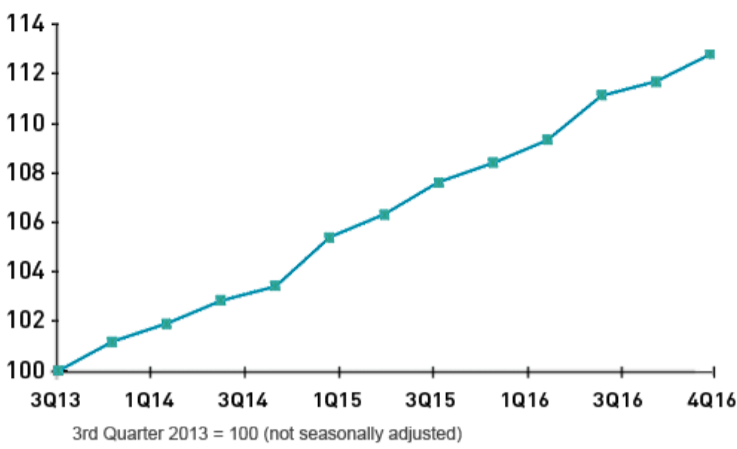




Workforce Vitality Index[®]

4th Quarter 2016



112.4 ↑ 4.0%
Change from 4Q 2015

YEAR OVER YEAR GROWTH

- Total Employment Growth 1.8%
- Job Turnover Ratio 26.1%
- Change in the Hours Worked -0.3%
- Wage Growth for Workers Who Stayed in Jobs 4.4%
- Wage Growth for Workers Who Changed Jobs 3.7%

SIZE



Small
< 50 Employees
118.5



Mid-sized
50-499 Employees
109.0



Large
500-999 Employees
111.7



Enterprise
1000+ Employees
112.8

REGIONS AND KEY STATES

Midwest
110.8

Illinois 109.2 Ohio 108.6 Michigan 111.5

Northeast
109.9

New Jersey 110.1 New York 111.3 Pennsylvania 106.3

West
115.2

California 115.6 Washington 118.8

South
113.1

Florida 117.4 Texas 114.7

INDUSTRY



Construction
124.4



Manufacturing
107.1



Trade & Transportation
109.4



Finance
114.8



Professional Services
112.3



Education & Healthcare
116.2



Leisure & Hospitality
120.2



Information
108.9

GENDER



Male
110.8



Female
115.1

AGE GROUP

16-24 Years Old
111.4

25-34 Years Old
113.3

35-54 Years Old
108.5

55+ Years Old
121.7

FULL-TIME / PART-TIME



< 35 Hours
113.3



≥ 35 Hours
105.8

TENURE

1 to < 3 Years
117.2

3 to < 5 Years
130.6

5 to < 10 Years
95.1

10+ Years
111.2

For more information, please visit the ADP Workforce Vitality Index Report website at workforcereport.adp.com

ADP, the ADP logo and ADP Workforce Index Report are registered trademarks of ADP, LLC. Copyright ©2017 ADP, LLC.