

# News

United States  
Department  
of Labor



Bureau of Labor Statistics

Washington, D.C. 20212

Technical Information: (202) 691-6553  
<http://www.bls.gov/bdm/>

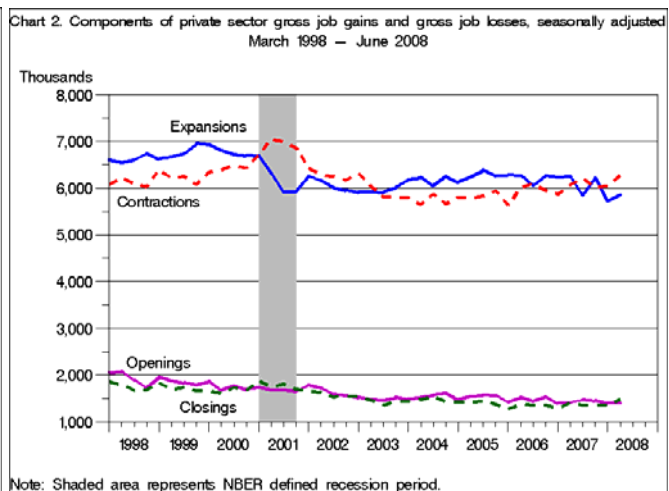
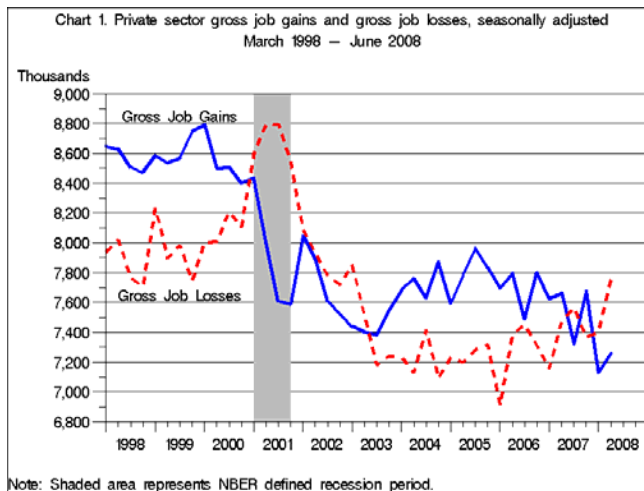
USDL 09-0184

For release: 10:00 A.M. EST  
Tuesday, February 24, 2009

Media Contact: (202) 691-5902

## BUSINESS EMPLOYMENT DYNAMICS: SECOND QUARTER 2008

From March 2008 to June 2008, the number of job gains from opening and expanding private sector establishments was 7.3 million, and the number of job losses from closing and contracting establishments was 7.8 million, according to data released today by the Bureau of Labor Statistics of the U.S. Department of Labor. (See tables A and 3.) Over this period, gross job losses exceeded gross job gains in all but five industry sectors: natural resources and mining, utilities, information, education and health services, and other services. (See tables B and 3.)



The Business Employment Dynamics (BED) data series include gross job gains and gross job losses at the *establishment level* by major industry sector 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.

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. 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 jobs gained and the number of gross jobs lost is the net change in employment. (See the Technical Note for more information.)

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

Category	3 months ended				
	June 2007	Sept. 2007	Dec. 2007	Mar. 2008	June 2008
	Levels (in thousands)				
Gross job gains.....	7,665	7,323	7,676	7,130	7,258
At expanding establishments.....	6,250	5,849	6,220	5,731	5,858
At opening establishments.....	1,415	1,474	1,456	1,399	1,400
Gross job losses.....	7,473	7,564	7,366	7,400	7,751
At contracting establishments.....	6,066	6,209	6,010	6,047	6,277
At closing establishments.....	1,407	1,355	1,356	1,353	1,474
Net employment change <sup>1</sup> .....	192	-241	310	-270	-493
	Rates (percent)				
Gross job gains.....	6.7	6.4	6.8	6.2	6.4
At expanding establishments.....	5.5	5.1	5.5	5.0	5.2
At opening establishments.....	1.2	1.3	1.3	1.2	1.2
Gross job losses.....	6.5	6.7	6.5	6.5	6.8
At contracting establishments.....	5.3	5.5	5.3	5.3	5.5
At closing establishments.....	1.2	1.2	1.2	1.2	1.3
Net employment change <sup>1</sup> .....	.2	-.3	.3	-.3	-.4

<sup>1</sup> The net employment change is the difference between total gross job gains and total gross job losses. See the Technical Note for further information.

### Private Sector Establishment-Level Gross Job Gains and Gross Job Losses

Opening and expanding private sector business establishments gained 7.3 million jobs in the second quarter of 2008, an increase of 128,000 from the previous quarter. Over the quarter, expanding establishments added 5.9 million jobs while opening establishments added 1.4 million jobs.

Gross job losses totaled 7.8 million, an increase of 351,000 from the previous quarter. During the quarter, contracting establishments lost 6.3 million jobs, while closing establishments lost 1.5 million jobs. (See tables A, 1, and 3.)

The difference between the number of gross jobs gained and the number of gross jobs lost yielded a net change of -493,000 jobs in the private sector for second quarter 2008.

Gross job gains represented 6.4 percent of private sector employment, while gross job losses represented 6.8 percent of private sector employment. (See tables A and 2.)

## Major Industry Sector Gross Job Gains and Gross Job Losses

From March 2008 to June 2008, gross job losses exceeded gross job gains in all but five industry sectors: natural resources and mining, utilities, information, education and health services, and other services. (See tables B and 3.)

*Goods-producing.* Expanding and opening establishments in the goods-producing sectors accounted for 1,494,000 jobs gained, and contracting and closing establishments accounted for 1,778,000 jobs lost. This net loss of 284,000 jobs resulted in the eighth consecutive quarter of net loss for these sectors of the economy.

*Construction.* In construction, gross job gains fell over the quarter to 737,000. Gross job losses increased to 922,000, resulting in a net loss of 185,000 jobs. This is the lowest level of gross job gains since the first quarter of 1994, and the highest level of gross job losses this sector has experienced since this time series began in 1992.

*Manufacturing.* Gross job gains grew to 477,000 while gross job losses fell to 588,000. The net loss of 111,000 jobs is the eighth consecutive quarter of net job losses in the manufacturing sector.

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

(In thousands)

Industry	Gross job gains (3 months ended)					Gross job losses (3 months ended)				
	June 2007	Sept. 2007	Dec. 2007	Mar. 2008	June 2008	June 2007	Sept. 2007	Dec. 2007	Mar. 2008	June 2008
Total private <sup>1</sup> .....	7,665	7,323	7,676	7,130	7,258	7,473	7,564	7,366	7,400	7,751
Goods-Producing.....	1,633	1,504	1,573	1,493	1,494	1,713	1,725	1,701	1,758	1,778
Natural res. and mining.....	290	262	292	274	280	274	274	261	293	268
Construction .....	820	772	784	763	737	865	882	875	869	922
Manufacturing .....	523	470	497	456	477	574	569	565	596	588
Service-Providing <sup>1</sup> .....	6,032	5,819	6,103	5,637	5,764	5,760	5,839	5,665	5,642	5,973
Wholesale trade.....	321	310	321	294	295	304	308	301	306	314
Retail trade .....	1,029	1,007	1,022	954	939	1,042	1,064	1,011	979	1,080
Transportation and warehousing.	246	224	254	208	225	223	233	229	250	253
Utilities .....	15	14	15	13	16	12	12	11	10	12
Information .....	161	155	145	154	162	139	154	155	153	161
Financial activities .....	433	418	432	412	394	463	479	486	436	455
Professional and business services.....	1,403	1,316	1,440	1,239	1,345	1,347	1,339	1,337	1,358	1,433
Education and health services ...	795	810	814	785	788	696	685	666	667	715
Leisure and hospitality.....	1,228	1,179	1,247	1,158	1,183	1,206	1,224	1,148	1,154	1,218
Other services .....	308	293	296	290	300	289	307	287	289	293

<sup>1</sup> Includes unclassified sector, not shown separately.

