

ADP® Workforce Vitality Report



Second Quarter 2017 Results

The *ADP Workforce Vitality Index*, which measures the total wages paid to the US private sector workforce and is part of the ADP Workforce Vitality Report, is 115 in the second quarter of 2017 (3Q2013=100, Not Seasonally Adjusted). The Index grew by 4.3% from a year ago. The index is composed of a number of metrics including job holders' wages, job holders' hours worked, job switchers' wages, and total employment.

Second Quarter 2017 Report Highlights

ADP Workforce Vitality Index: 115.0

ADP Workforce Vitality Index Growth: 2Q2017/2Q2016
4.3%

- By Region

	Index	Growth %
• Midwest	113.2	4.4%
• Northeast	111.2	2.6%
• South	115.7	4.6%
• West	118.8	5.2%

- By Industry

	Index	Growth %
• Construction	127.5	4.0%
• Education/Healthcare	116.2	3.5%
• Finance	118.4	5.8%
• Information	113.6	5.2%
• Leisure/Hospitality	122.1	5.4%
• Manufacturing	109.1	2.5%
• Professional Services	114.8	5.0%
• Trade	113.1	3.9%
• Resources & Mining	84.7	0.4%

- By Company Size

	Index	Growth %
• 1-49 employees	122.6	4.0%
• 50-499 employees	111.8	4.5%
• 500-999 employees	117.5	8.5%
• 1,000+ employees	113.3	3.4%

- By Age Group

	Index	Growth %
• 16-24	120.8	5.5%
• 25-34	116.2	4.6%
• 35-54	110.0	3.1%
• 55 and Above	124.9	6.6%

- By Tenure

	Index	Growth %
• 0 to <3 Years	118.9	3.3%
• 3 to <5 Years	136.4	6.7%
• 5 to <10 Years	97.1	2.9%
• 10 Years or More	114.1	5.8%

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Q2 2017 Workforce Vitality Report: Industry

