



**For release 10:00 a.m. (ET), Wednesday, July 29, 2020**

USDL-20-1463

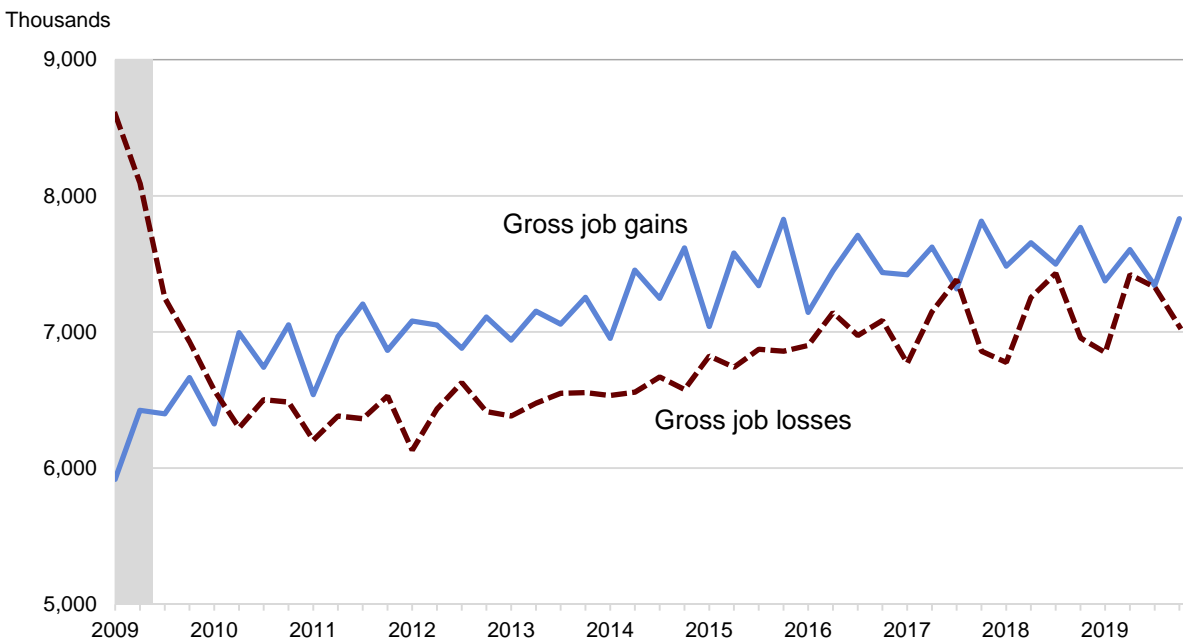
Technical Information: (202) 691-6553 • [BDMInfo@bls.gov](mailto:BDMInfo@bls.gov) • [www.bls.gov/bdm](http://www.bls.gov/bdm)

Media Contact: (202) 691-5902 • [PressOffice@bls.gov](mailto:PressOffice@bls.gov)

## **BUSINESS EMPLOYMENT DYNAMICS – FOURTH QUARTER 2019**

From September 2019 to December 2019, **gross job gains** from opening and expanding private-sector establishments were 7.8 million, an increase of 490,000 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 7.0 million, a decrease of 291,000 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 792,000 jobs in the private sector during the fourth quarter of 2019. (See chart 1, and tables A and 1.)

**Chart 1. Total private sector gross job gains and gross job losses, seasonally adjusted**  
 March 2009 - December 2019



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

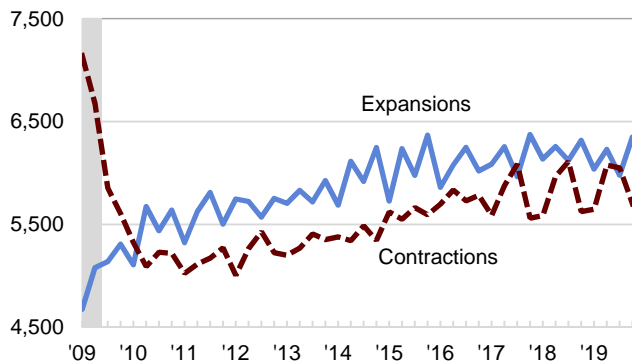
In the fourth quarter of 2019, gross job gains represented 6.2 percent of private-sector employment. Gross job gains are the sum of increases in employment due to expansions at existing establishments and the addition of new jobs at opening establishments. Gross job gains at **expanding** establishments totaled 6.3 million in the fourth quarter of 2019, an increase of 369,000 jobs compared to the previous quarter. **Opening** establishments accounted for 1.5 million of the jobs gained in the fourth quarter of 2019, an increase of 121,000 jobs from the previous quarter. (See charts 2 and 3, and tables A, 1, 2, and 3.)

## Gross Job Losses

In the fourth quarter of 2019, gross job losses represented 5.6 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 2019, a decrease of 348,000 jobs from the prior quarter. In the fourth quarter of 2019, **closing** establishments lost 1.3 million jobs, an increase of 57,000 jobs from the previous quarter. (See charts 2 and 3, and tables A, 1, 2, and 3.)

Chart 2. Private sector gross job gains at expanding establishments and gross job losses at contracting establishments, seasonally adjusted: March 2009 - December 2019

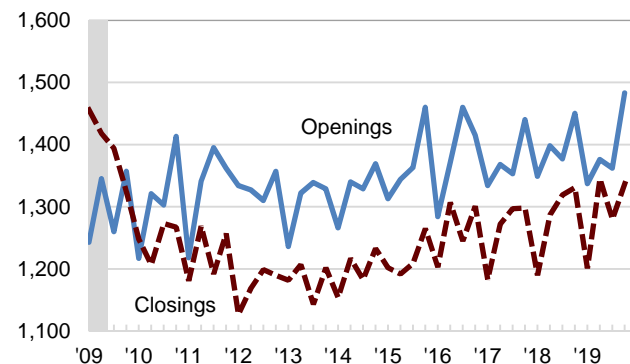
Thousands



NOTE: Shaded area represents NBER defined recession period.

Chart 3. Private sector gross job gains at opening establishments and gross job losses at closing establishments, seasonally adjusted: March 2009 - December 2019

Thousands



NOTE: Shaded area represents NBER defined recession period.

## Establishment Births and Deaths

In the fourth quarter of 2019, the number of **establishment births** (a subset of the openings data) increased by 16,000, to a total of 266,000 establishments. These new establishments accounted for 897,000 jobs, an increase of 55,000 jobs from the previous quarter. Data for **establishment deaths** (a subset of the closings data) are available through the first quarter of 2019, when 698,000 jobs were lost at 222,000 establishments, a decrease of 64,000 jobs from the fourth quarter of 2018. (See Technical Note and table 8.)

