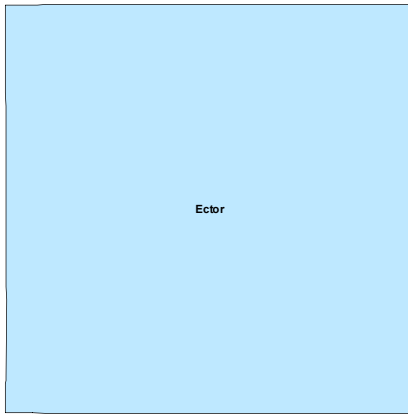
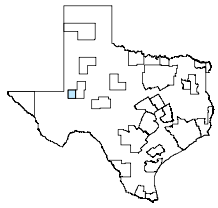


Odessa MSA

January 2019



MSA Labor Force Statistics

	Jan-19	Dec-18	Jan-18	Yearly Change
Civilian Labor Force	87,291	87,216	81,958	5,333
Employed	84,839	85,120	79,309	5,530
Unemployed	2,452	2,096	2,649	-197
Unemployment Rate	2.8%	2.4%	3.2%	-0.4%

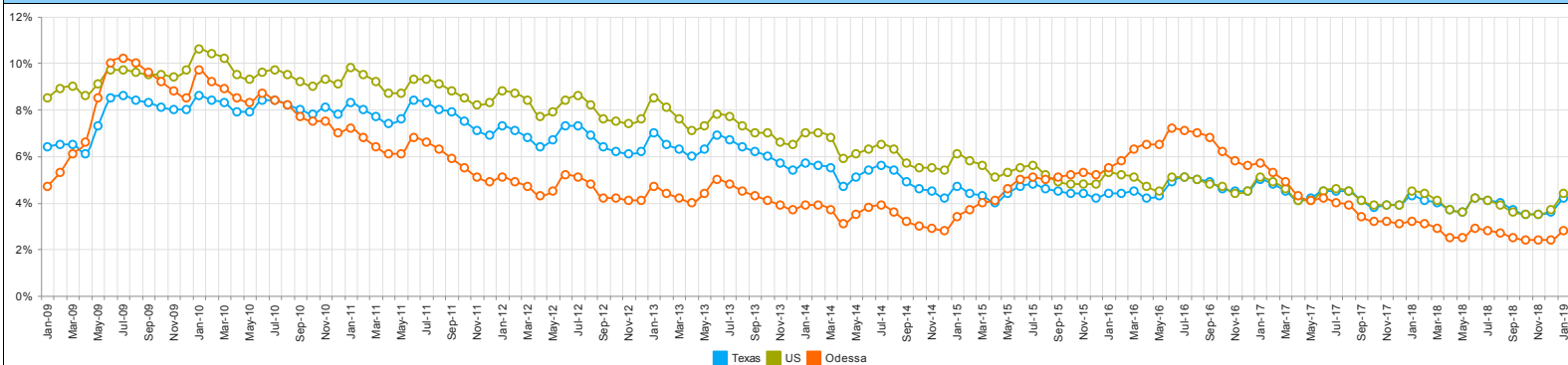
Texas Labor Force Statistics

	Jan-19	Dec-18	Jan-18	Yearly Change
Civilian Labor Force	13,987,561	13,975,415	13,689,852	297,709
Employed	13,397,655	13,473,628	13,107,157	290,498
Unemployed	589,906	501,787	582,695	7,211
Unemployment Rate	4.2%	3.6%	4.3%	-0.1%

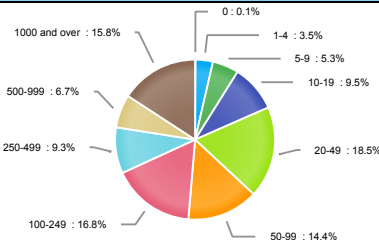
US Labor Force Statistics

	Jan-19	Dec-18	Jan-18	Yearly Change
Civilian Labor Force	162,104,000	162,510,000	160,037,000	2,067,000
Employed	154,964,000	156,481,000	152,848,000	2,116,000
Unemployed	7,140,000	6,029,000	7,189,000	-49,000
Unemployment Rate	4.4%	3.7%	4.5%	-0.1%

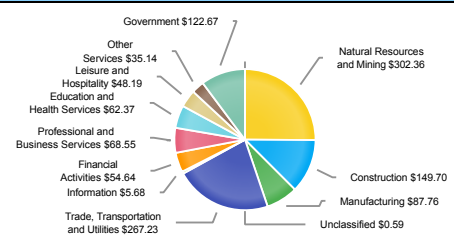
Historical Unemployment Rates



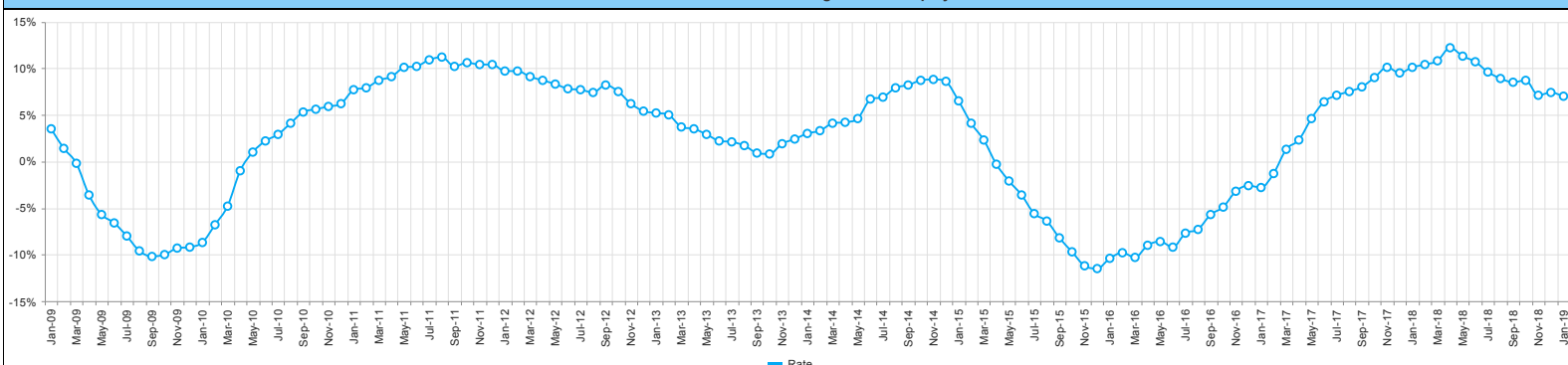
Employment by Size Class (3rd Quarter 2018)



