

# monster<sup>®</sup>

## EMPLOYMENT INDEX

### **UAE records first single-digit annual growth rate since May 2015, according to the Monster Employment Index**

#### **May 2016 Index Highlights**

- Monster Employment Index for the Middle East plummets further in May 2016: The year-on-year growth rate eases from a negative four percent in April 2016 to a negative 17 percent in May 2016.
- Month-on-month, the Monster Employment Index registers an eight percent drop in e-recruitment activity in the Middle East
- Year-on-year, Bahrain and UAE record the steepest rise in employment opportunities; up by nine percent
- Health care is the most in-demand job role in UAE

**Dubai, 22 June, 2016 – Although e-recruitment activity in the GCC as a whole continues to grow at a diminishing rate, the Monster Employment Index (MEI) registered the steepest rise in employment opportunities in the UAE together with Bahrain; up at nine percent in May 2016 as compared to the corresponding period a year ago.**

“Slow global economic recovery, cheap oil and regional instability have adversely hit the GCC economic and business confidence; while Bahrain and UAE continue to exhibit growth in hiring at a moderate pace, e-recruitment activity in the region slipped 17 percent below the corresponding period a year-ago,” **said Sanjay Modi, Managing Director – APAC and Middle East, Monster.com.** “With the domestic news agenda being dominated by austerity measures and the introduction of VAT, we expect 2016 to be a challenging year for the UAE as well. Under the current scenario, companies across the country including government agencies will have to establish a new order for promoting growth in the UAE and change their spending habits, while shifting energy production towards solar power and other alternative resources.”

According to a recent report by the professional services firm, Ernst & Young (EY), greater union between the six GCC member states Bahrain, Kuwait, Oman, Qatar, Saudi Arabia and the UAE could, potentially, maximize growth opportunities in the region, with trigger effect on the UAE. While the report does not suggest a monetary or fiscal union, it does see great potential in removing the remaining barriers to intra-regional trade, doing away with *‘lengthy border checks and a lack of regulatory alignment’*. Harmonizing regulations while creating a single market through more economic integration could indeed increase foreign investment flows to the GCC as a whole and consequently boost efficiency and promote growth and current diversification efforts in the long-term.

In the UAE this month, Healthcare is leading the industry growth charts, with a 34 percent growth in online job posts year-on-year. At the same time, Health care is also the most in-demand job role, growing at 35 percent.

The second best performing industry in the UAE is Consumer Goods/FMCG, Food & Packaged Food, Home Appliance, Garments/Textiles/Leather, Gems & Jewellery, with 29 percent growth in online job posts. Although registering one of the steepest declines among the industry sectors monitored by the Index, Retail/Trade and Logistics follows with a growth of 28 percent in job opportunities posted online year on year to May 2016.

The outlook is the gloomy for BFSI, with the industry exhibiting a negative drop of 12 percent; while Hospitality sector plunges the most, with online recruitment activity registering a negative 32 percent growth in May 2016 as compared to the previous year.

### UAE Top Growth Industries

| Year-over-year Growth  | May 15 | May 16 | % Growth Y-o-Y |
|--|--------|--------|----------------|
| Health Care  | 169    | 226    | 34%            |
| Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery | 89     | 115    | 29%            |
| Retail/Trade and Logistics   | 107    | 137    | 28%            |

### UAE Lowest Growth Industries

| Year-over-year Growth | May 15 | May 16 | % Growth Y-o-Y |
|-----------------------|--------|--------|----------------|
| BFSI                  | 154    | 136    | -12%           |
| Oil and Gas           | 68     | 56     | -18%           |
| Hospitality           | 117    | 80     | -32%           |

