

News Release

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Online Labor Demand Declined in March But Solid Employment Growth Expected to Continue

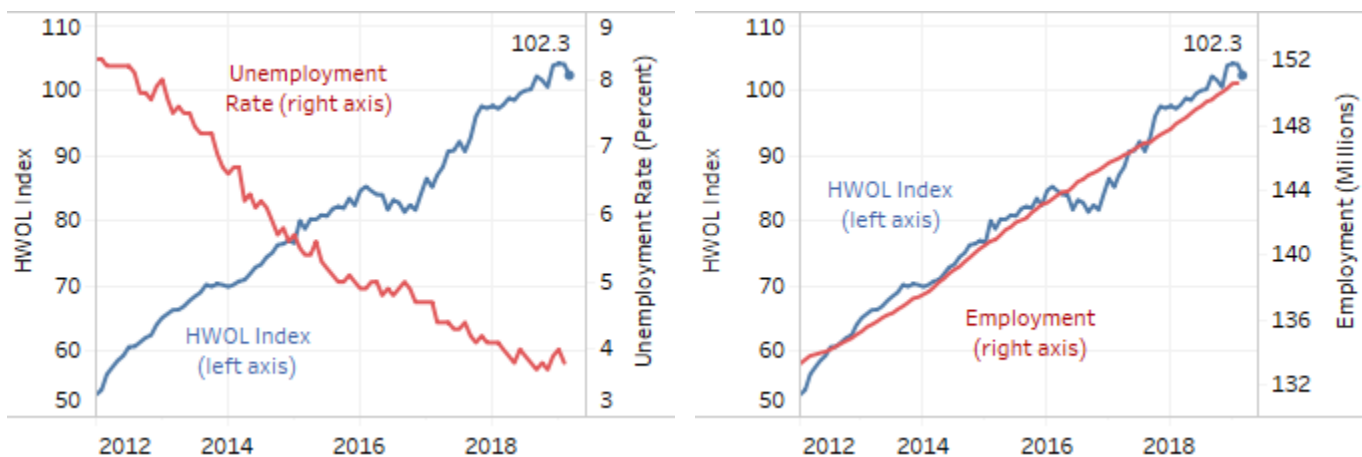
- In March, most states and MSAs experienced a decrease in the number of online job ads
- The East North Central region experienced the slowest growth in online job ads over the past year, partly due to the slowdown in manufacturing activity

NEW YORK, April 3, 2019 ...*The Conference Board Help Wanted OnLine® (HWOL) Index* declined in March. The experimental HWOL Index now stands at 102.3 (July 2018=100), down from 104.0 in February.

“The HWOL Index declined in March but remains at a level consistent with solid hiring activity,” said Gad Levanon, Chief Economist, North America, at The Conference Board. “Despite the one-month decline, it is too early to conclude that hiring activity is slowing. We still expect economic growth to remain above the two percent rate throughout 2019. While job growth is likely to slow, we expect it will remain strong enough to tighten the labor market and draw more people into the labor force.”

Help Wanted OnLine™ (HWOL) Index: United States, seasonally adjusted, March 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, March 2019

[July 2018=100]

