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## **Monster Employment Index Edges Higher in January, as Online Recruitment Activity Picks Up Following Year-end Holidays**

### **January 2007 Index Highlights:**

- Index edges up one point in January, rebounding from year-end seasonal slowdown in December
- Year-over-year growth rate eases, reflecting further moderation compared to Index's sharp increase in January 2006
- Online recruitment slows in the blue-collar segment last month, while demand for white-collar occupations sees mixed results
- Demand for life, physical and social science occupations grows at a solid pace year-over-year, despite a two-month dip
- West South Central and West North Central regions see solid gains in online job availability over the year, while Pacific shows signs of further easing

### **Summary Overview**

The Monster Employment Index rose one point to a level of 168 in January, as online recruitment activity began to pick up following a year-end seasonal slowdown in December.

The Index's moderate gain last month stands in sharp contrast to the large surge seen in January 2006, when the U.S. economy was expanding at a very rapid pace before cooling off in the second and third quarters of last year. As a result, the Index's year-over-year growth rate dipped to 11.3 percent, reflecting further moderation in recruitment activity. However, the Index remains up on a year-over-year basis, despite a slowdown in recruitment activity.

During the month of January, 12 of the 20 industries and 5 of the 23 occupational categories tracked by the Index showed increased online job availability and rose by varying degrees.



The Index's overall results for the past 13 months are as follows:

JAN 07	DEC 06	NOV 06	OCT 06	SEP 06	AUG 06	JUL 06	JUN 06	MAY 06	APR 06	MAR 06	FEB 06	JAN 06
168	167	175	172	172	173	165	171	167	163	164	157	151

“The fact that the Monster Employment Index saw a more modest improvement last month compared to the first month in previous years provides an early indication that the U.S. will see a slower growth rate of online job availability in 2007 compared to the rapid pace measured during 2006,” said Steve Pogorzelski, Group President, International at Monster Worldwide. “January's Index results are consistent with what others are predicting for overall labor market growth. Monthly payroll growth during 2006 is expected to average 130,000 jobs per month, compared to an average of more than 150,000 per month during 2006.”

**Management of Companies and Enterprises; Transportation and Warehousing; and Utilities Show Sharpest Increases in January**

The management of companies and enterprises category registered the sharpest increase in online job availability among industries last month, rising 12 points and reflecting high demand for labor among holding companies and similar corporate sector entities thanks in part to a bullish stock market, more concentrated business ownership, and a fairly healthy earnings season. Transportation and warehousing also rose 11 points, suggesting a correction from the previous month when holiday recruitment needs had been filled, and demonstrating high demand for workers due to booming international trade.

After an exceptionally mild November and December, utilities, up eight points, registered the highest annual rate of increase in the Index in more than a year in January, as colder weather finally set in across the country. Nine other industries showed varying degrees of increase in online job availability during the month.

In contrast, finance and insurance fell seven points, decreasing for the third consecutive month and now down on a year-over-year basis for the first time on record. The decline in January suggests that financial executives are continuing to hire in the first quarter of 2007, but at a slightly slower pace than during the fourth quarter of 2006. Online demand for workers in mining also declined in January, falling five points.

In addition, construction (up 6) and real estate and rental and leasing (up 2) registered continued growth in online job opportunities in January, following a period of soft demand during most of the second half of 2006. Combined with recent data on building permits, housing starts and home sales, the results of the Index suggest further stabilization in the residential real estate sector, which weighed so heavily on economic growth in the second half of 2006.

**Legal; Food Preparation and Serving; and Arts, Design, Entertainment, Sports and Media Occupations All Rise in January**



Five of the 23 occupations monitored showed increased online job availability between December and January, led by legal occupations, which surged 14 points, mirroring findings from previous years as January marks the start of the annual hiring cycle for lawyers and related legal staff. Food preparation and serving jumped five points, extending its upward trajectory and suggesting continued strength in the food services industry and the broader hospitality sector. Online demand for workers in arts, design, entertainment, sports and media related occupations also turned higher, rising two points, indicating continued high demand for marketing, advertising, design and PR professionals across the country.

Several blue-collar occupations noted significantly reduced online job availability in January. The three main categories: construction and extraction; production; and transportation and material moving; are now also down on a year-over-year basis. While colder weather may have contributed to weaker demand last month, the over-the-year decline also reflects a cooling housing market and continued weakness in manufacturing, particularly in the automotive industry. Buildings and grounds cleaning and maintenance and installation, maintenance, and repair also noted a decline in postings, according to the Index.

