



Q2 2009 U.S. JOB FORECAST

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THE ECONOMIC RECESSION CONTINUES TO TAKE ITS TOLL ON EMPLOYMENT PROSPECTS IN THE U.S., according to the latest quarterly job forecast from CareerBuilder and USA TODAY. Following a loss of 2.6 million jobs in the last four months,* employers are holding off on staff expansions and focusing efforts on keeping current headcount as they navigate through a tough economy.

"We'll be looking for the market to stabilize over the next three to six months, when you'll hopefully see job losses below 100,000 and eventually closer to zero," said Matt Ferguson, CEO of CareerBuilder. "Employers want to hold on to their talent and are taking measures to contain costs and bring in new revenue streams, so they can maintain their staff levels. Sixty-four percent of employers expect there will be no change in their number of full-time, permanent employees in the second quarter."

CareerBuilder and USA TODAY surveyed more than 2,500 hiring managers and human resource professionals and over 4,400 workers across industries.

HIRING IN Q1 2009

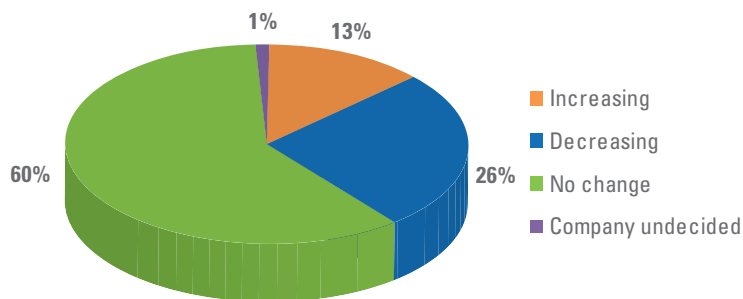
Thirteen percent of employers said they increased their number of full-time, permanent employees in the first quarter – down from 31 percent this time last year – while 60 percent reported their staff levels remained the same. Twenty-six percent reported a reduction in headcount, up from 13 percent this time last year. One percent were undecided.

When asked if hours had changed, on average, for hourly workers in Q1 2009 year over year, 53 percent reported no change in the number of hours offered while 25 percent reported hours were cut. Five percent stated that hours had increased while another 5 percent were unsure.

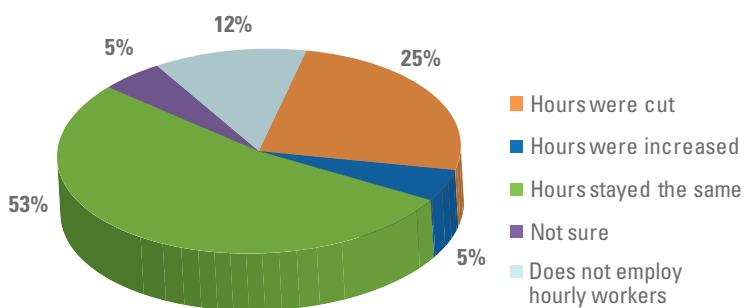
HIRING IN Q2 2009

Fourteen percent of employers expect to add full-time, permanent employees in the second quarter, relatively unchanged from the first quarter of 2009 and down from 29 percent in the second quarter of 2008. Fourteen percent anticipate there will be a decrease in headcount in the second quarter while 64 percent expect no change and 7 percent are undecided.

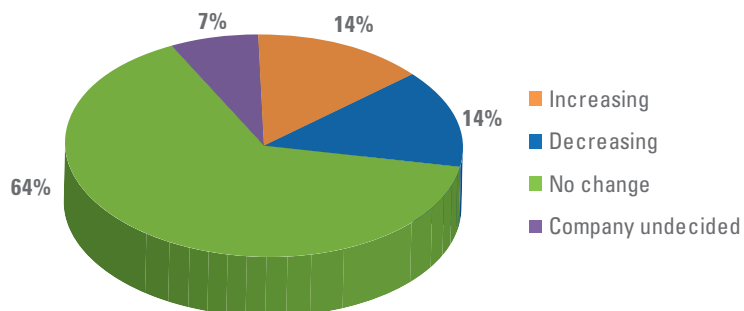
This quarter (1st quarter, Jan. 1 - Mar. 31, 2009), is your company, at your location, increasing, decreasing or making no change in its number of full-time, permanent employees?



