



Puerto Rico Department of Labor and Human Resources
Bureau of Labor Statistics

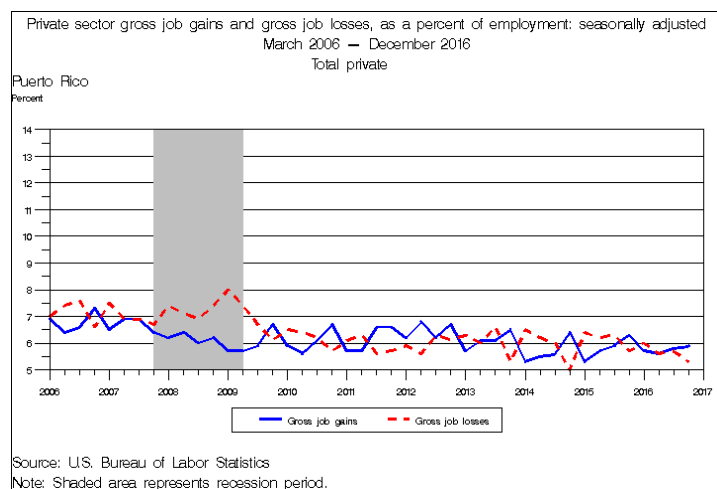
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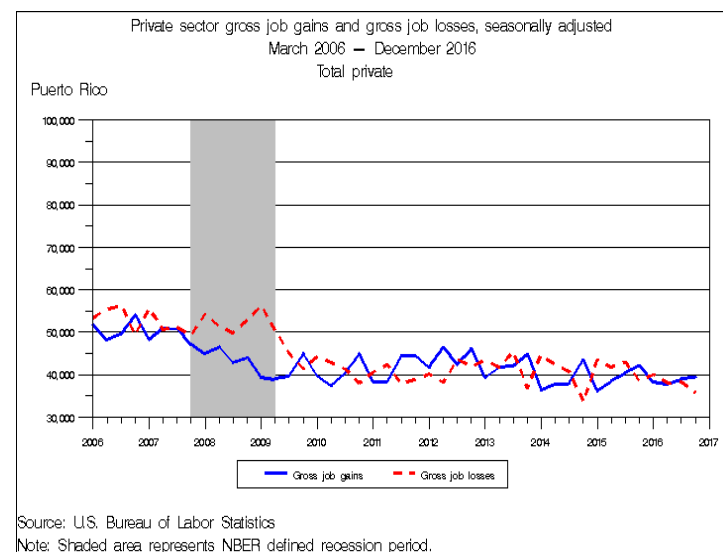
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BUSINESS EMPLOYMENT DYNAMICS: FOURTH QUARTER 2016



From October to December 2016 in Puerto Rico, gross job gains represented 5.9 percent of private sector employment and gross job losses represented 5.3 percent of 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 (6.2 percent) and less too for job losses (5.8 percent). The number of job gains from opening and expanding establishments was 39,503 and the number of job losses from closing and contracting establishments was 35,843. Expanding and contracting establishments accounted for most of the jobs gained and lost.

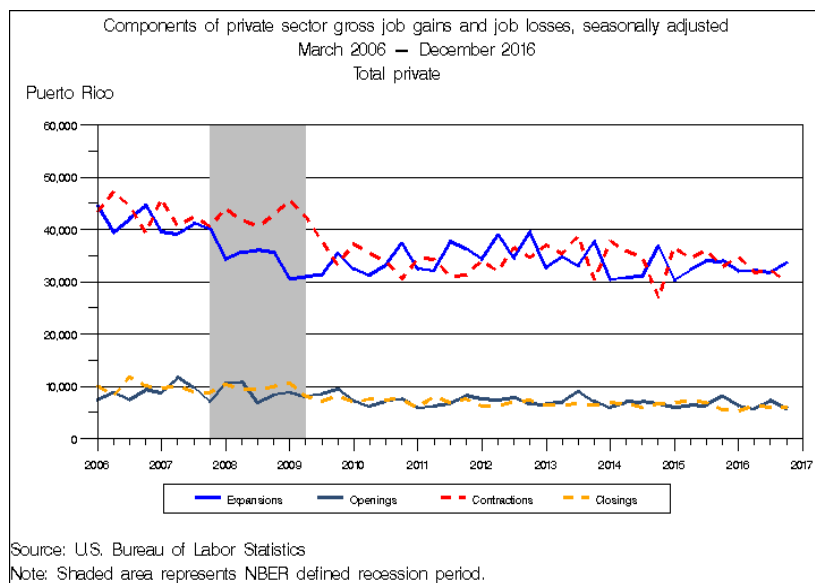


The change in employment level over time is the net result of increases and decreases in employment that occurs in all businesses within the economy. Business Employment Dynamics statistics track these changes in employment at private business units, from the third month of one quarter to the third month 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 39,503 jobs in the fourth quarter of 2016. This represents an increase of 395 from the previous quarter. Over the quarter, expanding establishments added 33,704 jobs, while opening establishments added 5,799.

Gross job losses totaled 35,843 in the fourth quarter of 2016, a decrease of 2,417 from the third quarter of 2016. This was the second decrease in gross job losses since June of 2016. In the fourth quarter of 2016, contracting establishments lost 29,876 jobs, while closing establishments accounted for a loss of 5,967 jobs (See table A).