## Industries

Gross job gains exceeded gross job losses in 11 of 13 industries in the fourth quarter of 2019. The service-providing industries experienced a net job increase of 809,000 jobs in the fourth quarter of 2019. Within the service-providing industries, transportation and warehousing had the largest over-the-quarter net job increase, with a gain of 256,000 jobs. This was the result of 509,000 gross job gains and 253,000 gross job losses. The leisure and hospitality and retail trade sectors also showed increases in the fourth quarter of 2019, with 182,000 and 3,000 net jobs gained respectively. The goods-producing industries experienced a net job decrease of 17,000 jobs in the fourth quarter of 2019. Of the goods-producing industries, the natural resources and mining sector experienced a net decrease of 42,000 jobs. However, the construction sector had a net gain of 19,000 jobs and the manufacturing sector showed a net increase of 6,000 jobs. (See table 3.)

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

Category	3 months ended				
	Dec. 2018	Mar. 2019	June 2019	Sept. 2019	Dec. 2019
	Levels (in thousands)				
Gross job gains.....	7,768	7,375	7,605	7,341	7,831
At expanding establishments...	6,318	6,038	6,229	5,979	6,348
At opening establishments....	1,450	1,337	1,376	1,362	1,483
Gross job losses.....	6,957	6,850	7,423	7,330	7,039
At contracting establishments	5,626	5,649	6,078	6,050	5,702
At closing establishments.....	1,331	1,201	1,345	1,280	1,337
Net employment change <sup>1</sup> .....	811	525	182	11	792
	Rates (percent)				
Gross job gains.....	6.3	5.9	6.0	5.8	6.2
At expanding establishments...	5.1	4.8	4.9	4.7	5.0
At opening establishments....	1.2	1.1	1.1	1.1	1.2
Gross job losses.....	5.6	5.5	5.9	5.8	5.6
At contracting establishments	4.5	4.5	4.8	4.8	4.5
At closing establishments.....	1.1	1.0	1.1	1.0	1.1
Net employment change <sup>1</sup> .....	0.7	0.4	0.1	0.0	0.6

<sup>1</sup> 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 2019, firms with 1-49 employees had a net employment gain of 192,000. Firms with 50-249 employees had a net employment gain of 107,000. Firms with 250 or more employees had a net employment gain of 395,000. (See tables 4 and 5.)

## **States**

Gross job gains exceeded gross job losses in 48 states, the District of Columbia, Puerto Rico, and the Virgin Islands in the fourth quarter of 2019. (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](http://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 answers to frequently asked questions. 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](mailto:BDMinfo@bls.gov).

---

**The Business Employment Dynamics for First Quarter 2020 are scheduled to be released on Wednesday, October 28, 2020 at 10:00 a.m. (ET).**

# 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**

	<b>QCEW</b>	<b>BED</b>	<b>CES</b>
<b>Source</b>	<ul style="list-style-type: none"> <li>Count of UI administrative records submitted by 10.1 million establishments in first quarter of 2019</li> </ul>	<ul style="list-style-type: none"> <li>Count of longitudinally-linked UI administrative records submitted by 8.2 million private-sector establishments</li> </ul>	<ul style="list-style-type: none"> <li>Sample survey: 689,000 establishments</li> </ul>
<b>Coverage</b>	<ul style="list-style-type: none"> <li>UI and UCFE coverage, including all employers subject to state and federal UI laws</li> </ul>	<ul style="list-style-type: none"> <li>UI coverage, excluding government, private households, and establishments with zero employment</li> </ul>	Nonfarm wage and salary jobs: <ul style="list-style-type: none"> <li>UI coverage, excluding agriculture, private households, and self-employed workers</li> <li>Other employment, including railroads, religious organizations, and other non-UI-covered jobs</li> </ul>
<b>Publication frequency</b>	<ul style="list-style-type: none"> <li>Quarterly               <ul style="list-style-type: none"> <li>– 6 months after the end of each quarter</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>Quarterly               <ul style="list-style-type: none"> <li>– 7 months after the end of each quarter</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>Monthly               <ul style="list-style-type: none"> <li>– Usually the 3rd Friday after the end of the week including the 12th of the month</li> </ul> </li> </ul>
<b>Use of UI file</b>	<ul style="list-style-type: none"> <li>Directly summarizes and publishes each new quarter of UI data</li> </ul>	<ul style="list-style-type: none"> <li>Links each new UI quarter to longitudinal database and directly summarizes gross job gains and losses</li> </ul>	<ul style="list-style-type: none"> <li>Uses UI file as a sampling frame and to annually realign sample-based estimates to population counts (benchmarking)</li> </ul>
<b>Principal products</b>	<ul style="list-style-type: none"> <li>Provides a quarterly and annual universe count of establishments, employment, and wages at the county, metropolitan statistical area (MSA), state, and national levels by detailed industry</li> </ul>	<ul style="list-style-type: none"> <li>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</li> <li>Future expansions will include data with greater industry detail and data at the county and MSA level</li> </ul>	<ul style="list-style-type: none"> <li>Provides current monthly estimates of employment, hours, and earnings at the MSA, state, and national level by industry</li> </ul>
<b>Principal uses</b>	<ul style="list-style-type: none"> <li>Major uses include:               <ul style="list-style-type: none"> <li>– Detailed locality data</li> <li>– Periodic universe counts for benchmarking sample survey estimates</li> <li>– Sample frame for BLS establishment surveys</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>Major uses include:               <ul style="list-style-type: none"> <li>– Business cycle analysis</li> <li>– Analysis of employer dynamics underlying economic expansions and contractions</li> <li>– Analysis of employment expansion and contraction by size of firm</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>Major uses include:               <ul style="list-style-type: none"> <li>– Principal federal economic indicator</li> <li>– Official time series for employment change measures</li> <li>– Input into other major economic indicators</li> </ul> </li> </ul>
<b>Program Web sites</b>	<ul style="list-style-type: none"> <li><a href="http://www.bls.gov/cew">www.bls.gov/cew</a></li> </ul>	<ul style="list-style-type: none"> <li><a href="http://www.bls.gov/bdm">www.bls.gov/bdm</a></li> </ul>	<ul style="list-style-type: none"> <li><a href="http://www.bls.gov/ces">www.bls.gov/ces</a></li> </ul>

**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 websites 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 8.2 million private sector employer reports out of 10.1 million total reports of employment and wages submitted by states to BLS in the first quarter of 2019. 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. 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 2019.

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

	Millions
Total establishments QCEW program.....	10.1
Excluded: Public sector.....	0.3
Private households.....	0.2
Zero employment.....	1.4
 Total establishments included in Business Employment Dynamics data.....	 8.2

**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 and 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 3-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-13 ARIMA-SEATS. 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 the annual bulletin also are available upon request from the Division of Administrative Statistics and Labor Turnover (Quarterly Census of Employment and Wages), telephone (202) 691-6567; ([www.bls.gov/cew/](http://www.bls.gov/cew/)); (e-mail: [QCEWInfo@bls.gov](mailto:QCEWInfo@bls.gov)).

The Current Employment Statistics (CES) program produces monthly estimates of employment, its net change, hours, 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 phone number: 1 (800) 877-8339.



