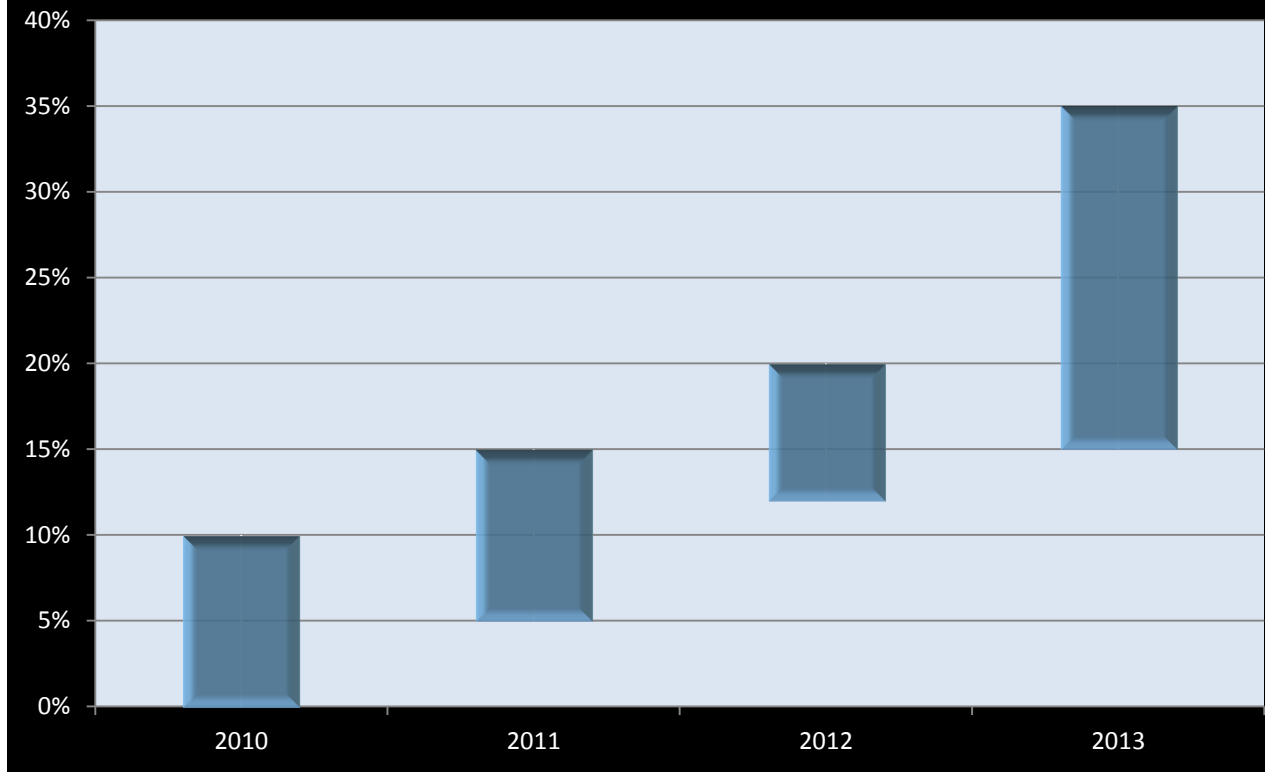


Job Offer % Increases*



* Chart represents range of year-over-year salary percentage increases offered *above* someone's current salary in order to achieve a job offer acceptance *and* resist counteroffer attempts.

These figures pertain exclusively to skilled individuals who:

- Are in niche/specialty industries
- Possess a minimum of a 4 year college degree *and*
- Have 5-8 years current & relevant experience as related to the new job being offered

*Offers lower than these increase percentages occur regularly but are more prone to being rejected