





**1. What are your technical areas of expertise? Please list all that apply.**

	Response Count
	86
answered question	86
skipped question	5







**2. Are you currently employed?**

		Response Percent	Response Count
Yes		96.7%	88
No		3.3%	3
	answered question		91
	skipped question		0



### 3. For which of the following reasons are you not currently employed?

		Response Percent	Response Count
Laid off		33.3%	1
<b>Left previous job for personal reasons</b>		<b>66.7%</b>	<b>2</b>
Retired		0.0%	0
Pursuing higher education		0.0%	0
Recently relocated		0.0%	0
	Other (please specify)		0
		<b>answered question</b>	<b>3</b>
		<b>skipped question</b>	<b>88</b>

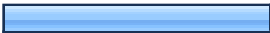




#### 4. What methods have you used in your search for employment? (Choose all that apply)

		Response Percent	Response Count
N/A - I'm retired		0.0%	0
Utilizing social media and other online networking		66.7%	2
Networking		66.7%	2
<b>Posting resume to job websites</b>		<b>100.0%</b>	<b>3</b>
Using (ISC)2's Career Tools		66.7%	2
Am starting my own business/consulting		33.3%	1
Obtained additional educations/certifications (if so, please specify in comment field)		33.3%	1
	Other/comments		1
		<b>answered question</b>	<b>3</b>
		<b>skipped question</b>	<b>88</b>





#### 5. Were you unemployed at any point this year?

		Response Percent	Response Count
Yes		12.5%	11
<b>No</b>		<b>87.5%</b>	<b>77</b>
	If yes, for how long?		12
		<b>answered question</b>	<b>88</b>
		<b>skipped question</b>	<b>3</b>



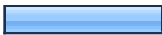

**6. What did you do (outside of cover letters and resumes) to get gainful employment again?  
(Choose all that apply)**

		<b>Response Percent</b>	<b>Response Count</b>
Take contract work		40.0%	4
Relocate		0.0%	0
Attend networking events		50.0%	5
<b>Utilized social media and other online networking</b>		<b>80.0%</b>	<b>8</b>
None - took personal time off between jobs		0.0%	0
Obtained additional education (please specify in comments section below)		10.0%	1
Obtained additional certification (please specify in comments section below)		20.0%	2
	Other/comments		3
		<b>answered question</b>	<b>10</b>
		<b>skipped question</b>	<b>81</b>























## 7. Did you change jobs this past year?

		Response Percent	Response Count
Yes, job title change and company change		21.6%	19
Yes, job title change only (same company)		18.2%	16
Yes, company change only (same job title)		5.7%	5
<b>No</b>		<b>54.5%</b>	<b>48</b>
<b>answered question</b>			<b>88</b>
<b>skipped question</b>			<b>3</b>

## 8. Why did you change jobs this year?

		Response Percent	Response Count
<b>Advancement Opportunity</b>		<b>47.1%</b>	<b>16</b>
Personal Preference		14.7%	5
Downsizing/Restructuring		23.5%	8
Pursued Higher Education (certification or graduate work)		0.0%	0
Contractor		14.7%	5
Other (please specify)			7
<b>answered question</b>			<b>34</b>
<b>skipped question</b>			<b>57</b>

## 9. What is your organization's industry/market?

		Response Percent	Response Count
Information technology		52.7%	48
Professional services		27.5%	25
Discrete manufacturing		1.1%	1
Education		8.8%	8
Process manufacturing		4.4%	4
Healthcare		20.9%	19
U.S. Government (Federal)		51.6%	47
<b>U.S. Government (State &amp; Local)</b>		<b>100.0%</b>	<b>91</b>
Government Outside U.S.		16.5%	15
Banking		9.9%	9
Other finance		3.3%	3
Retail		3.3%	3
Wholesale		3.3%	3
Telecommunications		22.0%	20
Construction		2.2%	2
Transportation and transportation services		11.0%	10
Insurance		5.5%	5
Media		2.2%	2
Personal services		3.3%	3
Utilities		13.2%	12
Resource industries		3.3%	3
Other		3.3%	3

