

Press Release

Most Employers Offer Pay Rise of 4.6%-5.0% Nearly 70% Corporations Implement 5-Day Working Week Paternity Leave is Becoming Popular

(5 December 2007)

[5 December 2007 – Hong Kong] According to JobsDB's Compensation and Benefit Survey 2008, most of the surveyed companies will offer a pay rise of 4.6%-5.0% next year, and more corporations will join the existing 62.0% of companies to implement a five-day working week.

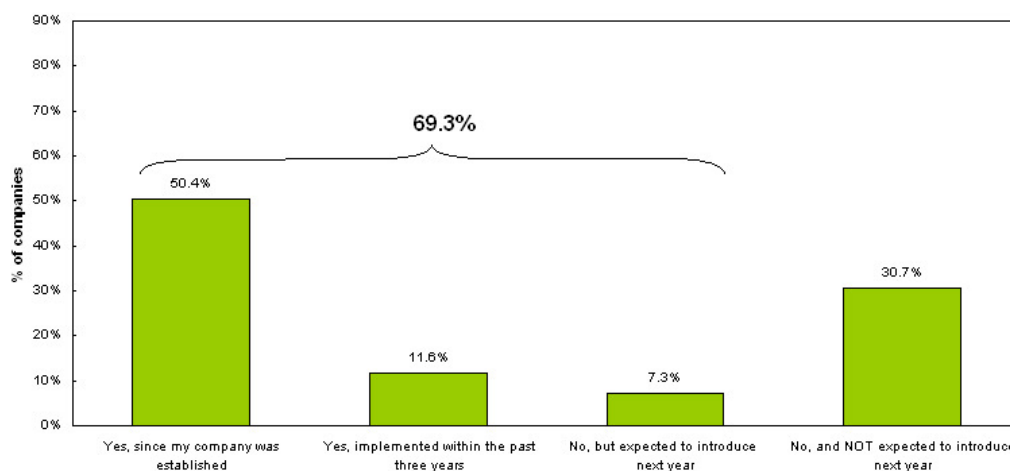
JobsDB.com, the leading online recruitment network in Asia Pacific and the most used recruitment channel in Hong Kong, conducted an online compensation and benefit survey from end of October to early November 2007, and 137 companies from 22 industries in Hong Kong participated in the survey.

As competition for talents in the career market is keen nowadays, companies have to offer more than a pay rise to attract and retain staff, including work-life balance related policies and more extra benefits.

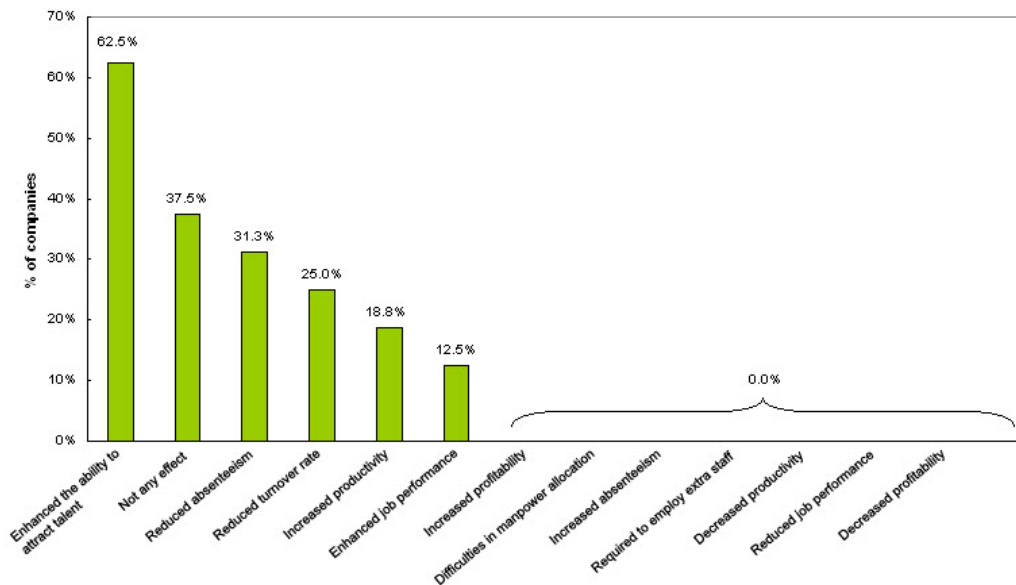
More Employers to Implement 5-Day Working Week

