

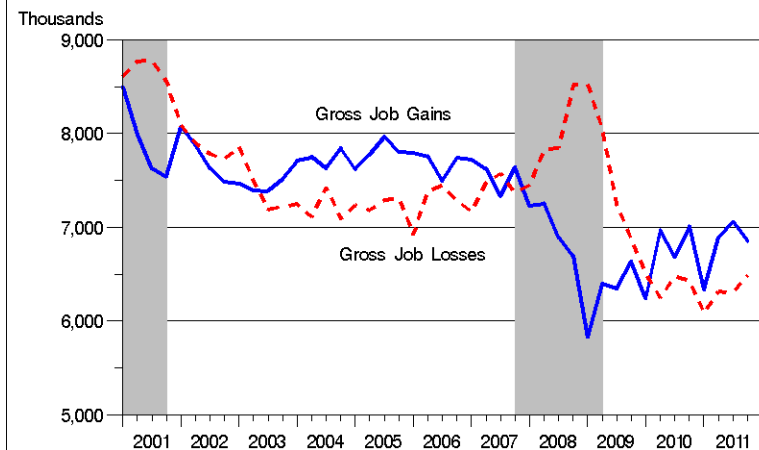
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BUSINESS EMPLOYMENT DYNAMICS – FOURTH QUARTER 2011

Chart 1. Private sector gross job gains and gross job losses, seasonally adjusted
March 2001 – December 2011



Source: U.S. Bureau of Labor Statistics

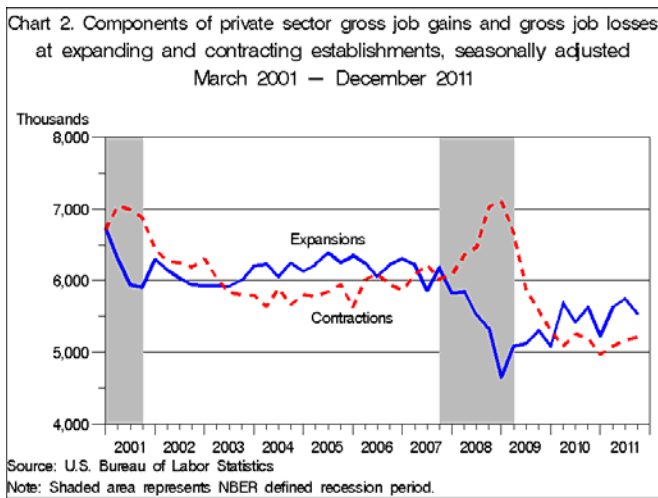
Note: Shaded area represents NBER defined recession period.

From September to December 2011 **gross job gains** from opening and expanding private sector establishments were 6.9 million, a decrease of 204,000 from the previous quarter, the U.S. Bureau of Labor Statistics reported today. Over this period, **gross job losses** from closing and contracting private sector establishments were 6.5 million, an increase of 181,000 from the previous quarter.

The difference between the number of gross job gains and the number of gross job losses yielded a **net employment change** of 368,000 jobs in the private sector during the fourth quarter of 2011. (See table 1.)

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

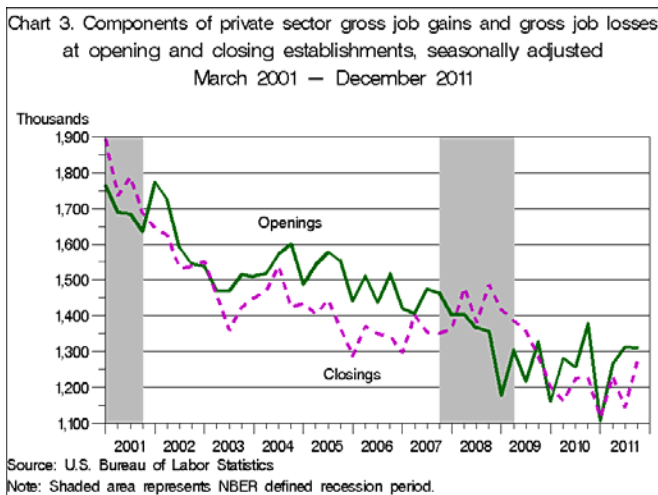
The BED data series include gross job gains and gross job losses at the establishment level by industry subsector and for the 50 states, the District of Columbia, Puerto Rico, and the Virgin Islands, as well as gross job gains and gross job losses at the firm level by employer size class.



Gross job gains at **expanding** establishments totaled 5.5 million in fourth quarter 2011, a decrease of 203,000 from the previous quarter.

Opening establishments accounted for 1.3 million jobs gained in fourth quarter 2011, essentially unchanged from the previous quarter.

Contracting establishments lost 5.2 million jobs in fourth quarter 2011. This is an increase of 52,000 from the prior quarter.



In fourth quarter 2011, **closing** establishments lost 1.3 million jobs, an increase of 129,000 from the previous quarter. (See table 1 and table 3.)

Gross job gains represented 6.3 percent of private sector employment in fourth quarter 2011, while **gross job losses** represented 6.0 percent of private sector employment. (See table 2.)

In fourth quarter 2011, the number of **establishment births** (a subset of the openings data, see the Technical Note for more information) rose by 6,000 to 197,000. These new establishments accounted for 778,000 jobs, an increase of 15,000 from the previous quarter. (See table 8.)

Data for **establishment deaths** (a subset of the closings data) are available through first quarter 2011, when 613,000 jobs were lost at 185,000 establishments. These figures represent a decrease from the prior quarter when 691,000 jobs were lost at 186,000 establishments.

During fourth quarter 2011, gross job losses exceeded gross job gains in the **construction, information, leisure and hospitality, and other services** sectors. The construction industry experienced a net employment loss of 33,000 jobs after two consecutive quarters of positive net growth. Professional and business services, which include temporary help services, accounted for 25 percent of the total private sector net job change in the fourth quarter of 2011. (See table 3.)

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

Category	3 months ended				
	Dec. 2010	Mar. 2011	June 2011	Sept. 2011	Dec. 2011
	Levels (in thousands)				
Gross job gains.....	7,009	6,338	6,892	7,058	6,854
At expanding establishments.....	5,631	5,230	5,627	5,745	5,542
At opening establishments.....	1,378	1,108	1,265	1,313	1,312
Gross job losses.....	6,427	6,086	6,314	6,305	6,486
At contracting establishments.....	5,199	4,969	5,083	5,160	5,212
At closing establishments.....	1,228	1,117	1,231	1,145	1,274
Net employment change ¹	582	252	578	753	368
	Rates (percent)				
Gross job gains.....	6.6	5.9	6.4	6.5	6.3
At expanding establishments.....	5.3	4.9	5.2	5.3	5.1
At opening establishments.....	1.3	1.0	1.2	1.2	1.2
Gross job losses.....	6.1	5.7	5.8	5.9	6.0
At contracting establishments.....	4.9	4.7	4.7	4.8	4.8
At closing establishments.....	1.2	1.0	1.1	1.1	1.2
Net employment change ¹5	.2	.6	.6	.3

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

Gross job gains declined in all three major **firm size classes** compared to the previous quarter. Firms with 1-49 employees experienced the largest drop in gross job gains. Firms with 250 or more employees accounted for 85 percent of the total net change in employment for the quarter. (See tables 4 and 5.)

