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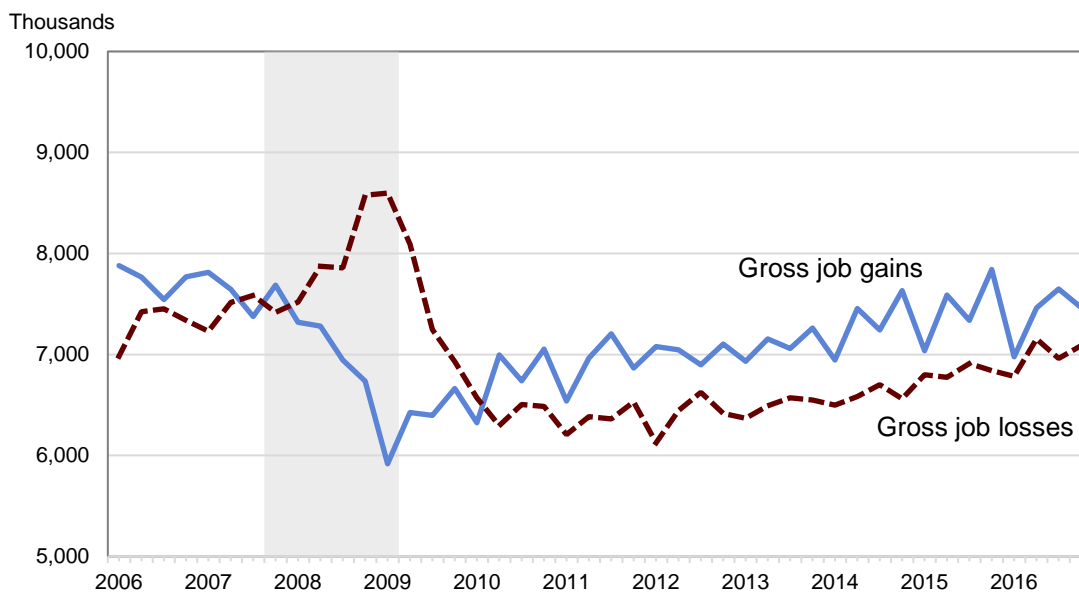
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Technical Information: (202) 691-6553 • BDMInfo@bls.gov • www.bls.gov/bdm
 Media Contact: (202) 691-5902 • PressOffice@bls.gov

BUSINESS EMPLOYMENT DYNAMICS – FOURTH QUARTER 2016

From September 2016 to December 2016, **gross job gains** from opening and expanding private-sector establishments were 7.5 million, a decrease of 185,000 jobs over the quarter, the U.S. Bureau of Labor Statistics reported today. Over this period, **gross job losses** from closing and contracting private-sector establishments were 7.1 million, an increase of 127,000 jobs from the previous quarter. The difference between the number of gross job gains and the number of gross job losses yielded a **net employment gain** of 376,000 jobs in the private-sector during the fourth quarter of 2016. (See chart 1, and tables A and 1.)

Chart 1. Total private sector gross job gains and gross job losses, seasonally adjusted
 March 2006 - December 2016



NOTE: Shaded area represents National Bureau of Economic Research (NBER) defined recession period.

The change in the number of jobs over time is the net result of increases and decreases in employment that occur at all private businesses in the economy. Business Employment Dynamics (BED) statistics track these changes in employment at private-sector establishments from the third month of one quarter to the third month of the next. The difference between the number of gross job gains and the number of gross job losses is the net change in employment. (See Technical Note.) The BED data series include gross job gains and gross job losses by industry subsector, for the 50 states, the District of Columbia, Puerto Rico, and the Virgin Islands, as well as gross job gains and gross job losses at the firm level by employer size class.

Gross Job Gains

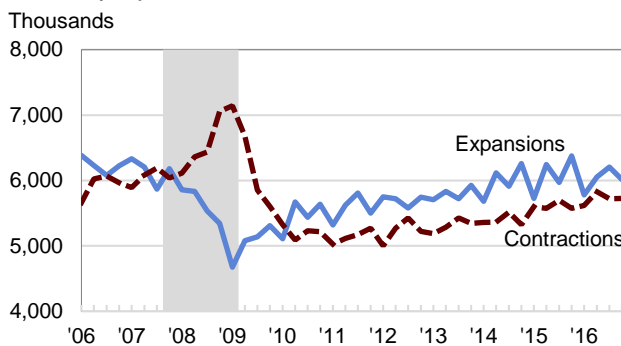
In the fourth quarter of 2016, gross job gains represented 6.2 percent of private-sector employment. Gross job gains are the sum of increases in employment due to expansions at existing establishments and the addition of new jobs at opening establishments. Gross job gains at **expanding** establishments totaled 6.0 million in the fourth quarter of 2016, a decrease of 191,000 compared to the previous quarter.

Opening establishments accounted for 1.4 million of the jobs gained in the fourth quarter of 2016, an increase of 6,000 jobs from the previous quarter. (See chart 2 and 3 and tables A, 1, 2, and 3.)

Gross Job Losses

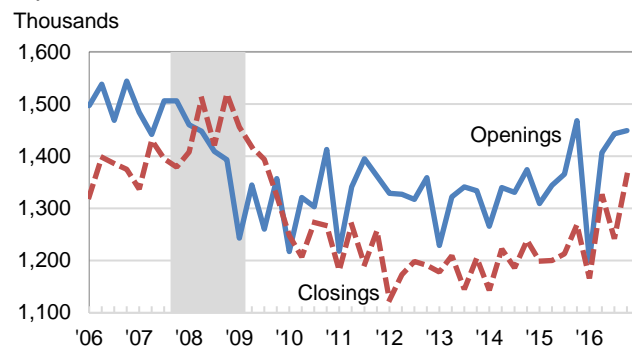
In the fourth quarter of 2016, gross job losses represented 5.8 percent of private-sector employment. Gross job losses are the result of contractions in employment at existing establishments and the loss of jobs at closing establishments. **Contracting** establishments lost 5.7 million jobs in the fourth quarter of 2016, a decrease of 6,000 jobs from the prior quarter. In the fourth quarter of 2016, **closing** establishments lost 1.4 million jobs, an increase of 121,000 jobs from the previous quarter. (See chart 2 and 3 and tables A, 1, 2, and 3.)

Chart 2. Components of private sector gross job gains and gross job losses at expanding and contracting establishments, seasonally adjusted: March 2006 - December 2016



NOTE: Shaded area represents NBER defined recession period.

Chart 3. Components of private sector gross job gains and gross job losses at opening and closing establishments, seasonally adjusted: March 2006 - December 2016



NOTE: Shaded area represents NBER defined recession period.

Establishment Births and Deaths

In the fourth quarter of 2016, the number of **establishment births** (a subset of the openings data, see the Technical Note for more information) increased by 8,000, to a total of 246,000 establishments. These new establishments accounted for 919,000 jobs, an increase of 53,000 jobs from the previous quarter. Data for **establishment deaths** (a subset of the closings data) are available through the first quarter of 2016, when 667,000 jobs were lost at 204,000 establishments. (See table 8.)

Industries

Gross job gains exceeded gross job losses in 8 of 13 industries in the fourth quarter of 2016. The service-providing industries experienced a net job increase of 371,000 jobs in the fourth quarter of 2016. Within service-providing industries, transportation and warehousing had the largest over-the-quarter net job increase, with a gain of 154,000 jobs. The net job increase in transportation and warehousing was the result of 386,000 gross job gains and 232,000 gross job losses. The goods-producing industries experienced a net job increase of 5,000 jobs in the fourth quarter of 2016. Among the goods-producing industries, a net gain of 14,000 jobs in manufacturing and a net gain of 12,000 jobs in construction offset the 21,000 net job losses in natural resources and mining. (See table 3.)

Table A. Three-month private sector gross job gains and losses, seasonally adjusted

Category	3 months ended				
	Dec. 2015	Mar. 2016	June 2016	Sept. 2016	Dec. 2016
	Levels (in thousands)				
Gross job gains.....	7,843	6,977	7,463	7,650	7,465
At expanding establishments.....	6,375	5,778	6,056	6,207	6,016
At opening establishments.....	1,468	1,199	1,407	1,443	1,449
Gross job losses.....	6,842	6,783	7,156	6,962	7,089
At contracting establishments....	5,573	5,617	5,829	5,720	5,726
At closing establishments.....	1,269	1,166	1,327	1,242	1,363
Net employment change ¹	1,001	194	307	688	376
	Rates (percent)				
Gross job gains.....	6.6	5.8	6.2	6.4	6.2
At expanding establishments.....	5.4	4.8	5.0	5.2	5.0
At opening establishments.....	1.2	1.0	1.2	1.2	1.2
Gross job losses.....	5.8	5.7	6.0	5.8	5.8
At contracting establishments....	4.7	4.7	4.9	4.8	4.7
At closing establishments.....	1.1	1.0	1.1	1.0	1.1
Net employment change ¹	0.8	0.1	0.2	0.6	0.4

¹ The net employment change is the difference between total gross job gains and total gross job losses. See the Technical Note for further information.

