

TALENT SUPPLY ANALYSIS



EPISERVER



Talent pool identification across seven (7) metro areas

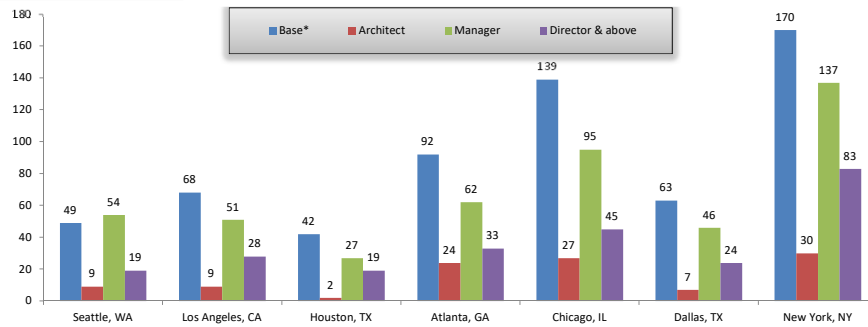
- Capabilities:** EPISERVER
- Locations:** Seattle, Los Angles, Dallas, Houston, Chicago, Atlanta, and New York City
- Analyzed:** Key words provided and optimized key strings to map relevant talent
- Estimated:** Talent availability within the target geography matching to the criteria provided
- Studied:** Talent pool size and prepared talent demographics



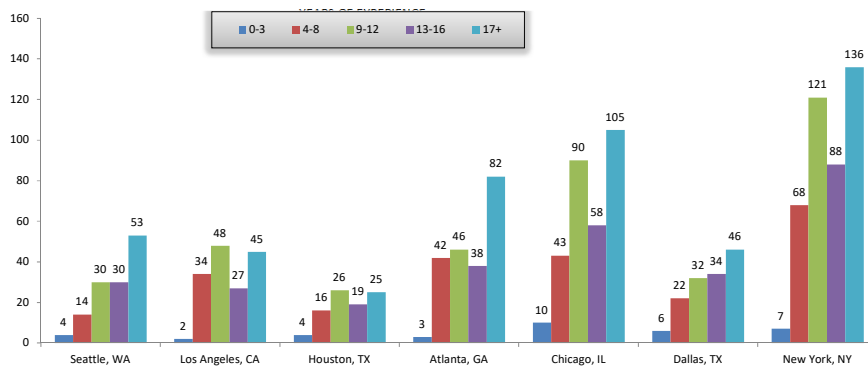
Episerver		Roles				Level (Years of experience)					Gender	
City	Talent	Base*	Architect	Manager	Director & above	0-3	4-8	9-12	13-16	17+	Male	Female
Seattle, WA	131	49	9	54	19	4	14	30	30	53	86	45
Los Angeles, CA	156	68	9	51	28	2	34	48	27	45	128	28
Houston, TX	90	42	2	27	19	4	16	26	19	25	62	28
Atlanta, GA	211	92	24	62	33	3	42	46	38	82	167	44
Chicago, IL	306	139	27	95	45	10	43	90	58	105	234	72
Dallas, TX	140	63	7	46	24	6	22	32	34	46	108	32
New York, NY	420	170	30	137	83	7	68	121	88	136	315	105

