

Dice Holdings, Inc.

Leading career websites for professional communities

Scot Melland
Chairman, President & CEO

Mike Durney
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, 2008, 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.

Goal

BUILD the leading global network of specialized career sites for professional communities



Key Services



Technology / Engineering



U.S.

% of 4Q 2008 Revenue

69%

Financial Services



U.K. Base
18 Global Markets

25%

Government Security Clearances



U.S.

3%

Advantages of Vertical Focus

RELEVANCY and **success** build loyalty

Professionals

- ▶ Relevant Job Opportunities
- ▶ Extensive Career Information
- ▶ Faster / Easier Search
- ▶ Forum for Peer to Peer Exchange

Recruiters/Employers

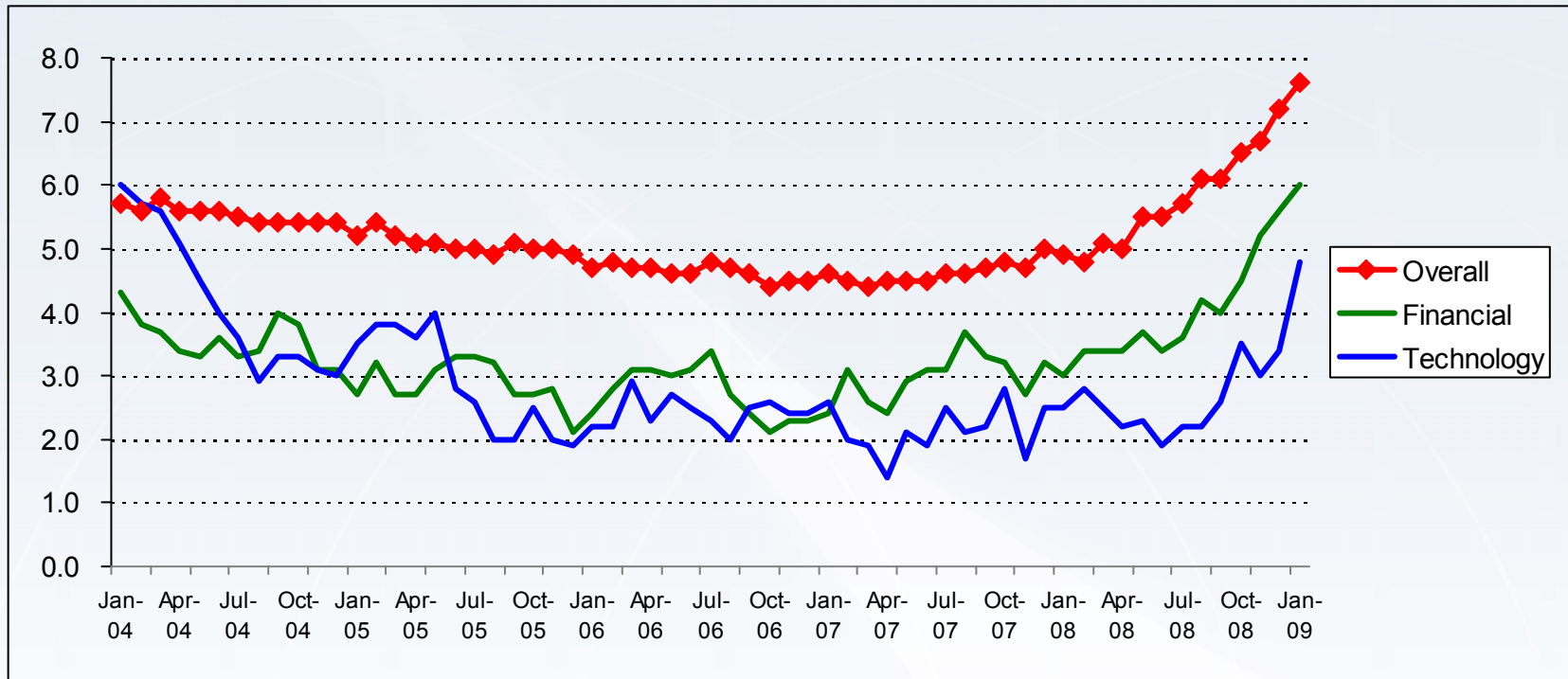
- ▶ “Filtered” Talent Pool
- ▶ Unique, Highly-Experienced Candidates
 - **Dice**: more than half have 10+ years experience; 65% employed
 - **eFC**: more than 40% have Masters degree⁽¹⁾
- ▶ Customized Search Tools
- ▶ Industry-Knowledgeable Customer Support

