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Luc Gregoire
Chief Financial Officer

18th Annual B. Riley Investor Conference

May 24, 2017

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Forward Looking Statements

This presentation and oral statements made from time to time by our representatives contain 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 without limitation 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. 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, our ability to execute our tech-focused strategy, the review of potential dispositions of certain of our businesses and the terms and timing of any such transactions, competition from existing and future competitors in the highly competitive 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, cyclicality or downturns in the economy or industries we serve, the uncertainty surrounding the United Kingdom's future departure from the European Union, including uncertainty in respect of the regulation of data protection and data privacy, failure to attract qualified professionals to our websites or grow the number of qualified professionals who use our websites, 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 such indebtedness. These factors and others are discussed in more detail in the Company's filings with the Securities and Exchange Commission, all of which are available on the Investors page of our website at www.dhigroupinc.com, including the Company's Annual Report on Form 10-K for the fiscal year ended December 31, 2016, 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 the Company or its representatives herein, or elsewhere, speaks only as of the date on which it is made. New risks and uncertainties come up from time to time, and it is impossible to predict these events or how they may affect us.

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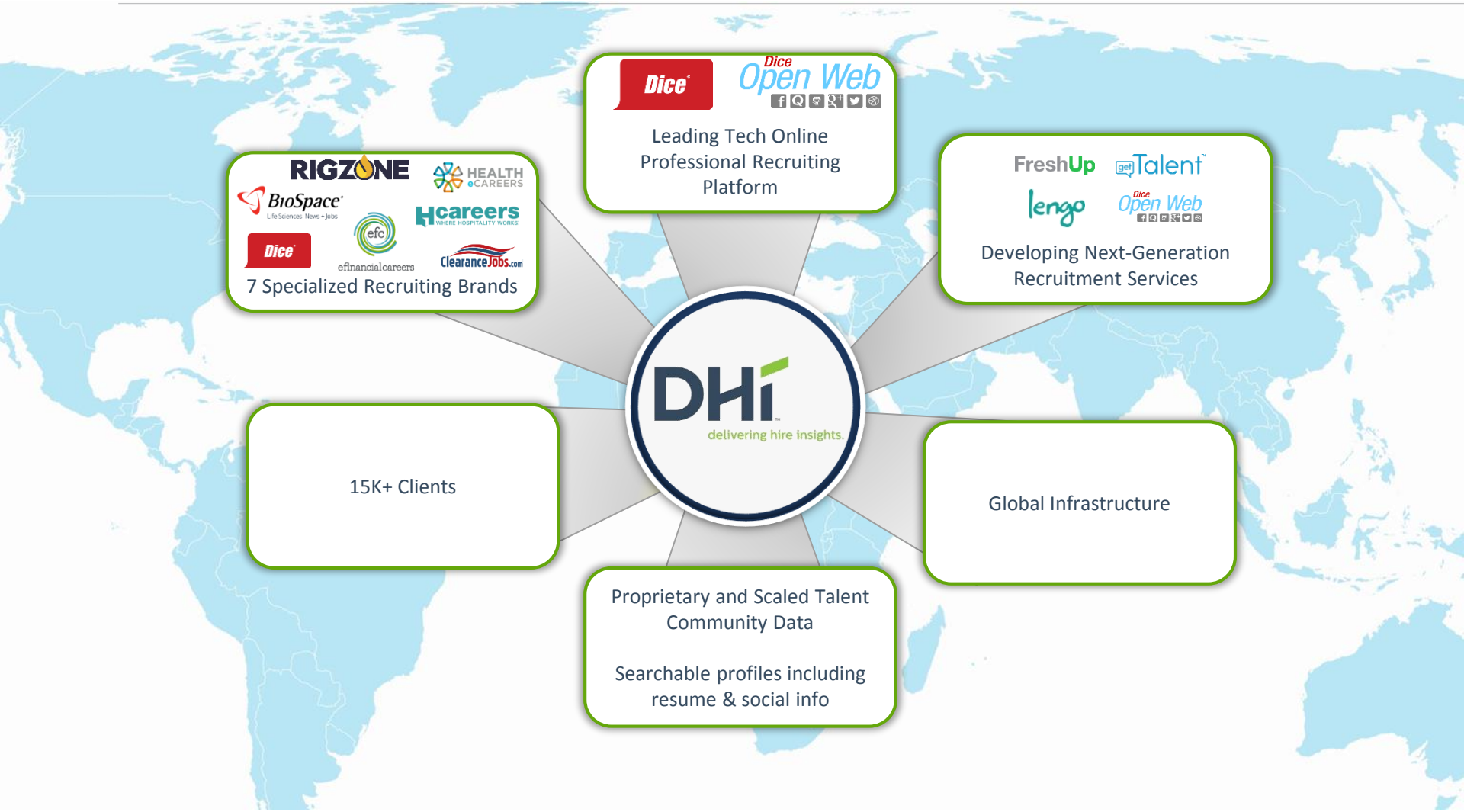
DHI Today Led by Tech



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Tech-Focused Strategy



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Leading Technology Career Focused Online Community

Premier Tech Talent Platform

- *Unparalleled access to in-demand tech professionals*
- *Innovative and time-saving social recruiting solutions*
- *Leader in skills data, analytics and industry insights*
- *Operations in North America and Europe*