Various service occupations remain on top of the list of fastest growing categories over the past 12 months, led by community and social services, showing a 30 percent year-over-year growth rate, and protective services, with a 28 percent year-over-year growth rate. Although online job availability for life, physical, and social science occupations dipped slightly between December and January, the category has seen solid growth, showing a 16 percent year-over-year growth rate, driven by heightened demand for college professors, as well as researchers and scientists in general.

### **Online Job Demand Declines in All Nine U.S. Regions in December**

The Index fell by varying degrees in all nine U.S. Census divisions for a second consecutive month. The most moderate downturn was noted in both the West South Central and Pacific regions, each slipping two points in January. While the West South Central region (Arkansas, Louisiana, Oklahoma and Texas) continued to show strength, the Pacific region has remained mostly flat, due to slowing demand in California, Oregon and Washington State. The West North Central region, which fell six points in January, remains the second best performer in terms of annual growth.

A majority of the 50 states and the District of Columbia registered fewer online job opportunities in January. With the exception of Alaska, Alabama and Florida, all states are up year over year.

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 January:

<u>Rank</u>	<u>State</u>
1	Delaware
2	Maryland

3	Arizona
4	California
5	Connecticut
6	Massachusetts
7	Wyoming
8	Alaska
9	New Jersey
10	Virginia

### Top Five Industries Looking for Employees in January

Industries showing the greatest rate of increase in online job availability in January included:

INDUSTRY	JAN 07	DEC 06	NOV 06	OCT 06	SEP 06	JAN 06
Management of Companies and Enterprises	147	135	137	143	143	118
Transportation and Warehousing	149	138	151	141	151	124
Agriculture, Forestry, Fishing and Hunting	136	128	141	148	156	171
Utilities	167	159	159	156	142	132
Accommodation and Food Services	160	154	166	170	174	133

### Most Wanted Occupational Experience in January

Occupational categories registering significant increases in online job demand in January included:

OCCUPATIONS	JAN 07	DEC 06	NOV 06	OCT 06	SEP 06	JAN 06
Legal	182	168	179	182	192	169
Protective Service	159	154	172	163	165	124
Food Preparation and Serving	163	158	162	163	164	131
Arts, Design, Entertainment, Sports and Media	148	146	149	151	145	133
Community and Social Services	204	202	200	193	185	157

### Online Job Opportunities Declines in All Nine U.S. Regions in January

Online job opportunities decreased by varying degrees in all nine U.S. Census Bureau regions in January. The regions are presented here in order of greatest year-over-year increase:

U.S. CENSUS BUREAU REGIONS	JAN 07	DEC 06	NOV 06	OCT 06	SEP 06	JAN 06
West South Central	214	216	223	222	218	176
West North Central	165	171	180	178	177	148
New England	158	163	173	170	168	145
Mountain	172	180	188	191	193	160
Mid-Atlantic	156	159	167	164	162	146
East North Central	149	155	161	160	160	139
South Atlantic	158	163	168	168	165	151
East South Central	147	151	159	157	166	143
Pacific	168	170	181	179	179	167



JAN 06	FEB 06	MAR 06	APR 06	MAY 06	JUN 06	JUL 06	AUG 06	SEP 06	OCT 06	NOV 06	DEC 06	JAN 06
151	157	164	163	167	171	165	173	172	172	175	167	168

## By Region

	2007	2006											
	Jan	Dec	Nov	Oct	Sep	Aug	Jul	Jun	May	Apr	Mar	Feb	Jan
New England	158	163	173	170	168	168	162	166	161	160	156	147	145
Mid-Atlantic	156	159	167	164	162	161	154	163	160	162	155	149	146
East North Central	149	155	161	160	160	158	151	154	151	152	149	142	139
West North Central	165	171	180	178	177	175	176	176	170	165	160	151	148
South Atlantic	158	163	168	168	165	167	161	164	162	165	162	155	151
East South Central	147	151	159	157	166	162	158	162	156	156	152	147	143
West South Central	214	216	223	222	218	216	208	211	206	197	194	181	176
Mountain	172	180	188	191	193	191	181	183	181	179	172	165	160
Pacific	168	170	181	179	179	177	177	182	170	173	179	169	167