<b>answered question</b>	<b>91</b>
<b>skipped question</b>	<b>0</b>




### 10. What was the total security budget within your organization for 2011 (in USD)?

		Response Percent	Response Count
\$0-100,000		15.4%	14
\$100,001-500,000		6.6%	6
\$500,001-1,000,000		5.5%	5
\$1,000,001-5,000,000		9.9%	9
\$5,000,000 or more		13.2%	12
<b>Not sure</b>		<b>49.5%</b>	<b>45</b>
		<b>answered question</b>	<b>91</b>
		<b>skipped question</b>	<b>0</b>

### 11. Did you receive a salary increase, including benefits and incentives, in 2011?

		Response Percent	Response Count
<b>Yes - 0-5%</b>		<b>33.0%</b>	<b>30</b>
Yes - 5-10%		11.0%	10
Yes - 10% or higher		15.4%	14
No - No change in salary or benefits		29.7%	27
No - Salary and/or benefits cut		11.0%	10
		<b>answered question</b>	<b>91</b>
		<b>skipped question</b>	<b>0</b>

**12. Do you expect to receive a salary increase, including benefits and incentives, in 2012?**

		Response Percent	Response Count
Yes		54.2%	45
No		26.5%	22
Not sure		19.3%	16
<b>answered question</b>			<b>83</b>
<b>skipped question</b>			<b>8</b>

**13. How have the following areas of your organization changed in the last 12 months? Please rank each of the following areas.**


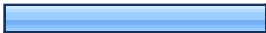

	No change	Decreased significantly	Decreased somewhat	Increased somewhat	Increased significantly	Rating Average	Response Count
Travel budget	<b>50.0% (42)</b>	16.7% (14)	23.8% (20)	8.3% (7)	1.2% (1)	1.94	
New hires	24.4% (19)	20.5% (16)	15.4% (12)	<b>32.1% (25)</b>	7.7% (6)	2.78	
Personnel reductions and layoffs	<b>63.9% (53)</b>	3.6% (3)	10.8% (9)	16.9% (14)	4.8% (4)	1.95	
Professional development and training budget	<b>44.0% (37)</b>	19.0% (16)	22.6% (19)	9.5% (8)	4.8% (4)	2.12	
Purchases of security equipment and technology	<b>47.6% (40)</b>	11.9% (10)	14.3% (12)	22.6% (19)	3.6% (3)	2.23	
Information security budget	<b>50.0% (42)</b>	9.5% (8)	16.7% (14)	17.9% (15)	6.0% (5)	2.20	
Outsourcing of security functions	<b>76.2% (64)</b>	4.8% (4)	7.1% (6)	11.9% (10)	0.0% (0)	1.55	
<b>answered question</b>							
<b>skipped question</b>							



#### 14. How do you foresee the following areas of your organization faring in 2012 compared to 2011?

	No change	Decreasing Significantly	Decreasing Somewhat	Increasing Somewhat	Increasing Significantly	Rating Average	Response Count
Travel budget	<b>56.0%</b> (47)	9.5% (8)	19.0% (16)	14.3% (12)	1.2% (1)	1.95	
New hires	<b>41.7%</b> (35)	8.3% (7)	14.3% (12)	31.0% (26)	4.8% (4)	2.49	
Personnel reductions or layoffs	<b>70.2%</b> (59)	8.3% (7)	6.0% (5)	15.5% (13)	0.0% (0)	1.67	
Professional development and training budget	<b>52.4%</b> (44)	7.1% (6)	19.0% (16)	19.0% (16)	2.4% (2)	2.12	
Purchases of security equipment and technology	<b>59.0%</b> (49)	6.0% (5)	12.0% (10)	21.7% (18)	1.2% (1)	2.00	
Information security budget	<b>56.0%</b> (47)	2.4% (2)	20.2% (17)	19.0% (16)	2.4% (2)	2.10	
Outsourcing of security functions	<b>80.7%</b> (67)	3.6% (3)	4.8% (4)	10.8% (9)	0.0% (0)	1.46	
<b>answered question</b>							
<b>skipped question</b>							

#### 15. Have you seen an increased security risk in your organization in 2011?

		Response Percent	Response Count
Yes		51.2%	43
No		39.3%	33
Not sure		9.5%	8
<b>answered question</b>			<b>84</b>
<b>skipped question</b>			<b>7</b>







