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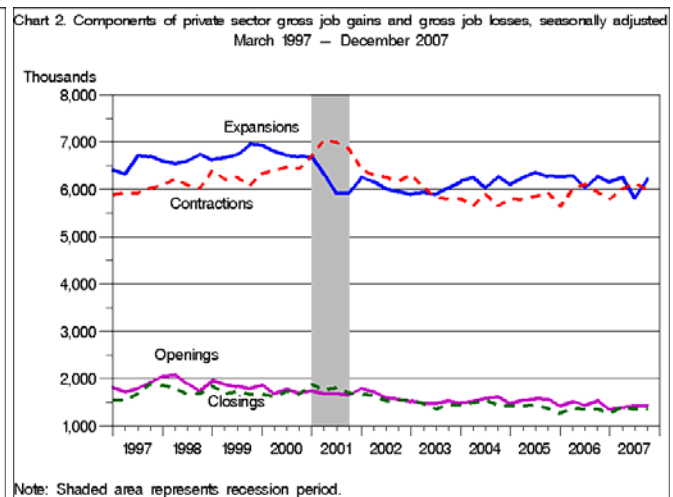
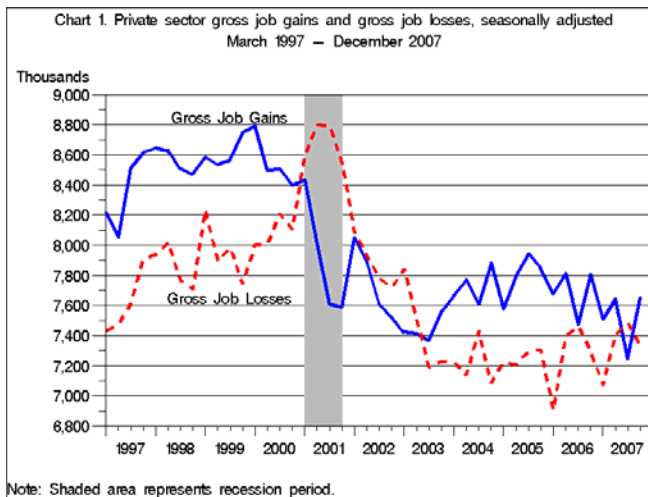
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BUSINESS EMPLOYMENT DYNAMICS: FOURTH QUARTER 2007

From September to December 2007, the number of job gains from opening and expanding private sector establishments was 7.7 million, and the number of job losses from closing and contracting establishments was 7.3 million, according to data released today by the Bureau of Labor Statistics of the U.S. Department of Labor. (See charts 1 and 2 and table 3.) Over this period, firms with 1,000 or more employees experienced a significant increase in their share of gross job gains (19.3 percent). (See tables D and 4 and chart 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				
	Dec. 2006	Mar. 2007	June 2007	Sept. 2007	Dec. 2007
	Levels (in thousands)				
Gross job gains.....	7,809	7,509	7,644	7,249	7,650
At expanding establishments.....	6,271	6,158	6,257	5,821	6,213
At opening establishments.....	1,538	1,351	1,387	1,428	1,437
Gross job losses.....	7,297	7,071	7,403	7,484	7,333
At contracting establishments.....	5,943	5,796	6,008	6,134	5,985
At closing establishments.....	1,354	1,275	1,395	1,350	1,348
Net employment change ¹	512	438	241	-235	317
	Rates (percent)				
Gross job gains.....	7.0	6.6	6.7	6.4	6.8
At expanding establishments.....	5.6	5.4	5.5	5.1	5.5
At opening establishments.....	1.4	1.2	1.2	1.3	1.3
Gross job losses.....	6.5	6.2	6.5	6.6	6.5
At contracting establishments.....	5.3	5.1	5.3	5.4	5.3
At closing establishments.....	1.2	1.1	1.2	1.2	1.2
Net employment change ¹.....	.5	.4	.2	-.2	.3

¹ 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 7.7 million jobs in the fourth quarter of 2007, an increase of 401,000 from the previous quarter. Over the quarter, expanding establishments added 6.2 million jobs while opening establishments added 1.4 million jobs.

Gross job losses totaled 7.3 million, a decrease of 151,000 from the previous quarter. During the quarter, contracting establishments lost 6.0 million jobs, while closing establishments lost 1.3 million jobs. (See tables A, 1, and 3, and chart 2.)

The difference between the number of gross jobs gained and the number of gross jobs lost yielded a net change of 317,000 jobs in the private sector for fourth quarter 2007. This marks a return to positive net job gains after a net job loss (-235,000) in third quarter 2007.

From September to December 2007, gross job gains represented 6.8 percent of private sector employment, while gross job losses represented 6.5 percent of private sector employment. (See tables A and 2.)

Major Industry Sector Gross Job Gains and Gross Job Losses

Gross job gains exceeded gross job losses at the following sectors: natural resources and mining, wholesale trade, retail trade, transportation and warehousing, utilities, professional and business services, education and health services, leisure and hospitality, and other services. Gross job gains at expanding establishments increased for all major industry sectors except information (117,000). (See tables B and 3.)

Goods-producing. Expanding and opening establishments in the goods-producing sectors accounted for 1,561,000 jobs gained, and contracting and closing establishments accounted for 1,690,000 jobs lost. This net loss of 129,000 jobs was the sixth consecutive quarter of net loss.

Construction. In construction, gross job gains rose over the quarter to 777,000 and gross job losses increased slightly to 870,000, resulting in a net loss of 93,000 jobs. This sector experienced net losses in five of the previous six quarters including the record net loss of -107,000 in the third quarter 2007.

Manufacturing. Gross job gains rose to 495,000 while gross job losses fell slightly to 561,000. Despite the recent downward trend in gross job losses, this sector continues to experience a net loss of -66,000 jobs, the sixth consecutive quarter of net job losses.

