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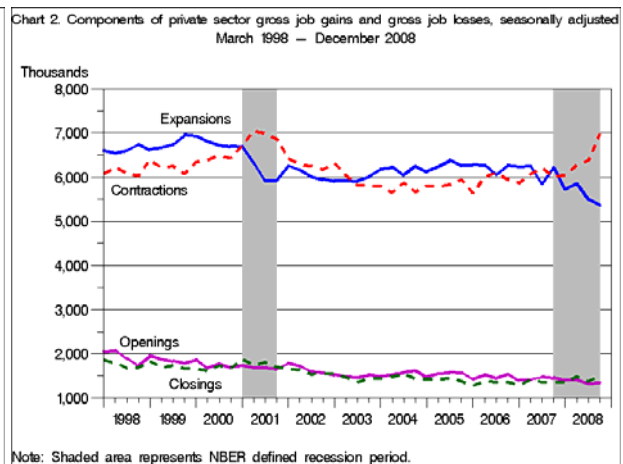
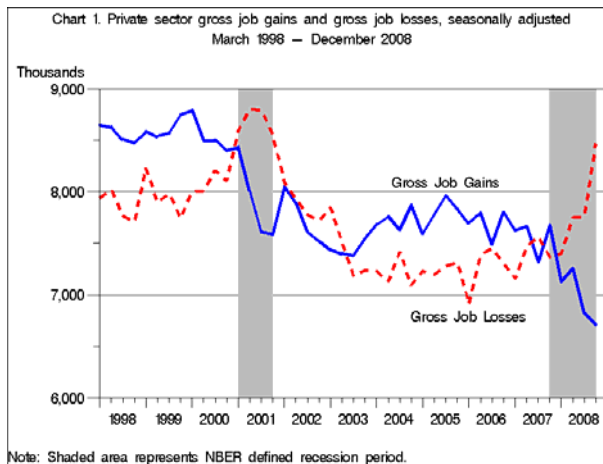
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BUSINESS EMPLOYMENT DYNAMICS: FOURTH QUARTER 2008

From September 2008 to December 2008 the number of job gains from opening and expanding private sector establishments was 6.7 million, and the number of job losses from closing and contracting establishments was 8.5 million, according to data released today by the Bureau of Labor Statistics of the U.S. Department of Labor. (See tables A, 1, and 3.) Over this period, gross job losses exceeded gross job gains in all but two industry sectors: utilities and education and health 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				
	Dec. 2007	Mar. 2008	June 2008	Sept. 2008	Dec. 2008
	Levels (in thousands)				
Gross job gains.....	7,676	7,130	7,258	6,822	6,712
At expanding establishments.....	6,220	5,731	5,858	5,504	5,367
At opening establishments.....	1,456	1,399	1,400	1,318	1,345
Gross job losses.....	7,366	7,400	7,751	7,754	8,467
At contracting establishments.....	6,010	6,047	6,277	6,383	6,977
At closing establishments.....	1,356	1,353	1,474	1,371	1,490
Net employment change ¹	310	-270	-493	-932	-1,755
	Rates (percent)				
Gross job gains.....	6.8	6.2	6.4	6.1	6.0
At expanding establishments.....	5.5	5.0	5.2	4.9	4.8
At opening establishments.....	1.3	1.2	1.2	1.2	1.2
Gross job losses.....	6.5	6.5	6.8	6.9	7.6
At contracting establishments.....	5.3	5.3	5.5	5.7	6.3
At closing establishments.....	1.2	1.2	1.3	1.2	1.3
Net employment change ¹.....	.3	-.3	-.4	-.8	-1.6

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 6.7 million jobs in the fourth quarter of 2008, a decrease of 110,000 from the previous quarter. Over the quarter, expanding establishments added 5.4 million jobs while opening establishments added 1.3 million jobs.

Gross job losses totaled 8.5 million, an increase of 713,000 from the previous quarter. During the quarter, contracting establishments lost 7.0 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 -1,755,000 jobs in the private sector for fourth quarter 2008.

Gross job gains represented 6.0 percent of private sector employment, while gross job losses represented 7.6 percent of private sector employment. (See tables A and 2.)

Major Industry Sector Gross Job Gains and Gross Job Losses

From September 2008 to December 2008, gross job losses exceeded gross job gains in all but two industry sectors: utilities and education and health services. (See tables B and 3.)

Goods-producing. Expanding and opening establishments in the goods-producing sectors accounted for 1,302,000 jobs gained, and contracting and closing establishments accounted for 2,063,000 jobs lost. This net loss of 761,000 jobs was the tenth consecutive quarter of net loss for these sectors of the economy.

Construction. In construction, gross job gains fell over the quarter to 639,000. This was the lowest level of gross job gains since the series began in third quarter of 1992. The construction sector experienced a net loss of 337,000 jobs, as gross job losses increased by 100,000 to 976,000. This was the seventh consecutive quarter of net job losses in this sector.

Manufacturing. Gross job gains fell to 378,000 while gross job losses increased to 801,000. The net loss of 423,000 jobs was the tenth consecutive quarter of net job losses in the manufacturing sector.

Service-providing. In the service-providing sectors, gross job gains decreased to 5,410,000 and gross job losses increased to 6,404,000, resulting in a net loss of 994,000 jobs. Job gains at expanding establishments decreased to 4,280,000 jobs, while job losses at contracting establishments increased to 5,226,000 jobs.

Retail Trade. In retail trade, gross job gains decreased to 835,000. Gross job losses increased to 1,181,000 for a net loss of 346,000 jobs. This was the largest net loss in this industry since the series began in 1992, driven by the lowest total of gross job gains in the history of this series.

Education and Health Services. Gross job gains increased to 841,000 jobs in the fourth quarter, while gross job losses decreased to 665,000. 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 seventh consecutive quarter. Although gross job gains increased to 388,000, gross job losses also increased to 497,000, resulting in a net loss of 109,000 jobs in the fourth quarter.

