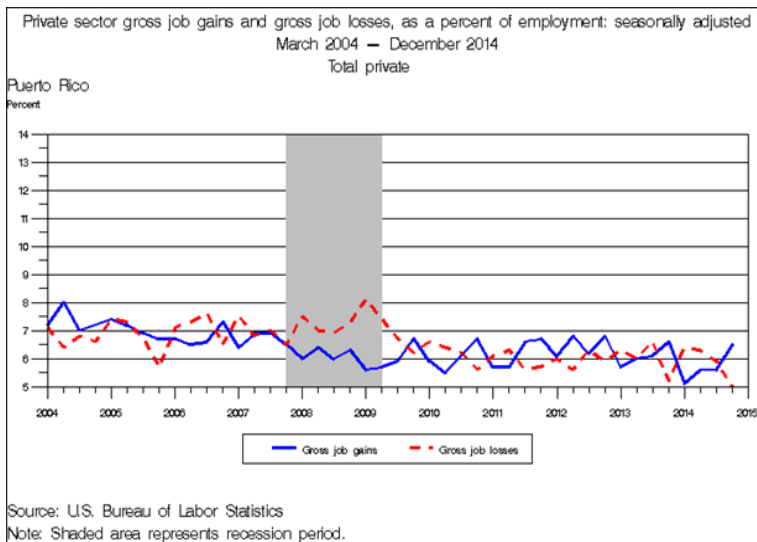


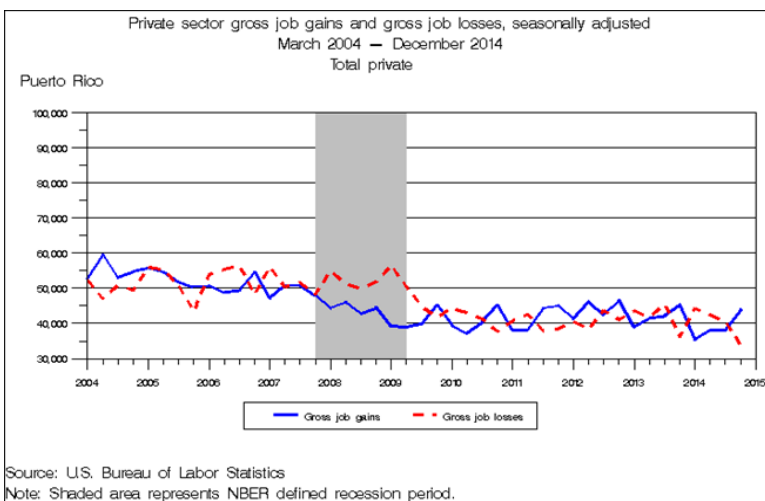
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## BUSINESS EMPLOYMENT DYNAMICS: FOURTH QUARTER 2014



From October to December 2014 in Puerto Rico, gross job gains represented 6.5 percent of private sector employment, and gross job losses represented 5.0 percent of the private sector employment, according to preliminary data released by the Bureau of Labor Statistics of the U.S. Department of Labor. This is less than the national rate of gross job gains (6.6 percent) and less for job losses (5.6 percent). The number of job gains from opening and expanding establishments was 43,922 and the number of job losses from closing and contracting establishments was 33,988. Expanding and contracting establishments accounted for most of the jobs gained and lost.

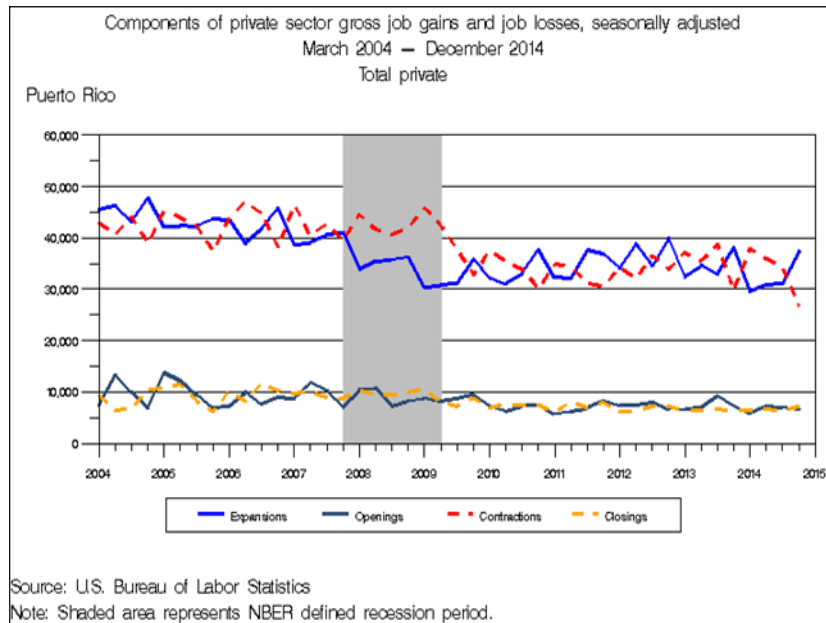


The change in employment level over time is the net result of increases and decreases in employment that occurs in all businesses within the economy. Business Employment Dynamics statistics track these changes in employment at private business units, from the third month of one quarter to the third month of the next. In this data series, gross job gains are defined as increases in employment resulting from expansions of employment at existing establishments, or from opening establishments. Gross job losses are defined as declines in employment at existing establishments, or from the closing of establishments. The difference between the

number of gross jobs gained and the number of gross jobs lost is the net change in employment. The data series on Business Employment Dynamics are derived from the Quarterly Census of Employment and Wages (QCEW) program. This program is a quarterly census of all establishments covered under state and federal unemployment insurance programs, representing about 98 percent of employment in nonfarm payrolls. All data referred to the text are seasonally adjusted. (see Technical Note for more information.)

