

Supplemental Information and Non-GAAP Reconciliations

On the pages that follow, the Company has provided certain supplemental information that we believe will assist the reader in assessing our business operations and performance, including certain non-GAAP financial information and required reconciliations to the most comparable GAAP measure. Results for each quarter of 2006 and the first three quarters of 2007 have been recast to reflect discontinued operations. Certain prior year balances have been reclassified to conform to the current year presentation. The supplemental schedules provided include:

Historical Quarterly Statement of Operations and Adjusted EBITDA Reconciliation

A quarterly statement of operations reflecting the results of each quarterly period for calendar year 2006 and 2007 is provided. This information provides the reader with the information necessary to analyze Dice Holdings, Inc. over the recent past.

Historical Quarterly Statement of Cash Flows and Free Cash Flow Reconciliation

A quarterly statement of cash flows reflecting the results of each quarterly period for calendar year 2006 and 2007 is provided. This information provides the reader with the information necessary to analyze Dice Holdings, Inc. over the recent past.

Quarterly Supplemental Data and Certain Non-GAAP Reconciliations

On this schedule, the Company provides certain non-GAAP information of each quarterly period for calendar year 2006 and 2007 that we believe is useful to understanding the business operations of the Company. A discussion of the significant sections is below:

Adjusted Pro Forma Revenues By Segment

Adjusted pro forma revenues by segment reflects historical revenues adjusted for the addition of deferred revenue that was previously written off as part of purchase accounting adjustments related to the Dice Inc. and eFinancialCareers acquisitions. In addition, the Company has made an addition for revenues of eFinancialCareers, as though we owned the business for all periods presented, in order to provide a comparable revenue basis.

Pro Forma Sales and Marketing Expense

Pro forma sales and marketing expense reflects historical sales and marketing expense adjusted for the addition of sales and marketing expenses for eFinancialCareers, as though we owned the business for all periods presented, in order to provide expense analysis comparable to our business operations today.

DICE HOLDINGS, INC.
HISTORICAL QUARTERLY STATEMENTS OF OPERATIONS
(Unaudited)
(in thousands)

	Quarters				Full Year	Quarters				Full Year
	Q1 2006	Q2 2006	Q3 2006	Q4 2006	2006	Q1 2007	Q2 2007	Q3 2007	Q4 2007	2007
Revenues	\$ 16,056	\$19,205	\$ 21,577	\$ 26,562	\$ 83,400	\$ 30,389	\$ 34,358	\$ 38,089	\$ 39,514	\$142,350
Operating expenses:										
Cost of revenues	1,089	1,016	1,118	1,405	4,628	1,826	1,946	2,443	2,431	8,647
Product development	425	561	486	887	2,359	980	982	1,178	1,047	4,188
Sales and marketing	7,055	7,960	8,178	10,263	33,456	13,214	13,797	13,469	12,947	53,427
General and administrative	2,014	2,175	2,350	3,724	10,263	3,949	4,410	5,213	5,621	19,194
Depreciation	325	385	454	535	1,699	619	702	827	823	2,971
Amortization of intangible assets	3,026	2,826	2,825	4,415	13,092	5,228	4,773	4,661	4,389	19,051
Impairment of intangible assets	-	-	-	-	-	-	-	-	2,879	2,879
Total operating expenses	13,934	14,923	15,411	21,229	65,497	25,816	26,610	27,791	30,138	110,357
Operating income	2,122	4,282	6,166	5,333	17,903	4,573	7,748	10,298	9,376	31,993
Interest expense	(1,331)	(931)	(751)	(1,775)	(4,788)	(2,347)	(4,293)	(3,387)	(3,077)	(13,104)
Interest income	27	29	25	153	234	74	82	371	520	1,047
Income from continuing operations before income taxes and minority interest	818	3,380	5,440	3,711	13,349	2,300	3,536	7,282	6,819	19,936
Income tax expense (benefit)	262	1,327	2,119	1,402	5,110	(907)	1,689	2,779	3,131	6,692
Income from continuing operations	556	2,053	3,321	2,309	8,239	3,208	1,847	4,503	3,688	13,244
Discontinued operations:										
Income (loss) from discontinued operations	(368)	(326)	(393)	(1,680)	(2,767)	(949)	109	(460)	(284)	(1,584)
Income tax benefit (expense) from discontinued operations	88	130	156	636	1,010	5,619	(463)	154	(1,329)	3,981
Minority interest in net loss of subsidiary	53	77	68	98	296	-	121	-	(255)	(134)
Income (loss) from discontinued operations, net of tax	(227)	(119)	(169)	(946)	(1,461)	4,670	(233)	(306)	(1,868)	2,263
Net income	\$ 329	\$ 1,934	\$ 3,152	\$ 1,363	\$ 6,778	\$ 7,878	\$ 1,613	\$ 4,197	\$ 1,820	\$ 15,507

Note: Results for 2006 and the first three quarters of 2007 have been recast to reflect discontinued operations.

