



2010 Performance and Associate Incentive Plan (AIP) Statement

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Monster Worldwide
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Job Title: Senior Software Engineer
Function: Technologies
Manager: Richard Ormiston

Although the economy continued to be challenging throughout 2010, Monster employees worked diligently to build and sustain our business globally. Our achievements were many, ranging from leveraging the power of our 6Sense™ technology and investing in Latin America and Eastern Europe, to closing our acquisition of HotJobs and expanding our government sales initiatives internationally. We are well positioned for 2011 and our overall future is filled with possibilities. We can take advantage of each of them with your continued support and commitment to the company.

In recognition of your contribution to Monster, your performance rating and AIP award for 2010 is outlined below.

Performance Rating

Your performance evaluation review with your manager will focus on several areas: your achievements; your areas of strength; opportunities for development and improvement; and the correlation between your performance and your compensation rewards.

Your 2010 performance rating is *Solid Performer*

2010 Associate Incentive Plan

The Corporate Associate Incentive Plan funded at 41%.

Your AIP target is 8.33%. Your 2010 AIP award is 2,142.78 MYR. Your award is based on your individualized performance factor of 60.00% of the funded amount.

Thank you for your contributions to Monster in 2010. If you have any questions, you may discuss them with me, or your HR Business Partner.