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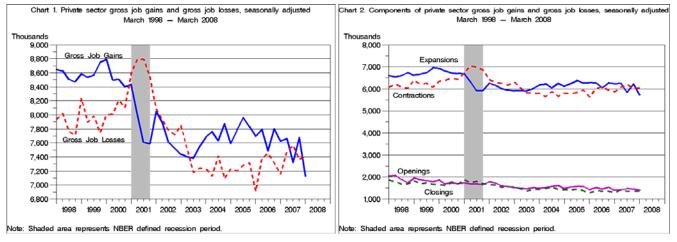
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BUSINESS EMPLOYMENT DYNAMICS: FIRST QUARTER 2008

From December 2007 to March 2008, the number of job gains from opening and expanding private sector establishments was 7.1 million, and the number of job losses from closing and contracting establishments was 7.4 million, according to data released today by the Bureau of Labor Statistics of the U.S. Department of Labor. (See tables A and 3.) Over this period, firms with 1,000 or more employees experienced a decline in their share of gross job gains with 15.2 percent, down from 19.1 percent in the prior quarter. (See tables D and 4.)



The Business Employment Dynamics (BED) data series include gross job gains and gross job losses at the establishment level by major industry sector and for the 50 states, the District of Columbia, Puerto Rico, and the Virgin Islands, as well as gross job gains and gross job losses at the *firm level* by employer size class.

Changes to Business Employment Dynamics Data

Data in this release incorporates annual revisions to the BED series. Annual revisions are published each year with the release of first quarter data. These revisions cover the last four quarters of not seasonally adjusted data and 5 years of seasonally adjusted data.

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

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

3 months ended										
Mar.	June	Sept.	Dec.	Mar.						
2007	2007	2007	2007	2008						
Levels (in thousands)										
7.607	7.665	7.222	7.676	7.120						
,	,	· ·	,	7,130						
,		, ,	,	5,731						
1,399	1,415	1,474	1,456	1,399						
7.157	7.473	7.564	7.366	7,400						
· ·	· ·	· ·	· ·	6,047						
,	ĺ		,	1,353						
1,203	1,407	1,555	1,550	1,333						
470	192	-241	310	-270						
Rates (percent)										
6.7	6.7	6.4	6.8	6.2						
5.5	5.5	5.1	5.5	5.0						
1.2	1.2	1.3	1.3	1.2						
6.3	6.5	6.7	6.5	6.5						
5.2	5.3	5.5	5.3	5.3						
1.1	1.2	1.2	1.2	1.2						
.4	.2	3	.3	3						
	7,627 6,228 1,399 7,157 5,872 1,285 470 6.7 5.5 1.2 6.3 5.2 1.1	Mar. 2007 2007 Level 7,627 6,228 6,250 1,399 1,415 7,157 7,473 5,872 6,066 1,285 1,407 470 192 6.7 5.5 5.5 1.2 1.2 6.3 6.5 5.2 5.3 1.1 1.2	Mar. 2007 June 2007 Sept. 2007 Levels (in thousand 2007) Levels (in thousand 2007) 7,627 7,665 7,323 6,228 6,250 5,849 1,399 1,415 1,474 7,157 7,473 7,564 5,872 6,066 6,209 1,285 1,407 1,355 470 192 -241 Rates (percent 6.7 6.7 6.4 5.5 5.5 5.1 1.2 1.2 1.3 6.3 6.5 6.7 5.2 5.3 5.5 1.1 1.2 1.2	Mar. 2007 June 2007 Sept. 2007 Dec. 2007 Levels (in thousands) Tevels (in thousands) 7,627 6,228 6,250 5,849 6,220 1,399 1,415 1,474 1,456 7,157 7,473 7,564 7,366 5,872 6,066 6,209 6,010 1,285 1,407 1,355 1,356 470 192 -241 310 Rates (percent) 6.7 6.7 6.4 6.8 5.5 5.5 5.5 5.1 5.5 1.2 1.2 1.3 1.3 6.3 6.5 6.7 6.5 5.2 5.3 5.5 5.3 1.1 1.2 1.2 1.2 1.1 1.2 1.2 1.2 1.2						

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

Private Sector Establishment-Level Gross Job Gains and Gross Job Losses

Opening and expanding private sector business establishments gained 7.1 million jobs in the first quarter of 2008, a decrease of 546,000 from the previous quarter. Over the quarter, expanding establishments added 5.7 million jobs while opening establishments added 1.4 million jobs.

Gross job losses totaled 7.4 million, an increase of 34,000 from the previous quarter. During the quarter, contracting establishments lost 6.0 million jobs, while closing establishments lost 1.4 million jobs. (See tables A, 1, and 3.)

The difference between the number of gross jobs gained and the number of gross jobs lost yielded a net change of -270,000 jobs in the private sector for first quarter 2008. This is the second time in the past three quarters that there has been a net job loss.

From December 2007 to March 2008, gross job gains represented 6.2 percent of private sector employment, while gross job losses represented 6.5 percent of private sector employment. (See tables A and 2.)

Major Industry Sector Gross Job Gains and Gross Job Losses

Gross job losses exceeded gross job gains in the following major industry sectors: natural resources and mining, construction, manufacturing, wholesale trade, retail trade, transportation and warehousing, financial activities, and professional and business services. Education and health services was the only sector that had gross job gains noticeably higher than gross job losses. (See tables B and 3.)

Goods-producing. Expanding and opening establishments in the goods-producing sectors accounted for 1,493,000 jobs gained, and contracting and closing establishments accounted for 1,758,000 jobs lost. This net loss of 265,000 jobs results in the seventh consecutive quarter of net loss.

Construction. In construction, gross job gains fell over the quarter to 763,000. Although gross job losses also decreased slightly to 869,000, this sector lost a net of 106,000 jobs. This sector experienced net losses in seven of the previous eight quarters.

Manufacturing. Gross job gains declined to 456,000 while gross job losses grew to 596,000. This reverses a recent downward trend in gross job losses. This sector has experienced net losses in all but six quarters since the beginning of 1998.

Table B. Three-month private sector gross job gains and losses by industry, seasonally adjusted (In thousands)

Industry			ross job ga months end			Gross job losses (3 months ended)				
Industry	Mar.	June	Sept.	Dec.	Mar.	Mar.	June	Sept.	Dec.	Mar.
	2007	2007	2007	2007	2008	2007	2007	2007	2007	2008
Total private ¹	7,627	7,665	7,323	7,676	7,130	7,157	7,473	7,564	7,366	7,400
Goods-Producing	1,665	1,633	1,504	1,573	1,493	1,702	1,713	1,725	1,701	1,758
Natural res. and mining	286	290	262	292	274	288	274	274	261	293
Construction	867	820	772	784	763	828	865	882	875	869
Manufacturing	512	523	470	497	456	586	574	569	565	596
Service-Providing ¹	5,962	6,032	5,819	6,103	5,637	5,455	5,760	5,839	5,665	5,642
Wholesale trade	320	321	310	321	294	297	304	308	301	306
Retail trade	1,099	1,029	1,007	1,022	954	979	1,042	1,064	1,011	979
Transportation and warehousing.	234	246	224	254	208	250	223	233	229	250
Utilities	12	15	14	15	13	11	12	12	11	10
Information	140	161	155	145	154	136	139	154	155	153
Financial activities	434	433	418	432	412	423	463	479	486	436
Professional and business										
services	1,310	1,403	1,316	1,440	1,239	1,254	1,347	1,339	1,337	1,358
Education and health services	818	795	810	814	785	669	696	685	666	667
Leisure and hospitality	1,194	1,228	1,179	1,247	1,158	1,117	1,206	1,224	1,148	1,154
Other services	299	308	293	296	290	283	289	307	287	289

¹ Includes unclassified sector, not shown separately.