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

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

Category	(3 months ended)				
	Dec. 2015	March 2016	June 2016	Sept 2016	Dec. 2016
Gross job gains.....	42,057	38,292	37,884	39,108	39,503
At expanding establishments.....	34,009	32,036	32,188	31,827	33,704
At opening establishments	8,048	6,256	5,696	7,281	5,799
Gross job losses.....	38,537	40,072	38,038	38,260	35,843
At contracting establishments	32,917	34,787	31,827	32,354	29,876
At closing establishments	5,620	5,285	6,211	5,906	5,967
Net employment change ¹	3,520	-1,780	-154	848	3,360

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

Puerto Rico presents some data by industry sectors. By now, we are including Education and Health Services and Retail Trade. From October to December 2016, these industries increased its net employment. Education and Health Services and Retail Trade increased its net employment by 1,096 and 913, respectively. (See table 1A.)

Rates of Gross Job Gains and Gross Job Losses

From October to December 2016, gross job gains represented 5.9 percent of private sector employment. Over the quarter, gross job gains at expanding establishments represented 5.0 percent of private sector employment, and gross job gains at opening establishments represented 0.9 percent.

Nationally, these quarter gross job gains at expanding establishments represented 5.0 percent of private sector employment, and at opening establishments represented 1.2 percent.

For the same period, gross job losses represented 5.3 percent of private sector employment. Gross job losses at contracting establishments represented 4.4 percent of private sector employment, the national rate at contracting establishments was 4.7 percent. The rate of gross job losses at closing establishments was 0.9 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 2015	March 2015	June 2016	Sept 2016	Dec 2016
Total Private for Commonwealth of Puerto Rico	Rates (percent)				
Gross job gains	6.3	5.7	5.6	5.8	5.9
At expanding establishments	5.1	4.8	4.8	4.7	5.0
At opening establishments	1.2	0.9	0.8	1.1	0.9
Gross job losses	5.7	6.0	5.6	5.7	5.3
At contracting establishments	4.9	5.2	4.7	4.8	4.4
At closing establishments	0.8	0.8	0.9	0.9	0.9
Net employment change ¹	0.6	-0.3	0.0	0.1	0.6
Total Private for United States as a whole	Rates (percent)				
Gross job gains	6.6	5.8	6.2	6.4	6.2
At expanding establishments	5.4	4.8	5.0	5.2	5.0
At opening establishments	1.2	1.0	1.2	1.2	1.2
Gross job losses	5.8	5.7	6.0	5.8	5.8
At contracting establishments	4.7	4.7	4.9	4.8	4.7
At closing establishments	1.1	1.0	1.1	1.0	1.1
Net employment change ¹	0.8	0.1	0.2	0.6	0.4

¹The 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

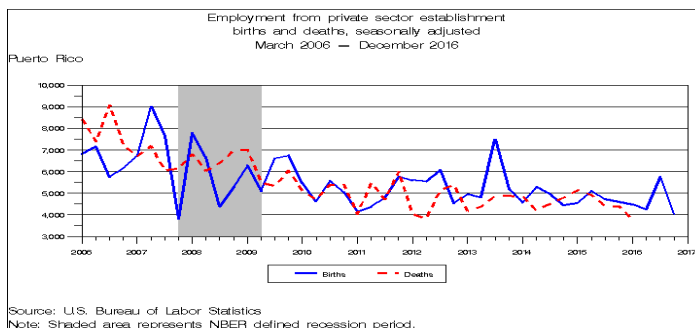
Another way to observe the dynamics of employment change is to count the number of establishments that opened, closed, expanded, or contracted during the quarter. Out of 43,913 active private sector establishments, a total of 8,960 gained jobs from October to December 2016 (See table C). Of these, 7,745 were expanding establishments and 1,215 were opening establishments. During the fourth quarter of 2016, 8,514 establishments showed job losses. Of these, 7,180 were contracting establishments and 1,334 were closing establishments.

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

Category	(3 months ended)				
	Dec. 2015	March 2016	June 2016	Sept. 2016	Dec. 2016
Establishments gaining jobs.....	9,489	8,430	8,532	8,573	8,960
Expanding establishments	8,002	7,115	7,225	7,223	7,745
Opening establishments	1,487	1,315	1,307	1,350	1,215
Establishments losing jobs.....	8,622	9,728	8,986	8,892	8,514
Contracting establishments	7,296	8,264	7,558	7,694	7,180
Closing establishments	1,326	1,464	1,428	1,198	1,334
Net employment change ¹	161	-149	-121	152	-119

¹ 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 2016, a total of 800 new private sector, non-farm businesses created 4,055 jobs. This represented an decrease of 113 establishment births from the prior quarter and a loss of 1,692 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

Gross job gains exceeded gross job losses in 41 states, the District of Columbia, and Puerto Rico in the fourth quarter of 2016. Over this period, 25 states exceeded the U.S. rate of gross job gains as a percent of employment, which was 6.2 percent. Alaska had the highest rate of gross job gains as a percent of employment, at 9.6 percent, above the U.S. rate of 6.2 percent. Alaska also had the highest rate of gross job losses as a percent of employment at 10.0 percent, above the national rate of 5.8 percent. Connecticut had the lowest rate of gross job gains as a percent of employment at 5.1 percent. Tennessee had the lowest rate of gross job losses as a percent of employment at 5.0 percent. (See table 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.

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	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 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:

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

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 lose 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

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).

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.

Other information

By publishing this report, the Puerto Rico Department of Labor and Human Resources is complying with the Cooperative Agreement signed with the Federal Bureau of Labor Statistics.

