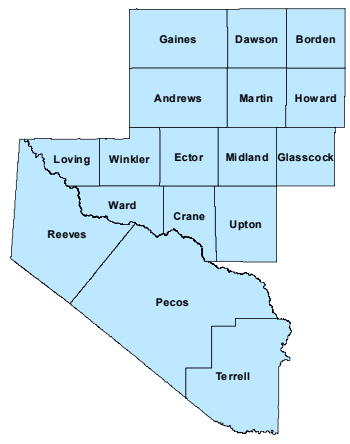
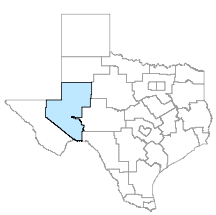


Permian Basin Workforce Development Area

January 2020



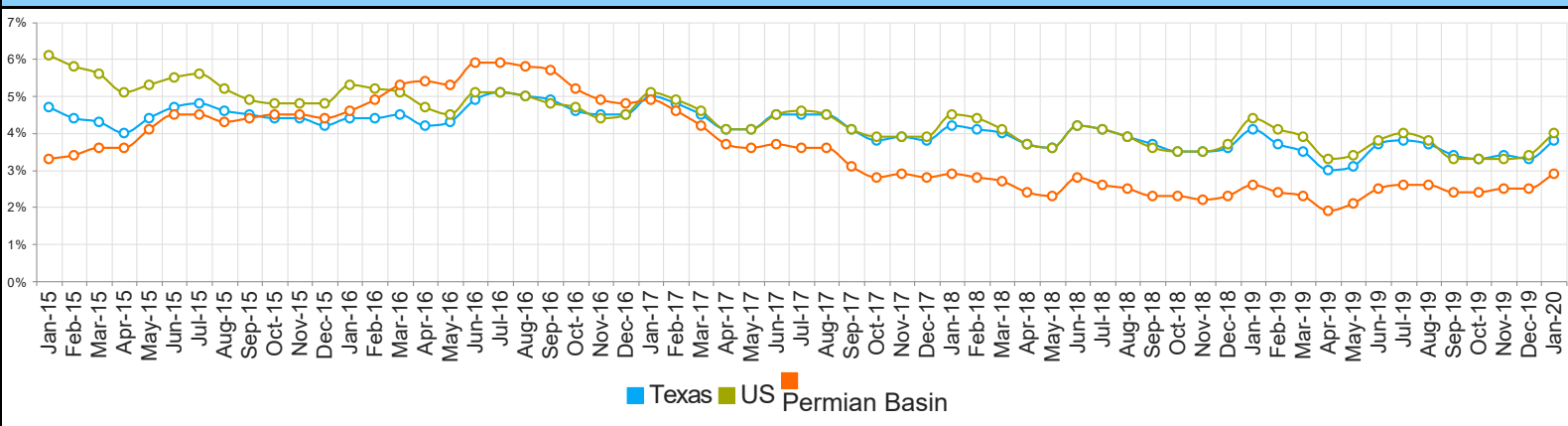
WDA Labor Force Statistics				
	Jan-20	Dec-19	Jan-19	Yearly Change
Civilian Labor Force	273,822	272,756	269,303	4,519
Employed	265,945	265,988	262,404	3,541
Unemployed	7,877	6,768	6,899	978
Unemployment Rate	2.9%	2.5%	2.6%	0.3%

Texas Labor Force Statistics				
	Jan-20	Dec-19	Jan-19	Yearly Change
Civilian Labor Force	14,187,439	14,192,255	13,938,076	249,363
Employed	13,654,962	13,722,119	13,365,741	289,221
Unemployed	532,477	470,136	572,335	-39,858
Unemployment Rate	3.8%	3.3%	4.1%	-0.3%

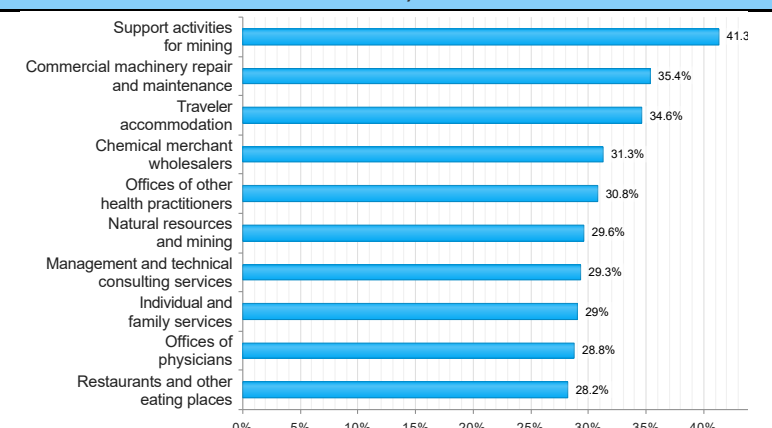
US Labor Force Statistics				
	Jan-20	Dec-19	Jan-19	Yearly Change
Civilian Labor Force	163,497,000	164,007,000	162,104,000	1,393,000
Employed	156,994,000	158,504,000	154,964,000	2,030,000
Unemployed	6,504,000	5,503,000	7,140,000	-636,000
Unemployment Rate	4.0%	3.4%	4.4%	-0.4%

Continued Claims for the Week of the 12th				
	Jan-20	Dec-19	Jan-19	Yearly Change
WDA	1,727	1,575	755	972
Texas	109,138	102,136	99,498	9,640

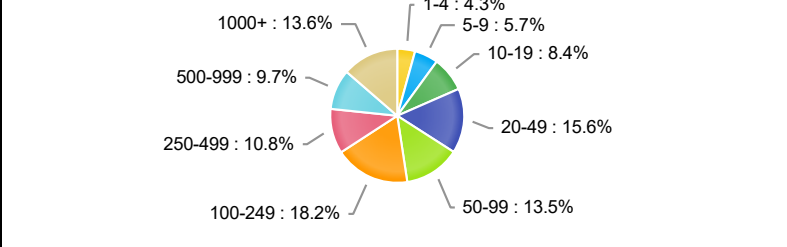
Historical Unemployment Rates



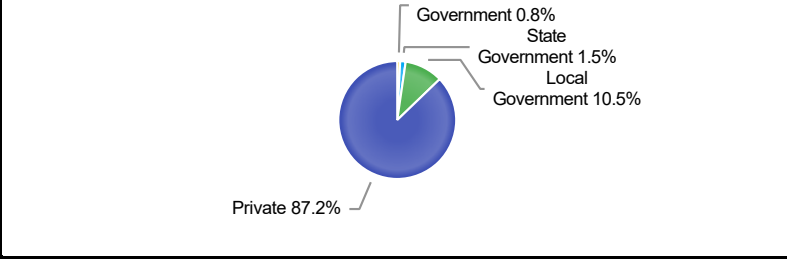
Projected Top Ten Fastest Growing Industries in WDA (% Growth 2016-2026)



Employment by Size Class (3rd Quarter 2019)



Employment by Ownership (3rd Quarter 2019)

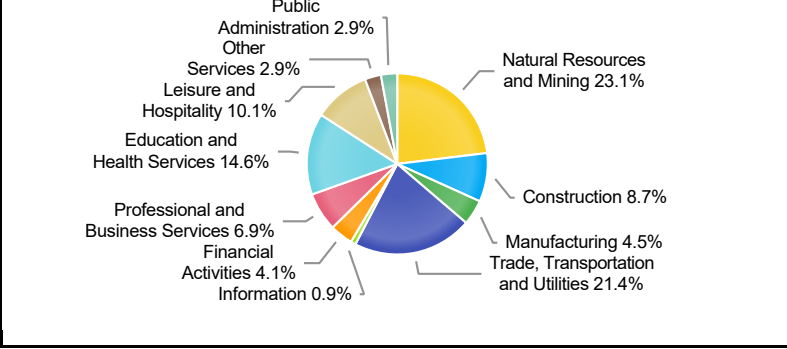


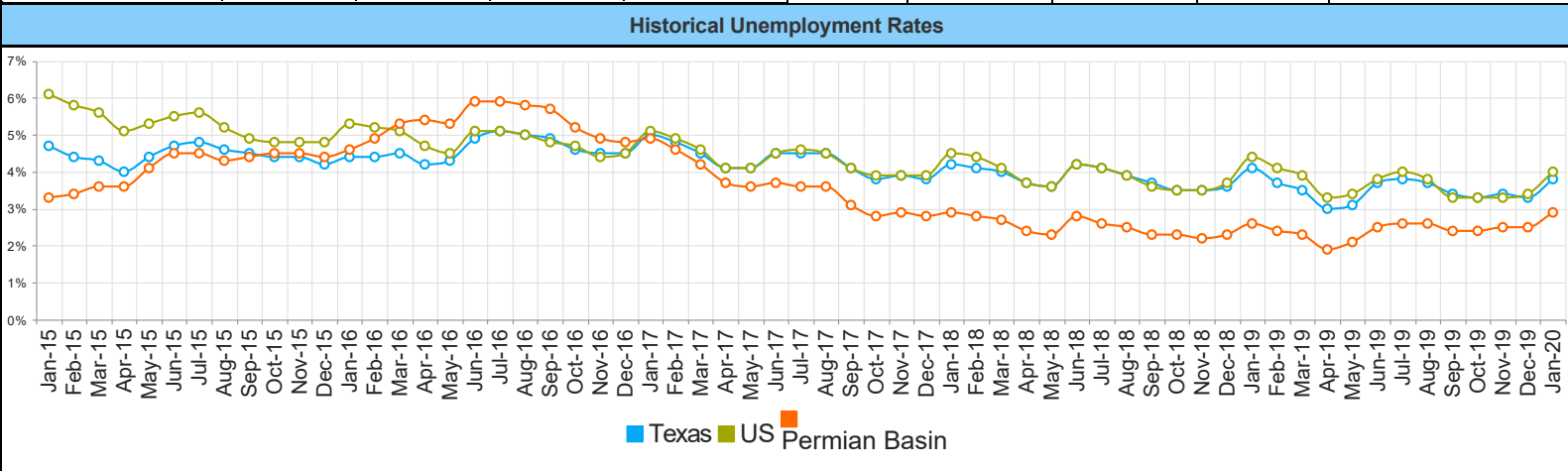
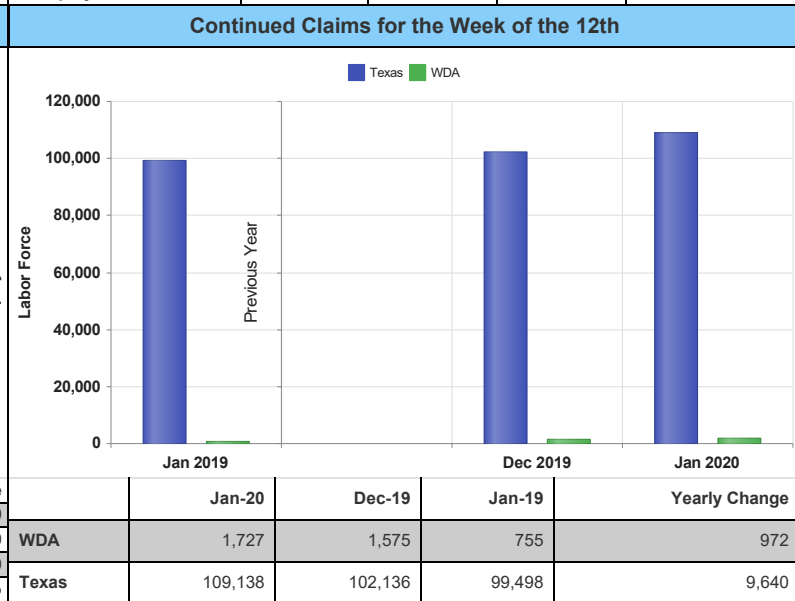
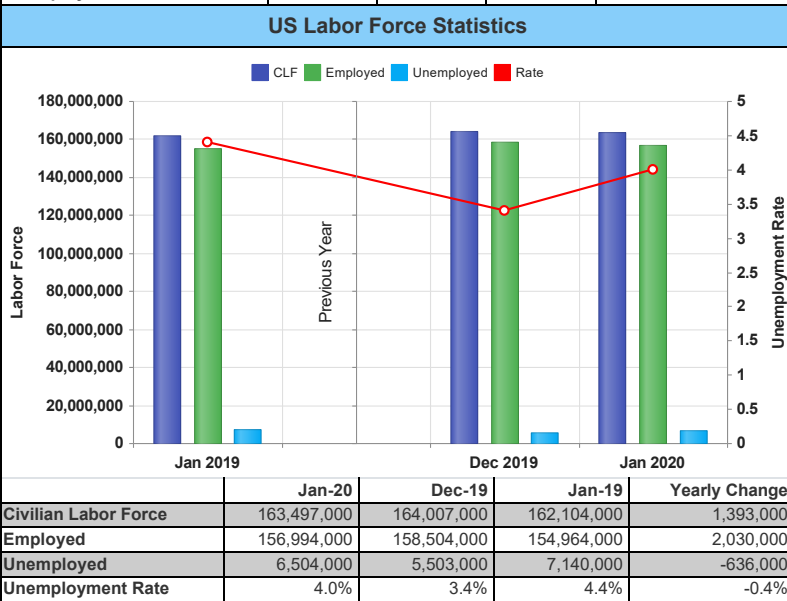
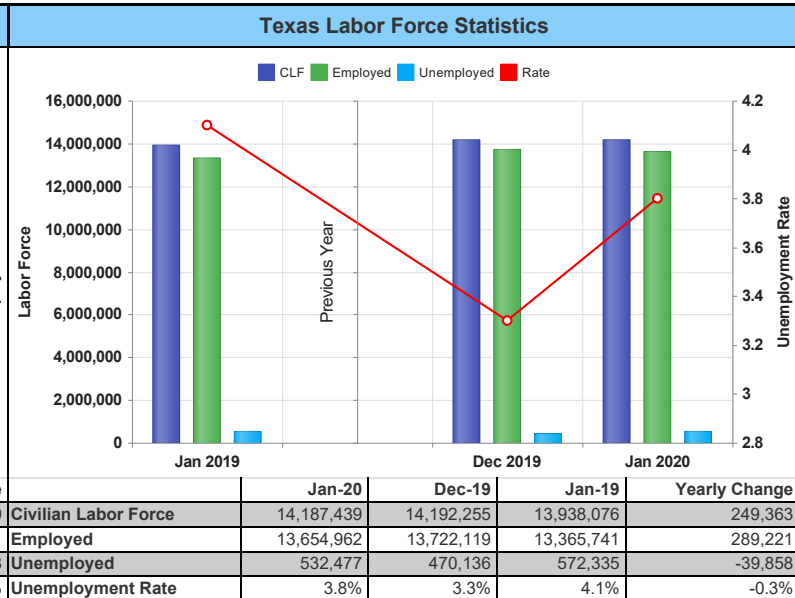
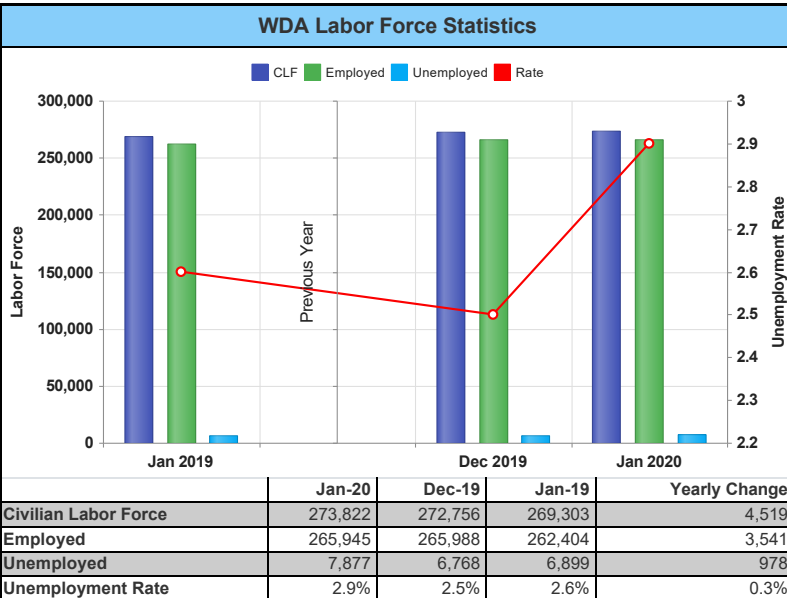
	Q3 2019	Q2 2019	Q3 2018	Quarterly Change	Yearly Change
WDA	\$1,301	\$1,292	\$1,243	\$9	\$58
Texas	\$1,109	\$1,101	\$1,065	\$8	\$44
US	\$1,093	\$1,095	\$1,055	-\$2	\$38