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

Year	3 months ended	Net change <sup>1</sup>	Gross job gains			Gross job losses		
			Total	Expanding establishments	Opening establishments	Total	Contracting establishments	Closing establishments
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	948	7,080	5,746	1,334	6,132	5,005	1,127
	June	616	7,051	5,724	1,327	6,435	5,266	1,169
	September	252	6,881	5,571	1,310	6,629	5,430	1,199
	December	695	7,110	5,753	1,357	6,415	5,225	1,190
2013	March	558	6,941	5,705	1,236	6,383	5,201	1,182
	June	674	7,152	5,830	1,322	6,478	5,271	1,207
	September	507	7,058	5,719	1,339	6,551	5,408	1,143
	December	700	7,255	5,926	1,329	6,555	5,353	1,202
2014	March	419	6,953	5,687	1,266	6,534	5,380	1,154
	June	895	7,454	6,114	1,340	6,559	5,342	1,217
	September	577	7,247	5,918	1,329	6,670	5,487	1,183
	December	1,038	7,617	6,248	1,369	6,579	5,346	1,233
2015	March	216	7,040	5,727	1,313	6,824	5,622	1,202
	June	838	7,580	6,236	1,344	6,742	5,550	1,192
	September	466	7,340	5,977	1,363	6,874	5,665	1,209
	December	968	7,827	6,367	1,460	6,859	5,594	1,265
2016	March	242	7,144	5,860	1,284	6,902	5,699	1,203
	June	305	7,448	6,077	1,371	7,143	5,836	1,307
	September	734	7,709	6,249	1,460	6,975	5,730	1,245
	December	351	7,436	6,021	1,415	7,085	5,784	1,301
2017	March	649	7,420	6,086	1,334	6,771	5,588	1,183
	June	473	7,623	6,255	1,368	7,150	5,878	1,272
	September	-68	7,317	5,964	1,353	7,385	6,088	1,297
	December	955	7,814	6,374	1,440	6,859	5,561	1,298
2018	March	707	7,484	6,135	1,349	6,777	5,587	1,190
	June	401	7,655	6,257	1,398	7,254	5,967	1,287
	September	67	7,499	6,122	1,377	7,432	6,113	1,319
	December	811	7,768	6,318	1,450	6,957	5,626	1,331
2019	March	525	7,375	6,038	1,337	6,850	5,649	1,201
	June	182	7,605	6,229	1,376	7,423	6,078	1,345
	September	11	7,341	5,979	1,362	7,330	6,050	1,280
	December	792	7,831	6,348	1,483	7,039	5,702	1,337

<sup>1</sup> 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, <sup>1</sup> seasonally adjusted**  
(Percent)

Year	3 months ended	Net change <sup>2</sup>	Gross job gains			Gross job losses		
			Total	Expanding establishments	Opening establishments	Total	Contracting establishments	Closing establishments
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	-0.8	6.0	4.8	1.2	6.8	5.5	1.3
	December	-0.3	6.3	5.0	1.3	6.6	5.3	1.3
2010	March	-0.2	6.0	4.8	1.2	6.2	5.0	1.2
	June	0.7	6.6	5.4	1.2	5.9	4.8	1.1
	September	0.2	6.3	5.1	1.2	6.1	4.9	1.2
	December	0.5	6.6	5.3	1.3	6.1	4.9	1.2
2011	March	0.3	6.1	5.0	1.1	5.8	4.7	1.1
	June	0.5	6.4	5.2	1.2	5.9	4.7	1.2
	September	0.8	6.7	5.4	1.3	5.9	4.8	1.1
	December	0.4	6.4	5.1	1.3	6.0	4.8	1.2
2012	March	0.8	6.4	5.2	1.2	5.6	4.6	1.0
	June	0.5	6.4	5.2	1.2	5.9	4.8	1.1
	September	0.2	6.2	5.0	1.2	6.0	4.9	1.1
	December	0.6	6.4	5.2	1.2	5.8	4.7	1.1
2013	March	0.5	6.2	5.1	1.1	5.7	4.6	1.1
	June	0.6	6.4	5.2	1.2	5.8	4.7	1.1
	September	0.5	6.3	5.1	1.2	5.8	4.8	1.0
	December	0.6	6.4	5.2	1.2	5.8	4.7	1.1
2014	March	0.4	6.1	5.0	1.1	5.7	4.7	1.0
	June	0.8	6.5	5.3	1.2	5.7	4.6	1.1
	September	0.5	6.2	5.1	1.1	5.7	4.7	1.0
	December	0.9	6.6	5.4	1.2	5.7	4.6	1.1
2015	March	0.2	6.0	4.9	1.1	5.8	4.8	1.0
	June	0.7	6.4	5.3	1.1	5.7	4.7	1.0
	September	0.5	6.3	5.1	1.2	5.8	4.8	1.0
	December	0.8	6.6	5.4	1.2	5.8	4.7	1.1
2016	March	0.2	6.0	4.9	1.1	5.8	4.8	1.0
	June	0.2	6.2	5.1	1.1	6.0	4.9	1.1
	September	0.6	6.4	5.2	1.2	5.8	4.8	1.0
	December	0.3	6.2	5.0	1.2	5.9	4.8	1.1
2017	March	0.5	6.1	5.0	1.1	5.6	4.6	1.0
	June	0.4	6.2	5.1	1.1	5.8	4.8	1.0
	September	-0.1	6.0	4.9	1.1	6.1	5.0	1.1
	December	0.8	6.4	5.2	1.2	5.6	4.5	1.1
2018	March	0.6	6.1	5.0	1.1	5.5	4.5	1.0
	June	0.3	6.1	5.0	1.1	5.8	4.8	1.0
	September	0.0	6.0	4.9	1.1	6.0	4.9	1.1
	December	0.7	6.3	5.1	1.2	5.6	4.5	1.1
2019	March	0.4	5.9	4.8	1.1	5.5	4.5	1.0
	June	0.1	6.0	4.9	1.1	5.9	4.8	1.1
	September	0.0	5.8	4.7	1.1	5.8	4.8	1.0
	December	0.6	6.2	5.0	1.2	5.6	4.5	1.1

