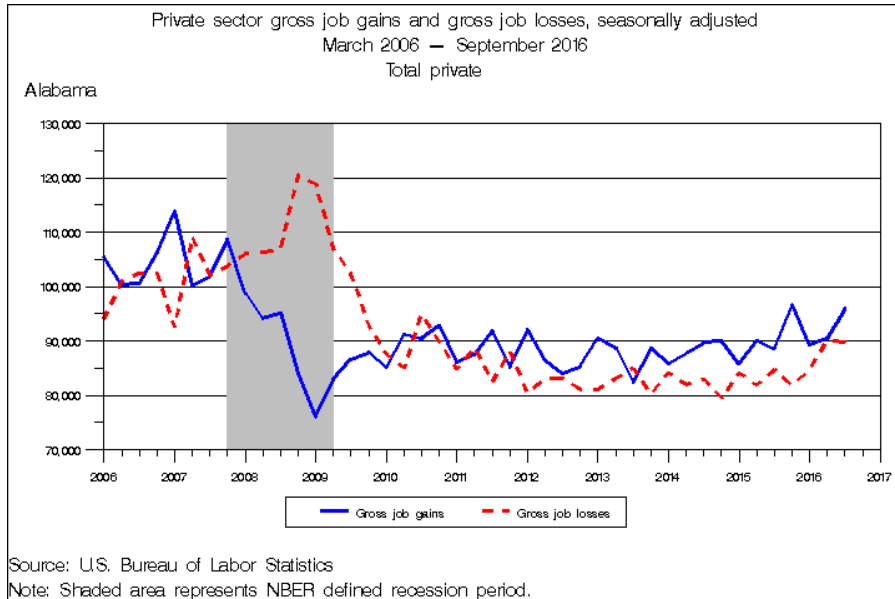


State of Alabama

Business Employment Dynamics: Third Quarter 2016

From July 2016 to September 2016, the number of gross **job gains** from opening and expanding private sector establishments was 95,974. This was 5,506 more jobs gained during the third quarter of 2016 than during the previous quarter, according to the Alabama Department of Labor, Labor Market Information Division, and the U.S. Bureau of Labor Statistics. The number of



gross **job losses** from private sector closing and contracting establishments decreased to 89,745 in the third quarter of 2016. This was 413 fewer jobs lost by establishments compared to second quarter 2016.

The change in the number of jobs over time is the net result of increases and decreases in employment that occur at all businesses in the economy. Business Employment Dynamics (BED) statistics track these changes in employment at private business units from the third month of one quarter to the third month of the next quarter.

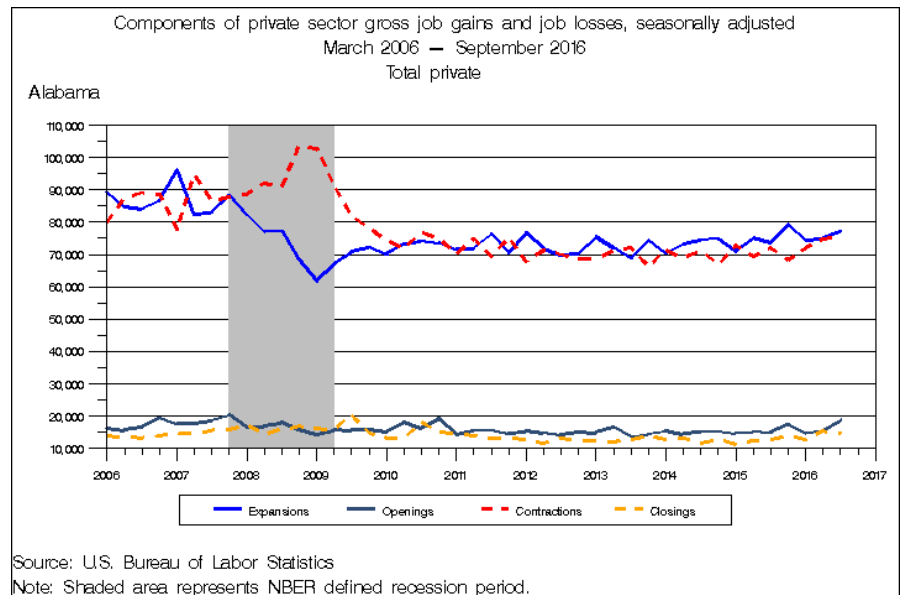
Gross job gains are the sum of increases in employment from expansions at existing units and the addition of new jobs at opening units.

Gross job losses are the result of contractions in employment at existing units and the loss of jobs at closing units. The difference between the number of gross jobs gained and the number of gross jobs lost is the net change in employment. (See the Technical Note for more information.)

Contracting establishments lost 75,108 jobs in the third quarter of 2016. This number represents 185 more jobs lost from the previous quarter.