Employment by Industry (3rd Quarter 2019, Percent Change)

Industry	Employment	% of Total	% Quarterly Change	% Yearly Change
Natural Resources and Mining	58,568	23.1%	-1.4%	5.9%
Construction	22,003	8.7%	-3.1%	-1.3%
Manufacturing	11,428	4.5%	-1.7%	2.7%
Trade, Transportation and Utilities	54,225	21.4%	1.2%	4.6%
Information	2,315	0.9%	-1.7%	3.9%
Financial Activities	10,294	4.1%	0.3%	4.0%
Professional and Business Services	17,611	6.9%	2.9%	6.6%
Education and Health Services	37,086	14.6%	-0.8%	-0.5%
Leisure and Hospitality	25,547	10.1%	0.5%	3.2%
Other Services	7,392	2.9%	-0.4%	1.2%
Public Administration	7,278	2.9%	2.7%	3.0%

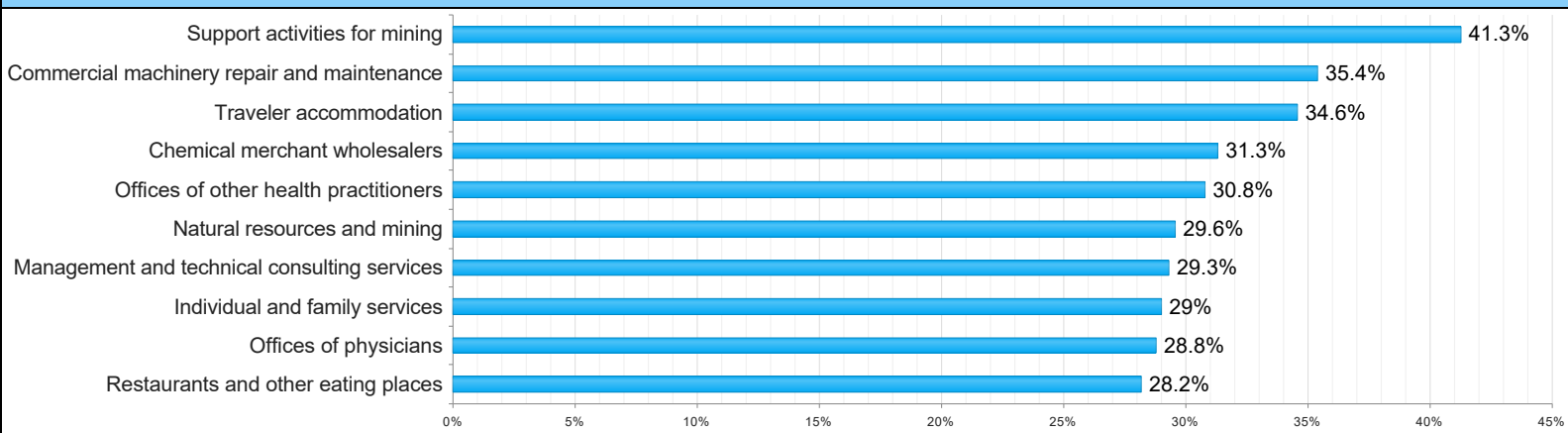
Employment by Industry (3rd Quarter 2019)





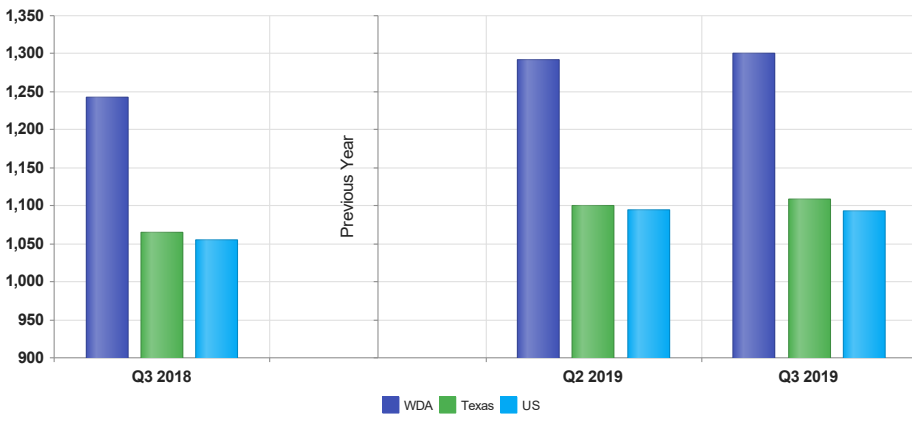
Months	WDA	Texas	US
Jan-20	2.9	3.8	4.0
Dec-19	2.5	3.3	3.4
Nov-19	2.5	3.4	3.3
Oct-19	2.4	3.3	3.3
Sep-19	2.4	3.4	3.3
Aug-19	2.6	3.7	3.8
Jul-19	2.6	3.8	4.0
Jun-19	2.5	3.7	3.8
May-19	2.1	3.1	3.4
Apr-19	1.9	3.0	3.3
Mar-19	2.3	3.5	3.9
Feb-19	2.4	3.7	4.1
Jan-19	2.6	4.1	4.4
Dec-18	2.3	3.6	3.7
Nov-18	2.2	3.5	3.5
Oct-18	2.3	3.5	3.5
Sep-18	2.3	3.7	3.6
Aug-18	2.5	3.9	3.9
Jul-18	2.6	4.1	4.1
Jun-18	2.8	4.2	4.2
May-18	2.3	3.6	3.6
Apr-18	2.4	3.7	3.7
Mar-18	2.7	4.0	4.1
Feb-18	2.8	4.1	4.4
Jan-18	2.9	4.2	4.5
Dec-17	2.8	3.8	3.9
Nov-17	2.9	3.9	3.9
Oct-17	2.8	3.8	3.9
Sep-17	3.1	4.1	4.1
Aug-17	3.6	4.5	4.5
Jul-17	3.6	4.5	4.6
Jun-17	3.7	4.5	4.5
May-17	3.6	4.1	4.1
Apr-17	3.7	4.1	4.1
Mar-17	4.2	4.5	4.6
Feb-17	4.6	4.8	4.9
Jan-17	4.9	5.0	5.1
Dec-16	4.8	4.5	4.5
Nov-16	4.9	4.5	4.4
Oct-16	5.2	4.6	4.7
Sep-16	5.7	4.9	4.8
Aug-16	5.8	5.0	5.0
Jul-16	5.9	5.1	5.1
Jun-16	5.9	4.9	5.1
May-16	5.3	4.3	4.5
Apr-16	5.4	4.2	4.7
Mar-16	5.3	4.5	5.1
Feb-16	4.9	4.4	5.2
Jan-16	4.6	4.4	5.3
Dec-15	4.4	4.2	4.8
Nov-15	4.5	4.4	4.8
Oct-15	4.5	4.4	4.8
Sep-15	4.4	4.5	4.9
Aug-15	4.3	4.6	5.2
Jul-15	4.5	4.8	5.6
Jun-15	4.5	4.7	5.5
May-15	4.1	4.4	5.3
Apr-15	3.6	4.0	5.1
Mar-15	3.6	4.3	5.6
Feb-15	3.4	4.4	5.8
Jan-15	3.3	4.7	6.1

Projected Top Ten Fastest Growing Industries in WDA (% Growth 2016-2026)



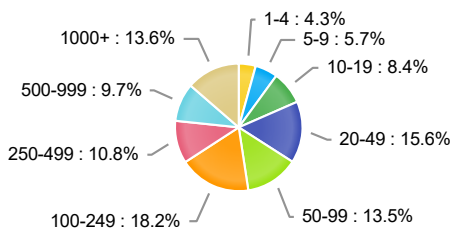
Industry Title	Percent Change
Support activities for mining	41.3
Commercial machinery repair and maintenance	35.4
Traveler accommodation	34.6
Chemical merchant wholesalers	31.3
Offices of other health practitioners	30.8
Natural resources and mining	29.6
Management and technical consulting services	29.3
Individual and family services	29
Offices of physicians	28.8
Restaurants and other eating places	28.2

Average Weekly Wage (3rd Quarter 2019)



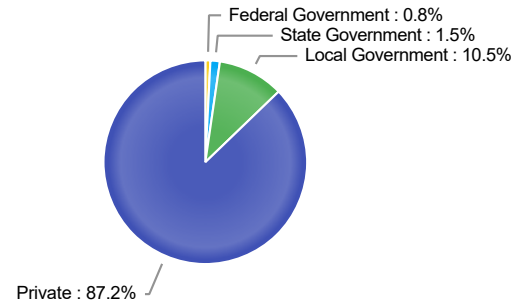
	Q3 2019	Q2 2019	Q3 2018	Quarterly Change	Yearly Change
WDA	\$1,301	\$1,292	\$1,243	\$9	\$58
Texas	\$1,109	\$1,101	\$1,065	\$8	\$44
US	\$1,093	\$1,095	\$1,055	-\$2	\$38

Employment by Size Class (3rd Quarter 2019)



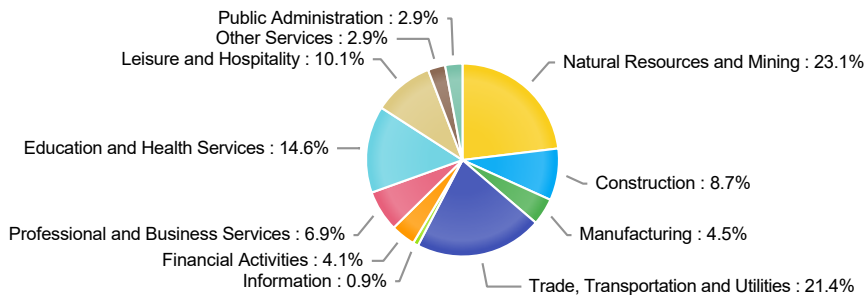
Number of Employees in Firm	Percentage
1-4	4.3%
5-9	5.7%
10-19	8.4%
20-49	15.6%
50-99	13.5%
100-249	18.2%
250-499	10.8%
500-999	9.7%
1000+	13.6%

Employment by Ownership (3rd Quarter 2019)



Ownership	Percentage
Federal Government	0.8%
State Government	1.5%
Local Government	10.5%
Private	87.2%

Employment by Industry (3rd Quarter 2019)



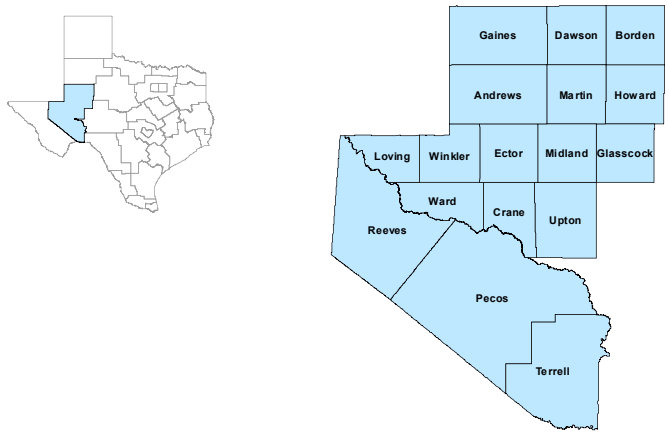
Industry	Q3 2019 Employment	% of Total	Q2 2019 Employment	% of Total	Q3 2018 Employment	% of Total	Quarterly Change	Yearly Change
Natural Resources and Mining	58,568	23.1%	59,391	23.3%	55,288	22.5%	-1.4%	5.9%
Construction	22,003	8.7%	22,714	8.9%	22,285	9.1%	-3.1%	-1.3%
Manufacturing	11,428	4.5%	11,620	4.6%	11,131	4.5%	-1.7%	2.7%
Trade, Transportation and Utilities	54,225	21.4%	53,600	21.1%	51,826	21.1%	1.2%	4.6%
Information	2,315	0.9%	2,356	0.9%	2,229	0.9%	-1.7%	3.9%
Financial Activities	10,294	4.1%	10,267	4.0%	9,896	4.0%	0.3%	4.0%
Professional and Business Services	17,611	6.9%	17,122	6.7%	16,526	6.7%	2.9%	6.6%
Education and Health Services	37,086	14.6%	37,372	14.7%	37,290	15.2%	-0.8%	-0.5%
Leisure and Hospitality	25,547	10.1%	25,426	10.0%	24,765	10.1%	0.5%	3.2%
Other Services	7,392	2.9%	7,419	2.9%	7,302	3.0%	-0.4%	1.2%
Public Administration	7,278	2.9%	7,089	2.8%	7,067	2.9%	2.7%	3.0%

