more permanent positions are on the way. Forty-seven percent of hiring managers will be recruiting temporary workers in 2006. One-in-five will be hiring more than 10 temporary employees.

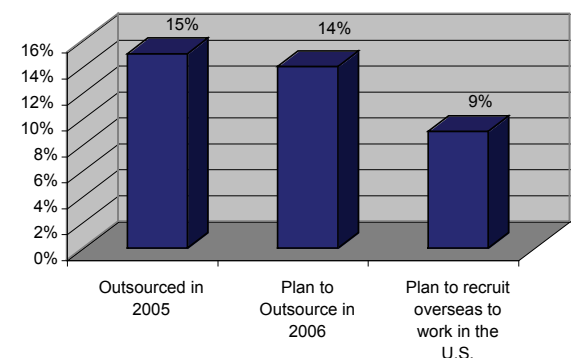
Projected Changes in Headcount Over Previous Year



Amount of Workers Hiring Managers Expect to Recruit in 2006



Outsourcing Functions Outside of the U.S.



### Outsourcing Overseas

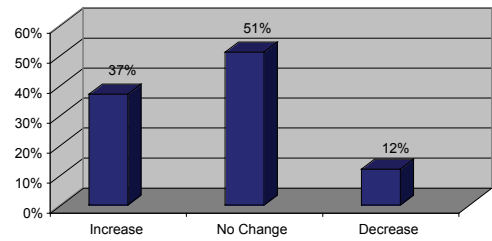
Fifteen percent of hiring managers report their companies outsourced some functions outside of the United States in 2005. Looking forward, 14 percent say they are likely to do so in 2006, and 9 percent say they will recruit candidates from overseas to work in the United States.

## Hiring Trends for Q1 2006

### Employment Changes Over Previous Quarter

Although half of hiring managers do not anticipate a change in their headcount in the first quarter, 37 percent expect to increase their staff levels. Twelve percent plan to reduce headcount, down from 15 percent who expected to do so in the fourth quarter 2005.

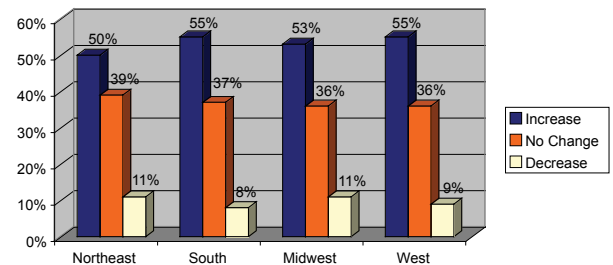
Projected Changes in Employment Over Previous Quarter



### Regional Breakdowns

Although solid hiring is expected across all regions, employers in the South and West appear slightly more optimistic about their recruitment plans for 2006. Fifty-five percent of hiring managers in these regions expect to increase headcount, followed by 53 percent in the Midwest and 50 percent in the Northeast.

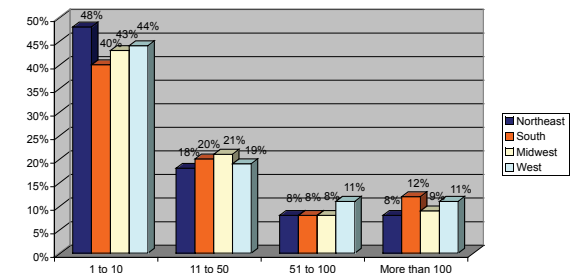
Projected Changes in Headcount Over Previous Year By Region



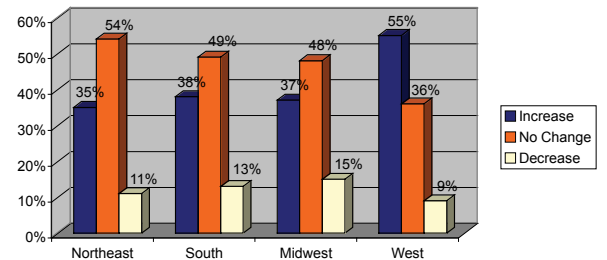
### Amount of Workers Being Hired by Region

After leading in this measurement in the 2005 forecast, the Northeast is trailing behind the other regions in the amount of workers being hired in 2006. Sixteen percent of hiring managers in the Northeast expect to add over 50 new employees, while 48 percent plan to add 10 or fewer. The West and South have pulled ahead with 22 percent and 20 percent, respectively, expecting to add more than 50 workers. One-in-ten hiring managers in both regions plan to recruit over 100 new employees. The Midwest ranked in the middle with 17 percent planning to add more than 50 workers and 43 percent planning to add 10 or fewer.