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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
2006	March	-1,582	51,815	44,417	7,398	53,397	43,322	10,075
	June	-7,290	48,232	39,445	8,787	55,522	47,321	8,201
	September	-6,739	49,585	42,176	7,409	56,324	44,546	11,778
	December	4,537	54,033	44,701	9,332	49,496	39,470	10,026
2007	March	-7,265	48,319	39,479	8,840	55,584	45,825	9,759
	June	352	51,018	39,189	11,829	50,666	40,640	10,026
	September	-339	51,002	41,183	9,819	51,341	42,476	8,865
	December	-2,124	47,187	40,114	7,073	49,311	40,585	8,726
2008	March	-9,399	44,948	34,250	10,698	54,347	44,051	10,296
	June	-4,841	46,524	35,660	10,864	51,365	41,803	9,562
	September	-6,908	42,986	36,067	6,919	49,894	40,607	9,287
	December	-8,775	44,088	35,731	8,357	52,863	42,860	10,003
2009	March	-16,765	39,427	30,567	8,860	56,192	45,582	10,610
	June	-11,303	39,112	30,971	8,141	50,415	42,401	8,014
	September	-5,092	39,896	31,323	8,573	44,988	37,783	7,205
	December	3,570	45,005	35,507	9,498	41,435	33,272	8,163
2010	March	-4,536	39,666	32,455	7,211	44,202	37,265	6,937
	June	-5,549	37,414	31,215	6,199	42,963	35,422	7,541
	September	-985	40,399	33,164	7,235	41,384	33,945	7,439
	December	6,899	44,936	37,353	7,583	38,037	30,511	7,526
2011	March	-2,285	38,338	32,476	5,862	40,623	34,635	5,988
	June	-3,924	38,455	32,217	6,238	42,379	34,332	8,047
	September	6,547	44,453	37,680	6,773	37,906	31,041	6,865
	December	5,592	44,538	36,335	8,203	38,946	31,279	7,667
2012	March	1,571	41,825	34,293	7,532	40,254	34,087	6,167
	June	8,187	46,398	38,995	7,403	38,211	32,023	6,188
	September	-1,207	42,481	34,566	7,915	43,688	36,552	7,136
	December	4,305	46,213	39,518	6,695	41,908	34,645	7,263
2013	March	-4,095	39,272	32,635	6,637	43,367	37,018	6,349
	June	-71	41,766	34,833	6,933	41,837	35,389	6,448
	September	-3,269	42,106	33,037	9,069	45,375	38,774	6,601
	December	8,058	44,879	37,674	7,205	36,821	30,376	6,445
2014	March	-8,282	36,400	30,443	5,957	44,682	37,859	6,823
	June	-4,570	37,797	30,729	7,068	42,367	35,805	6,562
	September	-2,703	38,029	30,989	7,040	40,732	34,668	6,064
	December	9,825	43,505	36,904	6,601	33,680	26,944	6,736
2015	March	-7,206	36,260	30,281	5,979	43,466	36,620	6,846
	June	-3,099	38,624	32,206	6,418	41,723	34,385	7,338
	September	-2,549	40,437	34,039	6,398	42,986	36,064	6,922
	December	3,520	42,057	34,009	8,048	38,537	32,917	5,620
2016	March	-1,780	38,292	32,036	6,256	40,072	34,787	5,285
	June	-154	37,884	32,188	5,696	38,038	31,827	6,211
	September	848	39,108	31,827	7,281	38,260	32,354	5,906
	December	3,660	39,503	33,704	5,799	35,843	29,876	5,967

(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 2015	March 2016	June 2016	Sept 2016	Dec 2016	Dec 2015	March 2016	June 2016	Sept 2016	Dec 2016
Total private ¹										
Gross job gains	42,057	38,292	37,884	39,108	39,503	6.3	5.7	5.6	5.8	5.9
At expanding establishments	34,009	32,036	32,188	31,827	33,704	5.1	4.8	4.8	4.7	5.0
At opening establishments	8,048	6,256	5,696	7,281	5,799	1.2	0.9	0.8	1.1	0.9
Gross job losses	38,537	40,072	38,038	38,260	35,843	5.7	6.0	5.6	5.7	5.3
At contracting establishments	32,917	34,787	31,827	32,354	29,876	4.9	5.2	4.7	4.8	4.4
At closing establishments	5,620	5,285	6,211	5,906	5,967	0.8	0.8	0.9	0.9	0.9
Net employment change	3,520	-1,780	-154	848	3,660	0.6	-0.3	0.0	0.1	0.6
Retail Trade										
Gross job gains	7,674	7,526	7,178	7,411	7,260	6.0	5.8	5.5	5.7	5.6
At expanding establishments	6,396	6,388	6,294	5,993	6,550	5.0	4.9	4.8	4.6	5.1
At opening establishments	1,278	1,138	884	1,418	710	1.0	0.9	0.7	1.1	0.5
Gross job losses	7,180	7,047	7,911	7,430	6,347	5.5	5.4	6.0	5.7	4.9
At contracting establishments	6,367	6,236	6,561	6,465	5,400	4.9	4.8	5.0	5.0	4.2
At closing establishments	813	811	1,350	965	947	0.6	0.6	1.0	0.7	0.7
Net employment change	494	479	-733	-19	913	0.5	0.4	-0.5	0.0	0.7
Education and Health Services										
Gross job gains	7,062	4,721	6,403	6,202	6,301	6.0	4.0	5.5	5.3	5.4
At expanding establishments	5,839	4,082	5,621	5,195	5,626	5.0	3.5	4.8	4.4	4.8
At opening establishments	1,223	639	782	1,007	675	1.0	0.5	0.7	0.9	0.6
Gross job losses	5,369	6,800	6,126	6,247	5,205	4.5	5.7	5.3	5.4	4.4
At contracting establishments	4,252	5,816	5,227	5,116	4,520	3.6	4.9	4.5	4.4	3.8
At closing establishments	1,117	984	899	1,131	685	0.9	0.8	0.8	1.0	0.6
Net employment change	1,693	-2,079	277	-45	1,096	1.5	-1.7	0.2	-0.1	1.0

¹ Includes unclassified sector, not shown separately.

