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 **USA
TODAY**®



Q2 2008 Job Forecast



CAREERBUILDER.COM AND USA TODAY'S Q2 2008 JOB FORECAST

The job loss reported in the first quarter signified a gradual deceleration in recruitment in the U.S. as the nation's economy downshifted. In the next three months, employers anticipate marginal change in their hiring pace.

While some industries, especially those closely tied to the credit market, are experiencing a contraction in employment levels, other areas such as Healthcare, Information Technology, Sales and Professional and Business Services continue to add full-time positions.

Workers are feeling somewhat confident in their ability to land new opportunities despite discouraging economic reports. One-in-five workers plan to leave their current positions within the next 12 months.

CareerBuilder.com's and USA TODAY's "Q2 2008 Forecast" is based on a survey of more than 2,700 hiring managers and human resource professionals and more than 6,800 workers representing all industries, company sizes and job levels.

HIRING IN Q1 2008

Thirty-one percent of employers said they increased their number of full-time, permanent employees from January through March while 57 percent reported no change and 11 percent reported a reduction in headcount. One percent was unsure.

When asked if hours had changed, on average, for hourly workers in Q1 year over year, 59 percent of employers reported no change in the number of hours offered. Eleven percent reported hours were increased while 12 percent said hours were cut and 5 percent were unsure. Twelve percent of respondents said their companies don't employ hourly workers.

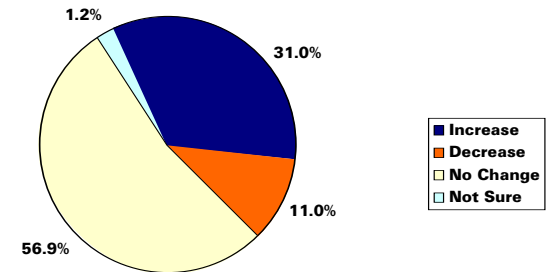
HIRING IN Q2 2008

Looking ahead, 29 percent of employers plan to grow their number of full-time, permanent employees from April through June while 59 percent anticipate no change and 6 percent expect to decrease headcount. Six percent are unsure.

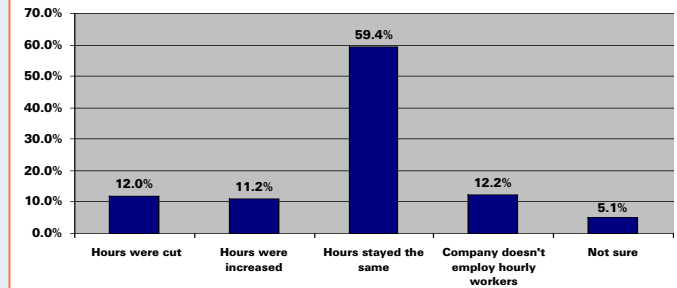
HIRING TRENDS

2008

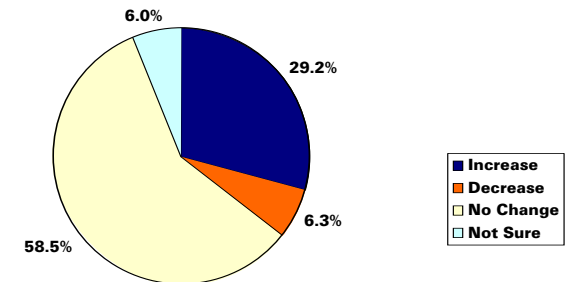
In the first quarter (Jan. 1 through Mar. 31, 2008), is your company, at your location, increasing, decreasing or making no change in its number of full-time, permanent employees?



If your company, at your location, employs hourly workers, how have their hours on average changed in the first quarter 2008 compared to the first quarter 2007?



In the 2nd quarter (Apr. 1 through Jun. 30, 2008), does your company, at your location, plan to increase, decrease or make no change in its number of full-time, permanent employees?



Hiring By Region

The Midwest continues to trail behind the other regions when it comes to adding new hires. Twenty-five percent of employers in the Midwest expect to increase their number of full-time, permanent employees in the second quarter compared to 31 percent in the West and Northeast and 30 percent in the South. Eight percent of employers in the Northeast plan to reduce staff levels, followed by 7 percent in the South, 6 percent in the Midwest and 5 percent in the West.

