IT Security Pay, Skills Demand and Career Trends

David Foote

CEO & Chief Research Officer
Foote Partners, LLC

Foote Partners, LLC
Foote Research Group

www.footepartners.com

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State of U.S. and Canadian Labor

- US unemployment: **9.5%** (Canada: **8.6%**)
- Americans unemployed: **14.7 million**
  - Total U.S. jobs lost since start of recession: **7.2 million**
- Canada: **454,000** F/T jobs lost since 10/08
- Active recruiting for **2.6 million** U.S. **job openings** reported (July '09 BLS/JOLTS report)

  Leaders: Education and Health Services
  Professional and Business Services
  Government

Skills mismatches are not just an IT phenomenon.

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U.S. and Canada Labor Statistics: Bellwether IT Segments

IT Counter Trending

Red: Jobs lost
Green: Jobs gained

	2008			2009					
	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	June
Total Jobs Lost since 12/07 (millions)		2.7		3.6		5.1	5.7	7	7.2
Nonfarm job loss (month)	240,000	533,000	524,000	598,000	651,000	663,000	539,000	345,000	467,000
National unemployment rate	6.5%	6.8%	7.2%	7.6%	8.1%	8.5%	8.9%	9.4%	9.5%
	Job Gains/Losses								
Computer/Electronic Products	-4,200	-7,000	-8,200	-8,800	-13,100	-5,300	-11,700	-14,400	-16,100
Segment: Computer/PeripheralEquipment	200	-1,200	-700	700	-3,100	-1,500	-2,900	-3,200	-2,300
Segment: Communications Equipment	100	-600	-1,700	-500	-200	600	200	-600	-2,100
Professional/Technical Services	12,500	-17,400	-18,100	-28,600	-36,700	-31,300	-17,100	-18,800	-40,400
Segment: Management/Technical Consulting Services	300	1,400	-1,800	11,000	-4,800	-6,100	1,600	700	-1,100
Segment: Computer Systems Design/Related Services	5,500	2,700	-2,900	-3,500	-300	-3,900	-1,400	-2,800	-2,700
Information	0	-19,000	-20,000	-21,000	-15,000	-10,000	-17,000	-24,000	-21,000
Segment: Data Processing/Hosting/ Related Services	-100	-1,400	500	200	-2,000	-200	-900	-3,500	600

Canada gains in June: Information/culture/recreation: 26,000 jobs; Finance/insurance/RE/leasing: 21,000 jobs

Canada losses in June: Manufacturing: 26,000 jobs

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IT Spending Forecast

Worldwide IT Spending Forecast (Billions of U.S. Dollars)

	2008	2009	2010
Computing Hardware	**379.5**	**317.8**	**317.7**
Annual Growth (%)	2.5	-16.3	0.0
Software	**221.9**	**218.3**	**225.3**
Annual Growth (%)	10.3	-1.6	3.2
IT Services	**805.9**	**761.0**	**784.0**
Annual Growth (%)	8.2	-5.6	3.0
Telecom	**1,945.2**	**1,855.9**	**1,898.7**
Annual Growth (%)	5.7	-4.6	2.3
All IT	**3,352.5**	**3,152.9**	**3,225.7**
Annual Growth (%)	**6.2**	**-6.0**	**2.3**

Source: Gartner (June 2009)

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IT Security Spending Trends

- Total security spending in '09 about same as '08
- As % of total IT operational spending, it's a different story:

Security share (Ave.)	**2009**	**12.6%**
	2008	**11.7%**
	2007	**7.2%**

- Security headcount down only 0.5% in 2009
  - SANS survey (11/08): 79% anticipated no security h/c cuts

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2Q 2009 Foote Partners Compensation and Skills Research Domain

- **88,400 IT workers** tracked continuously for salaries, IT skills pay, attitudes, and management practices. **82 cities** in US and Canada. **1,980 employers**.
- 30+ private sector industries; federal/state/local governments, educational and not-for-profit institutions.
- Demographics of the research partner organizations:
  - 13% of participating organizations have $3 billion+ in sales/$15+ billion in TA
  - 25% earn > $1 billion in annual revenues or > $3 billion in total assets
  - 42% have $500+ million in sales/$1+ billion in total assets/$500+ million in premiums/$500+ million operating budget (government, educational, not-for-profit)
  - **58% fall in the segment** (small-to-medium sized business), generally defined as organization under $500 million in sales.
  - (Public sector) 5% have operating budgets of $500 million or more, 4% with operating budgets $100 million to less than $500million (nonprofit/government/educational sectors)

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IT Skills and Certifications Pay Index™

- Oldest and most comprehensive skills pay and demand survey in existence for U.S. and Canada
- Launched in 1999, updated weekly, published quarterly
- Verified skills pay data from **22,234** IT professionals in North America
- Current market pay premiums for noncertified and certified IT skills
- IT skills and certs trends: historical, current, projections

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IT Skills and Certifications Pay Index™
2Q 2009 Survey edition

Current market pay premiums for 385 certified and noncertified skills in these categories:

- **190 Noncertified Skills**:
  - Apps Development Tools/Platforms
  - Database
  - Management, Methodology & Process
  - Messaging/e-mail/Groupware
  - Operating Systems
  - SAP & Enterprise Business Applications
  - Systems/Networking and Communications
  - Web/e-Commerce Development

- **195 Certified Skills**
  - Applications Development
  - Architecture & Project Management
  - Database
  - General (beginner) and Training
  - **IT Security**
  - Networking and Internetworking
  - Systems Engineering/Administration
  - Web Development