Firm Size

In the fourth quarter of 2016, firms with 1-49 employees had a net employment gain of 68,000. Firms with 50-249 employees had a net employment gain of 47,000. Firms with 250 or more employees had a net employment gain of 201,000. Of the 1.5 million net jobs created over the last four quarters, firms with 1-49 employees contributed 29.4 percent of net job growth, while firms with 50-249 employees contributed 20.0 percent, and firms with 250 or more employees contributed 50.6 percent. (See tables 4 and 5.)

States

Gross job gains exceeded gross job losses in 41 states, the District of Columbia, and Puerto Rico in the fourth quarter of 2016. Over this period, 25 states exceeded the U.S. rate of gross job gains as a percent of employment, which was 6.2 percent. Alaska had the highest rate of gross job gains as a percent of employment, at 9.6 percent. Alaska also had the highest rate of gross job losses as a percent of employment at 10.0 percent, above the national rate of 5.8 percent. Connecticut had the lowest rate of gross job gains as a percent of employment at 5.1 percent. Tennessee had the lowest rate of gross job losses as a percent of employment at 5.0 percent. (See tables 6 and 7.)

For More Information

Additional information on gross job gains and gross job losses is available online at www.bls.gov/bdm. This information includes data on the levels and rates of gross job gains and gross job losses by firm size, not seasonally adjusted data and other seasonally adjusted time series not presented in this release, charts of gross job gains and gross job losses by industry and firm size, and frequently asked questions on firm size data. Additional information about the Business Employment Dynamics data can be found in the Technical Note of this release or can be obtained by emailing BDMinfo@bls.gov.

The Business Employment Dynamics for First Quarter 2017 are scheduled to be released on Wednesday, November 8, 2017 at 10:00 a.m. (EST).

Administrative Change Affecting Missouri Business Employment Dynamics (BED) Data

Fourth quarter 2016 data were affected by an administrative change to the Missouri Unemployment Insurance (UI) tax system. This non-economic change has resulted in an increase in the tabulated number of establishment openings and closings as well as an increase in employment attributed to those openings and closings in the state, as reported by the Business Employment Dynamics statistics.

Revisions to Business Employment Dynamics (BED) Data

Data in the next release, published on Wednesday, November 8, 2017, will incorporate annual revisions to the BED series. Annual revisions are published each year with the release of first quarter data. These revisions will cover the last four quarters of not seasonally adjusted data and five years of seasonally adjusted data.

Technical Note

The Business Employment Dynamics (BED) data are a product of a federal-state cooperative program known as Quarterly Census of Employment and Wages (QCEW). The BED data are compiled by the U.S. Bureau of Labor Statistics (BLS) from existing QCEW records. Most employers in the U.S. are required to file quarterly reports on the employment and wages of workers covered by unemployment insurance (UI) laws, and to pay quarterly UI taxes. The QCEW is based largely on quarterly UI reports which are sent by businesses to the State Workforce Agencies (SWAs). These UI reports are supplemented by two additional BLS data collections to render administrative data into economic statistics. Together these data comprise the QCEW and form the basis of the Bureau's establishment universe sampling frame.

These reports are used to produce the quarterly QCEW data on total employment and wages and the longitudinal BED data on gross job gains and losses. The QCEW is also the employment benchmark for the Current Employment Statistics (CES), Occupational Employment Statistics (OES), and Job Openings and Labor Turnover Survey (JOLTS) programs and is a major input to the Bureau of Economic Analysis's Personal Income Accounts.

In the BED program, the quarterly QCEW records are linked across quarters to provide a longitudinal history for each establishment. The linkage process allows the tracking of net employment changes at the establishment level, which in turn allows the estimation of jobs gained at opening and expanding units and jobs lost at closing and contracting units.

Summary of Major Differences between QCEW, BED, and CES Employment Measures

	QCEW	BED	CES
Source	<ul style="list-style-type: none"> Count of UI administrative records submitted by 9.6 million establishments 	<ul style="list-style-type: none"> Count of longitudinally-linked UI administrative records submitted by 7.7 million private-sector establishments 	<ul style="list-style-type: none"> Sample survey: 623,000 establishments
Coverage	<ul style="list-style-type: none"> UI and UCFE coverage, including all employers subject to state and federal UI laws 	<ul style="list-style-type: none"> UI coverage, excluding government, private households, and establishments with zero employment 	Nonfarm wage and salary jobs: <ul style="list-style-type: none"> UI coverage, excluding agriculture, private households, and self-employed workers Other employment, including railroads, religious organizations, and other non-UI-covered jobs
Publication frequency	<ul style="list-style-type: none"> Quarterly <ul style="list-style-type: none"> Within 6 months after the end of each quarter 	<ul style="list-style-type: none"> Quarterly <ul style="list-style-type: none"> 7 months after the end of each quarter 	<ul style="list-style-type: none"> Monthly <ul style="list-style-type: none"> Usually first Friday of following month
Use of UI file	<ul style="list-style-type: none"> Directly summarizes and publishes each new quarter of UI data 	<ul style="list-style-type: none"> Links each new UI quarter to longitudinal database and directly summarizes gross job gains and losses 	<ul style="list-style-type: none"> Uses UI file as a sampling frame and to annually realign sample-based estimates to population counts (benchmarking)
Principal products	<ul style="list-style-type: none"> Provides a quarterly and annual universe count of establishments, employment, and wages at the county, MSA, state, and national levels by detailed industry 	<ul style="list-style-type: none"> Provides quarterly employer dynamics data on establishment openings, closings, expansions, and contractions at the national level by NAICS super-sectors and by size of firm, and at the state private-sector total level Future expansions will include data with greater industry detail and data at the county and MSA level 	<ul style="list-style-type: none"> Provides current monthly estimates of employment, hours, and earnings at the MSA, state, and national level by industry
Principal uses	<ul style="list-style-type: none"> Major uses include: <ul style="list-style-type: none"> Detailed locality data Periodic universe counts for benchmarking sample survey estimates Sample frame for BLS establishment surveys 	<ul style="list-style-type: none"> Major uses include: <ul style="list-style-type: none"> Business cycle analysis Analysis of employer dynamics underlying economic expansions and contractions Analysis of employment expansion and contraction by size of firm 	<ul style="list-style-type: none"> Major uses include: <ul style="list-style-type: none"> Principal national economic indicator Official time series for employment change measures Input into other major economic indicators
Program Web sites	<ul style="list-style-type: none"> www.bls.gov/cew/ 	<ul style="list-style-type: none"> www.bls.gov/bdm/ 	<ul style="list-style-type: none"> www.bls.gov/ces/

Differences between QCEW, BED, and CES employment measures

The Bureau publishes three different establishment-based employment measures for any given quarter. Each of these measures—Quarterly Census of Employment and Wages (QCEW), Business Employment Dynamics (BED), and Current Employment Statistics (CES)—makes use of the quarterly UI employment reports in producing data; however, each measure has a somewhat different universe coverage, estimation procedure, and publication product.

Differences in coverage and estimation methods can result in somewhat different measures of employment change over time. It is important to understand program differences and the intended uses of the program products. (See table.) Additional information on each program can be obtained from the program Web sites shown in the table.

Coverage

Employment and wage data for workers covered by state UI and Unemployment Compensation for Federal Employees (UCFE) laws are compiled from quarterly contribution reports submitted to the SWAs by employers. In addition to the quarterly contribution reports, employers who operate multiple establishments within a state complete a questionnaire, called the “Multiple Worksite Report,” which provides detailed information on the location of their establishments. These reports are based on place of employment rather than place of residence. UI and UCFE coverage is broad and basically comparable from state to state.

Major exclusions from UI coverage are self-employed workers, religious organizations, most agricultural workers on small farms, all members of the Armed Forces, elected officials in most states, most employees of railroads, some domestic workers, most student workers at schools, and employees of certain small nonprofit organizations.

Gross job gains and gross job losses in this release are derived from longitudinal histories of 7.7 million private sector employer reports out of 9.6 million total reports of employment and wages submitted by states to BLS in the first quarter of 2016. Gross job gains and gross job losses data in this release do not report estimates for government employees or private households (NAICS 814110), and do not include establishments with zero employment in both previous and current quarters. Data from Puerto Rico and the Virgin Islands are also excluded from the national data. As an illustration, the table below shows, in millions of establishments, the number of establishments excluded from the national gross job gains and gross job losses data in the first quarter 2016:

Number of active establishments included in Business Employment Dynamics data at the national level

	Millions
Total establishments QCEW program.....	9.6
Excluded: Public sector.....	0.3
Private households.....	0.2
Zero employment.....	1.3
Establishments in Puerto Rico and the Virgin Islands.....	0.1
 Total establishments included in Business Employment Dynamics data.....	 7.7

Unit of analysis

Establishments are used in the tabulation of the BED statistics by industry and firms are used in the tabulation of the BED size class statistics. An establishment is defined as an economic unit that produces goods or services, usually at a single physical location, and engages in one or predominantly one activity. A firm is a legal business, either corporate or otherwise, and may consist of several establishments. Firm-level data are compiled based on an aggregation of establishments under common ownership by a corporate parent using employer tax identification numbers. The firm level aggregation which is consistent with the role of corporations as the economic decision makers are used for the measurement of the BED data elements by size class.