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

MANAGING in 2009

It's a Cycle: U.S. Unemployment at 16-year High

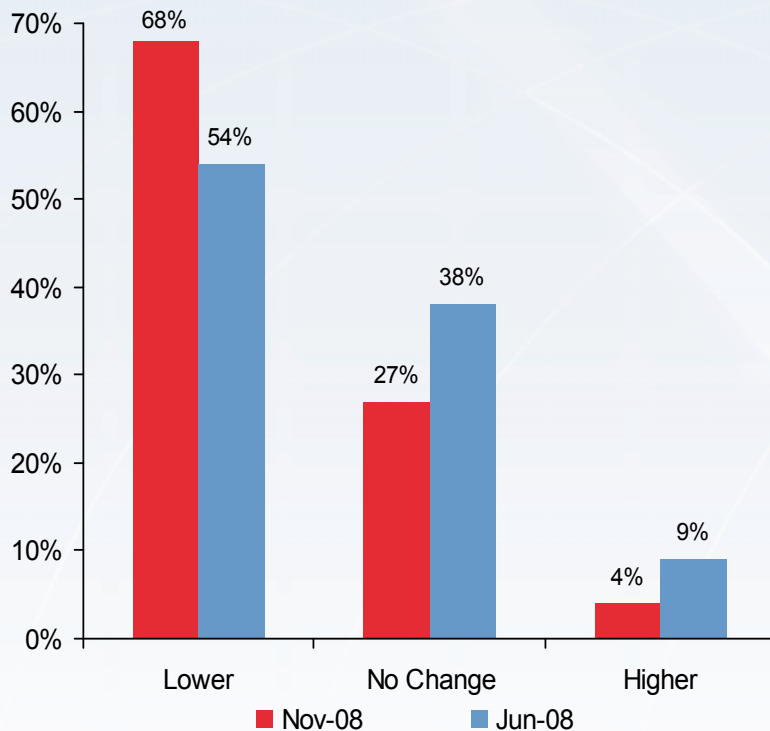
Unemployment Rates: Technology and Finance Verticals



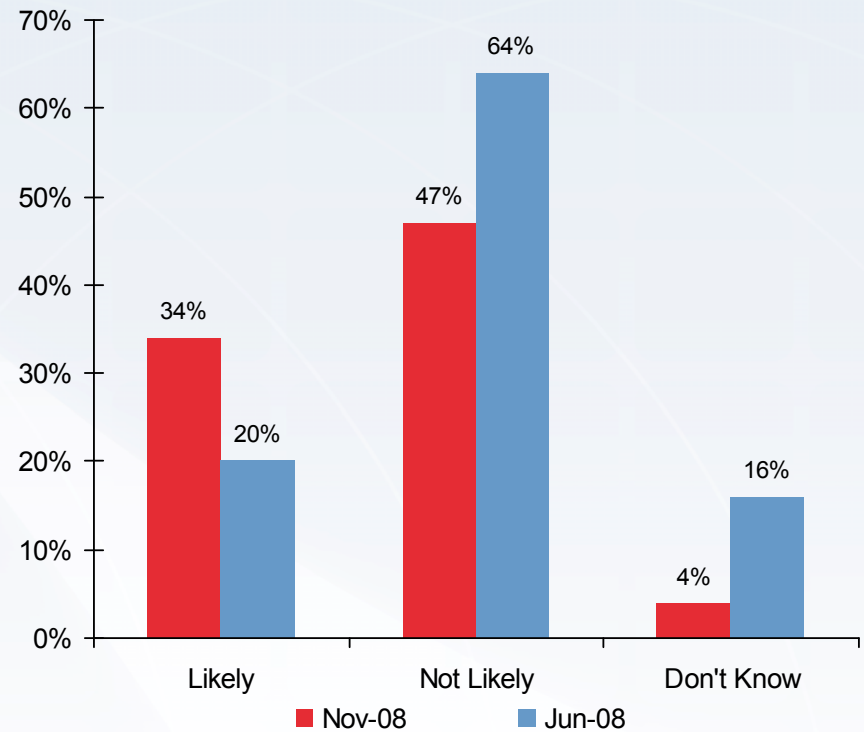
Source: Bureau of Labor Statistics; overall unemployment rates are seasonally adjusted – Technology and Finance are not seasonally adjusted.

