

Dice Holdings, Inc.

Leading career websites for professional communities

Investor Presentation

San Francisco, CA
December 1, 2011

Dice

eFINANCIALCAREERS™

ClearanceJobs.com

RICZONE

worldwideworker.com

AllHealthcareJobs.com

**Targeted
JOB FAIRS**
A Dice Company

Today

- ❖ Thoughts on the Labor Markets, Recruiting Market and Our Growth Strategy
- ❖ The Customer Pitch
- ❖ The Customer/Industry Perspective
- ❖ Financial Discussion
- ❖ Q&A

Forward Looking Statement

This press release 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, including without limitation statements under the heading “Management’s Discussion and Analysis of Financial Condition and Results of Operations.” 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 in the highly competitive developing market in which we operate, failure to adapt our business model to keep pace with rapid changes in the recruiting and career services business, failure to maintain and develop our reputation and brand recognition, failure to increase or maintain the number of customers who purchase recruitment packages, cyclicity or downturns in the economy or industries we serve, the failure to attract qualified professionals to our websites or grow the number of qualified professionals who use our websites, the failure to successfully identify or integrate acquisitions, U.S. and foreign government regulation of the Internet and taxation, our ability to borrow funds under our revolving credit facility or refinance our indebtedness and restrictions on our current and future operations under our credit facility. 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, 2010, 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: Leading Specialty Career Sites

Global Online
Company with
Vertical Focus

**Targeted
Recruitment**

Focused on
Large, Diverse
Market

\$4.3B

Traffic Ranking
for Key Dice
Brands

#1

Key Brands

3Q 2011
Revenue
Contribution



Technology & Clearance



U.S.

64%



Finance



U.K. Base
18 Global Markets

25%



Energy



U.S. & Dubai Bases

9%



Vertical Focus Leads to Superior Results

Recruiters & HR

Vertical Focus

Pay-off

Post Jobs
Search Resumes
Advertise
Network

+

High Value
Audience

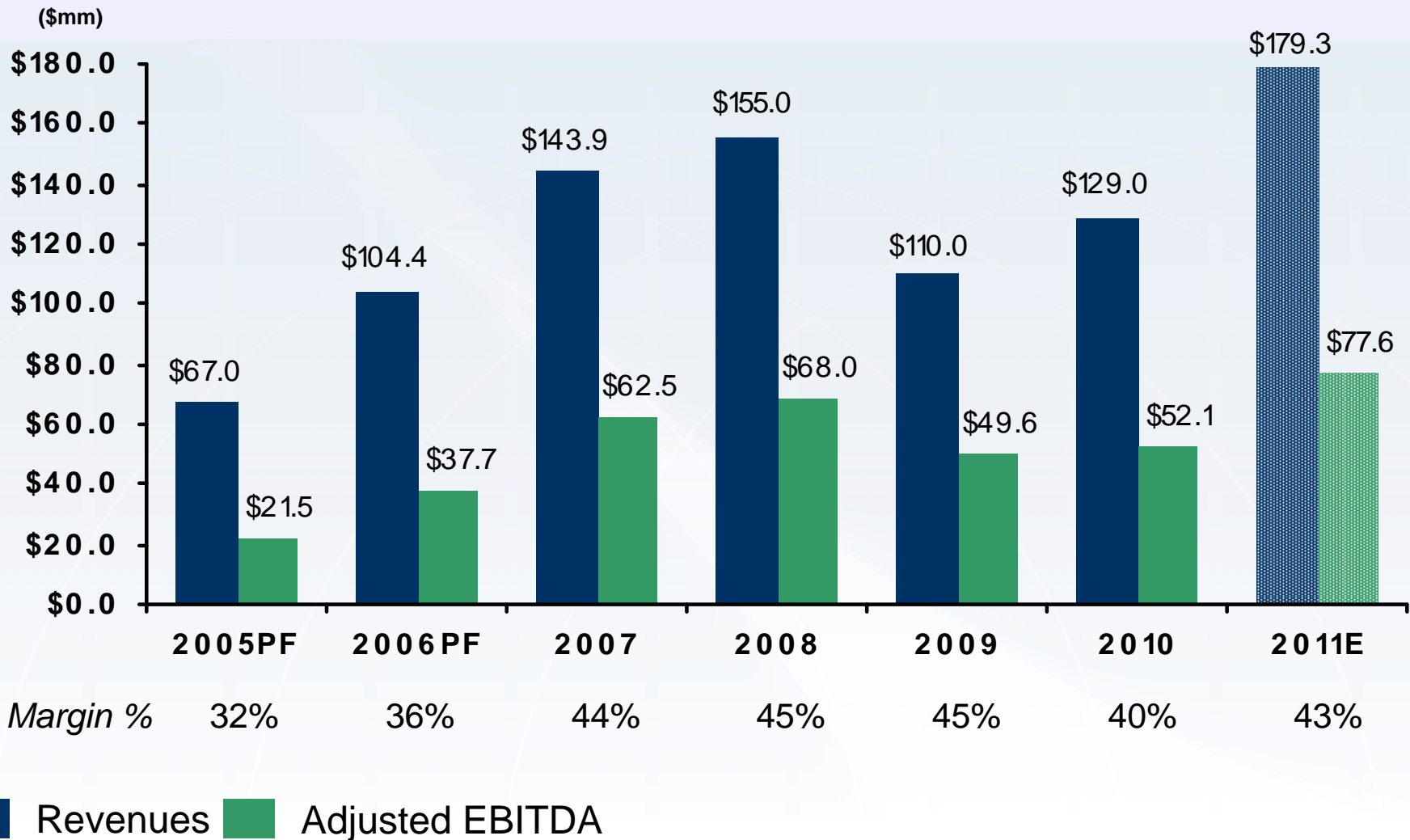
Efficient Reach

=

Fast Response

Strong ROI

Consistently Delivering Strong Profitability



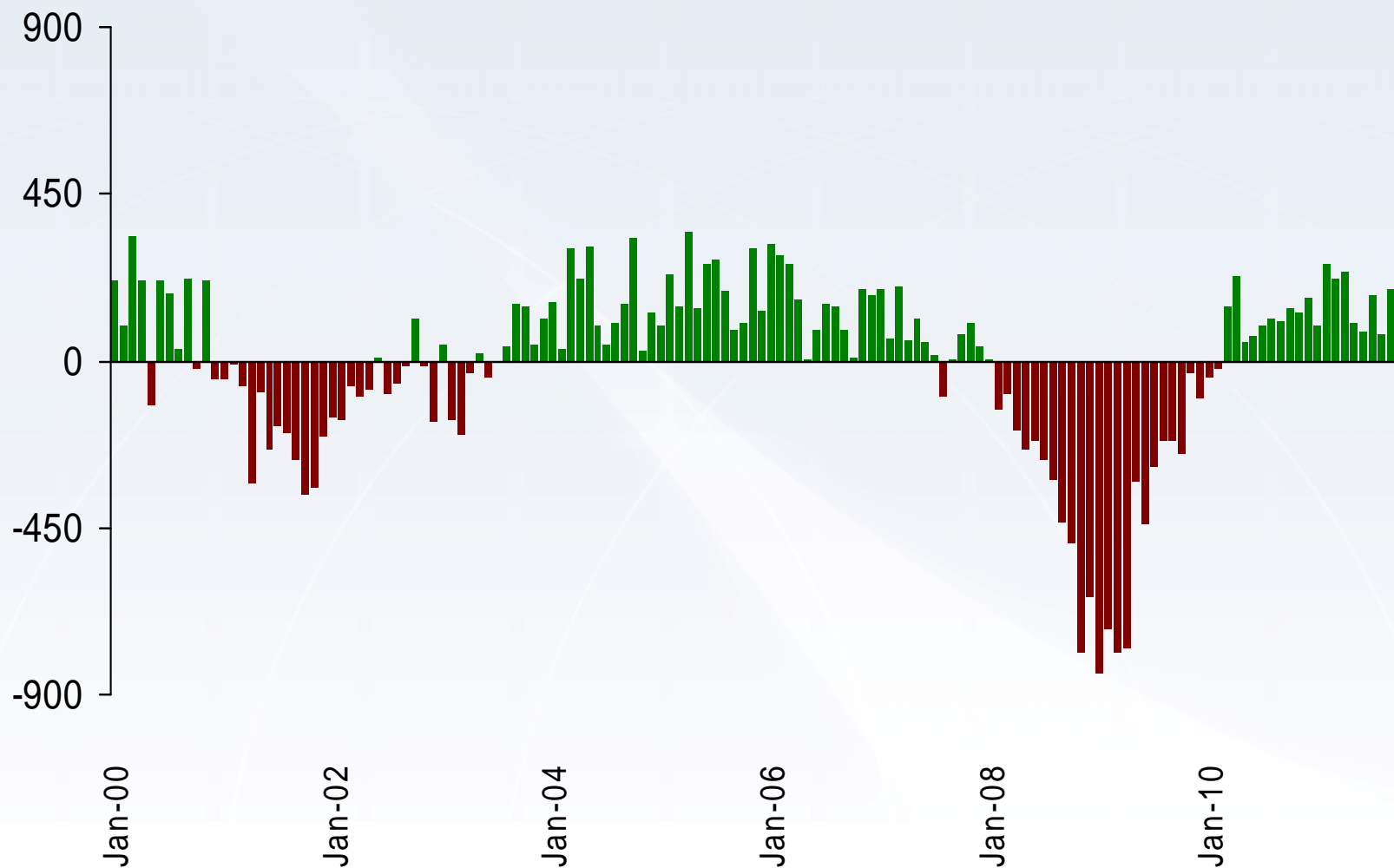
Note: 2005/2006 proforma for eFinancialCareers acquisition; not adjusted for Energy acquisitions.

