

News Release

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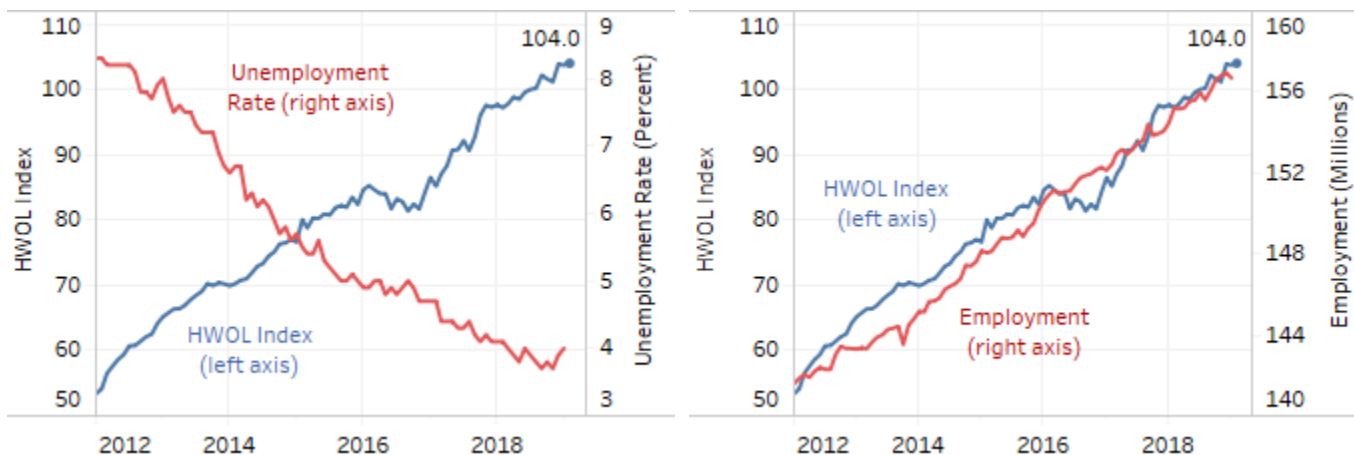
Online Labor Demand Increased in February *Solid Employment Growth to Continue in Coming Months*

- In February, most states and MSAs experienced an increase in the number of online job ads
- In recent months, as oil prices declined, the growth in online job ads in most oil states was weaker than average

NEW YORK, March 6, 2019 ...The Conference Board *experimental Help Wanted OnLine (HWOL) Index* increased in February. The Index now stands at 104.0 (July 2018=100), up from 103.7 in January.

“The HWOL index has been stable in recent months, despite the volatility in financial markets and business confidence. This is consistent with solid employment growth in the coming months,” said Gad Levanon, Chief Economist, North America, at The Conference Board. “With the partial government shutdown ending, US-China trade tensions diminishing, and the recovery in stock prices, the US economy is much less likely to experience a major slowdown in the first half of 2019. We expect a gradual moderation in economic employment growth during 2019. Recruitment activity is likely to remain high as labor turnover will further increase in a tightening labor market.”

Help Wanted OnLine® (HWOL) Index: United States, seasonally adjusted, February 2019
[July 2018=100]



Sources: The Conference Board, Bureau of Labor Statistics
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The release schedule, national historic table and technical note are available on The Conference Board website, <http://www.conference-board.org/data/helpwantedonline.cfm>. The underlying data for The Conference Board HWOL is collected by CEB, Inc.

Table 1. HWOL Index: Selected areas, seasonally adjusted, February 2019

[July 2018=100]