## 16. In which of the following areas have you seen the most activity?

		Response Percent	Response Count
Increased risk due to mobile devices		34.9%	15
Targeted attacks against personnel		2.3%	1
<b>Attacks against your systems/infrastructure</b>		<b>37.2%</b>	<b>16</b>
Theft of intellectual property		7.0%	3
Employee misconduct		9.3%	4
Other		9.3%	4
	Other (please specify)		5
<b>answered question</b>			<b>43</b>
<b>skipped question</b>			<b>48</b>

## 17. Has your organization hired individuals specifically for information security roles?

		Response Percent	Response Count
Yes		73.7%	42
No		21.1%	12
Not sure		5.3%	3
	If no, who is responsible for information security in your organization?		4
<b>answered question</b>			<b>57</b>
<b>skipped question</b>			<b>34</b>






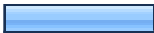


**18. How many of the information or software security staff (or those responsible for those roles) in your organization hold certifications?**

		Response Percent	Response Count
None of them		0.0%	0
<b>Some of them</b>		<b>29.8%</b>	<b>17</b>
About half of them		3.5%	2
<b>Most of them</b>		<b>29.8%</b>	<b>17</b>
All of them		10.5%	6
All of them because certification is required by my organization		14.0%	8
Not sure		12.3%	7

Comments: 2

<b>answered question</b>	<b>57</b>
<b>skipped question</b>	<b>34</b>

### 19. Which certifications are most popular? (Choose all that apply)



		Response Percent	Response Count
CISSP		96.0%	48
CSSLP		4.0%	2
CAP		2.0%	1
SSCP		2.0%	1
CISM		24.0%	12
CISA		22.0%	11
Security +		50.0%	25
GIAC		28.0%	14

Other (please specify) 1

answered question 50

skipped question 41





### 20. Are you a security manager or executive with hiring responsibilities?

		Response Percent	Response Count
Yes		27.4%	23
No		72.6%	61





answered question 84

skipped question 7



**21. When filling an information security position within your organization, what is the average time it takes to find and hire the right candidate?**

		Response Percent	Response Count
Less than 1 month		13.6%	3
<b>1-3 months</b>		<b>50.0%</b>	<b>11</b>
3-6 months		31.8%	7
6 or more months		4.5%	1
<b>answered question</b>			<b>22</b>
<b>skipped question</b>			<b>69</b>

**22. Are you looking to hire any additional permanent or contract information security staff in the coming year?**

		Response Percent	Response Count
Yes - Permanent employees only		30.4%	7
Yes - Contract employees only		4.3%	1
Yes - Both permanent and contract employees		17.4%	4
<b>No</b>		<b>47.8%</b>	<b>11</b>
<b>answered question</b>			<b>23</b>
<b>skipped question</b>			<b>68</b>






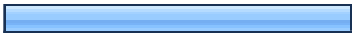











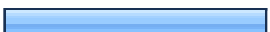


### 23. If yes, how many are you looking to hire?

		Response Percent	Response Count
1-2		61.5%	8
3-4		38.5%	5
5-9		0.0%	0
10+		0.0%	0
answered question			13
skipped question			78





**24. What are the most important factors in your hiring decisions? (Choose all that apply.)**

		Response Percent	Response Count
An understanding of information security concepts		100.0%	23
Possess any information security credential		43.5%	10
Possess an (ISC)2 or other accredited information security credential		65.2%	15
A university degree		17.4%	4
Technical skills		78.3%	18
Directly related experience		82.6%	19
Good presentation and communication skills		69.6%	16
Appreciation of emerging technologies		39.1%	9
An understanding of business concepts		69.6%	16
<b>answered question</b>			<b>23</b>
<b>skipped question</b>			<b>68</b>





## 25. What specific expertise are you seeking from professionals? (Choose all that apply.)

		Response Percent	Response Count
Access control systems and methodology		65.2%	15
Applications and system development security		65.2%	15
Administration		17.4%	4
Business planning		13.0%	3
Business continuity and disaster recovery planning		30.4%	7
Certification & accreditation		52.2%	12
Cryptography		30.4%	7
Law, investigations, and ethics		17.4%	4
Forensics		34.8%	8
<b>Operations security</b>		<b>78.3%</b>	<b>18</b>
Policy development		60.9%	14
Physical security		21.7%	5
Security architecture and models		60.9%	14
Security management practices		69.6%	16
Telecommunications and network security		56.5%	13
ISO/IEC 17799 (Code of Practice for Information Security Management)		17.4%	4
Information risk management		60.9%	14
Privacy		39.1%	9
Auditing		56.5%	13
Corporate governance		26.1%	6