LABOR MARKETS

Labor Markets Not Great, but 20 Months of Growth

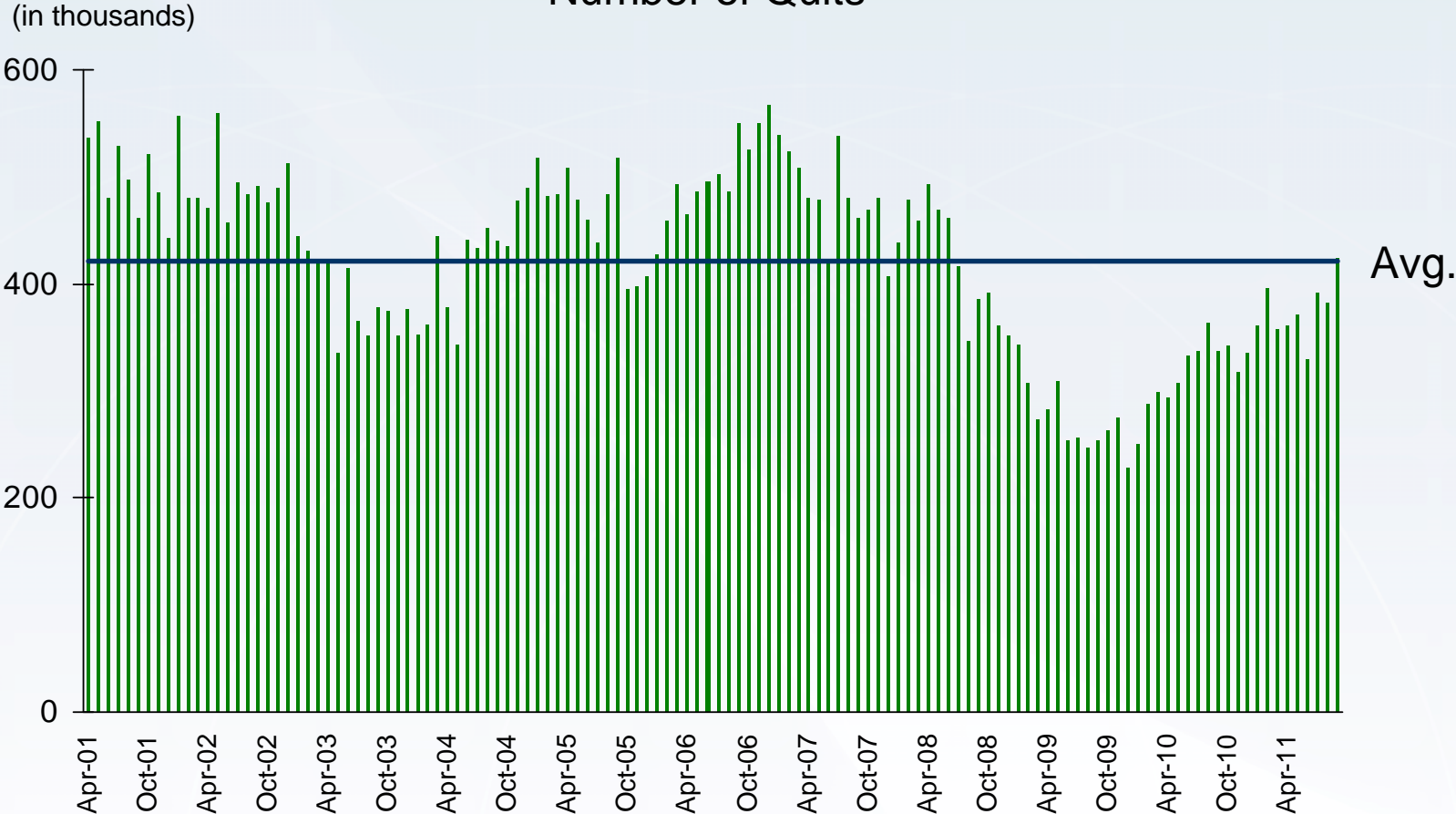
(in thousands)

Monthly Change in U.S. Private Sector Employment



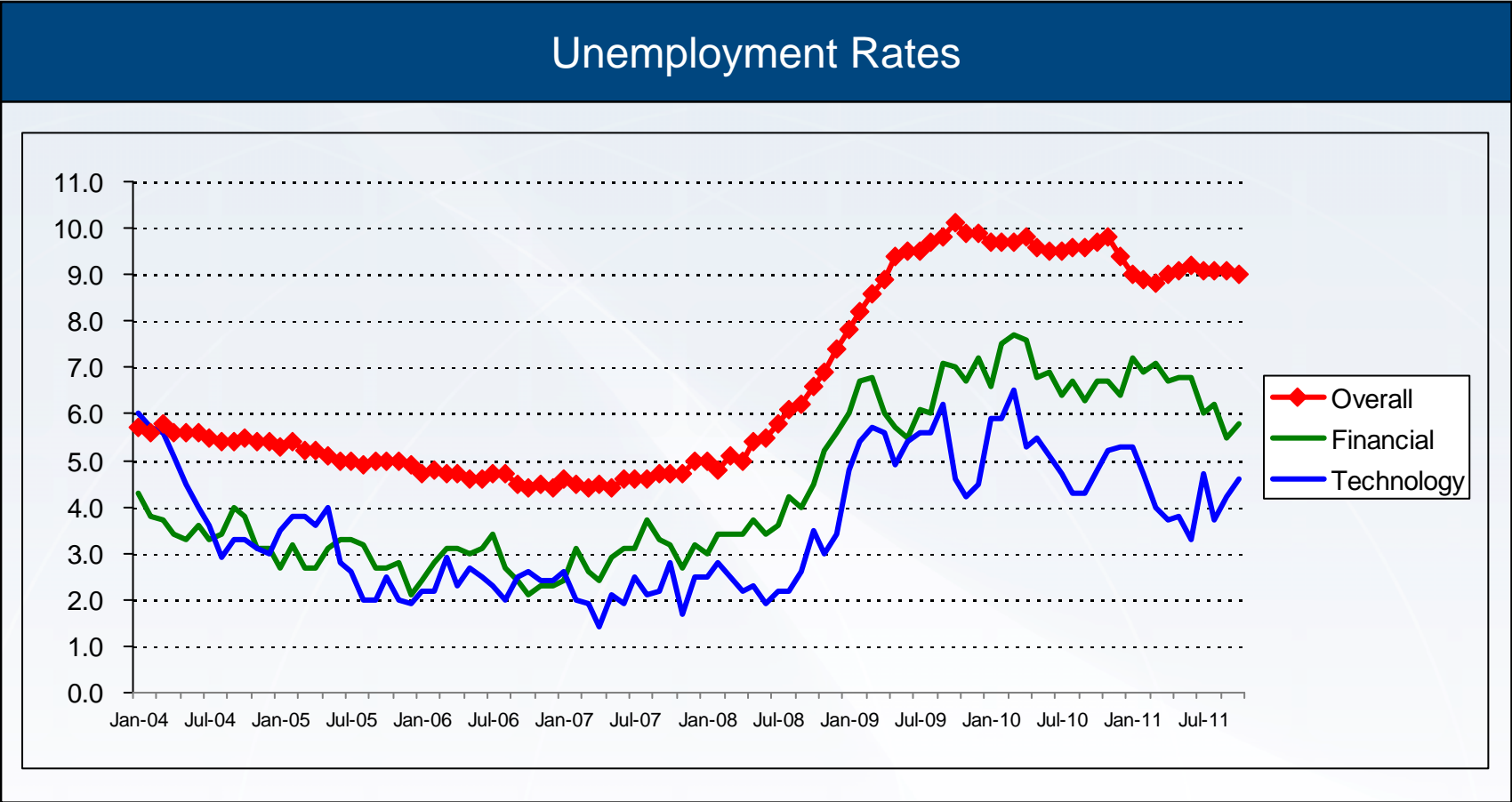
Turnover Increasing for Professionals

Professional and Business Services Number of Quits



Source: Bureau of Labor Statistics JOLTS Report

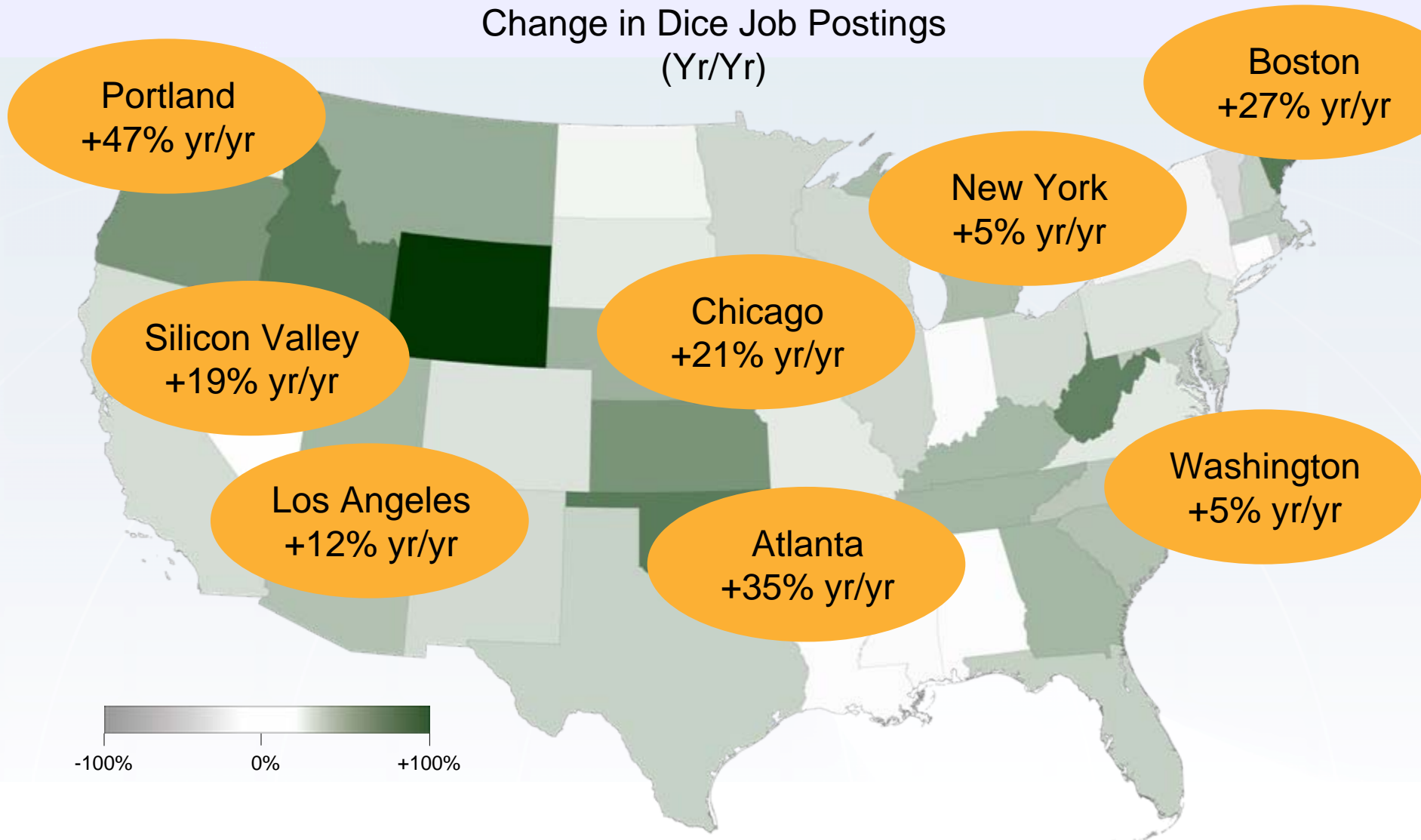
Tech & Finance are Tighter Labor Markets



