



**In Tough Times
Companies Depend on Dice**

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Spherion



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Computer Technology Solutions, Inc.

As the nation's economic woes continue and the hiring landscape keeps shifting, recruiters, HR managers and staffing firms want to be sure they're using the best, most cost-efficient sourcing tools.

When it comes to job boards, hiring managers in large and small firms alike say they're keeping Dice in the mix and relying on it more than ever. Why? With more than 2.8 million registered technology and engineering professionals, Dice makes it easy to find the highly qualified tech talent they can't find elsewhere. Dice is the first place IT professionals go when they're looking for a job, especially now as layoffs increase the number of people looking for work. **In fact, the number of new resumes posted in the Dice database is up 19% from last year.**

Go Where the Candidates Go

Sharon Maffei, Director of Sourcing and Product Management at Spherion, a leading recruiting and staffing company, has up to 300 recruiters using Dice every day. Maffei says it's critical to their success. "Dice is the niche site with the technical candidates we need. **Certain professionals with highly specialized skill sets may prefer to gravitate to niche sites.**"

In addition to posting jobs to reach elusive, passive candidates who visit Dice.com, the Spherion team drills down into the extensive Dice resume database to target specific tech skills and experience among job seekers. "There's such pressure to find the hard-to-find skills sets - that's where Dice really helps us rise above the competition," says Maffei.

Source True Experts

A recent Harris Interactive survey asked tech professionals to compare leading job boards. They ranked Dice as the best tech job board saying it has the best tech jobs. (Full results are on the next page.) And recruiting professionals like Beth DiPalma follow the tech pros. DiPalma, a recruiter at Computer Technology Solutions, Inc. (CTS), an IT professional services firm headquartered in Birmingham, Alabama, says Dice is her go-to source for tech experts. "I've always been impressed with the people I've found on Dice... When I'm looking for someone who isn't entry level – a candidate who's professional and has really honed their skills – I know they're probably on Dice."

DiPalma has hired several professionals through Dice and uses the service daily to source a range of tech experts from software developers to technical project managers. She says that as unemployment numbers have risen and job seekers continue to flood the hiring market, having Dice on her side is more critical than ever. "Right now there are so many resumes out there, everyone is looking for a job. It's almost impossible for one person to review all the resumes. Dice narrows it down by getting rid of everything I don't need."



She points to the site's clear navigation and streamlined resume format that facilitates fast review – a skills targeting feature you won't find on general job boards. "The bullets at the top of each resume make it easy to take a quick glance and have a good idea about the candidate," she comments.

Dice on the Rise

Traffic on Dice continues to rise making it an even better source and value. In the past year, three key traffic measurements have gone up:

- Online applications to jobs – up 20%
- New resumes posted in the database – up 19%
- Unique visitors per month to Dice.com – up 17%

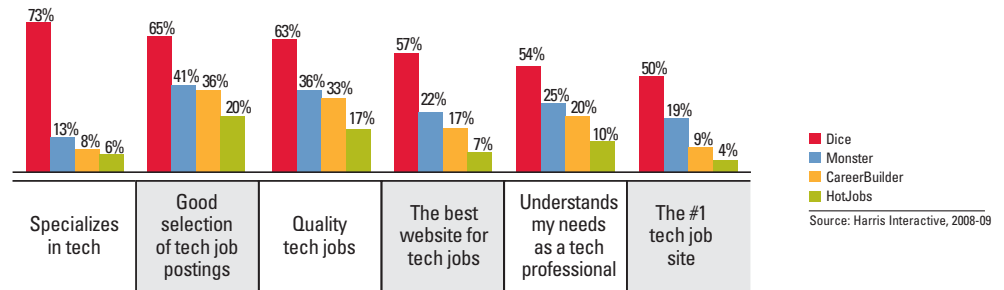
Save on Sourcing

When the bottom line is more critical than ever, DiPalma says Dice saves CTS money by delivering resumes from hard-to-find IT pros that the company needs. "Dice saves us money because it makes our HR circle more efficient.... Everything is easy to read, it works quickly, and the candidates are good. Dice is a daily tool for me."

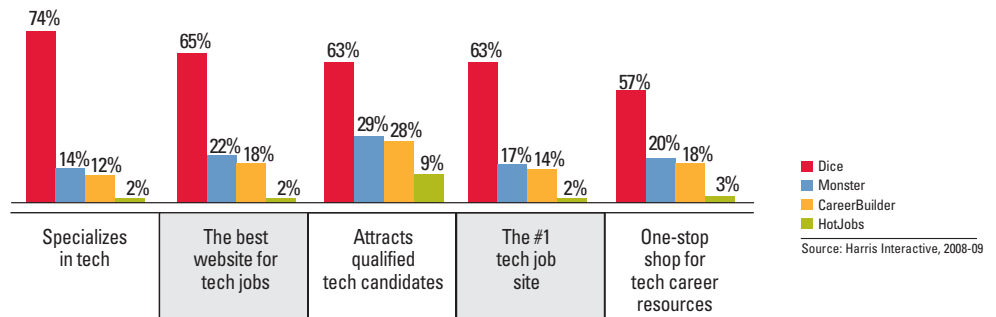
Dice is #1

A recent Harris Interactive survey ranks Dice as the top tech job site. The research firm interviewed 750 HR managers, recruiters and technology professionals and found that Dice is the top tech job site and the place tech professionals say they can find the best jobs.

Technology professionals know that the best tech jobs are on Dice



Recruiters and HR Professionals agree that Dice is the #1 tech job site



How are you staying ahead of the curve – and the competition – in these challenging times? If Dice isn't in your sourcing mix, you're missing one of the most effective ways to find the IT professionals and engineers you need. Call **1.800.979.DICE (3423)** or email sales@dice.com for information on Dice today.

