

NOTE: The second column in Table A has been corrected to March 2014.

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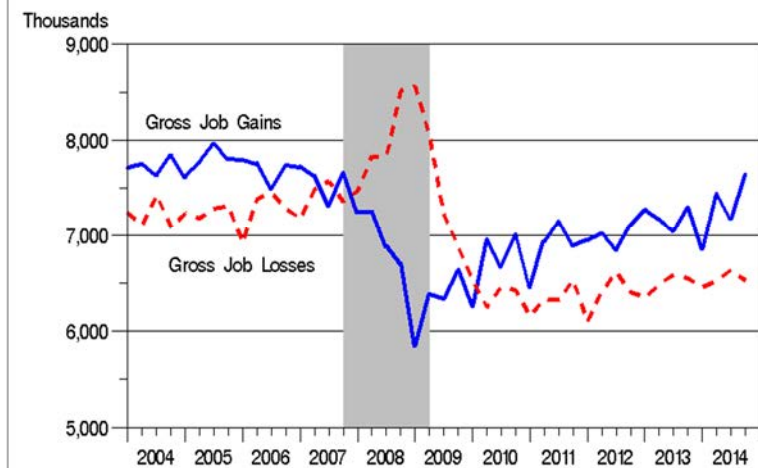
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BUSINESS EMPLOYMENT DYNAMICS – FOURTH QUARTER 2014

Chart 1. Private sector gross job gains and gross job losses, seasonally adjusted
March 2004 – December 2014



Source: U.S. Bureau of Labor Statistics

Note: Shaded area represents NBER defined recession period.

Due to an administrative change, gross job gains in first quarter 2013 are not comparable to data from other quarters.

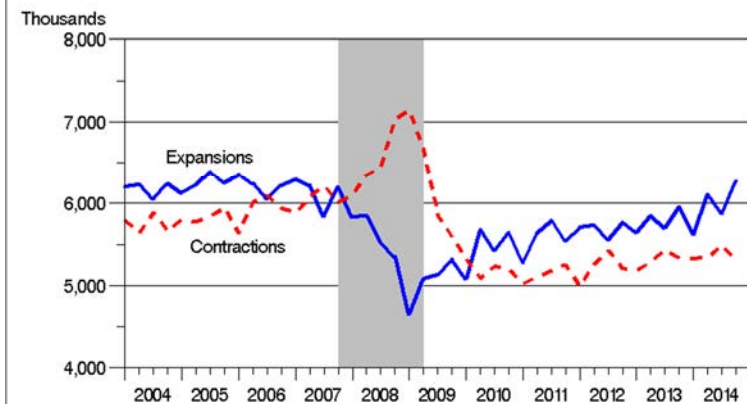
From September 2014 to December 2014, **gross job gains** from opening and expanding private sector establishments were 7.6 million, an increase of 456,000 jobs from the previous quarter, the U.S. Bureau of Labor Statistics reported today. Over this period, **gross job losses** from closing and contracting private sector establishments were 6.5 million, a decrease of 111,000 jobs from the previous quarter. (See tables A, 1, and 3.)

The difference between the number of gross job gains and the number of gross job losses yielded a **net employment gain** of 1,109,000 jobs in the private sector during the fourth quarter of 2014. (See tables A, 1, and 3.)

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.

Chart 2. Components of private sector gross job gains and gross job losses at expanding and contracting establishments, seasonally adjusted
March 2004 – December 2014



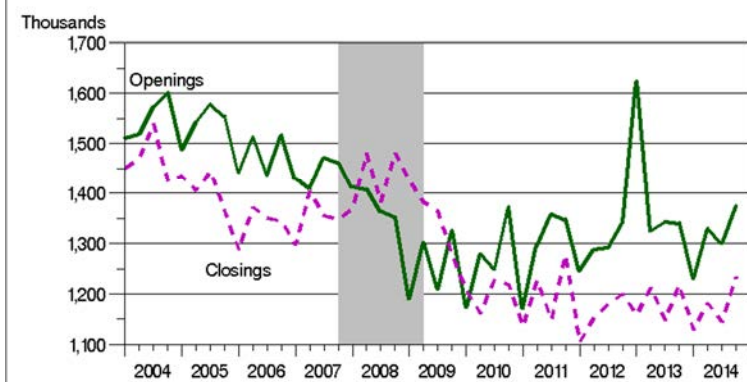
Source: U.S. Bureau of Labor Statistics
Note: Shaded area represents NBER defined recession period.

Gross job gains at **expanding** establishments totaled 6.3 million in the fourth quarter of 2014, an increase of 383,000 jobs from the previous quarter. (See tables A, 1, and 3.)

Opening establishments accounted for 1.4 million jobs gained in the fourth quarter of 2014, an increase of 73,000 jobs from the previous quarter. (See tables A, 1, and 3.)

Contracting establishments lost 5.3 million jobs in the fourth quarter of 2014. This was a decrease of 200,000 jobs from the prior quarter. (See tables A, 1, and 3.)

Chart 3. Components of private sector gross job gains and gross job losses at opening and closing establishments, seasonally adjusted
March 2004 – December 2014



Source: U.S. Bureau of Labor Statistics
Note: Shaded area represents NBER defined recession period.
Due to an administrative change, openings in first quarter 2013 are not comparable to data from other quarters.

In the fourth quarter of 2014, **closing** establishments lost 1.2 million jobs, an increase of 89,000 jobs from the previous quarter. (See tables A, 1, and 3.)

Gross job gains represented 6.6 percent of private sector employment in the fourth quarter of 2014, while **gross job losses** represented 5.6 percent of private sector employment. (See tables A, 2, and 3.)

In the fourth quarter of 2014, the number of **establishment births** (a subset of the openings data, see the Technical Note for more information) decreased by 2,000 to 222,000 establishments. These new establishments accounted for 842,000 jobs, an increase of 17,000 jobs from the previous quarter. (See table 8.)

Data for **establishment deaths** (a subset of the closings data) are available through the first quarter of 2014, when 629,000 jobs were lost at 187,000 establishments. In the prior quarter, 677,000 jobs were lost at 190,000 establishments. (See table 8.)