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. 2007	Mar. 2008	June 2008	Sept. 2008	Dec. 2008	Dec. 2007	Mar. 2008	June 2008	Sept. 2008	Dec. 2008
Total private ¹	7,676	7,130	7,258	6,822	6,712	7,366	7,400	7,751	7,754	8,467
Goods-Producing.....	1,573	1,493	1,494	1,397	1,302	1,701	1,758	1,778	1,767	2,063
Natural res. and mining.....	292	274	280	274	285	261	293	268	255	286
Construction	784	763	737	698	639	875	869	922	876	976
Manufacturing	497	456	477	425	378	565	596	588	636	801
Service-Providing ¹	6,103	5,637	5,764	5,425	5,410	5,665	5,642	5,973	5,987	6,404
Wholesale trade.....	321	294	295	272	259	301	306	314	313	364
Retail trade	1,022	954	939	892	835	1,011	979	1,080	1,062	1,181
Transportation and warehousing.	254	208	225	208	238	229	250	253	250	283
Utilities	15	13	16	14	13	11	10	12	13	12
Information	145	154	162	135	137	155	153	161	168	191
Financial activities	432	412	394	376	388	486	436	455	460	497
Professional and business services.....	1,440	1,239	1,345	1,231	1,234	1,337	1,358	1,433	1,411	1,619
Education and health services ...	814	785	788	799	841	666	667	715	706	665
Leisure and hospitality.....	1,247	1,158	1,183	1,114	1,111	1,148	1,154	1,218	1,259	1,235
Other services	296	290	300	280	265	287	289	293	307	322

¹ Includes unclassified sector, not shown separately.

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 2008, the number of establishments losing jobs exceeded the number of establishments gaining jobs.

Of the 7.0 million active private-sector establishments, a total of 2,091,000 establishments lost jobs from September 2008 to December 2008. (See table C.) Of these establishments, 1,686,000 were contracting establishments and 405,000 were closing establishments. Of the establishments gaining jobs, 1,376,000 establishments were expanding and 368,000 establishments were opening, resulting in 1,744,000 establishments gaining jobs.

The number of closing establishments exceeded the number of opening establishments, resulting in a net loss of 37,000 private-sector establishments during the quarter. This was the seventh quarter that there has been a net decline in the number of establishments since 1992, and the fifth time a decline occurred in the past seven quarters.

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

(In thousands)

Category	3 months ended				
	Dec. 2007	Mar. 2008	June 2008	Sept. 2008	Dec. 2008
Establishments gaining jobs.....	1,940	1,874	1,834	1,788	1,744
Expanding establishments.....	1,558	1,517	1,479	1,439	1,376
Opening establishments.....	382	357	355	349	368
Establishments losing jobs.....	1,935	1,976	2,024	1,987	2,091
Contracting establishments.....	1,575	1,596	1,633	1,608	1,686
Closing establishments.....	360	380	391	379	405
Net establishment change ¹	22	-23	-36	-30	-37

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.

Establishment Births and Deaths

From September 2008 to December 2008, a total of 189,000 new private sector nonfarm business establishments created 794,000 jobs. This was 2,000 more establishment births than in the prior quarter, but 19,000 fewer jobs were gained from these births. The jobs created by these new establishments represent 11.8 percent of total gross job gains. The historical time series of birth data shows the number of establishment births has remained around 200,000 every quarter, while employment from births dropped from a high of 1.3 million in the first quarter 1998 to a low of 794,000 in the fourth quarter of 2008. (See Table 7.)

Gross Job Gains and Losses by State

In the fourth quarter of 2008, Louisiana and North Dakota experienced net employment growth, while 48 states, the District of Columbia, Puerto Rico, and the Virgin Islands experienced net job losses. Alabama, Indiana, Michigan, Nevada, and South Carolina showed rates of gross job gains below the U.S. rate of 6.0 percent and rates of gross job losses above the U.S. rate of 7.6 percent. (See tables 5 and 6.)

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

From September 2008 to December 2008, the share of gross job gains accounted for by firms with 1 to 4 employees rose from 16.1 to 16.8 percent. Firms with 1,000 or more employees experienced an increase in the share of gross job losses from 19.4 to 20.7 percent. (See tables D and 4.)

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. 2007	Mar. 2008	June 2008	Sept. 2008	Dec. 2008	Dec. 2007	Mar. 2008	June 2008	Sept. 2008	Dec. 2008
1 - 4 employees.....	15.6	16.2	15.4	16.1	16.8	16.1	16.7	16.0	15.3	14.5
5 - 9 employees.....	11.5	12.4	11.9	12.1	11.7	12.3	12.4	11.9	11.4	10.8
10 - 19 employees.....	11.7	12.6	12.2	12.2	11.8	12.4	12.4	12.0	11.6	11.2
20 - 49 employees.....	13.8	14.8	14.5	14.3	13.6	14.5	14.3	14.0	13.9	13.6
50 - 99 employees.....	8.8	9.1	9.1	9.1	8.6	9.0	8.8	8.7	8.7	8.9
100 - 249 employees.....	9.3	9.5	9.7	9.5	9.2	9.1	8.9	9.0	9.4	9.6
250 - 499 employees.....	5.6	5.6	5.7	5.8	5.5	5.4	5.3	5.5	5.6	5.9
500 - 999 employees.....	4.5	4.4	4.7	4.7	4.6	4.5	4.2	4.7	4.8	5.0
1,000 or more employees....	19.2	15.2	16.8	16.3	18.2	16.7	16.9	18.2	19.4	20.7

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

More Information

Additional information on gross job gains and gross job losses are available online 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.

Upcoming Changes to the Business Employment Dynamics News Release

Beginning with the next edition of the Business Employment Dynamics news release scheduled for publication on November 19, 2009, the Bureau of Labor Statistics will introduce changes in the presentation of the text section of the release. There will be no changes to the format and content of tables 1-7.

Comparing Business Employment Dynamics Data with Current Employment Statistics and Quarterly Census of Employment and Wages 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 9.2 million employers 	<ul style="list-style-type: none"> Count of longitudinally-linked UI administrative records submitted by 7.0 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 – 7 Months after the end of each quarter 	<ul style="list-style-type: none"> Quarterly – 8 Months after the end of each quarter 	<ul style="list-style-type: none"> Monthly – 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 7.0 million private sector employer reports out of 9.2 million total reports of employment and wages submitted by states to BLS in the fourth 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 fourth quarter 2008:

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

	Millions
Total establishments QCEW program.....	9.2
Excluded: Public sector	0.3
Private households	0.6
Zero employment	1.2
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.

Births. These are units with positive third month employment for the first time in the current quarter with no links to the prior quarter, or units with positive third month employment in the current quarter and zero employment in the third month of the previous four quarters. Births are a subset of openings not including re-openings of seasonal businesses.

