



# EMPLOYMENT I N D E X

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## Monster Employment Index Dips Slightly in June

### June 2008 Index Highlights:

- Index edges down three points in June, reflecting mild seasonal lull in U.S. online recruitment activity as springtime recruitment period winds down
- Year-over-year growth rate holds steady from May, suggesting no significant change in underlying demand for labor nationwide
- Finance/insurance and real estate are weakest trending industry sectors – in line with other reports showing continued deceleration in U.S. business and investment activity
- Manufacturing and retail trade industries edge higher, while healthcare, management, and public administration show continued strength
- West South Central region is Index’s top metro market performer year-over-year, while Pittsburgh remains Index’s top growth market on an annual basis

### Summary Overview

The Monster Employment Index edged down three points in June, as U.S. online recruitment activity eased slightly following the typically elevated early-springtime hiring period. 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®.

Online job availability rose in four of the Index’s 20 industry categories and in six of the 23 occupational categories measured during the month of June. Despite the slight dip overall last month, the Index’s year-over-year growth rate held steady at -12 percent, suggesting no further erosion in U.S. online job demand. Index results for the past 13 months are as follows:

JUN 08	MAY 08	APR 08	MAR 08	FEB 08	JAN 08	DEC 07	NOV 07	OCT 07	SEP 07	AUG 07	JUL 07	JUN 07
163	166	174	167	165	160	169	183	188	186	186	183	186



"From a seasonal view, the Monster Employment Index's contraction in June was relatively mild and in keeping with historical trends showing a more moderate recruitment environment heading into the slower summer months," said Jesse Harriott, Vice President of Research at Monster Worldwide. "While online hiring activity is clearly less robust than a year ago, an encouraging take-away and potential sign of stability is the fact that the Index's year-over-year growth rate in June remained unchanged from May."

### **Retail Trade Industry Registers Largest Monthly Increase in Online Job Demand in June**

Online labor demand in the retail trade industry jumped sharply in June, rising for the fourth time in five months. The category's mostly upward growth trend correlates with other reports showing recent gains and continued year-over-year growth in retail sales, and may point to growing optimism among retailers that consumers will spend at least a portion of their stimulus checks on purchases over the coming months. The transportation and warehousing; healthcare and social assistance; and management of companies industry categories also edged higher in June.

In contrast, several industry categories registered declines last month, including construction; professional, scientific and technical services; leisure and hospitality; and public administration.

On an annual basis, agriculture and public administration are the two industry categories showing greater online job availability compared to a year ago. Arts, entertainment and recreation; utilities; and finance and insurance have seen the steepest declines in online recruitment activity over the last 12 months.

### **Management; Personal Care and Service; and Military Specific Occupations See Strongest Gains in Online Job Opportunities in June**

Among occupations, personal care and service registered the strongest monthly increase in online job availability in June, while opportunities for management positions also expanded, extending an upward growth trend initiated in April. The Index also showed greater demand for workers in military specific; farming, fishing and forestry; and community and social service professions. Meanwhile, online job availability for healthcare practitioners and technical occupations edged higher on the month as well, extending a four-month growth trend and reflecting continued high demand for skilled healthcare professionals.



In contrast, the office and administrative category registered the steepest decline in online recruitment activity among occupations in June, followed closely by architecture and engineering; and arts, design, entertainment, sports and media. The Index also showed sharply fewer online opportunities in protective service and food preparation and serving compared to the previous month.

On a year-over-year basis, six occupational categories are showing higher demand compared to a year ago. Farming, fishing, and forestry remains the Index's top occupational category in terms of annual growth, followed by military specific; healthcare practitioners and technical; management; and healthcare support. At the opposite end of the spectrum, business and financial operations; computer and mathematical; and architecture and engineering have all seen significant declines in online job availability compared to a year ago.

#### **Online Job Availability Declines in Eight of Nine U.S. Census Bureau Regions in June**

During June, online job availability dipped in eight of the nine U.S. Census Bureau regions, with only the East South Central edging higher and the West South Central registering the sharpest drop. Year-over-year, all nine regions are now at lower levels of online job availability compared to a year ago, with the Pacific region showing the greatest annual decline.

At the state level, online job demand fell in 33 of the 50 U.S. states plus the District of Columbia between May and June.

Adjusting the number of online help-wanted ads for total employment, the following states had the highest per-worker online job availability during June:

Rank	State
1	Alaska
2	Massachusetts
3	Connecticut
4	Delaware
5	Vermont
6	Colorado
7	Maryland
8	Arizona

9	Wyoming
10	New Jersey

### Online Job Availability Declines in 24 of the Top 28 Major U.S. Metro Markets

During June, online recruitment activity eased in 24 of the 28 U.S. metro areas monitored by the Index. Demand held steady from the previous month in four Midwest markets (Cincinnati, Detroit, Kansas City and Pittsburgh), while Philadelphia and Washington, D.C. registered the steepest declines, mostly due to sharply fewer opportunities in the sciences, healthcare and construction.