Amount of Workers Hiring Managers Expect to Recruit in 2006 By Region



Projected Changes in Headcount Over Previous Quarter By Region



### Employment Changes Over Previous Quarter by Region

The West is expected to be the most aggressive of the regions in terms of recruitment activity in the first quarter. Fifty-five percent of hiring

managers in this region say they will increase headcount in the first quarter. This is significantly higher than the South, Midwest and Northeast, who came in at 38 percent, 37 percent and 35 percent respectively.

## Today's Workers: Job Changes and Worker Satisfaction

Job satisfaction has improved significantly this year as employers step up employee retention efforts in the face of an increasingly competitive labor market. Investments in training, career development, employee recognition and other programs have shaped a more positive work experience and have left fewer workers with the desire to change jobs compared to last year.

However, nearly three-in-ten workers still say they plan to look for new opportunities in 2006 and 41 percent plan to leave their companies by the end of 2007.

### Plans to Change Jobs

Workers planning to change jobs say their wish lists for employer attributes have changed slightly from a few years ago. A good work culture is now as important to job seekers as stability, followed by defined advancement opportunities and a healthy work/life balance.

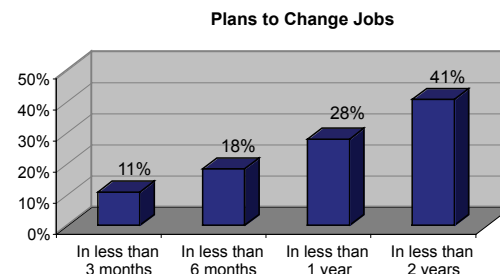
### Job Satisfaction

The amount of workers expressing discontent with their jobs has decreased. Nineteen percent of workers say they are dissatisfied with their jobs, down from 23 percent just one year ago. Sixty-two percent are satisfied, up from 57 percent last year.

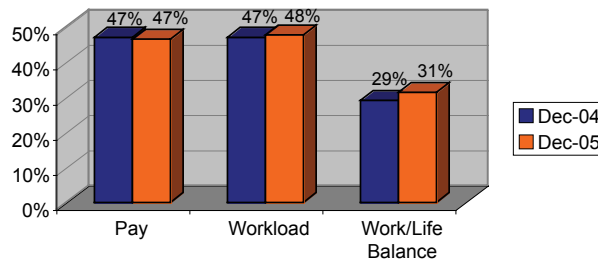
### Pay, Workload and Work/Life Balance

Fifty-eight percent of workers say they received a raise in 2005. Thirty-one percent received an increase of 3 percent or less; 21 percent received an increase of 5 percent or more.

Workers continue to express dissatisfaction with pay. Nearly half of workers would like to



### Dissatisfaction with Pay, Workload and Work/Life Balance



see improvements to their current compensation packages, similar to last year's statement.

Discontent with pay is often related to workload. Sixty-one percent of workers say their workload has increased over the last six months, contributing to increased stress levels and dissatisfaction with work/life balance. Keeping in line with last year's number, 31 percent of workers say they are struggling to balance both work and home commitments.

### Career Advancement, Development/Learning and Corporate Leaders

The investments employers are making in training and promoting from within have helped to improve satisfaction levels. The number of workers dissatisfied with career advancement has dropped to 32 percent, down from 36 percent last year.

Employers are happier with the professional development and training they are receiving as well; the number of workers dissatisfied with development/learning dropped from 34 percent to 30 percent.