Service-providing. In the service-providing sectors, gross job gains decreased to 5,637,000 and gross job losses decreased to 5,642,000. Job gains at expanding establishments decreased to 4,473,000 jobs, while job losses at contracting establishments decreased to 4,566,000 jobs.

Education and Health Services. In the education and health services sector, gross job gains decreased to 785,000 jobs in the first quarter, while gross job losses remained virtually unchanged at 667,000. Gross job gains have exceeded gross job losses every quarter since this series began in 1992.

Retail Trade. In retail trade, gross job gains decreased to 954,000. This is only the second quarter since the series began in 1992 that gross job gains for this sector have been less than one million.

Leisure and Hospitality. Despite the decrease in gross job gains in first quarter, the leisure and hospitality industry managed to show net job growth. Other than the four quarters of 2001, this sector has experienced a net job loss in only two quarters since 1992.

Financial Activities. For the fourth consecutive quarter gross job losses exceeded gross job gains in this sector. The number of gross job losses declined to 436,000, and the number of gross job gains also decreased to 412,000.

Number of Establishments Gaining and Losing Employment

Another way to look at the dynamics of business activities is to monitor the number and proportion of business units that are growing and declining. In the first quarter of 2008, the number of establishments losing jobs exceeded the number of establishments gaining jobs.

Out of 7.3 million active private-sector establishments, a total of 1,976,000 establishments lost jobs from December 2007 to March 2008. (See table C.) Of these establishments, 1,596,000 were contracting establishments and 380,000 were closing establishments. Of the establishments gaining jobs, 1,517,000 establishments were expanding and 357,000 establishments were opening, resulting in 1,874,000 establishments gaining jobs.

The number of closing establishments exceeded the number of opening establishments, resulting in a net loss of 23,000 private-sector establishments during the quarter.

Table C. Number of private sector establishments by direction of employment change, seasonally adjusted (In thousands)

			3 months er	nded	
Category	Mar.	June	Sept.	Dec.	Mar.
	2007	2007	2007	2007	2008
Establishments gaining jobs Expanding establishments Opening establishments	1,950	1,919	1,901	1,940	1,874
	1,582	1,559	1,525	1,558	1,517
	368	360	376	382	357
Establishments losing jobs Contracting establishments Closing establishments	1,914	1,952	1,956	1,935	1,976
	1,552	1,582	1,595	1,575	1,596
	362	370	361	360	380
Net establishment change ¹	6	-10	15	22	-23

The net establishment change is the difference between the number of opening establishments and the number of closing establishments. See the Technical Note for further information.

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

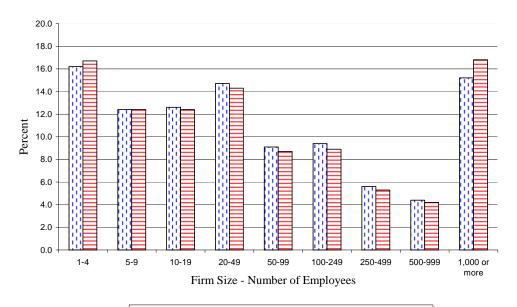
From December 2007 to March 2008, firms with 1 to 4 employees accounted for the largest share of gross job gains at 16.2 percent. Firms with 1,000 or more employees had the highest share of gross job losses with 16.8 percent, followed closely by firms with 1 to 4 employees with 16.7 percent. (See tables D and 4.)

Table D. Three-month private sector share of gross job gains and gross job losses by firm size, seasonally adjusted (Percent)

Firm size			of gross jo nonths end	Share of gross job losses 3 months ended						
Firm size	Mar.	June	Sept.	Dec.	Mar.	Mar.	June	Sept.	Dec.	Mar.
	2007	2007	2007	2007	2008	2007	2007	2007	2007	2008
1 - 4 employees	15.9	14.9	16.2	15.6	16.2	16.7	16.1	15.8	16.0	16.7
5 - 9 employees	12.2	11.6	12.2	11.4	12.4	12.5	12.3	12.1	12.3	12.4
10 - 19 employees	12.4	12.1	12.2	11.6	12.6	12.5	12.3	12.3	12.4	12.4
20 - 49 employees	14.5	14.5	14.3	13.8	14.7	14.3	14.3	14.5	14.4	14.3
50 - 99 employees	8.9	9.1	8.9	8.7	9.1	8.8	8.6	8.9	8.9	8.7
100 - 249 employees	9.4	9.8	9.2	9.3	9.4	9.0	8.9	9.4	9.1	8.9
250 - 499 employees	5.5	5.9	5.6	5.5	5.6	5.3	5.2	5.5	5.3	5.3
500 - 999 employees	4.5	4.7	4.6	4.5	4.4	4.0	4.4	4.5	4.5	4.2
1,000 or more employees	16.4	16.9	16.4	19.1	15.2	16.5	17.4	16.6	16.7	16.8

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

Chart 3. Share of total quarterly gross job gains and losses by firm size, December 2007 to March 2008, seasonally adjusted



☐ Share of gross job gains ☐ Share of gross job losses

Gross Job Gains and Losses by State

In the first quarter, 19 states, the District of Columbia and the Virgin Islands had net employment growth. However, 31 states and Puerto Rico experienced net job losses. Although the number of gross job gains in Texas declined from fourth quarter, it had the largest net job growth with 51,572. This is the ninth consecutive quarter that Texas has had the highest net job gains. After experiencing net job growth from third quarter 2003 to third quarter 2006, Florida and Arizona have had net job losses in five of the past six quarters. Gross job gains in California are at the lowest level in the history of the data series spanning back to 1992. (See table 5.) Connecticut had the lowest rate of gross job losses and Wyoming had the highest rate of gross job gains. (See table 6.)

More Information

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

Comparing Business Employment Dynamics Data with Current Employment Statistics and Quarterly Census of Employment and Wage Data

The net change in employment from Business Employment Dynamics (BED) data series will not match the net change in employment from the monthly Current Employment Statistics (CES) survey. The CES estimates are based on monthly surveys from a sample of establishments, while gross job gains and gross job losses are based on a quarterly census of administrative records. In addition, the CES has a different coverage, excluding the agriculture sector but including establishments not covered by the unemployment insurance program. The net over-the-quarter changes derived by aggregating component series in the BED data may be different from the net employment change estimated from the CES seasonally adjusted total employment series. The intended use of the BED statistics is to show the dynamic labor market flows that underlie the net changes in aggregate employment levels; data users who want to track net changes in aggregate employment levels over time should refer to CES data.

BED data have a more limited scope than the Quarterly Census of Employment and Wages (QCEW) data. The data in this release, in contrast to the QCEW data, exclude government employees, private households (NAICS 814110), and establishments with zero employment.

See the Technical Note for further information.