In the fourth quarter of 2011, gross job gains exceeded gross job losses in 41 **states**, the District of Columbia, and Puerto Rico. California had the largest net employment gain of 79,832 jobs, followed by Texas with 65,886 jobs. (See table 6.) Arizona, Missouri, North Carolina, South Dakota, West Virginia, and Puerto Rico had both a rate of gross job gains at or above the U.S average of 6.3 percent, and a rate of gross job losses that was the same or below the national average of 6.0 percent. (See table 7.)

More Information

Additional information on gross job gains and gross job losses are available online at www.bls.gov/bdm. This information includes data on the levels and rates of gross job gains and gross job losses by firm size, not seasonally adjusted data and other seasonally adjusted time series not presented in this release, charts of gross job gains and gross job losses by industry and firm size, and frequently asked questions on firm size data. Additional information about the Business Employment Dynamics data can be found in the Technical Note of this release or may be obtained by e-mailing BDMinfo@bls.gov.

The Business Employment Dynamics for First Quarter 2012 are scheduled to be released on Friday, November 16, 2012 at 10:00 a.m. (EST).

Technical Note

The Business Employment Dynamics (BED) data are a product of a federal-state cooperative program known as Quarterly Census of Employment and Wages (QCEW). The BED data are compiled by the U.S. Bureau of Labor Statistics (BLS) from existing 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 6.7 million private sector employers 	<ul style="list-style-type: none"> Sample Survey: 440,000 establishments
Coverage	<ul style="list-style-type: none"> UI and UCFE coverage: all employers subject to State and federal UI Laws 	<ul style="list-style-type: none"> UI Coverage, excluding: government, private households, and establishments with zero employment 	Non-farm wage and salary jobs: <ul style="list-style-type: none"> UI Coverage, excluding: agriculture, private households, and self-employed; including: railroads, religious organizations, and other non-UI-covered jobs
Publication frequency	<ul style="list-style-type: none"> Quarterly –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 6.7 million private sector employer reports out of 9.1 million total reports of employment and wages submitted by states to BLS in the first quarter of 2011. 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 first quarter 2011:

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.....	0.7
Zero employment	1.3
Establishments in Puerto Rico and the Virgin Islands.....	0.1
 Total establishments included in Business Employment Dynamics data.....	 6.7

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

the seasonally adjusted value of the former is greater than the latter.

Linkage methodology

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

In order to ensure the highest possible quality of data, SESAs verify with employers and update, if necessary, the industry, location, and ownership classification of all establishments on a 4-year cycle. Changes in establishment classification codes resulting from the verification process are introduced with the data reported for the first quarter of the year. Changes resulting from improved employer reporting also are introduced in the first quarter.

Sizing methodology

The method of dynamic sizing is used in calculations for the BED size class data series. Dynamic sizing allocates each firm's employment gain or loss during a quarter to each respective size class in which the change occurred. For example, if a firm grew from 2 employees in quarter 1 to 38 employees in quarter 2, then, of the 36-employee increase, 2 would be allocated to the first size class, 5 to the size class 5 to 9, 10 to size class 10 to 19, and 19 to size class 20 to 49.

Dynamic sizing provides symmetrical firm size estimates and eliminates any systematic effects which may be caused by the transitory and reverting changes in firms' sizes over time. Additionally, it allocates each job gain or loss to the actual size class where it occurred.

Annual Data

The annual gross job gains and gross job losses measure the net change in employment at the establishment level from the third month of a quarter in the previous year to the third month of the same quarter in the current year. The BLS publishes annual BED data based on March-to-March changes once a year with the release of the first quarter BED data. The annual data based on over-the-year changes for other quarters of the year are available upon request. The definitions and

methodology in measuring annual gross job gains and gross job losses are similar to the quarterly measures. The linkage method considers all predecessor and successor relations that may come about due to changes in ownership and corporate restructuring over the entire year. At the establishment level, some of the quarterly job gains and job losses are offset during the estimation over the year. Therefore, the sum of four quarters of gross job gains and gross job losses are *not* equal to annual gross job gains and gross job losses. The net change in employment over the year, however, is equal to the sum of four quarterly net changes on a not seasonally adjusted basis.

Seasonal adjustment

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

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

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

The net over-the-quarter change derived by summing the BED component series will differ from the net employment change estimated from the seasonally adjusted total private employment series from the CES program. The intended use of BED statistics is to show

the dynamic labor market changes that underlie the net employment change statistic. As such, data users interested particularly in the net employment change and not in the gross job flows underlying this change should refer to CES data for over-the-quarter net employment changes.

Reliability of the data

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

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

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

Annual revisions are published each year with the release of the first quarter data. These revisions cover the last four quarters of not seasonally adjusted data and 5 years of seasonally adjusted data.

Additional statistics and other information

Several other programs within BLS produce closely related information. The QCEW program provides both quarterly and annual estimates of employment by state, county, and detailed industry. News releases on quarterly county employment and wages and an annual bulletin: *Employment and Wages Annual Averages*, are available upon request from the Division of Administrative Statistics and Labor Turnover, Bureau of Labor Statistics, U.S. Department of Labor, Washington, DC 20212; telephone 202-691-6567; (<http://www.bls.gov/cew/>); (e-mail: QCEWInfo@bls.gov).

The CES program produces monthly estimates of employment, its net change, and earnings by detailed industry. These estimates are part of the Employment Situation report put out monthly by BLS.

The Job Openings and Labor Turnover Survey (JOLTS) program provides monthly measures of job openings, as well as employee hires and separations.

Information in this release will be made available to sensory impaired individuals upon request. Voice phone: 202-691-5200; TDD message referral number: 1-800-877-8339.

Table 1. Private sector gross job gains and losses, seasonally adjusted
(In thousands)