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

<sup>2</sup> 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. 2018	Mar. 2019	June 2019	Sept. 2019	Dec. 2019	Dec. 2018	Mar. 2019	June 2019	Sept. 2019	Dec. 2019
<b>Total private<sup>1</sup></b>										
Gross job gains .....	7,768	7,375	7,605	7,341	7,831	6.3	5.9	6.0	5.8	6.2
At expanding establishments .....	6,318	6,038	6,229	5,979	6,348	5.1	4.8	4.9	4.7	5.0
At opening establishments .....	1,450	1,337	1,376	1,362	1,483	1.2	1.1	1.1	1.1	1.2
Gross job losses .....	6,957	6,850	7,423	7,330	7,039	5.6	5.5	5.9	5.8	5.6
At contracting establishments .....	5,626	5,649	6,078	6,050	5,702	4.5	4.5	4.8	4.8	4.5
At closing establishments .....	1,331	1,201	1,345	1,280	1,337	1.1	1.0	1.1	1.0	1.1
Net employment change .....	811	525	182	11	792	0.7	0.4	0.1	0.0	0.6
<b>Goods-producing</b>										
Gross job gains .....	1,406	1,343	1,363	1,241	1,310	6.4	6.1	6.2	5.7	5.9
At expanding establishments .....	1,194	1,149	1,169	1,053	1,113	5.4	5.2	5.3	4.8	5.0
At opening establishments .....	212	194	194	188	197	1.0	0.9	0.9	0.9	0.9
Gross job losses .....	1,255	1,232	1,342	1,322	1,327	5.7	5.5	6.0	6.0	6.0
At contracting establishments .....	1,052	1,049	1,135	1,133	1,124	4.8	4.7	5.1	5.1	5.1
At closing establishments .....	203	183	207	189	203	0.9	0.8	0.9	0.9	0.9
Net employment change .....	151	111	21	-81	-17	0.7	0.6	0.2	-0.3	-0.1
<b>Natural resources and mining</b>										
Gross job gains .....	246	243	265	226	232	12.6	12.4	13.6	11.8	12.1
At expanding establishments .....	214	213	233	196	200	11.0	10.9	12.0	10.2	10.4
At opening establishments .....	32	30	32	30	32	1.6	1.5	1.6	1.6	1.7
Gross job losses .....	256	242	249	239	274	13.2	12.4	12.8	12.5	14.3
At contracting establishments .....	227	213	218	213	243	11.7	10.9	11.2	11.1	12.7
At closing establishments .....	29	29	31	26	31	1.5	1.5	1.6	1.4	1.6
Net employment change .....	-10	1	16	-13	-42	-0.6	0.0	0.8	-0.7	-2.2
<b>Construction</b>										
Gross job gains .....	695	698	683	641	667	9.6	9.3	9.1	8.6	9.0
At expanding establishments .....	559	569	560	519	542	7.7	7.6	7.5	7.0	7.3
At opening establishments .....	136	129	123	122	125	1.9	1.7	1.6	1.6	1.7
Gross job losses .....	621	614	668	642	648	8.6	8.2	8.9	8.6	8.7
At contracting establishments .....	499	500	540	522	522	6.9	6.7	7.2	7.0	7.0
At closing establishments .....	122	114	128	120	126	1.7	1.5	1.7	1.6	1.7
Net employment change .....	74	84	15	-1	19	1.0	1.1	0.2	0.0	0.3
<b>Manufacturing</b>										
Gross job gains .....	465	402	415	374	411	3.6	3.2	3.2	2.9	3.2
At expanding establishments .....	421	367	376	338	371	3.3	2.9	2.9	2.6	2.9
At opening establishments .....	44	35	39	36	40	0.3	0.3	0.3	0.3	0.3
Gross job losses .....	378	376	425	441	405	3.0	2.9	3.3	3.4	3.2
At contracting establishments .....	326	336	377	398	359	2.6	2.6	2.9	3.1	2.8
At closing establishments .....	52	40	48	43	46	0.4	0.3	0.4	0.3	0.4
Net employment change .....	87	26	-10	-67	6	0.6	0.3	-0.1	-0.5	0.0
<b>Service-providing<sup>1</sup></b>										
Gross job gains .....	6,362	6,032	6,242	6,100	6,521	6.2	5.8	6.0	5.8	6.2
At expanding establishments .....	5,124	4,889	5,060	4,926	5,235	5.0	4.7	4.9	4.7	5.0
At opening establishments .....	1,238	1,143	1,182	1,174	1,286	1.2	1.1	1.1	1.1	1.2
Gross job losses .....	5,702	5,618	6,081	6,008	5,712	5.5	5.4	5.9	5.8	5.5
At contracting establishments .....	4,574	4,600	4,943	4,917	4,578	4.4	4.4	4.8	4.7	4.4
At closing establishments .....	1,128	1,018	1,138	1,091	1,134	1.1	1.0	1.1	1.1	1.1
Net employment change .....	660	414	161	92	809	0.7	0.4	0.1	0.0	0.7
<b>Wholesale trade</b>										
Gross job gains .....	279	258	267	255	266	4.8	4.3	4.6	4.3	4.6
At expanding establishments .....	228	214	222	208	216	3.9	3.6	3.8	3.5	3.7
At opening establishments .....	51	44	45	47	50	0.9	0.7	0.8	0.8	0.9
Gross job losses .....	245	243	262	265	248	4.1	4.2	4.5	4.5	4.2
At contracting establishments .....	190	192	204	212	193	3.2	3.3	3.5	3.6	3.3
At closing establishments .....	55	51	58	53	55	0.9	0.9	1.0	0.9	0.9
Net employment change .....	34	15	5	-10	18	0.7	0.1	0.1	-0.2	0.4

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. 2018	Mar. 2019	June 2019	Sept. 2019	Dec. 2019	Dec. 2018	Mar. 2019	June 2019	Sept. 2019	Dec. 2019
<b>Retail trade</b>										
Gross job gains .....	847	905	870	845	885	5.4	5.7	5.6	5.4	5.7
At expanding establishments .....	737	789	749	729	772	4.7	5.0	4.8	4.7	5.0
At opening establishments .....	110	116	121	116	113	0.7	0.7	0.8	0.7	0.7
Gross job losses .....	918	863	971	931	882	5.8	5.5	6.2	6.0	5.7
At contracting establishments .....	787	752	830	810	764	5.0	4.8	5.3	5.2	4.9
At closing establishments .....	131	111	141	121	118	0.8	0.7	0.9	0.8	0.8
Net employment change .....	-71	42	-101	-86	3	-0.4	0.2	-0.6	-0.6	0.0
<b>Transportation and warehousing</b>										
Gross job gains .....	421	281	308	338	509	7.8	5.2	5.7	6.1	9.0
At expanding establishments .....	365	240	263	287	446	6.8	4.4	4.9	5.2	7.9
At opening establishments .....	56	41	45	51	63	1.0	0.8	0.8	0.9	1.1
Gross job losses .....	239	346	267	253	253	4.5	6.3	4.9	4.6	4.4
At contracting establishments .....	198	311	227	216	211	3.7	5.7	4.2	3.9	3.7
At closing establishments .....	41	35	40	37	42	0.8	0.6	0.7	0.7	0.7
Net employment change .....	182	-65	41	85	256	3.3	-1.1	0.8	1.5	4.6
<b>Utilities</b>										
Gross job gains .....	12	12	13	14	13	2.2	2.2	2.4	2.6	2.4
At expanding establishments .....	11	11	11	12	12	2.0	2.0	2.0	2.2	2.2
At opening establishments .....	1	1	2	2	1	0.2	0.2	0.4	0.4	0.2
Gross job losses .....	14	13	14	14	12	2.6	2.4	2.6	2.6	2.2
At contracting establishments .....	12	12	12	13	10	2.2	2.2	2.2	2.4	1.8
At closing establishments .....	2	1	2	1	2	0.4	0.2	0.4	0.2	0.4
Net employment change .....	-2	-1	-1	0	1	-0.4	-0.2	-0.2	0.0	0.2
<b>Information</b>										
Gross job gains .....	145	175	162	160	151	5.1	6.2	5.7	5.6	5.3
At expanding establishments .....	116	139	137	129	120	4.1	4.9	4.8	4.5	4.2
At opening establishments .....	29	36	25	31	31	1.0	1.3	0.9	1.1	1.1
Gross job losses .....	150	145	163	155	159	5.3	5.2	5.7	5.5	5.5
At contracting establishments .....	121	120	135	127	132	4.3	4.3	4.7	4.5	4.6
At closing establishments .....	29	25	28	28	27	1.0	0.9	1.0	1.0	0.9
Net employment change .....	-5	30	-1	5	-8	-0.2	1.0	0.0	0.1	-0.2
<b>Financial activities</b>										
Gross job gains .....	394	362	407	383	402	4.8	4.4	4.9	4.6	4.8
At expanding establishments .....	299	290	322	299	305	3.6	3.5	3.9	3.6	3.6
At opening establishments .....	95	72	85	84	97	1.2	0.9	1.0	1.0	1.2
Gross job losses .....	376	343	357	364	362	4.6	4.2	4.3	4.4	4.3
At contracting establishments .....	286	261	276	281	275	3.5	3.2	3.3	3.4	3.3
At closing establishments .....	90	82	81	83	87	1.1	1.0	1.0	1.0	1.0
Net employment change .....	18	19	50	19	40	0.2	0.2	0.6	0.2	0.5
<b>Professional and business services</b>										
Gross job gains .....	1,508	1,318	1,474	1,396	1,491	7.2	6.3	7.0	6.6	7.0
At expanding establishments .....	1,199	1,074	1,204	1,123	1,195	5.7	5.1	5.7	5.3	5.6
At opening establishments .....	309	244	270	273	296	1.5	1.2	1.3	1.3	1.4
Gross job losses .....	1,352	1,318	1,366	1,373	1,379	6.4	6.2	6.4	6.5	6.5
At contracting establishments .....	1,061	1,065	1,085	1,106	1,080	5.0	5.0	5.1	5.2	5.1
At closing establishments .....	291	253	281	267	299	1.4	1.2	1.3	1.3	1.4
Net employment change .....	156	0	108	23	112	0.8	0.1	0.6	0.1	0.5
<b>Education and health services</b>										
Gross job gains .....	1,004	1,003	1,016	1,037	1,033	4.4	4.4	4.4	4.5	4.4
At expanding establishments .....	816	823	834	859	823	3.6	3.6	3.6	3.7	3.5
At opening establishments .....	188	180	182	178	210	0.8	0.8	0.8	0.8	0.9
Gross job losses .....	868	851	975	925	902	3.8	3.7	4.2	4.0	3.9
At contracting establishments .....	686	673	785	739	702	3.0	2.9	3.4	3.2	3.0
At closing establishments .....	182	178	190	186	200	0.8	0.8	0.8	0.8	0.9
Net employment change .....	136	152	41	112	131	0.6	0.7	0.2	0.5	0.5