Expanding establishments gained 77,270 jobs, an increase of 2,232 jobs compared to the second quarter of 2016. **Closing** establishments lost 14,637 jobs from July 2016 to September 2016. This represents 598 fewer jobs lost since the prior quarter. **Opening** establishments gained 18,704 jobs during the third quarter of 2016. This represents 3,274 more new jobs than in second quarter of 2016. (See table A on next page)

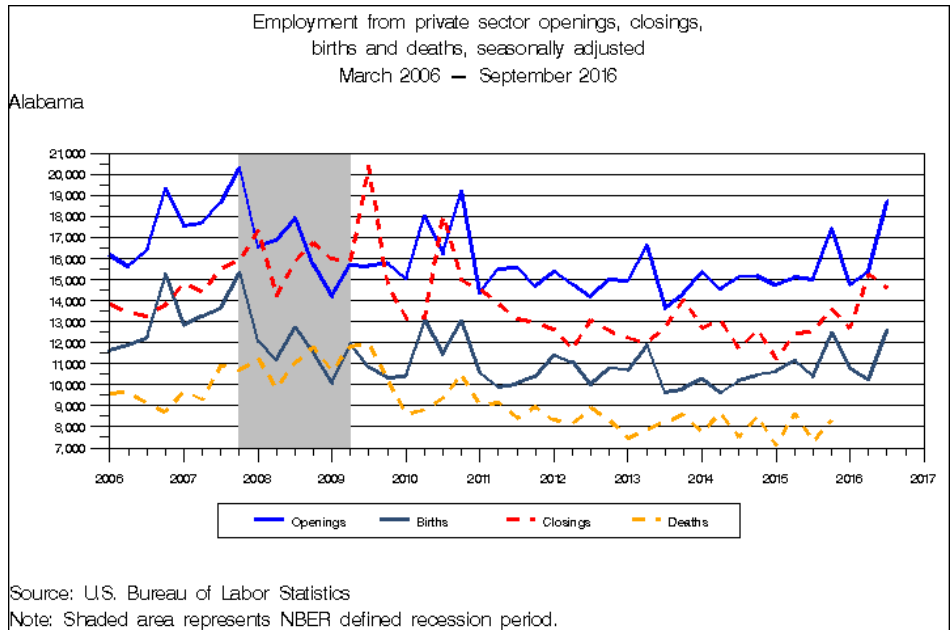
The difference between the number of gross jobs gained and the number of gross jobs lost yielded a **net gain** of 6,229 jobs in the private sector for third quarter 2016. **Gross job gains** represented 6.2 percent of private sector employment while **gross job losses** represented 5.7 percent of private sector employment.



Establishment births, a subset of the openings data (See Technical Note for more information), added 12,568 jobs at 2,498 new establishments in the third quarter of 2016. This number represents an employment increase of 2,313 private sector jobs in 101 more establishments compared to the previous quarter. Data for establishment deaths, a subset of the closings data, are now available for December 2015 with 8,306 jobs lost at 2,221 establishments.

The eight states in the southeast are ranked in Table B by net employment change and in Table C by gains and losses as a percent of total employment. In third quarter 2016, Alabama ranked 7th in net change, with a 6,229 overall employment increase. (See table B)

From July 2016 to September 2016, Alabama ranked 6th in gross job gains and 6th in gross job losses as a percentage of total employment. Alabama's share of gross job gains account for 6.2 percent while gross job losses accounted for 5.7 percent. (See table C)



| Category | 3 months ended | | | | |
|------------------------------------|-----------------|---------------|---------------|---------------|---------------|
| | Sep 2015 | Dec 2015 | Mar 2016 | June 2016 | Sep 2016 |
| | Levels | | | | |
| Gross job gains..... | 88,622 | 96,646 | 89,239 | 90,468 | 95,974 |
| Expanding establishments | 73,606 | 79,248 | 74,477 | 75,038 | 77,270 |
| Opening establishments | 15,016 | 17,398 | 14,762 | 15,430 | 18,704 |
| Gross job losses..... | 84,726 | 81,804 | 84,673 | 90,158 | 89,745 |
| Contracting establishments | 72,173 | 68,203 | 71,980 | 74,923 | 75,108 |
| Closing establishments | 12,553 | 13,601 | 12,693 | 15,235 | 14,637 |
| Net employment change ¹ | 3,896 | 14,842 | 4,566 | 310 | 6,229 |
| | Rates (percent) | | | | |
| Gross job gains..... | 5.8 | 6.2 | 5.8 | 5.8 | 6.2 |
| Expanding establishments | 4.8 | 5.1 | 4.8 | 4.8 | 5.0 |
| Opening establishments | 1.0 | 1.1 | 1.0 | 1.0 | 1.2 |
| Gross job losses..... | 5.5 | 5.3 | 5.4 | 5.8 | 5.7 |
| Contracting establishments | 4.7 | 4.4 | 4.6 | 4.8 | 4.8 |
| Closing establishments | 0.8 | 0.9 | 0.8 | 1.0 | 0.9 |
| Net employment change(1) | 0.3 | 0.9 | 0.4 | 0.0 | 0.5 |

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.

| Southeastern States | Rank | September 2016 |
|---------------------|----------|----------------|
| Florida | 1 | 120,191 |
| Georgia | 2 | 28,739 |
| Tennessee | 3 | 17,835 |
| North Carolina | 4 | 12,912 |
| South Carolina | 5 | 10,347 |
| Kentucky | 6 | 7,498 |
| Alabama | 7 | 6,229 |
| Mississippi | 8 | 6,118 |

Source: US Bureau of Labor Statistics

| 3 months ended | | | | | |
|--|----------|------------|---|----------|------------|
| Gross job gains as a percent of employment | | | Gross job losses as a percent of employment | | |
| Southeastern States | Rank | Sep 2016 | Southeastern States | Rank | Sep 2016 |
| Florida | 1 | 7.4 | Kentucky | 1 | 6.2 |
| Georgia | 2 | 6.7 | Georgia | 2 | 5.9 |
| Kentucky | 3 | 6.7 | North Carolina | 3 | 5.8 |
| South Carolina | 4 | 6.3 | Florida | 4 | 5.7 |
| Mississippi | 5 | 6.3 | South Carolina | 5 | 5.7 |
| Alabama | 6 | 6.2 | Alabama | 6 | 5.7 |
| North Carolina | 7 | 6.1 | Mississippi | 7 | 5.6 |
| Tennessee | 8 | 5.9 | Tennessee | 8 | 5.2 |