* Base roles: Engineer, Administrator, Consultant, Analyst

ROLE



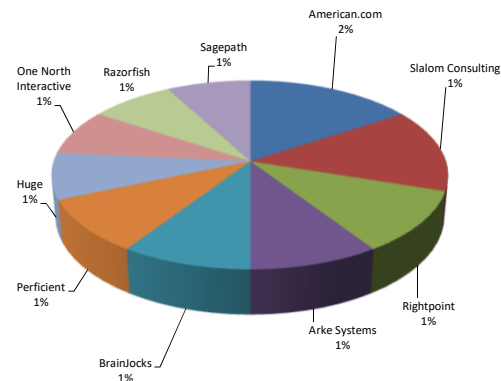
LEVEL



COMPANIES

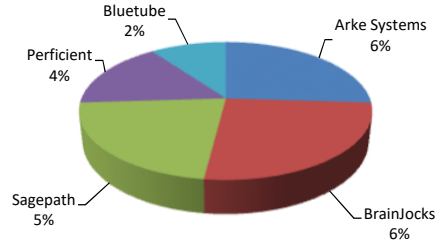
Top companies employing talent

Company Name	Talent	%
American.com	22	2%
Slalom Consulting	20	1%
Rightpoint	15	1%
Arke Systems	13	1%
BrainJocks	13	1%
Perficient	13	1%
Huge	11	1%
One North Interactive	11	1%
Razorfish	11	1%
Sagepath	11	1%
Others	1,314	90%
Total	1,454	100%

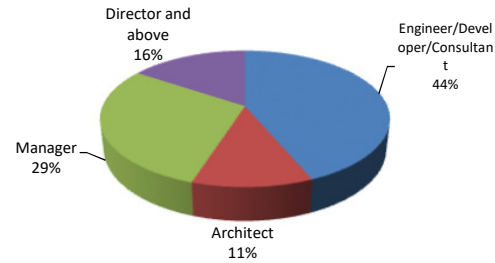


For example only - Data is fictitious

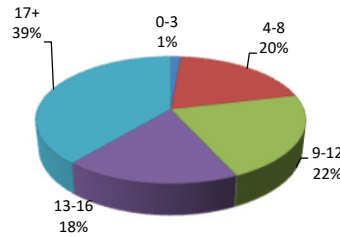
TOP COMPANIES AND TALENT EMPLOYED		
Company Name	Talent	%
Arke Systems	13	6%
BrainJocks	13	6%
Sagepath	11	5%
Perficient	8	4%
Bluetube	5	2%
Moxie	5	2%
Assurant Solutions	4	2%
Delaware Consulting NA	4	2%
Intellinet	4	2%
Others	144	68%
Total	211	100%



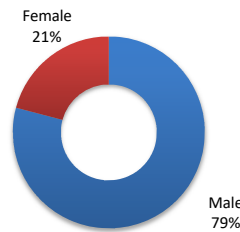
ROLE		
Title	#	%
Engineer/Developer/Consultant	92	44%
Architect	24	11%
Manager	62	29%
Director and above	33	16%
Total	211	100%



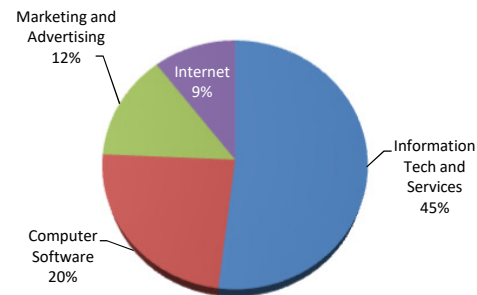
LEVEL		
Years of Experience	#	%
0-3	3	1%
4-8	42	20%
9-12	46	22%
13-16	38	18%
17+	82	39%
Total	211	100%



Gender		
Gender	#	%
Male	167	79%
Female	44	21%
Total	211	100%



TOP FOUR INDUSTRIES		
INDUSTRY	#	%
Information Tech and Services	94	45%
Computer Software	43	20%
Marketing and Advertising	25	12%
Internet	19	9%
Design	5	2%
Consumer Goods	4	2%
Online Media	3	1%
Information Services	2	1%
Insurance	2	1%
Others	14	7%
Total	211	100%

