



EMPLOYMENT INDEX

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Monster Employment Index Declines in November

November 2008 Index Highlights:

- Index drops seven points in November and is now down 22 percent year-over-year, as economic uncertainty and widespread layoffs weigh further on recruitment activity
- Public administration remains the Index's most resilient industry category, although the trend appears to be weakening
- Demand in the professional, scientific, and technical services industry continues to wane as slower business activity and lack of financing have reduced hiring activity
- Food preparation and serving related occupations registered a slight increase as hotels and restaurants sought to staff up for the holiday season
- On an annual basis, only farming; fishing and forestry; and healthcare practitioners and technical maintained positive growth
- Demand fell across all major regions of the country with the West South Central still holding up the best
- Orlando was the only major U.S. market among the top 28 local markets to see an increase on the month and every market is now down year-over-year

Summary Overview

The Monster Employment Index fell seven points in November, as further economic uncertainty and workforce reductions continued to weigh on U.S. online recruitment activity. Year-over-year, the Index is now down 22 percent, with U.S. online job availability at its lowest level since 2004.

The Monster Employment Index is a monthly gauge of U.S. online job demand based on a real-time review of millions of employer job opportunities culled from a large representative selection of corporate career Web sites and job boards, including Monster®.

During November, online job availability rose in just one of the Index's 20 industry categories and in three of the 23 occupational categories measured. Index results for the past 13 months are as follows:

NOV 08	OCT 08	SEP 08	AUG 08	JUL 08	JUN 08	MAY 08	APR 08	MAR 08	FEB 08	JAN 08	DEC 07	NOV 07
143	150	160	159	157	163	166	174	167	165	160	169	183



"With the end of the year approaching, overall demand for seasonal workers, including temporary retail positions, looks to be limited," said Jesse Harriott, senior vice president and chief knowledge officer at Monster Worldwide. "The dim outlook for this year's holiday shopping season appears to have helped to negate the typical seasonal hiring lift the Index has seen in past years. In fact, online opportunities for sales and related positions have been contracting over the past several months, with both the retail and wholesale trade segments showing weakness due to tightened consumer spending."

Agriculture, Forestry, Fishing and Hunting Shows Slight Increase in Online Demand in November

Agriculture, forestry, fishing and hunting was the only industry category to register an increase in online demand in November. Meanwhile, public administration continues to lead all industry sectors in annual growth for online recruitment activity, with an Index reading seven percent higher than a year ago. Although growth remains positive, the latest movement reflects a significant deceleration, likely a result of state and local government scaling back hiring activity at a time of heightened uncertainty regarding tax receipts and budgets.

In contrast, the professional, scientific, and technical services industry has continued to decline over the past three months, which is typically a strong hiring period for the sector, likely due in part to the widespread scarcity of venture capital and assorted financing options that, in past years, have fueled startups and investment-heavy projects in biotechnology, sustainable technology, and computing. At the same time, online demand in the real estate and rental and leasing industry reached a historical low in the Index, while finance and insurance nearly matched its historic low, reflecting ongoing turmoil in the housing and financial markets.

On a year-over-year basis, public administration remains the Index's fastest growing industry category, followed closely by mining, which is showing five percent growth from a year ago and is the only other industry category showing an increase in demand over the year.

Online Job Opportunities for Protective Service; Food Preparation and Serving; and Farming, Fishing and Forestry Occupations Expand Slightly in November

Protective service occupations registered the highest rate of increase in November, followed closely by food preparation and serving; and farming, fishing and forestry. Although an increase in recruitment for food service workers in the month of November is rare, the nominal one point rise between October and November of this year suggests that employers may have erred too much on the side of caution in hiring during the early autumn months when they typically staff up for the holiday season.

In contrast, online demand for sales and related occupations has plunged in recent months and the category was last at this level in February 2004, weighed down by the depressed retail job market and further tightening in U.S. consumer spending. The management category also fell sharply for the second consecutive month, suggesting that



the global economic slowdown has affected businesses at their cores, resulting in cut backs at even high-level positions.

