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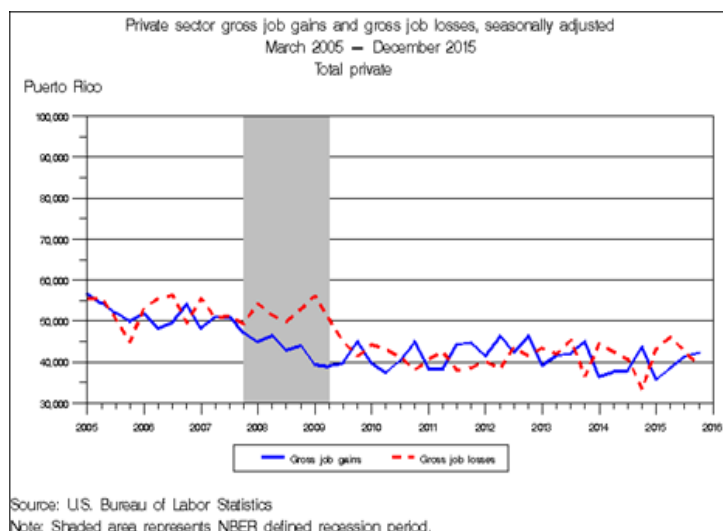
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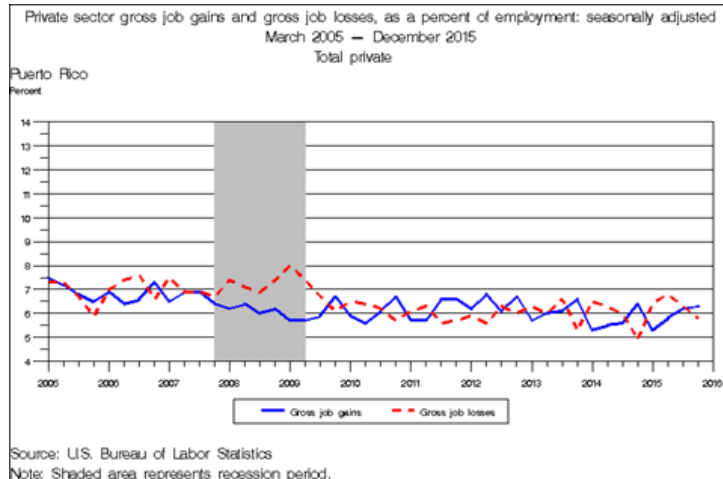
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BUSINESS EMPLOYMENT DYNAMICS: FOURTH QUARTER 2015



From October to December 2015 in Puerto Rico, gross job gains represented 6.3 percent of private sector employment, and gross job losses represented 5.8 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 the same for job losses (5.8 percent). The number of job gains from opening and expanding establishments was 39,180 and the number of job losses from closing and contracting establishments was 42,614. Expanding and contracting establishments accounted for most of the jobs gained and lost.

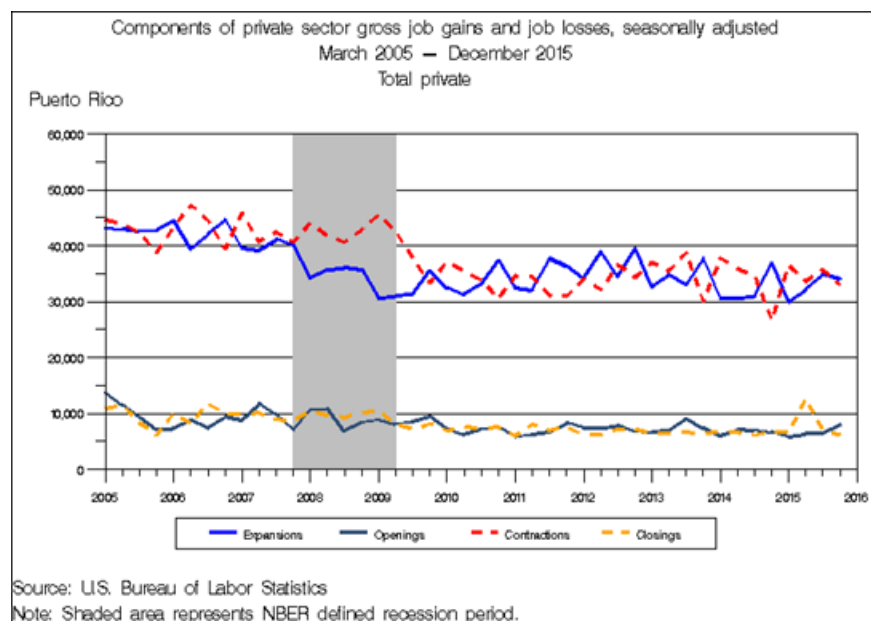


The change in employment level over time is the net result of increases and decreases in employment that occurs in all businesses within the economy. Business Employment Dynamics statistics track these changes in employment at private business units, from the third month of one quarter to the third month 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 42,210 jobs in the fourth quarter of 2015. This represents an increase of 824 from the previous quarter. Over the quarter, expanding establishments added 34,193 jobs, while opening establishments added 8,017.

