



# EMPLOYMENT INDEX

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## Monster Employment Index Dips Slightly in December, Closing Out Year of Strong, Stepwise Growth in 2004

— Modest Decline Likely Related to Similar Seasonal Slowdown  
Experienced in December 2003 —

— Manufacturing, Transportation & Warehousing, and Wholesale  
Trade Among Industries Showing Strong Increases in Online Job Demand  
in December —

— Nearly All Industries, Occupations and Regions Remain Up  
Year-Over-Year —

**NEW YORK, January 6, 2005** – The Monster Employment Index dipped slightly in December, yet closed 2004 with strong measured, upward growth in both online job demand and online job recruitment activity across the United States throughout the past 12 months. The overall Index eased back from a record level of 117 in November to 113 in December, but came in much higher compared to its December 2003 level of 85.

The Index's slight decline is most likely attributed to the same seasonal slowdown in hiring that caused the Index to dip in December of 2003. However, nearly all industries, occupations and regions tracked by the Index remain up year over year, demonstrating true labor market growth over the past 12 months.

The Monster Employment Index's overall results for the 12 months of 2004, and December 2003, are as follows:

DEC 04	NOV 04	OCT 04	SEP 04	AUG 04	JUL 04	JUN 04	MAY 04	APR 04	MAR 04	FEB 04	JAN 04	DEC03
113	117	114	114	112	107	108	105	103	97	95	93	85



Transportation & warehousing, manufacturing and wholesale trade all saw the greatest increases during the month of December. The sharp rise in manufacturing suggests an increased demand for engineers and designers, while the even stronger rise in transportation reflects increased seasonal demand for support positions such as package handlers, mechanics and unskilled labor. Construction saw a marked increase in online job demand, with greater job availability for construction support jobs in the areas of sales, finance, engineers, technicians and designers. Possibly reflecting increased merger and acquisition activity, a return to confidence in the economy and the ongoing accommodation to new accounting and corporate governance requirements, finance & insurance also edged higher in December, continuing a strong overall track record of growth in 2004.

While 8 out of the 20 industries tracked by the Index saw varying degrees of declines in online job demand during December, 19 of the 20 industries still remained at higher levels year over year. Utilities; management of companies & enterprises; public administration; and professional, scientific & technical services experienced the biggest declines in December. Reflecting the winding down of the holiday shopping season, retail trade also dipped slightly, returning to its September level. Three industries, including healthcare & social assistance and accommodation & food services, remained essentially flat.

“December’s slight decline in the Monster Employment Index is in line with what we saw last December, so we are not surprised by this data which most likely reflects seasonality and the brief slowdown in hiring commonly associated with the year-end holiday season,” said Jeff Taylor, Founder and Chief Monster.

“More broadly speaking, the Monster Employment Index’s 2004 findings showed significant overall growth in U.S. online job demand over the course of the year, demonstrating a vast improvement over 2003. The Index measured sharp year over year growth across nearly all industries, occupations and regions,” continued Taylor. “Next month’s Index’s findings for January 2005 should prove to be very telling in determining whether the solid labor market momentum experienced in 2004 will continue into the new year.”

Online demand for workers decreased in 19 out of 23 occupational categories in the month of December. Online demand for military specific and building & grounds maintenance occupations experienced the sharpest decline in December, followed by construction; food preparation & serving; and installation, maintenance & repair. Once again, seasonality is a likely factor behind the declines, with the dip in building & grounds maintenance indicating that organizations have finished preparing for winter maintenance demands. Management; healthcare practitioners & technical; computer & mathematical; architecture & engineering; and protective service all remained essentially flat for the month.

Conversely, online job demand for sales & related occupations edged higher in December suggesting that companies are still taking steps indicative of operational expansion in 2005. Online demand for business & financial operations positions, such as accountants, also rose slightly, continuing a 12-month sequential growth trend that is likely to continue through the upcoming 2005 tax season.

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

Online job demand for workers declined slightly in all nine U.S. Census Bureau regions in December. Nevertheless, every region remained at very high levels when compared year over year, and no single region stood out over others as experiencing any particularly sharp decline.

