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**AVERAGE SALARIES FOR TECHNOLOGY PROFESSIONALS INCREASED 5.2 PERCENT
IN 2006 ACCORDING TO DICE SALARY SURVEY**

ERP and Sarbanes-Oxley Top List of Highest Paying Skills and Experience
Gender Gap Narrows Slightly in 2006
West Coast Metro Areas Post Strongest Salary Gains

NEW YORK, NY, January 24, 2007 – Dice, the leading career site for technology and engineering professionals, today announced the results of its 2006 Annual Salary Survey. The survey of more than 19,000 technology professionals found that IT salaries in the U.S. increased 5.2 percent to \$73,308 in 2006 from \$69,700 in 2005. The complete survey results illustrate key industry trends, including the continued tightening of the technology job market. Highlights of the survey include:

- The high value of experience in specialized areas such as ERP, Sarbanes-Oxley and CRM
- A rise in entry level salaries as companies increase their efforts to recruit new workers to the field to fulfill the growing talent gap
- A continuing gender gap as women in technology earned an average of 9.7 percent less than men
- The growth of West Coast technology markets like Silicon Valley, San Diego, Seattle and Los Angeles, which all saw high percentage salary growth last year

The overall increase in technology salaries can be traced back to the continued improvement in the technology job market. Strong demand for technology professionals to fulfill available jobs is driving many companies to use higher salaries to attract and retain technology professionals. The survey found that starting salaries outpaced the overall national average, with an increase of 13.1 percent to \$42,414 in 2006. Those with one to two years of technology experience also saw strong gains, with a 13.8 percent increase to \$46,935.

“By offering competitive salary and benefit plans, companies are more likely to attract and retain new employees, which will help fill the growing gap in available talent,” said Scot Melland, president and CEO of Dice Holdings, Inc. “The survey also found that higher salaries often correlate with higher job satisfaction, which underscores the importance of regularly reviewing compensation.”

Top Paying Skills and Experience

Technology professionals earning the highest salaries in 2006 possessed hard-to-find, specialized experience in areas such as Enterprise Resource Planning or ERP (\$96,161), Sarbanes-Oxley compliance (\$91,998) and Customer Relationship Management or CRM (\$90,499). Additionally some of the most consistently in-demand skills on Dice like Oracle and Java/J2EE also commanded top salaries (\$84,692 and \$82,851 respectively) as companies

strived to fill those positions. For 2006, Sybase was the top paying database skill (\$85,049), while SOAP (Simple Object Access Protocol) led all programming skills with \$89,243.

Gender Gap

The gender gap narrowed slightly in 2006, as women in technology earned an average of \$67,542 or 9.7 percent less than their male counterparts. Comparatively, women earned 10.9 percent less than men in 2005. The gender gap was evident across all industries included in the survey, with medical/pharmaceutical and telecommunications showing the largest differences in pay (11.5 percent less and 10 percent less respectively). Women holding database administrator positions showed the greatest salary gap with more than a 15 percent difference from male database administrators.

However, women did show significant gains in salary for specific job titles and as a result they actually earned more than their male counterparts in certain jobs. In 2006, female help desk professionals earned \$40,937 (4.8 percent more than men), technical writers earned \$73,816 (2.5 percent more than men), and IT executives (CEO, CIO, CTO, vice presidents and directors) earned \$109,912 (1.4 percent more than men). Younger female employees also posted smaller salary gaps than older female employees, as women age 18 to 24 earned nearly the same salary as men (\$41,700 versus \$41,722 respectively). Women age 25 to 29 earned 7.6 percent less than men (\$55,480 versus \$60,031 respectively), compared to gaps of at least 10% in all age groups over 30.

Geography:

Salaries also increased across the majority of surveyed metro areas. In 2006, Silicon Valley once again ranked as the highest paying metro area for tech professionals with an average salary of \$90,310, up 5.7 percent from 2005. Other top paying cities include: Boston (\$80,308), New York (\$80,006), and Baltimore/Washington D.C. (\$79,911). The survey also showed strong gains for West Coast metro areas, such as San Diego (up 10.1 percent to \$79,416), Seattle (up 9.1 percent to \$79,787) and Los Angeles (up 7.7 percent to \$79,583).

Industry:

Banking, financial and insurance was once again the highest paying industry for tech professionals with an average salary of \$82,504 in 2006, while telecommunications and computer software followed behind with average salaries of \$78,003 and \$77,582 respectively. However, it was the retail and e-commerce industry that posted the strongest salary gains last year with a 14.2 percent increase to \$63,830.