If your company, at your location, employs hourly workers, how have their hours changed in Q1 2009 compared to Q1 2008?



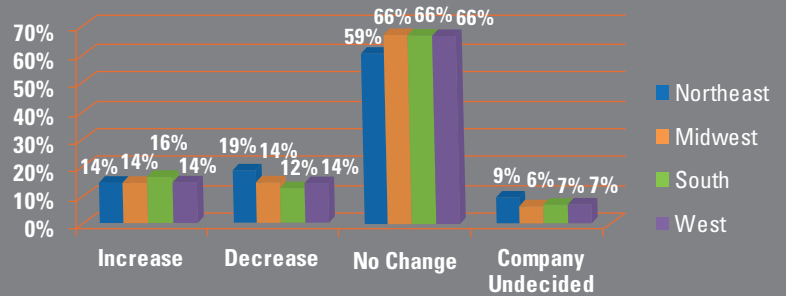
In the second quarter (Apr. 1 - Jun. 30, 2009), does your company, at your location, plan to increase, decrease or make no change in its number of full-time, permanent employees?



HIRING BY REGION

The South continues to perform better than other regions in terms of hiring, seeing the benefits of growth in healthcare and energy. Sixteen percent of hiring managers in the South plan to increase their full-time staff, compared to 14 percent in all other regions. The Northeast, plagued by losses in banking and financial jobs, is expecting the largest decrease in headcount among the regions. Nineteen percent of hiring managers expect to trim staffs compared to 14 percent in the Midwest and West and 12 percent in the South.

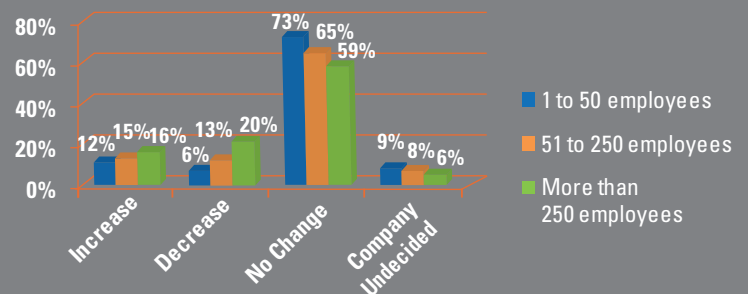
Hiring By Region - In the 2nd quarter, does your company, at your location, plan to increase, decrease or make no change in its number of full-time, permanent employees?



HIRING BY COMPANY SIZE

Sixteen percent of employers with more than 250 employees expect to add full-time, permanent positions in the next three months compared to 15 percent of those with 51 to 250 employees and 12 percent of those with 1 to 50 employees.

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?

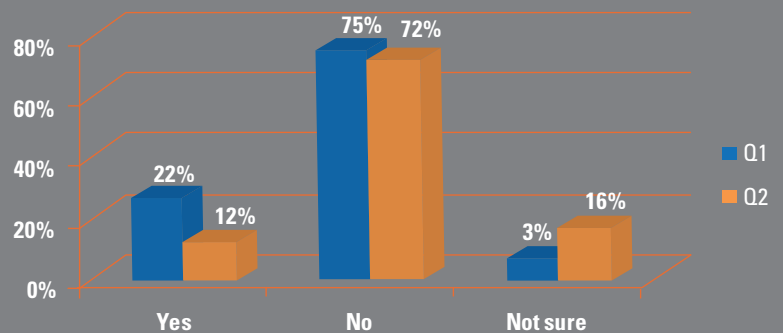


LAYOFFS

Twenty-two percent of hiring managers reported there were layoffs at their locations in the first quarter of 2009, up from 11 percent this time last year. Twelve percent anticipate there will be layoffs in the next three months while 16 percent are unsure. Seventy-two percent expect no change.

