



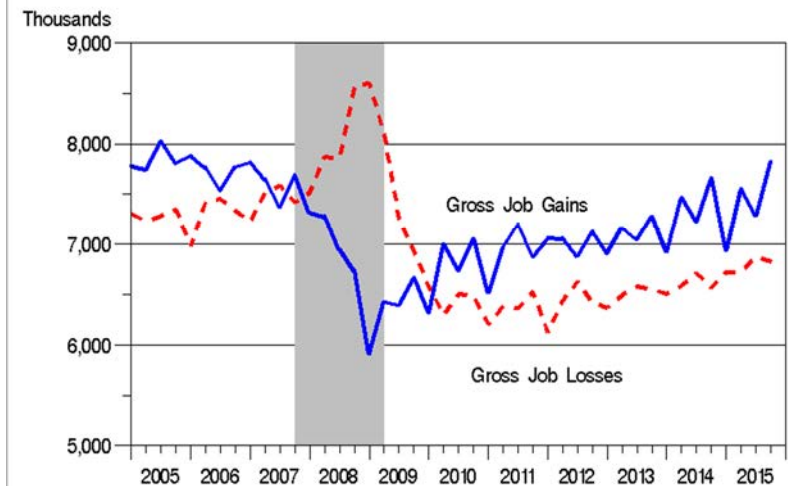
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BUSINESS EMPLOYMENT DYNAMICS – FOURTH QUARTER 2015

Chart 1. Private sector gross job gains and gross job losses, seasonally adjusted
March 2005 – December 2015



Source: U.S. Bureau of Labor Statistics

Note: Shaded area represents NBER defined recession period.

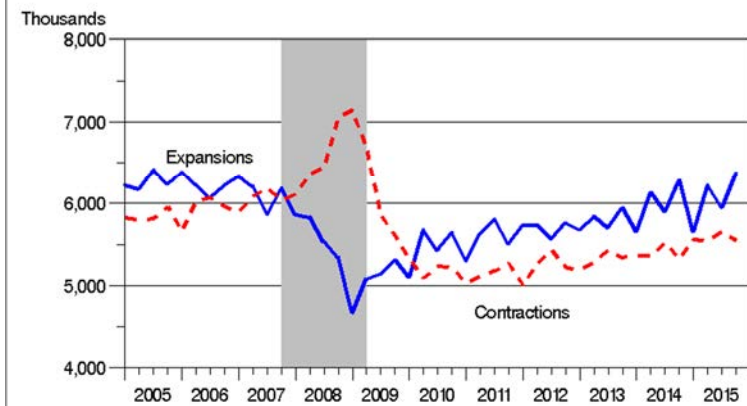
From September 2015 to December 2015, **gross job gains** from opening and expanding private sector establishments were 7.8 million, an increase of 530,000 jobs from the previous quarter, the U.S. Bureau of Labor Statistics reported today. Over this period, **gross job losses** from closing and contracting private sector establishments were 6.8 million, a decrease of 52,000 jobs from the previous quarter. (See tables A, 1, and 3.)

The difference between the number of gross job gains and the number of gross job losses yielded a **net employment gain** of 1.0 million jobs in the private sector during the fourth quarter of 2015. (See tables A, 1, and 3.)

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.

Chart 2. Components of private sector gross job gains and gross job losses at expanding and contracting establishments, seasonally adjusted
March 2005 – December 2015



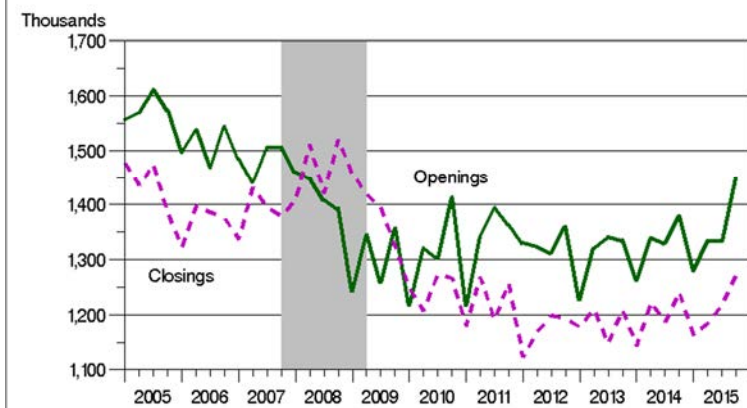
Source: U.S. Bureau of Labor Statistics
Note: Shaded area represents NBER defined recession period.

Gross job gains at **expanding** establishments totaled 6.4 million in the fourth quarter of 2015, an increase of 415,000 jobs from the previous quarter. (See tables A, 1, and 3.)

Opening establishments accounted for 1.4 million jobs gained in the fourth quarter of 2015, an increase of 115,000 jobs from the previous quarter. (See tables A, 1, and 3.)

Contracting establishments lost 5.6 million jobs in the fourth quarter of 2015. This was a decrease of 106,000 jobs from the prior quarter. (See tables A, 1, and 3.)

Chart 3. Components of private sector gross job gains and gross job losses at opening and closing establishments, seasonally adjusted
March 2005 – December 2015



Source: U.S. Bureau of Labor Statistics
Note: Shaded area represents NBER defined recession period.

In the fourth quarter of 2015, **closing** establishments lost 1.3 million jobs, an increase of 54,000 jobs from the previous quarter. (See tables A, 1, and 3.)

Gross job gains represented 6.6 percent of private sector employment in the fourth quarter of 2015, while **gross job losses** represented 5.8 percent of private sector employment. (See tables A, 2, and 3.)

In the fourth quarter of 2015, the number of **establishment births** (a subset of the openings data, see the Technical Note for more information) increased by 2,000 to 240,000 establishments. These new establishments accounted for 889,000 jobs, an increase of 18,000 jobs from the previous quarter. (See table 8.)

Data for **establishment deaths** (a subset of the closings data) are available through the first quarter of 2015, when 691,000 jobs were lost at 206,000 establishments. In the prior quarter, 709,000 jobs were lost at 197,000 establishments. (See table 8.)

During the fourth quarter of 2015, gross job gains exceeded gross job losses in most **industry sectors** except for natural resources and mining, and manufacturing. The natural resources and mining sector experienced a net decrease of 54,000 jobs, the result of 245,000 gross job gains and 299,000 gross job losses. The manufacturing sector experienced a net decrease of 12,000 jobs, the result of 412,000 gross job gains and 424,000 gross job losses. Overall, goods-producing industries experienced a net increase of 43,000 jobs, the result of 1.4 million gross job gains and 1.3 million gross job losses. Service-providing industries, with 6.5 million gross job gains and 5.5 million gross job losses, experienced a net increase of 957,000 jobs. (See table 3.)

