

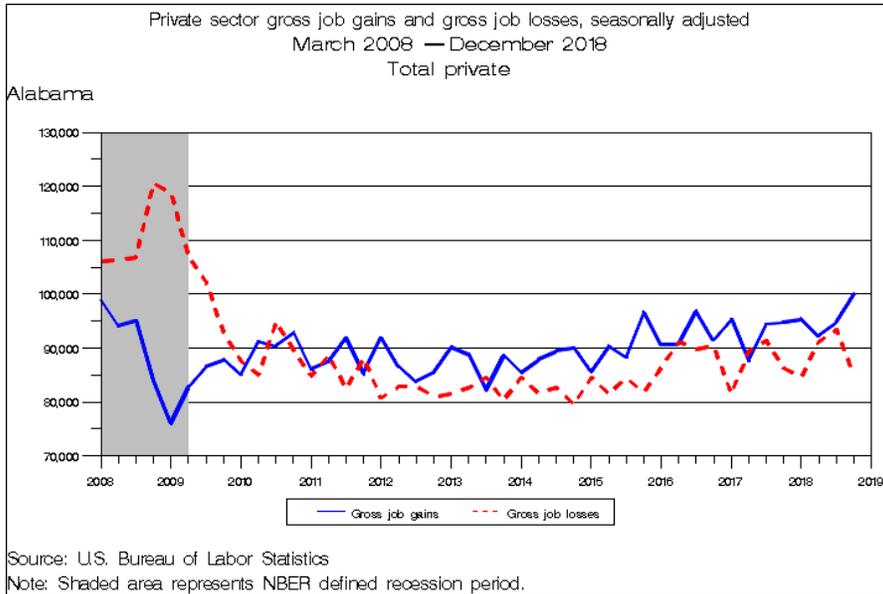
State of Alabama *Business Employment Dynamics: Fourth Quarter 2018*

From October 2018 to December 2018, the number of gross **job gains** from opening and expanding private sector establishments was 100,130. This was 5,257 jobs gained compared to 2,459 gained during the third quarter of 2018, 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 85,072 in the fourth quarter of 2018. This was 6,157 less jobs lost by establishments compared to the third quarter of 2018.

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.

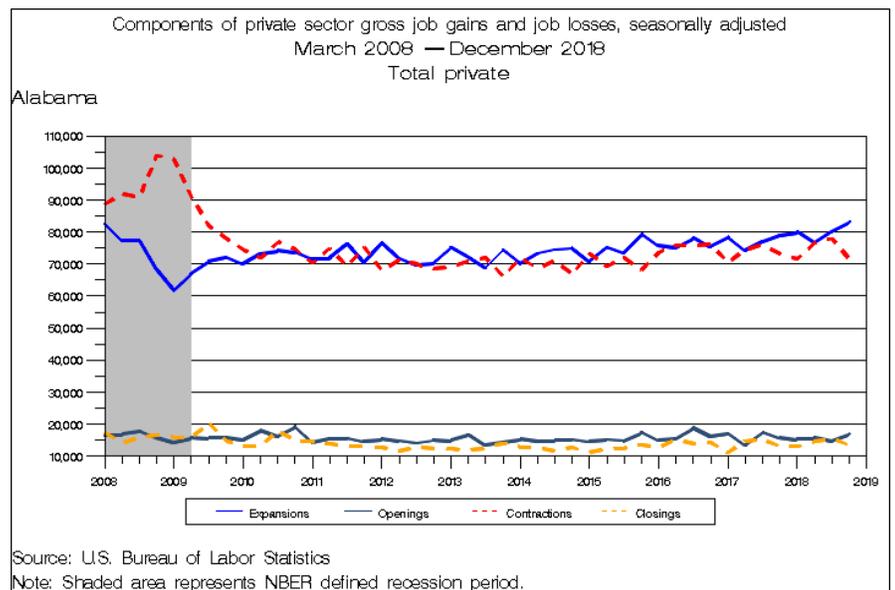


Gross job losses are the result of contractions in employment at existing units and the loss of jobs at closing units. The difference between the number of gross jobs gained and the number of gross jobs lost is the net change in employment (see the Technical Note for more information).

Contracting establishments lost 71,649 jobs in the fourth quarter of 2018. This number represents 6,295 less jobs lost from the previous quarter.

