

Dice Holdings, Inc.

Leading career websites for professional communities

Scot Melland
Chairman, President & CEO

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SVP, Finance & CFO

Dice
The Career Hub for Tech Insiders™

eFINANCIALCAREERS™
The Financial Job Marketplace

ClearanceJobs.com
A Dice Company

JobsintheMoney®
A Dice Company

Targeted
JOB FAIRS
A Dice Company









Forward Looking Statement

This presentation contains forward-looking statements. You should not place undue reliance on those statements because they are subject to numerous uncertainties and factors relating to our operations and business environment, all of which are difficult to predict and many of which are beyond our control. Forward-looking statements include information concerning our possible or assumed future results of operations, including descriptions of our business strategy. These statements often include words such as “may,” “will,” “should,” “believe,” “expect,” “anticipate,” “intend,” “plan,” “estimate” or similar expressions. These statements are based on assumptions that we have made in light of our experience in the industry as well as our perceptions of historical trends, current conditions, expected future developments and other factors we believe are appropriate under the circumstances. Although we believe that these forward-looking statements are based on reasonable assumptions, you should be aware that many factors could affect our actual financial results or results of operations and could cause actual results to differ materially from those in the forward-looking statements. These factors include, but are not limited to, competition from existing and future competitors, failure to maintain and develop our reputation and brand recognition, failure to increase or maintain the number of customers who purchase recruitment packages, cyclical or downturns in the economy or industries we serve, and the failure to attract qualified professionals or grow the number of qualified professionals who use our websites. These factors and others are discussed in more detail in the Company’s filings with the Securities and Exchange Commission, including our Annual Report on Form 10-K for the fiscal year ended December 31, 2007, under the headings “Risk Factors,” “Forward-Looking Statements” and “Management's Discussion and Analysis of Financial Condition and Results of Operations.”

You should keep in mind that any forward-looking statement made by us herein, or elsewhere, speaks only as of the date on which we make it. New risks and uncertainties come up from time to time, and it is impossible for us to predict these events or how they may affect us. We have no obligation to update any forward-looking statements after the date hereof, except as required by federal securities laws. All statements contained in this presentation are made only as of the date of this presentation.

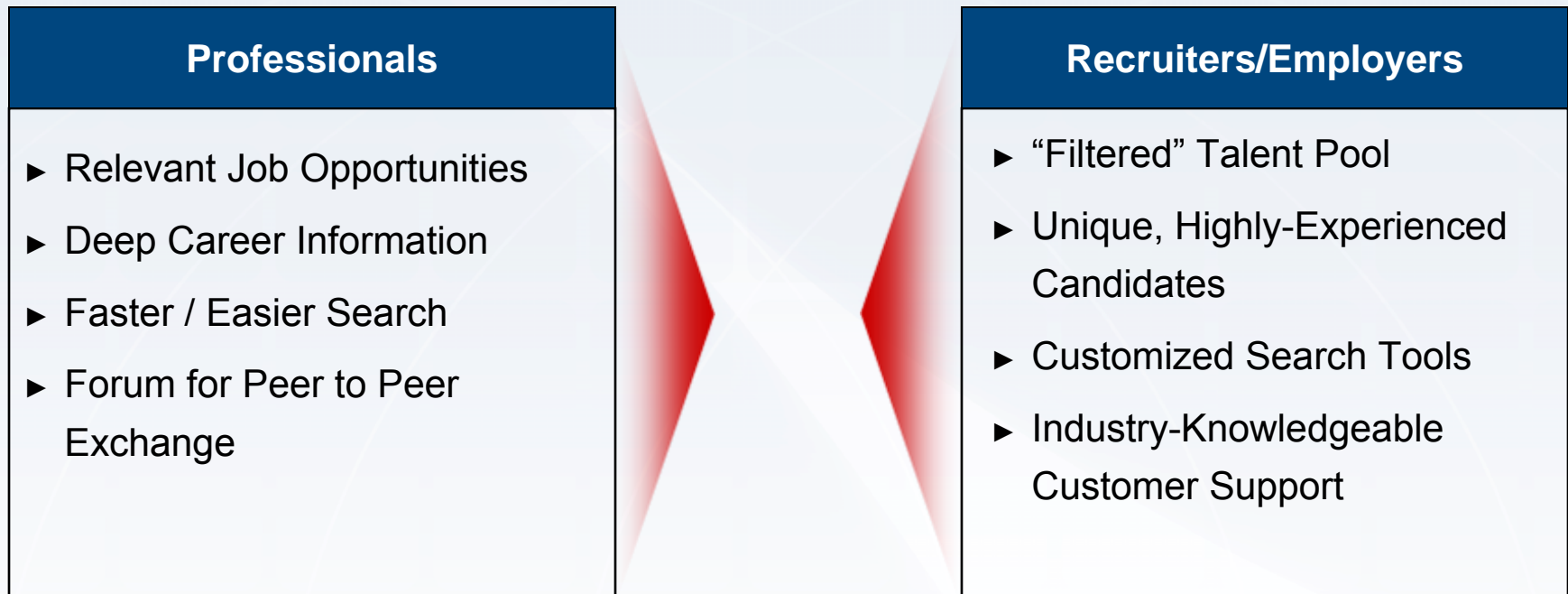
This presentation includes certain "Non-GAAP financial information." A reconciliation of such information to the most directly comparable GAAP data can be found in the Company’s most recent earnings release.

Dice Holdings Today

		Market	% of Q2 08 Revenue
	Technology / Engineering	 U.S.	66%
	Capital Markets / Financial Services	 U.K. Base 18 Global Markets	28%
	Government Security Clearances	 U.S.	6%
	Accounting and Finance	 U.S.	
	Job Fairs, Open Houses	 U.S.	

Advantages of Vertical Focus...