UNEMPLOYMENT - PERMIAN BASIN - JANUARY 2020

Year	Period	Area	Area Type	Adjustment	Employment	Civilian Labor Force	Unemployment	Unemployment Rate
2020	January	Permian Basin	Workforce Development Area (WDA)	Not Adjusted	265,945	273,822	7,877	2.9
2020	January	Andrews	County	Not Adjusted	9,710	9,961	251	2.5
2020	January	Borden	County	Not Adjusted	409	419	10	2.4
2020	January	Crane	County	Not Adjusted	1,468	1,548	80	5.2
2020	January	Dawson	County	Not Adjusted	4,542	4,753	211	4.4
2020	January	Ector	County	Not Adjusted	85,015	88,007	2,992	3.4
2020	January	Gaines	County	Not Adjusted	9,619	9,883	264	2.7
2020	January	Glasscock	County	Not Adjusted	757	773	16	2.1
2020	January	Howard	County	Not Adjusted	13,728	14,208	480	3.4
2020	January	Loving	County	Not Adjusted	659	663	4	0.6
2020	January	Martin	County	Not Adjusted	2,802	2,888	86	3
2020	January	Midland	County	Not Adjusted	105,409	107,959	2,550	2.4
2020	January	Pecos	County	Not Adjusted	6,133	6,385	252	3.9
2020	January	Reeves	County	Not Adjusted	12,158	12,412	254	2
2020	January	Terrell	County	Not Adjusted	347	360	13	3.6
2020	January	Upton	County	Not Adjusted	1,644	1,699	55	3.2
2020	January	Ward	County	Not Adjusted	7,638	7,848	210	2.7
2020	January	Winkler	County	Not Adjusted	3,907	4,056	149	3.7

Permian Basin Workforce Development Area

February 2020



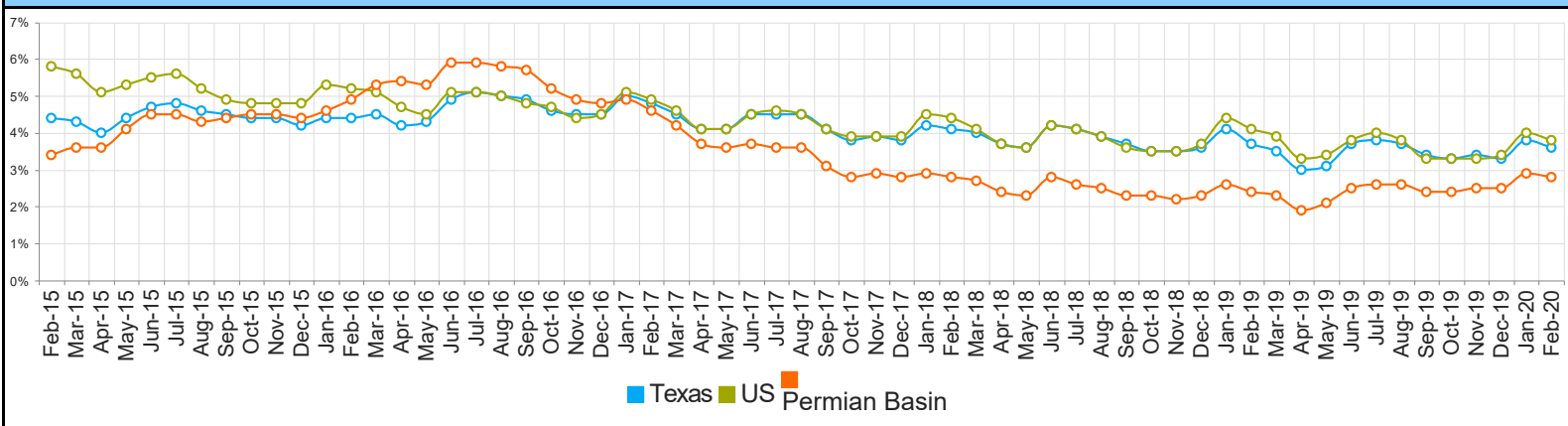
WDA Labor Force Statistics				
	Feb-20	Jan-20	Feb-19	Yearly Change
Civilian Labor Force	274,847	273,741	271,549	3,298
Employed	267,160	265,863	265,118	2,042
Unemployed	7,687	7,878	6,431	1,256
Unemployment Rate	2.8%	2.9%	2.4%	0.4%

Texas Labor Force Statistics				
	Feb-20	Jan-20	Feb-19	Yearly Change
Civilian Labor Force	14,286,245	14,188,058	14,001,465	284,780
Employed	13,777,994	13,655,624	13,486,223	291,771
Unemployed	508,251	532,434	515,242	-6,991
Unemployment Rate	3.6%	3.8%	3.7%	-0.1%

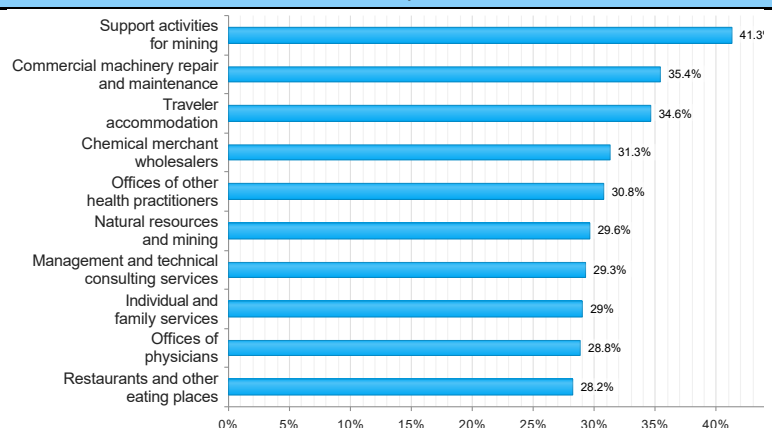
US Labor Force Statistics				
	Feb-20	Jan-20	Feb-19	Yearly Change
Civilian Labor Force	164,235,000	163,497,000	162,793,000	1,442,000
Employed	158,017,000	156,994,000	156,167,000	1,850,000
Unemployed	6,218,000	6,504,000	6,625,000	-407,000
Unemployment Rate	3.8%	4.0%	4.1%	-0.3%

Continued Claims for the Week of the 12th				
	Feb-20	Jan-20	Feb-19	Yearly Change
WDA	1,739	1,732	828	911
Texas	104,106	109,335	95,515	8,591

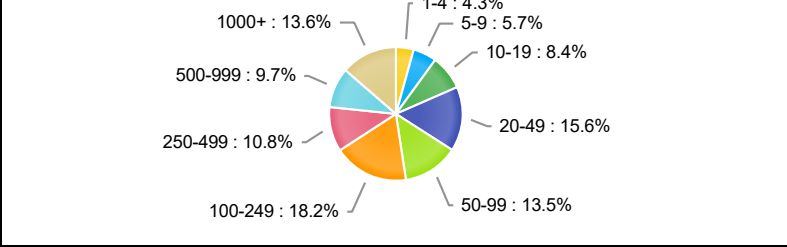
Historical Unemployment Rates



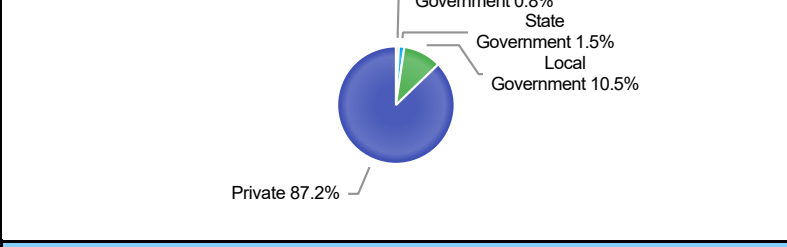
Projected Top Ten Fastest Growing Industries in WDA (% Growth 2016-2026)



Employment by Size Class (3rd Quarter 2019)



Employment by Ownership (3rd Quarter 2019)

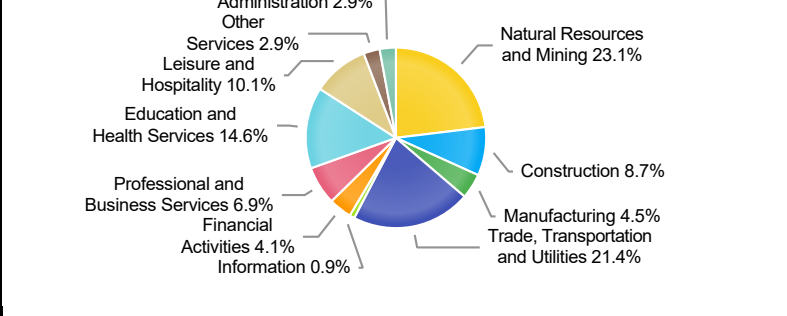


Average Weekly Wage (3rd Quarter 2019)					
	Q3 2019	Q2 2019	Q3 2018	Quarterly Change	Yearly Change
WDA	\$1,301	\$1,292	\$1,243	\$9	\$58
Texas	\$1,109	\$1,101	\$1,065	\$8	\$44
US	\$1,093	\$1,095	\$1,055	-\$2	\$38

Employment by Industry (3rd Quarter 2019, Percent Change)

Industry	Employment	% of Total	% Quarterly Change	% Yearly Change
Natural Resources and Mining	58,568	23.1%	-1.4%	5.9%
Construction	22,003	8.7%	-3.1%	-1.3%
Manufacturing	11,428	4.5%	-1.7%	2.7%
Trade, Transportation and Utilities	54,225	21.4%	1.2%	4.6%
Information	2,315	0.9%	-1.7%	3.9%
Financial Activities	10,294	4.1%	0.3%	4.0%
Professional and Business Services	17,611	6.9%	2.9%	6.6%
Education and Health Services	37,086	14.6%	-0.8%	-0.5%
Leisure and Hospitality	25,547	10.1%	0.5%	3.2%
Other Services	7,392	2.9%	-0.4%	1.2%
Public Administration	7,278	2.9%	2.7%	3.0%

Employment by Industry (3rd Quarter 2019)

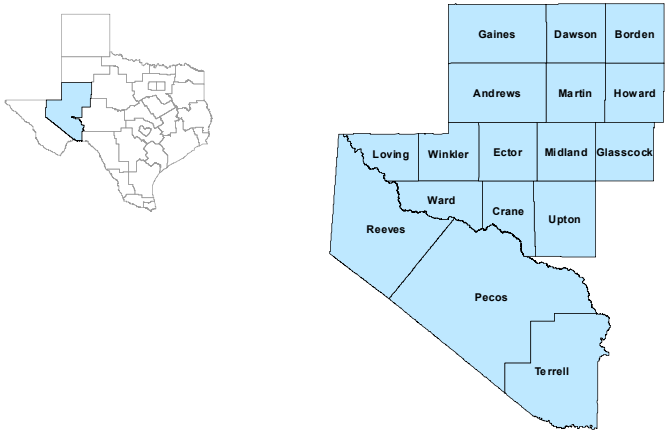


UNEMPLOYMENT - PERMIAN BASIN LAUS REPORT - FEBRUARY 2020

Year	Period	Area	Area Type	Adjustment	Employment	Civilian Labor Force	Unemployment	Unemployment Rate
2020	February	Permian Basin	Workforce Development Area (WDA)	Not Adjusted	267,160	274,847	7,687	2.8
2020	February	Andrews	County	Not Adjusted	9,757	10,002	245	2.4
2020	February	Borden	County	Not Adjusted	419	429	10	2.3
2020	February	Crane	County	Not Adjusted	1,481	1,558	77	4.9
2020	February	Dawson	County	Not Adjusted	4,540	4,746	206	4.3
2020	February	Ector	County	Not Adjusted	85,051	87,979	2,928	3.3
2020	February	Gaines	County	Not Adjusted	9,742	10,004	262	2.6
2020	February	Glasscock	County	Not Adjusted	774	791	17	2.1
2020	February	Howard	County	Not Adjusted	13,739	14,194	455	3.2
2020	February	Loving	County	Not Adjusted	681	685	4	0.6
2020	February	Martin	County	Not Adjusted	2,828	2,913	85	2.9
2020	February	Midland	County	Not Adjusted	105,958	108,462	2,504	2.3
2020	February	Pecos	County	Not Adjusted	6,154	6,392	238	3.7
2020	February	Reeves	County	Not Adjusted	12,312	12,557	245	2
2020	February	Terrell	County	Not Adjusted	356	370	14	3.8
2020	February	Upton	County	Not Adjusted	1,659	1,715	56	3.3
2020	February	Ward	County	Not Adjusted	7,797	8,004	207	2.6
2020	February	Winkler	County	Not Adjusted	3,912	4,046	134	3.3

Permian Basin Workforce Development Area

April 2020



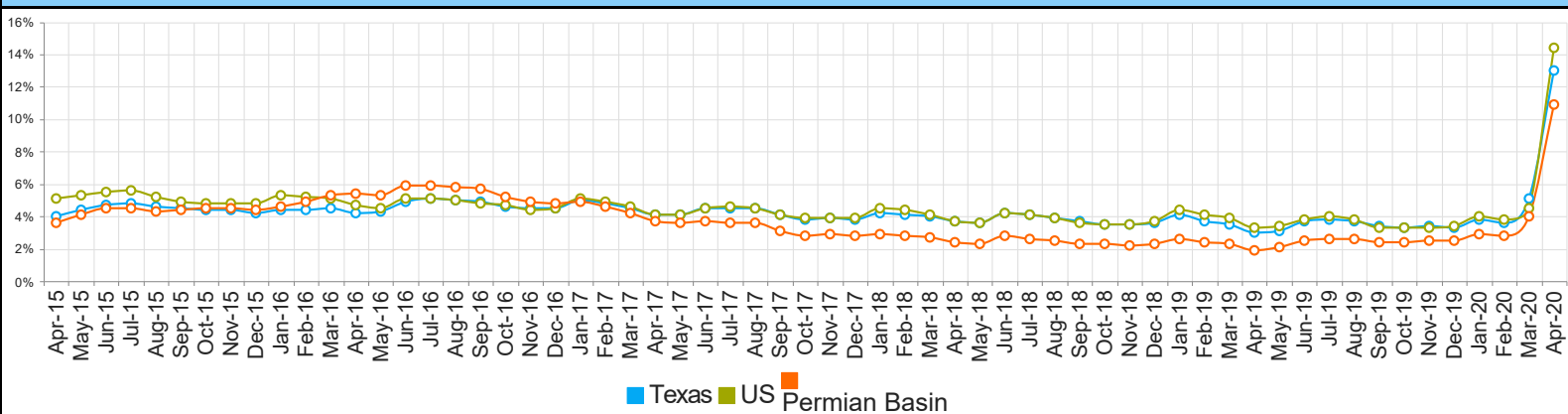
WDA Labor Force Statistics				
	Apr-20	Mar-20	Apr-19	Yearly Change
Civilian Labor Force	240,304	269,395	270,410	-30,106
Employed	214,001	258,531	265,222	-51,221
Unemployed	26,303	10,864	5,188	21,115
Unemployment Rate	10.9%	4.0%	1.9%	9.0%