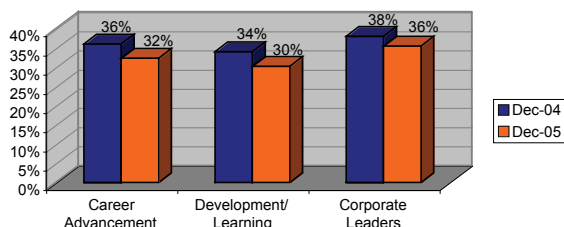
Sixty-two percent of workers say they are satisfied with their direct supervisor, while 36 percent say they are still not satisfied with the job the overall leadership is doing for the company.

### Regional Breakdowns

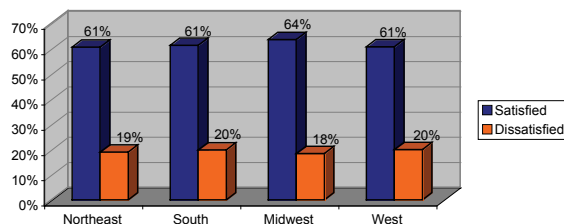
While the West and the South are in the lead for plans to add more jobs in 2006, they are also in the lead for the most dissatisfied workers. Twenty percent of workers in the West and South are dissatisfied in their current positions, compared to 19 percent in the Northeast and 18 percent in the Midwest.

Twenty-nine percent of workers in the West plan to change jobs in 2006, followed by 28 percent in the Northeast and Midwest and 27 percent in the South.

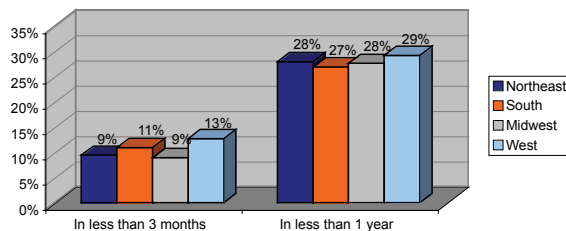
Dissatisfaction with Career Advancement, Development/Learning and Corporate Leaders



Job Satisfaction by Region



Plans to Change Jobs by Region



## Job Changes and Worker Satisfaction by Select Industries and Job Functions

### Healthcare

Healthcare added over 263,000 jobs in 2005 and the need for qualified talent will continue into 2006. One-in-four healthcare workers say they plan to seek out new positions during the next 12 months, 10 percent in the first quarter alone.

With 68 percent of healthcare workers saying they received more work responsibilities over the last six months, it is not surprising that 66 percent are expressing dissatisfaction with overall workload. This is the highest of all industries measured in this forecast.

Seventy percent of healthcare workers received a raise in 2005 and 20 percent received a bonus. However, half of healthcare workers think there need to be increases in compensation, considering the effort put forth in their jobs.

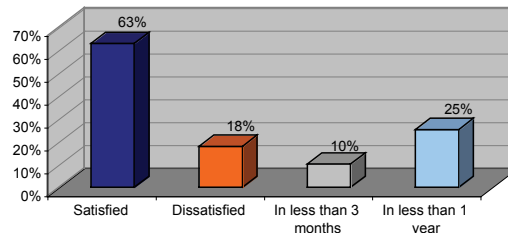
Seventy-six percent of healthcare workers felt they were overlooked for a promotion in 2005. Three-in-ten say they are dissatisfied with the career advancement in their current positions.

### Retail

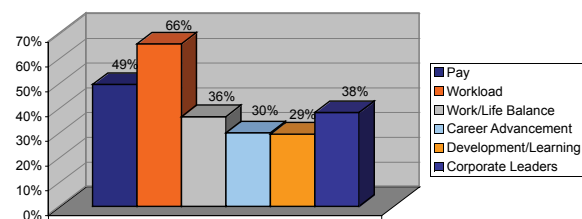
While 60 percent of retail workers say they are happy in their current jobs, 35 percent (the highest of the industries polled for this forecast) plan to shop for a new job in 2006. Thirteen percent plan to do so in the first quarter. Four-in-ten workers say they have changed jobs more than five times during their retail careers.