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

Category	3 months ended				
	Dec. 2014	Mar. 2015	June 2015	Sept. 2015	Dec. 2015
	Levels (in thousands)				
Gross job gains.....	7,658	6,947	7,554	7,292	7,822
At expanding establishments.....	6,279	5,666	6,220	5,958	6,373
At opening establishments.....	1,379	1,281	1,334	1,334	1,449
Gross job losses.....	6,563	6,721	6,725	6,874	6,822
At contracting establishments.....	5,322	5,558	5,541	5,657	5,551
At closing establishments.....	1,241	1,163	1,184	1,217	1,271
Net employment change ¹	1,095	226	829	418	1,000
	Rates (percent)				
Gross job gains.....	6.6	5.9	6.4	6.1	6.6
At expanding establishments.....	5.4	4.8	5.3	5.0	5.4
At opening establishments.....	1.2	1.1	1.1	1.1	1.2
Gross job losses.....	5.7	5.7	5.7	5.8	5.8
At contracting establishments.....	4.6	4.7	4.7	4.8	4.7
At closing establishments.....	1.1	1.0	1.0	1.0	1.1
Net employment change ¹9	.2	.7	.3	.8

¹The 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 2015, **firms** with 1-49 employees had a net employment gain of 230,000. Firms with 50-249 employees had a net employment gain of 98,000. Firms with 250 or more employees had a net employment gain of 554,000. (See tables 4 and 5.)

Of the 2.3 million net jobs created over the last four quarters, firms with 1-49 employees contributed 35 percent of net job growth, while firms with 50-249 employees contributed 19 percent, and firms with 250 or more employees contributed 46 percent. (See tables 4 and 5.)

In the fourth quarter of 2015, gross job gains exceeded gross job losses in 45 **states** and the District of Columbia, Puerto Rico, and the Virgin Islands. California experienced 1,068,393 gross job gains and 933,600 gross job losses resulting in a net employment gain of 134,793. This is the largest net employment gain of any state this quarter. Florida had the second largest net employment gain this quarter with 98,741 net jobs, the result of 506,029 gross job gains and 407,288 gross job losses. (See table 6.) Alaska had the highest rate of gross job gains as a percent of employment at 9.5 percent, above the U.S. rate of 6.6 percent, as well as the highest rate of gross job losses as a percent of employment at 10.5 percent, above the U.S. rate of 5.8 percent. Hawaii and Tennessee had the lowest rate of gross job losses as a percent of employment at 4.6 percent. (See table 7.)

More Information

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

The Business Employment Dynamics for First Quarter 2016 are scheduled to be released on Wednesday, November 9, 2016 at 10:00 a.m. (EST).

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 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 9.5 million employers 	<ul style="list-style-type: none"> Count of longitudinally-linked UI administrative records submitted by 7.6 million private sector employers 	<ul style="list-style-type: none"> Sample Survey: 588,000 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 <ul style="list-style-type: none"> – 6 Months after the end of each quarter 	<ul style="list-style-type: none"> Quarterly <ul style="list-style-type: none"> – 7 Months after the end of each quarter 	<ul style="list-style-type: none"> Monthly <ul style="list-style-type: none"> – 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 7.6 million private sector employer reports out of 9.5 million total reports of employment and wages submitted by states to BLS in the first quarter of 2015. Gross job gains and gross job losses data in this release do not report estimates for government employees or private households (NAICS 814110), and do not include establishments with zero employment in both previous and current quarters. Data from Puerto Rico and the Virgin Islands are also excluded from the national data. As an illustration, the table below shows, in millions of establishments, the number of establishments excluded from the national gross job gains and gross job losses data in the first quarter 2015:

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

	Millions
Total establishments QCEW program	9.5
Excluded: Public sector	0.3
Private households.....	0.2
Zero employment	1.3
Establishments in Puerto Rico and the Virgin Islands.....	0.1
 Total establishments included in Business Employment Dynamics data.....	 7.6

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 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
2005	March	475	7,779	6,222	1,557	7,304	5,828	1,476
	June	516	7,753	6,183	1,570	7,237	5,802	1,435
	September	736	8,023	6,412	1,611	7,287	5,813	1,474
	December	467	7,812	6,239	1,573	7,345	5,960	1,385
2006	March	896	7,880	6,383	1,497	6,984	5,661	1,323
	June	342	7,766	6,228	1,538	7,424	6,026	1,398
	September	92	7,545	6,076	1,469	7,453	6,067	1,386
	December	431	7,770	6,226	1,544	7,339	5,964	1,375
2007	March	584	7,815	6,331	1,484	7,231	5,894	1,337
	June	132	7,647	6,205	1,442	7,515	6,084	1,431
	September	-209	7,376	5,870	1,506	7,585	6,190	1,395
	December	268	7,687	6,181	1,506	7,419	6,040	1,379
2008	March	-199	7,320	5,860	1,460	7,519	6,111	1,408
	June	-593	7,281	5,833	1,448	7,874	6,363	1,511
	September	-913	6,944	5,535	1,409	7,857	6,436	1,421
	December	-1,838	6,738	5,345	1,393	8,576	7,056	1,520
2009	March	-2,680	5,918	4,675	1,243	8,598	7,142	1,456
	June	-1,667	6,425	5,080	1,345	8,092	6,674	1,418
	September	-849	6,399	5,139	1,260	7,248	5,854	1,394
	December	-264	6,665	5,308	1,357	6,929	5,605	1,324
2010	March	-247	6,325	5,108	1,217	6,572	5,324	1,248
	June	698	6,995	5,674	1,321	6,297	5,090	1,207
	September	237	6,741	5,438	1,303	6,504	5,231	1,273
	December	566	7,052	5,639	1,413	6,486	5,219	1,267
2011	March	315	6,521	5,304	1,217	6,206	5,026	1,180
	June	595	6,976	5,633	1,343	6,381	5,113	1,268
	September	833	7,198	5,804	1,394	6,365	5,174	1,191
	December	350	6,878	5,515	1,363	6,528	5,271	1,257
2012	March	933	7,059	5,729	1,330	6,126	5,003	1,123
	June	618	7,057	5,733	1,324	6,439	5,270	1,169
	September	255	6,886	5,573	1,313	6,631	5,433	1,198
	December	708	7,122	5,762	1,360	6,414	5,221	1,193
2013	March	544	6,913	5,685	1,228	6,369	5,191	1,178
	June	666	7,160	5,839	1,321	6,494	5,284	1,210
	September	473	7,051	5,710	1,341	6,578	5,430	1,148
	December	728	7,279	5,944	1,335	6,551	5,343	1,208
2014	March	423	6,927	5,664	1,263	6,504	5,360	1,144
	June	883	7,467	6,128	1,339	6,584	5,362	1,222
	September	525	7,235	5,905	1,330	6,710	5,523	1,187
	December	1,095	7,658	6,279	1,379	6,563	5,322	1,241
2015	March	226	6,947	5,666	1,281	6,721	5,558	1,163
	June	829	7,554	6,220	1,334	6,725	5,541	1,184
	September	418	7,292	5,958	1,334	6,874	5,657	1,217
	December	1,000	7,822	6,373	1,449	6,822	5,551	1,271