Texas Labor Force Statistics				
	Apr-20	Mar-20	Apr-19	Yearly Change
Civilian Labor Force	12,931,307	14,031,076	13,922,611	-991,304
Employed	11,244,059	13,312,340	13,504,971	-2,260,912
Unemployed	1,687,248	718,736	417,640	1,269,608
Unemployment Rate	13.0%	5.1%	3.0%	10.0%

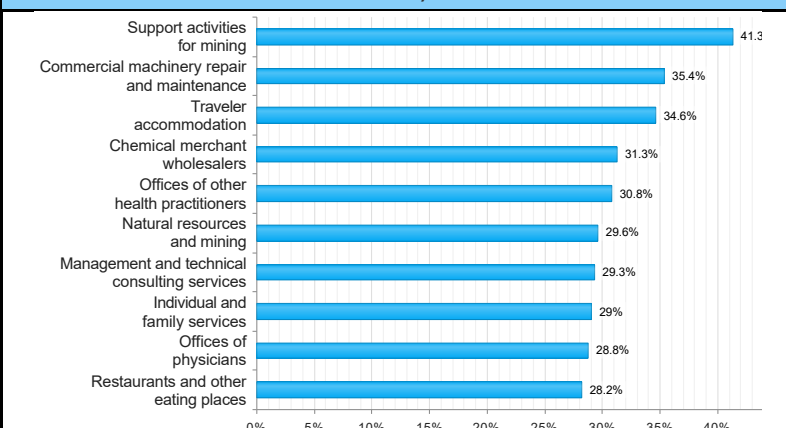
US Labor Force Statistics				
	Apr-20	Mar-20	Apr-19	Yearly Change
Civilian Labor Force	155,830,000	162,537,000	162,097,000	-6,267,000
Employed	133,326,000	155,167,000	156,710,000	-23,384,000
Unemployed	22,504,000	7,370,000	5,387,000	17,117,000
Unemployment Rate	14.4%	4.5%	3.3%	11.1%

Continued Claims for the Week of the 12th				
	Apr-20	Mar-20	Apr-19	Yearly Change
WDA	13,463	1,803	824	12,639
Texas	847,352	110,951	90,088	757,264

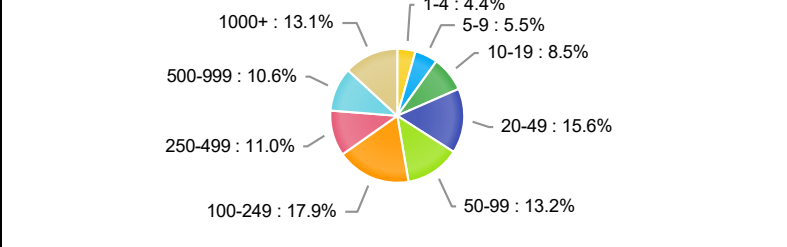
Historical Unemployment Rates



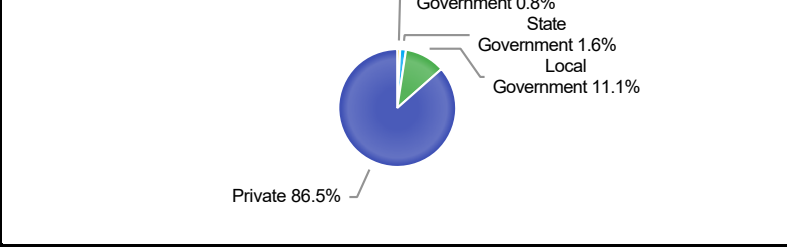
Projected Top Ten Fastest Growing Industries in WDA (% Growth 2016-2026)



Employment by Size Class (4th Quarter 2019)



Employment by Ownership (4th Quarter 2019)

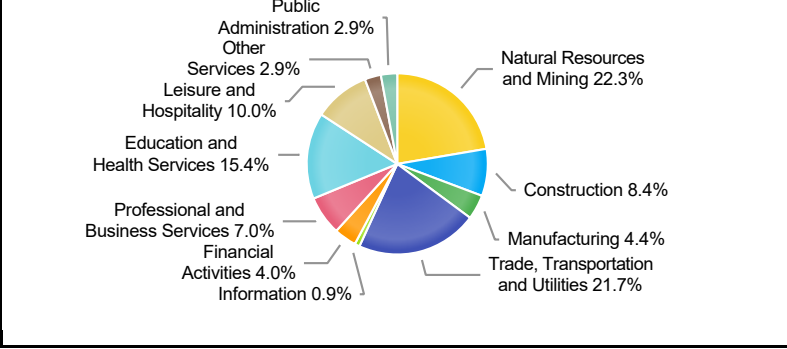


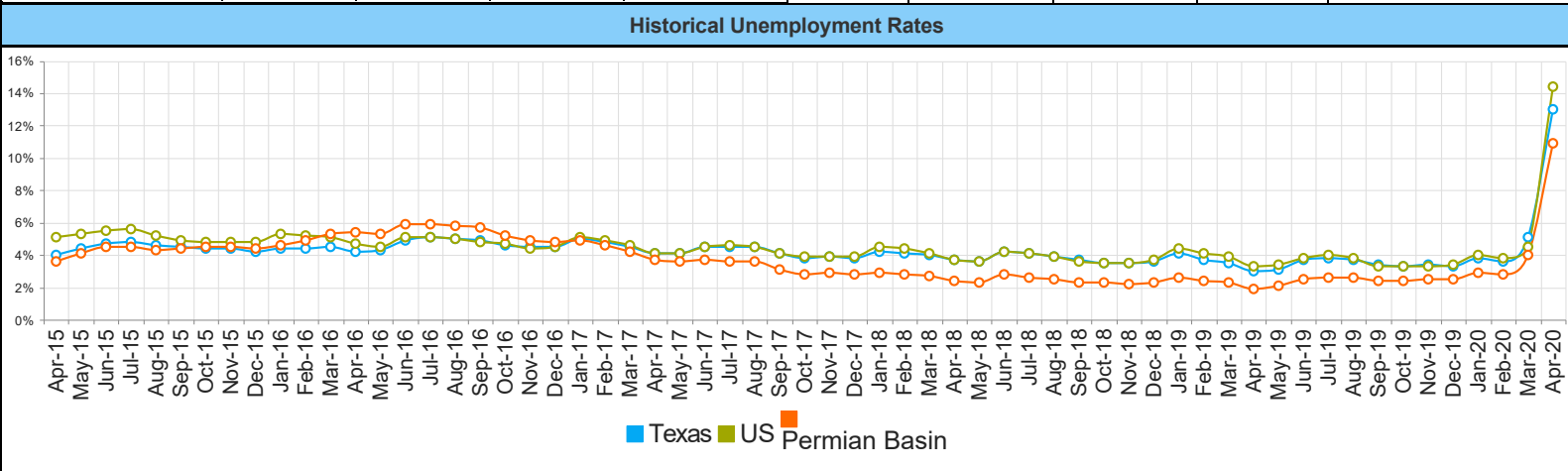
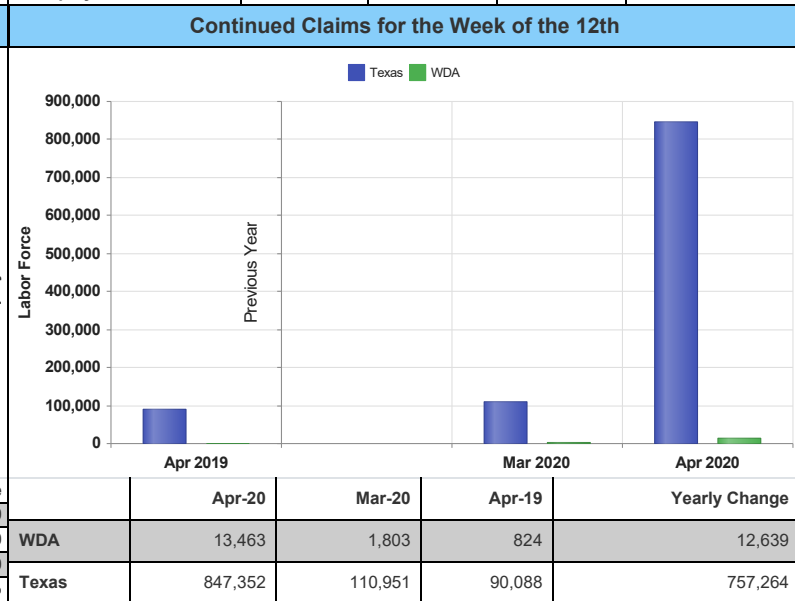
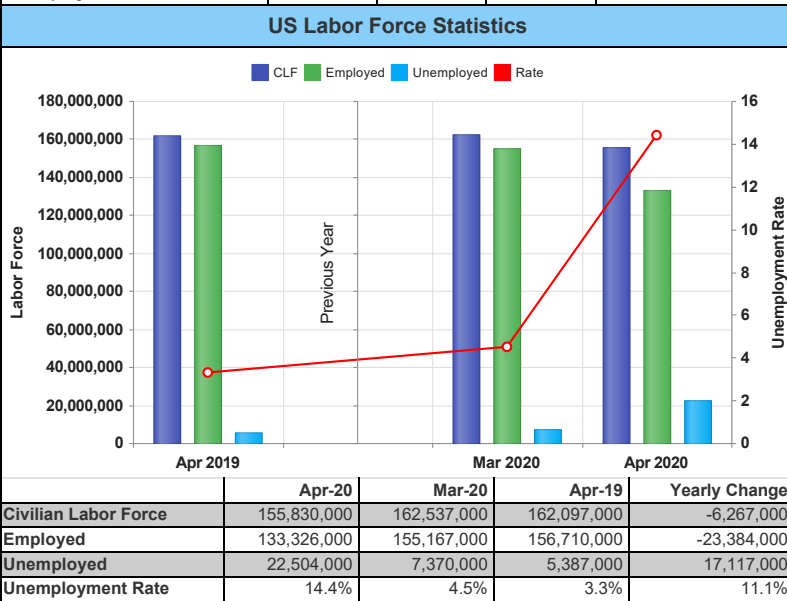
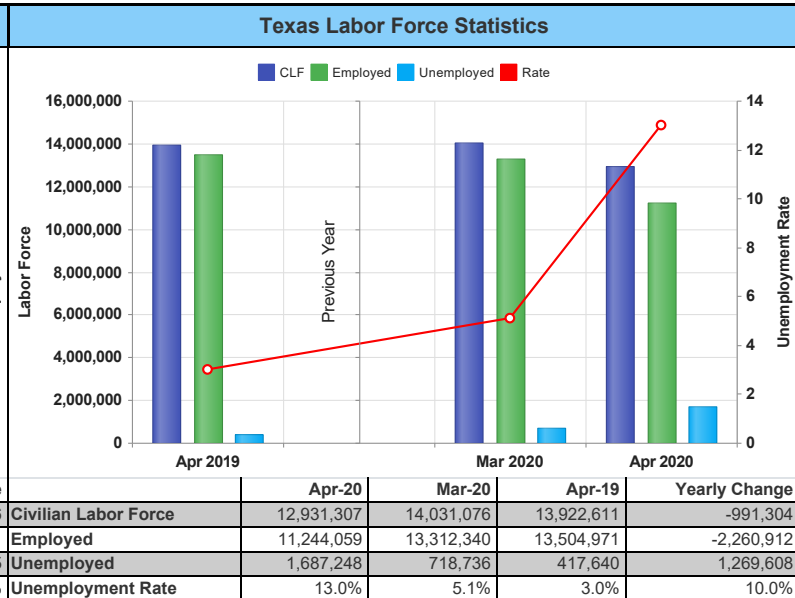
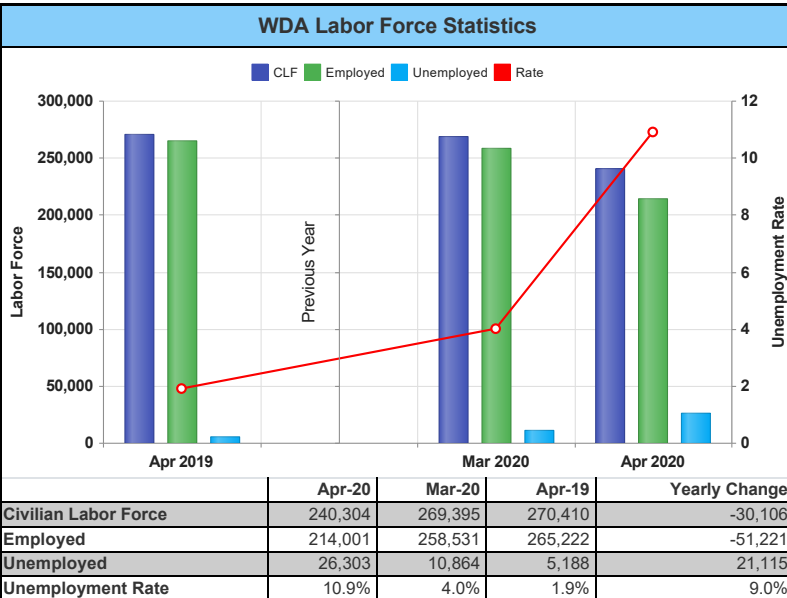
Average Weekly Wage (4th Quarter 2019)					
	Q4 2019	Q3 2019	Q4 2018	Quarterly Change	Yearly Change
WDA	\$1,358	\$1,301	\$1,336	\$57	\$22
Texas	\$1,187	\$1,108	\$1,148	\$79	\$39
US	\$1,185	\$1,093	\$1,145	\$92	\$40

Employment by Industry (4th Quarter 2019, Percent Change)

Industry	Employment	% of Total	% Quarterly Change	% Yearly Change
Natural Resources and Mining	56,255	22.3%	-4.2%	-3.3%
Construction	21,070	8.4%	-4.3%	-10.0%
Manufacturing	11,141	4.4%	-2.6%	-1.7%
Trade, Transportation and Utilities	54,801	21.7%	0.9%	2.7%
Information	2,367	0.9%	2.0%	6.4%
Financial Activities	10,119	4.0%	-1.6%	5.5%
Professional and Business Services	17,594	7.0%	-0.1%	3.6%
Education and Health Services	38,949	15.4%	5.0%	1.8%
Leisure and Hospitality	25,325	10.0%	-1.2%	4.1%
Other Services	7,220	2.9%	-2.7%	1.2%
Public Administration	7,396	2.9%	1.6%	4.5%