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. 2018	Mar. 2019	June 2019	Sept. 2019	Dec. 2019	Dec. 2018	Mar. 2019	June 2019	Sept. 2019	Dec. 2019
<b>Leisure and hospitality</b>										
Gross job gains .....	1,406	1,338	1,342	1,321	1,398	8.6	8.2	8.1	8.1	8.5
At expanding establishments .....	1,110	1,064	1,062	1,040	1,101	6.8	6.5	6.4	6.4	6.7
At opening establishments .....	296	274	280	281	297	1.8	1.7	1.7	1.7	1.8
Gross job losses .....	1,230	1,198	1,397	1,408	1,216	7.6	7.3	8.4	8.6	7.4
At contracting establishments .....	1,004	992	1,160	1,172	992	6.2	6.0	7.0	7.2	6.0
At closing establishments .....	226	206	237	236	224	1.4	1.3	1.4	1.4	1.4
Net employment change .....	176	140	-55	-87	182	1.0	0.9	-0.3	-0.5	1.1
<b>Other services</b>										
Gross job gains .....	304	299	310	295	305	7.2	7.0	7.3	6.9	7.1
At expanding establishments .....	237	235	246	232	237	5.6	5.5	5.8	5.4	5.5
At opening establishments .....	67	64	64	63	68	1.6	1.5	1.5	1.5	1.6
Gross job losses .....	291	276	289	300	279	6.9	6.5	6.8	7.0	6.5
At contracting establishments .....	224	216	223	235	213	5.3	5.1	5.2	5.5	5.0
At closing establishments .....	67	60	66	65	66	1.6	1.4	1.6	1.5	1.5
Net employment change .....	13	23	21	-5	26	0.3	0.5	0.5	-0.1	0.6

<sup>1</sup> 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 <sup>1</sup>			Firm size 1 - 49 employees			Firm size 50 - 249 employees			Firm size 250 or more		
		Net change	Gross job		Net change	Gross job		Net change	Gross job		Net change	Gross job	
			gains	losses		gains	losses		gains	losses		gains	losses
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	972	5,904	4,932	388	3,173	2,785	220	1,054	834	364	1,677	1,313
	June	612	5,828	5,216	174	3,039	2,865	158	1,074	916	280	1,715	1,435
	September	226	5,581	5,355	55	2,963	2,908	54	1,006	952	117	1,612	1,495
	December	637	5,779	5,142	180	3,025	2,845	94	1,014	920	363	1,740	1,377
2013	March	582	5,743	5,161	212	3,071	2,859	156	1,029	873	214	1,643	1,429
	June	650	5,906	5,256	226	3,085	2,859	135	1,071	936	289	1,750	1,461
	September	473	5,764	5,291	225	3,063	2,838	69	1,021	952	179	1,680	1,501
	December	631	5,886	5,255	122	3,021	2,899	105	1,034	929	404	1,831	1,427
2014	March	442	5,665	5,223	231	3,070	2,839	149	1,035	886	62	1,560	1,498
	June	893	6,134	5,241	302	3,178	2,876	214	1,119	905	377	1,837	1,460
	September	560	5,865	5,305	197	3,064	2,867	117	1,066	949	246	1,735	1,489
	December	951	6,155	5,204	212	3,105	2,893	150	1,085	935	589	1,965	1,376
2015	March	222	5,669	5,447	166	3,096	2,930	76	1,024	948	-20	1,549	1,569
	June	838	6,248	5,410	319	3,197	2,878	188	1,131	943	331	1,920	1,589
	September	446	5,905	5,459	146	3,053	2,907	75	1,045	970	225	1,807	1,582
	December	860	6,261	5,401	237	3,178	2,941	96	1,077	981	527	2,006	1,479
2016	March	254	5,747	5,493	204	3,118	2,914	56	1,017	961	-6	1,612	1,618
	June	305	6,040	5,735	67	3,123	3,056	113	1,103	990	125	1,814	1,689
	September	728	6,251	5,523	180	3,151	2,971	94	1,086	992	454	2,014	1,560
	December	288	5,909	5,621	72	3,068	2,996	47	1,032	985	169	1,809	1,640
2017	March	663	5,994	5,331	359	3,239	2,880	187	1,078	891	117	1,677	1,560
	June	516	6,193	5,677	143	3,158	3,015	146	1,127	981	227	1,908	1,681
	September	-120	5,821	5,941	-121	2,992	3,113	-51	1,012	1,063	52	1,817	1,765
	December	871	6,222	5,351	240	3,192	2,952	159	1,092	933	472	1,938	1,466
2018	March	729	6,050	5,321	310	3,212	2,902	159	1,064	905	260	1,774	1,514
	June	426	6,179	5,753	128	3,189	3,061	150	1,132	982	148	1,858	1,710
	September	10	5,970	5,960	-102	3,019	3,121	-33	1,026	1,059	145	1,925	1,780
	December	739	6,132	5,393	210	3,182	2,972	151	1,085	934	378	1,865	1,487
2019	March	579	5,944	5,365	280	3,159	2,879	150	1,054	904	149	1,731	1,582
	June	187	6,111	5,924	55	3,137	3,082	93	1,119	1,026	39	1,855	1,816
	September	-59	5,816	5,875	-55	2,999	3,054	-38	1,015	1,053	34	1,802	1,768
	December	694	6,211	5,517	192	3,167	2,975	107	1,073	966	395	1,971	1,576

<sup>1</sup> 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.