#1 Tech Career Hub Attracting Millions of Tech Pros



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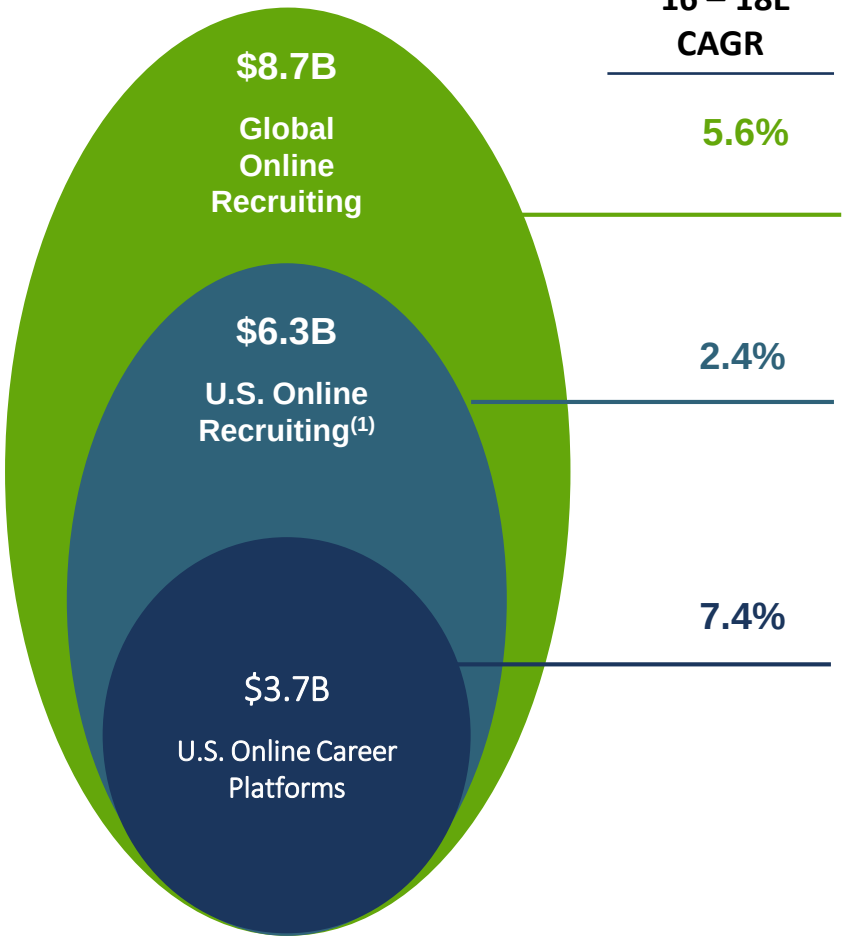
Growing $8+ Billion Industry



Key Secular Trends

- Mid-single digit long-term growth for online recruiting spend
- Global skills gap (especially for highly-skilled professions)
- Increasing usage of measurement tools and analytics

Source: Third party research
Note: Online recruiting includes online job advertising and online career platforms. Online job advertising consists of: job postings on newspaper/periodical web sites (~$550M); paid search / AdWords on Google; job ads on Facebook; job-related banner ads on all other sites; and recruitment marketing (~$200-300M, not necessarily job specific). Online career platforms consists of jobs boards (traditional, niche, aggregators), professional networking, and social sourcing / job distributors associated with a career platform
(1) Includes online job advertising

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Our Industry is Evolving…

Industry Forces

- Recruitment is becoming more strategic within organizations, and less of a tactical initiative
- Recruiter demand for “passive” talent will continue to rise

Employers / Recruiters

- Companies will have to transform how they recruit, searching for candidates wherever they are
- Companies will have to invest in building their “employment brand” value, not relying solely on advertising an opening or searching a resume database

Candidates

- Professionals will continue to rely on trusted sources to provide career and industry information
- Professionals will source more and different types of information to manage their careers

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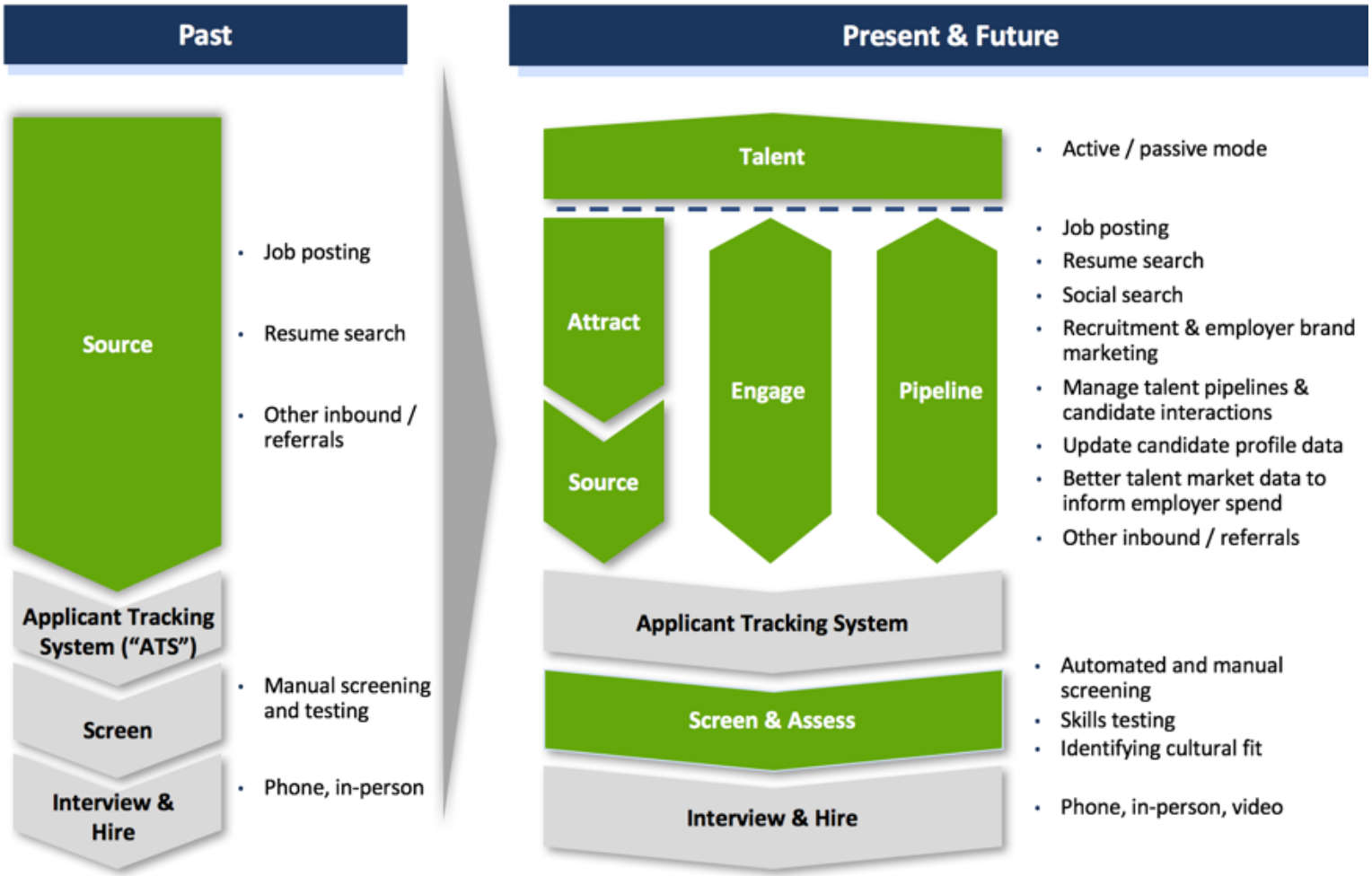
Employers Require More