### UAE Top Growth Occupations

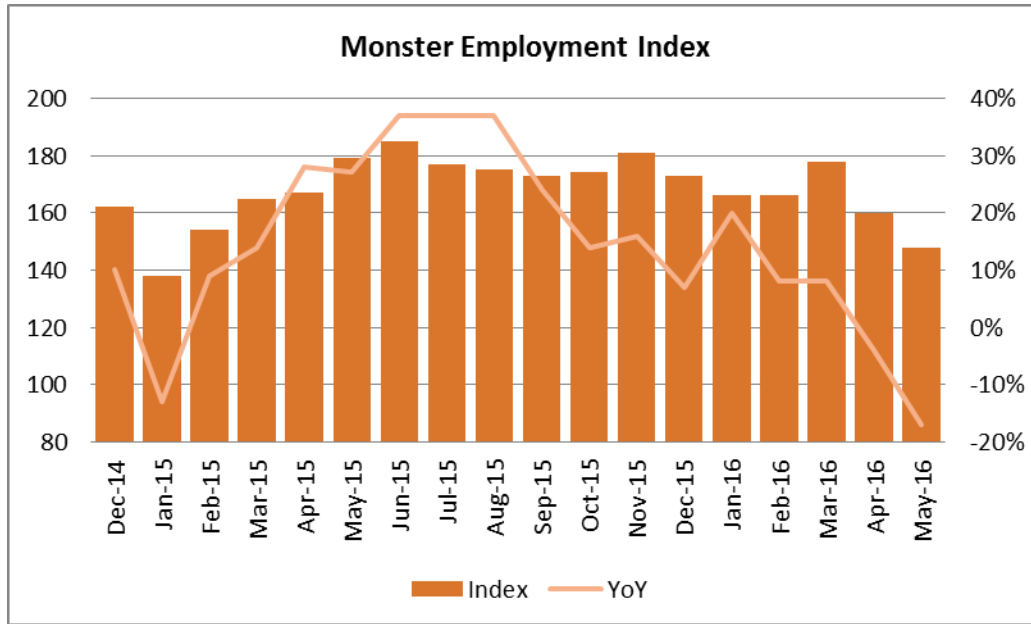
| Year-over-year Growth      | May 15 | May 16 | % Growth Y-o-Y |
|----------------------------|--------|--------|----------------|
| Health Care                | 156    | 211    | 35%            |
| Sales and BD               | 133    | 157    | 18%            |
| Engineering and Production | 112    | 127    | 13%            |

### UAE Lowest Growth Occupations

| Year-over-year Growth                    | May 15 | May 16 | % Growth Y-o-Y |
|--|--------|--------|----------------|
| Finance and Account                      | 117    | 104    | -11%           |
| Marketing & Communications/Arts/Creative | 114    | 98     | -14%           |
| Customer service                         | 61     | 52     | -15%           |

The Monster Employment Index is a monthly gauge of online job posting activity in Middle-East based on a real-time review of tens of thousands of employer job opportunities culled from a large representative selection of career Web sites and online job listings. The Index does not reflect the trend of any one advertiser or source, but is an aggregate measure of the change in job listings across the industry.

#Ends#



Monster Employment Index Middle East results for the past 18 months are as follows:

| Dec 14 | Jan 15 | Feb 15 | Mar 15 | Apr 15 | May 15 | Jun 15 | Jul 15 | Aug 15 | Sep 15 | Oct 15 | Nov 15 | Dec 15 | Jan 16 | Feb 16 | Mar 16 | Apr 16 | May 16 | Y-o-Y |
|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|-------|
| 162    | 138    | 154    | 165    | 167    | 179    | 185    | 177    | 175    | 173    | 174    | 181    | 173    | 166    | 166    | 178    | 160    | 148    | -17%  |

**Industry Year-over-Year Trends:** E-recruitment activity recorded a positive growth in four of the twelve monitored industry sectors.