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)				
	Dec. 2006	Mar. 2007	June 2007	Sept. 2007	Dec. 2007	Dec. 2006	Mar. 2007	June 2007	Sept. 2007	Dec. 2007
Total private ¹	7,809	7,509	7,644	7,249	7,650	7,297	7,071	7,403	7,484	7,333
Goods-Producing.....	1,636	1,629	1,622	1,486	1,561	1,719	1,682	1,691	1,703	1,690
Natural res. and mining.....	287	279	286	257	289	266	287	269	270	259
Construction	825	850	814	762	777	845	816	855	869	870
Manufacturing	524	500	522	467	495	608	579	567	564	561
Service-Providing ¹	6,173	5,880	6,022	5,763	6,089	5,578	5,389	5,712	5,781	5,643
Wholesale trade.....	322	314	318	305	320	303	296	300	303	300
Retail trade	1,081	1,087	1,023	996	1,019	1,004	971	1,028	1,055	1,007
Transportation and warehousing.	269	224	242	220	252	225	245	222	228	228
Utilities	19	11	14	13	15	18	11	12	12	10
Information	167	138	160	153	145	146	132	137	155	155
Financial activities	457	421	436	408	432	444	418	467	470	486
Professional and business services.....	1,427	1,276	1,389	1,301	1,438	1,313	1,242	1,322	1,315	1,327
Education and health services ...	795	799	785	797	810	692	655	697	684	667
Leisure and hospitality.....	1,223	1,165	1,219	1,158	1,240	1,105	1,096	1,196	1,215	1,144
Other services	299	292	304	288	293	291	278	287	307	285

¹ Includes unclassified sector, not shown separately.

Service-providing. In the service-providing sectors, gross job gains increased to 6,089,000 and gross job losses decreased to 5,643,000. Job gains at expanding establishments increased to 4,881,000 jobs, while job losses at contracting establishments decreased to 4,567,000 jobs.

Education and Health Services. In the education and health services sector, gross job gains increased to 810,000 jobs in the fourth quarter. Job gains at opening establishments decreased to 115,000 jobs, while job gains at expanding establishments increased to 695,000. Gross job losses decreased to 667,000. Gross job losses have not been larger than gross job gains since this series began in 1992.

Retail Trade. In retail trade, gross job gains increased to 1,019,000; this is the first increase in gross gains since March 2007. Gross job losses dropped to 1,007,000.

Leisure and Hospitality. The leisure and hospitality industry gained 1,240,000 jobs and lost 1,144,000 jobs. The increase in job gains and decrease in job losses returned this sector to positive net change (96,000) in the fourth quarter of 2007.

Financial Activities. For the third consecutive quarter, gross job losses (486,000) exceeded gross job gains (432,000).

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 fourth quarter of 2007, the number of establishments gaining jobs exceeded the number of establishments losing jobs.

Out of 7.1 million active private-sector establishments, a total of 1,923,000 establishments lost jobs from September to December 2007. (See table C.) Of these establishments, 1,566,000 were contracting establishments and 357,000 were closing establishments. Of the establishments gaining jobs, 1,556,000 establishments were expanding and 380,000 establishments were opening, resulting in 1,936,000 establishments gaining jobs.

The number of opening establishments (380,000) increased while the number of closing establishments (357,000) decreased, resulting in a net addition of 23,000 establishments during the quarter.

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

(In thousands)

Category	3 months ended				
	Dec. 2006	Mar. 2007	June 2007	Sept. 2007	Dec. 2007
Establishments gaining jobs.....	1,954	1,935	1,907	1,886	1,936
Expanding establishments.....	1,562	1,577	1,555	1,519	1,556
Opening establishments.....	392	358	352	367	380
Establishments losing jobs.....	1,892	1,900	1,938	1,944	1,923
Contracting establishments.....	1,542	1,545	1,574	1,585	1,566
Closing establishments.....	350	355	364	359	357
Net establishment change ¹	42	3	-12	8	23

¹ 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.

Table D. Three-month private sector share¹ 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				
	Dec. 2006	Mar. 2007	June 2007	Sept. 2007	Dec. 2007	Dec. 2006	Mar. 2007	June 2007	Sept. 2007	Dec. 2007
1 - 4 employees.....	15.8	15.7	14.8	16.0	15.5	15.9	16.7	16.2	15.8	16.1
5 - 9 employees.....	11.6	12.3	11.6	12.1	11.4	12.4	12.6	12.4	12.2	12.3
10 - 19 employees.....	11.7	12.5	12.1	12.2	11.7	12.4	12.5	12.5	12.4	12.4
20 - 49 employees.....	13.8	14.6	14.6	14.3	13.8	14.4	14.4	14.3	14.6	14.5
50 - 99 employees.....	8.7	9.0	9.2	8.9	8.8	8.9	8.8	8.7	9.0	9.0
100 - 249 employees.....	9.2	9.4	9.9	9.3	9.3	9.3	9.0	8.8	9.5	9.1
250 - 499 employees.....	5.5	5.5	5.9	5.6	5.6	5.8	5.3	5.3	5.6	5.4
500 - 999 employees.....	4.5	4.5	4.8	4.7	4.6	4.6	4.1	4.4	4.5	4.5
1,000 or more employees....	19.2	16.5	17.1	16.9	19.3	16.3	16.6	17.4	16.4	16.7
Total.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