Survey Methodology:

The Dice Salary Survey was administered online among 19,182 registered Dice job seekers and visitors between August 2 and November 30, 2006. Respondents were invited to participate in the survey through a notification on the Dice homepage, and registered job seekers were sent an email invitation. A cookie methodology was used to ensure that there was no duplication of responses between or within the various sample groups, and duplicate responses from a single email address were removed.

Dice currently lists more than 91,000 permanent, contract and consulting jobs nationwide for a wide variety of positions from programmers, software engineers and system administrators to CIOs and other technology professionals.

	2005	2006
U.S. Average	\$69,700	\$73,308
Bank / Financial / Insurance	\$76,092	\$82,504
Telecommunications	\$72,430	\$78,003
Computer Software	\$74,730	\$77,582
Government / Defense	\$69,078	\$75,086
Medical / Pharmaceutical	\$71,714	\$72,717
Manufacturing	\$66,732	\$71,878
Internet Services	\$65,426	\$71,854
Computer Hardware	\$66,462	\$69,987
Retail / Mail Order / E-Commerce	\$55,909	\$63,830

Medical / Pharmaceutical	-11.5%
Telecommunications	-10.0%
Computer Software	-9.8%
Bank / Financial / Insurance	-9.5%
Government / Defense	-8.4%
Retail / Mail Order / E-Commerce	-8.3%
Manufacturing	-8.0%
Internet Services	-7.5%
Computer Hardware	-7.1%

	2005	2006
Silicon Valley	\$85,430	\$90,310
Boston	\$79,211	\$80,308
New York	\$76,382	\$80,006
Baltimore/Washington D.C.	\$75,593	\$79,911
Seattle	\$73,105	\$79,787
Los Angeles	\$73,911	\$79,583
San Diego	\$72,163	\$79,416
Denver	\$74,823	\$77,317
Sacramento	\$72,355	\$75,197
Chicago	\$71,496	\$75,154
Phoenix	\$70,023	\$74,976
Dallas/Ft. Worth	\$71,494	\$74,656
Philadelphia	\$71,881	\$72,786

	2005	2006
Less than 1 year	\$37,471	\$42,414
1 - 2 years	\$41,229	\$46,935
3 - 5 years	\$52,363	\$55,922
6 - 10 years	\$68,355	\$72,707
11 - 14 years	\$80,933	\$83,907
More than 15 Years	\$86,332	\$90,125

	2005	2006
IT Executive (CEO, CIO, CTO, VP, Dir.)	\$104,504	\$108,578
Project Manager	\$93,009	\$96,475
Database Administrator	\$81,301	\$85,441
Software Engineer	\$78,807	\$83,524
MIS Manager	\$82,824	\$82,510
Business Analyst	\$77,158	\$82,288
Developer: Database	\$73,768	\$79,911
Security Analyst	\$74,874	\$79,412
Developer: Systems	\$72,732	\$78,476
Developer: Applications	\$73,636	\$78,037
Developer: Client/Server	\$75,941	\$74,602

	2006
ERP	\$96,161
Sarbanes-Oxley (SOX)	\$91,998
CRM	\$90,499
SOAP	\$89,243
Solaris	\$87,476
AIX	\$87,309
SAP	\$86,149
Microsoft Project	\$85,870
Siebel	\$85,861
Sybase	\$85,049

Overall - Satisfaction	% of total	Avg. Salary
Very satisfied	14%	\$91,234
Somewhat satisfied	39%	\$80,046
Neither satisfied nor dissatisfied	14%	\$70,497
Somewhat dissatisfied	21%	\$62,845
Very dissatisfied	11%	\$50,180

About Dice

Dice is the leading career site for technology and engineering professionals. With a 16-year track record of meeting the ever-changing needs of technology professionals, companies and recruiters, our specialty focus and exposure to highly skilled professional communities enable employers to reach hard-to-find, experienced and qualified technology and engineering candidates.

About Dice Holdings, Inc.

Dice Holdings, Inc., a leading global online recruitment company with operations in fourteen countries, provides services to help recruiters, consultants and businesses hire and train highly qualified professionals through its six businesses: Dice, the leading online career site for technology and engineering professionals (www.dice.com); ClearanceJobs, the premier secure job board focused exclusively on candidates with active or current U.S. Government security clearances (www.clearancejobs.com); eFinancialCareers, the leading global career site network for jobs and career management in investment banking, asset management and securities (www.efinancialcareers.com); JobsintheMoney, the leading targeted career site for accounting, finance, retail banking and wealth management professionals in the United States (www.jobsinthemoney.com); Targeted Job Fairs, the premier producer of career fairs and open houses for technology and engineering, accounting and finance, and security-cleared candidates nationwide (www.targetedjobfairs.com); and MeasureUp, a leading destination for IT certification practice tests, assessments and online courses (www.measureup.com).

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