



Fourth 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 116.8 in the fourth quarter of 2017 (3Q2013=100, Not Seasonally Adjusted). The Index grew by 4% 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.

Fourth Quarter 2017 Report Highlights

ADP Workforce Vitality Index: 116.8

ADP Workforce Vitality Index Growth: 4Q2017/4Q2016
4.0%

- By Region

	Index	Growth %
• Midwest	114.3	3.3%
• Northeast	113.1	2.8%
• South	117.7	4.3%
• West	120.8	5.3%

- By Industry

	Index	Growth %
• Construction	133.8	5.3%
• Education/Healthcare	119.3	3.6%
• Finance	119.3	3.8%
• Information	112.5	0.9%
• Leisure/Hospitality	128.7	6.3%
• Manufacturing	109.9	2.9%
• Professional Services	116.9	4.7%
• Trade	112.8	3.6%
• Resources & Mining	94.8	15.7%

- By Company Size

	Index	Growth %
• 1-49 employees	125.1	5.4%
• 50-499 employees	113.8	4.8%
• 500-999 employees	115.0	2.8%
• 1,000+ employees	115.5	2.6%

- By Age Group

	Index	Growth %
• 16-24	118.1	5.6%
• 25-34	118.1	4.5%
• 35-54	111.5	3.0%
• 55 and Above	128.4	5.5%

- By Tenure

	Index	Growth %
• 0 to <3 Years	120.4	3.2%
• 3 to <5 Years	141.1	8.3%
• 5 to <10 Years	97.4	2.6%
• 10 Years or More	116.2	4.2%

