



## EMPLOYMENT I N D E X

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## Monster Employment Index Canada Holds Steady for Fourth Quarter of 2007

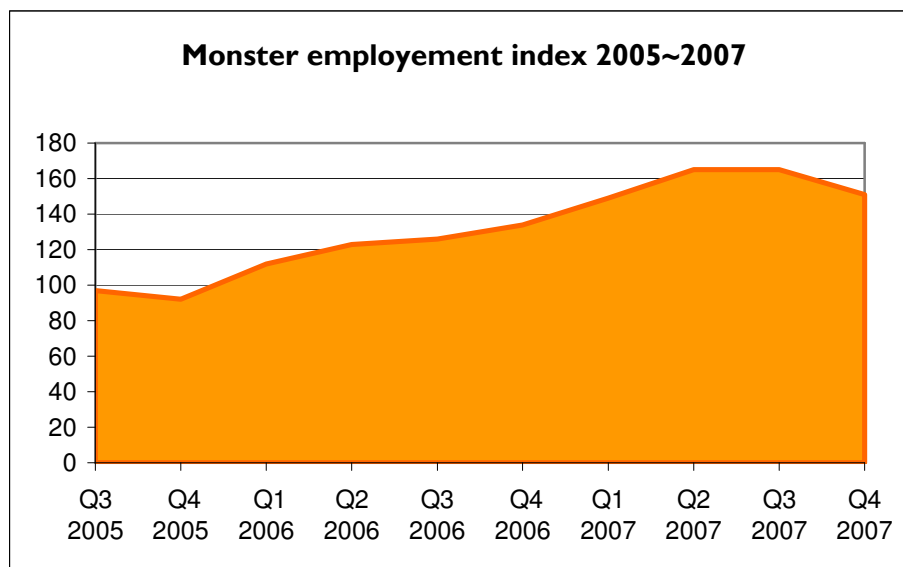
- Index drops 14 points to 151 in Q4, reflecting weaker online recruitment during holiday period; Registered a 12% increase on a year-over-year basis
- 10 provinces post declines, led by Manitoba, Saskatchewan and PEI
- 13 major cities tracked by Index down in Q4; Regina, Saskatoon, Winnipeg post largest declines

The Monster Employment Index Canada fell by 14 points in the fourth quarter of 2007 to end the year at 151 points. Year-over-year, the Index was up by 17 points, reflecting an increase of 12% in online recruitment activity compared to the final quarter of 2006. The Monster Employment Index Canada is a broad and comprehensive quarterly analysis of Canadian online job demand conducted by Monster Worldwide, Inc. (NASDAQ: MNST), parent company of the leading global online careers and recruitment resource Monster®.

Among the occupations tracked by the Index, the sharpest declines in Q4 were seen in the following sectors: processing, manufacturing and utilities jobs, natural and applied sciences, including IT jobs, and trades and transportation. Meanwhile, job sectors that posted gains in online recruitment during Q4 included healthcare, education and government service, sales and service, and management occupations.

Each of the 13 major Canadian cities tracked by the Index registered weaker online job demand in Q4, with the Western cities of Regina, Saskatoon and Winnipeg posting the largest declines.

Results for the Monster Employment Index Canada by quarter over the past year are as follows, with 2006 compared by quarter:



Q4 2007	Q3 2007	Q2 2007	Q1 2007	Q4 2006	Q3 2006	Q2 2006	Q1 2006	Q4 2005	Q3 2005
151	165	165	149	134	126	123	112	92	97

"Following a relatively flat Q3, the Monster Employment Index Canada was down in Q4, reflecting weaker online recruitment that we typically see for the holiday period that covers the middle of November to the end of December," said Gabriel Bouchard, vice-president and general manager of Monster Canada. "At the same time, it is important to note that overall, online recruitment was up by 12% showing positive growth year-over-year." year-over-year."

### **Online Recruitment Declines in Five Job Categories**

Online demand for workers during Q4 declined in five of the 10 job classifications tracked by the Index, while five sectors posted higher online recruitment during the quarter.

The natural and applied sciences job category, which includes IT jobs, fell by five points in Q4 but was up by 11 points year-over-year.

The business, finance and administration category was down by two points for both the quarter and year-over-year. Occupations in the trades, transportation and equipment operator category saw a three-point decline in online recruitment but that sector was up by eight points year-over-year.