Area	HWOL Index ¹			Percent Change		
	Dec. 2018 ^r	Jan. 2019 ^r	Feb. 2019 ^p	1-month		12-month
				Dec. 2018-Jan. 2019	Jan. 2019-Feb. 2019	Feb. 2018-Feb. 2019
United States.....	103.8	103.7	104.0	-0.1	0.3	7.0
Census Divisions²						
New England.....	104.6	106.2	107.0	1.5	0.8	10.4
Middle Atlantic	103.9	104.5	104.2	0.6	-0.3	8.6
East North Central	103.0	102.3	101.6	-0.6	-0.7	3.9
West North Central.....	104.2	103.4	102.8	-0.7	-0.6	8.0
South Atlantic.....	104.4	104.1	105.6	-0.3	1.4	8.4
East South Central	102.7	102.0	103.0	-0.7	1.0	8.2
West South Central.....	102.4	101.8	102.8	-0.5	0.9	6.8
Mountain.....	103.9	104.5	104.2	0.6	-0.3	8.6
Pacific	104.3	104.5	103.1	0.2	-1.3	5.9
States and MSAs³						
Alabama	102.4	101.6	102.6	-0.8	1.0	8.7
Birmingham.....	102.4	101.8	103.8	-0.6	1.9	10.9
Alaska	105.6	101.2	106.0	-4.2	4.8	10.4
Arizona	105.6	105.3	105.9	-0.3	0.6	9.0
Phoenix	109.0	108.8	108.8	-0.2	0.0	13.1
Tucson.....	100.8	99.6	100.5	-1.2	1.0	2.6
Arkansas	101.6	99.5	98.7	-2.0	-0.8	6.2
California	103.1	102.7	101.0	-0.4	-1.6	3.5
Los Angeles	103.7	104.2	102.7	0.5	-1.4	6.1
Riverside	102.1	101.5	98.8	-0.5	-2.7	-0.6
Sacramento	104.7	100.7	99.4	-3.8	-1.3	-0.7
San Diego	102.0	102.1	101.5	0.1	-0.6	3.4
San Francisco.....	104.6	103.0	102.7	-1.5	-0.3	9.5
San Jose.....	104.9	104.9	103.0	0.0	-1.9	6.5
Colorado.....	106.6	104.9	106.9	-1.6	1.9	9.9
Denver	107.5	104.7	107.1	-2.6	2.3	9.0
Connecticut	105.3	104.9	107.5	-0.4	2.4	8.4
Hartford	105.3	105.7	110.6	0.3	4.7	15.9
Washington, DC.....	105.5	105.4	106.8	-0.2	1.4	7.2
Delaware	103.4	104.2	104.6	0.8	0.4	11.4
Florida	100.6	100.2	102.5	-0.4	2.3	4.8
Jacksonville	101.8	100.9	104.0	-0.9	3.0	4.7
Miami.....	100.5	101.2	101.3	0.7	0.1	4.6
Orlando	102.3	102.3	105.4	0.0	2.9	10.6
Tampa	101.0	101.0	101.1	0.0	0.1	3.4
Georgia.....	106.3	105.4	107.7	-0.9	2.2	12.9
Atlanta	104.4	104.1	106.5	-0.4	2.4	11.5
Hawaii	106.2	107.8	106.8	1.5	-0.9	7.9
Honolulu	105.3	108.5	107.8	3.0	-0.6	8.3