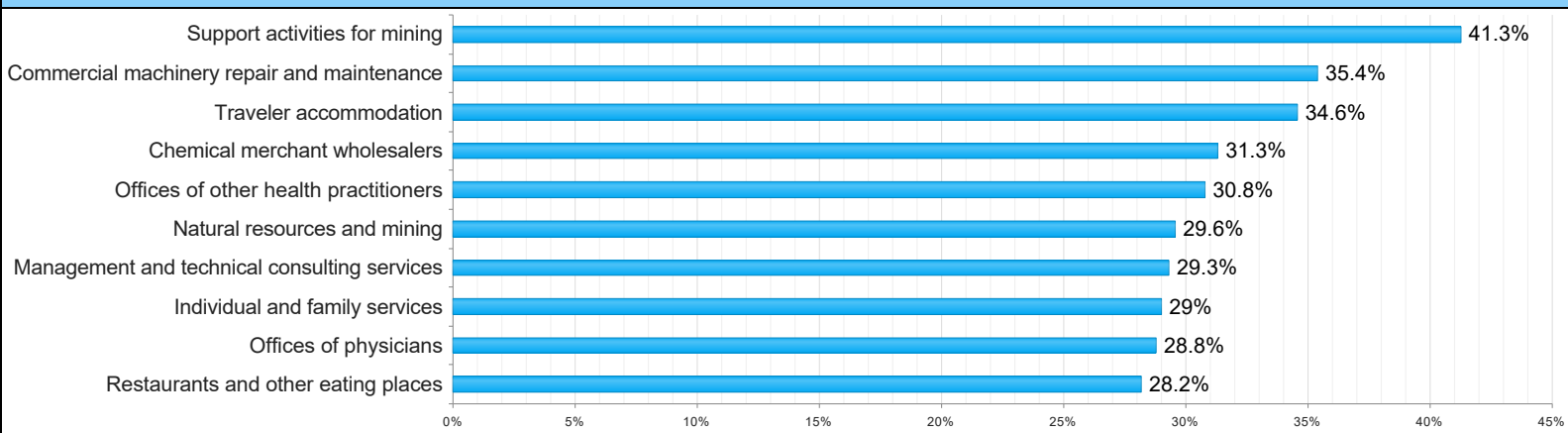
Employment by Industry (4th Quarter 2019)





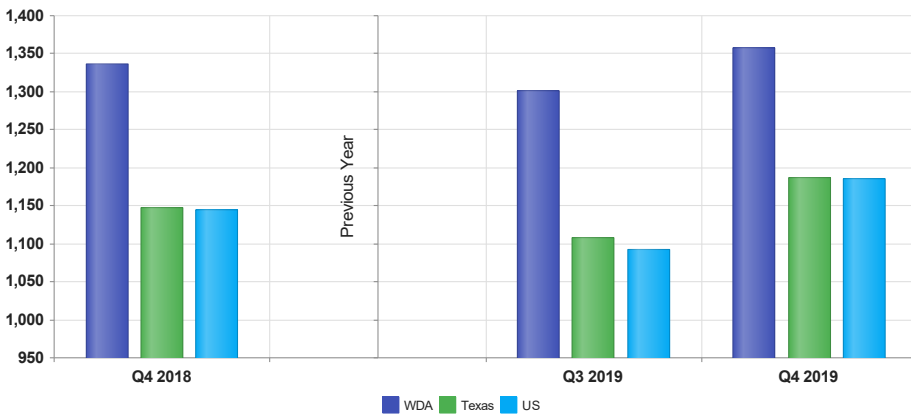
Months	WDA	Texas	US
Apr-20	10.9	13.0	14.4
Mar-20	4.0	5.1	4.5
Feb-20	2.8	3.6	3.8
Jan-20	2.9	3.8	4.0
Dec-19	2.5	3.3	3.4
Nov-19	2.5	3.4	3.3
Oct-19	2.4	3.3	3.3
Sep-19	2.4	3.4	3.3
Aug-19	2.6	3.7	3.8
Jul-19	2.6	3.8	4.0
Jun-19	2.5	3.7	3.8
May-19	2.1	3.1	3.4
Apr-19	1.9	3.0	3.3
Mar-19	2.3	3.5	3.9
Feb-19	2.4	3.7	4.1
Jan-19	2.6	4.1	4.4
Dec-18	2.3	3.6	3.7
Nov-18	2.2	3.5	3.5
Oct-18	2.3	3.5	3.5
Sep-18	2.3	3.7	3.6
Aug-18	2.5	3.9	3.9
Jul-18	2.6	4.1	4.1
Jun-18	2.8	4.2	4.2
May-18	2.3	3.6	3.6
Apr-18	2.4	3.7	3.7
Mar-18	2.7	4.0	4.1
Feb-18	2.8	4.1	4.4
Jan-18	2.9	4.2	4.5
Dec-17	2.8	3.8	3.9
Nov-17	2.9	3.9	3.9
Oct-17	2.8	3.8	3.9
Sep-17	3.1	4.1	4.1
Aug-17	3.6	4.5	4.5
Jul-17	3.6	4.5	4.6
Jun-17	3.7	4.5	4.5
May-17	3.6	4.1	4.1
Apr-17	3.7	4.1	4.1
Mar-17	4.2	4.5	4.6
Feb-17	4.6	4.8	4.9
Jan-17	4.9	5.0	5.1
Dec-16	4.8	4.5	4.5
Nov-16	4.9	4.5	4.4
Oct-16	5.2	4.6	4.7
Sep-16	5.7	4.9	4.8
Aug-16	5.8	5.0	5.0
Jul-16	5.9	5.1	5.1
Jun-16	5.9	4.9	5.1
May-16	5.3	4.3	4.5
Apr-16	5.4	4.2	4.7
Mar-16	5.3	4.5	5.1
Feb-16	4.9	4.4	5.2
Jan-16	4.6	4.4	5.3
Dec-15	4.4	4.2	4.8
Nov-15	4.5	4.4	4.8
Oct-15	4.5	4.4	4.8
Sep-15	4.4	4.5	4.9
Aug-15	4.3	4.6	5.2
Jul-15	4.5	4.8	5.6
Jun-15	4.5	4.7	5.5
May-15	4.1	4.4	5.3
Apr-15	3.6	4.0	5.1

Projected Top Ten Fastest Growing Industries in WDA (% Growth 2016-2026)



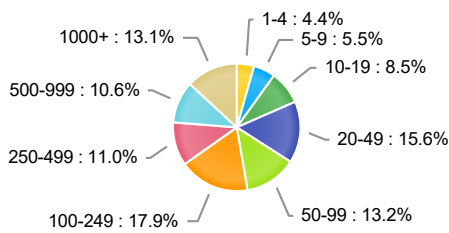
Industry Title	Percent Change
Support activities for mining	41.3
Commercial machinery repair and maintenance	35.4
Traveler accommodation	34.6
Chemical merchant wholesalers	31.3
Offices of other health practitioners	30.8
Natural resources and mining	29.6
Management and technical consulting services	29.3
Individual and family services	29
Offices of physicians	28.8
Restaurants and other eating places	28.2

Average Weekly Wage (4th Quarter 2019)



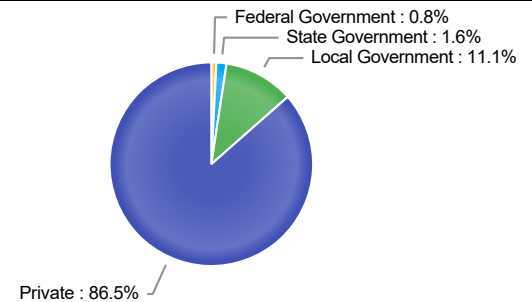
	Q4 2019	Q3 2019	Q4 2018	Quarterly Change	Yearly Change
WDA	\$1,358	\$1,301	\$1,336	\$57	\$22
Texas	\$1,187	\$1,108	\$1,148	\$79	\$39
US	\$1,185	\$1,093	\$1,145	\$92	\$40

Employment by Size Class (4th Quarter 2019)



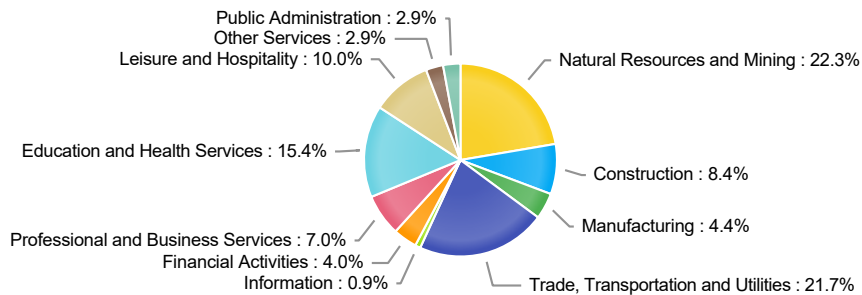
Number of Employees in Firm	Percentage
1-4	4.4%
5-9	5.5%
10-19	8.5%
20-49	15.6%
50-99	13.2%
100-249	17.9%
250-499	11.0%
500-999	10.6%
1000+	13.1%

Employment by Ownership (4th Quarter 2019)



Ownership	Percentage
Federal Government	0.8%
State Government	1.6%
Local Government	11.1%
Private	86.5%

Employment by Industry (4th Quarter 2019)



Industry	Q4 2019 Employment	% of Total	Q3 2019 Employment	% of Total	Q4 2018 Employment	% of Total	Quarterly Change	Yearly Change
Natural Resources and Mining	56,255	22.3%	58,708	23.1%	58,172	23.1%	-4.2%	-3.3%
Construction	21,070	8.4%	22,008	8.7%	23,418	9.3%	-4.3%	-10.0%
Manufacturing	11,141	4.4%	11,442	4.5%	11,328	4.5%	-2.6%	-1.7%
Trade, Transportation and Utilities	54,801	21.7%	54,298	21.4%	53,386	21.2%	0.9%	2.7%
Information	2,367	0.9%	2,321	0.9%	2,224	0.9%	2.0%	6.4%
Financial Activities	10,119	4.0%	10,288	4.0%	9,589	3.8%	-1.6%	5.5%
Professional and Business Services	17,594	7.0%	17,607	6.9%	16,986	6.7%	-0.1%	3.6%
Education and Health Services	38,949	15.4%	37,096	14.6%	38,270	15.2%	5.0%	1.8%
Leisure and Hospitality	25,325	10.0%	25,639	10.1%	24,317	9.7%	-1.2%	4.1%
Other Services	7,220	2.9%	7,418	2.9%	7,135	2.8%	-2.7%	1.2%
Public Administration	7,396	2.9%	7,282	2.9%	7,080	2.8%	1.6%	4.5%

LAUS REPORT -- APRIL 2020

Year	Period	Area	Area Type	Adjustment	Employment	Civilian Labor Force	Unemployment	Unemployment Rate
2020	April	Permian Basin	Workforce Development Area (WDA)	Not Adjusted	214,001	240,304	26,303	10.9
2020	April	Andrews	County	Not Adjusted	7,954	8,911	957	10.7
2020	April	Borden	County	Not Adjusted	344	358	14	3.9
2020	April	Crane	County	Not Adjusted	1,190	1,459	269	18.4
2020	April	Dawson	County	Not Adjusted	3,727	4,170	443	10.6
2020	April	Ector	County	Not Adjusted	68,405	79,055	10,650	13.5
2020	April	Gaines	County	Not Adjusted	7,930	8,538	608	7.1
2020	April	Glasscock	County	Not Adjusted	649	682	33	4.8
2020	April	Howard	County	Not Adjusted	11,285	12,594	1,309	10.4
2020	April	Loving	County	Not Adjusted	594	602	8	1.3
2020	April	Martin	County	Not Adjusted	2,258	2,433	175	7.2
2020	April	Midland	County	Not Adjusted	83,462	93,005	9,543	10.3
2020	April	Pecos	County	Not Adjusted	4,992	5,541	549	9.9
2020	April	Reeves	County	Not Adjusted	10,127	10,700	573	5.4
2020	April	Terrell	County	Not Adjusted	294	310	16	5.2
2020	April	Upton	County	Not Adjusted	1,346	1,454	108	7.4
2020	April	Ward	County	Not Adjusted	6,361	7,001	640	9.1
2020	April	Winkler	County	Not Adjusted	3,083	3,491	408	11.7

Industry Employment as a Percentage of County Employment (Fourth Quarter 2019)

Area	Employment Count	Employment Percentage
Anderson	475	2.27
Andrews	1882	23.53
Angelina	271	0.76
Aransas	212	3.78
Archer	194	11.12
Armstrong		
Atascosa	2578	18.33
Austin	49	0.45
Bailey		
Bandera		
Bastrop	215	1.13
Baylor		
Bee	155	1.74
Bell	229	0.19
Bexar	5249	0.59
Blanco		
Borden		
Bosque		
Bowie	4	0.01
Brazoria	1449	1.23
Brazos	1329	1.18
Brewster	29	0.7
Briscoe		
Brooks		
Brown	94	0.61
Burleson	302	6.63
Burnet	140	0.93
Caldwell	214	2.38
Calhoun		
Callahan	66	2.57
Cameron	93	0.07
Camp	5	0.13
Carson	7	0.14
Cass	83	1.06
Castro	9	0.34
Chambers	275	1.48
Cherokee	70	0.47
Childress		
Clay	9	0.61
Cochran		
Coke	19	2.65
Coleman	27	1.38
Collin	1091	0.25
Collingsworth		
Colorado	259	3.71

Industry Employment as a Percentage of County Employment (Fourth Quarter 2019)

Area	Employment Count	Employment Percentage
Comal	575	0.96
Comanche	12	0.31
Concho		
Cooke	889	5.89
Coryell		
Cottle		
Crane	119	10.29
Crockett	243	16.67
Crosby		
Culberson	67	5.53
Dallam		
Dallas	8871	0.5
Dawson	472	10.64
Deaf Smith		
Delta		
Denton	448	0.17
DeWitt	538	6.89
Dickens		
Dimmit	1460	22.39
Donley		
Duval	435	12.33
Eastland	1341	17.49
Ector	13171	16.34
Edwards		
Ellis	108	0.2
El Paso	47	0.01
Erath		
Falls		
Fannin	71	0.82
Fayette	523	5.66
Fisher	15	1.78
Floyd		
Foard		
Fort Bend	3166	1.59
Franklin		
Freestone	525	11.36
Frio	1219	16.11
Gaines	743	11.04
Galveston	843	0.75
Garza	332	18.08
Gillespie	29	0.26
Glasscock	111	17.65
Goliad	57	4.32
Gonzales	448	5.97
Gray	546	7.1

Industry Employment as a Percentage of County Employment (Fourth Quarter 2019)

Area	Employment Count	Employment Percentage
Grayson	111	0.23
Gregg	4805	6.27
Grimes	134	1.8
Guadalupe	384	0.91
Hale	55	0.47
Hall		
Hamilton		
Hansford	218	10
Hardeman		
Hardin	318	2.44
Harris	64849	2.73
Harrison	1356	5.85
Hartley		
Haskell	48	3.33
Hays	200	0.26
Hemphill	386	17.58
Henderson	78	0.44
Hidalgo	1375	0.51
Hill	115	1.12
Hockley	2668	26.85
Hood	1307	7.75
Hopkins		
Houston	266	3.81
Howard	1070	7.75
Hudspeth		
Hunt	25	0.09
Hutchinson	1291	16.22
Irion	315	35.12
Jack	514	19.91
Jackson	340	5.58
Jasper	114	1.2
Jeff Davis		
Jefferson	470	0.38
Jim Hogg	51	2.99
Jim Wells	2911	17.74
Johnson	1453	2.92
Jones	115	3.66
Karnes	1291	18.81
Kaufman	49	0.15
Kendall	164	0.91
Kenedy		
Kent		
Kerr	20	0.11
Kimble		
King		