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

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

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

Establishment Births and Deaths

For the purpose of BED statistics, *births* are defined as establishments that appear in the longitudinal database for the first time with positive employment in the third month of a quarter, or showed four consecutive quarters of zero employment in the third month followed by a quarter in which it shows positive employment in the third month. Similarly, *deaths* are defined as establishments that either drop out of the longitudinal database or an establishment that had positive employment in the third month of a given quarter followed by four consecutive quarters of showing zero employment in the third month. Although the data for establishment births and deaths are tabulated independently from the data for openings and closings, the concepts are not mutually exclusive. An establishment that is defined as a birth in a given quarter is necessarily an opening as well, and an establishment defined as a death in a quarter must also be a closing. Since openings

include seasonal, and other, re-openings and closings include temporary shutdowns, the not seasonally adjusted values for births and deaths must be less than those for openings and closings. However, because some BED series do not have many re-openings or temporary shutdowns, as well as the fact that births and deaths are independently seasonally adjusted from openings and closings, there may be instances in which the seasonally adjusted value of the former is greater than the latter.

Linkage methodology

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

In order to ensure the highest possible quality of data, SESAs verify with employers and update, if necessary, the industry, location, and ownership classification of all establishments on a 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.

Annual Data

The annual gross job gains and gross job losses measure the net change in employment at the establishment level from the third month of a quarter in the previous year to the third month of the same quarter in the current year. The BLS publishes annual BED data based on March-to-March changes once a year with the release of the first quarter BED data. The annual data based on over-the-year changes for other quarters of the year are available upon request. The definitions and methodology in measuring annual gross job gains and gross job losses are similar to the quarterly measures. The linkage method considers all predecessor and successor relations that may come about due to changes in ownership and corporate restructuring over the entire year. At the establishment level, some of the quarterly job gains and job losses are offset during the estimation over the year. Therefore, the sum of four quarters of gross job gains and gross job losses are *not* equal to annual gross job gains and gross job losses. The net change in employment over the year, however, is equal to the sum of four quarterly net changes on a not seasonally adjusted basis.

Seasonal adjustment

Over the course of a year, the levels of employment and the associated job flows undergo sharp fluctuations due to such seasonal events as changes in the weather, reduced or expanded production, harvests, major holidays, and the opening and closing of schools. The effect of such seasonal variation can be very large.

Because these seasonal events follow a more or less regular pattern each year, their influence can be eliminated by adjusting these statistics from quarter to quarter. These adjustments make nonseasonal developments, such as declines in economic activity, easier to recognize. For example, the large number of youths taking summer jobs is likely to obscure other changes that have taken place in June relative to March, making it difficult to determine if the level of economic activity has risen or declined. However, because the effect of students finishing school in previous years is known, the statistics for the current year can be adjusted to allow for a comparable change. The adjusted figures provide a more useful tool with which to analyze changes in economic activity.

The employment data series for opening, expanding, closing, and contracting units are independently seasonally adjusted; net changes are calculated based on the difference between gross job gains and gross job losses. Similarly, for industry data, the establishment counts data series for opening,

expanding, closing, and contracting establishments are independently adjusted, and the net changes are calculated based on the difference between the number of opening and closing establishments. Additionally establishment and employment levels are independently seasonally adjusted to calculate the seasonally adjusted rates. Concurrent seasonal adjustment is run using X-12 ARIMA. Seasonally adjusted data series for total private are the sum of seasonally adjusted data of all sectors including the unclassified sector, which is not separately published.

The net over-the-quarter change derived by summing the BED component series will differ from the net employment change estimated from the seasonally adjusted total private employment series from the CES program. The intended use of BED statistics is to show the dynamic labor market changes that underlie the net employment change statistic. As such, data users interested particularly in the net employment change and not in the gross job flows underlying this change should refer to CES data for over-the-quarter net employment changes.

Reliability of the data

Since the data series on Business Employment Dynamics are based on administrative rather than sample data, there are no issues related to sampling error. Nonsampling error, however, still exists. Nonsampling errors can occur for many reasons, such as the employer submitting corrected employment data after the end of the quarter or typographical errors made by businesses when providing information. Such errors, however, are likely to be distributed randomly throughout the dataset.

Changes in administrative data sometimes create complications for the linkage process. This can result in overstating openings and closings while understating expansions and contractions. The BLS continues to refine methods for improving the linkage process to alleviate the effects of these complications.

The BED data series are subject to periodic minor changes based on corrections in QCEW records, updates on predecessors and successors information, and seasonal adjustment revisions.

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	-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
	September	-932	6,822	5,504	1,318	7,754	6,383	1,371
	December	-1,755	6,712	5,367	1,345	8,467	6,977	1,490

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 .....	.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
2004	March .....	.5	7.2	5.8	1.4	6.7	5.4	1.3
	June .....	.6	7.2	5.8	1.4	6.6	5.2	1.4
	September .....	.3	7.1	5.6	1.5	6.8	5.4	1.4
	December .....	.7	7.2	5.7	1.5	6.5	5.2	1.3
2005	March .....	.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 .....	.4	7.0	5.6	1.4	6.6	5.4	1.2
2006	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
	September .....	.1	6.7	5.4	1.3	6.6	5.4	1.2
	December .....	.4	6.9	5.5	1.4	6.5	5.3	1.2
2007	March .....	.4	6.7	5.5	1.2	6.3	5.2	1.1
	June .....	.2	6.7	5.5	1.2	6.5	5.3	1.2
	September	-.3	6.4	5.1	1.3	6.7	5.5	1.2
	December .....	.3	6.8	5.5	1.3	6.5	5.3	1.2
2008	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
	September	-.8	6.1	4.9	1.2	6.9	5.7	1.2
	December	-1.6	6.0	4.8	1.2	7.6	6.3	1.3