Work-life balance is a concern of many job seekers nowadays. The survey finds that 62.0% of corporations (mainly non-manufacturing SMEs) have already implemented a five-day working week, and more employers (7.3%) will implement this working schedule next year. Most employers having implemented such policy during the past three years commented that this practice has enhanced the company's ability to attract talent, reduced turnover and absenteeism. Mr. Vincent Koo, Executive Director of JobsDB Holdings Limited, says, "Nowadays, companies have to offer more than a pay rise to attract and retain staff. Hence, helping staff keep a work-life balance is essential because this can boost the morale and work performance of staff and in turn benefits the company."

**Implementation of 5-day working week in 2007
By companies**



Effects of implementation of 5-day working week within the past 3 years



A Quarter of Respondents Provide Paternity Leave

The survey finds that in addition to annual leave and sick leave, companies also provide other types of leave to employees. For example, it is found that among all surveyed companies, more than a quarter provide paternity leave to employees in 2007, and a further 8% will provide such leave to staff next year. 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 surveyed companies, 48.9% provided education allowance to their employees in 2007, and 13.1% intend to provide next year. Training was provided by 74.5% of the respondents, and in 2008, a further 8.8% of the surveyed companies will provide training to their employees.

Pay Rise in 2008

In the survey, among the 123 companies that have provided pay adjustment statistics, most of them will increase the average salary of staff from 4.6% to 5.0% in 2008. It is found that 13.0% of the surveyed employers will even increase over 7%. The survey finds that 8.9% of companies will impose a pay freeze.

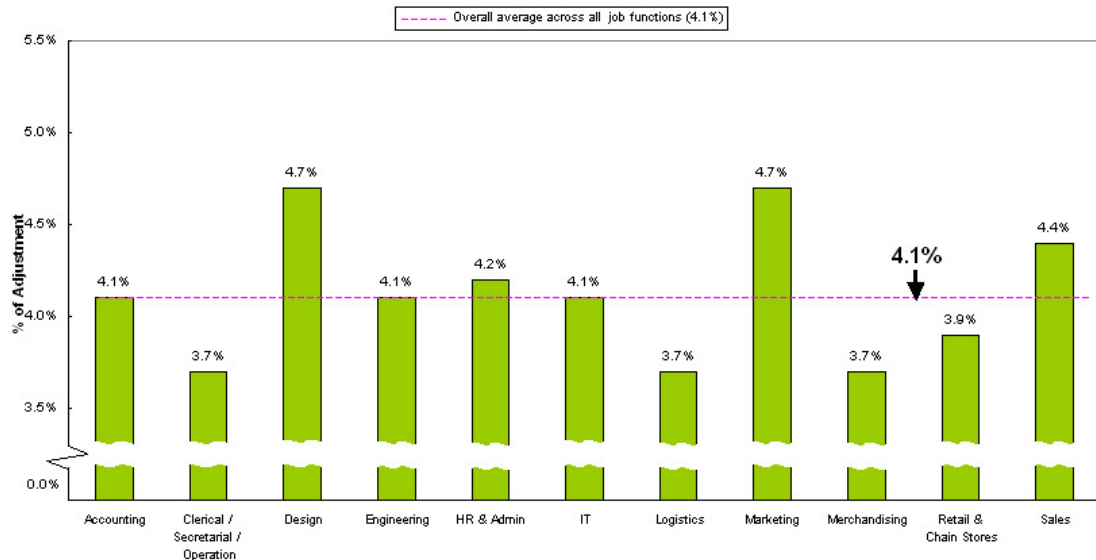
In terms of business sectors, Information Technology is expected to have the highest average increase of monthly salary (8.8%), followed by Human Resources Management / Consultancy (6.5%).