Area	HWOL Index ¹			Percent Change		
	Jan. 2019 ^r	Feb. 2019 ^r	Mar. 2019 ^p	1-month		12-month
				Jan. 2019- Feb. 2019	Feb. 2019- Mar. 2019	Mar. 2018- Mar. 2019
United States	104.1	104.0	102.3	-0.1	-1.6	4.6
Census Divisions²						
New England	106.6	107.1	105.7	0.4	-1.3	8.8
Middle Atlantic.....	104.7	104.3	102.0	-0.4	-2.2	5.9
East North Central.....	102.6	101.5	99.6	-1.1	-1.9	1.3
West North Central	103.9	102.9	101.3	-1.0	-1.5	5.1
South Atlantic.....	104.4	105.5	104.1	1.0	-1.3	6.0
East South Central.....	102.4	103.1	101.1	0.6	-1.9	4.5
West South Central	102.6	103.2	100.9	0.6	-2.2	3.4
Mountain	104.7	104.3	102.0	-0.4	-2.2	5.9
Pacific	104.7	103.1	100.9	-1.5	-2.2	3.2
States and MSAs³						
Alabama	102.0	102.7	104.7	0.7	1.9	7.6
Birmingham	102.6	104.2	105.6	1.6	1.4	10.9
Alaska	101.9	106.2	104.0	4.3	-2.1	8.0
Arizona	105.9	106.1	105.2	0.2	-0.9	7.9
Phoenix	109.4	109.1	108.0	-0.3	-1.0	11.3
Tucson.....	100.1	100.8	100.7	0.7	-0.1	2.3
Arkansas.....	99.2	98.3	95.6	-0.9	-2.7	1.1
California	102.8	101.0	99.6	-1.8	-1.4	1.6
Los Angeles	103.6	102.0	100.9	-1.6	-1.0	2.9
Riverside	101.8	99.0	95.9	-2.8	-3.1	-5.5
Sacramento.....	101.0	99.4	99.2	-1.6	-0.3	-0.5
San Diego	101.8	101.1	98.3	-0.7	-2.8	-0.4
San Francisco	103.8	103.3	101.7	-0.4	-1.5	8.3
San Jose	105.8	103.7	104.1	-2.0	0.4	7.0
Colorado.....	104.6	106.3	105.5	1.6	-0.7	7.9
Denver	103.1	105.1	105.0	2.0	-0.1	6.4
Connecticut.....	105.6	107.9	106.3	2.1	-1.4	8.5
Hartford	106.4	111.1	110.1	4.4	-0.9	15.8
Washington, DC	105.4	106.3	105.5	0.8	-0.7	6.0
Delaware	105.2	105.4	103.8	0.2	-1.5	7.3
Florida	100.5	102.5	100.9	2.0	-1.5	2.7
Jacksonville	101.2	103.9	102.2	2.7	-1.5	3.8
Miami.....	101.9	101.6	101.3	-0.3	-0.3	4.3
Orlando.....	102.6	105.4	104.7	2.7	-0.7	8.5
Tampa	101.3	101.3	101.4	0.0	0.1	2.2
Georgia.....	106.0	107.8	105.5	1.7	-2.1	9.0
Atlanta	104.5	106.6	104.5	2.0	-2.0	7.9
Hawaii	107.5	106.1	103.9	-1.4	-2.1	4.8
Honolulu	108.3	107.1	106.2	-1.1	-0.8	6.2
Idaho	99.4	99.9	98.8	0.6	-1.2	-0.4

Area	HWOL Index ¹			Percent Change		
				1-month		12-month
	Jan. 2019 ^r	Feb. 2019 ^r	Mar. 2019 ^p	Jan. 2019- Feb. 2019	Feb. 2019- Mar. 2019	Mar. 2018- Mar. 2019
Illinois	102.1	101.3	100.1	-0.7	-1.2	4.8
Chicago	102.3	102.0	100.8	-0.3	-1.2	4.8
Indiana	100.9	100.0	98.2	-0.9	-1.8	0.8
Indianapolis	103.5	103.4	101.1	-0.1	-2.3	3.2
Iowa.....	106.0	104.9	103.4	-1.0	-1.4	6.7
Kansas	103.0	101.9	101.1	-1.0	-0.8	7.0
Kentucky.....	104.0	104.7	103.9	0.7	-0.8	8.0
Louisville	105.2	104.3	101.0	-0.9	-3.2	2.8
Louisiana	101.4	102.2	101.4	0.8	-0.8	2.1
New Orleans	102.8	103.9	104.5	1.1	0.5	4.9
Maine	106.2	108.2	106.3	1.9	-1.8	3.2
Maryland.....	103.0	103.9	101.8	0.9	-2.1	3.0
Baltimore	103.6	105.6	102.7	1.9	-2.7	5.0
Massachusetts	105.2	105.3	104.4	0.1	-0.9	7.9
Boston.....	106.3	107.2	106.1	0.9	-1.0	10.3
Michigan.....	99.4	96.7	96.4	-2.7	-0.2	-2.1
Detroit	100.1	98.7	97.6	-1.4	-1.1	-1.6
Minnesota	102.5	101.2	99.8	-1.2	-1.4	5.0
Minneapolis-St. Paul.....	104.9	104.0	101.2	-0.9	-2.7	6.1
Mississippi	95.5	94.8	94.5	-0.7	-0.2	-3.5
Missouri	105.8	105.7	104.5	-0.1	-1.1	6.6
Kansas City.....	104.8	103.5	103.7	-1.2	0.2	8.7
St. Louis.....	104.9	106.0	104.2	1.1	-1.7	5.8
Montana.....	98.3	96.4	96.2	-2.0	-0.2	-2.5
Nebraska	103.7	102.9	100.9	-0.8	-1.9	3.3
Nevada	103.0	102.5	101.3	-0.4	-1.2	3.9
Las Vegas	106.7	105.8	105.2	-0.8	-0.6	11.1
New Hampshire.....	109.9	110.4	107.5	0.5	-2.7	8.3
New Jersey	107.0	106.4	102.5	-0.5	-3.6	6.3
New Mexico	105.3	106.2	105.5	0.9	-0.7	7.9
New York	104.0	103.2	99.9	-0.7	-3.2	4.0
Buffalo	103.7	99.3	96.7	-4.2	-2.7	0.4
New York	105.1	104.5	100.4	-0.6	-3.9	4.5
Rochester.....	102.3	102.4	101.1	0.1	-1.3	8.4
North Carolina.....	108.4	108.4	106.3	0.0	-1.9	10.3
Charlotte.....	113.4	111.3	110.7	-1.9	-0.5	14.4
North Dakota.....	96.1	97.5	98.6	1.5	1.1	1.7
Ohio.....	103.2	102.2	98.5	-1.0	-3.6	-3.4
Cincinnati.....	106.9	106.2	103.6	-0.7	-2.5	3.9
Cleveland	100.6	99.6	96.4	-1.0	-3.2	-4.6
Columbus.....	100.0	101.6	100.2	1.6	-1.4	-4.4
Oklahoma.....	98.9	97.9	95.5	-1.0	-2.5	-1.3
Oklahoma City	99.1	98.3	95.0	-0.8	-3.3	-2.0
Oregon	104.2	102.8	100.1	-1.3	-2.6	2.9

