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Staffing and Recruiting Software, On Target, On Demand™

Bullhorn Announces Recruiter Compensation Trends Report

Study finds positive outlook in competitive talent market, recruiter pay outpaces that of other jobs

Boston— March 16, 2007—Bullhorn, the global leader in On Demand front-office staffing and recruiting software, today released "[Recruiter Compensation Trends](#)," a research report on the staffing and recruiting industry.

The report is based on the findings of Bullhorn's 2006 cornerstone surveys. The surveys were distributed each quarter during 2006 to more than 60,000 professionals in the staffing and recruiting industry throughout the United States.

The surveys revealed a positive outlook in the competitive talent market and that salaries, as well as benefits, are increasing for recruiters.

"Almost every customer or prospect I've talked with in the last three months is growing. Without exception, everyone has hired new people and plans to hire more," said Art Papas, CEO and co-founder of Bullhorn. "As in all of the industries we staffing and recruiting professionals serve, a greater demand for the talented performer leads to more competitive compensation for exceptional talent."

These findings, as well as the following, are discussed in "[Recruiter Compensation Trends](#)." The survey also found:

- Recruiter pay continues to outpace that of other jobs.
- The majority of recruiters who responded reported an annual salary greater than \$88,000.
- Increases in variable compensation are more frequent than increases to base salary.
- More than any other variable, experience had the greatest effect on salary for recruiters.
- The average tenure for a recruiter is slightly less than five years, which is better than average when compared to other industries.

This report is available for free download at <http://www.bullhorn-contact.com/Web/Leads.php?refer=MPR031307>.

Bullhorn is the staffing and recruiting industry's only On Demand, integrated front-office solution. Comprising email, calendaring, sourcing, an applicant tracking system, customer relationship management and job management, Bullhorn enables users to communicate and collaborate with contacts, candidates, colleagues and clients in real time to generate, source and fill job orders, or make placements, at anytime and from anyplace. Bullhorn's users include staffing and recruiting firms of all sizes, from a wide range of industries—including information technology, professional services, office/clerical and healthcare. The [Bullhorn Blogger](#) is the company's online community where customers, partners, Bullhorn professionals and prospective customers share ideas and best practices to advance the productivity of the staffing and recruiting industry through the innovative use of Bullhorn's On Demand, integrated front-office software solution.

About Bullhorn, Inc.

Bullhorn is the global leader in On Demand, front-office staffing and recruiting software, providing the only completely integrated front-office solution for staffing and recruiting firms. Bullhorn enables its customers to synchronize sales and recruiting to generate, source and fill job orders in

real time, at anytime and from anyplace, at the highest rates in the industry. Delivered through software as a service, Bullhorn continually meets the evolving business needs of its customers. More than 600 firms and 7,500 users worldwide, including some of the largest global staffing firms, partner with Bullhorn to meet the employment demands of the global economy. For more information, visit www.bullhorn.com or call +1(888)GoLive8.

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