The BED data series include gross job gains and gross job losses at the establishment level, by major industry sector, and for the 50 states, District of Columbia, Puerto Rico, and the Virgin Islands.

## Trends in Gross Job Gains and Job Losses



Opening and expanding private sector business establishments in Puerto Rico gained 43,922 jobs in the fourth quarter of 2014. This represents an increase of 5,784 from the previous quarter. Over the quarter, expanding establishments added 37,334 jobs, while opening establishments added 6,588.

Gross job losses totaled 33,988 in the fourth quarter of 2014, a decrease of 6,523 from the third quarter of 2014. This was the third decrease in gross job losses since December of 2013. In the fourth quarter of 2014, contracting establishments lost 26,744 jobs, while closing establishments accounted for a loss of 7,244 jobs (See table A).

Puerto Rico presents some data by industry sectors. By now, we are including Retail Trade, and Education and Health Services. From October to December 2014, Retail Trade lost more jobs than Education and Health Services. Retail Trade increased its net employment by 182 and Education and Health Services increased by 1,981. (See table 1A.)

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

Category	(3 months ended)				
	Dec. 2013	March 2014	June 2014	Sept. 2014	Dec. 2014
Gross job gains.....	45,339	35,354	38,012	38,138	43,922
At expanding establishments.....	38,035	29,511	30,807	31,124	37,334
At opening establishments .....	7,304	5,843	7,205	7,014	6,588
Gross job losses.....	36,188	44,386	42,472	40,511	33,988
At contracting establishments .....	29,780	37,958	35,872	34,235	26,744
At closing establishments .....	6,408	6,428	6,600	6,276	7,244
Net employment change <sup>1</sup> .....	9,151	-9,032	-4,460	-2,373	9,934

<sup>1</sup> The net employment change is the difference between total gross job gains and total gross job losses.

See the Technical Note for further information

## Rates of Gross Job Gains and Gross Job Losses

From October to December 2014, gross job gains represented 6.5 percent of private sector employment. Over the quarter, gross job gains at expanding establishments represented 5.5 percent of private sector employment, and gross job gains at opening establishments represented 1.0 percent.

Nationally, these quarter gross job gains at expanding establishments represented 5.4 percent of private sector employment, and at opening establishments represented 1.2 percent.

For the same period, gross job losses represented 5.0 percent of private sector employment. Gross job losses at contracting establishments represented 3.9 percent of private sector employment, which was lower than the national rate at contracting establishments (4.5 percent). The rate of gross job losses at closing establishments was 1.1 for Puerto Rico, and 1.1 percent for the United States. (See table B).

**Table B. Three-month private sector gross job gains and losses as percent of employment, seasonally adjusted**

Category	(3 months ended)				
	Dec. 2013	March 2014	June 2014	Sept. 2014	Dec 2014
<b>Total Private for Commonwealth of Puerto Rico</b>	Rates (percent)				
Gross job gains.....	6.6	5.1	5.6	5.6	6.5
At expanding establishments.....	5.5	4.3	4.5	4.6	5.5
At opening establishments .....	1.1	0.8	1.1	1.0	1.0
Gross job losses.....	5.2	6.4	6.3	5.9	5.0
At contracting establishments .....	4.3	5.5	5.3	5.0	3.9
At closing establishments .....	0.9	0.9	1.0	0.9	1.1
Net employment change <sup>1</sup> .....	1.4	-1.3	-0.7	-0.3	1.5
<b>Total Private for United States as a whole</b>	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 <sup>1</sup> .....	0.6	0.3	0.9	0.4	1.0

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

### Number of Establishments Gaining and Losing Employment

Another way to observe the dynamics of employment change is to count the number of establishments that opened, closed, expanded, or contracted during the quarter. Out of 44,395 active private sector establishments, a total of 9,365 gained jobs from October to December 2014 (See table C). Of these, 8,031 were expanding establishments and 1,334 were opening establishments. During the fourth quarter of 2014, 8,374 establishments showed some job losses. Of these, 6,979 were contracting establishments and 1,395 were closing establishments.

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

Category	(3 months ended)				
	Dec. 2013	March 2014	June 2014	Sept. 2014	Dec. 2014
Establishments gaining jobs.....	9,626	8,198	8,645	8,636	9,365
Expanding establishments .....	8,237	6,932	7,259	7,252	8,031
Opening establishments .....	1,389	1,266	1,386	1,384	1,334
Establishments losing jobs.....	8,830	10,225	9,448	9,348	8,374
Contracting establishments .....	7,346	8,609	7,920	7,954	6,979
Closing establishments .....	1,484	1,616	1,528	1,394	1,395
Net employment change <sup>1</sup> .....	-95	-350	-142	-10	-61

<sup>1</sup> The net establishment change is the difference between the number of opening establishments and the number of closing establishments. See the Technical Note for further information.