Consulting		17.4%	4
Social media		17.4%	4
Mobility		34.8%	8
Cloud/virtualization		30.4%	7
<b>answered question</b>			<b>23</b>
<b>skipped question</b>			<b>68</b>

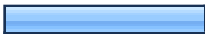


## 26. How difficult has it been to find the right candidate(s)?

		Response Percent	Response Count
Very difficult		21.7%	5
<b>Somewhat difficult</b>		<b>56.5%</b>	<b>13</b>
Not difficult at all		8.7%	2
Haven't begun the search yet		13.0%	3
<b>answered question</b>			<b>23</b>
<b>skipped question</b>			<b>68</b>

## 27. What areas are most challenging in the hiring process?

	Not challenging at all	Somewhat challenging	Very challenging	N/A	Rating Average	Response Count
Meeting salary expectations	14.3% (3)	<b>47.6% (10)</b>	28.6% (6)	9.5% (2)	2.16	21
Reviewing the number of applications received for the position	<b>47.6% (10)</b>	33.3% (7)	4.8% (1)	14.3% (3)	1.50	21
Finding the candidate with the right skills	4.3% (1)	34.8% (8)	<b>52.2% (12)</b>	8.7% (2)	2.52	23
Finding the candidate with the right amount of experience	4.3% (1)	<b>56.5% (13)</b>	30.4% (7)	8.7% (2)	2.29	23
Finding the candidate with the right certification(s)	17.4% (4)	<b>43.5% (10)</b>	17.4% (4)	21.7% (5)	2.00	23
Finding a candidate willing to withstand the lengthy hiring process	31.8% (7)	<b>36.4% (8)</b>	18.2% (4)	13.6% (3)	1.84	22
Finding a candidate who's willing to commit long-term	31.8% (7)	<b>45.5% (10)</b>	4.5% (1)	18.2% (4)	1.67	22
Finding a candidate in my geographical area	23.8% (5)	<b>42.9% (9)</b>	23.8% (5)	9.5% (2)	2.00	21
Finding a candidate in my sector	19.0% (4)	<b>47.6% (10)</b>	19.0% (4)	14.3% (3)	2.00	21
				Other (please specify)		1
<b>answered question</b>						<b>23</b>
<b>skipped question</b>						<b>68</b>

## 28. By which method have you found the most success in the hiring process?

		Response Percent	Response Count
Online job websites		30.0%	6
Job fairs		5.0%	1
Networking		0.0%	0
<b>Referrals/recommendations from colleagues</b>		<b>65.0%</b>	<b>13</b>
Dedicated programs such as US Cyber Corps		0.0%	0
Recruiting from specific colleges		0.0%	0
	Other (please specify)		4
		<b>answered question</b>	<b>20</b>
		<b>skipped question</b>	<b>71</b>