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

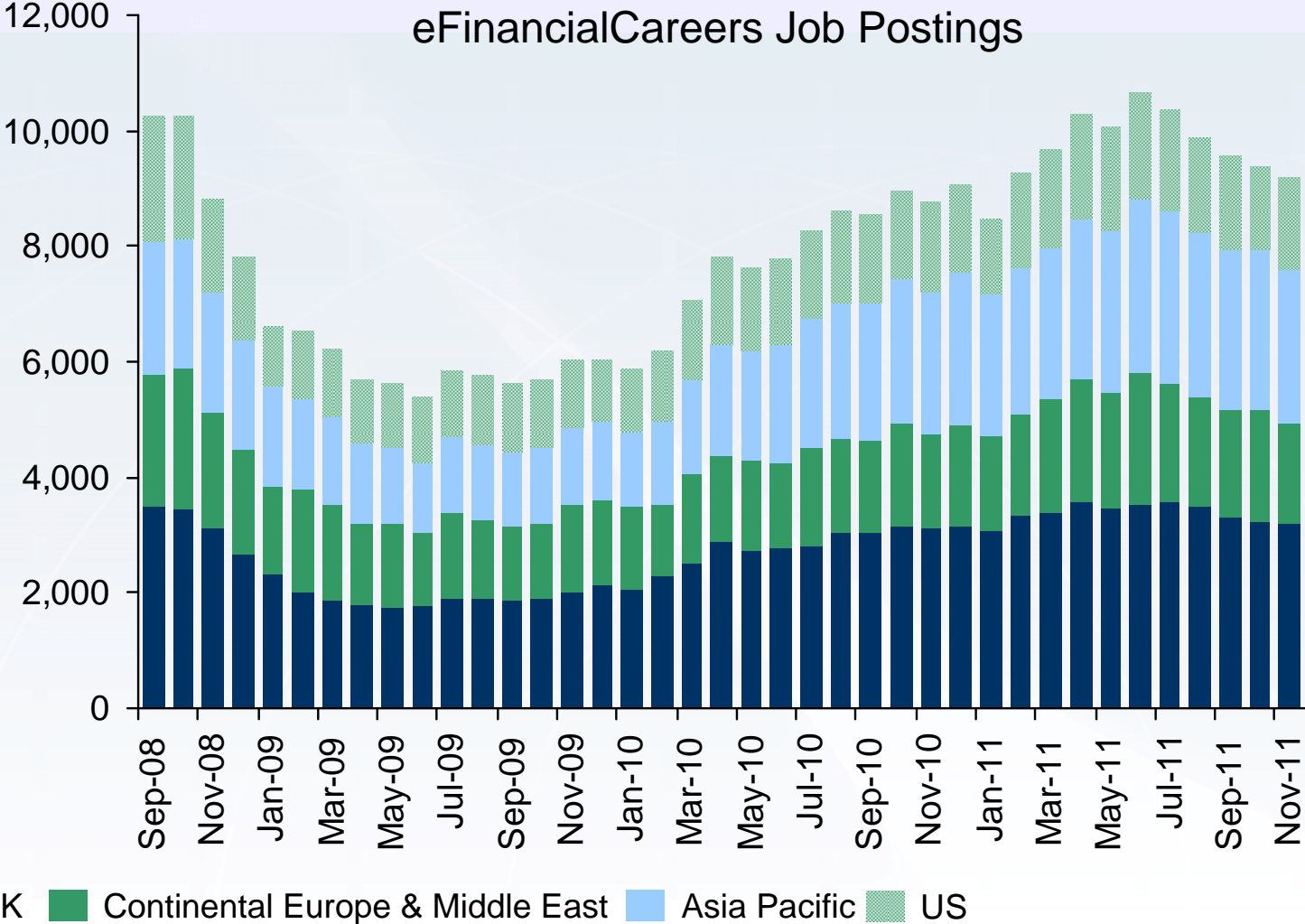
Tech Recruiting Strong Across Many Markets

Change in Dice Job Postings
(Yr/Yr)



Note: Based on percentage change in Dice.com job postings by state measured at November 1, 2011

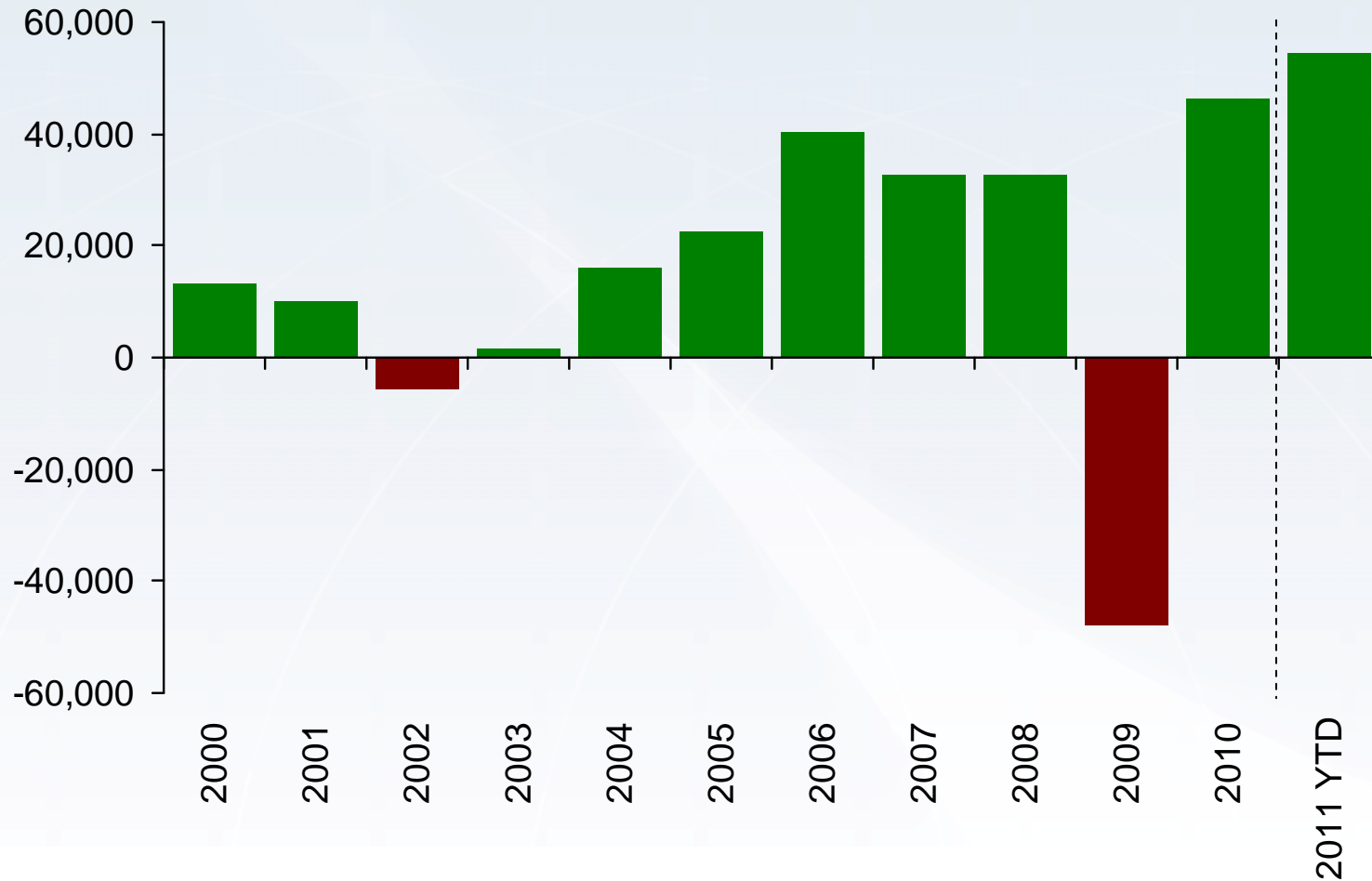
Financial Services Recruiting Slowed



Note: eFinancialCareers job postings by region measured 1st business day of the month.