On a year-over-year basis, healthcare practitioners and technical; and military specific remain the only large occupational categories, by volume of job postings, to exhibit annual growth in the Index.

Online Job Availability Falls in All Nine U.S. Census Bureau Regions in November

Online job demand fell in all nine U.S. Census Bureau regions in November, and all nine are down year-over-year, with the West South Central and East South Central regions registering the mildest annual contractions. By contrast, the Pacific region continues to be the worst performing region by monthly and annual growth rates, although the New England region has also lost considerable ground in recent months.

At the state level, online job demand fell in 45 of the 50 U.S. states plus the District of Columbia during November.

Adjusting the number of online help-wanted ads for total working population, the Monster Employment Index found the following states to be the top ten in terms of per-capita online job availability during the month of November:

<u>Rank</u>	<u>State</u>
1	Alaska
2	Massachusetts
3	Montana
4	Maryland
5	Delaware
6	Connecticut
7	New Jersey
8	Rhode Island
9	Virginia
10	Vermont

Online Job Demand Dips in 25 of the Top 28 Major U.S. Metro Markets

During November, Orlando was the only major metropolitan market to register a monthly increase in online recruitment activity. The increase, however, represents a marginal two-point rise from a historical Index low in October. Meanwhile, online recruitment in Houston was steady between October and November. Unlike Dallas, where recruitment activity has slowed considerably, Houston continues to exhibit demand for workers in a number of occupational categories that runs counter to national trends, most notably in the sales and related category.

For the first time since the Index's inception, the most resilient major metropolitan market, Pittsburgh, registered a negative annual growth rate. Meanwhile, neighboring



Philadelphia had the most rapid deceleration in annual growth rate among major metropolitan markets.

Top Industries Looking for Employees in November

Only one industry showed an increase in online job availability in November.

INDUSTRY	NOV 08	OCT 08	SEP 08	AUG 08	JUL 08	NOV 07
Agriculture, Forestry, Fishing and Hunting	170	168	178	192	208	171

Most Wanted Occupational Experience in November

Occupational categories registering increases in online job demand in November included:

OCCUPATIONS	NOV 08	OCT 08	SEP 08	AUG 08	JUL 08	NOV 07
Protective Service	120	117	111	113	120	176
Farming, Fishing, and Forestry	156	153	164	179	195	140
Food Preparation and Serving	150	149	155	157	153	173

Online Job Demand Declines across All Major Regions in November

Online job opportunities declined by various degrees in all nine U.S. Census Bureau regions in November. The regions are presented here in order of smallest month-to-month rate of decrease:

U.S. CENSUS BUREAU REGIONS	NOV 08	OCT 08	SEP 08	AUG 08	JUL 08	NOV 07
South Atlantic	134	139	145	145	144	169
East South Central	141	147	153	153	154	166
Mountain	146	152	162	162	161	191
Middle Atlantic	133	140	150	148	146	178
West North Central	149	156	167	168	162	190
West South Central	235	242	258	257	253	265
New England	137	145	154	154	150	190
East North Central	131	139	148	147	145	171
Pacific	125	133	142	142	142	179



NOV 07	DEC 07	JAN 08	FEB 08	MAR 08	APR 08	MAY 08	JUN 08	JUL 08	AUG 08	SEP 08	OCT 08	NOV 08
183	169	160	165	167	174	166	163	157	159	160	150	143

By Region

	2008											2007	
	Nov	Oct	Sep	Aug	Jul	Jun	May	Apr	Mar	Feb	Jan	Dec	Nov
New England	137	145	154	154	150	157	159	173	167	172	164	174	190
Mid-Atlantic	133	140	150	148	146	151	155	169	160	159	153	163	178
East North Central	131	139	148	147	145	150	152	163	159	157	149	158	171
West North Central	149	156	167	168	162	175	176	186	178	177	168	176	190
South Atlantic	134	139	145	145	144	149	151	163	156	155	151	158	169
East South Central	141	147	153	153	154	157	156	166	154	152	146	153	166
West South Central	235	242	258	257	253	259	264	262	250	245	236	248	265
Mountain	146	152	162	162	161	167	170	179	173	170	169	178	191
Pacific	125	133	142	142	142	147	151	161	158	156	155	164	179