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Q4 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 GROWTH	HOURS GROWTH	WAGE GROWTH	HOURS GROWTH	WAGE GROWTH	HOURS GROWTH	WAGE GROWTH	HOURS GROWTH	WAGE GROWTH	HOURS GROWTH	WAGE GROWTH	HOURS GROWTH	WAGE GROWTH	HOURS GROWTH	WAGE GROWTH	HOURS GROWTH	WAGE GROWTH	HOURS GROWTH	WAGE GROWTH	HOURS GROWTH
ALL	2014Q3	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%
	2014Q4	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%
	2015Q1	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%
	2015Q2	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%
	2015Q3	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%
	2015Q4	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%
	2016Q1	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%
	2016Q2	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%
	2016Q3	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%
	2016Q4	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%
2017Q1	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%	
2017Q2	4.4%	0.0%	3.4%	5.0%	4.4%	0.0%	4.9%	-0.9%	7.9%	-35.4%	-2.2%	-52.4%	3.5%	48.5%	8.6%	149.1%	4.1%	-1.0%	2.2%	19.0%	
2017Q3	4.4%	0.1%	3.3%	6.3%	4.3%	0.5%	4.9%	-0.8%	7.8%	-35.2%	-2.9%	-52.2%	3.1%	47.5%	8.4%	149.8%	4.0%	-1.6%	2.2%	19.4%	
2017Q4	4.3%	0.0%	3.3%	6.8%	4.3%	0.4%	4.9%	-1.1%	8.4%	-37.8%	-2.8%	-51.8%	3.2%	51.1%	8.7%	148.4%	3.9%	-1.8%	2.1%	19.4%	
Construction	2014Q3	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%
	2014Q4	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%
	2015Q1	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%
	2015Q2	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%
	2015Q3	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%
	2015Q4	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%
	2016Q1	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%
	2016Q2	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%
	2016Q3	4.7%	0.6%	1.8%	-10.2%	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%
	2016Q4	4.8%	-0.6%	2.2%	-11.1%	4.8%	-0.2%	5.6%	-4.7%	5.9%	-44.1%	-1.7%	-53.2%	5.3%	62.8%	6.5%	121.4%	3.7%	-4.9%	-1.9%	2.5%
2017Q1	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%	
2017Q2	4.9%	0.5%	1.4%	-8.9%	4.9%	0.3%	5.3%	-4.0%	6.6%	-43.3%	-2.2%	-52.8%	5.8%	68.5%	0.9%	117.5%	4.2%	-2.1%	-2.6%	-2.5%	
2017Q3	4.9%	0.4%	1.8%	-7.0%	4.9%	0.6%	5.8%	-2.6%	6.3%	-40.0%	-3.5%	-53.4%	5.9%	62.6%	1.4%	121.8%	3.9%	-2.0%	-1.4%	-2.7%	
2017Q4	4.8%	0.5%	1.2%	-5.7%	4.8%	0.7%	5.0%	-1.9%	6.4%	-43.1%	-4.2%	-52.0%	5.4%	64.1%	2.3%	116.4%	3.6%	-1.6%	-2.6%	-2.9%	
Education & Health	2014Q3	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%
	2014Q4	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%
	2015Q1	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%
	2015Q2	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%
	2015Q3	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%
	2015Q4	3.8%	0.4%	2.7%	1.4%	3.9%	0.5%	6.8%	1.4%	9.3%	-29.4%	0.5%	-49.2%	1.9%	40.0%	1.8%	139.6%	2.9%	-2.4%	1.0%	12.7%
	2016Q1	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%
	2016Q2	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%
	2016Q3	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%
	2016Q4	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%
2017Q1	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%	
2017Q2	4.0%	0.9%	2.7%	2.1%	4.0%	0.8%	5.9%	0.7%	9.2%	-39.6%	1.5%	-51.8%	2.7%	49.5%	2.5%	142.7%	3.1%	-1.4%	1.0%	15.0%	
2017Q3	3.8%	1.1%	2.4%	3.7%	3.9%	1.4%	5.7%	0.9%	9.2%	-40.7%	0.8%	-51.6%	1.4%	49.7%	1.0%	141.3%	3.1%	-1.5%	1.2%	17.7%	
2017Q4	3.9%	0.7%	2.8%	3.7%	3.8%	1.1%	5.8%	0.7%	10.5%	-42.5%	0.7%	-51.9%	1.9%	51.8%	2.7%	142.4%	3.1%	-1.6%	1.8%	17.8%	
Finance & Real Estate	2014Q3	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%
	2014Q4	4.4%	0.6%	-0.2%	-7.0%	4.5%	0.7%	3.0%	-0.5%	6.2%	-33.1%	-9.8%	-50.2%	2.9%	38.0%	7.1%	115.5%	3.5%	-0.4%	-1.9%	4.2%
	2015Q1	4.5%	0.8%	0.4%	-5.9%	4.5%	0.6%	4.0%	-0.2%	7.9%	-37.9%	-9.0%	-49.5%	2.6%	53.8%	4.3%	126.6%	3.6%	0.7%	-0.8%	7.0%
	2015Q2	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%
	2015Q3	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%
	2015Q4	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%
	2016Q1	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%
	2016Q2	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%
	2016Q3	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%
	2016Q4	4.6%	-0.1%	2.1%	-7.5%	4.6%	0.3%	5.3%	-2.5%	8.1%	-35.6%	-3.1%	-49.9%	1.5%	46.4%	3.4%	123.6%	4.0%	-2.1%	-1.6%	3.8%
2017Q1	4.5%	-0.7%	1.6%	-6.0%	4.6%	-0.8%	4.9%	-2.3%	8.7%	-38.3%	-5.3%	-49.9%	0.5%	52.2%	4.5%	119.7%	4.0%	-0.4%	-1.6%	6.0%	
2017Q2	4.6%	-0.2%	1.6%	-5.7%	4.7%	-0.3%	4.7%	-3.3%	8.8%	-38.4%	-5.3%	-48.8%	2.3%	45.2%	5.3%	114.5%	4.1%	-2.7%	-1.8%	5.5%	
2017Q3	4.5%	-0.1%	1.6%	-5.2%	4.6%	0.0%	4.8%	-3.1%	8.2%	-39.7%	-5.7%	-48.7%	-0.3%	53.0%	5.9%	112.3%	4.2%	-1.8%	-1.6%	5.3%	
2017Q4	4.4%	0.5%	0.9%	-3.6%	4.4%	0.4%	3.6%	-2.2%	8.3%	-39.3%	-5.8%	-48.3%	0.9%	46.3%	6.9%	116.8%	4.0%	-0.2%	-2.1%	6.1%	
Information	2014Q3	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%
	2014Q4	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%
	2015Q1	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%
	2015Q2	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%
	2015Q3	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%	11.1%
	2015Q4	4.9%	-2.6%	5.6%	1.4%	5.0%	-1.6%	7.2%	-1.3%	5.8%	-23.4%	3.2%	-50.3%	5.1%	48.3%	10.3%	131.7%	4.2%	-3.2%	-1.1%	17.0%
	2016Q1	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%
	2016Q2	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%
	2016Q3	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%	1