	ALL TO ALL				FULLTIME TO FULLTIME				FULLTIME TO PARTTIME				PARTTIME TO FULLTIME				PARTTIME TO PARTTIME				
	JOB HOLDERS		JOB SWITCHERS		JOB HOLDERS		JOB SWITCHERS		JOB HOLDERS		JOB SWITCHERS		JOB HOLDERS		JOB SWITCHERS		JOB HOLDERS		JOB SWITCHERS		
	WAGE	HOURS	WAGE	HOURS	WAGE	HOURS	WAGE	HOURS	WAGE	HOURS	WAGE	HOURS	WAGE	HOURS	WAGE	HOURS	WAGE	HOURS	WAGE	HOURS	
	GROWTH	GROWTH	GROWTH	GROWTH	GROWTH	GROWTH	GROWTH	GROWTH	GROWTH	GROWTH	GROWTH	GROWTH	GROWTH	GROWTH	GROWTH	GROWTH	GROWTH	GROWTH	GROWTH	GROWTH	
ALL	201409	4.1%	0.6%	3.4%	3.7%	4.1%	0.5%	4.8%	-1.1%	7.7%	-35.4%	-1.2%	-52.0%	3.2%	44.5%	7.0%	148.5%	3.4%	-0.3%	2.2%	18.4%
	201412	4.1%	0.7%	3.5%	3.1%	4.2%	0.6%	4.9%	-1.6%	7.7%	-37.3%	-0.9%	-52.3%	3.4%	44.5%	7.1%	146.3%	3.4%	0.0%	2.5%	18.3%
	201503	4.1%	0.7%	3.6%	3.4%	4.2%	0.7%	5.1%	-1.3%	7.6%	-37.1%	-1.2%	-52.5%	3.2%	49.6%	7.6%	150.2%	3.5%	-0.6%	2.4%	18.4%
	201506	4.3%	0.4%	3.8%	2.8%	4.3%	0.4%	5.6%	-1.2%	8.1%	-35.6%	-2.3%	-52.5%	3.6%	47.3%	8.5%	150.0%	3.8%	-0.7%	2.6%	17.2%
	201509	4.3%	0.4%	3.9%	1.7%	4.3%	0.4%	5.7%	-1.3%	8.6%	-35.0%	-2.3%	-52.5%	3.6%	46.9%	8.9%	148.1%	3.7%	-0.5%	2.7%	15.7%
	201512	4.3%	0.3%	3.7%	2.2%	4.3%	0.3%	5.2%	-1.1%	8.2%	-34.7%	-2.3%	-52.7%	3.2%	43.7%	8.8%	146.2%	3.2%	-0.7%	2.7%	16.2%
	201603	4.3%	0.7%	3.7%	1.6%	4.2%	0.8%	5.4%	-1.0%	9.2%	-36.2%	-2.3%	-51.9%	3.7%	48.5%	8.0%	147.6%	4.0%	0.4%	2.7%	15.5%
	201606	4.3%	1.1%	3.7%	1.3%	4.2%	0.9%	5.3%	-1.2%	9.2%	-38.0%	-2.1%	-52.1%	3.4%	44.1%	8.7%	146.8%	4.1%	-0.2%	2.7%	14.4%
201609	4.3%	0.4%	3.6%	1.8%	4.2%	0.2%	5.0%	-1.2%	8.4%	-36.7%	-2.0%	-52.5%	3.3%	43.5%	9.3%	147.7%	4.1%	-0.3%	2.5%	15.7%	
201612	4.3%	0.2%	3.7%	2.3%	4.3%	0.5%	5.1%	-0.8%	8.1%	-38.3%	-1.9%	-52.9%	3.2%	45.6%	9.2%	148.6%	4.1%	-1.1%	2.6%	15.7%	
201703	4.3%	0.1%	3.6%	3.5%	4.3%	-0.2%	5.2%	-1.0%	8.8%	-38.7%	-2.4%	-52.8%	2.8%	47.4%	9.3%	148.1%	4.0%	-0.4%	2.4%	16.8%	
201706	4.4%	0.1%	3.4%	5.0%	4.4%	0.1%	4.9%	-0.9%	8.0%	-35.9%	-2.1%	-52.4%	3.3%	48.6%	8.6%	149.3%	4.1%	-0.9%	2.2%	19.1%	
Construction	201409	4.7%	1.0%	1.9%	0.4%	4.7%	0.9%	2.3%	0.1%	5.9%	-46.3%	-2.1%	-52.7%	4.4%	69.2%	7.6%	136.3%	3.3%	-1.3%	1.1%	7.6%
	201412	4.6%	1.0%	1.9%	-0.9%	4.7%	0.8%	2.8%	-1.3%	5.7%	-44.0%	-1.9%	-53.8%	5.0%	71.0%	5.5%	139.1%	2.8%	-3.6%	0.2%	9.2%
	201503	4.6%	0.3%	1.5%	-2.6%	4.6%	0.1%	2.5%	0.1%	5.0%	-45.1%	-1.8%	-54.5%	4.7%	76.0%	3.5%	138.7%	3.8%	-0.8%	0.2%	5.9%
	201506	4.7%	-1.0%	2.3%	-6.7%	4.7%	-1.0%	3.9%	-3.9%	6.1%	-43.8%	-0.2%	-53.7%	4.4%	74.1%	2.8%	143.2%	3.8%	-2.7%	0.4%	2.3%
	201509	4.7%	-1.0%	2.8%	-8.7%	4.7%	-1.0%	3.3%	-3.3%	5.6%	-42.0%	1.3%	-54.0%	4.9%	68.6%	3.6%	130.7%	3.7%	-1.6%	1.8%	1.2%
	201512	4.6%	0.1%	2.0%	-8.2%	4.6%	0.2%	2.7%	-1.5%	5.7%	-44.1%	0.5%	-53.1%	4.6%	63.8%	3.3%	134.9%	3.4%	-0.4%	0.5%	-2.0%
	201603	4.6%	0.0%	2.4%	-9.9%	4.6%	0.2%	3.6%	-2.5%	5.8%	-43.6%	0.4%	-53.2%	5.3%	69.1%	5.8%	129.7%	3.9%	-0.8%	-0.4%	-2.2%
	201606	4.7%	0.5%	2.5%	-9.9%	4.7%	0.5%	3.4%	-3.1%	5.8%	-43.9%	0.3%	-53.6%	6.0%	67.1%	8.0%	130.4%	3.7%	-2.8%	-0.2%	0.2%
201609	4.7%	0.6%	1.8%	-10.1%	4.7%	0.5%	4.4%	-4.4%	6.4%	-44.9%	-1.4%	-52.4%	5.2%	63.3%	6.2%	127.4%	3.6%	-2.8%	-2.4%	2.3%	
201612	4.8%	0.2%	2.2%	-4.7%	4.8%	0.8%	5.8%	-1.4%	6.9%	-41.1%	2.7%	-53.1%	5.3%	62.8%	5.7%	121.4%	4.5%	-4.9%	-2.5%	12.7%	
201703	4.8%	0.1%	1.8%	-8.9%	4.8%	-0.2%	5.6%	-3.2%	6.7%	-43.6%	-3.1%	-51.6%	5.4%	70.1%	3.8%	113.8%	4.0%	-2.0%	-2.1%	0.0%	
201706	4.9%	0.7%	1.5%	-9.0%	4.9%	0.5%	5.2%	-4.0%	6.7%	-43.7%	-1.3%	-52.8%	5.9%	68.4%	0.9%	118.3%	4.1%	-1.9%	-2.8%	-2.5%	
Education & Health	201409	3.2%	0.7%	2.7%	3.8%	3.3%	0.8%	6.5%	1.1%	8.3%	-36.6%	3.3%	-52.2%	1.6%	36.8%	3.5%	151.6%	2.5%	-1.4%	-0.6%	18.4%
	201412	3.3%	0.6%	2.4%	3.4%	3.4%	0.7%	5.9%	1.2%	7.8%	-37.0%	3.2%	-52.4%	1.7%	44.9%	1.1%	151.5%	2.6%	-1.3%	-0.1%	18.0%
	201503	3.4%	0.4%	2.6%	4.2%	3.5%	0.7%	6.1%	1.2%	8.2%	-37.9%	3.4%	-52.4%	1.4%	47.9%	1.2%	152.2%	2.6%	-1.3%	0.2%	18.0%
	201506	3.6%	0.1%	2.8%	3.3%	3.6%	0.6%	6.7%	1.5%	6.8%	-32.4%	3.2%	-52.1%	2.1%	50.7%	0.6%	150.5%	2.9%	-2.0%	0.6%	17.3%
	201509	3.7%	-0.2%	2.1%	0.5%	3.7%	0.3%	6.4%	0.9%	7.3%	-29.3%	0.5%	-49.4%	1.9%	49.2%	-0.2%	140.7%	3.0%	-2.0%	0.6%	12.5%
	201512	3.8%	0.2%	2.8%	1.4%	3.9%	0.4%	6.8%	1.4%	8.9%	-39.4%	0.8%	-49.2%	1.9%	49.0%	1.8%	139.6%	2.9%	-2.4%	1.0%	12.7%
	201603	3.9%	0.4%	3.1%	0.0%	3.9%	0.8%	6.3%	2.2%	11.3%	-38.6%	2.5%	-49.3%	1.8%	47.2%	2.3%	138.8%	3.1%	-1.6%	1.4%	9.9%
	201606	3.9%	1.1%	3.0%	-0.9%	3.9%	1.2%	6.3%	2.0%	9.9%	-38.0%	1.4%	-50.1%	2.1%	39.5%	2.4%	141.2%	3.2%	-1.8%	1.5%	7.9%
201609	3.9%	1.0%	3.6%	0.3%	3.8%	0.5%	6.6%	2.1%	10.7%	-39.0%	2.2%	-52.9%	2.7%	39.2%	4.9%	147.3%	3.3%	-1.6%	1.6%	10.7%	
201612	3.9%	0.7%	3.3%	-0.2%	3.9%	1.3%	6.4%	1.5%	9.4%	-38.1%	2.6%	-52.3%	2.1%	48.0%	2.7%	145.5%	3.2%	-1.7%	1.6%	10.8%	
201703	3.9%	0.6%	3.0%	0.8%	4.0%	0.3%	6.5%	0.9%	10.1%	-40.5%	1.3%	-52.2%	1.2%	49.4%	4.0%	141.8%	3.1%	-1.0%	1.0%	13.0%	
201706	4.0%	0.9%	2.7%	2.2%	4.0%	0.8%	5.8%	0.8%	9.4%	-39.7%	1.5%	-51.9%	2.5%	49.6%	2.5%	143.1%	3.1%	-1.5%	1.0%	15.1%	
Finance & Real Estate	201409	4.5%	0.4%	-0.1%	-6.7%	4.5%	0.3%	3.2%	-1.3%	6.5%	-38.6%	-9.2%	-49.9%	0.9%	52.1%	6.4%	113.6%	3.8%	-0.3%	-3.2%	5.5%
	201412	4.5%	0.4%	-0.2%	-6.7%	4.5%	0.3%	3.0%	-0.5%	6.2%	-33.1%	-8.4%	-50.3%	2.9%	60.0%	7.1%	115.5%	3.8%	-0.9%	-2.9%	4.2%
	201503	4.5%	0.8%	0.4%	-5.9%	4.5%	0.6%	4.0%	-0.2%	7.9%	-37.9%	-9.0%	-49.9%	2.6%	53.8%	4.3%	126.6%	3.6%	0.7%	-0.8%	7.0%
	201506	4.6%	0.5%	1.4%	-5.2%	4.6%	0.6%	5.3%	-0.4%	6.9%	-31.7%	-9.2%	-49.5%	2.6%	49.3%	7.1%	125.0%	3.9%	-1.7%	-0.4%	5.9%
	201509	4.6%	0.7%	2.0%	-5.4%	4.6%	0.8%	5.9%	-1.1%	9.2%	-39.9%	-8.6%	-49.5%	3.3%	52.0%	7.7%	123.8%	3.8%	-3.3%	0.0%	5.7%
	201512	4.5%	1.0%	1.9%	-5.2%	4.5%	0.5%	6.2%	-1.8%	8.9%	-39.0%	-8.6%	-48.6%	3.3%	40.2%	7.3%	121.8%	3.8%	-0.6%	-1.2%	6.8%
	201603	4.7%	1.0%	2.2%	-6.1%	4.7%	1.0%	5.9%	-2.5%	8.8%	-38.3%	-6.7%	-47.9%	3.4%	52.1%	7.2%	121.0%	4.0%	-0.6%	-1.1%	3.5%
	201606	4.6%	0.8%	1.4%	-7.4%	4.6%	0.7%	5.0%	-2.7%	8.9%	-37.6%	-6.5%	-48.7%	3.3%	51.4%	5.0%	121.1%	4.1%	-0.8%	-1.2%	3.3%
201609	4.5%	0.1%	1.6%	-7.2%	4.6%	0.1%	5.0%	-2.7%	8.4%	-40.4%	-4.2%	-48.9%	2.7%	54.1%	3.5%	124.2%	3.9%	-1.0%	-2.2%	4.7%	
201612	4.5%	0.2%	2.8%	1.4%	4.6%	0.3%	5.1%	-2.5%	8.1%	-35.6%	1.3%	-49.1%	1.5%	41.6%	3.8%	123.6%	4.0%	-1.6%	-3.8%	20.8%	
201703	4.5%	-0.7%	1.6%	-6.0%	4.6%	-0.8%	4.9%	-2.3%	8.7%	-38.4%	-5.3%	-49.9%	0.5%	52.2%	4.5%	119.7%	4.0%	-4.0%	-1.6%	6.0%	
201706	4.6%	-0.3%	1.5%	-5.8%	4.7%	-0.3%	4.7%	-3.4%	8.7%	-38.3%	-5.4%	-49.0%	2.0%	45.1%	5.4%	114.3%	4.1%	-2.8%	-1.7%	5.5%	
Information	201409	4.8%	0.5%	4.8%	-1.3%	4.8%	0.6%	6.7%	0.8%	9.3%	-35.1%	2.2%	-49.8%	5.2%	41.5%	7.4%	106.5%	3.7%	-0.1%	-2.5%	9.3%
	201412	4.8%	1.7%	5.3%	-1.2%	4.9%	1.2%	7.1%	0.1%	9.2%	-31.4%	3.7%	-49.2%	4.3%	34.7%	4.8%	108.3%	3.9%	1.4%	-0.9%	8.3%
	201503	4.9%	0.6%	5.5%	-1.2%	5.0%	0.8%	7.0%	-2.0%	7.2%	-30.5%	4.7%	-49.1%	3.6%	43.6%	5.7%	113.4%	3.8%	-1.4%	0.4%	9.0%
	201506	4.9%	0.1%	5.8%	-0.9%	5.0%	-0.2%	7.3%	-2.2%	8.4%	-36.4%	4.2%	-49.0%	5.3%	38.4%	7.3%	113.8%	3.5%	-0.6%	0.0%	11.8%
	201509	5.1%	-1.2%	6.2%	0.3%	5.2%	0.7%	7.4%	-1.6%	6.9%	-31.2%	5.6%	-50.6%	5.0%	54.2%	11.0%	127.4%	3.6%	-3.4%	-0.4%	11.8%
	201512	4.9%	-0.2%	7.8%	1.4%	4.9%	0.9%	8.3%	-0.6%	8.9%	-32.0%	6.7%	-52.8%	-1.0%	46.9%	21.2%	188.5%	4.2%	-1.7%	6.8%	20.8%
	201603	5.1%	-1.5%	5.3%	2.8%	5.1%	-0.5%	7.6%	0.0%	7.2%	-25.5%	-0.8%	-49.3%	4.4%	45.6%	9.1%	136.8%	4.1%	-2.2%	-1.1%	16.4%
	201606	5.1%	-2.8%	5.3%	3.3%	5.2%	-1.4%	7.5%	-0.4%	6.2%	-24.3%	-1.8%	-49.1%	3.9%	50.4%	8.8%	139.8%	3.7%	-7.1%	0.0%	15.1%
201609	5.1%	-1.6%	4.6%	3.6%	5.2%	-1.2%	6.8%	-0.3%	6.0%	-26.6%	-3.0%	-48.1%	4.2%	42.8%	8.5%	131.9%	3.6%	-0.4%	-0.2%	14.4%	
201612	5.0%	-0.4%																			