*Service-providing.* In the service-providing sectors, gross job gains increased to 5,764,000 and gross job losses increased to 5,973,000. Job gains at expanding establishments increased to 4,590,000 jobs, while job losses at contracting establishments increased to 4,791,000 jobs, resulting in a net loss of 209,000 jobs.

*Retail Trade.* In retail trade, gross job gains decreased to 939,000 and gross job losses increased to 1,080,000 for a net loss of 141,000 jobs. This is the second highest net loss in this industry since the series began in 1992, second only to the third quarter of 2001.

*Education and Health Services.* Gross job gains increased slightly to 788,000 jobs in the second quarter, while gross job losses increased to 715,000. This industry sector is the only one which has experienced a net positive change in every quarter since this series began in 1992.

*Financial Activities.* Gross job losses exceeded gross job gains in the financial sector for the fifth consecutive quarter. Gross job gains fell to 394,000, while gross job losses increased to 455,000.

### Number of Establishments Gaining and Losing Employment

Another way to look at the dynamics of business activities is to monitor the number and proportion of business units that are growing and declining. In the second quarter of 2008, the number of establishments losing jobs exceeded the number of establishments gaining jobs.

Out of 7 million active private-sector establishments, a total of 2,024,000 establishments lost jobs from March 2008 to June 2008. (See table C.) Of these establishments, 1,633,000 were contracting establishments and 391,000 were closing establishments. Of the establishments gaining jobs, 1,479,000 establishments were expanding and 355,000 establishments were opening, resulting in 1,834,000 establishments gaining jobs.

The number of closing establishments exceeded the number of opening establishments, resulting in a net loss of 36,000 private-sector establishments during the quarter. This is the highest net decline in establishments that has been observed since this series began in 1992, and the first time that the net number of establishments has declined for two consecutive quarters.

**Table C. Number of private sector establishments by direction of employment change, seasonally adjusted**

(In thousands)

Category	3 months ended				
	June 2007	Sept. 2007	Dec. 2007	Mar. 2008	June 2008
Establishments gaining jobs.....	1,919	1,901	1,940	1,874	1,834
Expanding establishments.....	1,559	1,525	1,558	1,517	1,479
Opening establishments.....	360	376	382	357	355
Establishments losing jobs.....	1,952	1,956	1,935	1,976	2,024
Contracting establishments.....	1,582	1,595	1,575	1,596	1,633
Closing establishments.....	370	361	360	380	391
Net establishment change <sup>1</sup> .....	-10	15	22	-23	-36

<sup>1</sup> The net establishment change is the difference between the number of opening establishments and the number of closing establishments. See the Technical Note for further information.

### Firm-level Gross Job Gains and Gross Job Losses by Size Class

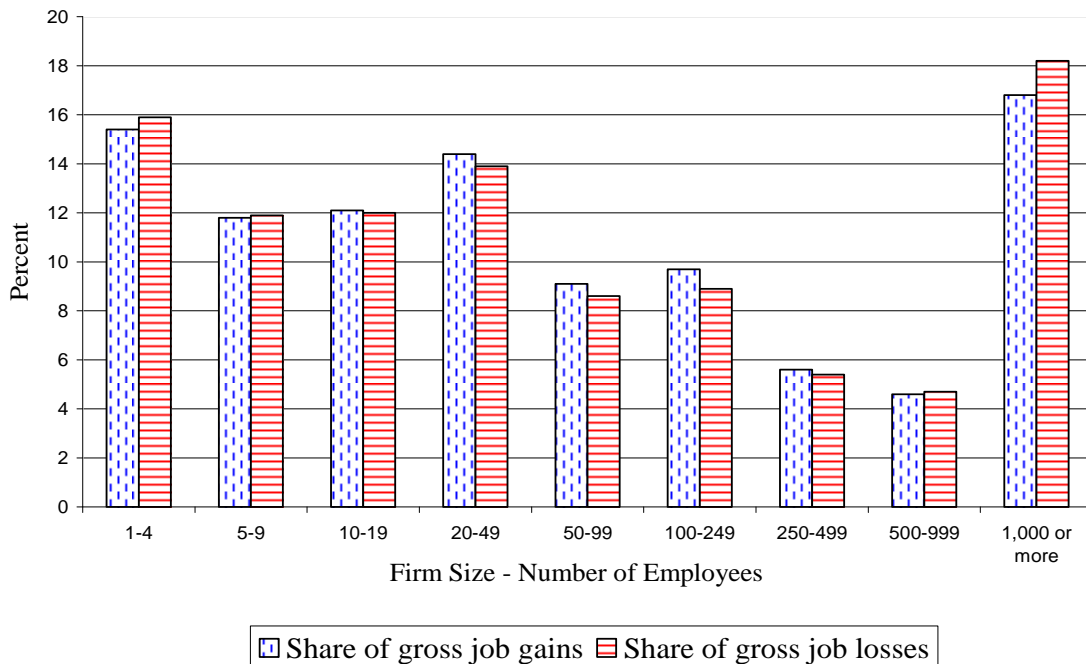
From March 2008 to June 2008, firms with 1,000 or more employees experienced an increase in their share of gross job gains with 16.8 percent, and experienced an even larger increase in gross job losses with 18.2 percent. (See tables D and 4.)

**Table D. Three-month private sector share<sup>1</sup> of gross job gains and gross job losses by firm size, seasonally adjusted (Percent)**

Firm size	Share of gross job gains 3 months ended					Share of gross job losses 3 months ended				
	June 2007	Sept. 2007	Dec. 2007	Mar. 2008	June 2008	June 2007	Sept. 2007	Dec. 2007	Mar. 2008	June 2008
1 - 4 employees.....	14.9	16.2	15.6	16.2	15.4	16.1	15.8	16.0	16.7	15.9
5 - 9 employees.....	11.6	12.2	11.4	12.4	11.8	12.3	12.1	12.3	12.4	11.9
10 - 19 employees.....	12.1	12.2	11.6	12.6	12.1	12.3	12.3	12.4	12.4	12.0
20 - 49 employees.....	14.5	14.3	13.8	14.7	14.4	14.3	14.5	14.4	14.3	13.9
50 - 99 employees.....	9.1	8.9	8.7	9.1	9.1	8.6	8.9	8.9	8.7	8.6
100 - 249 employees.....	9.8	9.2	9.3	9.4	9.7	8.9	9.4	9.1	8.9	8.9
250 - 499 employees.....	5.9	5.6	5.5	5.6	5.6	5.2	5.5	5.3	5.3	5.4
500 - 999 employees.....	4.7	4.6	4.5	4.4	4.6	4.4	4.5	4.5	4.2	4.7
1,000 or more employees....	16.9	16.4	19.1	15.2	16.8	17.4	16.6	16.7	16.8	18.2

<sup>1</sup> Share measures the percent of the category represented by each firm size class, and rates may not sum to 100.0 due to rounding.

**Chart 3. Share of total quarterly gross job gains and losses by firm size, March 2008 to June 2008, seasonally adjusted**



Gross Job Gains and Losses by State

In the second quarter of 2008, 11 states and the District of Columbia experienced net employment growth while 39 states, Puerto Rico, and the Virgin Islands experienced net job losses. Alaska and

Wyoming had both the highest rates of gross job gains (11.5 and 8.7 percent, respectively) as well as the highest rates of gross job losses (9.7 and 10.4 percent, respectively). (See tables 5 and 6.)

### More Information

Additional information on gross job gains and gross job losses are available at the Business Employment Dynamics Web page on the BLS Web site at <http://www.bls.gov/bdm>. This information includes data on the levels and rates of gross job gains and gross job losses by firm size, the 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](mailto:BDMinfo@bls.gov).