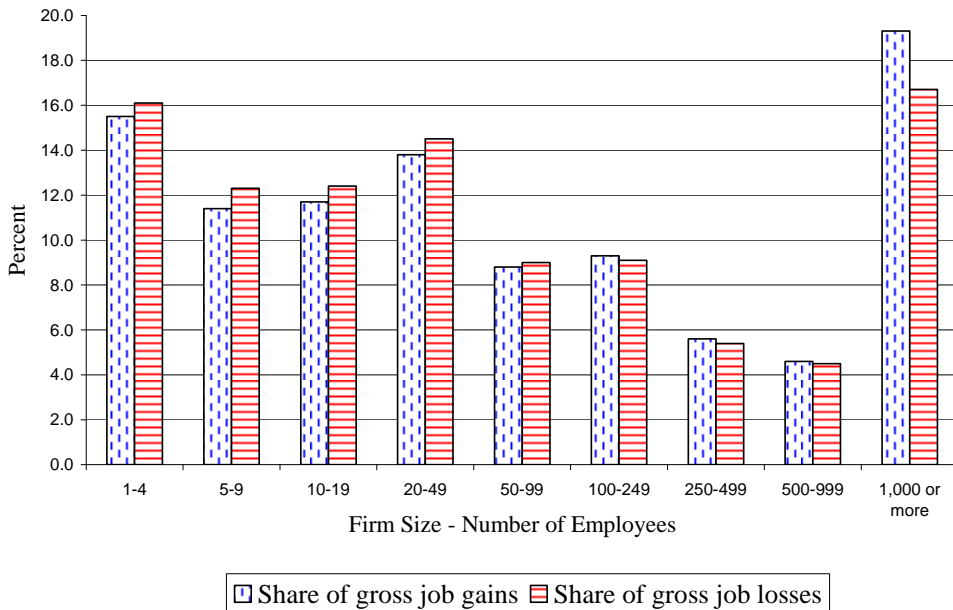
¹Share measures the percent of the category represented by each firm size class.

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

From September to December 2007, firms with 1,000 or more employees accounted for the largest share of gross job gains (19.3 percent). This was a significant increase in the share of gross job gains for the largest size class over the fourth quarter. Shares of gross job gains fell or remained the same at all other size classes. (See tables D and 4, and chart 3.)

Firms with 1,000 or more employees had the largest share of gross job losses (16.7 percent), followed by firms with 1 to 4 employees with 16.1 percent.

Chart 3. Share of total quarterly gross job gains and losses by firm size, September 2007 to December 2007, seasonally adjusted



Gross Job Gains and Losses by State

Over the fourth quarter, Nevada had the largest increase in rate of gross job gains (7.6 percent, up from 6.1 percent in third quarter 2007), while Minnesota and Missouri saw the largest decreases in rate of gross job gains. (See table 6.) Gross job gains increased in 42 states, the District of Columbia, and the Virgin Islands, and gross job losses decreased in 38 states, the District of Columbia, Puerto Rico and the Virgin Islands. (See table 5.)

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.

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
Source	<ul style="list-style-type: none"> Count of UI administrative records submitted by 9.1 million employers 	<ul style="list-style-type: none"> Count of longitudinally-linked UI administrative records submitted by 7.1 million private sector employers 	<ul style="list-style-type: none"> Sample Survey: 400,000 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 	<ul style="list-style-type: none"> Non-farm wage and salary jobs: <ul style="list-style-type: none"> UI Coverage, excluding: agriculture, private households, and self-employed; including: railroads, religious organizations, and other non-UI-covered jobs
Publication frequency	<ul style="list-style-type: none"> Quarterly <ul style="list-style-type: none"> – 7 Months after the end of each quarter 	<ul style="list-style-type: none"> Quarterly <ul style="list-style-type: none"> – 8 Months after the end of each quarter 	<ul style="list-style-type: none"> Monthly <ul style="list-style-type: none"> – First Friday of each 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 and by size of firm, and at the state private-sector total level Future expansions will include data with greater industry detail and 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 over 7.1 million private sector employer reports out of 9.1 million total reports of employment and wages submitted by states to BLS in the fourth quarter of 2007. 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 fourth quarter 2007:

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	1.0
Establishments in Puerto Rico and the Virgin Islands	0.1
Total establishments included in Business Employment Dynamics data.....	7.1

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).

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
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	-420	7,423	5,901	1,522	7,843	6,306	1,537
	June	-96	7,415	5,944	1,471	7,511	6,040	1,471
	September	180	7,369	5,898	1,471	7,189	5,828	1,361
	December	332	7,560	6,027	1,533	7,228	5,792	1,436
2004	March	439	7,669	6,174	1,495	7,230	5,796	1,434
	June	636	7,771	6,251	1,520	7,135	5,651	1,484
	September	182	7,612	6,036	1,576	7,430	5,889	1,541
	December	797	7,883	6,268	1,615	7,086	5,655	1,431
2005	March	352	7,578	6,107	1,471	7,226	5,800	1,426
	June	590	7,796	6,248	1,548	7,206	5,789	1,417
	September	651	7,943	6,362	1,581	7,292	5,846	1,446
	December	539	7,846	6,278	1,568	7,307	5,936	1,371
2006	March	774	7,679	6,261	1,418	6,905	5,633	1,272
	June	416	7,811	6,292	1,519	7,395	6,015	1,380
	September	11	7,473	6,032	1,441	7,462	6,110	1,352
	December	512	7,809	6,271	1,538	7,297	5,943	1,354
2007	March	438	7,509	6,158	1,351	7,071	5,796	1,275
	June	241	7,644	6,257	1,387	7,403	6,008	1,395
	September	-235	7,249	5,821	1,428	7,484	6,134	1,350
	December	317	7,650	6,213	1,437	7,333	5,985	1,348

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
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
	December .....	.6	8.0	6.3	1.7	7.4	5.9	1.5
1994	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
	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
1995	March .....	.8	8.1	6.4	1.7	7.3	5.9	1.4
	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
1996	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
	December .....	.8	8.2	6.4	1.8	7.4	5.9	1.5
1997	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
	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
1998	March .....	.7	8.4	6.4	2.0	7.7	5.9	1.8
	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
1999	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
	December	1.0	8.1	6.4	1.7	7.1	5.6	1.5
2000	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
	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
2001	March	-1	7.7	6.1	1.6	7.8	6.1	1.7
	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
2002	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
	December .....	.0	7.1	5.6	1.5	7.1	5.7	1.4
2003	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
	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 .....	.4	7.1	5.7	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 .....	.8	7.3	5.8	1.5	6.5	5.2	1.3
2005	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
	December .....	.6	7.1	5.7	1.4	6.5	5.3	1.2
2006	March .....	.8	6.9	5.6	1.3	6.1	5.0	1.1
	June .....	.4	6.9	5.6	1.3	6.5	5.3	1.2
	September .....	.1	6.7	5.4	1.3	6.6	5.4	1.2
	December .....	.5	7.0	5.6	1.4	6.5	5.3	1.2
2007	March .....	.4	6.6	5.4	1.2	6.2	5.1	1.1
	June .....	.2	6.7	5.5	1.2	6.5	5.3	1.2
	September	-2	6.4	5.1	1.3	6.6	5.4	1.2
	December .....	.3	6.8	5.5	1.3	6.5	5.3	1.2