On an annual basis, two of the 28 monitored markets are showing greater online job availability compared to a year ago. Pittsburgh remains the Index's top growth market year-over-year, helped by strong demand in blue-collar segments such as construction and manufacturing. Houston's growth rate, while positive, showed some deceleration amid fewer online job opportunities in management, healthcare, and a number of public-sector related occupational categories. Compared to June 2007, Washington, D.C. has seen the largest rate of decline in online recruitment activity among all 28 metro markets.

### **Top Industries Looking for Employees in June**

Industries showing the greatest increase in online job availability in June included:

INDUSTRY	JUN 08	MAY 08	APR 08	MAR 08	FEB 08	JUN 07
Retail Trade	171	162	167	154	150	188
Transportation and Warehousing	181	178	180	174	168	198
Management of Companies and Enterprises	150	149	161	150	152	152
Health Care and Social Assistance	120	119	119	116	113	120
Educational Services	108	108	119	114	113	135

### **Most Wanted Occupational Experience in June**



Occupational categories registering most significant increases in online job demand in June included:

OCCUPATIONS	JUN 08	MAY 08	APR 08	MAR 08	FEB 08	JUN 07
Personal Care and Service	137	131	127	126	120	170
Management	202	196	182	173	184	191
Military Specific	182	178	172	169	161	163
Community and Social Services	198	195	194	190	204	209
Healthcare Practitioners and Technical	199	196	193	181	166	181

#### Online Job Demand Increases in One U.S. Census Bureau Region in June

Online job availability increased in one of the nine U.S. Census Bureau Regions in June. The regions are presented here in order of largest monthly increase:

U.S. CENSUS BUREAU REGIONS	JUN 08	MAY 08	APR 08	MAR 08	FEB 08	JUN 07
East South Central	157	156	166	154	152	167
West North Central	175	176	186	178	177	189
New England	157	159	173	167	172	188
East North Central	150	152	163	159	157	167
South Atlantic	149	151	163	156	155	173
Mountain	167	170	179	173	170	191
Middle Atlantic	151	155	169	160	159	179
Pacific	147	151	161	158	156	187
West South Central	259	264	262	250	245	260



JUN 07	JUL 07	AUG 07	SEP 07	OCT 07	NOV 07	DEC 07	JAN 08	FEB 08	MAR 08	APR 08	MAY 08	JUN 08
186	183	186	186	188	183	169	160	165	167	174	166	163

## By Region

	2008						2007						
	Jun	May	Apr	Mar	Feb	Jan	Dec	Nov	Oct	Sep	Aug	Jul	Jun
New England	157	159	173	167	172	164	174	190	194	187	188	188	188
Mid-Atlantic	151	155	169	160	159	153	163	178	184	180	180	177	179
East North Central	150	152	163	159	157	149	158	171	174	171	169	166	167
West North Central	175	176	186	178	177	168	176	190	196	194	191	185	189
South Atlantic	149	151	163	156	155	151	158	169	173	172	172	170	173
East South Central	157	156	166	154	152	146	153	166	172	169	168	164	167
West South Central	259	264	262	250	245	236	248	265	271	268	266	260	260
Mountain	167	170	179	173	170	169	178	191	195	195	195	189	191
Pacific	147	151	161	158	156	155	164	179	183	183	184	183	187

## By Industry

	2008						2007						
	Jun	May	Apr	Mar	Feb	Jan	Dec	Nov	Oct	Sep	Aug	Jul	Jun
Agriculture, Forestry, Fishing and Hunting	202	207	200	200	196	162	171	171	171	171	171	173	171
Mining, Quarrying and Oil and Gas Extraction	167	171	167	168	172	160	157	163	171	168	166	167	169
Utilities	121	135	126	127	124	124	159	198	186	172	172	172	175
Construction	213	217	216	211	205	195	202	215	222	228	222	214	219
Manufacturing	116	117	120	117	111	104	116	126	132	130	126	126	132
Wholesale Trade	157	161	167	164	165	154	159	167	173	172	168	163	164
Retail Trade	171	162	167	154	150	148	160	180	186	185	180	187	188
Transportation and Warehousing	181	178	180	174	168	163	176	195	201	209	198	190	198
Information	122	124	134	124	119	115	127	141	146	142	142	136	136
Finance and Insurance	103	110	123	117	120	112	133	147	156	153	154	148	146
Real Estate and Rental and Leasing	105	113	115	108	107	99	105	124	134	138	145	149	148
Professional, Scientific, and Technical Services	126	136	138	133	130	123	134	153	157	153	153	151	154
Management of Companies and Enterprises	150	149	161	150	152	144	149	160	162	156	158	161	152
Administrative, Support, Waste Management, Remediation Services	91	96	100	97	95	86	95	117	124	120	119	112	111
Educational Services	108	108	119	114	113	101	112	123	126	133	130	130	135
Healthcare and Social Assistance	120	119	119	116	113	108	115	125	127	124	121	120	120
Arts, Entertainment, and Recreation	79	87	100	92	84	96	122	143	166	173	161	153	153
Accommodation and Food Services	138	148	164	140	137	128	148	167	167	170	169	169	170