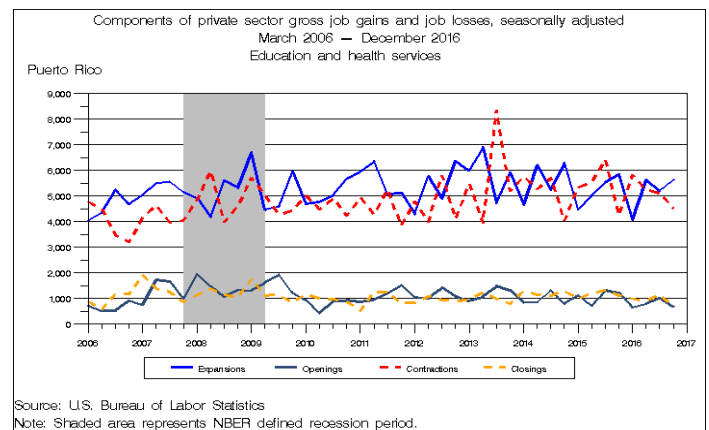
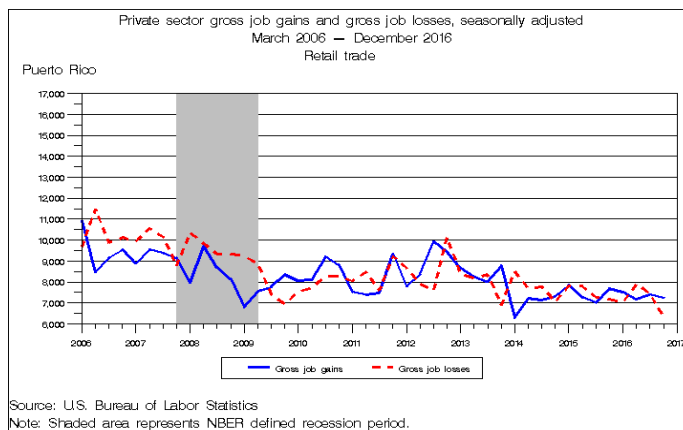


Table 2. Private sector gross job gains and losses, as a percent of employment(1), seasonally adjusted
(Percent)

Year	3 months ended	Net change(2)	Gross job gains			Gross job losses		
			Total	Expanding establishments	Opening establishments	Total	Contracting establishments	Closing establishments
2006	March	-0.1	6.9	5.9	1.0	7.0	5.7	1.3
	June	-1.0	6.4	5.2	1.2	7.4	6.3	1.1
	September	-1.0	6.6	5.6	1.0	7.6	6.0	1.6
	December	0.7	7.3	6.0	1.3	6.6	5.3	1.3
2007	March	-1.0	6.5	5.3	1.2	7.5	6.2	1.3
	June	0.0	6.9	5.3	1.6	6.9	5.5	1.4
	September	0.0	6.9	5.6	1.3	6.9	5.7	1.2
	December	-0.3	6.4	5.4	1.0	6.7	5.5	1.2
2008	March	-1.2	6.2	4.7	1.5	7.4	6.0	1.4
	June	-0.7	6.4	4.9	1.5	7.1	5.8	1.3
	September	-0.9	6.0	5.0	1.0	6.9	5.6	1.3
	December	-1.2	6.2	5.0	1.2	7.4	6.0	1.4
2009	March	-2.3	5.7	4.4	1.3	8.0	6.5	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	0.6	6.7	5.3	1.4	6.1	4.9	1.2
2010	March	-0.6	5.9	4.8	1.1	6.5	5.5	1.0
	June	-0.8	5.6	4.7	0.9	6.4	5.3	1.1
	September	-0.1	6.1	5.0	1.1	6.2	5.1	1.1
	December	1.0	6.7	5.6	1.1	5.7	4.6	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	0.9	6.6	5.4	1.2	5.7	4.6	1.1
2012	March	0.3	6.2	5.1	1.1	5.9	5.0	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	0.6	6.7	5.7	1.0	6.1	5.0	1.1
2013	March	-0.6	5.7	4.7	1.0	6.3	5.4	0.9
	June	0.1	6.1	5.1	1.0	6.0	5.1	0.9
	September	-0.5	6.1	4.8	1.3	6.6	5.6	1.0
	December	1.2	6.5	5.5	1.0	5.3	4.4	0.9
2014	March	-1.2	5.3	4.4	0.9	6.5	5.5	1.0
	June	-0.7	5.5	4.5	1.0	6.2	5.2	1.0
	September	-0.4	5.6	4.6	1.0	6.0	5.1	0.9
	December	1.4	6.4	5.4	1.0	5.0	4.0	1.0
2015	March	-1.1	5.3	4.4	0.9	6.4	5.4	1.0
	June	-0.5	5.7	4.8	0.9	6.2	5.1	1.1
	September	-0.4	5.9	5.0	0.9	6.3	5.3	1.0
	December	0.6	6.3	5.1	1.2	5.7	4.9	0.8
2016	March	-0.3	5.7	4.8	0.9	6.0	5.2	0.8
	June	0.0	5.6	4.8	0.8	5.6	4.7	0.9
	September	0.1	5.8	4.7	1.1	5.7	4.8	0.9
	December	0.6	5.9	5.0	0.9	5.3	4.4	0.9

