

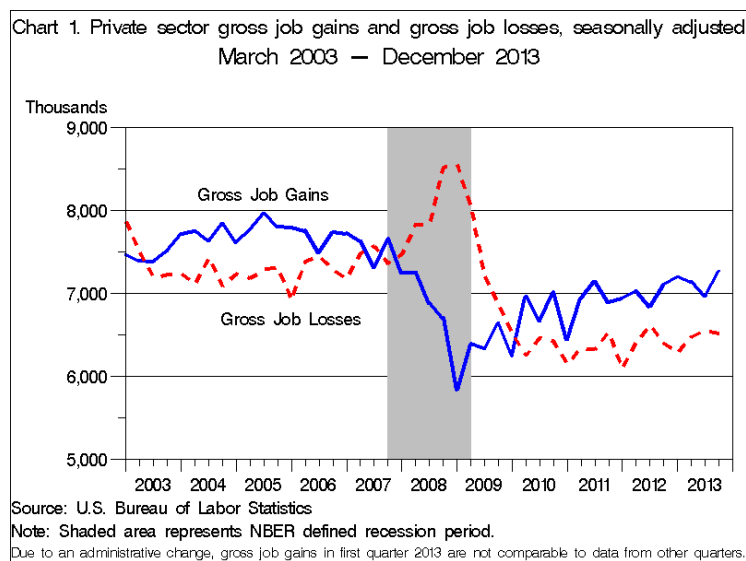
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BUSINESS EMPLOYMENT DYNAMICS – FOURTH QUARTER 2013



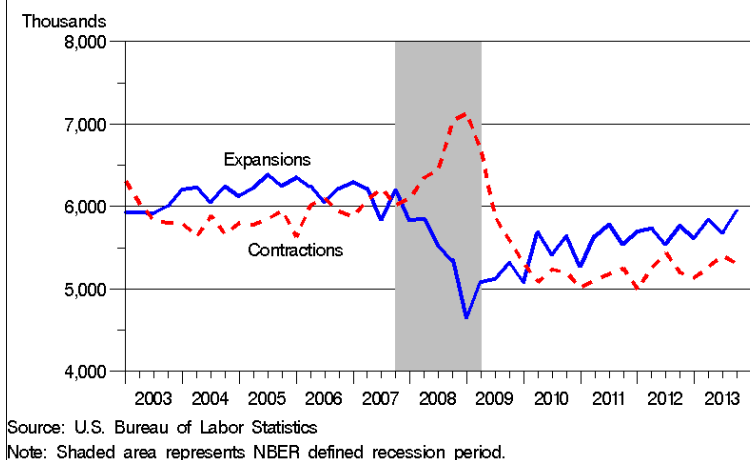
From September 2013 to December 2013, **gross job gains** from opening and expanding private sector establishments were 7.3 million, an increase of 290,000 jobs from the previous quarter, the U.S. Bureau of Labor Statistics reported today. Over this period, **gross job losses** from closing and contracting private sector establishments were 6.5 million, a decrease of 34,000 jobs from the previous quarter.

The difference between the number of gross job gains and the number of gross job losses yielded a **net employment gain** of 745,000 jobs in the private sector during the fourth quarter of 2013. (See table 1.)

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

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

Chart 2. Components of private sector gross job gains and gross job losses at expanding and contracting establishments, seasonally adjusted
March 2003 — December 2013

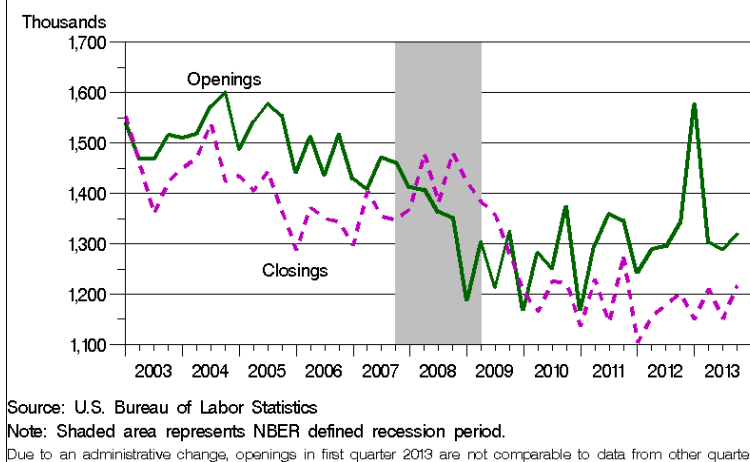


Gross job gains at **expanding** establishments totaled 5.9 million in the fourth quarter of 2013, an increase of 260,000 jobs from the previous quarter.

Opening establishments accounted for 1.3 million jobs gained in the fourth quarter of 2013, an increase of 30,000 jobs from the previous quarter.

Contracting establishments lost 5.3 million jobs in the fourth quarter of 2013. This is a decrease of 100,000 jobs from the prior quarter.

Chart 3. Components of private sector gross job gains and gross job losses at opening and closing establishments, seasonally adjusted
March 2003 — December 2013



In the fourth quarter of 2013, **closing** establishments lost 1.2 million jobs, an increase of 66,000 jobs from the previous quarter. (See tables 1 and 3.)

Gross job gains represented 6.4 percent of private sector employment in the fourth quarter of 2013, while **gross job losses** represented 5.8 percent of private sector employment. (See table 2.)

In the fourth quarter of 2013, the number of **establishment births** (a subset of the openings data, see the Technical Note for more information) decreased by 1,000 to 214,000. These new establishments accounted for 795,000 jobs, an increase of 3,000 from the previous quarter. (See table 8.)

Data for **establishment deaths** (a subset of the closings data) are available through the first quarter of 2013, when 638,000 jobs were lost at 185,000 establishments. In the prior quarter 675,000 jobs were lost at 182,000 establishments.

During the fourth quarter of 2013, gross job gains exceeded gross job losses in all **industry sectors** except the utilities sector and the other services sector. The professional and business services sector, which includes temporary help services, experienced a net increase of 193,000 jobs as a result of higher gross job gains this quarter. The retail trade sector experienced a net increase of 113,000 jobs. This represents an increase of 76,000 jobs compared to the prior quarter. The transportation and warehousing sector experienced the largest net change in the history of the series for that industry sector, a gain of 79,000 jobs. (See table 3.)

