

Press Release

More than 50% employees face pay freeze Performance bonus decreases in 2009 Employers Expect a More Severe Economic Condition

(2 December 2008)

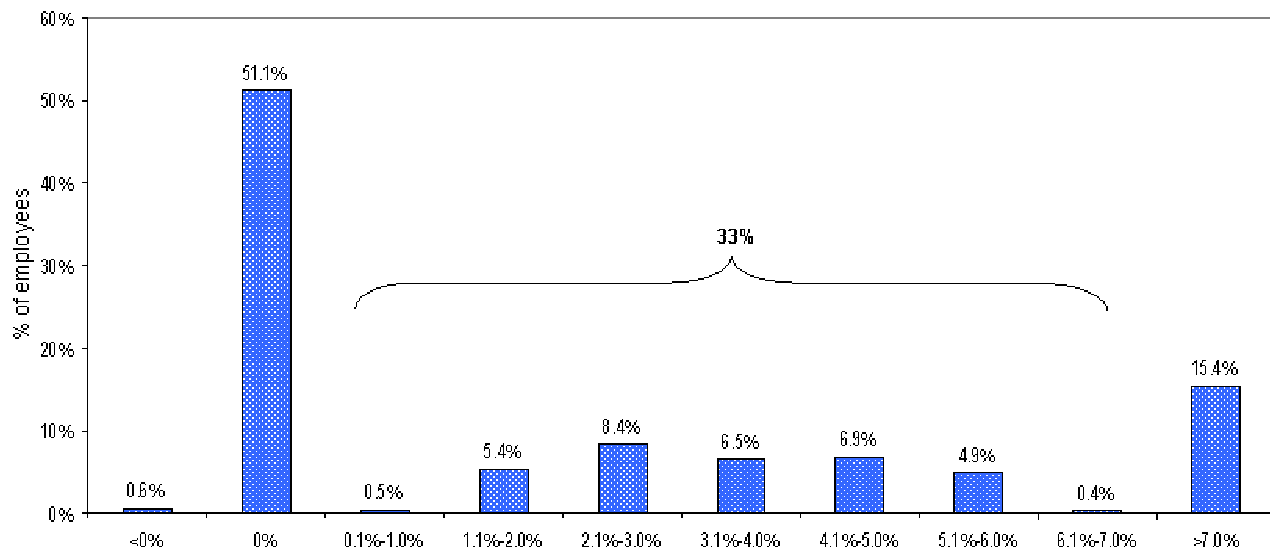
[2 December 2008 – Hong Kong] According to JobsDB's Compensation and Benefit Survey 2009, more than 50% employees will face pay freeze and performance bonus is expected to decrease from 0.9 month of salary in 2008 to 0.7 month on average.

JobsDB.com, the leading online recruitment network in Asia Pacific and the most used recruitment media in Hong Kong, conducted an online compensation and benefit survey from end of October to early November 2008, and 162 companies hiring a total of more than 19,000 employees from 36 business sectors in Hong Kong participated in the survey. JobsDB.com has invited Opinion Research Corporation (ORC) as the research consultant.

More than 50% Employees Face Pay Freeze in 2009

The survey finds that 51.1% of employees are expected to get a pay freeze, while 33% will have an increase in salary ranging from 0.1% to 7%.