DICE HOLDINGS, INC.
HISTORICAL QUARTERLY ADJUSTED EBITDA RECONCILIATIONS
(Unaudited)
(in thousands)

	Quarters				Full Year 2006	Quarters				Full Year 2007
	Q1 2006	Q2 2006	Q3 2006	Q4 2006		Q1 2007	Q2 2007	Q3 2007	Q4 2007	
Reconciliation of Net Income to Adjusted EBITDA:										
Net income	\$ 329	\$ 1,934	\$ 3,152	\$ 1,363	\$ 6,778	\$ 7,878	\$ 1,613	\$ 4,197	\$ 1,820	\$ 15,507
Discontinued operations	227	119	169	946	1,461	(4,670)	233	306	1,868	(2,263)
Interest income	(27)	(29)	(25)	(153)	(234)	(74)	(82)	(371)	(520)	(1,047)
Interest expense	1,331	931	751	1,775	4,788	2,347	4,293	3,387	3,077	13,104
Income tax expense (benefit)	262	1,327	2,119	1,402	5,110	(907)	1,689	2,779	3,131	6,692
Depreciation	325	385	454	535	1,699	619	702	827	823	2,971
Amortization of intangible assets	3,026	2,826	2,825	4,415	13,092	5,228	4,773	4,661	4,389	19,051
Impairment of intangible assets	-	-	-	-	-	-	-	-	2,879	2,879
Non-cash stock compensation expense	237	242	245	743	1,467	574	1,208	1,138	1,180	4,100
Deferred revenue adjustment	1,202	650	189	926	2,967	758	518	248	-	1,524
Adjusted EBITDA	<u>\$ 6,912</u>	<u>\$ 8,385</u>	<u>\$ 9,879</u>	<u>\$ 11,952</u>	<u>\$ 37,128</u>	<u>\$ 11,752</u>	<u>\$ 14,949</u>	<u>\$ 17,171</u>	<u>\$ 18,646</u>	<u>\$ 62,519</u>
Reconciliation of Operating Cash Flows to Adjusted EBITDA:										
Net cash provided by operating activities	\$ 9,425	\$10,394	\$ 8,399	\$ 10,632	\$ 38,850	\$ 14,246	\$ 13,158	\$ 10,859	\$ 16,412	\$ 54,675
Interest expense	1,331	931	751	1,775	4,788	2,347	4,293	3,387	3,077	13,104
Interest income	(27)	(29)	(25)	(153)	(234)	(74)	(82)	(371)	(520)	(1,047)
Income tax expense (benefit)	262	1,327	2,119	1,402	5,110	(907)	1,689	2,779	3,131	6,692
Deferred income taxes	(74)	(1,037)	(1,675)	(341)	(3,127)	7,386	(4,170)	(1,720)	1,016	2,512
Change in accounts receivable	31	26	1,330	3,330	4,717	(1,072)	(347)	2,839	2,707	4,127
Change in deferred revenue	(6,665)	(2,353)	(1,407)	(5,743)	(16,168)	(7,706)	(1,648)	66	(2,543)	(11,831)
Changes in working capital	1,278	(1,563)	107	(706)	(884)	1,595	1,488	(1,019)	(6,244)	(4,180)
Adjustments for discontinued operations	149	39	91	830	1,109	(4,821)	49	104	1,611	(3,057)
Deferred revenue adjustment	1,202	650	189	926	2,967	758	518	248	-	1,524
Adjusted EBITDA	<u>\$ 6,912</u>	<u>\$ 8,385</u>	<u>\$ 9,879</u>	<u>\$ 11,952</u>	<u>\$ 37,128</u>	<u>\$ 11,752</u>	<u>\$ 14,949</u>	<u>\$ 17,171</u>	<u>\$ 18,647</u>	<u>\$ 62,519</u>

Note: Results for 2006 and the first three quarters of 2007 have been recast to reflect discontinued operations.