Strong Hiring in Oil & Gas

Change in U.S. Oil & Gas Employment

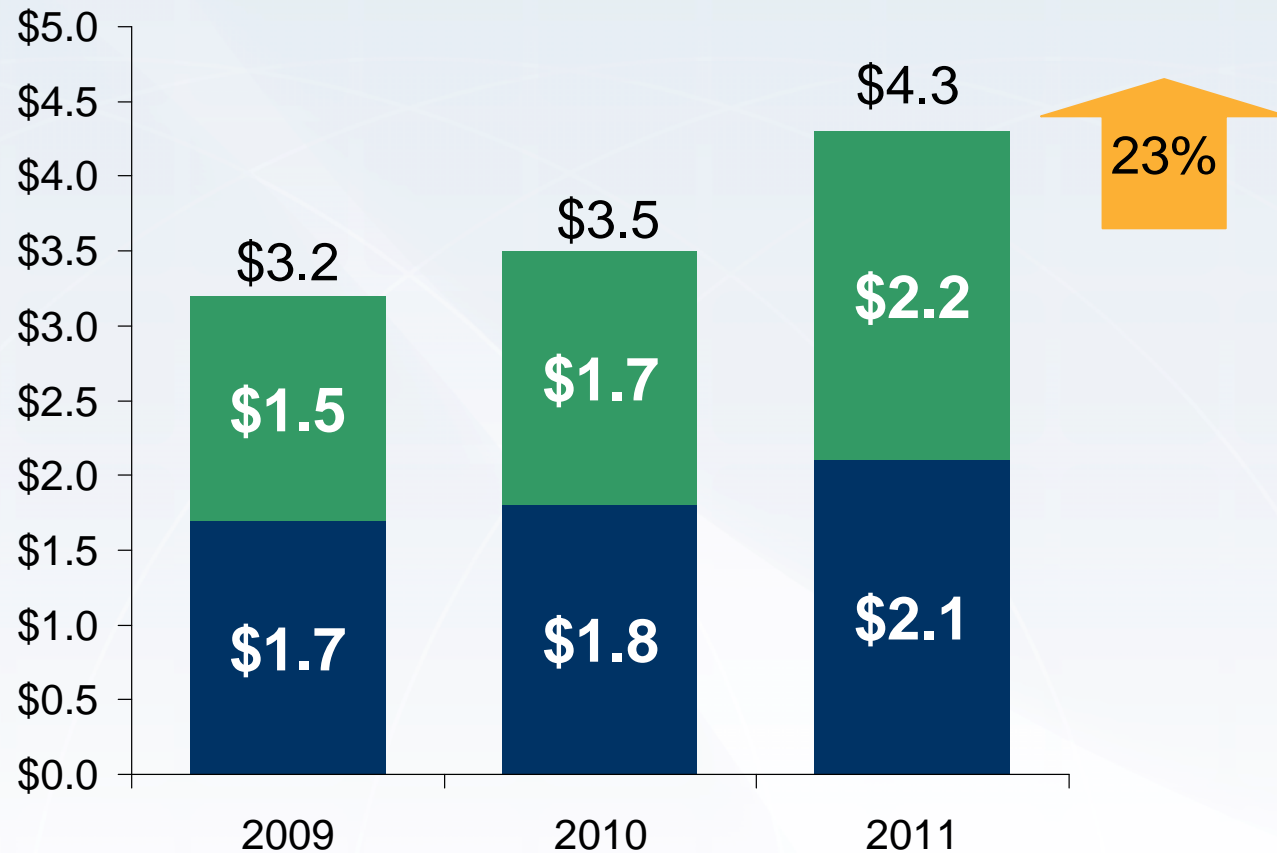


Note: Bureau of Labor Statistics combined categories of oil and gas extraction and support activities for oil and gas operations.

ONLINE RECRUITING MARKET

Online Recruitment Advertising Growing

Estimate of Global Online Recruiting Market
(in billions)

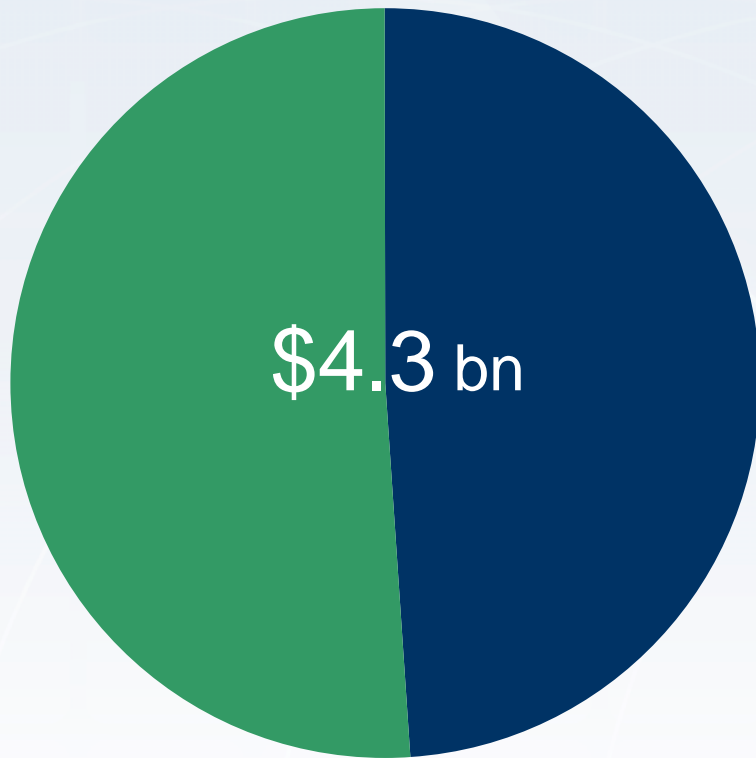


North America International

Notes: Dice Estimates; International does not include Africa, Middle East.

Competitive Landscape Changing

Estimate of
Online Recruiting Market



\$4.3 bn

North America International

Likely Share Shifts

- LinkedIn/Social +
- Dice/Specialists +

2011 Growth

+23%

- Traditional Generalists -

Competing with LinkedIn: Many Customers Use Both

LinkedIn Advantages

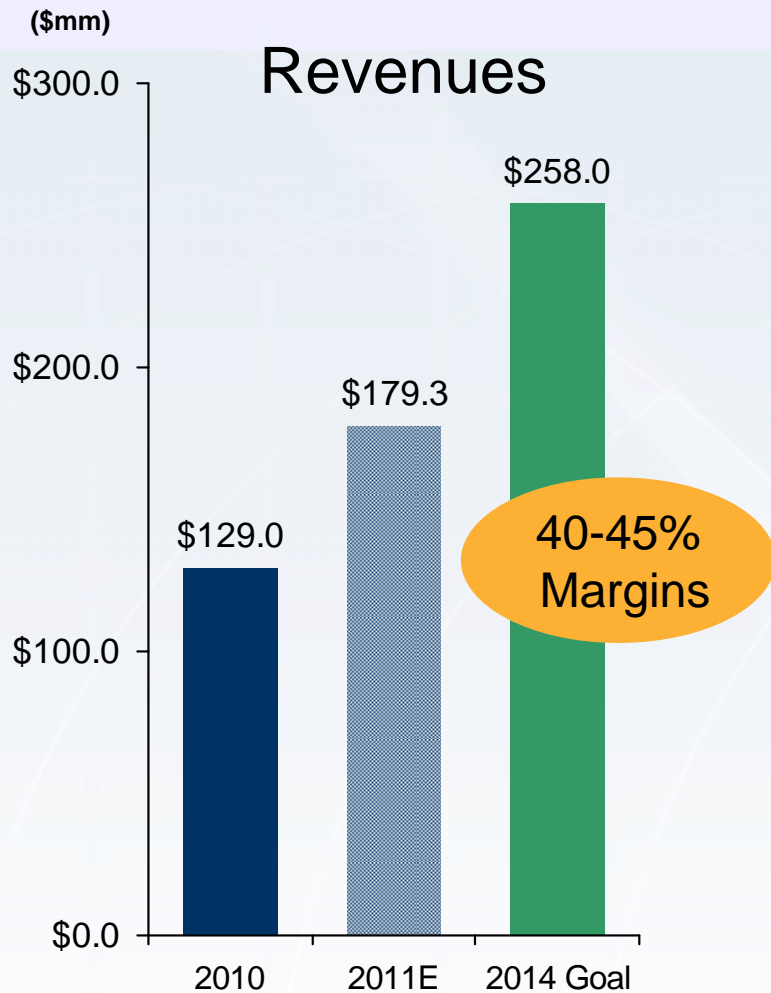
- Large General Database
- Perception of “Passive” Candidates
- 1-1 Connectivity across Users
- Mid-Senior Level Sourcing

DHX Career Sites Advantages

- Vertical/Targeted Audiences
- “Career-Minded” Users with Complete Profiles
- 1-1 Connectivity with Talent Networks/Forums
- Fast, Efficient Candidate Contact/Response

GROWTH STRATEGY

Doubling the Company (2010-2014)

