Tampa Bay QAA & KFORCE

January 17, 2017

INTRODUCTIONS

Ellycia Colon   Talent Associate

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KFORCE OVERVIEW

$1.3 Billion NASDAQ "KFRC"

$1.3 billion in annual revenue 20+ years publicly traded

Consistently ranked in the top 10 for IT staffing firms and top 5 for Finance & Accounting staffing firms

60+

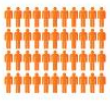More than 60 offices throughout the U.S. and two National Recruiting Centers

Staffing solutions in: Technology Finance & Accounting

100 FORTUNE

Serves 70% of the Fortune 100

Top Industries Served

Retail
Financial Services
Communications
Technology Services/Mfg
Business Services
Insurance
Health Services

23,000+ consultants deployed and 3,400 permanent placements annually

9+ Million

Access to over 9 million candidates in our database

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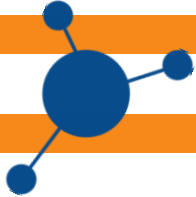# HOT TRENDS
From a testing tool perspective…

1 – Selenium

2 – UFT

3 – ALM

4 – JIRA

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QA Supply & Demand (Based off of CareeBuilder)

Active Talent

Number of people actively seeking employment in Tampa:

- 752 Candidates

Demand for QA Analyst

Number of Job Postings:

- 2,432 Job Postings

Companies Hiring

- Citigroup Inc
- Tech Force, INC
- United Healthcare Insurance Company
- Kforce
- JPMorgan Chase

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WHAT HIRING MANAGERS ARE LOOKING FOR...

Test Automation Engineers

Development skills from a testing mindset. Seeing this due to the Agile push.

Manual Testers

This will remain a skillset in demand.

Penetration Testers

Seeing an increase in this due to the trending aspect of both application and network security.

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CONTINGENT LABOR

Blackman Report

January 2017

The Blackman Report

KFORCE®

Not Much Slack Left in Labor Market

The American economy added 156,000 jobs in December with the unemployment rate edging up to 4.7 percent, according to the January BLS report. That was up slightly from a post-recession low of 4.6 percent in November.

But for our clients, perhaps the bigger story in Friday's report was a better than expected showing for increased hourly earnings. Average hourly earnings rose 0.4 percent in December, bringing the 12-month increase to 2.9 percent, the best annual performance since the recovery began in mid-2009. As a practical matter, the laws of supply and demand have not been suspended, the unemployment rate is down and the labor market is tighter. Many economists expect wages to rise by 3.5 percent in 2017, which would be the biggest gain for pay in nearly a decade. The size of the year's gain also suggests the uptick in wages is not a fluke but an outgrowth of a labor market in which employers have to pay more to hire and retain workers.
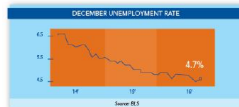
Current Labor Indicators
- **Total Unemployment: 4.7%**
- **College Educated Unemployment: 2.5%**
- **Total Job Loss/Gain: 156,000**
- **Temporary Penetration Rate: 2.04%**

About Michael Blackman

As Chief Corporate Development Officer at Kforce, Michael Blackman, a 25-year Kforce veteran, is the primary focal point for the Firm with the Wall Street investment and financial communities. He is regularly sought out by leading economists for his perspectives on the economy and labor markets, and contributes to a number of key proprietary economic publications.

Great People = Great Results

DECEMBER UNEMPLOYMENT RATE

4.7%

Source: BLS

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THE WAR ON TALENT

CANDIDATE ATTRACTION AND ENGAGEMENT

- Only 12% of candidates are actively looking
- Only 20% of job postings are online
- Referrals are the No. 1 method candidates learn of opportunities

HYPER-SPECIALIZED TALENT TRENDS

- Demand for hyper-specialized resources significantly higher than available supply
- Compensation expectations growing at unprecedented levels
- Opportunity and environment are gaining importance as influencers on attraction and retention
- Foreign workforce has increased 400% since 2005 and represents 25% of all technology workers
- Increased foreign resources in the workforce require visa sponsorship to enable direct hire
- Shift in talent engagement from direct hire to consulting resulting in only 7.75% of Hadoop/Big Data placements being direct hire

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DISCUSSION & QUESTIONS

To next preso