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
2005	March	.5	7.1	5.7	1.4	6.6	5.3	1.3
	June	.4	7.0	5.6	1.4	6.6	5.3	1.3
	September	.8	7.3	5.8	1.5	6.5	5.2	1.3
	December	.4	7.0	5.6	1.4	6.6	5.4	1.2
2006	March	.8	7.0	5.7	1.3	6.2	5.0	1.2
	June	.4	6.9	5.5	1.4	6.5	5.3	1.2
	September	.1	6.7	5.4	1.3	6.6	5.4	1.2
	December	.4	6.9	5.5	1.4	6.5	5.3	1.2
2007	March	.5	6.9	5.6	1.3	6.4	5.2	1.2
	June	.1	6.7	5.4	1.3	6.6	5.3	1.3
	September	-.2	6.4	5.1	1.3	6.6	5.4	1.2
	December	.2	6.7	5.4	1.3	6.5	5.3	1.2
2008	March	-.1	6.4	5.1	1.3	6.5	5.3	1.2
	June	-.5	6.4	5.1	1.3	6.9	5.6	1.3
	September	-.9	6.1	4.9	1.2	7.0	5.7	1.3
	December	-1.7	6.0	4.8	1.2	7.7	6.3	1.4
2009	March	-2.4	5.4	4.3	1.1	7.8	6.5	1.3
	June	-1.5	6.0	4.7	1.3	7.5	6.2	1.3
	September	-.8	6.0	4.8	1.2	6.8	5.5	1.3
	December	-.3	6.3	5.0	1.3	6.6	5.3	1.3
2010	March	-.2	6.0	4.8	1.2	6.2	5.0	1.2
	June	.7	6.6	5.4	1.2	5.9	4.8	1.1
	September	.2	6.3	5.1	1.2	6.1	4.9	1.2
	December	.5	6.6	5.3	1.3	6.1	4.9	1.2
2011	March	.2	6.0	4.9	1.1	5.8	4.7	1.1
	June	.5	6.4	5.2	1.2	5.9	4.7	1.2
	September	.8	6.7	5.4	1.3	5.9	4.8	1.1
	December	.4	6.4	5.1	1.3	6.0	4.8	1.2
2012	March	.8	6.4	5.2	1.2	5.6	4.6	1.0
	June	.5	6.4	5.2	1.2	5.9	4.8	1.1
	September	.2	6.2	5.0	1.2	6.0	4.9	1.1
	December	.6	6.4	5.2	1.2	5.8	4.7	1.1
2013	March	.5	6.2	5.1	1.1	5.7	4.6	1.1
	June	.6	6.4	5.2	1.2	5.8	4.7	1.1
	September	.5	6.3	5.1	1.2	5.8	4.8	1.0
	December	.6	6.4	5.2	1.2	5.8	4.7	1.1
2014	March	.4	6.1	5.0	1.1	5.7	4.7	1.0
	June	.7	6.5	5.3	1.2	5.8	4.7	1.1
	September	.5	6.3	5.1	1.2	5.8	4.8	1.0
	December	.9	6.6	5.4	1.2	5.7	4.6	1.1
2015	March	.2	5.9	4.8	1.1	5.7	4.7	1.0
	June	.7	6.4	5.3	1.1	5.7	4.7	1.0
	September	.3	6.1	5.0	1.1	5.8	4.8	1.0
	December	.8	6.6	5.4	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. 2014	Mar. 2015	June 2015	Sept. 2015	Dec. 2015	Dec. 2014	Mar. 2015	June 2015	Sept. 2015	Dec. 2015
Total private ¹										
Gross job gains	7,658	6,947	7,554	7,292	7,822	6.6	5.9	6.4	6.1	6.6
At expanding establishments	6,279	5,666	6,220	5,958	6,373	5.4	4.8	5.3	5.0	5.4
At opening establishments	1,379	1,281	1,334	1,334	1,449	1.2	1.1	1.1	1.1	1.2
Gross job losses	6,563	6,721	6,725	6,874	6,822	5.7	5.7	5.7	5.8	5.8
At contracting establishments	5,322	5,558	5,541	5,657	5,551	4.6	4.7	4.7	4.8	4.7
At closing establishments	1,241	1,163	1,184	1,217	1,271	1.1	1.0	1.0	1.0	1.1
Net employment change	1,095	226	829	418	1,000	.9	.2	.7	.3	.8
Goods-producing										
Gross job gains	1,393	1,321	1,387	1,275	1,353	6.8	6.4	6.7	6.2	6.5
At expanding establishments	1,195	1,136	1,195	1,099	1,156	5.8	5.5	5.8	5.3	5.6
At opening establishments	198	185	192	176	197	1.0	.9	.9	.9	.9
Gross job losses	1,269	1,298	1,331	1,302	1,310	6.2	6.3	6.4	6.3	6.3
At contracting establishments	1,070	1,113	1,138	1,110	1,116	5.2	5.4	5.5	5.4	5.4
At closing establishments	199	185	193	192	194	1.0	.9	.9	.9	.9
Net employment change	124	23	56	-27	43	.6	.1	.3	-.1	.2
Natural resources and mining										
Gross job gains	280	284	263	243	245	13.4	13.5	13.0	12.3	12.6
At expanding establishments	243	250	229	211	212	11.6	11.9	11.3	10.7	10.9
At opening establishments	37	34	34	32	33	1.8	1.6	1.7	1.6	1.7
Gross job losses	285	297	332	285	299	13.7	14.2	16.3	14.5	15.5
At contracting establishments	250	264	296	251	265	12.0	12.6	14.5	12.8	13.7
At closing establishments	35	33	36	34	34	1.7	1.6	1.8	1.7	1.8
Net employment change	-5	-13	-69	-42	-54	-3	-.7	-3.3	-2.2	-2.9
Construction										
Gross job gains	669	652	693	643	696	10.8	10.3	10.9	10.0	10.7
At expanding establishments	546	533	571	532	571	8.8	8.4	9.0	8.3	8.8
At opening establishments	123	119	122	111	125	2.0	1.9	1.9	1.7	1.9
Gross job losses	606	616	599	603	587	9.7	9.8	9.4	9.4	9.1
At contracting establishments	485	503	484	489	472	7.8	8.0	7.6	7.6	7.3
At closing establishments	121	113	115	114	115	1.9	1.8	1.8	1.8	1.8
Net employment change	63	36	94	40	109	1.1	.5	1.5	.6	1.6
Manufacturing										
Gross job gains	444	385	431	389	412	3.6	3.2	3.5	3.2	3.3
At expanding establishments	406	353	395	356	373	3.3	2.9	3.2	2.9	3.0
At opening establishments	38	32	36	33	39	.3	.3	.3	.3	.3
Gross job losses	378	385	400	414	424	3.1	3.1	3.2	3.4	3.5
At contracting establishments	335	346	358	370	379	2.7	2.8	2.9	3.0	3.1
At closing establishments	43	39	42	44	45	.4	.3	.3	.4	.4
Net employment change	66	0	31	-25	-12	.5	.1	.3	-.2	-.2
Service-providing ¹										
Gross job gains	6,265	5,626	6,167	6,017	6,469	6.5	5.8	6.4	6.2	6.6
At expanding establishments	5,084	4,530	5,025	4,859	5,217	5.3	4.7	5.2	5.0	5.3
At opening establishments	1,181	1,096	1,142	1,158	1,252	1.2	1.1	1.2	1.2	1.3
Gross job losses	5,294	5,423	5,394	5,572	5,512	5.5	5.6	5.5	5.8	5.6
At contracting establishments	4,252	4,445	4,403	4,547	4,435	4.4	4.6	4.5	4.7	4.5
At closing establishments	1,042	978	991	1,025	1,077	1.1	1.0	1.0	1.1	1.1
Net employment change	971	203	773	445	957	1.0	.2	.9	.4	1.0
Wholesale trade										
Gross job gains	293	262	284	269	294	5.0	4.5	4.8	4.5	5.0
At expanding establishments	243	218	240	226	245	4.1	3.7	4.1	3.8	4.2
At opening establishments	50	44	44	43	49	.9	.8	.7	.7	.8
Gross job losses	247	256	261	263	268	4.2	4.4	4.4	4.4	4.5
At contracting establishments	192	204	207	208	209	3.3	3.5	3.5	3.5	3.5
At closing establishments	55	52	54	55	59	.9	.9	.9	.9	1.0
Net employment change	46	6	23	6	26	.8	.1	.4	.1	.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. 2014	Mar. 2015	June 2015	Sept. 2015	Dec. 2015	Dec. 2014	Mar. 2015	June 2015	Sept. 2015	Dec. 2015
Retail trade										
Gross job gains	952	908	990	919	919	6.2	5.9	6.3	5.8	5.9
At expanding establishments	829	787	863	791	796	5.4	5.1	5.5	5.0	5.1
At opening establishments	123	121	127	128	123	.8	.8	.8	.8	.8
Gross job losses	842	873	825	930	916	5.4	5.6	5.2	5.9	5.8
At contracting establishments	728	763	714	817	785	4.7	4.9	4.5	5.2	5.0
At closing establishments	114	110	111	113	131	.7	.7	.7	.7	.8
Net employment change	110	35	165	-11	3	.8	.3	1.1	-.1	.1
Transportation and warehousing										
Gross job gains	330	228	257	264	343	7.3	5.0	5.6	5.7	7.3
At expanding establishments	297	197	223	228	307	6.6	4.3	4.9	4.9	6.5
At opening establishments	33	31	34	36	36	.7	.7	.7	.8	.8
Gross job losses	205	272	230	224	225	4.6	6.0	5.0	4.9	4.8
At contracting establishments	170	242	198	188	186	3.8	5.3	4.3	4.1	4.0
At closing establishments	35	30	32	36	39	.8	.7	.7	.8	.8
Net employment change	125	-44	27	40	118	2.7	-1.0	.6	.8	2.5
Utilities										
Gross job gains	14	13	13	14	12	2.6	2.4	2.4	2.6	2.2
At expanding establishments	12	12	12	12	11	2.2	2.2	2.2	2.2	2.0
At opening establishments	2	1	1	2	1	.4	.2	.2	.4	.2
Gross job losses	12	11	12	12	11	2.2	2.0	2.2	2.2	2.0
At contracting establishments	10	10	11	11	10	1.8	1.8	2.0	2.0	1.8
At closing establishments	2	1	1	1	1	.4	.2	.2	.2	.2
Net employment change	2	2	1	2	1	.4	.4	.2	.4	.2
Information										
Gross job gains	145	124	147	143	161	5.3	4.5	5.4	5.2	5.8
At expanding establishments	119	107	126	121	135	4.3	3.9	4.6	4.4	4.9
At opening establishments	26	17	21	22	26	1.0	.6	.8	.8	.9
Gross job losses	136	128	132	145	138	5.0	4.7	4.8	5.2	5.0
At contracting establishments	110	104	110	122	111	4.0	3.8	4.0	4.4	4.0
At closing establishments	26	24	22	23	27	1.0	.9	.8	.8	1.0
Net employment change	9	-4	15	-2	23	.3	-.2	.6	.0	.8
Financial activities										
Gross job gains	384	341	385	367	394	5.0	4.3	4.9	4.7	5.0
At expanding establishments	302	275	314	298	308	3.9	3.5	4.0	3.8	3.9
At opening establishments	82	66	71	69	86	1.1	.8	.9	.9	1.1
Gross job losses	344	330	332	345	352	4.4	4.2	4.2	4.4	4.5
At contracting establishments	263	257	259	270	269	3.4	3.3	3.3	3.4	3.4
At closing establishments	81	73	73	75	83	1.0	.9	.9	1.0	1.1
Net employment change	40	11	53	22	42	.6	.1	.7	.3	.5
Professional and business services										
Gross job gains	1,570	1,253	1,438	1,401	1,588	8.1	6.5	7.3	7.1	8.0
At expanding establishments	1,292	1,025	1,179	1,141	1,293	6.7	5.3	6.0	5.8	6.5
At opening establishments	278	228	259	260	295	1.4	1.2	1.3	1.3	1.5
Gross job losses	1,277	1,320	1,296	1,308	1,310	6.6	6.8	6.6	6.6	6.6
At contracting establishments	1,002	1,085	1,037	1,044	1,032	5.2	5.6	5.3	5.3	5.2
At closing establishments	275	235	259	264	278	1.4	1.2	1.3	1.3	1.4
Net employment change	293	-67	142	93	278	1.5	-.3	.7	.5	1.4
Education and health services										
Gross job gains	930	855	933	961	1,002	4.5	4.1	4.4	4.5	4.7
At expanding establishments	765	706	777	804	822	3.7	3.4	3.7	3.8	3.9
At opening establishments	165	149	156	157	180	.8	.7	.7	.7	.8
Gross job losses	778	818	810	823	799	3.8	3.9	3.9	3.9	3.8
At contracting establishments	619	642	651	653	630	3.0	3.1	3.1	3.1	3.0
At closing establishments	159	176	159	170	169	.8	.8	.8	.8	.8
Net employment change	152	37	123	138	203	.7	.2	.5	.6	.9