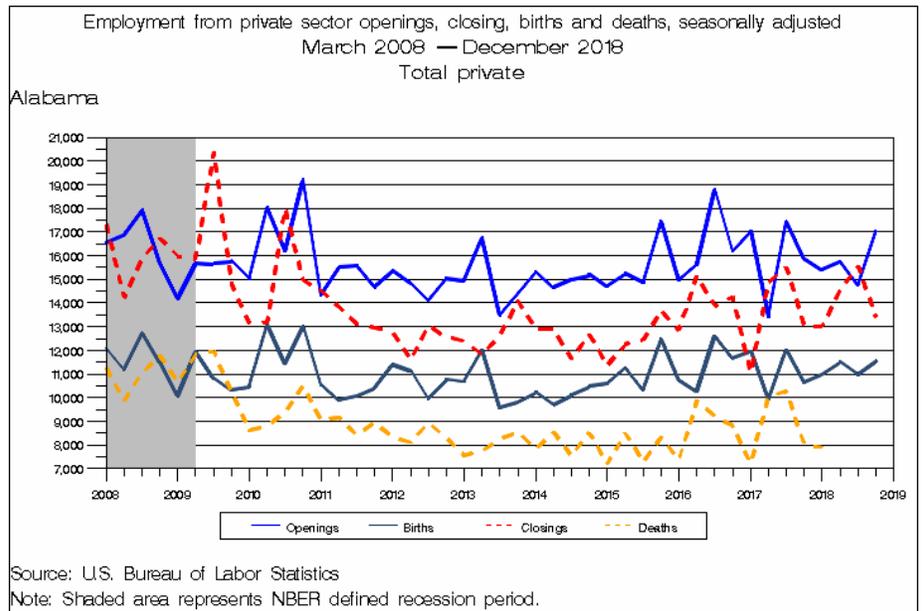
Expanding establishments gained 83,126 jobs, an increase of 3,009 jobs compared to the third quarter of 2018. **Closing** establishments lost 13,423 jobs from October 2018 to December 2018. This represents 2,134 less jobs since the prior quarter. **Opening** establishments gained 17,004 jobs during the fourth quarter of 2018. This represents 2,248 more new jobs than in the third quarter of 2018 (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 15,058 jobs in the private sector for fourth quarter 2018. **Gross job gains** represented 6.3 percent of private sector employment while **gross job losses** represented 5.3 percent of private sector employment.



Establishment births, a subset of the openings data (See Technical Note for more information), added 11,539 jobs at 2,551 new establishments in the fourth quarter of 2018. This number represents an employment increase of 570 private sector jobs in 80 more establishments compared to the previous quarter. Data for establishment deaths, a subset of the closings data, are now available for March 2018 with 7,899 jobs lost at 2,214 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 2018, Alabama ranked 6th in net change, with an overall increase of 15,058 in employment (see Table B).



From October 2018 to December 2018, 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 6.3 percent while gross job losses accounted for 5.3 percent (see Table C).

Table A. Three-Month Private Sector Gross Job Gains and Losses, Seasonally Adjusted

Category	3 Months Ended				
	Dec 2017	Mar 2018	June 2018	Sep 2018	Dec 2018
	Levels				
Gross Job Gains.....	94,822	95,408	92,414	94,873	100,130
Expanding Establishments	78,979	79,995	76,659	80,117	83,126
Opening Establishments	15,843	15,413	15,755	14,756	17,004
Gross Job Losses.....	86,247	84,599	91,229	93,501	85,072
Contracting Establishments	73,247	71,581	76,701	77,944	71,649
Closing Establishments	13,000	13,018	14,528	15,557	13,423
Net Employment Change ¹	8,575	10,809	1,185	1,372	15,058
	Rates (percent)				
Gross Job Gains.....	6.0	6.0	5.8	5.9	6.3
Expanding Establishments	5.0	5.0	4.8	5.0	5.2
Opening Establishments	1.0	1.0	1.0	0.9	1.1
Gross Job Losses.....	5.4	5.3	5.7	5.9	5.3
Contracting Establishments	4.6	4.5	4.8	4.9	4.5
Closing Establishments	0.8	0.8	0.9	1.0	0.8
Net Employment Change ¹	0.6	0.7	0.1	0.0	1.0

¹The 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 2018
North Carolina	1	50,539
South Carolina	2	34,200
Florida	3	30,416
Tennessee	4	23,601
Georgia	5	21,680
Alabama	6	15,058
Mississippi	7	10,925
Kentucky	8	10,273