It's a Cycle: 2009 Hiring Managers & Recruiters Pull Back





Has the economy led to a change in your recruitment budget for 2009?



How likely do you think layoffs are in the next six months?



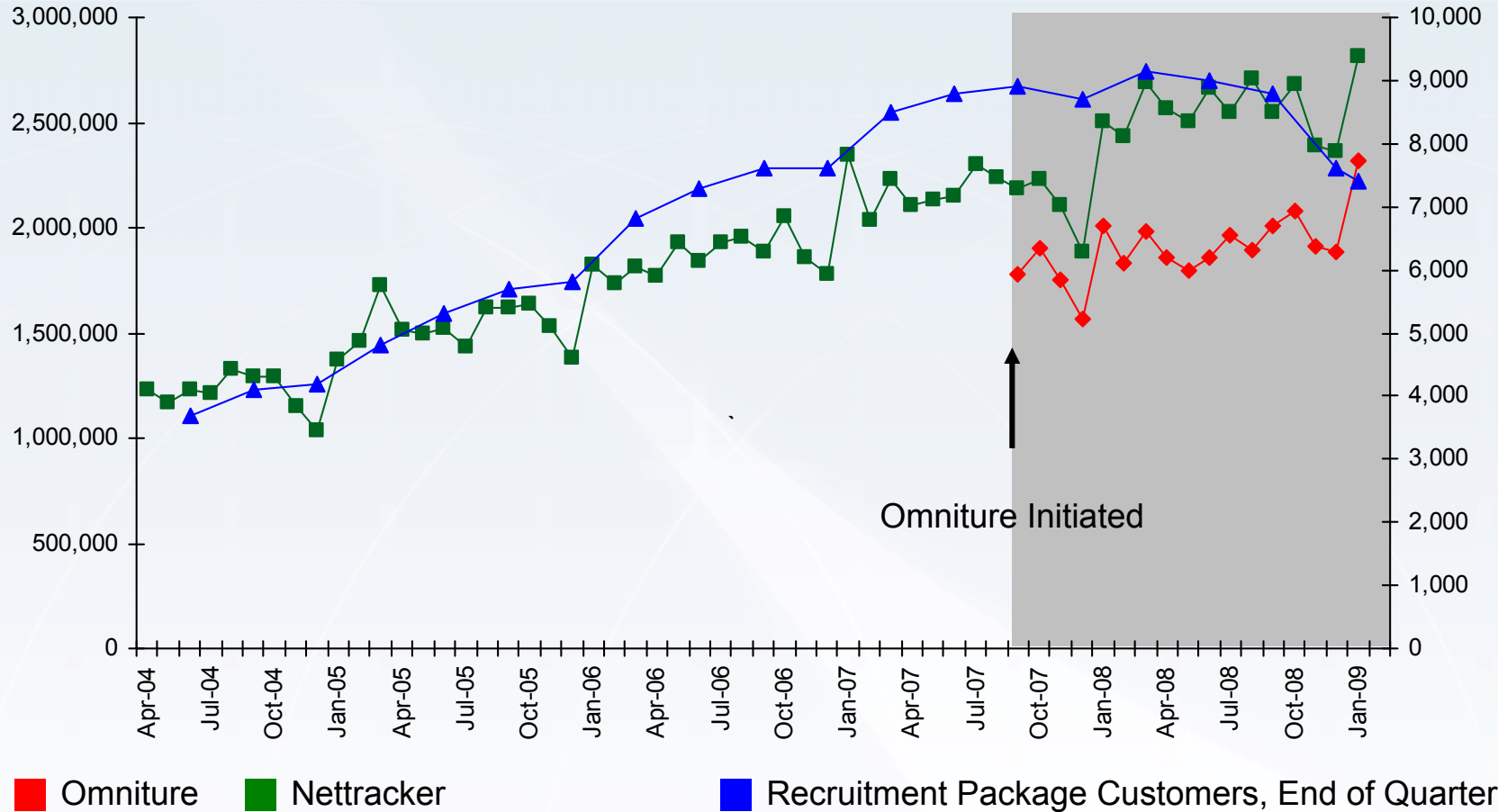
Managing in 2009: Positioning for Recovery