Industry Employment as a Percentage of County Employment (Fourth Quarter 2019)

Area	Employment Count	Employment Percentage
Kinney		
Kleberg	166	1.34
Knox	62	5.59
Lamar		
Lamb		
Lampasas		
La Salle	1060	30.16
Lavaca	240	4.3
Lee	246	3.11
Leon	252	4.97
Liberty	857	4.53
Limestone	654	7.89
Lipscomb	92	7.01
Live Oak	527	12.59
Llano	21	0.44
Loving		
Lubbock	818	0.57
Lynn	33	1.96
McCulloch	190	7.49
McLennan	167	0.15
McMullen	134	21.82
Madison	177	4.04
Marion		
Martin	79	2.97
Mason	14	1.32
Matagorda	236	2.17
Maverick	190	1.07
Medina	298	2.88
Menard		
Midland	29947	27.82
Milam	69	1.33
Mills		
Mitchell	231	11.6
Montague	623	12.68
Montgomery	5022	2.58
Moore	150	1.34
Morris		
Motley		
Nacogdoches	55	0.24
Navarro	77	0.43
Newton		
Nolan	246	3.81
Nueces	2902	1.76
Ochiltree	1027	23.3
Oldham		

Industry Employment as a Percentage of County Employment (Fourth Quarter 2019)

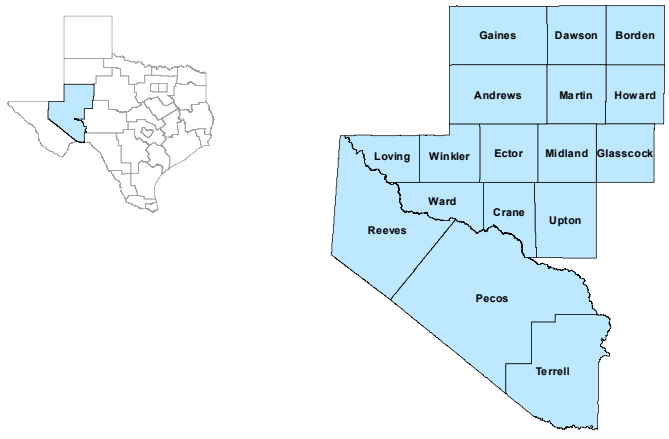
Area	Employment Count	Employment Percentage
Orange	67	0.3
Palo Pinto		
Panola	936	11.54
Parker	763	2.15
Parmer		
Pecos	594	10.62
Polk	41	0.35
Potter	313	0.4
Presidio		
Rains		
Randall	137	0.41
Reagan	796	39.29
Real		
Red River	64	2.38
Reeves	1766	19.35
Refugio	285	11.99
Roberts	42	15.61
Robertson	245	5.58
Rockwall	48	0.14
Runnels	14	0.46
Rusk	1036	7.67
Sabine	76	3.06
San Augustine		
San Jacinto	9	0.41
San Patricio	427	2.31
San Saba	60	3.35
Schleicher	35	4.61
Scurry	1136	17.84
Shackelford	456	35.02
Shelby	578	6.7
Sherman		
Smith	1854	1.77
Somervell	111	3.14
Starr	161	1.06
Stephens	294	8.93
Sterling	66	12.43
Stonewall		
Sutton	324	20.01
Swisher		
Tarrant	5715	0.61
Taylor	1134	1.73
Terrell		
Terry	330	9.06
Throckmorton	24	6.58
Titus	27	0.16

Industry Employment as a Percentage of County Employment (Fourth Quarter 2019)

Area	Employment Count	Employment Percentage
Tom Green	1226	2.55
Travis	2266	0.29
Trinity		
Tyler	61	1.54
Upshur	205	2.76
Upton	427	25.54
Uvalde	95	0.97
Val Verde		
Van Zandt	85	0.75
Victoria	1802	4.67
Walker	59	0.23
Waller	201	0.96
Ward	2149	36.2
Washington	73	0.47
Webb	1885	1.79
Wharton	854	5.13
Wheeler	379	19.07
Wichita	833	1.51
Wilbarger	26	0.44
Willacy		
Williamson	963	0.52
Wilson	702	7.7
Winkler	917	25.21
Wise	1605	7.69
Wood	135	1.29
Yoakum	854	23.76
Young	600	8.98
Zapata	980	29.35
Zavala	99	3.93

Permian Basin Workforce Development Area

May 2020



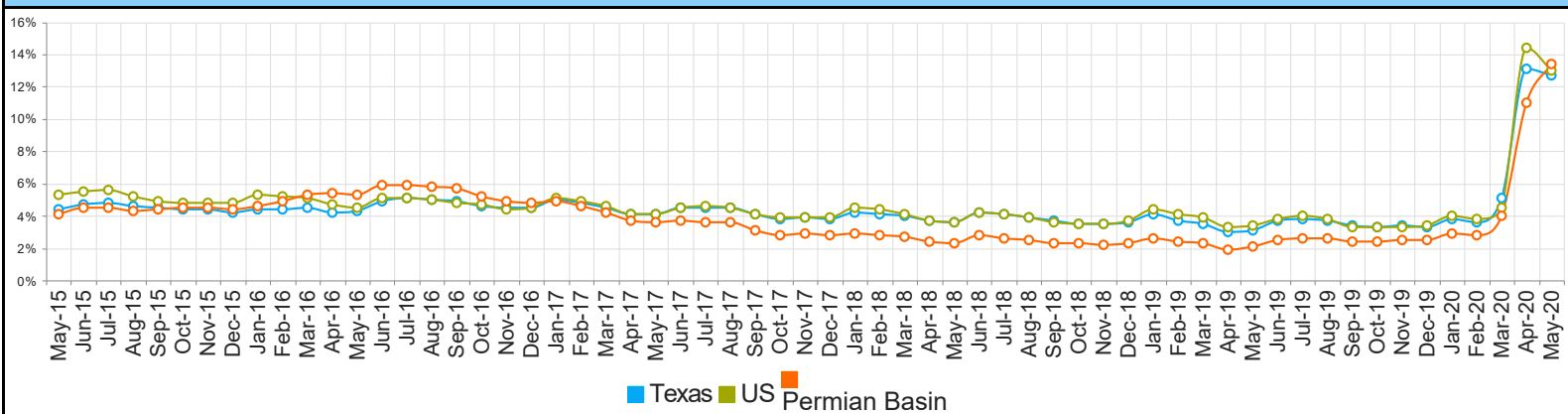
WDA Labor Force Statistics				
	May-20	Apr-20	May-19	Yearly Change
Civilian Labor Force	257,229	244,001	270,387	-13,158
Employed	222,687	217,125	264,827	-42,140
Unemployed	34,542	26,876	5,560	28,982
Unemployment Rate	13.4%	11.0%	2.1%	11.3%

Texas Labor Force Statistics				
	May-20	Apr-20	May-19	Yearly Change
Civilian Labor Force	13,462,785	12,953,286	13,926,760	-463,975
Employed	11,752,162	11,259,524	13,491,168	-1,739,006
Unemployed	1,710,623	1,693,762	435,592	1,275,031
Unemployment Rate	12.7%	13.1%	3.1%	9.6%

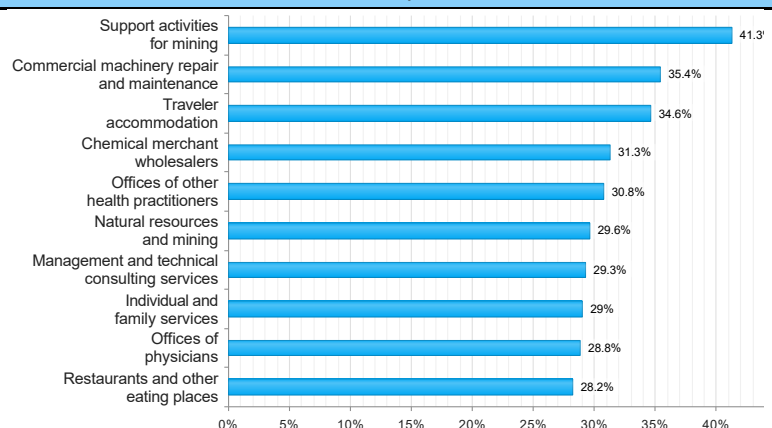
US Labor Force Statistics				
	May-20	Apr-20	May-19	Yearly Change
Civilian Labor Force	157,975,000	155,830,000	162,655,000	-4,680,000
Employed	137,461,000	133,326,000	157,152,000	-19,691,000
Unemployed	20,514,000	22,504,000	5,503,000	15,011,000
Unemployment Rate	13.0%	14.4%	3.4%	9.6%

Continued Claims for the Week of the 12th				
	May-20	Apr-20	May-19	Yearly Change
WDA	20,585	14,886	916	19,669
Texas	950,464	918,157	91,376	859,088

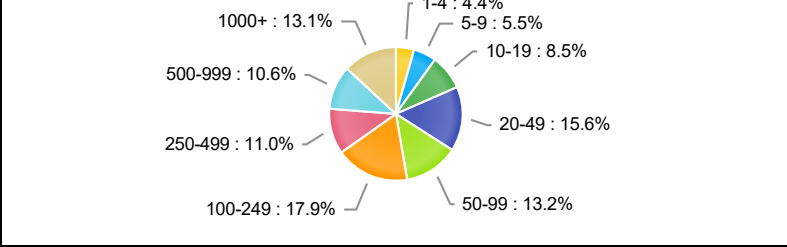
Historical Unemployment Rates



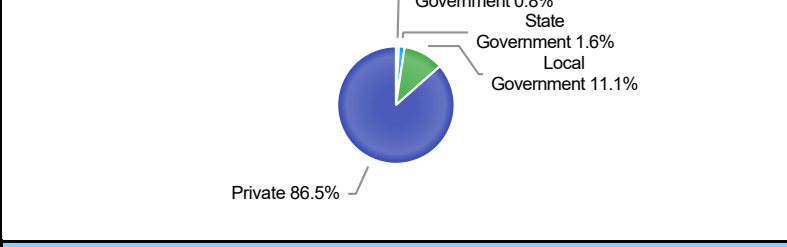
Projected Top Ten Fastest Growing Industries in WDA (% Growth 2016-2026)



Employment by Size Class (4th Quarter 2019)



Employment by Ownership (4th Quarter 2019)

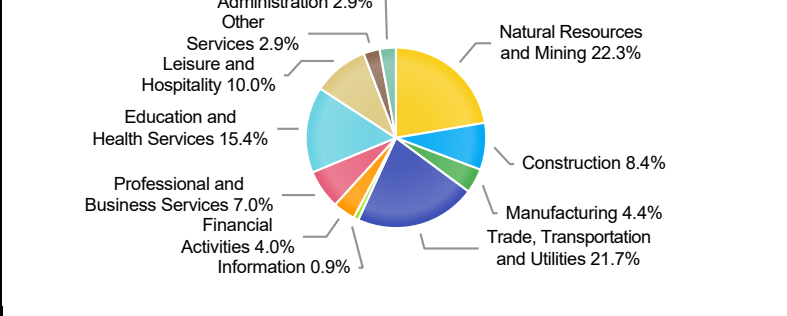


Average Weekly Wage (4th Quarter 2019)					
	Q4 2019	Q3 2019	Q4 2018	Quarterly Change	Yearly Change
WDA	\$1,358	\$1,301	\$1,336	\$57	\$22
Texas	\$1,187	\$1,108	\$1,148	\$79	\$39
US	\$1,185	\$1,093	\$1,145	\$92	\$40

Employment by Industry (4th Quarter 2019, Percent Change)

Industry	Employment	% of Total	% Quarterly Change	% Yearly Change
Natural Resources and Mining	56,255	22.3%	-4.2%	-3.3%
Construction	21,070	8.4%	-4.3%	-10.0%
Manufacturing	11,141	4.4%	-2.6%	-1.7%
Trade, Transportation and Utilities	54,801	21.7%	0.9%	2.7%
Information	2,367	0.9%	2.0%	6.4%
Financial Activities	10,119	4.0%	-1.6%	5.5%
Professional and Business Services	17,594	7.0%	-0.1%	3.6%
Education and Health Services	38,949	15.4%	5.0%	1.8%
Leisure and Hospitality	25,325	10.0%	-1.2%	4.1%
Other Services	7,220	2.9%	-2.7%	1.2%
Public Administration	7,396	2.9%	1.6%	4.5%

Employment by Industry (4th Quarter 2019)

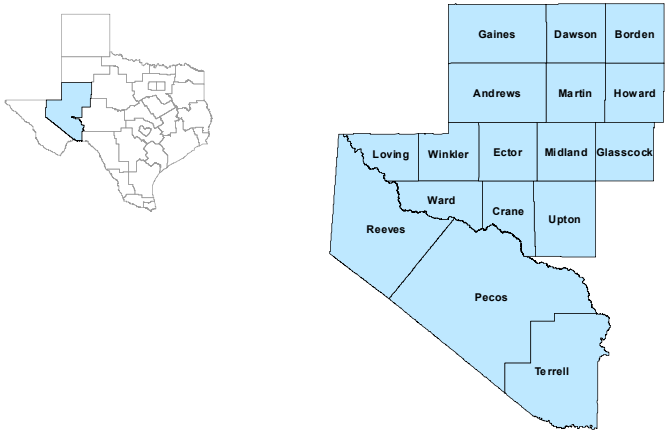


LAUS REPORT -- MAY 2020

Year	Period	Area	Area Type	Adjustment	Employment	Civilian Labor Force	Unemployment	Unemployment Rate
2020	May	Permian Basin	Workforce Development Area (WDA)	Not Adjusted	222,687	257,229	34,542	13.4
2020	May	Andrews	County	Not Adjusted	8,329	9,562	1,233	12.9
2020	May	Borden	County	Not Adjusted	355	372	17	4.6
2020	May	Crane	County	Not Adjusted	1,242	1,595	353	22.1
2020	May	Dawson	County	Not Adjusted	3,882	4,464	582	13
2020	May	Ector	County	Not Adjusted	70,621	84,591	13,970	16.5
2020	May	Gaines	County	Not Adjusted	8,261	9,048	787	8.7
2020	May	Glasscock	County	Not Adjusted	664	706	42	5.9
2020	May	Howard	County	Not Adjusted	11,793	13,388	1,595	11.9
2020	May	Loving	County	Not Adjusted	619	627	8	1.3
2020	May	Martin	County	Not Adjusted	2,347	2,566	219	8.5
2020	May	Midland	County	Not Adjusted	87,216	99,722	12,506	12.5
2020	May	Pecos	County	Not Adjusted	5,204	5,967	763	12.8
2020	May	Reeves	County	Not Adjusted	10,560	11,448	888	7.8
2020	May	Terrell	County	Not Adjusted	305	328	23	7
2020	May	Upton	County	Not Adjusted	1,407	1,550	143	9.2
2020	May	Ward	County	Not Adjusted	6,649	7,504	855	11.4
2020	May	Winkler	County	Not Adjusted	3,233	3,791	558	14.7

