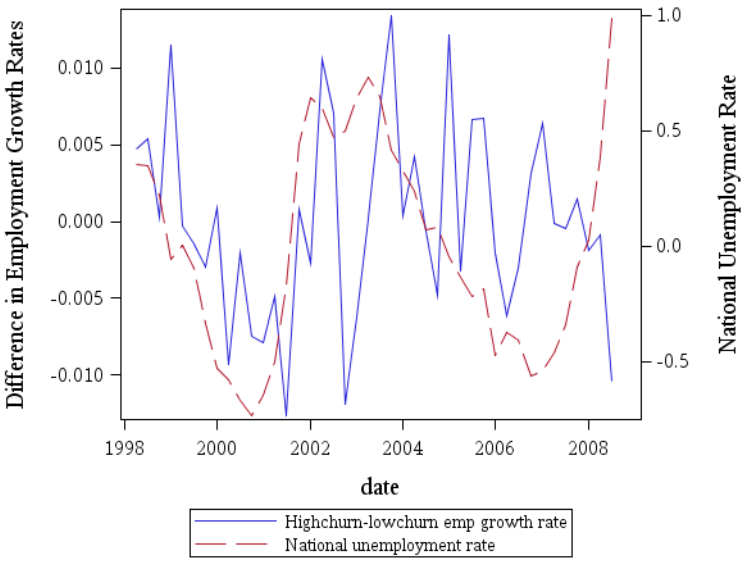
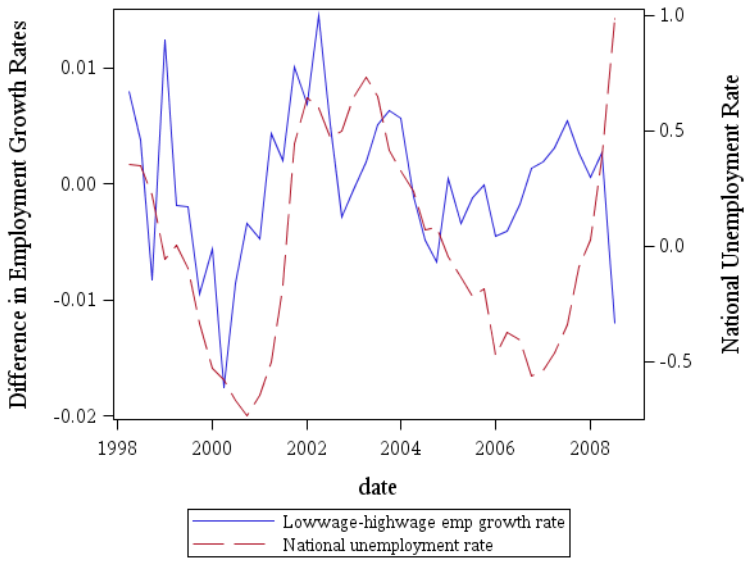
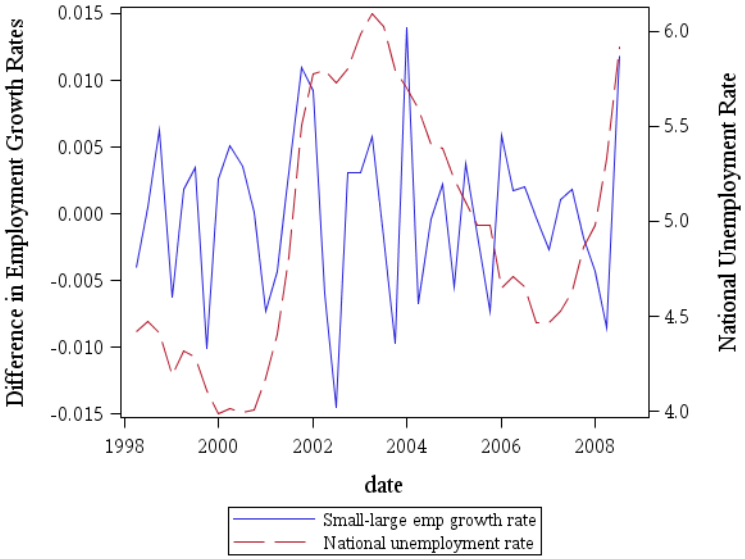
Figure 2: Differences in Employment Growth Rates