**Page 1, Q1. What are your technical areas of expertise? Please list all that apply.**

1	Network Operations	Jan 10, 2012 11:28 AM
2	Firewall, IDS, forensics, switching, routing	Jan 10, 2012 7:04 AM
3	Firewall, IDS, Governance, Network Admin, System Admin	Jan 10, 2012 6:39 AM
4	Penetration Testing Audit Incident Handling	Jan 7, 2012 10:44 PM
5	python, java, penetration testing, web development, networking, cisco, networking protocols, intrusion detection,	Jan 6, 2012 5:04 PM
6	Security, forensics, penetration testing, systems administration, networking	Jan 6, 2012 10:25 AM
7	security management	Jan 6, 2012 8:55 AM
8	Access controls, policy development, physical security, incident response, emergency management, baseline configuration for servers and workstations.	Jan 6, 2012 6:53 AM
9	Infosec, IT Management, System Administration, technical instructor, academic instruction, software management	Jan 5, 2012 9:48 PM
10	Digital forensics	Jan 5, 2012 6:50 PM
11	Forensics, Incident Response, Malware Analysis	Jan 5, 2012 4:20 PM
12	C&A, System Administration, Virtualization, Software Development	Jan 3, 2012 5:01 PM
13	CISSP PMP IT Generalist	Jan 3, 2012 11:42 AM
14	Windows Servers, Active Directory, Email/Exchange Servers, DIACAP, Security	Jan 3, 2012 6:19 AM
15	Governance Risk Compliance Security	Jan 3, 2012 4:48 AM
16	software development, CNO	Jan 2, 2012 5:55 PM
17	Unix administration troubleshooting	Jan 2, 2012 12:36 PM
18	PKI/Biometrics policy and implementation	Jan 2, 2012 11:31 AM
19	Systems Administration, Systems Engineering	Dec 31, 2011 8:06 AM
20	Windows, VMware, Datacenter operations	Dec 30, 2011 6:00 AM
21	Network Engineering, Virtual Servers (ESX), Websites running ASP.NET	Dec 29, 2011 10:16 AM
22	Windows Systems Administration Network Administration IA Security Administration Troubleshooting	Dec 28, 2011 10:14 AM
23	identity access management, biometrics, access control, physical security, governance	Dec 28, 2011 10:07 AM
24	Information Assurance Information System Security COMSEC, EMSEC / TEMPEST	Dec 28, 2011 9:18 AM

**Page 1, Q1. What are your technical areas of expertise? Please list all that apply.**

25	Windows Server, Linux Server, Server Architecture, Disaster Recovery, Server Forensics	Dec 27, 2011 10:43 PM
26	•Application and Systems Development Security •Business Continuity Planning and Disaster Recovery Planning •Telecommunications and Network Security	Dec 27, 2011 12:15 PM
27	software design solution design access controls shell scripting security (broadly, CISSP) health IT (HL7, etc.) system integration Solaris	Dec 27, 2011 11:51 AM
28	Full software lifecycle development; testing; information assurance, systems, network, database, and security administration	Dec 27, 2011 8:52 AM
29	web filtering, security management	Dec 27, 2011 7:09 AM
30	server and network engineering, content delivery	Dec 27, 2011 6:58 AM
31	DLP, iso27k, vulnerability assessment, risk management, compliance/audit, data encryption, authentication, secure systems, security program management.	Dec 27, 2011 6:38 AM
32	IA Security	Dec 27, 2011 4:56 AM
33	TCP/IP, firewalls, Linux, NetSec	Dec 27, 2011 3:59 AM
34	Information Security Risk Management Professional	Dec 26, 2011 5:36 PM
35	firewalls IPS web content filtering pgp	Dec 23, 2011 4:24 PM
36	Security Architecture, Compliance, Governance	Dec 23, 2011 11:32 AM
37	network security, CISSP, SANS GSEC, firewalls, IDS/IPS	Dec 23, 2011 11:14 AM
38	Application development, general system development	Dec 23, 2011 9:08 AM
39	Software engineer Software security analyst	Dec 22, 2011 9:05 PM
40	IT Security, systems administration (unix)	Dec 22, 2011 6:23 PM
41	Network infrastructure, Data management, risk management, policy and standards development, compliance management, incident management	Dec 22, 2011 4:58 PM
42	application development network security cryptography	Dec 22, 2011 3:23 PM
43	IT security, CISSP	Dec 22, 2011 1:37 PM
44	Information Security - most domains.	Dec 22, 2011 1:29 PM
45	Physical security Application security	Dec 22, 2011 12:24 PM
46	Security Architect, Identity and Access Management, Cryptography, Governance	Dec 22, 2011 10:50 AM
47	Info security, risk management, privacy, incident/breach response, policy, governance, and compliance, security awareness	Dec 22, 2011 10:39 AM
48	Network and Physical Security	Dec 22, 2011 10:00 AM

