



# EMPLOYMENT INDEX

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## Monster Employment Index Shows Rise in Online Job Demand in September

— *Index Maintains Upward Growth Trend in Online Job Availability,  
Reaching Highest Level Ever* —

— *Finance & Insurance Registers Eight Consecutive Months of Growth* —

— *Retail Trade is Among Industries Showing Greatest Increase in  
Online Job Availability* —

— *17 of 23 Occupational Categories Up Over Last Month* —

**NEW YORK, October 7, 2004** – Demand for workers and related online job recruitment activity across the United States rose in September, as the Monster Employment Index reached its highest level since its inception. Following a sharp increase in August, the Index continued to climb upward in September, showing broad growth in online job availability across the United States. Overall, the Index rose to 151 in September from 145 in August. Results for the first nine months of 2004 are as follows:

SEP	AUG	JUL	JUN	MAY	APR	MAR	FEB	JAN
151	145	134	136	128	125	109	107	102

During the month of September, more than one-third of the 20 industries tracked by the Index showed increases in online job demand. Six industries decreased slightly during the month, while others saw more significant declines. Industries that saw online job availability increase in September included finance & insurance; retail trade; mining; educational services; and arts, entertainment & recreation. Finance & insurance registered its eighth consecutive month of growth, joining arts, entertainment &



recreation and mining in reaching their highest levels since the inception of the Index in October 2003.

Industries registering slight declines in September, but maintaining their second-highest levels for the year, included transportation & warehousing; information; manufacturing; wholesale trade; professional, scientific & technical services; and accommodation & food services. Construction and healthcare & social assistance also declined but maintained their third-highest levels since inception of the Index. More significant declines occurred in public administration; utilities; and agriculture, forestry, fishing & hunting.

Online demand for workers grew across most occupational categories in September, with 17 of 23 categories registering increases over the previous month. Occupations showing the most significant increases in September included business & financial operations; management; computer & mathematical; office & administrative support; production; community & social services; and installation, maintenance & repair.

The computer & mathematical occupations category, which captures the greatest number of IT-related positions, continued an upward trend and reached its highest level. Business & financial operations registered its ninth consecutive month of growth, while production continued an eight-month growth trend. Demand for sales occupations increased for the third consecutive month, continuing a generally upward trend throughout 2004. Installation, maintenance & repair and transportation & material moving also registered sharp increases during the month.

At the same time, the education & training occupations category registered a sharp decrease in online demand during the month, while the legal occupations category dipped a few points.

"The Monster Employment Index continues to demonstrate solid upward momentum for the year, providing further evidence of sustained improvements in the overall U.S. employment picture," said Jeff Taylor, Founder and Chief Monster. "September marks the second consecutive month that all nine U.S. regions registered increases in online job demand, a promising sign that job recovery is beginning to take root across the entire country."

"Most industries either increased or maintained their second-highest levels, and once again we saw continued growth in online job demand for sales positions, which is usually indicative of companies seeking to expand. People who are out there looking for a job or seeking further signs of an improving labor market should generally be encouraged by these findings," continued Taylor.

### Online Job Demand Increases across the U.S. in September

Online job demand for workers increased in all nine U.S. Census Bureau regions in September, with every region achieving its highest level since October 2003. For the second consecutive month, the Mountain region, which includes Arizona, Colorado, Idaho, Nevada, New Mexico, Utah and Wyoming, saw the greatest increase in job availability, driven by Colorado, Utah and Arizona. The West South Central region (Oklahoma, Texas, Arkansas, and Louisiana) registered the second largest increase while the West North Central region (Minnesota, Iowa, Kansas, Nebraska, Missouri, and the Dakotas) recorded its ninth consecutive month of growth. The East South Central and South Atlantic regions registered the smallest increases.

41 of the 50 U.S. states showed an increase in online job demand in September, with Rhode Island and Colorado registering the biggest gains and achieving their highest levels since the Index's inception. Nine states declined during the month with Vermont, Alaska and New Hampshire experiencing the sharpest declines. Despite an active hurricane season, Florida still saw a slight increase for the month and made the Index's monthly top ten states list (see below) for overall job availability. The tri-state area of New York, New Jersey and Connecticut also continued a steady upward trend of growth for the 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 growth during the month of September:

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

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

### Top Five Industries Looking for Employees in September

During September, the Monster Employment Index showed an increase in online job demand across roughly one-third of U.S. industries, with healthcare continuing to offer

the greatest volume of online job availability compared to all other sectors. Industries showing the greatest increase in job availability in September included:

<b>INDUSTRY</b>	<b>Sep</b>	<b>Aug</b>	<b>Jul</b>	<b>Jun</b>	<b>May</b>
<b>Retail Trade</b>	<b>123</b>	<b>116</b>	<b>115</b>	<b>115</b>	<b>119</b>
<b>Mining</b>	<b>125</b>	<b>118</b>	<b>102</b>	<b>104</b>	<b>101</b>
<b>Finance &amp; Insurance</b>	<b>160</b>	<b>155</b>	<b>151</b>	<b>142</b>	<b>132</b>
<b>Educational Services</b>	<b>121</b>	<b>118</b>	<b>117</b>	<b>126</b>	<b>123</b>
<b>Arts, Entertainment &amp; Recreation</b>	<b>117</b>	<b>115</b>	<b>114</b>	<b>113</b>	<b>112</b>

#### **Most Wanted Occupational Experience**

Occupational categories showing the largest increase in online job demand in September included:

<b>OCCUPATIONS</b>	<b>Sep</b>	<b>Aug</b>	<b>Jul</b>	<b>Jun</b>	<b>May</b>
<b>Transportation &amp; Material Moving</b>	<b>174</b>	<b>156</b>	<b>154</b>	<b>155</b>	<b>153</b>
<b>Installation, Maintenance &amp; Repair</b>	<b>150</b>	<b>134</b>	<b>121</b>	<b>121</b>	<b>125</b>
<b>Office &amp; Administrative Support</b>	<b>146</b>	<b>137</b>	<b>132</b>	<b>128</b>	<b>130</b>
<b>Business &amp; Financial Operations</b>	<b>139</b>	<b>129</b>	<b>126</b>	<b>123</b>	<b>122</b>
<b>Management</b>	<b>155</b>	<b>148</b>	<b>139</b>	<b>140</b>	<b>134</b>

#### **Online Job Demand Increases Across the Country**

Every U.S. Census region saw online job demand increase in September. Following are the regions listed in order of greatest month-to-month increase:

<b>U.S. CENSUS REGIONS</b>	<b>Sep</b>	<b>Aug</b>	<b>Jul</b>	<b>Jun</b>	<b>May</b>
<b>Mountain</b>	<b>194</b>	<b>179</b>	<b>161</b>	<b>161</b>	<b>154</b>
<b>West South Central</b>	<b>154</b>	<b>141</b>	<b>125</b>	<b>132</b>	<b>134</b>
<b>Mid-Atlantic</b>	<b>158</b>	<b>147</b>	<b>136</b>	<b>135</b>	<b>131</b>

<b>Pacific</b>	<b>165</b>	<b>154</b>	<b>145</b>	<b>147</b>	<b>140</b>
<b>East North Central</b>	<b>152</b>	<b>143</b>	<b>131</b>	<b>133</b>	<b>128</b>
<b>New England</b>	<b>178</b>	<b>169</b>	<b>155</b>	<b>154</b>	<b>145</b>
<b>West North Central</b>	<b>158</b>	<b>151</b>	<b>137</b>	<b>133</b>	<b>130</b>
<b>South Atlantic</b>	<b>143</b>	<b>138</b>	<b>132</b>	<b>131</b>	<b>124</b>
<b>East South Central</b>	<b>147</b>	<b>143</b>	<b>135</b>	<b>139</b>	<b>133</b>

The Monster Employment Index is a broad and comprehensive monthly analysis of U.S. online job demand based on data from more than 1,500 Web sites 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 monthly.

All of the data and findings in the Monster Employment Index have been validated for 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>. The month of September 2004 marks the twelfth month of data compiled by the Index to date. Data for the month of October will be released on November 4, 2004.