Q2 2017 Workforce Vitality Report: Region

		ALL TO ALL				FULLTIME TO FULLTIME				FULLTIME TO PARTTIME				PARTTIME TO FULLTIME				PARTTIME TO PARTTIME			
		JOB HOLDERS		JOB SWITCHERS		JOB HOLDERS		JOB SWITCHERS		JOB HOLDERS		JOB SWITCHERS		JOB HOLDERS		JOB SWITCHERS		JOB HOLDERS		JOB SWITCHERS	
		WAGE	HOURS	WAGE	HOURS	WAGE	HOURS	WAGE	HOURS	WAGE	HOURS	WAGE	HOURS	WAGE	HOURS	WAGE	HOURS	WAGE	HOURS	WAGE	HOURS
		GROWTH	GROWTH	GROWTH	GROWTH	GROWTH	GROWTH	GROWTH	GROWTH	GROWTH	GROWTH	GROWTH	GROWTH	GROWTH	GROWTH	GROWTH	GROWTH	GROWTH	GROWTH	GROWTH	GROWTH
ALL	201409	4.1%	0.6%	3.4%	3.7%	4.1%	0.5%	4.8%	-1.1%	7.7%	-35.4%	-1.2%	-52.0%	3.2%	44.5%	7.0%	148.5%	3.4%	-0.3%	2.2%	18.4%
	201412	4.1%	0.7%	3.5%	3.1%	4.2%	0.6%	4.9%	-1.6%	7.7%	-37.3%	-0.9%	-52.3%	3.4%	44.5%	7.1%	146.3%	3.4%	0.0%	2.5%	18.3%
	201503	4.1%	0.7%	3.6%	3.4%	4.2%	0.7%	5.1%	-1.3%	7.6%	-37.1%	-1.2%	-52.5%	3.2%	49.6%	7.6%	150.2%	3.5%	-0.6%	2.4%	18.4%
	201506	4.3%	0.4%	3.8%	2.8%	4.3%	0.4%	5.6%	-1.2%	8.1%	-35.6%	-2.3%	-52.5%	3.6%	47.3%	8.5%	150.0%	3.8%	-0.7%	2.6%	17.2%
	201509	4.3%	0.4%	3.9%	1.7%	4.3%	0.4%	5.7%	-1.3%	8.6%	-35.0%	-2.3%	-52.5%	3.6%	46.9%	8.9%	148.1%	3.7%	-0.5%	2.7%	15.7%
	201512	4.2%	0.3%	3.8%	2.1%	4.2%	0.3%	5.7%	-1.1%	8.7%	-37.8%	-2.8%	-52.0%	3.2%	43.7%	8.8%	148.2%	3.8%	-0.7%	2.7%	16.5%
	201603	4.3%	0.7%	3.7%	1.6%	4.2%	0.8%	5.4%	-1.0%	9.2%	-36.2%	-2.3%	-51.9%	3.7%	48.5%	9.0%	147.6%	4.0%	0.4%	2.7%	15.5%
	201606	4.3%	1.1%	3.7%	1.3%	4.2%	0.9%	5.3%	-1.2%	9.2%	-38.0%	-2.1%	-52.1%	3.4%	44.1%	8.7%	146.8%	4.1%	-0.2%	2.7%	14.4%
	201609	4.3%	0.4%	3.6%	1.8%	4.2%	0.2%	5.0%	-1.2%	8.4%	-36.7%	-2.0%	-52.5%	3.3%	43.5%	9.3%	147.7%	4.1%	-0.3%	2.5%	15.7%
	201612	4.3%	0.2%	3.7%	2.3%	4.3%	0.5%	5.1%	-0.8%	8.1%	-38.3%	-1.9%	-52.9%	3.2%	45.6%	9.2%	148.6%	4.1%	-1.1%	2.6%	15.7%
201703	4.3%	0.1%	3.6%	3.5%	4.3%	-0.2%	5.2%	-1.0%	8.8%	-38.7%	-2.4%	-52.8%	2.8%	47.4%	9.3%	148.1%	4.0%	-0.4%	2.4%	16.8%	
201706	4.4%	0.1%	3.4%	5.0%	4.4%	0.1%	4.9%	-0.9%	8.0%	-35.9%	-2.1%	-52.4%	3.3%	48.6%	8.6%	149.3%	4.1%	-0.9%	2.2%	19.1%	
Midwest	201409	4.0%	0.5%	2.7%	4.0%	4.0%	0.4%	4.6%	-1.9%	5.7%	-35.2%	-3.2%	-52.0%	3.2%	43.4%	8.4%	148.4%	3.4%	-0.5%	1.3%	16.6%
	201412	4.0%	0.7%	2.8%	2.9%	4.1%	0.7%	4.4%	-2.2%	5.8%	-36.5%	-2.0%	-52.4%	3.6%	44.4%	7.5%	148.0%	3.4%	-0.3%	1.7%	15.6%
	201503	4.1%	0.8%	3.3%	2.3%	4.2%	0.7%	5.7%	-2.1%	6.2%	-37.4%	-1.4%	-53.0%	3.1%	48.8%	7.6%	150.3%	3.4%	-0.1%	1.4%	15.6%
	201506	4.3%	0.3%	4.0%	2.0%	4.2%	0.3%	6.3%	-1.5%	6.5%	-35.2%	-0.9%	-53.0%	4.3%	46.2%	9.3%	148.0%	3.8%	-0.9%	2.0%	15.1%
	201509	4.3%	0.3%	3.9%	0.6%	4.3%	0.2%	6.7%	-1.4%	6.3%	-34.3%	-2.3%	-51.7%	4.3%	45.8%	9.1%	143.8%	3.8%	-0.5%	2.3%	12.4%
	201512	4.2%	0.3%	3.6%	1.8%	4.2%	0.1%	6.4%	-0.2%	6.8%	-38.8%	-3.8%	-51.1%	3.9%	41.7%	9.8%	145.8%	3.9%	-1.0%	2.2%	14.0%
	201603	4.3%	0.5%	3.4%	1.7%	4.2%	0.5%	5.5%	0.1%	6.8%	-36.0%	-3.3%	-51.0%	4.6%	47.7%	10.8%	148.0%	4.0%	0.7%	2.5%	13.3%
	201606	4.3%	1.2%	2.9%	1.8%	4.3%	0.9%	4.8%	0.7%	7.5%	-38.1%	-4.5%	-51.0%	4.4%	44.1%	10.0%	147.4%	4.2%	0.0%	2.4%	11.7%
	201609	4.3%	0.8%	3.2%	2.8%	4.2%	0.4%	4.8%	0.4%	6.9%	-37.3%	-4.7%	-52.7%	4.4%	41.3%	12.6%	150.0%	4.1%	0.0%	2.3%	15.0%
	201612	4.3%	-0.1%	3.3%	3.6%	4.3%	0.4%	4.9%	0.9%	6.6%	-38.4%	-4.6%	-53.4%	4.7%	45.5%	12.5%	151.1%	4.1%	-1.8%	2.4%	15.1%
201703	4.3%	0.4%	3.1%	5.1%	4.2%	0.0%	5.4%	0.3%	7.2%	-39.1%	-5.3%	-52.8%	4.5%	46.7%	11.4%	149.9%	4.0%	-0.1%	1.8%	16.7%	
201706	4.4%	-0.2%	3.2%	6.7%	4.3%	-0.1%	5.2%	0.4%	6.2%	-36.2%	-4.9%	-52.2%	4.8%	47.1%	11.7%	149.2%	4.1%	-2.0%	1.6%	18.6%	
Northeast	201409	3.9%	0.5%	4.6%	3.5%	4.0%	0.4%	5.6%	-0.6%	9.8%	-33.2%	5.0%	-51.0%	2.0%	43.3%	4.3%	136.0%	3.4%	-0.1%	2.9%	19.3%
	201412	4.0%	0.9%	4.4%	2.6%	4.0%	0.6%	5.5%	-1.0%	10.4%	-35.7%	3.1%	-51.3%	2.3%	41.3%	4.0%	134.9%	3.3%	0.2%	3.5%	19.3%
	201503	4.0%	0.3%	4.3%	2.6%	4.0%	0.4%	5.8%	-0.9%	9.5%	-34.5%	2.5%	-51.7%	1.6%	49.6%	3.2%	135.7%	3.5%	-0.5%	3.2%	18.8%
	201506	4.1%	0.3%	4.5%	2.0%	4.1%	0.3%	6.3%	-1.0%	9.2%	-32.7%	0.3%	-51.9%	1.2%	45.7%	4.7%	133.2%	3.7%	-0.6%	3.5%	17.8%