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

²Net 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. 2006	March 2007	June 2007	Sept. 2007	Dec. 2007	Dec. 2006	March 2007	June 2007	Sept. 2007	Dec. 2007
Total private ¹										
Gross job gains	7,809	7,509	7,644	7,249	7,650	7.0	6.6	6.7	6.4	6.8
At expanding establishments	6,271	6,158	6,257	5,821	6,213	5.6	5.4	5.5	5.1	5.5
At opening establishments	1,538	1,351	1,387	1,428	1,437	1.4	1.2	1.2	1.3	1.3
Gross job losses	7,297	7,071	7,403	7,484	7,333	6.5	6.2	6.5	6.6	6.5
At contracting establishments	5,943	5,796	6,008	6,134	5,985	5.3	5.1	5.3	5.4	5.3
At closing establishments	1,354	1,275	1,395	1,350	1,348	1.2	1.1	1.2	1.2	1.2
Net employment change	512	438	241	-235	317	.5	.4	.2	-.2	.3
Goods-producing										
Gross job gains	1,636	1,629	1,622	1,486	1,561	7.0	6.9	6.9	6.4	6.8
At expanding establishments	1,381	1,398	1,385	1,256	1,332	5.9	5.9	5.9	5.4	5.8
At opening establishments	255	231	237	230	229	1.1	1.0	1.0	1.0	1.0
Gross job losses	1,719	1,682	1,691	1,703	1,690	7.3	7.1	7.2	7.3	7.3
At contracting establishments	1,452	1,421	1,415	1,436	1,418	6.2	6.0	6.0	6.2	6.1
At closing establishments	267	261	276	267	272	1.1	1.1	1.2	1.1	1.2
Net employment change	-83	-53	-69	-217	-129	-.3	-.2	-.3	-.9	-.5
Natural resources and mining										
Gross job gains	287	279	286	257	289	15.9	15.3	15.7	14.2	15.6
At expanding establishments	245	241	248	221	248	13.6	13.2	13.6	12.2	13.4
At opening establishments	42	38	38	36	41	2.3	2.1	2.1	2.0	2.2
Gross job losses	266	287	269	270	259	14.7	15.6	14.7	14.9	14.0
At contracting establishments	230	248	230	230	223	12.7	13.5	12.6	12.7	12.1
At closing establishments	36	39	39	40	36	2.0	2.1	2.1	2.2	1.9
Net employment change	21	-8	17	-13	30	1.2	-.3	1.0	-.7	1.6
Construction										
Gross job gains	825	850	814	762	777	10.8	11.1	10.6	10.1	10.3
At expanding establishments	663	699	658	614	632	8.7	9.1	8.6	8.1	8.4
At opening establishments	162	151	156	148	145	2.1	2.0	2.0	2.0	1.9
Gross job losses	845	816	855	869	870	11.1	10.6	11.2	11.5	11.6
At contracting establishments	683	655	688	704	699	9.0	8.5	9.0	9.3	9.3
At closing establishments	162	161	167	165	171	2.1	2.1	2.2	2.2	2.3
Net employment change	-20	34	-41	-107	-93	-.3	.5	-.6	-1.4	-1.3
Manufacturing										
Gross job gains	524	500	522	467	495	3.8	3.6	3.7	3.3	3.6
At expanding establishments	473	458	479	421	452	3.4	3.3	3.4	3.0	3.3
At opening establishments	51	42	43	46	43	.4	.3	.3	.3	.3
Gross job losses	608	579	567	564	561	4.3	4.1	4.1	4.0	4.1
At contracting establishments	539	518	497	502	496	3.8	3.7	3.6	3.6	3.6
At closing establishments	69	61	70	62	65	.5	.4	.5	.4	.5
Net employment change	-84	-79	-45	-97	-66	-.5	-.5	-.4	-.7	-.5
Service-providing ¹										
Gross job gains	6,173	5,880	6,022	5,763	6,089	6.9	6.5	6.7	6.3	6.7
At expanding establishments	4,890	4,760	4,872	4,565	4,881	5.5	5.3	5.4	5.0	5.4
At opening establishments	1,283	1,120	1,150	1,198	1,208	1.4	1.2	1.3	1.3	1.3
Gross job losses	5,578	5,389	5,712	5,781	5,643	6.2	6.0	6.3	6.4	6.2
At contracting establishments	4,491	4,375	4,593	4,698	4,567	5.0	4.9	5.1	5.2	5.0
At closing establishments	1,087	1,014	1,119	1,083	1,076	1.2	1.1	1.2	1.2	1.2
Net employment change	595	491	310	-18	446	.7	.5	.4	-.1	.5
Wholesale trade										
Gross job gains	322	314	318	305	320	5.4	5.3	5.3	5.1	5.3
At expanding establishments	262	256	264	245	263	4.4	4.3	4.4	4.1	4.4
At opening establishments	60	58	54	60	57	1.0	1.0	.9	1.0	.9
Gross job losses	303	296	300	303	300	5.1	5.0	5.1	5.0	4.9
At contracting establishments	236	230	231	240	231	4.0	3.9	3.9	4.0	3.8
At closing establishments	67	66	69	63	69	1.1	1.1	1.2	1.0	1.1
Net employment change	19	18	18	2	20	.3	.3	.2	.1	.4

See footnote at end of table.

