Employment Development Department Labor Market Information Division, (916) 262-2162 http://www.labormarketinfo.edd.ca.gov

Historical Civilian Labor Force

Contra Costa County

Notes: 1) Data may not add due to rounding. The unemployment rate is calculated using unrounded data.

2) Labor force data for all geographic areas for 1990 to 2013 now reflect the March 2013 annual revision (or benchmark) and Census 2000 population controls at the state level.

2014 January	Labor Force 538,500	Employment 500,900	Unemployment 37,700	Unemp. Rate 7.0%
February March April	540,300	502,500	37,900	7.0%
May June July August September				
October November December Annual Averages				

2013	Labor Force	Employment	Unemployment	Unemp. Rate
January	540,200	493,900	46,300	8.6%
February	539,700	496,100	43,600	8.1%
March	538,700	496,700	42,000	7.8%
April	537,300	498,800	38,600	7.2%
May	536,800	498,800	38,000	7.1%
June	538,000	496,700	41,400	7.7%
July	543,000	501,100	42,000	7.7%
August	539,900	500,100	39,800	7.4%
September	539,700	501,800	37,900	7.0%
October	536,900	499,000	37,900	7.1%
November	538,700	502,300	36,400	6.8%
December	537,600	503,600	34,100	6.3%
Annual Averages	538,900	499,100	39,800	7.4%
2012	Labor Force	Employment	Unemployment	Unemp. Rate
January	530,900	479,300	51,700	9.7%
February	533,300	481,900	51,400	9.6%
March	535,000	483,700	51,300	9.6%
April	532,400	484,800	47,600	8.9%
May	531,800	484,600	47,300	8.9%

June July August September October November December Annual Averages	535,000 539,200 536,600 536,800 539,300 537,900 540,500 535,700	484,700 488,000 488,000 491,900 494,400 494,600 497,300 487,800	50,300 51,300 48,700 44,800 45,000 43,300 43,200 48,000	9.4% 9.5% 9.1% 8.3% 8.3% 8.0% 8.0% 9.0%
January February March April May June July August September October November December Annual Averages	Labor Force	Employment	Unemployment	Unemp. Rate
January February March April May June July August September October November December Annual Averages	Labor Force	Employment	Unemployment	Unemp. Rate
2009 January February March April May June July August September October	Labor Force	Employment	Unemployment	Unemp. Rate

2008	Labor Force	Employment	Unemployment	Unemp. Rate
January	521,400	493,700	27,700	5.3%
February	520,100	493,200	26,900	5.2%
March	521,500	492,900	28,600	5.5%
April	519,900	493,500	26,500	5.1%
May	520,400	491,200	29,200	5.6%
June	524,900	492,700	32,200	6.1%
July	530,200	495,700	34,500	6.5%
August	528,500	493,200	35,200	6.7%
September	525,600	490,900	34,600	6.6%
October	528,000	492,000	36,000	6.8%
November	527,100	489,700	37,400	7.1%
December	528,000	488,200	39,800	7.5%
Annual Averages	524,600	492,200	32,400	6.2%
2007	Labor Force	Employment	Unemployment	Unemp. Rate
January	512,800	489,000	23,900	4.7%
February	514,100	490,800	23,300	4.5%
March	515,300	492,400	23,000	4.5%
April	509,600	487,300	22,400	4.4%
May	510,000	488,300	21,800	4.3%
June	513,700	489,500	24,200	4.7%
July	517,000	490,800	26,200	5.1%
August	515,100	489,900	25,200	4.9%
September	516,300	491,600	24,700	4.8%
October	516,700	492,200	24,600	4.8%
November	520,100	495,200	25,000	4.8%
December	520,200	494,700	25,500	4.9%
Annual Averages	515,100	490,900	24,100	4.7%
2006	Labor Force	Employment	Unemployment	Unemp. Rate
January	508,000	484,700	23,300	4.6%
February	509,300	485,700	23,600	4.6%
March	509,800	486,800	22,900	4.5%
April	507,600	486,000	21,600	4.3%
May	506,900	486,600	20,400	4.0%
June	510,300	487,700	22,600	4.4%
July	513,500	490,200	23,300	4.5%
August	513,600	491,800	21,800	4.2%
September	511,200	490,500	20,700	4.0%
October	515,400	495,000	20,400	4.0%
November	516,900	495,300	21,600	4.2%
December	517,900	497,500	20,500	4.0%
Annual Averages	511,700	489,800	21,900	4.3%
2005	Labor Force	Employment	Unemployment	Unemp. Rate

