

COLLEGE OF THE CANYONS

Santa Clarita Community College District

26455 Rockwell Canyon, Santa Clarita, CA 91355

Office of Institutional Development and Technology

Web Developer and Web Publishing/Design Programs: Needs Assessments

Ad Hoc Report – 2013-1

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July 2014



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Introduction

The Office of Institutional Development and Technology, with input from the Computer Information Technology (CIT) faculty members, facilitated a focus group with representatives from the CIT advisory committee as part of the needs assessments for the College's new web publishing, design and web developer programs. In addition, labor market data were obtained from Economic Modeling Specialists, Inc. (EMSI) and Burning Glass Technologies, Labor/Insight™ to assess the labor market demand and wages for the web publishing and design, and web development industries in the Santa Clarita Valley and surrounding region. The California Community College Chancellor's Office requires community colleges to gather information from industry representatives when conducting needs assessments for new programs. The focus group was intended to assess the entry-level skills needed by entry-level graduates from the web publishing/design and web developer programs and to obtain additional information necessary for informing decisions for the programs. This needs assessment intended to answer questions in three areas:

1. **Employment Projections:**

- What is the average number of job openings (both new and replacement) for web publishing and design annually for the next five years?
- What is the average number of job openings (both new and replacement) for web developer jobs annually for the next five years?
- What are the numbers of new and replacement web publishing/design jobs expected by 2020?
- What are the numbers of new and replacement web developer jobs expected by 2020?
- What are the numbers of job postings for jobs in web publishing/design between January 1, 2012 and December 31, 2012 for the Los Angeles-Long Beach-Santa Ana, CA MSA?

2. **Salary:**

- What is the *median hourly wage* for web publishing/design jobs?
- What is the *median hourly wage* for web developer jobs?

3. **Industry Needs from Focus Group with Web Publishing/Design and Web Developer**

Industry Representatives:

- What are the employment needs for the web publishing/design and web developer industries in the Santa Clarita Valley?
- What knowledge and / or skills valued most by web publishing/design industry representatives need to be incorporated into the web publishing/design program at College of the Canyons?
- What knowledge and / or skills valued most by web developer industry representatives need to be incorporated into the web developer program at College of the Canyons?

The resulting information is intended to be used to inform decisions regarding the development and offering of the web publishing/design and web developer programs at College of the Canyons. In addition, the information will be used to complete the application packet required by the South Central Regional Consortium.

Methods

Data were obtained from three sources:

1. Labor market data including employment projections and median hourly earnings were obtained from Economic Modeling Specialists, Inc. (EMSI).
2. Labor market data including job postings for Web Architects, Web Designers, Web Programmers, Web Developers, Media Specialists, and Multimedia Specialists were obtained from Burning Glass Technologies, Labor/Insight™.
3. Focus group participants provided input on employment needs, hourly wages and curriculum needs.

Focus Group

Ten representatives from local companies specializing in web publishing and design and web development participated in a focus group as part of the CIT department's advisory committee meeting on May 22, 2012 at College of the Canyons' Valencia campus. The purpose of this meeting was to obtain information on the employee needs for the web publishing and design and web developer industries within the District's service area and to get input on the knowledge and skills needed for graduates of these programs. Representatives reviewed the sample curricula

and provided input on curriculum that should be omitted and courses that need to be included in the programs.

Labor Market Data

EMSI

The web publishing/design and web developer industry cluster includes diverse job titles such as Multimedia Specialist, Instructional Media Specialist, Web Designer, Web Architect, IT Specialist, Web Developer, Web Programmer, Software Engineer, and Programmer Analyst. Data are reported under Standard Occupation Classification Code 15-1134 (Web Developers). Data were pulled for both the Santa Clarita Community College District's service area and within a 15-mile radius of the 91355 zip code. This report includes the need within a 15-mile radius of the District due to the nature of the web developer industry with many individuals employed in this occupation having flexibility in work schedules (i.e., ability to work remotely) and the fact that there are no similar programs being offered by neighboring colleges that can meet the demand within a 15-mile radius. It is reasonable that a graduate from College of the Canyons' program would seek employment within this region.

Burning Glass Technologies, Labor/Insight™

Data for this analysis have been extracted using the Burning Glass Technologies, Labor/Insight™ tool that collects information from over 21,000 web sources, including job boards, newspapers, large and small employer websites. Burning Glass Technologies, Labor/Insight™ was used to assess the labor market demand and wages for the web publishing, design and web development industries in the Los Angeles-Long Beach-Santa Ana Metropolitan Statistical Area (MSA). The MSA was used as opposed to searching by city because employers do not often indicate the city. MSA has been determined by Burning Glass Technologies, Labor/Insight™ to be more accurate. Four searches were conducted within Burning Glass Technologies, Labor/Insight™:

1. Job Listings: The search parameters for job postings included the following search terms: Web Architect, Web Design, Web Programmer, Web Developer, Media Specialist, and Multimedia Specialist. The search parameters were also delimited to job postings requiring less than 1 year to 4 years of experience in the Los Angeles-Long Beach-Santa Ana, CA MSA between January 1, 2012 and December 31, 2012. All education levels were included in the search criteria. Per the advisement of staff at Burning Glass Technologies, Labor/Insight™, it was better to search by years of experience as most employers within the industries of interest were not reporting

required level of education. Of the ads posted during the timeframe included in the search 62 percent did not specify educational requirements (See Figure 1 on page 6).

2. **Summary Demand and Requirements by Occupation:** To ensure that all the possible job titles related to the web publishing/design and web development industries were being included in the search a query of the top titles associated with these jobs was conducted. Search terms for the top titles included the job titles previously identified plus PHP developer. This query did not limit the search by years of experience.
3. **Skills in Greatest Demand:** A query of the Skills in Greatest Demand was conducted to see what skills were being listed in the job postings included in the search parameters. Search terms for the skills in greatest demand included *Flash*, *website development*, and *jQuery*. This query did not limit the search by years of experience.
4. **Top titles:** A query of the Top Titles was conducted to identify the top titles within the industries of focus for this report. This query did not limit the search by years of experience.

Results

Labor Market Estimates. *The first area of inquiry* was related to the employment demand and salaries for individuals employed in the web publishing/design and web developer fields. Specifically, employment demand and salary information was obtained by asking the following questions:

- What is the average number of job openings (both new and replacement) for web publishing/design annually for the next five years?
- What is the average number of job openings (both new and replacement) for web developer jobs annually for the next five years?
- What are the numbers of new and replacement web publishing/design jobs expected by 2020?
- What are the numbers of new and replacement web developer jobs expected by 2020?

Employment Projections-EMSI. The total number of new and replacement Web Developer jobs requiring an associate's degree over the next five and half years in the Santa Clarita Valley is projected to be 21, or an average of 3 jobs annually. Within a 15-mile radius of Santa Clarita the total number of new and replacement Web Developer jobs over the next five and half years is projected to be 107, or an average of 18 jobs annually.

Other occupations requiring a bachelor's degree that may include web design and web developer components include software developers, computer applications-all other, computer programmers and graphic designers. The total number of new and replacement jobs within these occupations over the next five and half years in the Santa Clarita Valley is projected to be 329, or an average of 55 jobs annually. Within a 15-mile radius of Santa Clarita the total number of new and replacement Web Developer jobs over the next five and half years is projected to be 1,294, or an average of 216 jobs annually.