Gross job losses totaled 39,180 in the fourth quarter of 2015, a decrease of 3,434 from the third quarter of 2015. This was the second decrease in gross job losses since September of 2015. In the fourth quarter of 2015, contracting establishments lost 32,968 jobs, while closing establishments accounted for a loss of 6,212 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 2015, Retail Trade lost more jobs than Education and Health Services. Retail Trade increased its net employment by 591 and Education and Health Services increased by 1,556. (See table 1A.)

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

Category	(3 months ended)				
	Dec. 2014	March 2015	June 2015	Sept. 2015	Dec. 2015
Gross job gains.....	43,614	35,793	38,676	41,386	42,210
At expanding establishments.....	36,925	30,001	32,223	34,894	34,193
At opening establishments	6,689	5,792	6,453	6,492	8,017
Gross job losses.....	33,418	43,227	46,166	42,614	39,180
At contracting establishments	26,707	36,496	33,639	35,677	32,968
At closing establishments	6,711	6,731	12,527	6,937	6,212
Net employment change ¹	10,196	-7,434	-7,490	-1,228	3,030

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

Rates of Gross Job Gains and Gross Job Losses

From October to December 2015, gross job gains represented 6.3 percent of private sector employment. Over the quarter, gross job gains at expanding establishments represented 5.1 percent of private sector employment, and gross job gains at opening establishments represented 1.2 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 5.8 percent of private sector employment. Gross job losses at contracting establishments represented 4.9 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 2014	March 2014	June 2015	Sept. 2015	Dec. 2015
Total Private for Commonwealth of Puerto Rico	Rates (percent)				
Gross job gains.....	6.4	5.3	5.8	6.2	6.3
At expanding establishments.....	5.4	4.4	4.8	5.2	5.1
At opening establishments	1.0	0.9	1.0	1.0	1.2
Gross job losses.....	4.9	6.4	6.8	6.3	5.8
At contracting establishments	3.9	5.4	5.0	5.3	4.9
At closing establishments	1.0	1.0	1.8	1.0	0.9
Net employment change ¹	1.5	-1.1	-1.0	-0.1	0.5
Total Private for United States as a whole	Rates (percent)				
Gross job gains.....	6.6	5.9	6.4	6.1	6.6
At expanding establishments.....	5.4	4.8	5.3	5.0	5.4
At opening establishments	1.2	1.1	1.1	1.1	1.2
Gross job losses.....	5.7	5.7	5.7	5.8	5.8
At contracting establishments	4.6	4.7	4.7	4.8	4.7
At closing establishments	1.1	1.0	1.0	1.0	1.1
Net employment change ¹	0.9	0.2	0.7	0.3	0.8

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

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 43,785 active private sector establishments, a total of 9,466 gained jobs from October to December 2015 (See table C). Of these, 7,995 were expanding establishments and 1,471 were opening establishments. During the fourth quarter of 2015, 8,531 establishments showed job losses. Of these, 7,180 were contracting establishments and 1,351 were closing establishments.

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

Category	(3 months ended)				
	Dec. 2014	March 2015	June 2015	Sept. 2015	Dec. 2015
Establishments gaining jobs.....	9,367	8,227	8,561	8,250	9,466
Expanding establishments	8,010	6,988	7,370	7,000	7,995
Opening establishments	1,357	1,239	1,191	1,250	1,471
Establishments losing jobs.....	8,378	9,906	9,363	9,392	8,531
Contracting establishments	7,044	8,324	7,767	7,964	7,180
Closing establishments	1,334	1,582	1,596	1,428	1,351
Net employment change ¹	23	-343	-405	-178	120

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 2015, a total of 900 new private sector, non-farm businesses created 4,576 jobs. This represented an increase of 68 establishment births from the prior quarter and a decrease of 239 jobs. The job gains from these new establishments represented 0.7 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 2015, gross job gains exceeded gross job losses in 45 states and the District of Columbia, Puerto Rico, and the Virgin Islands. California experienced 1,068,393 gross job gains and 933,600 gross job losses resulting in a net employment gain of 134,793. This is the largest net employment gain of any state this quarter. Florida had the second largest net employment gain this quarter with 98,741 net jobs, the result of 506,029 gross job gains and 407,288 gross job losses. (See table 6.) Alaska had the highest rate of job gross gains as a percent of employment at 9.5 percent, above the U.S. rate of 6.6 percent, as well the highest rate of gross job losses as a percent of employment at 10.5 percent, above the U.S. rate of 5.8 percent. Hawaii and Tennessee had the lowest rate of gross job losses as a percent of employment at 4.6 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.