Year	3 months ended	Net change ¹	Gross job gains			Gross job losses		
			Total	Expanding establishments	Opening establishments	Total	Contracting establishments	Closing establishments
2001	March	-119	8,491	6,728	1,763	8,610	6,717	1,893
	June	-780	7,991	6,302	1,689	8,771	7,036	1,735
	September	-1,148	7,630	5,945	1,685	8,778	6,990	1,788
	December	-1,009	7,547	5,912	1,635	8,556	6,870	1,686
2002	March	-10	8,071	6,298	1,773	8,081	6,434	1,647
	June	-30	7,868	6,145	1,723	7,898	6,274	1,624
	September	-151	7,630	6,039	1,591	7,781	6,248	1,533
	December	-241	7,483	5,938	1,545	7,724	6,185	1,539
2003	March	-393	7,467	5,928	1,539	7,860	6,307	1,553
	June	-90	7,398	5,929	1,469	7,488	6,030	1,458
	September	204	7,392	5,923	1,469	7,188	5,828	1,360
	December	297	7,521	6,005	1,516	7,224	5,800	1,424
2004	March	470	7,715	6,204	1,511	7,245	5,795	1,450
	June	644	7,754	6,235	1,519	7,110	5,639	1,471
	September	206	7,633	6,060	1,573	7,427	5,888	1,539
	December	757	7,844	6,243	1,601	7,087	5,663	1,424
2005	March	384	7,620	6,131	1,489	7,236	5,801	1,435
	June	593	7,774	6,231	1,543	7,181	5,776	1,405
	September	677	7,965	6,387	1,578	7,288	5,844	1,444
	December	494	7,807	6,252	1,555	7,313	5,948	1,365
2006	March	874	7,797	6,354	1,443	6,923	5,636	1,287
	June	371	7,758	6,246	1,512	7,387	6,015	1,372
	September	52	7,499	6,061	1,438	7,447	6,097	1,350
	December	455	7,740	6,223	1,517	7,285	5,941	1,344
2007	March	555	7,723	6,303	1,420	7,168	5,871	1,297
	June	155	7,630	6,222	1,408	7,475	6,073	1,402
	September	-240	7,333	5,858	1,475	7,573	6,219	1,354
	December	274	7,642	6,178	1,464	7,368	6,016	1,352
2008	March	-215	7,234	5,831	1,403	7,449	6,086	1,363
	June	-574	7,255	5,851	1,404	7,829	6,351	1,478
	September	-955	6,893	5,526	1,367	7,848	6,467	1,381
	December	-1,819	6,698	5,342	1,356	8,517	7,030	1,487
2009	March	-2,696	5,830	4,651	1,179	8,526	7,109	1,417
	June	-1,653	6,395	5,091	1,304	8,048	6,661	1,387
	September	-893	6,345	5,127	1,218	7,238	5,881	1,357
	December	-238	6,634	5,306	1,328	6,872	5,586	1,286
2010	March	-254	6,246	5,084	1,162	6,500	5,299	1,201
	June	721	6,969	5,687	1,282	6,248	5,086	1,162
	September	205	6,685	5,427	1,258	6,480	5,255	1,225
	December	582	7,009	5,631	1,378	6,427	5,199	1,228
2011	March	252	6,338	5,230	1,108	6,086	4,969	1,117
	June	578	6,892	5,627	1,265	6,314	5,083	1,231
	September	753	7,058	5,745	1,313	6,305	5,160	1,145
	December	368	6,854	5,542	1,312	6,486	5,212	1,274

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
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	-1.1	6.9	5.4	1.5	8.0	6.4	1.6
	December	-1.0	7.0	5.5	1.5	8.0	6.4	1.6
2002	March	.0	7.5	5.9	1.6	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	-.3	6.9	5.5	1.4	7.2	5.8	1.4
2003	March	-.5	6.9	5.5	1.4	7.4	5.9	1.5
	June	.0	7.0	5.6	1.4	7.0	5.6	1.4
	September	.1	6.9	5.5	1.4	6.8	5.5	1.3
	December	.3	7.0	5.6	1.4	6.7	5.4	1.3
2004	March	.5	7.2	5.8	1.4	6.7	5.4	1.3
	June	.6	7.2	5.8	1.4	6.6	5.2	1.4
	September	.3	7.1	5.6	1.5	6.8	5.4	1.4
	December	.7	7.2	5.7	1.5	6.5	5.2	1.3
2005	March	.4	7.0	5.6	1.4	6.6	5.3	1.3
	June	.6	7.1	5.7	1.4	6.5	5.2	1.3
	September	.6	7.2	5.8	1.4	6.6	5.3	1.3
	December	.4	7.0	5.6	1.4	6.6	5.4	1.2
2006	March	.9	7.0	5.7	1.3	6.1	5.0	1.1
	June	.3	6.8	5.5	1.3	6.5	5.3	1.2
	September	.1	6.7	5.4	1.3	6.6	5.4	1.2
	December	.3	6.8	5.5	1.3	6.5	5.3	1.2
2007	March	.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	.2	6.7	5.4	1.3	6.5	5.3	1.2
2008	March	-.2	6.3	5.1	1.2	6.5	5.3	1.2
	June	-.6	6.3	5.1	1.2	6.9	5.6	1.3
	September	-.8	6.1	4.9	1.2	6.9	5.7	1.2
	December	-1.6	6.0	4.8	1.2	7.6	6.3	1.3
2009	March	-2.4	5.4	4.3	1.1	7.8	6.5	1.3
	June	-1.5	6.0	4.8	1.2	7.5	6.2	1.3
	September	-.9	6.0	4.8	1.2	6.9	5.6	1.3
	December	-.2	6.3	5.0	1.3	6.5	5.3	1.2
2010	March	-.2	5.9	4.8	1.1	6.1	5.0	1.1
	June	.7	6.6	5.4	1.2	5.9	4.8	1.1
	September	.1	6.3	5.1	1.2	6.2	5.0	1.2
	December	.5	6.6	5.3	1.3	6.1	4.9	1.2
2011	March	.2	5.9	4.9	1.0	5.7	4.7	1.0
	June	.6	6.4	5.2	1.2	5.8	4.7	1.1
	September	.6	6.5	5.3	1.2	5.9	4.8	1.1
	December	.3	6.3	5.1	1.2	6.0	4.8	1.2