(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
2006	March	-255	9,903	8,669	1,234	10,718	9,229	1,489
	June	74	9,745	8,299	1,446	11,266	9,894	1,372
	September	-1,398	10,316	8,978	1,338	12,032	9,296	2,736
	December	-191	11,355	9,329	2,026	10,859	8,642	2,217
2007	March	-272	10,171	8,357	1,814	11,602	9,516	2,086
	June	12	10,431	8,411	2,020	11,379	9,371	2,008
	September	148	10,453	8,447	2,006	11,048	9,190	1,858
	December	-225	10,517	8,862	1,655	10,472	8,592	1,880
2008	March	-150	9,664	7,648	2,016	11,866	9,700	2,166
	June	-69	9,833	7,837	1,996	11,351	9,286	2,065
	September	-402	9,218	7,879	1,339	10,781	9,040	1,741
	December	-308	10,007	8,312	1,695	10,505	8,502	2,003
2009	March	-495	8,369	6,589	1,780	11,809	9,534	2,275
	June	-189	8,710	7,049	1,661	10,597	8,747	1,850
	September	181	9,208	7,386	1,822	10,179	8,538	1,641
	December	-117	9,733	8,004	1,729	9,515	7,669	1,846
2010	March	-300	8,461	6,965	1,496	10,677	8,881	1,796
	June	-435	8,681	7,373	1,308	10,112	8,369	1,743
	September	-216	8,970	7,524	1,446	9,655	7,993	1,662
	December	-177	9,846	8,376	1,470	8,938	7,291	1,647
2011	March	-204	8,802	7,381	1,421	10,254	8,629	1,625
	June	-360	8,697	7,317	1,380	9,716	7,976	1,740
	September	-75	9,018	7,551	1,467	9,125	7,583	1,542
	December	280	9,741	8,104	1,637	8,616	7,259	1,357
2012	March	-76	8,846	7,342	1,504	10,059	8,479	1,580
	June	0	9,626	8,152	1,474	9,115	7,641	1,474
	September	244	9,578	7,944	1,634	9,206	7,816	1,390
	December	-102	9,699	8,325	1,374	8,525	7,049	1,476
2013	March	-230	8,641	7,303	1,338	10,043	8,475	1,568
	June	37	8,855	7,427	1,428	9,384	7,993	1,391
	September	245	9,004	7,376	1,628	9,569	8,186	1,383
	December	-109	9,568	8,183	1,385	8,912	7,418	1,494
2014	March	-378	8,322	7,041	1,281	10,233	8,574	1,659
	June	-111	8,681	7,279	1,402	9,448	7,935	1,513
	September	18	8,606	7,203	1,403	9,439	8,054	1,385
	December	10	9,334	7,985	1,349	8,419	7,080	1,339
2015	March	-370	8,321	7,075	1,246	9,953	8,337	1,616
	June	-443	8,600	7,408	1,192	9,459	7,824	1,635
	September	-186	8,292	7,052	1,240	9,523	8,097	1,426
	December	161	9,489	8,002	1,487	8,622	7,296	1,326
2016	March	-149	8,430	7,115	1,315	9,728	8,264	1,464
	June	-121	8,532	7,225	1,307	8,986	7,558	1,428
	September	152	8,573	7,223	1,350	8,892	7,694	1,198
	December	-119	8,960	7,745	1,215	8,514	7,180	1,334

(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
2006	March	-0.6	21.9	19.2	2.7	23.8	20.5	3.3
	June	0.2	21.3	18.1	3.2	24.6	21.6	3.0
	September	-3.1	22.9	19.9	3.0	26.7	20.6	6.1
	December	-0.4	25.7	21.1	4.6	24.5	19.5	5.0
2007	March	-0.6	23.0	18.9	4.1	26.3	21.6	4.7
	June	0.1	23.6	19.0	4.6	25.7	21.2	4.5
	September	0.3	23.6	19.1	4.5	24.9	20.7	4.2
	December	-0.5	23.7	20.0	3.7	23.6	19.4	4.2
2008	March	-0.3	21.9	17.3	4.6	26.8	21.9	4.9
	June	-0.2	22.2	17.7	4.5	25.7	21.0	4.7
	September	-1.0	20.9	17.9	3.0	24.6	20.6	4.0
	December	-0.7	22.9	19.0	3.9	24.1	19.5	4.6
2009	March	-1.1	19.3	15.2	4.1	27.2	22.0	5.2
	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	22.0	17.7	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	21.1	17.2	3.9
2011	March	-0.5	20.9	17.5	3.4	24.3	20.4	3.9
	June	-0.9	20.8	17.5	3.3	23.3	19.1	4.2
	September	-0.2	21.6	18.1	3.5	21.9	18.2	3.7
	December	0.7	23.3	19.4	3.9	20.6	17.4	3.2
2012	March	-0.2	21.1	17.5	3.6	24.0	20.2	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	21.8	18.5	3.3
	December	-0.3	22.9	19.7	3.2	20.2	16.7	3.5
2013	March	-0.5	20.5	17.3	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	21.4	17.5	3.9	22.7	19.4	3.3
	December	-0.2	22.6	19.3	3.3	21.0	17.5	3.5
2014	March	-0.9	19.7	16.7	3.0	24.2	20.3	3.9
	June	-0.3	20.7	17.4	3.3	22.5	18.9	3.6
	September	0.0	20.5	17.2	3.3	22.5	19.2	3.3
	December	0.0	22.2	19.0	3.2	20.1	16.9	3.2
2015	March	-0.9	19.9	16.9	3.0	23.8	19.9	3.9
	June	-1.0	20.8	17.9	2.9	22.8	18.9	3.9
	September	-0.5	20.1	17.1	3.0	23.2	19.7	3.5
	December	0.4	23.0	19.4	3.6	20.9	17.7	3.2
2016	March	-0.3	20.4	17.2	3.2	23.5	20.0	3.5
	June	-0.3	20.8	17.6	3.2	21.9	18.4	3.5
	September	0.4	20.8	17.5	3.3	21.5	18.6	2.9
	December	-0.3	21.6	18.7	2.9	20.5	17.3	3.2