NOTE: Net change is the difference between total gross job gains and total gross job losses. Net change totals for the firm-level data differ from the establishment-level data due to independent seasonal adjustment. The unit of analysis section in the technical note provides additional detail. See [www.bls.gov/bdm/bdmfirmssize.htm](http://www.bls.gov/bdm/bdmfirmssize.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. 2018	Mar. 2019	June 2019	Sept. 2019	Dec. 2019	Dec. 2018	Mar. 2019	June 2019	Sept. 2019	Dec. 2019
<b>Total private by firm <sup>1</sup></b>										
Gross job gains .....	6,132	5,944	6,111	5,816	6,211	4.9	4.7	4.8	4.6	4.9
At expanding firms .....	5,166	5,019	5,215	4,939	5,220	4.1	4.0	4.1	3.9	4.1
At opening firms .....	966	925	896	877	991	0.8	0.7	0.7	0.7	0.8
Gross job losses .....	5,393	5,365	5,924	5,875	5,517	4.3	4.3	4.7	4.7	4.4
At contracting firms .....	4,508	4,515	5,035	5,010	4,631	3.6	3.6	4.0	4.0	3.7
At closing firms .....	885	850	889	865	886	0.7	0.7	0.7	0.7	0.7
Net employment change .....	739	579	187	-59	694	0.6	0.4	0.1	-0.1	0.5
<b>Firm size 1 to 49 employees</b>										
Gross job gains .....	3,182	3,159	3,137	2,999	3,167	9.3	9.1	9.1	8.7	9.2
At expanding firms .....	2,257	2,259	2,279	2,156	2,216	6.6	6.5	6.6	6.3	6.4
At opening firms .....	925	900	858	843	951	2.7	2.6	2.5	2.4	2.8
Gross job losses .....	2,972	2,879	3,082	3,054	2,975	8.7	8.4	8.9	8.8	8.7
At contracting firms .....	2,122	2,063	2,225	2,218	2,128	6.2	6.0	6.4	6.4	6.2
At closing firms .....	850	816	857	836	847	2.5	2.4	2.5	2.4	2.5
Net employment change .....	210	280	55	-55	192	0.6	0.7	0.2	-0.1	0.5
<b>Firm size 50 to 249 employees</b>										
Gross job gains .....	1,085	1,054	1,119	1,015	1,073	4.8	4.7	4.9	4.5	4.8
At expanding firms .....	1,054	1,030	1,086	984	1,038	4.7	4.6	4.8	4.4	4.6
At opening firms .....	31	24	33	31	35	0.1	0.1	0.1	0.1	0.2
Gross job losses .....	934	904	1,026	1,053	966	4.1	4.0	4.5	4.7	4.2
At contracting firms .....	904	878	998	1,029	934	4.0	3.9	4.4	4.6	4.1
At closing firms .....	30	26	28	24	32	0.1	0.1	0.1	0.1	0.1
Net employment change .....	151	150	93	-38	107	0.7	0.7	0.4	-0.2	0.6
<b>Firm size 250 or more employees</b>										
Gross job gains .....	1,865	1,731	1,855	1,802	1,971	2.7	2.5	2.7	2.6	2.8
At expanding firms .....	1,855	1,730	1,850	1,799	1,966	2.7	2.5	2.7	2.6	2.8
At opening firms .....	10	1	5	3	5	0.0	0.0	0.0	0.0	0.0
Gross job losses .....	1,487	1,582	1,816	1,768	1,576	2.2	2.3	2.6	2.6	2.3
At contracting firms .....	1,482	1,574	1,812	1,763	1,569	2.2	2.3	2.6	2.6	2.3
At closing firms .....	5	8	4	5	7	0.0	0.0	0.0	0.0	0.0
Net employment change .....	378	149	39	34	395	0.5	0.2	0.1	0.0	0.5

<sup>1</sup>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.

NOTE: Net change is the difference between total gross job gains and total gross job losses. Net change totals for the firm-level data differ from the establishment-level data due to independent seasonal adjustment. The unit of analysis section in the technical note provides additional detail. See [www.bls.gov/bdm/bdmfirmssize.htm](http://www.bls.gov/bdm/bdmfirmssize.htm) for more detailed firm size class data.