DHI Solutions

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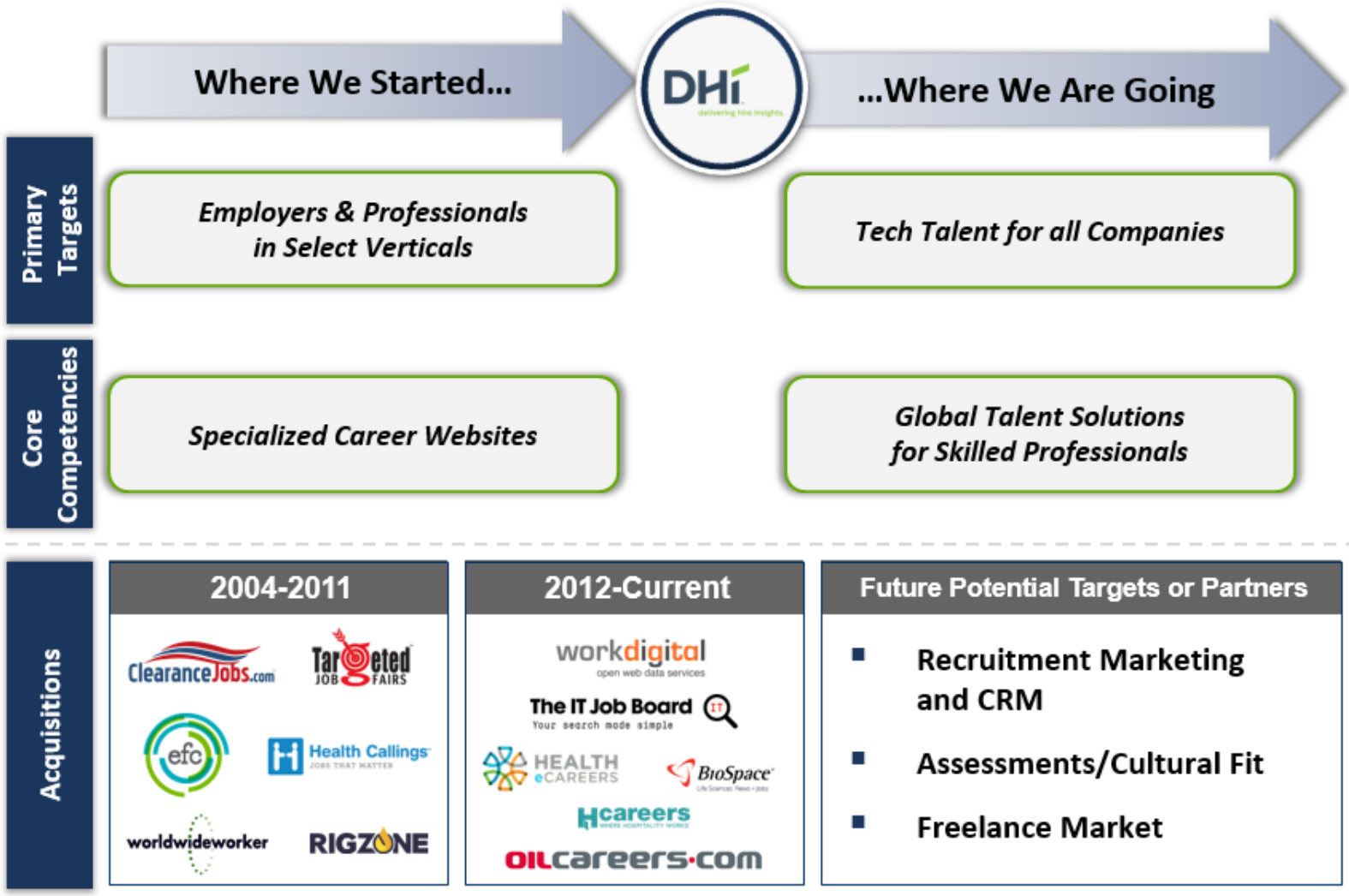
We're Evolving With The Industry



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Tech Is a Significant Opportunity

- Tech recruitment is an important pain point for most firms
  - Tech professionals are dispersed and possess a unique combination of skills
- Demand for tech talent is forecast to grow over next decade
  - All companies are transforming into digital businesses
- Supply will not meet demand
  - 1+ million unfilled tech roles in the U.S. alone by 2020
- Global opportunity
  - Common skills, languages, career paths and work processes
- Enables DHI to leverage client relationships to broaden offerings across industries through next generation solutions
  - Talent pipelining, curated recruitment marketing, freelance market place

Engage all companies with tech talent needs

Engage tech professionals in all career stages

Tech opportunity opens door to providing a broader suite of services across all industries

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Go-To Site for Tech Pros

Focus:
- Finding jobs
- Evaluating employers
- Becoming “searchable”

Job & Opportunity Discovery
(Active)