Q4 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 GROWTH	HOURS GROWTH	WAGE GROWTH	HOURS GROWTH	WAGE GROWTH	HOURS GROWTH	WAGE GROWTH	HOURS GROWTH	WAGE GROWTH	HOURS GROWTH	WAGE GROWTH	HOURS GROWTH	WAGE GROWTH	HOURS GROWTH	WAGE GROWTH	HOURS GROWTH	WAGE GROWTH	HOURS GROWTH	WAGE GROWTH	HOURS GROWTH
ALL	2014Q3	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%
	2014Q4	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%
	2015Q1	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%
	2015Q2	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%
	2015Q3	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%
	2015Q4	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%
	2016Q1	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%
	2016Q2	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%
	2016Q3	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%
	2016Q4	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%
	2017Q1	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%
	2017Q2	4.4%	0.0%	3.4%	5.0%	4.4%	0.0%	4.9%	-0.9%	7.9%	-35.4%	-2.2%	-52.4%	3.5%	48.5%	8.6%	149.1%	4.1%	-1.0%	2.2%	19.0%
	2017Q3	4.4%	0.1%	3.3%	6.3%	4.3%	0.5%	4.9%	-0.8%	7.8%	-35.2%	-2.9%	-52.2%	3.1%	47.5%	8.4%	149.8%	4.0%	-1.6%	2.2%	19.4%
	2017Q4	4.3%	0.0%	3.3%	6.8%	4.3%	0.4%	4.9%	-1.1%	8.4%	-37.8%	-2.8%	-51.8%	3.2%	51.1%	8.7%	148.4%	3.9%	-1.8%	2.1%	19.4%
Midwest	2014Q3	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%
	2014Q4	4.0%	0.7%	2.8%	2.9%	4.0%	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%
	2015Q1	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%
	2015Q2	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%
	2015Q3	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%
	2015Q4	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%
	2016Q1	4.3%	0.5%	3.4%	1.7%	4.2%	0.5%	5.5%	-1.7%	6.8%	-36.0%	-3.3%	-51.0%	4.6%	47.7%	10.8%	148.0%	4.0%	0.7%	2.5%	13.3%
	2016Q2	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%
	2016Q3	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%
	2016Q4	4.3%	-0.1%	3.3%	3.6%	4.3%	0.4%	4.9%	0.3%	6.6%	-38.4%	-4.6%	-53.4%	4.7%	45.5%	12.5%	151.1%	4.1%	-1.8%	2.4%	15.1%
	2017Q1	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%
	2017Q2	4.4%	-0.3%	3.2%	6.7%	4.3%	-0.2%	5.2%	0.4%	6.2%	-35.8%	-4.9%	-52.2%	5.1%	46.5%	11.8%	149.1%	4.1%	-2.1%	1.6%	18.5%
	2017Q3	4.3%	0.0%	2.9%	7.9%	4.3%	0.4%	4.6%	0.7%	6.4%	-35.4%	-5.2%	-51.8%	4.8%	48.0%	11.0%	150.0%	4.0%	-1.8%	1.7%	17.8%
	2017Q4	4.3%	-0.1%	2.8%	7.9%	4.2%	0.5%	4.8%	-0.5%	6.7%	-38.6%	-5.1%	-51.3%	5.1%	51.2%	11.2%	148.5%	3.8%	-2.4%	1.3%	17.6%
Northeast	2014Q3	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%
	2014Q4	4.0%	0.9%	4.4%	2.6%	4.0%	0.6%	5.3%	-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%
	2015Q1	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%
	2015Q2	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%
	2015Q3	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%
	2015Q4	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%
	2016Q1	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%
	2016Q2	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%
	2016Q3	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%
	2016Q4	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%
	2017Q1	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%
	2017Q2	4.3%	0.1%	4.6%	3.1%	4.3%	0.1%	6.0%	-1.0%	10.0%	-32.9%	2.6%	-50.2%	1.0%	47.8%	5.5%	136.1%	3.8%	-0.7%	2.9%	19.1%
	2017Q3	4.2%	0.4%	4.5%	4.5%	4.2%	0.6%	6.3%	-0.8%	10.5%	-33.8%	2.2%	-50.1%	0.7%	43.0%	4.4%	135.9%	3.7%	-0.8%	2.7%	19.7%
	2017Q4	4.2%	0.0%	4.2%	4.8%	4.2%	0.3%	6.1%	-0.9%	10.8%	-35.7%	1.8%	-50.3%	0.2%	49.2%	4.3%	134.0%	3.6%	-1.0%	2.5%	19.7%
South	2014Q3	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%
	2014Q4	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%
	2015Q1	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%
	2015Q2	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%
	2015Q3	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%
	2015Q4	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%
	2016Q1	4.0%	0.5%	3.2%	2.4%	4.0%	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%
	2016Q2	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%
	2016Q3	4.0%	0.4%	2.9%	2.1%	3.7%	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%
	2016Q4	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%
	2017Q1	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%
	2017Q2	4.2%	0.2%	2.9%	5.5%	4.2%	0.1%	4.0%	-1.9%	7.5%	-36.7%	-1.8%	-53.7%	3.1%	49.8%	8.2%	157.8%	3.7%	-1.1%	1.6%	19.5%
	2017Q3	4.1%	-0.1%	2.9%	7.3%	4.2%	0.4%	4.3%	-1.4%	6.8%	-35.8%	-3.3%	-53.5%	2.6%	50.1%	8.5%	158.5%	3.7%	-2.4%	1.8%	20.1%
	2017Q4	4.1%	-0.1%	2.8%	8.1%	4.1%	0.4%	3.9%	-1.5%	7.7%	-39.1%	-3.5%	-53.2%	2.7%	53.3%	8.6%	157.0%	3.7%	-2.4%	1.8%	20.8%
West	2014Q3	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%
	2014Q4	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%
	2015Q1	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%
	2015Q2	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%
	2015Q3	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%
	2015Q4	4.6%	0.5%	3.8%	0.7%	4.6%	0.5%	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%
	2016Q1	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%
	2016Q2	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%
	2016Q3	4.8%	1.0%	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					