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

Category	Gross job gains and losses (in thousands) (3 months ended)					Gross job gains and losses as a percent of employment (3 months ended)				
	Dec. 2006	March 2007	June 2007	Sept. 2007	Dec. 2007	Dec. 2006	March 2007	June 2007	Sept. 2007	Dec. 2007
Retail trade										
Gross job gains	1,081	1,087	1,023	996	1,019	7.0	7.0	6.6	6.3	6.6
At expanding establishments	898	941	872	817	869	5.8	6.1	5.6	5.2	5.6
At opening establishments	183	146	151	179	150	1.2	.9	1.0	1.1	1.0
Gross job losses	1,004	971	1,028	1,055	1,007	6.5	6.2	6.6	6.8	6.5
At contracting establishments	857	827	890	918	867	5.5	5.3	5.7	5.9	5.6
At closing establishments	147	144	138	137	140	1.0	.9	.9	.9	.9
Net employment change	77	116	-5	-59	12	.5	.8	.0	-.5	.1
Transportation and warehousing										
Gross job gains	269	224	242	220	252	6.3	5.2	5.6	5.0	5.8
At expanding establishments	231	192	208	188	219	5.4	4.5	4.8	4.3	5.0
At opening establishments	38	32	34	32	33	.9	.7	.8	.7	.8
Gross job losses	225	245	222	228	228	5.2	5.7	5.2	5.3	5.2
At contracting establishments	185	211	185	190	188	4.3	4.9	4.3	4.4	4.3
At closing establishments	40	34	37	38	40	.9	.8	.9	.9	.9
Net employment change	44	-21	20	-8	24	1.1	-.5	.4	-.3	.6
Utilities										
Gross job gains	19	11	14	13	15	3.5	2.0	2.6	2.4	2.8
At expanding establishments	13	10	13	12	13	2.4	1.8	2.4	2.2	2.4
At opening establishments	6	1	1	1	2	1.1	.2	.2	.2	.4
Gross job losses	18	11	12	12	10	3.3	2.0	2.2	2.2	1.8
At contracting establishments	13	10	10	10	9	2.4	1.8	1.8	1.8	1.6
At closing establishments	5	1	2	2	1	.9	.2	.4	.4	.2
Net employment change	1	0	2	1	5	.2	.0	.4	.2	1.0
Information										
Gross job gains	167	138	160	153	145	5.5	4.6	5.3	5.1	4.8
At expanding establishments	138	118	137	127	117	4.5	3.9	4.5	4.2	3.9
At opening establishments	29	20	23	26	28	1.0	.7	.8	.9	.9
Gross job losses	146	132	137	155	155	4.7	4.4	4.6	5.1	5.1
At contracting establishments	114	108	111	130	125	3.7	3.6	3.7	4.3	4.1
At closing establishments	32	24	26	25	30	1.0	.8	.9	.8	1.0
Net employment change	21	6	23	-2	-10	.8	.2	.7	.0	-.3
Financial activities										
Gross job gains	457	421	436	408	432	5.5	5.1	5.3	5.0	5.3
At expanding establishments	347	335	353	318	332	4.2	4.1	4.3	3.9	4.1
At opening establishments	110	86	83	90	100	1.3	1.0	1.0	1.1	1.2
Gross job losses	444	418	467	470	486	5.4	5.1	5.7	5.7	6.0
At contracting establishments	338	320	360	354	368	4.1	3.9	4.4	4.3	4.5
At closing establishments	106	98	107	116	118	1.3	1.2	1.3	1.4	1.5
Net employment change	13	3	-31	-62	-54	.1	.0	-.4	-.7	-.7
Professional and business services										
Gross job gains	1,427	1,276	1,389	1,301	1,438	8.1	7.2	7.7	7.3	8.0
At expanding establishments	1,149	1,064	1,148	1,054	1,159	6.5	6.0	6.4	5.9	6.4
At opening establishments	278	212	241	247	279	1.6	1.2	1.3	1.4	1.6
Gross job losses	1,313	1,242	1,322	1,315	1,327	7.4	7.0	7.4	7.3	7.4
At contracting establishments	1,057	996	1,022	1,056	1,065	6.0	5.6	5.7	5.9	5.9
At closing establishments	256	246	300	259	262	1.4	1.4	1.7	1.4	1.5
Net employment change	114	34	67	-14	111	.7	.2	.3	.0	.6
Education and health services										
Gross job gains	795	799	785	797	810	4.7	4.6	4.5	4.6	4.6
At expanding establishments	666	678	673	674	695	3.9	3.9	3.9	3.9	3.9
At opening establishments	129	121	112	123	115	.8	.7	.6	.7	.7
Gross job losses	692	655	697	684	667	4.1	3.8	4.0	3.9	3.8
At contracting establishments	558	540	579	563	552	3.3	3.1	3.3	3.2	3.1
At closing establishments	134	115	118	121	115	.8	.7	.7	.7	.7
Net employment change	103	144	88	113	143	.6	.8	.5	.7	.8

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. 2006	March 2007	June 2007	Sept. 2007	Dec. 2007	Dec. 2006	March 2007	June 2007	Sept. 2007	Dec. 2007
Leisure and hospitality										
Gross job gains	1,223	1,165	1,219	1,158	1,240	9.3	8.8	9.1	8.7	9.2
At expanding establishments	932	903	940	884	959	7.1	6.8	7.0	6.6	7.1
At opening establishments	291	262	279	274	281	2.2	2.0	2.1	2.1	2.1
Gross job losses	1,105	1,096	1,196	1,215	1,144	8.4	8.3	8.9	9.1	8.5
At contracting establishments	892	902	965	983	928	6.8	6.8	7.2	7.4	6.9
At closing establishments	213	194	231	232	216	1.6	1.5	1.7	1.7	1.6
Net employment change	118	69	23	-57	96	.9	.5	.2	-.4	.7
Other services										
Gross job gains	299	292	304	288	293	7.8	7.6	7.8	7.4	7.5
At expanding establishments	238	239	247	229	237	6.2	6.2	6.3	5.9	6.1
At opening establishments	61	53	57	59	56	1.6	1.4	1.5	1.5	1.4
Gross job losses	291	278	287	307	285	7.5	7.2	7.3	7.9	7.3
At contracting establishments	228	217	224	242	223	5.9	5.6	5.7	6.2	5.7
At closing establishments	63	61	63	65	62	1.6	1.6	1.6	1.7	1.6
Net employment change	8	14	17	-19	8	.3	.4	.5	-.5	.2

¹ Includes unclassified sector, not shown separately.