	201509	4.2%	0.4%	4.7%	1.7%	4.2%	0.4%	6.3%	-1.0%	11.3%	-33.5%	1.6%	-51.6%	1.7%	44.5%	4.5%	129.9%	3.7%	-0.6%	3.9%	17.6%
	201512	4.1%	0.1%	4.8%	1.8%	4.1%	0.1%	6.6%	-1.0%	11.2%	-35.4%	2.1%	-51.0%	0.6%	41.9%	4.8%	127.0%	3.7%	-0.6%	3.5%	17.4%
	201603	4.3%	1.2%	5.0%	2.0%	4.2%	1.1%	6.3%	-0.8%	11.5%	-34.5%	3.4%	-50.1%	2.0%	44.3%	5.6%	127.5%	3.8%	1.3%	3.7%	16.2%
	201606	4.2%	0.9%	5.0%	1.6%	4.2%	0.7%	6.5%	-1.3%	12.6%	-36.5%	3.9%	-50.3%	1.8%	39.7%	5.2%	129.7%	3.8%	-0.6%	3.4%	15.3%
	201609	4.3%	0.1%	4.9%	1.2%	4.2%	0.0%	6.5%	-1.3%	10.8%	-33.7%	3.4%	-50.6%	1.6%	39.8%	6.2%	132.6%	3.9%	0.0%	2.8%	15.0%
	201612	4.3%	0.2%	5.1%	2.0%	4.2%	0.5%	6.5%	-0.9%	10.7%	-36.5%	3.9%	-50.8%	1.7%	42.8%	6.0%	135.9%	3.9%	-0.7%	3.2%	16.0%
201703	4.2%	-0.2%	4.9%	2.1%	4.2%	-0.5%	6.6%	-1.2%	11.5%	-35.9%	2.2%	-51.1%	1.3%	45.0%	5.8%	134.7%	3.8%	-0.3%	3.2%	17.3%	
201706	4.3%	0.1%	4.6%	3.7%	4.3%	0.1%	6.1%	-0.9%	10.2%	-33.6%	2.7%	-50.1%	0.8%	47.8%	5.5%	136.3%	3.8%	-0.7%	2.9%	19.1%	
South	201409	4.0%	0.6%	2.9%	3.6%	4.1%	0.6%	4.0%	-1.4%	7.0%	-36.6%	-1.8%	-52.7%	3.3%	45.3%	6.1%	153.5%	3.2%	-0.6%	2.3%	18.0%
	201412	4.1%	0.6%	3.2%	3.2%	4.1%	0.6%	4.2%	-1.9%	7.1%	-38.7%	-1.3%	-53.2%	3.5%	46.3%	6.9%	151.7%	3.3%	0.1%	2.6%	18.7%
	201503	4.0%	0.7%	3.3%	4.5%	4.1%	0.8%	4.3%	-1.3%	7.0%	-38.4%	-1.8%	-53.3%	3.3%	51.0%	8.6%	157.1%	3.3%	-1.4%	2.7%	20.2%
	201506	4.1%	0.4%	3.2%	3.7%	4.1%	0.4%	4.7%	-1.1%	7.8%	-37.1%	-3.7%	-53.1%	4.0%	49.1%	8.8%	159.6%	3.5%	-0.9%	2.6%	18.1%
	201509	4.1%	0.4%	3.5%	3.0%	4.1%	0.4%	4.9%	-1.4%	7.6%	-35.8%	-3.5%	-53.7%	4.2%	49.0%	10.6%	160.5%	3.6%	-0.8%	2.7%	17.8%
	201512	4.1%	0.4%	3.4%	3.4%	4.0%	0.4%	4.7%	-1.3%	7.7%	-39.7%	-3.3%	-53.6%	4.0%	45.1%	10.1%	161.4%	3.6%	-1.1%	2.4%	18.1%
	201603	4.0%	0.5%	3.2%	2.4%	3.9%	0.8%	4.6%	-1.4%	9.1%	-37.5%	-3.7%	-53.5%	3.7%	51.4%	9.5%	160.5%	3.7%	-0.3%	2.4%	17.2%
	201606	4.0%	0.9%	3.4%	2.0%	3.9%	0.8%	4.4%	-1.9%	7.8%	-39.0%	-2.3%	-53.9%	3.2%	45.5%	9.7%	158.0%	3.8%	-0.6%	2.5%	16.3%
	201609	4.0%	0.4%	2.9%	2.1%	3.9%	0.2%	3.7%	-2.0%	7.6%	-38.5%	-1.8%	-53.4%	2.9%	46.6%	8.5%	156.6%	3.7%	-1.0%	2.3%	16.6%
	201612	4.0%	0.1%	3.1%	2.5%	4.0%	0.5%	4.0%	-1.7%	7.3%	-39.8%	-1.6%	-53.5%	2.6%	47.6%	8.9%	156.1%	3.7%	-1.6%	2.3%	16.2%
201703	4.1%	0.1%	3.2%	4.0%	4.1%	-0.2%	4.1%	-1.9%	7.9%	-40.1%	-1.7%	-53.9%	1.6%	49.2%	9.7%	157.0%	3.8%	-0.4%	1.9%	17.1%	
201706	4.2%	0.3%	2.9%	5.6%	4.2%	0.2%	3.9%	-1.9%	7.8%	-37.2%	-1.7%	-53.7%	2.9%	49.8%	8.1%	157.9%	3.7%	-1.0%	1.7%	19.6%	
West	201409	4.4%	0.6%	3.9%	3.8%	4.3%	0.4%	5.6%	-0.4%	9.0%	-35.2%	-3.3%	-51.2%	4.1%	45.6%	9.5%	149.9%	3.7%	0.3%	2.6%	20.9%
	201412	4.4%	0.5%	4.0%	3.4%	4.4%	0.5%	5.6%	-0.8%	8.5%	-37.0%	-2.3%	-51.3%	4.3%	44.9%	9.4%	143.0%	3.9%	0.0%	2.5%	20.4%
	201503	4.5%	0.9%	3.9%	3.5%	4.5%	0.8%	5.5%	-0.7%	8.1%	-36.7%	-3.0%	-51.2%	4.5%	48.3%	9.7%	148.5%	3.9%	0.1%	2.6%	18.9%
	201506	4.6%	0.5%	4.0%	2.7%	4.6%	0.4%	5.7%	-1.0%	9.4%	-36.1%	-3.1%	-51.6%	4.4%	47.0%	10.8%	147.5%	4.2%	-0.3%	2.5%	18.2%
	201509	4.6%	0.7%	3.8%	0.9%	4.6%	0.5%	5.6%	-1.3%	10.3%	-35.8%	-3.4%	-52.3%	3.6%	46.8%	10.4%	145.6%	3.9%	0.0%	2.6%	16.1%
	201512	4.6%	0.5%	3.8%	0.7%	4.6%	0.3%	5.9%	-1.9%	9.5%	-35.8%	-4.7%	-51.8%	3.5%	45.6%	9.9%	145.2%	3.9%	0.2%	2.9%	17.4%
	201603	4.8%	1.0%	4.0%	0.1%	4.6%	1.0%	5.7%	-1.7%	9.9%	-35.8%	-3.5%	-51.7%	4.8%	49.2%	10.2%	141.1%	4.6%	0.1%	3.0%	16.3%
	201606	4.8%	1.3%	3.9%	-0.4%	4.7%	0.9%	6.0%	-1.8%	9.7%	-37.7%	-4.1%	-51.9%	4.3%	45.9%	9.4%	140.1%	4.6%	0.4%	3.0%	14.9%
	201609	4.8%	0.5%	4.1%	1.0%	4.7%	0.3%	6.0%	-1.3%	8.8%	-35.8%	-3.9%	-52.2%	4.1%	44.8%	10.3%	141.0%	4.9%	-0.2%	3.0%	15.9%
	201612	4.8%	0.6%	3.6%	1.1%	4.7%	0.6%	5.7%	-0.7%	8.5%	-37.5%	-4.6%	-52.8%	4.0%	44.9%	9.4%	141.4%	4.9%	-0.3%	2.7%	15.4%
201703	4.8%	-0.1%	3.6%	2.0%	4.7%	-0.4%	5.5%	-0.6%	8.8%	-38.3%	-4.7%	-52.1%	4.4%	47.3%	9.5%	140.2%	4.7%	-0.9%	3.0%	16.5%	
201706	4.9%	0.2%	3.4%	3.4%	4.8%	0.0%	4.9%	-0.5%	8.4%	-35.4%	-4.3%	-52.1%	4.5%	49.1%	9.1%	143.5%	4.8%	0.1%	2.9%	18.9%	