Q4 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 GROWTH	HOURS GROWTH	WAGE GROWTH	HOURS GROWTH	WAGE GROWTH	HOURS GROWTH	WAGE GROWTH	HOURS GROWTH	WAGE GROWTH	HOURS GROWTH	WAGE GROWTH	HOURS GROWTH	WAGE GROWTH	HOURS GROWTH	WAGE GROWTH	HOURS GROWTH	WAGE GROWTH	HOURS GROWTH	WAGE GROWTH	HOURS GROWTH
ALL	2014Q3	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%
	2014Q4	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%
	2015Q1	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%
	2015Q2	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%
	2015Q3	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%
	2015Q4	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%
	2016Q1	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%
	2016Q2	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%
	2016Q3	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%
	2016Q4	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%
2017Q1	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%	
2017Q2	4.4%	0.0%	3.4%	5.0%	4.4%	0.0%	4.9%	-0.9%	7.9%	-35.4%	-2.2%	-52.4%	3.5%	48.5%	8.6%	149.1%	4.1%	-1.0%	2.2%	19.0%	
2017Q3	4.4%	0.1%	3.3%	6.3%	4.3%	0.5%	4.9%	-0.8%	7.8%	-35.2%	-2.9%	-52.2%	3.1%	47.5%	8.4%	149.8%	4.0%	-1.6%	2.2%	19.4%	
2017Q4	4.3%	0.0%	3.3%	6.8%	4.3%	0.4%	4.9%	-1.1%	8.4%	-37.8%	-2.8%	-51.8%	3.2%	51.1%	8.7%	148.4%	3.9%	-1.8%	2.1%	19.4%	
<25	2014Q3	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%
	2014Q4	8.1%	3.6%	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%
	2015Q1	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%
	2015Q2	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%
	2015Q3	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%
	2015Q4	8.4%	3.5%	6.8%	14.3%	9.1%	1.3%	11.4%	1.1%	9.5%	-42.2%	-1.1%	-56.0%	11.9%	60.4%	20.1%	183.2%	6.5%	2.3%	5.1%	20.6%
	2016Q1	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%
	2016Q2	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%
	2016Q3	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%
	2016Q4	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%
2017Q1	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%	
2017Q2	8.8%	2.3%	6.1%	17.6%	9.6%	0.7%	13.3%	2.8%	9.8%	-41.5%	-0.5%	-55.2%	11.6%	63.9%	18.7%	177.4%	6.9%	-0.3%	3.8%	22.0%	
2017Q3	8.8%	2.2%	6.1%	19.3%	9.7%	1.7%	14.4%	3.8%	9.6%	-39.4%	-1.3%	-54.9%	11.3%	57.8%	18.2%	179.6%	7.0%	-0.2%	3.7%	22.3%	
2017Q4	8.6%	2.1%	5.9%	19.5%	9.3%	1.8%	13.3%	3.1%	9.4%	-42.8%	-0.6%	-54.9%	12.4%	62.4%	18.4%	175.3%	6.9%	-0.4%	3.4%	22.3%	
25-34	2014Q3	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%
	2014Q4	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%
	2015Q1	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%
	2015Q2	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%
	2015Q3	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%
	2015Q4	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%
	2016Q1	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%
	2016Q2	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%
	2016Q3	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%
	2016Q4	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%
2017Q1	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%	
2017Q2	6.9%	0.1%	5.7%	2.4%	7.1%	0.1%	10.3%	-1.4%	9.2%	-37.5%	-1.6%	-52.9%	5.4%	50.5%	9.5%	138.6%	5.4%	-1.8%	2.2%	16.9%	
2017Q3	6.7%	0.1%	5.7%	4.1%	7.0%	0.6%	10.3%	-1.9%	9.0%	-37.1%	-2.1%	-52.5%	4.8%	48.2%	9.4%	141.3%	5.2%	-2.8%	2.2%	18.1%	
2017Q4	6.7%	-0.1%	5.5%	5.4%	6.9%	0.6%	10.1%	-1.7%	9.3%	-40.4%	-2.6%	-51.9%	5.2%	51.3%	9.8%	141.7%	5.1%	-3.1%	2.3%	18.6%	
35-54	2014Q3	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%
	2014Q4	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%
	2015Q1	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%	17.0%
	2015Q2	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%
	2015Q3	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%
	2015Q4	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%
	2016Q1	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%
	2016Q2	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%
	2016Q3	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%
	2016Q4	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%
2017Q1	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%	
2017Q2	4.0%	0.0%	2.0%	1.1%	4.1%	0.0%	3.2%	-1.4%	7.6%	-32.8%	-2.4%	-50.4%	1.2%	43.8%	4.4%	140.8%	3.4%	-0.3%	0.7%	17.6%	
2017Q3	4.0%	0.1%	1.8%	2.0%	4.0%	0.4%	3.0%	-0.9%	7.6%	-33.2%	-3.5%	-50.2%	0.7%	43.8%	4.4%	138.1%	3.5%	-1.2%	0.8%	17.2%	
2017Q4	4.0%	0.0%	2.0%	2.0%	4.0%	0.3%	3.2%	-1.4%	8.5%	-35.5%	-2.8%	-50.2%	0.6%	47.6%	4.4%	136.1%	3.5%	-1.5%	0.9%	17.2%	
55+	2014Q3	2.2%	-0.2%	-2.2%	-4.7%	2.2%	0.3%	-0.6%	-2.9%	6.4%	-33.6%	-6.8%	-50.9%								