(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 ¹		Deaths ²		Births		Deaths	
		Level	Rate	Level	Rate	Level	Rate	Level	Rate
2006	March	982	2.2	1,215	2.7	6,806	0.9	8,417	1.1
	June	1,250	2.7	1,142	2.5	7,150	0.9	7,377	1.0
	September	1,035	2.3	2,011	4.5	5,743	0.8	9,079	1.2
	December	1,393	3.2	1,559	3.5	6,168	0.8	7,215	1.0
2007	March	1,211	2.7	1,322	3.0	6,729	0.9	6,697	0.9
	June	1,254	2.8	1,263	2.9	9,001	1.2	7,180	1.0
	September	1,324	3.0	1,252	2.8	7,634	1.0	6,047	0.8
	December	880	2.0	1,203	2.7	3,817	0.5	6,134	0.8
2008	March	1,376	3.1	1,428	3.2	7,775	1.1	6,806	0.9
	June	1,300	2.9	1,284	2.9	6,654	0.9	6,033	0.8
	September	628	1.4	1,201	2.7	4,394	0.6	6,405	0.9
	December	1,019	2.3	1,369	3.1	5,283	0.7	6,959	1.0
2009	March	1,195	2.8	1,539	3.5	6,274	0.9	7,008	1.0
	June	996	2.3	1,224	2.8	5,094	0.7	5,481	0.8
	September	1,227	2.8	1,171	2.7	6,607	1.0	5,334	0.8
	December	1,107	2.6	1,342	3.1	6,744	1.0	6,041	0.9
2010	March	1,028	2.4	1,280	3.0	5,468	0.8	5,101	0.8
	June	837	2.0	1,102	2.6	4,623	0.7	4,710	0.7
	September	868	2.0	1,180	2.8	5,566	0.8	5,380	0.8
	December	860	2.0	1,144	2.7	5,048	0.8	5,430	0.8
2011	March	949	2.2	1,073	2.5	4,137	0.6	4,035	0.6
	June	870	2.1	1,117	2.7	4,370	0.7	5,478	0.8
	September	883	2.1	1,108	2.7	4,776	0.7	4,711	0.7
	December	1,152	2.8	979	2.3	5,764	0.9	6,004	0.9
2012	March	1,067	2.5	1,051	2.5	5,606	0.8	4,037	0.6
	June	1,001	2.4	952	2.3	5,546	0.8	3,816	0.6
	September	1,148	2.7	1,028	2.4	6,073	0.9	5,135	0.7
	December	947	2.2	1,068	2.5	4,529	0.7	5,380	0.6
2013	March	946	2.2	1,042	2.5	4,947	0.7	4,173	0.6
	June	944	2.2	919	2.2	4,805	0.7	4,377	0.6
	September	1,171	2.8	1,030	2.4	7,481	1.1	4,878	0.7
	December	964	2.3	1,089	2.6	5,186	0.8	4,869	0.7
2014	March	925	2.2	1,142	2.7	4,571	0.7	4,858	0.7
	June	939	2.2	1,001	2.4	5,284	0.8	4,209	0.6
	September	919	2.2	1,024	2.4	4,946	0.7	4,518	0.7
	December	896	2.1	992	2.4	4,447	0.7	4,802	0.7
2015	March	936	2.2	1,164	2.8	4,557	0.7	5,137	0.8
	June	810	2.0	1,163	2.8	5,109	0.8	4,921	0.7
	September	831	2.0	984	2.4	4,714	0.7	4,403	0.7
	December	902	2.2	931	2.3	4,590	0.7	4,398	0.7
2016	March	926	2.2	985	2.4	4,495	0.7	3,779	0.6
	June	868	2.1	N/A	N/A	4,261	0.6	N/A	N/A
	September	913	2.2	N/A	N/A	5,747	0.9	N/A	N/A
	December	800	1.9	N/A	N/A	4,055	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. 2015	March 2016	June 2016	Sept. 2016	Dec. 2016	Dec. 2015	March 2016	June 2016	Sept. 2016	Dec. 2016
United States ¹	7,843,000	6,977,000	7,463,000	7,650,000	7,465,000	6,842,000	6,783,000	7,156,000	6,962,000	7,089,000
Alabama	96,646	89,239	90,468	95,974	91,192	81,804	84,673	90,158	89,745	89,343
Alaska	24,329	23,755	26,030	22,411	23,748	26,571	24,612	29,972	27,596	24,810
Arizona	154,720	136,475	137,186	163,612	138,172	123,146	130,066	138,390	119,918	126,569
Arkansas	62,679	53,819	53,228	61,167	57,122	52,402	53,379	57,344	54,494	51,883
California	1,075,178	921,636	969,310	987,259	968,213	929,638	889,698	946,963	872,725	901,739
Colorado	147,332	140,016	148,006	153,349	142,224	134,691	130,052	138,701	135,109	141,376
Connecticut	77,156	74,339	77,489	74,208	72,208	70,694	70,865	75,829	75,109	73,722
Delaware	27,199	24,510	25,219	23,511	23,248	23,117	24,200	25,084	24,397	23,381
District of Columbia	31,569	26,719	29,684	31,411	28,585	23,562	28,186	31,218	28,869	28,501
Florida	510,696	439,847	460,188	537,172	490,012	412,905	410,669	428,183	416,981	446,536
Georgia	247,757	218,517	252,375	243,567	237,672	202,861	199,712	240,381	214,828	209,913
Hawaii	30,040	25,200	28,174	30,518	27,652	23,183	25,729	31,217	25,963	27,072
