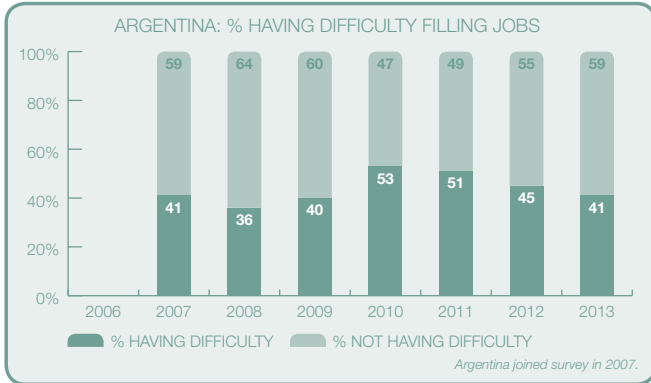


APPENDIX

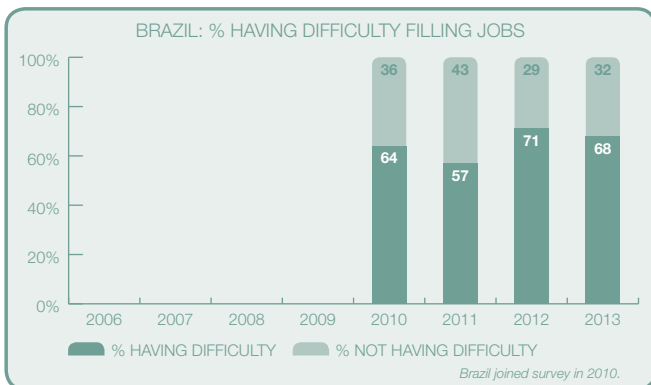
AMERICAS



ARGENTINA

TOP 10 JOBS EMPLOYERS ARE HAVING DIFFICULTY FILLING

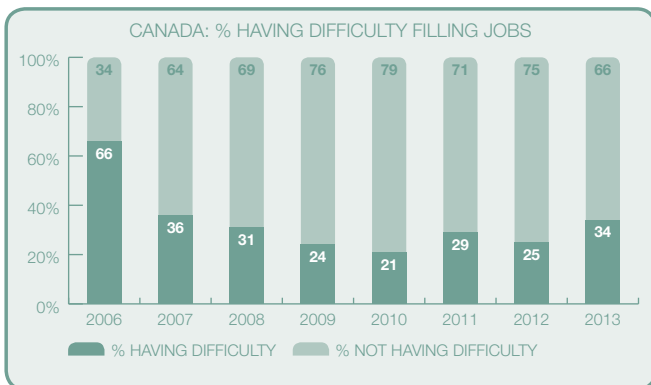
- 1 | Technicians
- 2 | Engineers
- 3 | Skilled Trades
- 4 | Accounting & Finance Staff
- 5 | Secretaries, PAs, Administrative Assistants & Office Support Staff
- 6 | Customer Service Representatives & Customer Support
- 7 | Laborers
- 8 | IT Staff
- 9 | Drivers
- 10 | Production Operators



BRAZIL

TOP 10 JOBS EMPLOYERS ARE HAVING DIFFICULTY FILLING

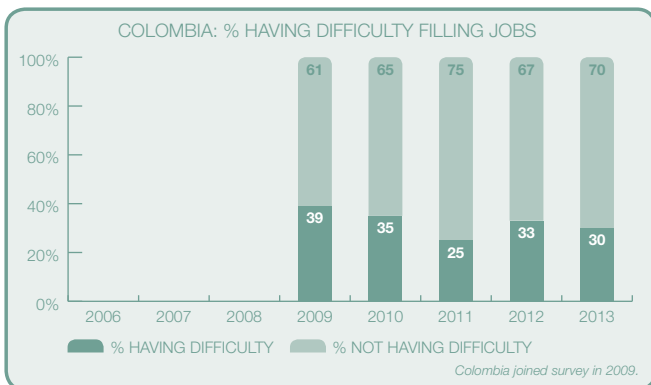
- 1 | Technicians
- 2 | Production Operators
- 3 | Accounting & Finance Staff
- 4 | Skilled Trades
- 5 | Laborers
- 6 | Engineers
- 7 | Drivers
- 8 | Secretaries, PAs, Administrative Assistants & Office Support Staff
- 9 | Sales Representatives
- 10 | Mechanics



CANADA

TOP 10 JOBS EMPLOYERS ARE HAVING DIFFICULTY FILLING

- 1 | Skilled Trades
- 2 | Engineers
- 3 | Management / Executive (Management/Corporate)
- 4 | Sales Representatives
- 5 | Technicians
- 6 | Drivers
- 7 | Accounting & Finance Staff
- 8 | IT Staff
- 9 | Teachers
- 10 | Laborers

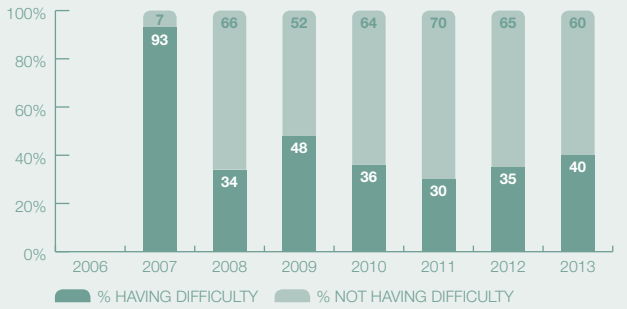


COLOMBIA

TOP 10 JOBS EMPLOYERS ARE HAVING DIFFICULTY FILLING

- 1 | Production Operators
- 2 | Engineers
- 3 | Secretaries, PAs, Administrative Assistants & Office Support Staff
- 4 | Accounting & Finance Staff
- 5 | Sales Representatives
- 6 | Technicians
- 7 | Customer Service Representatives & Customer Support
- 8 | Sales Managers
- 9 | Skilled Trades
- 10 | Management / Executive (Management/Corporate)

COSTA RICA: % HAVING DIFFICULTY FILLING JOBS

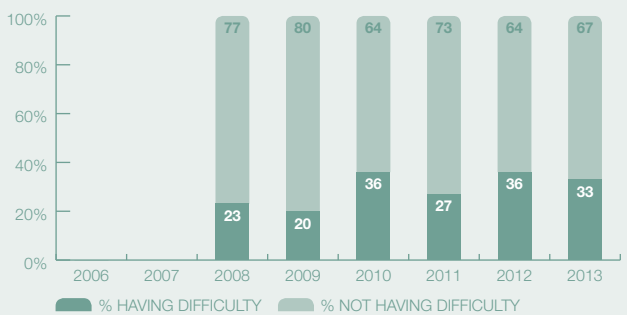


Costa Rica joined survey in 2007.