### **Comparing Business Employment Dynamics Data with Current Employment Statistics and Quarterly Census of Employment and Wage Data**

The net change in employment from Business Employment Dynamics (BED) data series will not match the net change in employment from the monthly Current Employment Statistics (CES) survey. The CES estimates are based on monthly surveys from a sample of establishments, while gross job gains and gross job losses are based on a quarterly census of administrative records. In addition, the CES has a different coverage, excluding the agriculture sector but including establishments not covered by the unemployment insurance program. The net over-the-quarter changes derived by aggregating component series in the BED data may be different from the net employment change estimated from the CES seasonally adjusted total employment series. The intended use of the BED statistics is to show the dynamic labor market flows that underlie the net changes in aggregate employment levels; data users who want to track net changes in aggregate employment levels over time should refer to CES data.

BED data have a more limited scope than the Quarterly Census of Employment and Wages (QCEW) data. The data in this release, in contrast to the QCEW data, exclude government employees, private households (NAICS 814110), and establishments with zero employment.

See the Technical Note for further information.

## 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), or the ES-202 program. The BED data are compiled by the U.S. Bureau of Labor Statistics (BLS) from existing quarterly state unemployment insurance (UI) records. Most employers in the U.S. are required to file quarterly reports on the employment and wages of workers covered by UI laws, and to pay quarterly UI taxes. The quarterly UI reports are sent by the State Employment Security Agencies (SESAs) to BLS and form the basis of the Bureau's establishment universe sampling frame. These reports are also used to produce the quarterly QCEW data on total employment and wages and the longitudinal BED data on gross job gains and losses. Other important Bureau uses of the UI reports are in the Current Employment Statistics (CES) program.

In the BED program, the quarterly UI 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
<b>Source</b>	<ul style="list-style-type: none"> <li>Count of UI administrative records submitted by 9.1 million employers</li> </ul>	<ul style="list-style-type: none"> <li>Count of longitudinally-linked UI administrative records submitted by 7 million private sector employers</li> </ul>	<ul style="list-style-type: none"> <li>Sample Survey: 400,000 establishments</li> </ul>
<b>Coverage</b>	<ul style="list-style-type: none"> <li>UI and UCFE coverage: all employers subject to State and federal UI Laws</li> </ul>	<ul style="list-style-type: none"> <li>UI Coverage, excluding: government, private households, and establishments with zero employment</li> </ul>	<ul style="list-style-type: none"> <li>Non-farm wage and salary jobs:               <ul style="list-style-type: none"> <li>UI Coverage, excluding: agriculture, private households, and self-employed; including: railroads, religious organizations, and other non-UI-covered jobs</li> </ul> </li> </ul>
<b>Publication frequency</b>	<ul style="list-style-type: none"> <li>Quarterly               <ul style="list-style-type: none"> <li>– 7 Months after the end of each quarter</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>Quarterly               <ul style="list-style-type: none"> <li>– 8 Months after the end of each quarter</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>Monthly               <ul style="list-style-type: none"> <li>– First Friday of each month</li> </ul> </li> </ul>
<b>Use of UI file</b>	<ul style="list-style-type: none"> <li>Directly summarizes and publishes each new quarter of UI data</li> </ul>	<ul style="list-style-type: none"> <li>Links each new UI quarter to longitudinal database and directly summarizes gross job gains and losses</li> </ul>	<ul style="list-style-type: none"> <li>Uses UI file as a sampling frame and annually realigns (benchmarks) sample estimates to first quarter UI levels</li> </ul>
<b>Principal products</b>	<ul style="list-style-type: none"> <li>Provides a quarterly and annual universe count of establishments, employment, and wages at the county, MSA, State, and national levels by detailed industry</li> </ul>	<ul style="list-style-type: none"> <li>Provides quarterly employer dynamics data on establishment openings, closings, expansions, and contractions at the national level by NAICS super-sectors and by size of firm, and at the state private-sector total level</li> <li>Future expansions will include data with greater industry detail and data at the county and MSA level</li> </ul>	<ul style="list-style-type: none"> <li>Provides current monthly estimates of employment, hours, and earnings at the MSA, State, and national level by industry</li> </ul>
<b>Principal uses</b>	<ul style="list-style-type: none"> <li>Major uses include:               <ul style="list-style-type: none"> <li>– Detailed locality data</li> <li>– Periodic universe counts for benchmarking sample survey estimates</li> <li>– Sample frame for BLS establishment surveys</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>Major uses include:               <ul style="list-style-type: none"> <li>– Business cycle analysis</li> <li>– Analysis of employer dynamics underlying economic expansions and contractions</li> <li>– Analysis of employment expansion and contraction by size of firm</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>Major uses include:               <ul style="list-style-type: none"> <li>– Principal national economic indicator</li> <li>– Official time series for employment change measures</li> <li>– Input into other major economic indicators</li> </ul> </li> </ul>
<b>Program Websites</b>	<ul style="list-style-type: none"> <li><a href="http://www.bls.gov/cew/">www.bls.gov/cew/</a></li> </ul>	<ul style="list-style-type: none"> <li><a href="http://www.bls.gov/bdm/">www.bls.gov/bdm/</a></li> </ul>	<ul style="list-style-type: none"> <li><a href="http://www.bls.gov/ces/">www.bls.gov/ces/</a></li> </ul>

## 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 over 7 million private sector employer reports out of 9.1 million total reports of employment and wages submitted by states to BLS in the second quarter of 2008. 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 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 second quarter 2008:

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

	Millions
Total establishments QCEW program.....	9.1
Excluded: Public sector .....	0.3
Private households .....	0.6
Zero employment .....	1.1
Establishments in Puerto Rico and the Virgin Islands .....	0.1
Total establishments included in Business Employment Dynamics data.....	7.0

## 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.

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.