During the fourth quarter of 2014, gross job gains exceeded gross job losses in all **industry sectors** except the natural resources and mining sector. The service-providing sector, with 6.251 million gross job gains and 5.263 million gross job losses, experienced a net increase of 988,000 jobs. The goods-producing sector experienced a net increase of 121,000 jobs, the result of 1.384 million gross job gains and 1.263 million gross job losses. The professional and business services sector, a subset of the service-providing sector, experienced a net increase of 285,000 jobs, the largest net gain in the sector since December 1999. (See table 3.)

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

Category	3 months ended				
	Dec. 2013	Mar. 2014	June 2014	Sept. 2014	Dec. 2014
	Levels (in thousands)				
Gross job gains.....	7,296	6,856	7,438	7,179	7,635
At expanding establishments.....	5,956	5,624	6,109	5,878	6,261
At opening establishments.....	1,340	1,232	1,329	1,301	1,374
Gross job losses.....	6,553	6,459	6,522	6,637	6,526
At contracting establishments.....	5,335	5,330	5,340	5,492	5,292
At closing establishments.....	1,218	1,129	1,182	1,145	1,234
Net employment change ¹	743	397	916	542	1,109
	Rates (percent)				
Gross job gains.....	6.4	6.0	6.5	6.2	6.6
At expanding establishments.....	5.2	4.9	5.3	5.1	5.4
At opening establishments.....	1.2	1.1	1.2	1.1	1.2
Gross job losses.....	5.8	5.7	5.6	5.8	5.6
At contracting establishments.....	4.7	4.7	4.6	4.8	4.5
At closing establishments.....	1.1	1.0	1.0	1.0	1.1
Net employment change ¹6	.3	.9	.4	1.0

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

In the fourth quarter of 2014, **firms** with 1-49 employees accounted for 22 percent of total net job growth. Firms with 50-249 employees accounted for 15 percent of net job growth. Firms with 250 or more employees accounted for 63 percent of net job growth. (See table 4 and 5.)

Of the 2.9 million net jobs created over the last year, firms with 1-49 employees contributed 33 percent of net job growth, while firms with 50-249 employees contributed 22 percent, and firms with 250 or more employees contributed 45 percent. (See table 4 and 5.)

In the fourth quarter of 2014, gross job gains exceeded gross job losses in 49 **states**, Puerto Rico, and the Virgin Islands. Texas experienced 619,644 gross job gains and 479,473 gross job losses resulting in a net employment gain of 140,171. This is the largest net employment gain of any state this quarter. California had the second largest net employment gain this quarter with 115,797 net jobs, the result of 994,075 gross job gains and 878,278 gross job losses. (See table 6.) Alaska had the highest rate of gross job gains as a percent of employment at 10.5 percent, above the U.S. rate of 6.6 percent. Hawaii had the lowest rate of gross job losses as a percent of employment at 4.4 percent, below the U.S. rate of 5.6 percent. (See table 7.)

More Information

Additional information on gross job gains and gross job losses is 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 2015 are scheduled to be released on Wednesday, November 18, 2015 at 10:00 a.m. (EST).

Revisions to Business Employment Dynamics (BED) Data

Data in the next release, published on Wednesday, November 18, 2015, will incorporate annual revisions to the BED series as well as historical revisions to reflect an administrative change that occurred in first quarter 2013. Annual revisions are published each year with the release of first quarter data. These revisions will cover the last four quarters of not seasonally adjusted data and five years of seasonally adjusted data.

Additionally, all historical BED series back to third quarter 1992 will be revised with the release of first quarter data, for both seasonally adjusted and not seasonally adjusted series, to incorporate an administrative scope change. These revisions are primarily due to the reclassification of a number of establishments from private households (NAICS 814110) to services for the elderly and persons with disabilities (NAICS 624120). Private households are not within the scope of BED and, as a result, those establishments impacted by this industry reclassification are now within scope.

Changes to Business Employment Dynamics (BED) Data

With the processing of fourth quarter 2014 BED data, BLS implemented a new statistical matching process used in the longitudinal linking of Quarterly Census of Employment and Wages (QCEW) data. Tabulations from this quarter forward will reflect this new methodology. For additional details on this new methodology, please see the article "A Simplified Approach to Administrative Record Linkage in the Quarterly Census of Employment and Wages" available at: <http://www.bls.gov/osmr/pdf/st140020.pdf>.

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 QCEW records. Most employers in the U.S. are required to file quarterly reports on the employment and wages of workers covered by unemployment insurance (UI) laws, and to pay quarterly UI taxes. The QCEW is based largely on quarterly UI reports which are sent by businesses to the State Employment Security Agencies (SESAs). These UI reports are supplemented by two additional BLS data collections to render administrative data into economic statistics. Together these data comprise the QCEW and form the basis of the Bureau's establishment universe sampling frame.

These reports are used to produce the quarterly QCEW data on total employment and wages and the longitudinal BED data on gross job gains and losses. The QCEW is also the employment benchmark for the Current Employment Statistics (CES), Occupational Employment Statistics (OES), and Job Openings and Labor Turnover Survey (JOLTS) programs and is a major input to the Bureau of Economic Analysis's Personal Income Accounts.

In the BED program, the quarterly QCEW 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 9.4 million employers 	<ul style="list-style-type: none"> Count of longitudinally-linked UI administrative records submitted by 7.5 million private sector employers 	<ul style="list-style-type: none"> Sample Survey: 554,000 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 – 6 Months after the end of each quarter 	<ul style="list-style-type: none"> Quarterly – 7 Months after the end of each quarter 	<ul style="list-style-type: none"> Monthly – First Friday of following 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, 3-digit NAICS, and by size of firm, and at the state private-sector total level Future expansions will include 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 7.5 million private sector employer reports out of 9.4 million total reports of employment and wages submitted by states to BLS in the first quarter of 2014. 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 are also 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 2014:

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

	Millions
Total establishments QCEW program	9.4
Excluded: Public sector	0.3
Private households.....	0.2
Zero employment	1.3
Establishments in Puerto Rico and the Virgin Islands.....	0.1
 Total establishments included in Business Employment Dynamics data.....	 7.5