**COSTA RICA
TOP 10 JOBS EMPLOYERS ARE HAVING DIFFICULTY FILLING**

- 1 | Technicians
- 2 | Sales Representatives
- 3 | Secretaries, PAs, Administrative assistants & Office Support Staff
- 4 | Production Operators
- 5 | Skilled Trades
- 6 | Engineers
- 7 | Accounting & Finance Staff
- 8 | Mechanics
- 9 | Machinist/Machine Operators
- 10 | Management / Executive (Management/Corporate)

GUATEMALA: % HAVING DIFFICULTY FILLING JOBS

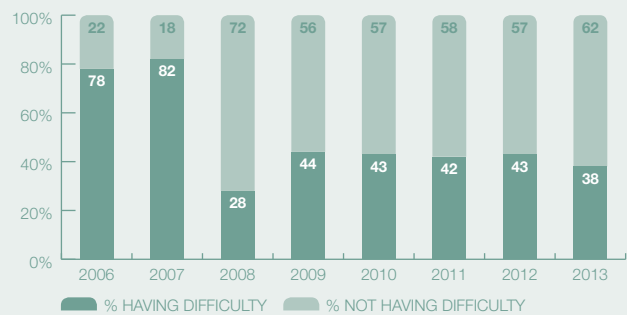


Guatemala joined survey in 2008.

**GUATEMALA
TOP 10 JOBS EMPLOYERS ARE HAVING DIFFICULTY FILLING**

- 1 | Sales Representatives
- 2 | Engineers
- 3 | Technicians
- 4 | Secretaries, PAs, Administrative Assistants & Office Support Staff
- 5 | Customer Service Representatives & Customer Support
- 6 | Laborers
- 7 | Accounting & Finance Staff
- 8 | Skilled Trades
- 9 | Machinist/Machine Operators
- 10 | Management / Executive (Management/Corporate)

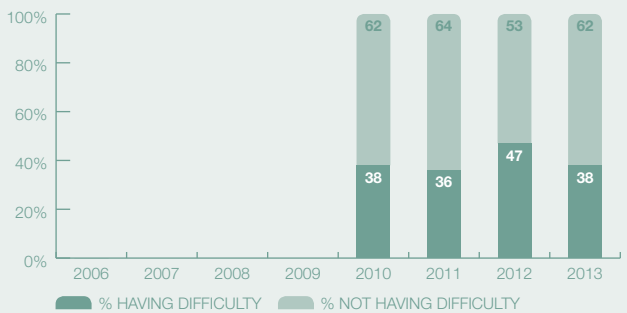
MEXICO: % HAVING DIFFICULTY FILLING JOBS



**MEXICO
TOP 10 JOBS EMPLOYERS ARE HAVING DIFFICULTY FILLING**

- 1 | Technicians
- 2 | Sales Representatives
- 3 | Production Operators
- 4 | Secretaries, PAs, Administrative assistants & Office Support Staff
- 5 | Engineers
- 6 | Accounting & Finance Staff
- 7 | Laborers
- 8 | Management / Executive (Management/Corporate)
- 9 | Drivers
- 10 | Receptionists

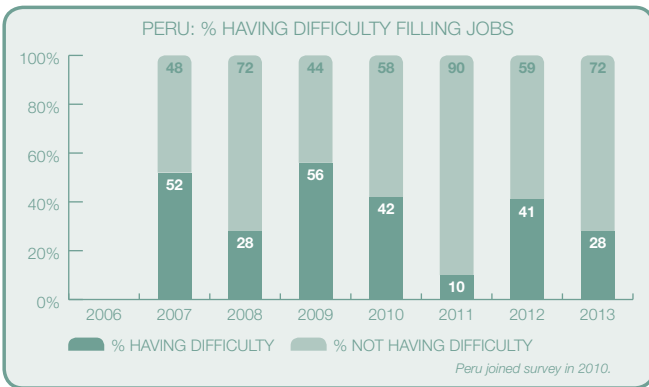
PANAMA: % HAVING DIFFICULTY FILLING JOBS



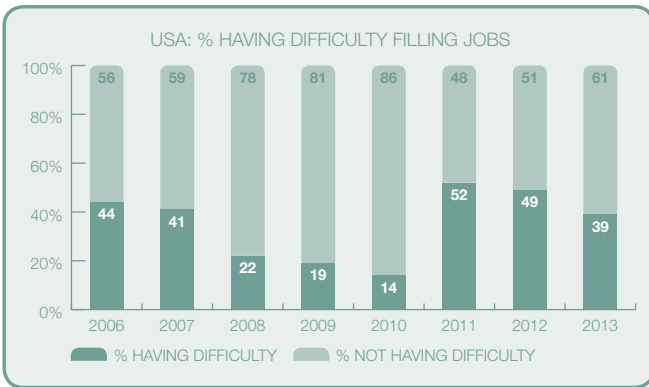
Panama joined survey in 2010.

**PANAMA
TOP 10 JOBS EMPLOYERS ARE HAVING DIFFICULTY FILLING**

- 1 | Technicians
- 2 | Sales Representatives
- 3 | Skilled Trades
- 4 | Secretaries, PAs, Administrative assistants & Office Support Staff
- 5 | Accounting & Finance Staff
- 6 | Customer Service Representatives & Customer Support
- 7 | Drivers
- 8 | Engineers
- 9 | Laborers
- 10 | Machinist/Machine Operators

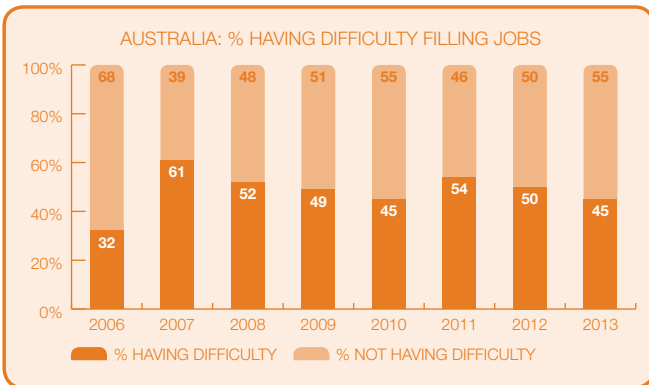


- PERU**
TOP 10 JOBS EMPLOYERS ARE HAVING DIFFICULTY FILLING
- 1 | Technicians
 - 2 | Receptionists
 - 3 | Laborers
 - 4 | Engineers
 - 5 | Customer Service Representatives & Customer Support
 - 6 | Accounting & Finance Staff
 - 7 | Drivers
 - 8 | Teachers
 - 9 | Sales Representatives
 - 10 | Secretaries, PAs, Administrative Assistants & Office Support Staff

