

A purple flag with the word "MONSTER" written in white, bold, sans-serif capital letters. The flag is waving and is positioned in the upper right corner of the slide.

MONSTER

MONSTER WORLDWIDE, INC.

Q3 2015 FINANCIAL HIGHLIGHTS

OCTOBER 29, 2015

MONSTER

Safe Harbor Statement

Certain statements in this presentation 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 and, therefore, actual results may differ materially from what is expressed herein. No assurance can be given that the Company will achieve its financial guidance for Adjusted EBITDA margins, Non-GAAP EPS or Operating Cash Flow in future periods. Many of the factors that will determine the Company's future results are beyond the ability of management to control or predict. Readers should not place undue reliance on the forward-looking statements in this presentation as they reflect management's views only as of the date hereof. The Company undertakes no obligation to revise or update any of the forward-looking statements contained in this presentation or to make any other forward-looking statements, whether as a result of new information, future events or otherwise. Certain factors, including factors outside of our control, may cause actual results to differ materially from those contained or implied in the forward-looking statements, including the risks discussed in our Form 10-K and our other filings made with the Securities and Exchange Commission, which discussions are incorporated into this presentation by reference.

Tim Yates

Chief Executive Officer

Q3 2015 Pro Forma Income Statement

numbers in USD millions (except per share figures)	'15 Q3		
	<i>with Korea</i>	<i>Korea</i>	<i>As Reported</i>
Revenue	\$ 179.2	\$ 12.2	\$ 167.1
Op Exp	\$ 158.2	\$ 8.1	\$ 150.1
Op Income	\$ 21.0	\$ 4.0	\$ 17.0
Interest and Other, Net	\$ (2.4)	\$ 0.0	\$ (2.4)
Equity Income	\$ 0.2	\$ -	\$ 0.2
Noncontrolling Interest	\$ (1.5)	\$ (1.5)	\$ -
Net Income	\$ 10.8	\$ 1.1	\$ 9.7
Net Income Per Share	\$ 0.12	\$ 0.01	\$ 0.11
<i>Guidance</i>	<i>\$0.09 to \$0.13</i>		
Adj. EBITDA	\$ 32.4	\$ 4.3	\$ 28.1
<i>Adj. EBITDA Margin</i>	<i>18.1%</i>		<i>16.8%</i>