Employers in the retail industry are working to change perceptions of the retail work experience. Worker dissatisfaction with workload, career advancement, training and corporate leaders all

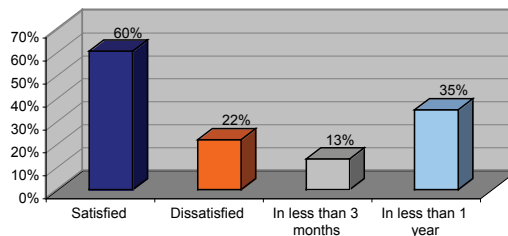
Healthcare - Job Satisfaction and Plans to Change Jobs



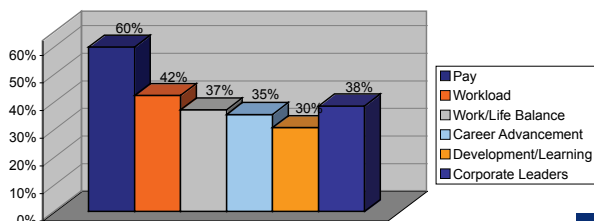
Healthcare - Dissatisfaction with Select Job Factors



Retail - Job Satisfaction and Plans to Change Jobs



Retail - Dissatisfaction with Select Job Factors



dropped over last year. However, compensation continues to be a source of discontent for the majority (60 percent) of retail workers. More than half did not receive a raise in 2005 and 84 percent weren't given a bonus.

### Hospitality

More hospitality workers say they are dissatisfied with their jobs compared to the previous year. Close to one-in-four say they are dissatisfied with their current position and nearly one-third plan to check out by the end of the year. Half of hospitality workers say they changed jobs at least five times over their careers.

While dissatisfaction with workloads has improved since a year ago, Hospitality workers dissatisfaction with pay has risen. Twenty-nine percent reported not receiving a raise in 2005 (the lowest of any industry surveyed, and 84 percent weren't given a bonus). Half of hospitality workers say they are not happy with their current compensation packages.

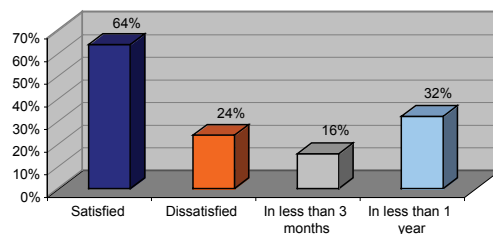
Employers are making up for low salaries in other areas. Thirty-three percent of workers are less dissatisfied with their corporate leaders and the decisions and guidance they are providing regarding training and career advancement, than a year ago. Thirty-six percent of workers are not satisfied with the development and learning they receive from their jobs, down from 40 percent last year.

### Government

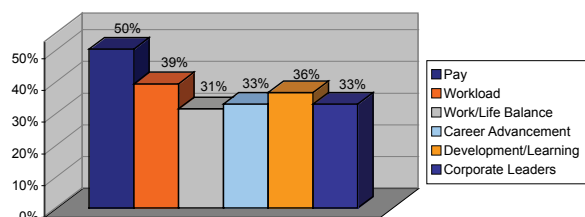
Half of government employees say they would stay in their current jobs until they retire. Sixty-four percent of government workers are satisfied with their current jobs and only 17 percent say they will seek a new job in 2006. Three-in-ten government workers changed jobs five to 10 times during their careers.

Government workers are more satisfied with their compensation, compared to last year. Seventy-four percent say they received a raise in 2005. Twenty-seven percent received a 3 percent increase, while 9 percent saw an increase of 5 percent. The number of workers dissatisfied with pay dropped to 39 percent from

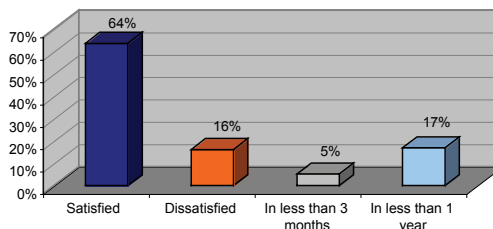
Hospitality - Job Satisfaction and Plans to Change Jobs



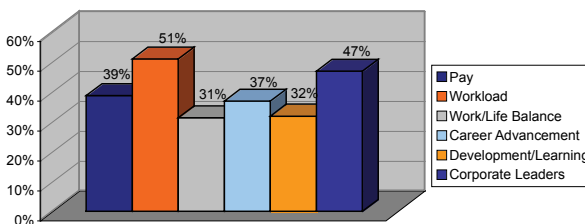
Hospitality - Dissatisfaction with Select Job Factors



Government - Job Satisfaction and Plans to Change Jobs



Government - Dissatisfaction with Select Job Factors



44 percent a year ago.