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. 2007	Mar. 2008	June 2008	Sept. 2008	Dec. 2008	Dec. 2007	Mar. 2008	June 2008	Sept. 2008	Dec. 2008
Total private ¹										
Gross job gains	7,676	7,130	7,258	6,822	6,712	6.8	6.2	6.4	6.1	6.0
At expanding establishments	6,220	5,731	5,858	5,504	5,367	5.5	5.0	5.2	4.9	4.8
At opening establishments	1,456	1,399	1,400	1,318	1,345	1.3	1.2	1.2	1.2	1.2
Gross job losses	7,366	7,400	7,751	7,754	8,467	6.5	6.5	6.8	6.9	7.6
At contracting establishments	6,010	6,047	6,277	6,383	6,977	5.3	5.3	5.5	5.7	6.3
At closing establishments	1,356	1,353	1,474	1,371	1,490	1.2	1.2	1.3	1.2	1.3
Net employment change	310	-270	-493	-932	-1755	.3	-.3	-.4	-.8	-1.6
Goods-producing										
Gross job gains	1,573	1,493	1,494	1,397	1,302	6.8	6.5	6.6	6.2	6.0
At expanding establishments	1,337	1,258	1,268	1,185	1,087	5.8	5.5	5.6	5.3	5.0
At opening establishments	236	235	226	212	215	1.0	1.0	1.0	.9	1.0
Gross job losses	1,701	1,758	1,778	1,767	2,063	7.4	7.6	7.8	7.9	9.4
At contracting establishments	1,424	1,481	1,486	1,493	1,751	6.2	6.4	6.5	6.7	8.0
At closing establishments	277	277	292	274	312	1.2	1.2	1.3	1.2	1.4
Net employment change	-128	-265	-284	-370	-761	-.6	-1.1	-1.2	-1.7	-3.4
Natural resources and mining										
Gross job gains	292	274	280	274	285	15.8	14.5	14.9	14.6	15.0
At expanding establishments	250	234	242	239	247	13.5	12.4	12.9	12.7	13.0
At opening establishments	42	40	38	35	38	2.3	2.1	2.0	1.9	2.0
Gross job losses	261	293	268	255	286	14.1	15.5	14.3	13.6	15.0
At contracting establishments	224	251	228	221	251	12.1	13.3	12.2	11.8	13.2
At closing establishments	37	42	40	34	35	2.0	2.2	2.1	1.8	1.8
Net employment change	31	-19	12	19	-1	1.7	-1.0	.6	1.0	.0
Construction										
Gross job gains	784	763	737	698	639	10.5	10.2	10.1	9.8	9.4
At expanding establishments	634	614	593	560	505	8.5	8.2	8.1	7.9	7.4
At opening establishments	150	149	144	138	134	2.0	2.0	2.0	1.9	2.0
Gross job losses	875	869	922	876	976	11.7	11.7	12.6	12.4	14.2
At contracting establishments	702	698	738	700	774	9.4	9.4	10.1	9.9	11.3
At closing establishments	173	171	184	176	202	2.3	2.3	2.5	2.5	2.9
Net employment change	-91	-106	-185	-178	-337	-1.2	-1.5	-2.5	-2.6	-4.8
Manufacturing										
Gross job gains	497	456	477	425	378	3.6	3.3	3.5	3.2	2.9
At expanding establishments	453	410	433	386	335	3.3	3.0	3.2	2.9	2.6
At opening establishments	44	46	44	39	43	.3	.3	.3	.3	.3
Gross job losses	565	596	588	636	801	4.1	4.4	4.3	4.8	6.1
At contracting establishments	498	532	520	572	726	3.6	3.9	3.8	4.3	5.5
At closing establishments	67	64	68	64	75	.5	.5	.5	.5	.6
Net employment change	-68	-140	-111	-211	-423	-.5	-1.1	-.8	-1.6	-3.2
Service-providing ¹										
Gross job gains	6,103	5,637	5,764	5,425	5,410	6.7	6.2	6.3	6.0	6.1
At expanding establishments	4,883	4,473	4,590	4,319	4,280	5.4	4.9	5.0	4.8	4.8
At opening establishments	1,220	1,164	1,174	1,106	1,130	1.3	1.3	1.3	1.2	1.3
Gross job losses	5,665	5,642	5,973	5,987	6,404	6.3	6.2	6.6	6.6	7.1
At contracting establishments	4,586	4,566	4,791	4,890	5,226	5.1	5.0	5.3	5.4	5.8
At closing establishments	1,079	1,076	1,182	1,097	1,178	1.2	1.2	1.3	1.2	1.3
Net employment change	438	-5	-209	-562	-994	.4	.0	-.3	-.6	-1.0
Wholesale trade										
Gross job gains	321	294	295	272	259	5.4	4.9	4.9	4.5	4.4
At expanding establishments	263	238	239	223	206	4.4	4.0	4.0	3.7	3.5
At opening establishments	58	56	56	49	53	1.0	.9	.9	.8	.9
Gross job losses	301	306	314	313	364	5.0	5.1	5.3	5.2	6.2
At contracting establishments	232	239	243	247	290	3.9	4.0	4.1	4.1	4.9
At closing establishments	69	67	71	66	74	1.1	1.1	1.2	1.1	1.3
Net employment change	20	-12	-19	-41	-105	.4	-.2	-.4	-.7	-1.8

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. 2007	Mar. 2008	June 2008	Sept. 2008	Dec. 2008	Dec. 2007	Mar. 2008	June 2008	Sept. 2008	Dec. 2008
Retail trade										
Gross job gains	1,022	954	939	892	835	6.6	6.2	6.0	5.8	5.6
At expanding establishments	870	804	785	736	704	5.6	5.2	5.0	4.8	4.7
At opening establishments	152	150	154	156	131	1.0	1.0	1.0	1.0	.9
Gross job losses	1,011	979	1,080	1,062	1,181	6.5	6.3	6.9	6.9	7.8
At contracting establishments	871	846	935	923	1,025	5.6	5.4	6.0	6.0	6.8
At closing establishments	140	133	145	139	156	.9	.9	.9	.9	1.0
Net employment change	11	-25	-141	-170	-346	.1	-.1	-.9	-1.1	-2.2
Transportation and warehousing										
Gross job gains	254	208	225	208	238	5.8	4.8	5.2	4.8	5.6
At expanding establishments	219	177	193	178	206	5.0	4.1	4.5	4.1	4.8
At opening establishments	35	31	32	30	32	.8	.7	.7	.7	.8
Gross job losses	229	250	253	250	283	5.3	5.8	5.9	5.9	6.6
At contracting establishments	189	216	210	209	240	4.4	5.0	4.9	4.9	5.6
At closing establishments	40	34	43	41	43	.9	.8	1.0	1.0	1.0
Net employment change	25	-42	-28	-42	-45	.5	-1.0	-.7	-1.1	-1.0
Utilities										
Gross job gains	15	13	16	14	13	2.8	2.4	2.9	2.5	2.3
At expanding establishments	13	11	14	13	12	2.4	2.0	2.5	2.3	2.1
At opening establishments	2	2	2	1	1	.4	.4	.4	.2	.2
Gross job losses	11	10	12	13	12	2.0	1.8	2.2	2.3	2.2
At contracting establishments	10	9	10	12	11	1.8	1.6	1.8	2.1	2.0
At closing establishments	1	1	2	1	1	.2	.2	.4	.2	.2
Net employment change	4	3	4	1	1	.8	.6	.7	.2	.1
Information										
Gross job gains	145	154	162	135	137	4.7	5.1	5.4	4.5	4.6
At expanding establishments	117	129	139	111	109	3.8	4.3	4.6	3.7	3.7
At opening establishments	28	25	23	24	28	.9	.8	.8	.8	.9
Gross job losses	155	153	161	168	191	5.1	5.1	5.4	5.6	6.4
At contracting establishments	126	123	126	142	155	4.1	4.1	4.2	4.7	5.2
At closing establishments	29	30	35	26	36	1.0	1.0	1.2	.9	1.2
Net employment change	-10	1	1	-33	-54	-.4	.0	.0	-1.1	-1.8
Financial activities										
Gross job gains	432	412	394	376	388	5.3	5.1	4.9	4.7	4.9
At expanding establishments	332	324	310	293	293	4.1	4.0	3.9	3.7	3.7
At opening establishments	100	88	84	83	95	1.2	1.1	1.0	1.0	1.2
Gross job losses	486	436	455	460	497	6.0	5.4	5.7	5.7	6.3
At contracting establishments	368	323	345	353	377	4.5	4.0	4.3	4.4	4.8
At closing establishments	118	113	110	107	120	1.5	1.4	1.4	1.3	1.5
Net employment change	-54	-24	-61	-84	-109	-.7	-.3	-.8	-1.0	-1.4
Professional and business services										
Gross job gains	1,440	1,239	1,345	1,231	1,234	8.0	6.8	7.5	6.9	7.1
At expanding establishments	1,158	998	1,073	994	977	6.4	5.5	6.0	5.6	5.6
At opening establishments	282	241	272	237	257	1.6	1.3	1.5	1.3	1.5
Gross job losses	1,337	1,358	1,433	1,411	1,619	7.5	7.6	8.1	7.9	9.2
At contracting establishments	1,072	1,094	1,100	1,138	1,317	6.0	6.1	6.2	6.4	7.5
At closing establishments	265	264	333	273	302	1.5	1.5	1.9	1.5	1.7
Net employment change	103	-119	-88	-180	-385	.5	-.8	-.6	-1.0	-2.1
Education and health services										
Gross job gains	814	785	788	799	841	4.6	4.4	4.4	4.5	4.6
At expanding establishments	695	661	673	681	716	3.9	3.7	3.8	3.8	3.9
At opening establishments	119	124	115	118	125	.7	.7	.6	.7	.7
Gross job losses	666	667	715	706	665	3.7	3.8	4.0	4.0	3.7
At contracting establishments	552	551	587	588	547	3.1	3.1	3.3	3.3	3.0
At closing establishments	114	116	128	118	118	.6	.7	.7	.7	.7
Net employment change	148	118	73	93	176	.9	.6	.4	.5	.9