Source: US Bureau of Labor Statistics

More Information

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

Technical Note

The Business Employment Dynamics (BED) data are a product of a federal-state cooperative program known as Quarterly Census of Employment and Wages (QCEW), or the ES-202 program. The BED data are compiled by the U.S. Bureau of Labor Statistics (BLS) from existing quarterly state unemployment insurance (UI) records. Most employers in the U.S. are required to file quarterly reports on the employment and wages of workers covered by UI laws, and to pay quarterly UI taxes. The quarterly UI reports are sent by the Alabama Department of Labor to BLS and form the basis of the Bureau's establishment universe sampling frame. These reports also are used to produce the quarterly QCEW data on total employment and wages and the longitudinal BED data on gross job gains and losses. Other important Bureau uses of the UI reports are in the Current Employment Statistics (CES) program. (See table below for differences between QCEW, CES, and BED.)

In the BED program, the quarterly UI records are linked across quarters to provide a longitudinal history for each establishment. The linkage process allows the tracking of net employment changes at the establishment level, which in turn allows the estimation of jobs gained at opening and expanding establishments and jobs lost at closing and contracting establishments.

Differences between QCEW, BED, and CES employment measures

The Bureau publishes three different establishment-based employment measures for any given quarter. Each of these measures--QCEW, BED, and CES--makes use of the quarterly UI employment reports in producing data; however, each measure has a somewhat different universe coverage, estimation procedure, and publication product.

Differences in coverage and estimation methods can result in somewhat different measures of over-the-quarter employment change. It is important to understand program differences and the intended uses of the program products. (See table below.) Additional information on each program can be obtained from the program Web sites shown in the table on 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 8.2 million employers nationally | --Count of longitudinally-linked UI administrative records submitted by 6.4 million private sector employers | --Sample survey: 400,000 employers nationally |
| 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 -Usually first Friday of following 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 --Future expansions will include data at the state level by industry and size of establishment | --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 contraction by size of establishment | --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 Alabama Department of Labor 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 113,729 private sector employer reports out of 122,480 total reports of employment and wages submitted by Alabama Department of Labor to BLS in the third quarter of 2016. 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 two quarters.

Concepts and methodology

The Business Employment Dynamics data measure the 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 establishments or expanding establishments. A net decrease in employment can come from either closing establishments 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 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.

Deaths. These are 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.

All establishment-level employment changes are measured from the third month of each quarter. Not all establishments change their employment levels; these establishments count towards estimates of total employment, but not for levels of gross job gains and gross job losses.

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

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 openings and closings. However, because some BED series do not have many re-openings or temporary shutdowns, as well as the fact that births and deaths are independently seasonally adjusted from openings and closings, there may be instances in which the seasonally adjusted value of the former is greater than the latter.

The linkage process matches establishments' unique Alabama Department of Labor identification (ADOL-ID) numbers. Between 95 to 97 percent of establishments identified as continuous from quarter to quarter are matched by ADOL-ID's. The rest are linked in one of three ways. The first method uses predecessor and successor information, identified by the states, which relates records with different ADOL-ID's 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 ADOL-ID's 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, Alabama Department of Labor verifies with employers and updates, if necessary, the industry, location, and ownership classification of all establishments on a 3-year cycle. Changes in establishment classification codes resulting from the verification process are introduced with the data reported for the first quarter of the year. Changes resulting from improved employer reporting also are introduced in the first quarter.

Seasonal adjustment

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

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

The employment data series for opening, expanding, closing, and contracting establishments are independently seasonally adjusted; net changes are calculated based on the difference between gross job gains and gross job losses. Similarly, the establishment counts data series for opening, expanding, closing, and contracting establishments are independently adjusted, and the net changes are calculated based on the difference between the number of opening and closing establishments. Additionally, establishment and employment levels are independently seasonally adjusted to calculate the seasonally adjusted rates. Concurrent seasonal adjustment is run using X-12 ARIMA.

The net over-the-quarter change derived by summing the BED component series will differ from the net employment change estimated from the seasonally adjusted total private employment series from the CES program. The intended use of BED statistics is to show the dynamic labor market changes that underlie the net employment change statistic. As such, data users interested particularly in the net employment change and not in the gross job flows underlying this change should refer to CES data for over-the-quarter net employment changes.

Reliability of the data

Since the data series on Business Employment Dynamics are based on administrative rather than sample data, there are no issues related to sampling error. Nonsampling 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. The BLS continues to refine methods for improving the linkage process to alleviate the effects of these complications.

Additional statistics and other information

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

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

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

Information in this release will be made available upon request. Voice phone: 334-353-8220.