Thirty-eight U.S. states either remained unchanged or saw decreases during the month of December. States that saw the biggest month-to-month declines included Colorado and Alaska. The District of Columbia also declined sharply. States that experienced increases of varying degrees during the month included Delaware, Florida, Georgia, Kansas, Michigan and Wyoming. The District of Columbia and all 50 states, except New Hampshire and Alaska, are up sharply compared year over year.

Based on online job demand in relation to total working population, the Monster Employment Index found the following states to be the top ten in terms of online job availability during the month of December:

<b>1</b>	<b>Arizona</b>
<b>2</b>	<b>District of Columbia</b>
<b>3</b>	<b>Delaware</b>
<b>4</b>	<b>Maryland</b>
<b>5</b>	<b>California</b>
<b>6</b>	<b>Massachusetts</b>
<b>7</b>	<b>Florida</b>
<b>8</b>	<b>Connecticut</b>
<b>9</b>	<b>Virginia</b>
<b>10</b>	<b>New Jersey</b>

California continued to offer the most online job availability of any state during the month of December based on sheer quantity alone.

#### **Top Five Industries Looking for Employees in December**

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

INDUSTRY	DEC 04	NOV 04	OCT 04	SEP 04	AUG 04	DEC 03
Transportation & Warehousing	114	105	106	111	115	86
Manufacturing	123	116	116	114	116	88
Wholesale Trade	125	120	118	111	113	90
Construction	117	113	113	107	111	72
Mining	121	119	118	119	113	84

### Most Wanted Occupational Experience

Occupational categories showing the largest rate of increase or remaining relatively flat in online job demand in December included:

OCCUPATIONS	DEC 04	NOV 04	OCT 04	SEP 04	AUG 04	DEC 03
Arts, Design, Entertainment, Sports & Media	112	109	107	108	108	88
Sales & Related	110	108	108	112	110	80
Business & Financial Operations	122	121	118	116	110	84
Computer & Mathematical	114	114	120	118	112	91
Healthcare Practitioners & Technical	112	112	107	107	104	99

### Online Job Demand Declines Slightly Across All U.S. Regions in December

All of the following U.S. Census Bureau regions saw slight declines in online job demand in December:

U.S. CENSUS REGIONS	DEC 04	NOV 04	OCT 04	SEP 04	AUG 04	DEC 03
New England	114	116	114	115	113	87
Mid-Atlantic	113	115	113	117	112	84
West North Central	114	116	115	117	114	83
East South Central	112	114	112	113	111	83
Mountain	114	116	115	117	113	87

<b>West South Central</b>	<b>117</b>	<b>118</b>	<b>113</b>	<b>117</b>	<b>111</b>	<b>88</b>
<b>South Atlantic</b>	<b>116</b>	<b>117</b>	<b>114</b>	<b>114</b>	<b>112</b>	<b>85</b>
<b>Pacific</b>	<b>115</b>	<b>116</b>	<b>114</b>	<b>116</b>	<b>111</b>	<b>85</b>
<b>East North Central</b>	<b>114</b>	<b>115</b>	<b>114</b>	<b>116</b>	<b>112</b>	<b>84</b>

### Monster Employment Index 2004 Year in Review

Overall, 2004 was a year marked by consistent monthly increases in U.S. online job demand, suggesting true labor market growth across the country and indicating a significantly improved labor market compared to 2003. The Monster Employment Index rose a total of 26 points over the course of 2004, registering increases in U.S. online job demand in 10 out of the past 12 months.

Construction finished 2004 as the industry experiencing the strongest overall growth in online job availability over the course of the year, followed by mining and manufacturing. In terms of occupations, online demand for business & financial positions registered the biggest overall increase in 2004, rising a total of 38 points during a 12-month sequential growth trend. Management positions followed closely, with a total increase of 33 points. Meanwhile, the healthcare occupation offered the largest amount of opportunity to online job seekers during 2004.

The West North Central and South Atlantic regions of the U.S. saw the greatest increase in online job demand during the year, with both rising a total of 31 points between December 2003 and December 2004. On a state level, Wyoming registered the biggest overall year-over-year gain in online job availability in 2004, followed closely by Missouri and Delaware.