Wages by Industry (in millions) (3rd Quarter 2018)



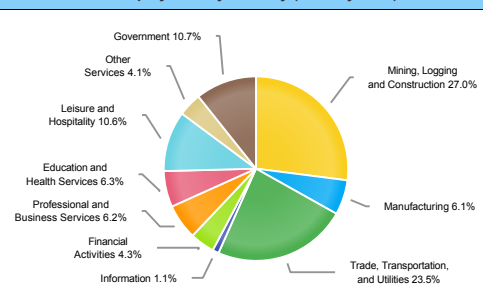
Annual Growth Rate Total Non-agricultural employment



Employment by Industry (January 2019)

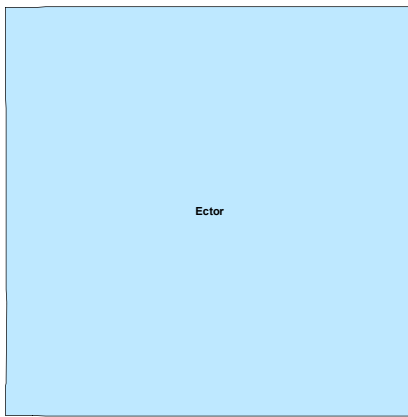
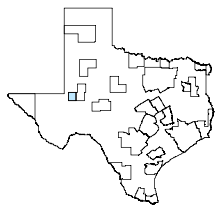
Industry	Current Month Employment	% Monthly Change	% Yearly Change
Total Nonfarm	82,000	-1.2%	7.0%
Mining, Logging and Construction	22,100	0.5%	16.9%
Manufacturing	5,000	0.0%	11.1%
Trade, Transportation, and Utilities	19,300	-1.0%	11.6%
Information	900	0.0%	28.6%
Financial Activities	3,500	0.0%	2.9%
Professional and Business Services	5,100	2.0%	18.6%
Education and Health Services	5,200	-1.9%	-7.1%
Leisure and Hospitality	8,700	-2.2%	4.8%
Other Services	3,400	-5.6%	-2.9%
Government	8,800	-5.4%	-12.9%

Employment by Industry (January 2019)



Odessa MSA

March 2019



MSA Labor Force Statistics

	Mar-19	Feb-19	Mar-18	Yearly Change
Civilian Labor Force	86,780	87,261	83,752	3,028
Employed	84,632	84,899	81,309	3,323
Unemployed	2,148	2,362	2,443	-295
Unemployment Rate	2.5%	2.7%	2.9%	-0.4%

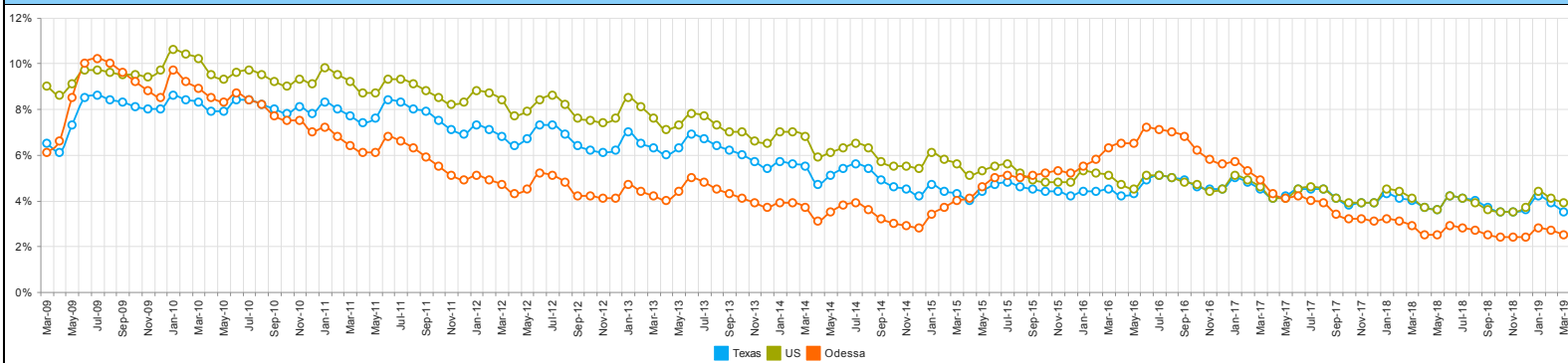
Texas Labor Force Statistics

	Mar-19	Feb-19	Mar-18	Yearly Change
Civilian Labor Force	14,059,553	14,086,922	13,818,674	240,879
Employed	13,564,857	13,537,993	13,262,592	302,265
Unemployed	494,696	548,929	556,082	-61,386
Unemployment Rate	3.5%	3.9%	4.0%	-0.5%