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		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 GROWTH	HOURS GROWTH	WAGE GROWTH	HOURS GROWTH	WAGE GROWTH	HOURS GROWTH	WAGE GROWTH	HOURS GROWTH	WAGE GROWTH	HOURS GROWTH	WAGE GROWTH	HOURS GROWTH	WAGE GROWTH	HOURS GROWTH	WAGE GROWTH	HOURS GROWTH	WAGE GROWTH	HOURS GROWTH	WAGE GROWTH	HOURS GROWTH
ALL	2014Q3	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%
	2014Q4	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%
	2015Q1	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%
	2015Q2	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%
	2015Q3	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%
	2015Q4	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%
	2016Q1	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%
	2016Q2	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%
	2016Q3	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%
	2016Q4	4.3%	0.2%	3.7%	2.3%	4.3%	0.5%	5.1%	-0.8%	8.1%	-38.3%	-3.2%	-52.9%	3.2%	45.6%	9.2%	148.6%	4.1%	-1.1%	2.6%	15.7%
2017Q1	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%	
2017Q2	4.4%	0.0%	3.4%	5.0%	4.4%	0.0%	4.9%	-0.9%	7.9%	-35.4%	-2.2%	-52.4%	3.5%	48.5%	8.6%	149.1%	4.1%	-1.0%	2.2%	19.0%	
2017Q3	4.4%	0.1%	3.3%	6.3%	4.3%	0.5%	4.9%	-0.8%	7.8%	-35.2%	-2.9%	-52.2%	3.1%	47.5%	8.4%	149.8%	4.0%	-1.6%	2.2%	19.4%	
2017Q4	4.3%	0.0%	3.3%	6.8%	4.3%	0.4%	4.9%	-1.1%	8.4%	-37.8%	-2.8%	-51.8%	3.2%	51.1%	8.7%	148.4%	3.9%	-1.8%	2.1%	19.4%	
<\$20K	2014Q3	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%
	2014Q4	5.5%	9.6%	8.9%	44.4%	13.0%	5.3%	59.7%	2.1%	14.4%	-37.4%	38.7%	-58.4%	8.3%	73.0%	19.1%	211.7%	3.8%	2.7%	4.4%	27.7%
	2015Q1	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%
	2015Q2	6.0%	9.5%	9.2%	44.1%	13.5%	5.9%	67.1%	4.0%	16.6%	-37.7%	47.9%	-58.6%	9.6%	74.9%	19.6%	217.4%	4.3%	2.0%	4.7%	26.5%
	2015Q3	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%
	2015Q4	6.0%	10.1%	9.0%	43.0%	13.5%	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%
	2016Q1	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%
	2016Q2	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%
	2016Q3	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%
	2016Q4	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%
2017Q1	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%	
2017Q2	6.2%	10.5%	8.3%	49.3%	14.1%	5.1%	76.6%	5.1%	19.7%	-38.4%	47.2%	-59.0%	9.9%	82.2%	18.9%	214.2%	4.6%	2.0%	4.1%	29.2%	
2017Q3	6.1%	9.3%	8.2%	51.9%	14.1%	5.7%	76.9%	6.0%	18.7%	-37.3%	48.6%	-58.6%	9.6%	80.4%	18.6%	216.4%	4.6%	1.3%	4.1%	30.2%	
2017Q4	6.1%	9.4%	8.1%	53.1%	14.4%	6.1%	71.7%	7.5%	20.3%	-38.3%	49.3%	-58.8%	10.2%	84.0%	19.3%	217.2%	4.6%	1.0%	4.0%	30.7%	
\$20K-\$50K	2014Q3	5.0%	-0.6%	2.3%	-17.7%	5.4%	0.9%	11.5%	-0.7%	6.1%	-33.5%	-3.7%	-51.8%	3.0%	25.6%	2.1%	60.4%	3.0%	-4.8%	-7.4%	-27.3%