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

Category	3 months ended				
	Dec. 2006	March 2007	June 2007	Sept. 2007	Dec. 2007
Total private					
Gross job gains	100.0	100.0	100.0	100.0	100.0
Expanding firms	100.0	100.0	100.0	100.0	100.0
Opening firms	100.0	100.0	100.0	100.0	100.0
Gross job losses	100.0	100.0	100.0	100.0	100.0
Contracting firms	100.0	100.0	100.0	100.0	100.0
Closing firms	100.0	100.0	100.0	100.0	100.0
Firm size 1 - 4 employees					
Gross job gains	15.8	15.7	14.8	16.0	15.5
Expanding firms	7.2	7.4	7.1	7.5	7.2
Opening firms	60.6	60.4	58.8	59.8	61.8
Gross job losses	15.9	16.7	16.2	15.8	16.1
Contracting firms	8.0	8.2	7.9	7.8	8.0
Closing firms	58.5	60.6	59.6	59.7	59.8
Firm size 5 - 9 employees					
Gross job gains	11.6	12.3	11.6	12.1	11.4
Expanding firms	10.8	11.5	10.8	11.3	10.7
Opening firms	15.8	16.6	16.6	16.4	15.5
Gross job losses	12.4	12.6	12.4	12.2	12.3
Contracting firms	11.7	11.9	11.6	11.4	11.6
Closing firms	16.1	15.9	16.6	16.3	16.4
Firm size 10 - 19 employees					
Gross job gains	11.7	12.5	12.1	12.2	11.7
Expanding firms	12.0	12.8	12.2	12.4	11.9
Opening firms	10.3	10.8	11.3	10.6	10.1
Gross job losses	12.4	12.5	12.5	12.4	12.4
Contracting firms	12.8	12.9	12.8	12.8	12.7
Closing firms	10.6	10.3	10.9	10.7	10.8
Firm size 20 - 49 employees					
Gross job gains	13.8	14.6	14.6	14.3	13.8
Expanding firms	14.9	15.9	15.6	15.6	14.9
Opening firms	7.9	7.7	8.5	7.7	7.7
Gross job losses	14.4	14.4	14.3	14.6	14.5
Contracting firms	15.6	15.7	15.5	15.8	15.7
Closing firms	8.0	7.5	7.9	7.9	8.0
Firm size 50 - 99 employees					
Gross job gains	8.7	9.0	9.2	8.9	8.8
Expanding firms	9.8	10.2	10.3	10.1	9.8
Opening firms	3.0	2.5	2.9	2.8	2.8
Gross job losses	8.9	8.8	8.7	9.0	9.0
Contracting firms	10.0	10.0	9.8	10.1	10.1
Closing firms	3.1	2.9	2.7	2.7	3.0

See footnote at end of table.

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

Category	3 months ended				
	Dec. 2006	March 2007	June 2007	Sept. 2007	Dec. 2007
Firm size 100 - 249 employees					
Gross job gains	9.2	9.4	9.9	9.3	9.3
Expanding firms	10.6	11.0	11.4	10.8	10.8
Opening firms	1.5	1.0	1.3	1.5	1.4
Gross job losses	9.3	9.0	8.8	9.5	9.1
Contracting firms	10.6	10.5	10.3	10.9	10.5
Closing firms	1.9	1.7	1.3	1.7	1.6
Firm size 250 - 499 employees					
Gross job gains	5.5	5.5	5.9	5.6	5.6
Expanding firms	6.4	6.4	6.9	6.6	6.6
Opening firms .....	.5	.3	.3	.5	.3
Gross job losses	5.8	5.3	5.3	5.6	5.4
Contracting firms	6.8	6.3	6.2	6.5	6.3
Closing firms .....	.6	.5	.5	.5	.4
Firm size 500 - 999 employees					
Gross job gains	4.5	4.5	4.8	4.7	4.6
Expanding firms	5.4	5.3	5.6	5.6	5.3
Opening firms .....	.2	.2	.2	.2	.2
Gross job losses	4.6	4.1	4.4	4.5	4.5
Contracting firms	5.3	4.8	5.2	5.3	5.3
Closing firms .....	.4	.3	.3	.2	.0
Firm size 1,000 or more employees					
Gross job gains	19.2	16.5	17.1	16.9	19.3
Expanding firms	22.9	19.5	20.1	20.1	22.8
Opening firms .....	.2	.5	.1	.5	.2
Gross job losses	16.3	16.6	17.4	16.4	16.7
Contracting firms	19.2	19.7	20.7	19.4	19.8
Closing firms .....	.8	.3	.2	.3	.0

¹ Share measures the percent of the category represented by each firm size class.