Focus:
- Staying relevant
- Job market awareness
- Get the job/project done more efficiently

Performing on the Job
(Passive)



Career Development
(Active and Passive)

Focus:
- Career pathing/alignment
- Improving/adding new skills and certifications
- Job matching

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eFC & CJ Integral to Tech-Focused Strategy

Tech jobs as % of total jobs: 25%

efinancialcareers

Tech jobs as % of total jobs: 75%

ClearanceJobs.com

- Tech recruitment represents about 25% of eFC's revenue
  - Percentage is expected to grow as FinTech evolves and products become increasingly digital
  - Large financial services firms employ a significant number of tech professionals
- CJ currently leverages Dice sales channel
  - CJ fastest growing DHI service
- Tech opportunity at Dice will leverage eFC
  - Audience
  - Client relationships
  - Global footprint

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A Unique Portfolio of Assets to Win in Tech

Professional Talent Communities

Next-Gen Recruitment Solutions



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Through a Unique Combination of Solutions



#1 professional talent communities drive scale, client base and engagement with candidates



Open Web enhances talent site resume pools, reaching passive and active candidates



Open Web feeds getTalent's pipelines and supplements customer data



Lengo's campaigns augmented with Open Web data



FreshUp updates candidate information in both our services and customer data

Specialized Data and Market Intelligence Support Strategic Initiatives

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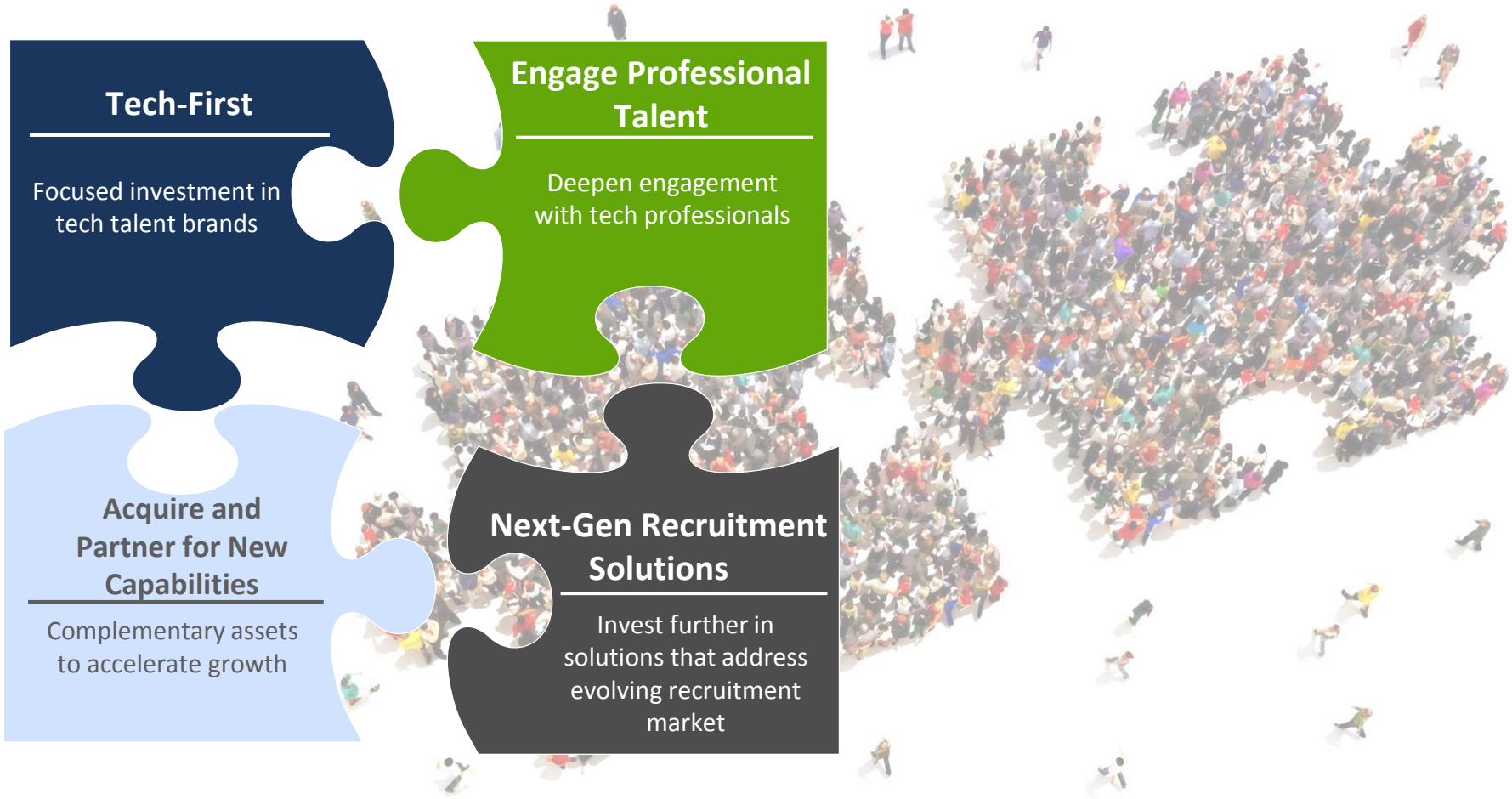
Strategic Components



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Tech-Focused Strategic Objectives



- Execute a single, tech-focused organization
- Deepen engagement with tech professionals
- Build on new services
  - Open Web
  - getTalent
  - Assessments
  - Curated search
- Strategic solution-selling
- Engage with recruiter workflow (API, Chrome Extension) and improve attribution
- Expand in key global markets with focus on Europe and Asia