Permian Basin Workforce Development Area

June 2020



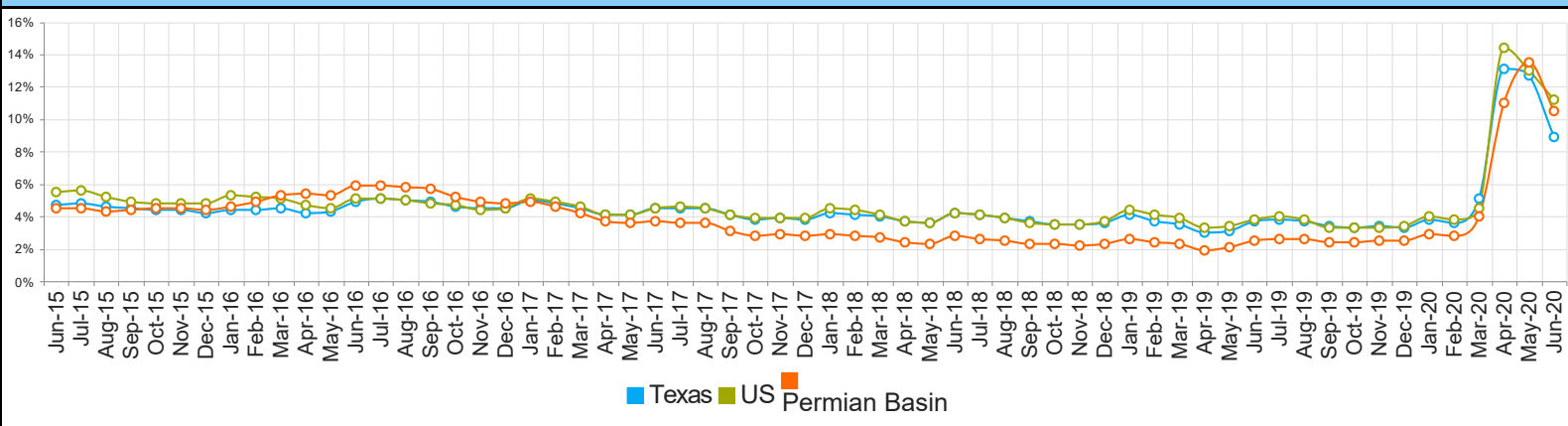
WDA Labor Force Statistics				
	Jun-20	May-20	Jun-19	Yearly Change
Civilian Labor Force	262,740	256,803	271,193	-8,453
Employed	235,217	222,084	264,402	-29,185
Unemployed	27,523	34,719	6,791	20,732
Unemployment Rate	10.5%	13.5%	2.5%	8.0%

Texas Labor Force Statistics				
	Jun-20	May-20	Jun-19	Yearly Change
Civilian Labor Force	13,844,386	13,464,075	14,009,283	-164,897
Employed	12,612,804	11,752,881	13,489,259	-876,455
Unemployed	1,231,582	1,711,194	520,024	711,558
Unemployment Rate	8.9%	12.7%	3.7%	5.2%

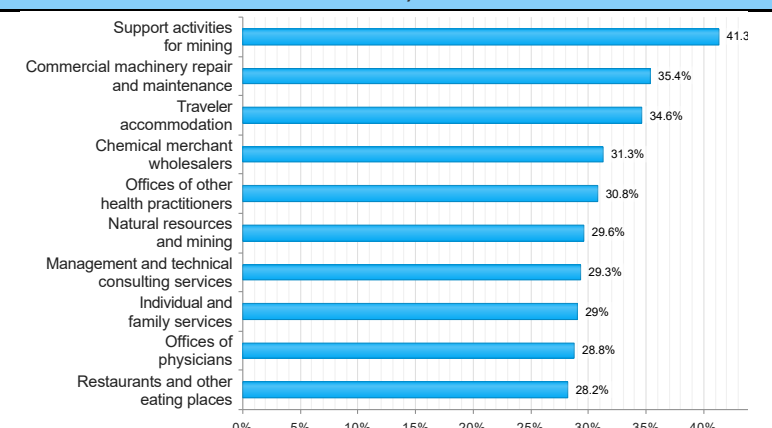
US Labor Force Statistics				
	Jun-20	May-20	Jun-19	Yearly Change
Civilian Labor Force	160,883,000	157,975,000	164,120,000	-3,237,000
Employed	142,811,000	137,461,000	157,828,000	-15,017,000
Unemployed	18,072,000	20,514,000	6,292,000	11,780,000
Unemployment Rate	11.2%	13.0%	3.8%	7.4%

Continued Claims for the Week of the 12th				
	Jun-20	May-20	Jun-19	Yearly Change
WDA	22,787	21,343	1,004	21,783
Texas	906,785	982,016	101,766	805,019

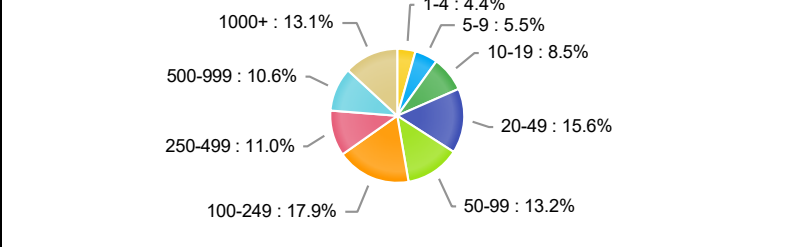
Historical Unemployment Rates



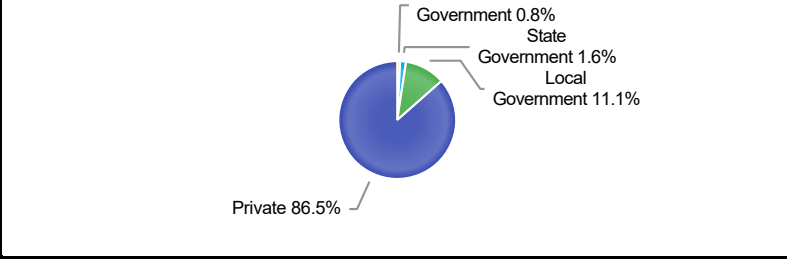
Projected Top Ten Fastest Growing Industries in WDA (% Growth 2016-2026)



Employment by Size Class (4th Quarter 2019)



Employment by Ownership (4th Quarter 2019)

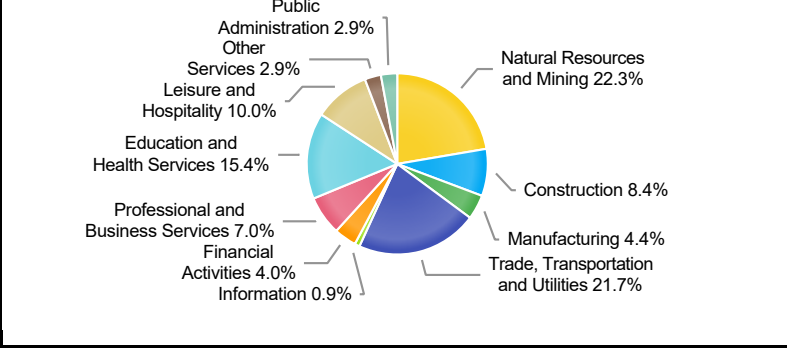


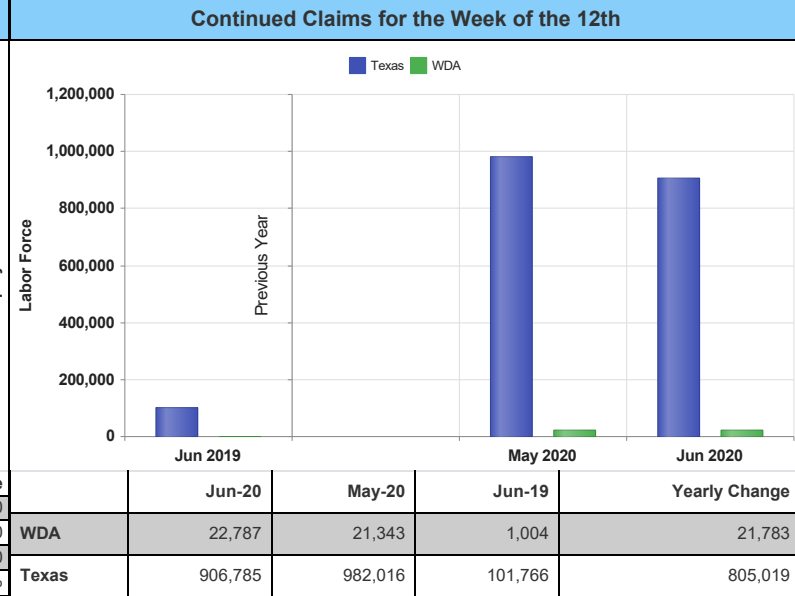
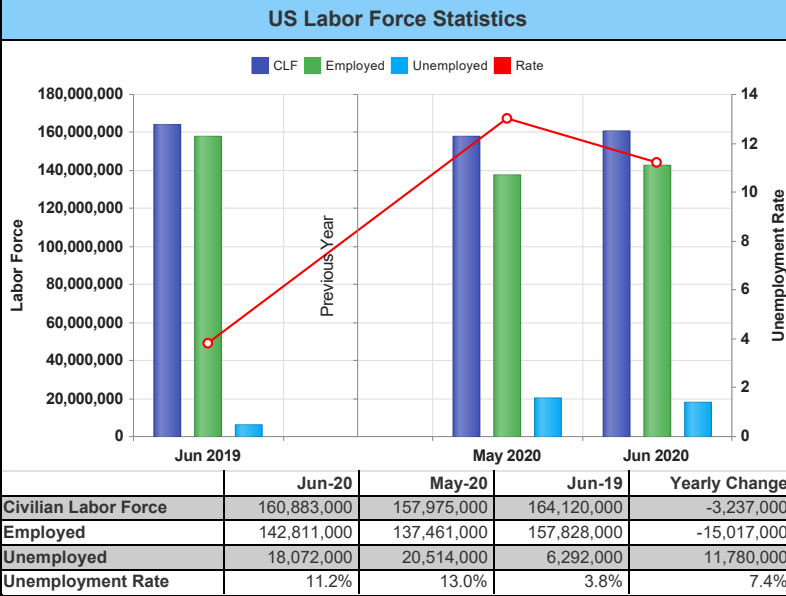
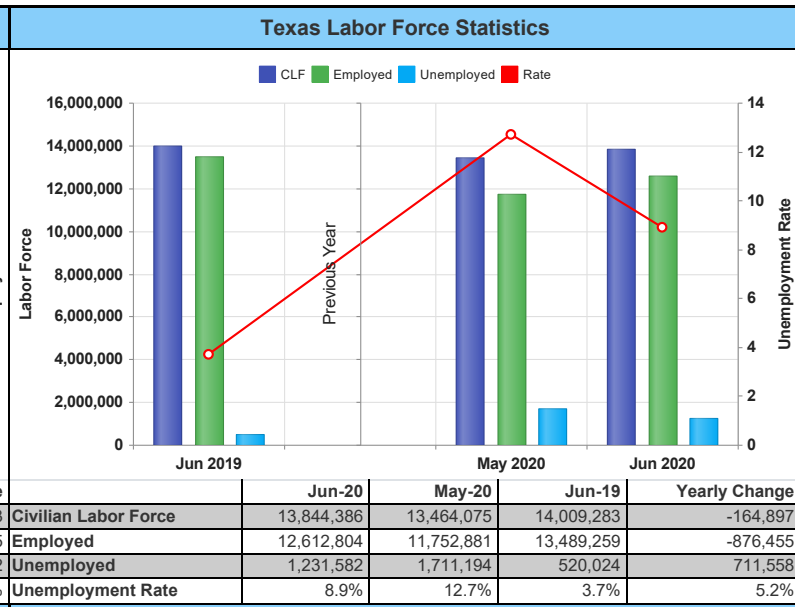
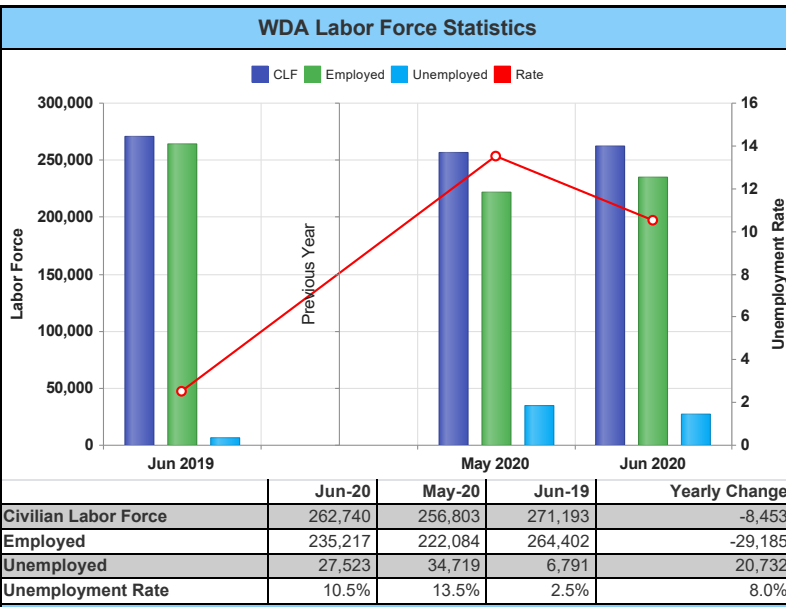
	Q4 2019	Q3 2019	Q4 2018	Quarterly Change	Yearly Change
WDA	\$1,358	\$1,301	\$1,336	\$57	\$22
Texas	\$1,187	\$1,108	\$1,148	\$79	\$39
US	\$1,185	\$1,093	\$1,145	\$92	\$40

Employment by Industry (4th Quarter 2019, Percent Change)