April	511,300	483,400	27,900	5.5
March	515,500	486,700	28,900	5.6
February	515,800	488,200	27,700	5.4
January	511,900	484,000	28,000	5.5
2002	Labor Force	Employment	Unemployment	Unemp. Ra
Annual Averages	512,200	480,900	31,300	6.1
December	511,100	483,100	28,000	5.5
November	511,000	481,100	29,800	5.8
			29,700	
September October	509,400	476,500 479,700	30,200	5.8
August	509,300 506,700	477,400 476,500	31,900	6.3 6.0
•		*		
July	511,300	477,200 476,800	33,400	6.5
May June	511,300	477,200	30,700 34,100	6.7
	509,500	478,700	'	6.0
April	512,600	481,600	31,100	6.
March	517,700	485,700	32,000	6.2
February	519,000	487,200	31,900	6.
January	518,400	485,700	32,700	6.3
2003	Labor Force	Employment	Unemployment	Unemp. Ra
Annual Averages	509,700	482,000	27,800	5.4
December	511,000	486,600	24,400	4.8
November	511,200	485,400	25,800	5.0
October	510,200	484,500	25,700	5.0
September	506,600	481,300	25,300	5.
August	509,800	482,700	27,100	5.
July	511,400	482,100	29,300	5.
June	509,700	480,800	28,900	5.
May	505,400	478,600	26,800	5.
April	506,500	478,600	27,900	5.
March	511,800	480,900	30,900	6.
February	512,000	482,100	30,000	5.8
January	511,300	480,300	31,000	6.
2004	Labor Force	Employment	Unemployment	Unemp. Ra
Allitual Avelages	310,000	400,000	24,900	7.
Annual Averages	511,600 510,800	490,300 486,000	21,300 24,900	4.2
November December	511,500 511,600	487,800	23,700	4.0 4.1
October	512,300	488,600	23,800	4.
August September	512,000	487,000	24,400	4.
July	512,200 512,600	486,100 487,600	26,100 25,000	5. 4.
June	510,100	484,200	25,900	5.
May	507,200	483,500	23,700	4.
April	507,500	482,900	24,600	4.9
March	510,300	484,300	26,000	5.
February	512,100	*		5.
February	517100	484,900	27,300	<u></u>