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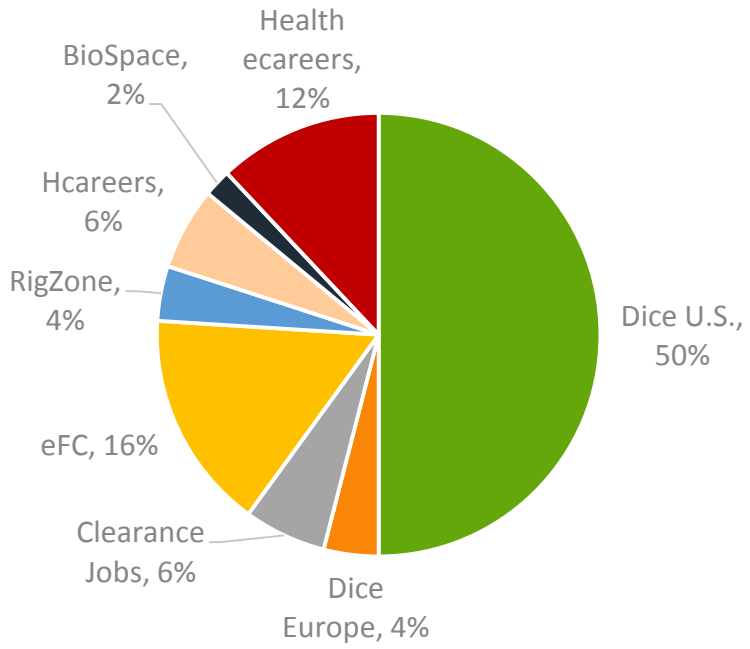
Fiscal Year 2016 Financial Results

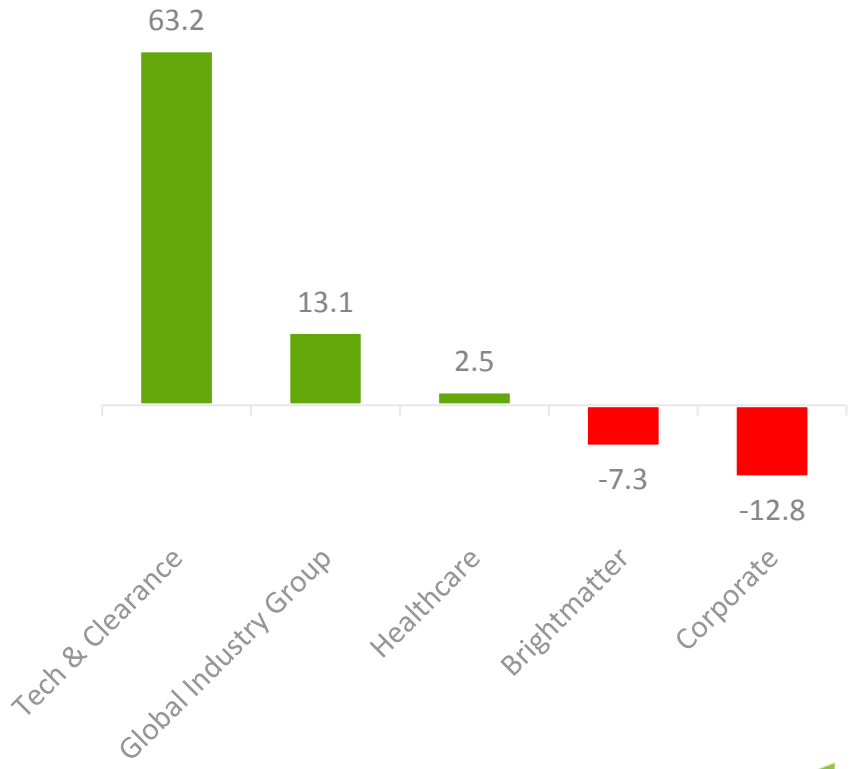
2016 Revenue by Brand

(Total $226 million)



2016 Adjusted EBITDA Contribution

(Total $59 million)



Note: See reconciliations of non-GAAP measures in the appendix to this presentation.

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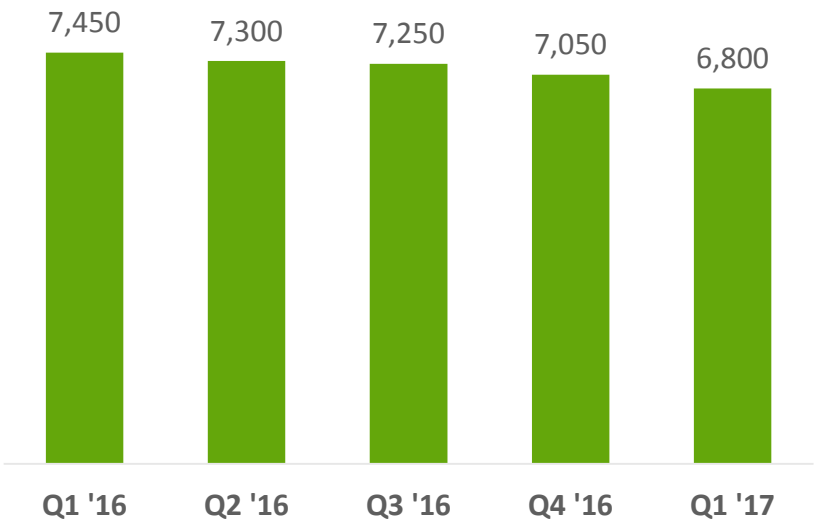
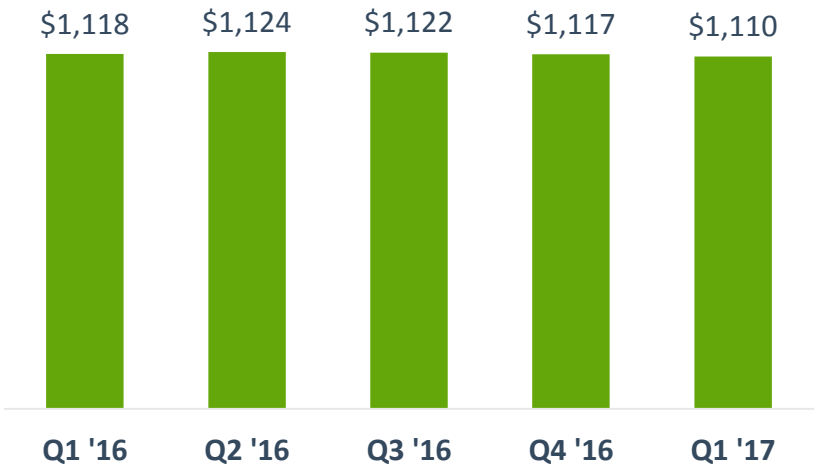
Reinvigorating Dice is Critical…