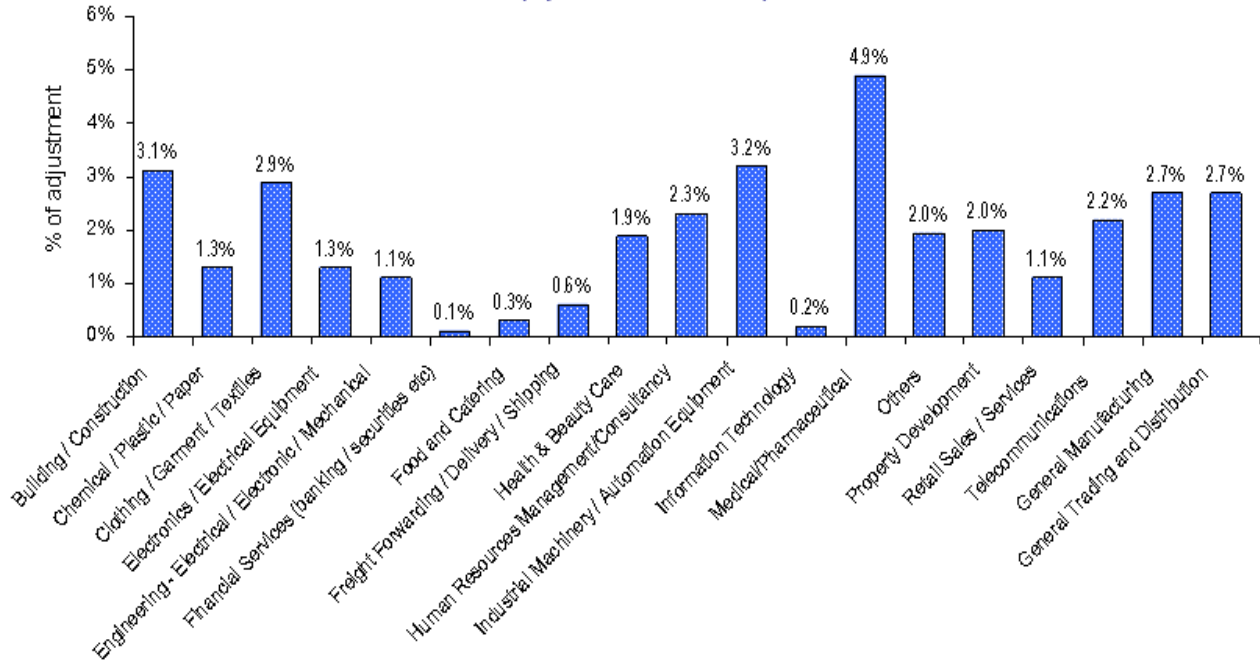
Percentage of adjustment of monthly salary in 2009



Mr. Vincent Koo, Executive Director of JobsDB Holdings Limited, comments, "Because of the impact of global financial tsunami, corporations in Hong Kong are going to reconsider their expansion plans and human resources budgets."

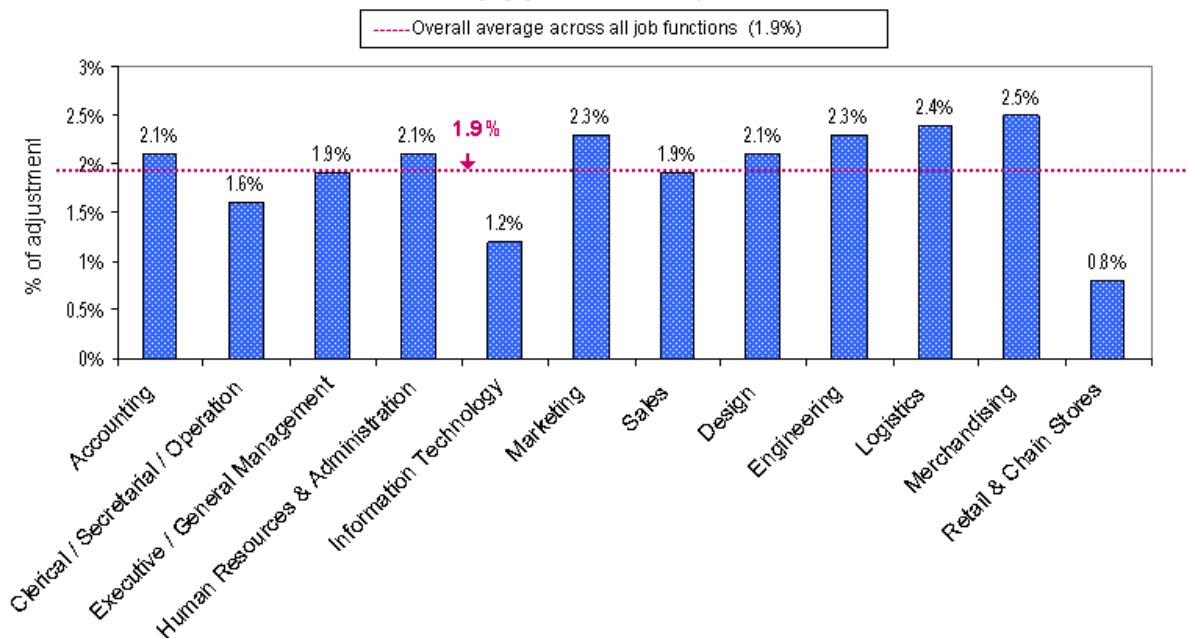
In terms of business sectors, Medical/Pharmaceutical is expected to have the highest average increase of monthly salary (4.9%), followed by Industrial Machinery/ Automation Equipment (3.2%).