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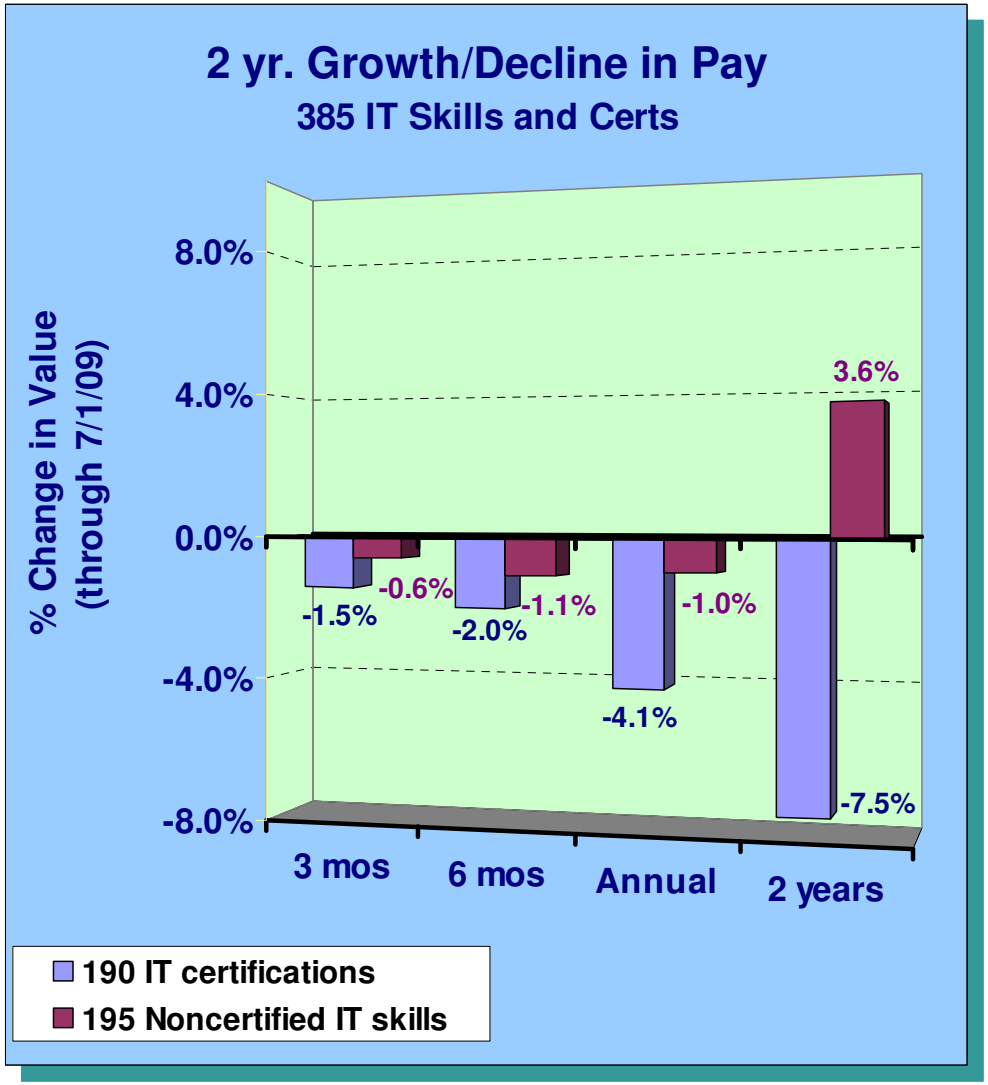
Pay for Certified vs. Noncertified IT Skills: 3/6/12/24 Month Trends (through 7/1/09)

- ✓ 385 IT Skills Surveyed (through 7/1/09)
- ✓ 22,234 IT professionals
- ✓ U.S and Canada



Source:
Foote Partners LLC, 2009 *IT Skills & Certifications Pay Index – Q1 2009 edition*

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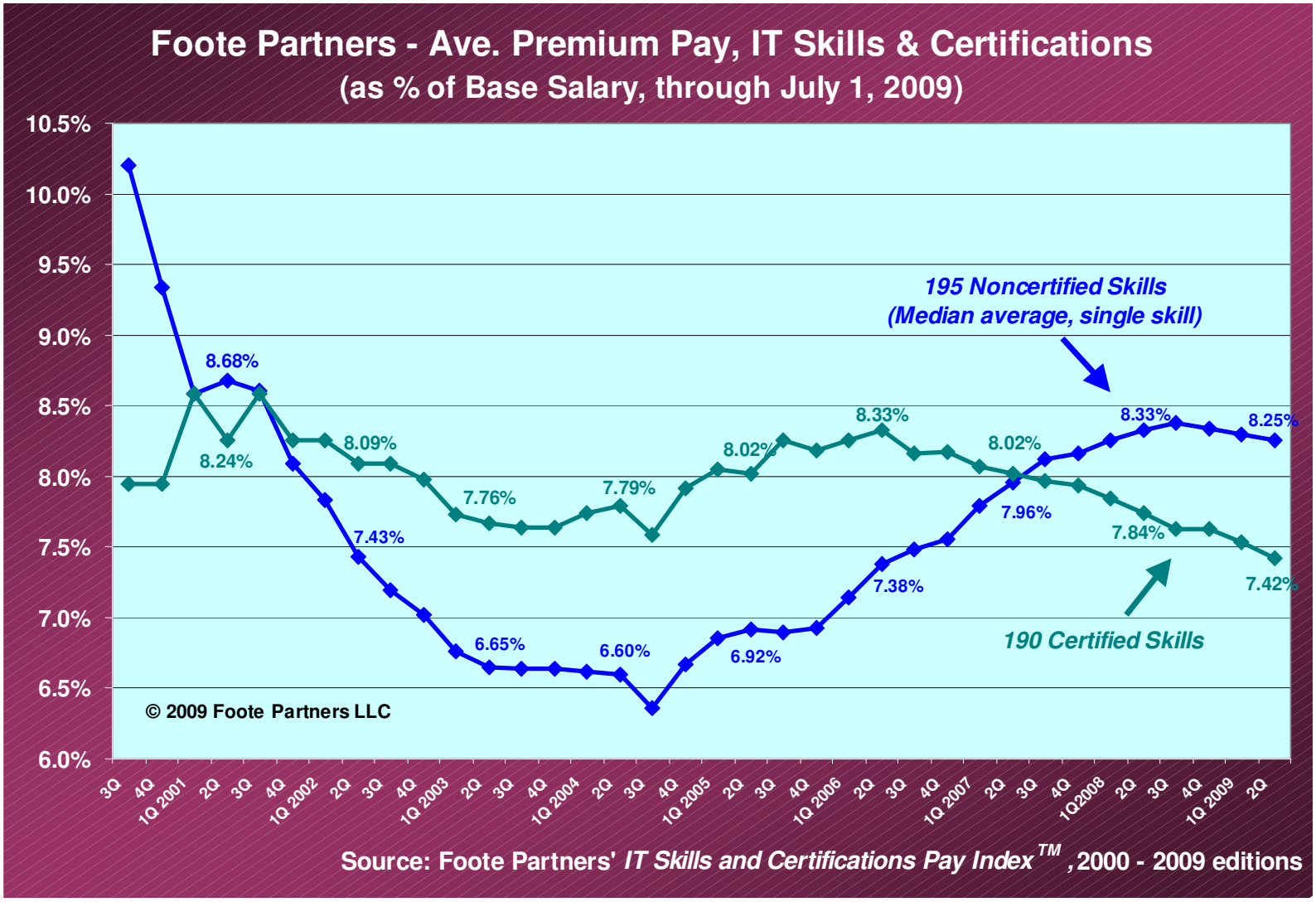
What Are Individual IT Skills/Certs Earning? Certified vs. Noncertified, 2000 to 2009