- **Consumer Goods/ FMCG, Food & Packaged Food, Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery** continued to exhibit the steepest growth in online hiring. Year-on-year, the sector registered a 44 percent growth up from 27 percent in April 2016. This is one of the most steadily growing sectors and has registered a 25 percent growth in opportunities in the past six-months between November 2015 and May 2016.
- **Production/Manufacturing, Automotive and Ancillary** followed closely charting a 33 percent growth, year-on-year. This is the most notable improvement in the long-term growth momentum among all monitored sectors; up by 22 percentage points from 11 percent in April 2016. The month-on-month (up four percent) growth rate is also the steepest recorded among all sector. The three-month growth rate has been positive since March 2016 reflecting improved demand in the sector more recently. Between February and May 2016 there has been a 16 percent growth in opportunities.
- The year-on-year growth momentum, even though positive, has eased significantly in **IT and Telecom/ISP** and **Health Care** vis-a-vis past months. Online recruitment activity in both these sectors surpassed the year-ago level by five percent in May 2016 down from 17 percent and 12 percent respectively in January 2016. The Index reading in Health Care continues to hover around the same level as April 2016.
- Year-on-year, **Engineering, Construction and Real Estate** (down eight percent); **BFSI** (down 37 percent); **Retail/Trade and Logistics** (down 37 percent); **Education** (down 26 percent); **Hospitality** (down 47 percent) continued to exhibit a down trend.

- E-recruitment in **Advertising, Market Research, Public Relations, Media and Entertainment** slipped 51 percent below the corresponding period a year-ago. This is the steepest decline recorded in the series and also among all monitored sectors.

### Top Growth Industries

| Year-over-year Growth  | May 15 | May 16 | % Growth Y-o-Y |
|--|--------|--------|----------------|
| Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery | 77     | 111    | 44%            |
| Production/Manufacturing, Automotive and Ancillary   | 72     | 96     | 33%            |
| IT and Telecom/ISP   | 123    | 129    | 5%             |
| Health Care  | 165    | 173    | 5%             |
| Engineering, Construction and Real Estate  | 149    | 137    | -8%            |

### Lowest Growth Industries

| Year-over-year Growth   | May 15 | May 16 | % Growth Y-o-Y |
|---|--------|--------|----------------|
| Education   | 203    | 150    | -26%           |
| BFSI  | 218    | 138    | -37%           |
| Retail/Trade and Logistics  | 177    | 112    | -37%           |
| Hospitality   | 230    | 122    | -47%           |
| Advertising, Market Research, Public Relations, Media and Entertainment | 164    | 81     | -51%           |

**Occupation Year-over-Year Trends:** Online demand surpassed the year-ago level in two out of the 11 occupation groups monitored by the Index.

- **Customer Service** supplanted Health Care to lead all monitored job roles, year-on-year. There has been a 58 percent increase in demand for Customer Service professionals since May last year. The group has been witnessing progressive improvement in the pace of three-month growth rate since March 2016 following prior low levels. It is notable however, the Index reading for the series continued to be below the baseline even in May 2016.
- **Health Care** is the only other group to register a positive growth year-on-year. The growth momentum, nevertheless, eased significantly from 46 percent in April 2016 to 20 percent in May 2016. The group also saw online demand slip below the three-month and six-month ago level. Clearly, there has been a contraction in demand in Health Care lately
- Online demand for **Purchase / Logistics / Supply Chain** plunged nine percent between May 2015 and 2016. This is the first negative annual growth recorded since November 2015.
- **Marketing & Communications/Arts/Creative** (down 47 percent) and **Hospitality and Travel** (down 36 percent) continued to chart progressive decline on the year. Marketing & Communications/Arts/Creative professionals also witnessed the most dramatic annual decline among all occupation groups.