### **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 3-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.

### **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.

### **Additional statistics and other information**

Several other programs within BLS produce closely related information. The QCEW program, also known as the ES-202 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, 2003* 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](mailto: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 <sup>1</sup>	Gross job gains			Gross job losses		
			Total	Expanding establishments	Opening establishments	Total	Contracting establishments	Closing establishments
1992	September .....	599	7,329	5,688	1,641	6,730	5,308	1,422
	December .....	123	6,986	5,452	1,534	6,863	5,484	1,379
1993	March .....	288	7,117	5,404	1,713	6,829	5,364	1,465
	June .....	734	7,275	5,782	1,493	6,541	5,155	1,386
	September .....	965	7,539	5,926	1,613	6,574	5,265	1,309
	December .....	603	7,375	5,822	1,553	6,772	5,411	1,361
1994	March .....	559	7,381	5,800	1,581	6,822	5,401	1,421
	June .....	905	7,709	6,041	1,668	6,804	5,315	1,489
	September .....	1,288	8,002	6,277	1,725	6,714	5,426	1,288
	December .....	460	7,535	5,978	1,557	7,075	5,642	1,433
1995	March .....	758	7,787	6,124	1,663	7,029	5,652	1,377
	June .....	358	7,666	6,006	1,660	7,308	5,840	1,468
	September .....	845	7,983	6,341	1,642	7,138	5,645	1,493
	December .....	378	7,830	6,140	1,690	7,452	5,929	1,523
1996	March .....	457	7,933	6,179	1,754	7,476	5,967	1,509
	June .....	631	8,051	6,282	1,769	7,420	5,903	1,517
	September .....	704	8,177	6,373	1,804	7,473	5,942	1,531
	December .....	816	8,206	6,396	1,810	7,390	5,875	1,515
1997	March .....	784	8,214	6,407	1,807	7,430	5,886	1,544
	June .....	584	8,055	6,330	1,725	7,471	5,931	1,540
	September .....	901	8,515	6,718	1,797	7,614	5,927	1,687
	December .....	708	8,617	6,697	1,920	7,909	6,024	1,885
1998	March .....	711	8,648	6,599	2,049	7,937	6,077	1,860
	June .....	610	8,629	6,552	2,077	8,019	6,224	1,795
	September .....	742	8,508	6,607	1,901	7,766	6,093	1,673
	December .....	768	8,475	6,737	1,738	7,707	6,025	1,682
1999	March .....	353	8,585	6,626	1,959	8,232	6,395	1,837
	June .....	644	8,539	6,661	1,878	7,895	6,210	1,685
	September .....	588	8,571	6,734	1,837	7,983	6,250	1,733
	December .....	1,005	8,749	6,956	1,793	7,744	6,076	1,668
2000	March .....	789	8,792	6,924	1,868	8,003	6,341	1,662
	June .....	492	8,499	6,814	1,685	8,007	6,387	1,620
	September .....	296	8,506	6,728	1,778	8,210	6,483	1,727
	December .....	295	8,400	6,702	1,698	8,105	6,433	1,672
2001	March .....	-156	8,436	6,694	1,742	8,592	6,717	1,875
	June .....	-792	8,009	6,319	1,690	8,801	7,050	1,751
	September .....	-1,184	7,608	5,917	1,691	8,792	6,991	1,801
	December .....	-960	7,591	5,932	1,659	8,551	6,858	1,693
2002	March .....	-39	8,049	6,259	1,790	8,088	6,424	1,664
	June .....	-38	7,890	6,164	1,726	7,928	6,290	1,638
	September .....	-171	7,608	6,015	1,593	7,779	6,248	1,531
	December .....	-198	7,522	5,960	1,562	7,720	6,171	1,549
2003	March .....	-412	7,439	5,917	1,522	7,851	6,311	1,540
	June .....	-104	7,401	5,928	1,473	7,505	6,040	1,465
	September .....	204	7,383	5,918	1,465	7,179	5,818	1,361
	December .....	309	7,549	6,016	1,533	7,240	5,802	1,438
2004	March .....	450	7,683	6,189	1,494	7,233	5,799	1,434
	June .....	631	7,760	6,234	1,526	7,129	5,648	1,481
	September .....	215	7,630	6,057	1,573	7,415	5,877	1,538
	December .....	781	7,872	6,256	1,616	7,091	5,660	1,431
2005	March .....	363	7,595	6,123	1,472	7,232	5,806	1,426
	June .....	585	7,783	6,231	1,552	7,198	5,785	1,413
	September .....	680	7,962	6,387	1,575	7,282	5,834	1,448
	December .....	516	7,833	6,263	1,570	7,317	5,945	1,372
2006	March .....	787	7,697	6,278	1,419	6,910	5,635	1,275
	June .....	410	7,795	6,274	1,521	7,385	6,009	1,376
	September .....	36	7,488	6,052	1,436	7,452	6,099	1,353
	December .....	492	7,801	6,262	1,539	7,309	5,953	1,356
2007	March .....	470	7,627	6,228	1,399	7,157	5,872	1,285
	June .....	192	7,665	6,250	1,415	7,473	6,066	1,407
	September .....	-241	7,323	5,849	1,474	7,564	6,209	1,355
	December .....	310	7,676	6,220	1,456	7,366	6,010	1,356
2008	March .....	-270	7,130	5,731	1,399	7,400	6,047	1,353
	June .....	-493	7,258	5,858	1,400	7,751	6,277	1,474

<sup>1</sup> Net change is the difference between total gross job gains and total gross job losses.

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

Year	3 months ended	Net change <sup>2</sup>	Gross job gains			Gross job losses		
			Total	Expanding establishments	Opening establishments	Total	Contracting establishments	Closing establishments
1992	September .....	.7	8.2	6.4	1.8	7.5	5.9	1.6
	December .....	.2	7.8	6.1	1.7	7.6	6.1	1.5
1993	March .....	.3	7.9	6.0	1.9	7.6	6.0	1.6
	June .....	.8	8.0	6.4	1.6	7.2	5.7	1.5
	September .....	1.1	8.3	6.5	1.8	7.2	5.8	1.4
1994	December .....	.6	8.0	6.3	1.7	7.4	5.9	1.5
	March .....	.7	8.0	6.3	1.7	7.3	5.8	1.5
	June .....	1.0	8.3	6.5	1.8	7.3	5.7	1.6
1995	September .....	1.3	8.4	6.6	1.8	7.1	5.7	1.4
	December .....	.5	7.9	6.3	1.6	7.4	5.9	1.5
	March .....	.8	8.1	6.4	1.7	7.3	5.9	1.4
1996	June .....	.3	7.9	6.2	1.7	7.6	6.1	1.5
	September .....	.9	8.2	6.5	1.7	7.3	5.8	1.5
	December .....	.3	8.0	6.3	1.7	7.7	6.1	1.6
1997	March .....	.5	8.1	6.3	1.8	7.6	6.1	1.5
	June .....	.7	8.2	6.4	1.8	7.5	6.0	1.5
	September .....	.7	8.2	6.4	1.8	7.5	6.0	1.5
1998	December .....	.8	8.2	6.4	1.8	7.4	5.9	1.5
	March .....	.9	8.2	6.4	1.8	7.3	5.8	1.5
	June .....	.6	7.9	6.2	1.7	7.3	5.8	1.5
1999	September .....	1.0	8.4	6.6	1.8	7.4	5.8	1.6
	December .....	.8	8.4	6.5	1.9	7.6	5.8	1.8
	March .....	.7	8.4	6.4	2.0	7.7	5.9	1.8
2000	June .....	.6	8.3	6.3	2.0	7.7	6.0	1.7
	September .....	.7	8.1	6.3	1.8	7.4	5.8	1.6
	December .....	.7	8.0	6.4	1.6	7.3	5.7	1.6
2001	March .....	.3	8.0	6.2	1.8	7.7	6.0	1.7
	June .....	.6	8.0	6.2	1.8	7.4	5.8	1.6
	September .....	.6	8.0	6.3	1.7	7.4	5.8	1.6
2002	December .....	1.0	8.1	6.4	1.7	7.1	5.6	1.5
	March .....	.7	8.0	6.3	1.7	7.3	5.8	1.5
	June .....	.4	7.7	6.2	1.5	7.3	5.8	1.5
2003	September .....	.2	7.7	6.1	1.6	7.5	5.9	1.6
	December .....	.3	7.6	6.1	1.5	7.3	5.8	1.5
	March .....	-1	7.7	6.1	1.6	7.8	6.1	1.7
2004	June .....	-8	7.2	5.7	1.5	8.0	6.4	1.6
	September .....	-1.2	6.9	5.4	1.5	8.1	6.4	1.7
	December .....	-9	7.0	5.5	1.5	7.9	6.3	1.6
2005	March .....	.0	7.5	5.8	1.7	7.5	6.0	1.5
	June .....	.0	7.3	5.7	1.6	7.3	5.8	1.5
	September .....	-1	7.1	5.6	1.5	7.2	5.8	1.4
2006	December .....	.0	7.1	5.6	1.5	7.1	5.7	1.4
	March .....	-4	6.9	5.5	1.4	7.3	5.9	1.4
	June .....	-1	7.0	5.6	1.4	7.1	5.7	1.4
2007	September .....	.2	6.9	5.5	1.4	6.7	5.4	1.3
	December .....	.3	7.0	5.6	1.4	6.7	5.4	1.3
	March .....	.5	7.2	5.8	1.4	6.7	5.4	1.3
2008	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
2009	March .....	.3	6.9	5.6	1.3	6.6	5.3	1.3
	June .....	.5	7.1	5.7	1.4	6.6	5.3	1.3
	September .....	.6	7.2	5.8	1.4	6.6	5.3	1.3
2010	December .....	.4	7.0	5.6	1.4	6.6	5.4	1.2
	March .....	.8	6.9	5.6	1.3	6.1	5.0	1.1
	June .....	.5	7.0	5.6	1.4	6.5	5.3	1.2
2011	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
	March .....	.4	6.7	5.5	1.2	6.3	5.2	1.1
2012	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 .....	.3	6.8	5.5	1.3	6.5	5.3	1.2
2013	March .....	-3	6.2	5.0	1.2	6.5	5.3	1.2
	June .....	-4	6.4	5.2	1.2	6.8	5.5	1.3

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

<sup>2</sup> Net change is the difference between total gross job gains and total gross job losses.