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

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

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

Category	Gross job gains and losses (in thousands) (3 months ended)					Gross job gains and losses as a percent of employment (3 months ended)				
	Dec. 2010	Mar. 2011	June 2011	Sept. 2011	Dec. 2011	Dec. 2010	Mar. 2011	June 2011	Sept. 2011	Dec. 2011
Total private ¹										
Gross job gains	7,009	6,338	6,892	7,058	6,854	6.6	5.9	6.4	6.5	6.3
At expanding establishments	5,631	5,230	5,627	5,745	5,542	5.3	4.9	5.2	5.3	5.1
At opening establishments	1,378	1,108	1,265	1,313	1,312	1.3	1.0	1.2	1.2	1.2
Gross job losses	6,427	6,086	6,314	6,305	6,486	6.1	5.7	5.8	5.9	6.0
At contracting establishments	5,199	4,969	5,083	5,160	5,212	4.9	4.7	4.7	4.8	4.8
At closing establishments	1,228	1,117	1,231	1,145	1,274	1.2	1.0	1.1	1.1	1.2
Net employment change	582	252	578	753	368	.5	.2	.6	.6	.3
Goods-producing										
Gross job gains	1,364	1,296	1,396	1,437	1,348	7.2	6.9	7.3	7.5	7.0
At expanding establishments	1,138	1,107	1,184	1,222	1,138	6.0	5.9	6.2	6.4	5.9
At opening establishments	226	189	212	215	210	1.2	1.0	1.1	1.1	1.1
Gross job losses	1,406	1,268	1,264	1,259	1,352	7.5	6.8	6.6	6.6	7.0
At contracting establishments	1,160	1,049	1,029	1,049	1,118	6.2	5.6	5.4	5.5	5.8
At closing establishments	246	219	235	210	234	1.3	1.2	1.2	1.1	1.2
Net employment change	-42	28	132	178	-4	-3	.1	.7	.9	.0
Natural resources and mining										
Gross job gains	284	261	276	301	293	15.6	14.2	15.0	16.0	15.1
At expanding establishments	240	225	239	259	250	13.2	12.2	13.0	13.8	12.9
At opening establishments	44	36	37	42	43	2.4	2.0	2.0	2.2	2.2
Gross job losses	278	260	259	239	269	15.2	14.1	14.0	12.8	13.9
At contracting establishments	241	225	214	208	234	13.2	12.2	11.6	11.1	12.1
At closing establishments	37	35	45	31	35	2.0	1.9	2.4	1.7	1.8
Net employment change	6	1	17	62	24	.4	.1	1.0	3.2	1.2
Construction										
Gross job gains	638	613	662	678	623	11.6	11.3	12.2	12.3	11.3
At expanding establishments	499	493	526	544	495	9.1	9.1	9.7	9.9	9.0
At opening establishments	139	120	136	134	128	2.5	2.2	2.5	2.4	2.3
Gross job losses	697	638	626	613	656	12.8	11.8	11.5	11.2	11.8
At contracting establishments	541	499	488	483	511	9.9	9.2	9.0	8.8	9.2
At closing establishments	156	139	138	130	145	2.9	2.6	2.5	2.4	2.6
Net employment change	-59	-25	36	65	-33	-1.2	-.5	.7	1.1	-.5
Manufacturing										
Gross job gains	442	422	458	458	432	3.9	3.6	3.9	3.9	3.6
At expanding establishments	399	389	419	419	393	3.5	3.3	3.6	3.6	3.3
At opening establishments	43	33	39	39	39	.4	.3	.3	.3	.3
Gross job losses	431	370	379	407	427	3.8	3.2	3.2	3.4	3.7
At contracting establishments	378	325	327	358	373	3.3	2.8	2.8	3.0	3.2
At closing establishments	53	45	52	49	54	.5	.4	.4	.4	.5
Net employment change	11	52	79	51	5	.1	.4	.7	.5	-.1
Service-providing ¹										
Gross job gains	5,645	5,042	5,496	5,621	5,506	6.4	5.7	6.2	6.3	6.1
At expanding establishments	4,493	4,123	4,443	4,523	4,404	5.1	4.7	5.0	5.1	4.9
At opening establishments	1,152	919	1,053	1,098	1,102	1.3	1.0	1.2	1.2	1.2
Gross job losses	5,021	4,818	5,050	5,046	5,134	5.7	5.5	5.7	5.7	5.8
At contracting establishments	4,039	3,920	4,054	4,111	4,094	4.6	4.5	4.6	4.6	4.6
At closing establishments	982	898	996	935	1,040	1.1	1.0	1.1	1.1	1.2
Net employment change	624	224	446	575	372	.7	.2	.5	.6	.3
Wholesale trade										
Gross job gains	281	258	285	283	275	5.2	4.7	5.2	5.1	4.9
At expanding establishments	223	214	235	230	224	4.1	3.9	4.3	4.1	4.0
At opening establishments	58	44	50	53	51	1.1	.8	.9	1.0	.9
Gross job losses	253	246	243	256	251	4.6	4.4	4.3	4.6	4.5
At contracting establishments	197	189	185	202	191	3.6	3.4	3.3	3.6	3.4
At closing establishments	56	57	58	54	60	1.0	1.0	1.0	1.0	1.1
Net employment change	28	12	42	27	24	.6	.3	.9	.5	.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. 2010	Mar. 2011	June 2011	Sept. 2011	Dec. 2011	Dec. 2010	Mar. 2011	June 2011	Sept. 2011	Dec. 2011
Retail trade										
Gross job gains	893	805	895	870	892	6.2	5.5	6.1	5.9	6.1
At expanding establishments	763	698	769	736	775	5.3	4.8	5.2	5.0	5.3
At opening establishments	130	107	126	134	117	.9	.7	.9	.9	.8
Gross job losses	812	814	768	864	813	5.6	5.6	5.2	5.8	5.6
At contracting establishments	692	704	648	754	687	4.8	4.8	4.4	5.1	4.7
At closing establishments	120	110	120	110	126	.8	.8	.8	.7	.9
Net employment change	81	-9	127	6	79	.6	-.1	.9	.1	.5
Transportation and warehousing										
Gross job gains	253	204	220	227	244	6.3	5.1	5.4	5.6	5.9
At expanding establishments	217	173	187	192	211	5.4	4.3	4.6	4.7	5.1
At opening establishments	36	31	33	35	33	.9	.8	.8	.9	.8
Gross job losses	193	223	200	196	202	4.8	5.5	4.9	4.8	4.9
At contracting establishments	160	190	164	163	165	4.0	4.7	4.0	4.0	4.0
At closing establishments	33	33	36	33	37	.8	.8	.9	.8	.9
Net employment change	60	-19	20	31	42	1.5	-.4	.5	.8	1.0
Utilities										
Gross job gains	12	11	12	11	12	2.2	2.0	2.2	2.0	2.2
At expanding establishments	10	10	10	10	10	1.8	1.8	1.8	1.8	1.8
At opening establishments	2	1	2	1	2	.4	.2	.4	.2	.4
Gross job losses	11	9	13	12	12	2.0	1.7	2.4	2.2	2.2
At contracting establishments	10	8	12	11	11	1.8	1.5	2.2	2.0	2.0
At closing establishments	1	1	1	1	1	.2	.2	.2	.2	.2
Net employment change	1	2	-1	-1	0	.2	.3	-.2	-.2	.0
Information										
Gross job gains	127	111	124	123	123	4.8	4.1	4.7	4.6	4.6
At expanding establishments	104	95	106	102	99	3.9	3.5	4.0	3.8	3.7
At opening establishments	23	16	18	21	24	.9	.6	.7	.8	.9
Gross job losses	138	130	129	122	135	5.1	4.8	4.8	4.5	5.1
At contracting establishments	114	110	103	103	101	4.2	4.1	3.8	3.8	3.8
At closing establishments	24	20	26	19	34	.9	.7	1.0	.7	1.3
Net employment change	-11	-19	-5	1	-12	-.3	-.7	-.1	.1	-.5
Financial activities										
Gross job gains	369	317	346	370	359	5.0	4.3	4.6	5.0	4.8
At expanding establishments	282	257	277	294	282	3.8	3.5	3.7	4.0	3.8
At opening establishments	87	60	69	76	77	1.2	.8	.9	1.0	1.0
Gross job losses	346	334	352	336	352	4.7	4.5	4.8	4.6	4.7
At contracting establishments	263	255	272	258	268	3.6	3.4	3.7	3.5	3.6
At closing establishments	83	79	80	78	84	1.1	1.1	1.1	1.1	1.1
Net employment change	23	-17	-6	34	7	.3	-.2	-.2	.4	.1
Professional and business services										
Gross job gains	1,387	1,219	1,300	1,359	1,340	8.2	7.1	7.6	7.8	7.7
At expanding establishments	1,116	1,013	1,063	1,109	1,077	6.6	5.9	6.2	6.4	6.2
At opening establishments	271	206	237	250	263	1.6	1.2	1.4	1.4	1.5
Gross job losses	1,176	1,134	1,212	1,152	1,249	6.9	6.6	7.0	6.7	7.2
At contracting establishments	918	907	948	915	977	5.4	5.3	5.5	5.3	5.6
At closing establishments	258	227	264	237	272	1.5	1.3	1.5	1.4	1.6
Net employment change	211	85	88	207	91	1.3	.5	.6	1.1	.5
Education and health services										
Gross job gains	842	733	777	841	800	4.5	3.8	4.1	4.4	4.2
At expanding establishments	697	630	660	710	672	3.7	3.3	3.5	3.7	3.5
At opening establishments	145	103	117	131	128	.8	.5	.6	.7	.7
Gross job losses	704	668	751	707	731	3.8	3.6	4.0	3.7	3.8
At contracting establishments	580	558	618	588	601	3.1	3.0	3.3	3.1	3.1
At closing establishments	124	110	133	119	130	.7	.6	.7	.6	.7
Net employment change	138	65	26	134	69	.7	.2	.1	.7	.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. 2010	Mar. 2011	June 2011	Sept. 2011	Dec. 2011	Dec. 2010	Mar. 2011	June 2011	Sept. 2011	Dec. 2011
Leisure and hospitality										
Gross job gains	1,131	1,037	1,166	1,170	1,099	8.6	7.9	8.8	8.8	8.1
At expanding establishments	862	814	903	914	838	6.6	6.2	6.8	6.9	6.2
At opening establishments	269	223	263	256	261	2.0	1.7	2.0	1.9	1.9
Gross job losses	1,100	985	1,095	1,104	1,101	8.4	7.4	8.3	8.2	8.2
At contracting establishments	893	799	901	899	882	6.8	6.0	6.8	6.7	6.6
At closing establishments	207	186	194	205	219	1.6	1.4	1.5	1.5	1.6
Net employment change	31	52	71	66	-2	.2	.5	.5	.6	-1
Other services										
Gross job gains	272	258	280	277	259	7.3	6.9	7.4	7.3	6.9
At expanding establishments	210	206	222	215	204	5.6	5.5	5.9	5.7	5.4
At opening establishments	62	52	58	62	55	1.7	1.4	1.5	1.6	1.5
Gross job losses	267	249	259	270	261	7.2	6.7	6.9	7.2	6.9
At contracting establishments	207	193	196	211	204	5.6	5.2	5.2	5.6	5.4
At closing establishments	60	56	63	59	57	1.6	1.5	1.7	1.6	1.5
Net employment change	5	9	21	7	-2	.1	.2	.5	.1	.0