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			Gross Job Losses		
Southeastern States	Rank	Dec 2018	Southeastern States	Rank	Dec 2018
South Carolina	1	7.4	Florida	1	5.9
North Carolina	2	6.7	Georgia	2	5.7
Mississippi	3	6.4	Kentucky	3	5.5
Florida	4	6.3	South Carolina	4	5.4
Georgia	5	6.3	North Carolina	5	5.3
Alabama	6	6.3	Alabama	6	5.3
Kentucky	7	6.1	Mississippi	7	5.2
Tennessee	8	5.8	Tennessee	8	4.9

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 114,034 private sector employer reports out of 122,887 total reports of employment and wages submitted by Alabama Department of Labor to BLS in the first quarter of 2017. 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.

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 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. Non-sampling errors, however, still exist. Non-sampling 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: 334-956-7486.

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
2008	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
2010	December	-5,019	87,908	72,133	15,775	92,927	78,139	14,788
	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
2011	December	3,085	92,894	73,701	19,193	89,809	74,844	14,965
	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
2012	December	-2,864	85,236	70,559	14,677	88,100	75,132	12,968
	March	11,189	91,922	76,558	15,364	80,733	67,952	12,781
	June	3,735	86,613	71,770	14,843	82,878	71,286	11,592
	September	831	83,817	69,707	14,110	82,986	69,952	13,034
2013	December	4,405	85,441	70,405	15,036	81,036	68,473	12,563
	March	8,737	90,197	75,245	14,952	81,460	69,071	12,389
	June	6,305	88,956	72,223	16,733	82,651	70,841	11,810
	September	-2,307	82,322	68,807	13,515	84,629	72,011	12,618
2014	December	8,384	88,692	74,279	14,413	80,308	66,214	14,094
	March	916	85,529	70,217	15,312	84,613	71,733	12,880
	June	6,408	87,982	73,324	14,658	81,574	68,692	12,882
	September	6,786	89,470	74,473	14,997	82,684	71,057	11,627
2015	December	10,579	90,117	74,906	15,211	79,538	66,881	12,657
	March	1,016	85,649	70,923	14,726	84,633	73,268	11,365
	June	8,937	90,383	75,145	15,238	81,446	69,200	12,246
	September	3,978	88,411	73,547	14,864	84,433	71,976	12,457
2016	December	14,820	96,656	79,216	17,440	81,836	68,167	13,669
	March	4,303	90,675	75,710	14,965	86,372	73,515	12,857
	June	-268	90,874	75,248	15,626	91,142	75,999	15,143
	September	7,030	96,868	78,077	18,791	89,838	75,965	13,873
2017	December	1,195	91,587	75,393	16,194	90,392	76,132	14,260
	March	13,848	95,396	78,353	17,043	81,548	70,471	11,077
	June	-1,801	87,628	74,183	13,436	89,429	74,585	14,844
	September	3,039	94,446	77,021	17,425	91,407	75,899	15,508
2018	December	8,575	94,822	78,979	15,843	86,247	73,247	13,000
	March	10,809	95,408	79,995	15,413	84,599	71,581	13,018
	June	1,185	92,414	76,659	15,755	91,229	76,701	14,528
	September	1,372	94,873	80,117	14,756	93,501	77,944	15,557
	December	15,058	100,130	83,126	17,004	85,072	71,649	13,423

(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 Employment¹, Seasonally Adjusted.

Year	3 Months Ended	Net Change ²	Gross Job Gains			Gross Job Losses		
			Total	Expanding Establishments	Opening Establishments	Total	Contracting Establishments	Closing Establishments
2008	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	0.7	6.3	5.2	1.1	5.6	4.7	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	0.6	6.1	5.1	1.0	5.5	4.7	0.8
	June	0.4	6.0	4.9	1.1	5.6	4.8	0.8
	September	-0.1	5.5	4.6	0.9	5.6	4.8	0.8
	December	0.7	6.0	5.0	1.0	5.3	4.4	0.9
2014	March	0.0	5.7	4.7	1.0	5.7	4.8	0.9
	June	0.4	5.9	4.9	1.0	5.5	4.6	0.9
	September	0.4	5.9	4.9	1.0	5.5	4.7	0.8
	December	0.7	5.9	4.9	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	5.9	4.9	1.0	5.5	4.7	0.8
	June	-0.1	5.8	4.8	1.0	5.9	4.9	1.0
	September	0.4	6.2	5.0	1.2	5.8	4.9	0.9
	December	0.0	5.8	4.8	1.0	5.8	4.9	0.9
2017	March	0.9	6.1	5.0	1.1	5.2	4.5	0.7
	June	0.0	5.6	4.7	0.9	5.6	4.7	0.9
	September	0.2	6.0	4.9	1.1	5.8	4.8	1.0
	December	0.6	6.0	5.0	1.0	5.4	4.6	0.8
2018	March	0.7	6.0	5.0	1.0	5.3	4.5	0.8
	June	0.1	5.8	4.8	1.0	5.7	4.8	0.9
	September	0.0	5.9	5.0	0.9	5.9	4.9	1.0
	December	1.0	6.3	5.2	1.1	5.3	4.5	0.8