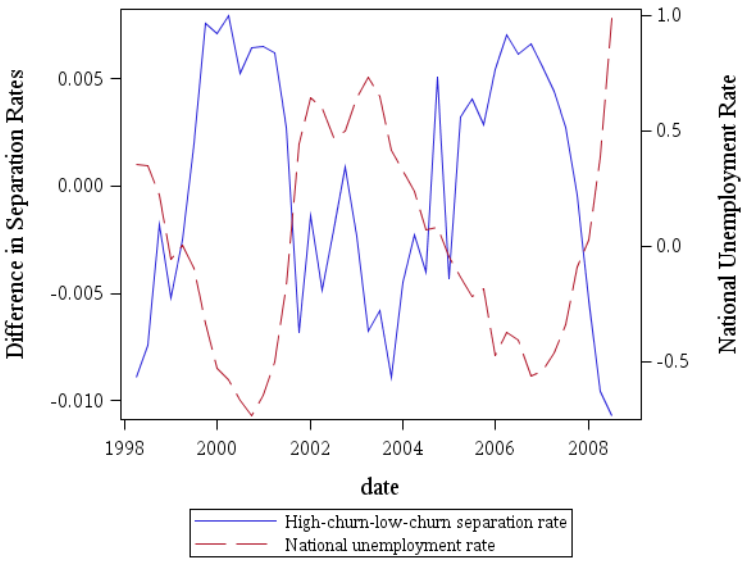


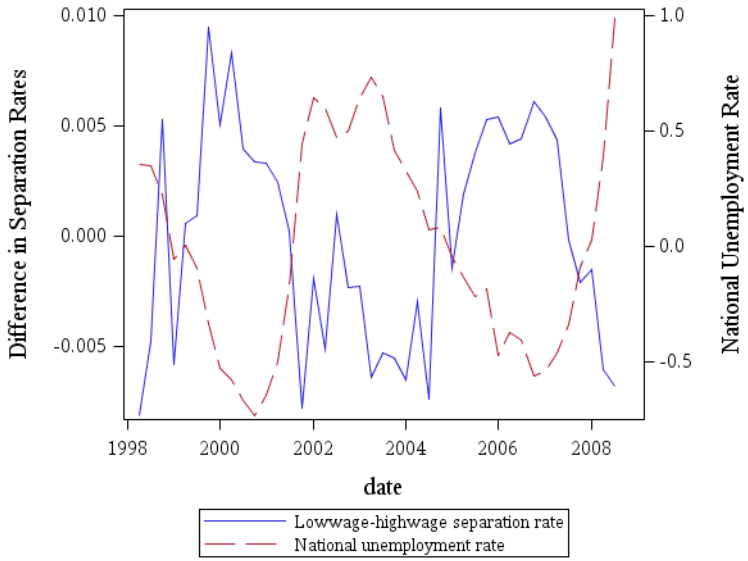
Correlations:

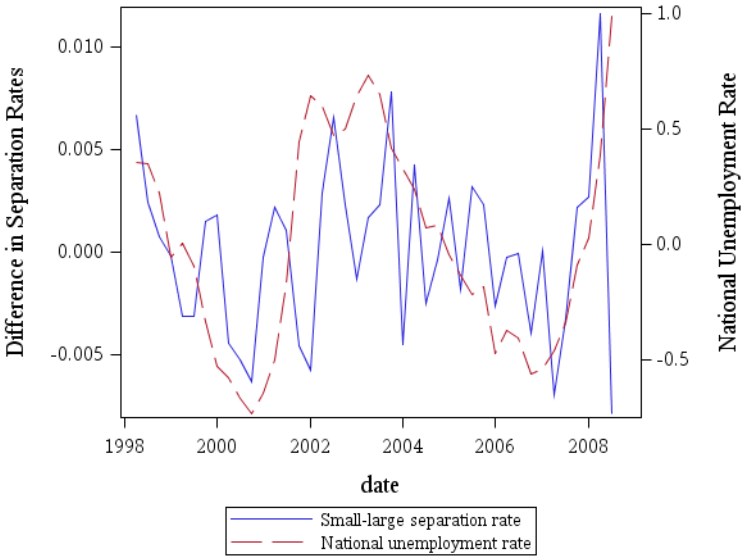
Difference High Churn-Low Churn Employment Growth and Unemployment Rate: 0.174
Difference Low Wage-High Wage Employment Growth and Unemployment Rate: 0.349
Difference Small Firm-Large Firm Employment Growth and Unemployment Rate: 0.130

Note: Both employment growth rates and unemployment rates are HP filtered. Data are from 25 state LEHD sample, private employers only

