



# EMPLOYMENT I N D E X

## Online Recruitment in Germany Experiences Strong Gains in February

**— Hiring for Healthcare and Social Workers Increases Significantly—**

**— All Regions Register Steady Monthly Growth —**

**ESCHBORN, March 11, 2008** – The Monster Employment Index Germany grew by 21 points in February, demonstrating a renewed growth trajectory. All regions across Germany and all tracked occupational groups showed steady monthly gains. Year-on-year recruitment grew by 29 points or 25 percent. The Monster Employment Index Germany is based on a real-time review of employer job opportunities culled from a large, representative selection of corporate career sites and job boards, including Monster®.

“The increase in online recruiting from January to February is the largest monthly increase on record since the Index began tracking online recruitment in Germany,” commented Marco Bertoli, Vice President/General Manager Central Europe, Monster Worldwide. “Economic concerns may continue to affect the financial industry’s online recruitment - that industry is still far below online recruitment levels of this time last year - but according to the Index those concerns are not having a broad chilling effect as all industries, occupations and regions reported increased demand in February.”

Monster Employment Index Germany results over the past 13 months are as follows:

Feb 08	Jan 08	Dec 07	Nov 07	Oct 07	Sep 07	Aug 07	Jul 07	Jun 07	May 07	Apr 07	Mar 07	Feb 07
146	125	135	142	136	139	132	132	129	129	121	116	117

Note: The value 100 represents the average number of jobs measured monthly during the period of December 2004 – November 2005



# EMPLOYMENT I N D E X

## Opportunities in Healthcare and Social Work Increase Significantly in February

Healthcare and social work resumed a growth trend, recovering from the January loss and showing the strongest growth across all industries in February. The industry group gained 48 points, putting it 15 points higher than the previous high mark in the last year. Growth was driven by increasing demand for technicians and associate professionals and professionals as well as a five-month continuing increase in demand for service workers and shop and market sales workers.

Online recruitment in accounting, audit, and taxes increased significantly in February. The occupational groups which drove the 39 point increase were professionals, technicians and associate professionals and legislators, senior officials and managers. As a whole, the category recovered from declines in December and January to reach a historical high.

Production, manufacturing, maintenance and repair also reported very strong gains in February with the Index jumping by 36 points in this industry. The major increase among occupational groups was in Technicians and associate professionals, with demand for professionals increasing as well.

While every industry registered growth, banking, finance and insurance and public sector, defence and community both only reported a three point increase. Also on the low end of the growth scale were HR and education, training and library with five and six point increases on the Index respectively.

Monster Employment Index Germany findings across industry sectors for the past 13 months are as follows:

Industry	Feb 08	Jan 08	Dec 07	Nov 07	Oct 07	Sep 07	Aug 07	Jul 07	Jun 07	May 07	Apr 07	Mar 07	Feb 07
Accounting, audit, taxes	242	203	213	229	228	230	216	210	209	184	177	168	150
Administrative, organisation	131	117	116	120	118	121	112	114	113	107	104	103	114
Agriculture, fishing and forestry	90	71	72	77	82	82	83	86	90	99	95	92	86
Arts, entertainment, sports, leisure	132	117	123	132	116	114	121	121	115	118	117	111	103
Banking, finance, insurance	85	82	83	83	84	84	84	82	92	118	115	105	101
Construction and extraction	147	132	135	149	146	149	144	142	137	131	124	120	118
Education, training and library	104	98	101	102	101	100	101	100	97	97	97	95	96
Engineering	140	121	139	147	141	143	131	136	138	129	125	123	135
Healthcare, social work	174	126	159	149	128	124	109	106	103	127	96	101	103

Hospitality and tourism	154	120	127	137	121	119	111	124	129	115	102	92	88
HR	99	94	94	94	94	95	93	93	93	95	91	91	91
IT	148	130	137	140	135	131	127	131	126	129	123	119	117
Legal	129	120	117	119	115	117	118	124	119	111	107	105	97
Management and consulting	142	114	131	131	133	144	144	141	140	143	142	137	132
Marketing, PR and media	148	122	129	137	90	91	88	92	90	125	124	120	124
Production, manufacturing, maintenance, Repair	225	189	204	228	213	217	204	196	178	161	138	126	111
Public Sector, defence, community	90	87	87	89	86	87	89	95	94	93	91	89	88
Research and development	124	112	123	134	128	127	123	121	118	127	126	131	132
Sales	118	106	112	118	110	113	110	111	110	114	111	109	112
Transport, post and logistics	147	133	137	147	142	142	141	133	123	119	110	104	97