See footnote at end of table.

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

Category	Gross job gains and losses (in thousands) (3 months ended)					Gross job gains and losses as a percent of employment (3 months ended)				
	Dec. 2007	Mar. 2008	June 2008	Sept. 2008	Dec. 2008	Dec. 2007	Mar. 2008	June 2008	Sept. 2008	Dec. 2008
Leisure and hospitality										
Gross job gains	1,247	1,158	1,183	1,114	1,111	9.3	8.6	8.7	8.3	8.4
At expanding establishments	961	879	908	854	835	7.2	6.5	6.7	6.4	6.3
At opening establishments	286	279	275	260	276	2.1	2.1	2.0	1.9	2.1
Gross job losses	1,148	1,154	1,218	1,259	1,235	8.5	8.6	9.1	9.4	9.3
At contracting establishments	931	930	993	1,023	1,000	6.9	6.9	7.4	7.6	7.5
At closing establishments	217	224	225	236	235	1.6	1.7	1.7	1.8	1.8
Net employment change	99	4	-35	-145	-124	.8	.0	-4	-1.1	-9
Other services										
Gross job gains	296	290	300	280	265	7.6	7.5	7.7	7.1	6.8
At expanding establishments	238	233	238	221	209	6.1	6.0	6.1	5.6	5.4
At opening establishments	58	57	62	59	56	1.5	1.5	1.6	1.5	1.4
Gross job losses	287	289	293	307	322	7.3	7.4	7.5	7.8	8.3
At contracting establishments	224	224	228	243	254	5.7	5.7	5.8	6.2	6.5
At closing establishments	63	65	65	64	68	1.6	1.7	1.7	1.6	1.8
Net employment change	9	1	7	-27	-57	.3	.1	.2	-.7	-1.5

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. 2007	Mar. 2008	June 2008	Sept. 2008	Dec. 2008
Firm size 1 - 4 employees					
Gross job gains	15.6	16.2	15.4	16.1	16.8
Expanding firms	7.2	7.7	7.3	7.6	7.6
Opening firms	61.6	58.9	59.0	60.6	62.2
Gross job losses	16.1	16.7	16.0	15.3	14.5
Contracting firms	8.0	8.1	7.6	7.2	6.9
Closing firms	59.6	61.0	61.1	60.6	61.1
Firm size 5 - 9 employees					
Gross job gains	11.5	12.4	11.9	12.1	11.7
Expanding firms	10.7	11.6	11.0	11.3	11.0
Opening firms	15.6	16.5	16.6	16.4	15.2
Gross job losses	12.3	12.4	11.9	11.4	10.8
Contracting firms	11.6	11.7	11.1	10.5	10.0
Closing firms	16.3	16.0	16.1	16.0	15.8
Firm size 10 - 19 employees					
Gross job gains	11.7	12.6	12.2	12.2	11.8
Expanding firms	12.0	12.9	12.4	12.5	12.1
Opening firms	10.1	11.1	11.2	10.6	10.1
Gross job losses	12.4	12.4	12.0	11.6	11.2
Contracting firms	12.7	12.8	12.3	11.8	11.3
Closing firms	10.8	10.3	10.4	10.4	10.4
Firm size 20 - 49 employees					
Gross job gains	13.8	14.8	14.5	14.3	13.6
Expanding firms	14.9	16.1	15.6	15.5	14.8
Opening firms	7.7	7.9	8.5	7.8	7.7
Gross job losses	14.5	14.3	14.0	13.9	13.6
Contracting firms	15.7	15.7	15.2	15.0	14.5
Closing firms	8.0	7.5	7.5	7.7	7.5
Firm size 50 - 99 employees					
Gross job gains	8.8	9.1	9.1	9.1	8.6
Expanding firms	9.9	10.4	10.3	10.3	9.7
Opening firms	2.9	2.7	2.8	2.9	2.9
Gross job losses	9.0	8.8	8.7	8.7	8.9
Contracting firms	10.1	9.9	9.8	9.8	9.9
Closing firms	3.0	2.9	2.6	2.7	2.6