Figure 4: Differences in Separation Rates





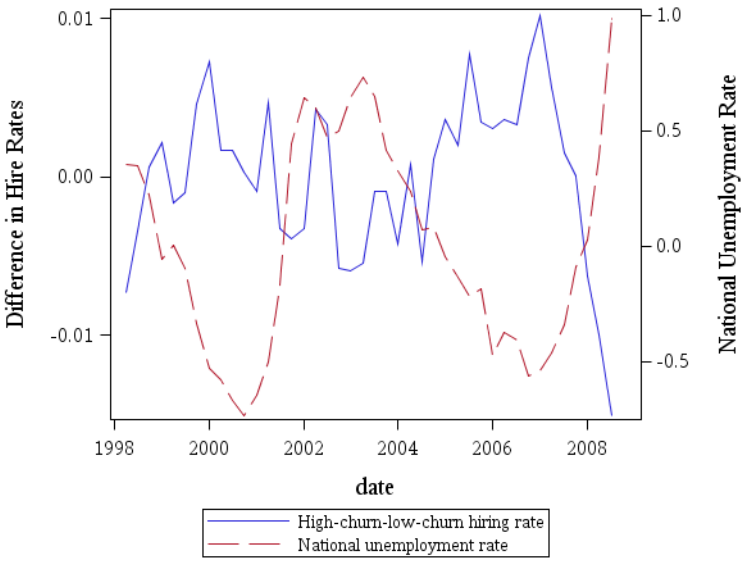


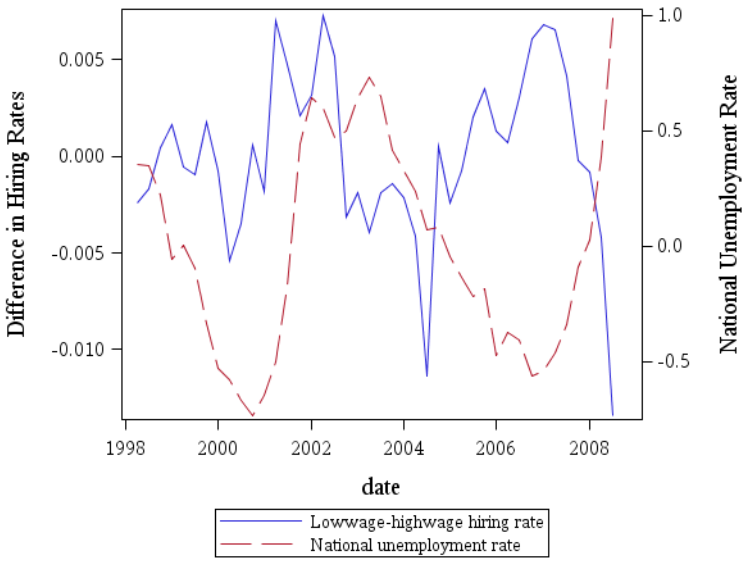
Correlations:

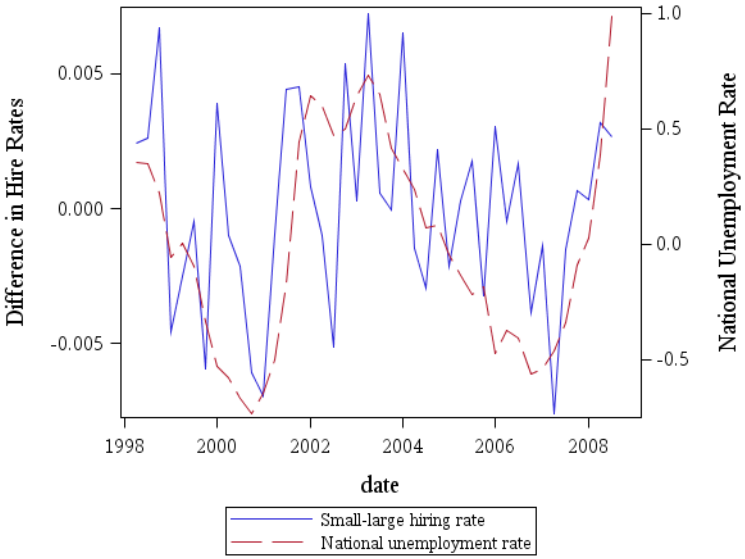
Difference High Churn-Low Churn Separation Rate and Unemployment Rate: -0.841
Difference Low Wage-High Wage Separation Rate and Unemployment Rate: -0.758
Difference Small Firm-Large Firm Separation Rate and Unemployment Rate: 0.255

Note: Both separation rates and unemployment rates are HP filtered. Data are from 25 state LEHD sample, private employers only

Figure 3: Differences in Hire Rates





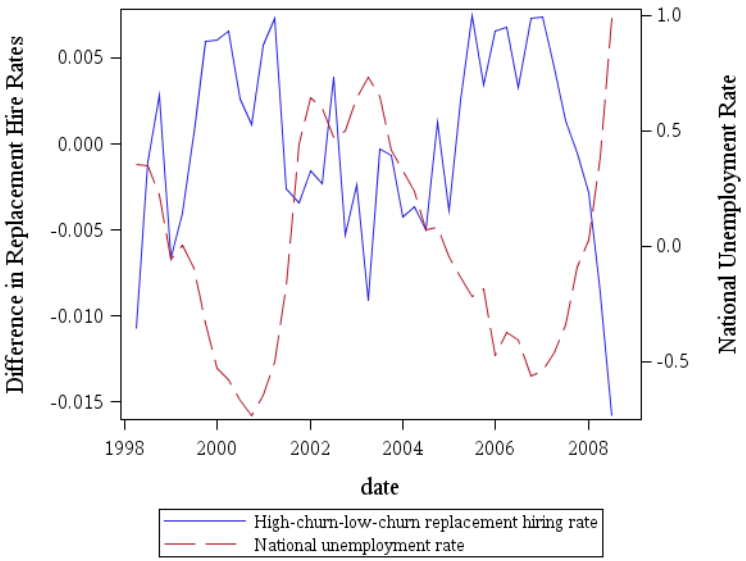


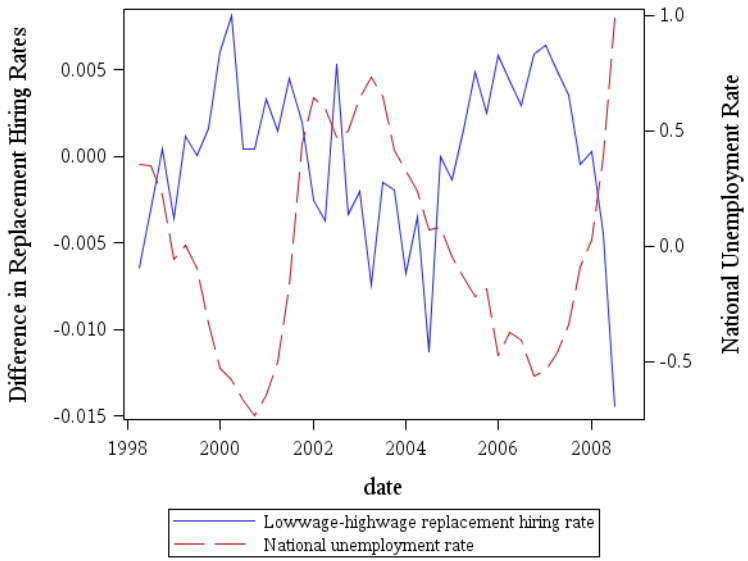
Correlations:

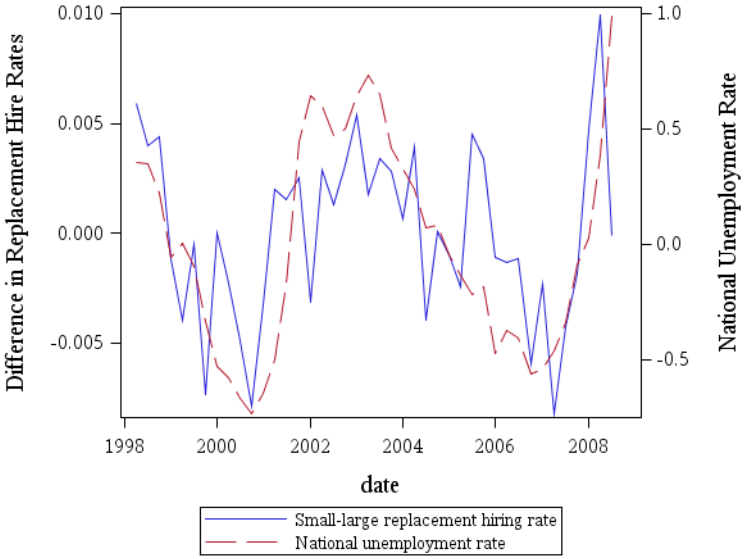
Difference High Churn-Low Churn Hire Rate and Unemployment Rate: -0.669
Difference Low Wage-High Wage Hire Rate and Unemployment Rate: -0.356
Difference Small Firm-Large Firm Hire Rate and Unemployment Rate: 0.476

Note: Both hire rates and unemployment rates are HP filtered. Data are from 25 state LEHD sample, private employers only

Figure 5: Differences in Replacement Hire Rates





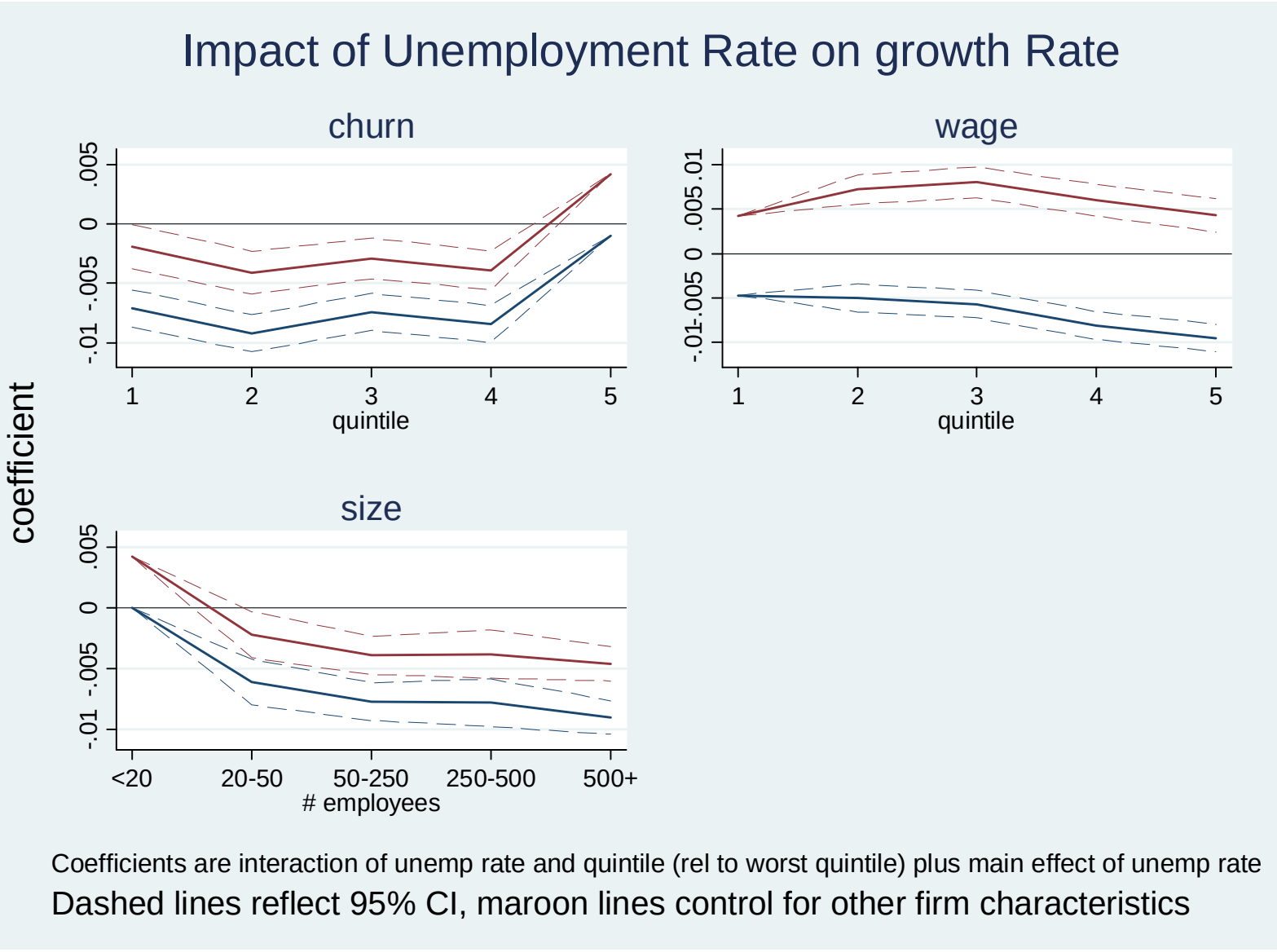


Correlations:

Difference High Churn-Low Churn Replacement Hire Rate and Unemployment Rate: -0.737
Difference Low Wage-High Wage Replacement Hire Rate and Unemployment Rate: -0.704
Difference Small Firm-Large Firm Replacement Hire Rate and Unemployment Rate: 0.589

Note: Both replacement hire rates and unemployment rates are HP filtered. Data are from 25 state LEHD sample, private employers only

Figure 6:



Coefficients are interaction of unemp rate and quintile (rel to worst quintile) plus main effect of unemp rate

Dashed lines reflect 95% CI, maroon lines control for other firm characteristics

Figure 7:

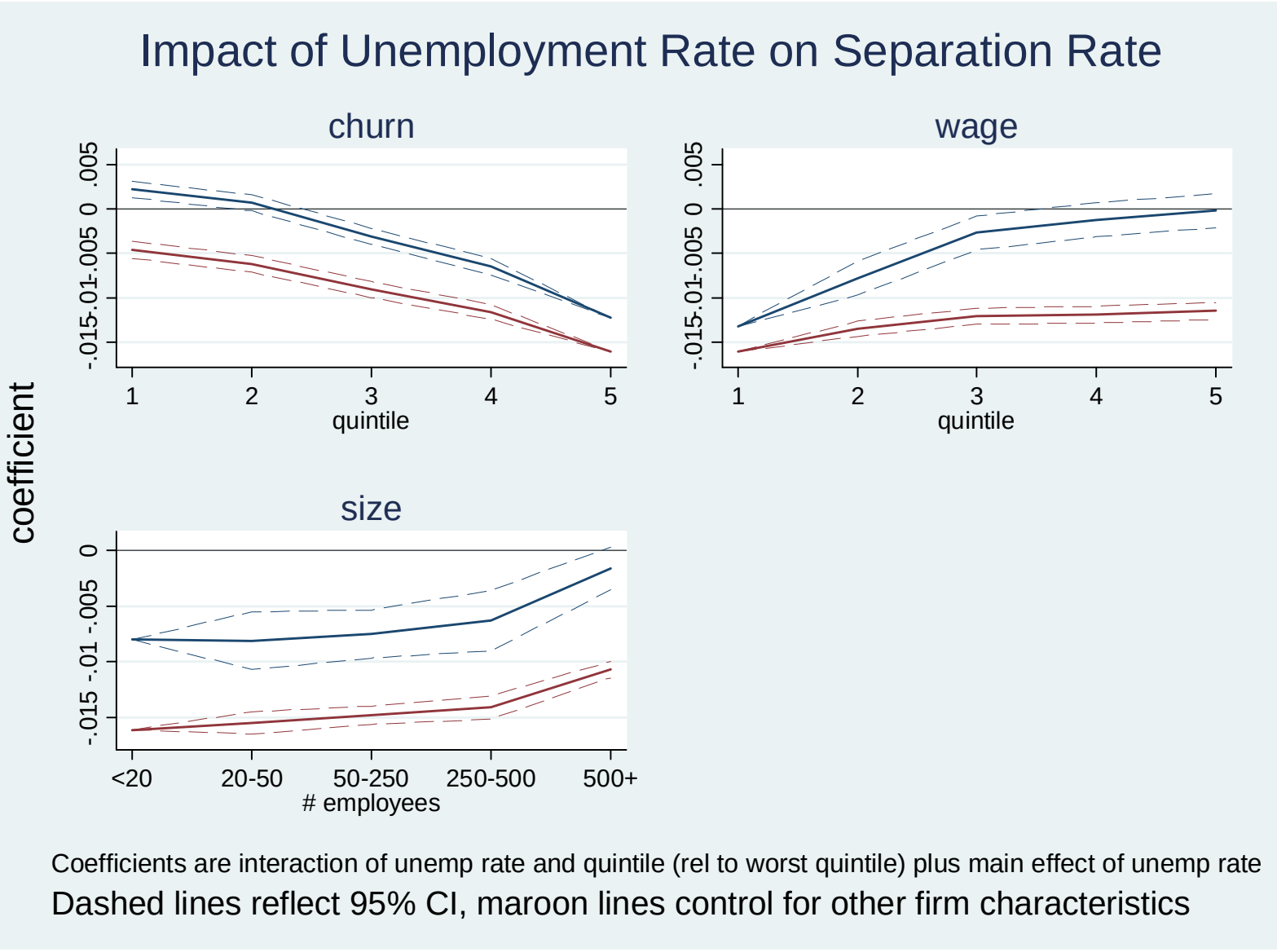
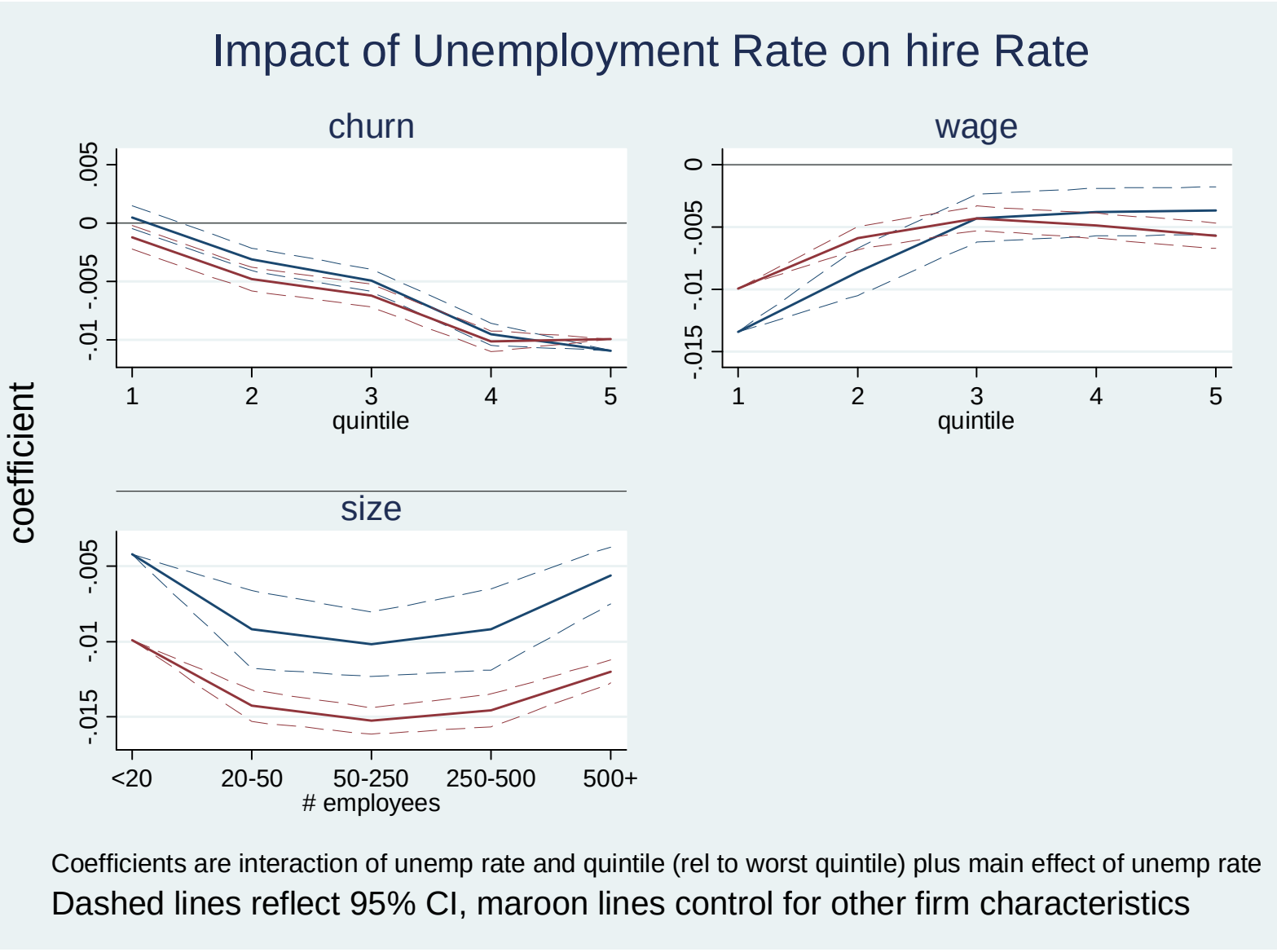