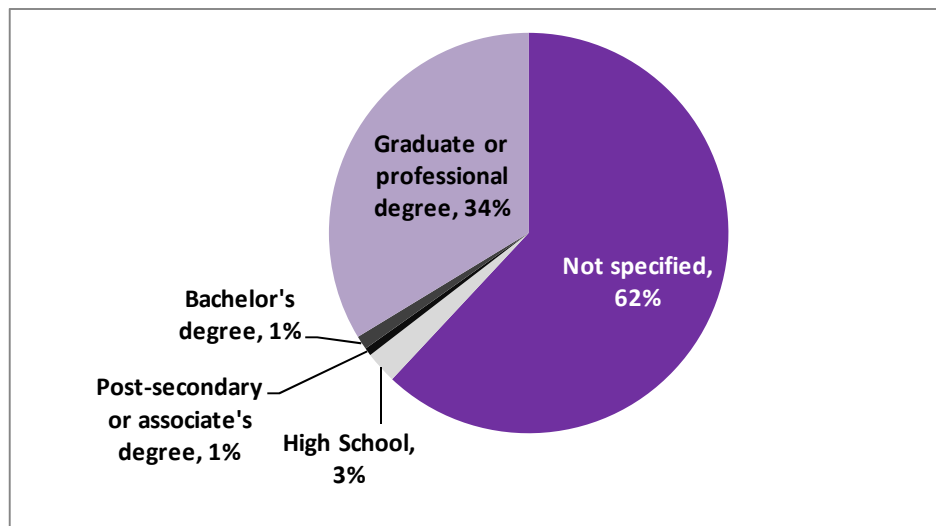
Employment Projections-Burning Glass Technologies, Labor/Insight™. Data obtained from Burning Glass Technologies, Labor/Insight™ show that within the Los Angeles-Long Beach-Santa Ana MSA there were 2,192 jobs posted for Web Architects, Web Designers, Web

Programmers, Web Developers, Media Specialists, and Multimedia Specialists requiring less than 1 year to 4 years of experience between January 1, 2012 and December 31, 2012. Appendix B shows the job titles, employers and locations of these job postings as they were listed in the Burning Glass Technologies, Labor/Insight™ search results.

It is important to note that data pulled from O*NET show that 20 percent of individuals employed as web developers hold an associate's degree, 43 percent hold a bachelor's degree and 27 percent have some college but no degree (Retrieved June 21, 2013 from <http://www.onetonline.org/link/summary/15-1134.00>).

Note: It appears that some job postings might be duplicative but it is difficult to confirm since the employer information is omitted for postings where “N/A” is noted for the employer data field.

Figure 1. Educational Requirements for Job Postings for the Los Angeles-Long Beach-Santa Ana, CA MSA between January 1, 2012 and December 31, 2012



Additional labor market data obtained from Burning Glass Technologies, Labor/Insight™ presented later in this report further support the need for the web developer and web publishing and design programs.

Median Hourly Earnings. According to EMSI, the median hourly wage for web developers is **\$26.06** in the District's service area and within a 15-mile radius of the Santa Clarita Valley is **\$26.97**. This is consistent with the average hourly wage for individuals with less than one year

and one to four years of experience in web development related jobs obtained through job postings using the Burning Glass Technologies, Labor/Insight™ tool. The hourly rate indicated by representatives at the focus group was lower than that shown by EMSI. Representatives at the focus group indicated that the starting hourly wage entry-level web designers and web developers is \$15 but increases to between \$30 and \$40 depending on education and/or experience.

According to EMSI, the median hourly wage for web developer related jobs (software developers, computer programmers, computer applications-all other and graphic designers) is **\$42.94** in the District's service area and within a 15-mile radius of the Santa Clarita Valley is **\$41.37**. Most web developer and design related positions require a bachelor's degree, which might be contributing to the higher hourly rate shown by EMSI.

Table 1. Projected Job Openings in Web Publishing/Design and Web Developer Related Occupations, Median Hourly Earnings and Education Required in the Santa Clarita Community College District Service Area

SOC Code	Description	2014 Jobs	2020 Jobs	Annual Openings (new and replacement)	2014 Median Hourly Earnings	Education
15-1131	Computer Programmers	235	246	9	\$38.44	Bachelor's degree
15-1132	Software Developers, Applications	407	465	16	\$43.65	Bachelor's degree
15-1133	Software Developers, Systems Software	459	539	20	\$52.74	Bachelor's degree
15-1134	Web Developers	106	115	3	\$26.06	Associate's degree
15-1199	Computer Occupations, All Other	78	85	3	\$35.05	Bachelor's degree
27-1024	Graphic Designers	212	219	7	\$23.88	Bachelor's degree
	Total	1,498	1,670	58	\$41.07	

Source: EMSI QCEW Employees & Self-Employed – 2nd Quarter 2014

Table 2. Projected Job Openings in Web Publishing/Design and Web Developer Related Occupations, Median Hourly Earnings and Education Required Within a 15-mile Radius of the Santa Clarita Community College District Service Area

SOC Code	Description	2014 Jobs	2020 Jobs	Annual Openings (new and replacement)	2014 Median Hourly Earnings	Education
15-1131	Computer Programmers	1,239	1,220	37	\$39.43	Bachelor's degree
15-1132	Software Developers, Applications	2,139	2,260	54	\$43.63	Bachelor's degree
15-1133	Software Developers, Systems Software	2,092	2,101	53	\$52.59	Bachelor's degree
15-1134	Web Developers	604	649	18	\$26.44	Associate's degree
15-1199	Computer Occupations, All Other	429	436	10	\$36.05	Bachelor's degree
27-1024	Graphic Designers	1,630	1,648	54	\$23.34	Bachelor's degree
	Total	8,132	8,313	226	\$39.65	

Source: EMSI QCEW Employees & Self-Employed – 2nd Quarter 2014

Focus Group Input from Web Publishing/Design and Web Developer Industry Representatives

Employment Needs. Industry representatives present at the meeting provided some estimates for the number of web publishing/design and web developer positions that need to be filled over the next five years. One representative plans to hire 2-3 entry-level web publishing and design and web developers over the next year and 2-3 individuals in database management and database coding positions. Another representative indicated that their company is only looking to hire replacements for positions that are vacated over the next year. Only one company represented expressed the need for eligible candidates to possess a bachelor's degree within the computer science or graphic design disciplines. All other representatives did not indicate a need for a certificate or associate degree but did express a desire to see evidence of students' skills acquired through the programs' courses.

Exam Preparation. While no certifications are required for the employers who participated in the focus group, the participants did indicate that a portfolio is important for graduates to have upon completion of the program.

Curriculum Needs. Focus group participants expressed a need for both Web Publishing/Design and Web Developer programs that would prepare students for work in the industry. Input received from the participants supported the need for a certificate and degree program. The computer information technology industry representatives who participated in the focus group reviewed sample curriculum for the web publishing/design and web developer programs. Overall, participants indicated that the curriculum for both programs are fine as presented but noted that Flash is being phased out. Other important aspects of the industry that should be taken into consideration for the Web Developer program include the following:

- Basic SQL,
- ASP,
- WordPress,
- Usability,
- Versioning control,
- HTML 5,
- CSS3,
- Privacy/security of information,
- Mobile web development, and
- XML in SEO.