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

| 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 | 11,424 | 105,373 | 89,212 | 16,161 | 93,949 | 80,152 | 13,797 |
| | June | -680 | 100,318 | 84,694 | 15,624 | 100,998 | 87,570 | 13,428 |
| | September | -1,801 | 100,622 | 84,190 | 16,432 | 102,423 | 89,176 | 13,247 |
| | December | 3,761 | 106,178 | 86,857 | 19,321 | 102,417 | 88,646 | 13,771 |
| 2007 | March | 21,327 | 113,839 | 96,291 | 17,548 | 92,512 | 77,682 | 14,830 |
| | June | -8,938 | 100,170 | 82,463 | 17,707 | 109,108 | 94,666 | 14,442 |
| | September | -121 | 101,872 | 83,228 | 18,644 | 101,993 | 86,471 | 15,522 |
| | December | 4,814 | 108,684 | 88,397 | 20,287 | 103,870 | 87,965 | 15,905 |
| 2008 | March | -7,170 | 98,837 | 82,298 | 16,539 | 106,007 | 88,692 | 17,315 |
| | June | -12,243 | 94,115 | 77,232 | 16,883 | 106,358 | 92,124 | 14,234 |
| | September | -11,634 | 95,178 | 77,251 | 17,927 | 106,812 | 90,949 | 15,863 |
| | December | -36,573 | 84,004 | 68,319 | 15,685 | 120,577 | 103,836 | 16,741 |
| 2009 | March | -42,833 | 76,052 | 61,860 | 14,192 | 118,885 | 102,918 | 15,967 |
| | June | -24,046 | 82,858 | 67,171 | 15,687 | 106,904 | 91,057 | 15,847 |
| | September | -15,727 | 86,586 | 70,910 | 15,676 | 102,313 | 81,939 | 20,374 |
| | December | -5,019 | 87,908 | 72,133 | 15,775 | 92,927 | 78,139 | 14,788 |
| 2010 | March | -2,480 | 85,116 | 70,087 | 15,029 | 87,596 | 74,450 | 13,146 |
| | June | 6,238 | 91,277 | 73,261 | 18,016 | 85,039 | 71,868 | 13,171 |
| | September | -4,431 | 90,418 | 74,199 | 16,219 | 94,849 | 76,852 | 17,997 |
| | December | 3,085 | 92,894 | 73,701 | 19,193 | 89,809 | 74,844 | 14,965 |
| 2011 | March | 1,280 | 86,308 | 71,694 | 14,344 | 84,758 | 70,230 | 14,528 |
| | June | -1,266 | 87,492 | 71,990 | 15,502 | 88,758 | 74,917 | 13,841 |
| | September | 9,363 | 91,876 | 76,307 | 15,569 | 82,513 | 69,405 | 13,108 |
| | December | -2,864 | 85,236 | 70,559 | 14,677 | 88,100 | 75,132 | 12,968 |
| 2012 | March | 11,662 | 92,045 | 76,653 | 15,392 | 80,383 | 67,725 | 12,658 |
| | June | 3,336 | 86,474 | 71,694 | 14,780 | 83,138 | 71,439 | 11,699 |
| | September | 920 | 84,005 | 69,813 | 14,192 | 83,085 | 70,016 | 13,069 |
| | December | 4,224 | 85,318 | 70,316 | 15,002 | 81,094 | 68,535 | 12,559 |
| 2013 | March | 9,415 | 90,432 | 75,453 | 14,979 | 81,017 | 68,789 | 12,228 |
| | June | 5,657 | 88,712 | 72,112 | 16,600 | 83,055 | 71,084 | 11,971 |
| | September | -2,377 | 82,528 | 68,879 | 13,649 | 84,905 | 72,188 | 12,717 |
| | December | 8,408 | 88,674 | 74,297 | 14,377 | 80,266 | 66,239 | 14,027 |
| 2014 | March | 1,601 | 85,770 | 70,416 | 15,354 | 84,169 | 71,456 | 12,713 |
| | June | 5,749 | 87,739 | 73,194 | 14,545 | 81,990 | 68,931 | 13,059 |
| | September | 6,708 | 89,675 | 74,527 | 15,148 | 82,967 | 71,251 | 11,716 |
| | December | 10,570 | 90,088 | 74,920 | 15,168 | 79,518 | 66,919 | 12,599 |
| 2015 | March | 1,718 | 85,899 | 71,127 | 14,772 | 84,181 | 72,961 | 11,220 |
| | June | 8,281 | 90,133 | 75,018 | 15,115 | 81,852 | 69,447 | 12,405 |
| | September | 3,896 | 88,622 | 73,606 | 15,016 | 84,726 | 72,173 | 12,553 |
| | December | 14,842 | 96,646 | 79,248 | 17,398 | 81,804 | 68,203 | 13,601 |
| 2016 | March | 4,566 | 89,239 | 74,477 | 14,762 | 84,673 | 71,980 | 12,693 |
| | June | 310 | 90,468 | 75,038 | 15,430 | 90,158 | 74,923 | 15,235 |
| | September | 6,229 | 95,974 | 77,270 | 18,704 | 89,745 | 75,108 | 14,637 |

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

Source: Alabama Department of Labor, Labor Market Information Division in cooperation with the US Bureau of Labor Statistics, Business Employment Dynamics Program.