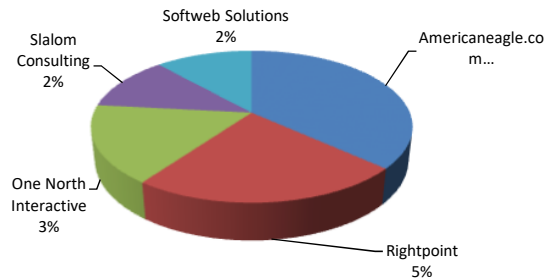




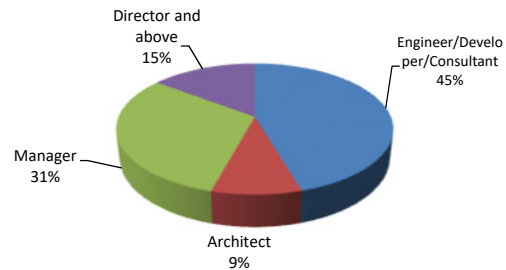
Talent Supply Analysis
Episerver

CHICAGO, IL

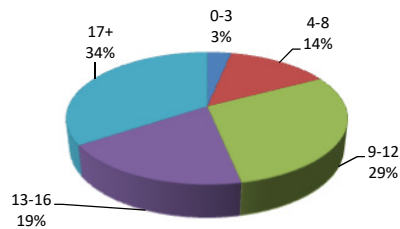
TOP COMPANIES AND TALENT EMPLOYED		
Company Name	Talent	%
Americaneagle.com	22	7%
Rightpoint	14	5%
One North Interactive	10	3%
Slalom Consulting	7	2%
Softweb Solutions	7	2%
The Kraft Heinz Company	7	2%
Career Education Corporation	6	2%
Others	233	76%
Total	306	100%



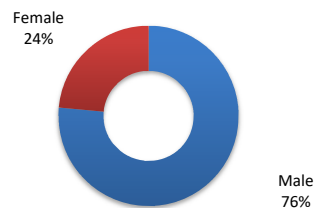
ROLE		
Title	#	%
Engineer/Developer/Consultant	139	45%
Architect	27	9%
Manager	95	31%
Director and above	45	15%
Total	306	100%



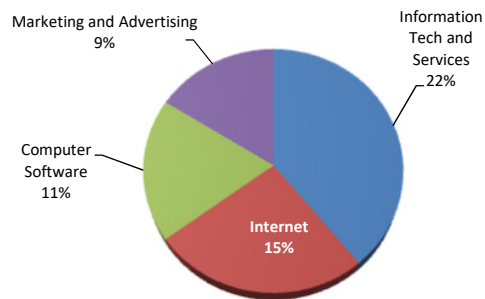
LEVEL		
Years of Experience	#	%
0-3	10	3%
4-8	43	14%
9-12	90	29%
13-16	58	19%
17+	105	34%
Total	306	100%



Gender		
Gender	#	%
Male	234	76%
Female	72	24%
Total	306	100%



TOP FOUR INDUSTRIES		
INDUSTRY	#	%
Information Tech and Services	68	22%
Internet	45	15%
Computer Software	33	11%
Marketing and Advertising	28	9%
Financial Services	19	6%
Management Consulting	19	6%
Nonprofit Organization Mgt	12	4%
Hospital & Health Care	10	3%
Others	72	24%
Total	306	100%