Important aspects to consider for the Web Publishing and Design program includes using Photoshop to create mock web pages instead of Fireworks since Photoshop is the preferred design tool in the industry and including instruction on image sprites, Illustrator to generate SVG images, and versioning control. Many of these skill sets identified by the focus group participants were reflected in the Skills in Greatest Demand query performed in Burning Glass Technologies, Labor/Insight™ (see Appendix A for detailed listing). Some of the top skills most frequently cited in job postings include:

- Website development,
- JavaScript,
- jQuery,
- Ajax,

- SQL,
- PHP,
- .net,
- Xml,
- Microsoft Visual C#
- Web application development,
- Object-Oriented Analysis and Design (ood),
- Software engineering,
- Linux,
- Electronic commerce,
- User Interface (ui) Design,
- Software development,
- Visual Studio,
- Apache Webserver,
- Python,
- Graphic Design,
- C++,
- Lamp Stack,
- Database Design,
- Java Server Pages (jsp),
- Dynamic HTML,
- Unix,
- Perl, and
- Debugging.

A soft skill needed by graduates from both programs is teamwork. Industry representatives indicated that teamwork is needed for coding on both the front and back end. Graduates must be able to work well with others to ensure that codes developed on both the front and back end are compatible.

Recommendations

Generally, the focus group and labor market data for the region is supportive of a series of courses and possibly certificates in Web Publishing/Design and Web Developer. Only about one percent of job postings in a 12-month period listed an associate degree as a requirement. While the data from the Los Angeles-Long Beach-Santa Ana Metropolitan Statistical Area does not show strong support for a degree program, data from O*NET and EMSI show modest support for a degree program for web developers. A major component of the series of courses, certificates or degrees should include a portfolio that could be shown to employers based on the feedback from the focus group participants.

There are currently only two other programs in neighboring community college districts with similar programs, but they are not duplicative and may not be able to adequately supply the need for employees with web development and web publishing/design skills for the region. One of the other programs consists of a 12-unit certificate while the other is a Web Design option as part of an Associate of Science degree in Multimedia Studies.

Upon review of the data from EMSI, Burning Glass Technologies, Labor/Insight™ and input gathered from the focus group with representatives from the CIT department's advisory committee, the following recommendations should be taken into consideration for the Web Publishing/Design and Web Developer courses at College of the Canyons:

- Labor market data show modest support for the Web Developer and Web Publishing/Design programs.
- There is strong support for programs supporting students transferring to baccalaureate programs, especially in the larger region.
- Labor market demand for the associate's degree is low in the Santa Clarita Valley.
- There is strong support for jobs in the larger region from Santa Ana to L.A. County specifying skills such as website development, JavaScript, jQuery, Ajax, SQL, PHP, .net, though educational level for these jobs is not specified.
- While there is no indication that there is a strong labor market demand for a Web Developer certificate, industry representatives indicated strong interest in specific skills.
- Skills indicated by industry representatives that are needed include those proposed by the CIT department and the following suggested by focus group representatives:

- Monitor the use of Flash in the industry and consider eliminating it as it becomes less of a need.
- Incorporate training in basic SQL, ASP, usability and WordPress, versioning control, HTML 5, CSS3, privacy/security of Information, mobile web development, XML in SEO in the Web Developer program.
- Focus training on industry preferred design tools such as Photoshop instead of Fireworks to create mock web pages, image sprites, Illustrator to generate SVG images, and versioning control for the Web Publishing/Design program.
- Provide students with the opportunity to create a portfolio to demonstrate their knowledge and skill sets upon completion of the programs.
- Provide students with opportunities to develop teamwork skills, particularly as it relates to coding on both the front and back end. Graduates must be able to work well with others to ensure that codes developed on both the front and back end are compatible.
- Assess the need for other skills that should be incorporated into the programs as identified in the Skills in Greatest Demand table provided in Appendix A.

Appendix A

Skills in greatest demand:

Active selection included job postings with skills related to Flash, website development and jQuery in the Los Angeles-Long Beach-Santa Ana, CA (MSA) between January 1, 2012 and December 31, 2012.

Description	Job Openings (n)
Web Site Development	12,199
Javascript	9,603
Jquery	7,684
Ajax	5,332
Sql	4,748
Hypertext Preprocessor (php)	4,618
.net	4,403
Java	4,217
Extensible Markup Language (xml)	4,135
Microsoft C#	3,955
Mysql	3,161
Web Application Development	3,069
Object-Oriented Analysis And Design (ood)	2,897
Software Engineering	2,821
Adobe Photoshop	2,780
Linux	2,204
Web Site Design	2,121
Sql Server	2,081
Electronic Commerce	1,899
Xhtml	1,488
Oracle	1,449
User Interface (ui) Design	1,398
Software Development	1,388
Visual Studio	1,351
Apache Webserver	1,303
Python	1,292
Graphic Design	1,191
C++	1,166
Lamp Stack	1,153
Database Design	1,134
Java Server Pages (jsp)	1,119

Appendix A, cont. Description	Job Openings (n)
Dynamic Html	1,106
Unix	1,084
Perl	1,044
Debugging	1,016
Social Media	873
Adobe Flash	849
Transact-Sql	842
Relational Databases	834
Content Management	832
Microsoft Sharepoint	803
Microsoft Sql	782
Zend Framework	738
Extensible Stylesheet Language Transformation	734
Adobe Dreamweaver	727
Technical Writing / Editing	725
Systems Development Life Cycle (sdlc)	674
Operating Systems	668
Web Servers	626
Actionscript	626
Concept Development	623
Product Management	620
Product Development	597
Adobe Illustrator	596
Struts	594
Business Process	561
Software Architecture	553
Tomcat	528
Web Browser Development	520
Information Systems	500
Database Administration	494
Mobile Application Design	485
Unified Modeling Language (uml)	474
Indesign	465
Eclipse	461
Mvc Framework	450
Jboss	449
Search Engine Optimization (seo)	442
Business Development	441

Appendix A, cont. Description	Job Openings (n)
Activex Data Object (ado)	437
Model-View-Controller (mvc)	435
Technical Support	434
Customer Relationship Management (crm)	431
Social Networking	420
Object-Oriented Programming	415
Marketing	398
Information Architecture	394
System Administration	394
Mentoring	389
Client/Server	384
Dom	380
Application Design	379
Network Hardware/Software Maintenance	376
Data Management	374
Mathematics	360
Computer Engineering	358
Data Modeling	356
Extensible Stylesheet Language Xsl	352
Systems Analysis	346
Postgresql	341
Interface Design	339
Relational Database Management System (rdbms)	335
Ext Js	334
Data Warehouses	327
Configuration Management	320
Animation	318
Frontend Technology	317
Ibm Websphere	314
Scheduling	313
Online Marketing	313
Prototyping	312
Visual Design	310
Cold Fusion	308
Joomla	301
Domain Name System (dns)	299
Multimedia	299
Typesetting	298

Appendix A, cont. Description	Job Openings (n)
Java Message Service (jms)	298
Integrated Development Environment (ide)	292
Google Analytics	289
Blogging	289
Website Production	287
Oracle Pl/Sql	280
Structured Methods	279
Business Analysis	276
Extraction Transformation And Loading (etl)	276
Windows Server	271
Jdbc	267
Web Analytics	266
Mootools	258
System Architecture	256
Graphical User Interface (gui)	255
Macromedia Fireworks	255
Telecommunications	251
Visual Basic	247
Hypertext Markup Language	245
Systems Engineering	243
Hardware And Software Configuration	242
Cisco	240
Crystal Reports	239
Weblogic	238
Transmission Control Protocol / Internet Protocol (tcp / Ip)	235
System And Network Configuration	234
Vbscript	234
Newsletters	231
.net Programming	229
Shell Scripts	228
Enterprise Java Beans	226
Product Sale And Delivery	226
Accounting	225
Business Intelligence	221
Web Programming	221
Contract Management	218
Troubleshooting Technical Issues	218

