

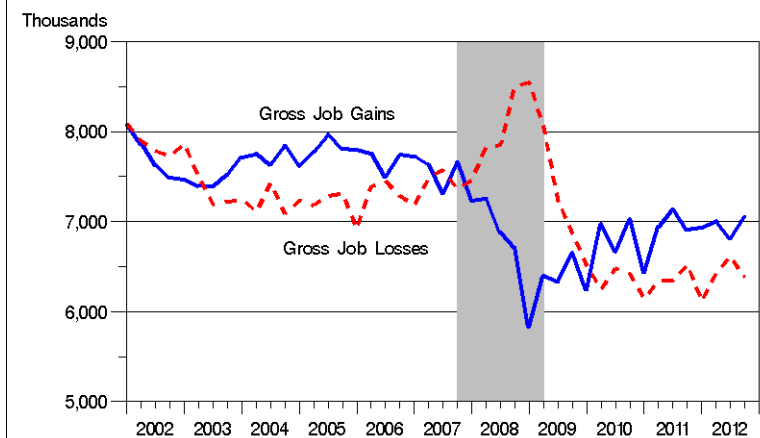
For release 10:00 a.m. (EDT), Tuesday, July 30, 2013

USDL-13-1524

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BUSINESS EMPLOYMENT DYNAMICS – FOURTH QUARTER 2012

Chart 1. Private sector gross job gains and gross job losses, seasonally adjusted
March 2002 – December 2012



Source: U.S. Bureau of Labor Statistics

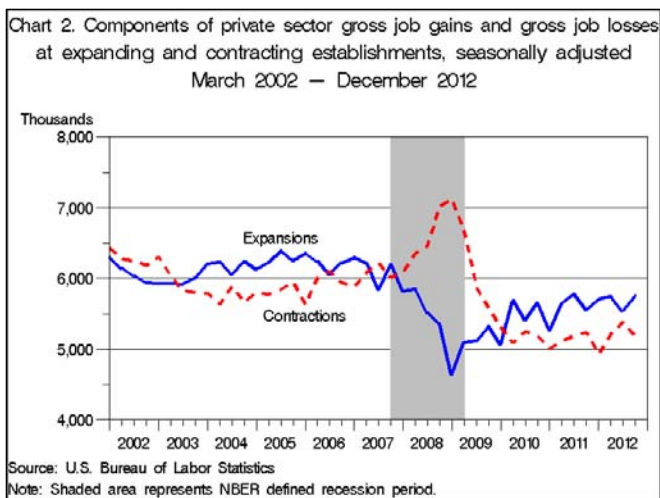
Note: Shaded area represents NBER defined recession period.

From September 2012 to December 2012 **gross job gains** from opening and expanding private sector establishments were 7.1 million, an increase of 238,000 jobs from the previous quarter, the U.S. Bureau of Labor Statistics reported today. Over this period, **gross job losses** from closing and contracting private sector establishments were 6.4 million, a decrease of 231,000 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 668,000 jobs in the private sector during the fourth quarter of 2012. (See table 1.)

The change in the number of jobs over time is the net result of increases and decreases in employment that occur at all businesses in the economy. Business Employment Dynamics (BED) statistics track these changes in employment at private business units from the third month of one quarter to the third month of the next. Gross job gains are the sum of increases in employment from expansions at existing units and the addition of new jobs at opening units. Gross job losses are the result of contractions in employment at existing units and the loss of jobs at closing units. The difference between the number of gross job gains and the number of gross job losses is the net change in employment. (See the Technical Note for more information.)

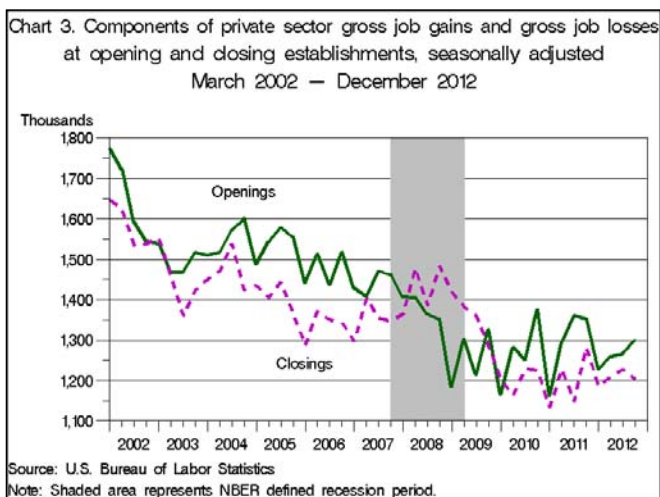
The BED data series include gross job gains and gross job losses at the establishment level by industry subsector and for the 50 states, the District of Columbia, Puerto Rico, and the Virgin Islands, as well as gross job gains and gross job losses at the firm level by employer size class.



Gross job gains at **expanding** establishments totaled 5.8 million in fourth quarter 2012, an increase of 207,000 jobs from the previous quarter.

Opening establishments accounted for 1.3 million jobs gained in fourth quarter 2012, an increase of 31,000 jobs from the previous quarter.

Contracting establishments lost 5.2 million jobs in fourth quarter 2012. This is a decrease of 206,000 jobs from the prior quarter.



In the fourth quarter of 2012, **closing** establishments lost 1.2 million jobs, a decrease of 25,000 jobs from the previous quarter. (See tables 1 and 3.)

Gross job gains represented 6.4 percent of private sector employment in fourth quarter 2012, while **gross job losses** represented 5.8 percent of private sector employment. (See table 2.)

In the fourth quarter of 2012, the number of **establishment births** (a subset of the openings data, see the Technical Note for more information) decreased by 1,000 to 192,000. These new establishments accounted for 766,000 jobs, a decrease of 23,000 from the previous quarter. (See table 8.)

Data for **establishment deaths** (a subset of the closings data) are available through first quarter 2012, when 605,000 jobs were lost at 181,000 establishments. These figures represent decreases from the prior quarter when 750,000 jobs were lost at 191,000 establishments.

During the fourth quarter of 2012, gross job losses exceeded gross job gains in only two **industry sectors**: natural resources and mining, and manufacturing. The manufacturing sector experienced its first negative net change since March 2010, losing 11,000 jobs. The information sector had gross job gains of 141,000 and gross job losses of 120,000, which resulted in a positive net change of 21,000 jobs. This is the largest increase in the information sector since third quarter 2000 and only the second increase in the last five years. (See table 3.)