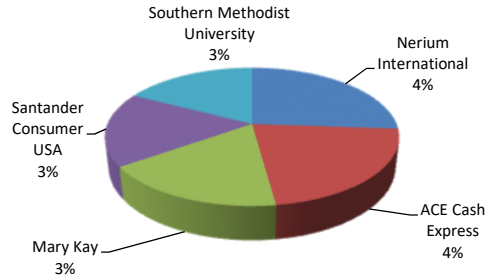
For example only - Data is fictitious



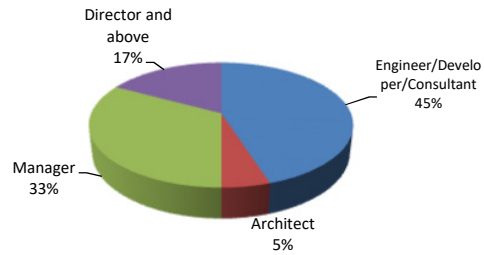
Talent Supply Analysis
Episerver

DALLAS, TX

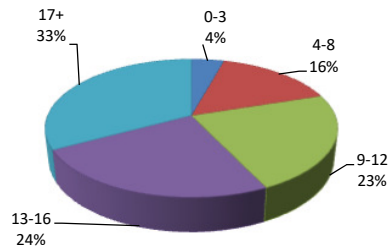
TOP COMPANIES AND TALENT EMPLOYED		
Company Name	Talent	%
Nerium International	6	4%
ACE Cash Express	5	4%
Mary Kay	4	3%
Santander Consumer USA	4	3%
Southern Methodist University	4	3%
Bottle Rocket	3	2%
Publicis Hawkeye	4	3%
Texas Instruments	3	2%
Agency Oasis	2	1%
Others	105	75%
Total	140	100%



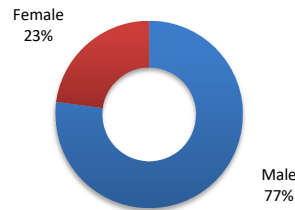
ROLE		
Title	#	%
Engineer/Developer/Consultant	63	45%
Architect	7	5%
Manager	46	33%
Director and above	24	17%
Total	140	100%



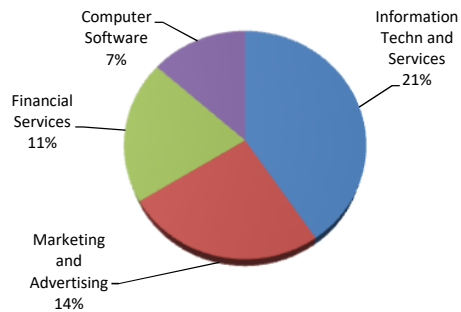
LEVEL		
Years of Experience	#	%
0-3	6	4%
4-8	22	16%
9-12	32	23%
13-16	34	24%
17+	46	33%
Total	140	100%



Gender		
Gender	#	%
Male	108	77%
Female	32	23%
Total	140	100%



TOP FOUR INDUSTRIES		
INDUSTRY	#	%
Information Techn and Services	30	21%
Marketing and Advertising	19	14%
Financial Services	15	11%
Computer Software	10	7%
Cosmetics	10	7%
Others	56	40%
Total	140	100%



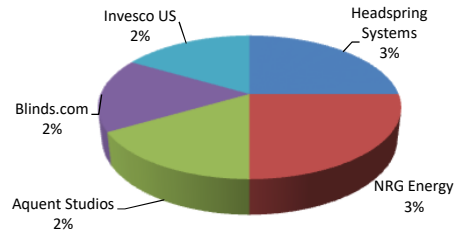


Talent Supply Analysis
Episerver

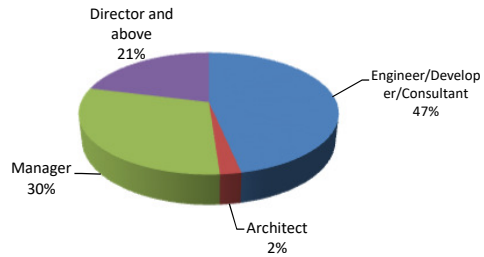
HOUSTON, TX

TOP COMPANIES AND TALENT EMPLOYED

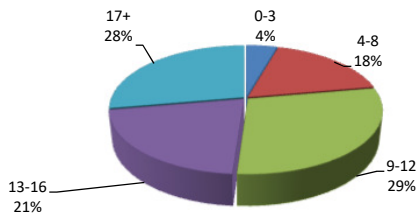
Company Name	Talent	%
Headspring Systems	3	3%
NRG Energy	3	3%
Aquent Studios	2	2%
Blinds.com	2	2%
Invesco US	2	2%
MD Anderson Cancer Center	2	2%
Academy Sports + Outdoors	1	1%
Others	75	83%
Total	90	100%



ROLE		
Title	#	%
Engineer/Developer/Consultant	42	47%
Architect	2	2%
Manager	27	30%
Director and above	19	21%
Total	90	100%