### Top Growth Occupations

| Year-over-year Growth | May 15 | May 16 | % Growth Y-o-Y |
|-----------------------|--------|--------|----------------|
| Customer service      | 60     | 95     | 58%            |
| Health Care           | 161    | 193    | 20%            |

### Lowest Growth Occupations

| Year-over-year Growth | May 15 | May 16 | % Growth Y-o-Y |
|-----------------------|--------|--------|----------------|
| Finance and Account   | 176    | 144    | -18%           |
| Sales and BD          | 246    | 169    | -31%           |

|                                     |     |     |      |
|-------------------------------------|-----|-----|------|
| Purchase / Logistics / Supply Chain | 112 | 102 | -9%  |
| Legal                               | 120 | 105 | -13% |
| Software, Hardware, Telecom         | 174 | 152 | -13% |

|  |     |     |      |
|--|-----|-----|------|
| HR & Admin.                              | 192 | 125 | -35% |
| Hospitality and Travel                   | 213 | 136 | -36% |
| Marketing & Communications/Arts/Creative | 234 | 123 | -47% |

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## Saudi’s federal healthcare goals to drive job demand, according to the latest Monster Employment Index

**Riyadh, 22 June, 2016:** Saudi Arabia’s healthcare sector is showing promising growth, with job demand for skilled healthcare professionals leading the charts above all other sectors, with an increase of 18 per cent year to date in May 2016, according to the latest Monster Employment Index. The rise in demand for healthcare professionals reflects the Kingdom’ ambitions to modernize and diversify its economy away from oil through a closer focus on Digital health care innovations.

“Our latest employment index mirrors the Saudi Vision 2030 and National Transformation Plan, coupled with the Ministry of Health’s National Healthcare Project and National e-Health Strategy,” **said Sanjay Modi, Managing Director – APAC and Middle East, Monster.com.** “Already the Saudi health care market is the largest in the GCC, and with the Saudi government’s pledge to transformation the healthcare sector, making it more digitally advanced, we project even faster growth and job creation in the near future.”

According to a recent report by Alpen Capital, in fact, the Saudi Arabian health care market is anticipated to grow by 69 percent from \$16 billion in 2015 to a size of US\$ 27.4 billion already in 2020.

As part of Vision 2030, the government is increasingly partnering with the private sector not just to bear the costs of overall health care expenses, but also to better compete on the global arena. To garner more real-time, data-driven insights that can support the country’s innovation drive, hospitals are already starting to partner with global enterprise software companies, such as SAP.

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### KSA Highlights

- Monster Employment Index **KSA** declines 19 percent from the year-ago level
- **Oil and Gas sector** leads by the way of long-term growth
- **Hospitality** exhibits the steepest annual decline yet again
- Among job roles, **Health Care** professionals register the most notable growth in demand, year-on-year

### KSA Top Growth Industries

| Year-over-year Growth  | May 15 | May 16 | % Growth Y-o-Y |
|--|--------|--------|----------------|
| Oil and Gas  | 96     | 127    | 32%            |
| Production/Manufacturing, Automotive and Ancillary   | 96     | 125    | 30%            |
| Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems & Jewellery | 102    | 107    | 5%             |

### KSA Lowest Growth Industries

| Year-over-year Growth   | May 15 | May 16 | % Growth Y-o-Y |
|---|--------|--------|----------------|
| Advertising, Market Research, Public Relations, Media and Entertainment | 179    | 139    | -22%           |
| Retail/Trade and Logistics  | 147    | 98     | -33%           |
| Hospitality   | 207    | 79     | -62%           |

### KSA Top Growth Occupations

| Year-over-year Growth       | May 15 | May 16 | % Growth Y-o-Y |
|-----------------------------|--------|--------|----------------|
| Health Care                 | 121    | 143    | 18%            |
| Software, Hardware, Telecom | 172    | 187    | 9%             |
| Sales and BD                | 194    | 198    | 2%             |

### KSA Lowest Growth Occupations

| Year-over-year Growth                    | May 15 | May 16 | % Growth Y-o-Y |
|--|--------|--------|----------------|
| Marketing & Communications/Arts/Creative | 151    | 110    | -27%           |
| Engineering and Production               | 154    | 95     | -38%           |
| Hospitality and Travel                   | 152    | 93     | -39%           |

**Geographic Year-over-year Trends:** Online hiring surpassed the year-ago level in three countries out of the seven monitored by the Index