RELEVANCY and success build loyalty

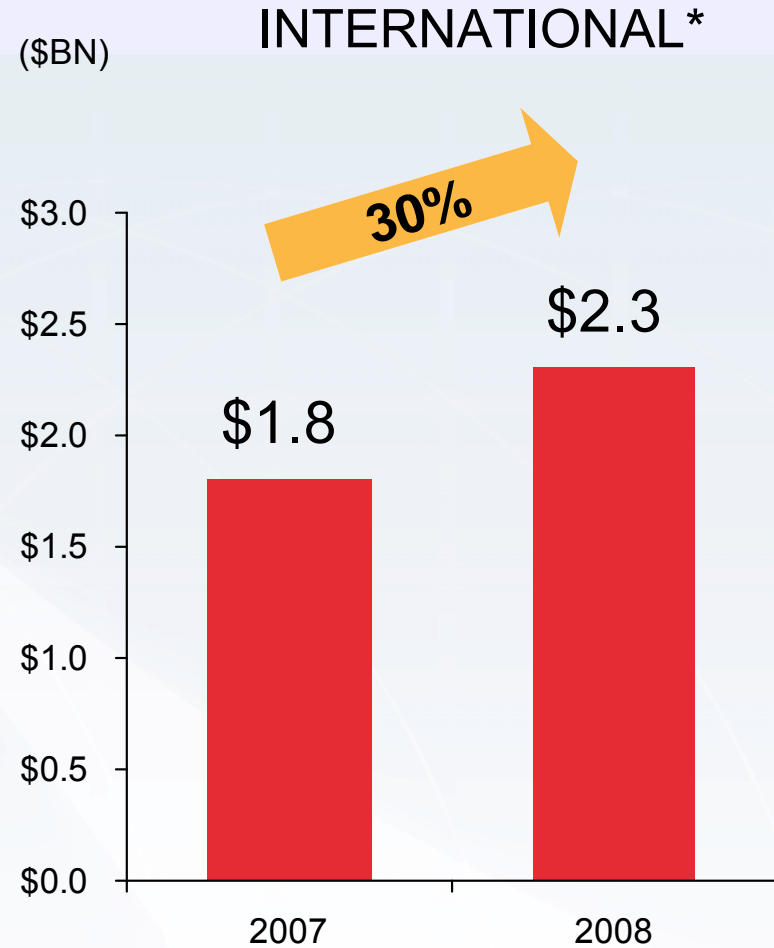
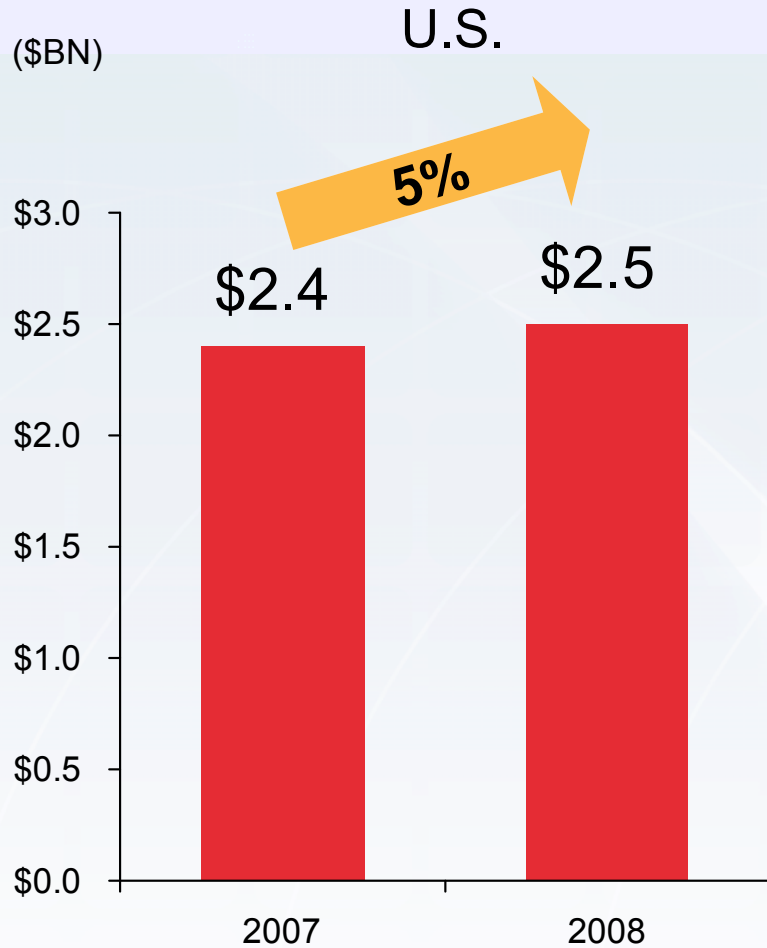


...Results in an Attractive Business Model

- ▶ Employers/recruiters purchase: job postings; resume database access; advertising
- ▶ “Subscription-like” revenue stream
- ▶ High operating margins
 - User generated content (job postings, resumes, peer-to-peer)
 - Vertically-focused marketing
 - Strong traffic driven by leading brands
- ▶ Network effect: Professionals → Postings → Professionals
- ▶ Critical mass creates barrier to entry