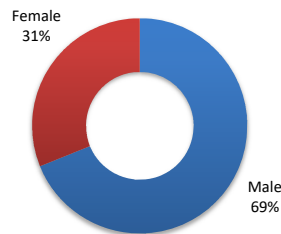


LEVEL		
Years of Experience	#	%
0-3	4	4%
4-8	16	18%
9-12	26	29%
13-16	19	21%
17+	25	28%
Total	90	100%

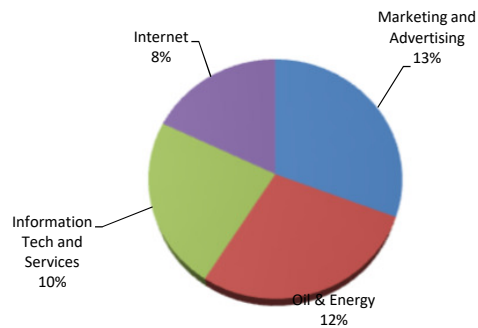


Gender

Gender	#	%
Male	62	69%
Female	28	31%
Total	90	100%



TOP FOUR INDUSTRIES		
INDUSTRY	#	%
Marketing and Advertising	12	13%
Oil & Energy	11	12%
Information Tech and Services	9	10%
Internet	7	8%
Retail	6	7%
Hospital & Health Care	5	6%
Others	40	44%
Total	90	100%



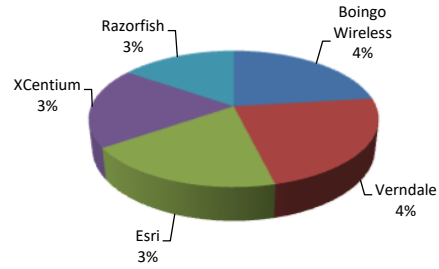
For example only - Data is fictitious



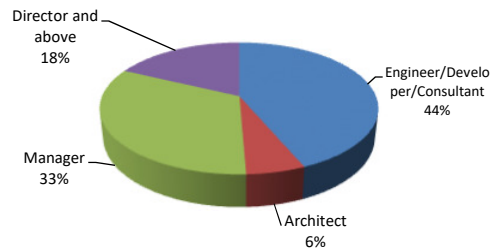
Talent Supply Analysis
Episerver

LOS ANGELES, CA

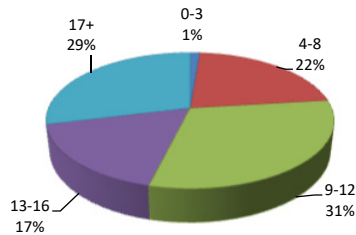
TOP COMPANIES AND TALENT EMPLOYED		
Company Name	Talent	%
Boingo Wireless	6	4%
Verndale	6	4%
Esri	5	3%
XCentium	5	3%
Razorfish	4	3%
Others	130	83%
Total	156	100%



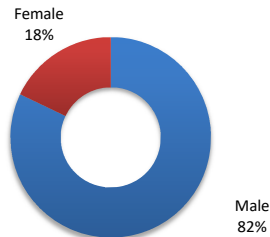
ROLE		
Title	#	%
Engineer/Developer/Consultant	68	44%
Architect	9	6%
Manager	51	33%
Director and above	28	18%
Total	156	100%



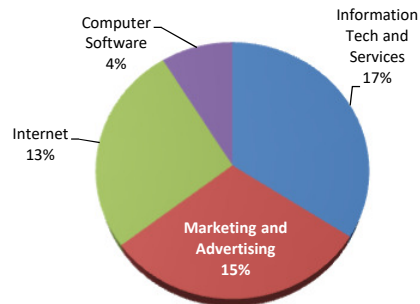
LEVEL		
Years of Experience	#	%
0-3	2	1%
4-8	34	22%
9-12	48	31%
13-16	27	17%
17+	45	29%
Total	156	100%