Technical Note

The Business Employment Dynamics (BED) data are a product of a federal-state cooperative program known as Quarterly Census of Employment and Wages (QCEW), or the ES-202 program. The BED data are compiled by the U.S. Bureau of Labor Statistics (BLS) from existing quarterly state unemployment insurance (UI) records. 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	Count of UI administrative records submitted by 9.2 million employers	Count of longitudinally-linked UI administrative records submitted by 7.3 million private sector employers	Sample Survey: 400,000 establishments
Coverage	UI and UCFE coverage: all employers subject to State and federal UI Laws	UI Coverage, excluding: government, private households, and establishments with zero employment	Non-farm wage and salary jobs: • UI Coverage, excluding: agriculture, private households, and selfemployed; including: railroads, religious organizations, and other non-UI-covered jobs
Publication frequency	Quarterly 7 Months after the end of each quarter	Quarterly 8 Months after the end of each quarter	Monthly First Friday of each month
Use of UI file	Directly summarizes and publishes each new quarter of UI data	Links each new UI quarter to longitudinal database and directly summarizes gross job gains and losses	Uses UI file as a sampling frame and annually realigns (benchmarks) sample estimates to first quarter UI levels
Principal products	Provides a quarterly and annual universe count of establishments, employment, and wages at the county, MSA, State, and national levels by detailed industry	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	Provides current monthly estimates of employment, hours, and earnings at the MSA, State, and national level by industry
Principal uses	Major uses include: Detailed locality data Periodic universe counts for benchmarking sample survey estimates Sample frame for BLS establishment surveys	Major uses include: Business cycle analysis Analysis of employer dynamics underlying economic expansions and contractions Analysis of employment expansion and contraction by size of firm	Major uses include: Principal national economic indicator Official time series for employment change measures Input into other major economic indicators
Program Websites	• www.bls.gov/cew/	• www.bls.gov/bdm/	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 selfemployed workers, religious organizations, most agricultural workers on small farms, all members of the Armed Forces, elected officials in most states, most employees of railroads, some domestic workers, most student workers at schools, and employees of certain small nonprofit organizations.

Gross job gains and gross job losses in this release are derived from longitudinal histories of over 7.3 million private sector employer reports out of 9.2 million total reports of employment and wages submitted by states to BLS in the first quarter of 2008. Gross job gains and gross job losses data in this release do not report estimates for government employees or private households (NAICS 814110), and do not include establishments with zero employment in both previous and current quarters. Data from Puerto Rico and the Virgin Islands also are excluded from the national data. As an illustration, the table below shows, in millions of establishments, the number of establishments excluded from the national gross job gains and gross job losses data in the first quarter 2008:

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

Total establish	hments QCEW program	Millions9.2
Excluded:	Public sector	0.3
	Private households	0.6
	Zero employment	0.9
	Establishments in Puerto	
	and the Virgin Islands	0.1
	hments included in Busine	ss 73

Unit of analysis

Establishments are used in the tabulation of the BED statistics by industry and firms are used in the tabulation of the BED size class statistics. An establishment is defined as an economic unit that produces goods or services, usually at a single physical location, and engages in one or predominantly one activity. A firm is a legal business, either corporate or otherwise, and may consist of several establishments. Firm-level data are compiled based on an aggregation of establishments under common ownership by a corporate parent using employer tax identification numbers. The firm level aggregation which is consistent with the role of corporations as the economic decision makers are used for the measurement of the BED data elements by size class.

Because of the difference in the unit of analysis, total gross job gains and gross job losses by size class are lower than total gross job gains and gross job losses by industry, as some establishment gains and losses within a firm are offset during the aggregation process. However, the total net changes in employment are the same for not seasonally adjusted data and are similar for seasonally adjusted data.

Concepts and methodology

The Business Employment Dynamics data measure the net change in employment at the establishment or firm level. These changes come about in one of four ways. A net increase in employment can come from either opening units or expanding units. A net decrease in employment can come from either closing units or contracting units. Gross job gains include the sum of all jobs added at either opening or expanding units. Gross job losses include the sum of all jobs lost in either closing or contracting units. The net change in employment is the difference between gross job gains and gross job losses.

The formal definitions of employment changes are as follows:

Openings. These are either units with positive third month employment for the first time in the current quarter, with no links to the prior quarter, or with positive third month employment in the current quarter following zero employment in the previous quarter.

Expansions. These are units with positive employment in the third month in both the previous and current quarters, with a net increase in employment over this period.

Closings. These are either units with positive third month employment in the previous quarter, with no employment or zero employment reported in the current quarter.

Contractions. These are units with positive employment in the third month in both the previous and current quarters, with a net decrease in employment over this period.

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

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

Linkage methodology

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

In order to ensure the highest possible quality of data, SESAs verify with employers and update, if necessary, the industry, location, and ownership classification of all establishments on a 3-year cycle. Changes in establishment classification codes resulting from the verification process are introduced with the data reported for the first quarter of the year. Changes resulting from improved employer reporting also are introduced in the first quarter.

Sizing methodology

The method of dynamic sizing is used in calculations for the BED size class data series. Dynamic sizing allocates each firm's employment gain or loss during a quarter to each respective size

class in which the change occurred. For example, if a firm grew from 2 employees in quarter 1 to 38 employees in quarter 2, then, of the 36-employee increase, 2 would be allocated to the first size class, 5 to the size class 5 to 9, 10 to size class 10 to 19, and 19 to size class 20 to 49.

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

Seasonal adjustment

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

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

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

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

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

Reliability of the data

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

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

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

Additional statistics and other information

Several other programs within BLS produce closely related information. The QCEW program, also known as the ES-202 program, provides both quarterly and annual estimates of employment by state, county, and detailed industry. News releases on quarterly county employment and wages and an annual bulletin: *Employment and Wages Annual Averages, 2003* are available upon request from the Division of Administrative Statistics and Labor Turnover, Bureau of Labor Statistics, U.S. Department of Labor, Washington, DC 20212; telephone 202-691-6567; (http://www.bls.gov/cew/);

(e-mail: QCEWInfo@bls.gov).

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

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

Information in this release will be made available to sensory impaired individuals upon request.

Voice phone: 202-691-5200; TDD message referral number: 1-800-877-8339.

 $\label{thm:constraints} \textbf{Table 1. Private sector gross job gains and losses, seasonally adjusted} \ (\textbf{In thousands})$