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Q2 2017 Workforce Vitality Report: Age

		ALL TO ALL				FULLTIME TO FULLTIME				FULLTIME TO PARTTIME				PARTTIME TO FULLTIME				PARTTIME TO PARTTIME			
		JOB HOLDERS		JOB SWITCHERS		JOB HOLDERS		JOB SWITCHERS		JOB HOLDERS		JOB SWITCHERS		JOB HOLDERS		JOB SWITCHERS		JOB HOLDERS		JOB SWITCHERS	
		WAGE	HOURS	WAGE	HOURS	WAGE	HOURS	WAGE	HOURS	WAGE	HOURS	WAGE	HOURS	WAGE	HOURS	WAGE	HOURS	WAGE	HOURS	WAGE	HOURS
		GROWTH	GROWTH	GROWTH	GROWTH	GROWTH	GROWTH	GROWTH	GROWTH	GROWTH	GROWTH	GROWTH	GROWTH	GROWTH	GROWTH	GROWTH	GROWTH	GROWTH	GROWTH	GROWTH	GROWTH
ALL	201409	4.1%	0.6%	3.4%	3.7%	4.1%	0.5%	4.8%	-1.1%	7.7%	-35.4%	-1.2%	-52.0%	3.2%	44.5%	7.0%	148.5%	3.4%	-0.3%	2.2%	18.4%
	201412	4.1%	0.7%	3.5%	3.1%	4.2%	0.6%	4.9%	-1.6%	7.7%	-37.3%	-0.9%	-52.3%	3.4%	44.5%	7.1%	146.3%	3.4%	0.0%	2.5%	18.3%
	201503	4.1%	0.7%	3.6%	3.4%	4.2%	0.7%	5.1%	-1.3%	7.6%	-37.1%	-1.2%	-52.5%	3.2%	49.6%	7.6%	150.2%	3.5%	-0.6%	2.4%	18.4%
	201506	4.3%	0.4%	3.8%	2.8%	4.3%	0.4%	5.6%	-1.2%	8.1%	-35.6%	-2.3%	-52.5%	3.6%	47.3%	8.5%	150.0%	3.8%	-0.7%	2.6%	17.2%
	201509	4.3%	0.4%	3.9%	1.7%	4.3%	0.4%	5.7%	-1.3%	8.6%	-35.0%	-2.3%	-52.5%	3.6%	46.9%	8.9%	148.1%	3.7%	-0.5%	2.7%	15.7%
	201512	4.2%	0.3%	3.8%	2.1%	4.2%	0.3%	5.7%	-1.1%	8.7%	-37.8%	-2.8%	-52.0%	3.2%	43.7%	8.8%	148.2%	3.8%	-0.7%	2.7%	16.5%
	201603	4.3%	0.7%	3.7%	1.6%	4.2%	0.8%	5.4%	-1.0%	9.2%	-36.2%	-2.3%	-51.9%	3.7%	48.5%	9.0%	147.6%	4.0%	0.4%	2.7%	15.5%
	201606	4.3%	1.1%	3.7%	1.3%	4.2%	0.9%	5.3%	-1.2%	9.2%	-38.0%	-2.1%	-52.1%	3.4%	44.1%	8.7%	146.8%	4.1%	-0.2%	2.7%	14.4%
	201609	4.3%	0.4%	3.6%	1.8%	4.2%	0.2%	5.0%	-1.2%	8.4%	-36.7%	-2.0%	-52.5%	3.3%	43.5%	9.3%	147.7%	4.1%	-0.3%	2.5%	15.7%
	201612	4.3%	0.2%	3.7%	2.3%	4.3%	0.5%	5.1%	-0.8%	8.1%	-38.3%	-1.9%	-52.9%	3.2%	45.6%	9.2%	148.6%	4.1%	-1.1%	2.6%	15.7%
201703	4.3%	0.1%	3.6%	3.5%	4.3%	-0.2%	5.2%	-1.0%	8.8%	-38.7%	-2.4%	-52.8%	2.8%	47.4%	9.3%	148.1%	4.0%	-0.4%	2.4%	16.8%	
201706	4.4%	0.1%	3.4%	5.0%	4.4%	0.1%	4.9%	-0.9%	8.0%	-35.9%	-2.1%	-52.4%	3.3%	48.6%	8.6%	149.3%	4.1%	-0.9%	2.2%	19.1%	
<25	201409	8.0%	3.5%	6.4%	16.1%	9.2%	1.8%	9.6%	1.4%	9.5%	-40.3%	0.0%	-56.4%	11.3%	58.8%	20.2%	182.9%	5.9%	1.8%	4.4%	21.4%
	201412	8.1%	3.7%	6.6%	15.6%	9.1%	1.9%	10.2%	1.4%	9.4%	-42.5%	1.4%	-57.1%	11.9%	59.6%	18.7%	182.6%	5.8%	2.2%	4.6%	21.5%
	201503	8.3%	4.4%	6.8%	15.6%	9.2%	1.8%	12.0%	2.0%	8.7%	-41.6%	-0.1%	-56.7%	12.4%	63.5%	18.5%	186.5%	6.1%	3.3%	4.8%	21.3%
	201506	8.5%	3.1%	6.9%	14.8%	9.4%	1.5%	12.4%	1.1%	9.6%	-42.2%	-1.3%	-56.4%	12.4%	61.6%	18.8%	186.7%	6.6%	0.4%	5.0%	20.4%
	201509	8.5%	3.8%	6.8%	13.7%	9.4%	1.7%	11.5%	1.4%	10.3%	-41.2%	-1.4%	-56.8%	11.6%	58.5%	19.2%	185.0%	6.4%	2.4%	5.1%	19.7%
	201512	8.4%	3.5%	6.8%	14.3%	9.1%	1.3%	11.4%	1.1%	9.5%	-42.2%	-2.1%	-56.0%	11.9%	60.4%	20.1%	183.2%	6.5%	2.3%	5.1%	20.6%
	201603	8.9%	3.4%	6.5%	13.1%	9.5%	1.5%	11.2%	1.5%	10.1%	-39.9%	-1.1%	-56.1%	12.3%	63.9%	20.7%	181.8%	7.1%	2.3%	4.6%	19.5%
	201606	8.8%	4.1%	6.5%	12.4%	9.5%	2.2%	11.8%	0.9%	10.8%	-43.3%	-0.5%	-56.4%	12.0%	62.0%	21.1%	175.2%	7.1%	0.5%	4.2%	18.0%
	201609	8.7%	3.1%	6.6%	12.4%	9.5%	1.1%	11.9%	-0.2%	9.8%	-41.1%	0.4%	-56.6%	11.0%	58.6%	22.3%	172.5%	7.0%	1.5%	4.0%	18.5%
	201612	8.6%	2.5%	6.5%	13.3%	9.2%	1.7%	13.5%	0.9%	9.0%	-43.1%	0.3%	-56.8%	12.0%	59.0%	20.8%	174.6%	7.0%	0.3%	3.9%	18.8%
201703	8.7%	4.0%	6.4%	15.2%	9.5%	1.4%	13.7%	1.1%	9.6%	-42.3%	-0.4%	-55.7%	11.7%	61.8%	20.3%	174.6%	6.9%	2.8%	3.8%	19.6%	
201706	8.8%	2.4%	6.2%	17.6%	9.6%	0.8%	13.3%	2.8%	9.9%	-41.7%	-0.4%	-55.2%	11.5%	63.9%	18.6%	177.2%	6.9%	-0.2%	3.8%	22.2%	
25-34	201409	6.3%	0.5%	6.5%	3.2%	6.5%	0.6%	9.7%	0.0%	8.5%	-37.2%	1.9%	-51.6%	5.1%	46.5%	9.8%	134.9%	4.5%	-1.5%	2.3%	18.4%
	201412	6.3%	0.5%	6.4%	2.7%	6.6%	0.7%	9.5%	-0.1%	8.4%	-39.2%	1.4%	-51.6%	5.3%	46.1%	10.3%	133.8%	4.5%	-1.6%	2.5%	18.1%
	201503	6.5%	0.6%	6.4%	2.4%	6.7%	0.6%	9.6%	-0.6%	8.7%	-38.6%	2.1%	-52.2%	5.3%	50.1%	10.0%	137.1%	4.6%	-1.6%	2.3%	17.0%
	201506	6.6%	0.3%	6.5%	1.5%	6.8%	0.4%	10.0%	-0.8%	9.2%	-37.7%	0.4%	-52.0%	5.6%	48.0%	10.8%	135.6%	4.9%	-1.5%	2.7%	16.3%
	201509	6.6%	0.4%	6.4%	0.8%	6.8%	0.4%	10.3%	-0.9%	9.8%	-37.0%	0.0%	-51.8%	5.1%	48.3%	9.9%	134.1%	4.8%	-1.7%	2.9%	14.0%
	201512	6.6%	0.2%	6.3%	0.7%	6.8%	0.3%	10.4%	-1.1%	9.9%	-39.6%	-0.3%	-51.9%	5.1%	45.8%	9.3%	133.5%	4.9%	-2.4%	2.7%	14.3%
	201603	6.7%	0.6%	6.3%	0.7%	6.9%	0.8%	10.6%	-0.4%	10.0%	-37.9%	-0.9%	-51.7%	5.7%	49.9%	9.1%	134.5%	5.3%	-1.0%	3.0%	13.9%
	201606	6.7%	1.1%	6.2%	0.2%	6.9%	0.9%	10.5%	-0.6%	10.3%	-39.6%	-1.1%	-52.1%	5.2%	46.3%	8.8%	136.4%	5.3%	-1.4%	3.4%	11.9%
	201609	6.7%	0.4%	6.0%	0.1%	6.9%	0.3%	10.2%	-0.7%	9.5%	-38.3%	-1.2%	-52.9%	5.0%	45.9%	9.3%	137.3%	5.4%	-1.6%	3.0%	13.1%
	201612	6.8%	0.1%	6.0%	0.4%	7.0%	0.6%	10.4%	-0.4%	9.1%	-39.9%	-1.0%	-53.3%	4.8%	46.8%	9.1%	138.3%	5.5%	-2.4%	2.9%	13.5%
201703	6.8%	0.2%	5.9%	1.2%	7.0%	0.0%	10.5%	-1.0%	9.9%	-40.1%	-1.7%	-53.1%	4.7%	48.9%	9.5%	137.9%	5.3%	-1.8%	2.5%	14.6%	
201706	6.9%	0.1%	5.7%	2.5%	7.1%	0.2%	10.3%	-1.4%	9.2%	-37.9%	-1.5%	-52.9%	5.1%	50.5%	9.4%	138.6%	5.4%	-1.7%	2.1%	17.0%	
35-54	201409	3.7%	0.4%	1.6%	-0.6%	3.8%	0.4%	3.1%	-1.9%	7.4%	-33.1%	-1.8%	-50.1%	1.2%	40.0%	0.4%	138.8%	2.9%	-0.1%	0.5%	16.6%
	201412	3.8%	0.6%	1.9%	-1.4%	3.9%	0.5%	3.1%	-2.6%	7.4%	-35.0%	-1.1%	-50.3%	1.4%	40.5%	1.4%	133.8%	3.0%	0.3%	0.9%	16.2%
	201503	3.8%	0.6%	2.0%	-0.8%	3.9%	0.6%	3.5%	-2.6%	7.5%	-35.0%	-1.9%	-50.4%	0.7%	45.5%	2.3%	137.7%	3.0%	-0.9%	0.4%	17.9%
	201506	3.9%	0.3%	2.3%	-1.2%	4.0%	0.3%	3.9%	-2.0%	7.7%	-33.0%	-2.3%	-50.7%	1.2%	42.9%	3.7%	137.5%	3.2%	-0.2%	0.2%	15.4%
	201509	3.9%	0.3%	2.5%	-2.2%	4.0%	0.3%	4.3%	-2.1%	8.0%	-32.5%	-2.3%	-50.7%	1.5%	43.0%	5.1%	135.0%	3.2%	-0.6%	0.2%	13.5%
	201512	3.9%	0.3%	2.4%	-1.4%	3.9%	0.2%	4.2%	-1.4%	8.4%	-35.7%	-2.8%	-49.9%	1.3%	39.3%	4.6%	136.4%	3.2%	-0.6%	0.2%	14.5%
	201603	4.0%	0.7%	2.4%	-2.1%	4.0%	0.8%	3.9%	-1.6%	8.9%	-34.1%	-2.2%	-49.6%	1.8%	44.0%	5.0%	135.2%	3.4%	0.6%	0.6%	12.6%
	201606	3.9%	1.0%	2.3%	-2.2%	4.0%	0.8%	3.8%	-1.8%	9.1%	-35.7%	-2.1%	-49.9%	1.5%	39.1%	4.2%	136.2%	3.4%	0.2%	0.7%	12.9%
	201609	3.9%	0.3%	2.1%	-1.2%	4.0%	0.2%	3.4%	-1.8%	8.1%	-34.4%	-2.0%	-50.0%	1.4%	38.9%	4.5%	140.0%	3.4%	-0.3%	0.6%	15.5%
	201612	4.0%	0.2%	2.1%	-0.9%	4.0%	0.4%	3.3%	-1.4%	7.8%	-36.4%	-2.4%	-50.5%	1.2%	41.4%	5.0%	141.3%	3.5%	-0.6%	0.9%	14.4%
201703	3.9%	-0.1%	2.2%	0.0%	4.0%	-0.4%	3.6%	-1.6%	8.6%	-36.9%	-2.8%	-50.8%	0.8%	43.2%	5.1%	140.4%	3.4%	-0.5%	0.8%	16.4%	
201706	4.0%	0.1%	2.0%	1.1%	4.1%	0.0%	3.2%	-1.4%	7.8%	-33.4%	-2.5%	-50.5%	1.1%	44.0%	4.5%	141.3%	3.4%	-0.3%	0.7%	17.7%	
55+	201409	2.2%	-0.2%	-2.2%	-4.7%	2.2%	0.3%	-0.6%	-2.9%	6.4%	-33.6%	-6.8%	-50.9%	-0.7%	35.8%	-1.4%	131.0%	2.0%	-1.3%	-2.3%	6.8%
	201412	2.3%	0.1%	-2.4%	-6.0%	2.3%	0.5%	-0.7%	-3.9%	6.7%	-35.6%	-7.2%	-52.1%	-0.5%	36.3%	-2.8%	129.2%	2.0%	-0.7%	-1.9%	7.8%
	201503	2.2%	-0.1%	-2.2%	-4.0%	2.2%	0.6%	-0.7%	-0.2%	6.2%	-36.1%	-7.0%	-52.2%	-1.5%	42.6%	-1.1%	135.4%	2.1%	-2.2%	-1.7%	9.1%
	201506	2.3%	-0.3%	-2.3%	-5.0%	2.2%	0.3%	-0.4%	-0.6%	7.1%	-33.7%	-9.1%	-52.5%	-0.9%	39.8%	-0.8%	138.9%	2.2%	-1.7%	-0.9%	10.0%
	201509	2.3%	-0.3%	-2.0%	-6.5%	2.3%	0.2%	-0.6%	-1.4%	7.6%	-32.9%	-8.2%	-51.8%	-0.8%	38.9%	-0.6%	138.4%	2.2%	-1.9%	-0.2%	9.3%
	201512	2.3%	-0.4%	-2.1%	-6.4%	2.2%	0.0%	-0.6%	-2.0%	7.6%	-36.4%	-8.4%	-51.8%	-0.6%	35.2%	-0.1%	142.2%	2.2%	-1.6%	-0.6%	10.6%
	201603	2.3%	0.1%	-2.3%	-6.1%	2.2%	0.7%	-1.6%	-2.4%	8.6%	-35.7%	-7.3%	-51.4%	-0.6%	41.2%	-0.1%	142.1%	2.3%	-0.4%	0.1%	12.0%
	201606	2.3%	0.3%	-1.9%	-6.7%	2.2%	0.6%	-1.5%	-2.3%	7.5%	-36.7%	-6.1%	-51.5%	-0.4%	35.0%	-0.8%	135.7%	2.4%	-0.5%	0.6%	10.3%
	201609	2.3%	-0.3%	-2.1%	-4.8%	2.2%	0.0%	-1.9%	-1.2%	7.2%	-35.3%	-6.3%	-51.4%	-0.2%	35.5%						