Looking at a subset of managers specializing in human resources, nearly half (48 percent) believe their organizations will benefit from the economic stimulus in terms of getting more business. Twenty-three percent said their companies are planning to bring back workers who were laid off once the economy turns around.

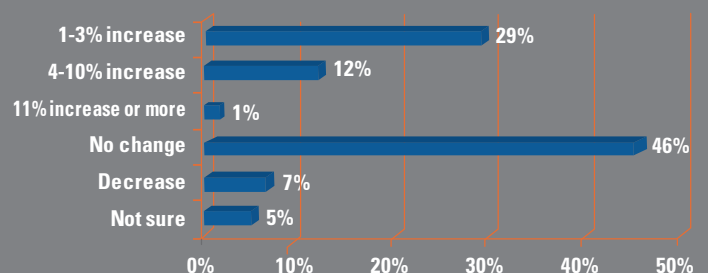
Were there layoffs of full-time, permanent staff, at your location, in Q1 2009? Do you anticipate layoffs of full-time, permanent staff, at your location, in Q2 2009?



COMPENSATION

Tightened budgets are restricting pay increases and, in some cases, resulting in pay reductions. Forty-two percent of employers expect to increase salaries for full-time, permanent employees in the second quarter, down from 70 percent this time last year. Twenty-nine percent estimate the average raise to range between 1 and 3 percent, 12 percent expect an average raise of 4 to 10 percent while 1 percent expect raises to be 11 percent or more. Forty-six percent of employers anticipate no change in compensation levels, 7 percent expect a decrease and 5 percent are unsure.

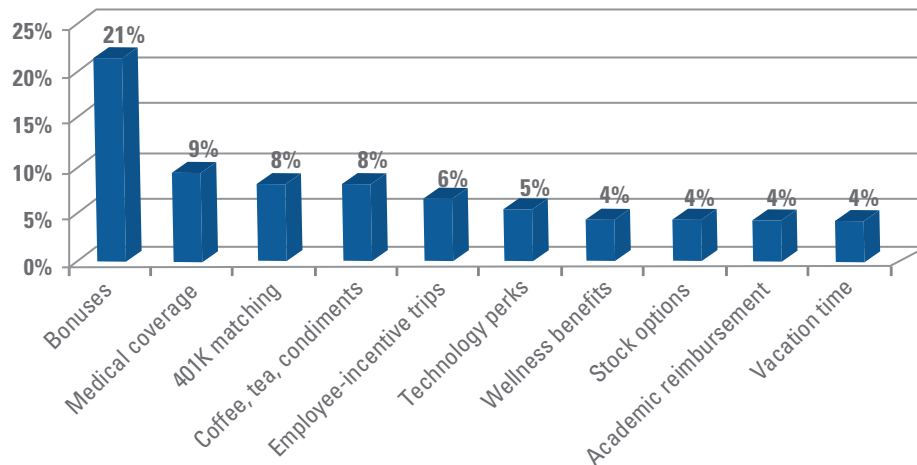
What do you expect the average change in salaries will be for full-time, permanent employees, at your location, in the 2nd quarter of 2009 compared to the 2nd quarter of 2008?