Gross job gains exceeded gross job losses in all three major **firm size classes** during fourth quarter 2012. Firms with 250 or more employees experienced the largest net increase of 379,000 jobs. (See tables 4 and 5.)

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

Category	3 months ended				
	Dec. 2011	Mar. 2012	June 2012	Sept. 2012	Dec. 2012
	Levels (in thousands)				
Gross job gains.....	6,909	6,935	7,004	6,813	7,051
At expanding establishments.....	5,557	5,706	5,744	5,545	5,752
At opening establishments.....	1,352	1,229	1,260	1,268	1,299
Gross job losses.....	6,520	6,121	6,422	6,614	6,383
At contracting establishments.....	5,238	4,935	5,213	5,386	5,180
At closing establishments.....	1,282	1,186	1,209	1,228	1,203
Net employment change ¹	389	814	582	199	668
	Rates (percent)				
Gross job gains.....	6.3	6.3	6.3	6.2	6.4
At expanding establishments.....	5.1	5.2	5.2	5.0	5.2
At opening establishments.....	1.2	1.1	1.1	1.2	1.2
Gross job losses.....	6.0	5.6	5.8	6.0	5.8
At contracting establishments.....	4.8	4.5	4.7	4.9	4.7
At closing establishments.....	1.2	1.1	1.1	1.1	1.1
Net employment change ¹3	.7	.5	.2	.6

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

In the fourth quarter of 2012, gross job gains exceeded gross job losses in 47 **states**, the District of Columbia, Puerto Rico, and the Virgin Islands. California had the largest net employment gain of 134,544 jobs. Two states, Alaska and Wyoming, tied for the highest rate of gross job gains as a percent of employment at 9.5 percent, above the U.S. national rate of 6.4 percent. Hawaii had the lowest rate of gross job losses as a percent of employment at 4.4 percent, below the national rate of 5.8 percent. (See tables 6 and 7.)

More Information

Additional information on gross job gains and gross job losses are 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 may be obtained by e-mailing BDMinfo@bls.gov.

The Business Employment Dynamics for First Quarter 2013 are scheduled to be released on Tuesday, November 19, 2013 at 10:00 a.m. (EST).

Changes to Business Employment Dynamics (BED) Data

Data in the next release, published on Tuesday, November 19, 2013, 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 Employment Security Agencies (SESAs). 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.

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 – QCEW, BED, and 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 over-the-quarter employment change. It is important to understand program differences and the intended uses of the program products. (See table below.)

Additional information on each program can be obtained from the program web sites shown in the table below.

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 9.2 million employers 	<ul style="list-style-type: none"> Count of longitudinally-linked UI administrative records submitted by 6.8 million private sector employers 	<ul style="list-style-type: none"> Sample Survey: 486,000 establishments
Coverage	<ul style="list-style-type: none"> UI and UCFE coverage: 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 	Non-farm wage and salary jobs: <ul style="list-style-type: none"> UI Coverage, excluding: agriculture, private households, and self-employed; including: railroads, religious organizations, and other non-UI-covered jobs
Publication frequency	<ul style="list-style-type: none"> Quarterly –7 Months after the end of each quarter 	<ul style="list-style-type: none"> Quarterly –8 Months after the end of each quarter 	<ul style="list-style-type: none"> Monthly –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 annually realigns (benchmarks) sample estimates to first quarter UI levels
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, 3-digit NAICS, and by size of firm, and at the state private-sector total level Future expansions will include 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 Websites	<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/

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 SESAs 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 6.8 million private sector employer reports out of 9.2 million total reports of employment and wages submitted by states to BLS in the first quarter of 2012. 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 (49,972 units rounded to 0.0 million) also are 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 2012:

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

	Millions
Total establishments QCEW program	9.2
Excluded: Public sector	0.3
Private households.....	0.8
Zero employment	1.3
Establishments in Puerto Rico and the Virgin Islands.....	0.0
Total establishments included in Business Employment Dynamics data.....	6.8

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 net 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 SESA identification numbers (SESA-ID). Between 95 to 97 percent of establishments identified as continuous from quarter to quarter are matched by SESA-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 SESA-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 SESA-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, SESAs 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 verification 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 closings 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
2002	March	-10	8,071	6,298	1,773	8,081	6,434	1,647
	June	-30	7,868	6,145	1,723	7,898	6,274	1,624
	September	-151	7,630	6,039	1,591	7,781	6,248	1,533
	December	-241	7,483	5,938	1,545	7,724	6,185	1,539
2003	March	-393	7,467	5,928	1,539	7,860	6,307	1,553
	June	-90	7,398	5,929	1,469	7,488	6,030	1,458
	September	204	7,392	5,923	1,469	7,188	5,828	1,360
	December	297	7,521	6,005	1,516	7,224	5,800	1,424
2004	March	470	7,715	6,204	1,511	7,245	5,795	1,450
	June	644	7,754	6,235	1,519	7,110	5,639	1,471
	September	206	7,633	6,060	1,573	7,427	5,888	1,539
	December	757	7,844	6,243	1,601	7,087	5,663	1,424
2005	March	384	7,620	6,131	1,489	7,236	5,801	1,435
	June	593	7,774	6,231	1,543	7,181	5,776	1,405
	September	677	7,965	6,387	1,578	7,288	5,844	1,444
	December	494	7,807	6,252	1,555	7,313	5,948	1,365
2006	March	874	7,797	6,354	1,443	6,923	5,636	1,287
	June	371	7,758	6,246	1,512	7,387	6,015	1,372
	September	52	7,499	6,061	1,438	7,447	6,097	1,350
	December	455	7,740	6,223	1,517	7,285	5,941	1,344
2007	March	549	7,727	6,297	1,430	7,178	5,881	1,297
	June	149	7,632	6,222	1,410	7,483	6,079	1,404
	September	-252	7,318	5,847	1,471	7,570	6,215	1,355
	December	299	7,658	6,196	1,462	7,359	6,012	1,347
2008	March	-227	7,233	5,826	1,407	7,460	6,095	1,365
	June	-575	7,257	5,851	1,406	7,832	6,354	1,478
	September	-968	6,879	5,515	1,364	7,847	6,462	1,385
	December	-1,793	6,712	5,360	1,352	8,505	7,022	1,483
2009	March	-2,706	5,834	4,648	1,186	8,540	7,122	1,418
	June	-1,656	6,395	5,093	1,302	8,051	6,669	1,382
	September	-899	6,335	5,119	1,216	7,234	5,874	1,360
	December	-217	6,651	5,325	1,326	6,868	5,583	1,285
2010	March	-266	6,245	5,078	1,167	6,511	5,308	1,203
	June	722	6,972	5,690	1,282	6,250	5,087	1,163
	September	187	6,669	5,416	1,253	6,482	5,253	1,229
	December	609	7,027	5,651	1,376	6,418	5,193	1,225
2011	March	292	6,437	5,272	1,165	6,145	5,010	1,135
	June	603	6,942	5,646	1,296	6,339	5,111	1,228
	September	794	7,136	5,776	1,360	6,342	5,194	1,148
	December	389	6,909	5,557	1,352	6,520	5,238	1,282
2012	March	814	6,935	5,706	1,229	6,121	4,935	1,186
	June	582	7,004	5,744	1,260	6,422	5,213	1,209
	September	199	6,813	5,545	1,268	6,614	5,386	1,228
	December	668	7,051	5,752	1,299	6,383	5,180	1,203