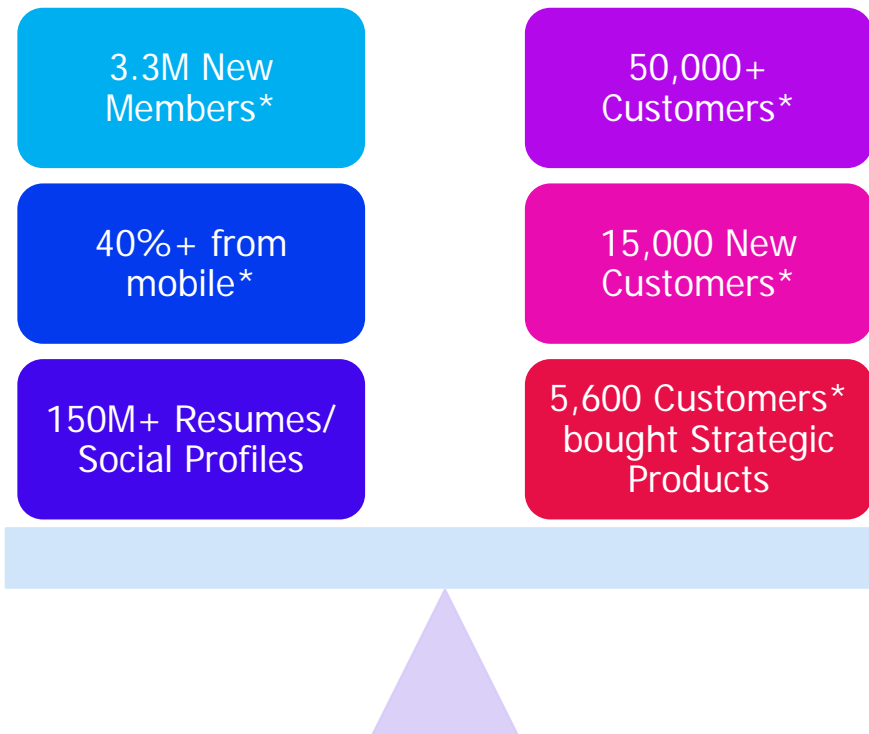
Mark Stoever

Chief Operating Officer

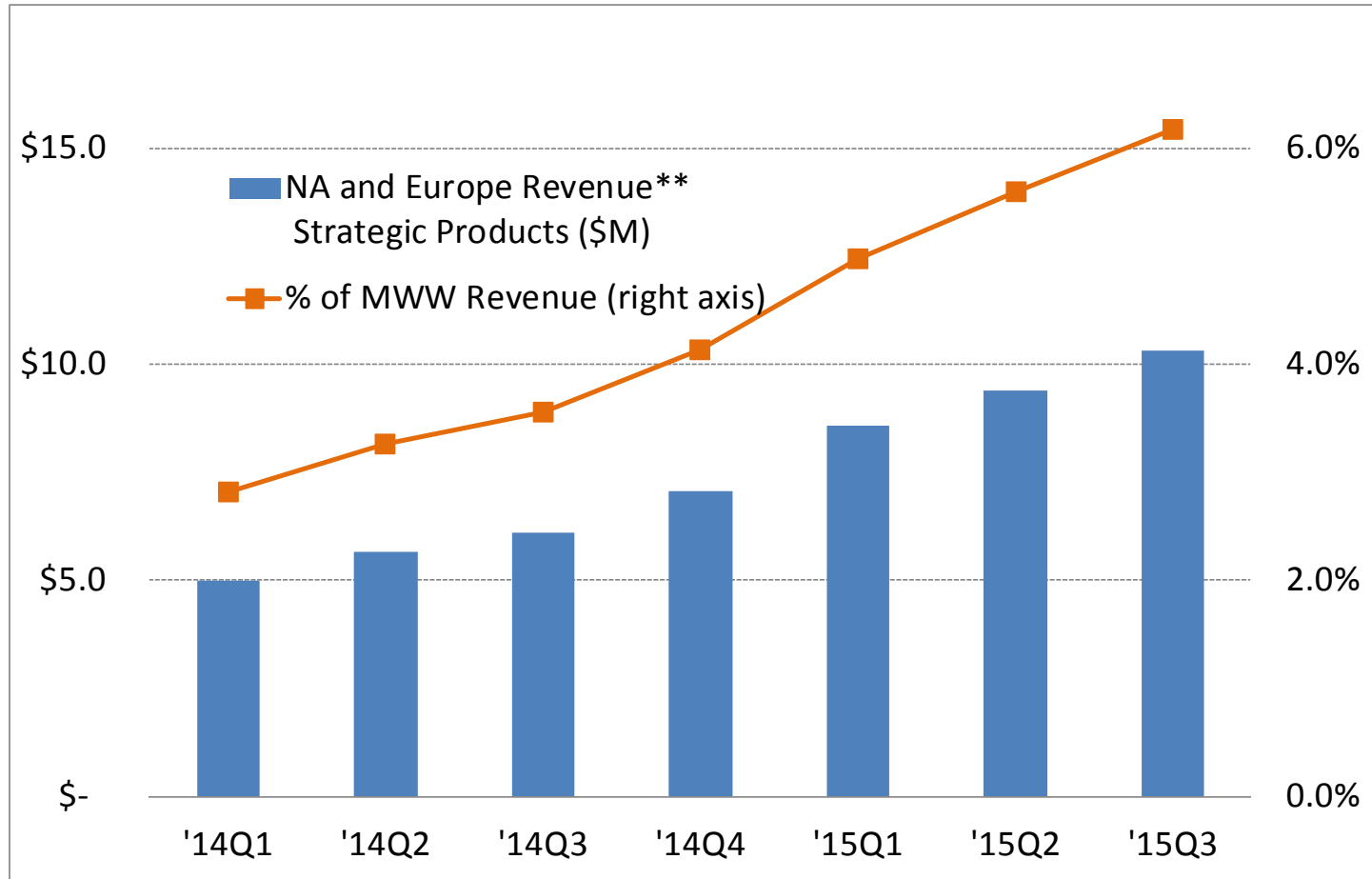
Strong and Healthy Ecosystem

Candidates

Employers

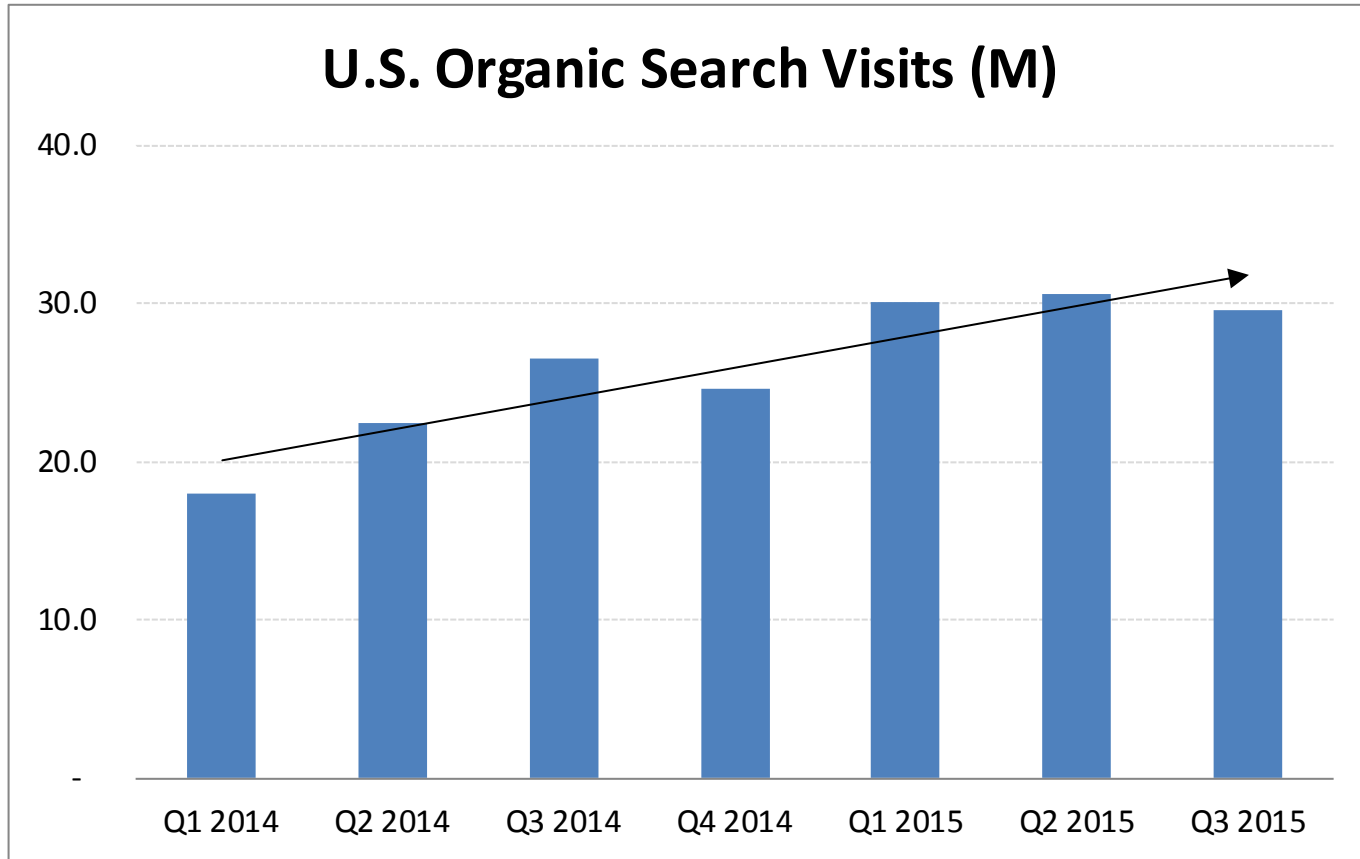


Strategic Products Continue to Grow



** Translated at budget FX rates

Site Initiatives Drive User Engagement



Source: Internal Data

James Langrock
Chief Financial Officer

Q3 2015 Pro Forma Income Statement

numbers in USD millions (except per share figures)	'15 Q3	'15 Q2	'14 Q3	Seq % B/(W)	YoY % B/(W)
				Constant Currency	Constant Currency
Revenue	\$ 167.1	\$ 167.7	\$ 179.6	(0%)	(0%)
Op Exp	\$ 150.1	\$ 153.2	\$ 172.1	2%	2%
Op Income	\$ 17.0	\$ 14.6	\$ 7.5	17%	17%
Interest and Other, Net	\$ (2.4)	\$ (2.2)	\$ (1.9)		
Equity Income	\$ 0.2	\$ 0.3	\$ 0.1		