Copy of this report may be obtained by using the following sources: (1) Access www.mercadolaboral.pr.gov (2) Requesting a copy by sending a message to riveray@states.bls.gov, or by submitting your request to FAX (787) 772-9439. (3) Calling (787) 754-5300 Extension 3039. (4) You may also send your request by mail to “*Negociado de Estadísticas del Trabajo*”, P.O. Box 195540, San Juan, PR 00919-5540, or (5) Visiting our office at the Puerto Rico Department of Labor, Prudencio Rivera Martinez Building, 17th Floor, 505 Muñoz Rivera Avenue, San Juan, Puerto Rico 00918 (Office hours: 7:30 to 11:30am – 12:30 to 4:00pm).

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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
2005	March	1,255	56,691	43,118	13,573	55,436	44,667	10,769
	June	-1,179	54,427	42,938	11,489	55,606	44,083	11,523
	September	1,416	51,958	42,633	9,325	50,542	42,223	8,319
	December	4,975	49,900	42,722	7,178	44,925	38,859	6,066
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	-2,328	38,274	32,451	5,823	40,602	34,646	5,956
	June	-4,147	38,358	32,157	6,201	42,505	34,406	8,099
	September	6,390	44,357	37,636	6,721	37,967	31,073	6,894
	December	6,074	44,671	36,375	8,296	38,597	30,970	7,627
2012	March	1,460	41,675	34,286	7,389	40,215	34,083	6,132
	June	8,019	46,353	38,938	7,415	38,334	32,103	6,231
	September	-1,368	42,414	34,546	7,868	43,782	36,604	7,178
	December	4,833	46,345	39,566	6,779	41,512	34,324	7,188
2013	March	-4,128	39,213	32,604	6,609	43,341	37,025	6,316
	June	-299	41,672	34,751	6,921	41,971	35,476	6,495
	September	-3,370	42,047	33,012	9,035	45,417	38,795	6,622
	December	8,518	45,026	37,723	7,303	36,508	30,094	6,414
2014	March	-8,107	36,520	30,595	5,925	44,627	37,843	6,784
	June	-4,831	37,710	30,661	7,049	42,541	35,939	6,602
	September	-2,820	37,973	30,968	7,005	40,793	34,693	6,100
	December	10,196	43,614	36,925	6,689	33,418	26,707	6,711
2015	March	-7,434	35,793	30,001	5,792	43,227	36,496	6,731
	June	-7,490	38,676	32,223	6,453	46,166	33,639	12,527
	September	-1,228	41,386	34,894	6,492	42,614	35,677	6,937
	December	3,030	42,210	34,193	8,017	39,180	32,968	6,212

(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 2014	March 2015	June 2015	Sept 2015	Dec 2015	Dec 2014	March 2015	June 2015	Sept 2015	Dec 2015
Total private ¹										
Gross job gains	43,614	35,793	38,676	41,386	42,210	6.4	5.3	5.8	6.2	6.3
At expanding establishments	36,925	30,001	32,223	34,894	34,193	5.4	4.4	4.8	5.2	5.1
At opening establishments	6,689	5,792	6,453	6,492	8,017	1.0	0.9	1.0	1.0	1.2
Gross job losses	33,418	43,227	46,166	42,614	39,180	4.9	6.4	6.8	6.3	5.8
At contracting establishments	26,707	36,496	33,639	35,677	32,968	3.9	5.4	5.0	5.3	4.9
At closing establishments	6,711	6,731	12,527	6,937	6,212	1.0	1.0	1.8	1.0	0.9
Net employment change	10,196	-7,434	-7,490	-1,228	3,030	1.5	-1.1	-1.0	-0.1	0.5
Retail Trade										
Gross job gains	7,336	7,736	7,313	7,121	7,718	5.7	6.0	5.6	5.4	5.9
At expanding establishments	6,598	6,757	6,309	6,172	6,510	5.1	5.2	4.8	4.7	5.0
At opening establishments	738	979	1,004	949	1,208	0.6	0.8	0.8	0.7	0.9
Gross job losses	7,053	7,843	7,741	7,297	7,127	5.4	6.1	6.0	5.6	5.5
At contracting establishments	5,992	6,569	6,480	6,073	6,179	4.6	5.1	5.0	4.7	4.8
At closing establishments	1,061	1,274	1,261	1,224	948	0.8	1.0	1.0	0.9	0.7
Net employment change	283	-107	-428	-176	591	0.3	-0.1	-0.4	-0.2	0.4
Education and Health Services										
Gross job gains	7,116	5,358	5,663	6,699	7,041	6.0	4.5	4.8	5.7	6.0
At expanding establishments	6,304	4,322	4,971	5,409	5,877	5.3	3.6	4.2	4.6	5.0
At opening establishments	812	1,036	692	1,290	1,164	0.7	0.9	0.6	1.1	1.0
Gross job losses	5,175	6,077	6,596	7,639	5,485	4.4	5.1	5.6	6.5	4.7
At contracting establishments	3,899	5,242	5,455	6,368	4,211	3.3	4.4	4.6	5.4	3.6
At closing establishments	1,276	835	1,141	1,271	1,274	1.1	0.7	1.0	1.1	1.1
Net employment change	1,941	-719	-933	-940	1,556	1.6	-0.6	-0.8	-0.8	1.3