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. 2014	Mar. 2015	June 2015	Sept. 2015	Dec. 2015	Dec. 2014	Mar. 2015	June 2015	Sept. 2015	Dec. 2015
Leisure and hospitality										
Gross job gains	1,257	1,235	1,308	1,244	1,324	8.5	8.3	8.7	8.2	8.6
At expanding establishments	981	964	1,032	987	1,044	6.6	6.5	6.9	6.5	6.8
At opening establishments	276	271	276	257	280	1.9	1.8	1.8	1.7	1.8
Gross job losses	1,146	1,112	1,197	1,209	1,180	7.7	7.4	7.9	8.1	7.7
At contracting establishments	932	916	996	1,005	976	6.3	6.1	6.6	6.7	6.4
At closing establishments	214	196	201	204	204	1.4	1.3	1.3	1.4	1.3
Net employment change	111	123	111	35	144	.8	.9	.8	.1	.9
Other services										
Gross job gains	284	276	301	280	289	7.2	7.0	7.5	7.0	7.1
At expanding establishments	226	218	240	228	231	5.7	5.5	6.0	5.7	5.7
At opening establishments	58	58	61	52	58	1.5	1.5	1.5	1.3	1.4
Gross job losses	274	266	267	281	273	6.8	6.6	6.6	7.0	6.7
At contracting establishments	213	209	209	218	212	5.3	5.2	5.2	5.4	5.2
At closing establishments	61	57	58	63	61	1.5	1.4	1.4	1.6	1.5
Net employment change	10	10	34	-1	16	.4	.4	.9	.0	.4

