

# JOLTS Map Glossary

**Hires Level (HIL):** The total number of hires (in thousands).

**Hires Rate (HIR):** The number of hires during the month divided by the number of employees who worked during or received pay for the pay period that includes the 12th of the month.

**Job Openings Level (JOL):** The total number of job openings (in thousands).

**Job Openings Rate (JOR):** The number of job openings on the last business day of the month divided by the sum of the number of employees who worked during or received pay for the pay period that includes the 12th of the month and the number of job openings on the last business day of the month.

**Layoffs & Discharges Level (LDL):** The total number of layoffs and discharges (in thousands).

**Layoffs & Discharges Rate (LDR):** The number of layoffs and discharges during the month divided by the number of employees who worked during or received pay for the pay period that includes the 12th of the month.

**Quit Level (QUL):** The total number of quits (in thousands).

**Quits Rate (QUR):** The number of quits during the month divided by the number of employees who worked during or received pay for the pay period that includes the 12th of the month.

**Total Separations Level (TSL):** The total number of separations (in thousands).

**Total Separations Rate (TSR):** The number of total separations during the month divided by the number of employees who worked during or received pay for the pay period that includes the 12th of the month (monthly turnover); the number of total separations for the year divided by average monthly employment for the year (annual turnover).