**Page 1, Q1. What are your technical areas of expertise? Please list all that apply.**

49	network traffic analysis, social engineering	Dec 22, 2011 7:41 AM
50	Enterprise Infosec planning and management Business continuity planning and management Design, implementation of infosec for large system development projects Infosec Architecture Infosec process documentation - standards, policies, procedures Infosec assessment/audit Infosec regulatory compliance	Dec 22, 2011 7:41 AM
51	Information Assurance - DoD, Intel Community Certification and Accreditation - DoD, Intel Community Government security policy NIST Vulnerability assessments	Dec 22, 2011 7:35 AM
52	Network Manager/IAO/FSA/CST MCT, CISSP, SSCP, MCSA: Security, MCSE, MCSA, MCITP, MCDST, MCTS, A+ce, Security+ce, Network+ce, I-Net+, Linux+, CNST, CST, CWS, ITILF	Dec 22, 2011 7:20 AM
53	software development information assurance government c&a and vendor	Dec 22, 2011 6:42 AM
54	Computer Security Networking MS Office Products Telephony-IP and POTS Software/Hardware Life cycle management	Dec 22, 2011 6:37 AM
55	C&A, ST&E, FISMA, DIACAP	Dec 22, 2011 6:12 AM
56	Active Directory, SIEM, IDS/IPS, firewall, web filtering, email filtering, forensics and eDiscovery, PCI, policies and procedures.	Dec 22, 2011 6:03 AM
57	policy/procedures	Dec 22, 2011 5:57 AM
58	Incident response, forensics, certification and accreditation.	Dec 22, 2011 5:48 AM
59	None	Dec 22, 2011 5:44 AM
60	Operational security, network architecture, business continuity and DR, software development	Dec 22, 2011 5:44 AM
61	Information Security Networking Servers Storage	Dec 22, 2011 5:33 AM
62	Network and server operating systems design, network / operating system security	Dec 22, 2011 5:33 AM
63	Information Assurance	Dec 22, 2011 5:14 AM
64	Infrastructure Security	Dec 22, 2011 5:06 AM
65	Internetworking technologies. Information Security	Dec 22, 2011 5:02 AM
66	Info Security issues in Enterprise Cloud Contracts	Dec 22, 2011 3:56 AM
67	IT Enterprise Solutions Requirements Information Assurance	Dec 22, 2011 3:51 AM
68	Systems Security Engineering Certification and Accreditation IA policy IA for Aviation Platforms/Weapons Systems	Dec 22, 2011 3:26 AM
69	risk assessment; physical security; cybersecurity	Dec 22, 2011 3:18 AM

**Page 1, Q1. What are your technical areas of expertise? Please list all that apply.**

70	Cisco Routers and Switches, as well as ASA firewalls and ACE load balancers	Dec 22, 2011 12:48 AM
71	Information Assurance Network and System Security	Dec 21, 2011 9:28 PM
72	Infrastructure design and support. Expert level analysis (packet level), data center mgt., security appliance mgt., policy mgt. WAN diagnostics and support. SW HW stress and interoperability testing, product development.	Dec 21, 2011 9:27 PM
73	Information Assurance (IA) Programming	Dec 21, 2011 9:10 PM
74	Network security in general. Primarily "blue team" designing defenses. CISSP, GSLC, GSEC, GCIH, CEH, Security+, Network+, A+, CTT+. I am a security instructor for SANS & for a community college.	Dec 21, 2011 8:27 PM
75	Development, databases, unix admin, system architecture	Dec 21, 2011 7:48 PM
76	Messaging, IM, Email, Sharepoint.	Dec 21, 2011 7:15 PM
77	Desktop Support Server Support Network/Telecommunications	Dec 21, 2011 7:10 PM
78	Data Loss Prevention, Digital Rights Management, PKI, Identity Management - Provisioning and De-Provisioning, Single Sign-on, Federation, Federal Information Assurance, Data De-Identification, IDS, IPS, Critical Systems Protection. Vendor Product expertise in Oracle and Symantec security products.	Dec 21, 2011 6:36 PM
79	Firewalls IPS/IDS SIEM VPN	Dec 21, 2011 6:15 PM
80	This question is too broad! Security is very broad and I have expertise in many areas.	Dec 21, 2011 6:08 PM
81	Windows, networking, security on all platforms really.	Dec 21, 2011 3:32 PM
82	pen, intrusion detection, malware, reversing, forensics, exploit dev, software development, systems admin	Dec 21, 2011 3:18 PM
83	windows, risk assessment, mvm foundstone, endpoint protection, etc.	Dec 21, 2011 3:11 PM
84	Networking, Infrastructure, Security	Dec 21, 2011 2:26 PM
85	Security & Compliance Management	Dec 21, 2011 2:24 PM
86	Intrusion Detection Network Security Hacker Techniques Security Policy	Dec 21, 2011 1:29 PM