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

Category	3 months ended				
	Dec. 2012	Mar. 2013	June 2013	Sept. 2013	Dec. 2013
	Levels (in thousands)				
Gross job gains.....	7,110	7,200	7,143	6,975	7,265
At expanding establishments.....	5,769	5,623	5,839	5,686	5,946
At opening establishments.....	1,341	1,577	1,304	1,289	1,319
Gross job losses.....	6,401	6,286	6,477	6,554	6,520
At contracting establishments.....	5,199	5,136	5,267	5,403	5,303
At closing establishments.....	1,202	1,150	1,210	1,151	1,217
Net employment change ¹	709	914	666	421	745
	Rates (percent)				
Gross job gains.....	6.4	6.4	6.4	6.1	6.4
At expanding establishments.....	5.2	5.0	5.2	5.0	5.2
At opening establishments.....	1.2	1.4	1.2	1.1	1.2
Gross job losses.....	5.8	5.6	5.8	5.8	5.8
At contracting establishments.....	4.7	4.6	4.7	4.8	4.7
At closing establishments.....	1.1	1.0	1.1	1.0	1.1
Net employment change ¹6	.8	.6	.3	.6

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

Firms with 250 or more employees accounted for 68 percent of total net job growth in the fourth quarter of 2013. Firms with 1-49 employees and firms with 50-249 employees each accounted for 16 percent of net job growth. This quarter is the fifteenth consecutive quarter of positive net employment change for all three major firm size categories. Of the 8.6 million net new jobs created between the second quarter of 2010 and the fourth quarter of 2013, firms with 1-49 employees contributed 29 percent of net job growth, while firms with 50-249 employees contributed 22 percent, and firms with 250 or more employees contributed 49 percent. (See tables 4 and 5.)

In the fourth quarter of 2013, gross job gains exceeded gross job losses in 47 **states**. California had the largest net employment gain of 141,341 jobs, followed by Texas with 81,451 jobs. (See table 6.) Alaska had the largest rate of gross job gains as a percent of employment at 10.1 percent, above the U.S. rate of 6.4 percent. Hawaii had the lowest rate of gross job losses as a percent of employment at 4.5 percent, below the U.S. rate of 5.8 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 e-mailing BDMinfo@bls.gov.

The Business Employment Dynamics for First Quarter 2014 are scheduled to be released on Wednesday, November 19, 2014 at 10:00 a.m. (EST).

Changes to Business Employment Dynamics (BED) Data

Data in the next release, published on Wednesday, November 19, 2014, will incorporate annual revisions to the BED series. Annual revisions are published each year with the release of first quarter data. These revisions will cover the last four quarters of not seasonally adjusted data and five years of seasonally adjusted data.

Technical Note

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

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

In the BED program, the quarterly QCEW records are linked across quarters to provide a longitudinal history for

each establishment. The linkage process allows the tracking of net employment changes at the establishment level, which in turn allows the estimation of jobs gained at opening and expanding units and jobs lost at closing and contracting units.

Differences between QCEW, BED, and CES employment measures

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

Differences in coverage and estimation methods can result in somewhat different measures of over-the-quarter employment change. It is important to understand program differences and the intended uses of the program products. (See table below.)

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

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

	QCEW	BED	CES
Source	<ul style="list-style-type: none"> Count of UI administrative records submitted by 9.2 million employers 	<ul style="list-style-type: none"> Count of longitudinally-linked UI administrative records submitted by 7.3 million private sector employers 	<ul style="list-style-type: none"> Sample Survey: 557,000 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 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 7.3 million private sector employer reports out of 9.2 million total reports of employment and wages submitted by states to BLS in the first quarter of 2013. Gross job gains and gross job losses data in this release do not report estimates for government employees or private households (NAICS 814110), and do not include establishments with zero employment in both previous and current quarters. Data from Puerto Rico and the Virgin Islands (49,972 units rounded to 0.0 million) also are excluded from the national data. As an illustration, the table below shows, in millions of establishments, the number of establishments excluded from the national gross job gains and gross job losses data in the first quarter 2013:

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

	Millions
Total establishments QCEW program	9.2
Excluded: Public sector	0.3
Private households.....	0.2
Zero employment	1.3
Establishments in Puerto Rico and the Virgin Islands.....	0.1
Total establishments included in Business Employment Dynamics data.....	7.3

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
2003	March	-393	7,467	5,928	1,539	7,860	6,307	1,553
	June	-90	7,398	5,929	1,469	7,488	6,030	1,458
	September	204	7,392	5,923	1,469	7,188	5,828	1,360
	December	297	7,521	6,005	1,516	7,224	5,800	1,424
2004	March	470	7,715	6,204	1,511	7,245	5,795	1,450
	June	644	7,754	6,235	1,519	7,110	5,639	1,471
	September	206	7,633	6,060	1,573	7,427	5,888	1,539
	December	757	7,844	6,243	1,601	7,087	5,663	1,424
2005	March	384	7,620	6,131	1,489	7,236	5,801	1,435
	June	593	7,774	6,231	1,543	7,181	5,776	1,405
	September	677	7,965	6,387	1,578	7,288	5,844	1,444
	December	494	7,807	6,252	1,555	7,313	5,948	1,365
2006	March	874	7,797	6,354	1,443	6,923	5,636	1,287
	June	371	7,758	6,246	1,512	7,387	6,015	1,372
	September	52	7,499	6,061	1,438	7,447	6,097	1,350
	December	455	7,740	6,223	1,517	7,285	5,941	1,344
2007	March	549	7,727	6,297	1,430	7,178	5,881	1,297
	June	149	7,632	6,222	1,410	7,483	6,079	1,404
	September	-252	7,318	5,847	1,471	7,570	6,215	1,355
	December	299	7,658	6,196	1,462	7,359	6,012	1,347
2008	March	-225	7,246	5,834	1,412	7,471	6,102	1,369
	June	-578	7,254	5,846	1,408	7,832	6,352	1,480
	September	-944	6,886	5,523	1,363	7,830	6,448	1,382
	December	-1,809	6,706	5,354	1,352	8,515	7,034	1,481
2009	March	-2,710	5,844	4,655	1,189	8,554	7,132	1,422
	June	-1,659	6,391	5,088	1,303	8,050	6,667	1,383
	September	-880	6,340	5,125	1,215	7,220	5,863	1,357
	December	-229	6,640	5,316	1,324	6,869	5,589	1,280
2010	March	-262	6,256	5,086	1,170	6,518	5,313	1,205
	June	715	6,966	5,684	1,282	6,251	5,086	1,165
	September	210	6,675	5,423	1,252	6,465	5,240	1,225
	December	591	7,015	5,642	1,373	6,424	5,202	1,222
2011	March	296	6,448	5,278	1,170	6,152	5,015	1,137
	June	602	6,940	5,642	1,298	6,338	5,108	1,230
	September	819	7,144	5,785	1,359	6,325	5,181	1,144
	December	368	6,896	5,549	1,347	6,528	5,250	1,278
2012	March	847	6,946	5,702	1,244	6,099	4,995	1,104
	June	613	7,027	5,738	1,289	6,414	5,259	1,155
	September	233	6,847	5,552	1,295	6,614	5,436	1,178
	December	709	7,110	5,769	1,341	6,401	5,199	1,202
2013	March	914	7,200	5,623	1,577	6,286	5,136	1,150
	June	666	7,143	5,839	1,304	6,477	5,267	1,210
	September	421	6,975	5,686	1,289	6,554	5,403	1,151
	December	745	7,265	5,946	1,319	6,520	5,303	1,217