MARKET OPPORTUNITY

Global Online Recruitment Market 2007-2008



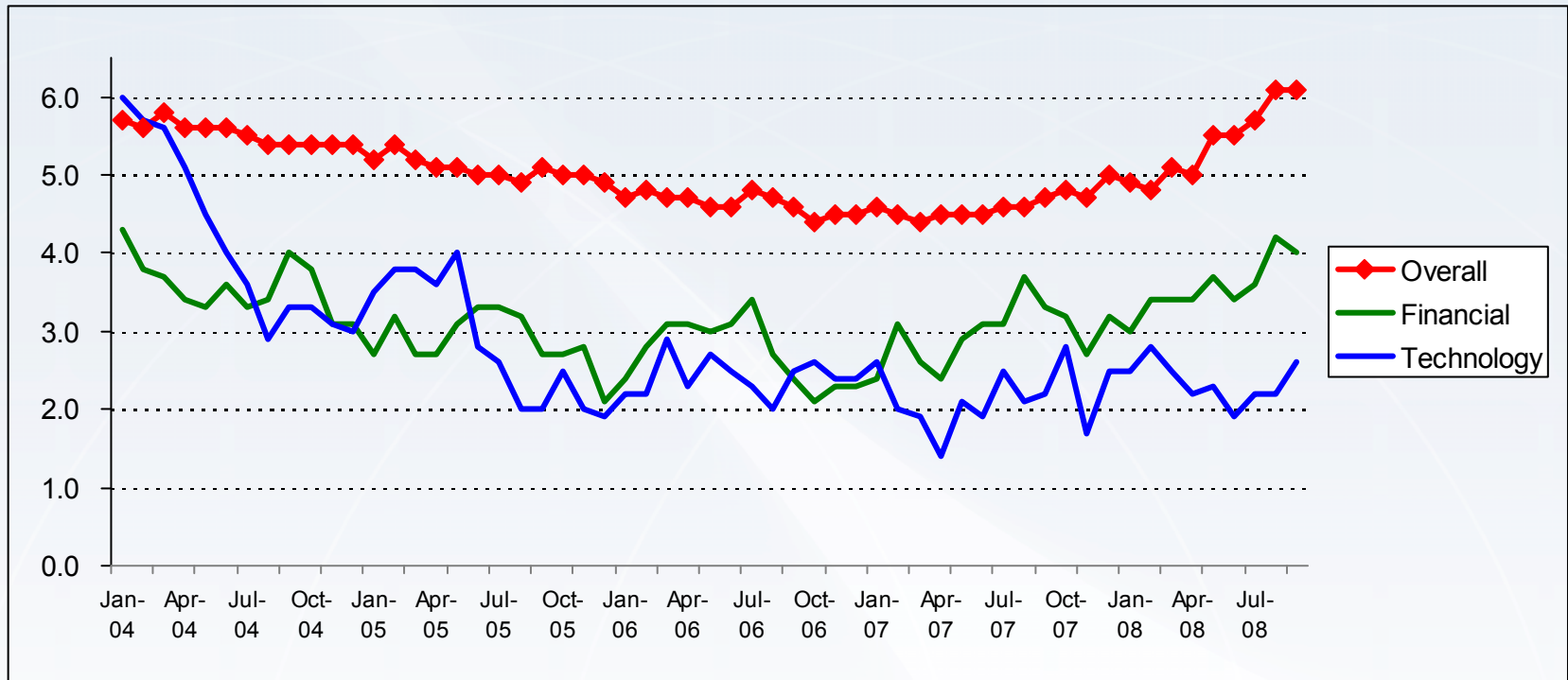
Source: Dice Holdings Estimates

*Does not include Africa, South America.

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Professional Verticals Exhibit Tighter Demand

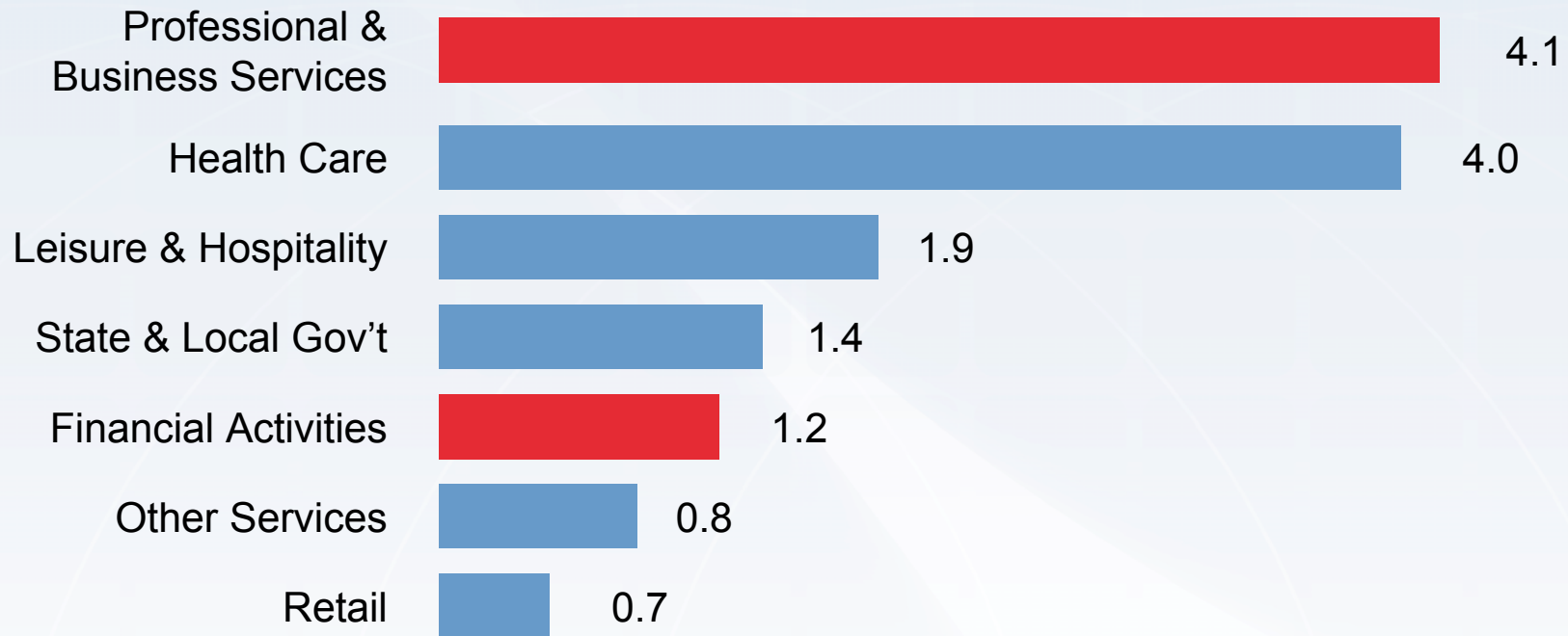
Unemployment Rates: Technology and Finance Verticals Strong



Source: Bureau of Labor Statistics; overall unemployment rates are seasonally adjusted – Technology and Finance are not seasonally adjusted.