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)					
	Dec. 2006	March 2007	June 2007	Sept. 2007	Dec. 2007	Dec. 2006	March 2007	June 2007	Sept. 2007	Dec. 2007
United States ¹	7,809,000	7,509,000	7,644,000	7,249,000	7,650,000	7,297,000	7,071,000	7,403,000	7,484,000	7,333,000
Alabama	106,892	112,765	99,726	99,906	106,935	104,477	89,364	105,984	101,198	103,084
Alaska	25,702	24,244	27,957	22,188	24,268	26,432	22,400	23,632	26,070	25,897
Arizona	161,693	156,804	154,110	155,205	156,784	165,067	153,133	158,011	160,904	174,361
Arkansas	62,275	60,704	54,946	56,127	60,268	58,778	52,796	61,452	56,475	54,450
California	982,478	947,540	932,830	906,739	989,695	907,888	912,613	966,693	923,409	914,766
Colorado	150,220	146,688	150,523	148,053	147,148	138,889	131,774	135,876	144,857	141,826
Connecticut	85,126	75,957	89,363	77,587	84,140	77,497	81,107	75,883	82,650	82,026
Delaware	26,159	29,733	24,896	23,502	26,209	23,392	28,414	23,872	27,334	23,363
District of Columbia	25,599	28,423	27,543	26,296	26,904	26,443	23,213	26,428	28,871	26,392
Florida	501,285	464,050	493,122	490,069	494,010	522,827	451,580	513,917	542,595	544,863
Georgia	263,872	249,091	243,732	242,926	246,373	252,232	227,479	250,468	240,332	257,344
Hawaii	27,446	27,483	29,341	25,956	27,454	26,250	26,630	27,098	30,711	25,968
Idaho	47,395	48,396	44,803	41,792	47,040	40,019	40,735	44,881	45,176	42,319
Illinois	293,431	281,177	301,138	269,429	290,715	281,099	268,855	270,862	286,551	280,876
Indiana	153,325	145,342	153,439	142,702	144,790	148,985	140,603	146,834	152,980	151,153
Iowa	79,518	72,577	79,866	71,751	76,126	73,886	72,448	72,256	74,880	72,411
Kansas	85,024	78,808	71,219	75,069	73,972	68,067	67,661	76,280	67,646	72,379
Kentucky	106,958	101,623	96,978	86,047	97,881	90,552	95,549	92,980	95,032	91,282
Louisiana	123,095	121,990	109,826	107,177	114,733	104,159	99,462	113,176	104,800	102,114
Maine	40,832	37,283	40,238	37,722	39,901	37,567	37,189	38,294	39,681	36,462
Maryland	136,491	130,873	129,262	136,177	134,499	130,083	125,994	128,857	138,351	137,877
Massachusetts	166,346	154,124	180,439	164,658	163,995	163,458	157,024	148,702	174,134	169,981
Michigan	229,109	216,604	239,038	225,219	226,442	261,024	234,035	229,300	248,071	247,917
Minnesota	146,430	140,915	151,477	149,125	140,424	147,210	133,393	144,135	139,939	143,325
Mississippi	67,302	60,198	59,332	62,205	65,130	58,428	62,486	65,842	58,290	57,107
Missouri	151,637	148,426	142,012	144,851	138,731	144,042	133,861	144,000	144,113	141,257
Montana	32,922	32,066	30,014	28,913	32,494	26,893	26,215	30,643	29,185	28,385
Nebraska	47,973	44,773	48,229	48,216	47,532	45,236	41,131	43,827	43,706	47,190
Nevada	80,115	79,439	74,310	69,465	86,004	77,068	70,468	76,036	82,366	76,866
New Hampshire	39,715	36,043	40,902	35,921	39,868	37,503	37,188	37,071	39,656	39,078
New Jersey	226,397	200,823	242,670	214,184	228,531	221,251	216,208	212,994	227,208	218,752
New Mexico	49,483	45,658	43,638	45,901	47,199	45,992	39,391	47,327	46,835	43,715
New York	491,296	439,880	501,731	444,186	494,696	436,426	450,887	469,097	469,763	443,240
North Carolina	271,718	238,694	230,301	221,288	233,494	209,905	203,669	223,702	219,644	219,845
North Dakota	19,077	19,613	19,321	19,514	20,244	18,029	17,877	18,673	17,975	17,314
Ohio	273,486	259,261	283,177	249,393	270,264	285,789	260,711	266,721	276,817	273,512
Oklahoma	87,109	85,616	85,428	82,042	79,894	80,850	73,657	89,207	78,243	78,478
Oregon	107,374	104,745	101,225	100,856	106,709	97,684	96,037	104,666	98,132	103,121
Pennsylvania	286,900	282,273	302,265	266,822	289,362	278,568	266,506	270,874	285,414	275,582
Rhode Island	28,621	25,073	28,796	23,339	25,527	28,374	27,137	26,256	29,513	27,565
South Carolina	109,561	113,532	105,523	99,544	102,716	97,192	98,842	107,074	100,422	105,746
South Dakota	22,548	21,003	21,989	20,788	21,362	19,873	19,153	19,784	20,345	20,244
Tennessee	156,388	148,938	142,856	140,708	142,406	157,013	144,012	139,122	139,828	133,511
Texas	566,668	542,825	553,947	538,651	565,452	476,908	461,745	485,096	497,118	487,925
Utah	79,960	80,804	77,611	73,755	81,749	64,989	62,978	70,542	74,169	74,736
Vermont	18,861	16,966	19,085	18,877	20,353	18,099	18,899	19,073	20,024	18,596
Virginia	193,009	192,908	192,077	176,798	178,978	181,525	174,760	184,266	190,227	178,683
Washington	184,842	190,639	183,840	168,602	185,315	166,948	154,634	165,511	174,458	164,349
West Virginia	40,697	38,687	37,037	35,591	39,570	36,849	37,621	37,733	38,633	35,928
Wisconsin	146,759	144,613	146,916	127,659	136,751	143,350	141,179	134,163	144,918	135,457
Wyoming	22,692	22,362	18,932	20,910	23,028	16,482	18,199	21,853	19,706	18,058
Puerto Rico	56,039	43,159	47,784	51,566	49,868	47,988	55,059	50,761	50,852	49,473
Virgin Islands	2,358	2,091	3,531	2,119	2,192	1,980	2,501	2,376	3,282	2,193