	2014Q4	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%
	2015Q1	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%
	2015Q2	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%
	2015Q3	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%
	2015Q4	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%
	2016Q1	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%	25.5%	0.7%	55.8%	3.4%	-5.6%	-6.2%	-27.2%
	2016Q2	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%
	2016Q3	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%
	2016Q4	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%
2017Q1	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%	
2017Q2	5.8%	-1.3%	1.5%	-20.4%	6.3%	0.5%	11.8%	0.9%	6.6%	-33.5%	-4.7%	-52.3%	4.2%	29.3%	2.2%	54.2%	3.5%	-6.7%	-6.8%	-28.7%	
2017Q3	5.8%	-1.1%	1.6%	-19.4%	6.3%	1.1%	12.4%	1.1%	6.7%	-33.5%	-5.0%	-51.9%	4.1%	28.5%	2.6%	54.0%	3.5%	-7.0%	-6.9%	-29.2%	
2017Q4	5.6%	-1.3%	1.7%	-19.4%	6.1%	0.9%	12.6%	0.9%	6.7%	-36.3%	-4.5%	-51.5%	4.0%	30.2%	2.8%	52.7%	3.5%	-6.8%	-7.0%	-29.4%	
\$50K-\$75K	2014Q3	4.2%	-0.9%	3.6%	-12.9%	4.4%	-0.1%	8.1%	-1.9%	7.5%	-40.2%	-5.0%	-50.4%	-2.4%	19.2%	-9.5%	43.2%	3.0%	-3.2%	-8.0%	-28.1%
	2014Q4	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%
	2015Q1	4.3%	-0.9%	3.1%	-13.4%	4.4%	0.0%	7.9%	-2.6%	7.0%	-42.4%	-5.2%	-52.2%	-5.2%	28.8%	-10.4%	43.2%	2.9%	-4.1%	-8.1%	-23.1%
	2015Q2	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%
	2015Q3	4.4%	-1.2%	2.8%	-13.8%	4.5%	-0.3%	7.5%	-2.1%	7.8%	-36.9%	-5.1%	-51.2%	-3.1%	26.2%	-7.3%	43.2%	3.1%	-3.6%	-7.0%	-21.5%
	2015Q4	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%
	2016Q1	4.4%	-0.7%	2.5%	-13.8%	4.5%	0.2%	7.1%	-1.6%	9.1%	-41.5%	-3.7%	-50.1%	-3.4%	27.4%	-8.0%	43.8%	3.3%	-3.3%	-4.7%	-26.3%
	2016Q2	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%
	2016Q3	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%	-6.8%	-5.3%	-26.8%
	2016Q4	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%
2017Q1	4.4%	-1.7%	2.4%	-14.0%	4.6%	-1.0%	7.6%	-1.8%	8.4%	-42.4%	-5.1%	-51.7%	-5.2%	28.7%	-9.0%	43.3%	3.0%	-5.1%	-9.3%	-25.8%	
2017Q2	4.5%	-1.5%	2.4%	-13.5%	4.7%	-0.6%	7.3%	-2.5%	7.5%	-39.0%	-7.1%	-50.5%	-2.3%	27.4%	-9.5%	44.0%	3.1%	-4.0%	-9.2%	-25.0%	
2017Q3	4.5%	-1.1%	1.7%	-13.5%	4.6%	-0.2%	7.0%	-2.5%	7.5%	-39.3%	-7.4%	-50.8%	-4.3%	26.6%	-12.2%	43.5%	3.2%	-4.1%	-8.4%	-26.4%	
2017Q4	4.6%	-1.1%	1.4%	-13.2%	4.7%	-0.1%	6.8%	-2.6%	8.6%	-42.1%	-10.4%	-50.2%	-5.0%	28.7%	-11.5%	42.0%	3.2%	-3.9%	-6.4%	-24.6%	
\$75K+	2014Q3	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%
	2014Q4	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%
	2015Q1	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%
	2015Q2	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%
	2015Q3	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%	-7.5%	-21.3%
	2015Q4	3.3%	-1.0%	-0.2%	-10.4%	3.3%	-0.5%	1.6%													