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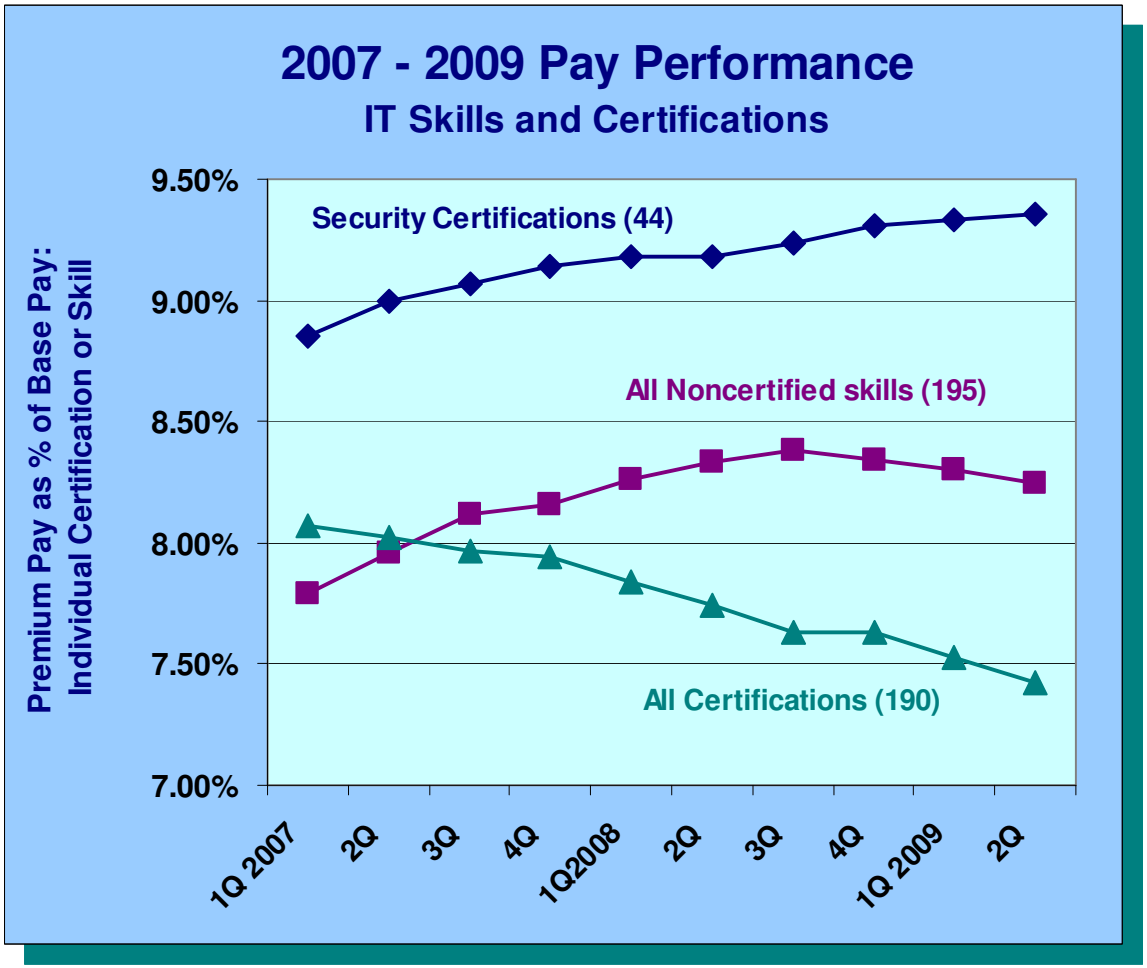
Pay for Certified vs. Noncertified IT Skills: Quarterly Trends (through 7/1/09)

- ✓ 385 IT Skills Surveyed (through 7/1/09)
- ✓ 22,234 IT professionals
- ✓ U.S and Canada



Source:
Foote Partners LLC, 2009 *IT Skills & Certifications Pay Index – Q2 2009 edition*

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IT Skills/Certs Pay (through 7/1/09): Market Value Gains

- IT skills/certs value trending up (or flat) – last 3 mos.