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

Category	Gross job gains and losses (in thousands) (3 months ended)					Gross job gains and losses as a percent of employment (3 months ended)				
	June 2007	Sept. 2007	Dec. 2007	Mar. 2008	June 2008	June 2007	Sept. 2007	Dec. 2007	Mar. 2008	June 2008
<b>Total private <sup>1</sup></b>										
Gross job gains .....	7,665	7,323	7,676	7,130	7,258	6.7	6.4	6.8	6.2	6.4
At expanding establishments .....	6,250	5,849	6,220	5,731	5,858	5.5	5.1	5.5	5.0	5.2
At opening establishments .....	1,415	1,474	1,456	1,399	1,400	1.2	1.3	1.3	1.2	1.2
Gross job losses .....	7,473	7,564	7,366	7,400	7,751	6.5	6.7	6.5	6.5	6.8
At contracting establishments .....	6,066	6,209	6,010	6,047	6,277	5.3	5.5	5.3	5.3	5.5
At closing establishments .....	1,407	1,355	1,356	1,353	1,474	1.2	1.2	1.2	1.2	1.3
Net employment change .....	192	-241	310	-270	-493	.2	-.3	.3	-.3	-.4
<b>Goods-producing</b>										
Gross job gains .....	1,633	1,504	1,573	1,493	1,494	7.0	6.4	6.8	6.5	6.6
At expanding establishments .....	1,386	1,262	1,337	1,258	1,268	5.9	5.4	5.8	5.5	5.6
At opening establishments .....	247	242	236	235	226	1.1	1.0	1.0	1.0	1.0
Gross job losses .....	1,713	1,725	1,701	1,758	1,778	7.3	7.5	7.4	7.6	7.8
At contracting establishments .....	1,433	1,455	1,424	1,481	1,486	6.1	6.3	6.2	6.4	6.5
At closing establishments .....	280	270	277	277	292	1.2	1.2	1.2	1.2	1.3
Net employment change .....	-80	-221	-128	-265	-284	-.3	-1.1	-.6	-1.1	-1.2
<b>Natural resources and mining</b>										
Gross job gains .....	290	262	292	274	280	15.8	14.4	15.8	14.5	14.9
At expanding establishments .....	251	224	250	234	242	13.7	12.3	13.5	12.4	12.9
At opening establishments .....	39	38	42	40	38	2.1	2.1	2.3	2.1	2.0
Gross job losses .....	274	274	261	293	268	14.9	15.1	14.1	15.5	14.3
At contracting establishments .....	233	233	224	251	228	12.7	12.8	12.1	13.3	12.2
At closing establishments .....	41	41	37	42	40	2.2	2.3	2.0	2.2	2.1
Net employment change .....	16	-12	31	-19	12	.9	-.7	1.7	-1.0	.6
<b>Construction</b>										
Gross job gains .....	820	772	784	763	737	10.7	10.2	10.5	10.2	10.1
At expanding establishments .....	657	616	634	614	593	8.6	8.1	8.5	8.2	8.1
At opening establishments .....	163	156	150	149	144	2.1	2.1	2.0	2.0	2.0
Gross job losses .....	865	882	875	869	922	11.3	11.7	11.7	11.7	12.6
At contracting establishments .....	696	715	702	698	738	9.1	9.5	9.4	9.4	10.1
At closing establishments .....	169	167	173	171	184	2.2	2.2	2.3	2.3	2.5
Net employment change .....	-45	-110	-91	-106	-185	-.6	-1.5	-1.2	-1.5	-2.5
<b>Manufacturing</b>										
Gross job gains .....	523	470	497	456	477	3.7	3.3	3.6	3.3	3.5
At expanding establishments .....	478	422	453	410	433	3.4	3.0	3.3	3.0	3.2
At opening establishments .....	45	48	44	46	44	.3	.3	.3	.3	.3
Gross job losses .....	574	569	565	596	588	4.1	4.1	4.1	4.4	4.3
At contracting establishments .....	504	507	498	532	520	3.6	3.7	3.6	3.9	3.8
At closing establishments .....	70	62	67	64	68	.5	.4	.5	.5	.5
Net employment change .....	-51	-99	-68	-140	-111	-.4	-.8	-.5	-1.1	-.8
<b>Service-providing <sup>1</sup></b>										
Gross job gains .....	6,032	5,819	6,103	5,637	5,764	6.7	6.5	6.7	6.2	6.3
At expanding establishments .....	4,864	4,587	4,883	4,473	4,590	5.4	5.1	5.4	4.9	5.0
At opening establishments .....	1,168	1,232	1,220	1,164	1,174	1.3	1.4	1.3	1.3	1.3
Gross job losses .....	5,760	5,839	5,665	5,642	5,973	6.3	6.4	6.3	6.2	6.6
At contracting establishments .....	4,633	4,754	4,586	4,566	4,791	5.1	5.2	5.1	5.0	5.3
At closing establishments .....	1,127	1,085	1,079	1,076	1,182	1.2	1.2	1.2	1.2	1.3
Net employment change .....	272	-20	438	-5	-209	.4	.1	.4	.0	-.3
<b>Wholesale trade</b>										
Gross job gains .....	321	310	321	294	295	5.4	5.1	5.4	4.9	4.9
At expanding establishments .....	264	248	263	238	239	4.4	4.1	4.4	4.0	4.0
At opening establishments .....	57	62	58	56	56	1.0	1.0	1.0	.9	.9
Gross job losses .....	304	308	301	306	314	5.1	5.2	5.0	5.1	5.3
At contracting establishments .....	233	244	232	239	243	3.9	4.1	3.9	4.0	4.1
At closing establishments .....	71	64	69	67	71	1.2	1.1	1.1	1.1	1.2
Net employment change .....	17	2	20	-12	-19	.3	-.1	.4	-.2	-.4

See footnote at end of table.