DICE HOLDINGS, INC.
QUARTERLY STATEMENTS OF CASH FLOWS AND FREE CASH FLOWS
(Unaudited)
(in thousands)

	Quarters				Full Year 2006	Quarters				Full Year 2007
	Q1 2006	Q2 2006	Q3 2006	Q4 2006		Q1 2007	Q2 2007	Q3 2007	Q4 2007	
Cash flows provided by operating activities of continuing operations:										
Net income	\$ 329	\$ 1,934	\$ 3,152	\$ 1,363	\$ 6,778	\$ 7,877	\$ 1,613	\$ 4,197	\$ 1,820	\$ 15,507
Adjustments to reconcile net income to net cash provided by operating activities of continuing operations:										
Depreciation	325	385	454	535	1,699	619	702	827	823	2,971
Amortization	3,026	2,826	2,825	4,415	13,092	5,228	4,773	4,661	4,389	19,051
Deferred income taxes	74	1,037	1,675	341	3,127	(7,386)	4,170	1,720	(1,016)	(2,512)
Amortization of deferred financing costs	78	80	78	116	352	151	185	202	257	795
Share based compensation	237	242	245	743	1,467	574	1,208	1,138	1,180	4,100
Impairment of intangible assets	-	-	-	-	-	-	-	-	2,879	2,879
Changes in operating assets and liabilities:										
Accounts receivable	(31)	(26)	(1,330)	(3,330)	(4,717)	1,072	347	(2,839)	(2,707)	(4,127)
Prepaid expenses and other assets	(91)	313	(185)	(82)	(45)	(840)	(661)	199	36	(1,266)
Accounts payable and accrued expenses	(1,032)	1,550	(94)	(270)	154	(1,882)	(198)	1,397	4,681	3,998
Deferred revenue	6,665	2,353	1,407	5,743	16,168	7,706	1,648	(66)	2,543	11,831
Other, net	(155)	(300)	172	1,058	775	1,127	(629)	(577)	1,527	1,448
Net cash provided by operating activities of continuing operations	9,425	10,394	8,399	10,632	38,850	14,246	13,158	10,859	16,412	54,675
Cash flows used for investing activities:										
Purchases of fixed assets	(782)	(706)	(573)	(588)	(2,649)	(631)	(893)	(1,048)	(949)	(3,521)
Purchases of marketable securities	(100)	-	-	(100)	(200)	-	(200)	-	-	(200)
Maturities and sales of marketable securities	99	98	-	399	596	-	200	200	599	999
Acquisition of eFinancial Group Limited	-	-	-	(104,738)	(104,738)	-	-	-	-	-
Proceeds from the sale of eFinancialNews Limited	-	-	-	41,560	41,560	-	-	-	-	-
Amounts paid under Targeted Job Fairs acquisition agreement	(133)	(832)	-	-	(965)	-	-	-	-	-
Other, net	-	-	-	-	-	(15)	(17)	-	-	(32)
Net cash used for investing activities of continuing operations	(916)	(1,440)	(573)	(63,467)	(66,396)	(646)	(910)	(848)	(350)	(2,754)
Cash flows provided by (used for) financing activities of continuing operations:										
Proceeds from long-term debt	-	-	-	77,000	77,000	113,000	-	-	-	113,000
Payments on long-term debt	(9,000)	(9,000)	(9,000)	(10,000)	(37,000)	(11,000)	(11,000)	(55,300)	(300)	(77,600)
Dividends paid on convertible preferred stock	-	-	-	(11,180)	(11,180)	(107,718)	-	-	-	(107,718)
Dividends paid on common stock	-	-	-	-	-	(180)	-	-	-	(180)
Payments to holders of vested stock options in lieu of dividends	-	-	-	-	-	(4,602)	-	-	-	(4,602)
Financing costs paid	-	-	-	(856)	(856)	(2,239)	-	(7)	(118)	(2,364)
Proceeds from initial public offering	-	-	-	-	-	-	-	81,003	-	81,003
Payment of costs related to initial public offering	-	-	-	-	-	-	(456)	(981)	(1,447)	(2,884)
Proceeds from stock option exercises	-	-	-	-	-	-	-	89	265	354
Other	-	-	-	-	-	-	(175)	-	-	(175)
Net cash provided by (used for) financing activities of continuing operations	(9,000)	(9,000)	(9,000)	54,964	27,964	(12,739)	(11,631)	24,804	(1,600)	(1,166)
Net cash provided by (used for) operating activities of discontinued operations	53	698	319	932	2,002	718	(338)	203	394	977
Net cash used for investing activities of discontinued operations	(6)	(76)	(4)	(65)	(151)	(6)	-	-	-	(6)
Net cash provided by (used for) discontinued operations	47	622	315	867	1,851	712	(338)	203	394	971
Effect of exchange rate changes	-	-	-	91	91	20	105	29	(39)	115
Net change in cash and cash equivalents for the period	(444)	576	(859)	3,087	2,360	1,593	384	35,047	14,817	51,841
Cash and cash equivalents, beginning of period	3,324	2,880	3,456	2,597	3,324	5,684	7,277	7,661	42,708	5,684
Cash and cash equivalents, end of period	\$ 2,880	\$ 3,456	\$ 2,597	\$ 5,684	\$ 5,684	\$ 7,277	\$ 7,661	\$ 42,708	\$ 57,525	\$ 57,525
Free cash flow:										
Net cash provided by operating activities	\$ 9,425	\$ 10,394	\$ 8,399	\$ 10,632	\$ 38,850	\$ 14,246	\$ 13,158	\$ 10,859	\$ 16,412	\$ 54,675
Less: Capital expenditures	(782)	(706)	(573)	(588)	(2,649)	(631)	(893)	(1,048)	(949)	(3,521)
Free cash flow	\$ 8,643	\$ 9,688	\$ 7,826	\$ 10,044	\$ 36,201	\$ 13,615	\$ 12,265	\$ 9,811	\$ 15,463	\$ 51,154

