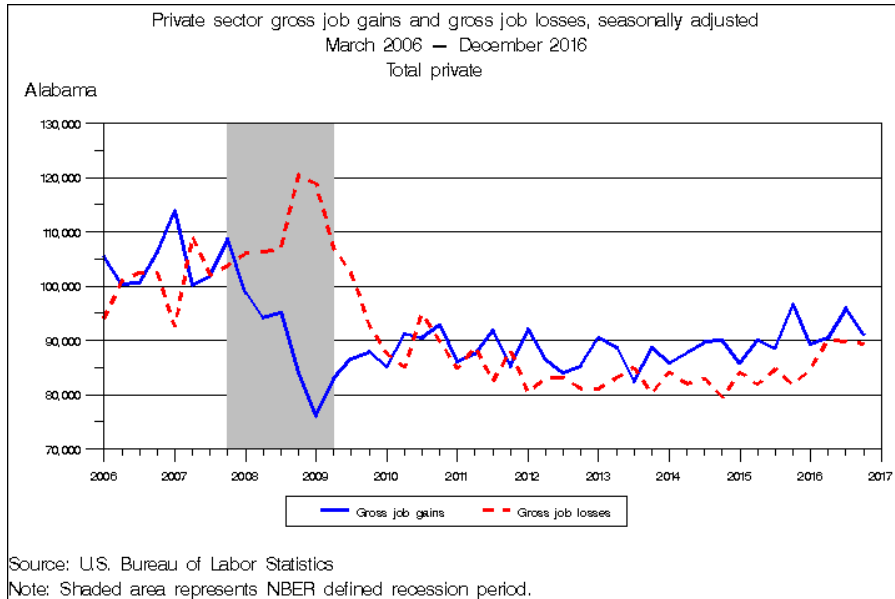


## State of Alabama

### Business Employment Dynamics: Fourth Quarter 2016

From October 2016 to December 2016, the number of gross **job gains** from opening and expanding private sector establishments was 91,192. This was 4,782 fewer jobs gained during the fourth 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 89,343 in the fourth quarter of 2016. This was 402 fewer jobs lost by establishments compared to third 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.

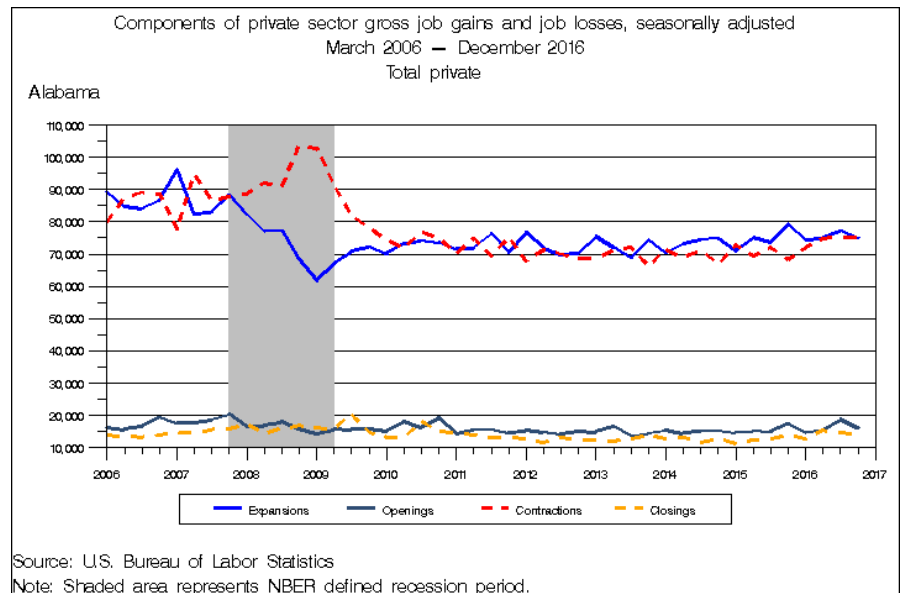
Gross job gains are the sum of increases in employment from expansions at existing units and the addition of new jobs at opening units.

