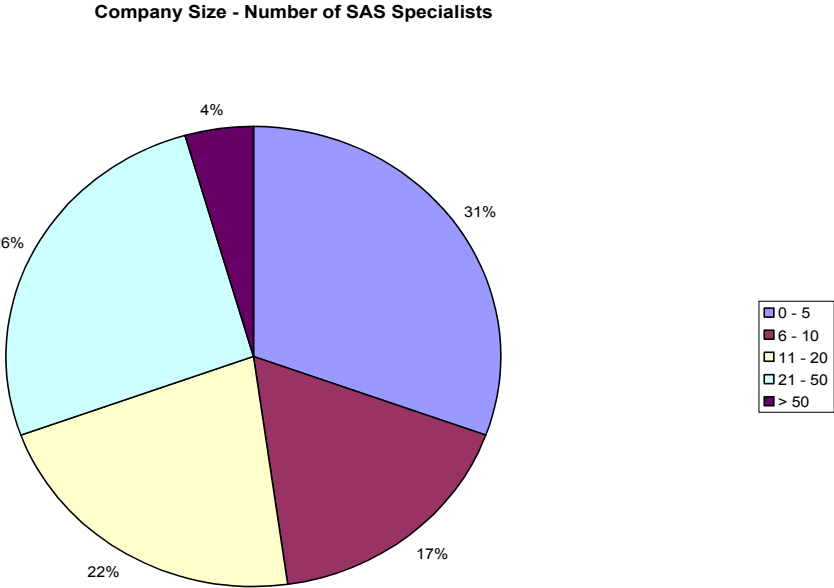


March 2008 SAS Hiring Survey

The March 2008 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 290 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 is very high and the labor pool should remain very tight in the near term. For comparison purposes, the results of the semi-annual SAS hiring survey completed in September 2007 are included.

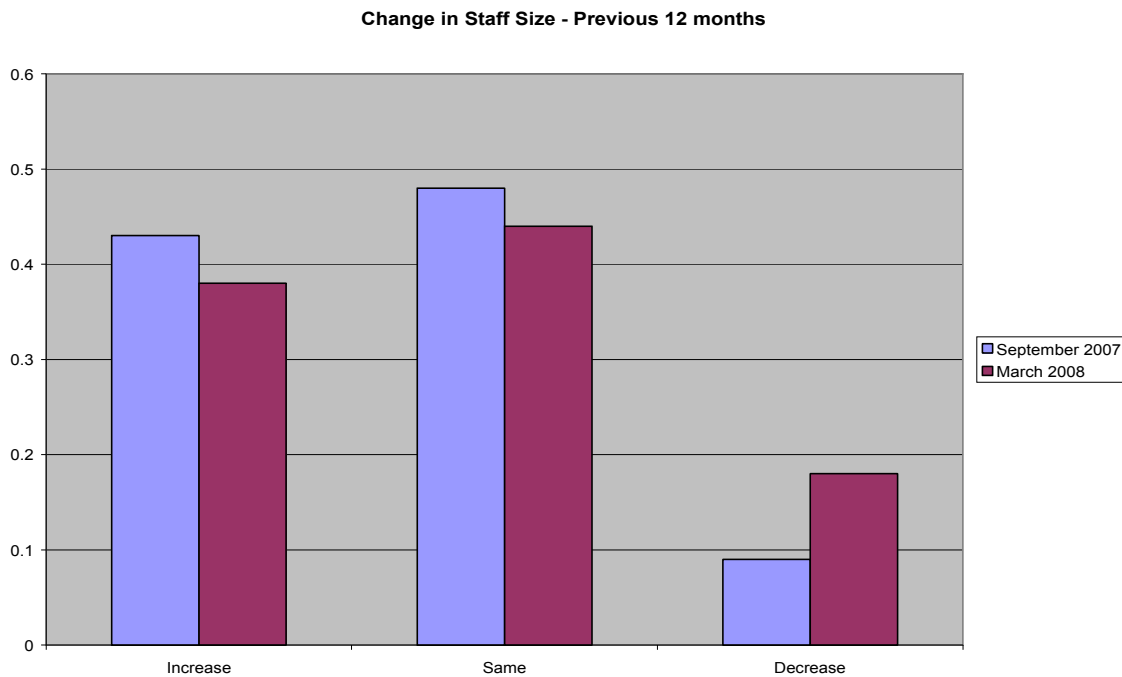
RESPONDENT PROFILE

Of the approximately 290 respondents, the vast majority was comprised of SAS specialists and managers who oversee SAS specialists. Furthermore, respondent companies were fairly evenly distributed between small and large, as follows:



HISTORICAL TRENDS

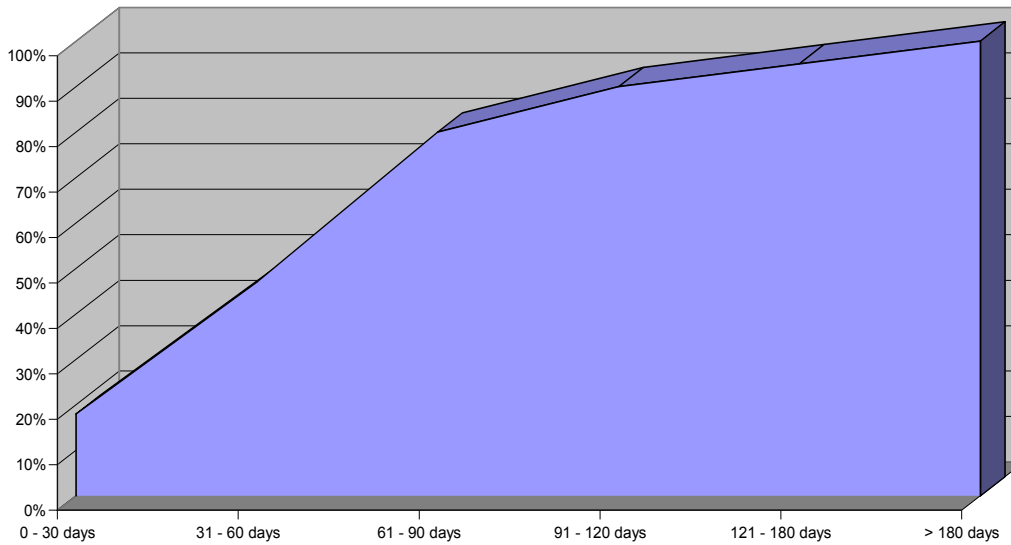
During the previous 12-month period ended March 2008, SAS specialists were in high demand as companies that added SAS specialists to their organization outpaced companies that reduced the number of SAS specialists by more than a 2 to 1 margin. As compared the 12-month period ended September 2007, the strong hiring pattern continues at virtually the same pace while slightly more companies experienced a downsizing. As of September 2007, 43% of the respondent companies increased their staff size while 38% of the respondents recently added to their staff. Approximately 18% of the respondents reduced their staff size from one year ago.



HIRING CYCLE TIMES

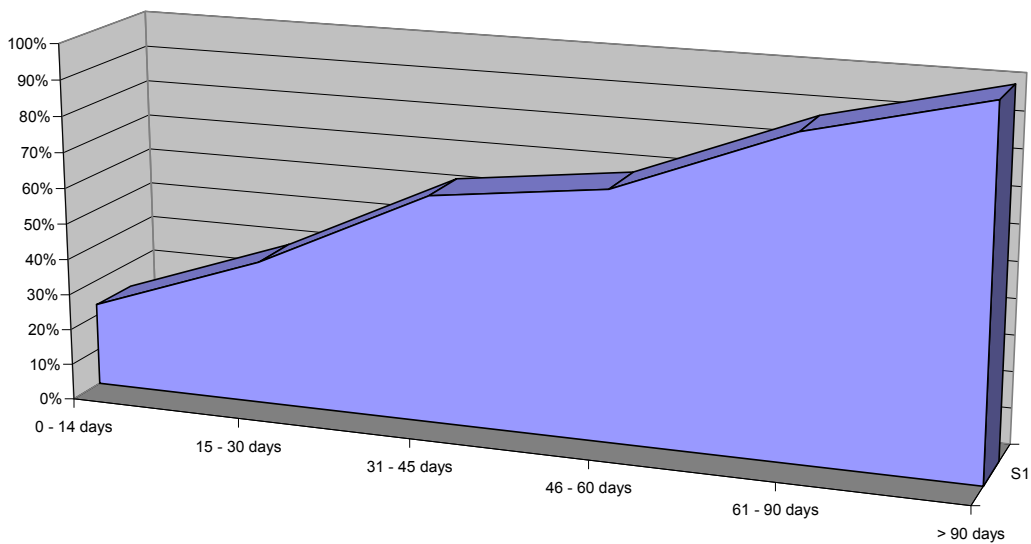
Of the companies that hired SAS specialists during the previous 12 month period, less than 50% of the positions were filled within 60 days. Furthermore, 1 out of every 5 positions remained unfilled for more than 90 days.