¹ Includes unclassified sector, not shown separately.

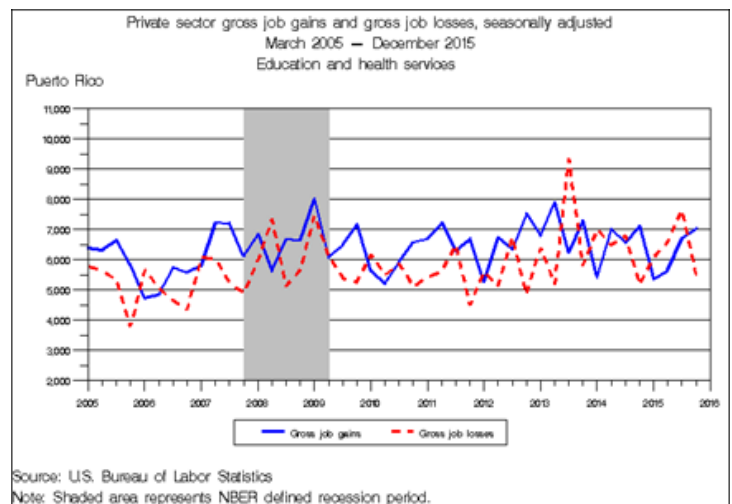
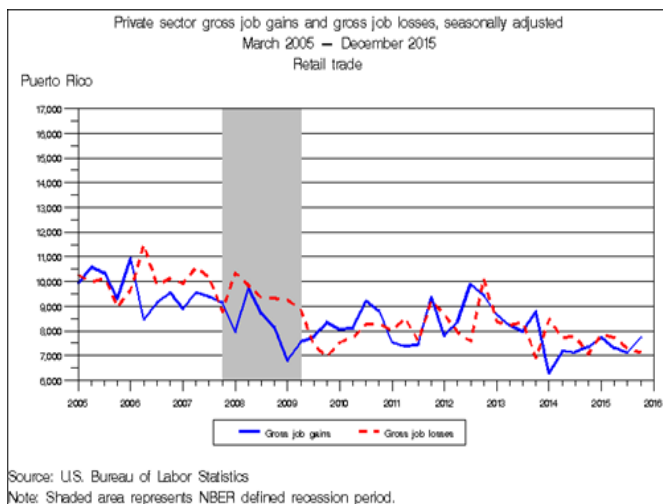


Table 2. Private sector gross job gains and losses, as a percent of employment(1), seasonally adjusted
(Percent)