Q4 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	5k or more	2 or less	3 to 5	5 to 910 or more	FT	PT	
2014Q4	2.4%	1.9%	1.6%	2.6%	3.1%	4.9%	2.3%	1.2%	-0.1%	3.0%	1.7%	3.1%	2.1%	5.9%	1.3%	7.1%	-0.7%	-0.3%	2.2%	3.4%	2.4%	1.0%	5.0%	2.1%	2.6%	0.8%	2.4%	3.0%	4.4%	2.6%	13.8%	-4.7%	1.6%	2.8%	1.5%
2015Q1	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%
2015Q2	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%
2015Q3	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%
2015Q4	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%
2016Q1	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%
2016Q2	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%
2016Q3	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%
2016Q4	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%
2017Q1	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%	8.3%	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%
2017Q2	1.9%	1.3%	1.5%	2.3%	2.3%	4.3%	2.0%	1.9%	-1.0%	3.1%	0.9%	2.9%	0.7%	1.8%	1.6%	1.8%	2.4%	4.3%	1.2%	0.8%	1.6%	1.1%	5.2%	1.8%	2.0%	-1.8%	2.0%	4.2%	5.5%	0.7%	4.9%	1.1%	4.6%	2.1%	1.5%
2017Q3	1.9%	1.4%	1.5%	2.3%	2.2%	4.5%	2.2%	1.5%	-1.0%	2.9%	1.3%	2.6%	0.6%	8.3%	1.7%	3.7%	3.6%	0.7%	-0.3%	1.2%	1.6%	1.0%	5.1%	1.4%	2.4%	-0.1%	1.3%	3.4%	4.9%	1.3%	4.3%	0.5%	3.4%	0.8%	4.2%
2017Q4	2.1%	1.8%	1.5%	2.4%	2.4%	3.1%	2.7%	1.6%	-1.6%	2.5%	1.8%	2.9%	0.8%	11.1%	1.6%	3.1%	4.3%	2.3%	-0.4%	0.5%	2.1%	1.4%	4.7%	1.8%	2.3%	-1.2%	2.4%	3.6%	5.1%	1.2%	5.9%	1.0%	3.0%	1.6%	2.9%