Occupations unique to processing, manufacturing and utilities fell by nine points in the quarter but this sector was up by 12 points year-over-year. The fifth sector losing ground was art, culture, recreation and sport, down three points in Q4 but up by one point year-over-year.

Occupations unique to primary industry posted a 23-point gain in Q4, as well as a year-over-year gain of 49 points, while jobs in education, government and social science gained 14 points in the quarter but lost six points year-over-year.

Occupations in the healthcare sector rose by six points in Q4 but year-over-year showed a two-point decline, while management occupations climbed five points in Q4 and up by one point year-over-year. Sales and service jobs were up by one point in Q4 and up by seven points year-over-year.

Results for the 10 occupational categories tracked by the Index over the past year are as follows:

National Occupation Classification	2007				2006				2005	
	Q4	Q3	Q2	Q1	Q4	Q3	Q2	Q1	Q4	Q3
Business, Finance and Administrative Occupations	102	104	115	113	104	105	104	105	90	98
Health Occupations	122	116	130	127	124	124	123	112	99	95
Management Occupations	116	111	125	124	114	112	113	113	93	96
Natural and Applied Sciences and Related Occupations	140	145	134	130	130	115	115	113	98	94
Occupations Unique to Primary Industry	171	148	177	142	123	112	108	108	94	95
Occupations Unique to Processing, Manufacturing and Utilities	144	154	126	118	132	135	125	109	94	97
Occupations in Art, Culture, Recreation and Sport	135	138	152	132	134	124	114	110	98	91
Occupations in Social Science, Education, Government Service and Religion	112	98	120	120	118	102	109	101	100	94
Sales and Services Occupations	116	115	129	118	109	115	123	109	90	98
Trades, Transport and Equipment Operators and Related Occupations	128	131	137	125	120	119	132	109	93	99

## **10 Provinces Post Declines in Fourth Quarter**

Online recruitment was down in 10 provinces in Q4, with online recruitment in Ontario declining 14 points and four points in Quebec amid weaker demand for workers in natural and applied sciences, including IT jobs, as well as in manufacturing and processing, and business, finance and administration jobs.

In Atlantic Canada, all four provinces registered lower online recruitment activity in Q4, with PEI down 24 points, followed by New Brunswick (-14), Nova Scotia (-13) and Newfoundland/Labrador (-13). Weaker recruitment activity was seen in sectors such as manufacturing, sales and service, and business, finance and administration.

In Western Canada, online recruitment was down by 13 points in both B.C. and Alberta amid weaker recruitment in natural and applied sciences, sales and service, and trades and transportation.

Among Prairie provinces, Saskatchewan saw activity decline overall by 32 points, while Manitoba ended the quarter with a 23-point drop, amid weaker recruitment in sales and service, natural and applied sciences, and trades and transportation.

Results for the 13 provinces and territories tracked by the Index over the last year are as follows:

Provinces & Territories	2007				2006				2005	
	Q4	Q3	Q2	Q1	Q4	Q3	Q2	Q1	Q4	Q3
Alberta	137	151	149	136	127	122	119	112	97	95
British Columbia	133	146	147	134	126	126	121	113	98	95
Manitoba	157	180	177	144	136	131	128	113	96	94
New Brunswick	155	169	154	137	135	132	123	112	94	99
Newfoundland and Labrador	142	155	152	134	123	125	124	111	96	98
Nova Scotia	139	173	145	125	119	119	121	111	93	100
Northwest Territories	153	131	133	128	116	105	110	103	107	97
Nunavut	156	141	149	134	128	105	112	104	93	96
Ontario	147	161	167	161	140	118	113	108	89	100
Prince Edward Island	128	153	149	116	100	111	112	100	97	103
Quebec	124	128	144	126	118	121	116	107	92	100
Saskatchewan	119	152	125	107	103	119	120	103	96	99
Yukon	141	125	128	116	113	103	106	97	105	97

Adjusted to total working population, the Monster Employment Index Canada found the following provinces to be the top six in terms of online job availability during the fourth quarter of 2007:

<b>Rank</b>	<b>Province</b>
<b>1</b>	<b>Alberta</b>
<b>2</b>	<b>Manitoba</b>
<b>3</b>	<b>Nova Scotia</b>
<b>4</b>	<b>Saskatchewan</b>
<b>5</b>	<b>New Brunswick</b>
<b>6</b>	<b>P.E.I</b>

### **All 13 Major Cities Tracked by MEI Register Declines**

All of the major Canadian cities tracked by the MEI registered weaker online recruitment activity in the fourth quarter of 2007.