		-		Gross job ga	ins		Gross job losse	es
Year	3 months ended	Net change 1	Total	Expanding establishments	Opening establishments	Total	Contracting establishments	Closing establishments
1992	September	599	7,329	5,688	1,641	6,730	5,308	1,422
	December	123	6,986	5,452	1,534	6,863	5,484	1,379
1993	March	288	7,117	5,404	1,713	6,829	5,364	1,465
	June	734	7,275	5,782	1,493	6,541	5,155	1,386
	September	965	7,539	5,926	1,613	6,574	5,265	1,309
	December	603	7,375	5,822	1,553	6,772	5,411	1,361
1994	March	559	7,381	5,800	1,581	6,822	5,401	1,421
	June	905	7,709	6,041	1,668	6,804	5,315	1,489
	September December	1,288 460	8,002	6,277	1,725	6,714	5,426	1,288
			7,535	5,978	1,557	7,075	5,642	1,433
1995	March	758	7,787	6,124	1,663	7,029	5,652	1,377
	June	358 845	7,666 7,983	6,006 6,341	1,660 1,642	7,308 7,138	5,840 5,645	1,468 1,493
	December	378	7,830	6,140	1,690	7,138	5,929	1,523
1006							,	
1996	March	457 631	7,933 8,051	6,179 6,282	1,754 1,769	7,476 7,420	5,967 5,903	1,509 1,517
	September	704	8,177	6,373	1,804	7,420	5,942	1,517
	December	816	8,206	6,396	1,810	7,390	5,875	1,515
1997	March	784	8,214				,	
1997	June	784 584	8,214 8,055	6,407 6,330	1,807 1,725	7,430 7,471	5,886 5,931	1,544 1,540
	September	901	8,515	6,718	1,723	7,471	5,927	1,687
	December	708	8,617	6,697	1,920	7,909	6,024	1,885
1998	March	711	8,648	6,599	2,049	7,937	6,077	1,860
1998	June	610	8,629	6,552	2,049	8,019	6,224	1,795
	September	742	8,508	6,607	1,901	7,766	6,093	1,673
	December	768	8,475	6,737	1,738	7,707	6,025	1,682
1999	March	353	8,585	6,626	1,959	8,232	6,395	1,837
1999	June	644	8,539	6,661	1,878	7,895	6,210	1,685
	September	588	8,571	6,734	1,837	7,983	6,250	1,733
	December	1,005	8,749	6,956	1,793	7,744	6,076	1,668
2000	March	789	8,792	6,924	1,868	8,003	6,341	1,662
2000	June	492	8,499	6,814	1,685	8,007	6,387	1,620
	September	296	8,506	6,728	1,778	8,210	6,483	1,727
	December	295	8,400	6,702	1,698	8,105	6,433	1,672
2001	March	-156	8,436	6,694	1,742	8,592	6,717	1,875
	June	-792	8,009	6,319	1,690	8,801	7,050	1,751
	September	-1,184	7,608	5,917	1,691	8,792	6,991	1,801
	December	-960	7,591	5,932	1,659	8,551	6,858	1,693
2002	March	-39	8,049	6,259	1,790	8,088	6,424	1,664
	June	-38	7,890	6,164	1,726	7,928	6,290	1,638
	September	-171	7,608	6,015	1,593	7,779	6,248	1,531
	December	-198	7,522	5,960	1,562	7,720	6,171	1,549
2003	March	-412	7,439	5,917	1,522	7,851	6,311	1,540
	June	-104	7,401	5,928	1,473	7,505	6,040	1,465
	September	204	7,383	5,918	1,465	7,179	5,818	1,361
	December	309	7,549	6,016	1,533	7,240	5,802	1,438
2004	March	450	7,683	6,189	1,494	7,233	5,799	1,434
	June	631	7,760	6,234	1,526	7,129	5,648	1,481
	September	215	7,630	6,057	1,573	7,415	5,877	1,538
	December	781	7,872	6,256	1,616	7,091	5,660	1,431
2005	March	363	7,595	6,123	1,472	7,232	5,806	1,426
	June	585	7,783	6,231	1,552	7,198	5,785	1,413
	September	680	7,962	6,387	1,575	7,282	5,834	1,448
	December	516	7,833	6,263	1,570	7,317	5,945	1,372
2006	March	787	7,697	6,278	1,419	6,910	5,635	1,275
	June	410	7,795	6,274	1,521	7,385	6,009	1,376
	September	36	7,488	6,052	1,436	7,452	6,099 5,053	1,353
	December	492	7,801	6,262	1,539	7,309	5,953	1,356
2007	March	470	7,627	6,228	1,399	7,157	5,872	1,285
	June	192	7,665	6,250	1,415	7,473	6,066	1,407
	September December	-241 310	7,323 7,676	5,849 6,220	1,474 1,456	7,564 7,366	6,209	1,355
	December	310	7,676	6,220	1,456	7,366	6,010	1,356
2008	March	-270	7,130	5,731	1,399	7,400	6,047	1,353

 $^{^{\}rm 1}$ Net change is the difference between total gross job gains and total gross job losses.

 $\textbf{Table 2. Private sector gross job gains and losses as a percent of employment,}^{1} \ seasonally \ adjusted \ (Percent)$

				Gross job ga	ins		Gross job losse	es
Year	3 months ended	Net change ²	Total	Expanding establishments	Opening establishments	Total	Contracting establishments	Closing establishments
1992	September December	.7 .2	8.2 7.8	6.4 6.1	1.8 1.7	7.5 7.6	5.9 6.1	1.6 1.5
1993	March	.3 .8	7.9 8.0	6.0 6.4	1.9 1.6	7.6 7.2	6.0	1.6 1.5
	September	1.1	8.3	6.5	1.8	7.2	5.7 5.8	1.4
1994	December	.6 .7	8.0 8.0	6.3 6.3	1.7 1.7	7.4 7.3	5.9 5.8	1.5 1.5
1994	June	1.0	8.3	6.5	1.8	7.3	5.7	1.6
	September December	1.3 .5	8.4 7.9	6.6 6.3	1.8 1.6	7.1 7.4	5.7 5.9	1.4 1.5
1995	March	.8	8.1	6.4	1.7	7.3	5.9	1.4
	June	.3 .9	7.9 8.2	6.2 6.5	1.7 1.7	7.6 7.3	6.1 5.8	1.5 1.5
	December	.3	8.0	6.3	1.7	7.7	6.1	1.6
1996	March	.5 .7	8.1 8.2	6.3 6.4	1.8 1.8	7.6 7.5	6.1 6.0	1.5 1.5
	September		8.2	6.4	1.8	7.5	6.0	1.5
	December		8.2	6.4	1.8	7.4	5.9	1.5
1997	March		8.2	6.4	1.8	7.3	5.8	1.5
	June September	.6 1.0	7.9 8.4	6.2 6.6	1.7 1.8	7.3 7.4	5.8 5.8	1.5 1.6
	December	.8	8.4	6.5	1.9	7.4	5.8	1.8
1998	March	.7	8.4	6.4	2.0	7.7	5.9	1.8
	June	.6 .7	8.3 8.1	6.3 6.3	2.0 1.8	7.7 7.4	6.0 5.8	1.7 1.6
	December		8.0	6.4	1.6	7.3	5.7	1.6
1999	March	.3	8.0	6.2	1.8	7.7	6.0	1.7
	June		8.0	6.2	1.8	7.4	5.8	1.6
	September December	.6 1.0	8.0 8.1	6.3 6.4	1.7 1.7	7.4 7.1	5.8 5.6	1.6 1.5
2000	March	.7	8.0	6.3	1.7	7.3	5.8	1.5
	June September	.4 .2	7.7 7.7	6.2 6.1	1.5 1.6	7.3 7.5	5.8 5.9	1.5 1.6
	December	.3	7.7	6.1	1.5	7.3	5.8	1.5
2001	March	1	7.7	6.1	1.6	7.8	6.1	1.7
	June	8	7.2	5.7	1.5	8.0	6.4	1.6
	September December	-1.2 9	6.9 7.0	5.4 5.5	1.5 1.5	8.1 7.9	6.4 6.3	1.7 1.6
2002	March	.0	7.5	5.8	1.7	7.5	6.0	1.5
	June	.0	7.3	5.7	1.6	7.3	5.8	1.5
	September December	1 .0	7.1 7.1	5.6 5.6	1.5 1.5	7.2 7.1	5.8 5.7	1.4 1.4
2003	March	4	6.9	5.5	1.4	7.3	5.9	1.4
	June	1 .2	7.0 6.9	5.6 5.5	1.4 1.4	7.1 6.7	5.7 5.4	1.4 1.3
	December	.3	7.0	5.6	1.4	6.7	5.4	1.3
2004	March	.5	7.2	5.8	1.4	6.7	5.4	1.3
	June September	.6 .3	7.2 7.1	5.8 5.6	1.4 1.5	6.6 6.8	5.2 5.4	1.4 1.4
	December		7.2	5.7	1.5	6.5	5.2	1.3
2005	March		6.9	5.6	1.3	6.6	5.3	1.3
	June	.5 .6	7.1 7.2	5.7 5.8	1.4 1.4	6.6 6.6	5.3 5.3	1.3 1.3
	December	.4	7.0	5.6	1.4	6.6	5.4	1.2
2006	March		6.9	5.6	1.3	6.1	5.0	1.1
	June	.5 .1	7.0 6.7	5.6 5.4	1.4 1.3	6.5 6.6	5.3 5.4	1.2 1.2
	December	.4	6.9	5.5	1.4	6.5	5.3	1.2
2007	March	.4	6.7	5.5	1.2	6.3	5.2	1.1
	June September		6.7 6.4	5.5 5.1	1.2 1.3	6.5 6.7	5.3 5.5	1.2 1.2
	December	.3	6.8	5.5	1.3	6.5	5.3	1.2
2008	March	3	6.2	5.0	1.2	6.5	5.3	1.2

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.