Hiring By Industry

Comparing select areas for hiring, Information Technology continues to outpace other industries in producing new jobs. Forty-five percent of IT employers expect to add full-time, permanent employees in the second quarter followed by 36 percent in Sales, 32 percent in Professional and Business Services and 30 percent in large Healthcare organizations. Employers operating in Transportation and Utilities and Hospitality are also anticipating an increase in staff at 29 percent. The number of employers planning to expand staffs in the upcoming quarter is lower for Retail and Financial Services at 26 percent and 24 percent respectively.

Hiring By Company Size

Thirty-three percent of employers with more than 250 employees expect to add full-time, permanent positions in the next three months compared to 32 percent of those with 51 to 250 employees and 22 percent of those with 1 to 50 employees. Plans to decrease headcount are lowest among employers with 1 to 50 employees at 4 percent, followed by those with 51 to 250 employees at 5 percent and those with more than 250 employees at 8 percent.

Layoffs

Eleven percent of hiring managers reported there were layoffs at their locations in the first quarter. Eighty-seven percent said layoffs did not occur while 2 percent were unsure. Seven percent anticipate layoffs at their locations in the second quarter. Eighty-three percent expect no change while 10 percent are unsure.

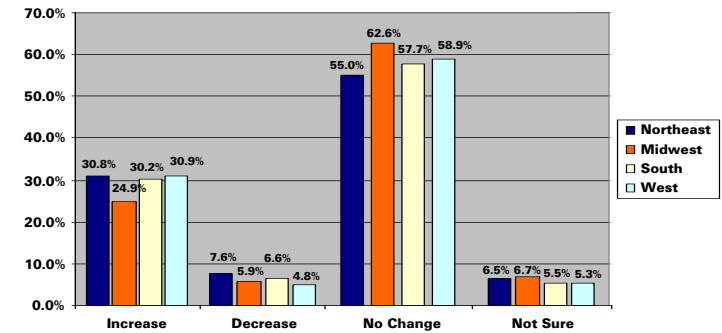
COMPENSATION IN Q2 2008

The shortage of skilled labor has motivated more competitive compensation packages. Seventy percent of employers anticipate providing an increase in salaries for full-time, permanent employees in the second quarter. Forty-one percent estimate the average raise to range between 1 and 3 percent, 27 percent expect an average raise of 4 to 10 percent while 2 percent expect raises to be 11

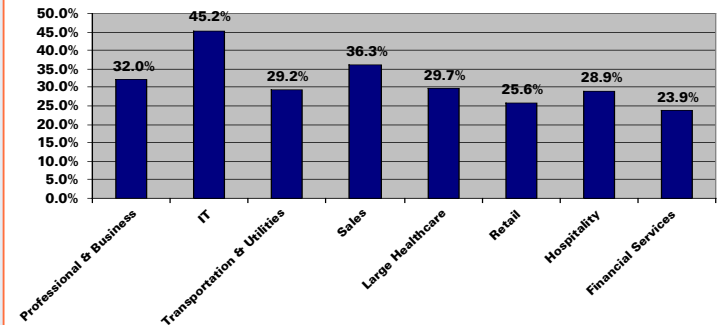
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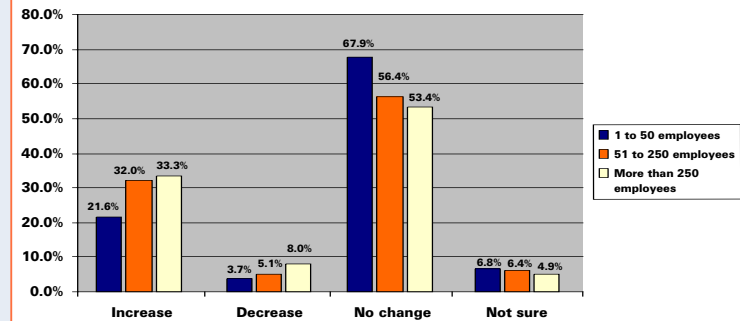
Hiring By Region - In the 2nd quarter, does your company, at your location, plan to increase, decrease or make no change in its number of full-time, permanent employees?



Hiring By Industry - Amount of Employers Planning to Increase Their Number of Full-time, Permanent Employees at Their Location in Q2



Hiring By Company Size - In the 2nd quarter, does your company, at your location, plan to increase, decrease or make no change in its number of full-time, permanent employees?



percent or more. Twenty-four of employers anticipate no change in compensation levels, 2 percent expect a decrease and 5 percent are unsure.