Net Income (Cont' Ops)	\$ 9.7	\$ 8.4	\$ 3.6	16%	170%
Net Income (Cont' Ops) Per Share	\$ 0.11	\$ 0.09	\$ 0.04	22%	175%
Net Income Per Share (with 50.01% of Korea) <i>Guidance</i>	\$ 0.12 <i>\$0.09 to \$0.13</i>				
Adj. EBITDA	\$ 28.1	\$ 25.7	\$ 19.4	9%	45%
<i>Adj. EBITDA Margin</i>	<i>16.8%</i>	<i>15.3%</i>	<i>10.8%</i>		

Note: Some figures in this presentation may not foot due to rounding

Q3 2015 GAAP to Non-GAAP Reconciliation

numbers in USD millions (except per share figures)	Non-GAAP	Adjustments	GAAP
Revenue	\$ 167.1	\$ -	\$ 167.1
S&R	\$ 76.4	\$ 3.4	\$ 79.8
Mktg	\$ 30.0	\$ -	\$ 30.0
O&G	\$ 43.6	\$ -	\$ 43.6
<u>Restructuring Charges</u>	<u>\$ -</u>	<u>\$ 2.8</u>	<u>\$ 2.8</u>
Op Exp	\$ 150.1	\$ 6.1	\$ 156.2
Op Income	\$ 17.0	\$ (6.1)	\$ 10.8