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. 2007	Mar. 2008	June 2008	Sept. 2008	Dec. 2008
Firm size 100 - 249 employees					
Gross job gains	9.3	9.5	9.7	9.5	9.2
Expanding firms	10.8	11.1	11.3	11.0	10.7
Opening firms	1.3	1.4	1.3	1.3	1.4
Gross job losses	9.1	8.9	9.0	9.4	9.6
Contracting firms	10.5	10.4	10.4	10.8	10.9
Closing firms	1.6	1.5	1.5	1.4	1.6
Firm size 250 - 499 employees					
Gross job gains	5.6	5.6	5.7	5.8	5.5
Expanding firms	6.6	6.7	6.7	6.8	6.6
Opening firms .....	.3	.4	.4	.3	.4
Gross job losses	5.4	5.3	5.5	5.6	5.9
Contracting firms	6.3	6.3	6.4	6.5	6.7
Closing firms .....	.5	.4	.4	.5	.6
Firm size 500 - 999 employees					
Gross job gains	4.5	4.4	4.7	4.7	4.6
Expanding firms	5.3	5.3	5.5	5.5	5.5
Opening firms .....	.2	.3	.2	.1	.1
Gross job losses	4.5	4.2	4.7	4.8	5.0
Contracting firms	5.4	5.0	5.6	5.6	5.7
Closing firms .....	.1	.2	.2	.3	.3
Firm size 1,000 or more employees					
Gross job gains	19.2	15.2	16.8	16.3	18.2
Expanding firms	22.6	18.1	20.0	19.4	21.9
Opening firms .....	.2	.7	.0	.0	.0
Gross job losses	16.7	16.9	18.2	19.4	20.7
Contracting firms	19.8	20.1	21.6	22.8	24.1
Closing firms .....	.0	.2	.2	.3	.1

¹ 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)				
	Dec. 2007	Mar. 2008	June 2008	Sept. 2008	Dec. 2008	Dec. 2007	Mar. 2008	June 2008	Sept. 2008	Dec. 2008
United States ¹	7,676,000	7,130,000	7,258,000	6,822,000	6,712,000	7,366,000	7,400,000	7,751,000	7,754,000	8,467,000
Alabama	107,871	96,431	92,858	94,018	83,012	104,544	102,216	103,750	106,097	119,055
Alaska	24,875	24,026	27,326	23,290	25,991	26,209	21,293	23,152	25,878	26,540
Arizona	157,454	131,093	135,186	136,644	127,435	173,557	157,425	169,011	160,041	194,334
Arkansas	60,518	57,573	55,808	59,307	54,192	57,447	55,687	61,899	60,203	65,356
California	991,318	883,486	924,534	823,743	820,811	917,701	970,184	992,365	968,431	1,021,575
Colorado	147,704	144,403	142,518	136,670	128,334	142,396	139,549	143,312	148,638	161,291
Connecticut	84,896	75,774	81,956	74,507	71,865	82,717	75,913	79,403	86,469	91,586
Delaware	26,057	22,843	22,931	23,365	23,185	23,286	23,490	26,415	29,015	27,529
District of Columbia	26,858	27,668	29,566	27,587	24,920	26,855	24,968	26,545	26,265	30,282
Florida	503,784	462,893	456,432	437,465	439,888	557,019	508,941	559,962	548,854	582,767
Georgia	246,217	241,910	235,469	223,052	214,679	257,581	248,694	265,860	259,344	299,093
Hawaii	27,626	27,444	26,659	24,608	23,763	26,283	28,861	35,007	34,248	33,212
Idaho	46,957	43,825	40,999	41,167	38,841	42,462	47,387	48,725	46,527	49,607
Illinois	289,963	257,263	279,798	251,615	244,677	284,241	277,394	274,501	293,498	330,096
Indiana	147,408	128,823	148,823	142,552	129,136	152,272	151,313	156,699	160,977	191,303
Iowa	76,423	75,913	75,492	72,202	71,402	72,570	75,739	77,074	75,503	85,180
Kansas	72,455	85,756	73,245	66,962	74,781	72,803	76,089	76,424	75,491	78,274
Kentucky	98,760	89,802	92,385	82,716	85,906	91,580	94,167	94,347	98,439	106,165
Louisiana	114,566	105,843	106,666	101,375	119,844	102,061	101,310	110,348	117,794	105,818
Maine	39,812	35,386	39,310	35,228	38,175	36,533	38,311	38,951	42,054	41,665
Maryland	133,972	129,204	130,724	127,690	125,257	137,186	132,403	144,023	142,439	156,325
Massachusetts	163,903	156,011	170,476	151,905	146,760	169,769	152,572	161,310	172,780	188,813
Michigan	226,325	207,642	227,833	205,970	201,544	249,067	242,937	245,121	263,868	295,072
Minnesota	140,089	139,026	141,178	131,850	118,610	143,481	142,695	144,422	145,373	155,252
Mississippi	65,791	57,582	55,524	54,090	57,009	57,571	58,523	68,125	66,097	68,718
Missouri	138,451	137,642	142,593	133,936	133,000	141,379	139,452	147,646	144,905	167,561
Montana	32,517	30,702	27,908	27,599	28,115	28,468	30,160	31,601	28,770	31,199
Nebraska	47,931	46,332	44,468	45,474	44,255	47,536	42,107	47,868	45,394	50,122
Nevada	85,876	76,077	71,885	66,270	62,916	77,350	85,232	84,034	86,950	99,850
New Hampshire	39,237	35,433	38,576	34,837	33,804	38,422	37,137	38,970	38,872	41,707
New Jersey	227,637	202,756	230,667	196,277	189,705	218,322	213,561	225,045	234,424	247,770
New Mexico	47,752	44,333	43,833	44,736	39,679	44,620	41,459	47,977	45,529	51,967
New York	492,874	435,576	471,669	440,884	441,693	439,494	450,588	466,336	470,365	511,515
North Carolina	233,942	222,100	207,441	206,032	199,409	217,800	221,137	237,807	240,101	266,928
North Dakota	20,281	21,771	19,325	20,897	19,509	17,305	17,438	18,918	18,489	19,267
Ohio	270,727	243,918	271,662	245,865	228,707	274,342	283,287	273,471	281,477	320,542
Oklahoma	80,007	86,731	81,885	80,037	77,009	77,962	72,919	80,295	77,491	83,065
Oregon	107,206	97,406	89,219	97,615	86,078	103,814	100,289	110,881	98,568	126,138
Pennsylvania	289,282	267,831	287,681	267,451	255,471	275,587	274,187	282,520	290,479	310,328
Rhode Island	25,807	23,562	26,773	24,724	21,871	28,218	26,635	27,873	28,605	30,457
South Carolina	103,048	99,070	92,276	87,937	84,926	105,799	100,963	107,813	108,041	123,569
South Dakota	21,382	21,942	21,298	21,110	20,975	20,270	19,382	21,663	20,789	22,676
Tennessee	141,888	133,791	131,679	126,191	117,983	133,361	138,012	150,958	158,301	162,740
Texas	568,802	535,846	529,866	499,414	534,436	487,640	484,274	520,811	533,886	563,061
Utah	81,880	71,826	70,125	67,227	65,565	75,317	71,419	77,237	73,222	82,140
Vermont	20,368	17,728	18,395	17,109	17,491	18,694	19,372	18,709	19,096	20,345
Virginia	184,806	186,117	185,464	176,537	169,652	186,717	181,561	190,261	198,251	209,325
Washington	185,367	185,681	160,249	172,149	156,619	164,540	167,911	188,699	163,055	203,989
West Virginia	40,109	36,735	35,116	38,356	37,530	36,420	37,112	37,914	36,140	38,723
Wisconsin	136,739	133,678	138,886	129,435	127,923	135,453	136,642	144,751	150,913	162,478
Wyoming	23,500	23,351	19,438	21,024	19,620	18,010	19,803	23,122	18,684	19,854
Puerto Rico	49,548	43,097	43,855	42,205	44,854	49,977	56,195	52,124	47,635	50,209
Virgin Islands	2,261	2,193	2,119	1,927	1,881	2,234	2,157	2,482	2,302	2,197