Area	HWOL Index ¹			Percent Change		
				1-month		12-month
	Jan. 2019 ^r	Feb. 2019 ^r	Mar. 2019 ^p	Jan. 2019-Feb. 2019	Feb. 2019-Mar. 2019	Mar. 2018-Mar. 2019
Portland	105.8	105.7	102.9	-0.1	-2.6	7.0
Pennsylvania	104.1	104.1	103.4	0.0	-0.7	7.1
Philadelphia	106.8	107.3	106.7	0.4	-0.6	10.4
Pittsburgh	103.5	102.4	102.0	-1.0	-0.4	7.8
Rhode Island.....	107.5	106.8	107.5	-0.6	0.7	17.4
Providence	107.7	106.6	106.3	-0.9	-0.3	12.3
South Carolina.....	102.4	104.5	103.8	2.1	-0.6	5.3
South Dakota.....	99.3	97.1	93.7	-2.2	-3.5	-5.4
Tennessee	103.3	104.3	100.5	1.0	-3.7	4.0
Memphis.....	100.6	99.6	98.0	-0.9	-1.6	3.0
Nashville	103.1	103.8	100.5	0.7	-3.2	4.7
Texas	103.3	104.0	101.8	0.7	-2.1	4.3
Austin.....	103.5	104.4	105.1	0.9	0.7	8.6
Dallas	105.3	106.3	105.2	1.0	-1.0	7.7
Houston	103.5	105.6	103.7	2.1	-1.8	7.5
San Antonio	103.2	103.0	102.2	-0.2	-0.8	3.4
Utah	102.4	101.1	99.7	-1.2	-1.4	3.9
Salt Lake City.....	106.4	104.3	102.9	-2.0	-1.3	7.5
Vermont	109.1	108.8	108.9	-0.3	0.1	11.2
Virginia	106.6	107.2	106.3	0.5	-0.8	7.3
Richmond.....	104.4	106.3	106.2	1.8	-0.1	8.3
Virginia Beach	106.5	107.3	105.7	0.7	-1.5	5.3
Washington.....	110.7	109.8	104.5	-0.8	-4.8	6.7
Seattle-Tacoma	112.8	110.9	106.0	-1.7	-4.4	10.1
West Virginia.....	100.8	99.8	100.3	-1.1	0.6	1.7
Wisconsin	106.1	104.7	103.5	-1.3	-1.2	7.5
Milwaukee	103.6	103.6	103.7	0.0	0.1	6.4
Wyoming.....	97.6	97.9	94.6	0.4	-3.4	-6.4