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 75,124 jobs in the fourth quarter of 2016. This number represents 16 more jobs lost from the previous quarter.

**Expanding** establishments gained 75,170 jobs, a decrease of 2,100 jobs compared to the third quarter of 2016. **Closing** establishments lost 14,219 jobs from October 2016 to December 2016. This represents 418 fewer jobs lost since the prior quarter. **Opening** establishments gained 16,022 jobs during the fourth quarter of 2016. This represents 2,682 fewer new jobs than in third quarter of 2016. (See table A on next page)

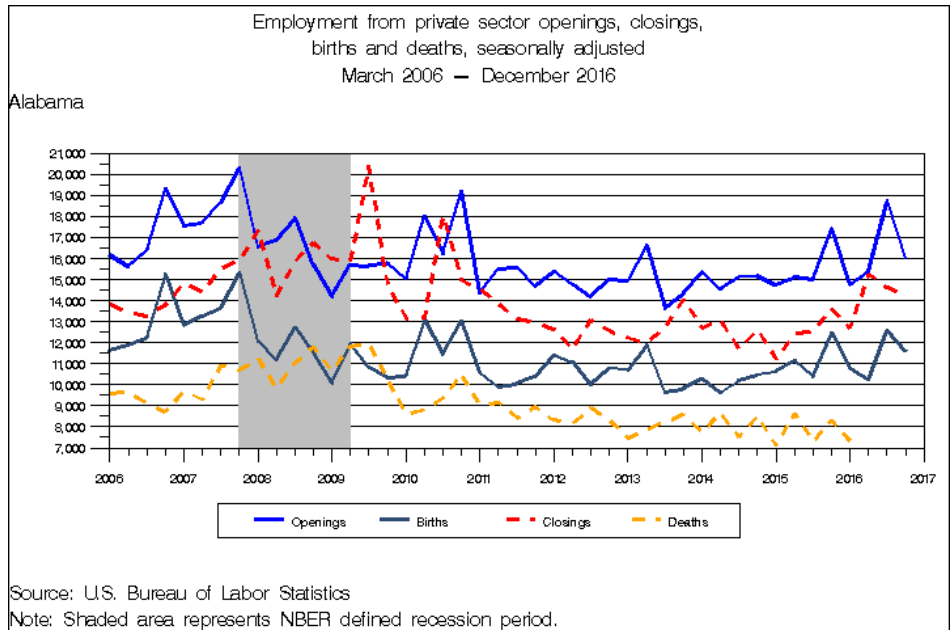
The difference between the number of gross jobs gained and the number of gross jobs lost yielded a **net gain** of 1,849 jobs in the private sector for fourth quarter 2016. **Gross job gains** represented 5.8 percent of private sector employment while **gross job losses** represented 5.7 percent of private sector employment.



**Establishment births**, a subset of the openings data (See Technical Note for more information), added 11,614 jobs at 2,396 new establishments in the fourth quarter of 2016. This number represents an employment decrease of 954 private sector jobs in 102 fewer establishments compared to the previous quarter. Data for establishment deaths, a subset of the closings data, are now available for March 2016 with 7,342 jobs lost at 1,990 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 fourth quarter 2016, Alabama ranked 8<sup>th</sup> in net change, with a 1,849 overall employment increase. (See table B)

From October 2016 to December 2016, Alabama ranked 7<sup>th</sup> in gross job gains and 4<sup>th</sup> in gross job losses as a percentage of total employment. Alabama's share of gross job gains account for 5.8 percent while gross job losses accounted for 5.7 percent. (See table C)