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
2003	March	-.5	6.9	5.5	1.4	7.4	5.9	1.5
	June	.0	7.0	5.6	1.4	7.0	5.6	1.4
	September	.1	6.9	5.5	1.4	6.8	5.5	1.3
	December	.3	7.0	5.6	1.4	6.7	5.4	1.3
2004	March	.5	7.2	5.8	1.4	6.7	5.4	1.3
	June	.6	7.2	5.8	1.4	6.6	5.2	1.4
	September	.3	7.1	5.6	1.5	6.8	5.4	1.4
	December	.7	7.2	5.7	1.5	6.5	5.2	1.3
2005	March	.4	7.0	5.6	1.4	6.6	5.3	1.3
	June	.6	7.1	5.7	1.4	6.5	5.2	1.3
	September	.6	7.2	5.8	1.4	6.6	5.3	1.3
	December	.4	7.0	5.6	1.4	6.6	5.4	1.2
2006	March	.9	7.0	5.7	1.3	6.1	5.0	1.1
	June	.3	6.8	5.5	1.3	6.5	5.3	1.2
	September	.1	6.7	5.4	1.3	6.6	5.4	1.2
	December	.3	6.8	5.5	1.3	6.5	5.3	1.2
2007	March	.5	6.8	5.5	1.3	6.3	5.2	1.1
	June	.2	6.7	5.5	1.2	6.5	5.3	1.2
	September	-.3	6.4	5.1	1.3	6.7	5.5	1.2
	December	.2	6.7	5.4	1.3	6.5	5.3	1.2
2008	March	-.3	6.3	5.1	1.2	6.6	5.4	1.2
	June	-.6	6.3	5.1	1.2	6.9	5.6	1.3
	September	-.8	6.1	4.9	1.2	6.9	5.7	1.2
	December	-1.6	6.0	4.8	1.2	7.6	6.3	1.3
2009	March	-2.4	5.4	4.3	1.1	7.8	6.5	1.3
	June	-1.6	5.9	4.7	1.2	7.5	6.2	1.3
	September	-.9	5.9	4.8	1.1	6.8	5.5	1.3
	December	-.2	6.3	5.0	1.3	6.5	5.3	1.2
2010	March	-.2	5.9	4.8	1.1	6.1	5.0	1.1
	June	.7	6.6	5.4	1.2	5.9	4.8	1.1
	September	.2	6.3	5.1	1.2	6.1	4.9	1.2
	December	.6	6.6	5.3	1.3	6.0	4.9	1.1
2011	March	.2	6.0	4.9	1.1	5.8	4.7	1.1
	June	.6	6.5	5.3	1.2	5.9	4.8	1.1
	September	.8	6.7	5.4	1.3	5.9	4.8	1.1
	December	.3	6.3	5.1	1.2	6.0	4.8	1.2
2012	March	.7	6.3	5.2	1.1	5.6	4.6	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	.8	6.4	5.0	1.4	5.6	4.6	1.0
	June	.6	6.4	5.2	1.2	5.8	4.7	1.1
	September	.3	6.1	5.0	1.1	5.8	4.8	1.0
	December	.6	6.4	5.2	1.2	5.8	4.7	1.1

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

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

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

Category	Gross job gains and losses (in thousands) (3 months ended)					Gross job gains and losses as a percent of employment (3 months ended)				
	Dec. 2012	Mar. 2013	June 2013	Sept. 2013	Dec. 2013	Dec. 2012	Mar. 2013	June 2013	Sept. 2013	Dec. 2013
Total private¹										
Gross job gains	7,110	7,200	7,143	6,975	7,265	6.4	6.4	6.4	6.1	6.4
At expanding establishments	5,769	5,623	5,839	5,686	5,946	5.2	5.0	5.2	5.0	5.2
At opening establishments	1,341	1,577	1,304	1,289	1,319	1.2	1.4	1.2	1.1	1.2
Gross job losses	6,401	6,286	6,477	6,554	6,520	5.8	5.6	5.8	5.8	5.8
At contracting establishments	5,199	5,136	5,267	5,403	5,303	4.7	4.6	4.7	4.8	4.7
At closing establishments	1,202	1,150	1,210	1,151	1,217	1.1	1.0	1.1	1.0	1.1
Net employment change	709	914	666	421	745	.6	.8	.6	.3	.6
Goods-producing										
Gross job gains	1,359	1,345	1,370	1,309	1,344	7.0	6.8	6.9	6.6	6.8
At expanding establishments	1,147	1,151	1,165	1,109	1,149	5.9	5.8	5.9	5.6	5.8
At opening establishments	212	194	205	200	195	1.1	1.0	1.0	1.0	1.0
Gross job losses	1,315	1,224	1,273	1,248	1,306	6.7	6.2	6.4	6.3	6.5
At contracting establishments	1,097	1,020	1,067	1,053	1,099	5.6	5.2	5.4	5.3	5.5
At closing establishments	218	204	206	195	207	1.1	1.0	1.0	1.0	1.0
Net employment change	44	121	97	61	38	.3	.6	.5	.3	.3
Natural resources and mining										
Gross job gains	279	277	287	257	279	14.0	13.7	14.2	12.7	13.7
At expanding establishments	238	238	249	220	242	11.9	11.8	12.3	10.9	11.9
At opening establishments	41	39	38	37	37	2.1	1.9	1.9	1.8	1.8
Gross job losses	288	250	272	262	278	14.4	12.4	13.4	13.0	13.7
At contracting establishments	250	214	235	228	242	12.5	10.6	11.6	11.3	11.9
At closing establishments	38	36	37	34	36	1.9	1.8	1.8	1.7	1.8
Net employment change	-9	27	15	-5	1	-4	1.3	.8	-3	.0
Construction										
Gross job gains	667	674	661	655	643	11.9	11.7	11.4	11.3	11.0
At expanding establishments	534	553	534	529	522	9.5	9.6	9.2	9.1	8.9
At opening establishments	133	121	127	126	121	2.4	2.1	2.2	2.2	2.1
Gross job losses	604	600	616	588	635	10.7	10.5	10.6	10.1	10.8
At contracting establishments	474	476	494	473	509	8.4	8.3	8.5	8.1	8.7
At closing establishments	130	124	122	115	126	2.3	2.2	2.1	2.0	2.1
Net employment change	63	74	45	67	8	1.2	1.2	.8	1.2	.2
Manufacturing										
Gross job gains	413	394	422	397	422	3.4	3.3	3.5	3.3	3.5
At expanding establishments	375	360	382	360	385	3.1	3.0	3.2	3.0	3.2
At opening establishments	38	34	40	37	37	.3	.3	.3	.3	.3
Gross job losses	423	374	385	398	393	3.5	3.2	3.2	3.3	3.3
At contracting establishments	373	330	338	352	348	3.1	2.8	2.8	2.9	2.9
At closing establishments	50	44	47	46	45	.4	.4	.4	.4	.4
Net employment change	-10	20	37	-1	29	-1	.1	.3	.0	.2
Service-providing¹										
Gross job gains	5,751	5,855	5,773	5,666	5,921	6.3	6.4	6.2	6.1	6.3
At expanding establishments	4,622	4,472	4,674	4,577	4,797	5.1	4.9	5.0	4.9	5.1
At opening establishments	1,129	1,383	1,099	1,089	1,124	1.2	1.5	1.2	1.2	1.2
Gross job losses	5,086	5,062	5,204	5,306	5,214	5.6	5.5	5.6	5.7	5.6
At contracting establishments	4,102	4,116	4,200	4,350	4,204	4.5	4.5	4.5	4.7	4.5
At closing establishments	984	946	1,004	956	1,010	1.1	1.0	1.1	1.0	1.1
Net employment change	665	793	569	360	707	.7	.9	.6	.4	.7
Wholesale trade										
Gross job gains	280	273	288	274	284	4.9	4.8	5.0	4.7	4.9
At expanding establishments	227	227	237	227	237	4.0	4.0	4.1	3.9	4.1
At opening establishments	53	46	51	47	47	.9	.8	.9	.8	.8
Gross job losses	257	251	253	258	249	4.5	4.4	4.4	4.5	4.3
At contracting establishments	200	194	199	205	191	3.5	3.4	3.5	3.6	3.3
At closing establishments	57	57	54	53	58	1.0	1.0	.9	.9	1.0
Net employment change	23	22	35	16	35	.4	.4	.6	.2	.6

