



# EMPLOYMENT INDEX

CONTACTS:  
Kathryn Burns  
Monster Worldwide  
(212) 351-7063  
[kathryn.burns@monsterworldwide.com](mailto:kathryn.burns@monsterworldwide.com)

Lauren McDonald  
Weber Shandwick  
(617) 520-7116  
[lmcdonald@webershandwick.com](mailto:lmcdonald@webershandwick.com)

## Monster Employment Index Declines in November

### *Majority of Industries and Occupations Tracked Show Reduced Online Job Demand*

#### November 2007 Index Highlights:

- Index falls five points, reflecting further moderation in U.S. online recruitment activity
- Fewer online opportunities for retail/sales and leisure/hospitality positions suggests waning consumer confidence is contributing to a more cautious hiring environment
- Demand for finance and real estate opportunities declines amid further deterioration in housing and credit sectors
- Healthcare remains top growth segment, while public sector shows resilience
- West South Central remains top growth region year-over-year; while Pacific is the only region to decline from a year ago
- Orlando, Pittsburgh and Tampa metro areas show modest rise on the month, while Portland, San Diego and Cincinnati see sharp declines

#### Summary Overview

The Monster Employment Index fell five points in November, reflecting a broad decline in online job availability across industries, occupations, regions and local markets during the month. The Monster Employment Index is based on a real-time review of millions of employer job opportunities culled from a large, representative selection of corporate career sites and job boards, including Monster®.

During November, just two of 20 industries and two of 23 occupational categories tracked by the Index registered increased online job availability. As a result, the Index's annual growth pace slipped to 4.6 percent, the lowest on record, indicating further deceleration in overall U.S. online job demand. Index results for the past 13 months are as follows:

NOV 07	OCT 07	SEP 07	AUG 07	JUL 07	JUN 07	MAY 07	APR 07	MAR 07	FEB 07	JAN 07	DEC 06	NOV 06
183	188	186	186	183	186	189	186	185	177	168	167	175

“This marks the first time since its inception, that the Index has declined during the month of November and suggests that a two-year low in consumer confidence amid greater economic uncertainty is making employers more cautious about their near-term



hiring plans,” said Steve Pogorzelski, Executive Vice President, Global Sales and Customer Development at Monster Worldwide. “Nevertheless, the Index remains eight points higher year-over-year and there are still pockets where demand for workers was strong last month, particularly in the areas of legal, healthcare, utilities and public administration.”

### **Utilities and Public Administration Industries Register Strong Increases in November**

Among industries, the utilities category registered the sharpest rate of increase in online job availability in November, edging up 12 points, or seven percent, on heightened seasonal demand ahead of the colder winter months. Online demand in the public administration industry also edged upward, gaining four points, or two percent.

During the month, online opportunities in the arts, entertainment, and recreation industry fell sharply, suggesting a softer hiring outlook in leisure and tourism. Offers in the finance and insurance industry also dipped, following months of reported layoff announcements in the mortgage industry and financial losses within the banking sector. Meanwhile, opportunities in the real estate and rental and leasing industry ebbed, as home sales hit a new low in October, suggesting a further downturn in the troubled housing market. At the same time, demand in the retail trade industry eased following a pre-holiday shopping season rise during the previous month.

Despite registering declines last month, both the management of companies and enterprises; and administrative and support industry categories are showing double-digit gains in online job availability over the past year.

### **Legal; and Community and Social Services Register Sharpest Monthly Increases among Occupations**

During November, the legal category registered the strongest rate of increase in online job availability among occupations tracked, edging up four points, or two percent, followed closely by the community and social services category, which rose three points, or one percent. Online opportunities for sales and related occupations also declined in November, reflecting a cautious retail hiring environment as U.S. consumer confidence dipped to a two-year low. The sales and related category is now down five percent over the year.

In another sector sensitive to consumer spending, online demand for food preparation and serving occupations eased for the fifth consecutive month. The computer and mathematical (IT) category also dipped last month and is now down seven points, or four percent, over the year. In contrast, architecture and engineering, which slumped earlier because of the housing market slowdown, is now showing a moderate gain year-over-year.

Over the year, healthcare practitioners and technical; and healthcare support remain the Index’s top-performing occupational categories, fueled by rapid job growth and acute



demand for skilled healthcare professionals. Both categories are up more than 25 percent on a year-over-year basis.

### **Online Job Availability Declines in All nine U.S. Census Bureau Regions in November**

All nine U.S. Census Bureau regions saw reduced online job availability in November, with the East South Central region showing the sharpest decline, dropping six points, or four percent. Meanwhile, the East North Central region fell by a more modest three points, or two percent. On a year-over-year basis, the West South Central region is still the Index's top growth region, while Pacific is the only region showing a decline in online job demand compared to a year ago.

Among the 50 U.S. states and the District of Columbia, only five states saw increased online recruitment activity in November. Vermont and Hawaii showed the largest increases on the month.