Impact of Unemployment Rate on Separation Rate
churn
wage
size
coefficient
-.015
-.01
-.005
0
.005
1
2
3
4
5
quintile
<20
20-50
50-250
250-500
500+
employees
Coefficients are interaction of unemp rate and quintile (rel to worst quintile) plus main effect of unemp rate
Dashed lines reflect 95% CI, maroon lines control for other firm characteristics

Figure 8



Coefficients are interaction of unemp rate and quintile (rel to worst quintile) plus main effect of unemp rate

Dashed lines reflect 95% CI, maroon lines control for other firm characteristics

Figure 9:

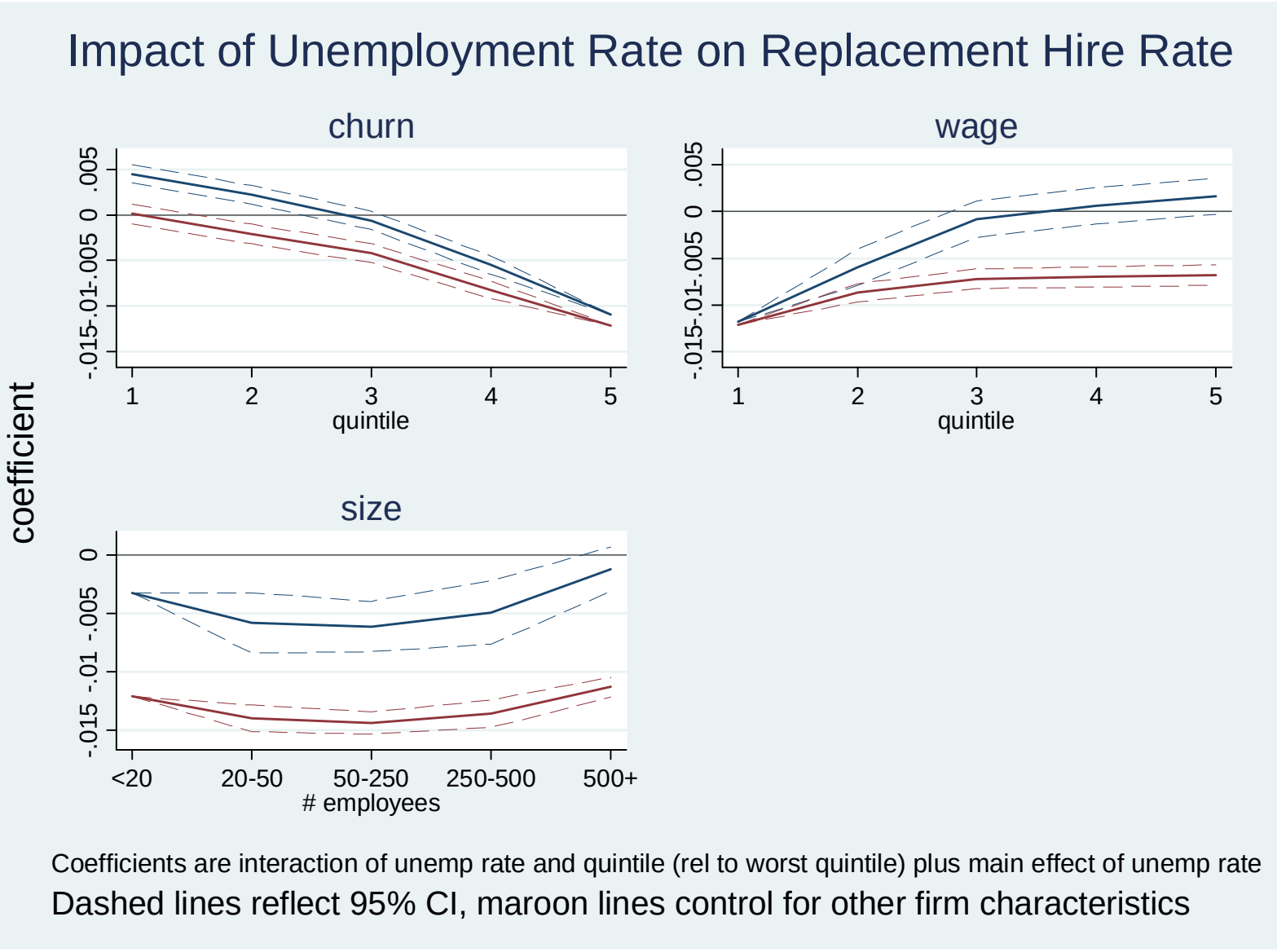

Impact of Unemployment Rate on Replacement Hire Rate
churn
wage
size
coefficient
-.015 -.01 -.005 0 .005
1 2 3 4 5
quintile
<20 20-50 50-250 250-500 500+
employees
Coefficients are interaction of unemp rate and quintile (rel to worst quintile) plus main effect of unemp rate
Dashed lines reflect 95% CI, maroon lines control for other firm characteristics

Table 1: Employment weighted means, by firm type

	Growth Rate	Separation Rate	Hire Rate	Replacement Rate	Unemp Rate
Churn:					
Lowest quintile	0.007	0.059	0.060	0.046	4.976
2nd	0.007	0.083	0.085	0.070	4.973
3rd	0.008	0.123	0.124	0.106	4.970
4th	0.009	0.183	0.185	0.165	4.967
Highest Quintile	0.008	0.338	0.338	0.319	4.940
Wage:					
Lowest quintile	0.010	0.271	0.273	0.253	4.962
2nd	0.008	0.183	0.184	0.165	4.962
3rd	0.007	0.129	0.130	0.113	4.964
4th	0.008	0.108	0.110	0.094	4.971
Highest Quintile	0.007	0.093	0.095	0.080	4.967
Size:					
<20 employees	0.010	0.187	0.190	0.172	4.967
20-50	0.009	0.183	0.185	0.169	4.963
50-250	0.007	0.170	0.171	0.156	4.961
250-500	0.007	0.155	0.155	0.137	4.962
>500	0.008	0.128	0.130	0.112	4.968

Weighted by Average Employment Over the Quarter

Table 2: Growth Rates by Firm Characteristics and Economic Conditions				
	I	II	III	IV
National Unemployment Rate	-0.0010	-0.0047	-0.00003	0.0042
(U)	[0.00057]+	[0.00057]**	[0.00058]	[0.0008]**
U * 4th quintile churn	-0.0074			-0.0081
	[0.00078]**			[0.00081]**
U * 3rd quintile churn	-0.0064			-0.0071
	[0.00078]**			[0.00086]**
U * 2nd quintile churn	-0.0082			-0.0083
	[0.00078]**			[0.00090]**
U * 1st quintile churn	-0.0061			-0.0061
	[0.00078]**			[0.00092]**
U * 5th quintile wage		-0.0048		0.0001
		[0.00078]**		[0.00093]
U * 4th quintile wage		-0.0034		0.0018
		[0.00078]**		[0.00090]+
U * 3rd quintile wage		-0.0010		0.0038
		[0.00078]		[0.00087]**
U * 2nd quintile wage		-0.0003		0.0030
		[0.00078]		[0.00082]**
U*Large firm (>500 employees)			-0.0090	-0.0088
			[0.00069]**	[0.00070]**
U*250-500 employees			-0.0078	-0.0080
			[0.00098]**	[0.00099]**
U*50-250 employees			-0.0077	-0.0081
			[0.00078]**	[0.00079]**
U*20-50 employees			-0.0061	-0.0064
			[0.00098]**	[0.00070]**

Regressions weighted by average employment over the quarter

Regressions control for main effects of firm quality and a constant, quarter fe's, a timetrend and industry fe's.