Certified skills (-1.5% market value)

- *IT Security*
- Web Development
- Architecture & Project Management

Noncertified skills (-0.6% market value)

- Web/e-Commerce
- Methodology/Management/Process
- SAP & Enterprise Business Applications
- Operating Systems (no change)
- Application Development (no change)

Source:
Foote Partners LLC, 2009 *IT Skills & Certifications Pay Index – Q2 2009 edition*

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IT Skills/Certs Pay (through 7/1/09): Market Value Losses

- IT skills/certs value trending down – last 3 mos.

Certified skills (-1.5% market value)

- Training & Beginners certs
- Networking
- Applications Development
- Database
- Systems Administration/Engineering

Noncertified skills (-0.6% market value)

- Messaging and Communications
- Systems/Networking
- Database

Source:
Foote Partners LLC, 2009 *IT Skills & Certifications Pay Index – Q2 2009 edition*

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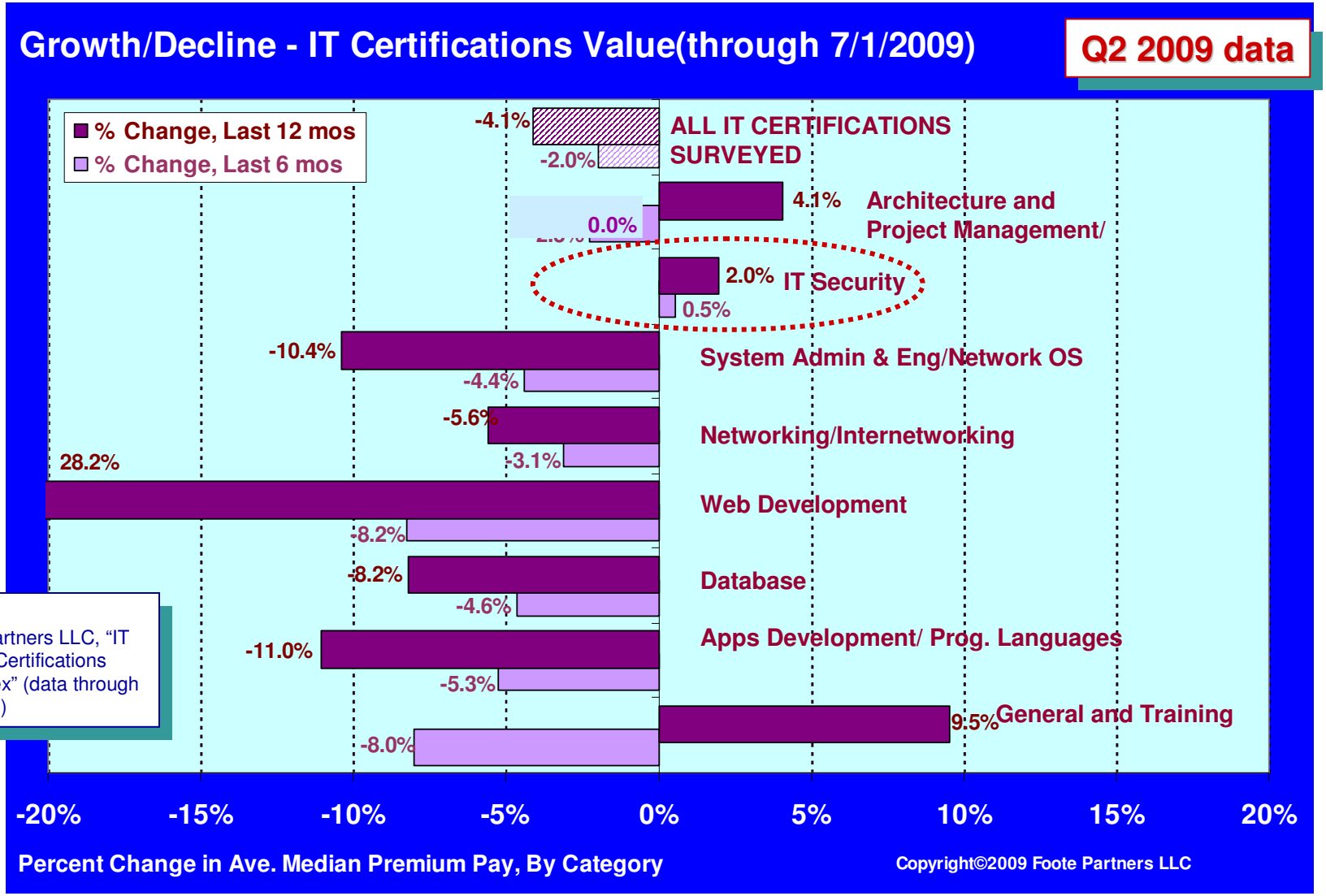
Certified IT Certs Pay: NOW



Source:
Foote Partners LLC, "IT Skills & Certifications Pay Index" (data through 7/1/2009)

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Pay for Security Skills Certifications:
Recession Trending (through 7/1/09)

(surveyed through July 2009 - 88,200 IT professionals,) IT SECURITY CERTIFICATIONS	Security Certs Premium Pay % change in value Jan '09 to July '09	% change in value Dec '07 to July '09
GIAC Certified Incident Handler (GCIH)	25.0%	42.9%
EC-Council/Certified Hacking Forensic Investigator (CHFI)	25.0%	25.0%
GIAC Certified Incident Manager (GCIM)	22.2%	na
Check Point Certified Master Architect (CCMA)	20.0%	na
GIAC Certified Forensics Analyst (GCFA)	20.0%	20.0%
GIAC Certified Intrusion Analyst (GCIA)	20.0%	20.0%
Systems Security Certified Practitioner (SSCP)	12.5%	-10.0%
GIAC Secure Software Programmer - .Net	9.1%	na
Certified Information Systems Auditor (CISA)	9.1%	-7.7%
Cisco Certified Security Professional (CSP)	9.1%	9.1%
GIAC Security Expert(GSE)/Security Leadership(GSLC)	7.1%	25.0%
EC-Council Certified Ethical Hacker (CEH)	0.0%	40.0%
InfoSys Security Architecture Professional (ISSAP/CISSP)	0.0%	16.7%
Certified Information Security Manager (CISM)	0.0%	15.4%
CWNP/Planet3 Certified Wireless Security Professional	0.0%	11.1%
InfoSys Security Engineering Professional (ISSEP/CISSP)	0.0%	7.7%
RISING PAY: NONCERTIFIED IT SKILLS		
ALL 190 CERTIFICATIONS SURVEYED	**-2.0%**	**-6.5%**

FACTOIDS

Since recession began 12/2007, security certs value +2.4% overall.