Dice Ending RPC Count



	Q1 '16	Q2 '16	Q3 '16	Q4 '16	Q1 '17
% Annual	92%	93%	93%	95%	95%
Renewal	67%	68%	69%	67%	65%

Dice Avg. Monthly Revenue Per RPC



Note: RPC = Recruitment package customer

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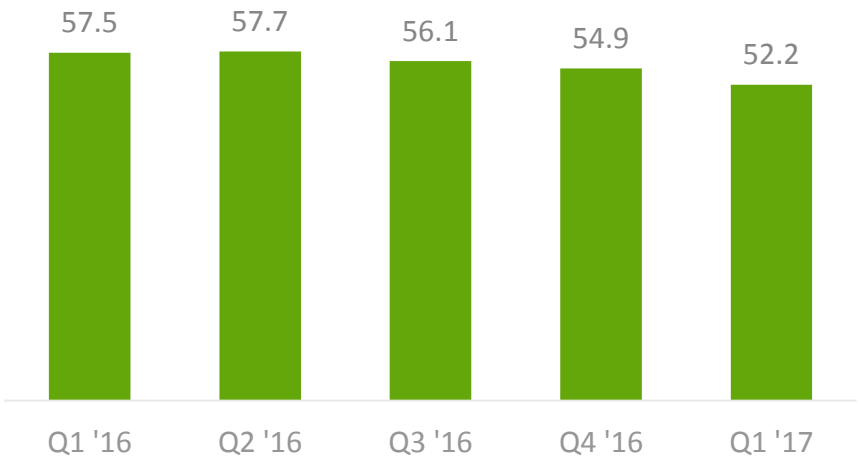
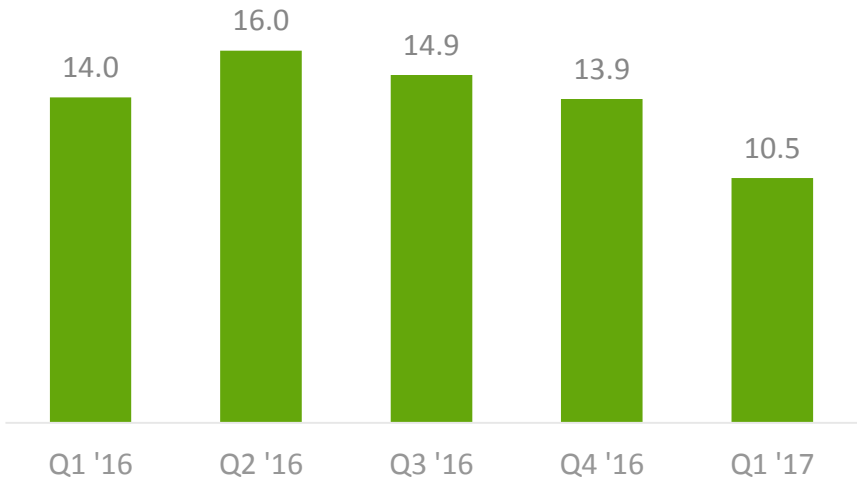
…To Improving Fundamentals

Total Revenue ($'s millions)



Adjusted EBITDA ($'s millions)



	Q1 '16	Q2 '16	Q3 '16	Q4 '16	Q1 '17
Margin	24%	28%	27%	25%	20%

Note: See reconciliations of non-GAAP measures in the appendix to this presentation.

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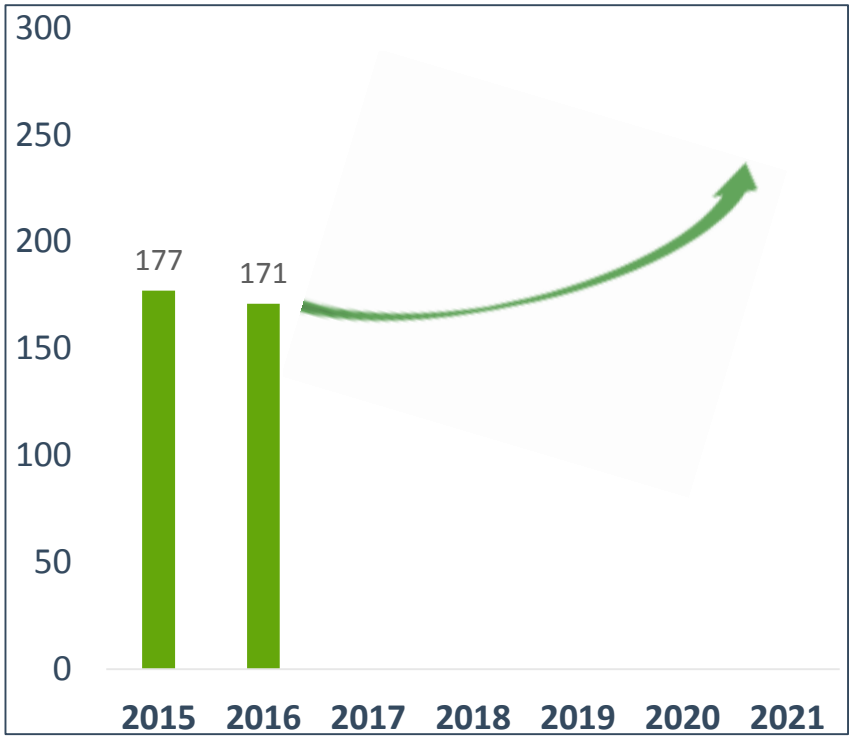
Financial Impact of Tech-Focused Strategy