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

| 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 | 0.7 | 6.7 | 5.7 | 1.0 | 6.0 | 5.1 | 0.9 |
| | June | 0.0 | 6.4 | 5.4 | 1.0 | 6.4 | 5.5 | 0.9 |
| | September | -0.2 | 6.3 | 5.3 | 1.0 | 6.5 | 5.7 | 0.8 |
| | December | 0.2 | 6.7 | 5.5 | 1.2 | 6.5 | 5.6 | 0.9 |
| 2007 | March | 1.4 | 7.2 | 6.1 | 1.1 | 5.8 | 4.9 | 0.9 |
| | June | -0.5 | 6.3 | 5.2 | 1.1 | 6.8 | 5.9 | 0.9 |
| | September | 0.0 | 6.4 | 5.2 | 1.2 | 6.4 | 5.4 | 1.0 |
| | December | 0.3 | 6.8 | 5.5 | 1.3 | 6.5 | 5.5 | 1.0 |
| 2008 | March | -0.5 | 6.2 | 5.2 | 1.0 | 6.7 | 5.6 | 1.1 |
| | June | -0.7 | 6.0 | 4.9 | 1.1 | 6.7 | 5.8 | 0.9 |
| | September | -0.8 | 6.0 | 4.9 | 1.1 | 6.8 | 5.8 | 1.0 |
| | December | -2.4 | 5.4 | 4.4 | 1.0 | 7.8 | 6.7 | 1.1 |
| 2009 | March | -2.9 | 5.0 | 4.1 | 0.9 | 7.9 | 6.8 | 1.1 |
| | June | -1.6 | 5.7 | 4.6 | 1.1 | 7.3 | 6.2 | 1.1 |
| | September | -1.0 | 6.0 | 4.9 | 1.1 | 7.0 | 5.6 | 1.4 |
| | December | -0.3 | 6.1 | 5.0 | 1.1 | 6.4 | 5.4 | 1.0 |
| 2010 | March | -0.2 | 5.9 | 4.9 | 1.0 | 6.1 | 5.2 | 0.9 |
| | June | 0.4 | 6.3 | 5.1 | 1.2 | 5.9 | 5.0 | 0.9 |
| | September | -0.3 | 6.2 | 5.1 | 1.1 | 6.5 | 5.3 | 1.2 |
| | December | 0.2 | 6.4 | 5.1 | 1.3 | 6.2 | 5.2 | 1.0 |
| 2011 | March | 0.1 | 6.0 | 5.0 | 1.0 | 5.9 | 4.9 | 1.0 |
| | June | -0.1 | 6.1 | 5.0 | 1.1 | 6.2 | 5.2 | 1.0 |
| | September | 0.7 | 6.4 | 5.3 | 1.1 | 5.7 | 4.8 | 0.9 |
| | December | -0.3 | 5.8 | 4.8 | 1.0 | 6.1 | 5.2 | 0.9 |
| 2012 | March | 0.9 | 6.4 | 5.3 | 1.1 | 5.5 | 4.6 | 0.9 |
| | June | 0.2 | 5.9 | 4.9 | 1.0 | 5.7 | 4.9 | 0.8 |
| | September | 0.0 | 5.7 | 4.7 | 1.0 | 5.7 | 4.8 | 0.9 |
| | December | 0.2 | 5.8 | 4.8 | 1.0 | 5.6 | 4.7 | 0.9 |
| 2013 | March | 0.7 | 6.1 | 5.1 | 1.0 | 5.4 | 4.6 | 0.8 |
| | June | 0.3 | 5.9 | 4.8 | 1.1 | 5.6 | 4.8 | 0.8 |
| | September | -0.3 | 5.5 | 4.6 | 0.9 | 5.8 | 4.9 | 0.9 |
| | December | 0.7 | 6.0 | 5.0 | 1.0 | 5.3 | 4.4 | 0.9 |
| 2014 | March | 0.1 | 5.7 | 4.7 | 1.0 | 5.6 | 4.8 | 0.8 |
| | June | 0.4 | 5.9 | 4.9 | 1.0 | 5.5 | 4.6 | 0.9 |
| | September | 0.5 | 6.0 | 5.0 | 1.0 | 5.5 | 4.7 | 0.8 |
| | December | 0.8 | 6.0 | 5.0 | 1.0 | 5.2 | 4.4 | 0.8 |
| 2015 | March | 0.2 | 5.7 | 4.7 | 1.0 | 5.5 | 4.8 | 0.7 |
| | June | 0.6 | 5.9 | 4.9 | 1.0 | 5.3 | 4.5 | 0.8 |
| | September | 0.3 | 5.8 | 4.8 | 1.0 | 5.5 | 4.7 | 0.8 |
| | December | 0.9 | 6.2 | 5.1 | 1.1 | 5.3 | 4.4 | 0.9 |
| 2016 | March | 0.4 | 5.8 | 4.8 | 1.0 | 5.4 | 4.6 | 0.8 |
| | June | 0.0 | 5.8 | 4.8 | 1.0 | 5.8 | 4.8 | 1.0 |
| | September | 0.5 | 6.2 | 5.0 | 1.2 | 5.7 | 4.8 | 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) Net change is the difference between total gross job gains and total gross job losses.

Source: Alabama Department of Labor, Labor Market Information Division in cooperation with the US Bureau of Labor Statistics, Business Employment Dynamics Program.

Table 3. Alabama: Number of private sector establishments by direction of employment change, seasonally adjusted