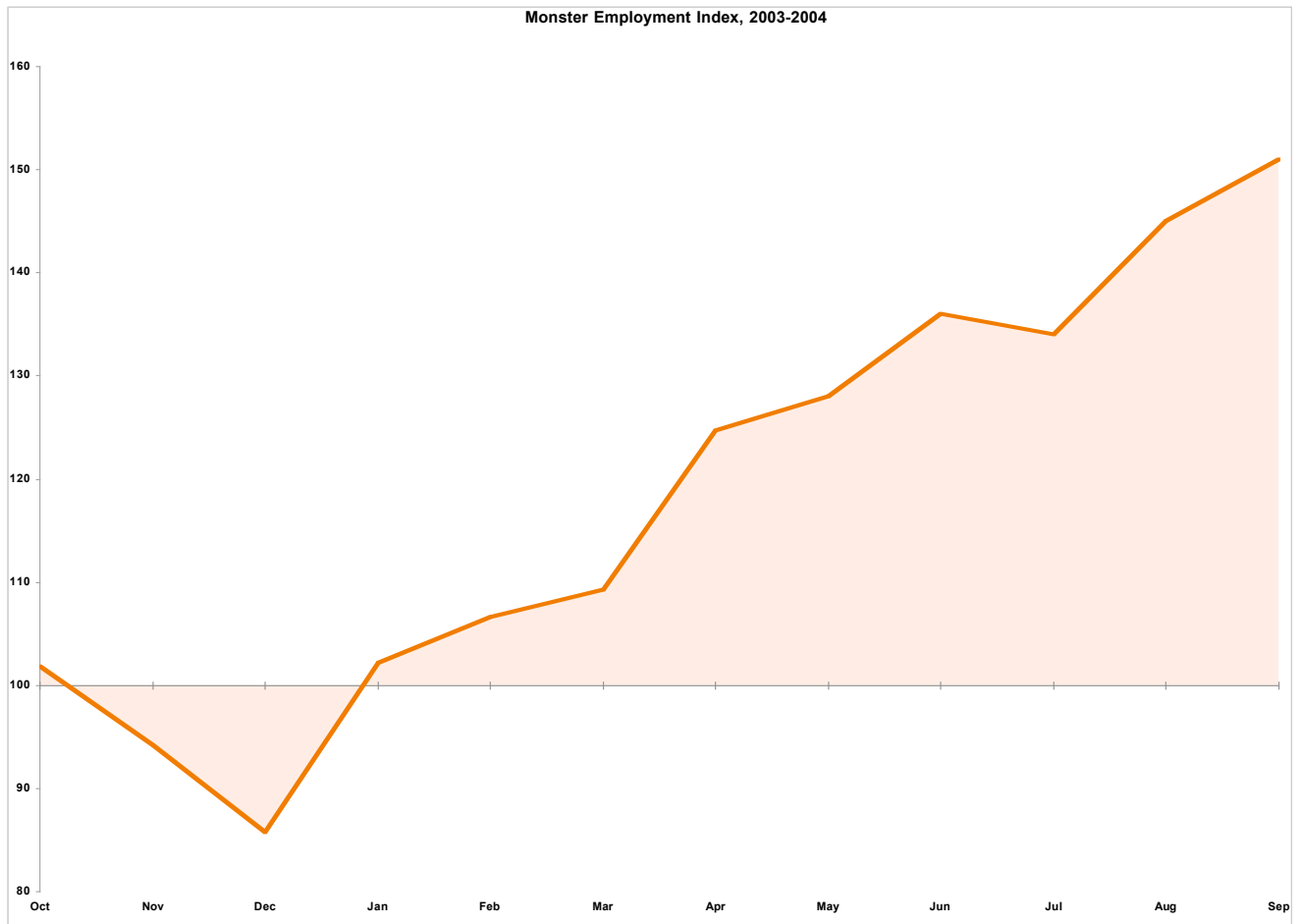
#### **About Monster Worldwide**

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. Monster is the official online career management services sponsor of the 2004 U.S. Olympic Team. 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.



## By Region

	2004									2003		
	Sep	Aug	Jul	Jun	May	Apr	Mar	Feb	Jan	Dec	Nov	Oct
<b>New England</b>	<b>178</b>	169	155	154	145	141	112	112	94	88	101	93
<b>Mid-Atlantic</b>	<b>158</b>	147	136	135	131	125	111	108	93	84	102	102
<b>East North Central</b>	<b>152</b>	143	131	133	128	126	112	110	98	85	98	97
<b>West North Central</b>	<b>158</b>	151	137	133	130	128	109	106	103	81	100	101
<b>South Atlantic</b>	<b>143</b>	138	132	131	124	121	108	104	113	87	94	93
<b>East South Central</b>	<b>147</b>	143	135	139	133	127	113	108	98	84	98	99
<b>West South Central</b>	<b>154</b>	141	125	132	134	136	115	111	97	93	93	92
<b>Mountain</b>	<b>194</b>	179	161	161	154	145	115	105	100	85	97	97
<b>Pacific</b>	<b>165</b>	154	145	147	140	129	112	107	96	83	100	103