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
2002	March	.0	7.5	5.9	1.6	7.5	6.0	1.5
	June	.0	7.3	5.7	1.6	7.3	5.8	1.5
	September	-.1	7.1	5.6	1.5	7.2	5.8	1.4
	December	-.3	6.9	5.5	1.4	7.2	5.8	1.4
2003	March	-.5	6.9	5.5	1.4	7.4	5.9	1.5
	June	.0	7.0	5.6	1.4	7.0	5.6	1.4
	September	.1	6.9	5.5	1.4	6.8	5.5	1.3
	December	.3	7.0	5.6	1.4	6.7	5.4	1.3
2004	March	.5	7.2	5.8	1.4	6.7	5.4	1.3
	June	.6	7.2	5.8	1.4	6.6	5.2	1.4
	September	.3	7.1	5.6	1.5	6.8	5.4	1.4
	December	.7	7.2	5.7	1.5	6.5	5.2	1.3
2005	March	.4	7.0	5.6	1.4	6.6	5.3	1.3
	June	.6	7.1	5.7	1.4	6.5	5.2	1.3
	September	.6	7.2	5.8	1.4	6.6	5.3	1.3
	December	.4	7.0	5.6	1.4	6.6	5.4	1.2
2006	March	.9	7.0	5.7	1.3	6.1	5.0	1.1
	June	.3	6.8	5.5	1.3	6.5	5.3	1.2
	September	.1	6.7	5.4	1.3	6.6	5.4	1.2
	December	.3	6.8	5.5	1.3	6.5	5.3	1.2
2007	March	.5	6.8	5.5	1.3	6.3	5.2	1.1
	June	.2	6.7	5.5	1.2	6.5	5.3	1.2
	September	-.3	6.4	5.1	1.3	6.7	5.5	1.2
	December	.2	6.7	5.4	1.3	6.5	5.3	1.2
2008	March	-.2	6.3	5.1	1.2	6.5	5.3	1.2
	June	-.6	6.3	5.1	1.2	6.9	5.6	1.3
	September	-.8	6.1	4.9	1.2	6.9	5.7	1.2
	December	-1.6	6.0	4.8	1.2	7.6	6.3	1.3
2009	March	-2.4	5.4	4.3	1.1	7.8	6.5	1.3
	June	-1.5	6.0	4.8	1.2	7.5	6.2	1.3
	September	-.9	5.9	4.8	1.1	6.8	5.5	1.3
	December	-.1	6.4	5.1	1.3	6.5	5.3	1.2
2010	March	-.2	5.9	4.8	1.1	6.1	5.0	1.1
	June	.7	6.6	5.4	1.2	5.9	4.8	1.1
	September	.1	6.3	5.1	1.2	6.2	5.0	1.2
	December	.5	6.6	5.3	1.3	6.1	4.9	1.2
2011	March	.2	6.0	4.9	1.1	5.8	4.7	1.1
	June	.6	6.5	5.3	1.2	5.9	4.8	1.1
	September	.8	6.7	5.4	1.3	5.9	4.8	1.1
	December	.3	6.3	5.1	1.2	6.0	4.8	1.2
2012	March	.7	6.3	5.2	1.1	5.6	4.5	1.1
	June	.5	6.3	5.2	1.1	5.8	4.7	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