JOB CHANGES

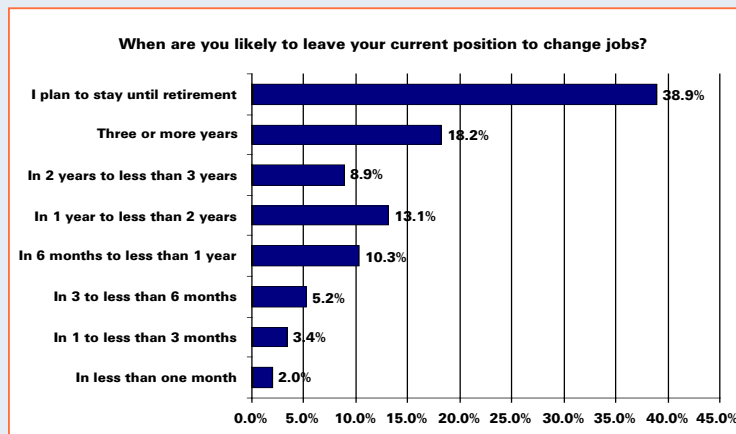
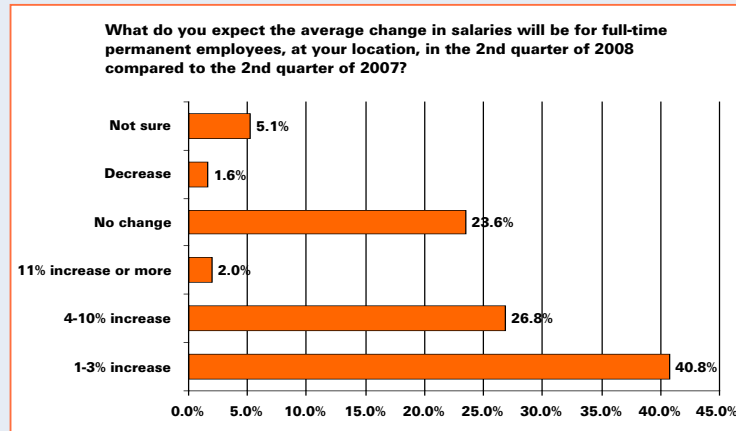
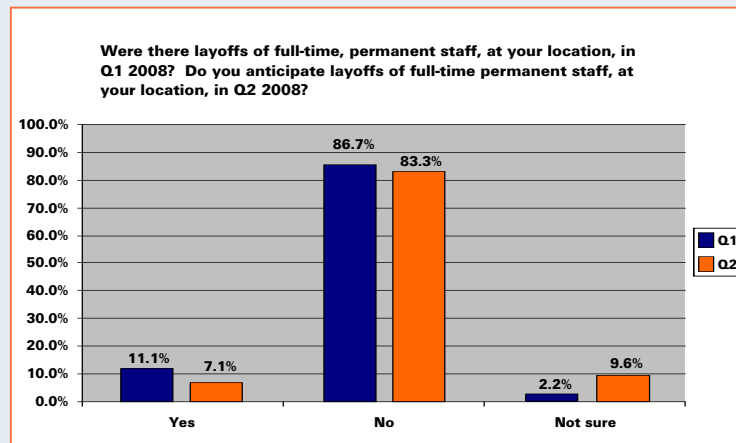
Thirty-eight percent of employers report they currently have positions for which they can't find qualified candidates. Although the job market has softened, opportunities are still available, and workers are responding. Twenty-one percent of workers expect to change jobs in the next 12 months; one-in-ten plan to do so within the next six months.

Survey Methodology

This survey was conducted online within the U.S. by Harris Interactive on behalf of CareerBuilder.com among 2,757 hiring managers and human resource professionals (employed full-time; not self-employed; with at least significant involvement in hiring decisions); and 6,897 U.S. employees (employed full-time; not self-employed) ages 18 and over between February 11, and March 13, 2008, respectively (percentages for some questions are based on a subset U.S. employers, based on their responses to certain questions). With a pure probability sample of 2,757 and 6,897 one could say with a 95 percent probability that the overall results have a sampling error of +/- 1.9 percentage points and +/- 1.2 percentage points, respectively. Sampling error for data from sub-samples is higher and varies. A full methodology is available upon request.

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2008



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