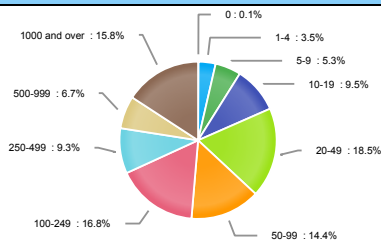
US Labor Force Statistics

	Mar-19	Feb-19	Mar-18	Yearly Change
Civilian Labor Force	162,823,000	162,793,000	161,548,000	1,275,000
Employed	156,441,000	156,167,000	154,877,000	1,564,000
Unemployed	6,382,000	6,625,000	6,671,000	-289,000
Unemployment Rate	3.9%	4.1%	4.1%	-0.2%

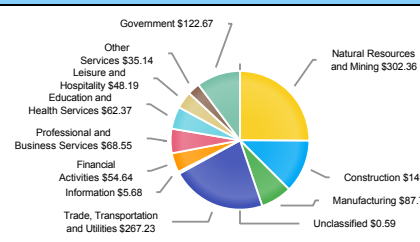
Historical Unemployment Rates



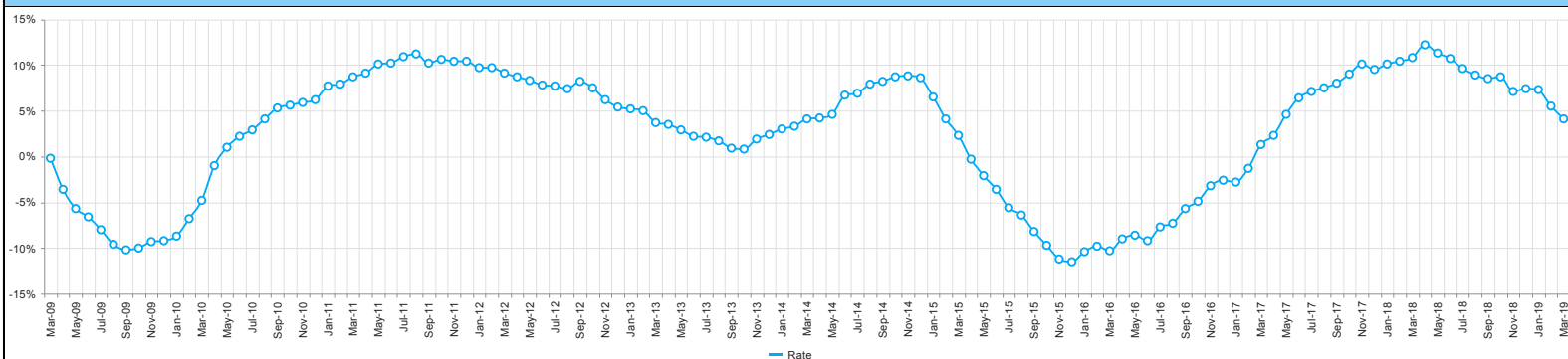
Industry Size Class



Wages by Industry (in millions) (3rd Quarter 2018)



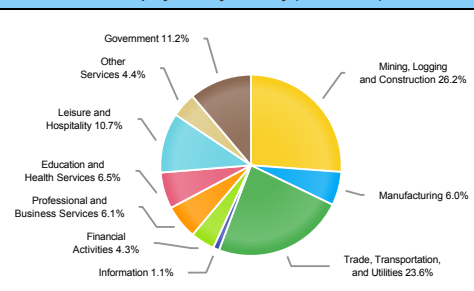
Annual Growth Rate Total Non-agricultural employment