Mr. Koo comments, “With the bursting of the IT sector bubble a few years ago, the number of IT graduates has dropped considerably, resulting in a high demand for talents in the IT industry in Hong Kong these years. Therefore employers have to offer an attractive salary to hire talents to work for them.”

In terms of job positions, a high pay rise is found not only in top / senior management, but also in some middle management and clerical staff. For example, the average

monthly salary of senior marketing officers will increase from HK\$17,369 to HK\$18,284, and that of technical support staff will increase from HK\$12,720 to HK\$13,390, both with a pay rise of 5.3%.

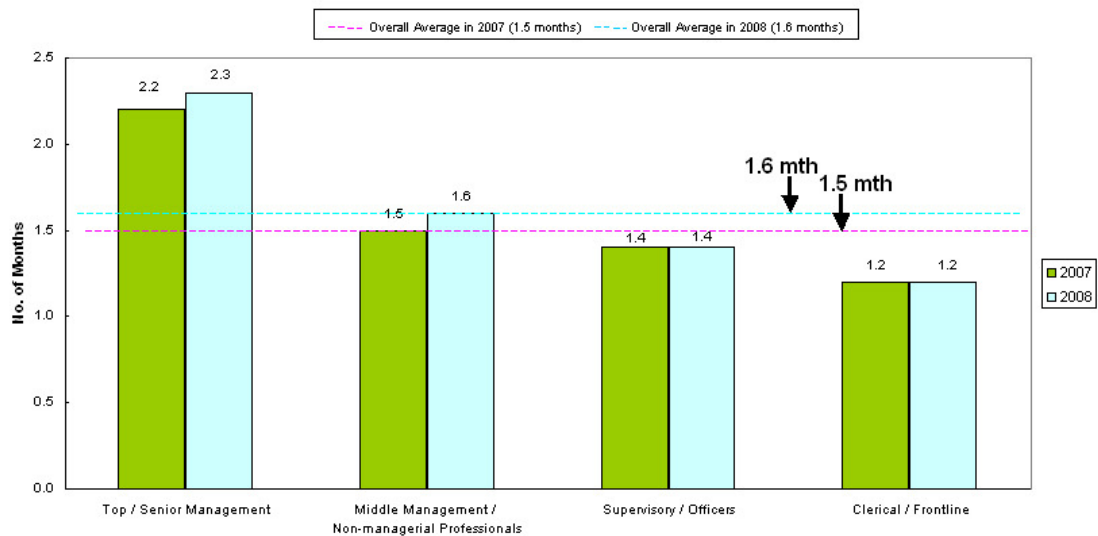
Percentage of adjustment of monthly salary in 2008 By job functions



Slight Rise in Bonuses

JobsDB's Compensation and Benefit Survey 2008 also shows that 88.3% of the respondents gave performance or year-end bonus to employees in 2007. A slight increase from 1.5 months in 2007 to 1.6 months in 2008 is expected for the adjustment in performance bonus.

Comparison of performance bonus provided between 2007 & 2008 By employee levels



About JobsDB.com

According to Nielsen Opportunity Hunter Telebus Survey 2007, JobsDB.com is the most used recruitment channel among job seekers in Hong Kong, outdoing any recruitment websites, newspapers and magazines, the Labour Department and recruitment agencies. Over the past 9 years, JobsDB.com has built one of the largest member and résumé databases in Asia Pacific with over 8 million job seeker members and more than 130,000 corporate clients, offering over 100,000 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.

Media Enquiry:

MediaMix Limited

Kris Leung

Tel: 3106 8302 /

Fax: 2383 3330 /

Email: kris@mediamixlimited.com

or

JobsDB Hong Kong Limited

Cheryl Cheng Marketing Department

Tel: 2170-3170 /

Fax: 2332-2225 /

Email: marketing@jobsdb.com