Strong Demand Expected for Professionals

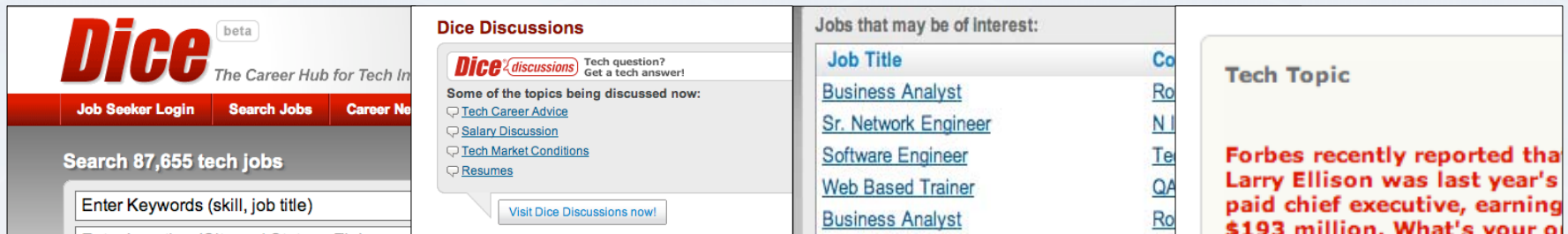
U.S. Employment Growth by Sector 2006 – 2016
(in millions)



PROFESSIONAL COMMUNITIES

Largest Technology Career Site Serving the U.S.

FOCUSED on technology and engineering professionals for 18 years



The screenshot displays the Dice website interface, which is a career hub for technology professionals. It features a search bar with the text "Search 87,655 tech jobs" and a prompt to "Enter Keywords (skill, job title)". The site is divided into several sections: "Dice Discussions" with a "Tech question? Get a tech answer!" prompt and a list of topics including "Tech Career Advice", "Salary Discussion", "Tech Market Conditions", and "Resumes"; "Jobs that may be of interest:" with a list of job titles such as "Business Analyst", "Sr. Network Engineer", "Software Engineer", "Web Based Trainer", and "Business Analyst"; and a "Tech Topic" section with a highlighted article snippet: "Forbes recently reported that Larry Ellison was last year's paid chief executive, earning \$193 million. What's your o".

- ▶ Filtered Talent Pool of Unique, Highly Qualified Candidates
- ▶ Customized & Efficient Search Tools
- ▶ Career Content to Enhance Community Loyalty

Large and Targeted Community

Critical Mass

- ▶ Approximately 1.8 to 2 million unique visitors per month⁽¹⁾
- ▶ 20% of traffic from paid sources
- ▶ 450K Job Alerts delivered each day
- ▶ 690K searchable resumes

Highly-Skilled Professionals

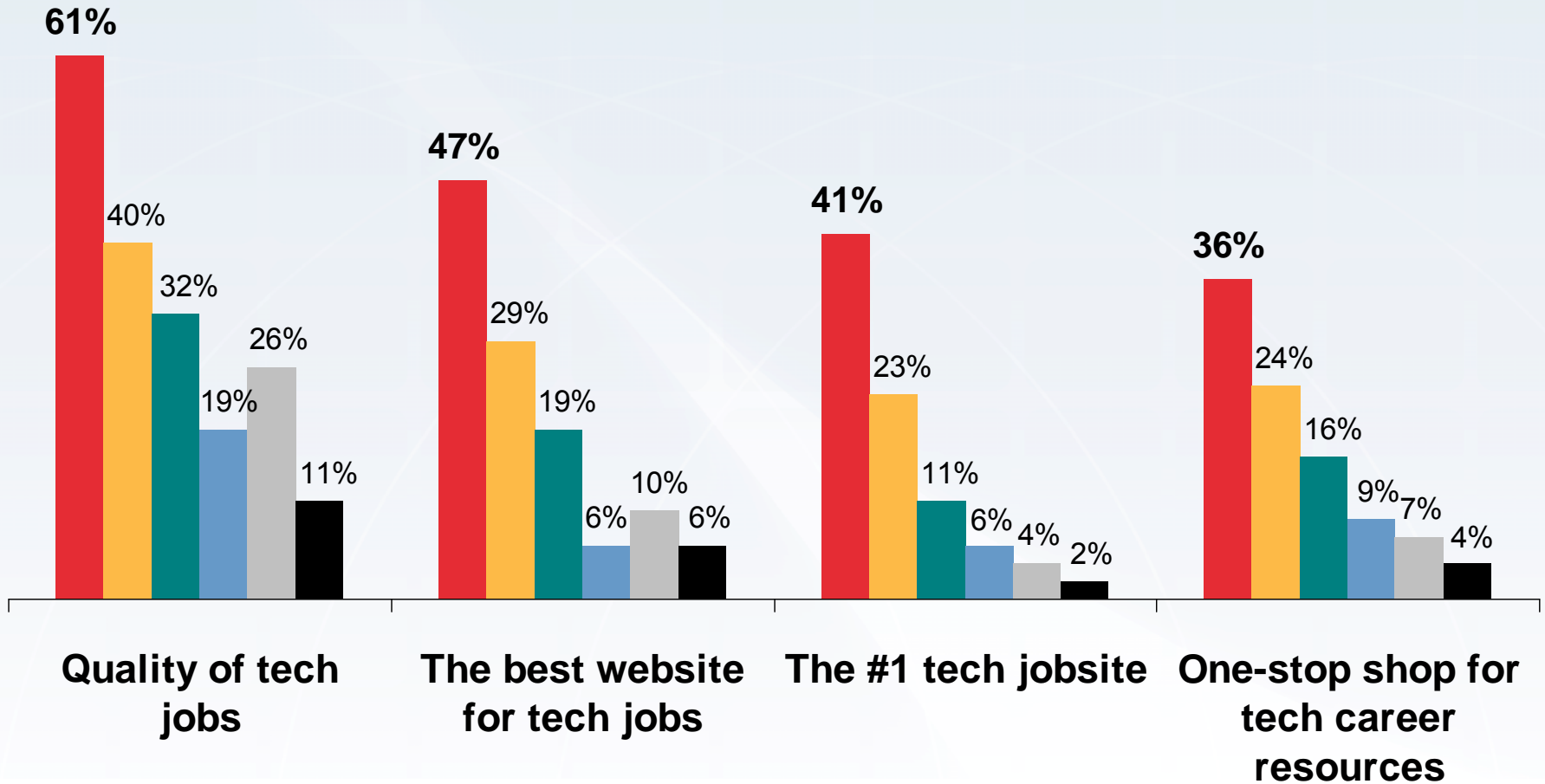
- ▶ **Experienced professionals:**
75% have more than 5 years of experience; almost half have 10+ years
- ▶ **“Passive” job seekers audience:**
64% are currently employed
- ▶ **Highly compensated:**
Average Dice candidate earns \$74,600
- ▶ **Well educated:**
Approximately 70% have bachelor’s degree or higher