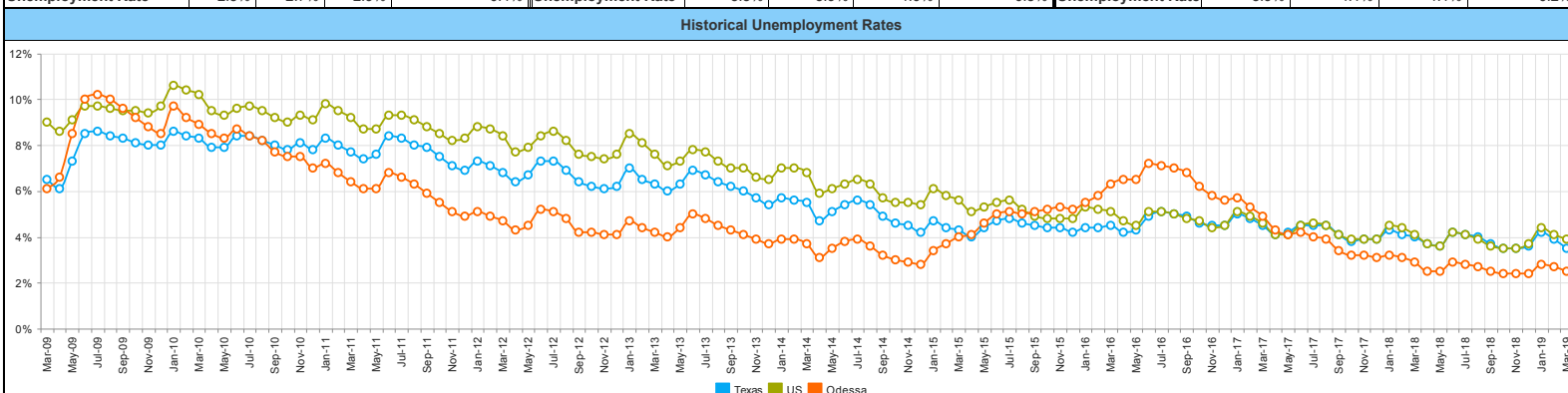
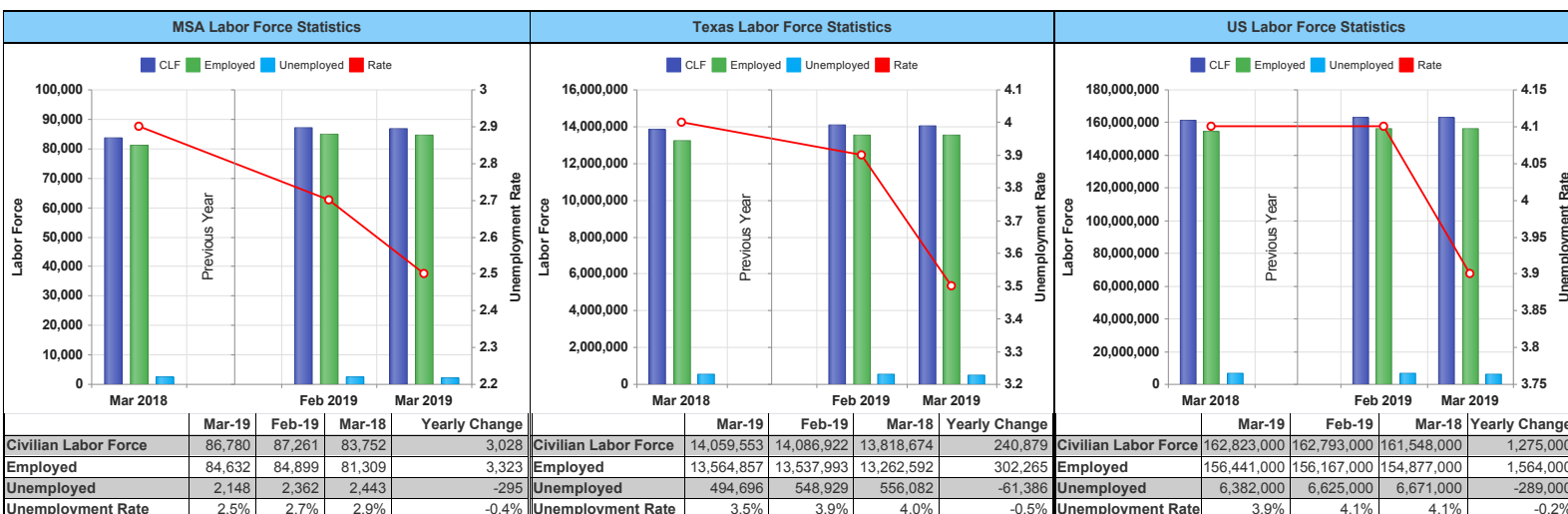


Employment by Industry (March 2019)

Industry	Current Month Employment	% Monthly Change	% Yearly Change
Total Nonfarm	82,100	0.0%	4.1%
Mining, Logging and Construction	21,500	-0.5%	7.5%
Manufacturing	4,900	0.0%	8.9%
Trade, Transportation, and Utilities	19,400	0.0%	10.2%
Information	900	0.0%	50.0%
Financial Activities	3,500	0.0%	0.0%
Professional and Business Services	5,000	-2.0%	11.1%
Education and Health Services	5,300	0.0%	-3.6%
Leisure and Hospitality	8,800	0.0%	2.3%
Other Services	3,600	0.0%	0.0%
Government	9,200	2.2%	-12.4%

Employment by Industry (March 2019)

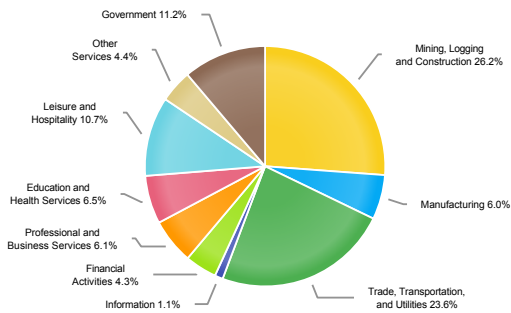




Months	MSA	Texas	US
Mar-19	2.5	3.5	3.9
Feb-19	2.7	3.9	4.1
Jan-19	2.8	4.2	4.4
Dec-18	2.4	3.6	3.7
Nov-18	2.4	3.5	3.5
Oct-18	2.4	3.5	3.5
Sep-18	2.5	3.7	3.6
Aug-18	2.7	4.0	3.9
Jul-18	2.8	4.1	4.1
Jun-18	2.9	4.2	4.2
May-18	2.5	3.6	3.6
Apr-18	2.5	3.7	3.7
Mar-18	2.9	4.0	4.1
Feb-18	3.1	4.1	4.4
Jan-18	3.2	4.3	4.5
Dec-17	3.1	3.9	3.9
Nov-17	3.2	3.9	3.9
Oct-17	3.2	3.8	3.9
Sep-17	3.4	4.1	4.1
Aug-17	3.9	4.5	4.5
Jul-17	4.0	4.5	4.6
Jun-17	4.2	4.5	4.5
May-17	4.1	4.2	4.1
Apr-17	4.3	4.1	4.1
Mar-17	4.9	4.5	4.6
Feb-17	5.3	4.8	4.9
Jan-17	5.7	5.0	5.1
Dec-16	5.6	4.5	4.5
Nov-16	5.8	4.5	4.4
Oct-16	6.2	4.6	4.7
Sep-16	6.8	4.9	4.8
Aug-16	7.0	5.0	5.0
Jul-16	7.1	5.1	5.1
Jun-16	7.2	4.9	5.1
May-16	6.5	4.3	4.5
Apr-16	6.5	4.2	4.7
Mar-16	6.3	4.5	5.1
Feb-16	5.8	4.4	5.2
Jan-16	5.5	4.4	5.3
Dec-15	5.2	4.2	4.8
Nov-15	5.3	4.4	4.8
Oct-15	5.2	4.4	4.8
Sep-15	5.1	4.5	4.9
Aug-15	5.0	4.6	5.2
Jul-15	5.1	4.8	5.6
Jun-15	5.0	4.7	5.5
May-15	4.6	4.4	5.3
Apr-15	4.1	4.0	5.1
Mar-15	4.0	4.3	5.6
Feb-15	3.7	4.4	5.8
Jan-15	3.4	4.7	6.1
Dec-14	2.8	4.2	5.4
Nov-14	2.9	4.5	5.5
Oct-14	3.0	4.6	5.5
Sep-14	3.2	4.9	5.7