| 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 | 356 | 28,671 | 24,733 | 3,938 | 25,631 | 22,049 | 3,582 |
| | June | 290 | 27,199 | 23,374 | 3,825 | 27,171 | 23,636 | 3,535 |
| | September | 178 | 26,929 | 23,164 | 3,765 | 27,313 | 23,726 | 3,587 |
| | December | 531 | 27,698 | 23,383 | 4,315 | 27,293 | 23,509 | 3,784 |
| 2007 | March | 336 | 28,589 | 24,435 | 4,154 | 26,449 | 22,631 | 3,818 |
| | June | 208 | 26,772 | 22,940 | 3,832 | 27,951 | 24,327 | 3,624 |
| | September | -186 | 27,165 | 23,180 | 3,985 | 28,455 | 24,284 | 4,171 |
| | December | 329 | 27,308 | 23,050 | 4,258 | 27,797 | 23,868 | 3,929 |
| 2008 | March | -268 | 26,438 | 22,622 | 3,816 | 28,092 | 24,008 | 4,084 |
| | June | -458 | 25,607 | 21,742 | 3,865 | 29,520 | 25,197 | 4,323 |
| | September | -314 | 26,039 | 22,089 | 3,950 | 28,663 | 24,399 | 4,264 |
| | December | -865 | 23,708 | 20,002 | 3,706 | 30,633 | 26,062 | 4,571 |
| 2009 | March | -1,156 | 22,550 | 19,014 | 3,536 | 30,364 | 25,672 | 4,692 |
| | June | -828 | 22,999 | 19,449 | 3,550 | 28,414 | 24,036 | 4,378 |
| | September | -813 | 23,060 | 19,633 | 3,427 | 26,990 | 22,750 | 4,240 |
| | December | -172 | 23,494 | 19,633 | 3,861 | 26,259 | 22,226 | 4,033 |
| 2010 | March | -491 | 23,406 | 19,768 | 3,638 | 25,703 | 21,574 | 4,129 |
| | June | -577 | 24,176 | 20,641 | 3,535 | 25,569 | 21,457 | 4,112 |
| | September | -443 | 24,399 | 20,590 | 3,809 | 25,564 | 21,312 | 4,252 |
| | December | 328 | 24,504 | 20,398 | 4,106 | 25,159 | 21,381 | 3,778 |
| 2011 | March | -595 | 23,852 | 20,277 | 3,575 | 25,245 | 21,075 | 4,170 |
| | June | -112 | 24,247 | 20,556 | 3,691 | 25,080 | 21,277 | 3,803 |
| | September | 329 | 25,528 | 21,603 | 3,925 | 24,271 | 20,675 | 3,596 |
| | December | 154 | 24,018 | 20,112 | 3,906 | 25,472 | 21,720 | 3,752 |
| 2012 | March | 18 | 25,619 | 21,907 | 3,712 | 23,882 | 20,188 | 3,694 |
| | June | 227 | 24,208 | 20,647 | 3,561 | 24,979 | 21,645 | 3,334 |
| | September | -86 | 24,123 | 20,515 | 3,608 | 25,416 | 21,722 | 3,694 |
| | December | 275 | 24,569 | 20,776 | 3,793 | 24,362 | 20,844 | 3,518 |
| 2013 | March | -50 | 25,079 | 21,397 | 3,682 | 24,849 | 21,117 | 3,732 |
| | June | 137 | 24,825 | 21,082 | 3,743 | 24,642 | 21,036 | 3,606 |
| | September | 112 | 24,647 | 21,051 | 3,596 | 24,913 | 21,429 | 3,484 |
| | December | 110 | 24,994 | 21,298 | 3,696 | 24,557 | 20,971 | 3,586 |
| 2014 | March | -48 | 24,617 | 21,034 | 3,583 | 25,190 | 21,559 | 3,631 |
| | June | -35 | 25,283 | 21,671 | 3,612 | 24,966 | 21,319 | 3,647 |
| | September | 91 | 25,112 | 21,417 | 3,695 | 25,211 | 21,607 | 3,604 |
| | December | 281 | 25,724 | 21,927 | 3,797 | 24,457 | 20,941 | 3,516 |
| 2015 | March | 115 | 24,996 | 21,369 | 3,627 | 25,164 | 21,652 | 3,512 |
| | June | -110 | 25,659 | 22,009 | 3,650 | 24,905 | 21,145 | 3,760 |
| | September | 22 | 25,447 | 21,758 | 3,689 | 25,597 | 21,930 | 3,667 |
| | December | 550 | 26,454 | 22,323 | 4,131 | 24,631 | 21,050 | 3,581 |
| 2016 | March | 415 | 25,644 | 21,942 | 3,702 | 24,692 | 21,405 | 3,287 |
| | June | -322 | 25,191 | 21,503 | 3,688 | 26,368 | 22,358 | 4,010 |
| | September | 476 | 26,410 | 22,323 | 4,087 | 25,195 | 21,584 | 3,611 |

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

Source: Alabama Department of Labor, Labor Market Information Division in cooperation with the US Bureau of Labor Statistics, Business Employment Dynamics Program.