(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
2008	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
2010	December	-172	23,494	19,633	3,861	26,259	22,226	4,033
	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
2011	December	328	24,504	20,398	4,106	25,159	21,381	3,778
	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
2012	December	154	24,018	20,112	3,906	25,472	21,720	3,752
	March	-3	25,586	21,878	3,708	23,934	20,223	3,711
	June	248	24,234	20,667	3,567	24,931	21,612	3,319
	September	-94	24,091	20,493	3,598	25,419	21,727	3,692
2013	December	283	24,590	20,795	3,795	24,336	20,824	3,512
	March	-68	25,043	21,359	3,684	24,915	21,163	3,752
	June	187	24,875	21,112	3,763	24,565	20,989	3,576
	September	87	24,625	21,053	3,572	24,904	21,419	3,485
2014	December	113	24,993	21,295	3,698	24,561	20,976	3,585
	March	-69	24,578	20,996	3,582	25,258	21,607	3,651
	June	11	25,334	21,705	3,629	24,886	21,268	3,618
	September	63	25,089	21,419	3,670	25,201	21,594	3,607
2015	December	286	25,725	21,926	3,799	24,460	20,947	3,513
	March	94	24,961	21,334	3,627	25,235	21,702	3,533
	June	-61	25,710	22,041	3,669	24,829	21,099	3,730
	September	-5	25,425	21,761	3,664	25,589	21,920	3,669
2016	December	544	26,450	22,320	4,130	24,642	21,056	3,586
	March	315	25,859	22,086	3,773	25,069	21,611	3,458
	June	-336	25,380	21,621	3,759	26,587	22,492	4,095
	September	447	26,530	22,415	4,115	25,429	21,761	3,668
2017	December	66	25,580	21,712	3,868	26,065	22,263	3,802
	March	519	26,729	22,737	3,992	25,121	21,648	3,473
	June	-377	25,621	21,980	3,641	26,633	22,615	4,018
	September	358	26,019	21,935	4,084	26,324	22,598	3,726
2018	December	362	26,805	22,721	4,084	25,629	21,907	3,722
	March	217	26,482	22,657	3,825	25,450	21,842	3,608
	June	122	26,138	22,294	3,844	26,414	22,692	3,722
	September	-125	26,002	22,311	3,691	26,567	22,751	3,816
	December	443	27,065	22,847	4,218	25,362	21,587	3,775

(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 Establishments¹, Seasonally Adjusted.