Q2 2017 Workforce Vitality Report: Wage

		ALL TO ALL				FULLTIME TO FULLTIME				FULLTIME TO PARTTIME				PARTTIME TO FULLTIME				PARTTIME TO PARTTIME			
		JOB HOLDERS		JOB SWITCHERS		JOB HOLDERS		JOB SWITCHERS		JOB HOLDERS		JOB SWITCHERS		JOB HOLDERS		JOB SWITCHERS		JOB HOLDERS		JOB SWITCHERS	
		WAGE	HOURS	WAGE	HOURS	WAGE	HOURS	WAGE	HOURS	WAGE	HOURS	WAGE	HOURS	WAGE	HOURS	WAGE	HOURS	WAGE	HOURS	WAGE	HOURS
		GROWTH	GROWTH	GROWTH	GROWTH	GROWTH	GROWTH	GROWTH	GROWTH	GROWTH	GROWTH	GROWTH	GROWTH	GROWTH	GROWTH	GROWTH	GROWTH	GROWTH	GROWTH	GROWTH	GROWTH
ALL	201409	4.1%	0.6%	3.4%	3.7%	4.1%	0.5%	4.8%	-1.1%	7.7%	-35.4%	-1.2%	-52.0%	3.2%	44.5%	7.0%	148.5%	3.4%	-0.3%	2.2%	18.4%
	201412	4.1%	0.7%	3.5%	3.1%	4.2%	0.6%	4.9%	-1.6%	7.7%	-37.3%	-0.9%	-52.3%	3.4%	44.5%	7.1%	146.3%	3.4%	0.0%	2.5%	18.3%
	201503	4.1%	0.7%	3.6%	3.4%	4.2%	0.7%	5.1%	-1.3%	7.6%	-37.1%	-1.2%	-52.5%	3.2%	49.6%	7.6%	150.2%	3.5%	-0.6%	2.4%	18.4%
	201506	4.3%	0.4%	3.8%	2.8%	4.3%	0.4%	5.6%	-1.2%	8.1%	-35.6%	-2.3%	-52.5%	3.6%	47.3%	8.5%	150.0%	3.8%	-0.7%	2.6%	17.2%
	201509	4.3%	0.4%	3.9%	1.7%	4.3%	0.4%	5.7%	-1.3%	8.6%	-35.0%	-2.3%	-52.5%	3.6%	46.9%	8.9%	148.1%	3.7%	-0.5%	2.7%	15.7%
	201512	4.2%	0.3%	3.8%	2.1%	4.2%	0.3%	5.7%	-1.1%	8.7%	-37.8%	-2.8%	-52.0%	3.2%	43.7%	8.8%	148.2%	3.8%	-0.7%	2.7%	16.5%
	201603	4.3%	0.7%	3.7%	1.6%	4.2%	0.8%	5.4%	-1.0%	9.2%	-36.2%	-2.3%	-51.9%	3.7%	48.5%	9.0%	147.6%	4.0%	0.4%	2.7%	15.5%
	201606	4.3%	1.1%	3.7%	1.3%	4.2%	0.9%	5.3%	-1.2%	9.2%	-38.0%	-2.1%	-52.1%	3.4%	44.1%	8.7%	146.8%	4.1%	-0.2%	2.7%	14.4%
	201609	4.3%	0.4%	3.6%	1.8%	4.2%	0.2%	5.0%	-1.2%	8.4%	-36.7%	-2.0%	-52.5%	3.3%	43.5%	9.3%	147.7%	4.1%	-0.3%	2.5%	15.7%
201612	4.3%	0.2%	3.7%	2.3%	4.3%	0.5%	5.1%	-0.8%	8.1%	-38.3%	-1.9%	-52.9%	3.2%	45.6%	9.2%	148.6%	4.1%	-1.1%	2.6%	15.7%	
201703	4.3%	0.1%	3.6%	3.5%	4.3%	-0.2%	5.2%	-1.0%	8.8%	-38.7%	-2.4%	-52.8%	2.8%	47.4%	9.3%	148.1%	4.0%	-0.4%	2.4%	16.8%	
201706	4.4%	0.1%	3.4%	5.0%	4.4%	0.1%	4.9%	-0.9%	8.0%	-35.9%	-2.1%	-52.4%	3.3%	48.6%	8.6%	149.3%	4.1%	-0.9%	2.2%	19.1%	
<\$20K	201409	5.4%	9.5%	8.7%	45.5%	12.2%	5.8%	62.1%	2.3%	14.2%	-36.5%	36.7%	-57.8%	8.6%	75.4%	19.0%	217.0%	3.9%	2.5%	4.2%	27.8%
	201412	5.5%	9.6%	8.9%	44.4%	13.0%	5.3%	59.7%	0.1%	14.4%	-37.4%	38.7%	-58.4%	9.3%	73.0%	19.1%	211.7%	3.8%	2.7%	4.4%	27.7%
	201503	5.8%	10.3%	8.8%	44.8%	12.9%	5.8%	59.4%	0.2%	18.4%	-38.0%	37.3%	-58.8%	9.5%	77.1%	18.8%	219.0%	4.0%	2.5%	4.4%	27.7%
	201506	6.0%	9.5%	9.2%	44.1%	13.5%	5.9%	67.1%	4.0%	16.6%	-37.7%	37.1%	-58.6%	9.6%	74.9%	19.6%	217.4%	4.3%	2.0%	4.7%	26.5%
	201509	5.9%	9.8%	9.2%	42.1%	13.5%	5.0%	71.0%	1.4%	18.1%	-38.4%	34.6%	-59.8%	9.3%	75.5%	20.2%	216.1%	4.2%	2.5%	4.8%	24.9%
	201512	6.0%	10.1%	9.0%	43.0%	13.4%	5.6%	69.3%	2.3%	18.4%	-37.5%	35.0%	-59.3%	9.7%	74.5%	19.8%	215.4%	4.3%	2.2%	4.7%	25.7%
	201603	6.4%	11.0%	9.1%	42.2%	14.1%	5.9%	68.9%	3.8%	21.1%	-37.0%	37.5%	-58.8%	10.0%	78.6%	20.0%	212.9%	4.6%	3.6%	4.7%	25.1%
	201606	6.5%	11.0%	8.8%	41.3%	13.6%	5.6%	61.2%	2.5%	22.7%	-39.8%	37.3%	-58.8%	9.8%	75.0%	19.8%	211.8%	4.8%	2.8%	4.6%	24.0%
	201609	6.4%	11.0%	8.8%	42.6%	13.6%	5.2%	62.9%	2.4%	21.7%	-38.2%	41.2%	-59.0%	9.1%	75.8%	20.0%	211.6%	4.8%	3.1%	4.5%	25.4%
201612	6.5%	9.1%	8.8%	43.9%	14.1%	5.6%	70.7%	4.4%	20.7%	-39.0%	43.6%	-59.1%	10.2%	72.9%	19.5%	212.4%	4.8%	1.6%	4.6%	25.7%	
201703	6.3%	11.6%	8.6%	46.2%	14.2%	5.1%	74.6%	3.3%	23.9%	-39.8%	44.0%	-58.7%	9.7%	78.6%	19.6%	213.2%	4.6%	3.4%	4.4%	27.0%	
201706	6.2%	10.7%	8.3%	49.5%	14.1%	5.2%	76.8%	5.2%	19.9%	-38.6%	47.0%	-59.0%	9.8%	82.2%	18.9%	214.4%	4.6%	2.1%	4.1%	29.3%	
\$20K-\$50K	201409	5.0%	-0.6%	2.3%	-17.7%	5.4%	0.9%	11.5%	0.7%	6.1%	-33.5%	-3.7%	-51.8%	3.4%	25.6%	2.1%	60.4%	3.0%	-4.8%	-7.4%	-27.3%
	201412	5.0%	-0.3%	2.6%	-18.6%	5.4%	1.2%	12.1%	0.2%	6.0%	-36.0%	-3.4%	-52.0%	3.3%	26.3%	2.2%	59.8%	3.1%	-4.6%	-6.9%	-27.4%
	201503	5.1%	-0.2%	2.7%	-18.6%	5.5%	1.3%	12.8%	1.3%	5.9%	-35.0%	-3.6%	-51.9%	3.4%	28.5%	2.1%	59.7%	3.1%	-5.8%	-6.5%	-26.2%
	201506	5.3%	-0.6%	2.7%	-19.4%	5.7%	0.9%	13.5%	1.1%	6.3%	-34.2%	-4.1%	-51.9%	4.1%	27.8%	1.7%	59.1%	3.3%	-5.1%	-6.3%	-26.8%