### Establishment Births and Deaths



From October to December 2014, a total of 883 new private sector, non-farm businesses created 4,268 jobs. This represented a decrease of 28 establishment births from the prior quarter and a decrease of 656 jobs. The job gains from these new establishments represented 0.6 percent of total births employment. The historical time series of birth data shows that the number of establishment births has remained around 900 every quarter. (See Table 5).

### Gross Job Gains and Losses by State

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. 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 tables 6 and 7.)

## **More Information**

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

## **Technical Note**

Business Employment Dynamics (BED) data is a product of a federal-state cooperative program known as Quarterly Census of Employment and Wages (QCEW). BED data is compiled by the U.S. Bureau of Labor Statistics (BLS) from existing quarterly state unemployment insurance (UI) records. Most employers in the U.S. are required to file quarterly reports on employment and wages of workers covered by UI laws, and pay quarterly UI taxes. Quarterly UI reports are sent by the State Employment Security Agencies (SESAs) to the BLS and form the basis for the Bureau's establishment sampling frame universe. 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 uses for the Bureau's UI reports are published by the Current Employment Statistics (CES) program.

In the BED program, quarterly UI records are linked across quarters to provide a longitudinal history of each establishment. The linkage process allows for the establishment level, which in turn allows for the estimation of jobs gained at opening, 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 as well as the intended uses of the program products. (See table below.)

Additional information about each program can be obtained from the program Web sites shown in the table in the following page.

## 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 nationally	--Count of longitudinally-linked UI administrative records submitted by 6.8 million private sector employers	--Sample survey: 486,000 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	Nonfarm wage and salary jobs: --UI Coverage, excluding agriculture, private households, and self-employed  --Other employment, 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 firms, and at the state private-sector total level.  --Future expansions will include data with greater industry details 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 survey	--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	<a href="http://www.bls.gov/cew/">www.bls.gov/cew/</a>	<a href="http://www.bls.gov/bdm/">www.bls.gov/bdm/</a>	<a href="http://www.bls.gov/ces/">www.bls.gov/ces/</a>

### 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 over 6.8 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 2012. 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 over three quarters. Data from Puerto Rico and the Virgin Islands (49,972 units rounded to 0.0 million) 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 gross job gains and gross job losses data in the first quarter 2012:

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**Number of active establishments included in Business Employment Dynamics data at the National Level**

..... Millions	
Total establishments QCEW program .....	9.2
Excluded:	
Public sector .....	0.3
Private households .....	0.8
Zero employment .....	1.3
Establishments in Puerto Rico and the Virgin Islands .....	0.0
Total establishments included in Business Employment Dynamics data .....	6.8

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**Unit of analysis**

Establishments are used in the tabulation of BED statistics by industry, and firms are used in the tabulation of 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's legal business, either corporate or otherwise, 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 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 establishments gain and loose within a firm are offset during the aggregation process. The total net changes in employment are the same for not seasonally adjusted data, but are similar for seasonally adjusted data.

**Concepts and methodology**

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

The formal definitions of establishment-level employment changes are as follows:

*Openings.* These are either establishments 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 establishments 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 establishments with positive third month employment in the previous quarter, with no employment or zero employment reported in the current quarter.

*Contractions.* These are establishments 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 four quarters. Births are a subset of openings not including reopening of seasonal businesses.

*Deaths.* These are units with no employment or zero employment reported in the third month for 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 a lag of three quarters for the final publication of death statistics.

All employment changes are measured from the third month of each quarter. Not all establishments change their employment levels. These establishments count toward estimates of total employment, but not for levels of gross job gains or gross job losses.

Gross job gains and gross job losses are expressed in rates by dividing their levels by the average employment in the current and previous quarters. This provides a symmetric growth rate. Rates are calculated for the components of gross job gains and gross job losses, and then added to form their respective totals. These rates can be added and subtracted just as their levels can. For instance, the difference between a gross job gain rate and gross job loss 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 when 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 the establishments' unique SESA identification numbers (SESA-ID), between 95 to 97 percent of establishments identified as continuous from quarter to quarter. The rest are linked in one of three ways. The first method uses predecessor and successor information, identified by the states, which relate records with different Puerto Rico Department of Labor -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 Puerto Rico Department of Labor -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, the Puerto Rico Department of Labor verifies with employers and updates, 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 are also introduced in the first quarter.

## **Sizing methodology**

The method of dynamic sizing is used in calculations of the BED size class data series. Dynamic sizing allocates each firm's employment gain or loss, during a quarter to each respective size class where 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 the 9, 10 to size class 10 to the 19, and 19 to size class 20 to the 49.