Because of the difference in the unit of analysis, total gross job gains and gross job losses by size class are lower than total gross job gains and gross job losses by industry, as some establishment gains and losses within a firm are offset during the aggregation process. However, the total net changes in employment are the same for not seasonally adjusted data and are similar for seasonally adjusted data.

Concepts and methodology

The Business Employment Dynamics data measure the net change in employment at the establishment or firm level. These changes come about in one of four ways. A net increase in employment can come from either opening units or expanding units. A net decrease in employment can come from either closing units or contracting units. Gross job gains include the sum of all jobs added at either opening or expanding units. Gross job losses include the sum of all jobs lost in either closing or contracting units. The net change in employment is the difference between gross job gains and gross job losses.

The formal definitions of employment changes are as follows:

Openings. These are either units with positive third month employment for the first time in the current quarter, with no links to the prior quarter, or with positive third month employment in the current quarter following zero employment in the previous quarter.

Expansions. These are units with positive employment in the third month in both the previous and current quarters, with a net increase in employment over this period.

Closings. These are either units with positive third month employment in the previous quarter, with no employment or zero employment reported in the current quarter.

Contractions. These are units with positive employment in the third month in both the previous and current quarters, with a net decrease in employment over this period.

Births. These are units with positive third month employment for the first time in the current quarter with no links to the prior quarter, or units with positive third month employment in the current quarter and zero employment in the third month of the previous four quarters. Births are a subset of openings not including re-openings of seasonal businesses.

Deaths. These are units with no employment or zero employment reported in the third month of four consecutive quarters following the last quarter with positive employment. Deaths are a subset of closings not including temporary shutdowns of seasonal businesses. A unit that closes during the quarter may be a death, but we wait three quarters to determine whether it is a permanent closing or a temporary shutdown. Therefore, there is always a lag of three quarters for the publication of death statistics.

All employment changes are measured from the third month of the previous quarter to the third month of the current quarter. Not all establishments and firms change their employment levels. Units with no change in employment count towards estimates of total employment, but not for levels of gross job gains and gross job losses.

Gross job gains and gross job losses are expressed as rates by dividing their levels by the average of employment in the current and previous quarters. This provides a symmetric growth rate. The rates are calculated for the components of gross job gains and gross job losses and then summed to form their respective totals. These rates can be added and subtracted just as their levels can. For instance, the difference between the gross job gains rate and the gross job losses rate is the net growth rate.

Establishment Births and Deaths

For the purpose of BED statistics, births are defined as establishments that appear in the longitudinal database for the first time with positive employment in the third month of a quarter, or showed four consecutive quarters of zero employment in the third month followed by a quarter in which it shows positive employment in the third month. Similarly, deaths are defined as establishments that either drop out of the longitudinal database or an establishment that had positive employment in the third month of a given quarter followed by four consecutive quarters of showing zero employment in the third month. Although the data for establishment births and deaths are tabulated independently from the data for openings and closings, the concepts are not mutually exclusive. An establishment that is defined as a birth in a given quarter is necessarily an opening as well, and an establishment defined as a death in a quarter must also be a closing. Since openings include seasonal and other re-openings and closings include temporary shutdowns, the not seasonally adjusted values for births and deaths must be less than those for openings and closings. However, because some BED series do not have many re-openings or temporary shutdowns, as well as the fact that births and deaths are independently seasonally adjusted from openings and closings, there may be instances in which the seasonally adjusted value of the former is greater than the latter.

Linkage methodology

Prior to the measurement of gross job gains and gross job losses, QCEW records are linked across two quarters. The linkage process matches establishments' unique SWA identification numbers (SWA-ID). Between 95 to 97 percent of establishments identified as continuous from quarter to quarter are matched by SWA-ID. The rest are linked in one of three ways. The first method uses predecessor and successor information, identified by the States, which relates records with different SWA-IDs across quarters. Predecessor and successor relations can come about for a variety of reasons, including a change in ownership, a firm restructuring, or a UI account restructuring. If a match cannot be attained in this manner, a probability-based match is used. This match attempts to identify two establishments with different SWA-IDs as continuous. The match is based upon comparisons such as the same name, address, and phone number. Third, an analyst examines unmatched records individually and makes a possible match.

In order to ensure the highest possible quality of data, SWAs verify with employers and update, if necessary, the industry, location, and ownership classification of all establishments on a 4-year cycle. Changes in establishment classification codes resulting from the veri-

fication process are introduced with the data reported for the first quarter of the year. Changes resulting from improved employer reporting also are introduced in the first quarter.

Sizing methodology

The method of dynamic sizing is used in calculations for the BED size class data series. Dynamic sizing allocates each firm's employment gain or loss during a quarter to each respective size class in which the change occurred. For example, if a firm grew from 2 employees in quarter 1 to 38 employees in quarter 2, then, of the 36-employee increase, 2 would be allocated to the first size class, 5 to the size class 5 to 9, 10 to size class 10 to 19, and 19 to size class 20 to 49.

Dynamic sizing provides symmetrical firm size estimates and eliminates any systematic effects which may be caused by the transitory and reverting changes in firms' sizes over time. Additionally, it allocates each job gain or loss to the actual size class where it occurred.

Annual Data

The annual gross job gains and gross job losses measure the net change in employment at the establishment level from the third month of a quarter in the previous year to the third month of the same quarter in the current year. The BLS publishes annual BED data based on March-to-March changes once a year with the release of the first quarter BED data. The annual data based on over-the-year changes for other quarters of the year are available upon request. The definitions and methodology in measuring annual gross job gains and gross job losses are similar to the quarterly measures. The linkage method considers all predecessor and successor relations that may come about due to changes in ownership and corporate restructuring over the entire year. At the establishment level, some of the quarterly job gains and job losses are offset during the estimation over the year. Therefore, the sum of four quarters of gross job gains and gross job losses are not equal to annual gross job gains and gross job losses. The net change in employment over the year, however, is equal to the sum of four quarterly net changes on a not seasonally adjusted basis.

Seasonal adjustment

Over the course of a year, the levels of employment and the associated job flows undergo sharp fluctuations due to such seasonal events as changes in the weather, reduced or expanded production, harvests, major holidays, and the opening and closing of schools. The effect of such seasonal variation can be very large.

Because these seasonal events follow a more or less regular pattern each year, their influence can be eliminated by adjusting these statistics from quarter to quarter. These adjustments make nonseasonal developments, such as declines in economic activity, easier to recognize. For example, the large number of youths taking summer jobs is likely to obscure other changes that have taken place in June relative to March, making it difficult to determine if the level of economic activity has risen or declined. However, because the effect of students finishing school in previous years is known, the statistics for the current year can be adjusted to allow for a comparable change. The adjusted figures provide a more useful tool with which to analyze changes in economic activity.

The employment data series for opening, expanding, closing, and contracting units are independently seasonally adjusted; net changes are calculated based on the difference between gross job gains and gross job losses. Similarly, for industry data, the establishment counts data series for opening, expanding, closing, and contracting establishments are independently adjusted, and the net changes are calculated

based on the difference between the number of opening and closing establishments. Additionally establishment and employment levels are independently seasonally adjusted to calculate the seasonally adjusted rates. Concurrent seasonal adjustment is run using X-12 ARIMA. Seasonally adjusted data series for total private are the sum of seasonally adjusted data of all sectors including the unclassified sector, which is not separately published.

The net over-the-quarter change derived by summing the BED component series will differ from the net employment change estimated from the seasonally adjusted total private employment series from the CES program. The intended use of BED statistics is to show the dynamic labor market changes that underlie the net employment change statistic. As such, data users interested particularly in the net employment change and not in the gross job flows underlying this change should refer to CES data for over-the-quarter net employment changes.

Reliability of the data

Since the data series on Business Employment Dynamics are based on administrative rather than sample data, there are no issues related to sampling error. Nonsampling error, however, still exists. Nonsampling errors can occur for many reasons, such as the employer submitting corrected employment data after the end of the quarter or typographical errors made by businesses when providing information. Such errors, however, are likely to be distributed randomly throughout the dataset.

Changes in administrative data sometimes create complications for the linkage process. This can result in overstating openings and clos-

ings while understating expansions and contractions. The BLS continues to refine methods for improving the linkage process to alleviate the effects of these complications.

The BED data series are subject to periodic minor changes based on corrections in QCEW records, updates on predecessors and successors information, and seasonal adjustment revisions.

Annual revisions are published each year with the release of the first quarter data. These revisions cover the last four quarters of not seasonally adjusted data and 5 years of seasonally adjusted data.

Additional statistics and other information

Several other programs within BLS produce closely related information. The QCEW program provides both quarterly and annual estimates of employment by state, county, and detailed industry. News releases on quarterly county employment and wages and an annual bulletin: Employment and Wages Annual Averages, are available upon request from the Division of Administrative Statistics and Labor Turnover, Bureau of Labor Statistics, U.S. Department of Labor, Washington, DC 20212; telephone 202-691-6567; (<http://www.bls.gov/cew/>); (e-mail: QCEWInfo@bls.gov).