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 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
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	549	7,727	6,297	1,430	7,178	5,881	1,297
	June	149	7,632	6,222	1,410	7,483	6,079	1,404
	September	-252	7,318	5,847	1,471	7,570	6,215	1,355
	December	299	7,658	6,196	1,462	7,359	6,012	1,347
2008	March	-225	7,246	5,834	1,412	7,471	6,102	1,369
	June	-578	7,254	5,846	1,408	7,832	6,352	1,480
	September	-944	6,886	5,523	1,363	7,830	6,448	1,382
	December	-1,809	6,706	5,354	1,352	8,515	7,034	1,481
2009	March	-2,716	5,850	4,659	1,191	8,566	7,141	1,425
	June	-1,667	6,386	5,084	1,302	8,053	6,671	1,382
	September	-878	6,342	5,131	1,211	7,220	5,856	1,364
	December	-234	6,640	5,315	1,325	6,874	5,596	1,278
2010	March	-263	6,264	5,090	1,174	6,527	5,320	1,207
	June	709	6,958	5,679	1,279	6,249	5,087	1,162
	September	215	6,678	5,428	1,250	6,463	5,234	1,229
	December	585	7,010	5,638	1,372	6,425	5,206	1,219
2011	March	301	6,458	5,286	1,172	6,157	5,021	1,136
	June	600	6,936	5,640	1,296	6,336	5,109	1,227
	September	824	7,148	5,790	1,358	6,324	5,174	1,150
	December	364	6,894	5,546	1,348	6,530	5,253	1,277
2012	March	851	6,953	5,706	1,247	6,102	4,997	1,105
	June	607	7,020	5,732	1,288	6,413	5,260	1,153
	September	241	6,851	5,559	1,292	6,610	5,430	1,180
	December	698	7,107	5,766	1,341	6,409	5,209	1,200
2013	March	926	7,272	5,648	1,624	6,346	5,187	1,159
	June	678	7,174	5,849	1,325	6,496	5,284	1,212
	September	468	7,051	5,708	1,343	6,583	5,435	1,148
	December	743	7,296	5,956	1,340	6,553	5,335	1,218
2014	March	397	6,856	5,624	1,232	6,459	5,330	1,129
	June	916	7,438	6,109	1,329	6,522	5,340	1,182
	September	542	7,179	5,878	1,301	6,637	5,492	1,145
	December	1,109	7,635	6,261	1,374	6,526	5,292	1,234

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
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	.5	6.8	5.5	1.3	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	-.3	6.3	5.1	1.2	6.6	5.4	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	-1.6	5.9	4.7	1.2	7.5	6.2	1.3
	September	-.9	5.9	4.8	1.1	6.8	5.5	1.3
	December	-.2	6.3	5.0	1.3	6.5	5.3	1.2
2010	March	-.3	5.9	4.8	1.1	6.2	5.1	1.1
	June	.7	6.6	5.4	1.2	5.9	4.8	1.1
	September	.2	6.3	5.1	1.2	6.1	4.9	1.2
	December	.6	6.6	5.3	1.3	6.0	4.9	1.1
2011	March	.2	6.0	4.9	1.1	5.8	4.7	1.1
	June	.6	6.5	5.3	1.2	5.9	4.8	1.1
	September	.8	6.7	5.4	1.3	5.9	4.8	1.1
	December	.3	6.3	5.1	1.2	6.0	4.8	1.2
2012	March	.7	6.3	5.2	1.1	5.6	4.6	1.0
	June	.6	6.4	5.2	1.2	5.8	4.8	1.0
	September	.2	6.2	5.0	1.2	6.0	4.9	1.1
	December	.6	6.4	5.2	1.2	5.8	4.7	1.1
2013	March	1.0	6.6	5.1	1.5	5.6	4.6	1.0
	June	.6	6.4	5.2	1.2	5.8	4.7	1.1
	September	.5	6.3	5.1	1.2	5.8	4.8	1.0
	December	.6	6.4	5.2	1.2	5.8	4.7	1.1
2014	March	.3	6.0	4.9	1.1	5.7	4.7	1.0
	June	.9	6.5	5.3	1.2	5.6	4.6	1.0
	September	.4	6.2	5.1	1.1	5.8	4.8	1.0
	December	1.0	6.6	5.4	1.2	5.6	4.5	1.1