¹ Includes unclassified sector, not shown separately.

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

Year	3 months ended	Total private by firm ¹			Firm size 1 - 49 employees			Firm size 50 - 249 employees			Firm size 250 or more		
		Net change ^{2,3}	Gross job gains losses		Net change	Gross job gains losses		Net change	Gross job gains losses		Net change	Gross job gains losses	
2005	March	416	6,418	6,002	58	3,424	3,366	90	1,175	1,085	268	1,819	1,551
	June	518	6,383	5,865	217	3,456	3,239	126	1,180	1,054	175	1,747	1,572
	September	767	6,699	5,932	228	3,517	3,289	110	1,199	1,089	429	1,983	1,554
	December	513	6,408	5,895	195	3,470	3,275	55	1,147	1,092	263	1,791	1,528
2006	March	782	6,460	5,678	312	3,538	3,226	211	1,216	1,005	259	1,706	1,447
	June	369	6,329	5,960	111	3,425	3,314	102	1,179	1,077	156	1,725	1,569
	September	86	6,120	6,034	-5	3,334	3,339	48	1,133	1,085	43	1,653	1,610
	December	446	6,388	5,942	137	3,406	3,269	80	1,153	1,073	229	1,829	1,600
2007	March	478	6,333	5,855	173	3,445	3,272	98	1,158	1,060	207	1,730	1,523
	June	163	6,239	6,076	-33	3,330	3,363	99	1,171	1,072	97	1,738	1,641
	September	-215	5,920	6,135	-116	3,263	3,379	-34	1,079	1,113	-65	1,578	1,643
	December	270	6,251	5,981	10	3,317	3,307	56	1,139	1,083	204	1,795	1,591
2008	March	-274	5,831	6,105	-152	3,235	3,387	-11	1,079	1,090	-111	1,517	1,628
	June	-548	5,850	6,398	-287	3,174	3,461	-44	1,090	1,134	-217	1,586	1,803
	September	-956	5,532	6,488	-343	3,051	3,394	-140	1,020	1,160	-473	1,461	1,934
	December	-1,886	5,338	7,224	-689	2,910	3,599	-375	947	1,322	-822	1,481	2,303
2009	March	-2,638	4,617	7,255	-983	2,721	3,704	-616	810	1,426	-1,039	1,086	2,125
	June	-1,763	5,169	6,932	-474	2,946	3,420	-281	950	1,231	-1,008	1,273	2,281
	September	-906	5,164	6,070	-372	2,826	3,198	-110	932	1,042	-424	1,406	1,830
	December	-317	5,403	5,720	-159	2,940	3,099	-45	962	1,007	-113	1,501	1,614
2010	March	-234	5,115	5,349	-195	2,863	3,058	-2	914	916	-37	1,338	1,375
	June	664	5,805	5,141	235	3,093	2,858	204	1,071	867	225	1,641	1,416
	September	226	5,525	5,299	26	2,946	2,920	87	998	911	113	1,581	1,468
	December	502	5,781	5,279	92	3,051	2,959	92	1,034	942	318	1,696	1,378
2011	March	327	5,358	5,031	98	2,978	2,880	121	969	848	108	1,411	1,303
	June	547	5,757	5,210	193	3,076	2,883	173	1,065	892	181	1,616	1,435
	September	841	5,965	5,124	266	3,132	2,866	170	1,065	895	405	1,768	1,363
	December	311	5,592	5,281	43	2,970	2,927	45	982	937	223	1,640	1,417
2012	March	960	5,883	4,923	397	3,175	2,778	220	1,052	832	343	1,656	1,313
	June	610	5,836	5,226	175	3,043	2,868	162	1,077	915	273	1,716	1,443
	September	230	5,584	5,354	50	2,959	2,909	52	1,005	953	128	1,620	1,492
	December	641	5,777	5,136	177	3,023	2,846	89	1,011	922	375	1,743	1,368
2013	March	576	5,719	5,143	229	3,077	2,848	155	1,024	869	192	1,618	1,426
	June	650	5,922	5,272	224	3,088	2,864	141	1,078	937	285	1,756	1,471
	September	449	5,757	5,308	207	3,054	2,847	60	1,016	956	182	1,687	1,505
	December	649	5,892	5,243	125	3,023	2,898	102	1,033	931	422	1,836	1,414
2014	March	448	5,642	5,194	256	3,077	2,821	152	1,031	879	40	1,534	1,494
	June	887	6,152	5,265	298	3,182	2,884	221	1,127	906	368	1,843	1,475
	September	505	5,850	5,345	161	3,046	2,885	101	1,059	958	243	1,745	1,502
	December	987	6,164	5,177	218	3,108	2,890	153	1,085	932	616	1,971	1,355
2015	March	238	5,607	5,369	185	3,064	2,879	78	1,013	935	-25	1,530	1,555
	June	826	6,233	5,407	311	3,175	2,864	192	1,136	944	323	1,922	1,599
	September	394	5,885	5,491	97	3,009	2,912	66	1,044	978	231	1,832	1,601
	December	882	6,245	5,363	230	3,162	2,932	98	1,076	978	554	2,007	1,453