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. 2011	Mar. 2012	June 2012	Sept. 2012	Dec. 2012	Dec. 2011	Mar. 2012	June 2012	Sept. 2012	Dec. 2012
Total private ¹										
Gross job gains	6,909	6,935	7,004	6,813	7,051	6.3	6.3	6.3	6.2	6.4
At expanding establishments	5,557	5,706	5,744	5,545	5,752	5.1	5.2	5.2	5.0	5.2
At opening establishments	1,352	1,229	1,260	1,268	1,299	1.2	1.1	1.1	1.2	1.2
Gross job losses	6,520	6,121	6,422	6,614	6,383	6.0	5.6	5.8	6.0	5.8
At contracting establishments	5,238	4,935	5,213	5,386	5,180	4.8	4.5	4.7	4.9	4.7
At closing establishments	1,282	1,186	1,209	1,228	1,203	1.2	1.1	1.1	1.1	1.1
Net employment change	389	814	582	199	668	.3	.7	.5	.2	.6
Goods-producing										
Gross job gains	1,363	1,386	1,388	1,326	1,344	7.0	7.1	7.1	6.8	6.8
At expanding establishments	1,144	1,184	1,186	1,127	1,142	5.9	6.1	6.1	5.8	5.8
At opening establishments	219	202	202	199	202	1.1	1.0	1.0	1.0	1.0
Gross job losses	1,356	1,241	1,304	1,299	1,312	7.0	6.4	6.7	6.6	6.7
At contracting establishments	1,121	1,027	1,078	1,080	1,095	5.8	5.3	5.5	5.5	5.6
At closing establishments	235	214	226	219	217	1.2	1.1	1.2	1.1	1.1
Net employment change	7	145	84	27	32	.0	.7	.4	.2	.1
Natural resources and mining										
Gross job gains	298	288	298	274	272	15.4	14.5	15.0	13.8	13.6
At expanding establishments	253	250	259	236	234	13.1	12.6	13.0	11.9	11.7
At opening establishments	45	38	39	38	38	2.3	1.9	2.0	1.9	1.9
Gross job losses	270	258	296	275	287	13.9	13.0	14.9	13.8	14.5
At contracting establishments	235	221	250	237	250	12.1	11.1	12.6	11.9	12.6
At closing establishments	35	37	46	38	37	1.8	1.9	2.3	1.9	1.9
Net employment change	28	30	2	-1	-15	1.5	1.5	.1	.0	-9
Construction										
Gross job gains	632	662	631	638	659	11.4	11.9	11.3	11.4	11.7
At expanding establishments	498	538	508	513	532	9.0	9.7	9.1	9.2	9.4
At opening establishments	134	124	123	125	127	2.4	2.2	2.2	2.2	2.3
Gross job losses	659	616	634	610	601	11.9	11.1	11.4	10.9	10.6
At contracting establishments	513	487	507	480	471	9.3	8.8	9.1	8.6	8.3
At closing establishments	146	129	127	130	130	2.6	2.3	2.3	2.3	2.3
Net employment change	-27	46	-3	28	58	-5	.8	-1	.5	1.1
Manufacturing										
Gross job gains	433	436	459	414	413	3.6	3.6	3.8	3.5	3.4
At expanding establishments	393	396	419	378	376	3.3	3.3	3.5	3.2	3.1
At opening establishments	40	40	40	36	37	.3	.3	.3	.3	.3
Gross job losses	427	367	374	414	424	3.7	3.1	3.1	3.4	3.5
At contracting establishments	373	319	321	363	374	3.2	2.7	2.7	3.0	3.1
At closing establishments	54	48	53	51	50	.5	.4	.4	.4	.4
Net employment change	6	69	85	0	-11	-1	.5	.7	.1	-1
Service-providing ¹										
Gross job gains	5,546	5,549	5,616	5,487	5,707	6.2	6.1	6.2	6.1	6.3
At expanding establishments	4,413	4,522	4,558	4,418	4,610	4.9	5.0	5.0	4.9	5.1
At opening establishments	1,133	1,027	1,058	1,069	1,097	1.3	1.1	1.2	1.2	1.2
Gross job losses	5,164	4,880	5,118	5,315	5,071	5.8	5.4	5.7	5.8	5.6
At contracting establishments	4,117	3,908	4,135	4,306	4,085	4.6	4.3	4.6	4.7	4.5
At closing establishments	1,047	972	983	1,009	986	1.2	1.1	1.1	1.1	1.1
Net employment change	382	669	498	172	636	.4	.7	.5	.3	.7
Wholesale trade										
Gross job gains	276	282	288	266	277	4.9	5.1	5.0	4.6	4.9
At expanding establishments	223	234	240	218	226	4.0	4.2	4.2	3.8	4.0
At opening establishments	53	48	48	48	51	.9	.9	.8	.8	.9
Gross job losses	250	244	254	263	256	4.5	4.3	4.5	4.7	4.5
At contracting establishments	191	186	192	207	199	3.4	3.3	3.4	3.7	3.5
At closing establishments	59	58	62	56	57	1.1	1.0	1.1	1.0	1.0
Net employment change	26	38	34	3	21	.4	.8	.5	-.1	.4

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. 2011	Mar. 2012	June 2012	Sept. 2012	Dec. 2012	Dec. 2011	Mar. 2012	June 2012	Sept. 2012	Dec. 2012
Retail trade										
Gross job gains	898	883	891	836	917	6.1	5.9	6.0	5.6	6.2
At expanding establishments	776	761	760	701	789	5.3	5.1	5.1	4.7	5.3
At opening establishments	122	122	131	135	128	.8	.8	.9	.9	.9
Gross job losses	821	845	813	871	823	5.6	5.7	5.5	5.8	5.5
At contracting establishments	695	738	710	760	703	4.7	5.0	4.8	5.1	4.7
At closing establishments	126	107	103	111	120	.9	.7	.7	.7	.8
Net employment change	77	38	78	-35	94	.5	.2	.5	-.2	.7
Transportation and warehousing										
Gross job gains	244	213	218	221	263	5.9	5.2	5.3	5.2	6.3
At expanding establishments	210	181	186	190	231	5.1	4.4	4.5	4.5	5.5
At opening establishments	34	32	32	31	32	.8	.8	.8	.7	.8
Gross job losses	203	219	202	204	211	4.9	5.2	4.8	4.8	5.0
At contracting establishments	166	185	167	169	173	4.0	4.4	4.0	4.0	4.1
At closing establishments	37	34	35	35	38	.9	.8	.8	.8	.9
Net employment change	41	-6	16	17	52	1.0	.0	.5	.4	1.3
Utilities										
Gross job gains	12	11	11	12	14	2.2	2.0	2.0	2.2	2.6
At expanding establishments	10	10	10	10	12	1.8	1.8	1.8	1.8	2.2
At opening establishments	2	1	1	2	2	.4	.2	.2	.4	.4
Gross job losses	12	10	12	14	13	2.2	1.8	2.2	2.6	2.4
At contracting establishments	11	8	10	12	11	2.0	1.4	1.8	2.2	2.0
At closing establishments	1	2	2	2	2	.2	.4	.4	.4	.4
Net employment change	0	1	-1	-2	1	.0	.2	-.2	-.4	.2
Information										
Gross job gains	124	114	123	132	141	4.6	4.2	4.6	4.9	5.3
At expanding establishments	99	95	106	112	117	3.7	3.5	4.0	4.2	4.4
At opening establishments	25	19	17	20	24	.9	.7	.6	.7	.9
Gross job losses	136	115	124	141	120	5.1	4.3	4.7	5.2	4.5
At contracting establishments	102	93	101	116	95	3.8	3.5	3.8	4.3	3.6
At closing establishments	34	22	23	25	25	1.3	.8	.9	.9	.9
Net employment change	-12	-1	-1	-9	21	-.5	-.1	-.1	-.3	.8
Financial activities										
Gross job gains	361	349	362	355	375	4.9	4.7	4.8	4.7	5.0
At expanding establishments	281	282	295	286	293	3.8	3.8	3.9	3.8	3.9
At opening establishments	80	67	67	69	82	1.1	.9	.9	.9	1.1
Gross job losses	353	330	334	339	326	4.7	4.5	4.5	4.5	4.3
At contracting establishments	268	243	253	261	251	3.6	3.3	3.4	3.5	3.3
At closing establishments	85	87	81	78	75	1.1	1.2	1.1	1.0	1.0
Net employment change	8	19	28	16	49	.2	.2	.3	.2	.7
Professional and business services										
Gross job gains	1,354	1,301	1,349	1,322	1,381	7.8	7.3	7.5	7.3	7.6
At expanding establishments	1,081	1,068	1,110	1,082	1,121	6.2	6.0	6.2	6.0	6.2
At opening establishments	273	233	239	240	260	1.6	1.3	1.3	1.3	1.4
Gross job losses	1,255	1,174	1,221	1,262	1,229	7.2	6.7	6.8	7.0	6.8
At contracting establishments	983	911	947	990	977	5.6	5.2	5.3	5.5	5.4
At closing establishments	272	263	274	272	252	1.6	1.5	1.5	1.5	1.4
Net employment change	99	127	128	60	152	.6	.6	.7	.3	.8
Education and health services										
Gross job gains	811	812	791	834	828	4.2	4.2	4.1	4.3	4.3
At expanding establishments	676	697	677	706	700	3.5	3.6	3.5	3.6	3.6
At opening establishments	135	115	114	128	128	.7	.6	.6	.7	.7
Gross job losses	740	697	773	743	712	3.8	3.6	4.0	3.8	3.7
At contracting establishments	604	568	642	610	584	3.1	2.9	3.3	3.1	3.0
At closing establishments	136	129	131	133	128	.7	.7	.7	.7	.7
Net employment change	71	115	18	91	116	.4	.6	.1	.5	.6