Area	HWOL Index ¹			Percent Change		
				1-month		12-month
	Dec. 2018 ^r	Jan. 2019 ^r	Feb. 2019 ^p	Dec. 2018- Jan. 2019	Jan. 2019- Feb. 2019	Feb. 2018- Feb. 2019
Idaho	99.4	98.3	99.2	-1.1	0.9	0.2
Illinois	102.5	102.0	101.4	-0.5	-0.6	6.8
Chicago.....	102.3	102.3	102.4	0.1	0.1	7.6
Indiana	100.4	100.2	99.7	-0.1	-0.5	3.3
Indianapolis.....	102.4	102.9	103.2	0.6	0.2	6.2
Iowa	104.7	105.2	104.5	0.5	-0.7	10.1
Kansas	102.7	102.1	101.4	-0.5	-0.7	8.7
Kentucky.....	102.6	103.5	104.5	0.9	0.9	11.2
Louisville	103.2	104.6	103.8	1.3	-0.7	6.6
Louisiana	102.8	100.7	101.9	-2.0	1.2	5.2
New Orleans.....	104.2	102.3	103.9	-1.8	1.5	7.4
Maine	104.9	105.6	108.0	0.7	2.3	3.9
Maryland	103.7	103.6	104.8	-0.1	1.2	6.5
Baltimore	105.2	104.6	106.9	-0.6	2.2	10.4
Massachusetts.....	103.1	104.9	105.3	1.7	0.4	10.1
Boston.....	104.1	105.7	107.0	1.5	1.3	12.3
Michigan.....	99.9	99.2	96.8	-0.7	-2.4	-1.5
Detroit.....	100.3	99.8	98.8	-0.5	-1.0	-0.5
Minnesota	103.6	102.5	101.5	-1.0	-1.0	8.5
Minneapolis-St. Paul.....	106.5	105.3	104.6	-1.2	-0.6	11.8
Mississippi	96.7	94.7	94.3	-2.1	-0.3	-2.1
Missouri.....	105.2	104.5	104.9	-0.7	0.4	8.8
Kansas City	103.7	104.2	103.2	0.5	-1.0	8.9
St. Louis.....	105.5	104.2	105.8	-1.3	1.5	9.8
Montana.....	101.5	97.7	96.5	-3.7	-1.3	-1.3
Nebraska	103.6	103.6	103.0	0.1	-0.6	5.2
Nevada	101.3	99.7	99.7	-1.6	0.0	4.8
Las Vegas.....	103.5	102.2	101.7	-1.3	-0.5	11.1
New Hampshire	107.0	108.8	110.2	1.6	1.3	11.3
New Jersey	105.8	106.5	106.2	0.7	-0.3	9.6
New Mexico.....	103.7	104.0	104.8	0.2	0.8	9.6
New York	103.4	103.9	103.1	0.5	-0.8	7.5
Buffalo.....	104.4	102.9	99.0	-1.4	-3.8	2.3
New York.....	104.0	104.9	104.2	0.8	-0.7	8.5
Rochester	100.4	101.9	102.4	1.5	0.4	10.4
North Carolina	107.5	108.0	108.2	0.5	0.2	14.7
Charlotte	112.3	113.0	111.0	0.5	-1.7	16.0
North Dakota.....	100.9	95.0	97.1	-5.8	2.2	1.0
Ohio.....	103.6	103.1	102.6	-0.5	-0.5	2.0
Cincinnati	104.8	106.4	105.9	1.6	-0.5	8.0
Cleveland.....	101.7	101.5	101.2	-0.2	-0.3	1.2
Columbus	100.4	99.7	101.5	-0.7	1.8	-2.3
Oklahoma	98.5	97.7	97.3	-0.8	-0.4	2.1
Oklahoma City	97.4	98.1	97.9	0.7	-0.2	3.1

Area	HWOL Index ¹			Percent Change		
	Dec. 2018 ^r	Jan. 2019 ^r	Feb. 2019 ^p	1-month		12-month
				Dec. 2018- Jan. 2019	Jan. 2019- Feb. 2019	Feb. 2018- Feb. 2019
Oregon	103.6	103.7	102.8	0.1	-0.9	4.8
Portland	104.9	104.9	105.5	0.0	0.6	8.6
Pennsylvania.....	103.2	103.7	104.1	0.5	0.4	8.9
Philadelphia.....	104.3	105.9	106.8	1.5	0.9	12.6
Pittsburgh.....	102.0	103.3	102.4	1.3	-0.8	6.9
Rhode Island.....	108.1	107.4	107.0	-0.6	-0.4	19.2
Providence	105.6	107.3	106.6	1.6	-0.6	13.9
South Carolina	103.6	101.6	104.1	-1.9	2.4	6.1
South Dakota	101.0	98.8	96.8	-2.2	-2.0	-1.6
Tennessee	104.7	103.1	104.5	-1.5	1.3	9.2
Memphis	102.6	100.5	99.5	-2.1	-1.0	7.1
Nashville.....	103.7	103.0	104.1	-0.7	1.1	8.4
Texas	102.9	102.4	103.5	-0.5	1.1	7.7
Austin	103.8	103.1	104.2	-0.6	1.1	8.6
Dallas	104.7	104.9	106.1	0.2	1.1	10.1
Houston	104.4	102.7	105.3	-1.6	2.5	11.3
San Antonio.....	101.0	100.6	101.0	-0.4	0.4	5.8
Utah	103.2	102.1	101.3	-1.1	-0.7	6.1
Salt Lake City	106.0	106.0	104.3	0.0	-1.6	8.7
Vermont	107.8	108.7	109.0	0.8	0.3	12.1
Virginia	107.1	106.2	107.5	-0.9	1.2	8.9
Richmond.....	105.1	103.3	106.1	-1.7	2.7	8.3
Virginia Beach.....	106.1	105.6	107.1	-0.5	1.4	6.3
Washington	107.2	110.1	109.5	2.7	-0.5	13.1
Seattle-Tacoma	109.1	112.2	110.4	2.8	-1.6	16.2
West Virginia	100.9	100.5	99.9	-0.5	-0.5	3.5
Wisconsin.....	106.2	105.5	104.6	-0.7	-0.9	8.3
Milwaukee.....	104.5	102.9	103.4	-1.5	0.5	5.5
Wyoming	101.0	96.8	97.5	-4.1	0.7	-2.1