Source: Dice Internal Reports

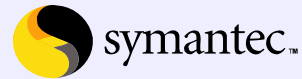
(1) Based on Omniture reporting initiated September 2007.

Leadership with Tech Professionals

■ Dice ■ Monster ■ Careerbuilder ■ HotJobs ■ Linked In ■ Craigslist



Diverse Customer Base



Global Leader in Financial Services

FOCUSED on capital markets professionals
in 18 markets worldwide



- ▶ Founded in 2000
- ▶ Site network includes some of the world's leading financial media companies
- ▶ Infrastructure for global expansion

Large, Diverse, Valuable Talent Pool

Critical Mass

- ▶ Approximately 1.6 to 2 million unique visitors per month⁽¹⁾
- ▶ Traffic growth of 42% in 1H 2008 vs. 1H 2007
- ▶ Approximately 200K Job Alerts globally
- ▶ 450K searchable resumes

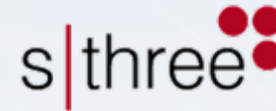
Highly-Skilled Finance Professionals

- ▶ **Experienced professionals:**
55% have more than 6 years of experience; almost 33% have 10+ years⁽²⁾
- ▶ **Well educated:**
More than 40% have Master's degree⁽²⁾

(1) Includes visitors who visited more than one site in the network during the month.

(2) NORAS 2008 Survey on eFC.co.uk – UK eFinancialCareers

eFinancialCareers: Diverse Customer Base



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20 Largest Capital Markets*

United States

Korea

Scandinavia

Italy

Japan

Canada

France

Benelux

China

South Africa

Switzerland

Hong Kong/Singapore

Gulf

Germany

Spain

Australia

Brazil

U.K.

India

Russian Federation

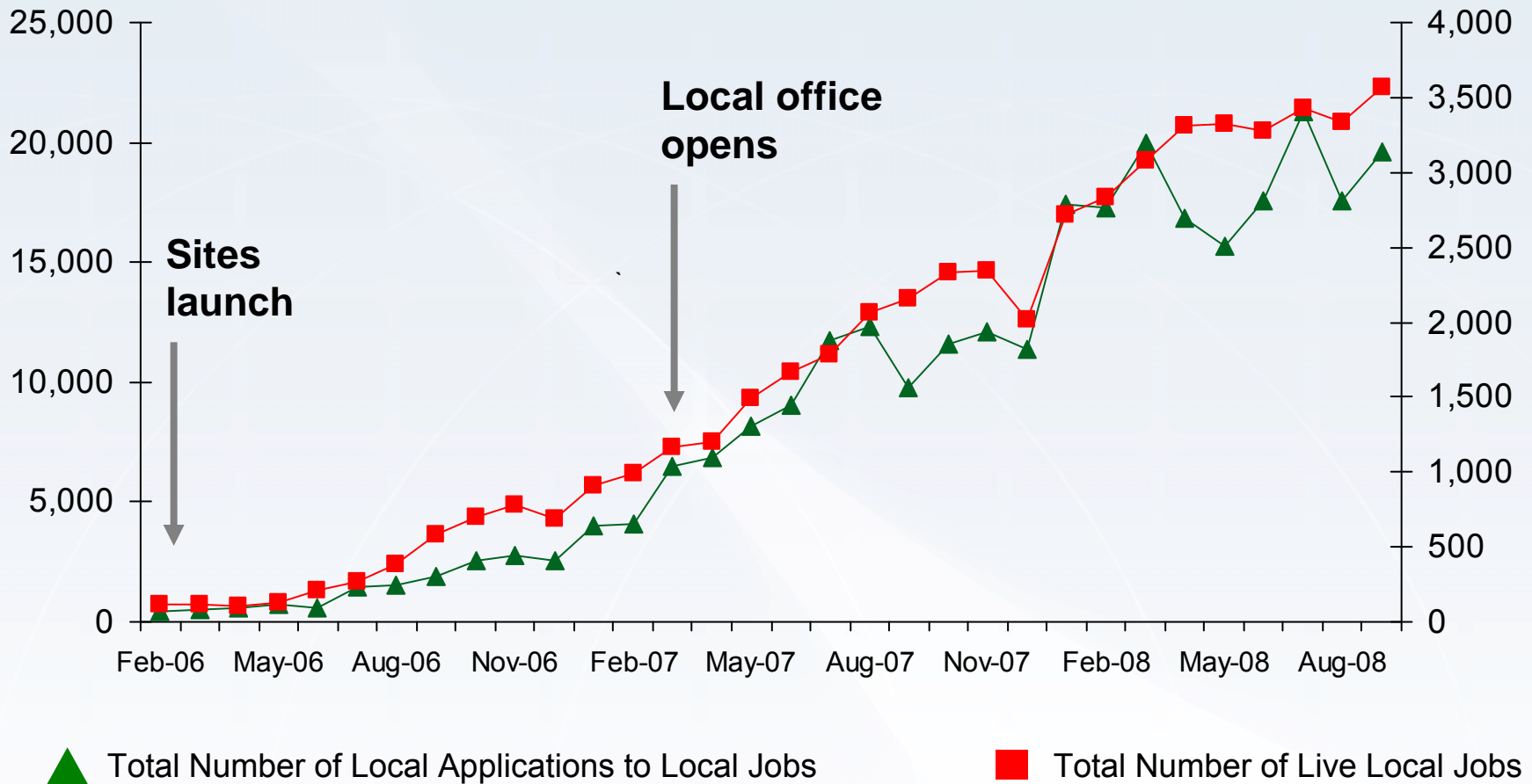
*Source: World Bank: Market capitalization of listed companies (\$USm 2006)