Table 3: Separation Rates by Firm Characteristics and Economic Conditions				
	I	II	III	IV
National Unemployment Rate (U)	-0.0123	-0.0132	-0.0080	-0.0161
	[0.00033]**	[0.00070]**	[0.00081]**	[0.00042]**
U * 4th quintile churn	0.0058			0.0045
	[0.00046]**			[0.00042]**
U * 3rd quintile churn	0.0092			0.0070
	[0.00046]**			[0.00045]**
U * 2nd quintile churn	0.0130			0.0099
	[0.00046]**			[0.00047]**
U * 1st quintile churn	0.0145			0.0115
	[0.00046]**			[0.00048]**
U * 5th quintile wage		0.0130		0.0046
		[0.00096]**		[0.00048]**
U * 4th quintile wage		0.0120		0.0042
		[0.00096]**		[0.00047]**
U * 3rd quintile wage		0.0105		0.0040
		[0.00096]**		[0.00046]**
U * 2nd quintile wage		0.0054		0.0026
		[0.00096]**		[0.00043]**
U*Large firm (>500 employees)			0.0064	0.0054
			[0.00096]**	[0.00037]**
U*250-500 employees			0.0017	0.0020
			[0.00136]	[0.00052]**
U*50-250 employees			0.0005	0.0013
			[0.0011]	[0.00041]**
U*20-50 employees			-0.0001	0.0006
			[0.0013]	[0.00050]

Regressions weighted by average employment over the quarter

Regressions control for main effects of firm quality and a constant, quarter fe's, a timetrend and industry fe's.

Table4: Hire Rates by Firm Characteristics and Economic Conditions				
	I	II	III	IV
National Unemployment Rate	-0.0109	-0.0134	-0.0042	-0.0099
(U)	[0.00035]**	[0.00070]**	[0.00080]**	[0.00051]**
U * 4th quintile churn	0.0014			-0.0002
	[0.00048]**			[0.00045]
U * 3rd quintile churn	0.0060			0.0037
	[0.00048]**			[0.00048]**
U * 2nd quintile churn	0.0078			0.0051
	[0.00048]**			[0.00050]**
U * 1st quintile churn	0.0114			0.0087
	[0.00049]**			[0.00051]**
U * 5th quintile wage		0.0097		0.0042
		[0.00096]**		[0.00052]**
U * 4th quintile wage		0.0096		0.0050
		[0.00096]**		[0.00050]**
U * 3rd quintile wage		0.0091		0.0056
		[0.00096]**		[0.00049]**
U * 2nd quintile wage		0.0048		0.0040
		[0.00095]**		[0.00046]**
U*Large firm (>500 employees)			-0.0014	-0.0021
			[0.00095]**	[0.00039]**
U*250-500 employees			-0.0050	-0.0047
			[0.00135]**	[0.00055]**
U*50-250 employees			-0.0060	-0.0054
			[0.00110]**	[0.00044]**
U*20-50 employees			-0.0050	-0.0044
			[0.0013]**	[0.00053]**

Regressions weighted by average employment over the quarter

Regressions control for main effects of firm quality and a constant, quarter fe's, a timetrend and industry fe's.

Table 5: Replacement Hire Rates by Firm Characteristics and Economic Conditions				
	I	II	III	IV
National Unemployment Rate (U)	-0.0109	-0.0118	-0.0032	-0.0121
	[0.00037]**	[0.00070]**	[0.00096]**	[0.00048]**
U * 4th quintile churn	0.0054			0.0039
	[0.00051]**			[0.00049]**
U * 3rd quintile churn	0.0103			0.0079
	[0.00051]**			[0.00052]**
U * 2nd quintile churn	0.0131			0.0100
	[0.00051]**			[0.00054]**
U * 1st quintile churn	0.0154			0.0122
	[0.00051]**			[0.00055]**
U * 5th quintile wage		0.0134		0.0053
		[0.00097]**		[0.00055]**
U * 4th quintile wage		0.0124		0.0051
		[0.00097]**		[0.00054]**
U * 3rd quintile wage		0.0110		0.0049
		[0.00097]**		[0.00052]**
U * 2nd quintile wage		0.0058		0.0034
		[0.00097]**		[0.00049]**
U*Large firm (>500 employees)			0.0020	0.0008
			[0.00096]*	[0.00042]+
U*250-500 employees			-0.0017	-0.0015
			[0.00136]	[0.00059]*
U*50-250 employees			-0.0029	-0.0023
			[0.00108]**	[0.00047]**
U*20-50 employees			-0.0026	-0.0019
			[0.00080]*	[0.00048]**

Regressions weighted by average employment over the quarter

Regressions control for main effects of firm quality and a constant, quarter fe's, a timetrend and industry fe's.