-  Strengthening customer relationships
-  Enhancing our professional communities
-  Innovating through product development
-  Reducing costs

Balancing the Marketplace: Dice.com

Unique Visitors

Customers

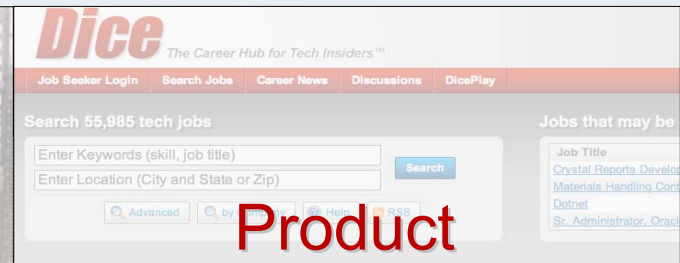


Source: Dice Internal Reports

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Dice.com: Strengthening the Leading Tech Career Site

FOCUSED on technology and engineering professionals for 18 years



- ▶ Increasing Frequency of Contact
- ▶ New, value-added services

Award Winning Customer Support

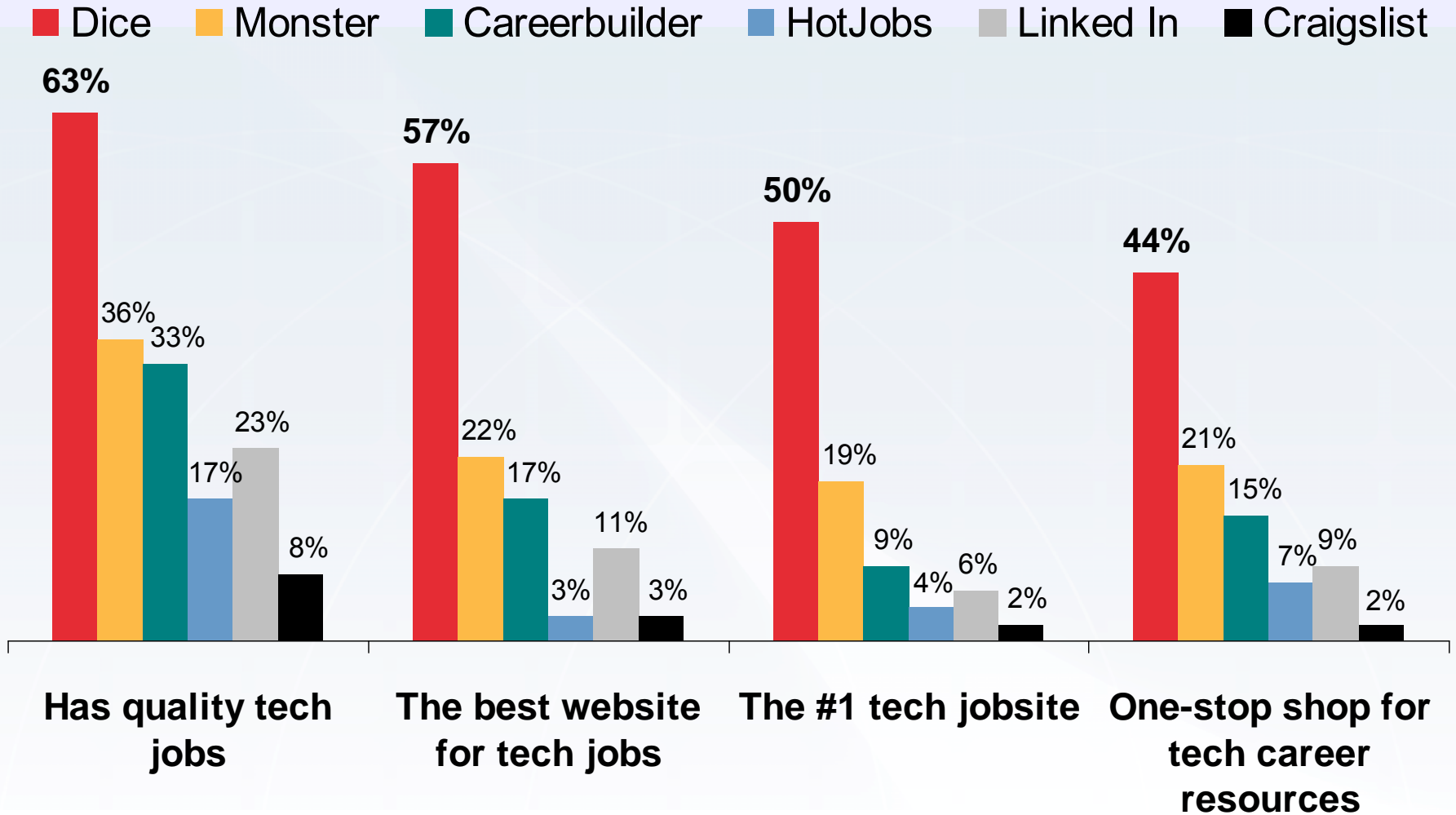
- ▶ Improving Community Features
- ▶ Increasing Content