Note: Regions in yellow were launched in 2008; Regions in Red established prior to 2008.




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Market Entry Strategy: Hong Kong & Singapore



Three-Pronged Growth Strategy

-  Maximize customer opportunity
-  Expand core technology and finance verticals globally
-  Pursue new verticals and professional communities - likely through acquisition

FINANCIAL SUMMARY

Finance Update

- ▶ Financial Model
- ▶ Third Quarter Update
- ▶ Cost Structure
- ▶ Capital Structure

Dice Holdings Segments

**% of
Q2 08 Revenue**



} DCS Online

66%

2%

} 68%



ROW

25%



North
America



} Other

3%

2%

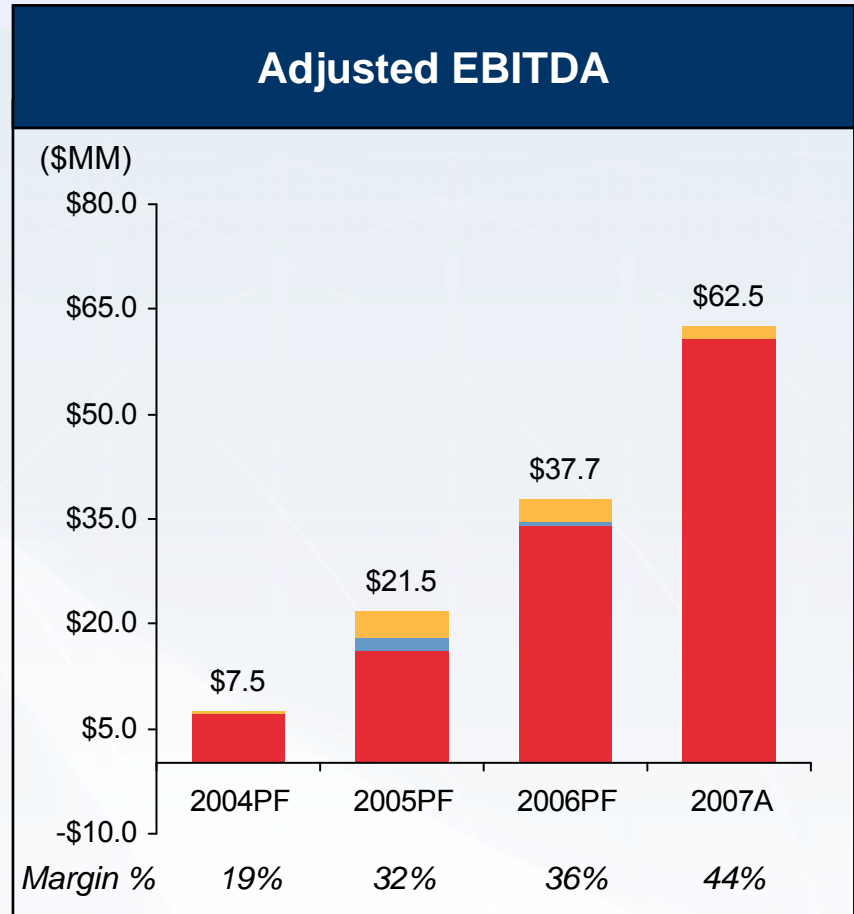
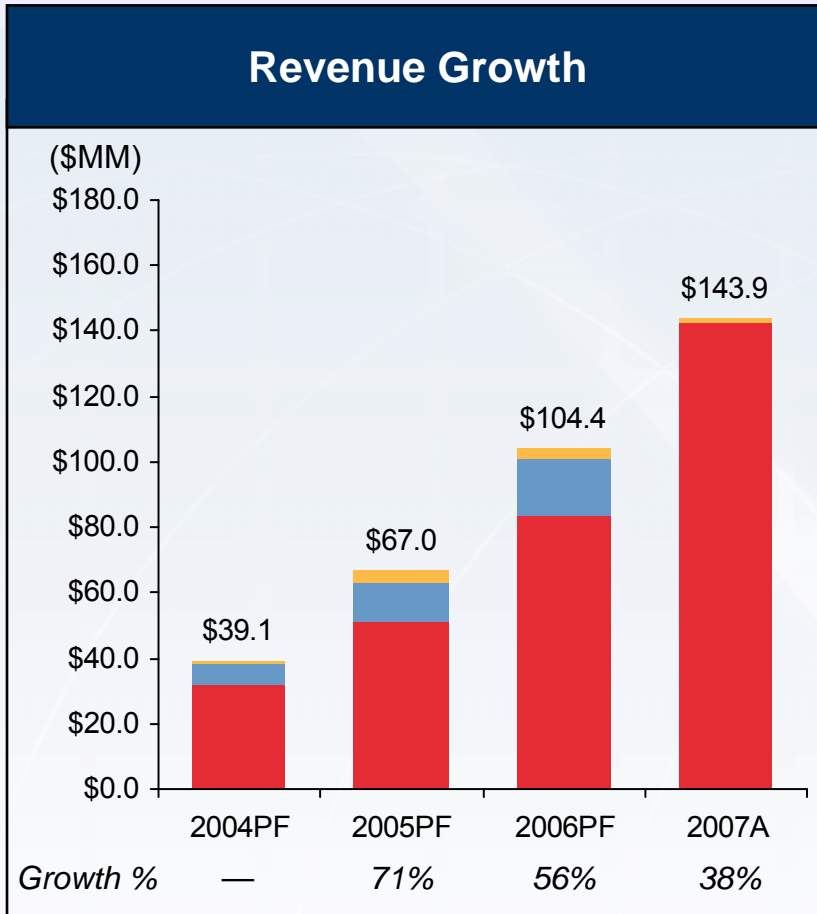
1%

