



MIDWEST	\$28.76	3.2%	4.8%	5.5%	5.1%	1.7%	20.8%
NORTHEAST	\$32.21	3.1%	4.8%	6.1%	5.6%	1.5%	22.1%
SOUTH	\$26.84	2.9%	4.6%	4.5%	4.4%	1.9%	20.7%
WEST	\$30.83	3.2%	5.2%	7.2%	6.6%	2.4%	21.1%
<b>Company Size</b>							
-ALL-	\$28.71	3.2%	4.8%	5.5%	5.1%	1.7%	20.8%
49 or less	\$26.25	2.7%	4.1%	4.1%	3.5%	0.4%	14.9%
50 to 499	\$28.78	2.5%	4.8%	5.2%	5.0%	0.5%	23.0%
500 to 999	\$29.67	2.1%	5.1%	4.9%	5.1%	3.2%	21.4%
1000 or more	\$29.99	4.1%	5.0%	6.8%	5.5%	3.2%	23.5%

### About the *ADP Workforce Vitality Report*

The *ADP Workforce Vitality Report (WVR)* was developed by the ADP Research Institute. It is an unprecedented, in-depth monthly analysis (published quarterly) of the vitality of the U.S. labor market based on actual data that identifies labor market trends and dynamics across multiple dimensions. These dimensions include employment growth, job switching, wage growth and hours worked. In addition to the macro data presented in the report, there are also segment-specific findings by industry, state, gender, age, experience, and pay level. Established in October 2014, the report methodology was updated in April 2018 utilizing monthly data to include additional data points and deeper insights. For more information about the report, please visit <http://workforcereport.adp.com/>.

#### *Type of Workforce*

**Holders:** Workers who were employed by the same company for the past 12 months. The wage growth is the rate of change in wages in that time period.

**Switchers:** Workers who changed employers between consecutive months. The wage growth is calculated from the 12 month moving average of wage growth.

**Entrants:** First time workers who are less than 25 years-old. The wage growth is calculated from the 12 month moving average of wages.

To see detailed results from the *ADP Workforce Vitality Report* for the third quarter of 2019, including data broken down by region, firm size, industry, gender, and age, visit <http://workforcereport.adp.com/>. The fourth quarter 2019 *ADP Workforce Vitality Report* will be released on Wednesday, January 22, 2020.

### About the ADP Research Institute

The mission of the ADP Research Institute is to generate data-driven discoveries about the world of work, and to derive reliable economic indicators from these insights. We offer these findings to the world at large as our unique contribution to making the world of work better and more productive, and to bring greater awareness to the economy at large.

#### About ADP (NASDAQ-ADP)

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