Appendix A, cont. Description	Job Openings (n)
Ruby On Rails	216
Email Marketing	215
Ssl	211
Firewalls	210
Systems Integration	201
Medical Coding	198
Enterprise Resource Planning (erp)	194
Internet Technology	193
It Management	192
Cakephp	188
Web Content Management	186
Help Desk Support	184
Asset Management	182
Jscript	177
Account Management	177
Repair	173
Sales	171
Software Testing	170
Electrical Engineering	166
Content Development	166
Network Engineering	161
Art Direction	161
Product Design	159
Architectural Design	159
Game Development	158
Process Improvement	157
Interactive Design	157
Sap	157
Microsoft Dynamics	155
Adobe Aftereffects	155
C# Programming	154
Middleware	153
Website Management	153
Process Design	151
Codeigniter	151
Web 2.0	150
Adobe Flex	148
Full Life Cycle	146

Appendix A, cont. Description	Job Openings (n)
Photography	145
Solaris	145
Symantec Packages	144
Style Sheets	143
Internet Information Server	143
Proofreading	143
Sourcesafe	142
Marketing Materials	142
Search Engine Marketing (sem)	142
Network Administration	140
Video Editing	139
Wide Area Network (wan)	139
Microsoft Exchange	138
Usability Testing	138
Copy Writing	135
Validation	134
Email Campaigns	134
Relational Database Design	133

Appendix B

Job Listings between 1/1/2012 and 12/31/2012 for job titles including Web Architect, Web Design, Web Programmer, Web Developer, Media Specialist, and Multimedia Specialist requiring less than 1 year to 4 years of experience in the Los Angeles-Long Beach-Santa Ana, CA Metropolitan Statistical Area.

Job Title	Employer	Location
Junior To Mid-Level C# Web Developer	NA	Culver City, CA
.Net Web Developer	NA	Irvine, CA
Front End Web Developer	NA	East Irvine, CA
Web Programmer II	Loyola Marymount University	Los Angeles, CA
Junior Web Developer	Curacao	Pacoima, CA
Web Developer/Designer	Professional Services Firm	Los Angeles, CA
Mobile Web Application Developer	NA	Irvine, CA
Media Support Specialist	NA	Encino, CA
Front End Web Developer	NA	East Irvine, CA
Web Developer X Python Or Ruby	NA	Los Angeles, CA
Web Developer/Php Programmer (In - House Only)	NA	City Of Industry, CA
Talented And Highly Skilled Web Developer	NA	Costa Mesa, CA
Java Web Developer (Front End)	NA	Burbank, CA
Web Developer - Html , Css , Web Design - Project	NA	Irvine, CA
Senior C# Web Developer (Mvc Or Asp .Net)	NA	Culver City, CA
Web Programmer	Yellowzone Inc	Encino, CA
Web Developer	Yellowzone Inc	Encino, CA
Asp .Net Web Developer	NA	Aliso Viejo, CA
Web Developer	Kaiser Permanente	Downey, CA
Multimedia Sr Web Developer	Kaiser Permanente	Downey, CA
Web Developer	NA	Glendale, CA
Multimedia Development Specialist	Coast Community College District	Costa Mesa, CA
Mid - Level Php (W/Drupal) Web Developer	NA	Beverly Hills, CA
Web Developer	Superior Group	Glendale, CA
Web And Graphics Designer To Marketing Professional - Make The Transition	NA	Agoura Hills, CA
Frontend Engineer - Social Commerce - Web Developer , UI	NA	El Segundo, CA
.Net Web Developer	Lockheed Federal Credit Union	Burbank, CA
Web Application Developer With Microsoft Excel	Esignal	Santa Monica, CA
Web Interaction Designer	NA	Anaheim, CA

Note: "N/A" in the "Employer" column is noted when either the information is omitted or a recruiting service is used.

Appendix B, continued

Job Title	Employer	Location
Employment: Web Designer/Integrator I	Add2Net Incorporated	Anaheim, CA
Web Developer	NA	Downey, CA
Web Developer	NA	Los Angeles, CA
Multimedia Sr Web Developer	NA	Downey, CA
Web Developer , On - Line Systems	Rite Aid Corporation	Pasadena, CA
Web Designer	NA	Orange, CA
Web Developer Python Developer	Glossi.Com	Santa Monica, CA
Web Developer	Odesus Incorporated	Alhambra, CA
Web Developer	Commercial Programming Systems	Pacoima, CA
Web Developer	Commercial Programming Systems	Alhambra, CA
Web Developer	NA	Los Angeles, CA
Front End Web Designer	NA	Burbank, CA
Web Designer	NA	Aliso Viejo, CA
Web Developer	NA	East Irvine, CA
Web Designer	NA	Irvine, CA
C#/.Net Web Developer	UnitedHealth Group	Santa Ana, CA
Web Developer	Commercial Programming Systems	Encino, CA
Web Developer	Rayhawk Corporation	Irvine, CA
Web Developer	Leading Agency	Culver City, CA
Web Graphic Designer	NA	Calabasas, CA
Web Designer/Developer	NA	Los Angeles, CA
Web Developer	NA	Irvine, CA
Web Developer/Php Programmer	NA	City Of Industry, CA
Web Developer	Staff Technical Incorporated	Downey, CA
Software Engineer , Web Developer	Transamerican Auto Parts	Compton, CA
Web Developer Bioinformatics	Northrop Grumman	Irvine, CA
Php/Mysql Web Developer	NA	Irvine, CA

Note: "N/A" in the "Employer" column is noted when either the information is omitted or a recruiting service is used.

Appendix B, continued

Job Title	Employer	Location
Web Developer	The J. Paul Getty Trust	Pacoima, CA
Media Support Specialist	Bridgestone / Firestone	Los Angeles, CA
Junior Web Developer	NA	Torrance, CA
Online Communications/Digital Media Specialist	Afscme	Pacoima, CA
Web Designer	Trinet Internet Solutions	Irvine, CA
Php Developer - Php 5 Web Programmer	Lassen Company	Newport Beach, CA
Senior Net Web Applications Developer	Rydek Computer Professionals	Pacoima, CA
Web Designer/Developer	Ampcus Inc	Irvine, CA
Web Designer Developer	Arrowmac	Irvine, CA
Web Designer/Developer	NA	Irvine, CA
Web Application Developer	The Walt Disney Company	Glendale, CA
Web Developer - Front - End .Net	Diskeeper Corporation	Burbank, CA
Web Developer	Glossi.Com	Santa Monica, CA
Senior Web Developer	Cheetahmail Incorporated	Costa Mesa, CA
Web Developer With Dhtml , Jquery , Javascript , Css , Css Xml , Xsl , Xslt , Xh	NA	Irvine, CA
Web Designer With Javascript , Visual Studio And Motion Graphics	NA	Irvine, CA
Web Designer I	Source Interlink Company Incorporated	Irvine, CA
Search Engine Marketing Sem Specialist Media Buyer	Restoration Media Incorporated	Tustin, CA
Print And Web Designer For Collectibles And Memorabilia	NA	Costa Mesa, CA
Web Designer	Buy Com Incorporated	Aliso Viejo, CA
Senior Web Developer	Experian	Costa Mesa, CA
Web Designer Extraordinaire	Buddy System	Irvine, CA
Web Designer	Universal Studios Incorporated	North Hollywood, CA
Front End Web Developer	NA	El Toro, CA
Web Developer	NA	Irvine, CA
Web Designer/Developer	NA	Los Angeles, CA

Note: "N/A" in the "Employer" column is noted when either the information is omitted or a recruiting service is used.