**Percentage of adjustment of monthly salary in 2009
(By business sectors)**



In terms of job functions, Merchandising is expected to have the highest pay increase with 2.5%, followed by Logistics (2.4%). The overall average across all job functions is 1.9%.

**Percentage of adjustment of monthly salary in 2009
(By job functions)**

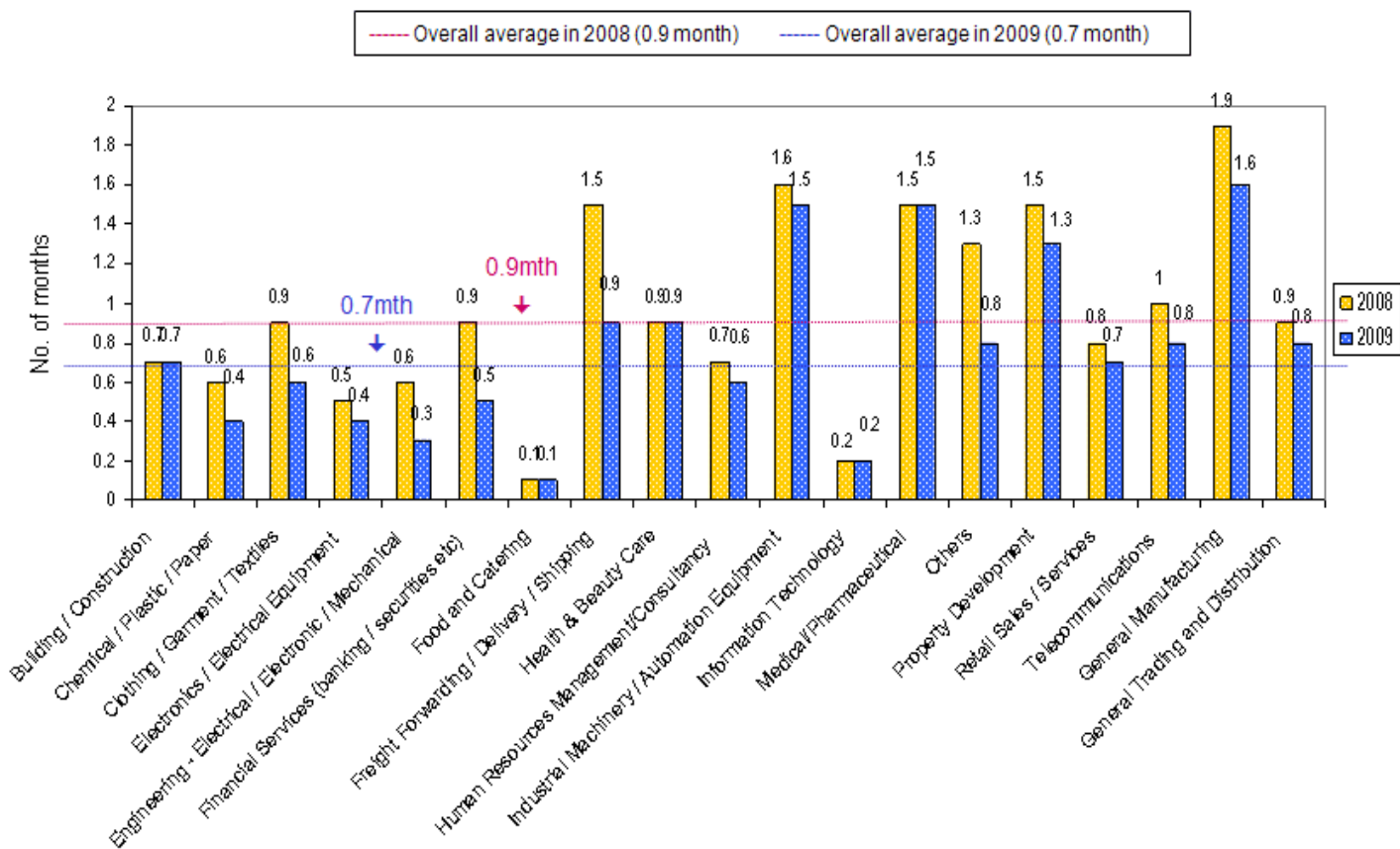


Less Performance Bonus Expected in 2009

The survey finds that performance bonus decreases from 0.9 month of salary in 2008 to 0.7 month in 2009 on average. Performance bonus of Financial Services drops from 0.9 month to 0.5 month which is the largest drop among all business sectors. In terms of employee level, Top/Senior management drops 25% in performance bonus (from 1.2 months in 2008 to 0.9 month in 2009) which is the largest drop.