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. 2014	Mar. 2015	June 2015	Sept. 2015	Dec. 2015	Dec. 2014	Mar. 2015	June 2015	Sept. 2015	Dec. 2015
Total private by firm ¹										
Gross job gains	6,164	5,607	6,233	5,885	6,245	5.3	4.8	5.3	4.9	5.3
At expanding firms	5,237	4,699	5,335	5,023	5,295	4.5	4.0	4.5	4.2	4.5
At opening firms	927	908	898	862	950	.8	.8	.8	.7	.8
Gross job losses	5,177	5,369	5,407	5,491	5,363	4.4	4.6	4.6	4.6	4.5
At contracting firms	4,320	4,536	4,592	4,669	4,513	3.7	3.9	3.9	3.9	3.8
At closing firms	857	833	815	822	850	.7	.7	.7	.7	.7
Net employment change	987	238	826	394	882	.9	.2	.7	.3	.8
Firm size 1 to 49 employees										
Gross job gains	3,108	3,064	3,175	3,009	3,162	9.5	9.2	9.6	9.1	9.5
At expanding firms	2,224	2,192	2,326	2,187	2,257	6.8	6.6	7.0	6.6	6.8
At opening firms	884	872	849	822	905	2.7	2.6	2.6	2.5	2.7
Gross job losses	2,890	2,879	2,864	2,912	2,932	8.8	8.7	8.7	8.8	8.7
At contracting firms	2,077	2,088	2,082	2,122	2,119	6.3	6.3	6.3	6.4	6.3
At closing firms	813	791	782	790	813	2.5	2.4	2.4	2.4	2.4
Net employment change	218	185	311	97	230	.7	.5	.9	.3	.8
Firm size 50 to 249 employees										
Gross job gains	1,085	1,013	1,136	1,044	1,076	5.1	4.7	5.3	4.9	5.0
At expanding firms	1,047	981	1,099	1,007	1,042	4.9	4.6	5.1	4.7	4.8
At opening firms	38	32	37	37	34	.2	.1	.2	.2	.2
Gross job losses	932	935	944	978	978	4.4	4.4	4.4	4.5	4.6
At contracting firms	893	900	917	951	944	4.2	4.2	4.3	4.4	4.4
At closing firms	39	35	27	27	34	.2	.2	.1	.1	.2
Net employment change	153	78	192	66	98	.7	.3	.9	.4	.4
Firm size 250 or more employees										
Gross job gains	1,971	1,530	1,922	1,832	2,007	3.2	2.4	3.0	2.9	3.1
At expanding firms	1,966	1,526	1,910	1,829	1,996	3.2	2.4	3.0	2.9	3.1
At opening firms	5	4	12	3	11	.0	.0	.0	.0	.0
Gross job losses	1,355	1,555	1,599	1,601	1,453	2.2	2.5	2.5	2.5	2.3
At contracting firms	1,350	1,548	1,593	1,596	1,450	2.2	2.5	2.5	2.5	2.3
At closing firms	5	7	6	5	3	.0	.0	.0	.0	.0
Net employment change	616	-25	323	231	554	1.0	-.1	.5	.4	.8