By Industry

	2008											2007	
	Nov	Oct	Sep	Aug	Jul	Jun	May	Apr	Mar	Feb	Jan	Dec	Nov
Agriculture, Forestry, Fishing and Hunting	170	168	178	192	208	202	207	200	200	196	162	171	171
Mining, Quarrying and Oil and Gas Extraction	171	186	181	178	171	167	171	167	168	172	160	157	163
Utilities	131	148	134	126	109	121	135	126	127	124	124	159	198
Construction	186	197	202	203	204	213	217	216	211	205	195	202	215
Manufacturing	102	109	112	112	113	116	117	120	117	111	104	116	126
Wholesale Trade	141	148	151	155	150	157	161	167	164	165	154	159	167
Retail Trade	157	161	172	162	161	171	162	167	154	150	148	160	180
Transportation and Warehousing	163	173	178	178	176	181	178	180	174	168	163	176	195
Information	101	109	115	113	117	122	124	134	124	119	115	127	141
Finance and Insurance	91	101	108	107	99	103	110	123	117	120	112	133	147
Real Estate and Rental and Leasing	67	76	85	86	84	105	113	115	108	107	99	105	124
Professional, Scientific, and Technical Services	87	99	105	109	118	126	136	138	133	130	123	134	153
Management of Companies and Enterprises	132	140	145	145	148	150	149	161	150	152	144	149	160
Administrative, Support, Waste Management, Remediation Services	73	82	88	85	80	91	96	100	97	95	86	95	117
Educational Services	95	98	104	113	104	108	108	119	114	113	101	112	123
Healthcare and Social Assistance	111	113	117	117	115	120	119	119	116	113	108	115	125
Arts, Entertainment, and Recreation	78	93	102	96	84	79	87	100	92	84	96	122	143
Accommodation and Food Services	126	129	139	138	130	138	148	164	140	137	128	148	167
Public Administration	202	216	210	192	185	178	193	228	217	208	185	188	188
Other Services	206	216	220	216	213	226	226	223	211	203	192	198	210

By Occupation

	2008											2007	
	Nov	Oct	Sep	Aug	Jul	Jun	May	Apr	Mar	Feb	Jan	Dec	Nov
Management	172	183	192	192	194	202	196	182	173	184	178	183	194
Business and Financial Operations	145	151	158	157	156	163	170	184	177	183	175	189	207
Computer and Mathematical	126	139	146	145	144	147	153	167	162	160	157	167	178
Architecture and Engineering	127	139	147	146	146	154	163	175	177	173	173	182	196
Life, Physical, and Social Science	140	144	145	142	141	144	146	159	156	153	147	156	166
Community and Social Services	197	197	210	201	186	198	195	194	190	204	196	200	216
Legal	133	144	157	157	157	163	167	180	171	175	167	186	218
Education, Training, and Library	114	117	123	132	121	125	130	147	144	142	137	147	158
Arts, Design, Entertainment, Sports, and Media	96	103	107	105	104	108	116	130	128	125	126	139	151
Healthcare Practitioners and Technical	186	189	199	200	196	199	196	193	181	166	162	170	182
Healthcare Support	206	206	222	229	222	218	221	218	201	195	205	206	209
Protective Service	120	117	111	113	120	119	127	135	130	130	142	164	176
Food Preparation and Serving Related	150	149	155	157	153	154	162	183	159	161	152	164	173
Building, Grounds Cleaning, Maintenance	132	139	150	151	149	152	157	160	154	145	136	141	150
Personal Care and Service	89	100	115	119	127	137	131	127	126	120	159	155	167
Sales and Related	97	100	109	108	108	112	118	132	128	125	122	131	145
Office and Administrative Support	120	125	132	129	125	136	146	153	150	152	145	154	172
Farming, Fishing, and Forestry	156	153	164	179	195	188	185	172	172	174	140	142	140
Construction and Extraction	112	120	124	123	123	131	135	141	137	129	124	131	143
Installation, Maintenance, and Repair	154	167	176	173	176	185	190	186	164	159	154	160	172
Production	119	127	131	130	130	136	140	147	145	142	131	139	149