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, March 2019

[July 2018=100]

SOC ²	Occupation ³	HWOL Index ¹			Percent Change		
		Jan. 2019 ^r	Feb. 2019 ^r	Mar. 2019 ^p	1-month		12-month
					Jan. 2019- Feb. 2019	Feb. 2019- Mar. 2019	
	Total	104.1	104.0	102.3	-0.1	-1.6	4.6
11	Management.....	105.0	104.9	102.9	0.0	-1.9	7.5
13	Business and financial operations.....	104.3	105.1	103.1	0.7	-1.9	6.7
15	Computer and mathematical science	110.4	111.7	109.9	1.2	-1.7	17.1
17	Architecture and engineering	109.0	108.1	106.9	-0.8	-1.1	11.6
19	Life, physical, and social science	101.3	100.9	101.0	-0.4	0.1	7.3
21	Community and social services	105.6	104.6	104.7	-0.9	0.1	8.7
23	Legal	106.8	103.8	103.4	-2.8	-0.4	10.7
25	Education, training, and library.....	103.1	102.5	98.7	-0.5	-3.8	2.8
27	Arts, design, entertainment, sports, and media	101.9	99.8	100.1	-2.0	0.3	4.3
29	Healthcare practitioners and technical	103.4	104.4	103.8	0.9	-0.6	0.7
31	Healthcare support	111.7	112.6	111.2	0.8	-1.2	10.5
33	Protective service.....	103.0	96.3	97.1	-6.5	0.8	-0.3
35	Food preparation and serving related	101.6	102.7	103.4	1.1	0.7	4.8
37	Building and grounds cleaning and maintenance	102.1	102.3	99.2	0.2	-3.1	2.4
39	Personal care and service.....	98.4	95.1	93.3	-3.3	-1.9	-5.1
41	Sales and related.....	100.6	100.0	96.9	-0.6	-3.0	-3.6
43	Office and administrative support	102.5	102.5	100.1	-0.1	-2.4	1.5
45	Farming, fishing, and forestry	101.4	102.4	100.6	1.0	-1.8	0.3
47	Construction and extraction	105.5	101.8	98.6	-3.5	-3.1	0.6
49	Installation, maintenance, and repair	102.9	101.4	99.3	-1.4	-2.1	1.2
51	Production.....	102.9	99.9	96.9	-2.9	-3.0	2.0
53	Transportation and material moving	96.5	96.7	96.7	0.2	0.2	2.7

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, March 2019

[July 2018=100]

NAICS ²	Industry ³	HWOL Index ¹			Percent Change		
					1-month		12-month
		Jan. 2019 ^r	Feb. 2019 ^r	Mar. 2019 ^p	Jan. 2018-Feb. 2019	Feb. 2019-Mar. 2019	Mar. 2018-Mar. 2019
	Total	104.1	104.0	102.3	-0.1	-1.6	4.6
11	Agriculture, Forestry, Fishing and Hunting....	98.8	94.5	86.4	-4.4	-8.5	-12.0
21	Mining	93.2	93.8	90.1	0.7	-4.0	-2.1
22	Utilities	95.8	98.6	100.8	3.0	2.2	1.5
23	Construction.....	107.9	103.4	99.1	-4.2	-4.2	-1.1
31-33	Manufacturing.....	107.3	106.2	101.6	-1.0	-4.3	7.7
42	Wholesale Trade	97.5	94.4	92.3	-3.3	-2.2	-4.2
44-45	Retail Trade	103.8	101.9	98.1	-1.8	-3.7	-0.9
48-49	Transportation and Warehousing	94.2	92.3	89.7	-2.1	-2.8	-10.4
51	Information	113.3	112.9	112.4	-0.3	-0.5	18.4
52	Finance and Insurance	101.8	102.0	99.0	0.2	-2.9	1.9
53	Real Estate Rental and Leasing.....	109.3	106.9	105.9	-2.2	-1.0	2.2
54	Professional, Scientific, and Technical Services	106.3	107.3	105.5	1.0	-1.7	11.3
55	Management of Companies and Enterprises	89.4	89.0	88.9	-0.5	0.0	-9.0
56	Administrative and Support and Waste Management Services.....	102.4	101.3	99.8	-1.1	-1.5	2.3
61	Educational Services.....	103.6	99.8	99.1	-3.6	-0.8	4.0
62	Health Care and Social Assistance.....	104.6	105.7	104.9	1.0	-0.7	3.6
71	Arts, Entertainment, and Recreation	100.2	98.7	94.3	-1.4	-4.4	-6.0
72	Accommodation and Food Services	102.5	103.4	102.8	1.0	-0.6	4.2
81	Other Services	101.3	98.8	96.8	-2.5	-2.0	-1.7
92	Public Administration	94.2	93.3	96.0	-1.0	2.9	-11.0