Idaho	43,766	46,359	40,993	44,973	43,414	38,441	35,558	40,443	40,480	38,443
Illinois	321,551	271,116	299,699	293,311	307,488	283,941	274,351	301,559	289,298	291,031
Indiana	158,633	141,057	137,024	149,640	141,154	126,844	136,213	134,813	132,940	137,271
Iowa	77,648	77,795	72,903	78,243	73,751	73,121	69,140	79,614	74,162	76,129
Kansas	70,502	64,980	63,336	70,015	66,916	62,764	66,896	70,605	63,173	64,620
Kentucky	103,547	88,881	96,696	104,901	94,712	83,693	90,733	91,777	97,403	87,660
Louisiana	106,451	96,609	94,903	105,759	93,098	103,367	105,846	111,231	102,408	103,821
Maine	43,068	40,502	39,055	33,573	36,267	35,516	34,636	34,077	37,485	35,878
Maryland	141,865	130,869	134,394	139,730	141,007	124,463	127,811	134,582	128,257	135,555
Massachusetts	176,932	158,738	181,391	173,891	169,035	156,781	152,250	158,315	166,349	165,216
Michigan	218,432	196,117	218,793	206,985	203,905	192,084	179,106	194,637	205,425	200,642
Minnesota	145,443	131,059	143,945	149,566	141,588	137,636	126,838	135,847	134,632	140,856
Mississippi	62,596	51,367	50,079	55,451	56,564	47,996	54,142	58,052	49,333	50,563
Missouri	145,011	131,177	133,514	132,069	181,050	121,021	124,222	128,070	125,311	186,321
Montana	31,491	29,163	29,552	28,143	28,782	26,762	26,815	32,061	28,704	27,811
Nebraska	49,121	47,050	45,488	51,210	46,186	44,211	44,379	48,210	47,154	49,758
Nevada	76,024	70,313	73,080	76,079	76,787	58,645	64,506	63,512	61,819	64,094
New Hampshire	37,269	33,406	36,483	35,989	35,377	31,119	32,615	33,058	35,405	33,269
New Jersey	227,731	198,701	220,836	210,721	218,012	197,598	198,223	195,999	197,194	199,380
New Mexico	43,231	39,261	40,168	42,559	40,990	42,850	39,633	41,720	38,728	40,414
New York	492,245	469,294	484,162	488,741	470,026	445,177	442,368	451,921	457,571	462,887
North Carolina	232,642	213,396	221,808	219,357	225,078	192,138	195,124	206,971	206,445	200,246
North Dakota	24,038	23,501	23,222	27,858	23,040	28,948	31,279	31,169	24,555	26,586
Ohio	274,448	251,839	257,809	260,780	257,128	236,802	234,642	260,094	258,978	247,337
Oklahoma	79,854	72,627	71,683	78,448	79,388	81,960	80,611	84,340	74,654	76,784
Oregon	106,625	106,558	104,631	105,869	102,987	93,530	88,983	100,510	98,653	96,138
Pennsylvania	288,170	271,355	267,682	285,600	274,145	258,949	264,903	272,140	258,787	259,210
Rhode Island	27,173	24,014	25,497	23,215	23,939	23,455	24,234	25,797	24,839	23,877
South Carolina	115,442	98,841	103,090	104,132	109,616	85,611	95,873	96,435	93,785	90,460
South Dakota	22,966	21,499	21,895	22,031	21,028	20,376	21,188	21,613	21,592	21,226
Tennessee	153,086	130,023	140,634	146,834	143,900	116,059	125,798	131,687	128,999	124,788
Texas	600,731	460,303	617,972	615,542	588,118	543,729	543,545	531,640	537,088	534,816
Utah	81,519	84,042	78,366	86,072	78,902	68,467	68,450	73,446	75,466	74,856
Vermont	18,140	16,825	18,741	18,293	17,874	16,671	17,717	18,300	18,753	17,725
Virginia	195,967	181,750	196,598	187,117	191,763	172,197	182,918	185,928	188,363	179,824
Washington	177,055	187,946	192,605	177,742	192,603	159,981	148,670	154,150	169,322	179,378
West Virginia	36,337	32,562	31,986	35,381	34,784	35,335	37,995	37,599	35,652	33,754
Wisconsin	145,150	136,563	137,744	133,492	133,351	126,012	126,353	139,248	134,073	131,301
Wyoming	19,048	16,868	15,896	16,789	17,778	19,747	19,826	21,419	17,993	17,529
Puerto Rico	42,057	38,292	37,884	39,108	39,503	38,537	40,072	38,038	38,260	35,843
Virgin Islands	1,979	1,549	1,746	1,712	1,629	1,451	1,469	1,602	1,794	1,689