Year	3 Months Ended	Net Change ²	Gross Job Gains			Gross Job Losses		
			Total	Expanding Establishments	Opening Establishments	Total	Contracting Establishments	Closing Establishments
2008	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
2010	December	-0.2	24.3	20.3	4.0	27.2	23.0	4.2
	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
2011	December	0.4	25.6	21.3	4.3	26.2	22.3	3.9
	March	-0.7	24.9	21.2	3.7	26.4	22.0	4.4
	June	-0.1	25.5	21.6	3.9	26.3	22.3	4.0
	September	0.3	26.7	22.6	4.1	25.4	21.6	3.8
2012	December	0.2	25.1	21.0	4.1	26.6	22.7	3.9
	March	0.0	26.7	22.8	3.9	25.0	21.1	3.9
	June	0.3	25.2	21.5	3.7	25.8	22.4	3.4
	September	-0.1	24.9	21.2	3.7	26.3	22.5	3.8
2013	December	0.3	25.4	21.5	3.9	25.1	21.5	3.6
	March	-0.1	25.8	22.0	3.8	25.7	21.8	3.9
	June	0.2	25.7	21.8	3.9	25.4	21.7	3.7
	September	0.1	25.4	21.7	3.7	25.6	22.0	3.6
2014	December	0.1	25.7	21.9	3.8	25.3	21.6	3.7
	March	0.0	25.2	21.5	3.7	25.9	22.2	3.7
	June	0.0	26.0	22.3	3.7	25.5	21.8	3.7
	September	0.1	25.8	22.0	3.8	25.8	22.1	3.7
2015	December	0.3	26.3	22.4	3.9	25.0	21.4	3.6
	March	0.1	25.4	21.7	3.7	25.7	22.1	3.6
	June	-0.1	26.1	22.4	3.7	25.3	21.5	3.8
	September	0.0	25.8	22.1	3.7	26.0	22.3	3.7
2016	December	0.6	26.8	22.6	4.2	24.9	21.3	3.6
	March	0.3	26.0	22.2	3.8	25.3	21.8	3.5
	June	-0.3	25.6	21.8	3.8	26.8	22.7	4.1
	September	0.4	26.7	22.6	4.1	25.6	21.9	3.7
2017	December	0.1	25.7	21.8	3.9	26.1	22.3	3.8
	March	0.5	26.7	22.7	4.0	25.1	21.6	3.5
	June	-0.4	25.5	21.9	3.6	26.6	22.6	4.0
	September	0.4	26.0	21.9	4.1	26.2	22.5	3.7
2018	December	0.4	26.7	22.6	4.1	25.4	21.7	3.7
	March	0.2	26.2	22.4	3.8	25.2	21.6	3.6
	June	0.1	25.8	22.0	3.8	26.1	22.4	3.7
	September	-0.2	25.6	22.0	3.6	26.2	22.4	3.8
	December	0.5	26.7	22.5	4.2	24.9	21.2	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
2008	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
2010	December	2,124	10,341	2,487	10,258
	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
2011	December	2,293	13,036	2,375	10,492
	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
2012	December	2,462	10,394	2,459	8,945
	March	2,415	11,383	2,293	8,339
	June	2,317	11,152	2,139	8,113
	September	2,372	9,972	2,384	8,927
2013	December	2,299	10,772	2,133	8,315
	March	2,404	10,687	2,298	7,558
	June	2,435	12,012	2,356	7,731
	September	2,320	9,573	2,169	8,242
2014	December	2,237	9,819	2,219	8,546
	March	2,306	10,244	2,168	7,844
	June	2,276	9,715	2,339	8,530
	September	2,290	10,142	2,297	7,530
2015	December	2,286	10,478	2,198	8,514
	March	2,390	10,597	2,088	7,187
	June	2,340	11,262	2,406	8,507
	September	2,317	10,345	2,132	7,298
2016	December	2,438	12,457	2,242	8,316
	March	2,511	10,732	1,988	7,390
	June	2,412	10,298	2,531	9,873
	September	2,505	12,606	2,398	9,236
2017	December	2,412	11,666	2,321	8,822
	March	2,569	11,957	2,070	7,240
	June	2,403	9,916	2,545	10,039
	September	2,617	12,013	2,390	10,274
2018	December	2,461	10,646	2,322	8,012
	March	2,499	10,984	2,214	7,899
	June	2,561	11,501	N/A	N/A
	September	2,471	10,969	N/A	N/A
	December	2,551	11,539	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: Rates¹ of Private Sector Establishment Births and Deaths, Seasonally Adjusted.

Year	3 Months Ended	Births ²		Deaths ³	
		Establishments	Employment	Establishments	Employment
2008	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	2.4	0.5
	June	2.5	0.8	2.4	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	2.3	0.7	2.4	0.5
	December	2.3	0.7	2.2	0.6
2015	March	2.4	0.7	2.1	0.5
	June	2.4	0.7	2.4	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	2.5	0.6
	September	2.5	0.8	2.4	0.6
	December	2.4	0.7	2.3	0.6
2017	March	2.6	0.8	2.1	0.5
	June	2.4	0.6	2.5	0.6
	September	2.6	0.8	2.4	0.7
	December	2.4	0.7	2.3	0.5
2018	March	2.5	0.7	2.2	0.5
	June	2.5	0.7	N/A	N/A
	September	2.4	0.7	N/A	N/A
	December	2.5	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.