Since Oct 2008, security certs value +1.3% vs. –2.8% for all 195 certs surveyed.

Source:
Foote Partners LLC, 2009 *IT Skills & Certifications Pay Index – Q2 2009 edition*

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Pay for Noncertified Security Skills:
Recession Trends (through 7/1/09)

(surveyed through July 2009 - 88,200 IT professionals) RISING PAY: NONCERTIFIED IT SKILLS	Security Certs Premium Pay	
	% change in value Jan '09 to July '09	% change in value Dec '07 to July '09
ITIL	0.0%	14.3%
Network security management	0.0%	14.3%
ALL 195 NONCERTIFIED SKILLS SURVEYED	-1.1%	-0.2%

Source:
Foote Partners LLC, 2009 *IT Skills & Certifications Pay Index – Q2 2009 edition*

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What are the hottest IT skills *right now*, period?

The Foote Partners HOT LIST

Research and analytical input

- The latest edition of the ITSCPI
- Biannual IT Spending Survey
- Empirical findings from interviews with the executives and managers at our more than 1,900 research partners
- Analyses of vendors and product strategies
- Assumptions concerning technology evolution
- Economic indicators
- Cyclical patterns/historical market behavior
- Third party research (government statistics, etc.)

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Foote Partners HOT LIST (June 2009): Noncertified IT Skills

1. Java EE,SE,ME
2. Linux
3. Virtualization (all)
4. Microsoft .NET
5. NetWeaver(SAP)
6. Flex
7. Business process management/ modeling/ improvement
8. SAP SM (Service Management)
9. Security*
10. SAN (storage area networking)
11. Project management
12. SAP PS (Project Systems)
13. SAP HCM (SAP HR)
14. SAP FI (Financial Accounting)
15. SAP CO (Controlling)
16. SAP PP (Production Planning)
17. SAP LO (Logistics General)
14. Business Objects
15. ERP (various)
16. Apache HTTP web server
17. Documentum
18. VoIP/IP telephony
19. MySQL
20. PHP
21. ITIL
22. Ajax
23. SAP KW (Knowledge Warehouse)
24. SAP LE (Logistics Execution System)
25. Database management

* IDS/IPS, forensics, identity/access mgt, compliance, firewalls, threat/vulnerability assessment and mgt.

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Foote Partners HOT LIST (June 2009):
IT Certifications

1. GIAC Certified Incident Handler
2. EMC Proven Professional Technology Architect – Expert
3. Citrix Certified Integration Architect
4. HP/Master Accredited Systems Engineer
5. Cisco Certified Security Professional
6. Check Point Certified Master Architect
7. GIAC Certified Forensics Analyst
8. GIAC Certified Intrusion Analyst
9. EMC Proven Professional Implementation Engineer – Expert
10. GIAC Certified Incident Manager
11. EC-Council/Certified Hacking Forensics Investigator (CHFI)
12. IBM Certified Specialist - Storage Networking Solutions, Version 2
14. HP/Accredited Integration Specialist
15. Brocade Certified Fabric Designer
16. Cisco IP Telephony Design Specialist
17. Cisco Certified Design Professional
18. Sun Certified Programmer for Java
19. Microsoft Certified Architect (MCA)
20. EMC Proven Professional Technology Architect - Specialist
21. CWNP/Planet3 Certified Wireless Security Professional
22. Security Certified Network Architect
23. SNIA Certified Storage Architect
24. SNIA Certified Storage Networking Expert
25. Citrix Certified Enterprise Administrator

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Hot InfoSec Skills & Competencies: All Surveys July 2009

InfoSec Certifications Premium Pay Performance

- Forensic analysis
- Incident handling and analysis
- Security architecture
- Ethical hacking
- Network security
- Security management

IT Workforce Demand Survey

- Forensics
- Identity and access management
- Intrusion detection and prevention systems
- Pen testing
- Threat/vulnerability assessment/mgt.
- Litigation support (e-discovery)
- Disk, file-level encryption solutions
- Data leak prevention
- Applications security (SMBs esp.)
- Governance/compliance & audit

SOURCE: Foote Partners, *IT Skills and Certifications Pay Index*™ and *IT Workforce Demand Survey* - July 2009 editions (1,960 employers/88,300 IT professionals)

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IT Security Skills Demand Trends

- Data security ranked highest priority in Foote Partners CSO Survey (January 2009)
- Web application security (secure S/W development)
  - Skills in demand: C, C++, Java, .NET developers with expertise in cross-site scripting (XSS), SQL injection, code injection, cookie injection, Lightweight Directory Access Protocol (LDAP) injection, application firewall bypass, cross-site request forgery, buffer overflow, single sign-on (SSO) flaws
- Electronic medical record systems (aided by Obama digital records mandate)
  - Skills in demand: Application security, access control, data integrity and data loss prevention
  - Security challenges: Software, system integration and compliance
- Securing the virtualized computing environment

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IT Security Skills Demand Trends

- Governance, risk and compliance (GRC)

  Cert to watch: ISACA/ITGI's **Certified Governance in Enterprise IT**

Components	
IT governance frameworks	Risk management
Strategic alignment	Resource management
Value delivery	Performance management

  - Continues to converge into one discipline but at a v-e-r-y s-l-o-w pace
  - Expanding definition of risk for CISO/CSOs; Operational, Brand, Financial
  - Greater attention is being paid to security metrics, staffing and organizational structure

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IT Security Trend Drivers

- Regulation…SarBox, FFIEC, FISMA, HSPD-12, FIPS, EDPA, CA SB1286, just for starters
  - Public Company Accounting Oversight Board (PCAOB) continues to evolve
  - Requirements for automated, repeatable controls and processes around the classic information compliance drivers
- Legal risk and the implications of noncompliance intensifying
  - Fines, irrevocable damage of company brand and reputation;
  - Changes to the U.S. Rules of Civil Procedure regarding document retention making it harder for companies to mount effective litigation defense.