The CES program produces monthly estimates of employment, its net change, and earnings by detailed industry. These estimates are part of the Employment Situation report put out monthly by BLS.

The Job Openings and Labor Turnover Survey (JOLTS) program provides monthly measures of job openings, as well as employee hires and separations.

Information in this release will be made available to sensory impaired individuals upon request. Voice phone: 202-691-5200; TDD message referral number: 1-800-877-8339.

Table 1. Private sector gross job gains and losses, seasonally adjusted
(In thousands)

Year	3 months ended	Net change ¹	Gross job gains			Gross job losses		
			Total	Expanding establishments	Opening establishments	Total	Contracting establishments	Closing establishments
2006	March	896	7,880	6,383	1,497	6,984	5,661	1,323
	June	342	7,766	6,228	1,538	7,424	6,026	1,398
	September	92	7,545	6,076	1,469	7,453	6,067	1,386
	December	431	7,770	6,226	1,544	7,339	5,964	1,375
2007	March	584	7,815	6,331	1,484	7,231	5,894	1,337
	June	132	7,647	6,205	1,442	7,515	6,084	1,431
	September	-209	7,376	5,870	1,506	7,585	6,190	1,395
	December	268	7,687	6,181	1,506	7,419	6,040	1,379
2008	March	-199	7,320	5,860	1,460	7,519	6,111	1,408
	June	-593	7,281	5,833	1,448	7,874	6,363	1,511
	September	-913	6,944	5,535	1,409	7,857	6,436	1,421
	December	-1,838	6,738	5,345	1,393	8,576	7,056	1,520
2009	March	-2,680	5,918	4,675	1,243	8,598	7,142	1,456
	June	-1,667	6,425	5,080	1,345	8,092	6,674	1,418
	September	-849	6,399	5,139	1,260	7,248	5,854	1,394
	December	-264	6,665	5,308	1,357	6,929	5,605	1,324
2010	March	-247	6,325	5,108	1,217	6,572	5,324	1,248
	June	698	6,995	5,674	1,321	6,297	5,090	1,207
	September	237	6,741	5,438	1,303	6,504	5,231	1,273
	December	566	7,052	5,639	1,413	6,486	5,219	1,267
2011	March	334	6,540	5,322	1,218	6,206	5,025	1,181
	June	582	6,966	5,625	1,341	6,384	5,115	1,269
	September	841	7,205	5,810	1,395	6,364	5,172	1,192
	December	335	6,865	5,503	1,362	6,530	5,273	1,257
2012	March	954	7,080	5,751	1,329	6,126	5,002	1,124
	June	603	7,048	5,721	1,327	6,445	5,272	1,173
	September	271	6,898	5,581	1,317	6,627	5,429	1,198
	December	688	7,103	5,744	1,359	6,415	5,224	1,191
2013	March	565	6,933	5,704	1,229	6,368	5,190	1,178
	June	661	7,154	5,832	1,322	6,493	5,284	1,209
	September	487	7,060	5,719	1,341	6,573	5,428	1,145
	December	712	7,261	5,927	1,334	6,549	5,344	1,205
2014	March	447	6,947	5,681	1,266	6,500	5,357	1,143
	June	870	7,456	6,116	1,340	6,586	5,364	1,222
	September	540	7,243	5,912	1,331	6,703	5,517	1,186
	December	1,071	7,634	6,260	1,374	6,563	5,324	1,239
2015	March	237	7,036	5,727	1,309	6,799	5,600	1,199
	June	815	7,588	6,244	1,344	6,773	5,573	1,200
	September	427	7,338	5,972	1,366	6,911	5,698	1,213
	December	1,001	7,843	6,375	1,468	6,842	5,573	1,269
2016	March	194	6,977	5,778	1,199	6,783	5,617	1,166
	June	307	7,463	6,056	1,407	7,156	5,829	1,327
	September	688	7,650	6,207	1,443	6,962	5,720	1,242
	December	376	7,465	6,016	1,449	7,089	5,726	1,363

¹ Net change is the difference between total gross job gains and total gross job losses.

Table 2. Private sector gross job gains and losses as a percent of employment, ¹ seasonally adjusted
(Percent)

Year	3 months ended	Net change ²	Gross job gains			Gross job losses		
			Total	Expanding establishments	Opening establishments	Total	Contracting establishments	Closing establishments
2006	March	.8	7.0	5.7	1.3	6.2	5.0	1.2
	June	.4	6.9	5.5	1.4	6.5	5.3	1.2
	September	.1	6.7	5.4	1.3	6.6	5.4	1.2
	December	.4	6.9	5.5	1.4	6.5	5.3	1.2
2007	March	.5	6.9	5.6	1.3	6.4	5.2	1.2
	June	.1	6.7	5.4	1.3	6.6	5.3	1.3
	September	-.2	6.4	5.1	1.3	6.6	5.4	1.2
	December	.2	6.7	5.4	1.3	6.5	5.3	1.2
2008	March	-.1	6.4	5.1	1.3	6.5	5.3	1.2
	June	-.5	6.4	5.1	1.3	6.9	5.6	1.3
	September	-.9	6.1	4.9	1.2	7.0	5.7	1.3
	December	-1.7	6.0	4.8	1.2	7.7	6.3	1.4
2009	March	-2.4	5.4	4.3	1.1	7.8	6.5	1.3
	June	-1.5	6.0	4.7	1.3	7.5	6.2	1.3
	September	-.8	6.0	4.8	1.2	6.8	5.5	1.3
	December	-.3	6.3	5.0	1.3	6.6	5.3	1.3
2010	March	-.2	6.0	4.8	1.2	6.2	5.0	1.2
	June	.7	6.6	5.4	1.2	5.9	4.8	1.1
	September	.2	6.3	5.1	1.2	6.1	4.9	1.2
	December	.5	6.6	5.3	1.3	6.1	4.9	1.2
2011	March	.3	6.1	5.0	1.1	5.8	4.7	1.1
	June	.5	6.4	5.2	1.2	5.9	4.7	1.2
	September	.8	6.7	5.4	1.3	5.9	4.8	1.1
	December	.4	6.4	5.1	1.3	6.0	4.8	1.2
2012	March	.8	6.4	5.2	1.2	5.6	4.6	1.0
	June	.5	6.4	5.2	1.2	5.9	4.8	1.1
	September	.2	6.2	5.0	1.2	6.0	4.9	1.1
	December	.6	6.4	5.2	1.2	5.8	4.7	1.1
2013	March	.5	6.2	5.1	1.1	5.7	4.6	1.1
	June	.6	6.4	5.2	1.2	5.8	4.7	1.1
	September	.5	6.3	5.1	1.2	5.8	4.8	1.0
	December	.6	6.4	5.2	1.2	5.8	4.7	1.1
2014	March	.4	6.1	5.0	1.1	5.7	4.7	1.0
	June	.7	6.5	5.3	1.2	5.8	4.7	1.1
	September	.5	6.3	5.1	1.2	5.8	4.8	1.0
	December	.9	6.6	5.4	1.2	5.7	4.6	1.1
2015	March	.2	6.0	4.9	1.1	5.8	4.8	1.0
	June	.7	6.4	5.3	1.1	5.7	4.7	1.0
	September	.5	6.3	5.1	1.2	5.8	4.8	1.0
	December	.8	6.6	5.4	1.2	5.8	4.7	1.1
2016	March	.1	5.8	4.8	1.0	5.7	4.7	1.0
	June	.2	6.2	5.0	1.2	6.0	4.9	1.1
	September	.6	6.4	5.2	1.2	5.8	4.8	1.0
	December	.4	6.2	5.0	1.2	5.8	4.7	1.1

¹ The rates measure gross job gains and gross job losses as a percentage of the average of the previous and current quarter employment levels.

² Net change is the difference between total gross job gains and total gross job losses.