See footnote at end of table.

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

Category	Gross job gains and losses (in thousands) (3 months ended)					Gross job gains and losses as a percent of employment (3 months ended)				
	Dec. 2012	Mar. 2013	June 2013	Sept. 2013	Dec. 2013	Dec. 2012	Mar. 2013	June 2013	Sept. 2013	Dec. 2013
Retail trade										
Gross job gains	921	895	946	888	942	6.2	6.0	6.3	5.8	6.2
At expanding establishments	788	777	816	760	818	5.3	5.2	5.4	5.0	5.4
At opening establishments	133	118	130	128	124	.9	.8	.9	.8	.8
Gross job losses	829	874	768	851	829	5.6	5.8	5.1	5.6	5.5
At contracting establishments	710	768	664	750	714	4.8	5.1	4.4	4.9	4.7
At closing establishments	119	106	104	101	115	.8	.7	.7	.7	.8
Net employment change	92	21	178	37	113	.6	.2	1.2	.2	.7
Transportation and warehousing										
Gross job gains	263	207	219	226	283	6.3	4.9	5.2	5.3	6.6
At expanding establishments	231	177	185	195	254	5.5	4.2	4.4	4.6	5.9
At opening establishments	32	30	34	31	29	.8	.7	.8	.7	.7
Gross job losses	211	236	210	209	204	5.0	5.5	5.0	4.9	4.8
At contracting establishments	173	205	177	173	167	4.1	4.8	4.2	4.1	3.9
At closing establishments	38	31	33	36	37	.9	.7	.8	.8	.9
Net employment change	52	-29	9	17	79	1.3	-6	.2	.4	1.8
Utilities										
Gross job gains	14	10	14	11	13	2.6	1.8	2.6	2.0	2.4
At expanding establishments	12	9	12	10	12	2.2	1.6	2.2	1.8	2.2
At opening establishments	2	1	2	1	1	.4	.2	.4	.2	.2
Gross job losses	12	11	14	13	16	2.2	2.0	2.6	2.4	3.0
At contracting establishments	11	10	13	12	14	2.0	1.8	2.4	2.2	2.6
At closing establishments	1	1	1	1	2	.2	.2	.2	.2	.4
Net employment change	2	-1	0	-2	-3	.4	-2	.0	-4	-6
Information										
Gross job gains	141	114	134	129	134	5.2	4.2	4.9	4.8	4.9
At expanding establishments	116	97	114	108	112	4.3	3.6	4.2	4.0	4.1
At opening establishments	25	17	20	21	22	.9	.6	.7	.8	.8
Gross job losses	121	119	125	135	122	4.5	4.4	4.6	5.0	4.5
At contracting establishments	96	99	101	113	100	3.6	3.7	3.7	4.2	3.7
At closing establishments	25	20	24	22	22	.9	.7	.9	.8	.8
Net employment change	20	-5	9	-6	12	.7	-2	.3	-2	.4
Financial activities										
Gross job gains	376	346	365	350	365	5.0	4.5	4.8	4.6	4.8
At expanding establishments	293	282	296	282	287	3.9	3.7	3.9	3.7	3.8
At opening establishments	83	64	69	68	78	1.1	.8	.9	.9	1.0
Gross job losses	326	325	328	346	354	4.3	4.3	4.4	4.5	4.6
At contracting establishments	251	250	255	275	276	3.3	3.3	3.4	3.6	3.6
At closing establishments	75	75	73	71	78	1.0	1.0	1.0	.9	1.0
Net employment change	50	21	37	4	11	.7	.2	.4	.1	.2
Professional and business services										
Gross job gains	1,403	1,255	1,358	1,360	1,441	7.8	6.9	7.3	7.3	7.7
At expanding establishments	1,132	1,035	1,112	1,116	1,179	6.3	5.7	6.0	6.0	6.3
At opening establishments	271	220	246	244	262	1.5	1.2	1.3	1.3	1.4
Gross job losses	1,229	1,179	1,261	1,237	1,248	6.8	6.4	6.8	6.7	6.7
At contracting establishments	977	940	995	994	989	5.4	5.1	5.4	5.4	5.3
At closing establishments	252	239	266	243	259	1.4	1.3	1.4	1.3	1.4
Net employment change	174	76	97	123	193	1.0	.5	.5	.6	1.0
Education and health services										
Gross job gains	836	1,200	838	886	887	4.3	6.0	4.1	4.3	4.4
At expanding establishments	701	681	689	737	729	3.6	3.4	3.4	3.6	3.6
At opening establishments	135	519	149	149	158	.7	2.6	.7	.7	.8
Gross job losses	717	743	848	778	778	3.6	3.7	4.2	3.8	3.9
At contracting establishments	590	600	673	630	622	3.0	3.0	3.3	3.1	3.1
At closing establishments	127	143	175	148	156	.6	.7	.9	.7	.8
Net employment change	119	457	-10	108	109	.7	2.3	-1	.5	.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. 2012	Mar. 2013	June 2013	Sept. 2013	Dec. 2013	Dec. 2012	Mar. 2013	June 2013	Sept. 2013	Dec. 2013
Leisure and hospitality										
Gross job gains	1,176	1,202	1,245	1,177	1,199	8.5	8.5	8.8	8.2	8.4
At expanding establishments	904	958	978	914	944	6.5	6.8	6.9	6.4	6.6
At opening establishments	272	244	267	263	255	2.0	1.7	1.9	1.8	1.8
Gross job losses	1,091	1,038	1,107	1,183	1,118	7.8	7.4	7.8	8.3	7.7
At contracting establishments	881	844	909	980	911	6.3	6.0	6.4	6.9	6.3
At closing establishments	210	194	198	203	207	1.5	1.4	1.4	1.4	1.4
Net employment change	85	164	138	-6	81	.7	1.1	1.0	-.1	.7
Other services										
Gross job gains	269	272	285	274	268	7.0	7.1	7.4	7.0	6.9
At expanding establishments	209	218	227	218	213	5.4	5.7	5.9	5.6	5.5
At opening establishments	60	54	58	56	55	1.6	1.4	1.5	1.4	1.4
Gross job losses	266	256	265	271	272	6.9	6.7	6.9	6.9	7.0
At contracting establishments	207	199	208	212	213	5.4	5.2	5.4	5.4	5.5
At closing establishments	59	57	57	59	59	1.5	1.5	1.5	1.5	1.5
Net employment change	3	16	20	3	-4	.1	.4	.5	.1	-.1