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IT Security Trend Drivers

- Dismantling of the IT security "empire"
  - Overall information risk management versus tactical, technical focus on IT operations
  - Security organizations splitting into strategy teams (business issues of risk management) and operational teams (technical, esp. networking)
- *Datacentric security*: Working with business to classify data to determine who gets to see it and how to protect it.
- Proactive security programs spanning entire application lifecycles
- Customers are pressuring vendors to build better security into products and services…or else

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Some Security Challenges and Holes

- Communication between IT and business executives about security: understanding the business and where it's heading…not letting technology drive strategy.
- Aligning security spending with the true risks and threats being addressed
  - Traditional perimeter-type approaches are missing many threats.
  - Gap between security spend and today's risk is shocking
- Comprehensive knowledge of IT architecture to enable secure design (ground-up secure infrastructures)

The requirement to work with business professionals is probably the greatest hurdle security professionals have to face.

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Security Challenges and Holes, cont.

- Full awareness and security coverage of the enterprise computing environment
- Endpoint vulnerability shifting dramatically from the OS to the web browser
- Immaturity and expense of newer technologies
- Security metrics: finding better ones, using them more adroitly

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FP Salaries: Security Architect (US)

- 10-15 years prof. experience, with 7+ in IT security incl. policy (DHS, NIST), modeling, infosec regulatory compliance(PCI, SOX)
- Strong IT security technology knowledge
- Strong communicator and influencer

.

	25th	Average	75th
San Jose	$116,798	$133,253	$152,010
San Francisco	$115,353	$131,605	$150,130
New York City	$111,950	$127,722	$145,700
Lower Fairfield Cty,CT/Westchester Cty, NY	$110,812	$126,424	$144,220
Boston	$108,057	$123,281	$140,634
New Jersey/Northern	$107,513	$122,660	$139,925
Seattle	$105,798	$120,703	$137,694
Los Angeles	$104,061	$118,722	$135,434
Washington DC metro	$102,537	$116,983	$133,450
Chicago	$101,459	$115,754	$132,047
San Diego	$100,385	$114,527	$130,649
Philadelphia	$99,364	$113,363	$129,321
Detroit	$99,144	$113,112	$129,034
Minneapolis	$99,040	$112,993	$128,899
Houston	$98,849	$112,776	$128,650
Dallas	$97,524	$111,264	$126,926
Atlanta	$95,169	$108,577	$123,861
St. Louis	$94,685	$108,025	$123,231
Phoenix	$93,328	$106,476	$121,464
Miami	$91,677	$104,593	$119,316
NATIONAL AVERAGE (64 cities)		$110,257	
Bonus Range:	6%-15% of base salary		

Source: 2Q 2009 IT Professional Salary Survey, Foote Partners LLC

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FP Salaries: Security Architect (Can.)

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- Strong IT security technology knowledge
- Strong communicator and influencer

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	25th	Average	75th
Vancouver, BC	$118,680	$135,401	$154,460
Oshawa, ONT	$116,379	$132,775	$151,465
Windsor, ONT	$115,086	$131,301	$149,783
Toronto, ONT	$113,856	$129,897	$148,181
Calgary, ALTA	$113,440	$129,422	$147,640
Mississauga, ONT	$113,219	$129,170	$147,352
Hamilton, ONT	$112,086	$127,877	$145,877
Edmonton, ALTA	$111,802	$127,554	$145,508
Ottawa, ONT	$111,032	$126,675	$144,506
St. Catherines, ONT	$110,891	$126,513	$144,322
Kitchner, ONT	$110,687	$126,281	$144,057
London, ONT	$110,545	$126,120	$143,872
Montreal, QUE	$108,244	$123,494	$140,877
Regina, SASK	$105,783	$120,686	$137,674
Saskatoon, SASK	$104,473	$119,191	$135,969
Winnipeg, MB	$103,712	$118,323	$134,978
Quebec City, QUE	$103,632	$118,232	$134,875
Halifax, NS	$103,596	$118,192	$134,829
	(all salaries in Canadian dollars)		
NATIONAL AVERAGE (18 cities)		$125,950	
Bonus Range:	6%-15% of base salary		

Source: 2Q 2009 IT Professional Salary Survey, Foote Partners LLC

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FP Salaries: Director, IT Security (US)

- 10-15 years IT (SMB:10 yrs)
- 10+ years security infrastructure protection (SMB: 8 yrs)
- 5 years security & audit experience required
- 2+ direct interactions with exec management
- Solid multi-platform knowledge; evaluating IT infrastructure and applications
- Solid knowledge of Sarbanes Oxley compliance, corporate security and network policies and procedures

	25th	Average	75th
San Jose			
San Francisco			
New York City			
Boston			
Lower Fairfield Cty,CT/Westchester Cty, NY			
Los Angeles			
New Jersey/Northern	ata available to EPA conference attendees on		
Houston	or by request from Foote Partners,		
Washington DC			
San Diego			
Detroit			
Chicago			
Minneapolis			
Seattle			
Dallas			
Philadelphia			
St. Louis			
Atlanta			
Phoenix			
Miami			
NATIONAL AVERAGE (64 cities)			
Bonus Range:	x% - x% of base salary		