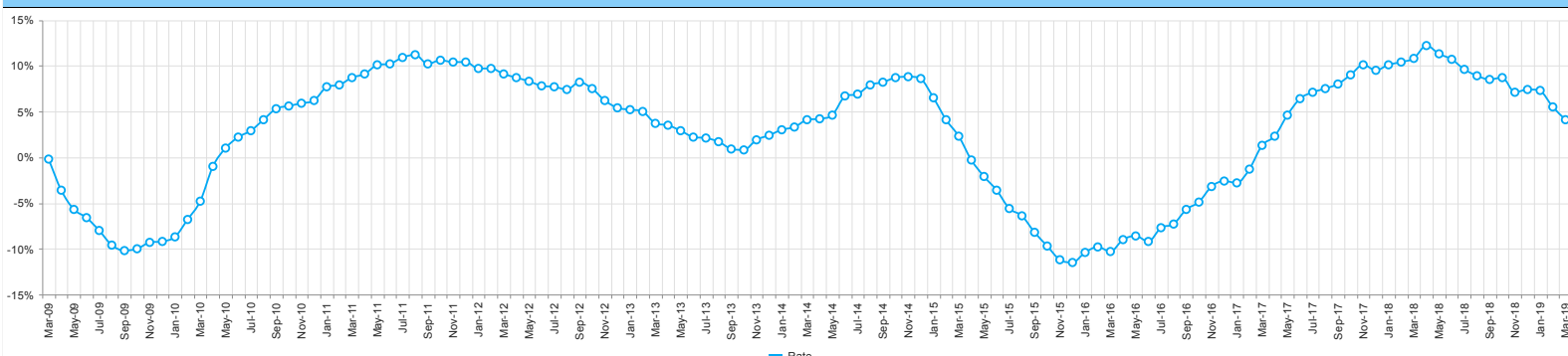
Months	MSA	Texas	US
Aug-14	3.6	5.4	6.3
Jul-14	3.9	5.6	6.5
Jun-14	3.8	5.4	6.3
May-14	3.5	5.1	6.1
Apr-14	3.1	4.7	5.9
Mar-14	3.7	5.5	6.8
Feb-14	3.9	5.6	7.0
Jan-14	3.9	5.7	7.0
Dec-13	3.7	5.4	6.5
Nov-13	3.9	5.7	6.6
Oct-13	4.1	6.0	7.0
Sep-13	4.3	6.2	7.0
Aug-13	4.5	6.4	7.3
Jul-13	4.8	6.7	7.7
Jun-13	5.0	6.9	7.8
May-13	4.4	6.3	7.3
Apr-13	4.0	6.0	7.1
Mar-13	4.2	6.3	7.6
Feb-13	4.4	6.5	8.1
Jan-13	4.7	7.0	8.5
Dec-12	4.1	6.2	7.6
Nov-12	4.1	6.1	7.4
Oct-12	4.2	6.2	7.5
Sep-12	4.2	6.4	7.6
Aug-12	4.8	6.9	8.2
Jul-12	5.1	7.3	8.6
Jun-12	5.2	7.3	8.4
May-12	4.5	6.7	7.9
Apr-12	4.3	6.4	7.7
Mar-12	4.7	6.8	8.4
Feb-12	4.9	7.1	8.7
Jan-12	5.1	7.3	8.8
Dec-11	4.9	6.9	8.3
Nov-11	5.1	7.1	8.2
Oct-11	5.5	7.5	8.5
Sep-11	5.9	7.9	8.8
Aug-11	6.3	8.0	9.1
Jul-11	6.6	8.3	9.3
Jun-11	6.8	8.4	9.3
May-11	6.1	7.6	8.7
Apr-11	6.1	7.4	8.7
Mar-11	6.4	7.7	9.2
Feb-11	6.8	8.0	9.5
Jan-11	7.2	8.3	9.8
Dec-10	7.0	7.8	9.1
Nov-10	7.5	8.1	9.3
Oct-10	7.5	7.8	9.0
Sep-10	7.7	8.0	9.2
Aug-10	8.2	8.2	9.5
Jul-10	8.4	8.4	9.7
Jun-10	8.7	8.4	9.6
May-10	8.3	7.9	9.3
Apr-10	8.5	7.9	9.5
Mar-10	8.9	8.3	10.2
Feb-10	9.2	8.4	10.4
Jan-10	9.7	8.6	10.6
Dec-09	8.5	8.0	9.7
Nov-09	8.8	8.0	9.4
Oct-09	9.2	8.1	9.5
Sep-09	9.6	8.3	9.5
Aug-09	10.0	8.4	9.6
Jul-09	10.2	8.6	9.7
Jun-09	10.0	8.5	9.7
May-09	8.5	7.3	9.1
Apr-09	6.6	6.1	8.6
Mar-09	6.1	6.5	9.0