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

NOTE: Totals for the United States do not include data for Puerto Rico or the Virgin 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. 2015	March 2016	June 2016	Sept 2016	Dec. 2016	Sept. 2015	Dec. 2015	March 2016	June 2016	Sept 2016	Dec. 2016
United States	6.6	5.8	6.2	6.4	6.2	5.8	5.8	5.7	6.0	5.8	5.8
Alabama	6.2	5.8	5.8	6.2	5.8	5.5	5.3	5.4	5.8	5.7	5.7
Alaska	9.6	9.4	10.3	9.0	9.6	10.3	10.5	9.7	11.9	11.1	10.0
Arizona	6.9	6.0	6.1	7.1	6.0	5.4	5.4	5.7	6.1	5.2	5.5
Arkansas	6.3	5.4	5.4	6.2	5.7	5.3	5.3	5.3	5.8	5.4	5.2
California	7.6	6.5	6.8	6.9	6.7	5.9	6.7	6.3	6.7	6.1	6.3
Colorado	7.0	6.6	6.9	7.1	6.6	6.4	6.4	6.1	6.5	6.2	6.6
Connecticut	5.5	5.2	5.4	5.2	5.1	5.9	4.9	5.0	5.3	5.3	5.1
Delaware	7.3	6.5	6.7	6.3	6.2	6.1	6.2	6.4	6.6	6.5	6.2
District of Columbia	6.2	5.2	5.8	6.2	5.5	5.4	4.6	5.6	6.1	5.7	5.6
Florida	7.2	6.1	6.4	7.4	6.7	5.8	5.8	5.8	5.9	5.7	6.1
Georgia	6.9	6.1	7.0	6.7	6.5	5.9	5.7	5.6	6.6	5.9	5.8
Hawaii	5.8	4.9	5.4	5.8	5.2	4.6	4.4	4.9	6.0	5.0	5.1
Idaho	7.9	8.2	7.1	7.9	7.6	7.0	6.9	6.3	7.1	7.1	6.6
Illinois	6.4	5.3	5.9	5.7	6.1	5.8	5.6	5.4	5.9	5.7	5.7
Indiana	6.2	5.5	5.2	5.8	5.4	5.3	4.9	5.3	5.2	5.1	5.2
Iowa	6.0	6.0	5.6	6.0	5.7	6.0	5.7	5.3	6.1	5.8	5.9
Kansas	6.2	5.8	5.6	6.2	5.9	5.8	5.6	5.9	6.3	5.6	5.7
Kentucky	6.7	5.7	6.2	6.7	6.0	5.7	5.4	5.8	5.8	6.2	5.6
Louisiana	6.5	6.0	5.9	6.6	5.9	6.2	6.4	6.6	6.9	6.5	6.6
Maine	8.6	8.0	7.7	6.7	7.2	7.1	7.1	6.9	6.7	7.4	7.1
Maryland	6.8	6.2	6.3	6.5	6.6	6.2	5.9	6.0	6.3	6.0	6.3
Massachusetts	5.9	5.2	6.0	5.7	5.5	5.6	5.2	5.0	5.2	5.5	5.4
Michigan	6.1	5.4	5.9	5.6	5.6	5.6	5.3	4.9	5.3	5.6	5.4
Minnesota	6.1	5.4	5.9	6.1	5.8	5.8	5.7	5.2	5.6	5.6	5.8
Mississippi	7.1	5.7	5.7	6.3	6.3	5.9	5.4	6.1	6.5	5.6	5.7
Missouri	6.3	5.7	5.7	5.7	7.7	5.5	5.3	5.3	5.4	5.4	8.0
Montana	8.5	7.8	7.9	7.6	7.8	7.7	7.3	7.2	8.6	7.8	7.5
Nebraska	6.1	5.8	5.7	6.4	5.7	5.6	5.5	5.5	6.0	5.9	6.2
Nevada	6.8	6.3	6.5	6.7	6.7	5.6	5.3	5.7	5.6	5.5	5.6
New Hampshire	6.7	6.0	6.5	6.4	6.3	6.4	5.6	5.8	5.9	6.3	5.9
New Jersey	6.7	5.9	6.5	6.3	6.3	6.2	5.9	5.9	5.8	5.8	5.8
New Mexico	7.0	6.2	6.5	6.8	6.6	6.6	6.9	6.3	6.7	6.2	6.5
New York	6.4	6.1	6.2	6.3	6.0	6.0	5.7	5.7	5.8	5.9	5.9
North Carolina	6.7	6.0	6.3	6.1	6.3	5.7	5.5	5.6	5.8	5.8	5.6
North Dakota	6.7	6.6	6.8	8.1	6.7	8.5	8.1	8.9	9.0	7.1	7.8
Ohio	6.0	5.4	5.6	5.6	5.5	5.6	5.1	5.1	5.6	5.6	5.3
Oklahoma	6.3	5.7	5.8	6.3	6.3	6.1	6.5	6.4	6.8	6.0	6.1
Oregon	7.0	7.0	6.7	6.9	6.6	6.4	6.2	5.8	6.5	6.4	6.2
Pennsylvania	5.7	5.4	5.3	5.7	5.4	5.3	5.1	5.2	5.4	5.1	5.1
Rhode Island	6.6	5.8	6.2	5.6	5.7	5.8	5.7	5.9	6.2	6.0	5.8
South Carolina	7.1	6.1	6.3	6.3	6.6	5.8	5.3	5.8	5.8	5.7	5.4
South Dakota	6.7	6.2	6.4	6.4	6.0	6.1	5.9	6.1	6.2	6.2	6.1
Tennessee	6.3	5.2	5.7	5.9	5.7	5.1	4.8	5.1	5.3	5.2	5.0
Texas	6.1	4.7	6.3	6.2	5.9	5.5	5.5	5.5	5.4	5.4	5.4
Utah	7.2	7.3	6.7	7.4	6.7	6.0	6.0	5.9	6.4	6.5	6.3
Vermont	7.2	6.6	7.4	7.2	7.0	7.7	6.5	6.9	7.2	7.4	7.0
Virginia	6.4	5.9	6.4	6.0	6.2	5.8	5.6	5.9	6.0	6.1	5.9
Washington	6.8	7.1	7.2	6.7	7.2	6.8	6.2	5.6	5.8	6.4	6.7
West Virginia	6.6	5.9	5.8	6.6	6.4	6.7	6.3	6.9	6.9	6.6	6.2
Wisconsin	6.0	5.6	5.7	5.5	5.4	5.6	5.2	5.2	5.7	5.5	5.3
Wyoming	9.0	7.9	7.7	8.3	8.8	9.2	9.3	9.4	10.4	8.9	8.7
Puerto Rico	6.3	5.7	5.6	5.8	5.9	6.3	5.7	6.0	5.6	5.7	5.3
Virgin Islands	7.3	5.7	5.3	6.2	5.9	7.3	5.3	5.4	5.8	6.5	6.1

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