	201509	5.4%	-0.6%	2.7%	-20.1%	5.8%	0.9%	13.7%	0.8%	6.9%	-33.5%	-4.0%	-51.8%	3.9%	27.1%	1.1%	57.6%	3.3%	-5.4%	-5.6%	-26.0%
	201512	5.4%	-0.7%	2.6%	-19.9%	5.8%	0.7%	13.7%	0.8%	6.9%	-36.4%	-4.1%	-51.4%	3.5%	25.9%	1.1%	56.2%	3.3%	-6.2%	-6.2%	-25.7%
	201603	5.5%	-0.8%	2.4%	-20.5%	5.9%	0.8%	13.5%	0.3%	7.7%	-34.2%	-4.2%	-51.2%	3.7%	29.5%	0.7%	55.8%	3.4%	-5.6%	-6.2%	-27.2%
	201606	5.5%	0.1%	2.5%	-20.7%	5.9%	1.5%	13.6%	0.2%	7.5%	-36.4%	-3.5%	-51.5%	4.0%	26.8%	0.7%	56.8%	3.4%	-5.6%	-6.1%	-28.4%
	201609	5.5%	-0.8%	2.2%	-21.1%	5.9%	0.6%	13.0%	0.2%	7.0%	-35.1%	-4.0%	-52.0%	4.1%	26.2%	1.3%	56.2%	3.4%	-6.9%	-6.9%	-29.3%
201612	5.7%	-1.0%	2.0%	-21.2%	6.2%	1.0%	12.9%	0.4%	6.9%	-37.1%	-4.1%	-52.5%	3.6%	27.3%	1.1%	57.2%	3.4%	-6.7%	-6.5%	-29.5%	
201703	5.7%	-0.7%	1.6%	-21.0%	6.2%	0.7%	12.2%	0.4%	7.3%	-37.4%	-4.4%	-52.6%	3.3%	28.7%	1.7%	56.6%	3.5%	-7.4%	-6.9%	-29.7%	
201706	5.8%	-1.2%	1.5%	-20.4%	6.3%	0.6%	11.8%	0.9%	6.7%	-34.1%	-4.7%	-52.3%	4.1%	29.5%	2.2%	54.2%	3.5%	-6.7%	-6.9%	-28.6%	
\$50K-\$75K	201409	4.2%	-0.9%	3.6%	-12.9%	4.4%	-0.1%	8.1%	-1.9%	7.5%	-40.2%	-4.4%	-50.4%	-2.4%	19.2%	-9.5%	43.2%	3.0%	-3.2%	-8.0%	-28.1%
	201412	4.3%	-0.8%	3.4%	-13.5%	4.4%	-0.1%	8.0%	-2.5%	7.0%	-40.5%	-5.2%	-51.5%	-2.8%	23.9%	-10.6%	41.7%	3.1%	-3.0%	-7.8%	-24.9%
	201503	4.3%	-0.9%	3.1%	-13.4%	4.4%	0.0%	7.9%	-2.6%	7.0%	-42.4%	-5.8%	-52.2%	-5.2%	28.8%	-10.4%	43.2%	2.9%	-4.1%	-8.1%	-23.1%
	201506	4.4%	-1.2%	3.2%	-13.4%	4.5%	-0.4%	7.9%	-2.3%	7.0%	-37.8%	-6.6%	-51.5%	-3.9%	27.0%	-7.4%	41.0%	3.2%	-3.3%	-7.5%	-21.1%
	201509	4.4%	-1.2%	2.8%	-13.8%	4.5%	-0.3%	7.5%	-2.1%	7.8%	-36.9%	-6.6%	-51.2%	-3.1%	26.2%	-7.3%	43.2%	3.1%	-3.6%	-7.0%	-21.5%
	201512	4.4%	-1.3%	2.8%	-13.6%	4.5%	-0.5%	7.2%	-2.0%	8.2%	-42.4%	-6.2%	-50.5%	-2.8%	22.7%	-7.8%	43.4%	3.2%	-4.1%	-6.0%	-25.2%
	201603	4.4%	-0.7%	2.5%	-13.8%	4.5%	0.2%	7.1%	-1.6%	9.1%	-41.5%	-7.1%	-50.1%	-3.4%	27.4%	-8.0%	43.8%	3.3%	-3.3%	-4.7%	-26.3%
	201606	4.4%	-0.6%	2.2%	-14.6%	4.5%	0.2%	6.9%	-1.9%	8.3%	-41.4%	-7.4%	-50.7%	-2.6%	22.8%	-9.2%	44.8%	3.3%	-3.7%	-4.3%	-26.8%
	201609	4.4%	-1.2%	2.6%	-14.0%	4.5%	-0.4%	7.0%	-2.0%	7.9%	-40.5%	-6.8%	-50.9%	-2.2%	23.5%	-7.8%	43.3%	3.1%	-4.8%	-5.3%	-26.8%
201612	4.4%	-1.2%	2.7%	-14.1%	4.5%	-0.2%	7.4%	-1.6%	7.8%	-42.4%	-6.8%	-51.5%	-3.6%	25.4%	-7.9%	43.9%	3.2%	-4.0%	-6.8%	-25.8%	
201703	4.4%	-1.7%	2.4%	-14.0%	4.6%	-1.0%	7.6%	-1.8%	8.4%	-42.4%	-7.5%	-51.7%	-5.2%	28.7%	-9.0%	43.3%	3.0%	-5.1%	-9.3%	-25.8%	
201706	4.5%	-1.4%	2.4%	-13.5%	4.7%	-0.6%	7.3%	-2.4%	7.7%	-39.6%	-7.0%	-50.6%	-3.1%	27.8%	-9.5%	44.3%	3.1%	-4.0%	-9.4%	-25.0%	
\$75K+	201409	3.3%	-0.7%	-0.9%	-9.7%	3.3%	-0.3%	0.4%	-3.0%	9.7%	-40.8%	-2.1%	-47.9%	-6.4%	16.6%	-23.6%	34.0%	2.9%	-1.8%	-3.5%	-27.0%
	201412	3.4%	-0.7%	-0.9%	-9.6%	3.4%	-0.3%	0.3%	-3.1%	10.5%	-42.9%	-1.5%	-47.7%	-6.4%	23.0%	-22.6%	34.3%	3.0%	-1.4%	-4.3%	-26.7%
	201503	3.3%	-0.8%	-0.7%	-9.8%	3.4%	-0.3%	0.6%	-3.2%	9.0%	-43.3%	-2.0%	-47.9%	-14.2%	32.5%	-19.9%	32.7%	3.1%	-1.8%	-8.0%	-23.6%
	201506	3.4%	-0.9%	-0.6%	-10.5%	3.4%	-0.4%	1.0%	-3.4%	11.2%	-39.1%	-3.9%	-49.1%	-14.3%	30.2%	-18.1%	31.8%	3.1%	-1.6%	-9.9%	-24.4%
	201509	3.4%	-0.8%	-0.1%	-10.5%	3.4%	-0.4%	1.4%	-3.2%	10.8%	-36.7%	-3.5%	-49.1%	-12.8%	30.2%	-16.0%	29.1%	3.1%	-1.8%	-7.9%	-21.3%
	201512	3.3%	-1.0%	-0.2%	-10.4%	3.3%	-0.5%	1.6%	-3.0%	10.6%	-41.8%	-5.2%	-48.6%	-10.1%	25.7%	-17.3%	30.9%	3.1%	-1.9%	-8.8%	-21.7%
	201603	3.3%	0.1%	0.0%	-10.1%	3.3%	0.7%	1.4%	-2.5%	9.8%	-42.7%	-3.5%	-49.2%	-6.5%	23.3%	-16.6%	30.8%	3.3%	-0.6%	-6.1%	-24.9%
	201606	3.3%	-0.6%	0.1%	-10.2%	3.4%	-0.2%	1.5%	-2.7%	10.1%	-42.1%	-3.2%	-49.3%	-8.8%	24.5%	-17.7%	31.6%	3.2%	-2.1%	-4.9%	-24.2%
	201609	3.3%	-0.9%	-0.2%	-10.0%	3.4%	-0.5%	1.1%	-2.6%	8.6%	-40.3%	-3.1%	-49.4%	-10.6%	26.3%	-16.8%	32.6%	3.3%	-2.1%	-7.2%	-24.9%
201612	3.3%	-0.8%	-0.1%	-9.6%	3.3%	-0.4%	1.1%	-2.1%	8.0%	-41.4%	-2.6%	-49.5%	-12.0%	27.8%	-16.0%	30.7%	3.4%	-2.2%	-7.8%	-24.7%	
201703	3.3%	-2.0%	0.0%	-9.4%	3.4%	-1.6%	1.4%	-2.5%	8.6%	-41.0%	-2.8%	-48.4%	-12.5%	30.2%	-16.3%	30.5%	3.3%	-3.5%	-7.8%	-21.4%	
201706	3.4%	-1.0%	-0.3%	-8.8%	3.5%	-0.6%	1.2%	-2.4%	8.8%	-41.0%	-2.4%	-47.8%	-12.7%	30.3%	-19.5%	34.1%	3.4%	-2.3%	-10.1%	-21.2%	