### About the Monster Employment Index

The Monster Employment Index is a broad and comprehensive monthly analysis of U.S. online job demand conducted by Monster Worldwide, Inc. (NASDAQ: MNST), the parent company of the leading global online careers property, Monster®. 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. The Index counts job postings as an indicator of employer demand for employees or, in other words, job availability. Job postings are online advertisements placed by an employer looking to fill one or more vacant job positions. The Monster Employment Index reports results on a monthly basis.

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, a Cranford, New Jersey-based provider of innovative click and brick



market research solutions. The audit validates the accuracy of the online job recruitment activity measured for the last six months within a margin of error of +/- 1.05%.

Additional information on the Monster Employment Index, including all charts and tables, is available online at <http://eIndex.monsterworldwide.com>. Data for the month of January 2005 will be released on February 3, 2005.

### **About Monster Worldwide**

Founded in 1967, Monster Worldwide, Inc. is the parent company of Monster®, the leading global online careers property. The company also owns TMP Worldwide, the world's largest Yellow Pages advertising agency and one of the world's largest Recruitment Advertising agency networks. TMP Worldwide is also a provider of direct marketing services. Headquartered in New York with approximately 5,000 employees in 26 countries, Monster Worldwide (NASDAQ: MNST) is a member of the S&P 500 Index. More information about Monster Worldwide is available at [www.monsterworldwide.com](http://www.monsterworldwide.com).

Celebrating its 10-year anniversary, Monster is the leading global online careers property. A division of Monster Worldwide, Monster works for everyone by connecting quality job seekers at all levels with leading employers across all industries. Founded in 1994 and headquartered in Maynard, Mass., Monster has 25 local language and content sites in 23 countries worldwide. More information is available at [www.monster.com](http://www.monster.com) or by calling 1-800-MONSTER. To learn more about Monster's industry-leading employer products and services, please visit <http://recruiter.monster.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.



OCT 03	NOV 03	DEC 03	JAN 04	FEB 04	MAR 04	APR 04	MAY 04	JUN 04	JUL 04	AUG 04	SEP 04	OCT 04	NOV 04	DEC 04
93	88	85	93	95	97	103	105	108	107	112	114	114	117	113

## By Region

	2004												2003		
	Dec	Nov	Oct	Sep	Aug	Jul	Jun	May	Apr	Mar	Feb	Jan	Dec	Nov	Oct
<b>New England</b>	114	116	114	115	113	108	108	105	104	95	95	89	87	91	89
<b>Mid-Atlantic</b>	113	115	113	117	112	107	107	105	102	96	95	88	84	93	92
<b>East North Central</b>	114	115	114	116	112	106	108	105	104	97	96	90	84	90	90
<b>West North Central</b>	114	116	115	117	114	107	106	104	103	96	94	93	83	92	92
<b>South Atlantic</b>	116	117	114	114	112	109	108	105	103	96	94	99	85	89	88
<b>East South Central</b>	112	114	112	113	111	108	109	107	104	97	95	90	83	90	91
<b>West South Central</b>	117	118	113	117	111	103	106	107	108	98	96	90	88	88	88
<b>Mountain</b>	114	116	115	117	113	108	108	106	103	95	93	91	87	90	90
<b>Pacific</b>	115	116	114	116	111	108	109	106	102	96	94	90	85	91	92