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. 2007	Mar. 2008	June 2008	Sept. 2008	Dec. 2008	Dec. 2007	Mar. 2008	June 2008	Sept. 2008	Dec. 2008
United States	6.8	6.2	6.4	6.1	6.0	6.5	6.5	6.8	6.9	7.6
Alabama	6.8	6.0	5.9	5.9	5.4	6.5	6.5	6.6	6.7	7.7
Alaska	10.6	10.2	11.5	9.7	10.9	11.2	9.0	9.7	10.8	11.2
Arizona	7.0	5.9	6.2	6.3	6.0	7.7	7.1	7.7	7.3	9.1
Arkansas	6.2	5.8	5.7	6.1	5.6	5.8	5.7	6.3	6.2	6.8
California	7.7	6.8	7.2	6.5	6.5	7.0	7.5	7.7	7.6	8.1
Colorado	7.6	7.4	7.3	7.0	6.7	7.3	7.1	7.3	7.7	8.3
Connecticut	5.9	5.3	5.7	5.2	5.1	5.7	5.3	5.5	6.0	6.5
Delaware	7.1	6.2	6.3	6.5	6.6	6.4	6.4	7.3	8.0	7.8
District of Columbia	6.0	6.2	6.6	6.1	5.6	6.1	5.6	5.9	5.8	6.8
Florida	7.4	6.8	6.8	6.6	6.9	8.1	7.5	8.4	8.3	9.0
Georgia	7.3	7.1	7.0	6.7	6.6	7.5	7.3	7.9	7.7	9.1
Hawaii	5.4	5.4	5.3	4.9	4.9	5.2	5.7	6.9	6.9	6.8
Idaho	8.5	8.0	7.5	7.6	7.3	7.7	8.6	8.9	8.6	9.4
Illinois	5.7	5.0	5.5	5.0	4.9	5.6	5.4	5.4	5.8	6.7
Indiana	5.9	5.2	6.0	5.7	5.4	6.0	6.1	6.3	6.6	7.9
Iowa	6.1	6.0	6.0	5.7	5.7	5.8	6.0	6.1	6.1	6.8
Kansas	6.5	7.7	6.5	6.0	6.7	6.6	6.7	6.8	6.7	7.0
Kentucky	6.6	5.9	6.1	5.6	5.8	6.1	6.3	6.3	6.6	7.2
Louisiana	7.4	6.9	6.9	6.6	7.8	6.7	6.5	7.1	7.7	6.8
Maine	8.0	7.0	7.8	7.0	7.7	7.3	7.6	7.8	8.4	8.4
Maryland	6.4	6.2	6.3	6.2	6.1	6.6	6.4	7.0	6.9	7.6
Massachusetts	5.9	5.6	6.0	5.4	5.2	6.1	5.5	5.8	6.2	6.8
Michigan	6.4	5.9	6.5	5.9	5.9	7.0	6.9	6.9	7.6	8.7
Minnesota	6.0	6.0	6.1	5.7	5.2	6.2	6.1	6.2	6.3	6.8
Mississippi	7.3	6.3	6.2	6.1	6.6	6.4	6.5	7.6	7.4	7.8
Missouri	6.0	6.0	6.2	5.9	5.9	6.2	6.1	6.4	6.4	7.4
Montana	9.0	8.5	7.8	7.7	7.9	8.0	8.4	8.8	8.1	8.8
Nebraska	6.3	6.0	5.8	6.0	5.7	6.2	5.5	6.2	6.0	6.6
Nevada	7.6	6.7	6.5	6.0	5.8	6.8	7.6	7.6	8.0	9.3
New Hampshire	7.2	6.5	7.1	6.4	6.3	7.1	6.8	7.2	7.2	7.8
New Jersey	6.8	6.1	6.9	5.9	5.8	6.5	6.3	6.7	7.0	7.5
New Mexico	7.5	6.9	6.8	7.0	6.2	7.0	6.5	7.5	7.2	8.2
New York	6.9	6.1	6.6	6.1	6.2	6.2	6.3	6.5	6.5	7.1
North Carolina	6.8	6.5	6.1	6.1	6.0	6.4	6.5	7.0	7.2	8.1
North Dakota	7.2	7.7	6.8	7.3	6.8	6.2	6.1	6.7	6.4	6.7
Ohio	6.0	5.4	6.1	5.5	5.1	6.1	6.3	6.0	6.2	7.2
Oklahoma	6.5	7.0	6.6	6.4	6.2	6.4	5.9	6.5	6.2	6.8
Oregon	7.3	6.7	6.2	6.8	6.1	7.1	6.9	7.7	6.9	8.9
Pennsylvania	5.8	5.4	5.8	5.4	5.2	5.6	5.6	5.7	5.9	6.4
Rhode Island	6.2	5.7	6.5	6.1	5.5	6.8	6.4	6.8	7.0	7.5
South Carolina	6.6	6.3	5.9	5.7	5.6	6.7	6.5	6.9	7.1	8.2
South Dakota	6.6	6.7	6.5	6.5	6.4	6.2	5.9	6.7	6.4	7.0
Tennessee	6.1	5.7	5.7	5.5	5.2	5.7	5.8	6.5	6.9	7.2
Texas	6.7	6.1	6.1	5.8	6.2	5.6	5.6	6.0	6.2	6.5
Utah	7.9	7.0	6.8	6.6	6.5	7.3	6.9	7.5	7.1	8.1
Vermont	8.2	7.0	7.4	6.9	7.1	7.5	7.7	7.4	7.7	8.2
Virginia	6.1	6.2	6.2	5.9	5.8	6.2	6.0	6.3	6.6	7.1
Washington	7.7	7.6	6.7	7.2	6.6	6.8	7.0	7.8	6.8	8.5
West Virginia	7.0	6.4	6.2	6.8	6.6	6.3	6.5	6.6	6.3	6.8
Wisconsin	5.7	5.6	5.8	5.4	5.4	5.7	5.7	6.1	6.4	6.8
Wyoming	10.8	10.5	8.7	9.5	8.8	8.2	8.9	10.4	8.4	8.9
Puerto Rico	6.7	5.9	6.1	5.9	6.3	6.8	7.6	7.2	6.6	7.0
Virgin Islands	6.8	6.6	6.5	5.9	5.8	6.8	6.5	7.5	7.1	6.7