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, March 2019

Area ¹	Total Ads ² (Thousands)	Area ¹	Total Ads ² (Thousands)
United States	5,328.7	South Atlantic	1,070.0
New England	312.1	East South Central	236.2
Middle Atlantic	672.3	West South Central	518.5
East North Central	745.0	Mountain	423.2
West North Central	405.8	Pacific	854.4

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, March 2019

State	Total Ads ¹ (Thousands)	State	Total Ads ¹ (Thousands)
Alabama	60.2	Montana	18.9
Alaska	15.9	Nebraska	31.7
Arizona	104.7	Nevada	44.4
Arkansas	32.4	New Hampshire	29.3
California	583.5	New Jersey	147.5
Colorado	140.4	New Mexico	29.8
Connecticut	62.3	New York	281.3
Delaware	19.4	North Carolina	156.1
Florida	286.3	North Dakota	17.2
Georgia	175.2	Ohio	183.8
Hawaii	22.1	Oklahoma	44.0
Idaho	21.9	Oregon	70.1
Illinois	208.2	Pennsylvania	244.0
Indiana	94.9	Rhode Island	17.3
Iowa	60.5	South Carolina	68.7
Kansas	43.2	South Dakota	13.6
Kentucky	56.3	Tennessee	90.2
Louisiana	51.0	Texas	390.7
Maine	22.1	Utah	53.8
Maryland	113.7	Vermont	12.9
Massachusetts	168.2	Virginia	180.0
Michigan	150.1	Washington	162.9
Minnesota	141.9	West Virginia	24.4
Mississippi	29.5	Wisconsin	107.6
Missouri	98.0	Wyoming	9.0

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, March 2019

MSA ¹	Total Ads ² (Thousands)	MSA ¹	Total Ads ² (Thousands)
Birmingham, AL	17.1	Kansas City, MO	42.7
Phoenix, AZ	72.7	St. Louis, MO	51.6
Tucson, AZ	14.4	Las Vegas, NV	29.0
Los Angeles, CA	174.1	Buffalo, NY	14.7
Riverside, CA	34.7	New York, NY	285.6
Sacramento, CA	28.2	Rochester, NY	13.0
San Diego, CA	49.5	Charlotte, NC	47.2
San Francisco, CA	125.6	Cincinnati, OH	40.4
San Jose, CA	66.3	Cleveland, OH	34.5
Denver, CO	83.2	Columbus, OH	39.5
Hartford, CT	26.2	Oklahoma City, OK	19.1
Washington, DC	175.2	Portland, OR	45.2
Jacksonville, FL	21.4	Philadelphia, PA	122.5
Miami, FL	78.4	Pittsburgh, PA	48.6
Orlando, FL	41.1	Providence, RI	23.8
Tampa, FL	47.1	Memphis, TN	17.5
Atlanta, GA	113.6	Nashville, TN	36.7
Honolulu, HI	15.3	Austin, TX	47.1
Chicago, IL	166.7	Dallas, TX	122.9
Indianapolis, IN	34.9	Houston, TX	84.6
Louisville, KY	20.4	San Antonio, TX	31.7
New Orleans, LA	20.0	Salt Lake City, UT	28.7
Baltimore, MD	61.2	Richmond, VA	24.8
Boston, MA	134.1	Virginia Beach, VA	26.7
Detroit, MI	71.5	Seattle-Tacoma, WA	111.3
Minneapolis, MN	97.0	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 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, The Conference Board Help Wanted OnLine®

<u>Data for the Month</u>	<u>Release Date</u>
April 2019	May 8, 2019
May 2019	June 5, 2019
June 2019	July 3, 2019
July 2019	July 31, 2019
August 2019	September 4, 2019
September 2019	October 2, 2019
October 2019	October 30, 2019
November 2019	December 4, 2019

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