- **Bahrain** (up nine percent) and **UAE** (up nine percent) led charting the steepest rise in e-recruitment activity on an annual basis. While growth momentum improved in Bahrain that in UAE eased nine percentage points between April and May 2016. This is also the first single-digit annual growth rate recorded in UAE since May 2015.
- **Oman** registered a six percent growth on an annual basis this month; up from a negative two percent in April 2016. Month-on-month, Oman registered a nine percent growth in hiring activity; the steepest among all monitored cities.
- The annual growth momentum moderated further in **Kuwait** (down 12 percent); **KSA** (down 19 percent); **Egypt** (down 20 percent); and **Qatar** (down 27 percent). Qatar registered the steepest year-on-year decline.

| Year-over-year Growth | May 15 | May 16 | % Growth Y-o-Y |
|-----------------------|--------|--------|----------------|
| Bahrain               | 137    | 150    | 9%             |
| UAE                   | 125    | 136    | 9%             |

|        |     |     |      |
|--------|-----|-----|------|
| Oman   | 119 | 126 | 6%   |
| Kuwait | 133 | 117 | -12% |
| KSA    | 156 | 127 | -19% |
| Egypt  | 196 | 157 | -20% |
| Qatar  | 158 | 115 | -27% |

## COUNTRY-WISE TRENDS

### KSA Highlights

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- Among job roles, **Health Care** professionals register the most notable growth in demand, year-on-year

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| Hospitality and Travel                   | 152    | 93     | -39%           |

### UAE Highlights

- Monster Employment Index **UAE** continues to grow at a diminishing rate; registers a nine percent growth from the corresponding period a year-ago
- Among industry sectors, **Health Care** charts the steepest annual growth even in May 2016.

- Online recruitment activity plunges the most in the **Hospitality** sector
- **Health Care** is the most in-demand job role even this month

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| Customer service                         | 61     | 52     | -15%           |

### By Industry

|  | 2015 |     |     |     |     |     |     |     | 2016 |     |     |     |     |
|--|------|-----|-----|-----|-----|-----|-----|-----|------|-----|-----|-----|-----|
|  | May  | Jun | Jul | Aug | Sep | Oct | Nov | Dec | Jan  | Feb | Mar | Apr | May |
| Engineering, Construction and Real Estate  | 149  | 151 | 140 | 131 | 143 | 147 | 154 | 158 | 142  | 147 | 151 | 138 | 137 |
| BFSI   | 218  | 217 | 214 | 183 | 187 | 214 | 195 | 188 | 167  | 156 | 175 | 152 | 138 |
| Production/Manufacturing, Automotive and Ancillary   | 72   | 84  | 82  | 76  | 83  | 82  | 92  | 78  | 74   | 83  | 83  | 92  | 96  |
| Retail/Trade and Logistics   | 177  | 174 | 174 | 172 | 178 | 173 | 182 | 155 | 139  | 140 | 138 | 125 | 112 |
| Oil and Gas  | 80   | 83  | 84  | 75  | 71  | 78  | 75  | 73  | 70   | 74  | 72  | 69  | 67  |
| IT and Telecom/ISP   | 123  | 131 | 132 | 121 | 122 | 134 | 136 | 131 | 118  | 127 | 133 | 130 | 129 |
| Hospitality  | 230  | 226 | 210 | 203 | 203 | 223 | 192 | 191 | 183  | 167 | 167 | 137 | 122 |
| Education  | 203  | 209 | 202 | 197 | 197 | 198 | 177 | 174 | 173  | 178 | 160 | 149 | 150 |
| Chemicals/ Plastic/ Rubber, Paints, Fertilizer/ Pesticides                                     | 88   | 95  | 99  | 93  | 89  | 96  | 93  | 100 | 96   | 91  | 85  | 79  | 80  |
| Consumer Goods/ FMCG, Food & Packaged Food , Home Appliance, Garments/ Textiles/ Leather, Gems | 77   | 76  | 78  | 77  | 78  | 84  | 89  | 93  | 95   | 103 | 109 | 116 | 111 |



|   |     |     |     |     |     |     |     |     |     |     |     |     |     |
|---|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| & Jewellery   |     |     |     |     |     |     |     |     |     |     |     |     |     |
| Health Care   | 165 | 169 | 149 | 166 | 159 | 172 | 182 | 161 | 163 | 175 | 174 | 173 | 173 |
| Advertising, Market Research, Public Relations, Media and Entertainment | 164 | 163 | 153 | 144 | 132 | 136 | 133 | 127 | 118 | 106 | 95  | 85  | 81  |