¹ Includes unclassified sector, not shown separately.

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

Year	3 months ended	Total private by firm ¹			Firm size 1 - 49 employees			Firm size 50 - 249 employees			Firm size 250 or more		
		Net change ^{2,3}	Gross job gains losses		Net change	Gross job gains losses		Net change	Gross job gains losses		Net change	Gross job gains losses	
2001	March	52	7,033	6,981	23	3,508	3,485	-87	1,277	1,364	116	2,248	2,132
	June	-843	6,432	7,275	-123	3,393	3,516	-180	1,223	1,403	-540	1,816	2,356
	September	-1,214	6,124	7,338	-271	3,333	3,604	-253	1,142	1,395	-690	1,649	2,339
	December	-1,041	6,146	7,187	-118	3,325	3,443	-200	1,138	1,338	-723	1,683	2,406
2002	March	70	6,602	6,532	54	3,402	3,348	-52	1,194	1,246	68	2,006	1,938
	June	-61	6,416	6,477	69	3,379	3,310	-7	1,191	1,198	-123	1,846	1,969
	September	-176	6,190	6,366	20	3,335	3,315	-46	1,144	1,190	-150	1,711	1,861
	December	-247	6,114	6,361	-3	3,299	3,302	-73	1,106	1,179	-171	1,709	1,880
2003	March	-326	6,112	6,438	-135	3,257	3,392	-56	1,127	1,183	-135	1,728	1,863
	June	-137	6,108	6,245	112	3,346	3,234	-26	1,133	1,159	-223	1,629	1,852
	September	193	6,162	5,969	120	3,327	3,207	21	1,127	1,106	52	1,708	1,656
	December	310	6,218	5,908	146	3,340	3,194	32	1,128	1,096	132	1,750	1,618
2004	March	430	6,306	5,876	153	3,392	3,239	137	1,194	1,057	140	1,720	1,580
	June	621	6,471	5,850	169	3,387	3,218	141	1,196	1,055	311	1,888	1,577
	September	197	6,243	6,046	88	3,379	3,291	88	1,175	1,087	21	1,689	1,668
	December	759	6,494	5,735	274	3,480	3,206	101	1,172	1,071	384	1,842	1,458
2005	March	368	6,320	5,952	66	3,416	3,350	97	1,161	1,064	205	1,743	1,538
	June	570	6,435	5,865	243	3,476	3,233	146	1,198	1,052	181	1,761	1,580
	September	701	6,672	5,971	218	3,510	3,292	85	1,195	1,110	398	1,967	1,569
	December	506	6,406	5,900	169	3,462	3,293	45	1,140	1,095	292	1,804	1,512
2006	March	788	6,433	5,645	334	3,547	3,213	222	1,213	991	232	1,673	1,441
	June	375	6,349	5,974	117	3,434	3,317	110	1,190	1,080	148	1,725	1,577
	September	43	6,103	6,060	-14	3,329	3,343	27	1,127	1,100	30	1,647	1,617
	December	447	6,375	5,928	117	3,393	3,276	74	1,147	1,073	256	1,835	1,579
2007	March	481	6,301	5,820	196	3,454	3,258	109	1,155	1,046	176	1,692	1,516
	June	170	6,260	6,090	-28	3,340	3,368	106	1,181	1,075	92	1,739	1,647
	September	-252	5,907	6,159	-129	3,256	3,385	-53	1,075	1,128	-70	1,576	1,646
	December	259	6,231	5,972	-10	3,304	3,314	51	1,133	1,082	218	1,794	1,576
2008	March	-259	5,810	6,069	-132	3,240	3,372	0	1,076	1,076	-127	1,494	1,621
	June	-552	5,862	6,414	-282	3,181	3,463	-38	1,100	1,138	-232	1,581	1,813
	September	-1,016	5,499	6,515	-354	3,045	3,399	-161	1,015	1,176	-501	1,439	1,940
	December	-1,880	5,323	7,203	-706	2,898	3,604	-380	941	1,321	-794	1,484	2,278
2009	March	-2,626	4,582	7,208	-962	2,725	3,687	-600	807	1,407	-1,064	1,050	2,114
	June	-1,776	5,176	6,952	-472	2,952	3,424	-276	958	1,234	-1,028	1,266	2,294
	September	-957	5,134	6,091	-382	2,818	3,200	-127	928	1,055	-448	1,388	1,836
	December	-310	5,389	5,699	-176	2,928	3,104	-52	957	1,009	-82	1,504	1,586
2010	March	-213	5,096	5,309	-177	2,866	3,043	7	910	903	-43	1,320	1,363
	June	686	5,819	5,133	236	3,096	2,860	211	1,080	869	239	1,643	1,404
	September	175	5,493	5,318	14	2,935	2,921	72	995	923	89	1,563	1,474
	December	502	5,769	5,267	74	3,036	2,962	87	1,029	942	341	1,704	1,363
2011	March	300	5,270	4,970	95	2,931	2,836	120	954	834	85	1,385	1,300
	June	513	5,727	5,214	174	3,043	2,869	174	1,066	892	165	1,618	1,453
	September	747	5,869	5,122	207	3,061	2,854	150	1,052	902	390	1,756	1,366
	December	305	5,572	5,267	5	2,921	2,916	42	981	939	258	1,670	1,412

