



Q3

CareerBuilder.com's Job Forecast: Q3 2006

## Hiring Outlook for Q3 2006

As economic growth shows signs of moderating, job creation levels in the United States have dipped in recent months. While some employers are proceeding with caution in terms of recruitment plans, others are expecting an uptick in hiring in the fall. Nearly half of hiring managers surveyed say they plan to add more headcount during the last six months of 2006, compared to the first six months. Additionally, one-third of hiring managers say they are allocating more money to their recruitment budgets for the remainder of the year, compared to the first half of the year.

### Changes in Employment Over Previous Quarter

CareerBuilder.com's survey indicates hiring momentum will strengthen in the upcoming quarter after slowing in the second quarter. Forty-seven percent of hiring managers say they plan to hire new employees during the third quarter, up from 31 percent in the second quarter. Thirteen percent plan to eliminate workers, similar to last quarter. Four-in-ten expect no change in staff levels.

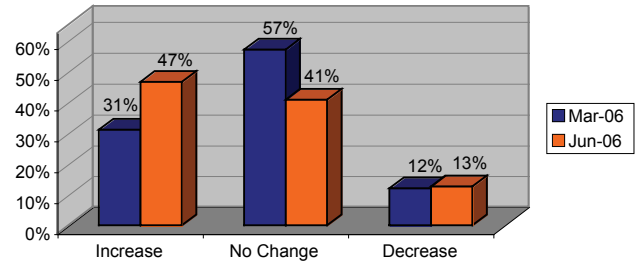
### Amount of Workers Being Hired

While half of hiring managers plan to hire less than 10 new employees, three-in-ten expect to add more than 20 and one-in-five expect to add more than 50.

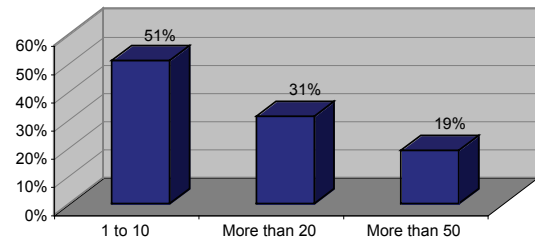
### Hiring Cycle

Hiring managers continue to struggle with finding qualified candidates. Twenty-two percent of hiring managers say it takes them one to two months to fill an open position, while 11 percent spend two to three months. One-in-ten hiring managers surveyed say their hiring cycles run three months or longer.

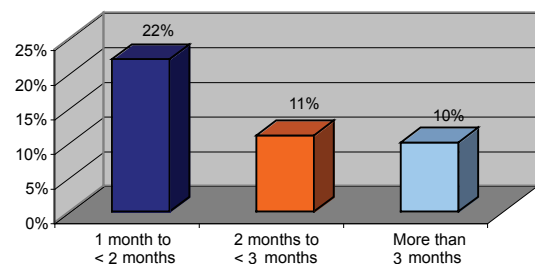
Projected Changes in Employment Over Previous Quarter



Amount of Workers Hiring Managers Expect to Recruit in Upcoming Quarter



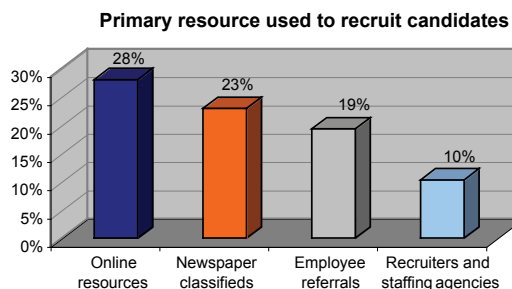
Length of time it typically takes employer to fill position



## Hiring Outlook for Q3 2006

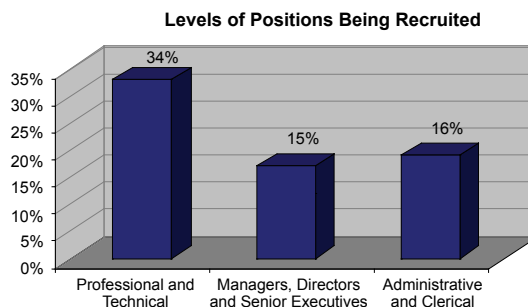
### Most Popular Resources Used to Recruit

Hiring managers are employing a variety of tools to find qualified candidates, with online resources ranking most popular. Twenty-eight percent of hiring managers surveyed said they use online resources the most often to find qualified candidates, compared to 23 percent who use newspaper classifieds, 19 percent who rely on employee referrals and 10 percent who use professional recruiters.



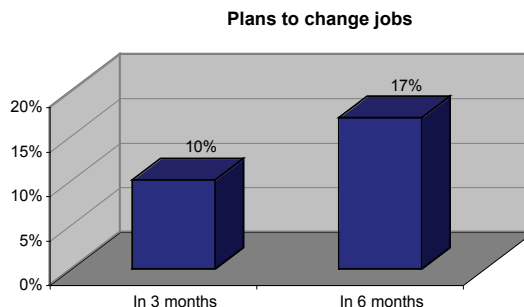
### Most Popular Positions for Recruitment

The leading areas for job requisitions in the upcoming quarter include healthcare, sales, customer service, information technology, retail and accounting/finance. In terms of job level, recruiting for professional and technical workers is poised to remain strong. Thirty-four percent of hiring managers say they plan to add additional professional and technical staff members during the third quarter. Fifteen percent expect to recruit employees for manager, director and senior executive level positions, up from 12 percent last quarter. Sixteen percent plan to recruit for administrative and clerical employees, down from 19 percent last quarter.



### Plans to Change Jobs in Q3 2006

Close to one-in-five workers plan to take advantage of the tightening labor market and change jobs in the next six months. One-in-ten plan to do so in the third quarter.



The current labor conditions are driving up the number of workers who are passively looking for a new job. Fifty-seven percent of workers report they are not actively searching for a new position, but would be open to a new job if they came across the right opportunity.

## CareerBuilder.com's Job Forecast

### About CareerBuilder.com

CareerBuilder.com is the nation's largest online job site 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 170 newspapers and leading portals such as America Online and MSN. More than 250,000 employers take advantage of CareerBuilder.com's easy job postings, 18 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)

*The survey, "Q3 2006 Job Forecast," was conducted from June 6 to June 66, 2006. Methodology used to collect survey responses totaling more than 2,200 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 +/- 2.08 percentage points (19 times out of 20). Note: this sample included more than 1000 hiring managers. The results for the hiring managers are statistically accurate to within +/- 3.65 percentage points (19 times out of 20).*