

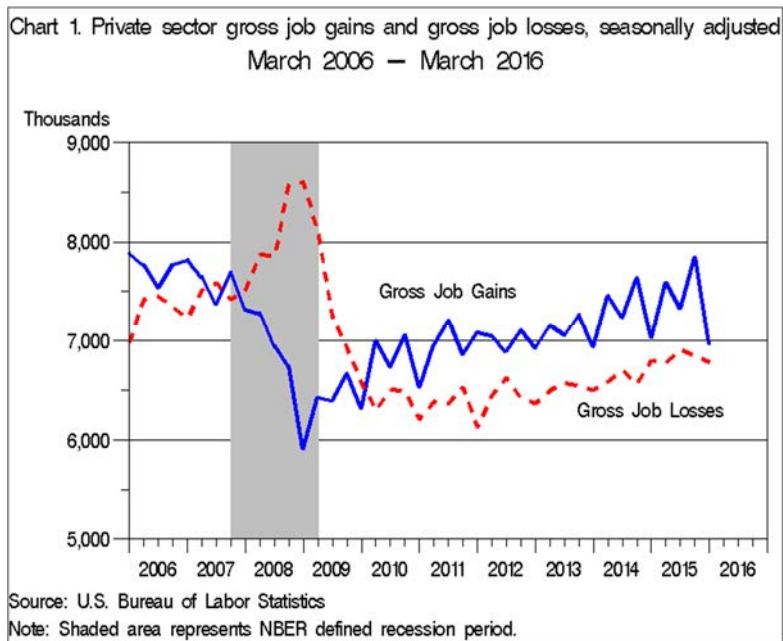
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Technical Information: (202) 691-6553 • BDMInfo@bls.gov • www.bls.gov/bdm

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

BUSINESS EMPLOYMENT DYNAMICS – FIRST QUARTER 2016



From December 2015 to March 2016, **gross job gains** from opening and expanding private sector establishments were 7.0 million, a decrease of 866,000 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 59,000 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 194,000 jobs in the private sector during the first quarter of 2016. (See tables A, 1, and 3.)

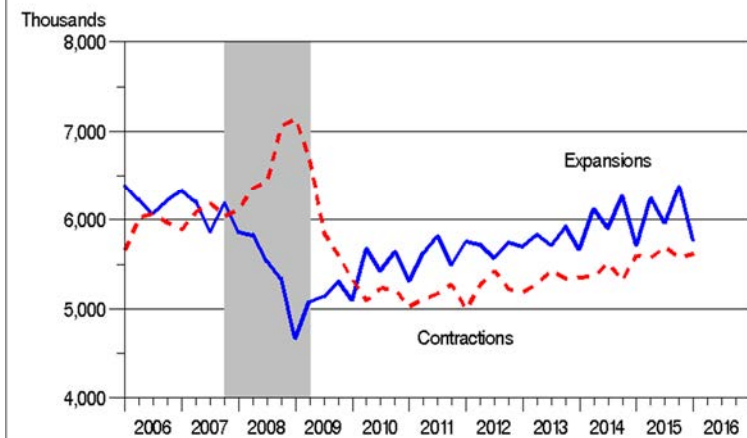
The change in the number of jobs over time is the net result of increases and decreases in employment that occur at all businesses in the economy. Business Employment Dynamics (BED) statistics track these changes in employment at private business units from the third month of one quarter to the third 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.

Revisions to Business Employment Dynamics (BED) Data

Data in this release incorporate annual revisions to the BED series. Annual revisions are published each year with the release of first quarter data. These revisions cover the last four quarters of not seasonally adjusted data and five years of seasonally adjusted data.

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



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

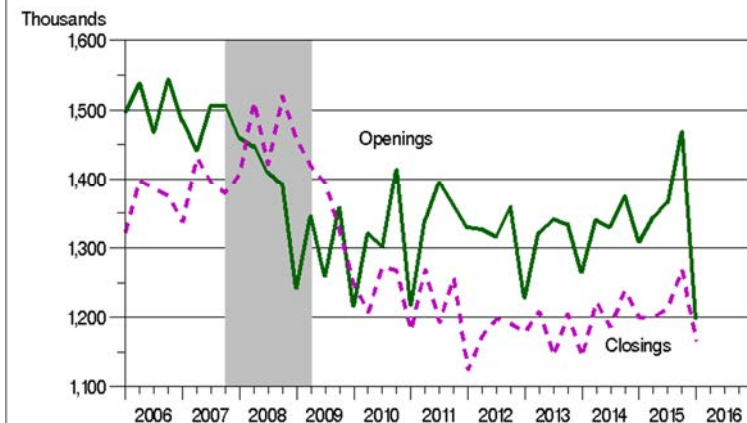
Gross job gains at **expanding** establishments totaled 5.8 million in the first quarter of 2016, a decrease of 597,000 jobs from the previous quarter. (See tables A, 1, and 3.)

Opening establishments accounted for 1.2 million jobs gained in the first quarter of 2016, a decrease of 269,000 jobs from the previous quarter. (See tables A, 1, and 3.)

Contracting establishments lost 5.6 million jobs in the first quarter of 2016, an increase of 44,000 jobs from the prior quarter. (See tables A, 1, and 3.)