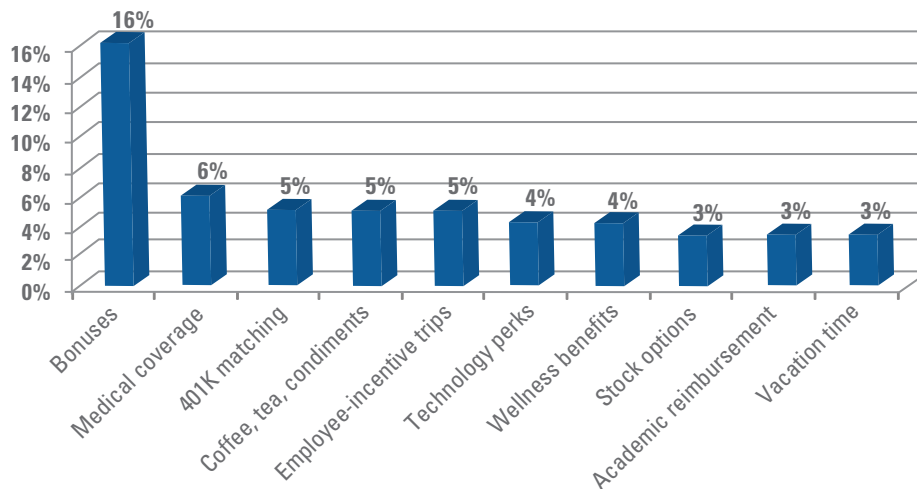
SIX EMPLOYMENT TRENDS FOR EMPLOYERS AND JOB SEEKERS

- 1) **Trimming Perks and Benefits** – Companies are taking interim measures to free up funds to weather the economic storm. Forty-two percent of employers reported they experienced a cut in perks and benefits at their organizations in Q1 2009; 31 percent expect there will be cuts in Q2 2009. The top three areas that will be impacted are bonuses, 401K matching and healthcare coverage, according to the survey.

Have there been cuts in benefits or perks in Q1 2009 at your organization?

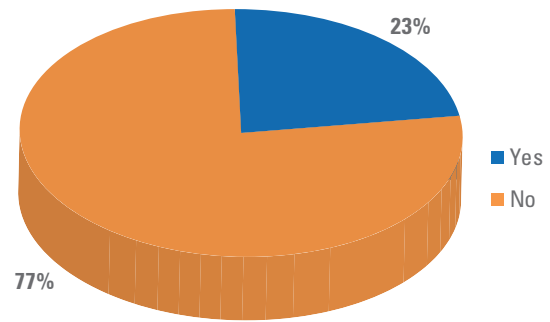


Do you anticipate that there will be cuts in benefits or perks at your organization in Q2 2009?



Are you using this time, when employers are slowing their hiring pace, to replace lower-performing employees with new talent?

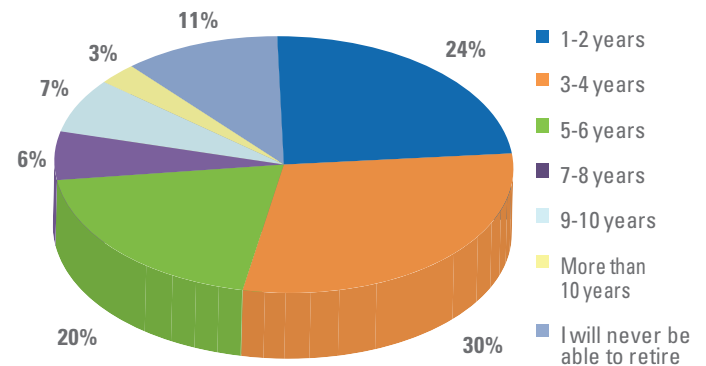
- 2) **Upgrading Talent Rosters** – Twenty-three percent of employers said they are taking this time, when hiring has slowed, to replace lower-performing employees with top talent that may not have been available in a healthier economy. Job seekers who stand to benefit the most include those operating in sales, accounting/finance, retail and customer service.



How much longer do you estimate you have to work to recoup lost savings?

Subset of workers over age 60 who are putting off retirement, Q1 2009 survey

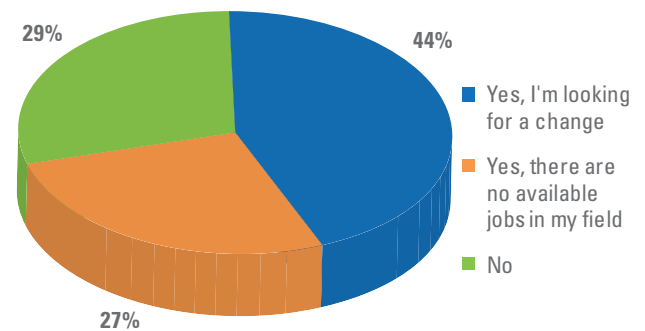
- 3) **Postponing Retirement** – Six-in-ten workers (60 percent) over the age of 60 said, in another survey, they are putting off retirement due to the impact of the U.S. financial crisis on their long-term savings. The majority anticipate it will take them up to six years to recoup lost savings while one-in-ten fear they may never be able to retire.