Year	3 months ended	Net change(2)	Gross job gains			Gross job losses		
			Total	Expanding establishments	Opening establishments	Total	Contracting establishments	Closing establishments
2005	March	0.2	7.5	5.7	1.8	7.3	5.9	1.4
	June	-0.1	7.2	5.7	1.5	7.3	5.8	1.5
	September	0.1	6.8	5.6	1.2	6.7	5.6	1.1
	December	0.6	6.5	5.6	0.9	5.9	5.1	0.8
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	-0.2	6.1	5.0	1.1	6.3	5.3	1.0
	December	0.7	6.7	5.7	1.0	6.0	5.0	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	1.3	6.6	5.5	1.1	5.3	4.4	0.9
2014	March	-1.2	5.3	4.4	0.9	6.5	5.5	1.0
	June	-0.8	5.5	4.5	1.0	6.3	5.3	1.0
	September	-0.4	5.6	4.6	1.0	6.0	5.1	0.9
	December	1.5	6.4	5.4	1.0	4.9	3.9	1.0
2015	March	-1.1	5.3	4.4	0.9	6.4	5.4	1.0
	June	-1.0	5.8	4.8	1.0	6.8	5.0	1.8
	September	-0.1	6.2	5.2	1.0	6.3	5.3	1.0
	December	0.5	6.3	5.1	1.2	5.8	4.9	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
2005	March	387	10,239	8,542	1,697	10,154	8,844	1,310
	June	302	10,683	9,038	1,645	10,197	8,854	1,343
	September	214	10,495	8,850	1,645	10,579	9,148	1,431
	December	30	10,293	8,977	1,316	10,117	8,831	1,286
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	8,786	7,365	1,421	10,274	8,649	1,625
	June	-370	8,697	7,319	1,378	9,711	7,963	1,748
	September	-78	8,990	7,527	1,463	9,138	7,597	1,541
	December	292	9,774	8,131	1,643	8,573	7,222	1,351
2012	March	-76	8,829	7,327	1,502	10,076	8,498	1,578
	June	-9	9,620	8,149	1,471	9,107	7,627	1,480
	September	243	9,550	7,917	1,633	9,222	7,832	1,390
	December	-86	9,736	8,354	1,382	8,484	7,016	1,468
2013	March	-229	8,623	7,286	1,337	10,059	8,493	1,566
	June	29	8,853	7,428	1,425	9,376	7,980	1,396
	September	243	8,983	7,355	1,628	9,587	8,202	1,385
	December	-100	9,602	8,213	1,389	8,870	7,381	1,489
2014	March	-377	8,307	7,026	1,281	10,253	8,595	1,658
	June	-121	8,680	7,279	1,401	9,445	7,923	1,522
	September	16	8,584	7,182	1,402	9,454	8,068	1,386
	December	23	9,367	8,010	1,357	8,378	7,044	1,334
2015	March	-343	8,227	6,988	1,239	9,906	8,324	1,582
	June	-405	8,561	7,370	1,191	9,363	7,767	1,596
	September	-178	8,250	7,000	1,250	9,392	7,964	1,428
	December	120	9,466	7,995	1,471	8,531	7,180	1,351