Table 3. Private sector gross job gains and losses by industry, seasonally adjusted

Category	Gross job gains and losses (in thousands) (3 months ended)					Gross job gains and losses as a percent of employment (3 months ended)				
	Dec. 2015	Mar. 2016	June 2016	Sept. 2016	Dec. 2016	Dec. 2015	Mar. 2016	June 2016	Sept. 2016	Dec. 2016
Total private ¹										
Gross job gains	7,843	6,977	7,463	7,650	7,465	6.6	5.8	6.2	6.4	6.2
At expanding establishments	6,375	5,778	6,056	6,207	6,016	5.4	4.8	5.0	5.2	5.0
At opening establishments	1,468	1,199	1,407	1,443	1,449	1.2	1.0	1.2	1.2	1.2
Gross job losses	6,842	6,783	7,156	6,962	7,089	5.8	5.7	6.0	5.8	5.8
At contracting establishments	5,573	5,617	5,829	5,720	5,726	4.7	4.7	4.9	4.8	4.7
At closing establishments	1,269	1,166	1,327	1,242	1,363	1.1	1.0	1.1	1.0	1.1
Net employment change	1,001	194	307	688	376	.8	.1	.2	.6	.4
Goods-producing										
Gross job gains	1,368	1,292	1,332	1,299	1,306	6.6	6.1	6.4	6.3	6.2
At expanding establishments	1,162	1,119	1,145	1,101	1,114	5.6	5.3	5.5	5.3	5.3
At opening establishments	206	173	187	198	192	1.0	.8	.9	1.0	.9
Gross job losses	1,316	1,282	1,381	1,297	1,301	6.3	6.2	6.6	6.2	6.3
At contracting establishments	1,120	1,099	1,171	1,105	1,098	5.4	5.3	5.6	5.3	5.3
At closing establishments	196	183	210	192	203	.9	.9	1.0	.9	1.0
Net employment change	52	10	-49	2	5	.3	-.1	-.2	.1	-.1
Natural resources and mining										
Gross job gains	248	254	260	248	249	12.8	13.1	13.8	13.5	13.5
At expanding establishments	214	223	228	215	217	11.0	11.5	12.1	11.7	11.8
At opening establishments	34	31	32	33	32	1.8	1.6	1.7	1.8	1.7
Gross job losses	301	272	297	253	270	15.5	14.1	15.9	13.7	14.6
At contracting establishments	266	239	264	223	239	13.7	12.4	14.1	12.1	12.9
At closing establishments	35	33	33	30	31	1.8	1.7	1.8	1.6	1.7
Net employment change	-53	-18	-37	-5	-21	-2.7	-1.0	-2.1	-.2	-1.1
Construction										
Gross job gains	705	661	657	654	648	10.8	10.0	9.8	9.9	9.7
At expanding establishments	574	550	541	529	528	8.8	8.3	8.1	8.0	7.9
At opening establishments	131	111	116	125	120	2.0	1.7	1.7	1.9	1.8
Gross job losses	589	607	650	618	636	9.1	9.1	9.7	9.3	9.4
At contracting establishments	474	499	523	503	513	7.3	7.5	7.8	7.6	7.6
At closing establishments	115	108	127	115	123	1.8	1.6	1.9	1.7	1.8
Net employment change	116	54	7	36	12	1.7	.9	.1	.6	.3
Manufacturing										
Gross job gains	415	377	415	397	409	3.3	3.1	3.4	3.2	3.3
At expanding establishments	374	346	376	357	369	3.0	2.8	3.1	2.9	3.0
At opening establishments	41	31	39	40	40	.3	.3	.3	.3	.3
Gross job losses	426	403	434	426	395	3.5	3.2	3.5	3.5	3.2
At contracting establishments	380	361	384	379	346	3.1	2.9	3.1	3.1	2.8
At closing establishments	46	42	50	47	49	.4	.3	.4	.4	.4
Net employment change	-11	-26	-19	-29	14	-.2	-.1	-.1	-.3	.1
Service-providing ¹										
Gross job gains	6,475	5,685	6,131	6,351	6,159	6.6	5.7	6.2	6.4	6.2
At expanding establishments	5,213	4,659	4,911	5,106	4,902	5.3	4.7	5.0	5.1	4.9
At opening establishments	1,262	1,026	1,220	1,245	1,257	1.3	1.0	1.2	1.3	1.3
Gross job losses	5,526	5,501	5,775	5,665	5,788	5.6	5.6	5.8	5.7	5.8
At contracting establishments	4,453	4,518	4,658	4,615	4,628	4.5	4.6	4.7	4.6	4.6
At closing establishments	1,073	983	1,117	1,050	1,160	1.1	1.0	1.1	1.1	1.2
Net employment change	949	184	356	686	371	1.0	.1	.4	.7	.4
Wholesale trade										
Gross job gains	294	256	276	274	277	4.9	4.4	4.7	4.6	4.7
At expanding establishments	244	216	227	225	224	4.1	3.7	3.9	3.8	3.8
At opening establishments	50	40	49	49	53	.8	.7	.8	.8	.9
Gross job losses	268	265	273	262	263	4.5	4.5	4.6	4.5	4.5
At contracting establishments	209	208	213	208	200	3.5	3.5	3.6	3.6	3.4
At closing establishments	59	57	60	54	63	1.0	1.0	1.0	.9	1.1
Net employment change	26	-9	3	12	14	.4	-.1	.1	.1	.2

See footnote at end of table.

Table 3. Private sector gross job gains and losses by industry, seasonally adjusted —Continued

Category	Gross job gains and losses (in thousands) (3 months ended)					Gross job gains and losses as a percent of employment (3 months ended)				
	Dec. 2015	Mar. 2016	June 2016	Sept. 2016	Dec. 2016	Dec. 2015	Mar. 2016	June 2016	Sept. 2016	Dec. 2016
Retail trade										
Gross job gains	925	948	926	947	896	5.9	6.0	5.8	5.9	5.6
At expanding establishments	798	833	798	812	779	5.1	5.3	5.0	5.1	4.9
At opening establishments	127	115	128	135	117	.8	.7	.8	.8	.7
Gross job losses	921	850	900	949	916	5.8	5.4	5.7	6.0	5.8
At contracting establishments	789	747	790	827	792	5.0	4.7	5.0	5.2	5.0
At closing establishments	132	103	110	122	124	.8	.7	.7	.8	.8
Net employment change	4	98	26	-2	-20	.1	.6	.1	-.1	-.2
Transportation and warehousing										
Gross job gains	343	229	246	288	386	7.3	4.8	5.2	6.0	7.9
At expanding establishments	305	200	209	250	342	6.5	4.2	4.4	5.2	7.0
At opening establishments	38	29	37	38	44	.8	.6	.8	.8	.9
Gross job losses	227	293	250	227	232	4.8	6.1	5.3	4.7	4.7
At contracting establishments	188	258	211	188	192	4.0	5.4	4.5	3.9	3.9
At closing establishments	39	35	39	39	40	.8	.7	.8	.8	.8
Net employment change	116	-64	-4	61	154	2.5	-1.3	-.1	1.3	3.2
Utilities										
Gross job gains	12	9	13	11	12	2.2	1.6	2.4	2.0	2.2
At expanding establishments	11	8	11	10	10	2.0	1.4	2.0	1.8	1.8
At opening establishments	1	1	2	1	2	.2	.2	.4	.2	.4
Gross job losses	11	10	13	14	13	2.0	1.8	2.4	2.6	2.4
At contracting establishments	10	9	11	12	11	1.8	1.6	2.0	2.2	2.0
At closing establishments	1	1	2	2	2	.2	.2	.4	.4	.4
Net employment change	1	-1	0	-3	-1	.2	-.2	.0	-.6	-.2
Information										
Gross job gains	162	135	157	152	144	5.9	4.9	5.6	5.4	5.1
At expanding establishments	135	116	132	124	116	4.9	4.2	4.7	4.4	4.1
At opening establishments	27	19	25	28	28	1.0	.7	.9	1.0	1.0
Gross job losses	140	138	139	149	151	5.0	5.0	5.0	5.4	5.4
At contracting establishments	112	110	109	125	122	4.0	4.0	3.9	4.5	4.4
At closing establishments	28	28	30	24	29	1.0	1.0	1.1	.9	1.0
Net employment change	22	-3	18	3	-7	.9	-.1	.6	.0	-.3
Financial activities										
Gross job gains	394	344	389	386	386	5.0	4.3	4.9	4.9	4.8
At expanding establishments	307	278	313	308	296	3.9	3.5	3.9	3.9	3.7
At opening establishments	87	66	76	78	90	1.1	.8	1.0	1.0	1.1
Gross job losses	353	333	354	347	358	4.5	4.2	4.4	4.3	4.5
At contracting establishments	270	258	272	274	272	3.4	3.3	3.4	3.4	3.4
At closing establishments	83	75	82	73	86	1.1	.9	1.0	.9	1.1
Net employment change	41	11	35	39	28	.5	.1	.5	.6	.3
Professional and business services										
Gross job gains	1,600	1,237	1,426	1,469	1,395	8.1	6.3	7.2	7.3	6.9
At expanding establishments	1,292	1,026	1,165	1,201	1,112	6.5	5.2	5.9	6.0	5.5
At opening establishments	308	211	261	268	283	1.6	1.1	1.3	1.3	1.4
Gross job losses	1,311	1,355	1,363	1,272	1,363	6.6	6.8	6.9	6.4	6.8
At contracting establishments	1,037	1,111	1,065	1,014	1,064	5.2	5.6	5.4	5.1	5.3
At closing establishments	274	244	298	258	299	1.4	1.2	1.5	1.3	1.5
Net employment change	289	-118	63	197	32	1.5	-.5	.3	.9	.1
Education and health services										
Gross job gains	1,006	878	962	1,034	967	4.8	4.1	4.5	4.8	4.4
At expanding establishments	824	726	776	867	769	3.9	3.4	3.6	4.0	3.5
At opening establishments	182	152	186	167	198	.9	.7	.9	.8	.9
Gross job losses	801	813	888	822	918	3.8	3.8	4.2	3.8	4.2
At contracting establishments	635	658	701	650	707	3.0	3.1	3.3	3.0	3.2
At closing establishments	166	155	187	172	211	.8	.7	.9	.8	1.0
Net employment change	205	65	74	212	49	1.0	.3	.3	1.0	.2

See footnote at end of table.