Source: 2Q 2009 IT Professional Salary Survey, Foote Partners LLC

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Toronto, ONT			
Calgary, ALTA			
Mississauga, ONT	ata available to EPA conference attendees on		
Hamilton, ONT	or by request from Foote Partners,		
Edmonton, ALTA			
Ottawa, ONT			
St. Catherines, ONT			
Kitchner, ONT			
London, ONT			
Montreal, QUE			
Regina, SASK			
Saskatoon, SASK			
Winnipeg, MB			
Quebec City, QUE			
Halifax, NS			
	(all salaries in Canadian dollars)		
NATIONAL AVERAGE (18 cities)			
Bonus Range:	x% - x% of base salary		

Source: 2Q 2009 IT Professional Salary Survey, Foote Partners LLC

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FP Salaries: Manager, IT Security (US)

- 8 years IT
- 5+ years security infrastructure protection
- Solid multi-platform knowledge; evaluating IT infrastructure and applications
- Experience with identity management solutions
- Experience in data administration and security methods

	25th	Average	75th
San Jose			
San Francisco			
New York City			
Boston			
Lower Fairfield Cty,CT/Westchester Cty, NY			
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Minneapolis			
Seattle			
Dallas			
Philadelphia			
St. Louis			
Atlanta			
Phoenix			
Miami			
NATIONAL AVERAGE (64 cities)			
Bonus Range:	x% - x% of base salary		

Source: 2Q 2009 IT Professional Salary Survey, Foote Partners LLC

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FP Salaries: Manager, IT Security (Can.)

- 8 years IT
- 5+ years security infrastructure protection
- Solid multi-platform knowledge; evaluating IT infrastructure and applications
- Experience with identity management solutions
- Experience in data administration and security methods

	25th	Average	75th
Vancouver, BC			
Oshawa, ONT			
Windsor, ONT			
Toronto, ONT			
Calgary, ALTA			
Mississauga, ONT	ata available to EPA conference attendees on		
Hamilton, ONT	or by request from Foote Partners,		
Edmonton, ALTA			
Ottawa, ONT			
St. Catherines, ONT			
Kitchner, ONT			
London, ONT			
Montreal, QUE			
Regina, SASK			
Saskatoon, SASK			
Winnipeg, MB			
Quebec City, QUE			
Halifax, NS			
	(all salaries in Canadian dollars)		
NATIONAL AVERAGE (18 cities)			
Bonus Range:	x% - x% of base salary		

Source: 2Q 2009 IT Professional Salary Survey, Foote Partners LLC

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FP Salaries: Sr. Security Analyst (US)

- 6+ years IT
- 3+ years security infrastructure protection and infosecurity audit experience.
- Solid multi-platform knowledge including their operational/security considerations
- Experience in data administration and security methods

	25th	Average	75th
San Jose			
San Francisco			
New York City			
Boston			
Lower Fairfield Cty,CT/Westchester Cty, NY			
Los Angeles			
New Jersey/Northern	ata available to EPA conference attendees on		
Houston	or by request from Foote Partners,		
Washington DC			
San Diego			
Detroit			
Chicago			
Minneapolis			
Seattle			
Dallas			
Philadelphia			
St. Louis			
Atlanta			
Phoenix			
Miami			
NATIONAL AVERAGE (64 cities)			
Bonus Range:	x% - x% of base salary		

Source: 2Q 2009 IT Professional Salary Survey, Foote Partners LLC

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FP Salaries: Sr. Security Analyst (Can.)

- 6+ years IT
- 3+ years security infrastructure protection and infosecurity audit experience.
- Solid multi-platform knowledge including their operational/security considerations
- Experience in data administration and security methods

	25th	Average	75th
Vancouver, BC			
Oshawa, ONT			
Windsor, ONT			
Toronto, ONT			
Calgary, ALTA			
Mississauga, ONT	ata available to EPA conference attendees on		
Hamilton, ONT	or by request from Foote Partners,		
Edmonton, ALTA			
Ottawa, ONT			
St. Catherines, ONT			
Kitchner, ONT			
London, ONT			
Montreal, QUE			
Regina, SASK			
Saskatoon, SASK			
Winnipeg, MB			
Quebec City, QUE			
Halifax, NS			
	(all salaries in Canadian dollars)		
NATIONAL AVERAGE (18 cities)			
Bonus Range:	x% - x% of base salary		

Source: 2Q 2009 IT Professional Salary Survey, Foote Partners LLC

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FP Salaries: Security Analyst (US)

- 4+ years IT
- 1-2 years security infrastructure protection and infosecurity audit experience.
- Mmulti-platform knowledge including their operational/security considerations
- Experience in data administration and security methods

	25th	Average	75th
San Jose			
San Francisco			
New York City			
Boston			
Lower Fairfield Cty,CT/Westchester Cty, NY			
Los Angeles			
New Jersey/Northern	ata available to EPA conference attendees on		
Houston	or by request from Foote Partners,		
Washington DC			
San Diego			
Detroit			
Chicago			
Minneapolis			
Seattle			
Dallas			
Philadelphia			
St. Louis			
Atlanta			
Phoenix			
Miami			
NATIONAL AVERAGE (64 cities)			
Bonus Range:	x% - x% of base salary		

Source: 2Q 2009 IT Professional Salary Survey, Foote Partners LLC

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FP Salaries: Security Analyst (Can.)