¹ Includes unclassified sector, not shown separately.

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

Year	3 months ended	Total private by firm ¹			Firm size 1 - 49 employees			Firm size 50 - 249 employees			Firm size 250 or more		
		Net change ^{2,3}	Gross job 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
2003	March	-326	6,112	6,438	-135	3,257	3,392	-56	1,127	1,183	-135	1,728	1,863
	June	-137	6,108	6,245	112	3,346	3,234	-26	1,133	1,159	-223	1,629	1,852
	September	193	6,162	5,969	120	3,327	3,207	21	1,127	1,106	52	1,708	1,656
	December	310	6,218	5,908	146	3,340	3,194	32	1,128	1,096	132	1,750	1,618
2004	March	430	6,306	5,876	153	3,392	3,239	137	1,194	1,057	140	1,720	1,580
	June	621	6,471	5,850	169	3,387	3,218	141	1,196	1,055	311	1,888	1,577
	September	197	6,243	6,046	88	3,379	3,291	88	1,175	1,087	21	1,689	1,668
	December	759	6,494	5,735	274	3,480	3,206	101	1,172	1,071	384	1,842	1,458
2005	March	368	6,320	5,952	66	3,416	3,350	97	1,161	1,064	205	1,743	1,538
	June	570	6,435	5,865	243	3,476	3,233	146	1,198	1,052	181	1,761	1,580
	September	701	6,672	5,971	218	3,510	3,292	85	1,195	1,110	398	1,967	1,569
	December	506	6,406	5,900	169	3,462	3,293	45	1,140	1,095	292	1,804	1,512
2006	March	788	6,433	5,645	334	3,547	3,213	222	1,213	991	232	1,673	1,441
	June	375	6,349	5,974	117	3,434	3,317	110	1,190	1,080	148	1,725	1,577
	September	43	6,103	6,060	-14	3,329	3,343	27	1,127	1,100	30	1,647	1,617
	December	447	6,375	5,928	117	3,393	3,276	74	1,147	1,073	256	1,835	1,579
2007	March	466	6,300	5,834	189	3,451	3,262	99	1,153	1,054	178	1,696	1,518
	June	174	6,256	6,082	-31	3,337	3,368	108	1,180	1,072	97	1,739	1,642
	September	-269	5,891	6,160	-132	3,252	3,384	-53	1,073	1,126	-84	1,566	1,650
	December	298	6,254	5,956	8	3,315	3,307	63	1,140	1,077	227	1,799	1,572
2008	March	-290	5,806	6,096	-154	3,228	3,382	-14	1,073	1,087	-122	1,505	1,627
	June	-548	5,855	6,403	-284	3,179	3,463	-41	1,095	1,136	-223	1,581	1,804
	September	-999	5,498	6,497	-346	3,047	3,393	-151	1,015	1,166	-502	1,436	1,938
	December	-1,869	5,338	7,207	-695	2,907	3,602	-374	948	1,322	-800	1,483	2,283
2009	March	-2,664	4,578	7,242	-983	2,715	3,698	-615	806	1,421	-1,066	1,057	2,123
	June	-1,764	5,170	6,934	-472	2,951	3,423	-277	954	1,231	-1,015	1,265	2,280
	September	-940	5,134	6,074	-374	2,821	3,195	-118	928	1,046	-448	1,385	1,833
	December	-289	5,405	5,694	-162	2,938	3,100	-43	964	1,007	-84	1,503	1,587
2010	March	-240	5,093	5,333	-198	2,855	3,053	-3	909	912	-39	1,329	1,368
	June	692	5,815	5,123	238	3,097	2,859	209	1,076	867	245	1,642	1,397
	September	188	5,490	5,302	23	2,939	2,916	79	994	915	86	1,557	1,471
	December	519	5,786	5,267	85	3,047	2,962	95	1,035	940	339	1,704	1,365
2011	March	313	5,334	5,021	93	2,968	2,875	118	963	845	102	1,403	1,301
	June	548	5,758	5,210	196	3,078	2,882	176	1,069	893	176	1,611	1,435
	September	823	5,943	5,120	259	3,123	2,864	161	1,061	900	403	1,759	1,356
	December	321	5,612	5,291	39	2,967	2,928	45	987	942	237	1,658	1,421
2012	March	846	5,761	4,915	385	3,157	2,772	217	1,047	830	244	1,557	1,313
	June	604	5,825	5,221	178	3,042	2,864	167	1,082	915	259	1,701	1,442
	September	213	5,565	5,352	49	2,950	2,901	44	1,002	958	120	1,613	1,493
	December	637	5,766	5,129	169	3,014	2,845	90	1,012	922	378	1,740	1,362
2013	March	1,198	6,302	5,104	281	3,098	2,817	156	1,021	865	761	2,183	1,422
	June	643	5,911	5,268	217	3,064	2,847	143	1,079	936	283	1,768	1,485
	September	386	5,692	5,306	154	2,987	2,833	54	1,014	960	178	1,691	1,513
	December	650	5,874	5,224	103	2,990	2,887	104	1,032	928	443	1,852	1,409