Yearly Turnover Rate																																		
	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	5k or more	2 or less	3 to 5	5 to 910 or more	FT	PT
2014Q4	22.5%	22.0%	16.4%	26.3%	22.3%	19.7%	16.6%	14.4%	16.3%	39.9%	11.3%	29.3%	22.1%	21.2%	21.4%	21.2%	27.3%	23.7%	19.7%	55.6%	24.8%	14.9%	8.9%	23.0%	22.1%	51.3%	13.3%	7.5%	6.5%	41.3%			9.1%	48.9%
2015Q1	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%
2015Q2	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%
2015Q3	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%
2015Q4	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%
2016Q1	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%
2016Q2	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%
2016Q3	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%
2016Q4	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%
2017Q1	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%
2017Q2	27.0%	26.3%	19.7%	30.5%	28.1%	22.1%	20.0%	15.1%	17.3%	49.8%	14.4%	34.6%	26.4%	25.1%	22.8%	24.7%	32.3%	28.1%	24.2%	65.1%	30.3%	17.7%	10.9%	27.9%	26.1%	61.8%	17.7%	8.8%	7.5%	48.3%			10.9%	58.5%
2017Q3	27.4%	26.6%	20.1%	30.9%	28.7%	23.1%	20.3%	14.9%	17.6%	50.1%	15.1%	35.7%	26.6%	25.0%	22.7%	25.1%	32.8%	28.1%	24.7%	66.0%	30.9%	18.1%	11.1%	28.3%	26.6%	62.5%	18.4%	9.0%	7.8%	49.1%			11.3%	58.8%
2017Q4	27.7%	26.8%	20.5%	31.2%	28.8%	24.2%	20.4%	14.9%	18.2%	50.1%	16.1%	36.0%	26.6%	24.7%	23.1%	25.5%	32.9%	28.4%	24.9%	66.3%	31.2%	18.4%	11.2%	28.5%	26.9%	63.0%	18.9%	9.2%	7.9%	49.7%			11.4%	59.1%

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