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 November:

<u>Rank</u>	<u>State</u>
1	Delaware
2	Massachusetts
3	Connecticut
4	Arizona
5	Maryland
6	New Jersey
7	Alaska
8	Colorado
9	California
10	Illinois

### **Three of the Top 28 U.S. Metro Markets Register Gains in November**

Among the top 28 U.S. cities tracked by the Index, only Orlando, Pittsburgh and Tampa saw increased online job availability in November, while Portland, San Diego and Cincinnati experienced the sharpest declines. The Orlando market's higher reading was mostly due to heightened demand for transportation and material moving occupations, while a rise in opportunities for various blue-collar occupations drove the Pittsburgh Index. Increased demand for service and military occupations helped fuel gains in the Tampa metro area.

On a year-over-year basis, St. Louis remains the Index's top growth market, having risen 29 percent over the past 12 months, while Baltimore has dipped the most, falling 21 percent. Growth in St. Louis has been fueled by high demand for management and office and administrative support occupations, while Baltimore has seen a significant



drop in white-collar demand, specifically in the areas of business and financial operations and the sciences.

### Top Industries Looking for Employees in November

Only two industries reported increased online job availability in November:

INDUSTRY	NOV 07	OCT 07	SEP 07	AUG 07	JUL 07	NOV 06
Utilities	198	186	172	172	172	159
Public Administration	188	184	155	155	161	136

### Most Wanted Occupational Experience in November

Occupational categories showing increased online job demand in November included:

OCCUPATIONS	NOV 07	OCT 07	SEP 07	AUG 07	JUL 07	NOV 06
Legal	218	214	217	211	216	179
Community and Social Services	216	213	218	218	209	200

### Online Job Demand Declines across All Major Regions in November

Online job opportunities declined by varying degrees in all nine U.S. Census Bureau Divisions in November. The regions are presented here in order of smallest month-to-month rate of decrease:

U.S. CENSUS BUREAU REGIONS	NOV 07	OCT 07	SEP 07	AUG 07	JUL 07	NOV 06
East North Central	171	174	171	169	166	161
Mountain	191	195	195	195	189	188
New England	190	194	187	188	188	173
Pacific	179	183	183	184	183	181
South Atlantic	169	173	172	172	170	168
West South Central	265	271	268	266	260	223
West North Central	190	196	194	191	185	180
Mid-Atlantic	178	184	180	180	177	167
East South Central	166	172	169	168	164	159



NOV 06	DEC 06	JAN 06	FEB 07	MAR 07	APR 07	MAY 07	JUN 07	JUL 07	AUG 07	SEP 07	OCT 07	NOV 07
175	167	168	177	185	186	189	186	183	186	186	188	183

## By Region


	2007											2006	
	Nov	Oct	Sep	Aug	Jul	Jun	May	Apr	Mar	Feb	Jan	Dec	Nov
New England	190	194	187	188	188	188	188	181	172	167	158	163	173
Mid-Atlantic	178	184	180	180	177	179	181	178	172	165	156	159	167
East North Central	171	174	171	169	166	167	169	168	163	158	149	155	161
West North Central	190	196	194	191	185	189	191	189	182	174	165	171	180
South Atlantic	169	173	172	172	170	173	176	175	171	165	158	163	168
East South Central	166	172	169	168	164	167	169	169	165	158	147	151	159
West South Central	265	271	268	266	260	260	262	256	247	232	214	216	223
Mountain	191	195	195	195	189	191	194	195	188	177	172	180	188
Pacific	179	183	183	184	183	187	195	201	196	182	168	170	181

## By Industry

	2007											2006	
	Nov	Oct	Sep	Aug	Jul	Jun	May	Apr	Mar	Feb	Jan	Dec	Nov
Agriculture, Forestry, Fishing and Hunting	171	171	171	171	173	171	164	150	143	141	136	128	141
Mining	163	171	168	166	167	169	175	189	191	193	189	194	199
Utilities	198	186	172	172	172	175	178	194	183	182	167	159	159
Construction	215	222	228	222	214	219	232	245	236	236	230	224	225
Manufacturing	126	132	130	126	126	132	134	135	134	133	128	127	128
Wholesale Trade	167	173	172	168	163	164	165	159	147	148	144	141	144
Retail Trade	180	186	185	180	187	188	194	192	190	185	179	177	174
Transportation and Warehousing	195	201	209	198	190	198	191	186	178	164	149	138	151
Information	141	146	142	142	136	136	140	131	130	122	122	122	125
Finance and Insurance	147	156	153	154	148	146	140	135	136	138	134	141	146
Real Estate and Rental and Leasing	124	134	138	145	149	148	150	142	136	127	125	123	116
Professional, Scientific, and Technical Services	153	157	153	153	151	154	160	161	159	152	148	152	150
Management of Companies and Enterprises	160	162	156	158	161	152	157	161	159	157	147	135	137
Administrative, Support, Waste Management, Remediation	117	124	120	119	112	111	109	105	106	104	101	100	102
Educational Services	123	126	133	130	130	135	134	131	121	120	119	120	121
Healthcare and Social Assistance	125	127	124	121	120	120	122	120	119	119	115	115	118
Arts, Entertainment, and Recreation	143	166	173	161	153	153	155	162	173	167	165	167	165
Accommodation and Food Services	167	167	170	169	169	170	177	172	169	162	160	154	166
Public Administration	188	184	155	155	161	159	156	153	150	145	140	139	136
Other Services	210	215	217	220	218	226	231	230	228	214	206	215	207