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. 2011	Mar. 2012	June 2012	Sept. 2012	Dec. 2012	Dec. 2011	Mar. 2012	June 2012	Sept. 2012	Dec. 2012
Leisure and hospitality										
Gross job gains	1,115	1,214	1,197	1,140	1,162	8.3	9.0	8.7	8.3	8.4
At expanding establishments	842	960	932	884	902	6.3	7.1	6.8	6.4	6.5
At opening establishments	273	254	265	256	260	2.0	1.9	1.9	1.9	1.9
Gross job losses	1,106	964	1,097	1,168	1,087	8.2	7.1	8.0	8.4	7.8
At contracting establishments	886	775	902	956	879	6.6	5.7	6.6	6.9	6.3
At closing establishments	220	189	195	212	208	1.6	1.4	1.4	1.5	1.5
Net employment change	9	250	100	-28	75	.1	1.9	.7	-1	.6
Other services										
Gross job gains	263	275	287	271	266	6.9	7.2	7.5	7.1	6.9
At expanding establishments	205	221	231	217	209	5.4	5.8	6.0	5.7	5.4
At opening establishments	58	54	56	54	57	1.5	1.4	1.5	1.4	1.5
Gross job losses	262	250	257	279	266	6.9	6.6	6.7	7.3	7.0
At contracting establishments	205	194	202	217	206	5.4	5.1	5.3	5.7	5.4
At closing establishments	57	56	55	62	60	1.5	1.5	1.4	1.6	1.6
Net employment change	1	25	30	-8	0	.0	.6	.8	-2	-1

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		Net change	Gross job		Net change	Gross job		Net change	Gross job	
			gains	losses		gains	losses		gains	losses		gains	losses
2002	March	70	6,602	6,532	54	3,402	3,348	-52	1,194	1,246	68	2,006	1,938
	June	-61	6,416	6,477	69	3,379	3,310	-7	1,191	1,198	-123	1,846	1,969
	September	-176	6,190	6,366	20	3,335	3,315	-46	1,144	1,190	-150	1,711	1,861
	December	-247	6,114	6,361	-3	3,299	3,302	-73	1,106	1,179	-171	1,709	1,880
2003	March	-326	6,112	6,438	-135	3,257	3,392	-56	1,127	1,183	-135	1,728	1,863
	June	-137	6,108	6,245	112	3,346	3,234	-26	1,133	1,159	-223	1,629	1,852
	September	193	6,162	5,969	120	3,327	3,207	21	1,127	1,106	52	1,708	1,656
	December	310	6,218	5,908	146	3,340	3,194	32	1,128	1,096	132	1,750	1,618
2004	March	430	6,306	5,876	153	3,392	3,239	137	1,194	1,057	140	1,720	1,580
	June	621	6,471	5,850	169	3,387	3,218	141	1,196	1,055	311	1,888	1,577
	September	197	6,243	6,046	88	3,379	3,291	88	1,175	1,087	21	1,689	1,668
	December	759	6,494	5,735	274	3,480	3,206	101	1,172	1,071	384	1,842	1,458
2005	March	368	6,320	5,952	66	3,416	3,350	97	1,161	1,064	205	1,743	1,538
	June	570	6,435	5,865	243	3,476	3,233	146	1,198	1,052	181	1,761	1,580
	September	701	6,672	5,971	218	3,510	3,292	85	1,195	1,110	398	1,967	1,569
	December	506	6,406	5,900	169	3,462	3,293	45	1,140	1,095	292	1,804	1,512
2006	March	788	6,433	5,645	334	3,547	3,213	222	1,213	991	232	1,673	1,441
	June	375	6,349	5,974	117	3,434	3,317	110	1,190	1,080	148	1,725	1,577
	September	43	6,103	6,060	-14	3,329	3,343	27	1,127	1,100	30	1,647	1,617
	December	447	6,375	5,928	117	3,393	3,276	74	1,147	1,073	256	1,835	1,579
2007	March	466	6,300	5,834	189	3,451	3,262	99	1,153	1,054	178	1,696	1,518
	June	174	6,256	6,082	-31	3,337	3,368	108	1,180	1,072	97	1,739	1,642
	September	-269	5,891	6,160	-132	3,252	3,384	-53	1,073	1,126	-84	1,566	1,650
	December	298	6,254	5,956	8	3,315	3,307	63	1,140	1,077	227	1,799	1,572
2008	March	-277	5,807	6,084	-138	3,238	3,376	-11	1,073	1,084	-128	1,496	1,624
	June	-547	5,861	6,408	-287	3,179	3,466	-37	1,098	1,135	-223	1,584	1,807
	September	-1,035	5,483	6,518	-359	3,039	3,398	-160	1,013	1,173	-516	1,431	1,947
	December	-1,850	5,341	7,191	-693	2,907	3,600	-370	946	1,316	-787	1,488	2,275
2009	March	-2,643	4,582	7,225	-967	2,724	3,691	-611	806	1,417	-1,065	1,052	2,117
	June	-1,766	5,174	6,940	-475	2,949	3,424	-275	956	1,231	-1,016	1,269	2,285
	September	-979	5,119	6,098	-388	2,814	3,202	-127	927	1,054	-464	1,378	1,842
	December	-277	5,408	5,685	-161	2,937	3,098	-42	963	1,005	-74	1,508	1,582
2010	March	-231	5,094	5,325	-185	2,863	3,048	-1	909	910	-45	1,322	1,367
	June	689	5,818	5,129	233	3,094	2,861	211	1,079	868	245	1,645	1,400
	September	157	5,478	5,321	11	2,933	2,922	71	992	921	75	1,553	1,478
	December	534	5,789	5,255	86	3,045	2,959	99	1,035	936	349	1,709	1,360
2011	March	329	5,339	5,010	108	2,979	2,871	122	964	842	99	1,396	1,297
	June	550	5,765	5,215	195	3,078	2,883	178	1,072	894	177	1,615	1,438
	September	793	5,928	5,135	247	3,116	2,869	152	1,058	906	394	1,754	1,360
	December	332	5,615	5,283	39	2,967	2,928	46	985	939	247	1,663	1,416
2012	March	830	5,748	4,918	362	3,119	2,757	216	1,046	830	252	1,583	1,331
	June	572	5,797	5,225	158	3,004	2,846	161	1,080	919	253	1,713	1,460
	September	168	5,516	5,348	-3	2,893	2,896	38	999	961	133	1,624	1,491
	December	593	5,714	5,121	130	2,967	2,837	84	1,004	920	379	1,743	1,364