Table 3. Private sector gross job gains and losses by industry, seasonally adjusted —Continued

Category	Gross job gains and losses (in thousands) (3 months ended)					Gross job gains and losses as a percent of employment (3 months ended)				
	Dec. 2015	Mar. 2016	June 2016	Sept. 2016	Dec. 2016	Dec. 2015	Mar. 2016	June 2016	Sept. 2016	Dec. 2016
Leisure and hospitality										
Gross job gains	1,344	1,247	1,312	1,330	1,301	8.8	8.0	8.4	8.5	8.3
At expanding establishments	1,048	1,013	1,025	1,045	1,013	6.9	6.5	6.6	6.7	6.5
At opening establishments	296	234	287	285	288	1.9	1.5	1.8	1.8	1.8
Gross job losses	1,184	1,138	1,273	1,297	1,238	7.8	7.4	8.2	8.4	7.9
At contracting establishments	977	939	1,055	1,082	1,024	6.4	6.1	6.8	7.0	6.5
At closing establishments	207	199	218	215	214	1.4	1.3	1.4	1.4	1.4
Net employment change	160	109	39	33	63	1.0	.6	.2	.1	.4
Other services										
Gross job gains	294	272	301	305	280	7.2	6.7	7.4	7.4	6.8
At expanding establishments	232	219	235	240	219	5.7	5.4	5.8	5.8	5.3
At opening establishments	62	53	66	65	61	1.5	1.3	1.6	1.6	1.5
Gross job losses	273	266	284	285	293	6.8	6.5	7.0	7.0	7.1
At contracting establishments	213	207	219	221	230	5.3	5.1	5.4	5.4	5.6
At closing establishments	60	59	65	64	63	1.5	1.4	1.6	1.6	1.5
Net employment change	21	6	17	20	-13	.4	.2	.4	.4	-.3

¹ Includes unclassified sector, not shown separately.

Table 4. Private sector gross job gains and losses by firm size, seasonally adjusted
(In thousands)

Year	3 months ended	Total private by firm ¹			Firm size 1 - 49 employees			Firm size 50 - 249 employees			Firm size 250 or more		
		Net change ^{2,3}	Gross job gains losses		Net change	Gross job gains losses		Net change	Gross job gains losses		Net change	Gross job gains losses	
2006	March	782	6,460	5,678	312	3,538	3,226	211	1,216	1,005	259	1,706	1,447
	June	369	6,329	5,960	111	3,425	3,314	102	1,179	1,077	156	1,725	1,569
	September	86	6,120	6,034	-5	3,334	3,339	48	1,133	1,085	43	1,653	1,610
	December	446	6,388	5,942	137	3,406	3,269	80	1,153	1,073	229	1,829	1,600
2007	March	478	6,333	5,855	173	3,445	3,272	98	1,158	1,060	207	1,730	1,523
	June	163	6,239	6,076	-33	3,330	3,363	99	1,171	1,072	97	1,738	1,641
	September	-215	5,920	6,135	-116	3,263	3,379	-34	1,079	1,113	-65	1,578	1,643
	December	270	6,251	5,981	10	3,317	3,307	56	1,139	1,083	204	1,795	1,591
2008	March	-274	5,831	6,105	-152	3,235	3,387	-11	1,079	1,090	-111	1,517	1,628
	June	-548	5,850	6,398	-287	3,174	3,461	-44	1,090	1,134	-217	1,586	1,803
	September	-956	5,532	6,488	-343	3,051	3,394	-140	1,020	1,160	-473	1,461	1,934
	December	-1,886	5,338	7,224	-689	2,910	3,599	-375	947	1,322	-822	1,481	2,303
2009	March	-2,638	4,617	7,255	-983	2,721	3,704	-616	810	1,426	-1,039	1,086	2,125
	June	-1,763	5,169	6,932	-474	2,946	3,420	-281	950	1,231	-1,008	1,273	2,281
	September	-906	5,164	6,070	-372	2,826	3,198	-110	932	1,042	-424	1,406	1,830
	December	-317	5,403	5,720	-159	2,940	3,099	-45	962	1,007	-113	1,501	1,614
2010	March	-234	5,115	5,349	-195	2,863	3,058	-2	914	916	-37	1,338	1,375
	June	664	5,805	5,141	235	3,093	2,858	204	1,071	867	225	1,641	1,416
	September	226	5,525	5,299	26	2,946	2,920	87	998	911	113	1,581	1,468
	December	502	5,781	5,279	92	3,051	2,959	92	1,034	942	318	1,696	1,378
2011	March	340	5,375	5,035	99	2,983	2,884	122	971	849	119	1,421	1,302
	June	537	5,746	5,209	190	3,073	2,883	169	1,063	894	178	1,610	1,432
	September	852	5,974	5,122	272	3,137	2,865	171	1,066	895	409	1,771	1,362
	December	297	5,585	5,288	45	2,970	2,925	44	981	937	208	1,634	1,426
2012	March	975	5,903	4,928	397	3,178	2,781	221	1,055	834	357	1,670	1,313
	June	605	5,828	5,223	170	3,039	2,869	160	1,076	916	275	1,713	1,438
	September	245	5,595	5,350	57	2,965	2,908	55	1,007	952	133	1,623	1,490
	December	623	5,767	5,144	174	3,019	2,845	90	1,011	921	359	1,737	1,378
2013	March	593	5,741	5,148	230	3,082	2,852	156	1,026	870	207	1,633	1,426
	June	642	5,909	5,267	219	3,084	2,865	138	1,075	937	285	1,750	1,465
	September	458	5,764	5,306	210	3,056	2,846	62	1,018	956	186	1,690	1,504
	December	632	5,881	5,249	126	3,021	2,895	100	1,031	931	406	1,829	1,423
2014	March	469	5,663	5,194	260	3,084	2,824	154	1,033	879	55	1,546	1,491
	June	878	6,140	5,262	293	3,177	2,884	218	1,125	907	367	1,838	1,471
	September	516	5,858	5,342	168	3,052	2,884	102	1,059	957	246	1,747	1,501
	December	969	6,154	5,185	218	3,107	2,889	151	1,083	932	600	1,964	1,364
2015	March	244	5,662	5,418	191	3,106	2,915	81	1,022	941	-28	1,534	1,562
	June	823	6,253	5,430	312	3,197	2,885	191	1,136	945	320	1,920	1,600
	September	397	5,898	5,501	114	3,040	2,926	58	1,038	980	225	1,820	1,595
	December	882	6,258	5,376	247	3,179	2,932	98	1,075	977	537	2,004	1,467
2016	March	224	5,624	5,400	175	3,020	2,845	57	1,002	945	-8	1,602	1,610
	June	302	6,072	5,770	72	3,133	3,061	116	1,111	995	114	1,828	1,714
	September	681	6,223	5,542	133	3,106	2,973	84	1,082	998	464	2,035	1,571
	December	316	5,896	5,580	68	3,046	2,978	47	1,031	984	201	1,819	1,618

¹ Total gross job gains and gross job losses by firm are lower than total gross job gains and gross job losses by establishment, as some establishment gains and losses within a firm are offset during the aggregation process.

² Net change is the difference between total gross job gains and total gross job losses.

³ Net change totals for the firm-level data differ from the establishment-level data due to independent seasonal adjustment.

NOTE: See <http://www.bls.gov/bdm/bdmfirmsize.htm> for more detailed firm size class data

Table 5. Components of private sector gross job gains and losses by firm size, seasonally adjusted

Category	Gross job gains and losses (in thousands) (3 months ended)					Gross job gains and losses as a percent of employment (3 months ended)				
	Dec. 2015	Mar. 2016	June 2016	Sept. 2016	Dec. 2016	Dec. 2015	Mar. 2016	June 2016	Sept. 2016	Dec. 2016
Total private by firm¹										
Gross job gains	6,258	5,624	6,072	6,223	5,896	5.3	4.7	5.1	5.2	4.9
At expanding firms	5,295	4,790	5,149	5,283	4,969	4.5	4.0	4.3	4.4	4.1
At opening firms	963	834	923	940	927	.8	.7	.8	.8	.8
Gross job losses	5,376	5,400	5,770	5,542	5,580	4.5	4.5	4.8	4.6	4.6
At contracting firms	4,528	4,579	4,842	4,692	4,721	3.8	3.8	4.0	3.9	3.9
At closing firms	848	821	928	850	859	.7	.7	.8	.7	.7
Net employment change	882	224	302	681	316	.8	.2	.3	.6	.3
Firm size 1 to 49 employees										
Gross job gains	3,179	3,020	3,133	3,106	3,046	9.5	9.0	9.3	9.3	9.0
At expanding firms	2,265	2,218	2,253	2,208	2,161	6.8	6.6	6.7	6.6	6.4
At opening firms	914	802	880	898	885	2.7	2.4	2.6	2.7	2.6
Gross job losses	2,932	2,845	3,061	2,973	2,978	8.8	8.4	9.1	8.8	8.8
At contracting firms	2,123	2,057	2,175	2,157	2,155	6.4	6.1	6.5	6.4	6.4
At closing firms	809	788	886	816	823	2.4	2.3	2.6	2.4	2.4
Net employment change	247	175	72	133	68	.7	.6	.2	.5	.2
Firm size 50 to 249 employees										
Gross job gains	1,075	1,002	1,111	1,082	1,031	5.0	4.6	5.1	5.0	4.8
At expanding firms	1,041	974	1,072	1,044	996	4.8	4.5	4.9	4.8	4.6
At opening firms	34	28	39	38	35	.2	.1	.2	.2	.2
Gross job losses	977	945	995	998	984	4.6	4.3	4.6	4.6	4.5
At contracting firms	943	917	962	969	953	4.4	4.2	4.4	4.5	4.4
At closing firms	34	28	33	29	31	.2	.1	.2	.1	.1
Net employment change	98	57	116	84	47	.4	.3	.5	.4	.3
Firm size 250 or more employees										
Gross job gains	2,004	1,602	1,828	2,035	1,819	3.1	2.5	2.8	3.1	2.8
At expanding firms	1,989	1,598	1,824	2,031	1,812	3.1	2.5	2.8	3.1	2.8
At opening firms	15	4	4	4	7	.0	.0	.0	.0	.0
Gross job losses	1,467	1,610	1,714	1,571	1,618	2.3	2.5	2.6	2.4	2.5
At contracting firms	1,462	1,605	1,705	1,566	1,613	2.3	2.5	2.6	2.4	2.5
At closing firms	5	5	9	5	5	.0	.0	.0	.0	.0
Net employment change	537	-8	114	464	201	.8	.0	.2	.7	.3