## By Industry

	2004									2003		
	Sep	Aug	Jul	Jun	May	Apr	Mar	Feb	Jan	Dec	Nov	Oct
<b>Agriculture, Forestry, Fishing and Hunting</b>	125	148	128	120	101	87	102	111	85	107	104	91
<b>Mining</b>	125	118	102	104	101	100	101	98	91	87	109	113
<b>Utilities</b>	108	118	114	112	112	111	106	104	115	94	90	91
<b>Construction</b>	110	114	112	109	101	103	107	103	102	80	104	104
<b>Manufacturing</b>	142	146	129	123	124	118	113	112	100	92	92	91
<b>Wholesale Trade</b>	140	144	135	131	134	128	118	89	99	98	101	95
<b>Retail Trade</b>	123	116	115	115	119	128	112	109	101	100	86	91
<b>Transportation and Warehousing</b>	125	131	120	122	116	110	112	113	95	92	94	94
<b>Information</b>	109	111	108	107	107	107	105	104	101	102	80	108
<b>Finance and Insurance</b>	160	155	151	142	132	125	112	111	97	96	100	85
<b>Real Estate and Rental and Leasing</b>	111	113	115	115	113	111	80	108	103	106	103	100
<b>Professional, Scientific, and Technical Services</b>	170	171	157	135	118	126	93	105	83	108	106	105
<b>Management of Companies and Enterprises</b>	108	110	112	110	107	106	106	96	97	98	88	117
<b>Administrative, Support, Waste Management, Remediation</b>	100	99	100	99	97	97	95	97	116	109	91	92
<b>Educational Services</b>	121	118	117	126	123	121	115	101	103	103	85	94
<b>Healthcare and Social Assistance</b>	119	124	121	119	118	116	95	114	88	92	104	107
<b>Arts, Entertainment, and Recreation</b>	117	115	114	113	112	112	110	107	104	104	85	91
<b>Accommodation and Food Services</b>	125	126	124	130	128	120	116	90	101	102	89	102
<b>Public Administration</b>	114	128	120	118	117	119	110	108	98	82	105	97
<b>Other Services</b>	108	106	104	105	103	102	96	100	95	94	95	120

## By Occupation

	2004									2003		
	Sep	Aug	Jul	Jun	May	Apr	Mar	Feb	Jan	Dec	Nov	Oct
<b>Management</b>	155	148	139	140	134	124	113	109	96	85	97	100
<b>Business and Financial Operations</b>	139	129	126	123	122	118	115	109	95	88	97	97
<b>Computer and Mathematical</b>	123	117	104	103	105	105	106	105	114	96	92	87
<b>Architecture and Engineering</b>	140	136	119	131	127	117	115	109	99	92	93	92
<b>Life, Physical, and Social Science</b>	135	130	122	141	122	117	113	110	101	88	94	94
<b>Community and Social Services</b>	164	157	133	136	138	168	116	103	90	90	96	104
<b>Legal</b>	127	129	129	125	124	122	109	106	101	82	97	106
<b>Education, Training, and Library</b>	147	161	150	146	136	124	113	108	100	84	97	99
<b>Arts, Design, Entertainment, Sports and Media</b>	135	135	131	147	135	138	116	108	98	94	93	91
<b>Healthcare Practitioners and Technical</b>	105	103	102	100	92	96	89	90	116	99	102	104
<b>Healthcare Support</b>	110	106	103	105	98	97	86	93	95	108	109	109
<b>Protective Service</b>	139	137	131	133	135	131	112	108	102	102	85	92
<b>Food Preparation and Serving</b>	136	129	122	129	131	127	109	98	90	88	103	113
<b>Building, Grounds Cleaning, Maintenance</b>	133	133	123	129	132	128	110	100	92	86	100	112
<b>Personal Care and Service</b>	117	112	102	115	119	119	113	99	88	91	99	110
<b>Sales and Related</b>	132	128	126	126	124	122	111	108	101	83	99	98
<b>Office and Administrative Support</b>	146	137	132	128	130	125	114	108	98	86	95	100
<b>Farming, Fishing, and Forestry</b>	114	114	117	123	123	124	114	107	85	94	97	103
<b>Construction and Extraction</b>	143	141	130	129	129	123	107	103	101	81	101	108
<b>Installation, Maintenance, and Repair</b>	150	134	121	121	125	112	107	108	91	84	101	108
<b>Production</b>	160	154	136	139	137	129	113	108	95	85	98	102
<b>Transportation and Material Moving</b>	174	156	154	155	153	147	115	109	97	94	87	98
<b>Military Specific</b>	126	126	123	122	123	121	115	110	97	92	95	91