Employment by Industry



Industry	Mar-19	Feb-19	Mar-18	Monthly Change	Monthly Percent Change	Yearly Change	Yearly Percent Change
Total Nonfarm	82,100	82,100	78,900	0	0.0%	3200	4.1%
Mining, Logging and Construction	21,500	21,600	20,000	-100	-0.5%	1500	7.5%
Manufacturing	4,900	4,900	4,500	0	0.0%	400	8.9%
Trade, Transportation, and Utilities	19,400	19,400	17,600	0	0.0%	1800	10.2%
Information	900	900	600	0	0.0%	300	50.0%
Financial Activities	3,500	3,500	3,500	0	0.0%	0	0.0%
Professional and Business Services	5,000	5,100	4,500	-100	-2.0%	500	11.1%
Education and Health Services	5,300	5,300	5,500	0	0.0%	-200	-3.6%
Leisure and Hospitality	8,800	8,800	8,600	0	0.0%	200	2.3%
Other Services	3,600	3,600	3,600	0	0.0%	0	0.0%
Government	9,200	9,000	10,500	200	2.2%	-1300	-12.4%

Annual Growth Rate Total Non-agricultural employment

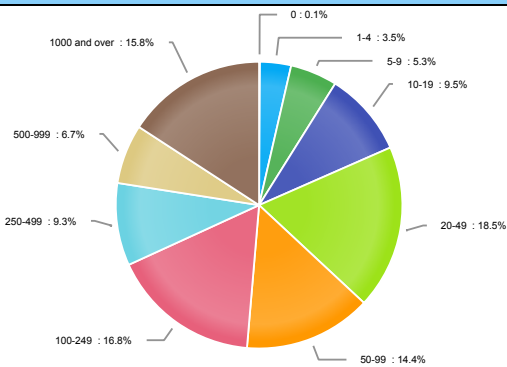


Annual Growth Rate Total Non-agricultural employment table

Month	Employment Count	Annual Growth Rate
Mar-19	82100	4.1%
Feb-19	82100	5.5%
Jan-19	82200	7.3%
Dec-18	83000	7.4%
Nov-18	82800	7.1%
Oct-18	82700	8.7%
Sep-18	81700	8.5%
Aug-18	80800	8.9%
Jul-18	80800	9.6%
Jun-18	80900	10.7%
May-18	80700	11.3%
Apr-18	80200	12.2%
Mar-18	78900	10.8%
Feb-18	77800	10.4%
Jan-18	76600	10.1%
Dec-17	77300	9.5%
Nov-17	77300	10.1%
Oct-17	76100	9%
Sep-17	75300	8%
Aug-17	74200	7.5%
Jul-17	73700	7.1%
Jun-17	73100	6.4%
May-17	72500	4.6%
Apr-17	71500	2.3%
Mar-17	71200	1.3%
Feb-17	70500	-1.3%
Jan-17	69600	-2.8%
Dec-16	70600	-2.6%
Nov-16	70200	-3.2%
Oct-16	69800	-4.9%
Sep-16	69700	-5.7%
Aug-16	69000	-7.3%
Jul-16	68800	-7.7%
Jun-16	68700	-9.2%
May-16	69300	-8.6%
Apr-16	69900	-9%
Mar-16	70300	-10.3%
Feb-16	71400	-9.8%
Jan-16	71600	-10.4%
Dec-15	72500	-11.5%
Nov-15	72500	-11.2%
Oct-15	73400	-9.7%
Sep-15	73900	-8.2%
Aug-15	74400	-6.4%
Jul-15	74500	-5.6%
Jun-15	75700	-3.6%
May-15	75800	-2.1%
Apr-15	76800	-0.3%
Mar-15	78400	2.3%
Feb-15	79200	4.1%
Jan-15	79900	6.5%
Dec-14	81900	8.6%
Nov-14	81600	8.8%
Oct-14	81300	8.7%
Sep-14	80500	8.2%
Aug-14	79500	7.9%
Jul-14	78900	6.9%
Jun-14	78500	6.7%
May-14	77400	4.6%

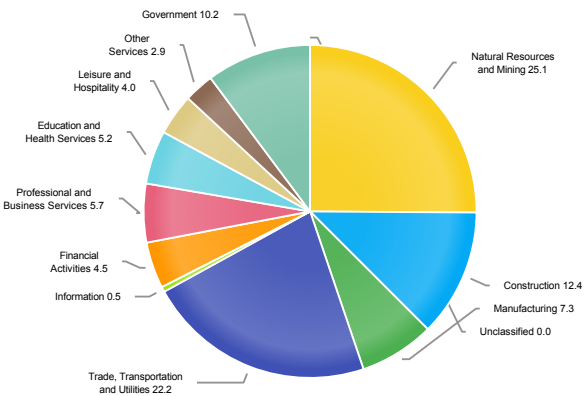
Month	Employment Count	Annual Growth Rate
Apr-14	77000	4.2%
Mar-14	76600	4.1%
Feb-14	76100	3.3%
Jan-14	75000	3%
Dec-13	75400	2.4%
Nov-13	75000	1.9%
Oct-13	74800	0.8%
Sep-13	74400	0.9%
Aug-13	73700	1.7%
Jul-13	73800	2.1%
Jun-13	73600	2.2%
May-13	74000	2.9%
Apr-13	73900	3.5%
Mar-13	73600	3.7%
Feb-13	73700	5%
Jan-13	72800	5.2%
Dec-12	73600	5.4%
Nov-12	73600	6.2%
Oct-12	74200	7.5%
Sep-12	73700	8.2%
Aug-12	72500	7.4%
Jul-12	72300	7.7%
Jun-12	72000	7.8%
May-12	71900	8.3%
Apr-12	71400	8.7%
Mar-12	71000	9.1%
Feb-12	70200	9.7%
Jan-12	69200	9.7%
Dec-11	69800	10.4%
Nov-11	69300	10.4%
Oct-11	69000	10.6%
Sep-11	68100	10.2%
Aug-11	67500	11.2%
Jul-11	67100	10.9%
Jun-11	66800	10.2%
May-11	66400	10.1%
Apr-11	65700	9.1%
Mar-11	65100	8.7%
Feb-11	64000	7.9%
Jan-11	63100	7.7%
Dec-10	63200	6.2%
Nov-10	62800	5.9%
Oct-10	62400	5.6%
Sep-10	61800	5.3%
Aug-10	60700	4.1%
Jul-10	60500	2.9%
Jun-10	60600	2.2%
May-10	60300	1%
Apr-10	60200	-1%
Mar-10	59900	-4.8%
Feb-10	59300	-6.8%
Jan-10	58600	-8.7%
Dec-09	59500	-9.2%
Nov-09	59300	-9.3%
Oct-09	59100	-10%
Sep-09	58700	-10.2%
Aug-09	58300	-9.6%
Jul-09	58800	-8%
Jun-09	59300	-6.6%
May-09	59700	-5.7%
Apr-09	60800	-3.6%
Mar-09	62900	-0.2%