¹ Total gross job gains and gross job losses by firm are lower than total gross job gains and gross job losses by establishment, as some establishment gains and losses within a firm are offset during the aggregation process.

Table 6. Private sector gross job gains and losses by state, seasonally adjusted

State	Gross job gains (3 months ended)					Gross job losses (3 months ended)				
	Dec. 2015	Mar. 2016	June 2016	Sept. 2016	Dec. 2016	Dec. 2015	Mar. 2016	June 2016	Sept. 2016	Dec. 2016
United States ¹	7,843,000	6,977,000	7,463,000	7,650,000	7,465,000	6,842,000	6,783,000	7,156,000	6,962,000	7,089,000
Alabama	96,646	89,239	90,468	95,974	91,192	81,804	84,673	90,158	89,745	89,343
Alaska	24,329	23,755	26,030	22,411	23,748	26,571	24,612	29,972	27,596	24,810
Arizona	154,720	136,475	137,186	163,612	138,172	123,146	130,066	138,390	119,918	126,569
Arkansas	62,679	53,819	53,228	61,167	57,122	52,402	53,379	57,344	54,494	51,883
California	1,075,178	921,636	969,310	987,259	968,213	929,638	889,698	946,963	872,725	901,739
Colorado	147,332	140,016	148,006	153,349	142,224	134,691	130,052	138,701	135,109	141,376
Connecticut	77,156	74,339	77,489	74,208	72,208	70,694	70,865	75,829	75,109	73,722
Delaware	27,199	24,510	25,219	23,511	23,248	23,117	24,200	25,084	24,397	23,381
District of Columbia	31,569	26,719	29,684	31,411	28,585	23,562	28,186	31,218	28,869	28,501
Florida	510,696	439,847	460,188	537,172	490,012	412,905	410,669	428,183	416,981	446,536
Georgia	247,757	218,517	252,375	243,567	237,672	202,861	199,712	240,381	214,828	209,913
Hawaii	30,040	25,200	28,174	30,518	27,652	23,183	25,729	31,217	25,963	27,072
Idaho	43,766	46,359	40,993	44,973	43,414	38,441	35,558	40,443	40,480	38,443
Illinois	321,551	271,116	299,699	293,311	307,488	283,941	274,351	301,559	289,298	291,031
Indiana	158,633	141,057	137,024	149,640	141,154	126,844	136,213	134,813	132,940	137,271
Iowa	77,648	77,795	72,903	78,243	73,751	73,121	69,140	79,614	74,162	76,129
Kansas	70,502	64,980	63,336	70,015	66,916	62,764	66,896	70,605	63,173	64,620
Kentucky	103,547	88,881	96,696	104,901	94,712	83,693	90,733	91,777	97,403	87,660
Louisiana	106,451	96,609	94,903	105,759	93,098	103,367	105,846	111,231	102,408	103,821
Maine	43,068	40,502	39,055	33,573	36,267	35,516	34,636	34,077	37,485	35,878
Maryland	141,865	130,869	134,394	139,730	141,007	124,463	127,811	134,582	128,257	135,555
Massachusetts	176,932	158,738	181,391	173,891	169,035	156,781	152,250	158,315	166,349	165,216
Michigan	218,432	196,117	218,793	206,985	203,905	192,084	179,106	194,637	205,425	200,642
Minnesota	145,443	131,059	143,945	149,566	141,588	137,636	126,838	135,847	134,632	140,856
Mississippi	62,596	51,367	50,079	55,451	56,564	47,996	54,142	58,052	49,333	50,563
Missouri	145,011	131,177	133,514	132,069	181,050	121,021	124,222	128,070	125,311	186,321
Montana	31,491	29,163	29,552	28,143	28,782	26,762	26,815	32,061	28,704	27,811
Nebraska	49,121	47,050	45,488	51,210	46,186	44,211	44,379	48,210	47,154	49,758
Nevada	76,024	70,313	73,080	76,079	76,787	58,645	64,506	63,512	61,819	64,094
New Hampshire	37,269	33,406	36,483	35,989	35,377	31,119	32,615	33,058	35,405	33,269
New Jersey	227,731	198,701	220,836	210,721	218,012	197,598	198,223	195,999	197,194	199,380
New Mexico	43,231	39,261	40,168	42,559	40,990	42,850	39,633	41,720	38,728	40,414
New York	492,245	469,294	484,162	488,741	470,026	445,177	442,368	451,921	457,571	462,887
North Carolina	232,642	213,396	221,808	219,357	225,078	192,138	195,124	206,971	206,445	200,246
North Dakota	24,038	23,501	23,222	27,858	23,040	28,948	31,279	31,169	24,555	26,586
Ohio	274,448	251,839	257,809	260,780	257,128	236,802	234,642	260,094	258,978	247,337
Oklahoma	79,854	72,627	71,683	78,448	79,388	81,960	80,611	84,340	74,654	76,784
Oregon	106,625	106,558	104,631	105,869	102,987	93,530	88,983	100,510	98,653	96,138
Pennsylvania	288,170	271,355	267,682	285,600	274,145	258,949	264,903	272,140	258,787	259,210
Rhode Island	27,173	24,014	25,497	23,215	23,939	23,455	24,234	25,797	24,839	23,877
South Carolina	115,442	98,841	103,090	104,132	109,616	85,611	95,873	96,435	93,785	90,460
South Dakota	22,966	21,499	21,895	22,031	21,028	20,376	21,188	21,613	21,592	21,226
Tennessee	153,086	130,023	140,634	146,834	143,900	116,059	125,798	131,687	128,999	124,788
Texas	600,731	460,303	617,972	615,542	588,118	543,729	543,545	531,640	537,088	534,816
Utah	81,519	84,042	78,366	86,072	78,902	68,467	68,450	73,446	75,466	74,856
Vermont	18,140	16,825	18,741	18,293	17,874	16,671	17,717	18,300	18,753	17,725
Virginia	195,967	181,750	196,598	187,117	191,763	172,197	182,918	185,928	188,363	179,824
Washington	177,055	187,946	192,605	177,742	192,603	159,981	148,670	154,150	169,322	179,378
West Virginia	36,337	32,562	31,986	35,381	34,784	35,335	37,995	37,599	35,652	33,754
Wisconsin	145,150	136,563	137,744	133,492	133,351	126,012	126,353	139,248	134,073	131,301
Wyoming	19,048	16,868	15,896	16,789	17,778	19,747	19,826	21,419	17,993	17,529
Puerto Rico	42,057	38,292	37,884	39,108	39,503	38,537	40,072	38,038	38,260	35,843
Virgin Islands	1,979	1,549	1,746	1,712	1,629	1,451	1,469	1,602	1,794	1,689

¹ The sum of the states will not necessarily add to the U.S. total because of the independent seasonal adjustment of each state.

NOTE: Totals for the United States do not include data for Puerto Rico or the Virgin Islands.