## By Industry

	2004												2003		
	Dec	Nov	Oct	Sep	Aug	Jul	Jun	May	Apr	Mar	Feb	Jan	Dec	Nov	Oct
<b>Agriculture, Forestry, Fishing and Hunting</b>	119	117	114	109	121	110	106	95	88	96	101	87	99	97	90
<b>Mining</b>	121	119	118	119	113	98	99	97	96	97	94	88	84	105	108
<b>Utilities</b>	105	110	107	101	112	108	106	106	105	100	98	109	87	83	84
<b>Construction</b>	117	113	113	107	111	109	106	97	99	104	99	97	72	100	100
<b>Manufacturing</b>	123	116	116	114	116	107	104	105	102	99	98	92	88	88	87
<b>Wholesale Trade</b>	125	120	118	111	113	109	107	108	105	100	85	91	90	92	89
<b>Retail Trade</b>	111	112	113	111	105	104	104	107	115	102	99	93	93	81	86
<b>Transportation and Warehousing</b>	114	105	106	111	115	107	109	104	100	101	102	89	86	88	88
<b>Information</b>	108	107	106	106	109	105	103	104	103	101	100	97	97	70	105
<b>Finance and Insurance</b>	114	113	115	115	113	111	108	104	101	96	96	90	90	91	86
<b>Real Estate and Rental and Leasing</b>	109	108	107	105	106	109	108	107	105	73	101	96	99	97	93
<b>Professional, Scientific, and Technical Services</b>	116	119	116	116	116	111	104	98	101	90	94	86	95	94	94
<b>Management of Companies and Enterprises</b>	95	99	104	105	106	109	107	103	102	102	89	91	92	80	114
<b>Administrative, Support, Waste Management, Remediation</b>	97	99	101	101	100	101	99	97	96	94	96	124	114	88	89
<b>Educational Services</b>	110	111	109	108	106	105	112	110	108	103	92	94	94	80	87
<b>Healthcare and Social Assistance</b>	111	111	109	108	111	109	108	107	105	88	103	82	86	96	98
<b>Arts, Entertainment, and Recreation</b>	111	112	111	111	108	107	106	105	105	103	100	97	97	78	84
<b>Accommodation and Food Services</b>	109	109	112	108	109	107	111	110	105	102	85	92	93	84	93
<b>Public Administration</b>	91	94	94	103	115	108	107	106	108	100	99	91	78	96	90
<b>Other Services</b>	108	108	111	108	105	102	104	101	99	92	97	90	88	89	124

## By Occupation

	2004												2003		
	Dec	Nov	Oct	Sep	Aug	Jul	Jun	May	Apr	Mar	Feb	Jan	Dec	Nov	Oct
Management	118	119	116	115	112	108	109	106	102	97	95	90	85	90	91
Business and Financial Operations	122	121	118	116	110	108	106	106	103	101	97	89	84	90	90
Computer and Mathematical	114	114	120	118	112	99	98	100	100	101	100	110	91	88	83
Architecture and Engineering	117	118	120	115	112	103	110	107	102	101	97	91	87	88	87
Life, Physical, and Social Science	114	116	114	112	109	105	116	105	102	100	98	92	85	88	89
Community and Social Services	115	118	116	114	111	103	104	105	115	97	92	88	88	90	93
Legal	110	112	111	110	111	110	108	107	106	97	95	92	79	89	96
Education, Training, and Library	107	109	108	110	115	111	109	106	101	96	94	91	85	90	91
Arts, Design, Entertainment, Sports and Media	112	109	107	108	108	106	114	108	109	99	95	90	88	88	87
Healthcare Practitioners and Technical	112	112	107	107	104	103	101	90	95	85	87	121	99	103	105
Healthcare Support	113	117	101	110	106	102	105	96	93	80	89	91	109	110	109
Protective Service	99	100	99	112	110	107	108	109	107	97	95	92	92	83	87
Food Preparation and Serving	107	112	113	113	109	104	109	110	107	97	90	85	84	93	99
Building, Grounds Cleaning, Maintenance	103	111	109	111	110	105	108	110	108	97	92	86	83	91	98
Personal Care and Service	79	84	81	109	105	96	107	111	111	106	93	83	85	93	103
Sales and Related	110	108	108	112	110	108	108	107	106	99	97	92	80	91	90
Office and Administrative Support	111	114	114	115	111	108	106	107	104	99	95	90	84	89	91
Farming, Fishing, and Forestry	91	93	98	103	103	106	111	111	112	103	98	81	88	90	95
Construction and Extraction	109	114	114	114	113	107	107	107	103	95	93	92	81	92	95
Installation, Maintenance, and Repair	106	111	112	120	111	104	104	107	99	97	97	88	84	93	97
Production	112	116	117	116	113	106	107	106	103	97	94	89	85	91	92
Transportation and Material Moving	107	109	110	115	109	108	109	108	106	96	94	90	89	87	90
Military Specific	109	117	113	110	110	108	107	108	107	102	99	90	86	88	85