In the first quarter of 2016, **closing** establishments lost 1.2 million jobs, a decrease of 103,000 jobs from the previous 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 2006 – March 2016



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

Gross job gains represented 5.8 percent of private sector employment in the first quarter of 2016, while **gross job losses** represented 5.7 percent of private sector employment. (See tables A, 2, and 3.)

In the first quarter of 2016, the number of **establishment births** (a subset of the openings data, see the Technical Note for more information) decreased by 26,000 to 220,000 establishments. These new establishments accounted for 734,000 jobs, a decrease of 161,000 jobs from the previous quarter. (See table 8.)

Data for **establishment deaths** (a subset of the closings data) are available through the second quarter of 2015, when 735,000 jobs were lost at 213,000 establishments. In the prior quarter, 690,000 jobs were lost at 206,000 establishments. (See table 8.)

During the first quarter of 2016, gross job gains exceeded gross job losses in 6 of 13 industries. The sectors with the largest net job increases in the first quarter of 2016 were leisure and hospitality (+109,000), and retail trade (+98,000). The net job increase in the leisure and hospitality sector was the result of 1.2 million gross job gains and 1.1 million gross job losses. The retail trade sector encountered 948,000 gross job gains along with 850,000 gross job losses. The sectors with the largest net job decreases in the first quarter of 2016 were professional and business services (-118,000) and transportation and warehousing (-64,000). The net job decrease in the professional and business services sector was the result of 1.2 million gross job gains and 1.4 million gross job losses. The transportation and warehousing sector experienced 229,000 gross job gains along with 293,000 gross job losses. (See table 3.)

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

Category	3 months ended				
	Mar. 2015	June 2015	Sept. 2015	Dec. 2015	Mar. 2016
	Levels (in thousands)				
Gross job gains.....	7,036	7,588	7,338	7,843	6,977
At expanding establishments.....	5,727	6,244	5,972	6,375	5,778
At opening establishments.....	1,309	1,344	1,366	1,468	1,199
Gross job losses.....	6,799	6,773	6,911	6,842	6,783
At contracting establishments.....	5,600	5,573	5,698	5,573	5,617
At closing establishments.....	1,199	1,200	1,213	1,269	1,166
Net employment change ¹	237	815	427	1,001	194
	Rates (percent)				
Gross job gains.....	6.0	6.4	6.3	6.6	5.8
At expanding establishments.....	4.9	5.3	5.1	5.4	4.8
At opening establishments.....	1.1	1.1	1.2	1.2	1.0
Gross job losses.....	5.8	5.7	5.8	5.8	5.7
At contracting establishments.....	4.8	4.7	4.8	4.7	4.7
At closing establishments.....	1.0	1.0	1.0	1.1	1.0
Net employment change ¹2	.7	.5	.8	.1

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 first quarter of 2016, **firms** with 1-49 employees had a net employment gain of 175,000. Firms with 50-249 employees had a net employment gain of 57,000. Firms with 250 or more employees had a net employment loss of 8,000. (See table 4 and 5.)

Of the 2.3 million net jobs created over the last four quarters, firms with 1-49 employees contributed 37 percent of net job growth, while firms with 50-249 employees contributed 17 percent, and firms with 250 or more employees contributed 46 percent. (See table 4 and 5.)

In the first quarter of 2016, gross job gains exceeded gross job losses in 34 **states** and the Virgin Islands. North Dakota has experienced gross job losses in excess of gross job gains for the past five quarters. Other states with gross job losses greater than gross job gains in the first quarter of 2016 include, but are not limited to, Alaska, Louisiana, New Mexico, Oklahoma, Texas, and Wyoming. Washington had the largest net employment gain this quarter with 39,276 net jobs, the result of 187,946 gross job gains and 148,670 gross job losses. Alaska had the highest rate of gross job gains as a percent of employment at 9.4 percent, above the U.S. rate of 5.8 percent, as well as the highest rate of gross job losses as a percent of employment at 9.7 percent, above the U.S. rate of 5.7 percent. Hawaii and Michigan had the lowest rates of gross job losses as a percent of employment at 4.9 percent. (See table 6 and 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 e-mailing BDMinfo@bls.gov.

The Business Employment Dynamics for Second Quarter 2016 are scheduled to be released on Wednesday, January 25, 2017 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 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.