Gender		
Gender	#	%
Male	128	82%
Female	28	18%
Total	156	100%

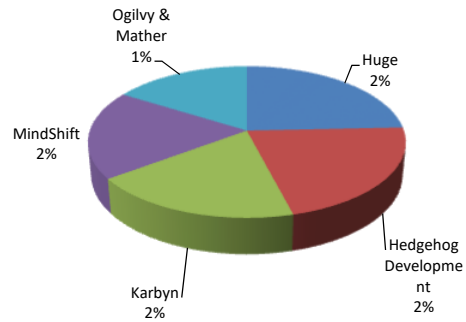


TOP FOUR INDUSTRIES		
INDUSTRY	#	%
Information Tech and Services	27	17%
Marketing and Advertising	24	15%
Internet	21	13%
Computer Software	7	4%
Wireless	7	4%
Consumer Goods	6	4%
Hospital & Health Care	6	4%
From Database	5	3%
Others	53	34%
Total	156	100%

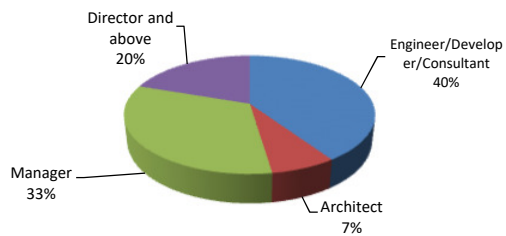




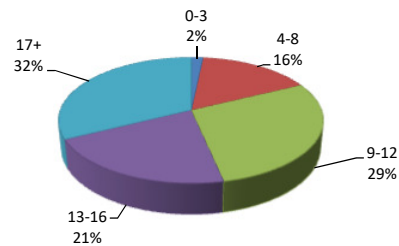
TOP COMPANIES AND TALENT EMPLOYED		
Company Name	Talent	%
Huge	9	2%
Hedgehog Development	8	2%
Karbyn	7	2%
MindShift	7	2%
Ogilvy & Mather	6	1%
Valtech	6	1%
Cognizant	5	1%
NBTY	4	1%
Others	368	88%
Total	420	100%



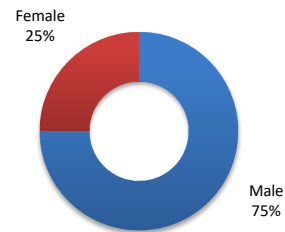
ROLE		
Title	#	%
Engineer/Developer/Consultant	170	40%
Architect	30	7%
Manager	137	33%
Director and above	83	20%
Total	420	100%



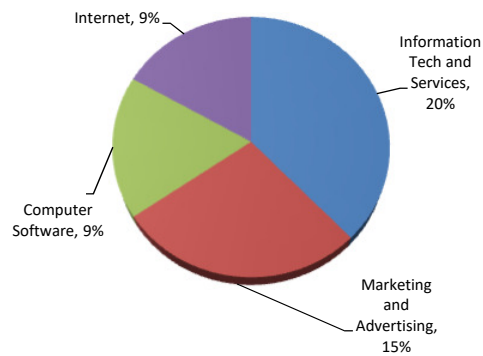
LEVEL		
Years of Experience	#	%
0-3	7	2%
4-8	68	16%
9-12	121	29%
13-16	88	21%
17+	136	32%
Total	420	100%



GENDER		
Gender	#	%
Male	315	75%
Female	105	25%
Total	420	100%



TOP FOUR INDUSTRIES		
INDUSTRY	#	%
Information Tech and Services	83	20%
Marketing and Advertising	61	15%
Computer Software	39	9%
Internet	37	9%
Financial Services	18	4%
Design	12	3%
Publishing	11	3%
Others	159	38%
Total	420	100%



