

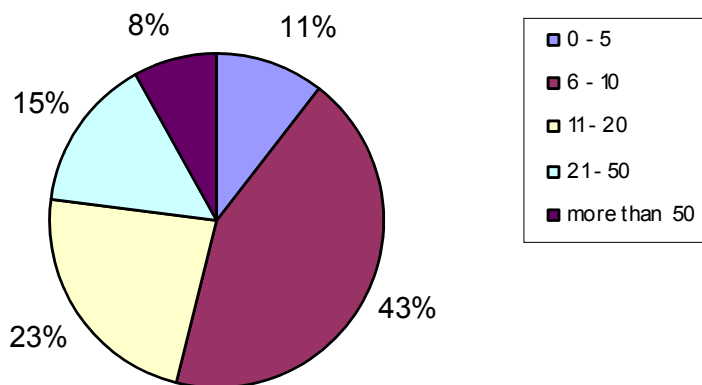
March 2009 SAS Hiring Survey

The March 2009 SAS Hiring Survey (SHS) is an Internet-based survey that seeks to measure labor trends related to SAS specialists in U.S. companies, covering issues such as historical demand for SAS specialists, anticipated demand for SAS specialists and related time-to-hire cycles. To find out about the trends, Visibility Resource Group invited individuals ranging from SAS specialists (programmers, administrators, analysts, statisticians, etc.) to managers overseeing SAS specialists to HR personnel involved in the hiring of SAS specialists to report on trends in their company. Approximately 270 persons responded on behalf of companies that utilize SAS for their business needs. Although our pool of respondents is highly diverse, the similarity of responses across participants with different economic interests and perspectives suggests that they are all reporting on SAS-related labor realities in a relatively unbiased way. As a broad summary statement, the SHS shows that demand for SAS specialists has stabilized after a 12-month downturn and should rebound in the near term. For comparison purposes, the results of the SAS hiring survey completed in March 2008 are included.

RESPONDENT PROFILE

Of the approximately 270 respondents, the vast majority was comprised of SAS specialists and managers who oversee SAS specialists. Furthermore, respondent companies were distributed between small and large, as follows:

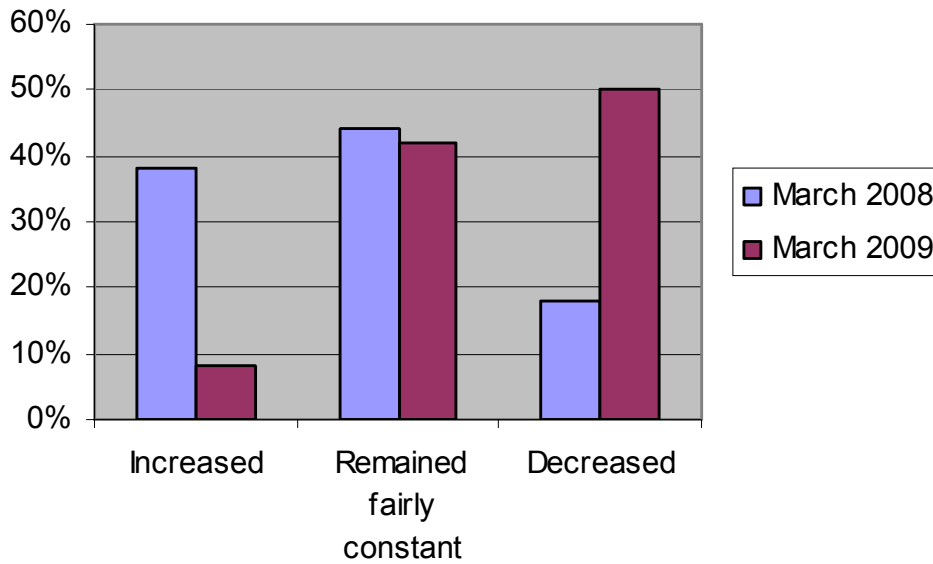
Company Size - Number of SAS Specialists



HISTORICAL TRENDS

During the previous 12-month period ended March 2009, SAS specialists were negatively impacted by the general downturn in the labor markets as companies that downsized SAS specialists from their organization outpaced companies that added the number of SAS specialists by more than a 6 to 1 margin. As of March 2009, approximately 50% of the respondent companies reduced their staff size while only 8% of the respondents recently added to their staff.

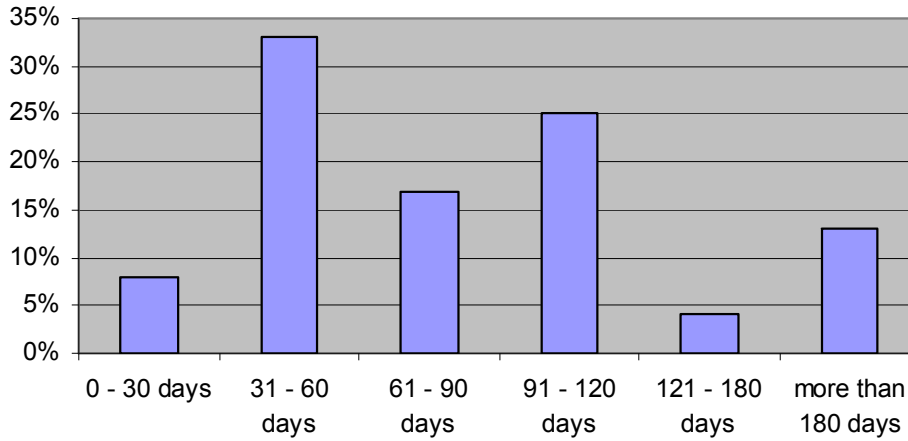
Change in Staff Size - Previous 12 months



