

**Table 1. Employment Cost Index, Seasonal factors for directly adjusted series, 2012**

Series	March	June	September	December
<b>Wages and Salaries</b>				
<b>Civilian workers</b>				
Industry				
Public administration .....	100.04680	99.95633	100.02689	99.96604
<b>Private industry workers</b>				
Occupational group				
Management, professional, and related				
Management, business, and financial .....	100.13540	100.12260	99.95720	99.78453
Professional and related .....	100.08537	99.98923	100.07951	99.84313
Sales and office				
Sales and related .....	99.26322	100.29949	100.21111	100.23499
Office and administrative support .....	100.06819	100.01753	100.03711	99.88087
Natural resources, construction, and maintenance				
Construction, extraction, farming, fishing, and forestry .....	99.93815	99.97482	100.08794	100.00115
Installation, maintenance, and repair .....	99.85128	100.05809	100.13353	99.96249
Production, transportation, and material moving				
Production .....	100.03622	100.01197	100.07494	99.87950
Transportation and material moving .....	99.80550	99.99098	100.13945	100.07022
Service occupations .....	100.05674	99.91138	100.10196	99.93286
Industry				
Goods-producing				
Construction .....	99.90393	100.00411	100.03139	100.07012
Aircraft manufacturing .....	100.56588	100.18601	99.97278	99.29005
Service-providing				
Trade, transportation, and utilities				
Retail trade .....	99.76409	100.09801	100.17622	99.95454
Transportation and warehousing .....	99.83185	100.06595	100.22381	99.88310
Utilities .....	99.97761	100.27451	100.03760	99.70324
Financial activities				
Credit intermediation and related activities .....	99.98079	100.34429	99.78344	99.89198
Insurance carriers and related activities .....	99.96496	100.27077	100.06801	99.69831
Professional and business services				
Professional, scientific, and technical services .....	100.17603	100.06528	99.95670	99.78578
Administrative and support and waste management and remediation services .....	99.90805	100.09265	99.96020	100.04467
Education services				
Junior colleges, colleges, universities, and professional schools .....	99.88939	99.57460	100.36755	100.16117

See footnotes at end of table.

**Table 1. Employment Cost Index, Seasonal factors for directly adjusted series, 2012 — Continued**

Series	March	June	September	December
Industry				
Health care and social assistance Hospitals .....	99.97395	99.93419	100.05032	100.04342
Leisure and hospitality Accommodations and food services .....	100.18900	99.64766	100.12620	100.03893
Other services, except public administration .....	100.18992	99.89990	100.14572	99.76641
<b>Wages and Salaries</b>				
<b>State and local government workers</b>				
Industry				
Education services Elementary and secondary schools .....	99.89452	99.69633	100.29755	100.08916
Health care and social assistance Hospitals .....	100.13833	99.89339	99.99741	99.96960
Public administration .....	100.04680	99.95633	100.02689	99.96604
<b>Benefits</b>				
<b>Private industry workers</b>				
Occupational group				
Service occupations .....	100.30919	100.28321	99.85872	99.51274

Note: The seasonal factors shown in this table are for seasonal adjustments made directly to not-seasonally-adjusted Employment Cost Index series. Seasonal factors for remaining published seasonally adjusted series are not shown in this table because the series are seasonally adjusted indirectly; that is, as weighted sums of lower level component indexes. Specifically, all seasonally adjusted compensation series and remaining published wages and salaries and benefit cost series are derived indirectly.