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 9.6 million employers 	<ul style="list-style-type: none"> Count of longitudinally-linked UI administrative records submitted by 7.7 million private sector employers 	<ul style="list-style-type: none"> Sample Survey: 623,000 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 – 6 Months after the end of each quarter 	<ul style="list-style-type: none"> Quarterly – 7 Months after the end of each quarter 	<ul style="list-style-type: none"> Monthly – First Friday of following month
Use of UI file	<ul style="list-style-type: none"> Directly summarizes and publishes each new quarter of UI data 	<ul style="list-style-type: none"> Links each new UI quarter to longitudinal database and directly summarizes gross job gains and losses 	<ul style="list-style-type: none"> Uses UI file as a sampling frame and annually realigns (benchmarks) sample estimates to first quarter UI levels
Principal products	<ul style="list-style-type: none"> Provides a quarterly and annual universe count of establishments, employment, and wages at the county, MSA, State, and national levels by detailed industry 	<ul style="list-style-type: none"> Provides quarterly employer dynamics data on establishment openings, closings, expansions, and contractions at the national level by NAICS super-sectors, 3-digit NAICS, and by size of firm, and at the state private-sector total level Future expansions will include data at the county and MSA level 	<ul style="list-style-type: none"> Provides current monthly estimates of employment, hours, and earnings at the MSA, State, and national level by industry
Principal uses	<ul style="list-style-type: none"> Major uses include: <ul style="list-style-type: none"> – Detailed locality data – Periodic universe counts for benchmarking sample survey estimates – Sample frame for BLS establishment surveys 	<ul style="list-style-type: none"> Major uses include: <ul style="list-style-type: none"> – Business cycle analysis – Analysis of employer dynamics underlying economic expansions and contractions – Analysis of employment expansion and contraction by size of firm 	<ul style="list-style-type: none"> Major uses include: <ul style="list-style-type: none"> – Principal national economic indicator – Official time series for employment change measures – Input into other major economic indicators
Program Websites	<ul style="list-style-type: none"> www.bls.gov/cew/ 	<ul style="list-style-type: none"> www.bls.gov/bdm/ 	<ul style="list-style-type: none"> www.bls.gov/ces/

Coverage

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

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

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

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

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

Unit of analysis

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

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

Concepts and methodology

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

The formal definitions of employment changes are as follows:

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

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

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

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

Births. These are units with positive third month employment for the first time in the current quarter with no links to the prior quarter, or units with positive third month employment in the current quarter and zero employment in

the third month of the previous four quarters. Births are a subset of openings not including re-openings of seasonal businesses.

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

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

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

Establishment Births and Deaths

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

Linkage methodology

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

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

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

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

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

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)				
	Mar. 2015	June 2015	Sept. 2015	Dec. 2015	Mar. 2016	Mar. 2015	June 2015	Sept. 2015	Dec. 2015	Mar. 2016
Total private¹										
Gross job gains	7,036	7,588	7,338	7,843	6,977	6.0	6.4	6.3	6.6	5.8
At expanding establishments	5,727	6,244	5,972	6,375	5,778	4.9	5.3	5.1	5.4	4.8
At opening establishments	1,309	1,344	1,366	1,468	1,199	1.1	1.1	1.2	1.2	1.0
Gross job losses	6,799	6,773	6,911	6,842	6,783	5.8	5.7	5.8	5.8	5.7
At contracting establishments	5,600	5,573	5,698	5,573	5,617	4.8	4.7	4.8	4.7	4.7
At closing establishments	1,199	1,200	1,213	1,269	1,166	1.0	1.0	1.0	1.1	1.0
Net employment change	237	815	427	1,001	194	.2	.7	.5	.8	.1
Goods-producing										
Gross job gains	1,340	1,395	1,292	1,368	1,292	6.4	6.7	6.2	6.6	6.1
At expanding establishments	1,144	1,200	1,104	1,162	1,119	5.5	5.8	5.3	5.6	5.3
At opening establishments	196	195	188	206	173	.9	.9	.9	1.0	.8
Gross job losses	1,312	1,337	1,312	1,316	1,282	6.3	6.4	6.3	6.3	6.2
At contracting establishments	1,120	1,142	1,117	1,120	1,099	5.4	5.5	5.4	5.4	5.3
At closing establishments	192	195	195	196	183	.9	.9	.9	.9	.9
Net employment change	28	58	-20	52	10	.1	.3	-.1	.3	-.1
Natural resources and mining										
Gross job gains	284	266	246	248	254	13.6	13.1	12.5	12.8	13.1
At expanding establishments	249	232	212	214	223	11.9	11.4	10.8	11.0	11.5
At opening establishments	35	34	34	34	31	1.7	1.7	1.7	1.8	1.6
Gross job losses	299	333	288	301	272	14.3	16.4	14.6	15.5	14.1
At contracting establishments	264	297	252	266	239	12.6	14.6	12.8	13.7	12.4
At closing establishments	35	36	36	35	33	1.7	1.8	1.8	1.8	1.7
Net employment change	-15	-67	-42	-53	-18	-.7	-3.3	-2.1	-2.7	-1.0
Construction										
Gross job gains	666	697	652	705	661	10.5	11.0	10.1	10.8	10.0
At expanding establishments	539	572	534	574	550	8.5	9.0	8.3	8.8	8.3
At opening establishments	127	125	118	131	111	2.0	2.0	1.8	2.0	1.7
Gross job losses	623	602	606	589	607	9.8	9.4	9.5	9.1	9.1
At contracting establishments	507	486	492	474	499	8.0	7.6	7.7	7.3	7.5
At closing establishments	116	116	114	115	108	1.8	1.8	1.8	1.8	1.6
Net employment change	43	95	46	116	54	.7	1.6	.6	1.7	.9
Manufacturing										
Gross job gains	390	432	394	415	377	3.2	3.5	3.2	3.3	3.1
At expanding establishments	356	396	358	374	346	2.9	3.2	2.9	3.0	2.8
At opening establishments	34	36	36	41	31	.3	.3	.3	.3	.3
Gross job losses	390	402	418	426	403	3.1	3.2	3.4	3.5	3.2
At contracting establishments	349	359	373	380	361	2.8	2.9	3.0	3.1	2.9
At closing establishments	41	43	45	46	42	.3	.3	.4	.4	.3
Net employment change	0	30	-24	-11	-26	.1	.3	-.2	-.2	-.1
Service-providing¹										
Gross job gains	5,696	6,193	6,046	6,475	5,685	5.9	6.4	6.2	6.6	5.7
At expanding establishments	4,583	5,044	4,868	5,213	4,659	4.7	5.2	5.0	5.3	4.7
At opening establishments	1,113	1,149	1,178	1,262	1,026	1.2	1.2	1.2	1.3	1.0
Gross job losses	5,487	5,436	5,599	5,526	5,501	5.6	5.6	5.7	5.6	5.6
At contracting establishments	4,480	4,431	4,581	4,453	4,518	4.6	4.6	4.7	4.5	4.6
At closing establishments	1,007	1,005	1,018	1,073	983	1.0	1.0	1.0	1.1	1.0
Net employment change	209	757	447	949	184	.3	.8	.5	1.0	.1
Wholesale trade										
Gross job gains	265	286	271	294	256	4.5	4.9	4.6	4.9	4.4
At expanding establishments	219	240	225	244	216	3.7	4.1	3.8	4.1	3.7
At opening establishments	46	46	46	50	40	.8	.8	.8	.8	.7
Gross job losses	260	263	264	268	265	4.4	4.4	4.5	4.5	4.5
At contracting establishments	207	208	209	209	208	3.5	3.5	3.6	3.5	3.5
At closing establishments	53	55	55	59	57	.9	.9	.9	1.0	1.0
Net employment change	5	23	7	26	-9	.1	.5	.1	.4	-.1