Dynamic sizing provides symmetrical firm size estimates and eliminates any systematic effects that may be caused by the transitory and reverting changes in firm 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 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 the 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. Because the effect of student finishing school is known previously a year before, 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 establishments are independently seasonally adjusted. Net changes are calculated based on the difference between gross job gains and gross job losses. Similarly, the establishment data series for opening, expanding, closing, and contracting establishments are independently adjusted, and 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 seasonally adjusted rates. Concurrent seasonal adjustment is run using X-12 ARIMA.

The net over-the-quarter change derived by adding 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 labor market dynamic changes that underlie the net employment change statistic. As such, data users particularly interested in net employment change and not in 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 in Business Employment Dynamics is based on administrative rather than sample data, there are no issues related to sampling errors. Nonsampling errors, however, still exist. 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. BLS continues to refine

methods for improving the linkage process and alleviating the effects of these complications.

## **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 average annual pay by state and industry 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](mailto: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 the BLS.

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

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	673	52,947	45,488	7,459	52,274	42,986	9,288
	June	12,584	59,628	46,321	13,307	47,044	40,644	6,400
	September	2,308	53,133	43,111	10,022	50,825	44,047	6,778
	December	5,251	54,706	47,784	6,922	49,455	38,999	10,456
2005	March	-96	55,819	42,130	13,689	55,915	45,190	10,725
	June	-599	54,679	42,372	12,307	55,278	43,897	11,381
	September	1,158	51,750	42,284	9,466	50,592	42,329	8,263
	December	6,975	50,538	43,702	6,836	43,563	37,457	6,106
2006	March	-3,140	50,790	43,487	7,303	53,930	43,801	10,129
	June	-6,448	48,844	38,902	9,942	55,292	47,105	8,187
	September	-7,032	49,409	41,811	7,598	56,441	44,729	11,712
	December	6,303	54,665	45,762	8,903	48,362	38,185	10,177
2007	March	-8,786	47,249	38,586	8,663	56,035	46,305	9,730
	June	466	50,859	39,086	11,773	50,393	40,418	9,975
	September	-741	50,863	40,596	10,267	51,604	42,706	8,898
	December	-233	48,021	40,971	7,050	48,254	39,464	8,790
2008	March	-10,455	44,385	33,850	10,535	54,840	44,537	10,303
	June	-5,184	46,109	35,437	10,672	51,293	41,717	9,576
	September	-7,001	42,907	35,752	7,155	49,908	40,579	9,329
	December	-7,294	44,578	36,265	8,313	51,872	41,820	10,052
2009	March	-17,345	39,166	30,362	8,804	56,511	45,888	10,623
	June	-11,438	38,965	30,853	8,112	50,403	42,369	8,034
	September	-4,997	39,897	31,201	8,696	44,894	37,693	7,201
	December	3,620	45,254	35,797	9,457	41,634	32,798	8,836
2010	March	-5,021	39,413	32,212	7,201	44,434	37,493	6,941
	June	-5,600	37,308	31,090	6,218	42,908	35,382	7,526
	September	-885	40,427	33,075	7,352	41,312	33,868	7,444
	December	7,551	45,216	37,661	7,555	37,665	30,160	7,505
2011	March	-2,773	38,027	32,240	5,787	40,800	34,838	5,962
	June	-4,207	38,304	32,101	6,203	42,511	34,386	8,125
	September	6,463	44,388	37,530	6,858	37,925	31,031	6,894
	December	6,624	45,061	36,807	8,254	38,437	30,590	7,847
2012	March	969	41,379	34,045	7,334	40,410	34,271	6,139
	June	7,802	46,177	38,804	7,373	38,375	32,129	6,246
	September	-1,161	42,563	34,543	8,020	43,724	36,529	7,195
	December	5,569	46,642	39,895	6,747	41,073	33,916	7,157
2013	March	-4,531	39,012	32,443	6,569	43,543	37,233	6,310
	June	-386	41,559	34,668	6,891	41,945	35,444	6,501
	September	-3,223	42,140	32,960	9,180	45,363	38,734	6,629
	December	9,151	45,339	38,035	7,304	36,188	29,780	6,408
2014	March	-9,032	35,354	29,511	5,843	44,386	37,958	6,428
	June	-4,460	38,012	30,807	7,205	42,472	35,872	6,600
	September	-2,373	38,138	31,124	7,014	40,511	34,235	6,276
	December	9,934	43,922	37,334	6,588	33,988	26,744	7,244

(1) Net change is the difference between total gross job gains and total gross job losses.

Table 1A. Private sector gross job gains and losses by industry, seasonally adjusted.