} 7%

Note: May not add to 100% due to rounding

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Highly Profitable Model to Build On



■ Actual
 ■ eFC pre-acquisition
 ■ Addback of Deferred Revenue Written Off

Note: 2006 actual includes 2 months of eFC

First Half 2008 Results

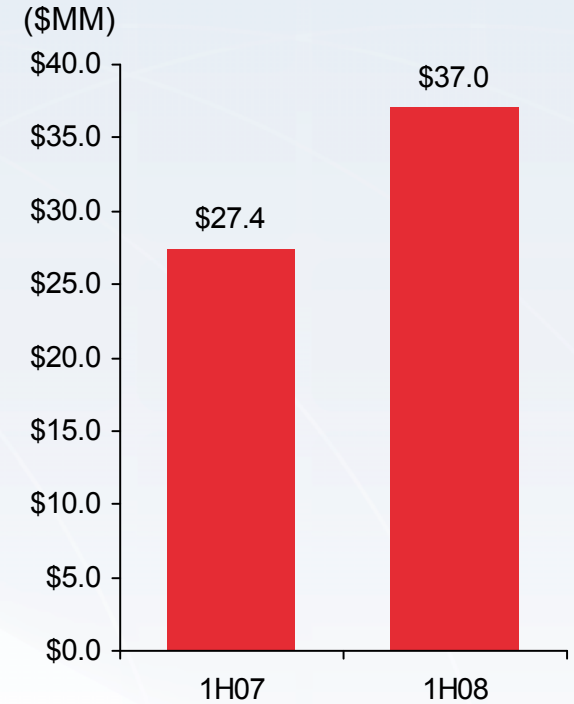
Revenue



Adjusted EBITDA



Cash flow from Operations



■ Actual ■ Addback of Deferred Revenue Written Off

2008 Preliminary Estimates – Third Quarter

**As of
July 24, 2008**

(\$ in millions)

Update

Revenue

\$ 39.5 – 40.0

Low to Mid

DCS Online

68%

eFinancialCareers

25%

Impact of Exchange Rates

2008 Preliminary Estimates – Third Quarter

	As of July 24, 2008	Update
	(\$ in millions)	
Revenue	\$ 39.5 – 40.0	Low to Mid
Sales & Marketing Expense	14.3 – 14.8	Low End
Adjusted EBITDA	<u>\$ 17.0 – 17.5</u>	Above
Adjusted EBITDA Margin	<u>43 – 44%</u>	Above

Dice.com: Preliminary Customer Metrics

Recruitment Package Customers on September 30, 2008	8,800
Average Length of Contract	~10.4 months
Recruitment Package Customers under Annual Contract	82%
Estimated Average Monthly Revenue per Recruitment Package Customer for the quarter ended September 30, 2008	~\$849

eFinancialCareers: Preliminary Views



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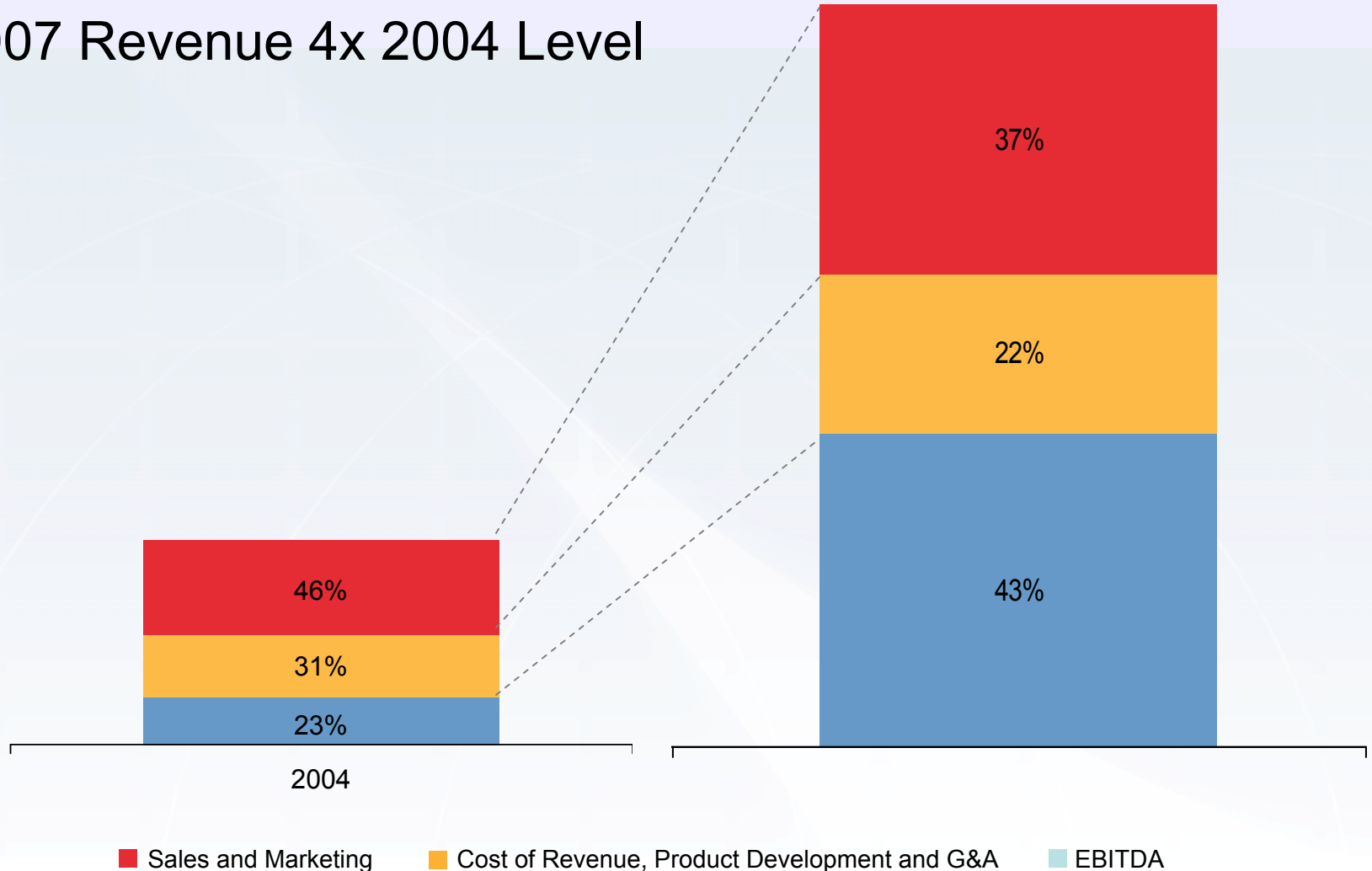
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Adjusted EBITDA Margin	<u>43 – 44%</u>	Above