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

Table 7. Private sector establishment births and deaths, seasonally adjusted
(Levels in thousands)

Year	3 months ended	Number of Establishments				Employment			
		Births ¹		Deaths ²		Births		Deaths	
		Level	Rate ³	Level	Rate	Level	Rate	Level	Rate
1992	September	N/A	N/A	149	2.8	N/A	N/A	951	1.1
	December	N/A	N/A	153	2.8	N/A	N/A	931	1.0
1993	March	N/A	N/A	158	2.9	N/A	N/A	1,038	1.2
	June	175	3.2	155	2.8	1,064	1.2	915	1.0
	September	186	3.4	144	2.6	1,123	1.2	850	.9
	December	174	3.1	147	2.7	1,109	1.2	899	1.0
1994	March	180	3.2	157	2.8	1,109	1.2	965	1.0
	June	186	3.3	162	2.9	1,196	1.3	959	1.0
	September	192	3.4	151	2.7	1,184	1.3	849	.9
	December	188	3.3	166	2.9	1,133	1.2	942	1.0
1995	March	187	3.3	156	2.7	1,154	1.2	910	.9
	June	189	3.3	162	2.8	1,190	1.2	960	1.0
	September	186	3.2	164	2.9	1,142	1.2	957	1.0
	December	190	3.3	168	2.9	1,164	1.2	972	1.0
1996	March	194	3.4	169	2.9	1,193	1.2	1,004	1.0
	June	191	3.3	166	2.9	1,261	1.3	960	1.0
	September	199	3.4	166	2.8	1,233	1.2	1,007	1.0
	December	204	3.5	170	2.9	1,302	1.3	992	1.0
1997	March	202	3.4	173	2.9	1,242	1.2	1,055	1.0
	June	195	3.3	174	2.9	1,226	1.2	993	1.0
	September	196	3.3	166	2.8	1,241	1.2	1,007	1.0
	December	196	3.3	184	3.1	1,274	1.2	1,154	1.1
1998	March	206	3.4	178	3.0	1,328	1.3	1,165	1.1
	June	206	3.4	167	2.8	1,327	1.3	1,215	1.2
	September	201	3.3	178	2.9	1,257	1.2	1,102	1.0
	December	192	3.1	180	2.9	1,198	1.1	1,088	1.0
1999	March	198	3.2	184	3.0	1,305	1.2	1,248	1.2
	June	206	3.4	184	3.0	1,308	1.2	1,118	1.0
	September	206	3.3	186	3.0	1,243	1.2	1,127	1.0
	December	203	3.3	183	3.0	1,207	1.1	1,102	1.0
2000	March	211	3.4	186	3.0	1,227	1.1	1,117	1.0
	June	205	3.3	181	2.9	1,142	1.0	1,063	1.0
	September	212	3.4	199	3.2	1,166	1.1	1,167	1.1
	December	200	3.2	194	3.1	1,144	1.0	1,120	1.0
2001	March	205	3.3	203	3.2	1,174	1.1	1,292	1.2
	June	204	3.2	205	3.3	1,151	1.0	1,236	1.1
	September	204	3.2	209	3.3	1,156	1.1	1,232	1.1
	December	197	3.1	200	3.2	1,121	1.0	1,150	1.1
2002	March	203	3.2	190	3.0	1,202	1.1	1,109	1.0
	June	209	3.3	186	2.9	1,192	1.1	1,086	1.0
	September	201	3.2	184	2.9	1,055	1.0	1,026	1.0
	December	203	3.2	191	3.0	1,026	1.0	1,028	1.0
2003	March	192	3.0	186	2.9	997	.9	1,007	.9
	June	192	3.0	186	2.9	965	.9	956	.9
	September	193	3.0	179	2.8	959	.9	884	.8
	December	201	3.1	179	2.8	1,010	.9	921	.9
2004	March	204	3.1	180	2.8	992	.9	912	.8
	June	202	3.1	185	2.8	986	.9	912	.8
	September	210	3.2	186	2.8	1,021	.9	955	.9
	December	212	3.2	180	2.7	1,001	.9	901	.8
2005	March	209	3.1	184	2.8	937	.9	846	.8
	June	216	3.2	180	2.7	955	.9	844	.8
	September	220	3.3	185	2.8	1,001	.9	885	.8
	December	223	3.3	188	2.8	980	.9	853	.8
2006	March	220	3.2	180	2.6	913	.8	738	.7
	June	220	3.2	194	2.8	977	.9	846	.8
	September	210	3.1	195	2.8	930	.8	837	.7
	December	221	3.2	193	2.8	969	.9	815	.7
2007	March	212	3.1	193	2.8	885	.8	758	.7
	June	204	2.9	202	2.9	886	.8	856	.8
	September	218	3.1	203	2.9	948	.8	843	.7
	December	210	3.0	207	3.0	908	.8	841	.7
2008	March	209	3.0	212	3.0	913	.8	807	.7
	June	195	2.8	N/A	N/A	860	.8	N/A	N/A
	September	187	2.7	N/A	N/A	813	.7	N/A	N/A
	December	189	2.7	N/A	N/A	794	.7	N/A	N/A

¹ Values for births are not available for the first three quarters of the time series. See the Technical Note for more information.

² Values for deaths are not available for the most recent three quarters. See the Technical Note for more information.

³ The rates measure births and deaths as a percentage of the average of the previous and current quarter employment levels or total number of establishments.