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. 2012	Mar. 2013	June 2013	Sept. 2013	Dec. 2013	Dec. 2012	Mar. 2013	June 2013	Sept. 2013	Dec. 2013
Total private by firm ¹										
Gross job gains	5,766	6,302	5,911	5,692	5,874	5.2	5.6	5.3	5.1	5.2
At expanding firms	4,840	5,365	5,039	4,821	4,990	4.4	4.8	4.5	4.3	4.4
At opening firms	926	937	872	871	884	.8	.8	.8	.8	.8
Gross job losses	5,129	5,104	5,268	5,306	5,224	4.7	4.6	4.6	4.7	4.6
At contracting firms	4,282	4,251	4,444	4,496	4,382	3.9	3.8	3.9	4.0	3.9
At closing firms	847	853	824	810	842	.8	.8	.7	.7	.7
Net employment change	637	1,198	643	386	650	.5	1.0	.7	.4	.6
Firm size 1 to 49 employees										
Gross job gains	3,014	3,098	3,064	2,987	2,990	9.5	9.7	9.6	9.3	9.2
At expanding firms	2,124	2,194	2,232	2,155	2,147	6.7	6.9	7.0	6.7	6.6
At opening firms	890	904	832	832	843	2.8	2.8	2.6	2.6	2.6
Gross job losses	2,845	2,817	2,847	2,833	2,887	8.9	8.8	8.8	8.8	8.9
At contracting firms	2,040	2,002	2,064	2,058	2,083	6.4	6.3	6.4	6.4	6.4
At closing firms	805	815	783	775	804	2.5	2.5	2.4	2.4	2.5
Net employment change	169	281	217	154	103	.6	.9	.8	.5	.3
Firm size 50 to 249 employees										
Gross job gains	1,012	1,021	1,079	1,014	1,032	5.0	4.9	5.3	4.9	4.9
At expanding firms	979	991	1,044	979	1,002	4.8	4.8	5.1	4.7	4.8
At opening firms	33	30	35	35	30	.2	.1	.2	.2	.1
Gross job losses	922	865	936	960	928	4.6	4.3	4.6	4.6	4.5
At contracting firms	888	833	905	929	896	4.4	4.1	4.4	4.5	4.3
At closing firms	34	32	31	31	32	.2	.2	.2	.1	.2
Net employment change	90	156	143	54	104	.4	.6	.7	.3	.4
Firm size 250 or more employees										
Gross job gains	1,740	2,183	1,768	1,691	1,852	3.0	3.7	2.9	2.8	3.0
At expanding firms	1,737	2,180	1,763	1,687	1,841	3.0	3.7	2.9	2.8	3.0
At opening firms	3	3	5	4	11	.0	.0	.0	.0	.0
Gross job losses	1,362	1,422	1,485	1,513	1,409	2.3	2.4	2.5	2.5	2.3
At contracting firms	1,354	1,416	1,475	1,509	1,403	2.3	2.4	2.5	2.5	2.3
At closing firms	8	6	10	4	6	.0	.0	.0	.0	.0
Net employment change	378	761	283	178	443	.7	1.3	.4	.3	.7