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

| 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 | 0.3 | 29.4 | 25.4 | 4.0 | 26.4 | 22.7 | 3.7 |
| | June | 0.3 | 27.8 | 23.9 | 3.9 | 27.8 | 24.2 | 3.6 |
| | September | 0.1 | 27.4 | 23.6 | 3.8 | 27.9 | 24.2 | 3.7 |
| | December | 0.6 | 28.1 | 23.7 | 4.4 | 27.6 | 23.8 | 3.8 |
| 2007 | March | 0.3 | 28.8 | 24.6 | 4.2 | 26.7 | 22.8 | 3.9 |
| | June | 0.2 | 26.8 | 23.0 | 3.8 | 28.0 | 24.4 | 3.6 |
| | September | -0.2 | 27.2 | 23.2 | 4.0 | 28.5 | 24.3 | 4.2 |
| | December | 0.4 | 27.3 | 23.0 | 4.3 | 27.7 | 23.8 | 3.9 |
| 2008 | March | -0.3 | 26.3 | 22.5 | 3.8 | 28.0 | 23.9 | 4.1 |
| | June | -0.4 | 25.6 | 21.7 | 3.9 | 29.4 | 25.1 | 4.3 |
| | September | -0.4 | 26.0 | 22.1 | 3.9 | 28.7 | 24.4 | 4.3 |
| | December | -0.9 | 23.8 | 20.1 | 3.7 | 30.8 | 26.2 | 4.6 |
| 2009 | March | -1.2 | 22.9 | 19.3 | 3.6 | 30.8 | 26.0 | 4.8 |
| | June | -0.9 | 23.5 | 19.9 | 3.6 | 29.1 | 24.6 | 4.5 |
| | September | -0.9 | 23.7 | 20.2 | 3.5 | 27.8 | 23.4 | 4.4 |
| | December | -0.2 | 24.3 | 20.3 | 4.0 | 27.2 | 23.0 | 4.2 |
| 2010 | March | -0.5 | 24.3 | 20.5 | 3.8 | 26.7 | 22.4 | 4.3 |
| | June | -0.6 | 25.2 | 21.5 | 3.7 | 26.6 | 22.3 | 4.3 |
| | September | -0.4 | 25.5 | 21.5 | 4.0 | 26.7 | 22.3 | 4.4 |
| | December | 0.4 | 25.6 | 21.3 | 4.3 | 26.2 | 22.3 | 3.9 |
| 2011 | March | -0.7 | 24.9 | 21.2 | 3.7 | 26.4 | 22 | 4.4 |
| | June | -0.1 | 25.5 | 21.6 | 3.9 | 26.3 | 22.3 | 4 |
| | September | 0.3 | 26.7 | 22.6 | 4.1 | 25.4 | 21.6 | 3.8 |
| | December | 0.2 | 25.1 | 21 | 4.1 | 26.6 | 22.7 | 3.9 |
| 2012 | March | 0.1 | 26.7 | 22.8 | 3.9 | 24.8 | 21 | 3.8 |
| | June | 0.2 | 25.1 | 21.4 | 3.7 | 26 | 22.5 | 3.5 |
| | September | -0.1 | 25 | 21.3 | 3.7 | 26.3 | 22.5 | 3.8 |
| | December | 0.3 | 25.4 | 21.5 | 3.9 | 25.2 | 21.6 | 3.6 |
| 2013 | March | -0.1 | 25.9 | 22.1 | 3.8 | 25.7 | 21.8 | 3.9 |
| | June | 0.2 | 25.6 | 21.7 | 3.9 | 25.4 | 21.7 | 3.7 |
| | September | 0.1 | 25.4 | 21.7 | 3.7 | 25.7 | 22.1 | 3.6 |
| | December | 0.1 | 25.7 | 21.9 | 3.8 | 25.2 | 21.5 | 3.7 |
| 2014 | March | 0 | 25.3 | 21.6 | 3.7 | 25.8 | 22.1 | 3.7 |
| | June | 0 | 26 | 22.3 | 3.7 | 25.6 | 21.9 | 3.7 |
| | September | 0.1 | 25.8 | 22 | 3.8 | 25.9 | 22.2 | 3.7 |
| | December | 0.3 | 26.3 | 22.4 | 3.9 | 25 | 21.4 | 3.6 |
| 2015 | March | 0.1 | 25.5 | 21.8 | 3.7 | 25.7 | 22.1 | 3.6 |
| | June | -0.1 | 26.1 | 22.4 | 3.7 | 25.3 | 21.5 | 3.8 |
| | September | 0.1 | 25.9 | 22.1 | 3.8 | 26 | 22.3 | 3.7 |
| | December | 0.6 | 26.8 | 22.6 | 4.2 | 24.9 | 21.3 | 3.6 |
| 2016 | March | 0.4 | 25.8 | 22.1 | 3.7 | 24.8 | 21.5 | 3.3 |
| | June | -0.3 | 25.4 | 21.7 | 3.7 | 26.5 | 22.5 | 4.0 |
| | September | 0.5 | 26.6 | 22.5 | 4.1 | 25.3 | 21.7 | 3.6 |

(1) The rates measure gross job gains and gross job losses as a percentage of the average of the previous and current quarter employment levels.

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

Source: Alabama Department of Labor, Labor Market Information Division in cooperation with the US Bureau of Labor Statistics, Business Employment Dynamics Program.

Table 5. Alabama: Private sector establishment births and deaths, seasonally adjusted

| Year | 3 months ended | Births(1) | | Deaths(2) | |
|------|----------------|----------------|------------|----------------|------------|
| | | Establishments | Employment | Establishments | Employment |
| 2006 | March | 2,657 | 11,616 | 2,270 | 9,574 |
| | June | 2,643 | 11,906 | 2,370 | 9,662 |
| | September | 2,545 | 12,260 | 2,344 | 9,143 |
| | December | 2,949 | 15,228 | 2,384 | 8,732 |
| 2007 | March | 2,786 | 12,824 | 2,426 | 9,666 |
| | June | 2,591 | 13,263 | 2,250 | 9,307 |
| | September | 2,599 | 13,669 | 2,821 | 10,914 |
| | December | 2,785 | 15,340 | 2,522 | 10,692 |
| 2008 | March | 2,477 | 12,083 | 2,532 | 11,261 |
| | June | 2,414 | 11,208 | 2,883 | 9,871 |
| | September | 2,446 | 12,722 | 2,859 | 11,025 |
| | December | 2,141 | 11,488 | 3,047 | 11,780 |
| 2009 | March | 2,182 | 10,076 | 3,090 | 10,663 |
| | June | 2,134 | 11,938 | 3,006 | 11,816 |
| | September | 1,981 | 10,825 | 2,758 | 11,950 |
| | December | 2,124 | 10,341 | 2,487 | 10,258 |
| 2010 | March | 2,181 | 10,465 | 2,645 | 8,603 |
| | June | 2,217 | 13,070 | 2,669 | 8,814 |
| | September | 2,244 | 11,458 | 2,462 | 9,360 |
| | December | 2,293 | 13,036 | 2,375 | 10,492 |
| 2011 | March | 2,283 | 10,558 | 2,552 | 9,035 |
| | June | 2,205 | 9,886 | 2,371 | 9,165 |
| | September | 2,342 | 10,072 | 2,297 | 8,421 |
| | December | 2,462 | 10,394 | 2,459 | 8,945 |
| 2012 | March | 2,418 | 11,415 | 2,259 | 8,312 |
| | June | 2,315 | 11,079 | 2,156 | 8,158 |
| | September | 2,373 | 10,005 | 2,397 | 8,891 |
| | December | 2,297 | 10,776 | 2,144 | 8,338 |
| 2013 | March | 2,405 | 10,717 | 2,254 | 7,465 |
| | June | 2,431 | 11,895 | 2,389 | 7,846 |
| | September | 2,327 | 9,638 | 2,183 | 8,236 |
| | December | 2,232 | 9,820 | 2,229 | 8,566 |
| 2014 | March | 2,308 | 10,273 | 2,126 | 7,748 |
| | June | 2,271 | 9,621 | 2,372 | 8,657 |
| | September | 2,297 | 10,211 | 2,312 | 7,525 |
| | December | 2,281 | 10,480 | 2,208 | 8,535 |
| 2015 | March | 2,392 | 10,627 | 2,048 | 7,099 |
| | June | 2,335 | 11,152 | 2,440 | 8,633 |
| | September | 2,324 | 10,415 | 2,149 | 7,303 |
| | December | 2,432 | 12,459 | 2,221 | 8,306 |
| 2016 | March | 2,497 | 10,760 | N/A | N/A |
| | June | 2,397 | 10,255 | N/A | N/A |
| | September | 2,498 | 12,568 | N/A | N/A |