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

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

³ Net change totals for the firm-level data differ from the establishment-level data due to independent seasonal adjustment.

NOTE: See <http://www.bls.gov/bdm/bdmfirmsize.htm> for more detailed firm size class data

Table 5. Components of private sector gross job gains and losses by firm size, seasonally adjusted

Category	Gross job gains and losses (in thousands) (3 months ended)					Gross job gains and losses as a percent of employment (3 months ended)				
	Dec. 2010	Mar. 2011	June 2011	Sept. 2011	Dec. 2011	Dec. 2010	Mar. 2011	June 2011	Sept. 2011	Dec. 2011
Total private by firm ¹										
Gross job gains	5,769	5,270	5,727	5,869	5,572	5.4	4.9	5.3	5.5	5.1
At expanding firms	4,792	4,414	4,829	4,952	4,678	4.5	4.1	4.5	4.6	4.3
At opening firms	977	856	898	917	894	.9	.8	.8	.9	.8
Gross job losses	5,267	4,970	5,214	5,122	5,267	4.9	4.7	4.8	4.8	4.9
At contracting firms	4,392	4,122	4,320	4,292	4,393	4.1	3.9	4.0	4.0	4.1
At closing firms	875	848	894	830	874	.8	.8	.8	.8	.8
Net employment change	502	300	513	747	305	.5	.2	.5	.7	.2
Firm size 1 to 49 employees										
Gross job gains	3,036	2,931	3,043	3,061	2,921	9.8	9.5	9.7	9.8	9.3
At expanding firms	2,105	2,102	2,188	2,186	2,071	6.8	6.8	7.0	7.0	6.6
At opening firms	931	829	855	875	850	3.0	2.7	2.7	2.8	2.7
Gross job losses	2,962	2,836	2,869	2,854	2,916	9.6	9.1	9.2	9.2	9.3
At contracting firms	2,128	2,020	2,009	2,053	2,078	6.9	6.5	6.4	6.6	6.6
At closing firms	834	816	860	801	838	2.7	2.6	2.8	2.6	2.7
Net employment change	74	95	174	207	5	.2	.4	.5	.6	.0
Firm size 50 to 249 employees										
Gross job gains	1,029	954	1,066	1,052	981	5.3	4.8	5.4	5.3	4.9
At expanding firms	990	930	1,030	1,016	945	5.1	4.7	5.2	5.1	4.7
At opening firms	39	24	36	36	36	.2	.1	.2	.2	.2
Gross job losses	942	834	892	902	939	4.8	4.2	4.5	4.5	4.7
At contracting firms	906	807	865	877	907	4.6	4.1	4.4	4.4	4.5
At closing firms	36	27	27	25	32	.2	.1	.1	.1	.2
Net employment change	87	120	174	150	42	.5	.6	.9	.8	.2
Firm size 250 or more employees										
Gross job gains	1,704	1,385	1,618	1,756	1,670	3.1	2.5	2.9	3.1	2.9
At expanding firms	1,697	1,382	1,611	1,750	1,662	3.1	2.5	2.9	3.1	2.9
At opening firms	7	3	7	6	8	.0	.0	.0	.0	.0
Gross job losses	1,363	1,300	1,453	1,366	1,412	2.4	2.3	2.6	2.4	2.5
At contracting firms	1,358	1,295	1,446	1,362	1,408	2.4	2.3	2.6	2.4	2.5
At closing firms	5	5	7	4	4	.0	.0	.0	.0	.0
Net employment change	341	85	165	390	258	.7	.2	.3	.7	.4