(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
2005	March	0.9	23.4	19.5	3.9	23.2	20.2	3.0
	June	0.7	23.9	20.2	3.7	22.8	19.8	3.0
	September	0.5	23.4	19.7	3.7	23.5	20.3	3.2
	December	0.1	22.8	19.9	2.9	22.3	19.5	2.8
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	-0.4	20.8	17.4	3.4	24.3	20.5	3.8
	June	-0.9	20.8	17.5	3.3	23.2	19.0	4.2
	September	-0.2	21.6	18.1	3.5	21.9	18.2	3.7
	December	0.7	23.4	19.5	3.9	20.5	17.3	3.2
2012	March	-0.2	21.1	17.5	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	-0.2	23.0	19.7	3.3	20.1	16.6	3.5
2013	March	-0.5	20.4	17.2	3.2	23.8	20.1	3.7
	June	0.1	21.1	17.7	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	20.9	17.4	3.5
2014	March	-0.9	19.6	16.6	3.0	24.3	20.4	3.9
	June	-0.3	20.7	17.4	3.3	22.5	18.9	3.6
	September	0.0	20.4	17.1	3.3	22.6	19.3	3.3
	December	0.0	22.3	19.1	3.2	20.0	16.8	3.2
2015	March	-0.8	19.7	16.7	3.0	23.7	19.9	3.8
	June	-0.9	20.7	17.8	2.9	22.5	18.7	3.8
	September	-0.5	20.0	17.0	3.0	22.8	19.3	3.5
	December	0.3	23.0	19.4	3.6	20.7	17.4	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 ¹		Deaths ²		Births		Deaths	
		Level	Rate	Level	Rate	Level	Rate	Level	Rate
2005	March	1,387	3.2	1,028	2.3	11,827	1.6	9,520	1.3
	June	1,310	2.9	1,103	2.5	9,564	1.3	9,634	1.3
	September	1,390	3.1	1,222	2.7	8,508	1.1	7,374	1.0
	December	1,115	2.5	1,053	2.3	6,274	0.8	5,032	0.7
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	952	2.3	1,077	2.6	4,128	0.6	4,047	0.6
	June	866	2.1	1,120	2.7	4,388	0.7	5,479	0.8
	September	882	2.1	1,105	2.7	4,775	0.7	4,694	0.7
	December	1,154	2.8	975	2.3	5,758	0.9	6,007	0.9
2012	March	1,071	2.6	1,055	2.5	5,594	0.8	4,049	0.6
	June	996	2.4	954	2.3	5,569	0.8	3,818	0.6
	September	1,147	2.7	1,025	2.4	6,072	0.9	5,117	0.7
	December	948	2.2	1,064	2.5	4,524	0.7	5,382	0.8
2013	March	949	2.2	1,047	2.5	4,936	0.7	4,186	0.6
	June	939	2.2	921	2.2	4,825	0.7	4,378	0.6
	September	1,170	2.8	1,028	2.4	7,480	1.1	4,861	0.7
	December	966	2.3	1,084	2.6	5,181	0.8	4,871	0.7
2014	March	928	2.2	1,147	2.7	4,561	0.7	4,873	0.7
	June	934	2.2	1,004	2.4	5,306	0.8	4,210	0.6
	September	919	2.2	1,022	2.4	4,945	0.7	4,504	0.7
	December	897	2.1	989	2.4	4,442	0.7	4,789	0.7
2015	March	936	2.2	1,167	2.8	4,492	0.7	5,132	0.8
	June	809	2.0	N/A	N/A	5,094	0.8	N/A	N/A
	September	832	2.0	N/A	N/A	4,815	0.7	N/A	N/A
	December	900	2.2	N/A	N/A	4,576	0.7	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. 2014	March 2015	June 2015	Sept. 2015	Dec. 2015	Dec. 2014	March 2015	June 2015	Sept. 2015	Dec. 2015
United States ¹	7,658,000	6,947,000	7,554,000	7,292,000	7,822,000	6,563,000	6,721,000	6,725,000	6,874,000	6,822,000
Alabama	90,302	84,986	89,888	88,051	96,278	79,390	83,133	81,281	86,070	82,503
Alaska	26,664	26,843	27,385	22,909	23,944	26,187	23,647	27,823	25,911	26,564
Arizona	151,389	130,192	131,338	150,336	154,963	114,098	126,022	125,809	119,366	122,506
Arkansas	63,560	52,074	57,124	58,978	62,235	48,759	55,318	51,031	50,906	50,080
California	1,009,991	938,495	934,842	955,474	1,068,393	876,809	853,530	897,517	811,020	933,600
Colorado	145,332	142,474	146,534	148,147	147,322	124,926	128,469	135,196	134,447	133,647
Connecticut	76,473	67,827	81,367	72,894	75,663	73,361	71,870	68,807	82,363	69,891
Delaware	25,677	20,948	27,972	22,481	27,012	19,694	26,759	20,802	22,614	22,998
District of Columbia	26,915	27,023	31,303	31,118	29,909	26,143	26,418	26,711	27,635	23,726
Florida	485,325	433,403	479,423	481,244	506,029	408,151	385,077	410,152	405,571	407,288
Georgia	238,116	215,750	232,741	226,362	247,039	191,800	195,401	200,532	208,499	202,852