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. 2014	Mar. 2015	June 2015	Sept. 2015	Dec. 2015	Dec. 2014	Mar. 2015	June 2015	Sept. 2015	Dec. 2015
United States ¹	7,658,000	6,947,000	7,554,000	7,292,000	7,822,000	6,563,000	6,721,000	6,725,000	6,874,000	6,822,000
Alabama	90,302	84,986	89,888	88,051	96,278	79,390	83,133	81,281	86,070	82,503
Alaska	26,664	26,843	27,385	22,909	23,944	26,187	23,647	27,823	25,911	26,564
Arizona	151,389	130,192	131,338	150,336	154,963	114,098	126,022	125,809	119,366	122,506
Arkansas	63,560	52,074	57,124	58,978	62,235	48,759	55,318	51,031	50,906	50,080
California	1,009,991	938,495	934,842	955,474	1,068,393	876,809	853,530	897,517	811,020	933,600
Colorado	145,332	142,474	146,534	148,147	147,322	124,926	128,469	135,196	134,447	133,647
Connecticut	76,473	67,827	81,367	72,894	75,663	73,361	71,870	68,807	82,363	69,891
Delaware	25,677	20,948	27,972	22,481	27,012	19,694	26,759	20,802	22,614	22,998
District of Columbia	26,915	27,023	31,303	31,118	29,909	26,143	26,418	26,711	27,635	23,726
Florida	485,325	433,403	479,423	481,244	506,029	408,151	385,077	410,152	405,571	407,288
Georgia	238,116	215,750	232,741	226,362	247,039	191,800	195,401	200,532	208,499	202,852
Hawaii	26,591	25,524	25,438	25,807	29,858	22,314	24,417	25,488	24,416	23,585
Idaho	42,898	49,556	41,477	42,927	43,910	37,619	37,971	39,261	38,677	37,964
Illinois	311,522	289,355	309,794	277,165	323,308	274,821	287,323	263,025	287,722	285,139
Indiana	159,935	135,251	146,088	138,935	158,608	126,976	135,133	130,145	135,979	125,772
Iowa	78,199	75,990	77,630	73,194	77,425	72,224	68,787	76,474	77,479	72,893
Kansas	69,883	63,109	66,653	63,082	70,654	59,565	65,217	64,933	64,142	62,682
Kentucky	101,092	83,966	97,089	93,111	102,663	81,418	91,550	83,889	86,400	82,585
Louisiana	110,344	98,762	102,189	98,922	105,957	94,750	107,998	108,807	100,050	102,632
Maine	35,278	31,952	40,149	32,765	35,593	35,410	34,311	31,987	35,658	35,408
Maryland	138,559	122,791	147,032	134,789	142,178	126,916	128,633	122,825	132,518	125,070
Massachusetts	178,386	153,727	188,785	162,263	175,914	153,746	160,532	150,136	168,871	156,432
Michigan	220,069	186,698	219,556	195,118	218,548	186,438	185,816	187,213	204,087	192,282
Minnesota	136,923	132,507	147,427	131,516	146,558	128,935	124,085	122,494	141,927	139,112
Mississippi	60,007	48,649	55,359	54,075	62,207	46,688	55,261	51,607	51,187	48,431
Missouri	142,699	127,642	138,623	130,446	144,912	116,469	122,952	119,969	126,229	119,640
Montana	30,556	33,180	29,110	27,868	31,502	28,910	25,995	30,582	28,040	26,748
Nebraska	49,553	48,584	47,109	47,684	49,075	43,949	45,229	45,472	44,223	44,278
Nevada	70,287	67,468	66,653	67,838	75,894	56,851	57,353	62,062	58,211	57,714
New Hampshire	37,142	31,642	37,379	33,156	37,153	32,733	31,333	32,662	34,823	31,131
New Jersey	227,119	192,871	237,230	211,747	228,002	203,873	199,775	196,290	202,878	197,804
New Mexico	44,135	40,119	41,785	40,153	42,145	37,593	40,337	42,353	40,217	42,206
New York	492,207	452,751	510,517	478,685	499,754	438,941	447,485	442,513	465,778	448,260
North Carolina	224,428	201,554	222,540	215,149	231,306	183,831	195,257	186,438	196,782	192,146
North Dakota	32,877	27,400	24,976	25,618	24,097	25,770	33,253	41,954	30,853	28,943
Ohio	274,778	245,199	272,264	245,565	273,202	233,006	251,495	237,460	256,532	235,464
Oklahoma	85,458	72,454	75,658	75,238	79,209	69,618	78,715	82,570	76,608	81,183
Oregon	103,676	102,857	102,758	104,581	106,097	92,473	84,267	90,914	95,354	93,204
Pennsylvania	278,808	241,865	277,841	265,180	286,453	242,138	260,288	245,484	263,136	256,494
Rhode Island	26,349	21,815	27,189	23,866	27,116	22,897	23,924	24,003	23,613	23,503
South Carolina	107,723	89,525	103,461	99,083	114,551	78,630	88,343	88,733	92,986	86,340
South Dakota	21,338	21,738	21,381	20,412	22,952	19,835	19,475	20,354	21,112	20,368
Tennessee	147,613	122,997	142,377	140,614	153,458	114,067	123,505	114,804	123,495	113,930
Texas	621,191	558,120	580,476	584,743	600,717	482,093	554,065	542,136	542,464	541,352
Utah	77,688	81,508	77,194	78,335	81,518	63,747	64,830	68,853	67,127	67,774
Vermont	18,971	17,292	18,547	17,503	18,063	16,952	17,199	17,909	19,351	16,557
Virginia	170,860	179,773	194,303	210,997	195,211	163,277	166,667	161,279	178,620	170,622
Washington	175,377	172,884	185,623	170,134	176,144	156,237	145,606	150,744	174,709	157,999
West Virginia	37,372	33,488	35,119	32,371	36,485	34,173	38,029	37,109	37,289	35,357
Wisconsin	136,603	129,845	136,692	131,535	138,711	123,187	121,215	126,192	135,315	126,260
Wyoming	20,323	19,818	16,942	17,709	18,969	17,717	19,749	23,720	18,620	19,565
Puerto Rico	43,614	35,793	38,676	41,386	42,210	33,418	43,227	46,166	42,614	39,180
Virgin Islands	1,721	1,497	1,693	1,584	1,978	1,519	1,618	1,808	1,997	1,464