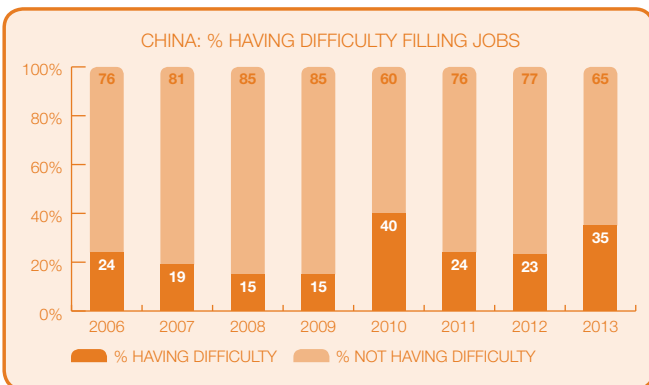


- USA**
TOP 10 JOBS EMPLOYERS ARE HAVING DIFFICULTY FILLING
- 1 | Skilled Trades
 - 2 | Sales Representatives
 - 3 | Drivers
 - 4 | IT Staff
 - 5 | Accounting & Finance Staff
 - 6 | Engineers
 - 7 | Technicians
 - 8 | Management / Executive (Management/Corporate)
 - 9 | Mechanics
 - 10 | Teachers

ASIA PACIFIC

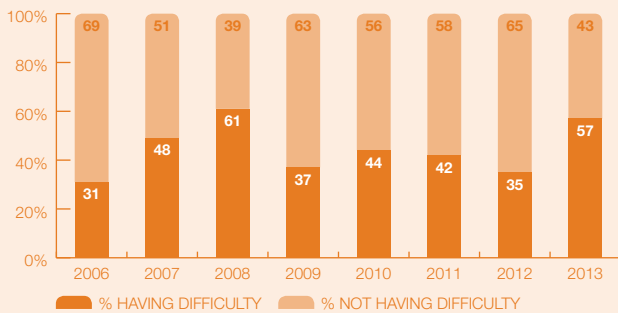


- AUSTRALIA**
TOP 10 JOBS EMPLOYERS ARE HAVING DIFFICULTY FILLING
- 1 | Skilled Trades
 - 2 | Engineers
 - 3 | Sales Representatives
 - 4 | Management / Executive (Management/Corporate)
 - 5 | Accounting & Finance Staff
 - 6 | IT Staff
 - 7 | Technicians
 - 8 | Laborers
 - 9 | Machinist/Machine Operators
 - 10 | Doctors and Other Non-Nursing Health Professionals



- CHINA**
TOP 10 JOBS EMPLOYERS ARE HAVING DIFFICULTY FILLING
- 1 | Technicians
 - 2 | Sales Representatives
 - 3 | Management / Executive (Management/Corporate)
 - 4 | Sales Managers
 - 5 | Production Operators
 - 6 | Engineers
 - 7 | Laborers
 - 8 | Researchers (R&D)
 - 9 | Designers
 - 10 | Secretaries, PAs, Administrative Assistants & Office Support Staff

HONG KONG: % HAVING DIFFICULTY FILLING JOBS

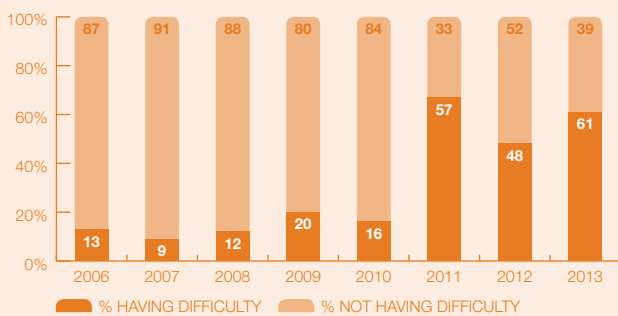


HONG KONG

TOP 10 JOBS EMPLOYERS ARE HAVING DIFFICULTY FILLING

- 1 | Sales Representatives
- 2 | Technicians
- 3 | Engineers
- 4 | IT Staff
- 5 | Management / Executive (Management/Corporate)
- 6 | Secretaries, PAs, Administrative assistants & Office support staff
- 7 | Marketing / Public Relations / Communications staff
- 8 | Doctors and Other Non-Nursing Health Professionals
- 9 | Drivers
- 10 | Cleaners & Domestic Staff

INDIA: % HAVING DIFFICULTY FILLING JOBS

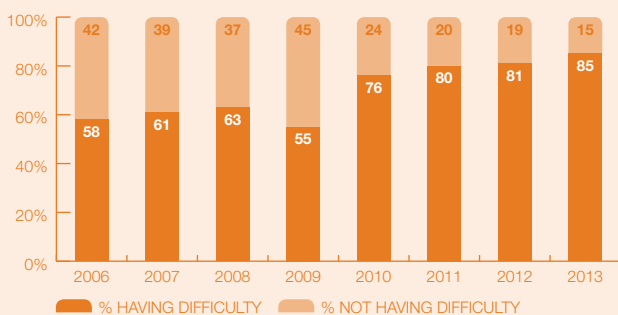


INDIA

TOP 10 JOBS EMPLOYERS ARE HAVING DIFFICULTY FILLING

- 1 | Accounting & Finance Staff
- 2 | IT Staff
- 3 | Engineers
- 4 | Management / Executive (Management/Corporate)
- 5 | Marketing / Public Relations / Communications Staff
- 6 | Teachers
- 7 | Sales Representatives
- 8 | Buying & Procurement staff
- 9 | IT Managers /IT Project Managers / IT Directors
- 10 | Researchers (R&D)

JAPAN: % HAVING DIFFICULTY FILLING JOBS

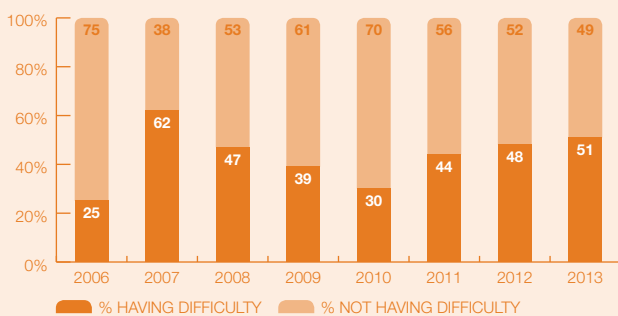


JAPAN

TOP 10 JOBS EMPLOYERS ARE HAVING DIFFICULTY FILLING

- 1 | Engineers
- 2 | Sales Representatives
- 3 | Accounting & Finance Staff
- 4 | IT Staff
- 5 | Sales Managers
- 6 | Technicians
- 7 | IT Managers /IT Project Managers / IT Directors
- 8 | Supervisors
- 9 | Doctors and Other Non-Nursing Health Professionals
- 10 | Researchers (R&D)