## By Industry

	2007	2006											
	Jan	Dec	Nov	Oct	Sep	Aug	Jul	Jun	May	Apr	Mar	Feb	Jan
Agriculture, Forestry, Fishing and Hunting	136	128	141	148	156	156	161	174	196	186	186	178	171
Mining	189	194	199	203	199	183	178	181	169	169	168	167	159
Utilities	167	159	159	156	142	147	156	154	150	141	134	138	132
Construction	230	224	225	218	211	203	202	206	211	218	198	193	179
Manufacturing	128	127	128	128	126	126	121	120	124	124	122	123	123
Wholesale Trade	144	141	144	146	159	163	157	154	149	152	155	147	136
Retail Trade	179	177	174	179	178	173	166	169	172	169	162	160	150
Transportation and Warehousing	149	138	151	141	151	138	124	134	124	131	131	130	124
Information	122	122	125	127	130	128	128	131	132	134	131	130	124
Finance and Insurance	134	141	146	149	148	154	154	149	148	145	143	140	137
Real Estate and Rental and Leasing	125	123	116	124	125	131	131	135	134	131	129	125	115
Professional, Scientific, and Technical Services	148	152	150	149	146	144	138	139	139	137	135	133	126
Management of Companies and Enterprises	147	135	137	143	143	151	148	146	145	137	122	129	118
Administrative, Support, Waste Management, Remediation	101	100	102	107	107	104	104	103	102	102	102	99	97
Educational Services	119	120	121	122	121	119	118	118	118	117	115	114	113
Healthcare and Social Assistance	115	115	118	119	121	123	123	127	127	126	126	124	123
Arts, Entertainment, and Recreation	165	167	165	165	179	171	174	177	174	166	157	153	145
Accommodation and Food Services	160	154	166	170	174	174	173	171	172	157	148	140	133
Public Administration	140	139	136	132	135	139	127	123	128	134	127	118	108
Other Services	206	215	207	209	220	207	213	212	213	194	194	195	198

## By Occupation

	2007	2006											
	Jan	Dec	Nov	Oct	Sep	Aug	Jul	Jun	May	Apr	Mar	Feb	Jan
Management	174	180	186	184	181	181	172	189	182	185	177	176	164
Business and Financial Operations	194	197	205	200	205	204	195	202	195	198	194	179	179
Computer and Mathematical	166	170	185	185	178	173	169	174	168	166	166	159	157
Architecture and Engineering	179	182	187	181	179	181	174	183	183	186	190	188	179
Life, Physical, and Social Science	156	158	167	160	158	156	151	151	148	145	145	144	135
Community and Social Services	204	202	200	193	185	189	179	191	193	184	167	161	157
Legal	182	168	179	182	192	194	188	197	192	196	185	171	169
Education, Training, and Library	133	137	139	137	144	145	136	140	135	134	129	125	122
Arts, Design, Entertainment, Sports and Media	148	146	149	151	145	139	141	140	135	137	140	128	133
Healthcare Practitioners and Technical	135	139	145	146	144	146	147	138	134	136	132	129	127
Healthcare Support	144	152	159	162	164	166	159	156	149	149	144	135	134
Protective Service	159	154	172	163	165	158	162	151	145	146	132	122	124
Food Preparation and Serving	163	158	162	163	164	157	156	160	156	154	145	134	131
Building, Grounds Cleaning, Maintenance	128	136	150	149	159	157	155	160	160	158	152	138	127
Personal Care and Service	160	165	164	168	164	170	157	164	191	172	167	157	145
Sales and Related	147	151	153	151	148	148	146	149	144	145	143	136	135
Office and Administrative Support	157	162	174	171	169	166	164	167	165	166	169	158	157
Farming, Fishing, and Forestry	109	109	109	113	120	123	129	128	129	128	119	110	104
Construction and Extraction	132	138	149	149	156	154	151	150	148	150	144	142	136
Installation, Maintenance, and Repair	159	161	172	187	179	174	166	168	162	163	158	157	151
Production	134	140	148	148	151	150	147	148	146	143	143	141	136
Transportation and Material Moving	120	126	130	132	136	136	132	131	131	130	129	126	124
Military Specific	191	203	214	205	184	190	188	163	152	152	176	165	178



### **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 more than 1,500 Web sites, including a variety of corporate career sites, job boards and Monster, the Monster Employment Index presents a snapshot of employer online recruitment activity nationwide. All of the data and findings in the Monster Employment Index have been validated for their accuracy through independent, third party auditing conducted on a monthly basis by ARC Research. The audit validates the accuracy of the online job recruitment activity measured within a margin of error of +/- 1.05%.

### **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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