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

Category	Gross job gains and losses (in thousands) (3 months ended)					Gross job gains and losses as a percent of employment (3 months ended)				
	June 2007	Sept. 2007	Dec. 2007	Mar. 2008	June 2008	June 2007	Sept. 2007	Dec. 2007	Mar. 2008	June 2008
<b>Retail trade</b>										
Gross job gains .....	1,029	1,007	1,022	954	939	6.6	6.5	6.6	6.2	6.0
At expanding establishments .....	871	821	870	804	785	5.6	5.3	5.6	5.2	5.0
At opening establishments .....	158	186	152	150	154	1.0	1.2	1.0	1.0	1.0
Gross job losses .....	1,042	1,064	1,011	979	1,080	6.7	6.8	6.5	6.3	6.9
At contracting establishments .....	905	926	871	846	935	5.8	5.9	5.6	5.4	6.0
At closing establishments .....	137	138	140	133	145	.9	.9	.9	.9	.9
Net employment change .....	-13	-57	11	-25	-141	-.1	-.3	.1	-.1	-.9
<b>Transportation and warehousing</b>										
Gross job gains .....	246	224	254	208	225	5.7	5.2	5.8	4.8	5.2
At expanding establishments .....	209	190	219	177	193	4.8	4.4	5.0	4.1	4.5
At opening establishments .....	37	34	35	31	32	.9	.8	.8	.7	.7
Gross job losses .....	223	233	229	250	253	5.2	5.4	5.3	5.8	5.9
At contracting establishments .....	185	194	189	216	210	4.3	4.5	4.4	5.0	4.9
At closing establishments .....	38	39	40	34	43	.9	.9	.9	.8	1.0
Net employment change .....	23	-9	25	-42	-28	.5	-.2	.5	-1.0	-.7
<b>Utilities</b>										
Gross job gains .....	15	14	15	13	16	2.8	2.6	2.8	2.4	2.9
At expanding establishments .....	14	13	13	11	14	2.6	2.4	2.4	2.0	2.5
At opening establishments .....	1	1	2	2	2	.2	.2	.4	.4	.4
Gross job losses .....	12	12	11	10	12	2.2	2.2	2.0	1.8	2.2
At contracting establishments .....	10	10	10	9	10	1.8	1.8	1.8	1.6	1.8
At closing establishments .....	2	2	1	1	2	.4	.4	.2	.2	.4
Net employment change .....	3	2	4	3	4	.6	.4	.8	.6	.7
<b>Information</b>										
Gross job gains .....	161	155	145	154	162	5.3	5.1	4.7	5.1	5.4
At expanding establishments .....	137	127	117	129	139	4.5	4.2	3.8	4.3	4.6
At opening establishments .....	24	28	28	25	23	.8	.9	.9	.8	.8
Gross job losses .....	139	154	155	153	161	4.6	5.0	5.1	5.1	5.4
At contracting establishments .....	113	129	126	123	126	3.7	4.2	4.1	4.1	4.2
At closing establishments .....	26	25	29	30	35	.9	.8	1.0	1.0	1.2
Net employment change .....	22	1	-10	1	1	.7	.1	-.4	.0	.0
<b>Financial activities</b>										
Gross job gains .....	433	418	432	412	394	5.3	5.1	5.3	5.1	4.9
At expanding establishments .....	346	322	332	324	310	4.2	3.9	4.1	4.0	3.9
At opening establishments .....	87	96	100	88	84	1.1	1.2	1.2	1.1	1.0
Gross job losses .....	463	479	486	436	455	5.6	5.8	6.0	5.4	5.7
At contracting establishments .....	354	362	368	323	345	4.3	4.4	4.5	4.0	4.3
At closing establishments .....	109	117	118	113	110	1.3	1.4	1.5	1.4	1.4
Net employment change .....	-30	-61	-54	-24	-61	-.3	-.7	-.7	-.3	-.8
<b>Professional and business services</b>										
Gross job gains .....	1,403	1,316	1,440	1,239	1,345	7.8	7.4	8.0	6.8	7.5
At expanding establishments .....	1,148	1,053	1,158	998	1,073	6.4	5.9	6.4	5.5	6.0
At opening establishments .....	255	263	282	241	272	1.4	1.5	1.6	1.3	1.5
Gross job losses .....	1,347	1,339	1,337	1,358	1,433	7.5	7.5	7.5	7.6	8.1
At contracting establishments .....	1,041	1,075	1,072	1,094	1,100	5.8	6.0	6.0	6.1	6.2
At closing establishments .....	306	264	265	264	333	1.7	1.5	1.5	1.5	1.9
Net employment change .....	56	-23	103	-119	-88	.3	-.1	.5	-.8	-.6
<b>Education and health services</b>										
Gross job gains .....	795	810	814	785	788	4.6	4.7	4.6	4.4	4.4
At expanding establishments .....	676	678	695	661	673	3.9	3.9	3.9	3.7	3.8
At opening establishments .....	119	132	119	124	115	.7	.8	.7	.7	.6
Gross job losses .....	696	685	666	667	715	4.0	3.9	3.7	3.8	4.0
At contracting establishments .....	577	568	552	551	587	3.3	3.2	3.1	3.1	3.3
At closing establishments .....	119	117	114	116	128	.7	.7	.6	.7	.7
Net employment change .....	99	125	148	118	73	.6	.8	.9	.6	.4

See footnote at end of table.

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

Category	Gross job gains and losses (in thousands) (3 months ended)					Gross job gains and losses as a percent of employment (3 months ended)				
	June 2007	Sept. 2007	Dec. 2007	Mar. 2008	June 2008	June 2007	Sept. 2007	Dec. 2007	Mar. 2008	June 2008
<b>Leisure and hospitality</b>										
Gross job gains .....	1,228	1,179	1,247	1,158	1,183	9.2	8.9	9.3	8.6	8.7
At expanding establishments .....	939	891	961	879	908	7.0	6.7	7.2	6.5	6.7
At opening establishments .....	289	288	286	279	275	2.2	2.2	2.1	2.1	2.0
Gross job losses .....	1,206	1,224	1,148	1,154	1,218	9.0	9.1	8.5	8.6	9.1
At contracting establishments .....	975	993	931	930	993	7.3	7.4	6.9	6.9	7.4
At closing establishments .....	231	231	217	224	225	1.7	1.7	1.6	1.7	1.7
Net employment change .....	22	-45	99	4	-35	.2	-.2	.8	.0	-.4
<b>Other services</b>										
Gross job gains .....	308	293	296	290	300	7.9	7.5	7.6	7.5	7.7
At expanding establishments .....	247	230	238	233	238	6.3	5.9	6.1	6.0	6.1
At opening establishments .....	61	63	58	57	62	1.6	1.6	1.5	1.5	1.6
Gross job losses .....	289	307	287	289	293	7.4	7.8	7.3	7.4	7.5
At contracting establishments .....	227	243	224	224	228	5.8	6.2	5.7	5.7	5.8
At closing establishments .....	62	64	63	65	65	1.6	1.6	1.6	1.7	1.7
Net employment change .....	19	-14	9	1	7	.5	-.3	.3	.1	.2

<sup>1</sup> Includes unclassified sector, not shown separately.

**Table 4. Private sector percentage share <sup>1</sup> of gross job gains and losses, seasonally adjusted**  
(Percent)

Category	3 months ended				
	June 2007	Sept. 2007	Dec. 2007	Mar. 2008	June 2008
<b>Firm size 1 - 4 employees</b>					
Gross job gains .....	14.9	16.2	15.6	16.2	15.4
Expanding firms .....	7.1	7.5	7.2	7.7	7.3
Opening firms .....	58.4	59.4	61.5	58.9	58.9
Gross job losses .....	16.1	15.8	16.0	16.7	15.9
Contracting firms .....	7.9	7.7	8.0	8.1	7.6
Closing firms .....	59.6	60.1	59.6	60.9	61.0
<b>Firm size 5 - 9 employees</b>					
Gross job gains .....	11.6	12.2	11.4	12.4	11.8
Expanding firms .....	10.8	11.3	10.7	11.6	10.9
Opening firms .....	16.5	16.4	15.5	16.5	16.6
Gross job losses .....	12.3	12.1	12.3	12.4	11.9
Contracting firms .....	11.6	11.3	11.5	11.7	11.1
Closing firms .....	16.1	16.1	16.2	15.9	16.0
<b>Firm size 10 - 19 employees</b>					
Gross job gains .....	12.1	12.2	11.6	12.6	12.1
Expanding firms .....	12.2	12.5	11.9	12.9	12.3
Opening firms .....	11.4	10.7	10.1	11.0	11.1
Gross job losses .....	12.3	12.3	12.4	12.4	12.0
Contracting firms .....	12.7	12.7	12.6	12.8	12.3
Closing firms .....	10.5	10.5	10.8	10.2	10.4
<b>Firm size 20 - 49 employees</b>					
Gross job gains .....	14.5	14.3	13.8	14.7	14.4
Expanding firms .....	15.6	15.6	14.9	16.1	15.6
Opening firms .....	8.6	7.7	7.7	7.8	8.4
Gross job losses .....	14.3	14.5	14.4	14.3	13.9
Contracting firms .....	15.5	15.7	15.6	15.6	15.2
Closing firms .....	8.0	7.9	8.0	7.5	7.4
<b>Firm size 50 - 99 employees</b>					
Gross job gains .....	9.1	8.9	8.7	9.1	9.1
Expanding firms .....	10.2	10.1	9.8	10.4	10.2
Opening firms .....	2.9	2.8	2.8	2.7	2.8
Gross job losses .....	8.6	8.9	8.9	8.7	8.6
Contracting firms .....	9.7	10.0	10.0	9.9	9.7
Closing firms .....	2.8	2.7	2.9	2.8	2.6

See footnote at end of table.