Industry size class



Employees Per Firm	Employment In Size Class	Percentage Of Total Employment
0	101	0.1%
1-4	2780	3.5%
5-9	4210	5.3%
10-19	7496	9.5%
20-49	14685	18.5%
50-99	11438	14.4%
100-249	13279	16.8%
250-499	7379	9.3%
500-999	5322	6.7%
1000 and over	12503	15.8%

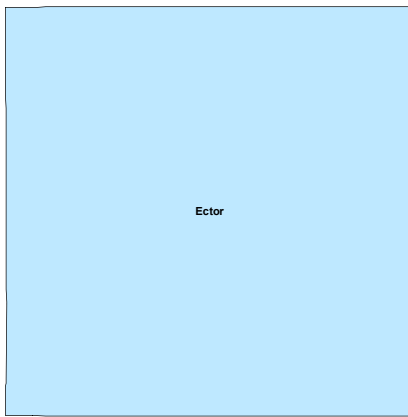
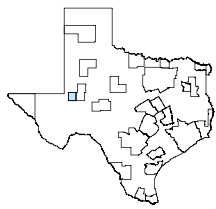
Wages by Industry (in millions) (3rd Quarter 2018)



Industry Title	Wages in millions (\$)
Natural Resources and Mining	302.36
Construction	149.70
Manufacturing	87.76
Trade, Transportation and Utilities	267.23
Information	5.68
Financial Activities	54.64
Professional and Business Services	68.55
Education and Health Services	62.37
Leisure and Hospitality	48.19
Other Services	35.14
Government	122.67
Unclassified	0.59

Odessa MSA

April 2019



MSA Labor Force Statistics

	Apr-19	Mar-19	Apr-18	Yearly Change
Civilian Labor Force	86,383	86,625	84,763	1,620
Employed	84,619	84,479	82,608	2,011
Unemployed	1,764	2,146	2,155	-391
Unemployment Rate	2.0%	2.5%	2.5%	-0.5%

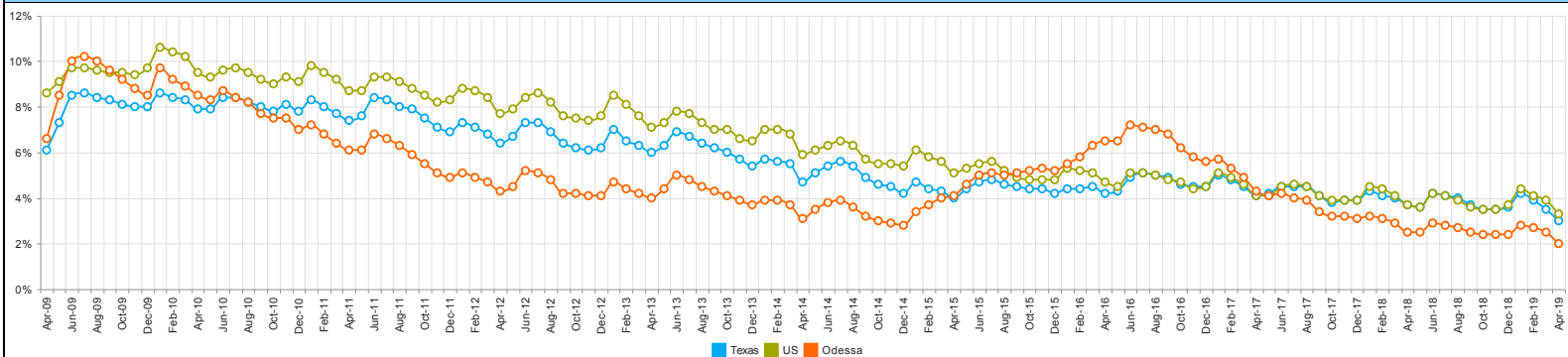
Texas Labor Force Statistics

	Apr-19	Mar-19	Apr-18	Yearly Change
Civilian Labor Force	14,000,988	14,058,831	13,817,292	183,696
Employed	13,585,165	13,564,159	13,309,876	275,289
Unemployed	415,823	494,672	507,416	-91,593
Unemployment Rate	3.0%	3.5%	3.7%	-0.7%