Public Administration	178	193	228	217	208	185	188	188	184	155	155	161	159
Other Services	226	226	223	211	203	192	198	210	215	217	220	218	226

## By Occupation

	2008						2007						
	Jun	May	Apr	Mar	Feb	Jan	Dec	Nov	Oct	Sep	Aug	Jul	Jun
Management	202	196	182	173	184	178	183	194	199	194	197	192	191
Business and Financial Operations	163	170	184	177	183	175	189	207	210	206	208	208	207
Computer and Mathematical	147	153	167	162	160	157	167	178	183	181	181	179	182
Architecture and Engineering	154	163	175	177	173	173	182	196	202	198	198	194	195
Life, Physical, and Social Science	144	146	159	156	153	147	156	166	174	168	168	168	169
Community and Social Services	198	195	194	190	204	196	200	216	213	218	218	209	209
Legal	163	167	180	171	175	167	186	218	214	217	211	216	224
Education, Training, and Library	125	130	147	144	142	137	147	158	160	168	164	157	164
Arts, Design, Entertainment, Sports, and Media	108	116	130	128	125	126	139	151	156	157	157	160	165
Healthcare Practitioners and Technical	199	196	193	181	166	162	170	182	185	182	179	178	181
Healthcare Support	218	221	218	201	195	205	206	209	209	209	213	209	209
Protective Service	119	127	135	130	130	142	164	176	177	174	179	180	176
Food Preparation and Serving Related	154	162	183	159	161	152	164	173	175	178	180	185	193
Building, Grounds Cleaning, Maintenance	152	157	160	154	145	136	141	150	155	155	158	153	155
Personal Care and Service	137	131	127	126	120	159	155	167	170	170	173	168	170

Sales and Related	112	118	132	128	125	122	131	145	150	150	147	145	147
Office and Administrative Support	136	146	153	150	152	145	154	172	177	174	175	168	172
Farming, Fishing, and Forestry	188	185	172	172	174	140	142	140	142	142	142	142	143
Construction and Extraction	131	135	141	137	129	124	131	143	149	153	150	146	149
Installation, Maintenance, and Repair	185	190	186	164	159	154	160	172	179	183	182	176	178
Production	136	140	147	145	142	131	139	149	154	153	150	147	149
Transportation and Material Moving	106	106	113	111	108	108	116	128	132	135	132	131	132
Military Specific	182	178	172	169	161	159	184	183	193	170	167	165	163

## By Local Market

	2008						2007						
	Jun	May	Apr	Mar	Feb	Jan	Dec	Nov	Oct	Sep	Aug	Jul	Jun
Atlanta	120	122	131	127	129	123	134	146	149	145	140	138	142
Baltimore	80	83	91	88	89	86	94	101	104	103	103	100	103
Boston	114	121	131	123	131	120	135	152	153	150	147	152	150
Chicago	105	109	119	115	121	106	120	142	142	144	141	137	139
Cincinnati	129	129	141	132	137	124	135	151	158	150	143	143	148
Cleveland	126	128	137	133	129	114	127	137	140	136	135	131	134
Dallas	138	140	147	139	138	128	137	150	150	148	144	140	142
Denver	134	136	138	133	130	125	136	145	149	151	147	142	144
Detroit	125	125	132	128	123	105	119	135	138	139	132	129	134
Houston	158	160	164	159	157	146	153	163	164	162	163	158	157
Indianapolis	110	113	119	111	114	98	108	120	124	123	118	115	118
Kansas City	139	139	152	140	145	123	140	159	162	156	153	143	148
Los Angeles	90	93	101	98	99	90	100	114	116	117	118	117	123
Miami	88	89	96	91	95	92	94	105	105	109	106	105	108
Minneapolis	119	124	129	124	123	115	122	134	137	134	128	123	130
New York City	103	110	118	113	117	108	117	131	131	133	130	127	130
Orlando	74	76	84	76	77	70	75	88	86	90	85	85	91
Philadelphia	94	104	116	106	105	98	108	125	126	130	124	121	126
Phoenix	99	102	104	102	104	99	107	117	120	121	122	115	117
Pittsburgh	163	163	163	153	147	140	149	161	157	155	145	141	148
Portland	128	130	140	135	128	114	126	153	163	159	160	146	148
Sacramento	91	93	95	93	95	89	98	116	120	121	118	116	119
San Diego	95	98	102	98	98	91	96	105	110	112	114	110	116
San Francisco	97	102	106	103	109	100	110	122	125	125	129	123	126
Seattle	135	136	139	137	131	120	133	147	151	151	149	143	148
St. Louis	147	148	154	149	149	137	147	160	166	167	158	151	162



Tampa	95	96	99	95	95	90	97	104	103	104	104	102	104
Washington, D.C.	87	96	105	100	101	90	103	118	120	123	120	114	121

### 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 July will be released on July 31, 2008.

### 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).

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