Appendix B, continued

Job Title	Employer	Location
Pt Communications And Media Specialist Volunteer/Intern	NA	Los Angeles, CA
Graphic Designer - Web Designer	NA	Newport Beach, CA
Web Designer	NA	Orange, CA
Web Designer/Developer	NA	El Segundo, CA
Programmer/Php/Mysql Web Developer	NA	Irvine, CA
Software/Web Programmer	NA	Santa Monica, CA
Web Graphic Designer	NA	Los Angeles, CA
Senior Web Ux Designer	Green Dot	Pasadena, CA
Web Developer	NA	Seal Beach, CA
Web Designer	Nbcuniversal	North Hollywood, CA
Web Designer	NA	Irvine, CA
Php Web Developer	NA	Pacoima, CA
Web Developer - Bioinformatics	NA	Irvine, CA
Web Designer	National Broadcasting Company	North Hollywood, CA
Web Interaction Designer	Rgb Systems Incorporated	Anaheim, CA
Asp .Net Web Developer	NA	Aliso Viejo, CA
Web Developer - Php	NA	El Segundo, CA
Web Developer	NA	Mission Viejo, CA
Web Designer	NA	Irvine, CA
Web And Database Programmer/Intergator	Pomona College	Claremont, CA
Perl Web Developer	Catalina Lifesciences Inc	Irvine, CA
Web Developer Or Web Master	Kaizen Technologies Incorporated	Calabasas, CA
Web User Interface User Experience Designer Ui Ux	Ninja Metrics	El Segundo, CA
Web Developer	The J. Paul Getty Trust	Los Angeles, CA
Sap Web Channel Developer	NA	Irvine, CA
Web Designer	NA	Los Angeles, CA
Media Specialist	NA	Los Angeles, CA
Digital Media Planner Paid Search Specialist	NA	Los Angeles, CA
Associate Editor Qa Specialist Media District	NA	Los Angeles, CA

Note: "N/A" in the "Employer" column is noted when either the information is omitted or a recruiting service is used.

Appendix B, continued

Job Title	Employer	Location
Web Engineer/Developer Php , Lamp (Playa Vista Lax	NA	Encino, CA
Web Developer , Programmer , E - Commerce , C# , .Net , Sql Server (Dominguez Hills Area)	NA	Encino, CA
Web Developer (.Net And C#	NA	Encino, CA
Web Application Developer	NA	Encino, CA
Web Application Developer Asp .Net/Vb .Net	NA	Encino, CA
Software Engineer/Web Developer (.Net , C# , Asp .Net	NA	Encino, CA
Mobile/Web Developer (Downtown	NA	Encino, CA
Web Developer Good+ Stock + Benefits	NA	Encino, CA
Front End Web Developer	NA	Encino, CA
C# Programmer/Web Developer	NA	Marina Del Rey, CA
Web Designer - Web Design , Web Development , Indesign	NA	Santa Ana, CA
Web Designer	NA	La Verne, CA
Web Developer - Php	American Express	El Segundo, CA
Adjunct Faculty - Web Design	Westwood College	Los Angeles, CA
.Net Web Developer (Html/Css)	NA	Los Angeles, CA
Web Developer	NA	Los Angeles, CA
Asp .Net Mvc Web Developer	Highlander Solutions	Los Angeles, CA
Front - End Web Developer	NA	Irvine, CA
Web Developer	NA	Pacoima, CA
Social Media Specialist	NA	Na, CA
Alternate Media Specialist (Sub)	Saddleback College	Mission Viejo, CA
Web Designer	Princess Cruise Lines, Ltd	Newhall, CA
Web Designer	Princess Cruise	Canyon Country, CA
Specialist , Media And Entertainment	Yahoo	Santa Monica, CA
Web Designer	NA	City Of Industry, CA
Sr Web Developer	NA	Culver City, CA
Web Developer/S	NA	Santa Monica, CA
Senior Web Designer	NA	Los Angeles, CA
Php Developer For Industry Leader In Web Design - Php , Javascript	NA	Marina Del Rey, CA
.Net Web Developer	NA	Pacoima, CA

Note: "N/A" in the "Employer" column is noted when either the information is omitted or a recruiting service is used.

Appendix B, continued

Job Title	Employer	Location
Entry To Mid-Level Web Developer W/ S Experience For Popular Ad Firm	Technical Connections Incorporated	Santa Monica, CA
Web/Graphic Designer	NA	Los Angeles, CA
Web Designer	NA	Encino, CA
Online Marketing Specialist Social Media	NA	Encino, CA
Media Specialist	NA	Encino, CA
Web Designer (Html Css S)	NA	Orange, CA
Web Designer (Html Css S)	NA	Irvine, CA
Web Developer	NA	Pasadena, CA
Web Developer	NA	Marina Del Rey, CA
Web Developer	Online Trading Academy	Irvine, CA
Web Designer	Sonic Electronix	Santa Clarita, CA
Web Page Designer	NA	Pacoima, CA
Web Page Designer	NA	Pacoima, CA
Web Graphics Designer	NA	Pacoima, CA
Web Graphic Designer	NA	Pacoima, CA
Web Graphic Designer	NA	Pacoima, CA
Web Developer	NA	Pacoima, CA
Web Developer	NA	Pacoima, CA
Web Developer	NA	Pacoima, CA
Web Design Production Intern	NA	Pacoima, CA
Web Designer Seo Lead	NA	Pacoima, CA
Web Designer	NA	Pacoima, CA
Web Designer	NA	Pacoima, CA
Web Designer	NA	Pacoima, CA
Web Designer	NA	Pacoima, CA
Social Media Specialist	NA	Pacoima, CA
Social Media And Communications Specialist Contractor	NA	Pacoima, CA
Senior Designer Web Graphics Production	NA	Pacoima, CA
Production Artist Jr Web Designer	NA	Pacoima, CA
Print Web Designer	NA	Pacoima, CA
Print And Web Designer	NA	Pacoima, CA
In-house Fulltime Web Designer Seo Social Media	NA	Pacoima, CA
Multimedia Specialist Institute Of Technology	NA	Pacoima, CA
Marketing Multimedia Specialist	NA	Pacoima, CA

Note: "N/A" in the "Employer" column is noted when either the information is omitted or a recruiting service is used.