**Table 4. Private sector percentage share <sup>1</sup> of gross job gains and losses, seasonally adjusted—Continued**  
(Percent)

Category	3 months ended				
	June 2007	Sept. 2007	Dec. 2007	Mar. 2008	June 2008
<b>Firm size 100 - 249 employees</b>					
Gross job gains .....	9.8	9.2	9.3	9.4	9.7
Expanding firms .....	11.3	10.8	10.7	11.1	11.2
Opening firms .....	1.3	1.5	1.3	1.3	1.3
Gross job losses .....	8.9	9.4	9.1	8.9	8.9
Contracting firms .....	10.2	10.8	10.4	10.3	10.3
Closing firms .....	1.6	1.6	1.6	1.5	1.5
<b>Firm size 250 - 499 employees</b>					
Gross job gains .....	5.9	5.6	5.5	5.6	5.6
Expanding firms .....	6.9	6.6	6.5	6.6	6.6
Opening firms .....	.4	.5	.3	.4	.4
Gross job losses .....	5.2	5.5	5.3	5.3	5.4
Contracting firms .....	6.1	6.4	6.2	6.2	6.4
Closing firms .....	.6	.5	.5	.4	.4
<b>Firm size 500 - 999 employees</b>					
Gross job gains .....	4.7	4.6	4.5	4.4	4.6
Expanding firms .....	5.5	5.5	5.3	5.2	5.5
Opening firms .....	.2	.2	.2	.3	.2
Gross job losses .....	4.4	4.5	4.5	4.2	4.7
Contracting firms .....	5.2	5.3	5.3	4.9	5.5
Closing firms .....	.3	.2	.1	.2	.2
<b>Firm size 1,000 or more employees</b>					
Gross job gains .....	16.9	16.4	19.1	15.2	16.8
Expanding firms .....	20.0	19.6	22.6	18.1	19.9
Opening firms .....	.1	.5	.2	.7	.0
Gross job losses .....	17.4	16.6	16.7	16.8	18.2
Contracting firms .....	20.7	19.7	19.8	20.1	21.5
Closing firms .....	.2	.0	.0	.2	.2

<sup>1</sup> Shares measure the percent of the category represented by each firm size class, and rates may not sum to 100.0 due to rounding.

**Table 5. Private sector gross job gains and losses by state, seasonally adjusted**

State	Gross job gains (3 months ended)					Gross job losses (3 months ended)				
	June	Sept.	Dec.	Mar.	June	June	Sept.	Dec.	Mar.	June
	2007	2007	2007	2008	2008	2007	2007	2007	2008	2008
United States <sup>1</sup>	7,665,000	7,323,000	7,676,000	7,130,000	7,258,000	7,473,000	7,564,000	7,366,000	7,400,000	7,751,000
Alabama	100,808	101,828	107,871	96,431	92,858	108,221	103,535	104,544	102,216	103,750
Alaska	28,101	22,638	24,875	24,026	27,326	24,267	26,359	26,209	21,293	23,152
Arizona	155,009	157,479	157,454	131,093	135,186	159,271	159,009	173,557	157,425	169,011
Arkansas	55,197	56,555	60,518	57,573	55,808	62,063	57,918	57,447	55,687	61,899
California	945,317	914,523	991,318	883,486	924,534	971,930	946,834	917,701	970,184	992,365
Colorado	150,850	148,802	147,704	144,403	142,518	136,425	145,775	142,396	139,549	143,312
Connecticut	90,055	78,985	84,896	75,774	81,956	77,009	83,429	82,717	75,913	79,403
Delaware	25,134	23,562	26,057	22,843	22,931	23,614	27,512	23,286	23,490	26,415
District of Columbia	27,860	26,552	26,858	27,668	29,566	26,521	28,084	26,855	24,968	26,545
Florida	496,973	495,029	503,784	462,893	456,432	531,335	557,640	557,019	508,941	559,962
Georgia	243,842	244,518	246,217	241,910	235,469	251,328	242,518	257,581	248,694	265,860
Hawaii	29,787	26,953	27,626	27,444	26,659	26,976	30,063	26,283	28,861	35,007
Idaho	44,611	42,078	46,957	43,825	40,999	45,016	45,607	42,462	47,387	48,725
Illinois	298,205	269,396	289,963	257,263	279,798	273,666	289,684	284,241	277,394	274,501
Indiana	154,286	145,385	147,408	128,823	148,823	148,037	154,035	152,272	151,313	156,699
Iowa	80,645	74,297	76,423	75,913	75,492	72,946	76,519	72,570	75,739	77,074
Kansas	71,588	74,748	72,455	85,756	73,245	75,089	67,156	72,803	76,089	76,424
Kentucky	96,967	87,033	98,760	89,802	92,385	93,881	96,077	91,580	94,167	94,347
Louisiana	110,681	110,325	114,566	105,843	106,666	113,637	107,897	102,061	101,310	110,348
Maine	40,256	37,699	39,812	35,386	39,310	38,603	40,136	36,533	38,311	38,951
Maryland	129,968	136,821	133,972	129,204	130,724	129,484	138,112	137,186	132,403	144,023
Massachusetts	180,726	167,840	163,903	156,011	170,476	151,899	175,531	169,769	152,572	161,310
Michigan	240,220	225,991	226,325	207,642	227,833	230,565	246,215	249,067	242,937	245,121
Minnesota	151,593	151,427	140,089	139,026	141,178	143,597	140,365	143,481	142,695	144,422
Mississippi	60,017	62,592	65,791	57,582	55,524	66,956	58,456	57,571	58,523	68,125
Missouri	142,046	146,395	138,451	137,642	142,593	145,375	144,782	141,379	139,452	147,646
Montana	30,040	29,111	32,517	30,702	27,908	30,769	29,363	28,468	30,160	31,601
Nebraska	48,148	48,569	47,931	46,332	44,468	44,493	44,276	47,536	42,107	47,868
Nevada	74,132	69,323	85,876	76,077	71,885	77,618	82,736	77,350	85,232	84,034
New Hampshire	40,806	36,282	39,237	35,433	38,576	37,485	39,787	38,422	37,137	38,970
New Jersey	242,733	216,092	227,637	202,756	230,667	217,207	234,703	218,322	213,561	225,045
New Mexico	45,581	46,822	47,752	44,333	43,833	49,069	47,911	44,620	41,459	47,977
New York	496,723	447,389	492,874	435,576	471,669	448,036	463,652	439,494	450,588	466,336
North Carolina	231,964	224,225	233,942	222,100	207,441	230,720	223,101	217,800	221,137	237,807
North Dakota	19,319	19,566	20,281	21,771	19,325	18,632	17,948	17,305	17,438	18,918
Ohio	286,268	253,718	270,727	243,918	271,662	271,389	282,838	274,342	283,287	273,471
Oklahoma	85,967	82,213	80,007	86,731	81,885	86,659	76,306	77,962	72,919	80,295
Oregon	101,500	102,187	107,206	97,406	89,219	105,123	100,470	103,814	100,289	110,881
Pennsylvania	303,250	269,675	289,282	267,831	287,681	277,287	288,146	275,587	274,187	282,520
Rhode Island	28,775	23,395	25,807	23,562	26,773	26,609	29,596	28,218	26,635	27,873
South Carolina	103,434	99,461	103,048	99,070	92,276	105,915	100,979	105,799	100,963	107,813
South Dakota	21,945	20,782	21,382	21,942	21,298	19,784	20,340	20,270	19,382	21,663
Tennessee	144,880	142,360	141,888	133,791	131,679	145,002	141,564	133,361	138,012	150,958
Texas	554,057	538,336	568,802	535,846	529,866	489,940	504,337	487,640	484,274	520,811
Utah	77,649	74,231	81,880	71,826	70,125	71,533	76,234	75,317	71,419	77,237
Vermont	19,069	19,066	20,368	17,728	18,395	19,040	20,052	18,694	19,372	18,709
Virginia	191,902	178,420	184,806	186,117	185,464	186,930	191,182	186,717	181,561	190,261
Washington	183,218	169,948	185,367	185,681	160,249	166,579	175,505	164,540	167,911	188,699
West Virginia	37,553	36,543	40,109	36,735	35,116	37,981	38,839	36,420	37,112	37,914
Wisconsin	147,543	129,879	136,739	133,678	138,886	134,549	144,564	135,453	136,642	144,751
Wyoming	19,121	21,394	23,500	23,351	19,438	21,843	19,945	18,010	19,803	23,122
Puerto Rico	49,080	52,534	49,548	43,097	43,855	50,962	50,788	49,977	56,195	52,124
Virgin Islands	3,594	2,401	2,261	2,193	2,119	2,401	3,189	2,234	2,157	2,482

<sup>1</sup> The sum of the states will not necessarily add to the U.S. total because of the independent seasonal adjustment of each state.