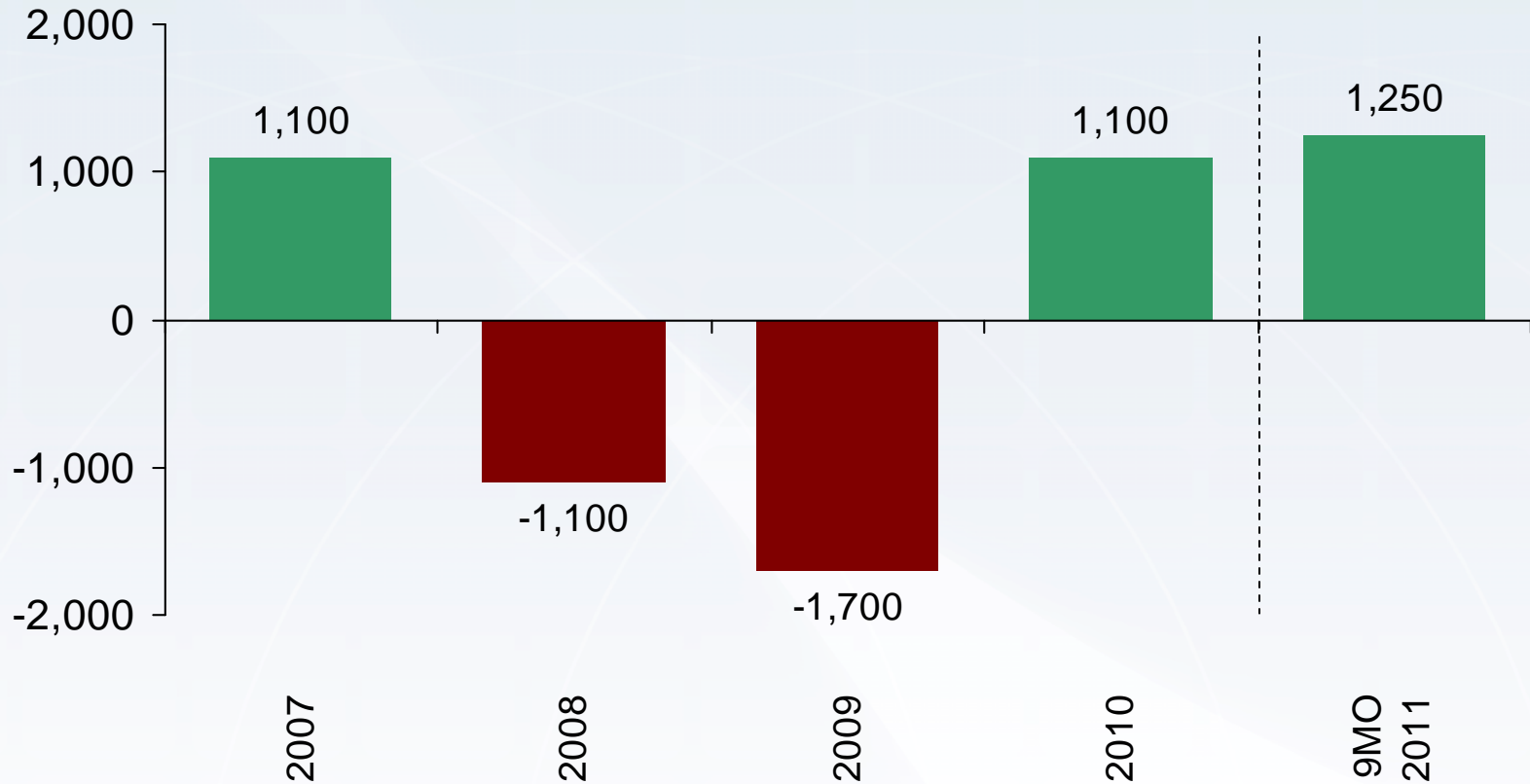


Key Drivers

- Customer Growth
- Energy Vertical
- Geographic Expansion

Leading Position = Adding Customers

Dice.com Recruitment Package Customers
Net Change – End of Period



Leading Position = Higher Service Levels

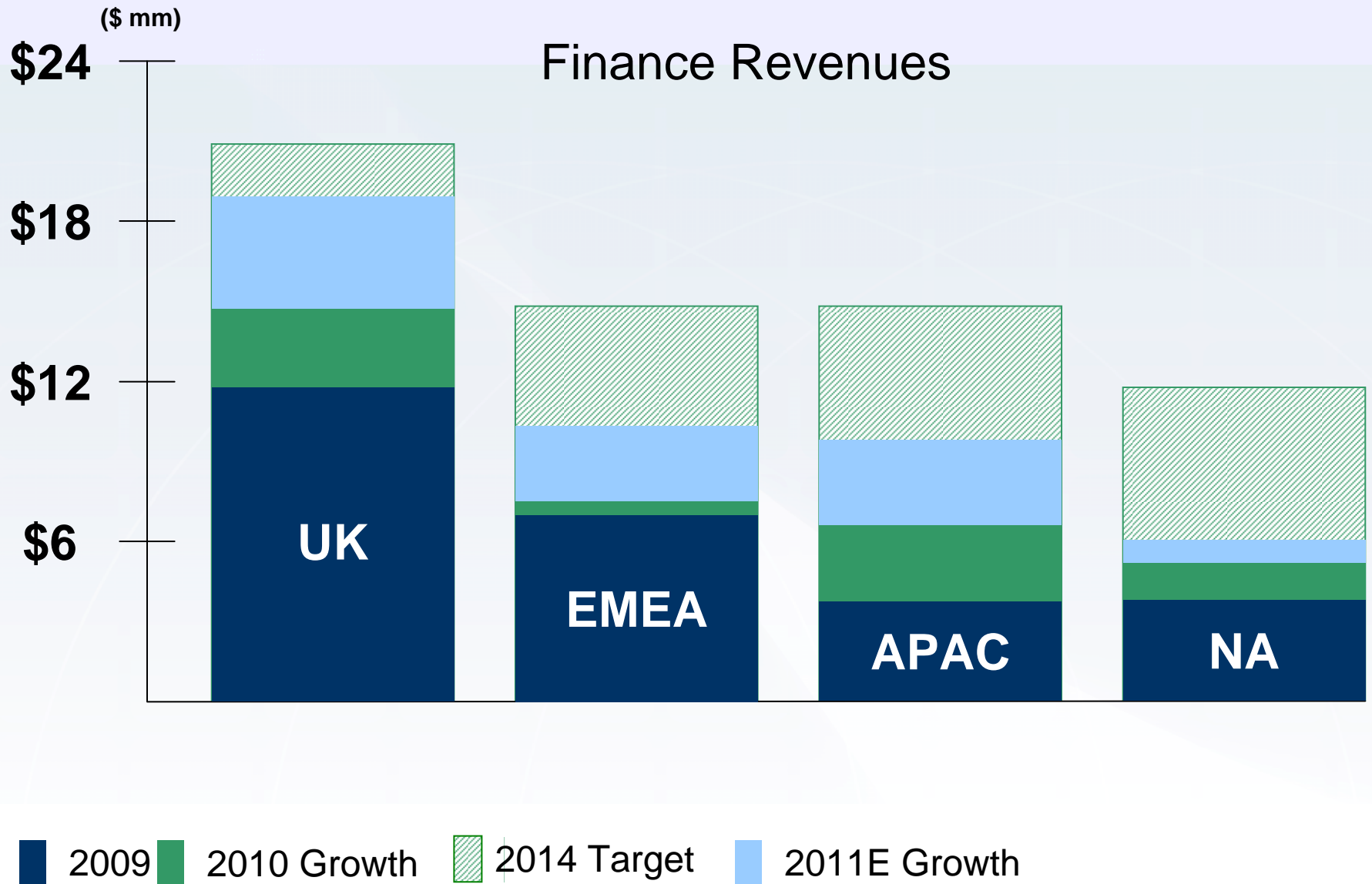
Average Monthly Revenue per
Dice.com Recruitment Package Customer



Dice.com's Market Opportunity

	% of Revenue	Best Prospects
Large Direct Hiring & Major Staffing, Recruiting & Consulting Firms	16%	2,000
Small-to-Mid Staffing, Recruiting & Consulting Firms	46%	9,000
Small-to-Mid Direct Hiring Companies	38%	23,000

Growing eFinancialCareers

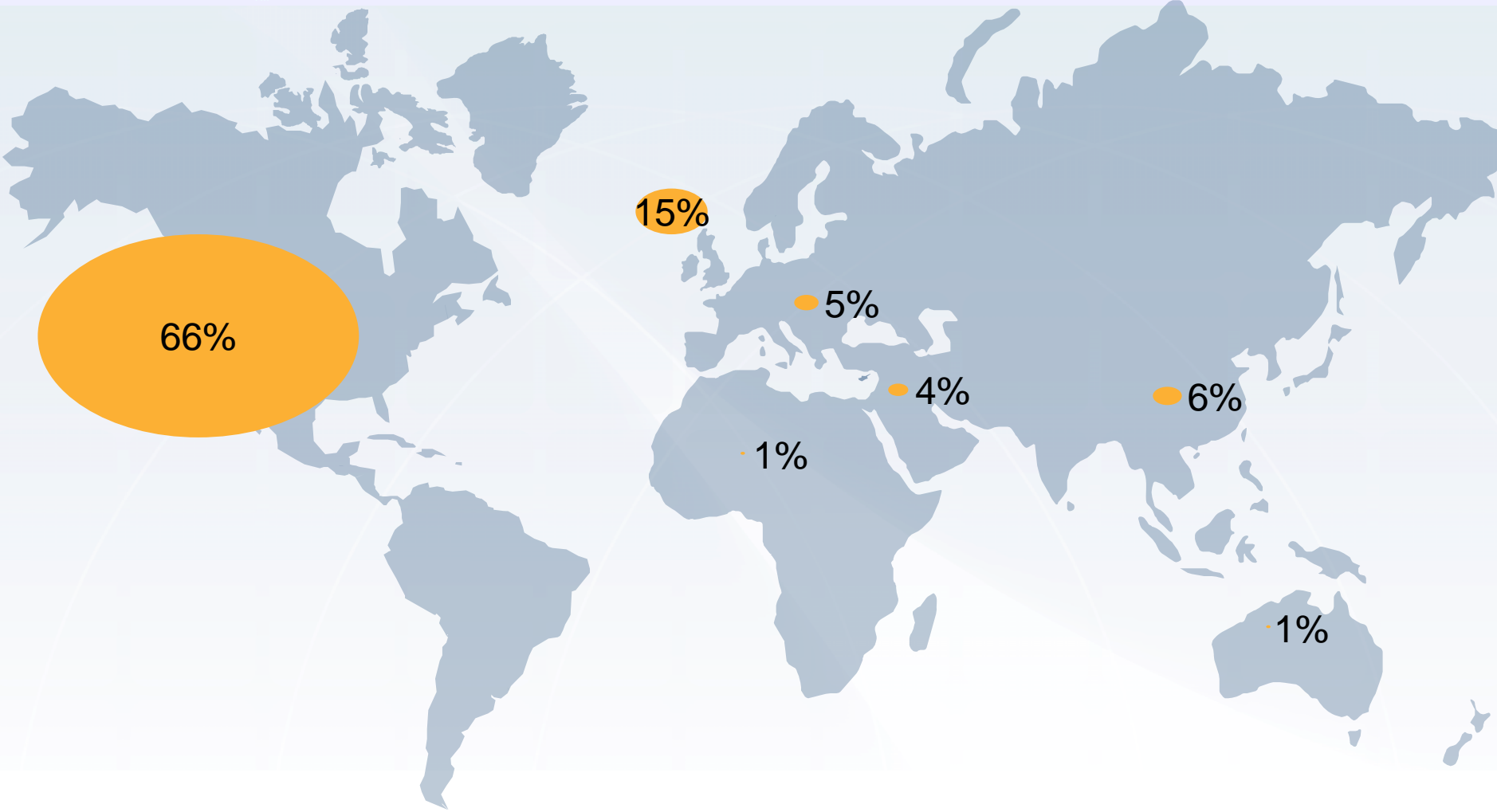


Rigzone Growth Initiatives

-  Expand Sales & Marketing outside North America
-  Increase Ad Inventory
-  Produce More Recruitment Events
-  Enhance & Expand Data Services