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. 2011	Mar. 2012	June 2012	Sept. 2012	Dec. 2012	Dec. 2011	Mar. 2012	June 2012	Sept. 2012	Dec. 2012
Total private by firm ¹										
Gross job gains	5,615	5,748	5,797	5,516	5,714	5.2	5.2	5.3	5.0	5.2
At expanding firms	4,689	4,848	4,929	4,662	4,826	4.3	4.4	4.5	4.2	4.4
At opening firms	926	900	868	854	888	.9	.8	.8	.8	.8
Gross job losses	5,283	4,918	5,225	5,348	5,121	4.9	4.5	4.8	4.9	4.7
At contracting firms	4,399	4,081	4,380	4,501	4,276	4.1	3.7	4.0	4.1	3.9
At closing firms	884	837	845	847	845	.8	.8	.8	.8	.8
Net employment change	332	830	572	168	593	.3	.7	.5	.1	.5
Firm size 1 to 49 employees										
Gross job gains	2,967	3,119	3,004	2,893	2,967	9.4	9.8	9.5	9.2	9.4
At expanding firms	2,085	2,253	2,176	2,085	2,112	6.6	7.1	6.9	6.6	6.7
At opening firms	882	866	828	808	855	2.8	2.7	2.6	2.6	2.7
Gross job losses	2,928	2,757	2,846	2,896	2,837	9.3	8.8	9.0	9.2	8.9
At contracting firms	2,086	1,953	2,055	2,088	2,033	6.6	6.2	6.5	6.6	6.4
At closing firms	842	804	791	808	804	2.7	2.6	2.5	2.6	2.5
Net employment change	39	362	158	-3	130	.1	1.0	.5	.0	.5
Firm size 50 to 249 employees										
Gross job gains	985	1,046	1,080	999	1,004	4.9	5.1	5.4	4.9	4.9
At expanding firms	948	1,016	1,046	965	974	4.7	5.0	5.2	4.7	4.8
At opening firms	37	30	34	34	30	.2	.1	.2	.2	.1
Gross job losses	939	830	919	961	920	4.7	4.1	4.6	4.7	4.6
At contracting firms	906	803	887	931	887	4.5	4.0	4.4	4.6	4.4
At closing firms	33	27	32	30	33	.2	.1	.2	.1	.2
Net employment change	46	216	161	38	84	.2	1.0	.8	.2	.3
Firm size 250 or more employees										
Gross job gains	1,663	1,583	1,713	1,624	1,743	2.9	2.7	2.9	2.8	3.0
At expanding firms	1,656	1,579	1,707	1,612	1,740	2.9	2.7	2.9	2.8	3.0
At opening firms	7	4	6	12	3	.0	.0	.0	.0	.0
Gross job losses	1,416	1,331	1,460	1,491	1,364	2.5	2.3	2.5	2.5	2.3
At contracting firms	1,407	1,325	1,438	1,482	1,356	2.5	2.3	2.5	2.5	2.3
At closing firms	9	6	22	9	8	.0	.0	.0	.0	.0
Net employment change	247	252	253	133	379	.4	.4	.4	.3	.7