 $^{^{2}\,\}mathrm{Net}$ 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	G 		s and losses months ende	(in thousands ed)	s) 	Gross jo	-	losses as a pe months ende	rcent of emp	loyment
Category	Mar. 2007	June 2007	Sept. 2007	Dec. 2007	Mar. 2008	Mar. 2007	June 2007	Sept. 2007	Dec. 2007	Mar. 2008
Total private ¹										
Gross job gains	7,627	7,665	7,323	7,676	7,130	6.7	6.7	6.4	6.8	6.2
At expanding establishments	6,228	6,250	5,849	6,220	5,731	5.5	5.5	5.1	5.5	5.0
At opening establishments	1,399	1,415	1,474	1,456	1,399	1.2	1.2	1.3	1.3	1.2
Gross job losses	7,157	7,473	7,564	7,366	7,400	6.3	6.5	6.7	6.5	6.5
At contracting establishments	5,872	6,066	6,209	6,010	6,047	5.2	5.3	5.5	5.3	5.3
At closing establishments	1,285	1,407	1,355	1,356	1,353	1.1	1.2	1.2	1.2	1.2
Net employment change	470	192	-241	310	-270	.4	.2	3	.3	3
Goods-producing	1.665	1 (22	1.504	1.550	1 402	7.1	7 0	- 1		
Gross job gains	1,665	1,633	1,504	1,573	1,493	7.1	7.0	6.4	6.8	6.5
At expanding establishments	1,416	1,386	1,262	1,337	1,258	6.0	5.9	5.4	5.8	5.5
At opening establishments	249	247	242	236	235	1.1	1.1	1.0	1.0	1.0
Gross job losses	1,702	1,713	1,725	1,701	1,758	7.2	7.3	7.5	7.4	7.6
At contracting establishments	1,437	1,433	1,455	1,424	1,481	6.1	6.1	6.3	6.2	6.4
At closing establishments	265	280	270	277	277	1.1	1.2	1.2	1.2	1.2
Net employment change	-37	-80	-221	-128	-265	1	3	-1.1	6	-1.1
Natural resources and mining										
Gross job gains	286	290	262	292	274	15.6	15.8	14.4	15.8	14.5
At expanding establishments	246	251	224	250	234	13.4	13.7	12.3	13.5	12.4
At opening establishments	40	39	38	42	40	2.2	2.1	2.1	2.3	2.1
Gross job losses	288	274	274	261	293	15.7	14.9	15.1	14.1	15.5
At contracting establishments	248	233	233	224	251	13.5	12.7	12.8	12.1	13.3
At closing establishments	40	41	41	37	42	2.2	2.2	2.3	2.0	2.2
Net employment change	-2	16	-12	31	-19	1	.9	7	1.7	-1.0
Construction										
Gross job gains	867	820	772	784	763	11.3	10.7	10.2	10.5	10.2
At expanding establishments	704	657	616	634	614	9.2	8.6	8.1	8.5	8.2
At opening establishments	163	163	156	150	149	2.1	2.1	2.1	2.0	2.0
Gross job losses	828	865	882	875	869	10.7	11.3	11.7	11.7	11.7
At contracting establishments	665	696	715	702	698	8.6	9.1	9.5	9.4	9.4
At closing establishments	163	169	167	173	171	2.1	2.2	2.2	2.3	2.3
Net employment change	39	-45	-110	-91	-106	.6	6	-1.5	-1.2	-1.5
Manufacturing										
Gross job gains	512	523	470	497	456	3.6	3.7	3.3	3.6	3.3
At expanding establishments	466	478	422	453	410	3.3	3.4	3.0	3.3	3.0
At opening establishments	46	45	48	44	46	.3	.3	.3	.3	.3
Gross job losses	586	574	569	565	596	4.1	4.1	4.1	4.1	4.4
At contracting establishments	524	504	507	498	532	3.7	3.6	3.7	3.6	3.9
At closing establishments	62	70	62	67	64	.4	.5	.4	.5	.5
Net employment change	-74	-51	-99	-68	-140	5	4	8	5	-1.1
Service-providing ¹										
Gross job gains	5,962	6,032	5,819	6,103	5,637	6.6	6.7	6.5	6.7	6.2
At expanding establishments	4,812	4,864	4,587	4,883	4,473	5.3	5.4	5.1	5.4	4.9
At opening establishments	1,150	1,168	1,232	1,220	1,164	1.3	1.3	1.4	1.3	1.3
Gross job losses	5,455	5,760	5,839	5,665	5,642	6.0	6.3	6.4	6.3	6.2
At contracting establishments	4,435	4,633	4,754	4,586	4,566	4.9	5.1	5.2	5.1	5.0
At closing establishments	1,020	1,127	1,085	1,079	1,076	1.1	1.2	1.2	1.2	1.2
Net employment change	507	272	-20	438	-5	.6	.4	.1	.4	.0
Wholesale trade										
Gross job gains	320	321	310	321	294	5.3	5.4	5.1	5.4	4.9
At expanding establishments	259	264	248	263	238	4.3	4.4	4.1	4.4	4.0
At opening establishments	61	57	62	58	56	1.0	1.0	1.0	1.0	.9
Gross job losses	297	304	308	301	306	5.0	5.1	5.2	5.0	5.1
At contracting establishments	232	233	244	232	239	3.9	3.9	4.1	3.9	4.0
At closing establishments	65	71	64	69	67	1.1	1.2	1.1	1.1	1.1
Net employment change	23	17	2	20	-12	.3	.3	1	.4	2

See footnote at end of table.