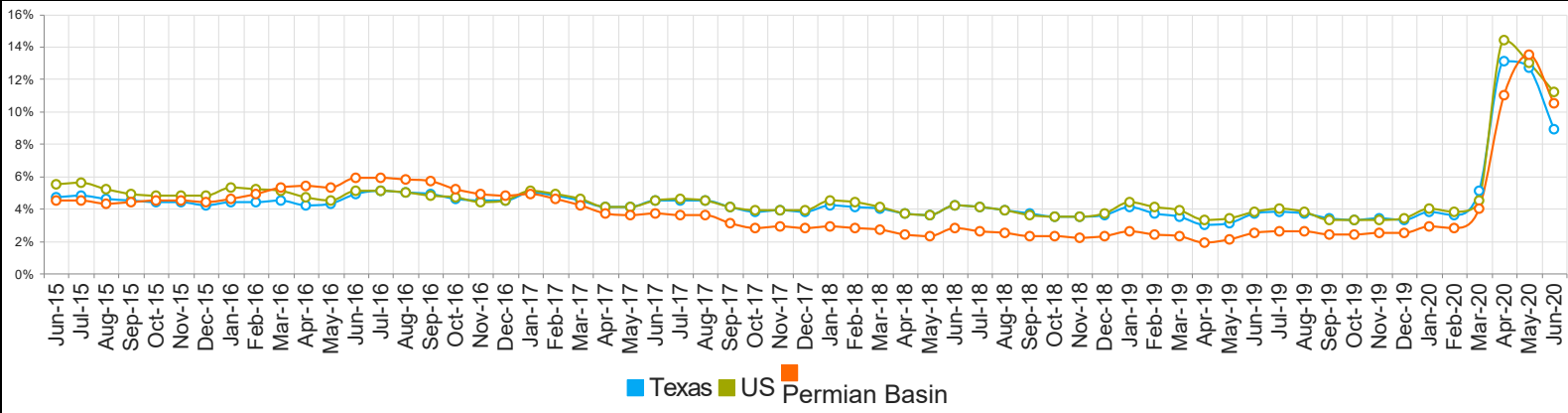
Industry	Employment	% of Total	% Quarterly Change	% Yearly Change
Natural Resources and Mining	56,255	22.3%	-4.2%	-3.3%
Construction	21,070	8.4%	-4.3%	-10.0%
Manufacturing	11,141	4.4%	-2.6%	-1.7%
Trade, Transportation and Utilities	54,801	21.7%	0.9%	2.7%
Information	2,367	0.9%	2.0%	6.4%
Financial Activities	10,119	4.0%	-1.6%	5.5%
Professional and Business Services	17,594	7.0%	-0.1%	3.6%
Education and Health Services	38,949	15.4%	5.0%	1.8%
Leisure and Hospitality	25,325	10.0%	-1.2%	4.1%
Other Services	7,220	2.9%	-2.7%	1.2%
Public Administration	7,396	2.9%	1.6%	4.5%

Employment by Industry (4th Quarter 2019)



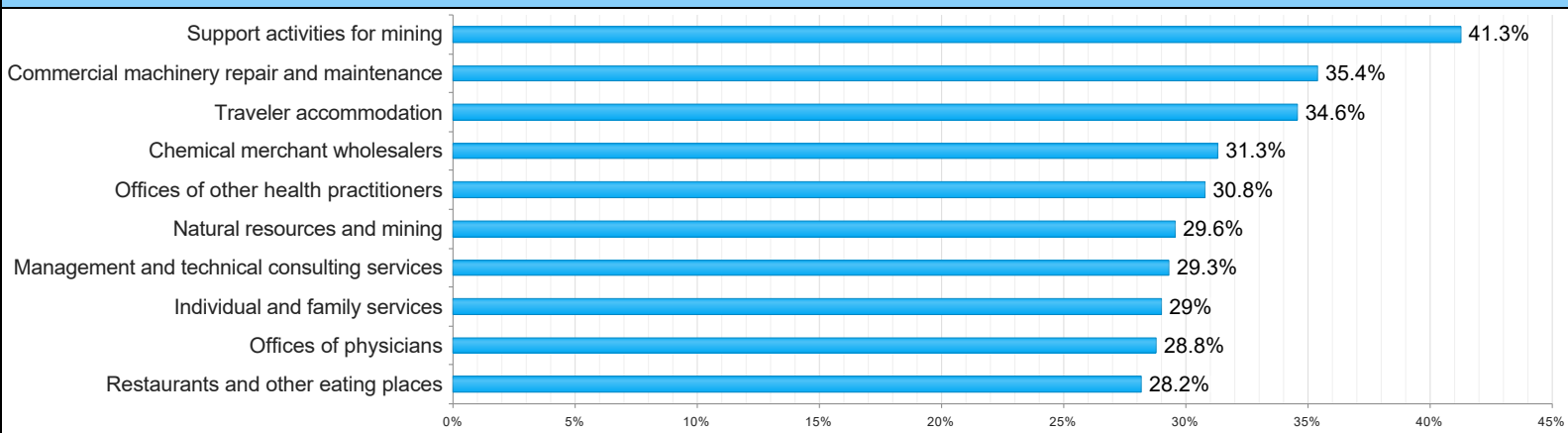


Historical Unemployment Rates



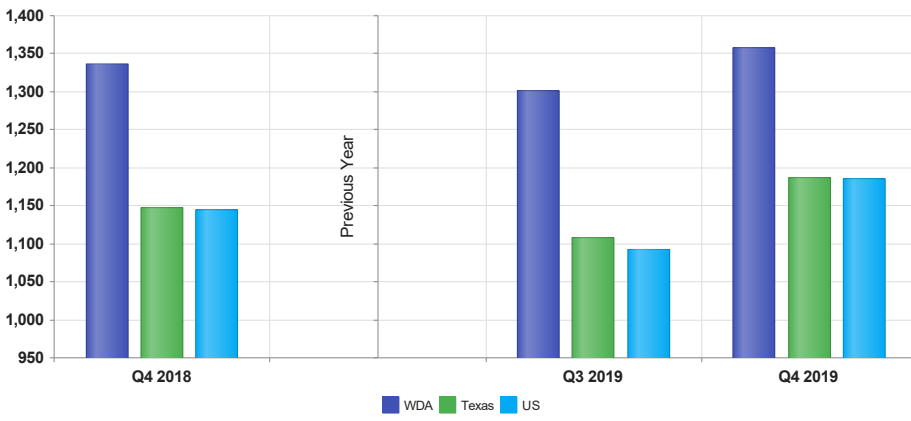
Months	WDA	Texas	US
Jun-20	10.5	8.9	11.2
May-20	13.5	12.7	13.0
Apr-20	11.0	13.1	14.4
Mar-20	4.0	5.1	4.5
Feb-20	2.8	3.6	3.8
Jan-20	2.9	3.8	4.0
Dec-19	2.5	3.3	3.4
Nov-19	2.5	3.4	3.3
Oct-19	2.4	3.3	3.3
Sep-19	2.4	3.4	3.3
Aug-19	2.6	3.7	3.8
Jul-19	2.6	3.8	4.0
Jun-19	2.5	3.7	3.8
May-19	2.1	3.1	3.4
Apr-19	1.9	3.0	3.3
Mar-19	2.3	3.5	3.9
Feb-19	2.4	3.7	4.1
Jan-19	2.6	4.1	4.4
Dec-18	2.3	3.6	3.7
Nov-18	2.2	3.5	3.5
Oct-18	2.3	3.5	3.5
Sep-18	2.3	3.7	3.6
Aug-18	2.5	3.9	3.9
Jul-18	2.6	4.1	4.1
Jun-18	2.8	4.2	4.2
May-18	2.3	3.6	3.6
Apr-18	2.4	3.7	3.7
Mar-18	2.7	4.0	4.1
Feb-18	2.8	4.1	4.4
Jan-18	2.9	4.2	4.5
Dec-17	2.8	3.8	3.9
Nov-17	2.9	3.9	3.9
Oct-17	2.8	3.8	3.9
Sep-17	3.1	4.1	4.1
Aug-17	3.6	4.5	4.5
Jul-17	3.6	4.5	4.6
Jun-17	3.7	4.5	4.5
May-17	3.6	4.1	4.1
Apr-17	3.7	4.1	4.1
Mar-17	4.2	4.5	4.6
Feb-17	4.6	4.8	4.9
Jan-17	4.9	5.0	5.1
Dec-16	4.8	4.5	4.5
Nov-16	4.9	4.5	4.4
Oct-16	5.2	4.6	4.7
Sep-16	5.7	4.9	4.8
Aug-16	5.8	5.0	5.0
Jul-16	5.9	5.1	5.1
Jun-16	5.9	4.9	5.1
May-16	5.3	4.3	4.5
Apr-16	5.4	4.2	4.7
Mar-16	5.3	4.5	5.1
Feb-16	4.9	4.4	5.2
Jan-16	4.6	4.4	5.3
Dec-15	4.4	4.2	4.8
Nov-15	4.5	4.4	4.8
Oct-15	4.5	4.4	4.8
Sep-15	4.4	4.5	4.9
Aug-15	4.3	4.6	5.2
Jul-15	4.5	4.8	5.6
Jun-15	4.5	4.7	5.5

Projected Top Ten Fastest Growing Industries in WDA (% Growth 2016-2026)



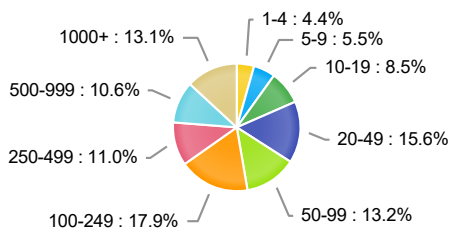
Industry Title	Percent Change
Support activities for mining	41.3
Commercial machinery repair and maintenance	35.4
Traveler accommodation	34.6
Chemical merchant wholesalers	31.3
Offices of other health practitioners	30.8
Natural resources and mining	29.6
Management and technical consulting services	29.3
Individual and family services	29
Offices of physicians	28.8
Restaurants and other eating places	28.2

Average Weekly Wage (4th Quarter 2019)



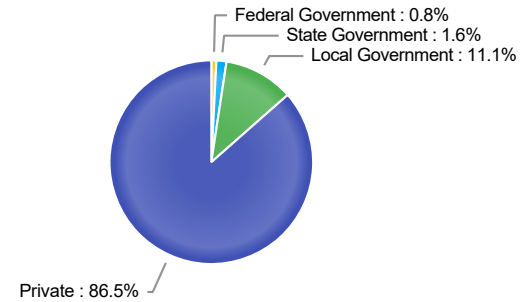
	Q4 2019	Q3 2019	Q4 2018	Quarterly Change	Yearly Change
WDA	\$1,358	\$1,301	\$1,336	\$57	\$22
Texas	\$1,187	\$1,108	\$1,148	\$79	\$39
US	\$1,185	\$1,093	\$1,145	\$92	\$40

Employment by Size Class (4th Quarter 2019)



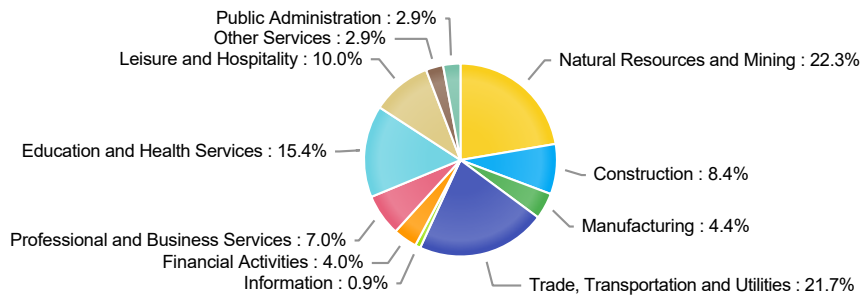
Number of Employees in Firm	Percentage
1-4	4.4%
5-9	5.5%
10-19	8.5%
20-49	15.6%
50-99	13.2%
100-249	17.9%
250-499	11.0%
500-999	10.6%
1000+	13.1%

Employment by Ownership (4th Quarter 2019)



Ownership	Percentage
Federal Government	0.8%
State Government	1.6%
Local Government	11.1%
Private	86.5%

Employment by Industry (4th Quarter 2019)



Industry	Q4 2019 Employment	% of Total	Q3 2019 Employment	% of Total	Q4 2018 Employment	% of Total	Quarterly Change	Yearly Change
Natural Resources and Mining	56,255	22.3%	58,708	23.1%	58,172	23.1%	-4.2%	-3.3%
Construction	21,070	8.4%	22,008	8.7%	23,418	9.3%	-4.3%	-10.0%
Manufacturing	11,141	4.4%	11,442	4.5%	11,328	4.5%	-2.6%	-1.7%
Trade, Transportation and Utilities	54,801	21.7%	54,298	21.4%	53,386	21.2%	0.9%	2.7%
Information	2,367	0.9%	2,321	0.9%	2,224	0.9%	2.0%	6.4%
Financial Activities	10,119	4.0%	10,288	4.0%	9,589	3.8%	-1.6%	5.5%
Professional and Business Services	17,594	7.0%	17,607	6.9%	16,986	6.7%	-0.1%	3.6%
Education and Health Services	38,949	15.4%	37,096	14.6%	38,270	15.2%	5.0%	1.8%
Leisure and Hospitality	25,325	10.0%	25,639	10.1%	24,317	9.7%	-1.2%	4.1%
Other Services	7,220	2.9%	7,418	2.9%	7,135	2.8%	-2.7%	1.2%
Public Administration	7,396	2.9%	7,282	2.9%	7,080	2.8%	1.6%	4.5%

LAUS REPORT --- JUNE 2020

Year	Period	Area	Area Type	Adjustment	Employment	Civilian Labor Force	Unemployment	Unemployment Rate
2020	June	Permian Basin	Workforce Development Area (WDA)	Not Adjusted	235,217	262,740	27,523	10.5
2020	June	Andrews	County	Not Adjusted	8,897	9,881	984	10
2020	June	Borden	County	Not Adjusted	377	392	15	3.8
2020	June	Crane	County	Not Adjusted	1,324	1,612	288	17.9
2020	June	Dawson	County	Not Adjusted	4,150	4,608	458	9.9
2020	June	Ector	County	Not Adjusted	74,822	85,961	11,139	13
2020	June	Gaines	County	Not Adjusted	8,788	9,416	628	6.7
2020	June	Glasscock	County	Not Adjusted	700	733	33	4.5
2020	June	Howard	County	Not Adjusted	12,658	13,968	1,310	9.4
2020	June	Loving	County	Not Adjusted	665	670	5	0.7
2020	June	Martin	County	Not Adjusted	2,448	2,627	179	6.8
2020	June	Midland	County	Not Adjusted	91,197	100,998	9,801	9.7
2020	June	Pecos	County	Not Adjusted	5,549	6,169	620	10.1
2020	June	Reeves	County	Not Adjusted	11,261	12,013	752	6.3
2020	June	Terrell	County	Not Adjusted	327	347	20	5.8
2020	June	Upton	County	Not Adjusted	1,499	1,624	125	7.7
2020	June	Ward	County	Not Adjusted	7,100	7,805	705	9
2020	June	Winkler	County	Not Adjusted	3,455	3,916	461	11.8
2020	June		Texas	Not Adjusted	12,612,804	13,844,386	1,231,582	8.9
2020	June		Texas	Adjusted	12,643,942	13,839,763	1,195,821	8.6