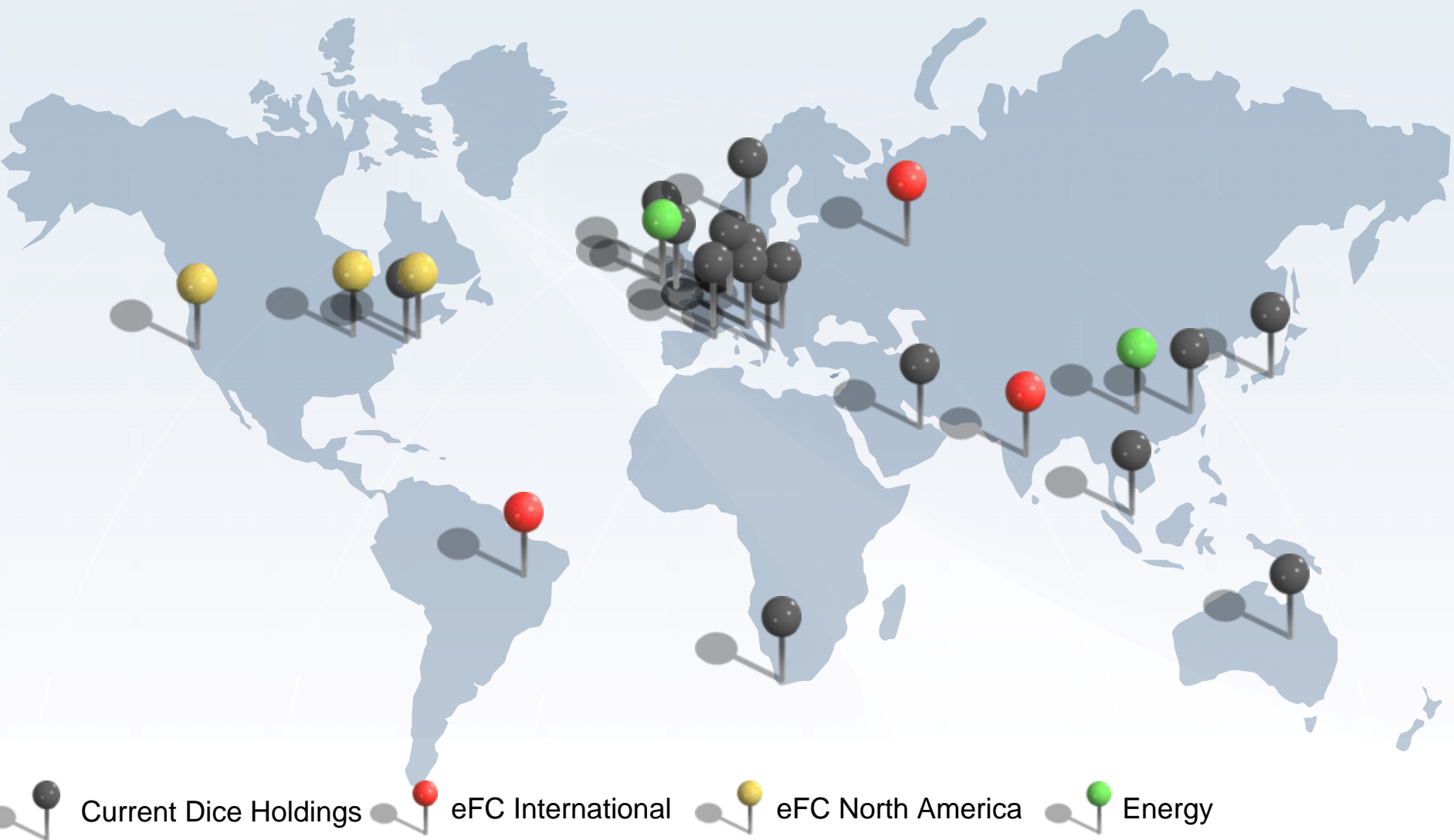
Globalizing Rigzone

2011 Branding & Careers Mix

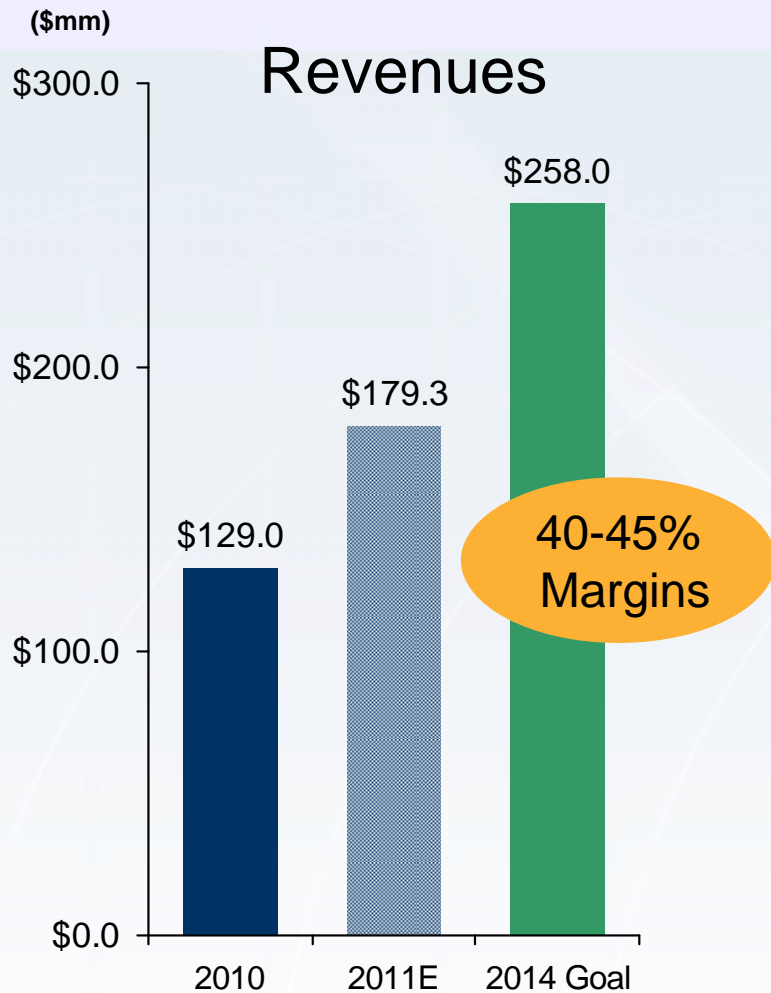


Note: Dice Holdings Energy segment sales by originating region (in dollars.)

Dice Holdings Market Expansion



Doubling the Company (2010-2014)



Key Drivers

- Customer Growth
- Energy Vertical
- Geographic Expansion

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Joe Wilkie
Sales Manager, National Accounts

Dice

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worldwideworker.com

AllHealthcareJobs.com

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A Dice Company

Customer Panel

Ryan Christoi
KRT Marketing

Jeff Mitchell
Mitchell Group

Rafael Palacios Torrech
Hewlett Packard

Jeff Winter
Gravity People

Email Questions to ir@dice.com

Dice Holdings, Inc.

Leading career websites for professional communities

Mike Durney
SVP, Finance & CFO

Dice

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ClearanceJobs.com

RICZONE

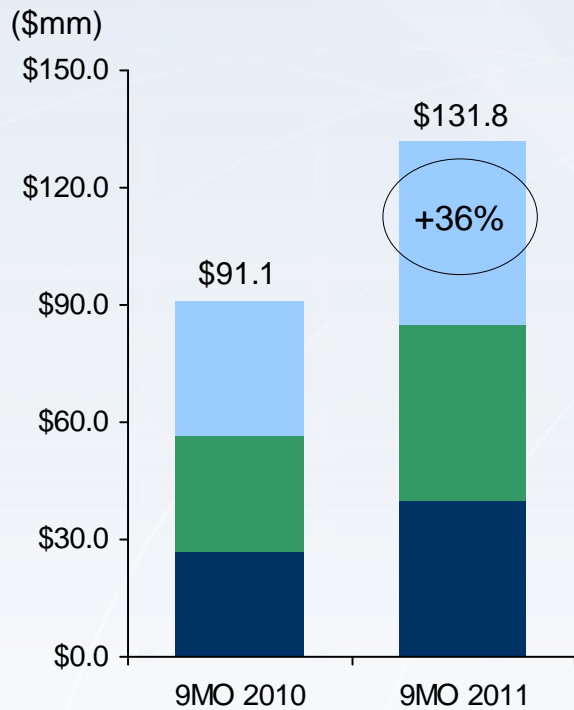
worldwideworker.com

AllHealthcareJobs.com

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3Q 2011 Results: Strong Growth, Increasing Profitability