**Demand Increases for all Occupations, with Sharp Increases Led by Service Workers and Shop and Market Sales Workers**

Service workers and shop and market sales workers registered the strongest growth in February of all occupations tracked. The 40 point increase in the Index was mainly due to the high growth in the healthcare, social work, and hospitality and tourism sectors in Germany. Year-on-year growth for the occupational category was 100 points or 130 percent.

Following five months of decline, legislators, senior officials and managers registered the second highest increase in February with a 25 point gain. Increasing online recruitment in this occupational group was fueled by growth in HR, hospitality and tourism, and management and consulting. The gains in the Index in February did not fully make up for the five months of falling online recruitment, with the month end closing at six points less than the historical high. Year-on-year growth was 16 points, or 11 percent.

Professionals as an occupational group recovered from the seasonal slowing and registered a 19 point increase on the Index in February. The strongest increase was seen in the management and consulting sector, accounting, audit and taxes and education, training and library. February’s increases in online recruiting took the category to a new 13 month high though year-on-year growth was only 6 points or 5 percent.

Monster Employment Index Germany findings across occupational categories for the past 13 months are as follows:

Occupation Group	Feb 08	Jan 08	Dec 07	Nov 07	Oct 07	Sep 07	Aug 07	Jul 07	Jun 07	May 07	Apr 07	Mar 07	Feb 07
Legislators, senior officials and managers	157	132	144	151	155	163	163	159	156	140	140	128	141
Professionals	136	117	128	134	127	129	123	125	123	124	120	117	130
Technicians and associate professionals	115	96	104	106	102	104	100	99	97	114	109	104	108
Clerks	164	145	147	151	148	154	144	150	147	149	144	142	119
Service workers and shop and market sales workers	177	137	143	154	141	120	112	130	133	111	92	83	77
Skilled agricultural and fishery workers	90	74	74	78	82	83	82	87	89	90	88	84	60
Craft and related workers	149	133	137	147	142	143	137	132	126	118	107	102	108
Plant and machine operators and assemblers	182	168	185	205	190	200	193	196	192	178	164	154	144
Elementary occupations	140	128	131	144	141	142	138	132	125	122	112	106	96

### **Baden-Württemberg and Hamburg Lead Growth in February**

All regions across Germany recovered from the seasonal down-turn and demonstrated steady growth in February. With a 30 point increase, Baden-Württemberg changed its trajectory from loss leader to the strongest growth region. Demand rose for all occupational groups in the region and industries showing the most growth included: accounting, audit, taxes, engineering, and legal. After registering a huge drop in January, hospitality and tourism reported strong growth in online recruitment. Year-on-year growth for the region was 29 points or 22 percent.

Online job offerings in Hamburg rose by 16 points on the Index in February, driven by increasing demand in accounting, audit, taxes; education, training and library; and healthcare and social work sectors. Engineering also registered high demand in the region. Among occupational groups, opportunities grew for professionals and technicians and associate professionals. Despite the month's huge gains, the region is still seven points below the year's current high point; year-on-year growth is only 9 points or 8 percent.

Niedersachsen also showed a strong recovery with a 15 point increase on the Monster Employment Index. Opportunities in the hospitality and tourism sectors grew for the second consecutive month. Significant increases were seen also in accounting, audit and taxes and in administrative and organization, after two and four months of reduced demand, respectively. All the occupational groups saw strong growth in the region, and demand for service workers and shop and market sales workers remained strong for the second consecutive month. Year-on-year growth was 15 points, or 13 percent.