Appendix B, continued

Job Title	Employer	Location
Jr Print Web Graphic Designer	NA	Pacoima, CA
Graphic Web Designer	NA	Pacoima, CA
Graphic Web Designer	NA	Pacoima, CA
Graphic Design Web Virtuoso	NA	Pacoima, CA
Graphic Designer Web Producer	NA	Pacoima, CA
Graphic Designer Web Print	NA	Pacoima, CA
Graphic Designer Web Developer Downtown L A	NA	Pacoima, CA
Graphic Designer Web Designer	NA	Pacoima, CA
Graphic Designer Art Director Web Designer Mid-Wilshire	NA	Pacoima, CA
Jr Print Web Designer Side	NA	Pacoima, CA
Web Graphic Designer For Luxury Fashion Brand Store	NA	Pacoima, CA
Freelance Web Designer	NA	Pacoima, CA
Web Graphic Designer For Independent Record Label	NA	Pacoima, CA
Web Designer For Independent Record Label	NA	Pacoima, CA
Digital Media Element Qc Specialist	NA	Pacoima, CA
Designer Print Web Production Workflow	NA	Pacoima, CA
Designer Print Web	NA	Pacoima, CA
Creative Circle Web Designer Mac Laptop Tomorrow	NA	Pacoima, CA
Creative Circle Web Designer Beauty	NA	Pacoima, CA
Creative Circle Web Designer B2C E Commerce	NA	Pacoima, CA
Creative Circle Jr Designer Web Production Artist Fashion	NA	Pacoima, CA
Graphic Designer Web Programmer	NA	Pacoima, CA
Talented Web Master W Wicked Talent In Graphic Design	NA	Pacoima, CA
Web Designer	NA	Newport Beach, CA
Creative Circle: Web Designer B2C E	NA	Los Angeles, CA
Sap Web Channel Developer	NA	Orange, CA
Web Developer II	NA	Costa Mesa, CA
Web Designer (Html Css S)	Creative Circle Llc	Irvine, CA
Web Developer	NA	Irvine, CA
Web Developer W/ S Experience For Ad Firm In The Yahoo Center	Technical Connections Incorporated	Santa Monica, CA
Web Services Integration Architect Gehry Technologies	NA	Encino, CA
Web Graphic Designer	NA	Encino, CA

Note: "N/A" in the "Employer" column is noted when either the information is omitted or a recruiting service is used.

Appendix B, continued

Job Title	Employer	Location
Web Graphic Designer	NA	Encino, CA
Web Engineer Developer Php Lamp Playa Vista Lax	NA	Los Angeles, CA
Web Developer	NA	Los Angeles, CA
Web Developer	NA	Los Angeles, CA
Web Developer Entry Mid-Level	NA	Los Angeles, CA
Web Developer	NA	Los Angeles, CA
Web Developer Programmer	NA	Los Angeles, CA
Web Developer Programmer E Commerce C .Net Sql Server Dominguez Hills Area	NA	Los Angeles, CA
Web Developer Php Mysql	NA	Los Angeles, CA
Web Developer Php Expert	NA	Los Angeles, CA
Web Developer	NA	Los Angeles, CA
Web Developer .Net And C	NA	Los Angeles, CA
Web Developer	NA	Los Angeles, CA
Web Developer Consultant	NA	Los Angeles, CA
Web Developer C Asp .Net	NA	Los Angeles, CA
Web Developer	NA	Los Angeles, CA
Web Developer	NA	Los Angeles, CA
Web Developer Bilingual Mandarin English	NA	Los Angeles, CA
Web Developer Asp Sql Programmer	NA	Los Angeles, CA
Web Developer	NA	Los Angeles, CA
Web Designer	NA	Encino, CA
Web Designer For Award Winning Ecommerce Co	NA	Encino, CA
Web Designer Century City	NA	Encino, CA
Web Bi Software Developer	NA	Los Angeles, CA
Web Application Developer	NA	Los Angeles, CA
Web Application Developer Classic Asp And C Asp .Net	NA	Los Angeles, CA
Web Application Developer Asp .Net Vb .Net	NA	Los Angeles, CA
Ui Ux Designer Web Developer Html Css Javascript Wes	NA	Los Angeles, CA
UCLA Web Developer Wood	NA	Los Angeles, CA
Sr Programmer Analyst Web Database Sql DbA .Net Near Downtown	NA	Los Angeles, CA
Sql Php Web Html Programmer 2 Positions	NA	Los Angeles, CA
Spokeo Front End Web Application Developer	NA	Los Angeles, CA
Software Web Developer Greater	NA	Los Angeles, CA
Software Web Developer .Net C Sql	NA	Los Angeles, CA

Note: "N/A" in the "Employer" column is noted when either the information is omitted or a recruiting service is used.

Appendix B, continued

Job Title	Employer	Location
Software Engineer Web Developer .Net C Asp .Net	NA	Los Angeles, CA
Senior Vb .Net Web Developer Telecommute	NA	Los Angeles, CA
Senior Front End Web Developer UI Contract	NA	Los Angeles, CA
Web Designer	NA	Encino, CA
Graphic Web Designer	NA	Encino, CA
Programmer Web Developer	NA	Los Angeles, CA
Print Web Graphic Designer	NA	Encino, CA
Php Web Developer Century	NA	Los Angeles, CA
Php Web Developer 50 65K Fulltime Or Contract	NA	Los Angeles, CA
Php Ruby Web Developer	NA	Los Angeles, CA
.Net Developer C Vb .Net Web Services	NA	Los Angeles, CA
Graphic Web Designer Downtown	NA	Encino, CA
Lead Print Web Graphic Designer	NA	Encino, CA
Lamp Web Developer	NA	Los Angeles, CA
Junior Web Developer	NA	Los Angeles, CA
Junior Web Designer For Award Winning Ecommerce Co	NA	Encino, CA
Jr Web Developer Near Lax	NA	Los Angeles, CA
Jr Designer Production Artist Print Web	NA	Encino, CA
Java Web Developer	NA	Los Angeles, CA
Japanese Fluent Web Designer W Sawtelle Area	NA	Encino, CA
Ios Web Developer	NA	Los Angeles, CA
Graphics Web Designer	NA	Encino, CA
Graphics And Web Design	NA	Encino, CA
Graphic Designer Print Web At Asian American Ad Agency	NA	Encino, CA
Web Developer	NA	Los Angeles, CA
Front End Web Developer	NA	Los Angeles, CA
Front End Web Developer	NA	Los Angeles, CA
Front End Web Developer Lax	NA	Los Angeles, CA
Entry To Mid-Level Web Developer	NA	Los Angeles, CA
C Programmer Web Developer	NA	Los Angeles, CA
Asp .Net Web Developer	NA	Los Angeles, CA
Asp .Net Web Developer	NA	Los Angeles, CA
Asp .Net Web Application Developer And In House	NA	Los Angeles, CA
Ambitious Web Programmer Playmaker	NA	Los Angeles, CA
Web/Graphics Designer	NA	Los Angeles, CA
Web/Graphic Designer	NA	Los Angeles, CA

Note: "N/A" in the "Employer" column is noted when either the information is omitted or a recruiting service is used.

Appendix B, continued

Job Title	Employer	Location
Web And Graphic Designer	NA	Los Angeles, CA
Web Developer	NA	Sherman Oaks, CA
Web Design/Production Intern	NA	Sherman Oaks, CA
Web Designer	NA	Los Angeles, CA
Web Designer/Seo Lead	NA	Los Angeles, CA
Production Artist/Junior Web Designer	NA	Los Angeles, CA
Inhouse Fulltime - Web Designer/Seo/Social Media	NA	Los Angeles, CA
Marketing Graphic Design , Web - Site , Seo And Creatives	NA	Los Angeles, CA
Marketing Multimedia Specialist	NA	Los Angeles, CA
Junior Print/Web Graphic Designer	NA	Culver City, CA
Hire Web Designers And Graphic Artists	NA	Los Angeles, CA
Graphic/Web Designer	NA	Los Angeles, CA
Graphic/Web Designer Insider Pages	NA	Los Angeles, CA
Graphic Designer - Web And Print	NA	Malibu, CA
Graphic Designer/Web Developer (Downtown L.A.)	NA	Los Angeles, CA
Junior Print/Web Designer (Side)	NA	Los Angeles, CA
Freelance Web Designer	NA	Los Angeles, CA
Creative Circle: Junior Designer/Web Production Artist (Fashion	NA	Los Angeles, CA
Talented Web Master W/Wicked Talent In Graphic Design	NA	Los Angeles, CA
Asp .Net Developer - Asp .Net , Html Web UI Development	NA	Irvine, CA
E - Commerce Web Developer	Wireless Emporium	Orange, CA
Sr Web Developer - Asp .Net , Sql , C	NA	Irvine, CA
Web Developer	NA	Irvine, CA
Senior Back - End Web Developer	NA	El Segundo, CA
Web Developer II	University of Southern California	Pacoima, CA
Asp .Net Web Developer - Social Media	NA	Aliso Viejo, CA
Mobile Web Developer	Trailer Park	Los Angeles, CA
Web Services Integration Architect - Gehry Technologies	NA	Los Angeles, CA
Web Page Designer	NA	Los Angeles, CA
Web/Graphic Designer	NA	Los Angeles, CA
Web Developer	NA	Santa Clarita, CA

Note: "N/A" in the "Employer" column is noted when either the information is omitted or a recruiting service is used.