Transportation and Material Moving	93	98	103	104	103	106	106	113	111	108	108	116	128
Military Specific	187	188	193	181	175	182	178	172	169	161	159	184	183

By Local Market

	2008												2007	
	Nov	Oct	Sep	Aug	Jul	Jun	May	Apr	Mar	Feb	Jan	Dec	Nov	
Atlanta	97	106	112	111	114	120	122	131	127	129	123	134	146	
Baltimore	69	74	77	75	77	80	83	91	88	89	86	94	101	
Boston	93	107	112	112	107	114	121	131	123	131	120	135	152	
Chicago	88	99	103	102	103	105	109	119	115	121	106	120	142	
Cincinnati	112	118	126	118	122	129	129	141	132	137	124	135	151	
Cleveland	112	118	121	120	122	126	128	137	133	129	114	127	137	
Dallas	123	130	135	133	137	138	140	147	139	138	128	137	150	
Denver	111	121	128	126	129	134	136	138	133	130	125	136	145	
Detroit	101	110	119	116	119	125	125	132	128	123	105	119	135	
Houston	149	149	162	157	153	158	160	164	159	157	146	153	163	
Indianapolis	99	107	109	108	108	110	113	119	111	114	98	108	120	
Kansas City	122	124	129	134	134	139	139	152	140	145	123	140	159	
Los Angeles	74	81	85	85	85	90	93	101	98	99	90	100	114	
Miami	79	87	89	87	91	88	89	96	91	95	92	94	105	
Minneapolis	100	108	114	112	112	119	124	129	124	123	115	122	134	
New York City	89	98	101	101	100	103	110	118	113	117	108	117	131	
Orlando	59	57	60	61	66	74	76	84	76	77	70	75	88	
Philadelphia	72	85	90	87	88	94	104	116	106	105	98	108	125	
Phoenix	79	87	90	90	92	99	102	104	102	104	99	107	117	
Pittsburgh	159	165	166	158	154	163	163	163	153	147	140	149	161	
Portland	93	111	118	120	122	128	130	140	135	128	114	126	153	

Sacramento	79	84	88	88	87	91	93	95	93	95	89	98	116
San Diego	82	89	94	95	91	95	98	102	98	98	91	96	105
San Francisco	79	89	94	95	94	97	102	106	103	109	100	110	122
Seattle	110	122	129	127	127	135	136	139	137	131	120	133	147
St. Louis	125	133	139	138	139	147	148	154	149	149	137	147	160
Tampa	83	83	87	88	90	95	96	99	95	95	90	97	104
Washington, D.C.	74	85	89	84	83	87	96	105	100	101	90	103	118

About the Monster Employment Index

Launched in April 2004 with data collected since October 2003, the Monster Employment Index is a broad and comprehensive monthly analysis of U.S. online job demand conducted by Monster Worldwide, Inc. Based on a real-time review of millions of employer job opportunities culled from a large, representative selection of online career outlets, including Monster®, the Monster Employment Index presents a snapshot of employer online recruitment activity nationwide. The Monster Employment Index's underlying data is validated for accuracy by Research America, Inc. – an independent, third-party auditing firm – to ensure that measured online job recruitment activity is within a margin of error of +/- 1.05%. Data for the month of December will be released on January 8, 2009.

About Monster Worldwide

Monster Worldwide, Inc. (NYSE: MWW), parent company of Monster®, the premier global online employment solution for more than a decade, strives to bring people together to advance their lives. With a local presence in key markets in North America, Europe, and Asia, Monster works for everyone by connecting employers with quality job seekers at all levels and by providing personalized career advice to consumers globally. Through online media sites and services, Monster delivers vast, highly targeted audiences to advertisers. Monster Worldwide is a member of the S&P 500 Index and the NYSE. To learn more about Monster's industry-leading products and services, visit www.monster.com. More information about Monster Worldwide is available at <http://corporate.monster.com>.

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