



EXPERIS IT SKILLS RESEARCH – INCOUNTRY VS OUT OF COUNTRY HIRING

WORKFORCE PERFORMED ALL/MOSTLY INCOUNTRY*

GERMANY	84%
INDIA	76%
BENELUX	76%
AUSTRALIA	74%
US	74%
UK	72%
JAPAN	69%
FRANCE/ITALY	68%
CHINA	68%
BRAZIL	65%

AN EQUAL MIX WORK PERFORMED*

JAPAN	25%
FRANCE/ITALY	23%
BRAZIL	23%
AUSTRALIA	22%
US	21%
UK	21%
CHINA	21%
BENELUX	18%
INDIA	17%
GERMANY	10%

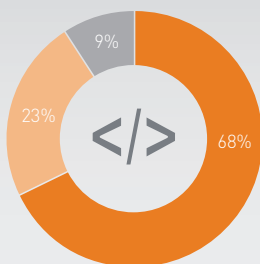
WORKFORCE PERFORMED ALL/MOSTLY OUT OF COUNTRY*

BRAZIL	13%
CHINA	12%
FRANCE/ITALY	9%
INDIA	8%
UK	8%
BENELUX	7%
GERMANY	6%
JAPAN	6%
US	6%
AUSTRALIA	4%

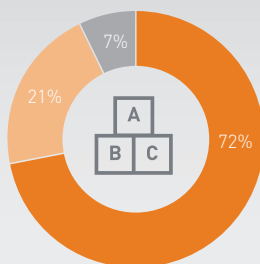
IN COUNTRY VS. OUT OF COUNTRY HIRING BY BUSINESS FUNCTION**

■ Workforce Performed all/mostly incountry
 ■ An equal mix work performed
 ■ Workforce Performed all/mostly out of country

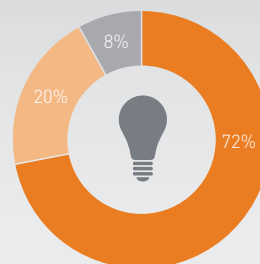
DEVELOPMENT SOLUTIONS



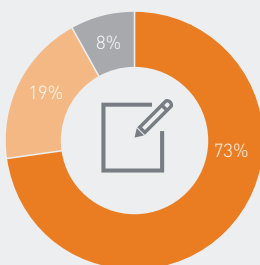
INFRASTRUCTURE SERVICES



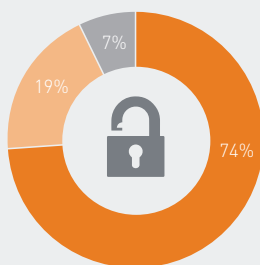
BUSINESS INTELLIGENCE & ANALYTICS



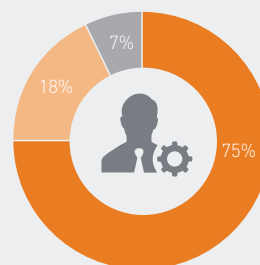
ENTERPRISE RESOURCE PLANNING



INFORMATION SECURITY



PROJECT MANAGEMENT



*Percentage of employers

**Percentage of employers from all markets