Category	Gross job gains and losses (3 months ended)					Gross job gains and losses as a percent of employment (3 months ended)				
	Dec. 2013	March 2014	June 2014	Sept 2014	Dec 2014	Dec. 2013	March 2014	June 2014	Sept 2014	Dec 2014
<b>Total private <sup>1</sup></b>										
Gross job gains .....	45,339	35,354	38,012	38,138	43,922	6.6	5.1	5.6	5.6	6.5
At expanding establishments .....	38,035	29,511	30,807	31,124	37,334	5.5	4.3	4.5	4.6	5.5
At opening establishments .....	7,304	5,843	7,205	7,014	6,588	1.1	0.8	1.1	1.0	1.0
Gross job losses .....	36,188	44,386	42,472	40,511	33,988	5.2	6.4	6.3	5.9	5.0
At contracting establishments .....	29,780	37,958	35,872	34,235	26,744	4.3	5.5	5.3	5.0	3.9
At closing establishments .....	6,408	6,428	6,600	6,276	7,244	0.9	0.9	1.0	0.9	1.1
Net employment change .....	9,151	-9,032	-4,460	-2,373	9,934	1.4	-1.3	-0.7	-0.3	1.5
<b>Retail Trade</b>										
Gross job gains .....	8,769	6,124	7,110	7,087	7,275	6.6	4.6	5.4	5.4	5.5
At expanding establishments .....	7,688	5,017	5,585	6,091	6,564	5.8	3.8	4.2	4.6	5.0
At opening establishments .....	1,081	1,107	1,525	996	711	0.8	0.8	1.2	0.8	0.5
Gross job losses .....	6,852	8,525	7,860	7,719	7,093	5.1	6.4	6.0	5.8	5.4
At contracting establishments .....	5,621	7,404	6,730	6,649	5,988	4.2	5.6	5.1	5.0	4.6
At closing establishments .....	1,231	1,121	1,130	1,070	1,105	0.9	0.8	0.9	0.8	0.8
Net employment change .....	1,917	-2,401	-750	-632	182	1.5	-1.8	-0.6	-0.4	0.1
<b>Education and Health Services</b>										
Gross job gains .....	7,318	5,257	7,718	6,491	7,162	6.2	4.5	6.6	5.5	6.1
At expanding establishments .....	5,985	4,470	6,879	5,201	6,352	5.1	3.8	5.9	4.4	5.4
At opening establishments .....	1,333	787	839	1,290	810	1.1	0.7	0.7	1.1	0.7
Gross job losses .....	5,795	6,775	6,619	6,866	5,181	4.9	5.7	5.7	5.9	4.4
At contracting establishments .....	5,006	5,675	5,472	5,749	3,865	4.2	4.8	4.7	4.9	3.3
At closing establishments .....	789	1,100	1,147	1,117	1,316	0.7	0.9	1.0	1.0	1.1
Net employment change .....	1,523	-1,518	1,099	-375	1,981	1.3	-1.2	0.9	-0.4	1.7

<sup>1</sup> Includes unclassified sector, not shown separately.

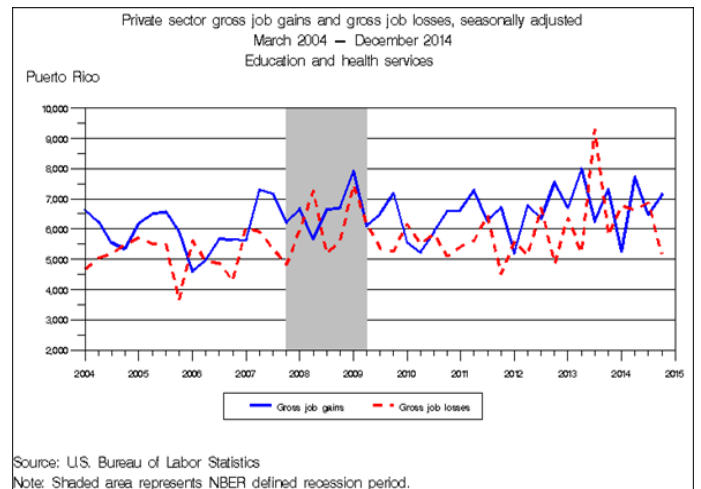
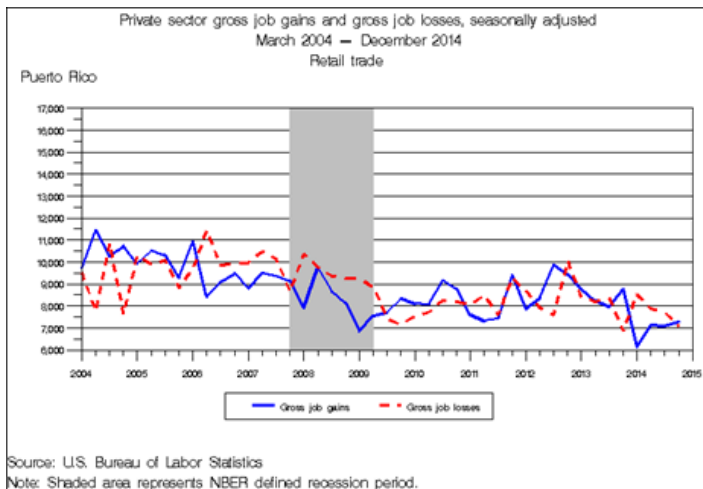


Table 2. Private sector gross job gains and losses, as a percent of employment(1), seasonally adjusted  
(Percent)