Seeker Interaction via Dice Discussions have Doubled

- ▶ **Dice** Advantage (Fee-based product for Seekers)
- ▶ **Dice** Gold (Customers)

Modest New Revenue Stream

Dice.com: Leadership with Tech Professionals



Dice.com: Diverse Customer Base



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eFinancialCareers: Broadening to Serve the Community

FOCUSED on financial services professionals
in 18 markets worldwide



- ▶ Increasing Frequency of Contact
- ▶ Pursuing non-Traditional Customers (e.g., Public Sector)

- ▶ More than 70% of Professionals Open to Opportunities outside of Capital Markets
- ▶ Investing in Local Traffic in Markets outside the U.K.

- ▶ Adding sectors focused on Insurance, Retail Banking, Public Sector & Senior Corporate Finance

eFinancialCareers: Broadening to Serve the Community


UK | change country Business Modelling Team Leader - Senior Manager job in London UK, plu

eFINANCIALCAREERS

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Business Modelling Team Leader - Senior Manager

Company	PricewaterhouseCoopers LLP
Location	UK-London
Remuneration	Competitive
Position Type	Employee
Employment type	Full time
Updated	17 Feb 2009
eFC Ref no	510889



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PIC (Performance Improvement Consulting) CIPS (Consumer & Industrial Products) work in partnership with other experts across different PwC specialisms to deliver real business transformation across a broad range of multinational blue-chips.

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Controller

Company	Heracles Energy Corporation
Location	Seattle, WA
Compensation	Competitive
Position Type	Employee
Employment type	Full time
Updated	17 Feb 2009
eFC Ref no	519912



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This position will have primary responsibility for all aspects of the finance function including monthly financial reporting, planning and budget management functions and maintaining sound internal controls for Heracles and its four project company subsidiaries, one of which is based in Poland.

eFinancial Careers: Diverse Customer Base

Morgan Stanley



JPMorgan

Michael Page
INTERNATIONAL



WELLS
FARGO



accenture



CREDIT SUISSE



s|three

BANK OF ENGLAND



Bloomberg.com

HSBC



Bank of America

mcgregor-boyall
.com
Financial Services Recruitment

Deloitte.