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)				
	Mar. 2015	June 2015	Sept. 2015	Dec. 2015	Mar. 2016	Mar. 2015	June 2015	Sept. 2015	Dec. 2015	Mar. 2016
Retail trade										
Gross job gains	920	998	928	925	948	5.9	6.3	5.8	5.9	6.0
At expanding establishments	793	867	795	798	833	5.1	5.5	5.0	5.1	5.3
At opening establishments	127	131	133	127	115	.8	.8	.8	.8	.7
Gross job losses	879	837	937	921	850	5.6	5.3	5.9	5.8	5.4
At contracting establishments	766	724	823	789	747	4.9	4.6	5.2	5.0	4.7
At closing establishments	113	113	114	132	103	.7	.7	.7	.8	.7
Net employment change	41	161	-9	4	98	.3	1.0	-1	.1	.6
Transportation and warehousing										
Gross job gains	235	262	268	343	229	5.1	5.7	5.8	7.3	4.8
At expanding establishments	202	226	230	305	200	4.4	4.9	5.0	6.5	4.2
At opening establishments	33	36	38	38	29	.7	.8	.8	.8	.6
Gross job losses	274	229	227	227	293	6.0	5.0	4.9	4.8	6.1
At contracting establishments	243	197	191	188	258	5.3	4.3	4.1	4.0	5.4
At closing establishments	31	32	36	39	35	.7	.7	.8	.8	.7
Net employment change	-39	33	41	116	-64	-9	.7	.9	2.5	-1.3
Utilities										
Gross job gains	13	13	13	12	9	2.4	2.4	2.4	2.2	1.6
At expanding establishments	12	12	11	11	8	2.2	2.2	2.0	2.0	1.4
At opening establishments	1	1	2	1	1	.2	.2	.4	.2	.2
Gross job losses	12	13	13	11	10	2.2	2.4	2.4	2.0	1.8
At contracting establishments	11	11	12	10	9	2.0	2.0	2.2	1.8	1.6
At closing establishments	1	2	1	1	1	.2	.4	.2	.2	.2
Net employment change	1	0	0	1	-1	.2	.0	.0	.2	-2
Information										
Gross job gains	127	151	145	162	135	4.7	5.5	5.3	5.9	4.9
At expanding establishments	109	129	121	135	116	4.0	4.7	4.4	4.9	4.2
At opening establishments	18	22	24	27	19	.7	.8	.9	1.0	.7
Gross job losses	129	131	145	140	138	4.7	4.7	5.2	5.0	5.0
At contracting establishments	105	108	122	112	110	3.8	3.9	4.4	4.0	4.0
At closing establishments	24	23	23	28	28	.9	.8	.8	1.0	1.0
Net employment change	-2	20	0	22	-3	.0	.8	.1	.9	-1
Financial activities										
Gross job gains	348	388	370	394	344	4.5	4.9	4.7	5.0	4.3
At expanding establishments	278	316	299	307	278	3.6	4.0	3.8	3.9	3.5
At opening establishments	70	72	71	87	66	.9	.9	.9	1.1	.8
Gross job losses	334	332	349	353	333	4.3	4.2	4.5	4.5	4.2
At contracting establishments	259	259	273	270	258	3.3	3.3	3.5	3.4	3.3
At closing establishments	75	73	76	83	75	1.0	.9	1.0	1.1	.9
Net employment change	14	56	21	41	11	.2	.7	.2	.5	.1
Professional and business services										
Gross job gains	1,285	1,450	1,417	1,600	1,237	6.6	7.5	7.2	8.1	6.3
At expanding establishments	1,045	1,184	1,143	1,292	1,026	5.4	6.1	5.8	6.5	5.2
At opening establishments	240	266	274	308	211	1.2	1.4	1.4	1.6	1.1
Gross job losses	1,339	1,313	1,315	1,311	1,355	6.8	6.8	6.7	6.6	6.8
At contracting establishments	1,097	1,049	1,054	1,037	1,111	5.6	5.4	5.4	5.2	5.6
At closing establishments	242	264	261	274	244	1.2	1.4	1.3	1.4	1.2
Net employment change	-54	137	102	289	-118	-2	.7	.5	1.5	-5
Education and health services										
Gross job gains	872	940	970	1,006	878	4.2	4.5	4.6	4.8	4.1
At expanding establishments	715	781	806	824	726	3.4	3.7	3.8	3.9	3.4
At opening establishments	157	159	164	182	152	.8	.8	.8	.9	.7
Gross job losses	830	815	827	801	813	4.0	3.9	3.9	3.8	3.8
At contracting establishments	646	656	659	635	658	3.1	3.1	3.1	3.0	3.1
At closing establishments	184	159	168	166	155	.9	.8	.8	.8	.7
Net employment change	42	125	143	205	65	.2	.6	.7	1.0	.3