Monster Employment Index findings across German regions for the past 13 months are as follows:

Region	Feb 08	Jan 08	Dec 07	Nov 07	Oct 07	Sep 07	Aug 07	Jul 07	Jun 07	May 07	Apr 07	Mar 07	Feb 07
Baden-Württemberg	161	131	147	166	143	151	140	149	149	146	145	136	132
Bayern	129	115	122	130	119	125	121	128	128	126	125	121	119
Berlin	132	119	125	134	125	130	127	130	126	130	130	125	121
Brandenburg	125	116	120	132	122	124	124	124	120	123	122	116	113
Bremen	127	116	121	134	122	129	126	127	123	124	123	118	115
Hamburg	127	111	121	133	123	131	127	134	130	126	124	121	118
Hessen	137	122	125	138	132	140	130	132	137	127	126	123	120
Mecklenburg-Vorpommern	122	115	119	133	121	125	125	124	119	124	122	115	113
Niedersachsen	129	114	120	133	123	129	127	127	124	125	124	118	114
Nordrhein-Westfalen	129	116	123	134	129	135	126	134	134	126	126	120	117
Rheinland-Pfalz	132	121	124	138	128	131	125	129	126	129	128	124	120
Saarland	124	115	118	130	120	123	123	121	118	123	122	117	115
Sachsen	129	118	123	136	123	128	125	127	123	122	121	116	114
Sachsen-Anhalt	128	118	123	134	122	127	126	125	123	125	123	117	114
Schleswig-Holstein	124	115	121	131	122	127	124	127	122	121	120	116	114
Thüringen	124	116	122	135	122	126	122	128	122	122	121	116	113

Monster Employment Index Germany data for February will be released on April 8, 2008.

**About The Monster Employment Index Germany**

Providing a broad, comprehensive monthly analysis of online job demand, the Monster Employment Index Germany is an extension of the Monster Employment Index Europe, which is compiled each month by researchers at Monster Worldwide Europe.

Launched in June 2005, the Monster Employment Index Europe provides monthly insight into recruitment trends across the European Union. The Index report is based on a real-time review of millions of employer job opportunities culled from a large, representative selection of corporate career sites and job boards across Europe, including Monster®. The Index is audited by Research America, Inc. and provides analyses of online job demand within occupational categories, industry sectors and regions.

Monthly Index reports for France, the UK, the Netherlands, Sweden and Europe are available at: [http://www.monsterworldwide.com/Press\\_Room/MEI\\_EU.asp](http://www.monsterworldwide.com/Press_Room/MEI_EU.asp)

**About Monster Worldwide**

Monster Worldwide, Inc. (NASDAQ: MNST), parent company of Monster, the premier global online employment solution for more than a decade, strives to inspire people to

improve 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 NASDAQ 100. To learn more about Monster's industry-leading products and services, visit [www.monster.com](http://www.monster.com). More information about Monster worldwide is available at [www.monsterworldwide.com](http://www.monsterworldwide.com).

**Special Note:** Safe Harbor Statement Under the Private Securities Litigation Reform Act of 1995: Except for historical information contained herein, the statements made in this release constitute forward-looking statements within the meaning of Section 27A of the Securities Act of 1933 and Section 21E of the Securities Exchange Act of 1934. Such forward-looking statements involve certain risks and uncertainties, including statements regarding Monster Worldwide, Inc.'s strategic direction, prospects and future results. Certain factors, including factors outside of Monster Worldwide's control, may cause actual results to differ materially from those contained in the forward- looking statements, including economic and other conditions in the markets in which Monster Worldwide operates, risks associated with acquisitions, competition, seasonality and the other risks discussed in Monster Worldwide's Form 10-K and other filings made with the Securities and Exchange Commission, which discussions are incorporated in this release by reference.

**Monster Worldwide Deutschland GmbH Contact:**

Alexandra Guntzer/Ramona Kesch  
Tel: 0049.6196.9992-679  
E-Mail: [ramona.kesch@monster.de](mailto:ramona.kesch@monster.de)

**PR Contacts:**

Weber Shandwick  
Ina Malcherek/Susanne Worch  
Tel: 0049.89.380179-42 /-46  
E-Mail: [IMalcherek@WeberShandwick.com](mailto:IMalcherek@WeberShandwick.com)  
[SWorch@WeberShandwick.com](mailto:SWorch@WeberShandwick.com)

### Monster Employment Index Germany