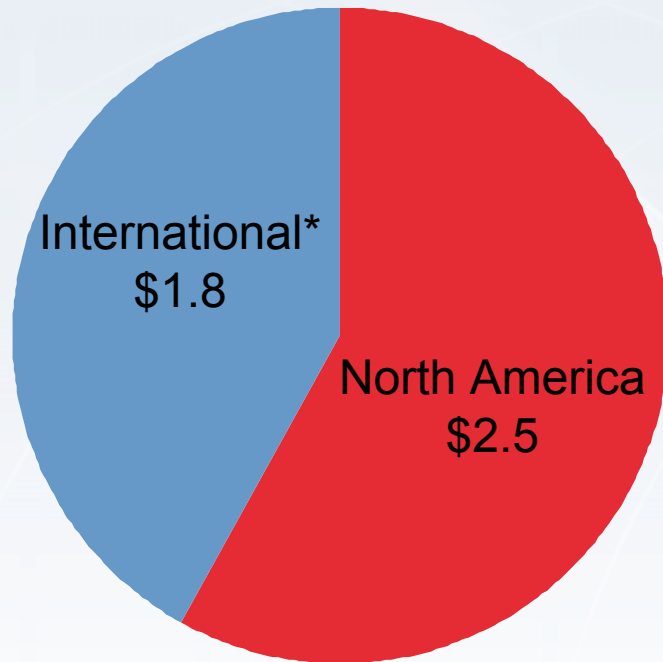


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LONG-TERM OPPORTUNITY

Global Market Opportunity is Sizeable




Dice Holdings' Estimate of
2008 Global Market for Online Recruiting
(in Billions)



- ▶ Online Adoption to Continue
- ▶ Demographics will Drive Need for Recruiting Services
- ▶ Global Reach/Small Share of Market

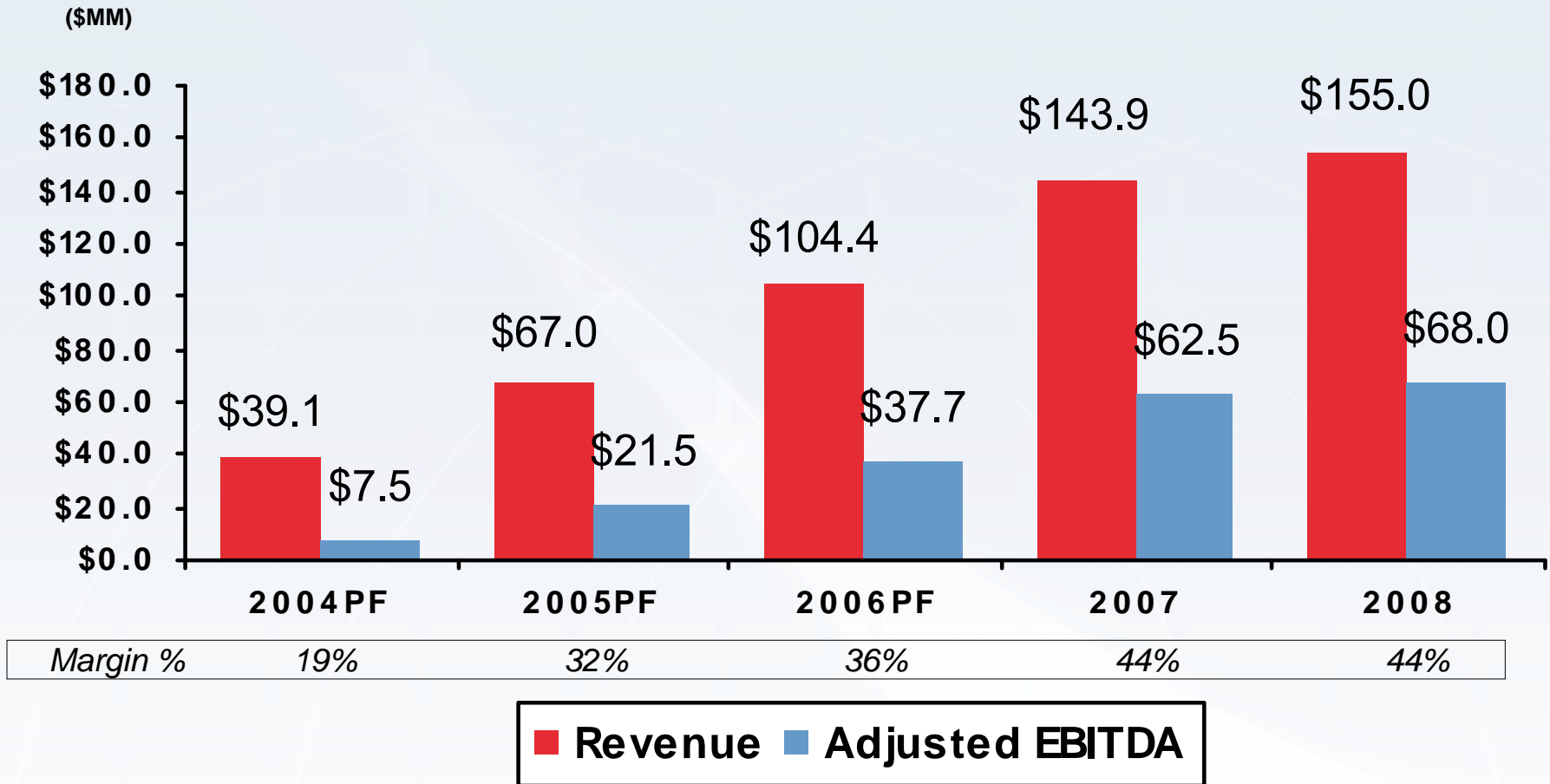
*Does not include Africa, South America.