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. 2013	Mar. 2014	June 2014	Sept. 2014	Dec. 2014	Dec. 2013	Mar. 2014	June 2014	Sept. 2014	Dec. 2014
Total private ¹										
Gross job gains	7,296	6,856	7,438	7,179	7,635	6.4	6.0	6.5	6.2	6.6
At expanding establishments	5,956	5,624	6,109	5,878	6,261	5.2	4.9	5.3	5.1	5.4
At opening establishments	1,340	1,232	1,329	1,301	1,374	1.2	1.1	1.2	1.1	1.2
Gross job losses	6,553	6,459	6,522	6,637	6,526	5.8	5.7	5.6	5.8	5.6
At contracting establishments	5,335	5,330	5,340	5,492	5,292	4.7	4.7	4.6	4.8	4.5
At closing establishments	1,218	1,129	1,182	1,145	1,234	1.1	1.0	1.0	1.0	1.1
Net employment change	743	397	916	542	1,109	.6	.3	.9	.4	1.0
Goods-producing										
Gross job gains	1,357	1,355	1,410	1,335	1,384	6.8	6.8	7.0	6.5	6.8
At expanding establishments	1,155	1,163	1,211	1,145	1,189	5.8	5.8	6.0	5.6	5.8
At opening establishments	202	192	199	190	195	1.0	1.0	1.0	.9	1.0
Gross job losses	1,312	1,208	1,233	1,215	1,263	6.6	6.0	6.0	6.0	6.2
At contracting establishments	1,102	1,017	1,042	1,036	1,067	5.5	5.1	5.1	5.1	5.2
At closing establishments	210	191	191	179	196	1.1	.9	.9	.9	1.0
Net employment change	45	147	177	120	121	.2	.8	1.0	.5	.6
Natural resources and mining										
Gross job gains	280	288	281	279	277	13.8	14.0	13.7	13.5	13.2
At expanding establishments	243	253	246	243	239	12.0	12.3	12.0	11.8	11.4
At opening establishments	37	35	35	36	38	1.8	1.7	1.7	1.7	1.8
Gross job losses	280	253	271	247	282	13.8	12.4	13.2	12.0	13.5
At contracting establishments	243	219	237	216	249	12.0	10.7	11.5	10.5	11.9
At closing establishments	37	34	34	31	33	1.8	1.7	1.7	1.5	1.6
Net employment change	0	35	10	32	-5	.0	1.6	.5	1.5	-3
Construction										
Gross job gains	653	673	692	652	665	11.1	11.2	11.4	10.7	10.7
At expanding establishments	526	551	564	537	545	8.9	9.2	9.3	8.8	8.8
At opening establishments	127	122	128	115	120	2.2	2.0	2.1	1.9	1.9
Gross job losses	638	585	597	579	603	10.9	9.8	9.9	9.5	9.7
At contracting establishments	511	468	483	471	483	8.7	7.8	8.0	7.7	7.8
At closing establishments	127	117	114	108	120	2.2	2.0	1.9	1.8	1.9
Net employment change	15	88	95	73	62	.2	1.4	1.5	1.2	1.0
Manufacturing										
Gross job gains	424	394	437	404	442	3.5	3.3	3.6	3.3	3.6
At expanding establishments	386	359	401	365	405	3.2	3.0	3.3	3.0	3.3
At opening establishments	38	35	36	39	37	.3	.3	.3	.3	.3
Gross job losses	394	370	365	389	378	3.3	3.0	3.0	3.2	3.1
At contracting establishments	348	330	322	349	335	2.9	2.7	2.6	2.9	2.7
At closing establishments	46	40	43	40	43	.4	.3	.4	.3	.4
Net employment change	30	24	72	15	64	.2	.3	.6	.1	.5
Service-providing ¹										
Gross job gains	5,939	5,501	6,028	5,844	6,251	6.3	5.8	6.4	6.2	6.5
At expanding establishments	4,801	4,461	4,898	4,733	5,072	5.1	4.7	5.2	5.0	5.3
At opening establishments	1,138	1,040	1,130	1,111	1,179	1.2	1.1	1.2	1.2	1.2
Gross job losses	5,241	5,251	5,289	5,422	5,263	5.6	5.6	5.5	5.7	5.5
At contracting establishments	4,233	4,313	4,298	4,456	4,225	4.5	4.6	4.5	4.7	4.4
At closing establishments	1,008	938	991	966	1,038	1.1	1.0	1.0	1.0	1.1
Net employment change	698	250	739	422	988	.7	.2	.9	.5	1.0
Wholesale trade										
Gross job gains	286	272	284	277	293	4.9	4.7	4.9	4.8	5.0
At expanding establishments	237	225	240	231	243	4.1	3.9	4.1	4.0	4.1
At opening establishments	49	47	44	46	50	.8	.8	.8	.8	.9
Gross job losses	251	251	248	251	246	4.3	4.4	4.3	4.3	4.2
At contracting establishments	192	196	191	199	191	3.3	3.4	3.3	3.4	3.3
At closing establishments	59	55	57	52	55	1.0	1.0	1.0	.9	.9
Net employment change	35	21	36	26	47	.6	.3	.6	.5	.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. 2013	Mar. 2014	June 2014	Sept. 2014	Dec. 2014	Dec. 2013	Mar. 2014	June 2014	Sept. 2014	Dec. 2014
Retail trade										
Gross job gains	944	877	969	897	950	6.2	5.7	6.3	5.8	6.2
At expanding establishments	818	757	837	771	829	5.4	4.9	5.4	5.0	5.4
At opening establishments	126	120	132	126	121	.8	.8	.9	.8	.8
Gross job losses	835	879	827	905	834	5.5	5.8	5.3	5.9	5.4
At contracting establishments	720	775	716	798	722	4.7	5.1	4.6	5.2	4.7
At closing establishments	115	104	111	107	112	.8	.7	.7	.7	.7
Net employment change	109	-2	142	-8	116	.7	-.1	1.0	-.1	.8
Transportation and warehousing										
Gross job gains	283	232	244	248	329	6.5	5.4	5.6	5.6	7.3
At expanding establishments	252	199	210	215	297	5.8	4.6	4.8	4.9	6.6
At opening establishments	31	33	34	33	32	.7	.8	.8	.7	.7
Gross job losses	206	244	206	212	203	4.8	5.6	4.7	4.8	4.6
At contracting establishments	168	210	172	176	169	3.9	4.8	3.9	4.0	3.8
At closing establishments	38	34	34	36	34	.9	.8	.8	.8	.8
Net employment change	77	-12	38	36	126	1.7	-.2	.9	.8	2.7
Utilities										
Gross job gains	12	14	12	12	14	2.2	2.6	2.2	2.2	2.6
At expanding establishments	11	12	11	11	12	2.0	2.2	2.0	2.0	2.2
At opening establishments	1	2	1	1	2	.2	.4	.2	.2	.4
Gross job losses	16	11	13	11	12	3.0	2.0	2.4	2.0	2.2
At contracting establishments	14	10	12	10	10	2.6	1.8	2.2	1.8	1.8
At closing establishments	2	1	1	1	2	.4	.2	.2	.2	.4
Net employment change	-4	3	-1	1	2	-.8	.6	-.2	.2	.4
Information										
Gross job gains	136	122	141	139	145	5.0	4.5	5.2	5.1	5.2
At expanding establishments	113	101	119	117	119	4.2	3.7	4.4	4.3	4.3
At opening establishments	23	21	22	22	26	.8	.8	.8	.8	.9
Gross job losses	123	127	133	138	134	4.5	4.6	4.9	5.0	4.8
At contracting establishments	101	107	111	118	108	3.7	3.9	4.1	4.3	3.9
At closing establishments	22	20	22	20	26	.8	.7	.8	.7	.9
Net employment change	13	-5	8	1	11	.5	-.1	.3	.1	.4
Financial activities										
Gross job gains	368	324	374	357	383	4.8	4.2	4.9	4.6	5.0
At expanding establishments	288	262	305	288	301	3.8	3.4	4.0	3.7	3.9
At opening establishments	80	62	69	69	82	1.0	.8	.9	.9	1.1
Gross job losses	356	343	333	340	341	4.6	4.5	4.3	4.4	4.4
At contracting establishments	278	269	262	268	261	3.6	3.5	3.4	3.5	3.4
At closing establishments	78	74	71	72	80	1.0	1.0	.9	.9	1.0
Net employment change	12	-19	41	17	42	.2	-.3	.6	.2	.6
Professional and business services										
Gross job gains	1,455	1,258	1,438	1,378	1,554	7.7	6.7	7.6	7.2	8.0
At expanding establishments	1,187	1,034	1,187	1,137	1,283	6.3	5.5	6.3	5.9	6.6
At opening establishments	268	224	251	241	271	1.4	1.2	1.3	1.3	1.4
Gross job losses	1,256	1,263	1,236	1,247	1,269	6.7	6.7	6.5	6.5	6.5
At contracting establishments	1,000	1,026	983	1,000	994	5.3	5.4	5.2	5.2	5.1
At closing establishments	256	237	253	247	275	1.4	1.3	1.3	1.3	1.4
Net employment change	199	-5	202	131	285	1.0	.0	1.1	.7	1.5
Education and health services										
Gross job gains	886	827	882	927	930	4.4	4.1	4.3	4.5	4.5
At expanding establishments	725	694	731	768	764	3.6	3.4	3.6	3.7	3.7
At opening establishments	161	133	151	159	166	.8	.7	.7	.8	.8
Gross job losses	781	779	836	786	780	3.9	3.8	4.1	3.8	3.8
At contracting establishments	626	640	671	632	616	3.1	3.1	3.3	3.1	3.0
At closing establishments	155	139	165	154	164	.8	.7	.8	.7	.8
Net employment change	105	48	46	141	150	.5	.3	.2	.7	.7