**Page 2, Q2. What methods have you used in your search for employment? (Choose all that apply)**

1	I have CISSP, PMP, ITIL, MCSE, A+, Security+, ACE, CISA	Dec 21, 2011 6:09 PM
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**Page 3, Q1. Were you unemployed at any point this year?**

1	12 months	Jan 3, 2012 4:48 AM
2	6 weeks	Dec 28, 2011 10:14 AM
3	9 months	Dec 27, 2011 12:15 PM
4	2 months	Dec 23, 2011 11:32 AM
5	3 weeks	Dec 23, 2011 11:16 AM
6	5 months	Dec 22, 2011 7:36 AM
7	11 months	Dec 22, 2011 6:03 AM
8	3 months	Dec 22, 2011 5:44 AM
9	1 month 2 weeks	Dec 21, 2011 10:13 PM
10	2 weeks	Dec 21, 2011 6:16 PM
11	3 weeks between jobs. It was a nice vacation.	Dec 21, 2011 3:32 PM
12	31 years	Dec 21, 2011 2:24 PM

**Page 4, Q1. What did you do (outside of cover letters and resumes) to get gainful employment again? (Choose all that apply)**

1	obtained CISSP	Dec 27, 2011 12:16 PM
2	prayed	Dec 22, 2011 7:37 AM
3	Have not been out of work - question does not apply	Dec 21, 2011 2:25 PM

**Page 6, Q1. Why did you change jobs this year?**

1	make less money but better job environment and long term career advancement	Jan 6, 2012 6:54 AM
2	Desire to relocate	Jan 5, 2012 4:20 PM
3	relocated	Dec 29, 2011 1:47 PM
4	advanced to team lead in same job	Dec 22, 2011 6:43 AM
5	RIF'd due to lack of gov't funding	Dec 22, 2011 5:46 AM
6	Retain due to another job offer	Dec 22, 2011 5:34 AM
7	Many reasons. Money, bad boss at the old job, get exposed to something new, etc.	Dec 21, 2011 3:33 PM

**Page 7, Q1. What is your organization's industry/market?**

1	Department of Defense	Dec 28, 2011 10:15 AM
2	Geographic Information Systems	Dec 27, 2011 12:17 PM
3	I have worked on projects in all areas mentioned.	Dec 21, 2011 6:10 PM

**Page 10, Q1. In which of the following areas have you seen the most activity?**

1	bank/credit card fraud	Jan 10, 2012 6:42 AM
2	Attack on RSA Token Devices	Dec 29, 2011 10:20 AM
3	targeted via highly used apps (Adobe reader/flash, Word, Excel), etc.	Dec 27, 2011 6:42 AM
4	theft of hardware, hard drives, misappropriation of user access leading to financial theft	Dec 22, 2011 7:42 AM
5	Possibly pursuing intellectual property	Dec 21, 2011 9:31 PM

**Page 11, Q1. Has your organization hired individuals specifically for information security roles?**

1	CTO	Dec 22, 2011 5:09 AM
2	I am responsible - President & CEO - 2 person company	Dec 21, 2011 8:34 PM
3	I am.	Dec 21, 2011 4:11 PM
4	Systems Engineers	Dec 21, 2011 2:29 PM

**Page 11, Q2. How many of the information or software security staff (or those responsible for those roles) in your organization hold certifications?**

1	No incentive to get a certification.	Dec 22, 2011 6:39 AM
2	I do not work at the office.	Dec 22, 2011 6:17 AM

**Page 12, Q1. Which certifications are most popular? (Choose all that apply)**

1	ABCP	Dec 22, 2011 5:04 PM
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**Page 15, Q5. What areas are most challenging in the hiring process?**

1	Internal hire	Dec 22, 2011 5:40 AM
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**Page 15, Q6. By which method have you found the most success in the hiring process?**

1	Govt recruiting and contract processes	Dec 22, 2011 6:38 PM
2	Haven't found the right candidate yet.	Dec 22, 2011 5:11 PM
3	Internal hire	Dec 22, 2011 5:40 AM
4	Recruiting Services	Dec 21, 2011 9:32 PM