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

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

State	Gross job gains (3 months ended)				Gross job losses (3 months ended)					
	Dec. 2010	Mar. 2011	June 2011	Sept. 2011	Dec. 2011	Dec. 2010	Mar. 2011	June 2011	Sept. 2011	Dec. 2011
United States ¹	7,009,000	6,338,000	6,892,000	7,058,000	6,854,000	6,427,000	6,086,000	6,314,000	6,305,000	6,486,000
Alabama	92,703	84,637	85,592	89,163	84,902	89,303	84,577	88,057	80,766	86,811
Alaska	23,714	23,704	26,682	24,543	22,945	25,098	21,076	23,216	23,016	26,148
Arizona	141,959	116,287	126,242	137,222	141,007	113,441	119,945	122,634	117,282	122,629
Arkansas	53,841	56,325	53,865	61,843	59,014	57,528	54,661	59,326	55,999	50,570
California	869,765	752,097	829,483	891,979	859,658	768,114	743,843	779,015	808,154	779,826
Colorado	130,478	122,766	131,469	131,059	128,595	121,381	115,795	114,903	116,008	122,675
Connecticut	73,952	68,916	77,071	73,048	72,755	71,930	69,652	66,307	68,789	70,840
Delaware	21,865	21,934	22,247	24,591	21,495	22,473	20,460	23,686	23,409	21,336
District of Columbia	27,326	32,551	28,237	25,787	25,702	24,844	21,185	25,721	24,632	24,711
Florida	449,196	379,849	425,637	434,967	435,381	410,096	363,736	394,012	388,491	412,001
Georgia	213,709	209,182	204,074	205,602	201,650	197,217	189,167	197,983	199,107	200,263
Hawaii	26,710	24,022	23,772	27,275	25,022	23,085	23,055	28,239	22,296	22,485
Idaho	40,396	35,101	37,182	41,201	37,046	38,004	37,154	37,510	33,989	37,708
Illinois	283,029	243,874	273,748	274,868	266,469	250,035	237,315	242,868	253,937	258,087
Indiana	147,601	134,570	134,642	147,420	141,985	130,056	116,631	127,648	128,058	133,390
Iowa	76,155	66,167	71,914	73,955	71,149	67,853	67,143	65,640	64,523	68,595
Kansas	71,306	59,023	63,561	66,004	65,001	59,548	60,921	62,431	61,473	61,692
Kentucky	92,394	81,058	86,726	88,635	87,176	80,264	83,398	80,396	78,431	81,718
Louisiana	104,538	101,107	96,036	105,596	99,191	101,157	91,929	103,403	88,932	96,098
Maine	35,285	31,923	36,874	36,194	33,038	35,153	33,587	34,606	32,251	34,945
Maryland	129,128	120,590	130,489	131,940	128,539	124,276	119,259	124,892	122,518	122,002
Massachusetts	157,256	140,586	159,052	167,845	144,205	149,093	140,876	142,030	146,737	150,404
Michigan	210,265	197,929	218,137	227,785	202,960	205,916	181,677	200,177	190,661	198,242
Minnesota	133,344	127,308	141,827	143,523	125,786	128,021	119,396	120,988	117,440	130,800
Mississippi	56,206	54,905	51,146	53,661	51,504	55,128	52,004	56,420	52,391	50,410
Missouri	125,381	124,161	128,455	128,195	135,130	118,878	121,614	122,957	127,272	122,259
Montana	27,412	24,773	27,613	28,498	28,859	27,464	24,600	25,488	24,128	26,620
Nebraska	42,503	40,626	42,236	42,691	43,312	41,662	39,873	40,384	39,740	39,971
Nevada	68,182	57,570	61,627	64,218	57,458	58,354	55,923	61,678	57,425	55,206
New Hampshire	36,320	32,184	35,249	35,229	35,786	33,028	32,166	33,877	33,518	33,721
New Jersey	204,445	187,187	220,220	204,955	209,431	192,833	196,954	191,595	195,289	195,955
New Mexico	40,203	35,792	39,688	40,942	37,164	38,293	36,000	38,632	37,790	40,290
New York	443,101	415,350	464,287	460,896	436,423	413,552	388,706	407,215	420,817	426,749
North Carolina	208,892	201,177	201,804	197,920	202,558	193,313	179,918	186,868	189,164	191,808
North Dakota	25,477	24,301	22,027	31,013	32,270	17,817	18,710	20,698	18,430	19,899
Ohio	263,829	232,634	255,425	258,434	252,833	248,000	225,754	224,156	224,984	238,467
Oklahoma	78,140	70,542	72,898	77,646	75,051	63,495	72,208	66,793	70,215	73,191
Oregon	93,768	90,387	87,393	100,035	92,624	91,329	85,528	84,050	78,502	92,328
Pennsylvania	287,353	256,356	276,634	264,527	276,936	255,340	245,437	249,470	265,920	245,749
Rhode Island	23,892	21,940	26,431	23,227	23,838	24,293	23,049	24,728	23,335	24,926
South Carolina	90,254	86,054	91,667	90,563	90,346	82,846	79,478	85,150	87,749	82,032
South Dakota	21,290	19,073	21,404	22,160	21,579	19,484	20,405	19,116	18,938	19,441
Tennessee	129,496	121,094	126,896	128,156	136,418	113,331	108,222	110,348	117,113	116,607
Texas	521,355	487,171	512,733	540,240	522,310	434,541	430,556	442,173	441,962	456,424
Utah	69,949	64,660	68,917	68,859	69,738	62,878	60,897	61,092	56,810	60,954
Vermont	19,007	15,834	18,615	18,533	20,184	16,786	17,121	18,265	18,741	16,318
Virginia	177,039	163,055	173,719	172,449	177,651	166,124	155,930	163,481	158,109	174,723
Washington	165,022	152,331	156,143	172,347	163,346	158,113	145,613	149,155	132,961	162,721
West Virginia	34,909	35,855	35,737	36,863	37,872	34,879	32,383	33,306	33,902	32,794
Wisconsin	138,480	126,622	133,862	131,978	125,731	128,104	123,857	122,475	123,201	130,742
Wyoming	19,363	16,627	17,857	19,903	19,756	18,449	17,712	18,183	15,437	17,401
Puerto Rico	45,464	36,260	38,389	41,592	45,676	37,113	41,528	41,232	36,646	37,845
Virgin Islands	2,417	2,134	1,848	1,772	1,845	1,774	2,192	2,836	2,213	1,920

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

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

Table 7. Private sector gross job gains and losses as a percent of total employment by state, seasonally adjusted