Source: The Conference Board

p=Preliminary

r=Revised

1. Data are preliminary and subject to monthly revisions
2. Census Divisions defined by the U.S. Census Bureau
3. Metropolitan areas are based on 2005 OMB county-based MSA definitions

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Table 2. HWOL Index: Occupations, seasonally adjusted, February 2019

[July 2018=100]

SOC ²	Occupation ³	HWOL Index ¹			Percent Change		
		Dec. 2018 ^f	Jan. 2019 ^f	Feb. 2019 ^p	1-month		12-month Feb. 2018- Feb. 2019
					Dec. 2018- Jan. 2019	Jan. 2019- Feb. 2019	
	Total	103.8	103.7	104.0	-0.1	0.3	7.0
11	Management.....	105.3	104.6	104.8	-0.7	0.2	10.8
13	Business and financial operations.....	104.4	104.0	104.8	-0.4	0.8	8.8
15	Computer and mathematical science	110.9	110.1	111.8	-0.7	1.5	20.0
17	Architecture and engineering	108.6	108.9	108.2	0.3	-0.6	14.0
19	Life, physical, and social science	102.0	103.2	103.0	1.2	-0.2	10.5
21	Community and social services.....	105.6	105.4	104.6	-0.1	-0.7	9.2
23	Legal	104.6	105.9	102.8	1.3	-3.0	13.1
25	Education, training, and library	98.3	102.6	103.0	4.3	0.4	8.6
27	Arts, design, entertainment, sports, and media	100.0	101.8	99.9	1.8	-1.8	4.9
29	Healthcare practitioners and technical	103.8	102.7	103.9	-1.0	1.1	1.5
31	Healthcare support	109.5	111.2	112.6	1.6	1.2	11.7
33	Protective service.....	96.9	102.3	95.9	5.6	-6.3	-2.1
35	Food preparation and serving related	102.6	101.3	102.7	-1.2	1.4	4.0
37	Building and grounds cleaning and maintenance	102.2	101.6	102.2	-0.6	0.6	6.1
39	Personal care and service	102.0	101.5	98.6	-0.5	-2.8	-0.3
41	Sales and related.....	101.7	100.1	99.9	-1.6	-0.2	-0.3
43	Office and administrative support	101.2	101.6	102.2	0.3	0.6	4.6
45	Farming, fishing, and forestry	102.9	101.7	103.0	-1.1	1.3	-1.4
47	Construction and extraction	105.4	104.7	101.3	-0.7	-3.3	3.0
49	Installation, maintenance, and repair	103.8	102.0	100.8	-1.7	-1.2	3.3
51	Production	104.1	102.5	99.7	-1.5	-2.8	7.0
53	Transportation and material moving	96.5	96.2	96.2	-0.3	-0.3	1.8

Source: The Conference Board

p=Preliminary

r=Revised

1. Data are preliminary and subject to monthly revisions.

2. Ads are coded to the 6-digit Standard Occupational Classification code (SOC) level

3. Occupational categories are based on 2010 OMB Standard Occupational Classification system (SOC definitions)

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Table 3. HWOL Index: Industries, seasonally adjusted, February 2019

[July 2018=100]