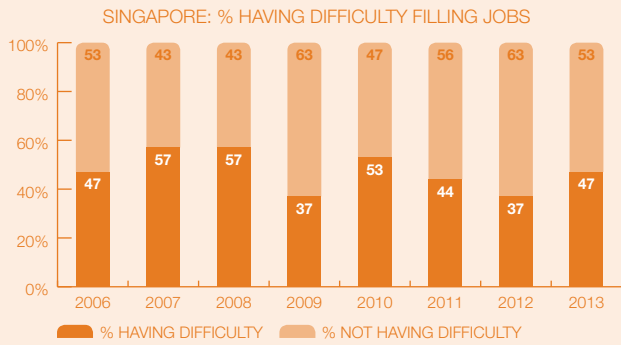
NEW ZEALAND: % HAVING DIFFICULTY FILLING JOBS



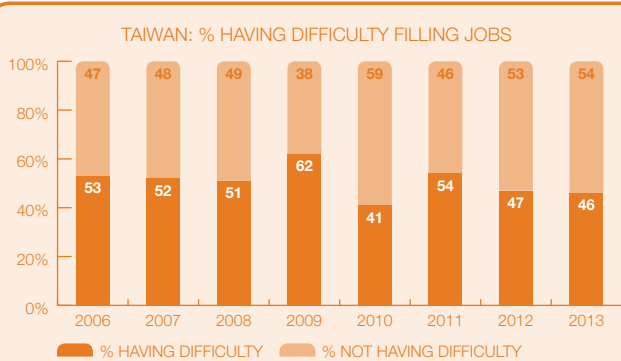
NEW ZEALAND

TOP 10 JOBS EMPLOYERS ARE HAVING DIFFICULTY FILLING

- 1 | Engineers
- 2 | Sales Representatives
- 3 | IT Staff
- 4 | Skilled Trades
- 5 | Management / Executive (Management/Corporate)
- 6 | Technicians
- 7 | Accounting & Finance Staff
- 8 | Customer Service Representatives & Customer Support
- 9 | Machinist/Machine Operators
- 10 | Supervisors

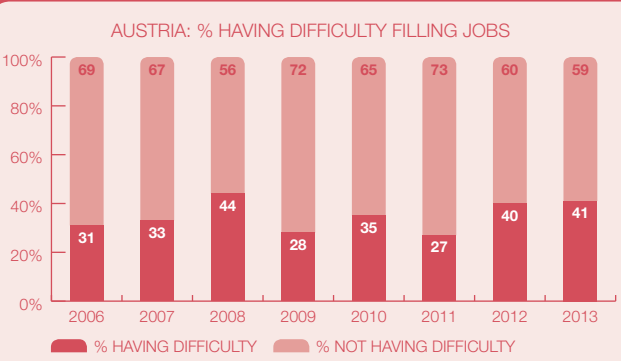


- SINGAPORE**
TOP 10 JOBS EMPLOYERS ARE HAVING DIFFICULTY FILLING
- 1 | Secretaries, PAs, Administrative Assistants & Office Support Staff
 - 2 | Supervisors
 - 3 | Laborers
 - 4 | Drivers
 - 5 | Sales Representatives
 - 6 | Engineers
 - 7 | IT Staff
 - 8 | Skilled Trades
 - 9 | Accounting & Finance Staff
 - 10 | Teachers

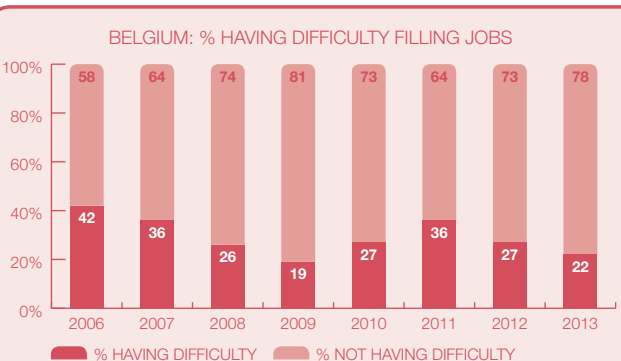


- TAIWAN**
TOP 10 JOBS EMPLOYERS ARE HAVING DIFFICULTY FILLING
- 1 | Sales Representatives
 - 2 | Technicians
 - 3 | Engineers
 - 4 | Researchers (R&D)
 - 5 | Management / Executive (Management/Corporate)
 - 6 | Production Operators
 - 7 | IT Staff
 - 8 | Mechanics
 - 9 | Sales Managers
 - 10 | Accounting & Finance Staff

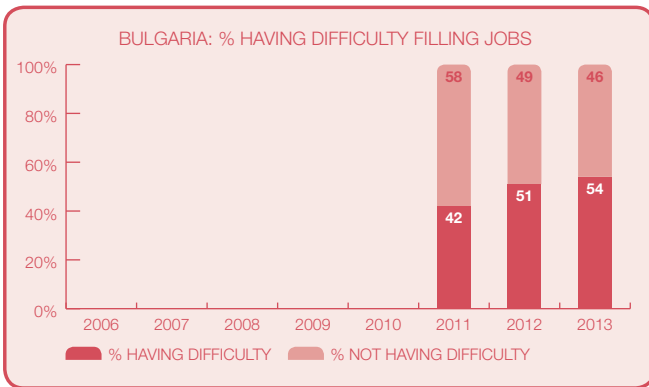
EMEA



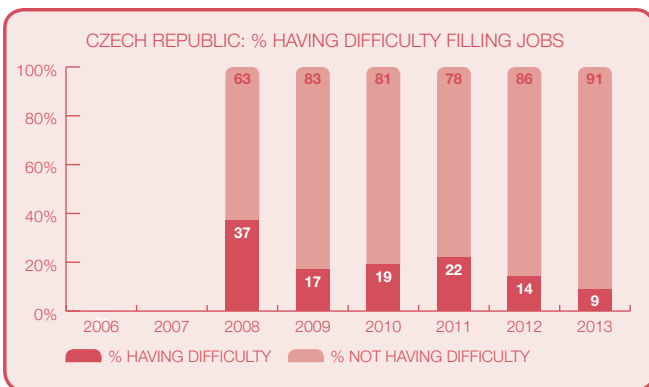
- AUSTRIA**
TOP 10 JOBS EMPLOYERS ARE HAVING DIFFICULTY FILLING
- 1 | Skilled Trades
 - 2 | Sales Representatives
 - 3 | Management / Executive (Management/Corporate)
 - 4 | Technicians
 - 5 | Secretaries, PAs, Administrative Assistants & Office Support Staff
 - 6 | Doctors and Other Non-Nursing Health Professionals
 - 7 | Engineers
 - 8 | Restaurants & Hotel Staff
 - 9 | Accounting & Finance Staff
 - 10 | IT Staff