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 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)				
	Dec. 2006	March 2007	June 2007	Sept. 2007	Dec. 2007	Dec. 2006	March 2007	June 2007	Sept. 2007	Dec. 2007
United States	7.0	6.6	6.7	6.4	6.8	6.5	6.2	6.5	6.6	6.5
Alabama	6.8	7.1	6.2	6.3	6.7	6.7	5.7	6.7	6.3	6.5
Alaska	11.0	10.3	11.9	9.4	10.4	11.4	9.5	10.0	11.1	11.1
Arizona	7.2	7.0	6.8	6.9	7.0	7.3	6.8	7.0	7.1	7.7
Arkansas	6.4	6.2	5.6	5.7	6.2	6.0	5.4	6.3	5.8	5.5
California	7.6	7.3	7.2	7.0	7.7	7.0	7.0	7.4	7.1	7.0
Colorado	7.9	7.6	7.8	7.7	7.5	7.3	6.8	7.0	7.4	7.3
Connecticut	6.0	5.3	6.2	5.4	5.9	5.4	5.7	5.3	5.8	5.7
Delaware	7.2	8.1	6.8	6.5	7.2	6.4	7.7	6.6	7.5	6.4
District of Columbia	5.9	6.4	6.1	6.0	6.0	6.0	5.2	5.9	6.5	5.9
Florida	7.3	6.7	7.1	7.1	7.2	7.5	6.6	7.4	7.8	8.0
Georgia	7.8	7.3	7.1	7.1	7.3	7.4	6.7	7.3	7.1	7.6
Hawaii	5.4	5.5	5.8	5.1	5.4	5.2	5.2	5.4	6.0	5.1
Idaho	8.7	8.8	8.1	7.6	8.5	7.4	7.4	8.1	8.2	7.7
Illinois	5.8	5.5	5.9	5.3	5.7	5.6	5.4	5.3	5.7	5.5
Indiana	6.1	5.8	6.1	5.7	5.8	6.0	5.6	5.8	6.1	6.0
Iowa	6.4	5.8	6.4	5.7	6.1	5.9	5.9	5.8	6.0	5.8
Kansas	7.8	7.1	6.4	6.8	6.6	6.2	6.1	6.9	6.1	6.5
Kentucky	7.2	6.8	6.4	5.7	6.5	6.1	6.4	6.2	6.3	6.1
Louisiana	8.2	8.0	7.2	7.0	7.5	7.0	6.5	7.4	6.8	6.7
Maine	8.2	7.4	8.0	7.6	8.0	7.5	7.4	7.6	7.9	7.3
Maryland	6.6	6.3	6.2	6.5	6.4	6.3	6.1	6.1	6.6	6.6
Massachusetts	6.0	5.6	6.4	5.9	5.9	5.8	5.6	5.3	6.2	6.1
Michigan	6.4	6.1	6.7	6.3	6.4	7.2	6.5	6.4	6.9	7.0
Minnesota	6.4	6.1	6.5	6.4	6.1	6.4	5.8	6.2	6.0	6.2
Mississippi	7.5	6.7	6.6	7.0	7.2	6.5	7.0	7.3	6.5	6.3
Missouri	6.6	6.5	6.2	6.3	6.0	6.3	5.8	6.3	6.3	6.2
Montana	9.4	9.0	8.4	8.1	9.0	7.7	7.4	8.6	8.2	7.9
Nebraska	6.4	6.0	6.3	6.3	6.2	6.0	5.4	5.8	5.8	6.2
Nevada	7.1	6.9	6.5	6.1	7.6	6.8	6.2	6.7	7.3	6.8
New Hampshire	7.3	6.6	7.5	6.6	7.3	6.9	6.8	6.8	7.2	7.2
New Jersey	6.8	6.0	7.2	6.4	6.8	6.6	6.4	6.3	6.8	6.5
New Mexico	7.9	7.1	6.8	7.2	7.4	7.3	6.2	7.3	7.3	6.9
New York	7.0	6.2	7.0	6.2	7.0	6.2	6.3	6.6	6.6	6.2
North Carolina	8.1	7.1	6.8	6.6	6.8	6.3	6.1	6.6	6.5	6.4
North Dakota	7.0	7.0	7.0	7.0	7.2	6.6	6.5	6.8	6.5	6.2
Ohio	6.0	5.7	6.2	5.5	6.0	6.3	5.7	5.8	6.0	6.1
Oklahoma	7.2	7.0	7.0	6.7	6.5	6.8	6.1	7.3	6.4	6.4
Oregon	7.4	7.1	6.9	6.9	7.3	6.8	6.5	7.1	6.7	7.1
Pennsylvania	5.8	5.7	6.1	5.4	5.9	5.7	5.4	5.5	5.7	5.6
Rhode Island	6.8	5.9	6.8	5.6	6.1	6.7	6.4	6.2	7.0	6.6
South Carolina	7.1	7.3	6.7	6.3	6.6	6.2	6.3	6.9	6.4	6.7
South Dakota	7.1	6.5	6.8	6.4	6.6	6.2	5.9	6.1	6.3	6.2
Tennessee	6.7	6.4	6.1	6.0	6.1	6.7	6.1	6.0	6.0	5.7
Texas	6.8	6.4	6.5	6.3	6.5	5.7	5.5	5.7	5.8	5.7
Utah	8.0	8.0	7.6	7.2	7.9	6.5	6.2	6.9	7.2	7.3
Vermont	7.6	6.8	7.6	7.5	8.1	7.3	7.6	7.7	8.0	7.4
Virginia	6.5	6.5	6.3	5.9	6.0	6.1	5.9	6.1	6.3	5.9
Washington	7.9	8.0	7.7	7.0	7.7	7.1	6.5	6.9	7.3	6.8
West Virginia	7.2	6.8	6.5	6.2	6.9	6.5	6.6	6.6	6.8	6.3
Wisconsin	6.2	6.0	6.1	5.4	5.7	6.0	5.9	5.6	6.0	5.7
Wyoming	10.7	10.2	8.8	9.8	10.5	7.8	8.4	10.0	9.1	8.2
Puerto Rico	7.5	5.8	6.4	7.0	6.8	6.4	7.4	6.9	6.9	6.7
Virgin Islands	7.1	6.4	10.6	6.4	6.6	6.0	7.6	7.2	9.8	6.6

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