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

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

State	Gross job gains (3 months ended)					Gross job losses (3 months ended)				
	Dec. 2012	Mar. 2013	June 2013	Sept. 2013	Dec. 2013	Dec. 2012	Mar. 2013	June 2013	Sept. 2013	Dec. 2013
United States ¹	7,110,000	7,200,000	7,143,000	6,975,000	7,265,000	6,401,000	6,286,000	6,477,000	6,554,000	6,520,000
Alabama	85,704	89,056	87,744	81,342	88,320	80,669	80,275	82,081	83,875	78,999
Alaska	24,240	26,662	26,706	24,229	25,575	25,260	23,917	25,115	24,892	26,148
Arizona	142,500	128,935	129,196	134,517	143,254	119,631	121,218	126,066	116,992	115,269
Arkansas	56,703	54,198	48,982	54,326	54,163	50,392	52,714	55,245	51,476	50,908
California	919,234	1,149,953	913,484	879,014	959,078	774,546	756,150	834,318	801,420	817,737
Colorado	134,421	135,946	137,839	135,926	137,980	117,054	120,012	120,105	122,797	120,171
Connecticut	75,395	70,949	78,215	73,457	72,578	71,198	72,020	67,043	75,657	74,636
Delaware	23,491	22,621	22,484	22,844	22,951	19,541	20,532	20,386	21,220	20,704
District of Columbia	31,906	27,106	29,043	28,154	26,089	25,818	25,558	26,928	25,021	26,703
Florida	455,616	425,622	461,241	458,172	457,408	399,755	383,394	409,372	398,680	394,174
Georgia	217,427	212,850	216,172	217,516	223,018	188,763	186,171	200,027	193,856	192,746
Hawaii	26,609	25,203	25,642	26,481	26,916	20,912	23,670	25,689	24,498	22,959
Idaho	40,125	41,579	41,461	40,067	43,825	36,684	36,854	38,558	37,495	38,347
Illinois	258,830	268,730	283,705	279,866	288,592	251,875	265,334	261,498	280,153	265,066
Indiana	143,227	136,368	139,661	135,733	150,500	130,952	130,034	129,407	131,184	126,621
Iowa	71,392	72,607	75,237	73,752	75,570	68,038	66,921	67,017	68,186	69,514
Kansas	67,871	61,140	67,481	67,108	69,066	58,658	59,438	60,483	62,717	58,856
Kentucky	93,554	84,328	85,477	85,803	96,986	80,606	84,243	81,754	78,578	79,522
Louisiana	107,395	104,541	98,313	104,587	103,939	91,414	94,234	99,533	94,339	96,123
Maine	34,238	32,143	39,249	35,517	34,309	36,486	34,202	31,139	36,066	36,638
Maryland	129,764	126,945	126,893	125,703	129,126	127,138	118,295	125,056	123,937	129,086
Massachusetts	151,216	175,505	173,757	155,978	154,308	148,085	138,023	142,775	158,373	153,419
Michigan	205,504	207,947	217,038	203,757	214,196	183,401	171,542	200,728	200,275	194,061
Minnesota	134,577	137,595	141,183	129,214	132,609	130,799	120,381	122,226	127,789	131,351
Mississippi	57,216	49,609	49,612	52,352	56,135	51,673	47,175	51,657	49,553	47,729
Missouri	138,250	142,864	131,513	128,924	133,568	122,509	122,171	119,004	125,534	122,326
Montana	29,068	28,651	28,546	27,381	29,623	27,260	26,427	27,473	26,596	26,510
Nebraska	44,816	45,864	45,752	47,699	48,905	39,881	40,939	43,811	43,810	44,599
Nevada	60,294	62,843	66,018	61,324	63,751	56,082	53,767	55,959	57,965	53,588
New Hampshire	34,580	33,735	36,200	31,531	35,816	34,128	32,155	31,552	34,347	31,175
New Jersey	203,835	202,206	213,505	201,174	208,013	198,718	187,276	181,131	197,415	202,977
New Mexico	44,250	37,762	40,791	39,367	40,640	37,406	39,187	40,789	40,761	37,859
New York	466,748	456,587	472,820	466,932	485,531	440,756	429,494	426,420	446,778	440,250
North Carolina	211,726	196,443	207,942	206,049	212,479	190,051	184,492	189,804	191,366	188,376
North Dakota	29,218	29,398	25,853	29,744	29,913	23,917	23,359	28,021	24,846	25,016
Ohio	263,759	256,737	274,779	244,965	262,864	238,558	244,972	234,133	244,391	234,278
Oklahoma	82,091	72,957	75,621	76,396	77,182	68,685	74,768	70,293	70,196	76,346
Oregon	95,654	99,441	99,417	99,194	96,827	91,054	84,487	85,962	87,165	92,724
Pennsylvania	265,032	268,272	262,901	254,554	268,854	252,649	262,407	252,075	255,635	248,868
Rhode Island	24,574	24,360	25,911	24,731	24,432	23,675	23,094	22,672	24,044	22,849
South Carolina	97,458	87,131	95,628	92,756	101,038	79,795	83,845	82,252	84,223	83,233
South Dakota	20,959	20,848	21,611	20,456	22,970	20,519	20,553	19,329	20,886	20,124
Tennessee	138,078	123,145	127,303	124,360	143,113	114,673	116,749	121,662	118,445	108,121
Texas	553,932	537,115	530,372	547,426	565,937	450,359	465,576	464,465	482,784	484,486
Utah	74,490	75,396	72,630	71,225	77,601	61,715	64,502	67,465	65,096	63,304
Vermont	18,800	17,248	18,264	17,553	18,657	17,530	16,860	19,400	18,316	16,672
Virginia	177,043	165,555	165,372	172,770	168,488	165,510	159,740	164,084	172,320	165,314
Washington	166,655	204,649	177,515	171,550	171,909	153,804	148,789	148,500	157,575	155,301
West Virginia	36,002	35,950	34,375	33,177	36,135	36,604	34,714	37,260	35,830	35,918
Wisconsin	131,552	125,586	134,838	127,659	130,854	122,830	120,242	124,587	126,994	122,070
Wyoming	20,277	18,617	18,151	17,341	20,059	17,704	18,333	19,316	17,255	18,037
Puerto Rico	46,915	38,510	40,549	41,766	47,592	40,722	43,762	42,254	45,569	37,545
Virgin Islands	1,981	1,570	1,419	1,519	1,412	1,599	1,819	1,819	1,891	1,610