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

Category	G		s and losses (months ende	(in thousands		Gross jo	b gains and l	osses as a pe months ende	_	loyment
Category	Mar. 2007	June 2007	Sept. 2007	Dec. 2007	Mar. 2008	Mar. 2007	June 2007	Sept. 2007	Dec. 2007	Mar. 2008
Retail trade										
Gross job gains	1,099	1,029	1,007	1,022	954	7.1	6.6	6.5	6.6	6.2
At expanding establishments	944	871	821	870	804	6.1	5.6	5.3	5.6	5.2
At opening establishments	155	158	186	152	150	1.0	1.0	1.2	1.0	1.0
Gross job losses	979	1,042	1,064	1,011	979	6.3	6.7	6.8	6.5	6.3
At contracting establishments	835	905	926	871	846	5.4	5.8	5.9	5.6	5.4
At closing establishments Net employment change	144 120	137 -13	138 -57	140 11	133 -25	.9 .8	.9 1	.9 3	.9 .1	.9 1
Transportation and warehousing										
Gross job gains	234	246	224	254	208	5.4	5.7	5.2	5.8	4.8
At expanding establishments	199	209	190	219	177	4.6	4.8	4.4	5.0	4.1
At opening establishments	35	37	34	35	31	.8	.9	.8	.8	.7
Gross job losses	250	223	233	229	250	5.8	5.2	5.4	5.3	5.8
At contracting establishments	214	185	194	189	216	5.0	4.3	4.5	4.4	5.0
At closing establishments	36	38	39	40	34	.8	.9	.9	.9	.8
Net employment change	-16	23	-9	25	-42	4	.5	2	.5	-1.0
Utilities										
Gross job gains	12	15	14	15	13	2.2	2.8	2.6	2.8	2.4
At expanding establishments	11	14	13	13	11	2.0	2.6	2.4	2.4	2.0
At opening establishments	1	1	1	2	2	.2	.2	.2	.4	.4
Gross job losses	11	12	12	11	10	2.0	2.2	2.2	2.0	1.8
At contracting establishments	10	10	10	10	9	1.8	1.8	1.8	1.8	1.6
At closing establishments Net employment change	1 1	2 3	2 2	1 4	1 3	.2 .2	.4 .6	.4 .4	.2 .8	.2 .6
Information										
	140	161	155	145	154	4.6	5.3	5.1	4.7	5.1
Gross job gains At expanding establishments	119	137	127	117	134	3.9	4.5	4.2	3.8	4.3
At opening establishments	21	24	28	28	25	.7	.8	.9	.9	.8
Gross job losses	136	139	154	155	153	4.5	4.6	5.0	5.1	5.1
At contracting establishments	112	113	129	126	123	3.7	3.7	4.2	4.1	4.1
At closing establishments	24	26	25	29	30	.8	.9	.8	1.0	1.0
Net employment change	4	22	1	-10	1	.1	.7	.1	4	.0
Financial activities										
Gross job gains	434	433	418	432	412	5.3	5.3	5.1	5.3	5.1
At expanding establishments	342	346	322	332	324	4.2	4.2	3.9	4.1	4.0
At opening establishments	92	87	96	100	88	1.1	1.1	1.2	1.2	1.1
Gross job losses	423	463	479	486	436	5.1	5.6	5.8	6.0	5.4
At contracting establishments	324	354	362	368	323	3.9	4.3	4.4	4.5	4.0
At closing establishments	99	109	117	118	113	1.2	1.3	1.4	1.5	1.4
Net employment change	11	-30	-61	-54	-24	.2	3	7	7	3
Professional and business services Gross job gains	1 210	1 402	1,316	1,440	1 220	7.4	7.8	7.4	8.0	6.8
	1,310 1,080	1,403 1,148	1,053	1,440	1,239 998	7.4 6.1	7.8 6.4	7.4 5.9	8.0 6.4	5.5
At expanding establishments At opening establishments	230	255	263	1,158	998 241	1.3	1.4	1.5	1.6	1.3
Gross job losses	1,254	1,347	1,339	1,337	1,358	7.0	7.5	7.5	7.5	7.6
At contracting establishments	1,004	1,041	1,075	1,072	1,094	5.6	5.8	6.0	6.0	6.1
At closing establishments	250	306	264	265	264	1.4	1.7	1.5	1.5	1.5
Net employment change	56	56	-23	103	-119	.4	.3	1	.5	8
Education and health services										
Gross job gains	818	795	810	814	785	4.8	4.6	4.7	4.6	4.4
At expanding establishments	688	676	678	695	661	4.0	3.9	3.9	3.9	3.7
At opening establishments	130	119	132	119	124	.8	.7	.8	.7	.7
Gross job losses	669	696	685	666	667	3.9	4.0	3.9	3.7	3.8
At contracting establishments	555	577	568	552	551	3.2	3.3	3.2	3.1	3.1
At closing establishments	114	119	117	114	116	.7	.7	.7	.6	.7
Net employment change	149	99	125	148	118	.9	.6	.8	.9	.6

See footnote at end of table.

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

Category -	G	ross job gain (3	s and losses months ende	•	s)	Gross job gains and losses as a percent of employment (3 months ended)				
Category	Mar. 2007	June 2007	Sept. 2007	Dec. 2007	Mar. 2008	Mar. 2007	June 2007	Sept. 2007	Dec. 2007	Mar. 2008
Leisure and hospitality										
Gross job gains	1,194	1,228	1,179	1,247	1,158	9.0	9.2	8.9	9.3	8.6
At expanding establishments	914	939	891	961	879	6.9	7.0	6.7	7.2	6.5
At opening establishments	280	289	288	286	279	2.1	2.2	2.2	2.1	2.1
Gross job losses	1,117	1,206	1,224	1,148	1,154	8.4	9.0	9.1	8.5	8.6
At contracting establishments	918	975	993	931	930	6.9	7.3	7.4	6.9	6.9
At closing establishments	199	231	231	217	224	1.5	1.7	1.7	1.6	1.7
Net employment change	77	22	-45	99	4	.6	.2	2	.8	.0
Other services										
Gross job gains	299	308	293	296	290	7.7	7.9	7.5	7.6	7.5
At expanding establishments	241	247	230	238	233	6.2	6.3	5.9	6.1	6.0
At opening establishments	58	61	63	58	57	1.5	1.6	1.6	1.5	1.5
Gross job losses	283	289	307	287	289	7.3	7.4	7.8	7.3	7.4
At contracting establishments	221	227	243	224	224	5.7	5.8	6.2	5.7	5.7
At closing establishments	62	62	64	63	65	1.6	1.6	1.6	1.6	1.7
Net employment change	16	19	-14	9	1	.4	.5	3	.3	.1

¹ Includes unclassified sector, not shown separately.

 $\begin{tabular}{ll} \textbf{Table 4. Private sector percentage share} & ^{1}\textbf{of gross job gains and losses, seasonally adjusted} \\ & (Percent) \end{tabular}$

			3 months ended	d	
Category	Mar.	June	Sept.	Dec.	Mar.
	2007	2007	2007	2007	2008
Firm size 1 - 4 employees					
Gross job gains	15.9	14.9	16.2	15.6	16.2
Expanding firms	7.4	7.1	7.5	7.2	7.7
Opening firms	60.0	58.4	59.4	61.5	58.9
Gross job losses	16.7	16.1	15.8	16.0	16.7
Contracting firms	8.2	7.9	7.7	8.0	8.1
Closing firms	60.5	59.6	60.1	59.6	60.9
Firm size 5 - 9 employees					
Gross job gains	12.2	11.6	12.2	11.4	12.4
Expanding firms	11.4	10.8	11.3	10.7	11.6
Opening firms	16.6	16.5	16.4	15.5	16.5
Gross job losses	12.5	12.3	12.1	12.3	12.4
Contracting firms	11.9	11.6	11.3	11.5	11.7
Closing firms	15.6	16.1	16.1	16.2	15.9
Firm size 10 - 19 employees					
Gross job gains	12.4	12.1	12.2	11.6	12.6
Expanding firms	12.7	12.2	12.5	11.9	12.9
Opening firms	10.8	11.4	10.7	10.1	11.0
Gross job losses	12.5	12.3	12.3	12.4	12.4
Contracting firms	12.9	12.7	12.7	12.6	12.8
Closing firms	10.1	10.5	10.5	10.8	10.2
Firm size 20 - 49 employees					
Gross job gains	14.5	14.5	14.3	13.8	14.7
Expanding firms	15.8	15.6	15.6	14.9	16.1
Opening firms	7.7	8.6	7.7	7.7	7.8
Gross job losses	14.3	14.3	14.5	14.4	14.3
Contracting firms	15.6	15.5	15.7	15.6	15.6
Closing firms	7.6	8.0	7.9	8.0	7.5
Firm size 50 - 99 employees					
Gross job gains	8.9	9.1	8.9	8.7	9.1
Expanding firms	10.1	10.2	10.1	9.8	10.4
Opening firms	2.4	2.9	2.8	2.8	2.7
Gross job losses	8.8	8.6	8.9	8.9	8.7
Contracting firms	9.9	9.7	10.0	10.0	9.9
Closing firms	2.9	2.8	2.7	2.9	2.8

See footnote at end of table.