Appendix B, continued

Job Title	Employer	Location
Web Developer	NA	Los Angeles, CA
Web Developer	NA	Los Angeles, CA
Web Developer	NA	Santa Monica, CA
Web Developer All Levels Java	NA	Los Angeles, CA
Web Developer/Programmer	NA	Los Angeles, CA
Web Developer Php And Mysql	NA	Los Angeles, CA
Web Developer (Php Expert	NA	Santa Clarita, CA
Web Developer	NA	Los Angeles, CA
Web Developer , Consultant	NA	Los Angeles, CA
Web Developer (C# , Asp .Net)	NA	Agoura Hills, CA
Web Developer	NA	Burbank, CA
Web Developer	NA	Los Angeles, CA
Web Developer (Bilingual Mandarin/English)	NA	Santa Fe Springs, CA
Web Designer	NA	Los Angeles, CA
Web Designer	NA	Los Angeles, CA
Web Designers/Developer (Side)	NA	Los Angeles, CA
Web Designer	NA	Pasadena, CA
Web Designer	NA	Los Angeles, CA
Web Designer	NA	Santa Monica, CA
Web/Bi Software Developer	NA	Sherman Oaks, CA
Web Application Developer	NA	Los Angeles, CA
Web Application Developer (Classic Asp And C#/Asp .Net)	NA	Los Angeles, CA
Ui/Ux Designer/Web Developer/Html/Css/Javascript (, /Wes Los	NA	Culver City, CA
Ucla Web Developer (Wood)	NA	Los Angeles, CA
Sr Programmer Analyst (Web , Database , Sql , Db , .Net) (, Near Downtown	NA	Los Angeles, CA
Sql/Php And Web/Html Programmer	NA	Pasadena, CA
Spokeo Front - End Web Application Developer	NA	Los Angeles, CA
Software/Web Developer ((Greater	NA	Los Angeles, CA
Web Designer	NA	Los Angeles, CA
Graphic/Web Designer	NA	Culver City, CA
Programmer/Web Developer	NA	Los Angeles, CA
Print Media/Element Qc Specialist	NA	El Segundo, CA
Php/Ruby Web Developer	NA	Santa Monica, CA
.Net Web Developer Dynamics Experience	NA	Santa Monica, CA

Note: "N/A" in the "Employer" column is noted when either the information is omitted or a recruiting service is used.

Appendix B, continued

Job Title	Employer	Location
.Net Web Developer	NA	Los Angeles, CA
Lead Print And Web Graphic Designer	NA	Glendale, CA
Junior Designer/Production Artist Print + Web Pc Environment (Bay Area	NA	Los Angeles, CA
Java Web Developer	NA	Santa Monica, CA
Japanese Fluent Web Designer (W. /Sawtelle Area	NA	Los Angeles, CA
Ios/Web Developer	NA	Santa Monica, CA
Intermediate Level Applications/Web Programmer	NA	Seal Beach, CA
In - House Web Developer	NA	Los Angeles, CA
Graphic Design + Web Virtuoso	NA	Santa Monica, CA
Graphic Designer/Web Producer	NA	Santa Monica, CA
Graphic Designer/Web Designer	NA	Los Angeles, CA
Graphic Designer Print + Web	NA	Los Angeles, CA
Front End Web Developer ((Lax	NA	Los Angeles, CA
Digital Media/Element Qc Specialist	NA	El Segundo, CA
Designer Print/Web (Side)	NA	Los Angeles, CA
Designer Packaging/Print/Web (Mid - Wilshire)	NA	Los Angeles, CA
Graphic Designer/Web Programmer	NA	Culver City, CA
Certified Seo And Social Media Specialist (Anywhere)	NA	Los Angeles, CA
Asp .Net Web Developer	NA	Santa Monica, CA
Asp .Net Web Application Developer (And In - House	NA	Los Angeles, CA
Ambitious Web Programmer/Playmaker	NA	Los Angeles, CA
Web Designer/Developer	NA	Los Angeles, CA
Web Graphic Designer	NA	Los Angeles, CA
Web Graphic Designer	NA	Glendale, CA
Web Developer	NA	Los Angeles, CA
Web Developer	NA	Los Angeles, CA
Web Developer/Designer	NA	Los Angeles, CA
Web Designer Consumer Electronics And Technology	NA	Los Angeles, CA
Senior Web Developer/Programmer	NA	Los Angeles, CA
Graphic/Web Designer	NA	Los Angeles, CA
Project Based Web Developer	NA	Los Angeles, CA
Php Web Developer	NA	Los Angeles, CA
Graphic/Web Designer (Downtown	NA	Los Angeles, CA
Korean Language Web Designer (Koreatown)	NA	Los Angeles, CA
Junior/Mid Web Developer/Programmer	NA	Los Angeles, CA

Note: "N/A" in the "Employer" column is noted when either the information is omitted or a recruiting service is used.

Appendix B, continued

Job Title	Employer	Location
Graphics And Web Design	NA	Los Angeles, CA
Graphics And Web Design	NA	Glendale, CA
Graphic Designer Print And Web (Creative Circle) (Bay Area)	NA	Los Angeles, CA
Graphic Designer Branding And Web Design Studio (Noho)	NA	Los Angeles, CA
Web Designer	NA	Los Angeles, CA
Opportunity Mid Senior Designer (Web + Mobile) (Bay Area)	NA	Los Angeles, CA
Front - End Web Developer With Wordpress Expertise	NA	Los Angeles, CA
Front End Web Developer (Near Lax)	NA	Los Angeles, CA
E - Commerce Web Developer	NA	Los Angeles, CA
Versatile Web Developer	NA	Los Angeles, CA
Web Developer Internship	NA	Glendale, CA
Web Developer	Enclipse Corporation	Pasadena, CA
Web Developer , Senior (Front End)	NA	Burbank, CA
Graphic Design , Web , And Media Coordinator	Wasserman Media Group	Encino, CA
Web Application And Database Developer	Technical Options	Irvine, CA
Alternate Media Specialist (Substitute)	Saddleback College/Irvine Valley College	Na, CA
Web Designer II	Molina Healthcare Incorporated	Carson, CA
Web Applications Programmer	Insomniac Games	Burbank, CA
Java Web Developer	Advantex Professional Services	Culver City, CA
Web Developer	NA	Los Angeles, CA
Web Design/Developer	NA	Orange, CA
Web Developer - Ecommerce , Classic Asp , Visual Studio	NA	Long Beach, CA
Php Web Developer	Idrive.Com	Pacoima, CA
Web Developer	NA	Irvine, CA
Web Designer	NA	Irvine, CA
Senior Web Designer	Rc Productions Incorporated	City Of Industry, CA
Web Developer - Sony Interactive	Sony Electronics Incorporated	Culver City, CA

Note: "N/A" in the "Employer" column is noted when either the information is omitted or a recruiting service is used.