Interest and Other, Net	\$ (2.4)	\$ (1.3)	\$ (3.7)
Tax Expense	\$ 5.1	\$ (7.5)	\$ (2.4)
<u>Equity Income</u>	<u>\$ 0.2</u>	<u>\$ -</u>	<u>\$ 0.2</u>
Income from Cont' Ops	\$ 9.7	\$ 0.1	\$ 9.8
Income from Discops, net of tax	\$ -	\$ 2.2	\$ 2.2
<u>Noncontrolling Interest</u>	<u>\$ -</u>	<u>\$ (1.5)</u>	<u>\$ (1.5)</u>
Net Income	\$ 9.7	\$ 0.7	\$ 10.4
Net Income per Share	\$ 0.11	\$ -	\$ 0.11

Q3 2015 Non-GAAP Expense Trend

numbers in USD millions (except headcount figures)	'15 Q3	'15 Q2	'14 Q3	Seq % B/(W)		YoY % B/(W)	
					<i>Constant Currency</i>		<i>Constant Currency</i>
S&R	\$ 76.4	\$ 79.8	\$ 89.2	4%	4%	14%	10%
Mktg	30.0	30.4	33.4	1%	1%	10%	4%
<u>O&G</u>	<u>43.6</u>	<u>43.0</u>	<u>49.5</u>	(1%)	(1%)	12%	9%
Op Exp	\$ 150.1	\$ 153.2	\$ 172.1	2%	2%	13%	9%
Headcount	3,667	3,654	3,835	(0%)		4%	