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)				
	Mar. 2015	June 2015	Sept. 2015	Dec. 2015	Mar. 2016	Mar. 2015	June 2015	Sept. 2015	Dec. 2015	Mar. 2016
Leisure and hospitality										
Gross job gains	1,261	1,316	1,270	1,344	1,247	8.4	8.8	8.4	8.8	8.0
At expanding establishments	975	1,034	994	1,048	1,013	6.5	6.9	6.6	6.9	6.5
At opening establishments	286	282	276	296	234	1.9	1.9	1.8	1.9	1.5
Gross job losses	1,127	1,205	1,211	1,184	1,138	7.6	8.0	8.0	7.8	7.4
At contracting establishments	924	999	1,009	977	939	6.2	6.6	6.7	6.4	6.1
At closing establishments	203	206	202	207	199	1.4	1.4	1.3	1.4	1.3
Net employment change	134	111	59	160	109	.8	.8	.4	1.0	.6
Other services										
Gross job gains	282	304	284	294	272	7.1	7.6	7.0	7.2	6.7
At expanding establishments	220	240	227	232	219	5.5	6.0	5.6	5.7	5.4
At opening establishments	62	64	57	62	53	1.6	1.6	1.4	1.5	1.3
Gross job losses	270	268	282	273	266	6.8	6.6	6.9	6.8	6.5
At contracting establishments	212	210	220	213	207	5.3	5.2	5.4	5.3	5.1
At closing establishments	58	58	62	60	59	1.5	1.4	1.5	1.5	1.4
Net employment change	12	36	2	21	6	.3	1.0	.1	.4	.2

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

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)				
	Mar. 2015	June 2015	Sept. 2015	Dec. 2015	Mar. 2016	Mar. 2015	June 2015	Sept. 2015	Dec. 2015	Mar. 2016
Total private by firm ¹										
Gross job gains	5,662	6,253	5,898	6,258	5,624	4.8	5.3	5.0	5.3	4.7
At expanding firms	4,727	5,344	5,010	5,295	4,790	4.0	4.5	4.2	4.5	4.0
At opening firms	935	909	888	963	834	.8	.8	.8	.8	.7
Gross job losses	5,418	5,430	5,501	5,376	5,400	4.6	4.6	4.7	4.5	4.5
At contracting firms	4,566	4,604	4,675	4,528	4,579	3.9	3.9	4.0	3.8	3.8
At closing firms	852	826	826	848	821	.7	.7	.7	.7	.7
Net employment change	244	823	397	882	224	.2	.7	.3	.8	.2
Firm size 1 to 49 employees										
Gross job gains	3,106	3,197	3,040	3,179	3,020	9.4	9.6	9.2	9.5	9.0
At expanding firms	2,208	2,333	2,191	2,265	2,218	6.7	7.0	6.6	6.8	6.6
At opening firms	898	864	849	914	802	2.7	2.6	2.6	2.7	2.4
Gross job losses	2,915	2,885	2,926	2,932	2,845	8.8	8.7	8.8	8.8	8.4
At contracting firms	2,106	2,094	2,139	2,123	2,057	6.4	6.3	6.4	6.4	6.1
At closing firms	809	791	787	809	788	2.4	2.4	2.4	2.4	2.3
Net employment change	191	312	114	247	175	.6	.9	.4	.7	.6
Firm size 50 to 249 employees										
Gross job gains	1,022	1,136	1,038	1,075	1,002	4.8	5.3	4.8	5.0	4.6
At expanding firms	989	1,100	1,002	1,041	974	4.6	5.1	4.6	4.8	4.5
At opening firms	33	36	36	34	28	.2	.2	.2	.2	.1
Gross job losses	941	945	980	977	945	4.4	4.4	4.5	4.6	4.3
At contracting firms	905	917	952	943	917	4.2	4.3	4.4	4.4	4.2
At closing firms	36	28	28	34	28	.2	.1	.1	.2	.1
Net employment change	81	191	58	98	57	.4	.9	.3	.4	.3
Firm size 250 or more employees										
Gross job gains	1,534	1,920	1,820	2,004	1,602	2.4	3.0	2.9	3.1	2.5
At expanding firms	1,530	1,911	1,817	1,989	1,598	2.4	3.0	2.9	3.1	2.5
At opening firms	4	9	3	15	4	.0	.0	.0	.0	.0
Gross job losses	1,562	1,600	1,595	1,467	1,610	2.5	2.5	2.5	2.3	2.5
At contracting firms	1,555	1,593	1,584	1,462	1,605	2.5	2.5	2.5	2.3	2.5
At closing firms	7	7	11	5	5	.0	.0	.0	.0	.0
Net employment change	-28	320	225	537	-8	-.1	.5	.4	.8	.0