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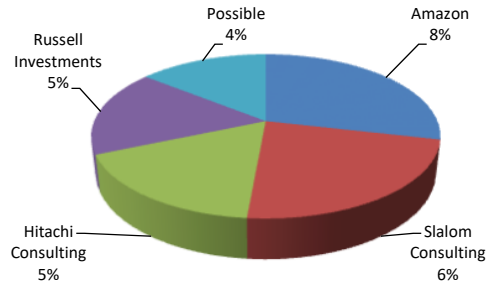
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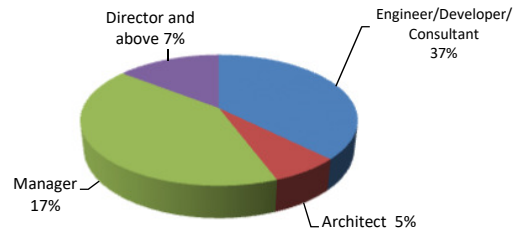
Talent Supply Analysis
Episerver

SEATTLE, WA

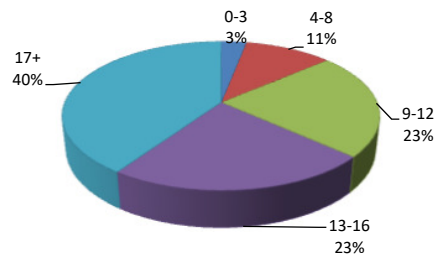
TOP COMPANIES AND TALENT EMPLOYED		
Company Name	Talent	%
Amazon	10	8%
Slalom Consulting	8	6%
Hitachi Consulting	6	5%
Russell Investments	6	5%
Possible	5	4%
Others	96	73%
Total	131	100%



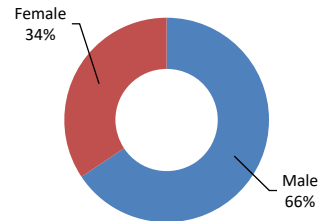
ROLE		
Title	#	%
Engineer/Developer/Consultant	49	37%
Architect	9	7%
Lead/Manager	54	41%
Director and above	19	15%
Total	131	100%



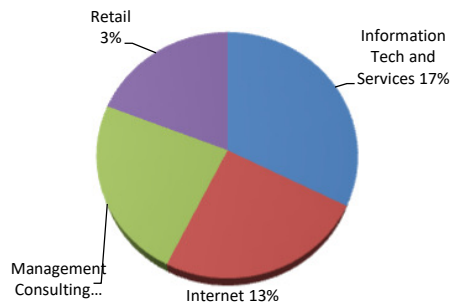
LEVEL		
Years of Experience	#	%
0-3	4	3%
4-8	14	11%
9-12	30	23%
13-16	30	23%
17+	53	40%
Total	131	100%



Gender		
Gender	#	%
Male	86	66%
Female	45	34%
Total	131	100%



TOP FOUR INDUSTRIES		
INDUSTRY	#	%
Information Tech and Services	22	17%
Internet	17	13%
Management Consulting	16	12%
Computer Software	13	10%
Marketing and Advertising	10	8%
Financial Services	7	5%
Retail	5	4%
Consumer Services	4	3%
Government Administration	4	3%
Others	33	25%
Total	131	100%