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	0.1	7.2	6.2	1.0	7.1	5.8	1.3
	June	1.6	8.0	6.2	1.8	6.4	5.5	0.9
	September	0.2	7.0	5.7	1.3	6.8	5.9	0.9
	December	0.6	7.2	6.3	0.9	6.6	5.2	1.4
2005	March	0.0	7.4	5.6	1.8	7.4	6.0	1.4
	June	-0.1	7.2	5.6	1.6	7.3	5.8	1.5
	September	0.2	6.9	5.6	1.3	6.7	5.6	1.1
	December	1.0	6.7	5.8	0.9	5.7	4.9	0.8
2006	March	-0.4	6.7	5.7	1.0	7.1	5.8	1.3
	June	-0.8	6.5	5.2	1.3	7.3	6.2	1.1
	September	-1.0	6.6	5.6	1.0	7.6	6.0	1.6
	December	0.8	7.3	6.1	1.2	6.5	5.1	1.4
2007	March	-1.1	6.4	5.2	1.2	7.5	6.2	1.3
	June	0.1	6.9	5.3	1.6	6.8	5.5	1.3
	September	-0.1	6.9	5.5	1.4	7.0	5.8	1.2
	December	0.0	6.5	5.5	1.0	6.5	5.3	1.2
2008	March	-1.5	6.0	4.6	1.4	7.5	6.1	1.4
	June	-0.6	6.4	4.9	1.5	7.0	5.7	1.3
	September	-0.9	6.0	5.0	1.0	6.9	5.6	1.3
	December	-1.0	6.3	5.1	1.2	7.3	5.9	1.4
2009	March	-2.5	5.6	4.3	1.3	8.1	6.6	1.5
	June	-1.7	5.7	4.5	1.2	7.4	6.2	1.2
	September	-0.8	5.9	4.6	1.3	6.7	5.6	1.1
	December	0.5	6.7	5.3	1.4	6.2	4.9	1.3
2010	March	-0.7	5.9	4.8	1.1	6.6	5.6	1.0
	June	-0.9	5.5	4.6	0.9	6.4	5.3	1.1
	September	-0.1	6.1	5.0	1.1	6.2	5.1	1.1
	December	1.1	6.7	5.6	1.1	5.6	4.5	1.1
2011	March	-0.4	5.7	4.8	0.9	6.1	5.2	0.9
	June	-0.6	5.7	4.8	0.9	6.3	5.1	1.2
	September	1.0	6.6	5.6	1.0	5.6	4.6	1.0
	December	1.0	6.7	5.5	1.2	5.7	4.5	1.2
2012	March	0.1	6.1	5.0	1.1	6.0	5.1	0.9
	June	1.2	6.8	5.7	1.1	5.6	4.7	0.9
	September	-0.1	6.2	5.0	1.2	6.3	5.3	1.0
	December	0.9	6.8	5.8	1.0	5.9	4.9	1.0
2013	March	-0.6	5.7	4.7	1.0	6.3	5.4	0.9
	June	0.0	6.0	5.0	1.0	6.0	5.1	0.9
	September	-0.5	6.1	4.8	1.3	6.6	5.6	1.0
	December	1.4	6.6	5.5	1.1	5.2	4.3	0.9
2014	March	-1.3	5.1	4.3	0.8	6.4	5.5	0.9
	June	-0.7	5.6	4.5	1.1	6.3	5.3	1.0
	September	-0.3	5.6	4.6	1.0	5.9	5.0	0.9
	December	1.5	6.5	5.5	1.0	5.0	3.9	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) See footnote 1, table 1.

Table 3. Number of private sector establishments by direction of employment change, seasonally adjusted Puerto Rico

Year	3 months ended	Net change(1)	Establishments gaining jobs			Establishments losing jobs		
			Total	Expanding establishments	Opening establishments	Total	Contracting establishments	Closing establishments
2004	March	207	9,453	8,269	1,184	9,383	8,406	977
	June	1,049	10,568	8,377	2,191	9,511	8,369	1,142
	September	419	10,129	8,474	1,655	9,971	8,735	1,236
	December	-11	10,237	8,950	1,287	9,234	7,936	1,298
2005	March	376	10,170	8,460	1,710	10,280	8,946	1,334
	June	361	10,686	8,995	1,691	10,169	8,839	1,330
	September	283	10,492	8,800	1,692	10,549	9,140	1,409
	December	-60	10,339	9,103	1,236	9,952	8,656	1,296
2006	March	-263	9,840	8,592	1,248	10,850	9,339	1,511
	June	136	9,752	8,257	1,495	11,231	9,872	1,359
	September	-1,313	10,306	8,922	1,384	11,990	9,293	2,697
	December	-335	11,359	9,460	1,899	10,709	8,475	2,234
2007	March	-326	10,075	8,278	1,797	11,725	9,602	2,123
	June	21	10,423	8,398	2,025	11,344	9,340	2,004
	September	218	10,463	8,411	2,052	11,040	9,206	1,834
	December	-243	10,590	8,952	1,638	10,340	8,459	1,881
2008	March	-182	9,624	7,614	2,010	11,938	9,746	2,192
	June	-61	9,812	7,810	2,002	11,343	9,280	2,063
	September	-381	9,200	7,848	1,352	10,782	9,049	1,733
	December	-322	10,062	8,382	1,680	10,415	8,413	2,002
2009	March	-511	8,361	6,581	1,780	11,847	9,556	2,291
	June	-189	8,699	7,036	1,663	10,591	8,739	1,852
	September	195	9,205	7,372	1,833	10,181	8,543	1,638
	December	-124	9,747	8,029	1,718	9,475	7,633	1,842
2010	March	-304	8,458	6,957	1,501	10,706	8,901	1,805
	June	-435	8,668	7,360	1,308	10,106	8,363	1,743
	September	-200	8,968	7,512	1,456	9,650	7,994	1,656
	December	-173	9,867	8,401	1,466	8,895	7,256	1,639
2011	March	-210	8,776	7,354	1,422	10,300	8,668	1,632
	June	-372	8,687	7,307	1,380	9,711	7,959	1,752
	September	-68	8,983	7,513	1,470	9,140	7,602	1,538
	December	284	9,797	8,159	1,638	8,545	7,191	1,354
2012	March	-83	8,816	7,313	1,503	10,099	8,513	1,586
	June	-10	9,607	8,136	1,471	9,105	7,624	1,481
	September	250	9,537	7,901	1,636	9,222	7,836	1,386
	December	-88	9,754	8,380	1,374	8,441	6,979	1,462
2013	March	-238	8,611	7,275	1,336	10,087	8,513	1,574
	June	29	8,836	7,411	1,425	9,371	7,975	1,396
	September	246	8,970	7,342	1,628	9,589	8,207	1,382
	December	-95	9,626	8,237	1,389	8,830	7,346	1,484
2014	March	-350	8,198	6,932	1,266	10,225	8,609	1,616
	June	-142	8,645	7,259	1,386	9,448	7,920	1,528
	September	-10	8,636	7,252	1,384	9,348	7,954	1,394
	December	-61	9,365	8,031	1,334	8,374	6,979	1,395