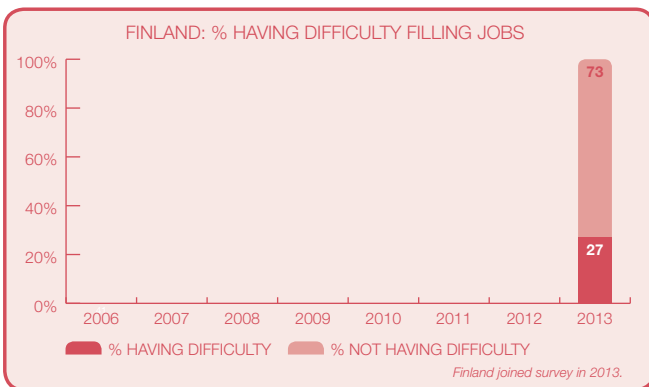
- BELGIUM**
TOP 10 JOBS EMPLOYERS ARE HAVING DIFFICULTY FILLING
- 1 | Skilled Trades
 - 2 | Technicians
 - 3 | Laborers
 - 4 | Drivers
 - 5 | Secretaries, PAs, Administrative Assistants & Office Support Staff
 - 6 | Mechanics
 - 7 | Supervisors
 - 8 | Accounting & Finance Staff
 - 9 | Sales Representatives
 - 10 | Nurses



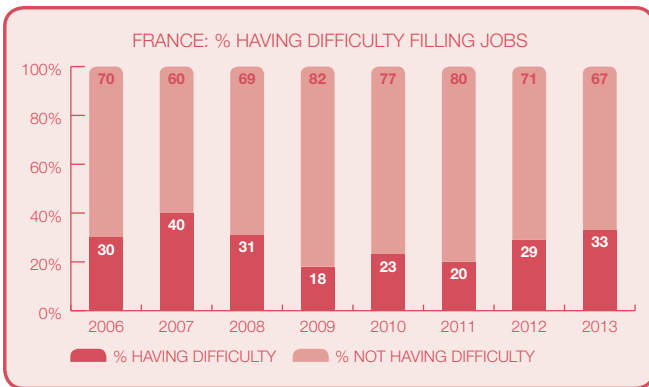
- BULGARIA**
TOP 10 JOBS EMPLOYERS ARE HAVING DIFFICULTY FILLING
- 1 | Engineers
 - 2 | Management / Executive (Management/Corporate)
 - 3 | Skilled Trades
 - 4 | Sales Managers
 - 5 | Sales Representatives
 - 6 | IT Staff
 - 7 | Restaurants & Hotel Staff
 - 8 | Drivers
 - 9 | Secretaries, PAs, Administrative Assistants & Office Support Staff
 - 10 | Production Operators



- CZECH REPUBLIC**
TOP 10 JOBS EMPLOYERS ARE HAVING DIFFICULTY FILLING
- 1 | Skilled Trades
 - 2 | Engineers
 - 3 | Management / Executive (Management/Corporate)
 - 4 | Doctors and Other Non-Nursing Health Professionals
 - 5 | Buying & Procurement staff
 - 6 | Accounting & Finance Staff
 - 7 | Marketing / Public Relations / Communications staff
 - 8 | Sales Representatives
 - 9 | Laborers
 - 10 | Sales Managers

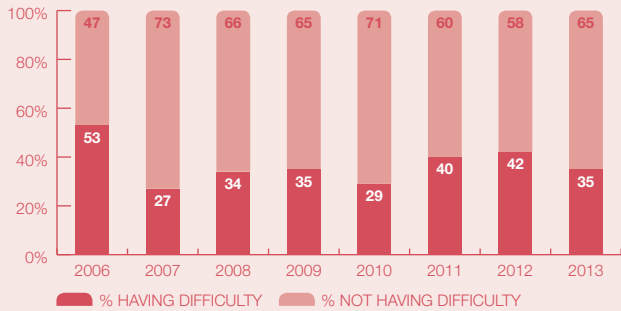


- FINLAND**
TOP 10 JOBS EMPLOYERS ARE HAVING DIFFICULTY FILLING
- 1 | Skilled Trades
 - 2 | Drivers
 - 3 | Sales Representatives
 - 4 | Accounting & Finance Staff
 - 5 | Mechanics
 - 6 | Chefs / Cooks
 - 7 | IT Staff
 - 8 | Sales Managers
 - 9 | Engineers
 - 10 | Doctors and Other Non-Nursing Health Professionals



- FRANCE**
TOP 10 JOBS EMPLOYERS ARE HAVING DIFFICULTY FILLING
- 1 | Skilled Trades
 - 2 | Drivers
 - 3 | Technicians
 - 4 | Secretaries, PAs, Administrative Assistants & Office Support Staff
 - 5 | Sales Representatives
 - 6 | Engineers
 - 7 | Accounting & Finance Staff
 - 8 | Laborers
 - 9 | Restaurants & Hotel Staff
 - 10 | Supervisors

GERMANY: % HAVING DIFFICULTY FILLING JOBS

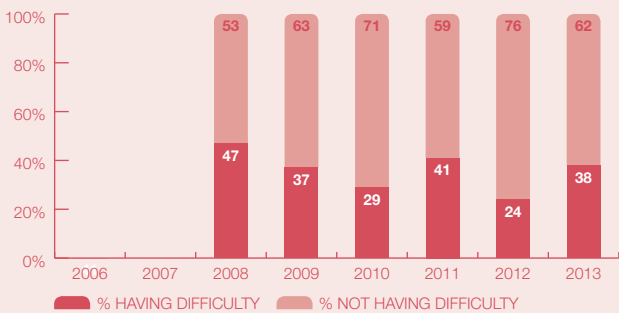


GERMANY

TOP 10 JOBS EMPLOYERS ARE HAVING DIFFICULTY FILLING

- 1 | Skilled Trades
- 2 | Engineers
- 3 | Accounting & Finance Staff
- 4 | Sales Representatives
- 5 | Customer Service Representatives & Customer Support
- 6 | Technicians
- 7 | Secretaries, PAs, Administrative Assistants & Office Support Staff
- 8 | Doctors and Other Non-Nursing Health Professionals
- 9 | IT Staff
- 10 | Drivers