▶ Financial & Business Impacts on 4Q

Margin Expansion with Discretionary Spending

▶ 2007 Revenue 4x 2004 Level



Sales & Marketing Expense

Sales

- Salespeople Compensation
- Other Selling Costs

Marketing

- Marketing to Professionals
- Lead Generation and Marketing to Customers
- Marketing Personnel

Other Expenses

Cost of Revenue

- Customer Support
- Technology Infrastructure
- Job Fairs

Product Development

- Website Development and Product Enhancement
- Editorial/Content Development

G&A

- Executive
- Accounting & Finance
- Strategic Planning, Investor Relations, Legal, Insurance
- Office Leases & Support
- Audit, Sarbanes-Oxley

Capital Structure

- ▶ \$200 million Facility (March 2007)
 - \$125 million Term Loan due March 2012
 - \$75 million Revolver
 - Libor + 325 bps

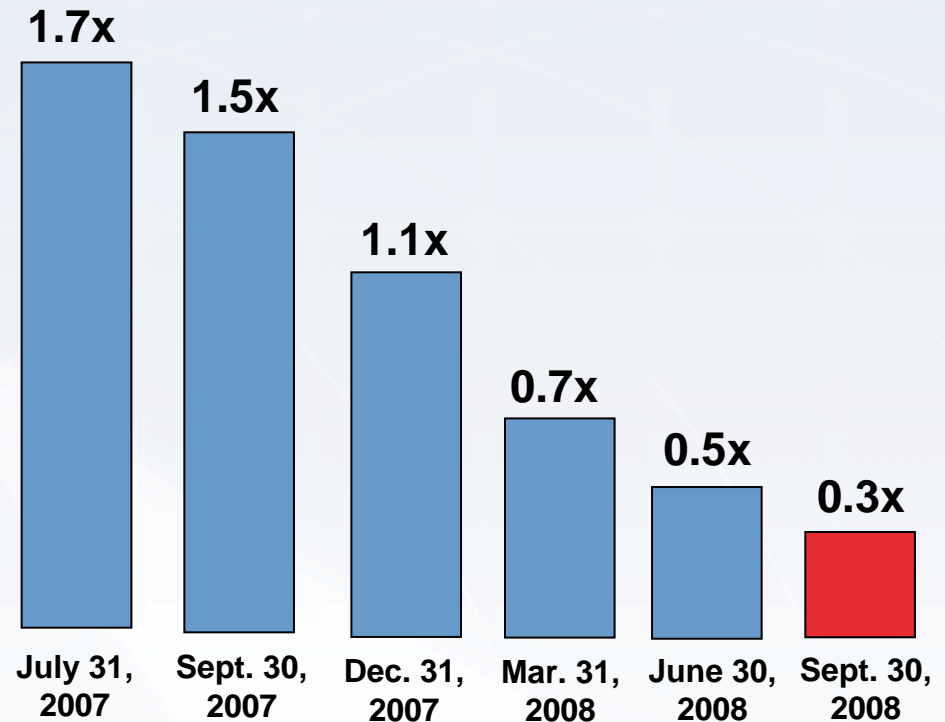
- ▶ \$122 million Term Loan Outstanding (June 2008)
 - \$80 million Hedged ~7.13%
 - \$90 million in Cash & Cash Equivalents

- ▶ Revolver Undrawn

Capital Structure: Net Debt to Adjusted EBITDA

- Repaid \$21 million of Term Loan in September
- Estimated Cash & cash equivalents - \$77 million at Sept. 30, 2008
- Evaluating Further Repayments

Net Debt ⁽¹⁾ / Adjusted EBITDA ⁽²⁾



(1) Net debt is defined as total debt less cash and cash equivalents and marketable securities.

(2) Adjusted EBITDA on a trailing 12 months basis.

Capital Structure: Looking Forward

- ▶ Attractive Pricing (in Current Market)
- ▶ Value of Hedges on \$80 million
- ▶ Limitations on Acquisitions
 - Size
 - Structure
 - Geography
 - Cash/Stock
- ▶ Balance between Debt Repayment and Potential Acquisition Financing Cost

Dice Holdings Highlights

- ▶ Vertically focused unlike major competitors
- ▶ Small share of sizeable global market
- ▶ Growth opportunities for key verticals
- ▶ Excellent margins coupled with strong cash generation

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