(1) Net change is the difference between the number of opening establishments and the number of closing establishments.

Table 4. Private sector establishments by direction of employment change, as a percent of total establishments(1), seasonally adjusted. (Percent)

Year	3 months ended	Net change(2)	Establishments gaining jobs			Establishments losing jobs		
			Total	Expanding establishments	Opening establishments	Total	Contracting establishments	Closing establishments
2004	March	0.5	22.7	19.9	2.8	22.5	20.2	2.3
	June	2.5	24.9	19.7	5.2	22.4	19.7	2.7
	September	0.9	23.4	19.6	3.8	23.1	20.2	2.9
	December	0.0	23.5	20.5	3.0	21.2	18.2	3.0
2005	March	0.8	23.2	19.3	3.9	23.6	20.5	3.1
	June	0.8	24.0	20.2	3.8	22.8	19.8	3.0
	September	0.7	23.3	19.5	3.8	23.4	20.3	3.1
	December	-0.2	22.8	20.1	2.7	22.0	19.1	2.9
2006	March	-0.6	21.9	19.1	2.8	24.1	20.7	3.4
	June	0.3	21.3	18.0	3.3	24.6	21.6	3.0
	September	-2.9	22.9	19.8	3.1	26.6	20.6	6.0
	December	-0.7	25.7	21.4	4.3	24.1	19.1	5.0
2007	March	-0.7	22.9	18.8	4.1	26.6	21.8	4.8
	June	0.1	23.6	19.0	4.6	25.6	21.1	4.5
	September	0.5	23.6	19.0	4.6	24.9	20.8	4.1
	December	-0.5	23.9	20.2	3.7	23.3	19.1	4.2
2008	March	-0.5	21.7	17.2	4.5	27.0	22.0	5.0
	June	-0.2	22.2	17.7	4.5	25.7	21.0	4.7
	September	-0.8	21.0	17.9	3.1	24.5	20.6	3.9
	December	-0.8	23.0	19.2	3.8	23.9	19.3	4.6
2009	March	-1.2	19.3	15.2	4.1	27.3	22.0	5.3
	June	-0.4	20.2	16.3	3.9	24.6	20.3	4.3
	September	0.4	21.3	17.1	4.2	23.6	19.8	3.8
	December	-0.3	22.5	18.5	4.0	21.9	17.6	4.3
2010	March	-0.7	19.6	16.1	3.5	24.8	20.6	4.2
	June	-1.0	20.3	17.2	3.1	23.7	19.6	4.1
	September	-0.5	21.1	17.7	3.4	22.7	18.8	3.9
	December	-0.4	23.3	19.8	3.5	21.0	17.1	3.9
2011	March	-0.5	20.8	17.4	3.4	24.4	20.5	3.9
	June	-0.9	20.8	17.5	3.3	23.2	19.0	4.2
	September	-0.2	21.5	18.0	3.5	22.0	18.3	3.7
	December	0.7	23.4	19.5	3.9	20.4	17.2	3.2
2012	March	-0.2	21.0	17.4	3.6	24.1	20.3	3.8
	June	0.0	22.9	19.4	3.5	21.7	18.2	3.5
	September	0.6	22.7	18.8	3.9	21.9	18.6	3.3
	December	-0.3	23.0	19.8	3.2	20.0	16.5	3.5
2013	March	-0.5	20.4	17.2	3.2	23.8	20.1	3.7
	June	0.1	21.0	17.6	3.4	22.3	19.0	3.3
	September	0.6	21.3	17.4	3.9	22.7	19.4	3.3
	December	-0.2	22.7	19.4	3.3	20.8	17.3	3.5
2014	March	-0.8	19.4	16.4	3.0	24.2	20.4	3.8
	June	-0.3	20.6	17.3	3.3	22.5	18.9	3.6
	September	0.0	20.6	17.3	3.3	22.3	19.0	3.3
	December	-0.1	22.4	19.2	3.2	20.0	16.7	3.3

(1) The rates measure establishments gaining or losing jobs as a percentage of the average of the previous and current quarter total number of establishments.