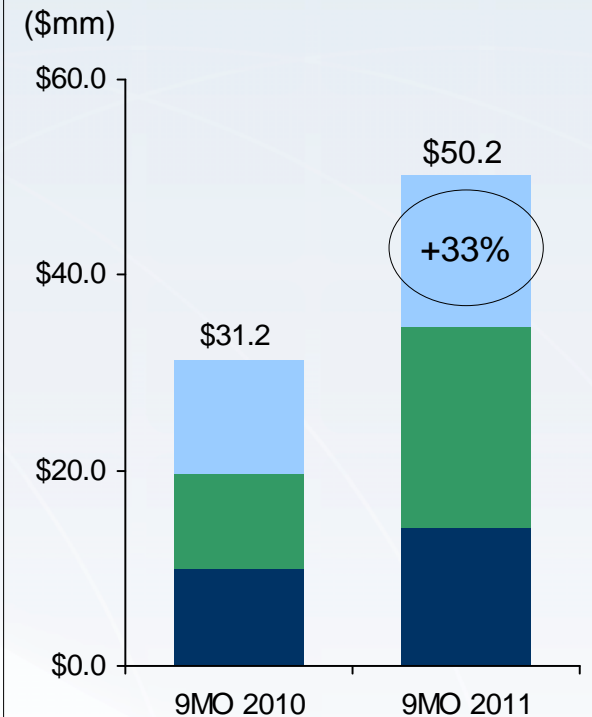
Revenue



Adjusted EBITDA



Free Cash Flow



■ 1Q ■ 2Q ■ 3Q

Record Revenues and EBITDA in 2011

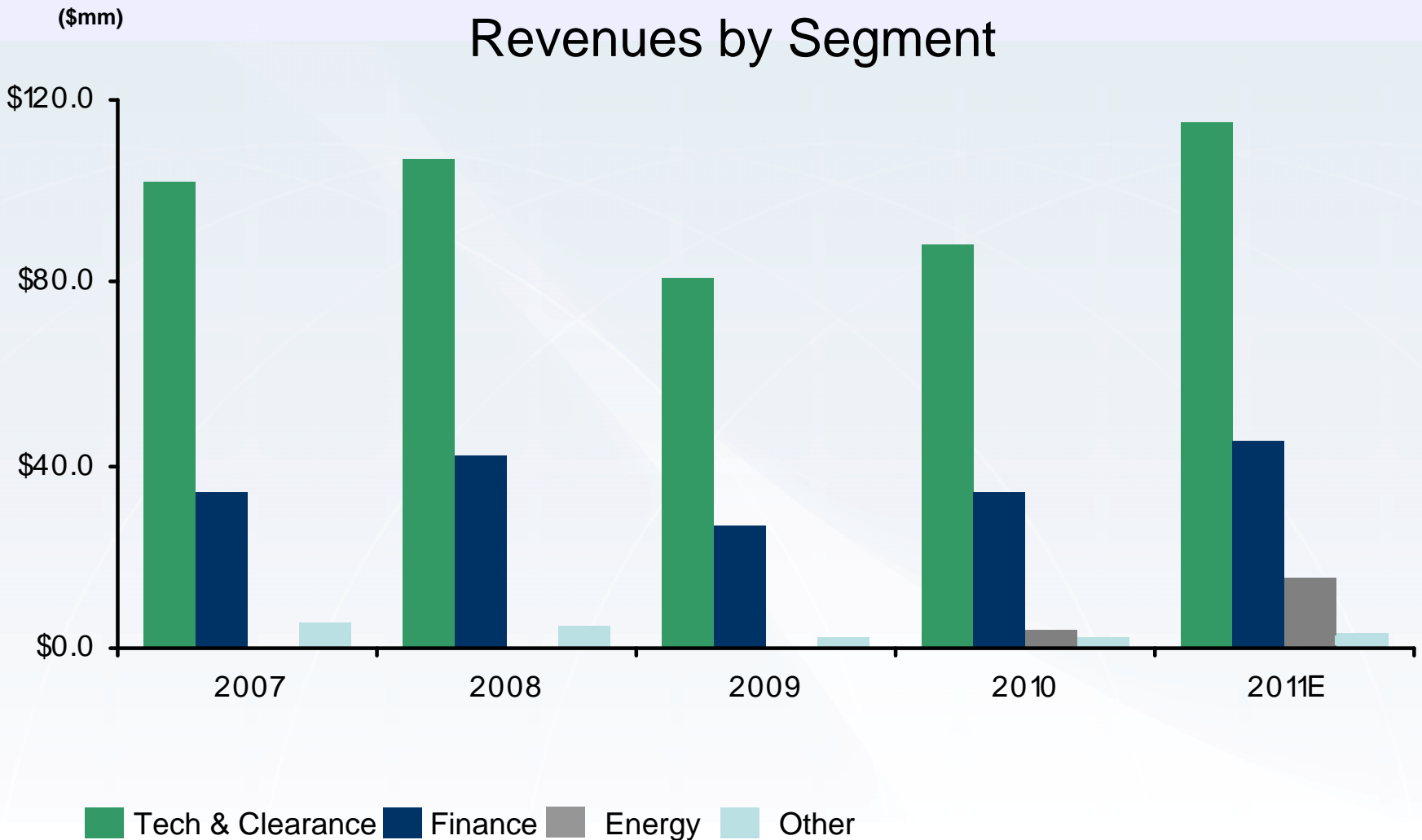


Margin % 32% 36% 44% 45% 45% 40% 43%

Actual/Estimated Revenues Actual/Estimated Adjusted EBITDA

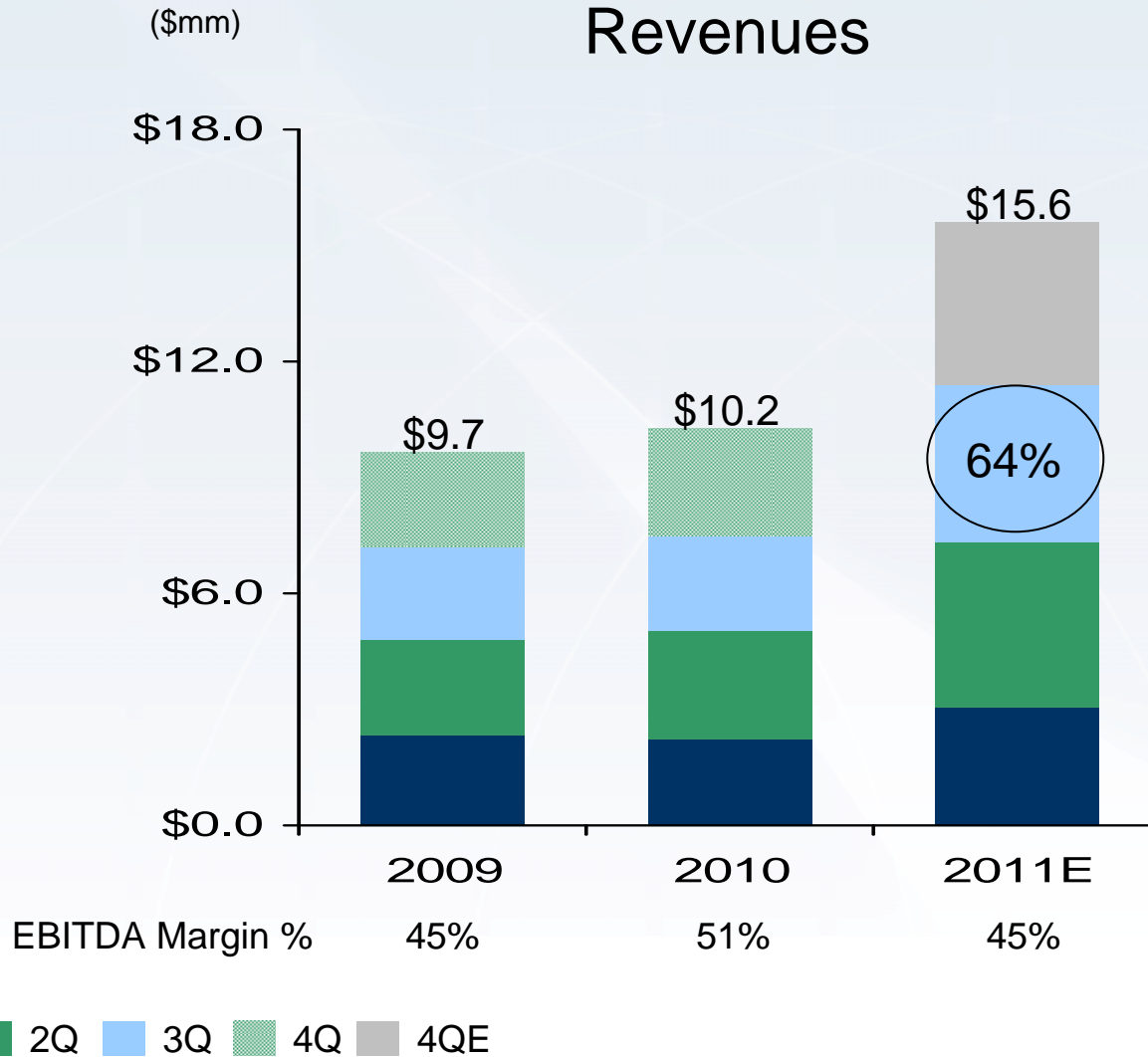
Note: 2005/2006 proforma for eFinancialCareers acquisition; not adjusted for Energy acquisitions.