Time to Hire - Direct Hire SAS Specialists



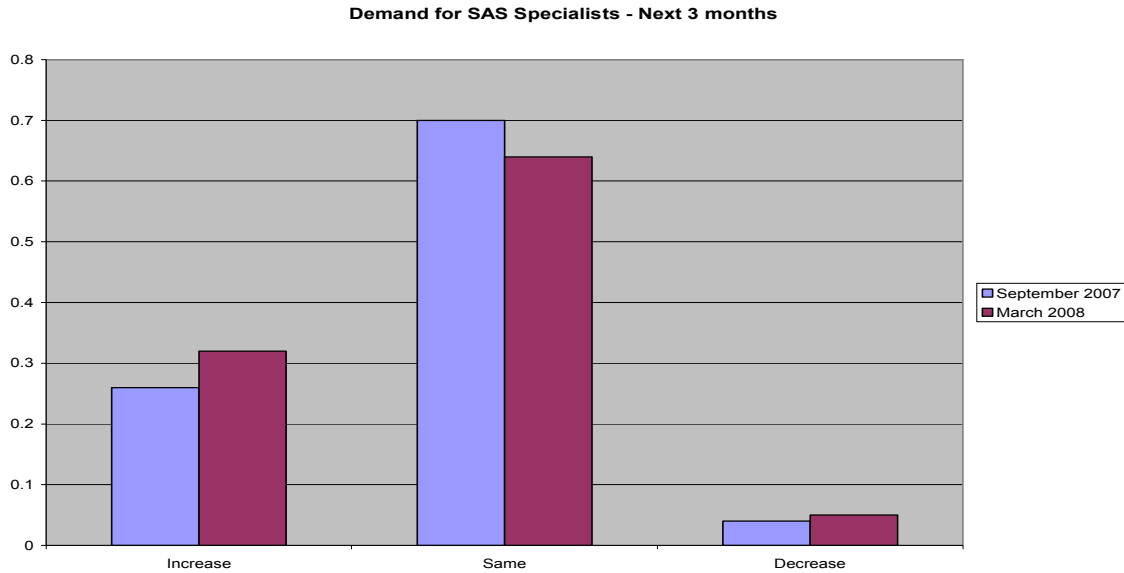
Furthermore, the average time to hire a SAS consultant increased when compared to the September 2007 results. Only 40% of the contract/consulting positions were filled within 30 days while 1 out of 3 remained open after a full 60 days. Furthermore, 1 out of every 8 contract/consulting positions remained unfilled after 90 days.

Time to Hire - Contract SAS Specialists

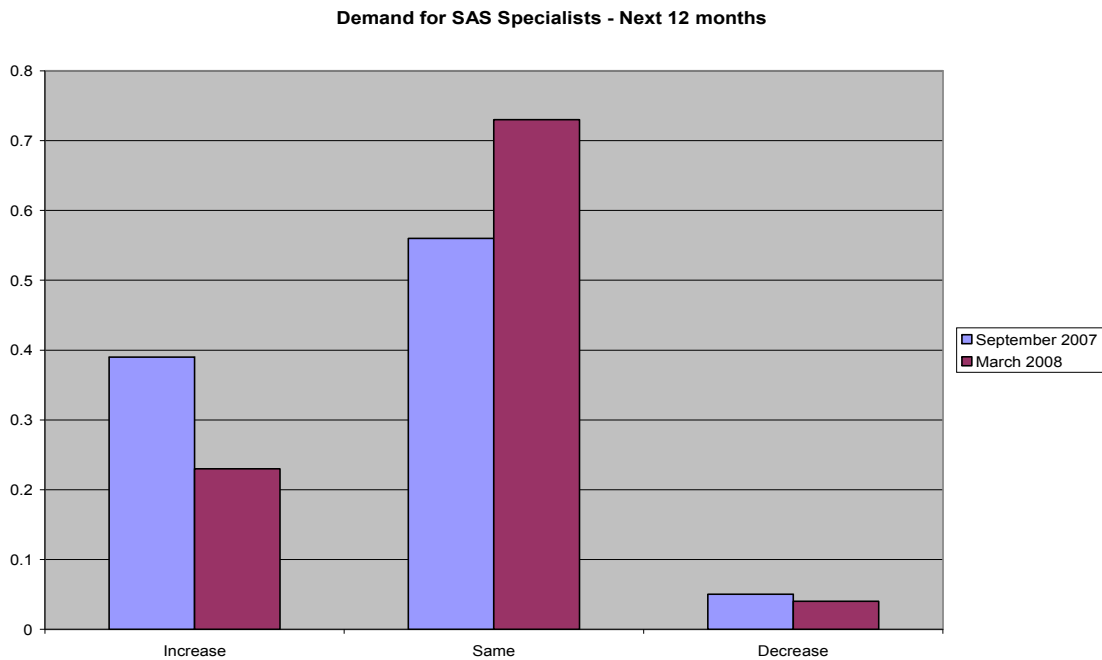


FUTURE DEMAND FOR SAS SPECIALISTS

Companies continue to seek the services of SAS specialists. The current demand for SAS specialists (as measured by staffing plans over the course of the next three months) outpaces the companies that plan to downsize their staff by a 6 to 1 margin. In fact, 1 out of every 3 respondent companies intends to increase the size of their staff before the end of the year.



Long-term demand for SAS specialists remains very strong albeit less so than the current demand. Approximately 23 percent of the respondents believe their organization will increase their staff size while only 4% are pessimistic about their plans.



SUMMARY

Despite a broad-based downturn in the most recent U.S. unemployment data, the demand for SAS specialists (programmers, analysts, statisticians, etc) remains strong as respondents believe the demand for these skills will continue for the foreseeable future. Should these trends continue, SAS specialists and SAS consulting firms should anticipate strong demand for their services while companies with hiring needs will likely experience a shrinking candidate pool, 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.