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

Category	3 months ended				
	Dec 2015	Mar 2016	June 2016	Sep 2016	Dec 2016
Levels					
Gross job gains.....	<b>96,646</b>	<b>89,239</b>	<b>90,468</b>	<b>95,974</b>	<b>91,192</b>
Expanding establishments	79,248	74,477	75,038	77,270	75,170
Opening establishments	17,398	14,762	15,430	18,704	16,022
Gross job losses.....	<b>81,804</b>	<b>84,673</b>	<b>90,158</b>	<b>89,745</b>	<b>89,343</b>
Contracting establishments	68,203	71,980	74,923	75,108	75,124
Closing establishments	13,601	12,693	15,235	14,637	14,219
Net employment change <sup>1</sup>	14,842	4,566	310	6,229	1,849
Rates (percent)					
Gross job gains.....	6.2	5.8	5.8	6.2	5.8
Expanding establishments	5.1	4.8	4.8	5.0	4.8
Opening establishments	1.1	1.0	1.0	1.2	1.0
Gross job losses.....	5.3	5.4	5.8	5.7	5.7
Contracting establishments	4.4	4.6	4.8	4.8	4.8
Closing establishments	0.9	0.8	1.0	0.9	0.9
Net employment change(1)	0.9	0.4	0.0	0.5	0.1

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

**Table B. Private sector net employment change by southeastern state, seasonally adjusted**

Southeastern States	Rank	December 2016
Florida	1	43,476
Georgia	2	27,759
North Carolina	3	24,832
South Carolina	4	19,156
Tennessee	5	19,112
Kentucky	6	7,052
Mississippi	7	6,001
<b>Alabama</b>	<b>8</b>	<b>1,849</b>

Source: US Bureau of Labor Statistics

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

3 months ended					
Gross job gains as a percent of employment			Gross job losses as a percent of employment		
Southeastern States	Rank	Dec 2016	Southeastern States	Rank	Dec 2016
Florida	1	6.7	Florida	1	6.1
South Carolina	2	6.6	Georgia	2	5.8
Georgia	3	6.5	Mississippi	3	5.7
Mississippi	4	6.3	<b>Alabama</b>	<b>4</b>	<b>5.7</b>
North Carolina	5	6.3	Kentucky	5	5.6
Kentucky	6	6.0	North Carolina	6	5.6
<b>Alabama</b>	<b>7</b>	<b>5.8</b>	South Carolina	7	5.4
Tennessee	8	5.7	Tennessee	8	5.0

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
<b>Source</b>	--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: <b>400,000 employers nationally</b>
<b>Coverage</b>	--UI and UCFE coverage: all employers subject to state and federal UI Laws	--UI Coverage, excluding: government, private households, and establishments with zero employment	<b>Nonfarm wage and salary jobs:</b> --UI Coverage, excluding agriculture, private households, and self-employed --Other employment, including railroads, religious organizations, and other non-UI- covered jobs
<b>Publication frequency</b>	--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
<b>Use of UI file</b>	--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

<b>Principal products</b>	--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
<b>Principal uses</b>	--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
<b>Program websites</b>	-- <a href="http://www.bls.gov/cew/">www.bls.gov/cew/</a>	-- <a href="http://www.bls.gov/bdm/">www.bls.gov/bdm/</a>	-- <a href="http://www.bls.gov/ces/">www.bls.gov/ces/</a>

## Coverage

Employment and wage data for workers covered by state UI and Unemployment Compensation for Federal employees (UCFE) laws are compiled from quarterly contribution reports submitted to 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 115,552 private sector employer reports out of 124,463 total reports of employment and wages submitted by Alabama Department of Labor to BLS in the fourth 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](mailto: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
	December	1,849	91,192	75,170	16,022	89,343	75,124	14,219

(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
	December	0.1	5.8	4.8	1.0	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
	December	120	25,412	21,583	3,829	25,686	21,977	3,709

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

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
	December	0.1	25.4	21.6	3.8	25.7	22.0	3.7

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

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

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	1,990	7,342
	June	2,397	10,255	N/A	N/A
	September	2,498	12,568	N/A	N/A
	December	2,396	11,614	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	2.0	0.5
	June	2.4	0.7	N/A	N/A
	September	2.5	0.8	N/A	N/A
	December	2.4	0.7	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 number of establishments.

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

(3) 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.