GREECE: % HAVING DIFFICULTY FILLING JOBS

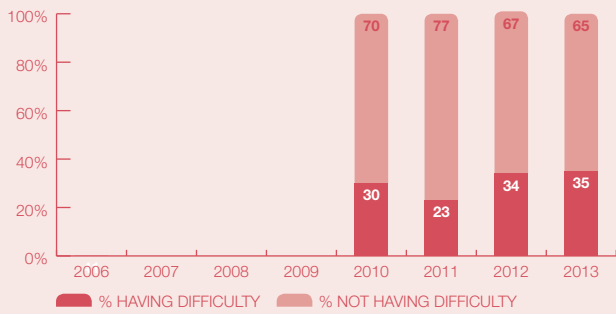


GREECE

TOP 10 JOBS EMPLOYERS ARE HAVING DIFFICULTY FILLING

- 1 | Sales Representatives
- 2 | Management / Executive (Management/Corporate)
- 3 | Technicians
- 4 | Customer Service Representatives & Customer Support
- 5 | Skilled Trades
- 6 | Accounting & Finance Staff
- 7 | IT Staff
- 8 | Secretaries, PAs, Administrative Assistants & Office Support Staff
- 9 | Sales Managers
- 10 | Engineers

HUNGARY: % HAVING DIFFICULTY FILLING JOBS

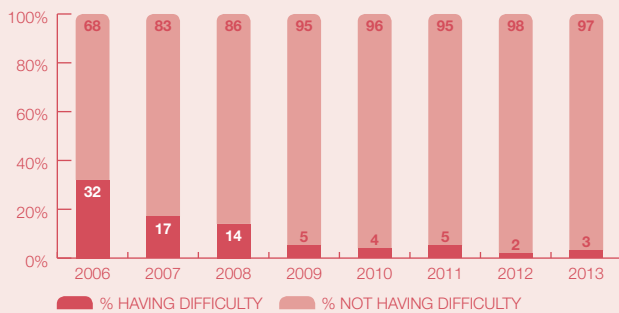


HUNGARY

TOP 10 JOBS EMPLOYERS ARE HAVING DIFFICULTY FILLING

- 1 | Skilled Trades
- 2 | Engineers
- 3 | Sales Representatives
- 4 | Drivers
- 5 | Secretaries, PAs, Administrative Assistants & Office Support Staff
- 6 | Accounting & Finance Staff
- 7 | Mechanics
- 8 | Restaurants & Hotel Staff
- 9 | Doctors and Other Non-Nursing Health Professionals
- 10 | Machinist/Machine Operators

IRELAND: % HAVING DIFFICULTY FILLING JOBS

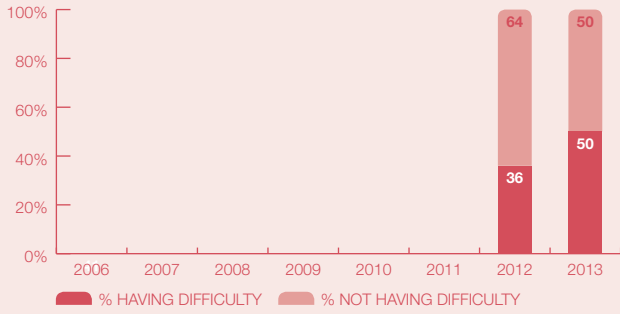


IRELAND

TOP 10 JOBS EMPLOYERS ARE HAVING DIFFICULTY FILLING

- 1 | Skilled Trades
- 2 | Engineers
- 3 | Management / Executive (Management/Corporate)
- 4 | Chefs / Cooks
- 5 | Laborers
- 6 | Technicians
- 7 | Drivers
- 8 | Nurses
- 9 | Sales Managers
- 10 | Doctors and Other Non-Nursing Health Professionals

ISRAEL: % HAVING DIFFICULTY FILLING JOBS

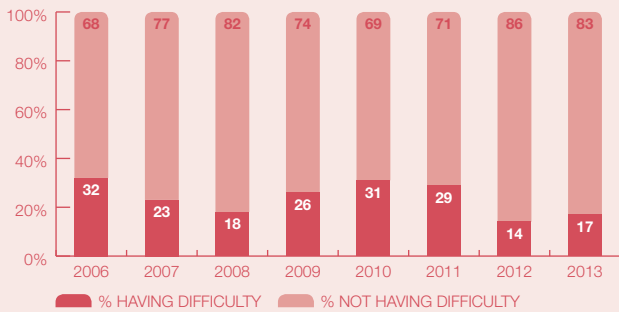


ISRAEL

TOP 10 JOBS EMPLOYERS ARE HAVING DIFFICULTY FILLING

- 1 | Skilled Trades
- 2 | Engineers
- 3 | Management / Executive (Management/Corporate)
- 4 | Nurses
- 5 | Machinist/Machine Operators
- 6 | Technicians
- 7 | Drivers
- 8 | IT Staff
- 9 | Sales Representatives
- 10 | Laborers

ITALY: % HAVING DIFFICULTY FILLING JOBS

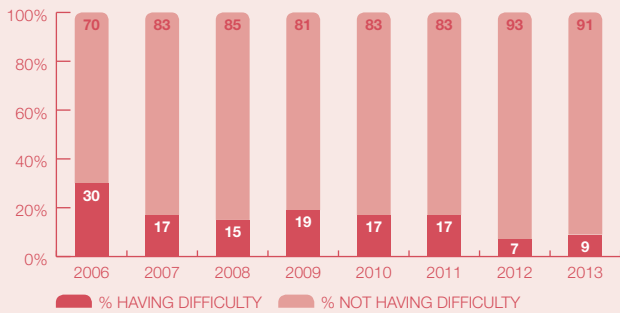


ITALY

TOP 10 JOBS EMPLOYERS ARE HAVING DIFFICULTY FILLING

- 1 | Skilled Trades
- 2 | Secretaries, PAs, Administrative Assistants & Office Support Staff
- 3 | IT Staff
- 4 | Technicians
- 5 | Accounting & Finance Staff
- 6 | Sales Managers
- 7 | Engineers
- 8 | Drivers
- 9 | Machinist/Machine Operators
- 10 | Buying & Procurement Staff

NETHERLANDS: % HAVING DIFFICULTY FILLING JOBS

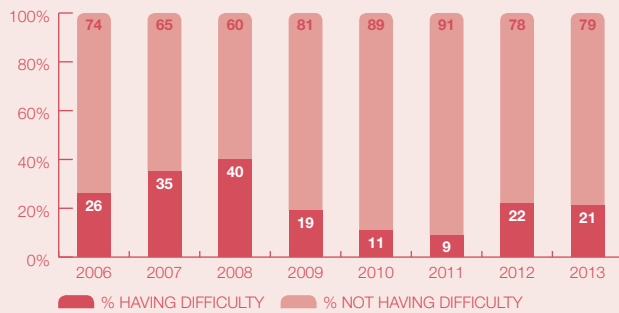


NETHERLANDS

TOP 10 JOBS EMPLOYERS ARE HAVING DIFFICULTY FILLING

- 1 | Sales Managers
- 2 | Chefs / Cooks
- 3 | Technicians
- 4 | Skilled Trades
- 5 | Sales Representatives
- 6 | Legal Staff (Solicitors, Lawyers, Legal Secretaries)
- 7 | Mechanics
- 8 | Management / Executive (Management/Corporate)
- 9 | Accounting & Finance Staff
- 10 | Drivers