 $\textbf{Table 4. Private sector percentage share} \ ^{1} \textbf{of gross job gains and losses, seasonally adjusted} \underline{--} \textbf{Continued} \ (\textbf{Percent})$

	3 months ended							
Category	Mar.	June	Sept.	Dec.	Mar.			
	2007	2007	2007	2007	2008			
Firm size 100 - 249 employees								
Gross job gains	9.4	9.8	9.2	9.3	9.4			
Expanding firms	11.0	11.3	10.8	10.7	11.1			
Opening firms	1.0	1.3	1.5	1.3	1.3			
Gross job losses	9.0	8.9	9.4	9.1	8.9			
Contracting firms	10.4	10.2	10.8	10.4	10.3			
Closing firms	1.7	1.6	1.6	1.6	1.5			
Firm size 250 - 499 employees								
Gross job gains	5.5	5.9	5.6	5.5	5.6			
Expanding firms	6.5	6.9	6.6	6.5	6.6			
Opening firms	.2	.4	.5	.3	.4			
Gross job losses	5.3	5.2	5.5	5.3	5.3			
Contracting firms	6.2	6.1	6.4	6.2	6.2			
Closing firms	.6	.6	.5	.5	.4			
Firm size 500 - 999 employees								
Gross job gains	4.5	4.7	4.6	4.5	4.4			
Expanding firms	5.3	5.5	5.5	5.3	5.2			
Opening firms	.1	.2	.2	.2	.3			
Gross job losses	4.0	4.4	4.5	4.5	4.2			
Contracting firms	4.8	5.2	5.3	5.3	4.9			
Closing firms	.3	.3	.2	.1	.2			
Firm size 1,000 or more employees								
Gross job gains	16.4	16.9	16.4	19.1	15.2			
Expanding firms	19.4	20.0	19.6	22.6	18.1			
Opening firms	.4	.1	.5	.2	.7			
Gross job losses	16.5	17.4	16.6	16.7	16.8			
Contracting firms	19.6	20.7	19.7	19.8	20.1			
Closing firms	.3	.2	.0	.0	.2			

 $^{^{1}}$ Shares measure the percent of the category represented by each firm size class, and rates may not sum to 100.0 due to rounding.

Table 5. Private sector gross job gains and losses by state, seasonally adjusted

State			Gross job gains 3 months ended)		Gross job losses (3 months ended)						
	Mar. 2007	June 2007	Sept. 2007	Dec. 2007	Mar. 2008	Mar. 2007	June 2007	Sept. 2007	Dec. 2007	Mar. 2008		
United States ¹	7,627,000	7,665,000	7,323,000	7,676,000	7,130,000	7,157,000	7,473,000	7,564,000	7,366,000	7,400,000		
Alabama	112,149	100,808	101,828	107,871	96,431	91,401	108,221	103,535	104,544	102,216		
Alaska	24,548	28,101	22,638	24,875	24,026	22,824	24,267	26,359	26,209	21,293		
Arizona	160,293	155,009	157,479	157,454	131,093	152,998	159,271	159,009	173,557	157,425		
Arkansas	61,217	55,197	56,555 914,523	60,518	57,573	54,033 932,494	62,063	57,918	57,447	55,687		
California	963,848 146,568	945,317 150,850	148,802	991,318 147,704	883,486 144,403	132,118	971,930 136,425	946,834 145,775	917,701 142,396	970,184 139,549		
Connecticut	77,458	90,055	78,985	84,896	75,774	82,572	77,009	83,429	82,717	75,913		
Delaware	30,549	25,134	23,562	26,057	22,843	28,620	23,614	27,512	23,286	23,490		
District of Columbia	28,832	27,860	26,552	26,858	27,668	23,433	26,521	28,084	26,855	24,968		
Florida	472,508	496,973	495,029	503,784	462,893	459,346	531,335	557,640	557,019	508,941		
Georgia	249,873	243,842	244,518	246,217	241,910	229,628	251,328	242,518	257,581	248,694		
Hawaii	28,081	29,787	26,953	27,626	27,444	26,641	26,976	30,063	26,283	28,861		
Idaho	48,321	44,611	42,078	46,957	43,825	40,588	45,016	45,607	42,462	47,387		
Illinois	283,118	298,205	269,396	289,963	257,263	272,637	273,666	289,684	284,241	277,394		
Indiana Iowa	146,991 73,884	154,286 80,645	145,385 74,297	147,408 76,423	128,823 75,913	141,285 74,944	148,037 72,946	154,035 76,519	152,272 72,570	151,313 75,739		
Kansas	75,841	71,588	74,748	70,423	85,756	66,638	75,089	67,156	72,803	76,089		
Kentucky	103,007	96,967	87,033	98,760	89,802	96,129	93,881	96,077	91,580	94,167		
Louisiana	122,183	110,681	110,325	114,566	105,843	99,834	113,637	107,897	102,061	101,310		
Maine	37,953	40,256	37,699	39,812	35,386	37,735	38,603	40,136	36,533	38,311		
Maryland	131,236	129,968	136,821	133,972	129,204	125,403	129,484	138,112	137,186	132,403		
Massachusetts	159,703	180,726	167,840	163,903	156,011	158,570	151,899	175,531	169,769	152,572		
Michigan	221,823	240,220	225,991	226,325	207,642	233,213	230,565	246,215	249,067	242,937		
Minnesota	141,667	151,593	151,427	140,089	139,026	136,583	143,597	140,365	143,481	142,695		
Mississippi	61,490	60,017	62,592	65,791	57,582	63,164	66,956	58,456	57,571	58,523		
Missouri	150,073	142,046	146,395	138,451	137,642	136,739	145,375	144,782	141,379	139,452		
Montana	32,425	30,040	29,111	32,517	30,702	26,528	30,769	29,363	28,468	30,160		
Nebraska Nevada	46,978 79,393	48,148 74,132	48,569 69,323	47,931 85,876	46,332 76,077	43,157 71,397	44,493 77,618	44,276 82,736	47,536 77,350	42,107 85,232		
New Hampshire	36,686	40,806	36,282	39,237	35,433	37,465	37,485	39,787	38,422	37,137		
New Jersey	203,113	242,733	216,092	227,637	202,756	218,590	217,207	234,703	218,322	213,561		
New Mexico	47,065	45,581	46,822	47,752	44,333	40,068	49,069	47,911	44,620	41,459		
New York	444,928	496,723	447,389	492,874	435,576	445,975	448,036	463,652	439,494	450,588		
North Carolina	243,136	231,964	224,225	233,942	222,100	204,976	230,720	223,101	217,800	221,137		
North Dakota	19,515	19,319	19,566	20,281	21,771	17,900	18,632	17,948	17,305	17,438		
Ohio	267,559	286,268	253,718	270,727	243,918	264,922	271,389	282,838	274,342	283,287		
Oklahoma	86,317 106,161	85,967 101,500	82,213 102,187	80,007	86,731 97,406	74,900 97,176	86,659 105,123	76,306 100,470	77,962 103,814	72,919 100,289		
Oregon Pennsylvania	287,665	303,250	269,675	107,206 289,282	267,831	273,284	277,287	288,146	275,587	274,187		
Rhode Island	25,072	28,775	23,395	25,807	23,562	27,331	26,609	29,596	28,218	26,635		
South Carolina	115,876	103,434	99,461	103,048	99,070	100,386	105,915	100,979	105,799	100,963		
South Dakota	21,216	21,945	20,782	21,382	21,942	19,283	19,784	20,340	20,270	19,382		
Tennessee	150,304	144,880	142,360	141,888	133,791	144,881	145,002	141,564	133,361	138,012		
Texas	560,923	554,057	538,336	568,802	535,846	475,593	489,940	504,337	487,640	484,274		
Utah	81,628	77,649	74,231	81,880	71,826	63,774	71,533	76,234	75,317	71,419		
Vermont	17,815	19,069	19,066	20,368	17,728	18,608	19,040	20,052	18,694	19,372		
Virginia	195,693	191,902	178,420	184,806	186,117	176,361	186,930	191,182	186,717	181,561		
Washington	189,869	183,218	169,948	185,367	185,681	155,510	166,579	175,505	164,540	167,911		
West Virginia	38,985	37,553	36,543	40,109	36,735	38,044	37,981	38,839	36,420	37,112		
Wisconsin	145,965	147,543	129,879	136,739	133,678	141,622	134,549	144,564	135,453	136,642		
Wyoming	22,594	19,121	21,394	23,500	23,351	18,381	21,843	19,945	18,010	19,803		
Puerto Rico	45,975 2,245	49,080 3,594	52,534	49,548	43,097 2,193	55,885 2.427	50,962	50,788 3,189	49,977	56,195 2,157		
v irgiii isianus	2,245	3,394	2,401	2,261	2,193	2,427	2,401	3,189	2,234	2,137		