Six-in-ten government workers say their workload has increased during the last six months. More than half of workers say that their workload is too heavy, up from 44 percent last year.

Seventy-one percent of government workers felt they were overlooked for a promotion last year, and 37 percent are dissatisfied with their career advancement opportunities. Dissatisfaction amongst workers toward their leaders remained the same year-over-year at 47 percent.

### Sales

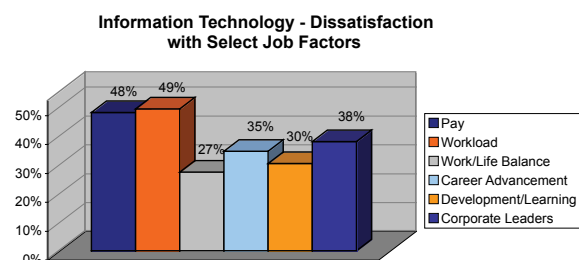
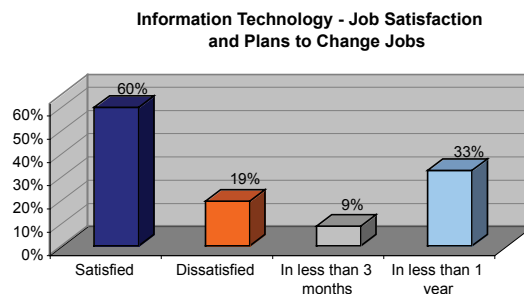
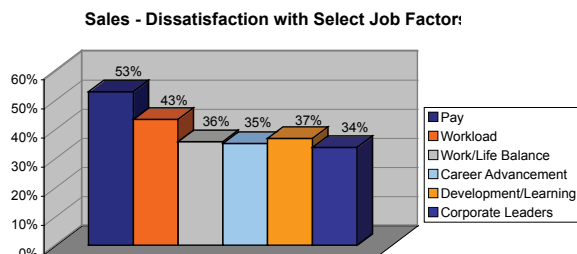
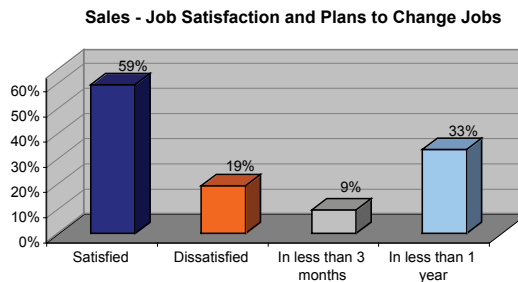
Nearly 60 percent of sales workers say they are satisfied with their jobs, up from 53 percent just one year ago. However, one-third of workers say they still will pursue a new opportunity next year. More than four-in-ten say they have changed jobs more than five times during their careers.

Increased competition for top sales talent has inspired employers to provide more attractive recruitment and retention incentives. Thirty-four percent of sales workers received a raise, 33 percent received a bonus and 18 percent were promoted in 2005.

Sixty-one percent of sales workers say their workloads have increased in the last six months and 43 percent say their workloads have become unmanageable. Not surprisingly the area that saw the greatest rise in dissatisfaction levels is balancing work and home. Thirty-six percent of sales workers said they were unhappy with their work/life balance, up from 27 percent last year.

### Information Technology

Nineteen percent of IT workers say they are dissatisfied with their current positions, down from 26 percent one year ago. Although satisfaction levels have improved, one-third of IT workers still plan to leave their jobs over the



next 12 months. Thirty-eight percent of workers say they switched jobs more than five times during their careers.

Fifty-eight percent of IT workers received a raise of 3 percent or more and 35 percent received a bonus in 2005. However, nearly half of workers remain unhappy with their pay, up from 41 percent last year.