Hawaii	26,591	25,524	25,438	25,807	29,858	22,314	24,417	25,488	24,416	23,585
Idaho	42,898	49,556	41,477	42,927	43,910	37,619	37,971	39,261	38,677	37,964
Illinois	311,522	289,355	309,794	277,165	323,308	274,821	287,323	263,025	287,722	285,139
Indiana	159,935	135,251	146,088	138,935	158,608	126,976	135,133	130,145	135,979	125,772
Iowa	78,199	75,990	77,630	73,194	77,425	72,224	68,787	76,474	77,479	72,893
Kansas	69,883	63,109	66,653	63,082	70,654	59,565	65,217	64,933	64,142	62,682
Kentucky	101,092	83,966	97,089	93,111	102,663	81,418	91,550	83,889	86,400	82,585
Louisiana	110,344	98,762	102,189	98,922	105,957	94,750	107,998	108,807	100,050	102,632
Maine	35,278	31,952	40,149	32,765	35,593	35,410	34,311	31,987	35,658	35,408
Maryland	138,559	122,791	147,032	134,789	142,178	126,916	128,633	122,825	132,518	125,070
Massachusetts	178,386	153,727	188,785	162,263	175,914	153,746	160,532	150,136	168,871	156,432
Michigan	220,069	186,698	219,556	195,118	218,548	186,438	185,816	187,213	204,087	192,282
Minnesota	136,923	132,507	147,427	131,516	146,558	128,935	124,085	122,494	141,927	139,112
Mississippi	60,007	48,649	55,359	54,075	62,207	46,688	55,261	51,607	51,187	48,431
Missouri	142,699	127,642	138,623	130,446	144,912	116,469	122,952	119,969	126,229	119,640
Montana	30,556	33,180	29,110	27,868	31,502	28,910	25,995	30,582	28,040	26,748
Nebraska	49,553	48,584	47,109	47,684	49,075	43,949	45,229	45,472	44,223	44,278
Nevada	70,287	67,468	66,653	67,838	75,894	56,851	57,353	62,062	58,211	57,714
New Hampshire	37,142	31,642	37,379	33,156	37,153	32,733	31,333	32,662	34,823	31,131
New Jersey	227,119	192,871	237,230	211,747	228,002	203,873	199,775	196,290	202,878	197,804
New Mexico	44,135	40,119	41,785	40,153	42,145	37,593	40,337	42,353	40,217	42,206
New York	492,207	452,751	510,517	478,685	499,754	438,941	447,485	442,513	465,778	448,260
North Carolina	224,428	201,554	222,540	215,149	231,306	183,831	195,257	186,438	196,782	192,146
North Dakota	32,877	27,400	24,976	25,618	24,097	25,770	33,253	41,954	30,853	28,943
Ohio	274,778	245,199	272,264	245,565	273,202	233,006	251,495	237,460	256,532	235,464
Oklahoma	85,458	72,454	75,658	75,238	79,209	69,618	78,715	82,570	76,608	81,183
Oregon	103,676	102,857	102,758	104,581	106,097	92,473	84,267	90,914	95,354	93,204
Pennsylvania	278,808	241,865	277,841	265,180	286,453	242,138	260,288	245,484	263,136	256,494
Rhode Island	26,349	21,815	27,189	23,866	27,116	22,897	23,924	24,003	23,613	23,503
South Carolina	107,723	89,525	103,461	99,083	114,551	78,630	88,343	88,733	92,986	86,340
South Dakota	21,338	21,738	21,381	20,412	22,952	19,835	19,475	20,354	21,112	20,368
Tennessee	147,613	122,997	142,377	140,614	153,458	114,067	123,505	114,804	123,495	113,930
Texas	621,191	558,120	580,476	584,743	600,717	482,093	554,065	542,136	542,464	541,352
Utah	77,688	81,508	77,194	78,335	81,518	63,747	64,830	68,853	67,127	67,774
Vermont	18,971	17,292	18,547	17,503	18,063	16,952	17,199	17,909	19,351	16,557
Virginia	170,860	179,773	194,303	210,997	195,211	163,277	166,667	161,279	178,620	170,622
Washington	175,377	172,884	185,623	170,134	176,144	156,237	145,606	150,744	174,709	157,999
West Virginia	37,372	33,488	35,119	32,371	36,485	34,173	38,029	37,109	37,289	35,357
Wisconsin	136,603	129,845	136,692	131,535	138,711	123,187	121,215	126,192	135,315	126,260
Wyoming	20,323	18,818	16,942	17,709	18,969	17,717	19,749	23,720	18,620	19,565
Puerto Rico	43,614	35,793	38,676	41,386	42,210	33,418	43,227	46,166	42,614	39,180
Virgin Islands	1,721	1,497	1,693	1,584	1,978	1,519	1,618	1,808	1,997	1,464