¹The sum of the states will not necessarily add to the U.S. total because of the independent seasonal adjustment of each state. NOTE: Totals for the United States do not include data for Puerto Rico or the Virgin Islands.

Table 6. Private sector gross job gains and losses as a percent of total employment by state, seasonally adjusted

State	Gross job gains as a percent of employment (3 months ended)					Gross job losses as a percent of employment (3 months ended)				
State	Mar.	June	Sept.	Dec.	Mar.	Mar.	June	Sept.	Dec.	Mar.
	2007	2007	2007	2007	2008	2007	2007	2007	2007	2008
United States	6.7	6.7	6.4	6.8	6.2	6.3	6.5	6.7	6.5	6.5
Alabama	7.1	6.3	6.3	6.8	6.0	5.8	6.8	6.5	6.5	6.5
Alaska	10.5	11.9	9.6	10.6	10.2	9.8	10.3	11.3	11.2	9.0
Arizona	7.1	6.9	7.0	7.0	5.9	6.8	7.0	7.0	7.7	7.1
Arkansas	6.3	5.6	5.8	6.2	5.8	5.5	6.3	5.9	5.8	5.7
California	7.4	7.2	7.0	7.7	6.8	7.2	7.5	7.3	7.0	7.5
Colorado	7.6	7.8	7.7	7.6	7.4	6.9	7.0	7.5	7.3	7.1
Connecticut	5.4	6.3	5.5	5.9	5.3	5.8	5.4	5.8	5.7	5.3
Delaware	8.3	6.9	6.5	7.1	6.2	7.8	6.4	7.6	6.4	6.4
District of Columbia	6.5	6.3	6.0	6.0	6.2	5.2	5.9	6.3	6.1	5.6
Florida	6.8	7.2	7.1	7.4	6.8	6.7	7.7	8.1	8.1	7.5
Georgia	7.4	7.1	7.2	7.3	7.1	6.8	7.4	7.1	7.5	7.3
Hawaii	5.5	5.9	5.3	5.4	5.4	5.3	5.3	5.9	5.2	5.7
Idaho	8.8	8.1	7.6	8.5	8.0	7.4	8.2	8.3	7.7	8.6
Illinois	5.6	5.9	5.3	5.7	5.0	5.4	5.4	5.7	5.6	5.4
Indiana	5.9	6.1	5.8	5.9	5.2	5.6	5.9	6.1	6.0	6.1
Iowa	6.0	6.4	5.9	6.1	6.0	6.0	5.8	6.1	5.8	6.0
Kansas	6.9	6.5	6.7	6.5	7.7	6.0	6.8	6.1	6.6	6.7
Kentucky	6.9	6.5	5.8	6.6	5.9	6.4	6.2	6.4	6.1	6.3
Louisiana	8.0	7.2	7.3	7.4	6.9	6.5	7.4	7.0	6.7	6.5
Maine	7.5	8.0	7.5	8.0	7.0	7.5	7.7	8.0	7.3	7.6
Maryland	6.3	6.3	6.5	6.4	6.2	6.0	6.2	6.7	6.6	6.4
Massachusetts	5.8	6.5	6.0	5.9	5.6	5.6	5.4	6.3	6.1	5.5
Michigan	6.2	6.7	6.3	6.4	5.9	6.5	6.5	6.9	7.0	6.9
Minnesota	6.2	6.6	6.5	6.0	6.0	5.9	6.2	6.1	6.2	6.1
Mississippi	6.8	6.7	7.0	7.3	6.3	7.0	7.5	6.5	6.4	6.5
Missouri	6.5	6.2	6.4	6.0	6.0	5.9	6.3	6.3	6.2	6.1
Montana	9.1	8.4	8.2	9.0	8.5	7.5	8.6	8.2	8.0	8.4
Nebraska	6.3	6.4	6.4	6.3	6.0	5.7	5.9	5.8	6.2	5.5
Nevada	7.0	6.5	6.1	7.6	6.7	6.3	6.8	7.3	6.8	7.6
New Hampshire	6.7	7.5	6.6	7.2	6.5	6.9	6.9	7.3	7.1	6.8
New Jersey	6.0	7.2	6.4	6.8	6.1	6.5	6.4	7.0	6.5	6.3
New Mexico	7.4	7.2	7.3	7.5	6.9	6.3	7.7	7.5	7.0	6.5
New York	6.3	7.0	6.3	6.9	6.1	6.3	6.3	6.5	6.2	6.3
North Carolina	7.2	6.9	6.6	6.8	6.5	6.0	6.8	6.6	6.4	6.5
North Dakota	7.1	7.0	7.1	7.2	7.7	6.5	6.7	6.5	6.2	6.1
Ohio	5.9	6.2	5.5	6.0	5.4	5.8	5.9	6.2	6.1	6.3
Oklahoma	7.1	7.0	6.8	6.5	7.0	6.2	7.1	6.2	6.4	5.9
Oregon	7.3	6.9	7.0	7.3	6.7	6.7	7.2	6.9	7.1	6.9
Pennsylvania	5.8 6.0	6.1 6.8	5.5 5.6	5.8 6.2	5.4 5.7	5.5 6.5	5.6 6.3	5.8 7.0	5.6 6.8	5.6 6.4
South Carolina	7.5	6.6	6.3	6.6	6.3	6.5	6.7	6.5	6.7	6.5
South Dakota	6.6	6.8	6.4	6.6	6.7	6.0	6.1	6.3	6.2	5.9
Tennessee	6.4	6.2	6.1	6.1	5.7	6.2	6.2	6.0	5.7	5.8
Texas	6.7	6.5	6.3	6.7	6.1	5.6	5.8	5.9	5.6	5.6
Utah	8.0	7.6	7.2	7.9	7.0	6.3	7.0	7.4	7.3	6.9
Vermont	7.0	7.6	7.6	8.2	7.0	7.4	7.6	8.0	7.5	7.7
Virginia	6.5	6.4	6.0	6.1	6.2	5.9	6.3	6.3	6.2	6.0
Washington	8.0	7.6	7.1	7.7	7.6	6.5	6.9	7.3	6.8	7.0
West Virginia	6.8	6.6	6.4	7.7	6.4	6.7	6.6	6.8	6.3	6.5
Wisconsin	6.1	6.2	5.4	5.7	5.6	5.9	5.6	6.0	5.7	5.7
Wyoming	10.4	8.8	9.9	10.8	10.5	8.5	10.1	9.3	8.2	8.9
Puerto Rico	6.1	6.6	7.1	6.7	5.9	7.4	6.9	6.9	6.8	7.6
Virgin Islands	6.8	10.8	7.3	6.8	6.6	7.3	7.2	9.5	6.8	6.5

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