Keys to Turnaround

- Increased tech pro engagement
- Improving yields and stabilizing renewal rates for recruitment packages
  - Revamped go-to-market strategy
  - Solve pain points – Integration with APIs
  - Open Web sourcing solutions
- New products drive growth
  - Lengo
  - HackerEarth
  - Curated search
  - getTalent
- eFC franchise
  - Capture FinTech opportunity
  - Leverage the global footprint

Tech-Focused Revenue Goal

($'s millions)



Note: Chart above for Illustrative purposes

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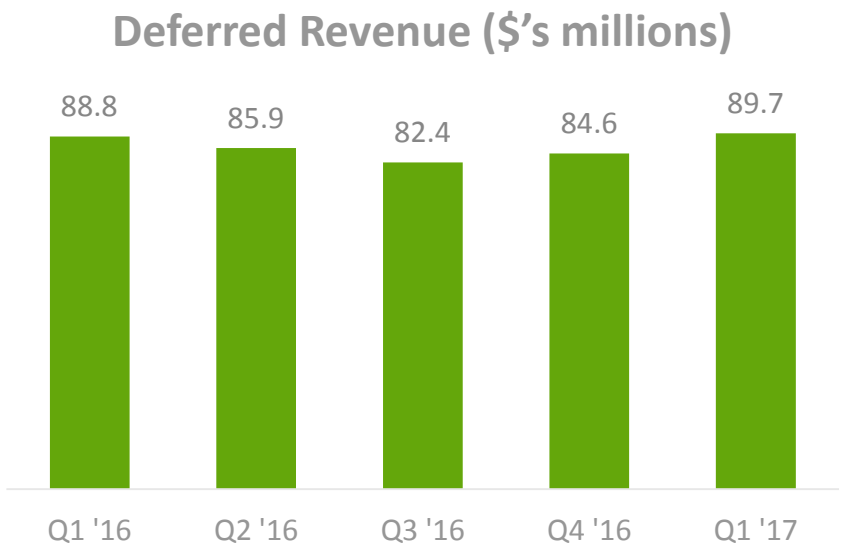
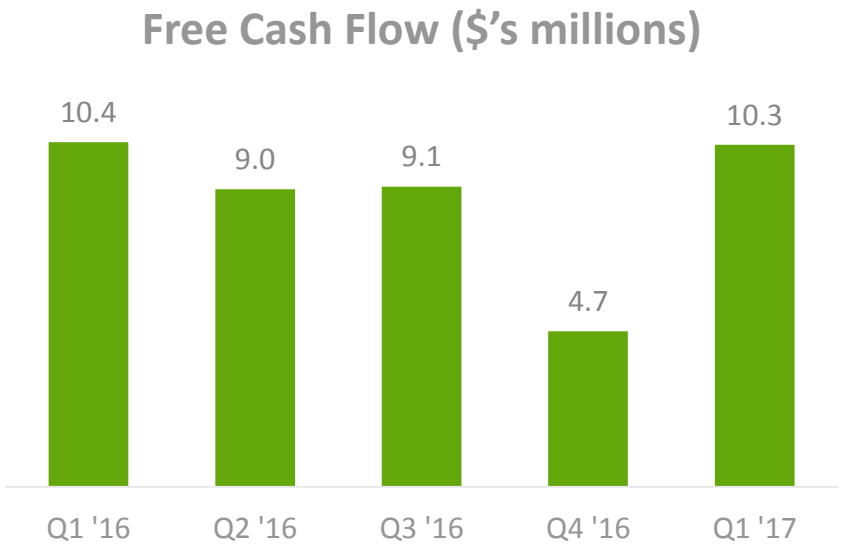
Strong Financial Profile

- Net debt of $53 million (3/31/17) with trailing twelve month leverage ratio of 1.4x
- $90 million of deferred revenue (3/31/17), negative working capital, low capital intensity
- Track record of solid cash flow generation





Note: See reconciliations of non-GAAP measures in the appendix to this presentation.

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Allocate Capital to Enhance Shareholder Value

Continually evaluate our business, industry, and capital markets and allocate capital to optimize shareholder value over the long-term

Priorities:

Invest behind tech-focused strategy: Reinvigorate the core tech franchise; develop next-gen solutions; acquisitions that enhance or leverage tech franchise

Bolster financial position to enhance flexibility to support long-term growth strategy

Return capital to shareholders within a disciplined framework targeting long-term value creation

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DHI Investment Case

- Solid core franchise in a relatively large, fragmented and growing market
- Recurring revenue stream: ~85% of Dice revenue from annual contracts
- New operating structure and strategy changes complexion and growth profile of the core business
- Suite of Next-Generation solutions offers potentially significant growth
- Strong cash flow generation, solid balance sheet, low capital intensity, and favorable working capital dynamics
- Capital allocation focused on enhancing shareholder value over the long-term

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Thank you!



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Notes Regarding the Use of Non-GAAP Financial Measures

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The Company has provided certain non-GAAP financial information as additional information for its operating results. These measures are not in accordance with, or an alternative for, generally accepted accounting principles in the United States ("GAAP") and may be different from similarly titled non-GAAP measures reported by other companies. The Company believes that its presentation of non-GAAP measures, such as adjusted earnings before interest, taxes, depreciation, amortization, non-cash stock based compensation expense, and other non-recurring income or expense ("Adjusted EBITDA"), Adjusted EBITDA Margin, Adjusted EBITDA excluding Slashdot Media and disposition related and other costs, Adjusted EBITDA margin excluding Slashdot Media and disposition related and other costs, Revenues excluding Slashdot Media, Net Income excluding Slashdot Media, impairment charge and disposition related and other costs, Free Cash Flow, Diluted Earnings per Share excluding Slashdot Media, impairment charge and disposition related and other costs, and Net Debt, provides useful information to management and investors regarding certain financial and business trends relating to its financial condition and results of operations. In addition, the Company's management uses these measures for reviewing the financial results of the Company and for budgeting and planning purposes. The non-GAAP measures apply to consolidated results and results by segment or other measure as shown within this document. The Company has provided required reconciliations to the most comparable GAAP measures elsewhere in the document.