NAICS ²	Industry ³	HWOL Index ¹			Percent Change		
					1-month		12-month
		Dec. 2018 ^f	Jan. 2019 ^f	Feb. 2019 ^p	Dec. 2018-Jan. 2019	Jan. 2019-Feb. 2019	Feb. 2018-Feb. 2019
	Total	103.8	103.7	104.0	-0.1	0.3	7.0
11	Agriculture, Forestry, Fishing and Hunting....	101.2	97.7	93.0	-3.4	-4.8	-8.9
21	Mining.....	98.0	93.0	93.8	-5.1	0.9	8.8
22	Utilities.....	97.5	94.2	97.1	-3.4	3.1	-4.0
23	Construction	106.3	106.9	102.8	0.6	-3.8	2.9
31-33	Manufacturing	106.8	107.4	106.5	0.6	-0.8	14.0
42	Wholesale Trade	100.7	97.2	93.6	-3.5	-3.7	-1.4
44-45	Retail Trade.....	101.8	102.7	101.5	0.9	-1.1	2.6
48-49	Transportation and Warehousing.....	95.0	93.2	91.6	-1.8	-1.7	-8.7
51	Information.....	112.8	113.6	113.4	0.7	-0.2	19.4
52	Finance and Insurance.....	103.7	100.9	101.1	-2.7	0.2	4.8
53	Real Estate Rental and Leasing	106.9	107.8	106.0	0.8	-1.7	7.5
54	Professional, Scientific, and Technical Services.....	107.8	106.3	107.5	-1.4	1.1	14.7
55	Management of Companies and Enterprises	89.5	91.3	91.0	2.0	-0.3	-12.0
56	Administrative and Support and Waste Management Services.....	101.6	101.4	100.5	-0.2	-0.8	4.4
61	Educational Services.....	100.0	103.7	99.8	3.7	-3.7	6.4
62	Health Care and Social Assistance	104.5	104.1	105.3	-0.4	1.1	4.2
71	Arts, Entertainment, and Recreation	97.8	98.8	98.1	1.1	-0.7	-0.9
72	Accommodation and Food Services.....	103.4	102.3	103.7	-1.1	1.4	5.3
81	Other Services	104.6	101.7	99.5	-2.7	-2.2	1.6
92	Public Administration	94.5	94.0	93.3	-0.5	-0.7	-13.3

Source: The Conference Board

p=Preliminary

r=Revised

1. Data are preliminary and subject to monthly revisions.

2. Ads are coded to the 6-digit North American Industry Classification System code (NAICS) level

3. Industry categories are based on 2012 OMB North American Industry Classification System codes (NAICS)

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Table 4. HWOL Data Series: Total ads by Census Division, seasonally adjusted, February 2019

Area ¹	Total Ads ² (Thousands)	Area ¹	Total Ads ² (Thousands)
United States	5,444.3	South Atlantic	1,082.2
New England	317.2	East South Central	240.4
Middle Atlantic	696.0	West South Central	520.1
East North Central	755.7	Mountain	422.4
West North Central	414.8	Pacific	883.4

Source: The Conference Board

1. Census Divisions defined by the U.S. Census Bureau
2. Ad levels are seasonally adjusted and may not add up to the total US count

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Table 5. HWOL Data Series: Total ads by State, seasonally adjusted, February 2019

State	Total Ads ¹ (Thousands)	State	Total Ads ¹ (Thousands)
Alabama	59.6	Montana	19.2
Alaska	16.1	Nebraska	32.9
Arizona	104.9	Nevada	44.3
Arkansas	33.8	New Hampshire	29.5
California	603.3	New Jersey	158.2
Colorado	140.4	New Mexico	29.6
Connecticut	64.0	New York	291.4
Delaware	19.2	North Carolina	160.9
Florida	285.1	North Dakota	17.4
Georgia	179.4	Ohio	187.4
Hawaii	22.1	Oklahoma	44.3
Idaho	22.3	Oregon	73.4
Illinois	210.6	Pennsylvania	246.8
Indiana	95.9	Rhode Island	17.2
Iowa	61.4	South Carolina	70.0
Kansas	43.4	South Dakota	14.2
Kentucky	57.7	Tennessee	93.4
Louisiana	50.9	Texas	388.1
Maine	22.2	Utah	54.4
Maryland	119.1	Vermont	12.8
Massachusetts	170.2	Virginia	178.1
Michigan	151.4	Washington	170.3
Minnesota	144.1	West Virginia	24.7
Mississippi	29.8	Wisconsin	108.6
Missouri	101.0	Wyoming	9.4

Source: The Conference Board

1. Ad levels are seasonally adjusted and may not add up to the total US count

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Table 6. HWOL Data Series: Total ads by selected MSAs, seasonally adjusted, February 2019