Key Brands Drive Strong Performance



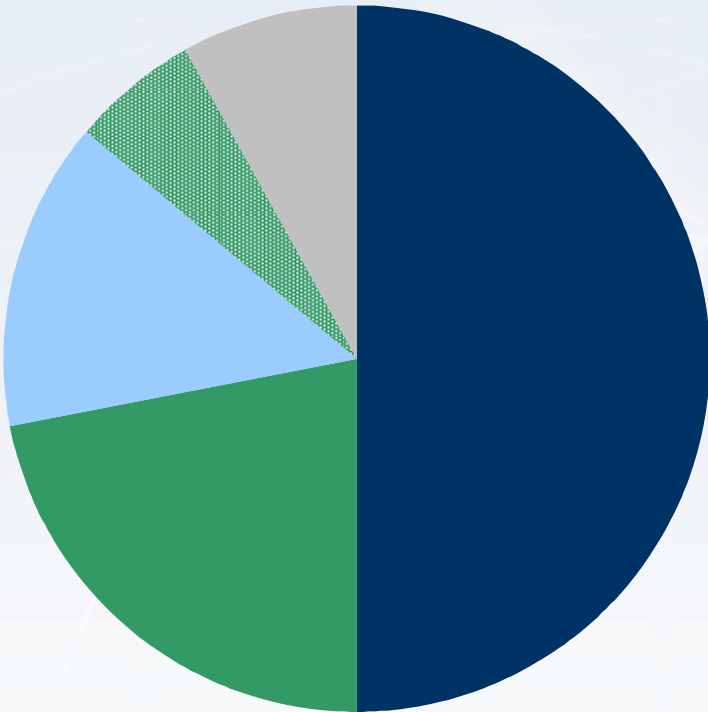
Terrific Growth and More Opportunity

Pro-Forma Energy Revenues

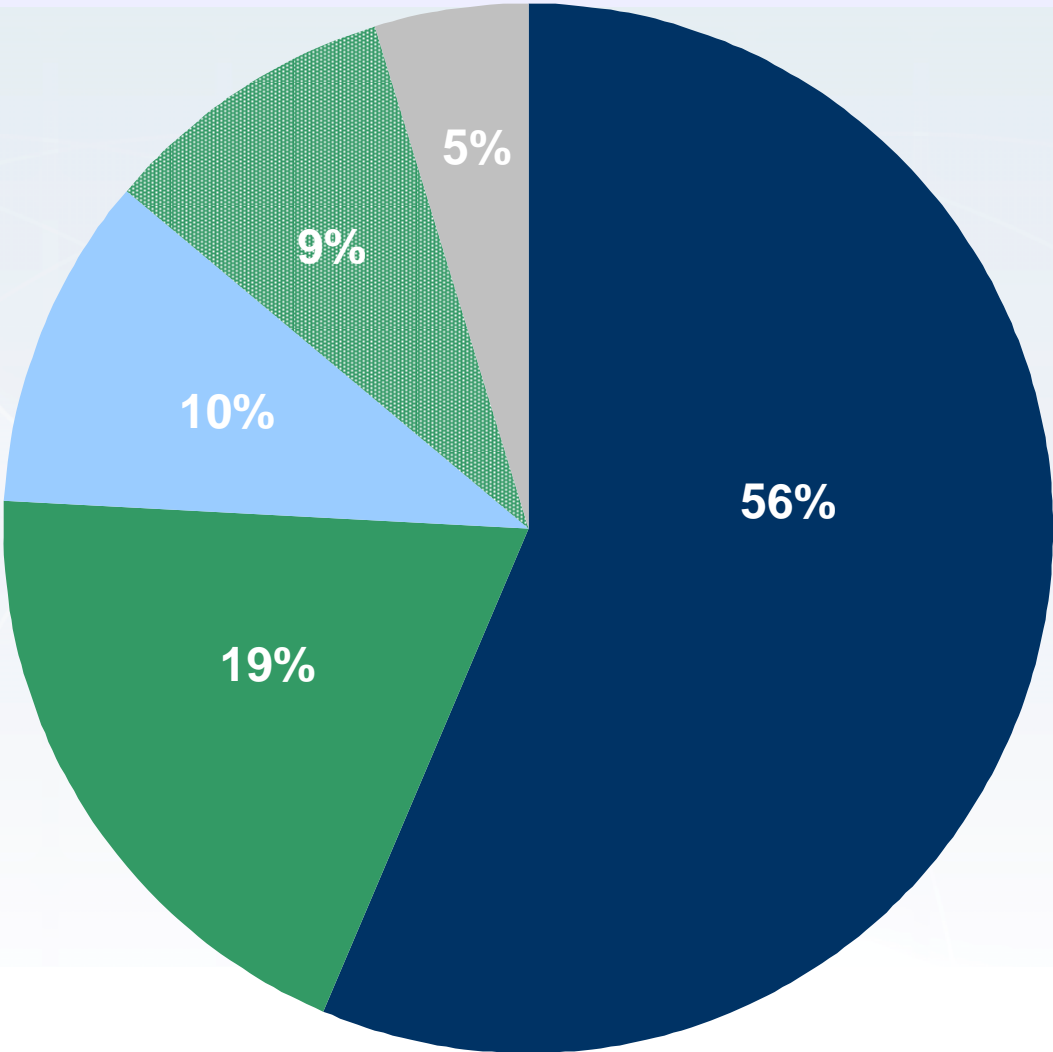


Energy: Sources of Revenue

YTD 2010



YTD 2011



- Careers
- Advertising
- Data
- Events
- Other

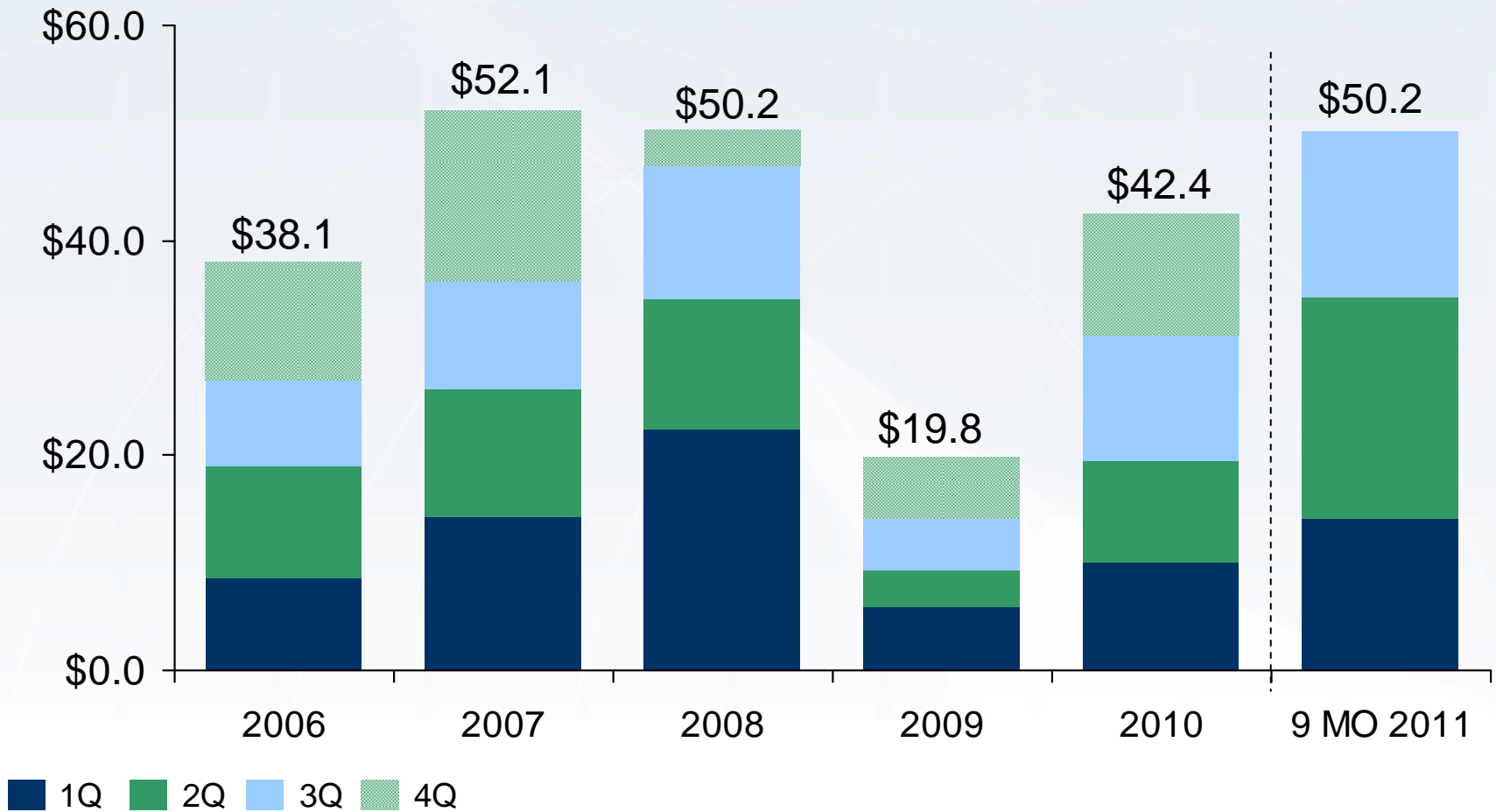
Note: Does not foot due to rounding.



**CASH FLOW &
PRIORITIES FOR USE**

Strong Free Cash Flow

Quarterly Free Cash Flow



Cash Priorities



Investing for Organic Growth

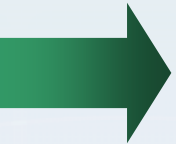


Acquisitions



Share Repurchase

Growth through Acquisitions

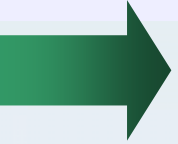


Other Verticals

- ❖ Highly Paid
- ❖ Difficult/Costly to Recruit
- ❖ Skill/Experience Specificity
- ❖ Part of a “Community”
- ❖ High Velocity of Change



Growth through Acquisitions



International

- ❖ Opens New Markets
- ❖ Use Content Sites to Expand Career



Content/Information, Services/Tools

- ❖ Drives Recurring Use for Communities
- ❖ Services Create Deeper Relationships
- ❖ Expands Vertical Expertise

Dice Holdings Highlights

- Vertical Focus = Strong Competitive Advantage
- Small Share of Large Global Market
- Sizeable Growth Opportunities for Technology, Finance and Energy Verticals
- Excellent Margins coupled with Strong Cash Generation

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Q&A

Scot Melland
Chairman, President & CEO

Mike Durney
SVP, Finance & CFO

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