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

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

Source: Alabama Department of Labor, Labor Market Information Division in cooperation with the US Bureau of Labor Statistics, Business Employment Dynamics Program.

Table 6. Alabama: Rates (1) of private sector establishment births and deaths, seasonally adjusted

| Year | 3 months ended | Births(1) | | Deaths(2) | |
|------|----------------|----------------|------------|----------------|------------|
| | | Establishments | Employment | Establishments | Employment |
| 2006 | March | 2.7 | 0.7 | 2.3 | 0.6 |
| | June | 2.7 | 0.8 | 2.4 | 0.6 |
| | September | 2.6 | 0.8 | 2.4 | 0.6 |
| | December | 3.0 | 1.0 | 2.4 | 0.6 |
| 2007 | March | 2.8 | 0.8 | 2.4 | 0.6 |
| | June | 2.6 | 0.8 | 2.3 | 0.6 |
| | September | 2.6 | 0.9 | 2.8 | 0.7 |
| | December | 2.8 | 1.0 | 2.5 | 0.7 |
| 2008 | March | 2.5 | 0.8 | 2.5 | 0.7 |
| | June | 2.4 | 0.7 | 2.9 | 0.6 |
| | September | 2.4 | 0.8 | 2.9 | 0.7 |
| | December | 2.2 | 0.7 | 3.1 | 0.8 |
| 2009 | March | 2.2 | 0.7 | 3.1 | 0.7 |
| | June | 2.2 | 0.8 | 3.1 | 0.8 |
| | September | 2.0 | 0.7 | 2.8 | 0.8 |
| | December | 2.2 | 0.7 | 2.6 | 0.7 |
| 2010 | March | 2.3 | 0.7 | 2.7 | 0.6 |
| | June | 2.3 | 0.9 | 2.8 | 0.6 |
| | September | 2.3 | 0.8 | 2.6 | 0.6 |
| | December | 2.4 | 0.9 | 2.5 | 0.7 |
| 2011 | March | 2.4 | 0.7 | 2.7 | 0.6 |
| | June | 2.3 | 0.7 | 2.5 | 0.6 |
| | September | 2.5 | 0.7 | 2.4 | 0.6 |
| | December | 2.6 | 0.7 | 2.6 | 0.6 |
| 2012 | March | 2.5 | 0.8 | 2.4 | 0.6 |
| | June | 2.4 | 0.8 | 2.2 | 0.6 |
| | September | 2.5 | 0.7 | 2.5 | 0.6 |
| | December | 2.4 | 0.7 | 2.2 | 0.6 |
| 2013 | March | 2.5 | 0.7 | 2.3 | 0.5 |
| | June | 2.5 | 0.8 | 2.5 | 0.5 |
| | September | 2.4 | 0.6 | 2.2 | 0.6 |
| | December | 2.3 | 0.7 | 2.3 | 0.6 |
| 2014 | March | 2.4 | 0.7 | 2.2 | 0.5 |
| | June | 2.3 | 0.6 | 2.4 | 0.6 |
| | September | 2.4 | 0.7 | 2.4 | 0.5 |
| | December | 2.3 | 0.7 | 2.3 | 0.6 |
| 2015 | March | 2.4 | 0.7 | 2.1 | 0.5 |
| | June | 2.4 | 0.7 | 2.5 | 0.6 |
| | September | 2.4 | 0.7 | 2.2 | 0.5 |
| | December | 2.5 | 0.8 | 2.3 | 0.5 |
| 2016 | March | 2.5 | 0.7 | N/A | N/A |
| | June | 2.4 | 0.7 | N/A | N/A |
| | September | 2.5 | 0.8 | N/A | N/A |

- (1) The rate measures births and deaths as a percentage of the average of the previous and current quarter employment levels or total numbers of establishments.
 (2) Values for births are not available for the first three quarters of the time series by definition. Values for deaths are not available for the most recent three quarters by definition. Source: Alabama Department of Labor, Labor Market Information Division in cooperation with the US Bureau of Labor Statistics, Business Employment Dynamics Program.