State	Gross job gains as a percent of employment (3 months ended)					Gross job losses as a percent of employment (3 months ended)				
	Dec. 2010	Mar. 2011	June 2011	Sept. 2011	Dec. 2011	Dec. 2010	Mar. 2011	June 2011	Sept. 2011	Dec. 2011
United States	6.6	5.9	6.4	6.5	6.3	6.1	5.7	5.8	5.9	6.0
Alabama	6.4	5.8	5.9	6.2	5.9	6.1	5.9	6.1	5.6	6.0
Alaska	10.0	9.8	11.0	10.0	9.4	10.5	8.8	9.5	9.4	10.7
Arizona	7.2	5.9	6.4	6.9	7.0	5.8	6.1	6.2	5.9	6.0
Arkansas	5.8	6.1	5.8	6.7	6.2	6.1	5.9	6.4	6.0	5.3
California	7.3	6.3	7.0	7.4	7.1	6.5	6.3	6.6	6.7	6.5
Colorado	7.2	6.8	7.2	7.1	7.0	6.7	6.4	6.2	6.3	6.6
Connecticut	5.4	5.1	5.7	5.3	5.3	5.3	5.2	4.8	5.0	5.2
Delaware	6.4	6.4	6.5	7.2	6.3	6.6	6.0	6.9	6.8	6.2
District of Columbia	6.2	7.2	6.2	5.7	5.6	5.6	4.7	5.6	5.4	5.4
Florida	7.4	6.3	7.0	7.0	7.0	6.7	6.0	6.4	6.3	6.7
Georgia	6.9	6.7	6.6	6.6	6.4	6.4	6.0	6.3	6.4	6.4
Hawaii	5.7	5.1	5.1	5.8	5.2	5.0	4.9	6.0	4.7	4.7
Idaho	8.2	7.1	7.5	8.3	7.4	7.7	7.5	7.6	6.8	7.5
Illinois	6.0	5.1	5.8	5.7	5.6	5.3	5.0	5.1	5.4	5.4
Indiana	6.4	5.8	5.8	6.2	6.0	5.6	5.0	5.4	5.4	5.6
Iowa	6.3	5.5	6.0	6.1	5.8	5.7	5.5	5.4	5.3	5.7
Kansas	6.8	5.6	6.1	6.2	6.1	5.7	5.7	5.9	5.9	5.8
Kentucky	6.5	5.8	6.1	6.2	6.1	5.7	5.9	5.7	5.5	5.7
Louisiana	7.0	6.7	6.3	7.0	6.5	6.8	6.1	6.9	5.9	6.4
Maine	7.4	6.7	7.7	7.5	6.8	7.4	7.0	7.2	6.7	7.3
Maryland	6.6	6.1	6.6	6.6	6.4	6.3	6.0	6.3	6.1	6.1
Massachusetts	5.8	5.2	5.9	6.1	5.2	5.5	5.2	5.2	5.3	5.5
Michigan	6.5	6.1	6.7	7.0	6.1	6.4	5.7	6.1	5.8	6.0
Minnesota	6.1	5.8	6.4	6.4	5.6	5.8	5.4	5.5	5.2	5.8
Mississippi	6.7	6.5	6.1	6.4	6.1	6.6	6.2	6.7	6.3	6.1
Missouri	5.9	5.8	6.0	6.0	6.3	5.6	5.7	5.7	5.9	5.7
Montana	8.1	7.4	8.2	8.4	8.4	8.1	7.3	7.5	7.1	7.8
Nebraska	5.7	5.5	5.7	5.7	5.8	5.7	5.4	5.5	5.4	5.3
Nevada	7.1	6.0	6.3	6.7	6.0	6.1	5.8	6.4	5.9	5.7
New Hampshire	7.0	6.2	6.8	6.7	6.9	6.4	6.2	6.6	6.4	6.5
New Jersey	6.5	5.9	7.0	6.4	6.5	6.2	6.2	6.0	6.2	6.2
New Mexico	6.8	6.0	6.6	6.9	6.3	6.5	6.1	6.5	6.4	6.7
New York	6.4	6.0	6.6	6.5	6.1	6.0	5.5	5.8	5.9	6.0
North Carolina	6.7	6.5	6.4	6.3	6.4	6.3	5.7	5.9	6.0	6.0
North Dakota	8.5	8.0	7.2	9.9	10.0	6.0	6.1	6.8	5.9	6.2
Ohio	6.3	5.5	6.1	6.1	5.9	5.9	5.4	5.3	5.3	5.6
Oklahoma	6.6	6.0	6.2	6.5	6.3	5.4	6.1	5.6	5.9	6.1
Oregon	7.1	6.8	6.6	7.5	6.9	6.9	6.5	6.3	5.9	6.8
Pennsylvania	6.0	5.4	5.8	5.5	5.7	5.4	5.1	5.2	5.5	5.1
Rhode Island	6.1	5.6	6.8	6.0	6.1	6.3	6.0	6.4	6.0	6.4
South Carolina	6.3	6.0	6.4	6.2	6.2	5.8	5.5	5.9	6.0	5.6
South Dakota	6.7	6.0	6.7	6.8	6.6	6.1	6.3	6.0	5.9	6.0
Tennessee	6.0	5.6	5.8	5.9	6.2	5.3	5.0	5.1	5.3	5.3
Texas	6.2	5.7	6.0	6.3	6.0	5.2	5.1	5.1	5.1	5.3
Utah	7.3	6.7	7.2	7.1	7.2	6.6	6.4	6.3	5.9	6.2
Vermont	7.9	6.5	7.7	7.7	8.3	7.0	7.1	7.6	7.7	6.7
Virginia	6.2	5.7	6.1	6.0	6.1	5.8	5.4	5.7	5.5	6.1
Washington	7.3	6.7	7.0	7.6	7.2	7.1	6.4	6.6	5.8	7.1
West Virginia	6.3	6.4	6.4	6.6	6.7	6.3	5.8	6.0	6.1	5.8
Wisconsin	6.1	5.6	5.9	5.8	5.5	5.7	5.5	5.4	5.4	5.7
Wyoming	9.3	8.0	8.6	9.6	9.3	8.9	8.5	8.7	7.4	8.2
Puerto Rico	6.8	5.4	5.8	6.2	6.8	5.5	6.2	6.2	5.4	5.6
Virgin Islands	7.7	6.7	5.8	5.6	6.0	5.6	6.9	9.0	7.1	6.2

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

Table 8. Private sector establishment births and deaths, seasonally adjusted
(Levels in thousands)

Year	3 months ended	Number of Establishments				Employment			
		Births		Deaths ¹		Births		Deaths	
		Level	Rate ²	Level	Rate	Level	Rate	Level	Rate
2001	March	206	3.3	203	3.2	1,187	1.1	1,303	1.2
	June	204	3.2	204	3.2	1,146	1.0	1,226	1.1
	September	204	3.2	207	3.3	1,151	1.1	1,219	1.1
	December	194	3.1	200	3.2	1,109	1.0	1,142	1.1
2002	March	204	3.2	190	3.0	1,175	1.1	1,089	1.0
	June	208	3.3	187	2.9	1,189	1.1	1,080	1.0
	September	199	3.1	184	2.9	1,051	1.0	1,023	1.0
	December	201	3.1	191	3.0	1,023	1.0	1,021	1.0
2003	March	193	3.0	186	2.9	1,004	.9	1,011	.9
	June	191	3.0	186	2.9	964	.9	951	.9
	September	193	3.0	179	2.8	954	.9	884	.8
	December	200	3.1	180	2.8	998	.9	910	.9
2004	March	207	3.2	180	2.8	1,000	.9	917	.9
	June	203	3.1	185	2.8	980	.9	909	.8
	September	209	3.2	186	2.8	1,016	.9	953	.9
	December	210	3.2	180	2.7	997	.9	894	.8
2005	March	209	3.1	185	2.8	944	.9	852	.8
	June	216	3.2	180	2.7	951	.9	841	.8
	September	221	3.3	186	2.8	996	.9	884	.8
	December	221	3.3	186	2.8	979	.9	846	.8
2006	March	220	3.2	180	2.6	924	.8	748	.7
	June	221	3.2	194	2.8	973	.9	841	.7
	September	210	3.1	196	2.9	927	.8	836	.7
	December	221	3.2	194	2.8	959	.8	804	.7
2007	March	214	3.1	193	2.8	896	.8	768	.7
	June	206	3.0	202	2.9	883	.8	851	.7
	September	216	3.1	203	2.9	944	.8	837	.7
	December	208	3.0	207	3.0	903	.8	830	.7
2008	March	207	3.0	211	3.0	894	.8	810	.7
	June	200	2.9	228	3.3	876	.8	934	.8
	September	191	2.7	223	3.2	830	.7	881	.8
	December	188	2.7	240	3.5	801	.7	953	.9
2009	March	172	2.5	235	3.4	701	.6	846	.8
	June	177	2.6	226	3.3	741	.7	832	.8
	September	169	2.5	215	3.2	694	.7	786	.7
	December	182	2.7	200	3.0	713	.7	741	.7
2010	March	175	2.6	194	2.9	684	.7	664	.6
	June	179	2.7	185	2.7	713	.7	652	.6
	September	188	2.8	189	2.8	743	.7	695	.7
	December	200	2.9	186	2.7	792	.7	691	.7
2011	March	183	2.7	185	2.7	660	.6	613	.6
	June	187	2.7	N/A	N/A	727	.7	N/A	N/A
	September	191	2.8	N/A	N/A	763	.7	N/A	N/A
	December	197	2.9	N/A	N/A	778	.7	N/A	N/A

¹ Values for deaths are not available for the most recent three quarters. See the Technical Note for more information.

² The rates measure births and deaths as a percentage of the average of the previous and current quarter employment levels or total number of establishments