NORWAY: % HAVING DIFFICULTY FILLING JOBS

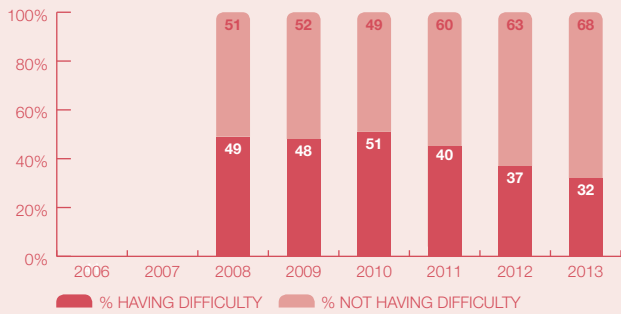


NORWAY

TOP 10 JOBS EMPLOYERS ARE HAVING DIFFICULTY FILLING

- 1 | Sales Representatives
- 2 | Skilled Trades
- 3 | Engineers
- 4 | Teachers
- 5 | Drivers
- 6 | Chefs / Cooks
- 7 | Receptionists
- 8 | Management / Executive (Management/Corporate)
- 9 | Accounting & Finance Staff
- 10 | IT Staff

POLAND: % HAVING DIFFICULTY FILLING JOBS

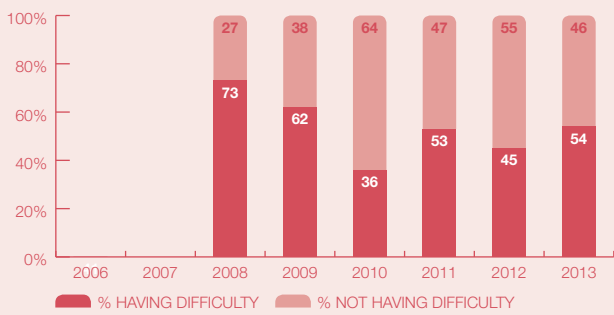


POLAND

TOP 10 JOBS EMPLOYERS ARE HAVING DIFFICULTY FILLING

- 1 | Skilled Trades
- 2 | Engineers
- 3 | Technicians
- 4 | Sales Representatives
- 5 | Drivers
- 6 | Management / Executive (Management/Corporate)
- 7 | Chefs / Cooks
- 8 | IT Staff
- 9 | Laborers
- 10 | Designers

ROMANIA: % HAVING DIFFICULTY FILLING JOBS

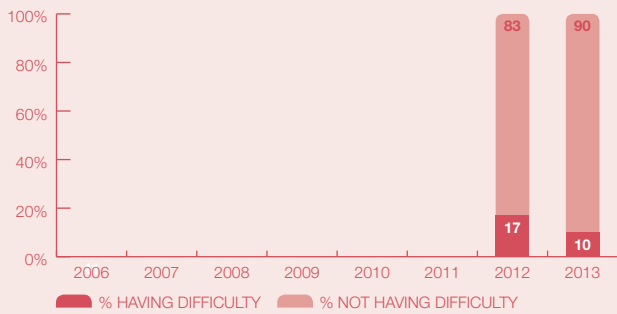


ROMANIA

TOP 10 JOBS EMPLOYERS ARE HAVING DIFFICULTY FILLING

- 1 | Skilled Trades
- 2 | Engineers
- 3 | Laborers
- 4 | Management / Executive (Management/Corporate)
- 5 | Accounting & Finance Staff
- 6 | Sales Representatives
- 7 | Technicians
- 8 | IT Staff
- 9 | Machinist/Machine Operators
- 10 | Chefs / Cooks

SLOVAKIA: % HAVING DIFFICULTY FILLING JOBS

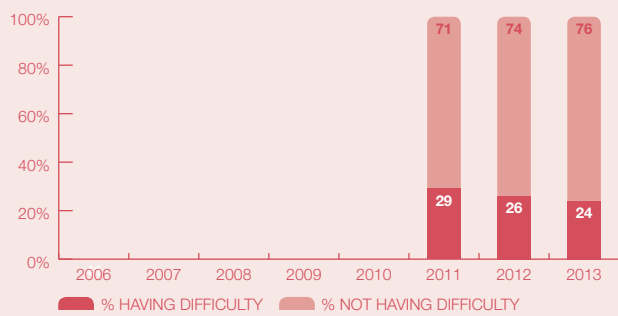


SLOVAKIA

TOP 10 JOBS EMPLOYERS ARE HAVING DIFFICULTY FILLING

- 1 | Skilled Trades
- 2 | Engineers
- 3 | Accounting & Finance Staff
- 4 | Chefs / Cooks
- 5 | Teachers
- 6 | Technicians
- 7 | Drivers
- 8 | Sales Managers
- 9 | Quality Controllers
- 10 | Restaurants & Hotel staff

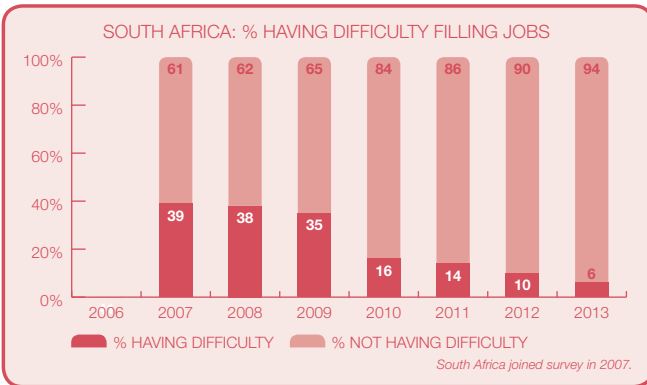
SLOVENIA: % HAVING DIFFICULTY FILLING JOBS



SLOVENIA

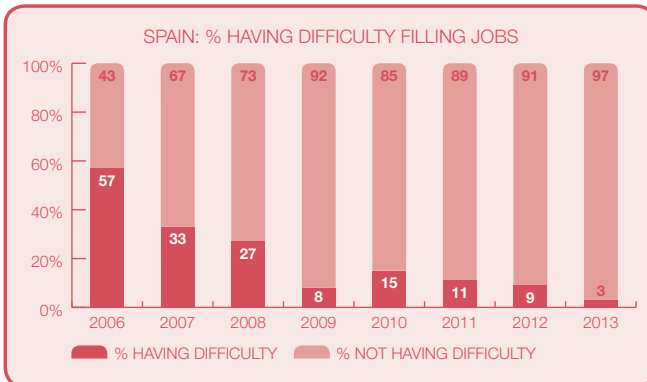
TOP 10 JOBS EMPLOYERS ARE HAVING DIFFICULTY FILLING

- 1 | Engineers
- 2 | Skilled Trades
- 3 | Laborers
- 4 | Chefs / Cooks
- 5 | Drivers
- 6 | Sales Managers
- 7 | Doctors and Other Non-Nursing Health Professionals
- 8 | Restaurants & Hotel Staff
- 9 | Marketing / Public Relations / Communications Staff
- 10 | Management / Executive (Management/Corporate)