Table 7. Private sector gross job gains and losses as a percent of total employment by state, seasonally adjusted

State	Gross job gains as a percent of employment (3 months ended)					Gross job losses as a percent of employment (3 months ended)				
	Dec.	Mar.	June	Sept.	Dec.	Dec.	Mar.	June	Sept.	Dec.
	2015	2016	2016	2016	2016	2015	2016	2016	2016	2016
United States	6.6	5.8	6.2	6.4	6.2	5.8	5.7	6.0	5.8	5.8
Alabama	6.2	5.8	5.8	6.2	5.8	5.3	5.4	5.8	5.7	5.7
Alaska	9.6	9.4	10.3	9.0	9.6	10.5	9.7	11.9	11.1	10.0
Arizona	6.9	6.0	6.1	7.1	6.0	5.4	5.7	6.1	5.2	5.5
Arkansas	6.3	5.4	5.4	6.2	5.7	5.3	5.3	5.8	5.4	5.2
California	7.6	6.5	6.8	6.9	6.7	6.7	6.3	6.7	6.1	6.3
Colorado	7.0	6.6	6.9	7.1	6.6	6.4	6.1	6.5	6.2	6.6
Connecticut	5.5	5.2	5.4	5.2	5.1	4.9	5.0	5.3	5.3	5.1
Delaware	7.3	6.5	6.7	6.3	6.2	6.2	6.4	6.6	6.5	6.2
District of Columbia	6.2	5.2	5.8	6.2	5.5	4.6	5.6	6.1	5.7	5.6
Florida	7.2	6.1	6.4	7.4	6.7	5.8	5.8	5.9	5.7	6.1
Georgia	6.9	6.1	7.0	6.7	6.5	5.7	5.6	6.6	5.9	5.8
Hawaii	5.8	4.9	5.4	5.8	5.2	4.4	4.9	6.0	5.0	5.1
Idaho	7.9	8.2	7.1	7.9	7.6	6.9	6.3	7.1	7.1	6.6
Illinois	6.4	5.3	5.9	5.7	6.1	5.6	5.4	5.9	5.7	5.7
Indiana	6.2	5.5	5.2	5.8	5.4	4.9	5.3	5.2	5.1	5.2
Iowa	6.0	6.0	5.6	6.0	5.7	5.7	5.3	6.1	5.8	5.9
Kansas	6.2	5.8	5.6	6.2	5.9	5.6	5.9	6.3	5.6	5.7
Kentucky	6.7	5.7	6.2	6.7	6.0	5.4	5.8	5.8	6.2	5.6
Louisiana	6.5	6.0	5.9	6.6	5.9	6.4	6.6	6.9	6.5	6.6
Maine	8.6	8.0	7.7	6.7	7.2	7.1	6.9	6.7	7.4	7.1
Maryland	6.8	6.2	6.3	6.5	6.6	5.9	6.0	6.3	6.0	6.3
Massachusetts	5.9	5.2	6.0	5.7	5.5	5.2	5.0	5.2	5.5	5.4
Michigan	6.1	5.4	5.9	5.6	5.6	5.3	4.9	5.3	5.6	5.4
Minnesota	6.1	5.4	5.9	6.1	5.8	5.7	5.2	5.6	5.6	5.8
Mississippi	7.1	5.7	5.7	6.3	6.3	5.4	6.1	6.5	5.6	5.7
Missouri	6.3	5.7	5.7	5.7	7.7	5.3	5.3	5.4	5.4	8.0
Montana	8.5	7.8	7.9	7.6	7.8	7.3	7.2	8.6	7.8	7.5
Nebraska	6.1	5.8	5.7	6.4	5.7	5.5	5.5	6.0	5.9	6.2
Nevada	6.8	6.3	6.5	6.7	6.7	5.3	5.7	5.6	5.5	5.6
New Hampshire	6.7	6.0	6.5	6.4	6.3	5.6	5.8	5.9	6.3	5.9
New Jersey	6.7	5.9	6.5	6.3	6.3	5.9	5.9	5.8	5.8	5.8
New Mexico	7.0	6.2	6.5	6.8	6.6	6.9	6.3	6.7	6.2	6.5
New York	6.4	6.1	6.2	6.3	6.0	5.7	5.7	5.8	5.9	5.9
North Carolina	6.7	6.0	6.3	6.1	6.3	5.5	5.6	5.8	5.8	5.6
North Dakota	6.7	6.6	6.8	8.1	6.7	8.1	8.9	9.0	7.1	7.8
Ohio	6.0	5.4	5.6	5.6	5.5	5.1	5.1	5.6	5.6	5.3
Oklahoma	6.3	5.7	5.8	6.3	6.3	6.5	6.4	6.8	6.0	6.1
Oregon	7.0	7.0	6.7	6.9	6.6	6.2	5.8	6.5	6.4	6.2
Pennsylvania	5.7	5.4	5.3	5.7	5.4	5.1	5.2	5.4	5.1	5.1
Rhode Island	6.6	5.8	6.2	5.6	5.7	5.7	5.9	6.2	6.0	5.8
South Carolina	7.1	6.1	6.3	6.3	6.6	5.3	5.8	5.8	5.7	5.4
South Dakota	6.7	6.2	6.4	6.4	6.0	5.9	6.1	6.2	6.2	6.1
Tennessee	6.3	5.2	5.7	5.9	5.7	4.8	5.1	5.3	5.2	5.0
Texas	6.1	4.7	6.3	6.2	5.9	5.5	5.5	5.4	5.4	5.4
Utah	7.2	7.3	6.7	7.4	6.7	6.0	5.9	6.4	6.5	6.3
Vermont	7.2	6.6	7.4	7.2	7.0	6.5	6.9	7.2	7.4	7.0
Virginia	6.4	5.9	6.4	6.0	6.2	5.6	5.9	6.0	6.1	5.9
Washington	6.8	7.1	7.2	6.7	7.2	6.2	5.6	5.8	6.4	6.7
West Virginia	6.6	5.9	5.8	6.6	6.4	6.3	6.9	6.9	6.6	6.2
Wisconsin	6.0	5.6	5.7	5.5	5.4	5.2	5.2	5.7	5.5	5.3
Wyoming	9.0	7.9	7.7	8.3	8.8	9.3	9.4	10.4	8.9	8.7
Puerto Rico	6.3	5.7	5.6	5.8	5.9	5.7	6.0	5.6	5.7	5.3
Virgin Islands	7.3	5.7	6.3	6.2	5.9	5.3	5.4	5.8	6.5	6.1

NOTE: Totals for the United States do not include data for Puerto Rico or the Virgin Islands.

Table 8. Private sector establishment births and deaths, seasonally adjusted
(Levels in thousands)

Year	3 months ended	Number of Establishments				Employment			
		Births		Deaths ¹		Births		Deaths	
		Level	Rate ²	Level	Rate	Level	Rate	Level	Rate
2006	March	236	3.3	195	2.8	949	.8	767	.7
	June	233	3.3	206	2.9	987	.9	850	.8
	September	224	3.1	210	2.9	934	.8	843	.7
	December	236	3.3	207	2.9	976	.9	812	.7
2007	March	232	3.2	205	2.8	918	.8	787	.7
	June	225	3.1	215	3.0	898	.8	859	.8
	September	233	3.2	216	3.0	952	.8	845	.7
	December	228	3.1	218	3.0	922	.8	836	.7
2008	March	226	3.1	224	3.1	919	.8	832	.7
	June	221	3.0	238	3.3	876	.8	913	.8
	September	216	3.0	233	3.2	849	.8	881	.8
	December	211	2.9	253	3.5	819	.7	951	.9
2009	March	197	2.7	247	3.4	738	.7	869	.8
	June	201	2.8	238	3.3	767	.7	837	.8
	September	192	2.7	227	3.2	725	.7	793	.7
	December	202	2.8	218	3.1	728	.7	749	.7
2010	March	193	2.7	211	3.0	706	.7	687	.7
	June	193	2.7	202	2.9	730	.7	665	.6
	September	207	2.9	204	2.9	754	.7	701	.7
	December	216	3.0	201	2.8	805	.8	700	.7
2011	March	204	2.9	200	2.8	715	.7	632	.6
	June	210	2.9	205	2.9	767	.7	689	.6
	September	206	2.9	196	2.7	794	.7	675	.6
	December	214	3.0	198	2.8	800	.7	700	.6
2012	March	236	3.3	186	2.6	784	.7	614	.6
	June	216	3.0	195	2.7	799	.7	676	.6
	September	210	2.9	197	2.7	805	.7	693	.6
	December	218	3.0	183	2.5	809	.7	673	.6
2013	March	204	2.8	192	2.6	745	.7	645	.6
	June	222	3.0	215	2.9	790	.7	695	.6
	September	219	2.9	195	2.6	822	.7	678	.6
	December	216	2.9	187	2.5	806	.7	673	.6
2014	March	220	2.9	188	2.5	780	.7	629	.6
	June	220	2.9	205	2.7	806	.7	718	.6
	September	225	3.0	200	2.6	829	.7	705	.6
	December	223	2.9	197	2.6	838	.7	709	.6
2015	March	234	3.1	206	2.7	813	.7	690	.6
	June	234	3.1	213	2.8	839	.7	735	.6
	September	242	3.1	207	2.7	882	.7	704	.6
	December	246	3.2	208	2.7	895	.8	733	.6
2016	March	220	2.8	204	2.6	734	.6	667	.6
	June	252	3.2	N/A	N/A	889	.7	N/A	N/A
	September	238	3.0	N/A	N/A	866	.7	N/A	N/A
	December	246	3.1	N/A	N/A	919	.8	N/A	N/A

¹ Values for deaths are not available for the most recent three quarters. See the Technical Note for more information.

² The rates measure births and deaths as a percentage of the average of the previous and current quarter employment levels or total number of establishments.