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)				
	Mar. 2015	June 2015	Sept. 2015	Dec. 2015	Mar. 2016	Mar. 2015	June 2015	Sept. 2015	Dec. 2015	Mar. 2016
United States ¹	7,036,000	7,588,000	7,338,000	7,843,000	6,977,000	6,799,000	6,773,000	6,911,000	6,842,000	6,783,000
Alabama	85,899	90,133	88,622	96,646	89,239	84,181	81,852	84,726	81,804	84,673
Alaska	26,765	27,285	23,091	24,329	23,755	23,861	28,028	26,099	26,571	24,612
Arizona	130,121	132,220	150,812	154,720	136,475	125,986	125,669	120,509	123,146	130,066
Arkansas	52,685	58,092	59,893	62,679	53,819	56,348	52,024	51,688	52,402	53,379
California	962,485	951,854	961,980	1,075,178	921,636	858,122	897,274	820,337	929,638	889,698
Colorado	142,267	146,462	146,856	147,332	140,016	129,124	134,781	134,443	134,691	130,052
Connecticut	68,321	80,963	72,563	77,156	74,339	73,135	71,007	83,562	70,694	70,865
Delaware	21,238	28,096	22,774	27,199	24,510	26,679	21,080	22,653	23,117	24,200
District of Columbia	28,374	30,607	30,577	31,569	26,719	26,080	29,130	27,128	23,562	28,186
Florida	438,045	481,297	484,767	510,696	439,847	387,219	412,153	410,423	412,905	410,669
Georgia	217,351	233,055	228,996	247,757	218,517	201,453	202,981	209,021	202,861	199,712
Hawaii	26,105	25,566	26,318	30,040	25,200	23,833	24,889	23,717	23,183	25,729
Idaho	49,100	41,357	43,304	43,766	46,359	38,384	39,922	38,689	38,441	35,558
Illinois	293,135	309,300	277,259	321,551	271,116	286,571	261,161	291,760	283,941	274,351
Indiana	136,795	145,914	140,328	158,633	141,057	135,472	131,964	136,850	126,844	136,213
Iowa	77,878	77,698	73,876	77,648	77,795	70,698	77,854	77,550	73,121	69,140
Kansas	63,354	66,593	63,692	70,502	64,980	65,009	65,334	64,622	62,764	66,896
Kentucky	84,531	97,979	94,081	103,547	88,881	92,965	84,291	87,585	83,693	90,733
Louisiana	99,807	103,590	99,727	106,451	96,609	110,517	109,135	100,776	103,367	105,846
Maine	32,850	41,166	33,041	43,068	40,502	35,213	32,465	35,925	35,516	34,636
Maryland	124,503	148,135	135,443	141,865	130,869	128,642	124,149	131,139	124,463	127,811
Massachusetts	160,226	190,435	163,806	176,932	158,738	162,195	152,071	167,776	156,781	152,250
Michigan	188,129	219,500	194,705	218,432	196,117	186,487	188,160	203,207	192,084	179,106
Minnesota	132,740	147,841	130,507	145,443	131,059	122,682	122,188	137,770	137,636	126,838
Mississippi	49,623	56,109	54,741	62,596	51,367	55,816	51,665	51,454	47,996	54,142
Missouri	127,847	138,899	131,354	145,011	131,177	123,610	120,074	126,763	121,021	124,222
Montana	33,608	29,199	27,896	31,491	29,163	26,295	30,976	28,117	26,762	26,815
Nebraska	48,819	47,378	48,003	49,121	47,050	45,063	45,058	45,106	44,211	44,379
Nevada	67,471	66,737	68,252	76,024	70,313	57,798	62,843	60,927	58,645	64,506
New Hampshire	31,887	37,480	33,637	37,269	33,406	31,444	33,098	35,115	31,119	32,615
New Jersey	195,834	235,851	211,844	227,731	198,701	207,687	200,704	205,236	197,598	198,223
New Mexico	40,800	42,444	40,870	43,231	39,261	41,264	42,909	40,917	42,850	39,633
New York	457,455	506,880	479,956	492,245	469,294	450,426	443,347	461,323	445,177	442,368
North Carolina	203,160	222,363	217,286	232,642	213,396	197,450	191,355	197,780	192,138	195,124
North Dakota	27,368	24,792	25,567	24,038	23,501	33,179	41,546	30,767	28,948	31,279
Ohio	250,181	274,703	249,218	274,448	251,839	252,247	238,268	255,390	236,802	234,642
Oklahoma	72,723	76,254	76,416	79,854	72,627	79,445	83,642	77,755	81,960	80,611
Oregon	103,630	103,432	105,022	106,625	106,558	85,815	91,533	96,128	93,530	88,983
Pennsylvania	241,860	279,002	266,576	288,170	271,355	265,309	248,103	266,221	258,949	264,903
Rhode Island	21,836	27,392	24,083	27,173	24,014	24,281	24,233	23,788	23,455	24,234
South Carolina	90,647	103,478	98,740	115,442	98,841	88,683	87,414	94,015	85,611	95,873
South Dakota	21,785	21,389	20,438	22,966	21,499	19,431	20,330	21,045	20,376	21,188
Tennessee	123,820	143,757	139,965	153,086	130,023	125,842	115,061	124,699	116,059	125,798
Texas	563,722	581,041	587,566	600,731	460,303	556,791	547,248	549,814	543,729	543,545
Utah	82,148	77,367	78,739	81,519	84,042	66,549	69,400	67,620	68,467	68,450
Vermont	17,664	18,641	17,668	18,140	16,825	17,133	17,605	19,407	16,671	17,717
Virginia	181,580	195,555	213,437	195,967	181,750	168,547	163,026	178,417	172,197	182,918
Washington	175,506	189,387	174,162	177,055	187,946	165,347	156,905	176,404	159,981	148,670
West Virginia	33,875	35,579	32,589	36,337	32,562	38,396	37,403	37,564	35,335	37,995
Wisconsin	132,058	137,249	133,980	145,150	136,563	123,100	126,130	134,844	126,012	126,353
Wyoming	20,008	17,129	17,885	19,048	16,868	19,776	23,841	19,549	19,747	19,826
Puerto Rico	36,260	38,624	40,437	42,057	38,292	43,466	41,723	42,986	38,537	40,072
Virgin Islands	1,567	1,774	1,643	1,979	1,549	1,585	1,870	1,980	1,451	1,469