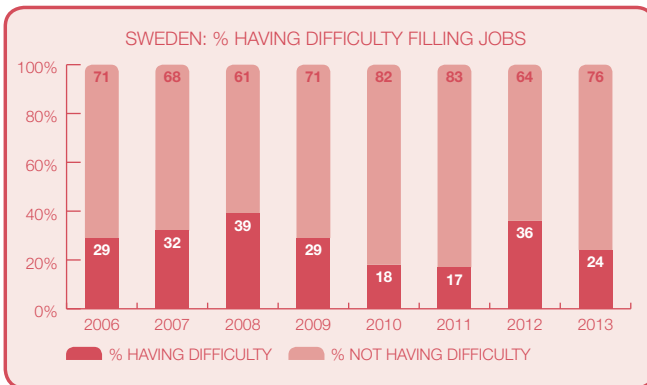
**SOUTH AFRICA
TOP 10 JOBS EMPLOYERS ARE HAVING DIFFICULTY FILLING**

- 1 | Engineers
- 2 | Management / Executive (Management/Corporate)
- 3 | Teachers
- 4 | Legal Staff (Solicitors, Lawyers, Legal Secretaries)
- 5 | Skilled Trades
- 6 | Accounting & Finance Staff
- 7 | Restaurants & Hotel staff
- 8 | Technicians
- 9 | Customer Service Representatives & Customer Support
- 10 | IT Staff



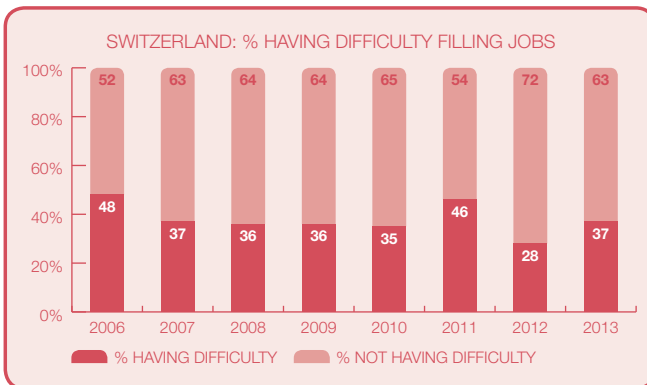
**SPAIN
TOP 10 JOBS EMPLOYERS ARE HAVING DIFFICULTY FILLING**

- 1 | Sales Representatives
- 2 | Skilled Trades
- 3 | Secretaries, PAs, Administrative Assistants & Office Support Staff
- 4 | Technicians
- 5 | Legal Staff (Solicitors, Lawyers, Legal Secretaries)
- 6 | Engineers
- 7 | Accounting & Finance Staff
- 8 | IT Staff
- 9 | Chefs / Cooks
- 10 | Nurses



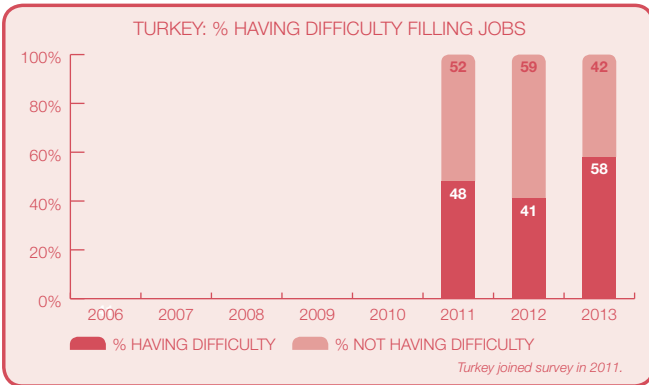
**SWEDEN
TOP 10 JOBS EMPLOYERS ARE HAVING DIFFICULTY FILLING**

- 1 | Engineers
- 2 | Sales Representatives
- 3 | Skilled Trades
- 4 | Management / Executive (Management/Corporate)
- 5 | Chefs / Cooks
- 6 | Technicians
- 7 | Drivers
- 8 | Supervisors
- 9 | Accounting & Finance Staff
- 10 | Machinist/Machine Operators



**SWITZERLAND
TOP 10 JOBS EMPLOYERS ARE HAVING DIFFICULTY FILLING**

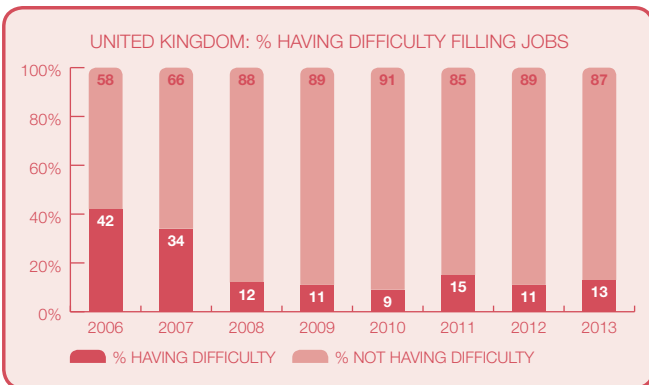
- 1 | Skilled Trades
- 2 | Management / Executive (Management/Corporate)
- 3 | Secretaries, PAs, Administrative Assistants & Office Support Staff
- 4 | Accounting & Finance Staff
- 5 | IT Staff
- 6 | Chefs / Cooks
- 7 | Engineers
- 8 | Restaurants & Hotel Staff
- 9 | Drivers
- 10 | Doctors and Other Non-Nursing Health Professionals



TURKEY

TOP 10 JOBS EMPLOYERS ARE HAVING DIFFICULTY FILLING

- 1 | Engineers
- 2 | Laborers
- 3 | Sales Representatives
- 4 | Accounting & Finance Staff
- 5 | Marketing / Public Relations / Communications staff
- 6 | Production Operators
- 7 | Mechanics
- 8 | Management / Executive (Management/Corporate)
- 9 | Drivers
- 10 | Technicians



UNITED KINGDOM

TOP 10 JOBS EMPLOYERS ARE HAVING DIFFICULTY FILLING

- 1 | Skilled Trades
- 2 | Engineers
- 3 | Drivers
- 4 | Secretaries, PAs, Administrative Assistants & Office Support Staff
- 5 | Chefs / Cooks
- 6 | Management / Executive (Management/Corporate)
- 7 | IT Staff
- 8 | Technicians
- 9 | Customer Service Representatives & Customer Support
- 10 | Sales Representatives