	512,100	494 700	30,400	5.9%
June		481,700		
July	513,800	482,200	31,600	6.2%
August	515,000	483,800	31,200	6.1%
September	513,700	484,200	29,600	5.8%
October	515,800	485,800	30,000	5.8%
November	514,200	483,600	30,600	6.0%
December	515,200	485,600	29,600	5.8%
Annual Averages	513,700	484,300	29,400	5.7%
2001	Labor Force	Employment	Unemployment	Unemp. Rate
January	513,100	494,500	18,700	3.6%
February	513,200	495,300	17,900	3.5%
March	513,500	495,000	18,500	3.6%
April	508,300	490,500	17,700	3.5%
May	505,200	488,100	17,100	3.4%
June	508,100	487,400	20,700	4.1%
July	509,700	487,800	21,900	4.3%
August	507,600	485,100	22,500	4.4%
September	505,800	484,200	21,600	4.3%
October	507,700	484,300	23,500	4.6%
November	505,500	481,500	24,000	4.7%
December	507,000	483,800	23,300	4.6%
Annual Averages	508,700	488,100	20,600	4.1%
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2000	Labor Force	Employment	Unemployment	Unemp. Rate
January	495,300	476,400	18,800	3.8%
J 01. 1 0. 01. J		-,	- /	
February	498,500	479,800	18,700	3.8%
•	498,500 499,300			
February		479,800	18,700	3.8%
February March	499,300	479,800 480,300	18,700 19,000	3.8% 3.8%
February March April	499,300 498,300	479,800 480,300 481,600	18,700 19,000 16,700	3.8% 3.8% 3.3%
February March April May	499,300 498,300 496,000	479,800 480,300 481,600 478,800	18,700 19,000 16,700 17,300	3.8% 3.8% 3.3% 3.5%
February March April May June	499,300 498,300 496,000 500,600	479,800 480,300 481,600 478,800 481,400	18,700 19,000 16,700 17,300 19,200	3.8% 3.8% 3.3% 3.5% 3.8%
February March April May June July	499,300 498,300 496,000 500,600 502,400	479,800 480,300 481,600 478,800 481,400 482,500	18,700 19,000 16,700 17,300 19,200 19,900	3.8% 3.8% 3.3% 3.5% 3.8% 4.0%
February March April May June July August	499,300 498,300 496,000 500,600 502,400 504,200	479,800 480,300 481,600 478,800 481,400 482,500 485,300	18,700 19,000 16,700 17,300 19,200 19,900 18,800	3.8% 3.8% 3.3% 3.5% 3.8% 4.0% 3.7%
February March April May June July August September	499,300 498,300 496,000 500,600 502,400 504,200 499,000	479,800 480,300 481,600 478,800 481,400 482,500 485,300 482,300	18,700 19,000 16,700 17,300 19,200 19,900 18,800 16,800	3.8% 3.8% 3.3% 3.5% 3.8% 4.0% 3.7% 3.4%
February March April May June July August September October	499,300 498,300 496,000 500,600 502,400 504,200 499,000 504,200	479,800 480,300 481,600 478,800 481,400 482,500 485,300 482,300 487,700	18,700 19,000 16,700 17,300 19,200 19,900 18,800 16,800 16,500	3.8% 3.8% 3.5% 3.5% 4.0% 3.7% 3.4% 3.3%
February March April May June July August September October November	499,300 498,300 496,000 500,600 502,400 504,200 499,000 504,200 505,100	479,800 480,300 481,600 478,800 481,400 482,500 485,300 482,300 487,700 488,900	18,700 19,000 16,700 17,300 19,200 19,900 18,800 16,800 16,500 16,200	3.8% 3.8% 3.5% 3.8% 4.0% 3.7% 3.4% 3.3% 3.2%
February March April May June July August September October November December Annual Averages	499,300 498,300 496,000 500,600 502,400 504,200 499,000 504,200 505,100 508,300 500,900	479,800 480,300 481,600 478,800 481,400 482,500 485,300 482,300 487,700 488,900 493,300 483,200	18,700 19,000 16,700 17,300 19,200 19,900 18,800 16,800 16,500 16,200 15,000 17,700	3.8% 3.8% 3.5% 3.8% 4.0% 3.7% 3.4% 3.3% 3.2% 2.9% 3.5%
February March April May June July August September October November December Annual Averages	499,300 498,300 496,000 500,600 502,400 504,200 499,000 504,200 505,100 508,300 500,900	479,800 480,300 481,600 478,800 481,400 482,500 485,300 482,300 487,700 488,900 493,300 483,200	18,700 19,000 16,700 17,300 19,200 19,900 18,800 16,800 16,500 16,200 15,000 17,700	3.8% 3.8% 3.5% 3.8% 4.0% 3.7% 3.4% 3.3% 3.2% 2.9% 3.5% Unemp. Rate
February March April May June July August September October November December Annual Averages	499,300 498,300 496,000 500,600 502,400 504,200 499,000 504,200 505,100 508,300 500,900 Labor Force 483,400	479,800 480,300 481,600 478,800 481,400 482,500 485,300 482,300 487,700 488,900 493,300 483,200 Employment 466,700	18,700 19,000 16,700 17,300 19,200 19,900 18,800 16,800 16,500 16,200 15,000 17,700 Unemployment 16,700	3.8% 3.8% 3.3% 3.5% 3.8% 4.0% 3.7% 3.4% 3.3% 3.2% 2.9% 3.5% Unemp. Rate 3.5%
February March April May June July August September October November December Annual Averages 1999 January February	499,300 498,300 496,000 500,600 502,400 504,200 499,000 504,200 505,100 508,300 500,900 Labor Force 483,400 484,800	479,800 480,300 481,600 478,800 481,400 482,500 485,300 482,300 487,700 488,900 493,300 483,200 Employment 466,700 468,300	18,700 19,000 16,700 17,300 19,200 19,900 18,800 16,500 16,500 15,000 17,700 Unemployment 16,700 16,500	3.8% 3.8% 3.5% 3.8% 4.0% 3.7% 3.4% 3.2% 2.9% 3.5% Unemp. Rate 3.5% 3.4%
February March April May June July August September October November December Annual Averages 1999 January February March	499,300 498,300 496,000 500,600 502,400 504,200 499,000 504,200 505,100 508,300 500,900 Labor Force 483,400 484,800 485,300	479,800 480,300 481,600 478,800 481,400 482,500 485,300 487,700 488,900 493,300 483,200 Employment 466,700 468,300 469,500	18,700 19,000 16,700 17,300 19,200 19,900 18,800 16,500 16,500 15,000 17,700 Unemployment 16,700 16,500 16,500 15,800	3.8% 3.8% 3.5% 3.8% 4.0% 3.7% 3.4% 3.2% 2.9% 3.5% Unemp. Rate 3.5% 3.4% 3.3%
February March April May June July August September October November December Annual Averages 1999 January February March April	499,300 498,300 496,000 500,600 502,400 504,200 499,000 504,200 505,100 508,300 500,900 Labor Force 483,400 484,800 485,300 484,700	479,800 480,300 481,600 478,800 481,400 482,500 485,300 487,700 488,900 493,300 483,200 Employment 466,700 468,300 469,500 470,300	18,700 19,000 16,700 17,300 19,200 19,900 18,800 16,800 16,500 16,200 15,000 17,700 Unemployment 16,700 16,500 15,800 15,800 14,500	3.8% 3.8% 3.3% 3.5% 3.8% 4.0% 3.7% 3.4% 3.3% 3.2% 2.9% 3.5% Unemp. Rate 3.5% 3.4% 3.3% 3.0%
February March April May June July August September October November December Annual Averages 1999 January February March April May	499,300 498,300 496,000 500,600 502,400 504,200 499,000 504,200 505,100 508,300 500,900 Labor Force 483,400 484,800 484,800 484,700 484,400	479,800 480,300 481,600 478,800 481,400 482,500 485,300 482,300 487,700 488,900 493,300 483,200 Employment 466,700 468,300 469,500 470,300 471,200	18,700 19,000 16,700 17,300 19,200 19,900 18,800 16,800 16,500 15,000 17,700 Unemployment 16,700 16,500 15,800 14,500 13,200	3.8% 3.8% 3.3% 3.5% 3.8% 4.0% 3.7% 3.4% 3.3% 3.2% 2.9% 3.5% Unemp. Rate 3.5% 3.4% 3.3% 3.0% 2.7%
February March April May June July August September October November December Annual Averages 1999 January February March April May June	499,300 498,300 496,000 500,600 502,400 504,200 499,000 504,200 505,100 508,300 500,900 Labor Force 483,400 484,800 485,300 484,700 484,400 485,100	479,800 480,300 481,600 478,800 481,400 482,500 485,300 482,300 487,700 488,900 493,300 483,200 Employment 466,700 468,300 469,500 470,300 471,200 470,000	18,700 19,000 16,700 17,300 19,200 19,900 18,800 16,800 16,500 15,000 17,700 Unemployment 16,700 16,500 15,800 14,500 13,200 15,000	3.8% 3.8% 3.3% 3.5% 3.8% 4.0% 3.7% 3.4% 3.3% 3.2% 2.9% 3.5% Unemp. Rate 3.5% 3.4% 3.3% 3.0% 2.7% 3.1%
February March April May June July August September October November December Annual Averages 1999 January February March April May June July	499,300 498,300 496,000 500,600 502,400 504,200 499,000 504,200 505,100 508,300 500,900 Labor Force 483,400 484,800 485,300 484,700 484,400 485,100 486,900	479,800 480,300 481,600 478,800 481,400 482,500 485,300 482,300 487,700 488,900 493,300 483,200 Employment 466,700 468,300 469,500 470,300 471,200 470,000 470,200	18,700 19,000 16,700 17,300 19,200 19,900 18,800 16,500 16,500 15,000 17,700 Unemployment 16,700 16,500 15,800 14,500 13,200 15,000 15,000 16,700	3.8% 3.8% 3.3% 3.5% 3.8% 4.0% 3.7% 3.4% 3.3% 3.2% 2.9% 3.5% Unemp. Rate 3.5% 3.4% 3.3% 3.0% 2.7% 3.1% 3.1% 3.4%
February March April May June July August September October November December Annual Averages 1999 January February March April May June July August	499,300 498,300 496,000 500,600 502,400 504,200 499,000 504,200 505,100 508,300 500,900 Labor Force 483,400 484,800 485,300 484,700 484,400 485,100 486,900 487,800	479,800 480,300 481,600 478,800 481,400 482,500 485,300 482,300 487,700 488,900 493,300 483,200 Employment 466,700 468,300 469,500 470,300 471,200 470,000 470,200 472,300	18,700 19,000 16,700 17,300 19,200 19,900 18,800 16,500 16,500 15,000 17,700 Unemployment 16,700 16,500 15,800 14,500 13,200 15,000 15,000 15,000 15,000 15,000 15,000 15,000 15,000 15,400	3.8% 3.8% 3.3% 3.5% 3.8% 4.0% 3.7% 3.4% 3.3% 3.2% 2.9% 3.5% Unemp. Rate 3.5% 3.4% 3.3% 3.0% 2.7% 3.1% 3.4% 3.2%
February March April May June July August September October November December Annual Averages 1999 January February March April May June July	499,300 498,300 496,000 500,600 502,400 504,200 499,000 504,200 505,100 508,300 500,900 Labor Force 483,400 484,800 485,300 484,700 484,400 485,100 486,900	479,800 480,300 481,600 478,800 481,400 482,500 485,300 482,300 487,700 488,900 493,300 483,200 Employment 466,700 468,300 469,500 470,300 471,200 470,000 470,200	18,700 19,000 16,700 17,300 19,200 19,900 18,800 16,500 16,500 15,000 17,700 Unemployment 16,700 16,500 15,800 14,500 13,200 15,000 15,000 16,700	3.8% 3.8% 3.3% 3.5% 3.8% 4.0% 3.7% 3.4% 3.3% 3.2% 2.9% 3.5% Unemp. Rate 3.5% 3.4% 3.3% 3.0% 2.7% 3.1% 3.1% 3.4%