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Q2 2017 Workforce Vitality Report: Employment and Turnover Rate

Year Over Year Employment Growth																																			
	ALL	Region				Industry								Size				Age				Gender		Income				Tenure			FT/PT				
		MIDW	NEAS	SOUT	WEST	CONS	EDUH	FIN	INF	LEIH	MANF	PROFS	TRADE	RESM	OTH	<50	50-499	500-999	1000+	24 or less	25 to 34	35 to 54	55 or more	Female	Male	20k or less	20k to 50k	50k to 75k	75k or more	2 or less	3 to 5	5 to 9	10 or more	FT	PT
Q1 2015	2.4%	2.0%	1.7%	2.7%	3.1%	4.9%	2.5%	1.6%	-0.2%	2.9%	1.7%	3.1%	2.2%	4.3%	1.2%	6.5%	0.1%	-0.4%	2.2%	2.6%	1.0%	2.0%	5.6%	2.6%	2.3%	0.8%	2.5%	2.9%	4.7%	3.2%	11.2%	-5.1%	1.9%	2.3%	2.7%
Q2 2015	2.3%	1.9%	1.7%	2.5%	3.0%	4.3%	2.8%	1.6%	-0.2%	2.7%	1.4%	3.1%	2.1%	0.2%	1.1%	5.5%	0.1%	-5.3%	3.4%	2.1%	0.5%	2.0%	6.2%	2.7%	2.0%	0.5%	2.0%	3.0%	5.4%	2.7%	9.1%	-3.9%	2.7%	2.2%	2.6%
Q3 2015	2.2%	1.9%	1.7%	2.3%	2.9%	3.7%	2.8%	1.7%	0.0%	2.8%	1.0%	3.0%	2.0%	-4.2%	1.2%	4.8%	1.0%	-4.9%	2.8%	2.0%	0.5%	1.8%	6.1%	2.5%	2.0%	0.2%	1.6%	3.5%	5.9%	3.0%	6.2%	-3.5%	2.6%	2.1%	2.5%
Q4 2015	2.1%	1.7%	1.7%	2.2%	2.8%	3.9%	2.9%	1.7%	0.1%	2.9%	0.4%	3.1%	1.8%	-9.3%	1.2%	6.1%	2.8%	-2.6%	-0.1%	3.4%	0.8%	1.3%	5.1%	3.0%	1.3%	1.7%	1.4%	1.9%	4.5%	4.1%	4.1%	-4.5%	0.9%	2.3%	1.7%
Q1 2016	2.1%	1.5%	1.7%	2.3%	2.6%	5.0%	2.7%	1.9%	1.2%	3.0%	0.1%	2.8%	1.8%	-17.9%	1.5%	4.5%	3.1%	0.9%	-0.1%	4.8%	2.6%	0.1%	4.0%	3.0%	1.3%	2.5%	-0.6%	1.8%	7.0%	4.6%	2.3%	-4.4%	0.0%	0.8%	4.7%
Q2 2016	2.0%	1.4%	1.6%	2.3%	2.5%	4.6%	2.7%	2.1%	1.0%	3.0%	0.0%	2.6%	1.7%	-19.0%	1.4%	3.6%	3.8%	5.8%	-1.1%	5.3%	2.6%	-0.2%	3.5%	3.0%	1.1%	1.3%	0.9%	2.6%	4.6%	4.7%	0.8%	-3.9%	-0.3%	2.3%	1.5%
Q3 2016	1.9%	1.4%	1.5%	2.3%	2.4%	4.4%	2.6%	2.2%	0.5%	2.8%	-0.1%	2.8%	1.6%	-18.1%	1.4%	-0.6%	3.2%	9.4%	1.4%	4.4%	2.3%	0.1%	3.5%	3.0%	0.9%	0.8%	0.8%	2.7%	5.2%	3.8%	1.3%	-2.9%	0.9%	2.3%	1.3%
Q4 2016	1.8%	1.0%	1.5%	2.2%	2.1%	5.2%	1.9%	2.1%	0.7%	3.1%	0.0%	2.3%	1.3%	-16.7%	1.8%	-0.7%	2.8%	7.7%	1.7%	3.3%	1.9%	0.3%	3.8%	2.4%	1.2%	0.5%	0.1%	3.3%	5.6%	2.7%	2.0%	-1.8%	1.8%	1.2%	3.0%
Q1 2017	1.8%	1.3%	1.5%	2.1%	2.2%	1.4%	1.9%	2.5%	0.6%	2.6%	0.8%	2.8%	1.1%	-2.6%	1.0%	1.4%	2.7%	6.6%	0.7%	1.7%	1.8%	0.6%	4.8%	2.0%	1.7%	-1.5%	2.4%	4.6%	3.6%	1.4%	4.0%	-0.2%	3.5%	3.2%	-0.7%
Q2 2017	1.9%	1.3%	1.5%	2.3%	2.3%	1.7%	1.7%	2.4%	0.0%	2.8%	1.3%	3.0%	0.9%	2.4%	1.0%	1.5%	3.0%	5.8%	0.5%	0.9%	1.8%	1.0%	5.1%	1.7%	2.1%	-1.8%	1.8%	4.3%	5.7%	0.9%	4.7%	0.7%	4.2%	2.3%	1.1%

	ALL	Region				Industry								Size				Age				Gender		Income				Tenure			FT/PT				
		MIDW	NEAS	SOUT	WEST	CONS	EDUH	FIN	INF	LEIH	MANF	PROFS	TRADE	RESM	OTH	<50	50-499	500-999	1000+	24 or less	25 to 34	35 to 54	55 or more	Female	Male	20k or less	20k to 50k	50k to 75k	75k or more	2 or less	3 to 5	5 to 9	10 or more	FT	PT
Q1 2015	23.0%	22.4%	16.7%	26.8%	22.8%	19.8%	16.7%	14.3%	16.7%	41.0%	11.6%	29.5%	23.0%	21.5%	21.8%	21.4%	27.8%	24.2%	20.2%	56.7%	25.4%	15.1%	9.2%	23.6%	22.5%	52.5%	13.6%	7.6%	6.6%	42.1%				9.2%	50.0%
Q2 2015	23.6%	23.0%	17.0%	27.4%	23.5%	20.6%	17.2%	14.5%	17.1%	42.2%	11.9%	29.5%	23.8%	21.6%	22.4%	21.8%	28.5%	24.9%	20.8%	58.1%	26.1%	15.5%	9.5%	24.3%	22.9%	54.0%	13.9%	7.8%	6.8%	43.1%				9.4%	51.3%
Q3 2015	24.2%	23.5%	17.5%	28.2%	24.2%	21.2%	17.7%	15.1%	17.4%	43.6%	12.3%	29.9%	24.5%	21.6%	22.9%	22.3%	29.2%	25.5%	21.5%	59.5%	26.9%	15.9%	9.7%	25.0%	23.5%	55.6%	14.3%	8.0%	7.0%	44.1%				9.6%	52.6%
Q4 2015	24.7%	23.8%	18.0%	28.9%	24.7%	21.6%	18.2%	15.5%	18.0%	44.8%	12.6%	30.2%	25.1%	21.7%	23.3%	22.8%	29.9%	26.0%	22.0%	60.6%	27.6%	16.3%	10.0%	25.7%	23.9%	56.7%	14.9%	8.1%	7.1%	44.9%				9.9%	53.9%
Q1 2016	25.2%	24.2%	18.5%	29.3%	25.2%	21.7%	18.7%	15.6%	18.2%	45.6%	12.9%	30.7%	25.5%	21.9%	23.6%	23.2%	30.4%	26.3%	22.4%	61.4%	28.1%	16.6%	10.2%	26.3%	24.2%	57.6%	15.3%	8.3%	7.3%	45.5%				10.1%	54.5%
Q2 2016	25.5%	24.7%	18.8%	29.6%	25.5%	21.6%	19.0%	15.6%	18.1%	46.4%	13.2%	31.2%	25.7%	22.8%	23.8%	23.4%	30.7%	26.7%	22.8%	61.8%	28.5%	16.8%	10.4%	26.7%	24.5%	58.4%	15.6%	8.4%	7.4%	45.8%				10.2%	55.4%
Q3 2016	25.8%	25.0%	19.0%	29.8%	25.7%	21.5%	19.2%	15.4%	17.8%	47.3%	13.4%	31.5%	25.9%	23.7%	23.8%	23.7%	30.9%	27.0%	23.1%	62.1%	28.8%	17.0%	10.4%	27.0%	24.7%	59.0%	15.9%	8.5%	7.3%	46.0%				10.2%	56.1%
Q4 2016	26.2%	25.6%	19.2%	29.9%	26.5%	21.3%	19.5%	15.5%	17.4%	48.1%	13.6%	32.5%	26.1%	24.7%	23.4%	23.9%	31.4%	27.3%	23.5%	62.8%	29.3%	17.2%	10.6%	27.3%	25.1%	60.0%	16.3%	8.5%	7.4%	46.6%				10.4%	56.8%
Q1 2017	26.5%	25.9%	19.5%	30.2%	27.3%	21.4%	19.7%	15.4%	17.1%	49.0%	13.9%	33.6%	26.2%	25.2%	23.1%	24.2%	31.8%	27.5%	23.9%	63.8%	29.8%	17.5%	10.7%	27.6%	25.6%	60.9%	16.9%	8.6%	7.4%	47.3%				10.6%	57.8%
Q2 2017	27.0%	26.3%	19.7%	30.5%	28.1%	22.1%	20.0%	15.1%	17.3%	49.7%	14.4%	34.6%	26.4%	25.1%	22.8%	24.8%	32.2%	28.0%	24.2%	65.1%	30.2%	17.7%	10.9%	27.9%	26.1%	61.7%	17.7%	8.8%	7.6%	48.2%				10.9%	58.5%

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