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. 2013	Mar. 2014	June 2014	Sept. 2014	Dec. 2014	Dec. 2013	Mar. 2014	June 2014	Sept. 2014	Dec. 2014
Leisure and hospitality										
Gross job gains	1,209	1,197	1,275	1,199	1,250	8.4	8.3	8.8	8.2	8.4
At expanding establishments	945	942	1,003	950	979	6.6	6.5	6.9	6.5	6.6
At opening establishments	264	255	272	249	271	1.8	1.8	1.9	1.7	1.8
Gross job losses	1,121	1,075	1,162	1,226	1,140	7.8	7.4	8.0	8.4	7.7
At contracting establishments	914	876	961	1,024	930	6.4	6.0	6.6	7.0	6.3
At closing establishments	207	199	201	202	210	1.4	1.4	1.4	1.4	1.4
Net employment change	88	122	113	-27	110	.6	.9	.8	-.2	.7
Other services										
Gross job gains	272	280	302	282	283	7.0	7.1	7.6	7.1	7.1
At expanding establishments	214	224	241	227	226	5.5	5.7	6.1	5.7	5.7
At opening establishments	58	56	61	55	57	1.5	1.4	1.5	1.4	1.4
Gross job losses	273	252	268	280	272	7.0	6.4	6.7	7.1	6.8
At contracting establishments	214	197	211	222	212	5.5	5.0	5.3	5.6	5.3
At closing establishments	59	55	57	58	60	1.5	1.4	1.4	1.5	1.5
Net employment change	-1	28	34	2	11	.0	.7	.9	.0	.3

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	Gross job losses	Net change	Gross job gains	Gross job losses	Net change	Gross job gains	Gross job losses	Net change	Gross job gains	Gross job losses
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	466	6,300	5,834	189	3,451	3,262	99	1,153	1,054	178	1,696	1,518
	June	174	6,256	6,082	-31	3,337	3,368	108	1,180	1,072	97	1,739	1,642
	September	-269	5,891	6,160	-132	3,252	3,384	-53	1,073	1,126	-84	1,566	1,650
	December	298	6,254	5,956	8	3,315	3,307	63	1,140	1,077	227	1,799	1,572
2008	March	-290	5,806	6,096	-154	3,228	3,382	-14	1,073	1,087	-122	1,505	1,627
	June	-548	5,855	6,403	-284	3,179	3,463	-41	1,095	1,136	-223	1,581	1,804
	September	-999	5,498	6,497	-346	3,047	3,393	-151	1,015	1,166	-502	1,436	1,938
	December	-1,869	5,338	7,207	-695	2,907	3,602	-374	948	1,322	-800	1,483	2,283
2009	March	-2,673	4,584	7,257	-991	2,714	3,705	-620	806	1,426	-1,062	1,064	2,126
	June	-1,767	5,165	6,932	-472	2,948	3,420	-277	953	1,230	-1,018	1,264	2,282
	September	-933	5,138	6,071	-375	2,822	3,197	-114	930	1,044	-444	1,386	1,830
	December	-288	5,405	5,693	-155	2,942	3,097	-43	964	1,007	-90	1,499	1,589
2010	March	-247	5,097	5,344	-207	2,851	3,058	-6	910	916	-34	1,336	1,370
	June	687	5,809	5,122	238	3,096	2,858	207	1,074	867	242	1,639	1,397
	September	200	5,497	5,297	24	2,940	2,916	83	996	913	93	1,561	1,468
	December	518	5,781	5,263	91	3,048	2,957	95	1,035	940	332	1,698	1,366
2011	March	316	5,344	5,028	87	2,966	2,879	118	965	847	111	1,413	1,302
	June	546	5,753	5,207	198	3,077	2,879	175	1,067	892	173	1,609	1,436
	September	834	5,948	5,114	260	3,123	2,863	164	1,062	898	410	1,763	1,353
	December	320	5,613	5,293	46	2,973	2,927	45	987	942	229	1,653	1,424
2012	March	840	5,767	4,927	373	3,153	2,780	214	1,047	833	253	1,567	1,314
	June	602	5,819	5,217	179	3,041	2,862	167	1,080	913	256	1,698	1,442
	September	219	5,569	5,350	48	2,951	2,903	47	1,003	956	124	1,615	1,491
	December	637	5,766	5,129	176	3,018	2,842	91	1,013	922	370	1,735	1,365
2013	March	1,209	6,350	5,141	294	3,138	2,844	153	1,022	869	762	2,190	1,428
	June	656	5,929	5,273	226	3,093	2,867	146	1,081	935	284	1,755	1,471
	September	433	5,746	5,313	203	3,050	2,847	55	1,014	959	175	1,682	1,507
	December	658	5,897	5,239	130	3,028	2,898	104	1,034	930	424	1,835	1,411
2014	March	445	5,621	5,176	236	3,044	2,808	151	1,026	875	58	1,551	1,493
	June	915	6,134	5,219	322	3,160	2,838	227	1,129	902	366	1,845	1,479
	September	521	5,813	5,292	171	3,002	2,831	99	1,057	958	251	1,754	1,503
	December	1,000	6,142	5,142	219	3,085	2,866	154	1,083	929	627	1,974	1,347