**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. 2018	Mar. 2019	June 2019	Sept. 2019	Dec. 2019	Dec. 2018	Mar. 2019	June 2019	Sept. 2019	Dec. 2019
United States <sup>1</sup>	7,768,000	7,375,000	7,605,000	7,341,000	7,831,000	6,957,000	6,850,000	7,423,000	7,330,000	7,039,000
Alabama	100,816	96,841	93,715	95,629	102,098	85,914	88,823	97,277	96,709	91,736
Alaska	27,051	24,748	26,955	23,615	25,548	24,029	22,229	25,350	25,007	25,427
Arizona	154,406	139,196	140,806	160,648	161,299	126,130	136,405	141,783	121,854	131,054
Arkansas	59,915	53,605	50,642	56,518	65,621	50,421	51,893	58,009	56,355	48,857
California	1,019,583	958,690	986,077	939,910	1,023,895	893,290	918,099	969,001	909,515	900,745
Colorado	155,491	150,523	161,898	150,709	154,783	137,868	143,527	142,841	148,238	142,901
Connecticut	76,068	74,499	82,537	79,052	78,090	71,454	81,433	83,620	82,328	79,474
Delaware	25,620	24,839	23,225	23,718	25,359	21,770	21,612	24,821	23,984	24,302
District of Columbia	29,712	29,198	29,227	29,215	28,990	27,027	25,795	29,219	28,952	25,251
Florida	494,076	470,398	500,836	508,398	515,379	466,878	428,898	487,176	441,736	460,815
Georgia	239,126	257,662	236,211	239,926	252,323	217,509	218,890	246,926	233,652	216,151
Hawaii	30,742	28,766	25,041	29,020	29,795	27,198	31,811	32,710	28,365	28,557
Idaho	45,579	46,481	45,151	43,343	49,087	38,775	38,110	41,827	42,680	40,017
Illinois	286,588	273,000	289,823	255,204	289,245	288,063	268,937	277,708	294,059	270,172
Indiana	148,866	156,880	140,418	143,721	159,789	133,677	129,593	155,955	152,070	134,514
Iowa	75,879	67,346	75,896	68,696	75,734	69,658	71,892	73,362	73,262	69,937
Kansas	69,531	62,736	65,750	64,630	72,572	62,125	64,959	65,932	64,574	64,957
Kentucky	97,782	92,536	91,694	93,509	97,814	87,327	88,220	94,999	90,394	92,757
Louisiana	99,438	95,919	97,369	94,769	94,434	92,940	94,705	105,984	99,020	92,766
Maine	37,301	37,368	39,623	33,318	38,217	34,444	33,681	39,418	37,768	36,432
Maryland	146,421	139,079	138,324	135,836	143,545	138,449	125,036	140,041	144,488	128,911
Massachusetts	182,975	180,711	192,471	168,540	187,199	167,127	164,915	179,383	187,503	174,790
Michigan	212,257	193,954	211,732	191,346	219,196	196,309	175,917	219,402	225,606	200,837
Minnesota	142,627	129,422	146,506	130,923	147,059	135,392	128,720	136,281	144,232	140,048
Mississippi	58,977	50,681	52,288	49,815	56,037	47,947	55,297	54,217	51,901	50,013
Missouri	137,961	129,371	135,471	138,505	146,875	128,093	126,018	140,045	137,536	124,878
Montana	34,407	29,494	30,766	28,210	33,309	27,518	31,004	29,660	29,657	27,863
Nebraska	47,835	46,491	46,984	45,665	51,026	46,760	45,655	46,493	44,446	47,528
Nevada	80,193	74,485	73,635	75,445	85,109	67,175	66,481	75,365	70,689	63,896
New Hampshire	37,886	36,640	37,129	33,261	38,349	32,781	32,983	36,876	38,203	34,225
New Jersey	223,239	201,365	216,314	209,706	229,309	199,050	198,569	203,764	216,244	204,300
New Mexico	43,809	41,983	40,861	43,749	44,407	39,424	38,022	41,409	39,943	41,340
New York	504,548	485,292	492,204	469,641	480,900	460,838	433,874	475,470	484,354	466,096
North Carolina	248,759	237,488	230,289	214,705	233,918	197,480	188,107	215,739	223,918	203,371
North Dakota	23,548	24,826	23,575	23,210	23,548	21,746	22,437	23,713	24,814	23,415
Ohio	261,361	258,396	266,633	251,312	267,740	245,446	241,765	265,147	272,778	246,532
Oklahoma	84,052	74,976	76,968	81,812	82,766	78,597	75,282	80,251	78,936	80,110
Oregon	110,386	105,038	105,253	102,439	111,604	98,153	95,104	100,367	102,596	96,619
Pennsylvania	277,414	266,704	272,697	274,084	282,335	249,012	249,431	278,287	272,854	254,386
Rhode Island	26,789	24,678	27,100	24,792	27,498	24,229	23,887	28,695	26,368	25,056
South Carolina	128,913	113,237	110,389	106,317	114,803	93,825	106,262	108,448	101,624	104,992
South Dakota	22,202	20,396	22,031	20,592	22,895	20,696	22,444	21,436	21,144	20,517
Tennessee	148,634	138,640	142,792	142,652	147,133	127,807	124,279	131,387	132,694	130,443
Texas	652,219	584,029	607,026	616,227	644,021	537,389	541,312	562,489	561,642	547,280
Utah	87,692	92,927	89,306	87,442	88,214	78,369	78,342	83,159	79,494	81,328
Vermont	18,863	17,446	18,074	16,025	17,627	17,285	16,200	18,303	19,579	16,328
Virginia	199,472	201,989	194,478	167,181	213,332	176,271	175,654	187,801	191,833	176,376
Washington	182,294	176,059	190,942	173,654	188,423	160,020	160,092	164,526	171,392	162,672
West Virginia	35,422	33,504	34,404	31,847	33,825	36,511	36,947	36,179	37,289	39,080
Wisconsin	134,830	127,951	139,354	120,048	136,339	122,971	120,014	133,371	145,899	124,583
Wyoming	20,839	18,347	18,043	17,705	19,692	16,307	16,590	20,240	18,349	18,206
Puerto Rico	40,125	47,891	43,684	41,670	37,232	45,122	34,491	39,466	37,553	33,897
Virgin Islands	1,934	2,987	2,303	3,066	2,881	1,736	1,853	1,597	1,792	2,003