Adjusted EBITDA
Adjusted EBITDA is a non-GAAP metric used by management to measure operating performance. Management uses Adjusted EBITDA as a performance measure for internal monitoring and planning, including preparation of annual budgets, analyzing investment decisions and evaluating profitability and performance comparisons between us and our competitors. The Company also uses this measure to calculate amounts of performance based compensation under the senior management incentive bonus program. Adjusted EBITDA, as defined in our Credit Agreement, represents net income plus (to the extent deducted in calculating such net income) interest expense, income tax expense, depreciation and amortization, non-cash stock option expenses, losses resulting from certain dispositions outside the ordinary course of business, certain writeoffs in connection with indebtedness, impairment charges with respect to long-lived assets, expenses incurred in connection with an equity offering, extraordinary or non-recurring non-cash expenses or losses, transaction costs in connection with the Credit Agreement up to $250,000, deferred revenues written off in connection with acquisition purchase accounting adjustments, writeoff of non-cash stock compensation expense, and business interruption insurance proceeds, minus (to the extent included in calculating such net income) non-cash income or gains, interest income, and any income or gain resulting from certain dispositions outside the ordinary course of business.

We present Adjusted EBITDA as a supplemental performance measure because we believe that this measure provides our board of directors, management and investors with additional information to measure our performance, provide comparisons from period to period and company to company by excluding potential differences caused by variations in capital structures (affecting interest expense) and tax positions (such as the impact on periods or companies of changes in effective tax rates or net operating losses), and to estimate our value.

Adjusted EBITDA is not a measurement of our financial performance under GAAP and should not be considered as an alternative to net income, operating income or any other performance measures derived in accordance with GAAP as a measure of our profitability.

Adjusted EBITDA Margin
Adjusted EBITDA Margin is a non-GAAP metric used by management to measure operating performance. Adjusted EBITDA Margin is computed as Adjusted EBITDA divided by Revenues.

Adjusted EBITDA Excluding Slashdot Media and disposition related and other costs
Adjusted EBITDA excluding Slashdot Media and disposition related and other costs is a non-GAAP metric used by management to measure operating performance. Management uses Adjusted EBITDA excluding Slashdot Media and disposition related and other costs as a measure of our financial performance given our sale of Slashdot Media and disposition related and other costs. Adjusted EBITDA excluding Slashdot Media and disposition related and other costs, represents Adjusted EBITDA defined above, less Slashdot Media and disposition related and other costs.

Adjusted EBITDA margin, Excluding Slashdot Media and disposition related and other costs
Adjusted EBITDA margin, excluding Slashdot Media and disposition related and other costs is a non-GAAP metric used by management to measure operating performance. Management uses Adjusted EBITDA margin, excluding Slashdot Media and disposition related and other costs as a measure of our financial performance given our sale of Slashdot Media and disposition related and other costs. Adjusted EBITDA margin, excluding Slashdot Media and disposition related and other costs, is computed as Adjusted EBITDA, excluding Slashdot Media and disposition related and other costs divided by Revenues excluding Slashdot Media.

Revenues Excluding Slashdot Media
Revenues excluding Slashdot Media is a non-GAAP metric used by management to measure operating performance. Revenues excluding Slashdot Media represents Revenues as defined above less Slashdot Media revenue. We consider Revenues excluding Slashdot Media to be an important measure to evaluate our financial performance given our sale of Slashdot Media.

Net Income Excluding Slashdot Media and disposition related and other costs
Net Income excluding Slashdot Media and disposition related and other costs is a non-GAAP metric used by management to measure operating performance. Net Income excluding Slashdot Media and disposition related and other costs is defined as Net Income less Slashdot Media Net Income (Loss) and disposition related and other costs. We consider Net Income excluding Slashdot Media and disposition related and other costs to be an important measure of our financial performance given our sale of Slashdot Media and disposition related and other costs.

Diluted Earnings per Share Excluding Slashdot Media and disposition related and other costs
Diluted earnings per share excluding Slashdot Media and disposition related and other costs is a non-GAAP metric used by management to measure operating performance. Diluted earnings per share excluding Slashdot Media and disposition related and other costs is defined as diluted earnings per share less impact per share of Slashdot Media and disposition related and other costs. We consider diluted

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GAAP to Non-GAAP Reconciliation

($'s millions)	2016 Q1	2016 Q2	2016 Q3	2016 Q4	2017 Q1
Reconciliation of Net Income (Loss) to Adjusted EBITDA:					
Net income (loss)	**$ 1.1**	**$ 4.9**	**$ (16.8)**	**$ 5.5**	**$ 1.3**
Interest expense	0.9	0.8	0.9	0.9	0.8
Income tax expense (benefit)	0.6	2.8	(0.1)	2.0	2.1
Depreciation	2.6	2.6	2.5	2.2	2.3
Amortization of intangible assets	2.5	2.1	1.6	0.7	0.6
Impairment of goodwill	-	-	15.4	-	-
Impairment of intangible assets	-	-	9.3	-	-
Non-cash stock compensation expense	2.7	2.8	2.3	2.4	2.5
Slashdot Media, disposition related and other costs	2.1	-	-	-	-
Accelerated stock based compensation expense—Slashdot Media	0.9	-	-	-	-
Loss on sale of business	0.6	0.1	-	-	-
Costs related to strategic alternatives process	-	-	-	-	0.8
Other	0.0	0.0	0.0	0.2	0.0
Adjusted EBITDA	$ 14.0	$ 16.0	$ 14.9	$ 13.9	$ 10.5
Calculation of Free Cash Flow:					
Net cash provided by operating activities	**$ 12.7**	**$ 12.2**	**$ 12.0**	**$ 8.0**	**$ 14.5**
Purchases of fixed assets	(2.3)	(3.2)	(3.0)	(3.2)	(4.2)
Free Cash Flow	$ 10.4	$ 9.0	$ 9.1	$ 4.7	$ 10.3

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