November	489,900	476,500	13,400	2.7%
December	494,000	481,400	12,500	2.5%
Annual Averages	486,600	471,700	14,900	3.1%
1998	Labor Force	Employment	Unemployment	Unemp. Rate
January	474,800	454,700	20,200	4.2%
February	476,100	457,100	19,100	4.0%
March	477,000	458,000	19,100	4.0%
April	474,400	458,000	16,300	3.4%
May	474,500	458,100	16,400	3.5%
June	476,100	458,000	18,100	3.8%
July	477,100	458,300	18,900	4.0%
August	477,400	459,400	17,900	3.8%
September	476,900	459,600	17,200	3.6%
October	478,600	462,900	15,700	3.3%
November	479,700	465,100	14,600	3.0%
December	482,900	468,600	14,300	3.0%
Annual Averages	477,100	459,800	17,300	3.6%
4007	Labor Faras	Complex on the second	Unampleyment	Unama Data
1997	Labor Force	Employment	Unemployment	Unemp. Rate
January	464,800	442,200	22,600	4.9%
February	465,600	444,500	21,100	4.5%
March	467,700	446,900	20,800	4.4%
April	463,500	444,400	19,100	4.1%
May	464,100	444,900	19,200	4.1%
June	467,700	446,900	20,800	4.4%
July	471,200	449,300	21,800	4.6%
August	470,800	450,000	20,800	4.4%
September	470,000	450,200	19,800	4.2%
October	472,900	454,700	18,200	3.8%
November	474,600	457,600	17,000	3.6%
December	475,900	459,500	16,300	3.4%
Annual Averages	469,100	449,300	19,800	4.2%
1996	Labor Force	Employment	Unemployment	Unemp. Rate
January	453,600	427,300	26,300	5.8%
February	455,800	430,500	25,300	5.6%
March	455,800	430,600	25,200	5.5%
April	451,300	427,800	23,500	5.2%
May	452,300	429,100	23,100	5.1%
June	456,600	434,200	22,400	4.9%
July	461,200	436,700	24,500	5.3%
August	458,900	436,800	22,100	4.8%
September	458,600	436,700	22,000	4.8%
October	465,000	444,100	20,900	4.5%
November	465,100	444,500	20,700	4.4%
December	465,200	445,800	19,400	4.2%
Annual Averages	458,300	435,300	23,000	5.0%
1995	Labor Force	Employment	Unemployment	Unemp. Rate