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. 2011	Mar. 2012	June 2012	Sept. 2012	Dec. 2012	Dec. 2011	Mar. 2012	June 2012	Sept. 2012	Dec. 2012
United States ¹	6,909,000	6,935,000	7,004,000	6,813,000	7,051,000	6,520,000	6,121,000	6,422,000	6,614,000	6,383,000
Alabama	85,633	91,147	84,920	83,127	83,772	87,650	80,326	81,715	82,206	79,513
Alaska	23,440	26,381	27,630	22,254	23,664	26,155	21,997	23,362	25,468	25,228
Arizona	139,367	128,843	128,712	134,318	142,005	123,249	121,081	124,788	117,424	118,875
Arkansas	60,670	53,381	50,617	51,092	55,753	50,505	52,324	52,617	55,826	49,056
California	870,675	842,341	887,477	827,492	905,965	785,705	760,027	779,094	783,686	771,421
Colorado	128,255	125,797	138,109	131,968	133,994	122,714	115,062	119,234	123,084	116,948
Connecticut	73,072	77,422	76,257	71,695	74,526	71,692	68,197	69,468	73,892	70,365
Delaware	21,735	22,107	21,752	21,771	23,355	21,334	20,468	22,610	22,138	19,561
District of Columbia	26,595	29,723	26,871	26,693	30,451	24,771	20,338	26,196	27,948	25,459
Florida	439,908	414,219	421,896	454,478	451,764	413,449	365,900	395,061	422,223	396,718
Georgia	203,099	219,814	214,145	201,804	215,168	202,265	191,090	202,986	200,269	189,181
Hawaii	25,587	24,551	26,632	26,273	25,794	21,986	25,568	24,763	23,911	21,529
Idaho	37,097	38,404	40,213	40,980	39,975	37,811	38,352	37,611	35,338	36,631
Illinois	267,916	263,987	263,873	270,410	257,065	258,824	235,357	241,807	265,131	252,028
Indiana	143,961	150,073	140,314	138,449	141,803	134,950	121,345	131,698	134,489	131,743
Iowa	71,492	75,925	70,865	69,857	71,066	69,343	62,833	64,030	68,098	67,402
Kansas	65,220	72,837	63,539	62,992	68,148	61,690	57,228	60,718	66,891	58,540
Kentucky	87,855	91,719	88,548	84,813	91,937	82,301	81,151	80,639	81,943	81,448
Louisiana	102,234	109,747	101,281	99,429	104,418	97,984	98,510	104,363	102,944	90,875
Maine	33,221	34,867	38,293	32,103	34,205	35,125	34,497	32,974	35,380	36,411
Maryland	129,484	135,839	128,787	130,769	127,775	122,326	115,922	122,287	129,010	126,560
Massachusetts	148,370	154,973	164,077	148,509	150,023	150,490	138,173	137,487	156,756	148,494
Michigan	203,971	208,109	209,535	209,360	204,175	196,273	178,757	195,190	200,789	184,944
Minnesota	125,820	152,204	139,597	134,849	134,938	131,726	133,973	121,250	130,627	130,787
Mississippi	52,282	54,928	49,378	52,243	57,396	50,544	47,226	55,417	50,729	52,142
Missouri	134,687	133,117	133,106	128,913	138,530	125,738	119,773	139,829	129,765	121,856
Montana	28,553	27,783	28,905	27,332	29,012	26,686	26,305	26,502	25,375	27,169
Nebraska	43,876	44,064	43,321	42,753	44,976	40,167	38,030	39,828	41,943	39,550
Nevada	57,485	58,879	63,846	58,103	60,082	55,150	53,065	54,370	56,807	55,939
New Hampshire	35,844	34,876	36,985	33,587	34,463	33,640	32,250	33,680	35,919	33,805
New Jersey	208,879	204,354	212,859	196,983	203,946	199,863	187,241	189,236	200,646	195,226
New Mexico	37,929	41,334	40,590	38,153	42,888	40,581	35,306	41,465	39,338	35,252
New York	438,220	467,340	468,789	461,510	464,448	427,473	403,623	434,900	446,526	440,946
North Carolina	205,605	210,182	201,581	197,469	207,822	192,401	179,134	192,592	192,634	191,444
North Dakota	32,285	34,563	26,998	29,529	29,235	19,885	20,145	22,002	26,071	23,957
Ohio	255,010	257,935	253,436	239,722	261,514	239,343	222,736	229,340	254,269	240,528
Oklahoma	76,516	75,110	73,855	72,938	79,084	70,641	68,149	67,598	75,201	67,539
Oregon	93,674	92,985	93,491	97,240	94,828	92,363	87,056	88,921	86,428	90,642
Pennsylvania	278,996	287,205	264,484	262,020	263,211	249,261	246,934	264,265	266,076	247,501
Rhode Island	24,067	26,209	25,198	23,568	24,421	24,900	22,040	23,293	24,966	23,582
South Carolina	91,266	90,984	89,452	85,659	96,330	82,761	79,437	86,675	87,619	79,404
South Dakota	21,563	21,765	22,642	21,022	20,893	19,365	19,933	21,199	20,613	20,457
Tennessee	135,832	132,991	133,201	125,916	138,481	117,380	113,095	125,811	124,788	114,847
Texas	523,866	537,062	546,168	526,961	551,309	457,961	446,708	457,008	473,008	451,336
Utah	69,692	70,120	71,955	70,156	74,427	61,984	59,307	59,459	61,749	60,812
Vermont	20,232	17,597	18,259	17,033	18,411	16,430	17,256	18,263	17,368	17,428
Virginia	179,267	175,338	169,857	188,452	175,639	177,063	161,214	167,758	181,523	164,816
Washington	163,991	157,863	172,704	161,011	166,428	164,123	146,884	147,566	153,641	153,295
West Virginia	38,129	40,657	35,411	35,529	35,569	32,964	34,872	40,026	37,266	36,191
Wisconsin	127,238	136,446	133,227	122,610	130,639	130,485	120,565	121,972	127,966	121,776
Wyoming	20,004	18,242	17,093	17,703	20,169	17,496	18,379	19,021	18,046	17,516
Puerto Rico	45,535	41,000	45,398	41,896	47,303	38,101	41,093	38,884	43,256	40,497
Virgin Islands	1,929	1,558	1,750	1,415	1,864	1,891	1,996	4,042	2,166	1,570