For example only - Data is fictitious



Episerver Leads List

For example only - Data is fictitious

Produced by: **KG Tiger**

Name	Employer	Title	City	State	Role	Exp	Profile	Contact Phone	Contact Email Address
Aaquil, Jainaba	Invesco US	Senior IT Mgr., Digital Media IT Projects	Los Angeles	CA	Manager	15	Link	(310) 963-2029	jainabaaquil@invescos.com
Abbatocola, Anita	ACE Cash Express	Project Mgr.	Los Angeles	CA	Manager	28	Link	(424) 406-2084	anitabbatocola@acecashexpress.com
Aboul-Ela, Hany	Digital Pulp	Senior Software Eng./Project Mgr.	Los Angeles	CA	Engineer	16	Link	(661) 774-8990	hanyaboul-ela@digitalpulp.com
Abrams, Elizabeth	BlueMetal	Freelance Dir.	Atlanta	GA	Director	25	Link	(678) 693-5232	elizabethabrams@bluemetal.com
Abramson, Josh	Photon	Project Mgr. Digital Strategy	Seattle	WA	Manager	21	Link	(206) 274-8588	joshabramson@photon.com
Ackroyd, Stephen	Cognia Corporation	Quality Assurance Engineer	Houston	TX	Engineer	8	Link	(346) 376-7855	stephenackroyd@cogniacorporation.com
Adams, Portia	VML	Business Analyst/Digital Content Dev.	Los Angeles	CA	Developer	11	Link	(661) 990-0027	portiaadams@vml.com
Adams, Victoria	One North Interactive	Business & IT Strategy Mgr.	Atlanta	GA	Manager	8	Link	(678) 480-3392	victoriaadams@onenorthinteractive.com
Adenekan, Philip	Amazon	Web Dev.	Los Angeles	CA	Developer	8	Link	(661) 929-0388	philipadenekan@amazon.com
Adhikari, Prakash	Church & Dwight, Co., Inc.	Senior .NET developer	Los Angeles	CA	Developer	10	Link	(323) 352-7687	prakashadhikari@churchdwightcoinc.com
Agarwal, Mayank	Sylvan Solutions	Senior Software Eng.	Atlanta	GA	Engineer	10	Link	(678) 596-6713	mayankagarwal@sylvansolutions.com
Aggarwal, Deepak	Rolled Alloys	Dir., Digital Platform	New York	NY	Director	15	Link	(718) 727-9225	deepakaggarwal@rolledalloys.com
Agosta, Frank	Americaneagle.com	VP of IT	Chicago	IL	VP	27	Link	(312) 245-9991	frankagosta@americaneagle.com
Ahmed, Aman	Rightpoint	Mgr. Software Dev. - FDT	New York	NY	Manager	15	Link	(917) 318-3346	amanahmed@rightpoint.com
Ahnemann, Rob	Cognizant	Senior Sol. Architect	Houston	TX	Architect	11	Link	(281) 454-1806	robahnemann@cognizant.com
Ainsworth, Randy	Abbott	Senior Consultant/Front-End Dev.	Los Angeles	CA	Consultant	8	Link	(661) 337-9741	randyainsworth@abbott.com
Ajmera, Rishabh	Infosys	Senior Software Eng. (Consultant)	Chicago	IL	Consultant	11	Link	(312) 438-9623	rishabhajmera@infosys.com
Akinepalli, Rajesh	Dell	Software Eng.	New York	NY	Engineer	4	Link	(929) 805-8042	rajeshakinepalli@dell.com
al-As'ad, Ahmad	Verisk Analytics	VP, Digital	Atlanta	GA	VP	23	Link	(678) 773-8014	ahmadal-as'ad@veriskanalytics.com
Albergo Rodrigo, Carla	Arbor Commercial Mortgage	Project Mgr., Web Administration	Chicago	IL	Manager	29	Link	(312) 473-2042	carlaalbergorodrigo@arborcommercialmortgage.com
Aleksandrowicz, Jessica	3Q Digital	Test Engineer	Seattle	WA	Engineer	8	Link	(206) 572-3751	jessicaaleksandrowicz@3qdigital.com
Alexander, Cass	JCPenney	Senior Web Engineer	Chicago	IL	Engineer	18	Link	(312) 264-3889	cassalexander@jcpenny.com
Alexander, Davida	Daisy Brand	Lead Digital Learning Specialist	Los Angeles	CA	Lead	22	Link	(424) 970-6365	davidaalexander@daisybrand.com
Allen, Mark E.	Seattle Pacific University	Mgr. - Digital	Chicago	IL	Manager	27	Link	(872) 279-9318	marke.allen@seattlepacificuniversity.com
Allen, Tyler	Oshyn	Appl. Dev.	Chicago	IL	Developer	7	Link	(773) 746-4698	tylerallen@oshyn.com
Almeda, Jose	DigitasLBI	Project Mgr.	Seattle	WA	Manager	25	Link	(206) 289-1512	josealmeda@digitalsbi.com
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