(2) See footnote 1, table 3.

Table 5. Private Sector establishment births and deaths, seasonally adjusted Puerto Rico.

Year	3 months ended	Number of Establishments				Employment			
		Births <sup>1</sup>		Deaths <sup>2</sup>		Births		Deaths	
		Level	Rate	Level	Rate	Level	Rate	Level	Rate
2004	March	947	2.3	689	1.6	6,629	0.9	7,447	1.0
	June	1,787	4.2	862	2.0	10,862	1.5	4,958	0.7
	September	1,397	3.2	952	2.2	9,425	1.3	5,582	0.7
	December	1,080	2.5	1,013	2.3	5,662	0.8	8,777	1.2
2005	March	1,389	3.2	1,054	2.4	11,733	1.5	9,295	1.2
	June	1,333	3.0	1,073	2.4	9,480	1.3	9,481	1.3
	September	1,386	3.1	1,207	2.7	8,726	1.2	7,427	1.0
	December	1,097	2.4	1,072	2.4	6,257	0.8	5,245	0.7
2006	March	977	2.2	1,238	2.7	6,799	0.9	8,237	1.1
	June	1,279	2.8	1,121	2.4	7,142	0.9	7,302	1.0
	September	1,032	2.3	1,996	4.4	5,839	0.8	9,156	1.2
	December	1,371	3.1	1,571	3.6	6,099	0.8	7,429	1.0
2007	March	1,203	2.7	1,354	3.1	6,678	0.9	6,573	0.9
	June	1,286	2.9	1,238	2.8	9,065	1.2	7,072	1.0
	September	1,329	3.0	1,241	2.8	7,795	1.1	6,102	0.8
	December	860	1.9	1,210	2.7	3,762	0.5	6,322	0.9
2008	March	1,368	3.1	1,456	3.3	7,767	1.1	6,757	0.9
	June	1,336	3.0	1,271	2.9	6,684	0.9	5,995	0.8
	September	626	1.4	1,192	2.7	4,444	0.6	6,449	0.9
	December	1,001	2.3	1,392	3.2	5,219	0.7	7,091	1.0
2009	March	1,157	2.7	1,548	3.6	5,959	0.9	7,037	1.0
	June	986	2.3	1,222	2.8	5,259	0.8	5,507	0.8
	September	1,213	2.8	1,170	2.7	6,524	1.0	5,341	0.8
	December	1,105	2.6	1,344	3.1	6,704	1.0	6,300	0.9
2010	March	1,031	2.4	1,287	3.0	5,487	0.8	5,123	0.8
	June	838	2.0	1,101	2.6	4,632	0.7	4,688	0.7
	September	867	2.0	1,180	2.8	5,567	0.8	5,389	0.8
	December	859	2.0	1,157	2.7	5,019	0.7	5,474	0.8
2011	March	955	2.3	1,084	2.6	4,142	0.6	4,064	0.6
	June	870	2.1	1,116	2.7	4,400	0.7	5,444	0.8
	September	880	2.1	1,107	2.7	4,775	0.7	4,710	0.7
	December	1,151	2.8	987	2.4	5,723	0.8	6,302	0.9
2012	March	1,073	2.6	1,062	2.5	5,613	0.8	4,067	0.6
	June	998	2.4	951	2.3	5,581	0.8	3,795	0.6
	September	1,144	2.7	1,025	2.4	6,072	0.9	5,128	0.7
	December	946	2.2	1,065	2.5	4,497	0.7	5,383	0.8
2013	March	951	2.3	1,053	2.5	4,953	0.7	4,204	0.6
	June	941	2.2	918	2.2	4,835	0.7	4,351	0.6
	September	1,167	2.8	1,028	2.4	7,480	1.1	4,869	0.7
	December	964	2.3	1,084	2.6	5,150	0.7	4,869	0.7
2014	March	925	2.2	1,153	2.7	4,541	0.7	4,874	0.7
	June	927	2.2	N/A	N/A	5,282	0.8	N/A	N/A
	September	911	2.2	N/A	N/A	4,924	0.7	N/A	N/A
	December	883	2.1	N/A	N/A	4,268	0.6	N/A	N/A

(1) Values for births are not available for the three quarters of the time series by definition.

(2) Values for deaths are not available for the most recent three quarters by definition.

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	March 2014	June 2014	Sept. 2014	Dec. 2014	Dec. 2013	March 2014	June 2014	Sept. 2014	Dec. 2014
United States <sup>1</sup>	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

<sup>1</sup> 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 Island.



Table 7. Private sector gross job gains 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	March 2014	June 2014	Sept. 2014	Dec. 2014	Dec. 2013	March 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 Island.