“We can see that part of the effect of the global financial tsunami has already been reflected in the performance bonus in 2008, as employers are cutting the amount of bonuses. They forecast the economic condition of the coming year to be more severe and therefore a further reduction in performance bonuses is expected, ” says Vincent Koo.

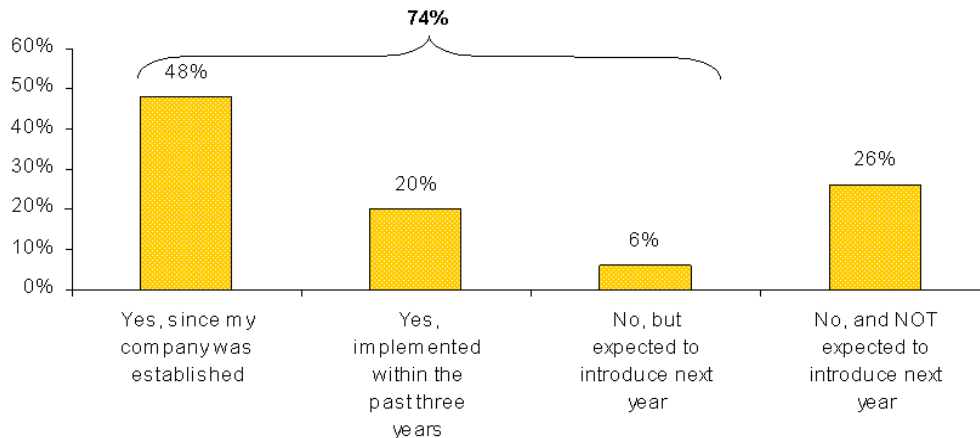
Comparison of performance bonus provided between 2008 & 2009
(By business sectors)



Five-day Working Week to be More Popular

In terms of other benefits, corporations are willing to offer more to employees next year. By 2009, 74% of the employees in the surveyed companies are expected to enjoy a five-day working week. Among the surveyed companies, 68% have already implemented a five-day working week policy in or before 2008. For those not implementing in 2008, 6% expect to implement next year.

**Implementation of 5-day working week in 2008
(By companies)**



About one-third of Respondents Provide Paternity Leave

It is found that among all surveyed companies, about one-third provided paternity leave to employees in 2008, compared with only 25% in 2007. Next year, a further 9% will provide such leave to staff. Provision of paternity leave is considered a move towards family-friendly employment practice. Companies are also providing more benefits for staff to further develop in their career, including training and education allowance. Among the surveyed companies, 49% provided education allowance to their employees in 2008, and a further 10% intend to provide next year. Training was provided by 75% of the respondents, and in 2009, a further 7% of the surveyed companies will provide training to their employees.

For more information, please visit

http://www.jobsdb.com/HK/EN/V6HTML/JobSeeker/Resources/C_Bsurvey2009/index.htm

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About JobsDB.com

According to Nielsen Opportunity Hunter Telebus Survey 2007 & 2008, JobsDB.com is the most used recruitment media among job seekers in Hong Kong. Over the past 10 years, JobsDB.com has built one of the largest member and résumé databases in Asia Pacific with over 9 million job seeker members and more than 150,000 corporate clients, offering over 60,000 job opportunities per day. JobsDB provides an advanced and powerful job searching system for job seekers to look for and apply for favorite jobs efficiently with privacy, and a sophisticated yet user-friendly recruitment management system for employers to post job advertisements.

Biography of Mr. Vincent Koo

Mr. Vincent Koo, Executive Director of JobsDB Holdings Limited, is responsible for the operation and businesses of JobsDB's Hong Kong headquarters, the branch in Malaysia and related businesses in mainland China.

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