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January February	452,700 453,800	424,600 427,900	28,100 25,900	6.2% 5.7%
March	453,200	427,300	25,900	5.7%
April	450,900	424,300	26,600	5.9%
May	448,000	422,200	25,900	5.8%
June	452,000	424,900	27,100	6.0%
	452,000 457,000	428,100		6.3%
July	457,000 455,800		28,900	
August	•	428,600	27,200	6.0%
September October	452,300	426,200	26,100	5.8%
	453,300	429,300	24,000	5.3%
November	452,300	429,400	23,000	5.1%
December	451,500	429,800	21,700	4.8%
Annual Averages	452,700	426,900	25,900	5.7%
1994	Labor Force	Employment	Unemployment	Unemp. Rate
January	452,200	421,600	30,600	6.8%
February	453,500	423,700	29,800	6.6%
March	451,900	423,200	28,800	6.4%
April	450,300	422,600	27,700	6.2%
May	451,700	424,100	27,500	6.1%
June	451,300	422,200	29,100	6.4%
July	453,700	422,400	31,300	6.9%
August	454,600	425,300	29,300	6.4%
September	449,200	421,600	27,600	6.1%
October	453,300	426,700	26,600	5.9%
November	452,200	427,300	24,900	5.5%
December	451,300	428,000	23,300	5.2%
Annual Averages	452,100	424,000	28,000	6.2%
1993	Labor Force	Employment	Unemployment	Unemp. Rate
January	444,300	412,900	31,400	7.1%
February	444,500	414,000	30,500	6.9%
March	442,500	413,100	29,400	6.7%
April	437,700	410,100	27,700	6.3%
May	439,600	411,100	28,500	6.5%
June	442,900	412,400	30,500	6.9%
July	445,100	412,600	32,500	7.3%
August	443,900	413,400	30,500	6.9%
September	437,300	407,800	29,500	6.8%
October	443,700	414,500	29,200	6.6%
November	443,700	415,900	27,800	6.3%
December	443,600	417,400	26,300	5.9%
Annual Averages	442,400	412,900	29,500	6.7%
4000				
1992	Labor Force	Employment	Unemployment	Unemp. Rate
January Fobruary	438,500	411,000	27,400	6.3%
February March	441,200	412,800	28,500	6.5%
March	441,600	413,900	27,700	6.3%
April May	437,200 438,900	410,500 410,700	26,600 28,200	6.1% 6.4%