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. 2012	Mar. 2013	June 2013	Sept. 2013	Dec. 2013	Dec. 2012	Mar. 2013	June 2013	Sept. 2013	Dec. 2013
United States	6.4	6.4	6.4	6.1	6.4	5.8	5.6	5.8	5.8	5.8
Alabama	5.8	6.0	5.9	5.5	6.0	5.5	5.4	5.5	5.6	5.3
Alaska	9.8	10.7	10.6	9.7	10.1	10.1	9.6	10.0	9.8	10.4
Arizona	6.9	6.2	6.2	6.4	6.8	5.8	5.9	6.1	5.5	5.4
Arkansas	6.0	5.7	5.2	5.8	5.7	5.3	5.5	5.8	5.4	5.4
California	7.4	9.0	7.0	6.7	7.3	6.2	5.9	6.4	6.1	6.2
Colorado	7.1	7.1	7.1	7.0	6.9	6.2	6.2	6.1	6.3	6.1
Connecticut	5.4	5.1	5.6	5.3	5.2	5.1	5.2	4.8	5.4	5.3
Delaware	6.8	6.5	6.5	6.5	6.4	5.7	5.9	5.8	6.0	5.8
District of Columbia	6.8	5.7	6.1	5.8	5.4	5.5	5.4	5.6	5.3	5.5
Florida	7.1	6.7	7.1	7.0	7.0	6.3	6.0	6.3	6.2	6.1
Georgia	6.8	6.6	6.6	6.6	6.8	5.9	5.7	6.2	6.0	5.9
Hawaii	5.4	5.1	5.2	5.3	5.3	4.3	4.8	5.2	4.9	4.5
Idaho	7.9	8.1	8.0	7.7	8.3	7.2	7.2	7.5	7.2	7.4
Illinois	5.3	5.5	5.8	5.7	5.9	5.2	5.5	5.3	5.8	5.4
Indiana	5.9	5.6	5.7	5.5	6.1	5.4	5.3	5.3	5.3	5.1
Iowa	5.7	5.8	6.0	5.8	5.9	5.5	5.4	5.4	5.5	5.5
Kansas	6.3	5.6	6.2	6.1	6.3	5.4	5.5	5.5	5.7	5.3
Kentucky	6.5	5.8	5.8	5.8	6.5	5.5	5.8	5.6	5.4	5.3
Louisiana	7.0	6.7	6.2	6.6	6.6	5.9	6.1	6.3	6.0	6.1
Maine	7.0	6.7	8.1	7.3	7.0	7.5	7.0	6.4	7.4	7.4
Maryland	6.4	6.3	6.2	6.2	6.3	6.3	5.8	6.1	6.1	6.3
Massachusetts	5.4	6.2	6.1	5.4	5.4	5.3	4.9	5.0	5.5	5.4
Michigan	6.0	6.0	6.3	5.9	6.1	5.4	5.0	5.8	5.8	5.6
Minnesota	5.9	6.0	6.1	5.5	5.7	5.7	5.2	5.2	5.5	5.7
Mississippi	6.8	5.9	5.8	6.1	6.5	6.1	5.5	6.0	5.8	5.5
Missouri	6.4	6.5	5.9	5.8	6.0	5.6	5.5	5.4	5.7	5.5
Montana	8.3	8.1	8.0	7.7	8.3	7.8	7.4	7.7	7.5	7.4
Nebraska	5.9	6.0	6.0	6.1	6.2	5.2	5.4	5.7	5.6	5.7
Nevada	6.0	6.3	6.6	6.0	6.3	5.7	5.4	5.5	5.7	5.2
New Hampshire	6.5	6.3	6.8	6.0	6.6	6.4	6.1	5.9	6.5	5.8
New Jersey	6.4	6.3	6.6	6.2	6.4	6.2	5.8	5.6	6.0	6.2
New Mexico	7.4	6.2	6.7	6.5	6.7	6.2	6.5	6.8	6.7	6.2
New York	6.4	6.3	6.4	6.4	6.6	6.1	5.9	5.8	6.1	6.0
North Carolina	6.5	6.0	6.3	6.2	6.4	5.9	5.7	5.8	5.8	5.7
North Dakota	8.3	8.3	7.2	8.3	8.2	6.8	6.6	7.9	6.9	6.9
Ohio	6.1	5.9	6.2	5.5	6.0	5.5	5.6	5.3	5.6	5.3
Oklahoma	6.7	6.0	6.1	6.1	6.1	5.6	6.0	5.7	5.6	6.1
Oregon	7.0	7.2	7.1	7.0	6.8	6.6	6.1	6.2	6.2	6.5
Pennsylvania	5.5	5.5	5.3	5.2	5.4	5.1	5.3	5.2	5.2	5.1
Rhode Island	6.3	6.1	6.5	6.2	6.2	6.0	5.8	5.7	6.1	5.7
South Carolina	6.6	5.8	6.3	6.2	6.6	5.4	5.6	5.5	5.6	5.5
South Dakota	6.3	6.3	6.5	6.2	6.9	6.2	6.2	5.8	6.3	6.0
Tennessee	6.1	5.4	5.5	5.4	6.3	5.1	5.1	5.4	5.2	4.7
Texas	6.1	5.9	5.8	5.9	6.1	5.0	5.1	5.0	5.2	5.1
Utah	7.3	7.3	7.0	6.8	7.4	6.1	6.3	6.5	6.2	6.0
Vermont	7.6	7.0	7.3	7.1	7.4	7.1	6.7	7.8	7.4	6.7
Virginia	6.0	5.7	5.6	5.9	5.7	5.6	5.5	5.6	5.9	5.6
Washington	7.1	8.6	7.3	7.0	6.9	6.5	6.2	6.1	6.4	6.3
West Virginia	6.4	6.3	6.1	5.9	6.4	6.5	6.1	6.6	6.4	6.4
Wisconsin	5.7	5.4	5.8	5.5	5.5	5.3	5.2	5.4	5.4	5.2
Wyoming	9.5	8.7	8.5	8.2	9.4	8.4	8.5	9.0	8.1	8.4
Puerto Rico	6.8	5.6	5.9	6.1	6.9	5.9	6.4	6.2	6.6	5.5
Virgin Islands	7.0	5.6	5.0	5.5	5.2	5.6	6.5	6.5	6.8	5.9

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
2003	March	193	3.0	186	2.9	1,004	.9	1,011	.9
	June	191	3.0	186	2.9	964	.9	951	.9
	September	193	3.0	179	2.8	954	.9	884	.8
	December	200	3.1	180	2.8	998	.9	910	.9
2004	March	207	3.2	180	2.8	1,000	.9	917	.9
	June	203	3.1	185	2.8	980	.9	909	.8
	September	209	3.2	186	2.8	1,016	.9	953	.9
	December	210	3.2	180	2.7	997	.9	894	.8
2005	March	209	3.1	185	2.8	944	.9	852	.8
	June	216	3.2	180	2.7	951	.9	841	.8
	September	221	3.3	186	2.8	996	.9	884	.8
	December	221	3.3	186	2.8	979	.9	846	.8
2006	March	220	3.2	180	2.6	924	.8	748	.7
	June	221	3.2	194	2.8	973	.9	841	.7
	September	210	3.1	196	2.9	927	.8	836	.7
	December	221	3.2	194	2.8	959	.8	804	.7
2007	March	214	3.1	193	2.8	897	.8	771	.7
	June	206	3.0	202	2.9	884	.8	850	.7
	September	216	3.1	203	2.9	941	.8	836	.7
	December	208	3.0	206	2.9	902	.8	825	.7
2008	March	207	3.0	211	3.0	900	.8	817	.7
	June	202	2.9	228	3.3	873	.8	934	.8
	September	191	2.7	223	3.2	826	.7	877	.8
	December	187	2.7	238	3.4	798	.7	941	.8
2009	March	172	2.5	236	3.4	705	.6	851	.8
	June	178	2.6	226	3.3	743	.7	830	.8
	September	169	2.5	216	3.2	692	.7	785	.7
	December	183	2.7	199	2.9	712	.7	730	.7
2010	March	175	2.6	195	2.9	688	.7	671	.6
	June	179	2.7	185	2.7	713	.7	650	.6
	September	187	2.8	189	2.8	741	.7	694	.7
	December	200	2.9	186	2.7	787	.7	688	.6
2011	March	189	2.8	184	2.7	698	.7	615	.6
	June	192	2.8	190	2.8	749	.7	677	.6
	September	199	2.9	187	2.7	788	.7	673	.6
	December	202	2.9	191	2.8	801	.7	749	.7
2012	March	201	2.9	181	2.6	748	.7	604	.6
	June	197	2.9	184	2.7	778	.7	666	.6
	September	201	2.9	185	2.7	796	.7	684	.6
	December	201	2.9	182	2.6	795	.7	675	.6
2013	March	578	8.0	185	2.6	1,067	1.0	638	.6
	June	226	3.0	N/A	N/A	777	.7	N/A	N/A
	September	215	2.9	N/A	N/A	792	.7	N/A	N/A
	December	214	2.9	N/A	N/A	795	.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