MSA ¹	Total Ads ² (Thousands)	MSA ¹	Total Ads ² (Thousands)
Birmingham, AL	17.0	Kansas City, MO	42.5
Phoenix, AZ	73.9	St. Louis, MO	53.4
Tucson, AZ	14.4	Las Vegas, NV	28.9
Los Angeles, CA	174.5	Buffalo, NY	15.1
Riverside, CA	35.8	New York, NY	302.4
Sacramento, CA	29.3	Rochester, NY	13.1
San Diego, CA	51.0	Charlotte, NC	48.6
San Francisco, CA	131.0	Cincinnati, OH	42.1
San Jose, CA	67.6	Cleveland, OH	35.2
Denver, CO	82.6	Columbus, OH	38.8
Hartford, CT	26.7	Oklahoma City, OK	19.2
Washington, DC	173.4	Portland, OR	47.3
Jacksonville, FL	21.7	Philadelphia, PA	124.5
Miami, FL	78.8	Pittsburgh, PA	48.5
Orlando, FL	40.4	Providence, RI	24.2
Tampa, FL	46.4	Memphis, TN	18.1
Atlanta, GA	116.7	Nashville, TN	37.6
Honolulu, HI	15.1	Austin, TX	46.6
Chicago, IL	168.8	Dallas, TX	121.8
Indianapolis, IN	35.4	Houston, TX	84.2
Louisville, KY	21.1	San Antonio, TX	31.5
New Orleans, LA	20.2	Salt Lake City, UT	28.7
Baltimore, MD	65.9	Richmond, VA	24.5
Boston, MA	136.4	Virginia Beach, VA	27.3
Detroit, MI	72.9	Seattle-Tacoma, WA	116.1
Minneapolis, MN	100.3	Milwaukee, WI	33.8

Source: The Conference Board

1. Metropolitan areas are based on 2005 OMB county-based Metropolitan Statistical Area (MSA) definitions
2. Ad levels are seasonally adjusted and may not add up to the total US count

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PROGRAM NOTES

HWOL available on Haver Analytics

A number of the key HWOL Data Series are exclusively available on Haver Analytics. The available HWOL Data Series include the geographic and occupational series for levels and rates for both Total Ads and New Ads. In addition to the seasonally adjusted series, many of the unadjusted series are also available. The geographic detail includes: U.S., 9 Regions, 50 States, 52 MSAs (largest metro areas). The occupational detail includes: U.S. (2-digit SOC), States (1-digit SOC) and MSAs (1-digit SOC).

For more information about the Help Wanted OnLine data series delivered via Haver Analytics, please email sales@haver.com or navigate to <http://www.haver.com/contact.html>. For HWOL data for detailed geographic areas and occupations not in the press release, please contact Jeanne.Shu@conference-board.org.

The Conference Board *Experimental Help Wanted OnLine*[®] (*HWOL*) *Index* measures changes over time in advertised online job vacancies, reflecting monthly trends in employment opportunities across the US. The HWOL Data Series aggregates the total number of ads available by month from the HWOL universe of online job ads. Ads in the HWOL universe are collected in real-time from over 28,000 different online job boards including traditional job boards, corporate boards, social media sites, and smaller job sites that serve niche markets and smaller geographic areas.

Like The Conference Board's long-running Help Wanted Advertising Index of print ads (which was published for over 55 years and discontinued in July 2008), Help Wanted OnLine[®] measures help wanted advertising, i.e. labor demand. The HWOL Data Series began in May 2005 and was revised in December 2018 to reflect a new universe and methodology of online job advertisements and therefore cannot be used in conjunction with the pre-revised HWOL Data Series. With the December 2018 release, The Conference Board released the Experimental HWOL Index for the specific purpose of providing a robust time series for measuring changes in labor demand over time. It improves upon the HWOL Data Series' ability to assess local labor market trends by reducing volatility and non-economic noise and improving correlation with local labor market conditions. Both the HWOL Data Series and the Experimental HWOL Index begin in January 2012.

People using this data are urged to review the information on the database and methodology available on The Conference Board website and contact us with questions and comments. Background information and technical notes and discussion of revisions to the series are available at: <http://www.conference-board.org/data/helpwantedonline.cfm>.

Additional information on the **Bureau of Labor Statistics** data used in this release can be found on the BLS website, www.bls.gov.

About The Conference Board

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Publication Schedule, Help Wanted OnLine

<u>Data for the Month</u>	<u>Release Date</u>
March 2019	April 3, 2019
April 2019	May 8, 2019
May 2019	June 5, 2019

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