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)				
	Mar.	June	Sept.	Dec.	Mar.	Mar.	June	Sept.	Dec.	Mar.
	2015	2015	2015	2015	2016	2015	2015	2015	2015	2016
United States	6.0	6.4	6.3	6.6	5.8	5.8	5.7	5.8	5.8	5.7
Alabama	5.7	5.9	5.8	6.2	5.8	5.5	5.3	5.5	5.3	5.4
Alaska	10.4	10.6	9.1	9.6	9.4	9.3	10.9	10.3	10.5	9.7
Arizona	6.0	6.0	6.8	6.9	6.0	5.7	5.7	5.4	5.4	5.7
Arkansas	5.4	6.0	6.1	6.3	5.4	5.8	5.3	5.3	5.3	5.3
California	7.0	6.9	6.9	7.6	6.5	6.2	6.5	5.9	6.7	6.3
Colorado	6.8	7.0	7.0	7.0	6.6	6.2	6.4	6.4	6.4	6.1
Connecticut	4.9	5.7	5.1	5.5	5.2	5.2	5.0	5.9	4.9	5.0
Delaware	5.8	7.7	6.1	7.3	6.5	7.3	5.8	6.1	6.2	6.4
District of Columbia	5.8	6.1	6.1	6.2	5.2	5.2	5.8	5.4	4.6	5.6
Florida	6.4	7.0	6.9	7.2	6.1	5.6	5.9	5.8	5.8	5.8
Georgia	6.3	6.7	6.5	6.9	6.1	5.8	5.8	5.9	5.7	5.6
Hawaii	5.1	4.9	5.1	5.8	4.9	4.7	4.8	4.6	4.4	4.9
Idaho	9.0	7.6	7.8	7.9	8.2	7.1	7.2	7.0	6.9	6.3
Illinois	5.8	6.1	5.4	6.4	5.3	5.7	5.2	5.8	5.6	5.4
Indiana	5.4	5.7	5.5	6.2	5.5	5.4	5.2	5.3	4.9	5.3
Iowa	6.0	6.0	5.7	6.0	6.0	5.5	6.0	6.0	5.7	5.3
Kansas	5.7	6.0	5.7	6.2	5.8	5.8	5.9	5.8	5.6	5.9
Kentucky	5.6	6.4	6.1	6.7	5.7	6.1	5.5	5.7	5.4	5.8
Louisiana	6.1	6.4	6.2	6.5	6.0	6.8	6.8	6.2	6.4	6.6
Maine	6.6	8.3	6.6	8.6	8.0	7.1	6.5	7.1	7.1	6.9
Maryland	6.0	7.1	6.5	6.8	6.2	6.2	5.9	6.2	5.9	6.0
Massachusetts	5.4	6.4	5.4	5.9	5.2	5.5	5.1	5.6	5.2	5.0
Michigan	5.3	6.1	5.4	6.1	5.4	5.2	5.2	5.6	5.3	4.9
Minnesota	5.6	6.1	5.4	6.1	5.4	5.1	5.1	5.8	5.7	5.2
Mississippi	5.7	6.5	6.2	7.1	5.7	6.4	5.9	5.9	5.4	6.1
Missouri	5.6	6.0	5.7	6.3	5.7	5.4	5.2	5.5	5.3	5.3
Montana	9.2	8.0	7.6	8.5	7.8	7.2	8.4	7.7	7.3	7.2
Nebraska	6.1	5.9	6.0	6.1	5.8	5.7	5.6	5.6	5.5	5.5
Nevada	6.3	6.2	6.2	6.8	6.3	5.3	5.8	5.6	5.3	5.7
New Hampshire	5.8	6.8	6.1	6.7	6.0	5.7	6.0	6.4	5.6	5.8
New Jersey	6.0	7.1	6.3	6.7	5.9	6.3	6.0	6.2	5.9	5.9
New Mexico	6.5	6.8	6.5	7.0	6.2	6.7	6.9	6.6	6.9	6.3
New York	6.0	6.7	6.3	6.4	6.1	5.9	5.8	6.0	5.7	5.7
North Carolina	5.9	6.4	6.3	6.7	6.0	5.7	5.5	5.7	5.5	5.6
North Dakota	7.1	6.7	7.1	6.7	6.6	8.6	11.2	8.5	8.1	8.9
Ohio	5.5	6.0	5.5	6.0	5.4	5.6	5.2	5.6	5.1	5.1
Oklahoma	5.7	6.0	6.1	6.3	5.7	6.3	6.6	6.1	6.5	6.4
Oregon	7.0	6.9	7.0	7.0	7.0	5.8	6.1	6.4	6.2	5.8
Pennsylvania	4.9	5.6	5.3	5.7	5.4	5.3	4.9	5.3	5.1	5.2
Rhode Island	5.4	6.7	5.8	6.6	5.8	6.0	5.9	5.8	5.7	5.9
South Carolina	5.7	6.5	6.1	7.1	6.1	5.6	5.5	5.8	5.3	5.8
South Dakota	6.3	6.3	5.9	6.7	6.2	5.7	5.9	6.1	5.9	6.1