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. 2013	Mar. 2014	June 2014	Sept. 2014	Dec. 2014	Dec. 2013	Mar. 2014	June 2014	Sept. 2014	Dec. 2014
Total private by firm ¹										
Gross job gains	5,897	5,621	6,134	5,813	6,142	5.2	4.9	5.4	5.0	5.3
At expanding firms	4,988	4,738	5,240	4,949	5,230	4.4	4.1	4.6	4.3	4.5
At opening firms	909	883	894	864	912	.8	.8	.8	.7	.8
Gross job losses	5,239	5,176	5,219	5,292	5,142	4.6	4.5	4.5	4.6	4.4
At contracting firms	4,394	4,349	4,410	4,498	4,296	3.9	3.8	3.8	3.9	3.7
At closing firms	845	827	809	794	846	.7	.7	.7	.7	.7
Net employment change	658	445	915	521	1,000	.6	.4	.9	.4	.9
Firm size 1 to 49 employees										
Gross job gains	3,028	3,044	3,160	3,002	3,085	9.4	9.4	9.7	9.2	9.3
At expanding firms	2,158	2,196	2,305	2,183	2,215	6.7	6.8	7.1	6.7	6.7
At opening firms	870	848	855	819	870	2.7	2.6	2.6	2.5	2.6
Gross job losses	2,898	2,808	2,838	2,831	2,866	9.0	8.6	8.7	8.6	8.7
At contracting firms	2,089	2,015	2,065	2,074	2,067	6.5	6.2	6.3	6.3	6.3
At closing firms	809	793	773	757	799	2.5	2.4	2.4	2.3	2.4
Net employment change	130	236	322	171	219	.4	.8	1.0	.6	.6
Firm size 50 to 249 employees										
Gross job gains	1,034	1,026	1,129	1,057	1,083	4.9	4.9	5.4	5.0	5.1
At expanding firms	1,003	996	1,094	1,020	1,046	4.8	4.8	5.2	4.8	4.9
At opening firms	31	30	35	37	37	.1	.1	.2	.2	.2
Gross job losses	930	875	902	958	929	4.4	4.1	4.3	4.5	4.4
At contracting firms	899	845	874	928	891	4.3	4.0	4.2	4.4	4.2
At closing firms	31	30	28	30	38	.1	.1	.1	.1	.2
Net employment change	104	151	227	99	154	.5	.8	1.1	.5	.7
Firm size 250 or more employees										
Gross job gains	1,835	1,551	1,845	1,754	1,974	3.0	2.5	3.0	2.8	3.2
At expanding firms	1,827	1,546	1,841	1,746	1,969	3.0	2.5	3.0	2.8	3.2
At opening firms	8	5	4	8	5	.0	.0	.0	.0	.0
Gross job losses	1,411	1,493	1,479	1,503	1,347	2.3	2.4	2.4	2.4	2.2
At contracting firms	1,406	1,489	1,471	1,496	1,338	2.3	2.4	2.4	2.4	2.2
At closing firms	5	4	8	7	9	.0	.0	.0	.0	.0
Net employment change	424	58	366	251	627	.7	.1	.6	.4	1.0