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. 2014	March 2015	June 2015	Sept. 2015	Dec. 2015	Dec. 2014	March 2015	June 2015	Sept. 2015	Dec. 2015
United States	6.6	5.9	6.4	6.1	6.6	5.7	5.7	5.7	5.8	5.8
Alabama	6.0	5.6	5.9	5.8	6.2	5.2	5.4	5.3	5.6	5.3
Alaska	10.6	10.4	10.6	9.0	9.5	10.4	9.2	10.8	10.2	10.5
Arizona	7.0	6.0	5.9	6.8	6.9	5.3	5.7	5.7	5.4	5.4
Arkansas	6.6	5.4	5.9	6.1	6.3	5.1	5.7	5.3	5.2	5.1
California	7.4	6.8	6.8	6.9	7.6	6.4	6.2	6.5	5.8	6.7
Colorado	7.0	6.9	7.0	7.1	7.0	6.1	6.1	6.4	6.4	6.3
Connecticut	5.4	4.8	5.8	5.1	5.3	5.2	5.1	4.8	5.8	5.0
Delaware	7.0	5.7	7.6	6.1	7.2	5.4	7.3	5.6	6.1	6.2
District of Columbia	5.5	5.5	6.2	6.2	5.9	5.3	5.4	5.4	5.5	4.7
Florida	7.1	6.3	6.9	6.8	7.1	6.0	5.6	5.9	5.8	5.8
Georgia	6.9	6.2	6.7	6.5	6.9	5.5	5.6	5.7	5.9	5.7
Hawaii	5.2	4.9	4.9	5.1	5.7	4.4	4.8	5.0	4.8	4.6
Idaho	8.0	9.1	7.5	7.8	7.9	7.0	7.0	7.1	7.1	6.9
Illinois	6.2	5.8	6.2	5.4	6.4	5.5	5.7	5.2	5.7	5.6
Indiana	6.3	5.3	5.7	5.4	6.2	5.0	5.3	5.1	5.3	4.9
Iowa	6.1	5.9	6.1	5.6	6.0	5.6	5.4	5.9	6.0	5.6
Kansas	6.2	5.7	6.0	5.7	6.2	5.4	5.8	5.8	5.7	5.6
Kentucky	6.6	5.5	6.4	6.0	6.6	5.3	6.0	5.5	5.6	5.3
Louisiana	6.8	6.1	6.3	6.2	6.5	5.8	6.7	6.8	6.2	6.3
Maine	7.2	6.5	8.0	6.5	7.1	7.2	7.0	6.4	7.1	7.0
Maryland	6.7	5.9	7.0	6.5	6.7	6.2	6.2	5.9	6.3	5.9
Massachusetts	6.0	5.1	6.3	5.4	5.9	5.2	5.4	5.0	5.6	5.2
Michigan	6.2	5.2	6.1	5.4	6.1	5.2	5.1	5.2	5.7	5.3
Minnesota	5.8	5.6	6.1	5.4	6.1	5.4	5.2	5.2	5.9	5.8
Mississippi	6.9	5.5	6.3	6.2	7.1	5.4	6.4	5.9	5.8	5.4
Missouri	6.3	5.6	6.0	5.7	6.3	5.1	5.4	5.2	5.5	5.1
Montana	8.5	9.1	8.0	7.6	8.5	8.0	7.2	8.4	7.7	7.3
Nebraska	6.2	6.1	5.9	6.0	6.1	5.6	5.6	5.7	5.5	5.5
Nevada	6.6	6.3	6.2	6.2	6.8	5.3	5.3	5.7	5.3	5.2
New Hampshire	6.9	5.7	6.8	6.0	6.7	6.0	5.7	5.9	6.3	5.6
New Jersey	6.9	5.8	7.1	6.3	6.8	6.2	6.0	5.9	6.1	5.9
New Mexico	7.2	6.4	6.7	6.5	6.8	6.1	6.5	6.8	6.5	6.8
New York	6.6	5.9	6.7	6.3	6.5	5.8	5.9	5.8	6.0	5.9
North Carolina	6.5	5.9	6.4	6.1	6.6	5.4	5.7	5.4	5.6	5.5
North Dakota	8.7	7.1	6.7	7.1	6.7	6.7	8.7	11.3	8.5	8.1
Ohio	6.1	5.4	6.0	5.4	6.0	5.1	5.6	5.3	5.6	5.2
Oklahoma	6.7	5.7	6.0	6.0	6.3	5.5	6.1	6.5	6.1	6.5
Oregon	7.1	6.9	6.9	7.0	7.0	6.3	5.7	6.1	6.4	6.2
Pennsylvania	5.6	4.9	5.6	5.2	5.7	4.9	5.2	4.9	5.2	5.1
Rhode Island	6.4	5.3	6.6	5.8	6.6	5.6	5.8	5.8	5.7	5.7
South Carolina	6.8	5.7	6.5	6.2	7.1	5.0	5.5	5.6	5.8	5.3
South Dakota	6.3	6.3	6.3	5.9	6.6	5.8	5.7	5.9	6.1	5.9
Tennessee	6.2	5.2	5.9	5.8	6.3	4.8	5.2	4.8	5.1	4.6
Texas	6.4	5.8	6.0	5.9	6.0	5.0	5.7	5.5	5.5	5.5
Utah	7.2	7.3	6.9	7.0	7.2	5.8	5.9	6.1	5.9	6.0
Vermont	7.5	6.8	7.3	6.9	7.1	6.7	6.8	7.0	7.6	6.5
Virginia	5.8	6.0	6.4	6.9	6.4	5.5	5.6	5.4	5.9	5.5
Washington	6.9	6.7	7.2	6.5	6.7	6.1	5.6	5.8	6.7	6.0
West Virginia	6.6	6.0	6.3	5.8	6.6	6.0	6.7	6.6	6.8	6.4
Wisconsin	5.8	5.4	5.7	5.5	5.7	5.2	5.1	5.2	5.6	5.2
Wyoming	9.3	8.9	7.8	8.3	9.0	8.0	8.9	10.9	8.7	9.2
Puerto Rico	6.4	5.3	5.8	6.2	6.3	4.9	6.4	6.8	6.3	5.8
Virgin Islands	6.2	5.5	6.3	5.8	7.3	5.6	5.9	6.7	7.4	5.4

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