HIRING CYCLE TIMES

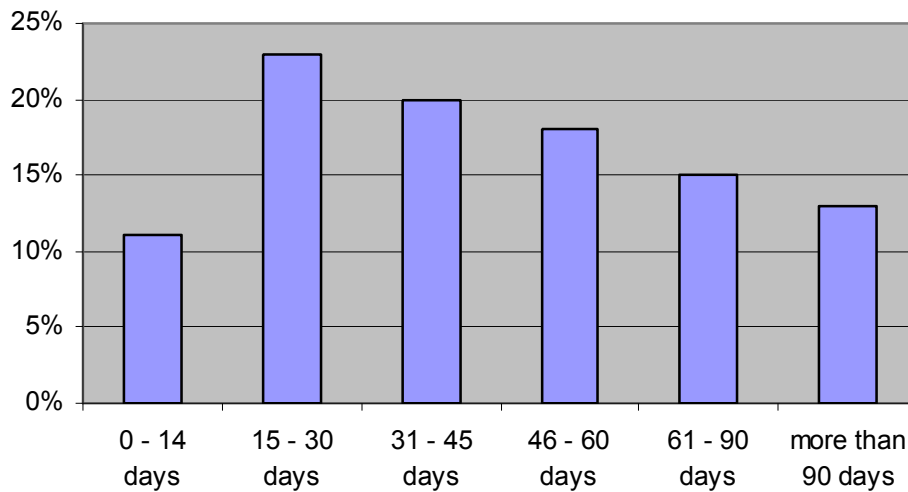
Of the companies that hired SAS specialists on a direct hire basis during the previous 12 month period, fewer than 60% of the positions were filled within 60 days. Furthermore, 1 out of every 6 positions remained unfilled for more than 120 days.

Time to Hire - Direct Hire SAS Specialists



Surprisingly, the average time to hire a SAS consultant increased when compared to the March 2008 results. In fact, only 34% of the contract/consulting positions were filled within 30 days while almost 50% remained open after a full 60 days.

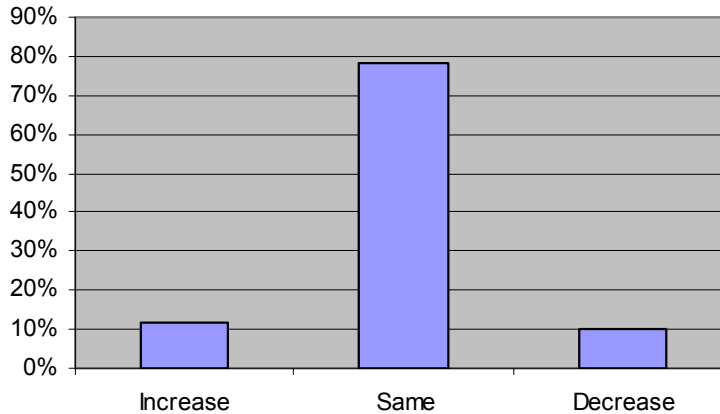
Time to Hire - Contract SAS Specialists



FUTURE DEMAND FOR SAS SPECIALISTS

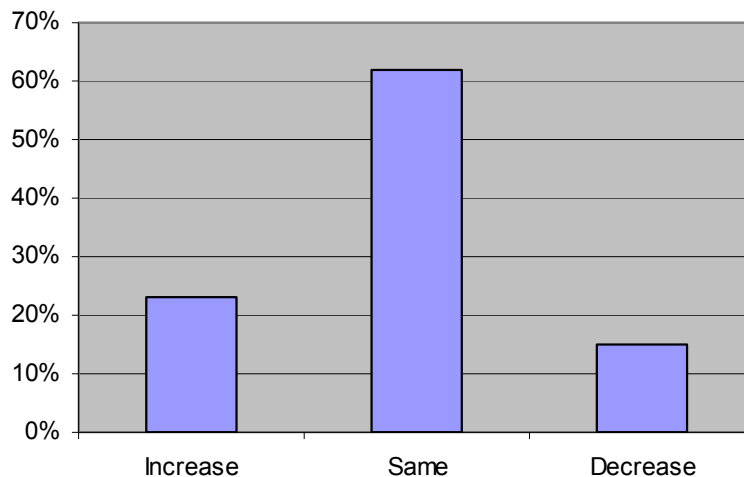
Although the past 12 months have not been kind to SAS specialists, more companies are now expected to add to their staff size in the near term. The current demand for SAS specialists (as measured by staffing plans over the course of the next three months) slightly outpaces downsizing plans for the first time in the past 12 months. In fact, 1 out of every 8 respondent companies intends to increase the size of their staff within the next 3 months.

Demand for SAS Specialists - Next 3 months



In addition, long-term demand for SAS specialists is very strong as 1 out of 4 respondent companies intend to add to their staff size during the next 12 months while approximately 15 percent of the respondents remain pessimistic about their plans.

Demand for SAS Specialists - Next 12 months



SUMMARY

Despite a broad-based downturn in the U.S. unemployment data, the demand for SAS specialists (programmers, analysts, statisticians, etc) appears to have stabilized as respondents believe the demand for these skills will grow for the foreseeable future. Should these plans hold, SAS specialists and SAS consulting firms should anticipate a rebound in demand for their services while companies with hiring needs will likely experience a return to shrinking candidate pools, greater competition for highly-skilled SAS specialists/consultants, and, ultimately, longer hiring cycles.

ABOUT VISIBILITY RESOURCE GROUP

Visibility Resource Group specializes exclusively in the recruitment and placement of SAS specialists on a nationwide basis. Visibility Resource Group maintains a network of more than 25,000 SAS specialists for companies with direct hire and contract staffing needs.