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. 2013	Mar. 2014	June 2014	Sept. 2014	Dec. 2014	Dec. 2013	Mar. 2014	June 2014	Sept. 2014	Dec. 2014
United States ¹	7,296,000	6,856,000	7,438,000	7,179,000	7,635,000	6,553,000	6,459,000	6,522,000	6,637,000	6,526,000
Alabama	88,974	84,701	87,364	88,919	90,371	80,202	84,878	81,574	81,945	78,004
Alaska	25,599	27,111	27,613	23,910	26,557	26,151	24,286	27,672	26,323	26,126
Arizona	142,862	122,710	128,550	137,917	151,778	114,990	127,049	126,814	117,215	113,641
Arkansas	56,317	55,241	52,907	56,474	62,332	52,575	48,156	46,722	50,404	47,403
California	970,775	908,148	934,892	939,378	994,075	826,149	819,458	863,561	809,544	878,278
Colorado	138,088	134,852	147,457	149,148	145,170	120,042	117,084	122,734	126,134	125,435
Connecticut	72,962	71,412	78,491	73,150	76,328	75,714	70,265	68,091	73,700	71,706
Delaware	23,382	22,392	23,550	21,635	25,660	20,578	21,103	18,717	22,310	19,587
District of Columbia	27,767	28,507	31,217	27,893	26,283	26,410	26,428	27,883	27,027	27,030
Florida	459,908	429,242	478,152	487,819	485,007	396,853	379,039	412,796	401,485	403,964
Georgia	223,857	218,553	229,447	229,767	238,774	191,558	187,662	201,150	198,093	191,279
Hawaii	27,361	24,229	24,507	26,070	26,306	22,530	25,768	25,728	23,396	22,671
Idaho	43,528	44,986	40,993	39,497	42,651	38,182	38,401	42,522	38,930	35,166
Illinois	287,742	282,582	301,654	279,907	310,184	262,299	273,676	271,324	289,157	277,372
Indiana	151,123	130,738	146,372	133,763	158,906	126,070	137,774	125,025	131,464	124,754
Iowa	75,848	73,265	78,695	72,206	77,791	69,858	69,123	72,090	73,304	71,592
Kansas	68,947	62,686	67,594	63,328	70,016	58,995	61,041	62,628	64,034	59,244
Kentucky	97,171	91,202	91,806	91,563	100,608	80,834	87,753	82,312	81,553	80,975
Louisiana	106,092	106,380	105,324	106,145	109,447	96,483	92,250	102,933	93,279	95,085
Maine	34,549	32,803	38,308	32,929	35,170	36,734	34,830	31,772	34,869	35,226
Maryland	129,342	120,701	136,035	133,072	138,569	129,324	119,730	119,062	128,097	128,152
Massachusetts	155,212	153,255	182,525	162,669	176,385	152,909	146,767	151,926	160,288	153,896
Michigan	210,828	193,208	226,224	192,391	220,347	193,392	179,299	192,512	205,613	186,360
Minnesota	132,158	122,559	152,857	131,751	137,598	131,154	131,329	118,560	139,248	129,787
Mississippi	56,504	49,034	52,831	53,592	59,693	48,189	50,683	57,818	51,427	45,894
Missouri	133,406	124,363	134,112	125,122	142,836	123,901	123,281	117,942	125,281	116,244
Montana	29,553	25,940	29,275	28,828	30,591	26,617	28,165	27,435	28,838	28,774
Nebraska	49,098	46,627	47,067	47,231	49,466	44,342	43,926	46,594	45,164	44,487
Nevada	63,969	68,371	69,971	69,834	70,245	53,928	54,147	58,601	58,920	56,185
New Hampshire	35,941	30,782	36,567	31,977	37,108	31,262	31,894	32,625	34,115	32,534
New Jersey	208,002	191,577	224,863	208,063	228,030	207,528	201,873	189,895	205,705	198,990
New Mexico	42,014	38,773	40,569	40,285	43,313	38,594	39,417	37,554	37,562	37,596
New York	488,832	453,091	494,472	478,751	489,879	440,138	439,127	429,972	447,805	436,119
North Carolina	213,112	196,483	215,534	207,123	222,971	189,004	186,412	182,481	193,641	182,522
North Dakota	29,881	31,989	28,240	30,567	32,989	24,992	24,936	26,117	25,255	25,721
Ohio	265,643	250,208	270,113	246,052	273,048	236,612	245,509	234,618	248,466	232,601
Oklahoma	77,204	76,411	77,458	76,496	85,104	77,423	74,634	76,244	69,680	69,389
Oregon	97,663	99,610	98,987	100,879	102,995	92,599	87,208	91,579	87,386	92,052
Pennsylvania	267,301	253,643	273,659	255,730	274,455	253,489	242,728	240,437	252,935	240,163
Rhode Island	24,474	22,816	26,158	24,210	26,357	22,933	22,863	22,333	23,419	22,844
South Carolina	102,061	95,713	99,522	93,993	107,609	82,586	88,987	89,050	90,212	77,805
South Dakota	22,932	21,356	21,583	20,766	21,356	20,102	20,435	20,238	20,179	19,843
Tennessee	144,253	125,985	130,918	133,159	149,273	110,071	121,089	117,551	117,107	110,514
Texas	566,604	553,296	571,566	576,117	619,644	487,463	479,767	465,260	486,158	479,473
Utah	77,520	69,642	75,546	76,505	77,378	64,131	63,801	70,146	65,137	63,345
Vermont	18,911	16,846	18,513	17,138	18,915	16,542	16,944	17,331	18,095	16,861
Virginia	169,315	157,945	183,313	168,475	170,693	165,862	161,816	164,858	174,289	162,570
Washington	171,855	165,916	183,724	176,717	181,492	156,542	147,848	138,526	149,394	147,867
West Virginia	36,600	35,778	37,208	34,450	37,117	35,915	37,449	36,067	36,943	33,713
Wisconsin	131,886	124,346	139,665	126,572	136,741	122,147	121,292	119,588	133,120	121,642
Wyoming	20,206	18,391	18,848	17,986	20,197	17,263	17,376	17,883	18,285	17,684
Puerto Rico	45,339	35,354	38,012	38,138	43,922	36,188	44,386	42,472	40,511	33,988
Virgin Islands	1,497	1,354	1,647	1,701	1,713	1,668	1,662	1,719	1,486	1,520