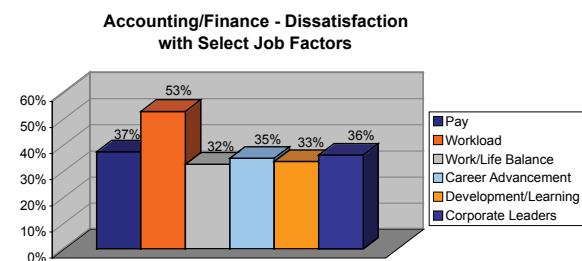
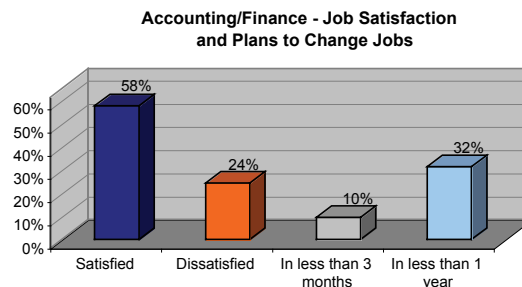
Sixty-one percent of IT workers say their workloads have increased over the last six months, and 27 percent are dissatisfied with their work/life balance.

More work is not producing promotions for IT workers. Four-in-ten workers feel that they were overlooked for a promotion, and 35 percent are not happy with the advancement opportunities at their current employers.

### Accounting/Finance

The number of accounting/finance workers who are not content with their jobs stayed consistent with last year at 24 percent. Nearly one-third of workers say they are planning to change jobs over the next 12 months, 43 percent in the next two years. Thirty-seven percent of accounting/finance workers say they have changed jobs more than five times over their careers.

Twenty-seven percent of accounting/finance workers received a raise of 3 percent or less, while 28 percent received 5 percent or more and 13 percent received more than 10 percent. Additionally, 35 percent reported receiving a bonus. However, 37 percent of accounting/finance workers are still not satisfied with their compensation.



Workload has increased over the last six months for 60 percent of accounting/finance workers, impacting work/life balance. Close to one-third of workers are unhappy with how they are balancing work and home, up from 26 percent a year ago.

Nearly three-in-ten accounting/finance workers feel they were overlooked for a promotion last year and 35 percent are not satisfied with the way they are advancing in their careers. When it comes to those making decisions for the company and employees, 36 percent of accounting/finance workers are not satisfied with the performance of corporate leaders, up from 31 percent a year ago.

## CareerBuilder.com's Job Forecast

### Methodology

The new CareerBuilder.com survey, "2006 Job Forecast," was conducted from November 15, 2005 to December 6, 2005 of more than 2,050 workers. Methodology used to collect survey responses totaling more than 2,050 workers for this study involved selecting a random sample of comScore Networks panel members. These Web Panel members were approached via an e-mail invitation, which asked them to participate in a short online survey. The results of this survey are statistically accurate to within +/- 2.16 percentage points (19 times out of 20). Note: the sample of 2,050+ included 1,000 hiring managers. The results for the hiring managers alone are accurate within +/- 3.09 percentage points (19 times out of 20).

### About CareerBuilder.com

CareerBuilder.com is the nation's largest online job network with more than 20 million unique visitors and over 1 million jobs. Owned by Gannett Co., Inc. (NYSE:GCI), Tribune Company (NYSE:TRB), and Knight Ridder, Inc. (NYSE:KRI), the company offers a vast online and print network to help job seekers connect with employers. CareerBuilder.com powers the career centers for more than 800 partners that reach national, local, industry and niche audiences. These include more than 165 newspapers and leading portals such as America Online and MSN. More than 50,000 of the nation's top employers take advantage of CareerBuilder.com's easy job postings, 15 million-plus resumes, Diversity Channel and more. Millions of job seekers visit the site every month to search for opportunities by industry, location, company and job type, sign up for automatic email job alerts, and get advice on job hunting and career management. For more information about CareerBuilder.com products and services, visit <http://www.careerbuilder.com>.

### Media Contact

Jennifer Sullivan  
Director, Corporate Communications  
CareerBuilder.com  
773-527-1164  
[Jennifer.Sullivan@careerbuilder.com](mailto:Jennifer.Sullivan@careerbuilder.com)