Appendix B, continued

Job Title	Employer	Location
Web Design Senior Specialty	Bristol West Insurance	Los Angeles, CA
Web Developer	Atr International Incorporated	Pasadena, CA
Front - End Web Developer	NA	Los Angeles, CA
Web Developer	NA	Orange, CA
Web Developer/Programmer	Trinet Internet Solutions	Irvine, CA
Web Design Senior Specialty	Farmers Financial Solutions	Los Angeles, CA
Web Developer - Html5 Css	Sony Electronics Incorporated	Culver City, CA
Web Developer	NA	Irvine, CA
Developer - Web	NA	Pasadena, CA
Web Developer (Continuous	California State University	Los Angeles, CA
Web Designer	Buddy System	Irvine, CA
Web Developer	NA	Irvine, CA
Web Developer	NA	El Toro, CA
Media Operations Specialist	Horizon Media Incorporated	Pacoima, CA
Php Web Developer	Idrive.Com	Los Angeles, CA
Programmer Web Developer	Dream World Partners	Los Angeles, CA
Technician Lead Web Developer	72AndSunny	Los Angeles, CA
Senior Web Developer	1K Studios	Burbank, CA
Enterprise Systems Analyst II - Web Design And Knowledge Management Group	Jet Propulsion Laboratory	Pasadena, CA
Web Developer	NA	Pasadena, CA
Web Developer	NA	Irvine, CA
Senior Coldfusion Web Developer - Onsite	Computer Sciences Corporation	Fullerton, CA
Adjunct Faculty - Web Design	Westwood College	Torrance, CA
Developer - Web	NA	Pasadena, CA
Developer - Web	NA	Pasadena, CA
Web Producer/Developer	Teleflora	Los Angeles, CA
Web Developer - Php	Peak Technical Group	Torrance, CA
Web Developer	California Southern University	Irvine, CA
.Net Web Developer	NA	Irvine, CA

Note: "N/A" in the "Employer" column is noted when either the information is omitted or a recruiting service is used.

Appendix B, continued

Job Title	Employer	Location
Web Developer	Kaiser Permanente	Pacoima, CA
Web Developer	NA	Pacoima, CA
Web Developer II - Mobile - Interactive Technology	United States East	Pacoima, CA
Web Developer II (Php)	Pricegrabber Com	Los Angeles, CA
Web Developer/Designer (Contract)	Aruba Networks Incorporated	Na, CA
Web Content Developer - Copywriting , Content Writer , Seo	NA	Santa Monica, CA
Front - End Web Developer	NA	Pacoima, CA
Web Design/Developer	NA	San Clemente, CA
Web Developer	Wunderman	Irvine, CA
Web Developer	Kaiser Permanente	Los Angeles, CA
Web Developer	NA	Anaheim, CA
Php Web Developer For Cutting Edge Entertainment Firm	NA	Los Angeles, CA
.Net Developer - High - Traffic Web Environment	NA	Glendale, CA
Senior Web Designer	NA	Pacoima, CA
Web Developer - Lucky Brand	Liz Claiborne Incorporated	Los Angeles, CA
Web Developer II	NA	Costa Mesa, CA
Web Developer	Atrilogy Solutions Group Incorporated	Costa Mesa, CA
Web Developer/Tester	NA	Torrance, CA
Web Developer Senior	NA	Irvine, CA
Back End Web Developer	NA	Costa Mesa, CA
Web Designer At Opi Products Inc .	Opi Products Incorporated	Pacoima, CA
Web Developer	Kaiser Permanente	Encino, CA
Back End Web Developer	Fuhu, Inc	El Segundo, CA
Web Developer/Operator	Impress Communications Incorporated	Chatsworth, CA
Web Developer	NA	Anaheim, CA
Web Developer Enrollment Management	University La Verne	La Verne, CA
Senior Front End Web Developer	Elevano	Burbank, CA
Sap Web Channel Developer	Nsight	Irvine, CA
Senior Web Developer (C#/.Net)	First American	Santa Ana, CA
C# Web Developer	Odesus Incorporated	Pasadena, CA

Note: "N/A" in the "Employer" column is noted when either the information is omitted or a recruiting service is used.

Appendix B, continued

Job Title	Employer	Location
Web Developer	NA	Encino, CA
Web Developer	NA	North Hills, CA
Web Developer II	NA	Irvine, CA
Web Designer , Motion Graphics , Videos	Int Technologies	Westlake Village, CA
Web Developer II	NA	Costa Mesa, CA
Mobile Web Developer	NA	Encino, CA
Web Developer	Sis-Systems Integrations Solutions, Inc	Burbank, CA
C++ Web Developer	Xoriant Incorporated	Irvine, CA
.Net Web Developer (Possible) With Use	C3G	Alhambra, CA
Web Developer (Php)	Strategic Resource Partners	Encino, CA
Front End Web Developer	Costar Group	Glendora, CA
Web Designer With Adobe , Asp .Net , Graphic Arts Degree - Graphic	NA	Irvine, CA
Web Developer - Well Funded Startup - Php , Ecommerce , Web	NA	Canoga Park, CA
Php Developer For Industry Leader In Web Design	NA	Marina Del Rey, CA
Perl/Web Developer	Trade Only, Inc	Costa Mesa, CA
Web Applications Developer (Asp/Php)	Munchkin Incorporated	North Hills, CA
Software And Web Developer	Sada Systems Incorporated	North Hollywood, CA
Web Developer For The And Brightest - Up In The	NA	Pasadena, CA
Web Developer (C#/Asp .Net)	Irvine Company	Lomita, CA
Mobile Web Developer - Jquery Mobile , Mobile Development , Mobile	NA	Los Angeles, CA
Back - End Web Developer , Php , Html , Javascript	P Murphy Associates Incorporated	Los Angeles, CA
Web Developer II	NA	Irvine, CA
Web/Graphic Designer	NA	Orange, CA
.Net Developer With Asp .Net , Vb .Net And Web Services	NA	Santa Ana, CA
Web Developer II	NA	Los Angeles, CA
Web Design Intern	NA	Irvine, CA
C#/.Net Web Developer	NA	Santa Ana, CA

Note: "N/A" in the "Employer" column is noted when either the information is omitted or a recruiting service is used.

Appendix B, continued

Job Title	Employer	Location
It Web Developer II	NA	El Toro, CA
Front End Web Designer/Web Developer	NA	Los Angeles, CA
Web Programmer II	Loyola Marymount University	Los Angeles, CA
Senior Web Developer	NA	Santa Ana, CA
Web Developer Paciolan	Comcast	Irvine, CA
Web Designer - Mobile	Demand Media Inc	Santa Monica, CA
Front End Web Developer	Move	Westlake Village, CA
Web Designer	NA	Aliso Viejo, CA
Lead .Net Web Developer	NA	Calabasas, CA
Web Developer II	Komag Incorporated	Irvine, CA

Note: "NA" in the Employer column is notated when a job posting is through an employment agency or recruiting firm and the employer is not identified.