Long-Term Growth Strategy

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

FINANCIAL SUMMARY

Consistently Delivering Strong Profitability

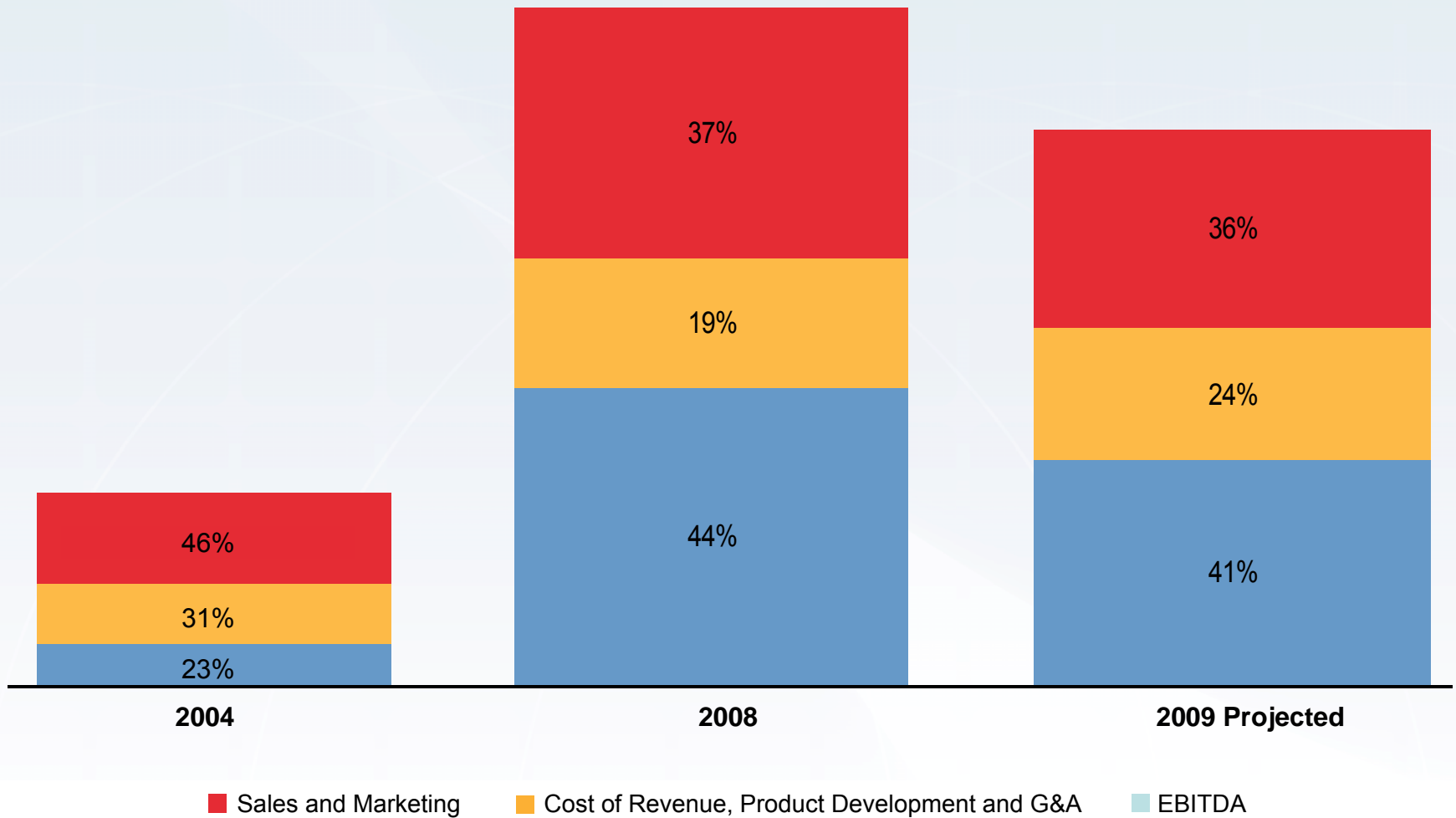


Includes eFinancialCareers pre-acquisition and deferred revenue written off in the application of purchase accounting.