Tennessee	5.2	6.0	5.8	6.3	5.2	5.3	4.8	5.1	4.8	5.1
Texas	5.8	6.0	5.9	6.1	4.7	5.7	5.6	5.5	5.5	5.5
Utah	7.4	6.9	7.0	7.2	7.3	6.0	6.2	6.0	6.0	5.9
Vermont	6.9	7.3	6.9	7.2	6.6	6.7	6.9	7.7	6.5	6.9
Virginia	6.1	6.5	7.1	6.4	5.9	5.6	5.4	5.8	5.6	5.9
Washington	6.9	7.3	6.7	6.8	7.1	6.4	6.1	6.8	6.2	5.6
West Virginia	6.0	6.4	5.8	6.6	5.9	6.8	6.7	6.7	6.3	6.9
Wisconsin	5.5	5.7	5.6	6.0	5.6	5.2	5.2	5.6	5.2	5.2
Wyoming	9.1	7.9	8.5	9.0	7.9	8.9	11.0	9.2	9.3	9.4
Puerto Rico	5.3	5.7	5.9	6.3	5.7	6.4	6.2	6.3	5.7	6.0
Virgin Islands	5.7	6.5	6.0	7.3	5.7	5.8	6.8	7.3	5.3	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
2006	March	236	3.3	195	2.8	949	.8	767	.7
	June	233	3.3	206	2.9	987	.9	850	.8
	September	224	3.1	210	2.9	934	.8	843	.7
	December	236	3.3	207	2.9	976	.9	812	.7
2007	March	232	3.2	205	2.8	918	.8	787	.7
	June	225	3.1	215	3.0	898	.8	859	.8
	September	233	3.2	216	3.0	952	.8	845	.7
	December	228	3.1	218	3.0	922	.8	836	.7
2008	March	226	3.1	224	3.1	919	.8	832	.7
	June	221	3.0	238	3.3	876	.8	913	.8
	September	216	3.0	233	3.2	849	.8	881	.8
	December	211	2.9	253	3.5	819	.7	951	.9
2009	March	197	2.7	247	3.4	738	.7	869	.8
	June	201	2.8	238	3.3	767	.7	837	.8
	September	192	2.7	227	3.2	725	.7	793	.7
	December	202	2.8	218	3.1	728	.7	749	.7
2010	March	193	2.7	211	3.0	706	.7	687	.7
	June	193	2.7	202	2.9	730	.7	665	.6
	September	207	2.9	204	2.9	754	.7	701	.7
	December	216	3.0	201	2.8	805	.8	700	.7
2011	March	204	2.9	200	2.8	715	.7	632	.6
	June	210	2.9	205	2.9	767	.7	689	.6
	September	206	2.9	196	2.7	794	.7	675	.6
	December	214	3.0	198	2.8	800	.7	700	.6
2012	March	236	3.3	186	2.6	784	.7	614	.6
	June	216	3.0	195	2.7	799	.7	676	.6
	September	210	2.9	197	2.7	805	.7	693	.6
	December	218	3.0	183	2.5	809	.7	673	.6
2013	March	204	2.8	192	2.6	745	.7	645	.6
	June	222	3.0	215	2.9	790	.7	695	.6
	September	219	2.9	195	2.6	822	.7	678	.6
	December	216	2.9	187	2.5	806	.7	673	.6
2014	March	220	2.9	188	2.5	780	.7	629	.6
	June	220	2.9	205	2.7	806	.7	718	.6
	September	225	3.0	200	2.6	829	.7	705	.6
	December	223	2.9	197	2.6	838	.7	709	.6
2015	March	234	3.1	206	2.7	813	.7	690	.6
	June	234	3.1	213	2.8	839	.7	735	.6
	September	242	3.1	N/A	N/A	882	.7	N/A	N/A
	December	246	3.2	N/A	N/A	895	.8	N/A	N/A
2016	March	220	2.8	N/A	N/A	734	.6	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