Note: all numbers exclude Korea

Q3 2015 Non-GAAP Segment Performance

numbers in USD millions	'15 Q3	'15 Q2	'14 Q3	Seq % B/(W)		YoY % B/(W)	
					<i>Constant Currency</i>	<i>Constant Currency</i>	
<u>Careers North America</u>							
Revenue	\$ 119.4	\$ 119.8	\$ 124.8	(0%)		(4%)	
Adj. EBITDA	\$ 35.0	\$ 34.3	\$ 31.5	2%		11%	
Adj. EBITDA Margin	29.3%	28.7%	25.3%				
<u>Careers International</u>							
Revenue	\$ 47.6	\$ 47.9	\$ 54.8	(1%)	(1%)	(13%)	0%
Adj. EBITDA	\$ (1.9)	\$ (2.0)	\$ (4.3)	NM		NM	
Adj. EBITDA Margin	-4.0%	-4.2%	-7.9%				
Corporate Cash Expenses	\$ (5.0)	\$ (6.7)	\$ (7.8)				
<u>MWW</u>							
Revenue	\$ 167.1	\$ 167.7	\$ 179.6	(0%)	(0%)	(7%)	(3%)
Adj. EBITDA	\$ 28.1	\$ 25.7	\$ 19.4	9%		45%	
Adj. EBITDA Margin	16.8%	15.3%	10.8%				

Note: all numbers exclude Korea

Q3 2015 Key Balance Sheet & Cash Flow Items

numbers in USD millions	'15 Q3	'15 Q2	'14 Q3	Seq % B/(W)	YoY % B/(W)
				<i>Constant Currency</i>	<i>Constant Currency</i>
<u>Cash Flow</u>					
Adj. EBITDA	\$ 28.1	\$ 25.7	\$ 19.4	9%	45%
Net cash provided by operating activities	\$ 12.3	\$ 16.0	\$ 11.9	(23%)	3%
Capital Expenditures	\$ 6.9	\$ 6.8	\$ 8.3	(1%)	17%
Repurchase of Common Stock	\$ -	\$ -	\$ 0.6		
<u>Balance Sheet</u>					
Deferred Revenue (ex. Korea)	251.1	277.9	278.3	(10%)	(9%)
				(10%)	(6%)
Gross Cash - Including Korea (A)	\$ 99.9	\$ 107.7	\$ 80.4		
Total Debt (B)	\$ (200.8)	\$ (209.0)	\$ (200.6)		
Net Cash - Including Korea (A + B)	\$ (100.8)	\$ (101.3)	\$ (120.2)		
Net Cash - Korea	\$ 11.5	\$ 8.3	\$ 19.0		
Net Cash - Excluding Korea	\$ (112.4)	\$ (109.6)	\$ (139.2)		
Credit Lines Available (C)	\$ 56.9	\$ 31.3	\$ 80.5		
Total Liquidity (A+C)	\$ 156.8	\$ 139.0	\$ 160.8	13%	(2%)

** Credit lines available at the end of Q3 '14 is calculated using the terms under the new bank credit agreement signed in Oct 2014. Credit lines available at the end of Q3 '14 would have been \$86.8M under the old credit agreement.

Financial Guidance

	Actual	Guidance	
	Q3 2015	Q4 2015	Q4 2016
Adj. EBITDA Margin - <i>with Korea</i>	18.1%	NA	NA
Adj. EBITDA Margin - <i>without Korea</i>	16.8%	17% to 20%	~25%
Non-GAAP EPS - <i>with Korea</i>	\$0.12	NA	
Non-GAAP EPS - <i>without Korea</i>	\$0.11	\$0.10 to \$0.14	

** Q4 2015 Non-GAAP EPS guidance excludes approximately \$2 to \$3 million of stock-based compensation, \$1.2 million of non-cash debt discount amortization related to the convertible debt and restructuring charges related to the Reallocate to Accelerate program.

A purple flag with a fine, woven texture is shown waving against a light gray background. The word "MONSTER" is printed in large, bold, white, sans-serif capital letters across the center of the flag. Below it, the slogan "FIND BETTER" is printed in smaller, white, sans-serif capital letters.

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FIND BETTER

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