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. 2013	Mar. 2014	June 2014	Sept. 2014	Dec. 2014	Dec. 2013	Mar. 2014	June 2014	Sept. 2014	Dec. 2014
United States	6.4	6.0	6.5	6.2	6.6	5.8	5.7	5.6	5.8	5.6
Alabama	6.0	5.6	5.9	5.9	6.0	5.3	5.7	5.5	5.4	5.2
Alaska	10.1	10.8	10.9	9.4	10.5	10.4	9.6	10.9	10.4	10.3
Arizona	6.7	5.7	6.0	6.4	7.0	5.4	6.0	6.0	5.4	5.2
Arkansas	6.0	5.8	5.6	5.9	6.5	5.5	5.0	4.9	5.3	4.9
California	7.3	6.8	7.0	7.0	7.3	6.3	6.1	6.4	6.0	6.5
Colorado	6.9	6.7	7.3	7.3	7.0	6.1	5.9	6.1	6.2	6.1
Connecticut	5.3	5.1	5.6	5.2	5.4	5.4	5.0	4.8	5.3	5.1
Delaware	6.6	6.3	6.5	6.0	7.0	5.8	5.9	5.2	6.1	5.4
District of Columbia	5.8	5.9	6.4	5.7	5.3	5.4	5.5	5.7	5.5	5.5
Florida	7.0	6.5	7.2	7.2	7.1	6.0	5.8	6.2	5.9	6.0
Georgia	6.8	6.5	6.8	6.8	7.0	5.8	5.6	5.9	5.9	5.6
Hawaii	5.4	4.8	4.9	5.2	5.2	4.5	5.1	5.1	4.7	4.4
Idaho	8.3	8.4	7.7	7.5	7.9	7.3	7.2	8.0	7.3	6.5
Illinois	5.8	5.8	6.1	5.7	6.2	5.3	5.5	5.5	5.8	5.5
Indiana	6.1	5.3	5.9	5.3	6.3	5.1	5.5	5.0	5.3	5.0
Iowa	6.0	5.8	6.2	5.7	6.1	5.5	5.5	5.7	5.7	5.6
Kansas	6.2	5.7	6.1	5.7	6.2	5.3	5.5	5.7	5.8	5.3
Kentucky	6.5	6.1	6.2	6.1	6.6	5.4	5.9	5.5	5.4	5.3
Louisiana	6.7	6.7	6.6	6.6	6.8	6.1	5.8	6.4	5.8	5.8
Maine	7.0	6.7	7.8	6.7	7.1	7.5	7.0	6.5	7.1	7.2
Maryland	6.4	5.9	6.6	6.5	6.6	6.3	5.8	5.8	6.2	6.2
Massachusetts	5.4	5.3	6.3	5.6	6.0	5.3	5.0	5.3	5.5	5.3
Michigan	6.0	5.5	6.4	5.5	6.2	5.6	5.1	5.4	5.8	5.2
Minnesota	5.6	5.3	6.5	5.5	5.8	5.6	5.7	5.1	5.9	5.4
Mississippi	6.6	5.7	6.1	6.2	6.8	5.6	5.9	6.7	6.0	5.2
Missouri	6.0	5.6	6.0	5.6	6.3	5.5	5.5	5.3	5.6	5.1
Montana	8.2	7.2	8.2	8.0	8.5	7.5	7.9	7.7	8.1	8.0
Nebraska	6.3	5.9	6.0	6.0	6.2	5.7	5.6	6.0	5.7	5.6
Nevada	6.3	6.6	6.7	6.6	6.6	5.3	5.2	5.6	5.5	5.3
New Hampshire	6.8	5.7	6.7	5.9	6.9	5.8	5.9	6.1	6.3	6.0
New Jersey	6.4	5.9	6.9	6.3	6.9	6.4	6.2	5.8	6.3	6.1
New Mexico	6.9	6.3	6.6	6.5	7.0	6.4	6.4	6.1	6.1	6.0
New York	6.6	6.2	6.6	6.4	6.5	6.0	6.0	5.7	6.0	5.8
North Carolina	6.4	5.9	6.4	6.1	6.5	5.7	5.6	5.5	5.8	5.4
North Dakota	8.2	8.6	7.6	8.2	8.7	6.9	6.8	7.0	6.7	6.7
Ohio	6.0	5.6	6.1	5.5	6.1	5.3	5.6	5.3	5.5	5.1
Oklahoma	6.2	6.1	6.2	6.1	6.7	6.2	6.0	6.1	5.5	5.5
Oregon	6.9	7.0	6.9	7.0	7.1	6.6	6.1	6.4	6.0	6.3
Pennsylvania	5.4	5.2	5.6	5.2	5.6	5.2	4.9	4.8	5.1	4.8
Rhode Island	6.2	5.7	6.5	5.9	6.4	5.7	5.7	5.5	5.8	5.6
South Carolina	6.7	6.2	6.5	6.1	6.8	5.5	5.8	5.7	5.8	5.0
South Dakota	6.9	6.3	6.4	6.2	6.3	6.0	6.1	6.0	6.0	5.8
Tennessee	6.3	5.4	5.6	5.7	6.3	4.7	5.3	5.0	5.0	4.7
Texas	6.1	5.9	6.0	6.0	6.4	5.3	5.1	4.9	5.1	4.9
Utah	7.4	6.5	7.0	7.1	7.1	6.1	6.0	6.6	6.0	5.8
Vermont	7.6	6.7	7.4	6.8	7.5	6.6	6.8	6.9	7.2	6.7
Virginia	5.7	5.3	6.2	5.6	5.8	5.6	5.5	5.5	5.8	5.5
Washington	6.9	6.6	7.3	7.0	7.1	6.3	5.9	5.5	6.0	5.9
West Virginia	6.5	6.3	6.6	6.1	6.6	6.4	6.7	6.4	6.6	6.0
Wisconsin	5.7	5.3	5.9	5.3	5.7	5.2	5.1	5.0	5.6	5.1
Wyoming	9.4	8.4	8.7	8.3	9.2	8.1	8.0	8.2	8.4	8.1
Puerto Rico	6.6	5.1	5.6	5.6	6.5	5.2	6.4	6.3	5.9	5.0
Virgin Islands	5.5	4.9	6.1	6.3	6.2	6.0	6.1	6.4	5.5	5.5

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
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	897	.8	771	.7
	June	206	3.0	202	2.9	884	.8	850	.7
	September	216	3.1	203	2.9	941	.8	836	.7
	December	208	3.0	206	2.9	902	.8	825	.7
2008	March	207	3.0	211	3.0	900	.8	817	.7
	June	202	2.9	228	3.3	873	.8	934	.8
	September	191	2.7	223	3.2	826	.7	877	.8
	December	187	2.7	238	3.4	798	.7	941	.8
2009	March	172	2.5	236	3.4	707	.6	853	.8
	June	177	2.6	225	3.3	742	.7	830	.8
	September	169	2.5	215	3.2	691	.7	783	.7
	December	183	2.7	200	3.0	711	.7	731	.7
2010	March	175	2.6	195	2.9	687	.7	671	.6
	June	180	2.7	185	2.7	713	.7	649	.6
	September	188	2.8	189	2.8	738	.7	693	.7
	December	200	2.9	186	2.7	788	.7	685	.6
2011	March	189	2.8	184	2.7	697	.7	615	.6
	June	192	2.8	190	2.8	747	.7	678	.6
	September	199	2.9	187	2.7	786	.7	672	.6
	December	202	2.9	191	2.8	801	.7	750	.7
2012	March	201	2.9	181	2.6	750	.7	607	.6
	June	197	2.9	185	2.7	777	.7	664	.6
	September	201	2.9	185	2.7	794	.7	684	.6
	December	201	2.9	182	2.6	793	.7	675	.6
2013	March	584	8.1	185	2.6	1,092	1.0	633	.6
	June	229	3.1	219	3.0	796	.7	706	.6
	September	224	3.0	195	2.6	831	.7	683	.6
	December	215	2.9	190	2.5	811	.7	677	.6
2014	March	213	2.8	187	2.5	763	.7	629	.5
	June	220	2.9	N/A	N/A	803	.7	N/A	N/A
	September	224	3.0	N/A	N/A	825	.7	N/A	N/A
	December	222	2.9	N/A	N/A	842	.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