Are you looking for work outside of your profession?

Subset of workers who were laid off in the last 12 months who have not found a job

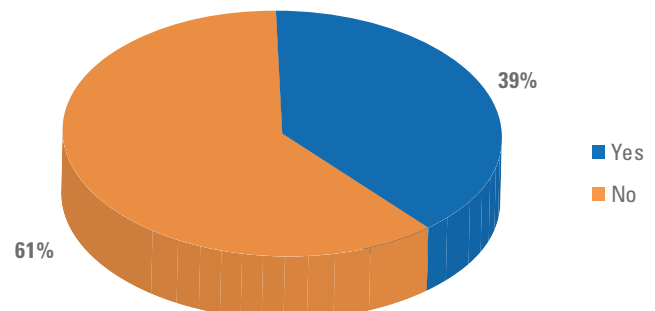
- 4) **Transferring Skills** – Seventy-one percent of workers who were laid off and haven't found work said they are looking for jobs outside of their chosen profession either because they're ready for a change or there are no available jobs in their field. Hiring managers are amenable with 69 percent stating they would hire someone who didn't have experience in their profession, but had transferable skills.



Would you consider moving to a new city or state to find employment?

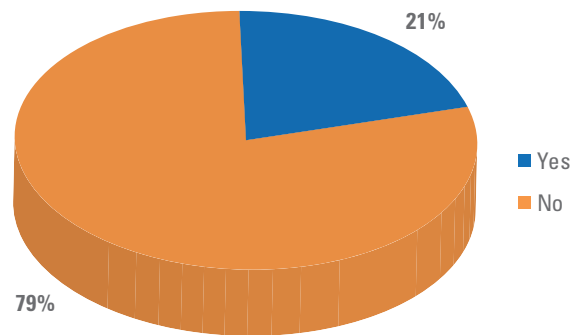
Subset of workers who were laid off in the last 12 months who have not found a job

- 5) **Relocating** – Thirty-nine percent of workers who were laid off and haven't found work said they would consider relocating to another city or state for a job. Employers are open to recruiting candidates from other cities with 28 percent of hiring managers stating they would pay to relocate a good job candidate.



6) **Going Back to the Classroom** – Twenty-one percent of all workers surveyed are going back to school for formal degrees, certifications and refresher courses to make themselves more marketable to employers.

Are you going back to school this year to make yourself more marketable?



Totals may not equal 100 percent due to rounding.

SURVEY METHODOLOGY

This survey was conducted online within the U.S. by Harris Interactive® on behalf of CareerBuilder and USA TODAY among 2,543 hiring managers and human resource professionals (employed full-time; not self-employed; with at least significant involvement in hiring decisions; non government); and 4,435 U.S. employees (employed full-time; not self-employed; non government); and 361 respondents who have been laid off in the past 12 months from a full time position and not found work. All respondents were ages 18 and over and surveyed between February 20 and March 11, 2009 (percentages for some questions are based on a subset of U.S. employers or employees, based on their responses to certain questions). With a pure probability sample of 2,543, 4,435, and 361, one could say with a 95 percent probability that the overall results have a sampling error of +/- 1.94 percentage points, +/- 1.47 percentage points, and +/- 5.16 percentage points, respectively. Sampling error for data from sub-samples is higher and varies.

ABOUT CAREERBUILDER

CareerBuilder is the global leader in human capital solutions, helping companies target and attract their most important asset – their people. Its online career site, CareerBuilder.com, is the largest in the U.S. with more than 23 million unique visitors, 1 million jobs and 31 million resumes. CareerBuilder works with the world's top employers, providing resources for everything from employment branding and data analysis to talent acquisition. More than 9,000 Web sites, including 140 newspapers and broadband portals such as MSN, feature CareerBuilder's proprietary job search technology on their career sites. Owned by Gannett Co., Inc. (NYSE:GCI), Tribune Company, The McClatchy Company (NYSE:MNI) and Microsoft Corp. (Nasdaq: MSFT), CareerBuilder and its subsidiaries operate in the U.S., Europe, Canada and Asia.

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