### By Occupation

|  | 2015 |     |     |     |     |     |     |     | 2016 |     |     |     |     |
|--|------|-----|-----|-----|-----|-----|-----|-----|------|-----|-----|-----|-----|
|  | May  | Jun | Jul | Aug | Sep | Oct | Nov | Dec | Jan  | Feb | Mar | Apr | May |
| Engineering and Production               | 145  | 151 | 140 | 142 | 147 | 142 | 148 | 152 | 128  | 125 | 130 | 120 | 120 |
| Finance and Account                      | 176  | 173 | 170 | 155 | 155 | 156 | 147 | 174 | 167  | 142 | 158 | 174 | 144 |
| HR & Admin.                              | 192  | 191 | 185 | 182 | 181 | 200 | 202 | 169 | 159  | 163 | 167 | 154 | 125 |
| Sales and BD                             | 246  | 249 | 249 | 236 | 250 | 253 | 252 | 212 | 201  | 202 | 237 | 197 | 169 |
| Purchase / Logistics / Supply Chain      | 112  | 114 | 115 | 115 | 110 | 97  | 102 | 107 | 105  | 105 | 113 | 110 | 102 |
| Hospitality and Travel                   | 213  | 211 | 190 | 193 | 197 | 184 | 179 | 152 | 147  | 134 | 161 | 143 | 136 |
| Health Care                              | 161  | 164 | 134 | 159 | 166 | 190 | 204 | 179 | 187  | 206 | 207 | 204 | 193 |
| Software, Hardware, Telecom              | 174  | 189 | 196 | 170 | 151 | 166 | 191 | 175 | 162  | 180 | 196 | 165 | 152 |
| Marketing & Communications/Arts/Creative | 234  | 232 | 216 | 205 | 194 | 183 | 190 | 158 | 154  | 150 | 166 | 147 | 123 |
| Customer service                         | 60   | 72  | 69  | 74  | 76  | 99  | 108 | 75  | 71   | 73  | 90  | 88  | 95  |
| Legal                                    | 120  | 115 | 123 | 111 | 107 | 97  | 95  | 100 | 91   | 103 | 110 | 101 | 105 |

#### About the Monster Employment Index

Launched in April 2011 with data collected since October 2010, the Monster Employment Index is a broad and comprehensive monthly analysis of online job posting activity in the Middle East conducted by Monster.com. Based on a real-time review of tens of thousands of employer job opportunities culled from a large, representative selection of online career outlets, including Monster Gulf, the Monster Employment Index presents a snapshot of employer online recruitment activity nationwide. Monster has taken due care in compiling and processing the data available from various sources for Monster Employment Index, but does not guarantee the accuracy, adequacy or completeness of any information and is not responsible for any errors or omissions or action / decision taken or for the results obtained from the use of such information.

#### About Monster Worldwide

Monster Worldwide, Inc. (NYSE: MWW) is a global leader in connecting people to jobs, wherever they are. For more than 20 years, Monster has helped people improve their lives with better jobs, and employers find the best talent. Today, the company offers services in more than 40 countries, providing some of the broadest, most sophisticated job seeking, career management, recruitment and talent management capabilities. Monster continues its pioneering work of transforming the recruiting industry with advanced technology using intelligent digital, social and mobile solutions, including our flagship website [monster.com](http://monster.com)® and a vast array of products and services. For more information visit [monster.com/about](http://monster.com/about).

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