June	442,800	412,000	30,800	7.0%
July	445,400	413,300	32,100	7.2%
August	444,900	413,500	31,500	7.1%
September	441,400	410,500	30,900	7.0%
October	443,600	414,700	28,900	6.5%
November	444,600	415,100	29,600	6.6%
December	445,400	416,600	28,800	6.5%
Annual Averages	442,100	412,900	29,300	6.6%
1991	Labor Force	Employment	Unemployment	Unemp. Rate
January	434,700	411,500	23,200	5.3%
February	434,400	410,600	23,900	5.5%
March	434,200	410,000	24,300	5.6%
April	432,900	410,200	22,700	5.2%
May	431,600	407,500	24,100	5.6%
June	435,400	410,100	25,200	5.8%
July	440,100	413,700	26,400	6.0%
August	434,100	410,200	23,900	5.5%
September	428,100	404,200	23,900	5.6%
October	432,300	409,400	22,900	5.3%
November	435,300	412,400	22,800	5.2%
December	436,100	413,600	22,500	5.2%
Annual Averages	434,100	410,300	23,800	5.5%
1990	Labor Force	Employment	Unemployment	Unemp. Rate
January	438,100	421,500	16,500	3.8%
February	434,000	417,900	16,100	3.7%
March	433,300	418,200	15,100	3.5%
April	431,300	416,000	15,300	3.6%
May	433,200	417,400	15,800	3.6%
June	437,000	420,200	16,900	3.9%
July	442,100	422,000	20,100	4.5%
August	440,800	422,100	18,700	4.2%
September	430,000	410,900	19,200	4.5%
October	435,000	416,300	18,700	4.3%
November				4 40/
	435,600	416,400	19,100	4.4%
December Annual Averages	435,600 435,400 435,500	416,400 416,400 417,900	19,100 18,900 17,500	4.4% 4.4% 4.0%