<sup>1</sup> 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. 2018	Mar. 2019	June 2019	Sept. 2019	Dec. 2019	Dec. 2018	Mar. 2019	June 2019	Sept. 2019	Dec. 2019
United States .....	6.3	5.9	6.0	5.8	6.2	5.6	5.5	5.9	5.8	5.6
Alabama .....	6.3	6.0	5.8	5.9	6.3	5.3	5.5	6.0	5.9	5.7
Alaska .....	11.0	10.0	10.8	9.5	10.2	9.8	9.0	10.2	10.1	10.2
Arizona .....	6.2	5.6	5.7	6.4	6.4	5.1	5.5	5.7	4.8	5.2
Arkansas .....	5.9	5.2	5.0	5.5	6.4	5.0	5.1	5.7	5.5	4.8
California .....	6.9	6.3	6.6	6.3	6.7	5.9	6.2	6.4	6.1	5.9
Colorado .....	6.8	6.6	7.0	6.6	6.7	6.0	6.3	6.2	6.4	6.2
Connecticut .....	5.3	5.2	5.8	5.5	5.5	4.9	5.7	5.9	5.8	5.5
Delaware .....	6.6	6.4	6.0	6.1	6.5	5.6	5.5	6.3	6.2	6.2
District of Columbia .....	5.6	5.4	5.4	5.4	5.4	5.1	4.9	5.5	5.4	4.7
Florida .....	6.4	6.1	6.5	6.5	6.6	6.1	5.6	6.3	5.7	5.9
Georgia .....	6.3	6.8	6.2	6.2	6.5	5.8	5.7	6.4	6.1	5.6
Hawaii .....	5.8	5.4	4.7	5.5	5.6	5.1	5.9	6.1	5.3	5.4
Idaho .....	7.4	7.5	7.1	6.9	7.7	6.3	6.1	6.7	6.8	6.3
Illinois .....	5.5	5.2	5.6	4.9	5.6	5.6	5.1	5.3	5.6	5.2
Indiana .....	5.6	5.9	5.2	5.4	6.0	5.0	4.8	5.8	5.7	5.1
Iowa .....	5.8	5.1	5.8	5.3	5.8	5.3	5.4	5.6	5.6	5.3
Kansas .....	6.1	5.4	5.7	5.7	6.3	5.4	5.7	5.7	5.6	5.7
Kentucky .....	6.1	5.8	5.8	5.8	6.1	5.4	5.5	5.9	5.7	5.8
Louisiana .....	6.2	5.9	6.0	5.9	5.9	5.8	5.9	6.5	6.1	5.8
Maine .....	7.3	7.2	7.5	6.4	7.4	6.7	6.4	7.5	7.2	7.0
Maryland .....	6.8	6.4	6.3	6.2	6.5	6.4	5.7	6.4	6.6	5.8
Massachusetts .....	5.8	5.7	6.0	5.3	5.8	5.3	5.2	5.7	5.9	5.5
Michigan .....	5.6	5.1	5.5	5.1	5.8	5.2	4.6	5.8	6.0	5.3
Minnesota .....	5.7	5.2	5.8	5.2	5.8	5.4	5.1	5.5	5.8	5.6
Mississippi .....	6.5	5.7	5.8	5.5	6.2	5.3	6.2	6.0	5.8	5.5
Missouri .....	5.8	5.4	5.6	5.8	6.1	5.4	5.3	5.8	5.8	5.2
Montana .....	8.9	7.6	8.0	7.3	8.6	7.2	8.0	7.7	7.7	7.2
Nebraska .....	5.9	5.7	5.7	5.6	6.2	5.7	5.6	5.7	5.5	5.8
Nevada .....	6.6	6.0	5.9	6.0	6.8	5.5	5.4	6.0	5.7	5.0
New Hampshire .....	6.6	6.3	6.4	5.8	6.6	5.7	5.7	6.3	6.6	5.9
New Jersey .....	6.4	5.7	6.2	6.0	6.5	5.7	5.6	5.8	6.1	5.8
New Mexico .....	6.8	6.4	6.3	6.7	6.7	6.1	5.8	6.3	6.1	6.2
New York .....	6.3	6.0	6.0	5.8	6.0	5.7	5.3	5.9	5.9	5.7
North Carolina .....	6.7	6.3	6.1	5.7	6.2	5.3	5.1	5.7	5.9	5.3
North Dakota .....	6.8	7.1	6.7	6.6	6.7	6.2	6.4	6.7	7.1	6.7
Ohio .....	5.6	5.5	5.6	5.3	5.7	5.3	5.1	5.7	5.8	5.3
Oklahoma .....	6.5	5.8	5.9	6.3	6.4	6.1	5.8	6.2	6.1	6.2
Oregon .....	6.7	6.3	6.3	6.2	6.7	6.0	5.8	6.1	6.2	5.8
Pennsylvania .....	5.3	5.1	5.2	5.2	5.4	4.8	4.8	5.3	5.2	4.9
Rhode Island .....	6.4	5.8	6.4	5.8	6.5	5.7	5.6	6.7	6.2	5.9
South Carolina .....	7.4	6.4	6.3	6.0	6.5	5.4	6.0	6.2	5.7	5.9
South Dakota .....	6.3	5.7	6.2	5.8	6.4	5.8	6.4	6.0	6.0	5.7
Tennessee .....	5.8	5.4	5.5	5.5	5.6	4.9	4.8	5.0	5.1	5.0
Texas .....	6.2	5.5	5.7	5.8	6.0	5.2	5.2	5.3	5.2	5.1
Utah .....	6.9	7.3	6.9	6.8	6.8	6.2	6.2	6.5	6.2	6.3
Vermont .....	7.4	6.7	6.9	6.3	6.9	6.8	6.3	7.1	7.6	6.4
Virginia .....	6.3	6.4	6.1	5.2	6.6	5.6	5.5	5.9	6.0	5.5
Washington .....	6.4	6.2	6.6	6.0	6.6	5.6	5.6	5.7	6.0	5.7
West Virginia .....	6.3	6.0	6.2	5.8	6.2	6.5	6.6	6.5	6.7	7.1
Wisconsin .....	5.4	5.1	5.5	4.8	5.5	5.0	4.8	5.3	5.8	5.0
Wyoming .....	10.0	8.6	8.5	8.5	9.3	7.8	7.8	9.6	8.7	8.6
Puerto Rico .....	6.0	7.1	6.4	6.1	5.4	6.8	5.1	5.8	5.4	4.9
Virgin Islands .....	7.9	11.9	8.8	11.2	10.2	7.1	7.4	6.1	6.6	7.1

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 <sup>1</sup>		Births		Deaths	
		Level	Rate <sup>2</sup>	Level	Rate	Level	Rate	Level	Rate
2009	March	197	2.7	247	3.4	738	0.7	869	0.8
	June	201	2.8	238	3.3	767	0.7	837	0.8
	September	192	2.7	227	3.2	725	0.7	793	0.7
	December	202	2.8	218	3.1	728	0.7	749	0.7
2010	March	193	2.7	211	3.0	706	0.7	687	0.7
	June	193	2.7	202	2.9	730	0.7	665	0.6
	September	207	2.9	204	2.9	754	0.7	701	0.7
	December	216	3.0	201	2.8	805	0.8	700	0.7
2011	March	204	2.9	200	2.8	715	0.7	632	0.6
	June	210	2.9	205	2.9	767	0.7	689	0.6
	September	206	2.9	196	2.7	794	0.7	675	0.6
	December	214	3.0	198	2.8	800	0.7	700	0.6
2012	March	236	3.3	188	2.6	787	0.7	614	0.6
	June	217	3.0	194	2.7	799	0.7	673	0.6
	September	210	2.9	196	2.7	804	0.7	692	0.6
	December	218	3.0	183	2.5	809	0.7	673	0.6
2013	March	205	2.8	193	2.6	748	0.7	648	0.6
	June	222	3.0	215	2.9	789	0.7	695	0.6
	September	219	2.9	195	2.6	818	0.7	678	0.6
	December	215	2.9	187	2.5	803	0.7	670	0.6
2014	March	220	2.9	190	2.5	784	0.7	635	0.6
	June	221	2.9	204	2.7	806	0.7	711	0.6
	September	225	3.0	199	2.6	825	0.7	703	0.6
	December	224	2.9	198	2.6	836	0.7	705	0.6
2015	March	233	3.0	206	2.7	817	0.7	694	0.6
	June	234	3.1	212	2.8	836	0.7	731	0.6
	September	242	3.1	207	2.7	880	0.7	702	0.6
	December	247	3.2	208	2.7	896	0.8	732	0.6
2016	March	236	3.0	203	2.6	789	0.7	668	0.6
	June	241	3.1	213	2.7	838	0.7	720	0.6
	September	239	3.0	214	2.7	869	0.7	746	0.6
	December	238	3.0	217	2.8	868	0.7	727	0.6
2017	March	241	3.0	203	2.6	803	0.7	663	0.5
	June	240	3.0	225	2.8	848	0.7	756	0.6
	September	242	3.0	225	2.8	849	0.7	762	0.6
	December	246	3.1	216	2.7	854	0.7	732	0.6
2018	March	248	3.1	214	2.7	811	0.7	663	0.5
	June	265	3.3	231	2.9	880	0.7	774	0.6
	September	251	3.1	231	2.8	867	0.7	787	0.6
	December	249	3.1	222	2.7	863	0.7	762	0.6
2019	March	256	3.1	222	2.7	814	0.6	698	0.6
	June	257	3.1	N/A	N/A	848	0.7	N/A	N/A
	September	250	3.0	N/A	N/A	842	0.7	N/A	N/A
	December	266	3.2	N/A	N/A	897	0.7	N/A	N/A

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

<sup>2</sup> 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