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. 2014	Mar. 2015	June 2015	Sept. 2015	Dec. 2015	Dec. 2014	Mar. 2015	June 2015	Sept. 2015	Dec. 2015
United States	6.6	5.9	6.4	6.1	6.6	5.7	5.7	5.7	5.8	5.8
Alabama	6.0	5.6	5.9	5.8	6.2	5.2	5.4	5.3	5.6	5.3
Alaska	10.6	10.4	10.6	9.0	9.5	10.4	9.2	10.8	10.2	10.5
Arizona	7.0	6.0	5.9	6.8	6.9	5.3	5.7	5.7	5.4	5.4
Arkansas	6.6	5.4	5.9	6.1	6.3	5.1	5.7	5.3	5.2	5.1
California	7.4	6.8	6.8	6.9	7.6	6.4	6.2	6.5	5.8	6.7
Colorado	7.0	6.9	7.0	7.1	7.0	6.1	6.1	6.4	6.4	6.3
Connecticut	5.4	4.8	5.8	5.1	5.3	5.2	5.1	4.8	5.8	5.0
Delaware	7.0	5.7	7.6	6.1	7.2	5.4	7.3	5.6	6.1	6.2
District of Columbia	5.5	5.5	6.2	6.2	5.9	5.3	5.4	5.4	5.5	4.7
Florida	7.1	6.3	6.9	6.8	7.1	6.0	5.6	5.9	5.8	5.8
Georgia	6.9	6.2	6.7	6.5	6.9	5.5	5.6	5.7	5.9	5.7
Hawaii	5.2	4.9	4.9	5.1	5.7	4.4	4.8	5.0	4.8	4.6
Idaho	8.0	9.1	7.5	7.8	7.9	7.0	7.0	7.1	7.1	6.9
Illinois	6.2	5.8	6.2	5.4	6.4	5.5	5.7	5.2	5.7	5.6
Indiana	6.3	5.3	5.7	5.4	6.2	5.0	5.3	5.1	5.3	4.9
Iowa	6.1	5.9	6.1	5.6	6.0	5.6	5.4	5.9	6.0	5.6
Kansas	6.2	5.7	6.0	5.7	6.2	5.4	5.8	5.8	5.7	5.6
Kentucky	6.6	5.5	6.4	6.0	6.6	5.3	6.0	5.5	5.6	5.3
Louisiana	6.8	6.1	6.3	6.2	6.5	5.8	6.7	6.8	6.2	6.3
Maine	7.2	6.5	8.0	6.5	7.1	7.2	7.0	6.4	7.1	7.0
Maryland	6.7	5.9	7.0	6.5	6.7	6.2	6.2	5.9	6.3	5.9
Massachusetts	6.0	5.1	6.3	5.4	5.9	5.2	5.4	5.0	5.6	5.2
Michigan	6.2	5.2	6.1	5.4	6.1	5.2	5.1	5.2	5.7	5.3
Minnesota	5.8	5.6	6.1	5.4	6.1	5.4	5.2	5.2	5.9	5.8
Mississippi	6.9	5.5	6.3	6.2	7.1	5.4	6.4	5.9	5.8	5.4
Missouri	6.3	5.6	6.0	5.7	6.3	5.1	5.4	5.2	5.5	5.1
Montana	8.5	9.1	8.0	7.6	8.5	8.0	7.2	8.4	7.7	7.3
Nebraska	6.2	6.1	5.9	6.0	6.1	5.6	5.6	5.7	5.5	5.5
Nevada	6.6	6.3	6.2	6.2	6.8	5.3	5.3	5.7	5.3	5.2
New Hampshire	6.9	5.7	6.8	6.0	6.7	6.0	5.7	5.9	6.3	5.6
New Jersey	6.9	5.8	7.1	6.3	6.8	6.2	6.0	5.9	6.1	5.9
New Mexico	7.2	6.4	6.7	6.5	6.8	6.1	6.5	6.8	6.5	6.8
New York	6.6	5.9	6.7	6.3	6.5	5.8	5.9	5.8	6.0	5.9
North Carolina	6.5	5.9	6.4	6.1	6.6	5.4	5.7	5.4	5.6	5.5
North Dakota	8.7	7.1	6.7	7.1	6.7	6.7	8.7	11.3	8.5	8.1
Ohio	6.1	5.4	6.0	5.4	6.0	5.1	5.6	5.3	5.6	5.2
Oklahoma	6.7	5.7	6.0	6.0	6.3	5.5	6.1	6.5	6.1	6.5
Oregon	7.1	6.9	6.9	7.0	7.0	6.3	5.7	6.1	6.4	6.2
Pennsylvania	5.6	4.9	5.6	5.2	5.7	4.9	5.2	4.9	5.2	5.1
Rhode Island	6.4	5.3	6.6	5.8	6.6	5.6	5.8	5.8	5.7	5.7
South Carolina	6.8	5.7	6.5	6.2	7.1	5.0	5.5	5.6	5.8	5.3
South Dakota	6.3	6.3	6.3	5.9	6.6	5.8	5.7	5.9	6.1	5.9
Tennessee	6.2	5.2	5.9	5.8	6.3	4.8	5.2	4.8	5.1	4.6
Texas	6.4	5.8	6.0	5.9	6.0	5.0	5.7	5.5	5.5	5.5
Utah	7.2	7.3	6.9	7.0	7.2	5.8	5.9	6.1	5.9	6.0
Vermont	7.5	6.8	7.3	6.9	7.1	6.7	6.8	7.0	7.6	6.5
Virginia	5.8	6.0	6.4	6.9	6.4	5.5	5.6	5.4	5.9	5.5
Washington	6.9	6.7	7.2	6.5	6.7	6.1	5.6	5.8	6.7	6.0
West Virginia	6.6	6.0	6.3	5.8	6.6	6.0	6.7	6.6	6.8	6.4
Wisconsin	5.8	5.4	5.7	5.5	5.7	5.2	5.1	5.2	5.6	5.2
Wyoming	9.3	8.9	7.8	8.3	9.0	8.0	8.9	10.9	8.7	9.2
Puerto Rico	6.4	5.3	5.8	6.2	6.3	4.9	6.4	6.8	6.3	5.8
Virgin Islands	6.2	5.5	6.3	5.8	7.3	5.6	5.9	6.7	7.4	5.4

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
2005	March	227	3.3	196	2.9	972	.9	877	.8
	June	232	3.4	192	2.8	964	.9	845	.8
	September	236	3.4	195	2.8	1,005	.9	885	.8
	December	236	3.4	200	2.9	988	.9	850	.8
2006	March	236	3.3	195	2.8	949	.8	767	.7
	June	233	3.3	206	2.9	987	.9	850	.8
	September	224	3.1	210	2.9	934	.8	843	.7
	December	236	3.3	207	2.9	976	.9	812	.7
2007	March	232	3.2	205	2.8	918	.8	787	.7
	June	225	3.1	215	3.0	898	.8	859	.8
	September	233	3.2	216	3.0	952	.8	845	.7
	December	228	3.1	218	3.0	922	.8	836	.7
2008	March	226	3.1	224	3.1	919	.8	832	.7
	June	221	3.0	238	3.3	876	.8	913	.8
	September	216	3.0	233	3.2	849	.8	881	.8
	December	211	2.9	253	3.5	819	.7	951	.9
2009	March	197	2.7	247	3.4	738	.7	869	.8
	June	201	2.8	238	3.3	767	.7	837	.8
	September	192	2.7	227	3.2	725	.7	793	.7
	December	202	2.8	218	3.1	728	.7	749	.7
2010	March	193	2.7	211	3.0	706	.7	687	.7
	June	193	2.7	202	2.9	730	.7	665	.6
	September	207	2.9	204	2.9	754	.7	701	.7
	December	216	3.0	201	2.8	805	.8	700	.7
2011	March	204	2.9	200	2.8	712	.7	631	.6
	June	210	2.9	206	2.9	766	.7	690	.6
	September	205	2.9	196	2.7	795	.7	677	.6
	December	214	3.0	198	2.8	802	.7	699	.6
2012	March	237	3.3	187	2.6	783	.7	613	.6
	June	216	3.0	195	2.7	799	.7	675	.6
	September	211	2.9	196	2.7	808	.7	693	.6
	December	218	3.0	183	2.5	810	.7	675	.6
2013	March	204	2.8	192	2.6	743	.7	644	.6
	June	222	3.0	215	2.9	791	.7	695	.6
	September	219	2.9	195	2.6	824	.7	681	.6
	December	215	2.9	186	2.5	805	.7	672	.6
2014	March	220	2.9	189	2.5	779	.7	630	.6
	June	220	2.9	205	2.7	805	.7	717	.6
	September	225	3.0	200	2.6	829	.7	705	.6
	December	223	2.9	197	2.6	840	.7	709	.6
2015	March	233	3.0	206	2.7	806	.7	691	.6
	June	232	3.0	N/A	N/A	831	.7	N/A	N/A
	September	238	3.1	N/A	N/A	871	.7	N/A	N/A
	December	240	3.1	N/A	N/A	889	.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