- 4+ years IT
- 1-2 years security infrastructure protection and infosecurity audit experience.
- Mmulti-platform knowledge including their operational/security considerations
- Experience in data administration and security methods

	25th	Average	75th
Vancouver, BC			
Oshawa, ONT			
Windsor, ONT			
Toronto, ONT			
Calgary, ALTA			
Mississauga, ONT	ata available to EPA conference attendees on		
Hamilton, ONT	or by request from Foote Partners,		
Edmonton, ALTA			
Ottawa, ONT			
St. Catherines, ONT			
Kitchner, ONT			
London, ONT			
Montreal, QUE			
Regina, SASK			
Saskatoon, SASK			
Winnipeg, MB			
Quebec City, QUE			
Halifax, NS			
	(all salaries in Canadian dollars)		
NATIONAL AVERAGE (18 cities)			
Bonus Range:	x% - x% of base salary		

Source: 2Q 2009 IT Professional Salary Survey, Foote Partners LLC

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FP Salaries: Sr. Security Admin. (US)

- 5 years IT
- 2-3 years systems security experience (preferably as administrator) with multiplatform environments
- Experience in various system and network administration technique

	25th	Average	75th
San Jose			
San Francisco			
New York City			
Boston			
Lower Fairfield Cty,CT/Westchester Cty, NY			
Los Angeles			
New Jersey/Northern	ata available to EPA conference attendees on		
Houston	or by request from Foote Partners,		
Washington DC			
San Diego			
Detroit			
Chicago			
Minneapolis			
Seattle			
Dallas			
Philadelphia			
St. Louis			
Atlanta			
Phoenix			
Miami			
NATIONAL AVERAGE (64 cities)			
Bonus Range:	x% - x% of base salary		

Source: 2Q 2009 IT Professional Salary Survey, Foote Partners LLC

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FP Salaries: Sr. Security Admin. (Can)

- 5 years IT
- 2-3 years systems security experience (preferably as administrator) with multiplatform environments
- Experience in various system and network administration technique

	25th	Average	75th
Vancouver, BC			
Oshawa, ONT			
Windsor, ONT			
Toronto, ONT			
Calgary, ALTA			
Mississauga, ONT	ata available to EPA conference attendees on		
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Kitchner, ONT			
London, ONT			
Montreal, QUE			
Regina, SASK			
Saskatoon, SASK			
Winnipeg, MB			
Quebec City, QUE			
Halifax, NS			
	(all salaries in Canadian dollars)		
NATIONAL AVERAGE (18 cities)			
Bonus Range:	x% - x% of base salary		

Source: 2Q 2009 IT Professional Salary Survey, Foote Partners LLC

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FP Salaries: Security Admin. (US)

- 3 years IT
- 1 year systems security experience (preferably as administrator) with multiplatform environments
- Experience in various system and network administration technique

	25th	Average	75th
San Jose			
San Francisco			
New York City			
Boston			
Lower Fairfield Cty,CT/Westchester Cty, NY			
Los Angeles			
New Jersey/Northern	ata available to EPA conference attendees on		
Houston	or by request from Foote Partners,		
Washington DC			
San Diego			
Detroit			
Chicago			
Minneapolis			
Seattle			
Dallas			
Philadelphia			
St. Louis			
Atlanta			
Phoenix			
Miami			
NATIONAL AVERAGE (64 cities)			
Bonus Range:	x% - x% of base salary		

Source: 2Q 2009 IT Professional Salary Survey, Foote Partners LLC

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FP Salaries: Security Admin. (Can)

- 3 years IT
- 1 year systems security experience (preferably as administrator) with multiplatform environments
- Experience in various system and network administration technique

	25th	Average	75th
Vancouver, BC			
Oshawa, ONT			
Windsor, ONT			
Toronto, ONT			
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Kitchner, ONT			
London, ONT			
Montreal, QUE			
Regina, SASK			
Saskatoon, SASK			
Winnipeg, MB			
Quebec City, QUE			
Halifax, NS			
	(all salaries in Canadian dollars)		
NATIONAL AVERAGE (18 cities)			
Bonus Range:	x% - x% of base salary		

Source: 2Q 2009 IT Professional Salary Survey, Foote Partners LLC

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For additional information contact:

FOOTE PARTNERS LLC
4445 North A1A, Suite 200
Vero Beach, Florida 32963 USA

Tel: 772-234-2787
Fax: 775-262-6619

www.footepartners.com

Speaker: dfoote@footepartners.com

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- **Focus:** Technology, HR and business drivers of IT workforce change; IT's impact on business revenues and customers
- **Source:** Research partnerships with 1,960 employers yields high quality validated, reliable benchmark and empirical data, updated regularly
  - Industry's most comprehensive and up-to-date IT skills pay survey
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- Corporate Strategy and Business Development

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2Q 2009 Foote Partners Compensation Research Domain

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Halifax, NS
Hamilton, ONT
Kitchner, ONT
London, ONT
Mississauga, ONT
Montreal, QUE
Oshawa, ONT
Ottawa, ONT
Quebec, QUE
Regina, SASK
Saskatoon, SASK
St. Catherines, ONT
Toronto, ONT
Vancouver, BC
Windsor, ONT
Winnipeg, MAN

Tier 1 Cities (U.S.)

Atlanta, GA
Boston, MA
Chicago, IL
Dallas, TX
Detroit, MI
Houston, TX
Los Angeles/Orange Cty, CA
Miami, FL
Minneapolis, MN
New Jersey/Northern
New York, NY
Philadelphia/So. NJ
Phoenix, AZ
San Diego, CA
San Francisco, CA
San Jose, CA
Seattle, WA
St. Louis, MO
Washington, DC
Westchester County, NY/Lower Fairfield Cty, CT

Tier 2 Cities (U.S.)

Albuquerque/Santa Fe,NM
Austin, TX
Baltimore, MD
Birmingham, AL
Charlotte, NC
Cincinnati, OH
Cleveland/Akron,OH
Columbus OH
Colorado Springs, CO
Dayton, OH
Des Moines, IA
Denver, CO
Grand Rapids, MI
Greensboro/Winston Salem, NC
Greenville/Spartanburg/ Anderson, SC
Hartford, CT
Indianapolis/Ft Wayne
Kansas City, MO
Las Vegas, NV
Long Island, NY
Louisville, KY
Memphis, TN
Madison, WI
Memphis, TN
Milwaukee, WI
Nashville, TN
New Orleans, LA
Norfolk/Virginia Beach/ Newport News, VA
Oakland/Walnut Creek/ Concord CA
Oklahoma City, OK
Omaha, NE
Orlando, FL
Peoria, IL
Pittsburgh, PA
Portland, OR
Princeton/So. NJ
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