## By Occupation

	2007											2006	
	Nov	Oct	Sep	Aug	Jul	Jun	May	Apr	Mar	Feb	Jan	Dec	Nov
Management	194	199	194	197	192	191	194	201	189	186	174	180	186
Business and Financial Operations	207	210	206	208	208	207	215	217	213	207	194	197	205
Computer and Mathematical	178	183	181	181	179	182	184	189	181	175	166	170	185
Architecture and Engineering	196	202	198	198	194	195	194	202	196	190	179	182	187
Life, Physical, and Social Science	166	174	168	168	168	169	170	171	167	168	156	158	167
Community and Social Services	216	213	218	218	209	209	215	210	214	215	204	202	200
Legal	218	214	217	211	216	224	245	245	243	209	182	168	179
Education, Training, and Library	158	160	168	164	157	164	161	159	151	146	133	137	139
Arts, Design, Entertainment, Sports, and Media	151	156	157	157	160	165	165	161	160	155	148	146	149
Healthcare Practitioners and Technical	182	185	182	179	178	181	174	169	168	143	135	139	145
Healthcare Support	209	209	209	213	209	209	197	184	175	147	144	152	159
Protective Service	176	177	174	179	180	176	174	170	171	170	159	154	172
Food Preparation and Serving Related	173	175	178	180	185	193	189	203	181	168	163	158	162
Building, Grounds Cleaning, Maintenance	150	155	155	158	153	155	161	164	154	142	128	136	150
Personal Care and Service	167	170	170	173	168	170	189	236	195	183	160	165	164
Sales and Related	145	150	150	147	145	147	151	151	151	150	147	151	153
Office and Administrative Support	172	177	174	175	168	172	181	184	179	171	157	162	174
Farming, Fishing, and Forestry	140	142	142	142	142	143	148	148	142	126	109	109	109
Construction and Extraction	143	149	153	150	146	149	153	154	146	142	132	138	149
Installation, Maintenance, and Repair	172	179	183	182	176	178	184	184	176	172	159	161	172
Production	149	154	153	150	147	149	151	151	148	144	134	140	148
Transportation and	128	132	135	132	131	132	134	135	131	124	120	126	130



EMPLOYMENT INDEX													
Material Moving													
Military Specific	183	193	170	167	165	163	163	160	166	175	191	203	214

### By Local Market

	2007											2006	
	Nov	Oct	Sep	Aug	Jul	Jun	May	Apr	Mar	Feb	Jan	Dec	Nov
Atlanta	146	149	145	140	138	142	143	144	139	136	115	123	124
Baltimore	101	104	103	103	100	103	127	129	126	123	109	122	127
Boston	152	153	150	147	152	150	154	137	132	128	113	116	126
Chicago	142	142	144	141	137	139	138	142	134	132	108	118	130
Cincinnati	151	158	150	143	143	148	143	147	133	130	112	122	138
Cleveland	137	140	136	135	131	134	141	140	135	129	112	126	136
Dallas	150	150	148	144	140	142	142	141	134	129	116	119	127
Denver	145	149	151	147	142	144	144	137	130	120	112	120	127
Detroit	135	138	139	132	129	134	135	133	128	130	110	120	132
Houston	163	164	162	163	158	157	155	154	149	143	129	129	136
Indianapolis	120	124	123	118	115	118	125	129	120	118	104	107	119
Kansas City	159	162	156	153	143	148	144	144	133	133	120	127	142
Los Angeles	114	116	117	118	117	123	135	145	144	133	106	108	115
Miami	105	105	109	106	105	108	108	113	113	109	102	100	107
Minneapolis	134	137	134	128	123	130	129	128	122	122	114	118	125
New York City	131	131	133	130	127	130	133	134	129	128	111	112	102
Orlando	88	86	90	85	85	91	104	105	101	97	89	88	101
Philadelphia	125	126	130	124	121	126	136	130	128	116	111	109	123
Phoenix	117	120	121	122	115	117	118	117	115	110	104	105	118
Pittsburgh	161	157	155	145	141	148	142	142	140	133	124	124	131
Portland	153	163	159	160	146	148	150	142	138	124	112	111	130
Sacramento	116	120	121	118	116	119	126	124	123	117	108	106	119
San Diego	105	110	112	114	110	116	122	127	127	116	108	106	116



## EMPLOYMENT INDEX

San Francisco	122	125	125	129	123	126	126	126	124	124	115	114	124
Seattle	147	151	151	149	143	148	152	142	137	129	116	112	123
St. Louis	160	166	167	158	151	162	155	153	152	140	121	113	124
Tampa	104	103	104	104	102	104	108	109	110	105	97	97	110
Washington, D.C.	118	120	123	120	114	121	131	132	130	136	108	107	122

### 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 corporate career sites and job boards, including 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 Research America, Inc. 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).

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.