Note: Results for 2006 and the first three quarters of 2007 have been recast to reflect discontinued operations.

DICE HOLDINGS, INC.
NON-GAAP RECONCILIATIONS AND QUARTERLY SUPPLEMENTAL DATA
(Unaudited)
(dollars in thousands except per customer data)

	Quarters				Full Year 2006	Quarters				Full Year 2007
	Q1 2006	Q2 2006	Q3 2006	Q4 2006		Q1 2007	Q2 2007	Q3 2007	Q4 2007	
Reconciliation of GAAP Reported Revenue by Segment to Adjusted Pro Forma Revenue by Segment										
DCS Online:										
Reported Actual	\$ 15,441	\$ 18,513	\$ 20,818	\$ 22,513	\$ 77,285	\$ 23,350	\$ 25,234	\$ 26,557	\$ 27,074	\$ 102,215
Deferred Revenue Adjustment (1)	1,202	650	189	8	2,049	-	-	-	-	-
DCS Online	16,643	19,163	21,007	22,521	79,334	23,350	25,234	26,557	27,074	102,215
eFinancialCareers:										
Reported Actual	-	-	-	2,924	2,924	5,145	6,497	8,349	9,667	29,658
eFinancialCareers Pro Forma Adjustment	3,307	4,008	4,687	1,583	13,585	-	-	-	-	-
Deferred Revenue Adjustment (1)	-	-	-	412	412	379	301	147	-	827
eFinancialCareers	3,307	4,008	4,687	4,919	16,921	5,524	6,798	8,496	9,667	30,485
Other:										
Reported Actual	616	692	759	1,125	3,191	1,894	2,628	3,183	2,773	10,478
eFinancialCareers Pro Forma Adjustment	1,234	1,358	1,347	492	4,431	-	-	-	-	-
Deferred Revenue Adjustment (1)	-	-	-	506	506	379	217	101	-	697
Other	1,850	2,050	2,106	2,123	8,128	2,273	2,845	3,284	2,773	11,175
Consolidated:										
Reported Actual	\$ 16,057	\$ 19,205	\$ 21,577	\$ 26,562	\$ 83,400	\$ 30,389	\$ 34,358	\$ 38,089	\$ 39,514	\$ 142,350
eFinancialCareers Pro Forma Adjustment	4,541	5,366	6,034	2,075	18,016	-	-	-	-	-
Total Pro Forma Revenue	20,598	24,571	27,611	28,637	101,416	30,389	34,358	38,089	39,514	142,350
Deferred Revenue Adjustment (1)	1,202	650	189	926	2,967	758	518	248	-	1,524
Total Pro Forma Adjusted Revenue	\$ 21,800	\$ 25,221	\$ 27,800	\$ 29,563	\$ 104,383	\$ 31,147	\$ 34,876	\$ 38,337	\$ 39,514	\$ 143,874
Percentage of Pro Forma Adjusted Revenue by Segment										
DCS Online	76.3%	76.0%	75.6%	76.2%	76.0%	75.0%	72.4%	69.3%	68.5%	71.0%
eFinancialCareers	15.2%	15.9%	16.9%	16.6%	16.2%	17.7%	19.5%	22.2%	24.5%	21.2%
Other	8.5%	8.1%	7.5%	7.2%	7.8%	7.3%	8.1%	8.5%	7.0%	7.8%
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Segment Definitions:

DCS Online: Dice.com and ClearanceJobs.com

eFinancialCareers: eFinancialCareers worldwide, excluding the US

Other: Targeted Job Fairs, eFinancialCareers (US), JobsintheMoney.com

(1) Deferred revenue adjustments are related to deferred revenue written off in application of purchase accounting. See discussion at "Supplemental Information and Non-GAAP Reconciliations".

(2) Reflects simple average of three months in each quarterly period.

Note: Results for 2006 and the first three quarters of 2007 have been recast to reflect discontinued operations.

DICE HOLDINGS, INC.
NON-GAAP RECONCILIATIONS AND QUARTERLY SUPPLEMENTAL DATA (continued)
(Unaudited)
(dollars in thousands except per customer data)

	Quarters				Full Year 2006	Quarters				Full Year 2007
	Q1 2006	Q2 2006	Q3 2006	Q4 2006		Q1 2007	Q2 2007	Q3 2007	Q4 2007	
Sales and Marketing Expense										
Reported Actual	\$ 7,055	\$ 7,960	\$ 8,178	\$ 10,263	\$ 33,456	\$ 13,214	\$ 13,797	\$ 13,469	\$ 12,947	\$ 53,427
eFinancialCareers Pro Forma Adjustment	1,933	2,352	2,885	949	8,119	-	-	-	-	-
Total Pro Forma Sales and Marketing Expense	\$ 8,988	\$ 10,312	\$ 11,063	\$ 11,212	\$ 41,575	\$ 13,214	\$ 13,797	\$ 13,469	\$ 12,947	\$ 53,427
Actual Sales and Marketing Expense as a Percentage of Actual Revenue	43.9%	41.4%	37.9%	38.6%	40.1%	43.5%	40.2%	35.4%	32.8%	37.5%
Pro Forma Sales and Marketing Expense as a Percentage of Pro Forma Adjusted Revenue	41.2%	40.9%	39.8%	37.9%	39.8%	42.4%	39.6%	35.1%	32.8%	37.1%
Reconciliation of Adjusted EBITDA to Pro Forma Adjusted EBITDA										
Adjusted EBITDA	\$ 6,912	\$ 8,385	\$ 9,879	\$ 11,952	\$ 37,128	\$ 11,752	\$ 14,949	\$ 17,171	\$ 18,646	\$ 62,519
eFinancialCareers Pro Forma Adjustment	844	401	584	(1,210)	619	-	-	-	-	-
Pro Forma Adjusted EBITDA	\$ 7,756	\$ 8,786	\$ 10,463	\$ 10,742	\$ 37,747	\$ 11,752	\$ 14,949	\$ 17,171	\$ 18,646	\$ 62,519
Pro Forma Adjusted EBITDA Margin	35.6%	34.8%	37.6%	36.3%	36.2%	37.7%	42.9%	44.8%	47.2%	43.5%
Dice.com Recruitment Package Customers (end of period)	6,800	7,300	7,600	7,600	n.a.	8,500	8,800	9,000	8,700	n.a.
Dice.com Average Monthly Revenue per Recruitment Package Customer (2)	\$ 753	\$ 772	\$ 795	\$ 813	n.a.	\$ 826	\$ 830	\$ 839	\$ 852	n.a.
Deferred Revenue	\$ 23,559	\$ 25,899	\$ 27,298	\$ 34,383	n.a.	\$ 42,114	\$ 43,854	\$ 43,871	\$ 46,230	n.a.

Segment Definitions:

DCS Online: Dice.com and ClearanceJobs.com

eFinancialCareers: eFinancialCareers worldwide, excluding the US

Other: Targeted Job Fairs, eFinancialCareers (US), JobsintheMoney.com

(1) Deferred revenue adjustments are related to deferred revenue written off in application of purchase accounting. See discussion at "Supplemental Information and Non-GAAP Reconciliations".

(2) Reflects simple average of three months in each quarterly period.

Note: Results for 2006 and the first three quarters of 2007 have been recast to reflect discontinued operations.