NOTE: Totals for the United States do not include data for Puerto Rico or the Virgin Islands.

**Table 6. 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)				
	June	Sept.	Dec.	Mar.	June	June	Sept.	Dec.	Mar.	June
	2007	2007	2007	2008	2008	2007	2007	2007	2008	2008
United States .....	6.7	6.4	6.8	6.2	6.4	6.5	6.7	6.5	6.5	6.8
Alabama .....	6.3	6.3	6.8	6.0	5.9	6.8	6.5	6.5	6.5	6.6
Alaska .....	11.9	9.6	10.6	10.2	11.5	10.3	11.3	11.2	9.0	9.7
Arizona .....	6.9	7.0	7.0	5.9	6.2	7.0	7.0	7.7	7.1	7.7
Arkansas .....	5.6	5.8	6.2	5.8	5.7	6.3	5.9	5.8	5.7	6.3
California .....	7.2	7.0	7.7	6.8	7.2	7.5	7.3	7.0	7.5	7.7
Colorado .....	7.8	7.7	7.6	7.4	7.3	7.0	7.5	7.3	7.1	7.3
Connecticut .....	6.3	5.5	5.9	5.3	5.7	5.4	5.8	5.7	5.3	5.5
Delaware .....	6.9	6.5	7.1	6.2	6.3	6.4	7.6	6.4	6.4	7.3
District of Columbia .....	6.3	6.0	6.0	6.2	6.6	5.9	6.3	6.1	5.6	5.9
Florida .....	7.2	7.1	7.4	6.8	6.8	7.7	8.1	8.1	7.5	8.4
Georgia .....	7.1	7.2	7.3	7.1	7.0	7.4	7.1	7.5	7.3	7.9
Hawaii .....	5.9	5.3	5.4	5.4	5.3	5.3	5.9	5.2	5.7	6.9
Idaho .....	8.1	7.6	8.5	8.0	7.5	8.2	8.3	7.7	8.6	8.9
Illinois .....	5.9	5.3	5.7	5.0	5.5	5.4	5.7	5.6	5.4	5.4
Indiana .....	6.1	5.8	5.9	5.2	6.0	5.9	6.1	6.0	6.1	6.3
Iowa .....	6.4	5.9	6.1	6.0	6.0	5.8	6.1	5.8	6.0	6.1
Kansas .....	6.5	6.7	6.5	7.7	6.5	6.8	6.1	6.6	6.7	6.8
Kentucky .....	6.5	5.8	6.6	5.9	6.1	6.2	6.4	6.1	6.3	6.3
Louisiana .....	7.2	7.3	7.4	6.9	6.9	7.4	7.0	6.7	6.5	7.1
Maine .....	8.0	7.5	8.0	7.0	7.8	7.7	8.0	7.3	7.6	7.8
Maryland .....	6.3	6.5	6.4	6.2	6.3	6.2	6.7	6.6	6.4	7.0
Massachusetts .....	6.5	6.0	5.9	5.6	6.0	5.4	6.3	6.1	5.5	5.8
Michigan .....	6.7	6.3	6.4	5.9	6.5	6.5	6.9	7.0	6.9	6.9
Minnesota .....	6.6	6.5	6.0	6.0	6.1	6.2	6.1	6.2	6.1	6.2
Mississippi .....	6.7	7.0	7.3	6.3	6.2	7.5	6.5	6.4	6.5	7.6
Missouri .....	6.2	6.4	6.0	6.0	6.2	6.3	6.3	6.2	6.1	6.4
Montana .....	8.4	8.2	9.0	8.5	7.8	8.6	8.2	8.0	8.4	8.8
Nebraska .....	6.4	6.4	6.3	6.0	5.8	5.9	5.8	6.2	5.5	6.2
Nevada .....	6.5	6.1	7.6	6.7	6.5	6.8	7.3	6.8	7.6	7.6
New Hampshire .....	7.5	6.6	7.2	6.5	7.1	6.9	7.3	7.1	6.8	7.2
New Jersey .....	7.2	6.4	6.8	6.1	6.9	6.4	7.0	6.5	6.3	6.7
New Mexico .....	7.2	7.3	7.5	6.9	6.8	7.7	7.5	7.0	6.5	7.5
New York .....	7.0	6.3	6.9	6.1	6.6	6.3	6.5	6.2	6.3	6.5
North Carolina .....	6.9	6.6	6.8	6.5	6.1	6.8	6.6	6.4	6.5	7.0
North Dakota .....	7.0	7.1	7.2	7.7	6.8	6.7	6.5	6.2	6.1	6.7
Ohio .....	6.2	5.5	6.0	5.4	6.1	5.9	6.2	6.1	6.3	6.0
Oklahoma .....	7.0	6.8	6.5	7.0	6.6	7.1	6.2	6.4	5.9	6.5
Oregon .....	6.9	7.0	7.3	6.7	6.2	7.2	6.9	7.1	6.9	7.7
Pennsylvania .....	6.1	5.5	5.8	5.4	5.8	5.6	5.8	5.6	5.6	5.7
Rhode Island .....	6.8	5.6	6.2	5.7	6.5	6.3	7.0	6.8	6.4	6.8
South Carolina .....	6.6	6.3	6.6	6.3	5.9	6.7	6.5	6.7	6.5	6.9
South Dakota .....	6.8	6.4	6.6	6.7	6.5	6.1	6.3	6.2	5.9	6.7
Tennessee .....	6.2	6.1	6.1	5.7	5.7	6.2	6.0	5.7	5.8	6.5
Texas .....	6.5	6.3	6.7	6.1	6.1	5.8	5.9	5.6	5.6	6.0
Utah .....	7.6	7.2	7.9	7.0	6.8	7.0	7.4	7.3	6.9	7.5
Vermont .....	7.6	7.6	8.2	7.0	7.4	7.6	8.0	7.5	7.7	7.4
Virginia .....	6.4	6.0	6.1	6.2	6.2	6.3	6.3	6.2	6.0	6.3
Washington .....	7.6	7.1	7.7	7.6	6.7	6.9	7.3	6.8	7.0	7.8
West Virginia .....	6.6	6.4	7.0	6.4	6.2	6.6	6.8	6.3	6.5	6.6
Wisconsin .....	6.2	5.4	5.7	5.6	5.8	5.6	6.0	5.7	5.7	6.1
Wyoming .....	8.8	9.9	10.8	10.5	8.7	10.1	9.3	8.2	8.9	10.4
Puerto Rico .....	6.6	7.1	6.7	5.9	6.1	6.9	6.9	6.8	7.6	7.2
Virgin Islands .....	10.8	7.3	6.8	6.6	6.5	7.2	9.5	6.8	6.5	7.5

NOTE: Totals for the United States do not include data for Puerto Rico or the Virgin Islands.