In Ontario, Toronto saw online recruitment fall by 12 points amid weaker demand for workers in business, finance and administrative occupations, natural and applied sciences, management and sales and services. Ottawa also posted a loss, falling by three points in Q4, as did Hamilton, down 15, and Kitchener, down two points.

In Quebec, activity in Montreal fell by five points over the quarter as employers sought fewer workers in business, finance and administrative positions, management, and sales and service. Quebec City's 13-point loss is attributed to weaker demand for workers in natural and applied sciences, sales and service, and government and education.

In Western Canada, Vancouver fell by 12 points, Calgary by eight and Edmonton by 16. Winnipeg fell by 24 points amid weaker demand for workers in natural and applied sciences, trades and transportation, and sales and service. Regina was down by 28 points, Saskatoon by 27 and Winnipeg by 24 amid declining recruitment in trades and transportation, natural and applied sciences and sales and service jobs.

In the East, Halifax saw online recruitment fall by eight points in Q4 as recruitment weakened among natural and applied sciences, management, education and government occupations.

Results for the 13 Census Metropolitan Areas tracked by the Index over the last year are as follows:

Census Metropolitan Areas	2007				2006				2005	
	Q4	Q3	Q2	Q1	Q4	Q3	Q2	Q1	Q4	Q3
Calgary	131	139	139	133	128	125	125	113	99	94
Edmonton	148	164	163	150	135	126	125	105	95	99
Halifax	139	147	138	116	118	113	120	113	99	96
Hamilton	181	196	199	183	167	135	124	113	96	96
Kitchener	153	155	167	170	149	117	110	112	95	95
Montreal	154	159	168	141	116	124	115	106	93	100
Ottawa/Gatineau	130	133	135	133	125	112	114	110	100	99
Quebec City	119	132	144	131	109	113	104	105	90	102
Regina	122	149	125	114	104	116	114	102	94	97
Saskatoon	117	144	125	107	102	113	113	102	101	100
Toronto	142	154	156	153	141	122	120	111	92	95
Vancouver	128	139	141	134	126	124	122	113	99	94
Winnipeg	173	197	189	154	145	144	143	113	97	96

Adjusted to total working population, the Monster Employment Index Canada found the following cities to be the top six in terms of online job availability during the fourth quarter of 2007:

<b>Rank</b>	<b>CMA</b>
<b>1</b>	<b>Calgary</b>
<b>2</b>	<b>Edmonton</b>
<b>3</b>	<b>Saskatoon</b>
<b>4</b>	<b>Regina</b>
<b>5</b>	<b>Quebec City</b>
<b>6</b>	<b>Winnipeg</b>

## **About the Monster Employment Index Canada**

The Monster Employment Index Canada is a broad and comprehensive quarterly analysis of Canadian online job demand conducted by Monster Worldwide, Inc. (NASDAQ: MNST), parent company of the leading global online careers and recruitment resource Monster®. As the first national index measuring real-time online job demand, the Monster Employment Index Canada is based on millions of online job postings and data culled from Monster Canada ([www.monster.ca](http://www.monster.ca)), as well as a number of other recruitment Web sites considered representative of employer activity nationwide.

With data collected since April, 2005, the Index uses a consistent methodology to track overall online job demand in Canada, providing Canadian labour-market watchers with a new forward-looking indicator of employer demand for employees.

All of the data and findings in the Monster Employment Index Canada are validated for accuracy through third party auditing conducted by U.S.-based Research America, Inc. Index reports can be accessed and subscribed to free-of-charge online at <http://eIndex.monsterworldwide.com>. The next report of the Monster Employment Index Canada will be released in April, 2008.

To obtain a full copy of the Monster Employment Index Canada report for the fourth quarter of 2007, including all charts and tables, please visit <http://eIndex.monsterworldwide.com>. To subscribe and have the Monster Employment Index Canada report emailed to you on a quarterly basis, please go to [http://www.monsterworldwide.com/Public\\_Relations/eIndex.html](http://www.monsterworldwide.com/Public_Relations/eIndex.html).

## **About Monster Canada**

Monster Canada ([www.Monster.ca](http://www.Monster.ca)) is Canada's leading online career resources portal - a bilingual, user-friendly site that is improving the employment and recruitment experience in today's competitive job market. Headquartered in Montreal, Monster Canada is part of Monster, the leading global careers and recruitment resource online. 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 employer products and services, please visit <http://solutions.monster.ca>.

### **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 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 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).

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