Key Characteristics of 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
- ▶ Discretionary Cost Structure

Attractive Results of Business Model



2004 Actual Results reported. May not foot due to rounding.

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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

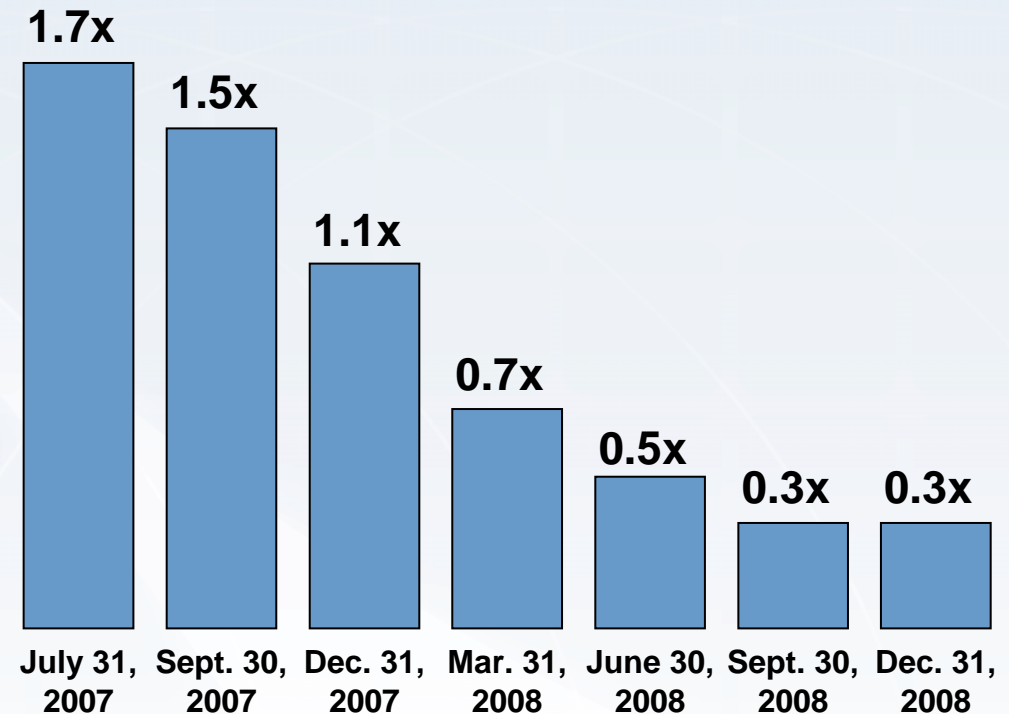
G&A

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

Capital Structure: Solid Balance Sheet

- \$61.2 million Term Loan due March 2012 (after additional \$10 million repayment in February)
- After repayment approximately \$42 million cash and marketable securities
- \$75 million Revolver - untapped

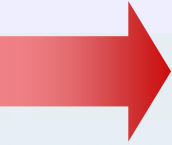
Net Debt ⁽¹⁾ / Adjusted EBITDA ⁽²⁾



(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: Evaluating Further Prepayments



Reduced Total Debt by 50% in last six months



Cash Position

~\$20 mm in U.S. and ~\$22 mm outside the U.S.

- Limits on Repatriation
- Minimum Cash Levels in Various Markets



2009 Projected Free Cash Flow ~\$10 mm



Continuing to Pursue Acquisition Opportunities

SUMMARY

Dice Holdings Highlights

- ➔ Vertically focused unlike major competitors
- ➔ Small share of sizeable global market
- ➔ Long-term growth opportunities for key verticals
- ➔ Excellent margins coupled with solid cash generation

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Q&A

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