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. 2011	Mar. 2012	June 2012	Sept. 2012	Dec. 2012	Dec. 2011	Mar. 2012	June 2012	Sept. 2012	Dec. 2012
United States	6.3	6.3	6.3	6.2	6.4	6.0	5.6	5.8	6.0	5.8
Alabama	5.9	6.3	5.8	5.6	5.7	6.0	5.5	5.6	5.6	5.4
Alaska	9.6	10.8	11.1	9.0	9.5	10.7	8.9	9.4	10.2	10.1
Arizona	6.9	6.3	6.3	6.5	6.8	6.2	6.0	6.1	5.8	5.8
Arkansas	6.5	5.6	5.3	5.4	5.9	5.4	5.5	5.6	5.9	5.2
California	7.2	6.9	7.2	6.7	7.2	6.5	6.2	6.3	6.3	6.2
Colorado	6.9	6.7	7.3	6.9	7.0	6.6	6.2	6.3	6.5	6.2
Connecticut	5.3	5.6	5.5	5.2	5.4	5.3	5.0	5.0	5.3	5.1
Delaware	6.4	6.4	6.3	6.3	6.8	6.2	5.9	6.6	6.5	5.7
District of Columbia	5.8	6.4	5.8	5.7	6.5	5.4	4.4	5.6	6.0	5.4
Florida	7.1	6.7	6.8	7.1	7.1	6.7	5.9	6.3	6.6	6.2
Georgia	6.5	7.0	6.7	6.4	6.7	6.4	6.0	6.4	6.3	5.9
Hawaii	5.4	5.2	5.5	5.4	5.3	4.6	5.3	5.2	5.0	4.4
Idaho	7.4	7.7	8.0	8.1	7.9	7.6	7.7	7.5	7.0	7.2
Illinois	5.6	5.5	5.5	5.6	5.3	5.4	4.8	5.0	5.4	5.2
Indiana	6.1	6.2	5.8	5.7	5.9	5.7	5.0	5.4	5.6	5.4
Iowa	5.9	6.2	5.8	5.6	5.7	5.7	5.1	5.2	5.6	5.4
Kansas	6.1	6.8	5.9	5.9	6.3	5.8	5.3	5.7	6.2	5.4
Kentucky	6.1	6.4	6.1	5.9	6.3	5.7	5.6	5.5	5.7	5.6
Louisiana	6.7	7.1	6.6	6.4	6.7	6.5	6.5	6.7	6.7	5.9
Maine	6.8	7.2	7.9	6.6	7.0	7.3	7.1	6.8	7.2	7.6
Maryland	6.5	6.7	6.3	6.5	6.3	6.1	5.8	6.1	6.4	6.2
Massachusetts	5.4	5.6	5.8	5.3	5.3	5.5	5.0	4.9	5.6	5.3
Michigan	6.1	6.2	6.2	6.2	6.0	6.0	5.4	5.8	6.0	5.4
Minnesota	5.5	6.8	6.2	5.9	5.9	5.8	6.0	5.3	5.8	5.8
Mississippi	6.3	6.5	5.8	6.2	6.7	6.1	5.6	6.6	6.0	6.1
Missouri	6.2	6.1	6.2	6.0	6.4	5.9	5.5	6.4	5.9	5.6
Montana	8.4	8.0	8.3	7.9	8.3	7.8	7.6	7.7	7.3	7.7
Nebraska	5.9	5.9	5.7	5.7	6.0	5.4	5.1	5.3	5.6	5.2
Nevada	6.0	6.0	6.5	5.9	6.0	5.7	5.5	5.5	5.7	5.7
New Hampshire	6.9	6.7	7.1	6.4	6.5	6.5	6.1	6.4	6.8	6.4
New Jersey	6.5	6.4	6.7	6.2	6.4	6.3	5.9	5.9	6.3	6.0
New Mexico	6.4	6.9	6.8	6.4	7.1	6.8	5.9	6.9	6.5	5.9
New York	6.1	6.6	6.5	6.4	6.4	6.0	5.7	6.0	6.2	6.1
North Carolina	6.5	6.5	6.2	6.2	6.4	6.0	5.6	6.0	6.0	5.9
North Dakota	10.0	10.3	7.8	8.5	8.3	6.2	6.0	6.4	7.6	6.8
Ohio	6.0	6.0	5.9	5.5	6.0	5.6	5.2	5.3	5.9	5.6
Oklahoma	6.4	6.3	6.1	6.0	6.5	5.8	5.7	5.5	6.2	5.5
Oregon	6.9	6.9	6.9	7.1	6.9	6.8	6.4	6.6	6.3	6.6
Pennsylvania	5.7	5.9	5.4	5.3	5.3	5.1	5.1	5.4	5.4	5.0
Rhode Island	6.2	6.7	6.4	6.0	6.2	6.4	5.6	5.9	6.3	6.0
South Carolina	6.2	6.2	6.1	5.9	6.5	5.6	5.4	5.9	5.9	5.4
South Dakota	6.6	6.6	6.8	6.4	6.3	5.9	6.1	6.4	6.2	6.1
Tennessee	6.1	5.9	5.9	5.6	6.2	5.3	5.1	5.7	5.5	5.1
Texas	6.0	6.1	6.2	5.8	6.1	5.3	5.0	5.1	5.3	5.0
Utah	7.2	7.1	7.2	7.0	7.3	6.3	6.0	6.0	6.1	6.0
Vermont	8.3	7.2	7.4	6.9	7.4	6.8	7.0	7.4	7.1	7.1
Virginia	6.2	6.0	5.8	6.5	6.0	6.1	5.6	5.8	6.2	5.6
Washington	7.2	6.8	7.4	6.9	7.1	7.1	6.3	6.4	6.5	6.5
West Virginia	6.8	7.2	6.3	6.2	6.3	5.8	6.1	7.0	6.6	6.5
Wisconsin	5.6	5.9	5.8	5.3	5.7	5.7	5.3	5.3	5.5	5.3
Wyoming	9.4	8.5	8.1	8.4	9.5	8.2	8.6	9.0	8.5	8.2
Puerto Rico	6.7	6.0	6.6	6.1	6.9	5.7	6.0	5.7	6.3	5.8
Virgin Islands	6.3	5.1	5.9	5.0	6.6	6.1	6.5	13.7	7.7	5.6

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
2002	March	204	3.2	190	3.0	1,175	1.1	1,089	1.0
	June	208	3.3	187	2.9	1,189	1.1	1,080	1.0
	September	199	3.1	184	2.9	1,051	1.0	1,023	1.0
	December	201	3.1	191	3.0	1,023	1.0	1,021	1.0
2003	March	193	3.0	186	2.9	1,004	.9	1,011	.9
	June	191	3.0	186	2.9	964	.9	951	.9
	September	193	3.0	179	2.8	954	.9	884	.8
	December	200	3.1	180	2.8	998	.9	910	.9
2004	March	207	3.2	180	2.8	1,000	.9	917	.9
	June	203	3.1	185	2.8	980	.9	909	.8
	September	209	3.2	186	2.8	1,016	.9	953	.9
	December	210	3.2	180	2.7	997	.9	894	.8
2005	March	209	3.1	185	2.8	944	.9	852	.8
	June	216	3.2	180	2.7	951	.9	841	.8
	September	221	3.3	186	2.8	996	.9	884	.8
	December	221	3.3	186	2.8	979	.9	846	.8
2006	March	220	3.2	180	2.6	924	.8	748	.7
	June	221	3.2	194	2.8	973	.9	841	.7
	September	210	3.1	196	2.9	927	.8	836	.7
	December	221	3.2	194	2.8	959	.8	804	.7
2007	March	214	3.1	193	2.8	897	.8	771	.7
	June	206	3.0	202	2.9	884	.8	850	.7
	September	216	3.1	203	2.9	941	.8	836	.7
	December	208	3.0	206	2.9	902	.8	825	.7
2008	March	207	3.0	211	3.0	897	.8	813	.7
	June	201	2.9	228	3.3	876	.8	934	.8
	September	191	2.7	223	3.2	827	.7	880	.8
	December	188	2.7	240	3.5	799	.7	947	.8
2009	March	172	2.5	236	3.4	703	.6	850	.8
	June	177	2.6	227	3.3	742	.7	831	.8
	September	169	2.5	215	3.2	692	.7	787	.7
	December	183	2.7	200	3.0	712	.7	739	.7
2010	March	175	2.6	194	2.9	685	.7	667	.6
	June	179	2.7	185	2.7	713	.7	650	.6
	September	188	2.8	189	2.8	741	.7	694	.7
	December	200	2.9	186	2.7	790	.7	689	.6
2011	March	189	2.8	184	2.7	695	.7	610	.6
	June	192	2.8	190	2.8	748	.7	677	.6
	September	198	2.9	187	2.7	790	.7	674	.6
	December	202	2.9	191	2.8	802	.7	750	.7
2012	March	193	2.8	181	2.6	748	.7	605	.6
	June	191	2.8	N/A	N/A	759	.7	N/A	N/A
	September	193	2.8	N/A	N/A	789	.7	N/A	N/A
	December	192	2.8	N/A	N/A	766	.7	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