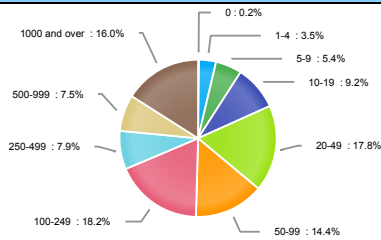
US Labor Force Statistics

	Apr-19	Mar-19	Apr-18	Yearly Change
Civilian Labor Force	162,097,000	162,823,000	161,280,000	817,000
Employed	156,710,000	156,441,000	155,348,000	1,362,000
Unemployed	5,387,000	6,382,000	5,932,000	-545,000
Unemployment Rate	3.3%	3.9%	3.7%	-0.4%

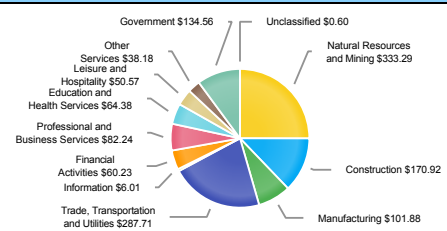
Historical Unemployment Rates



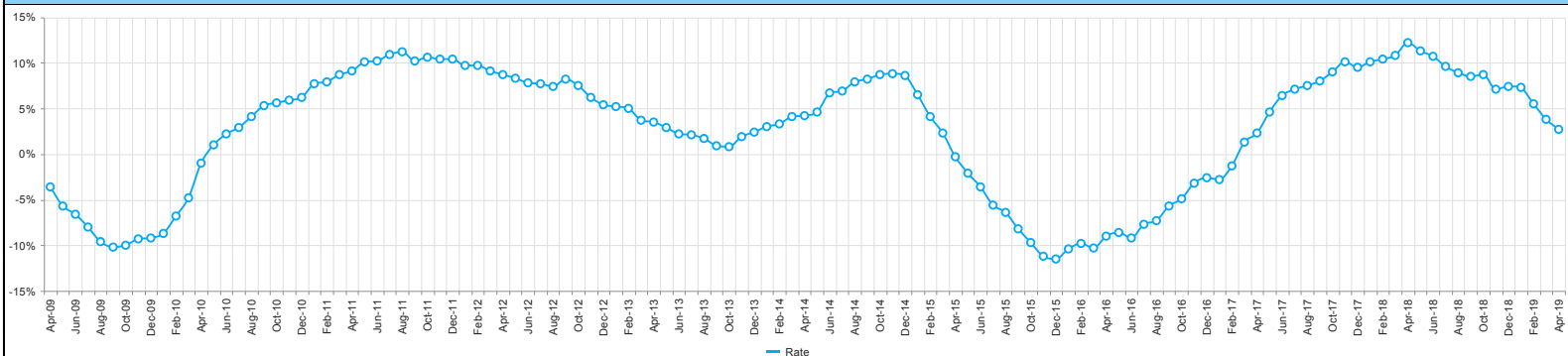
Industry Size Class



Wages by Industry (in millions) (4th Quarter 2018)



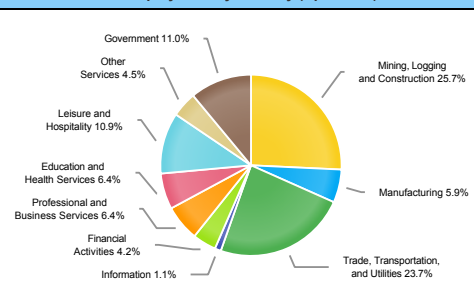
Annual Growth Rate Total Non-agricultural employment

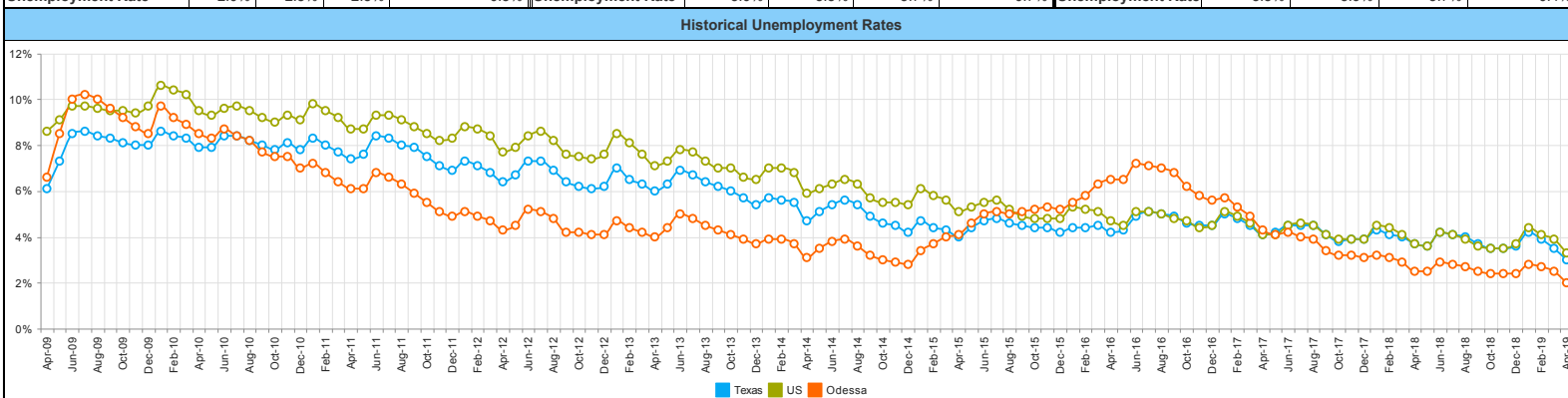
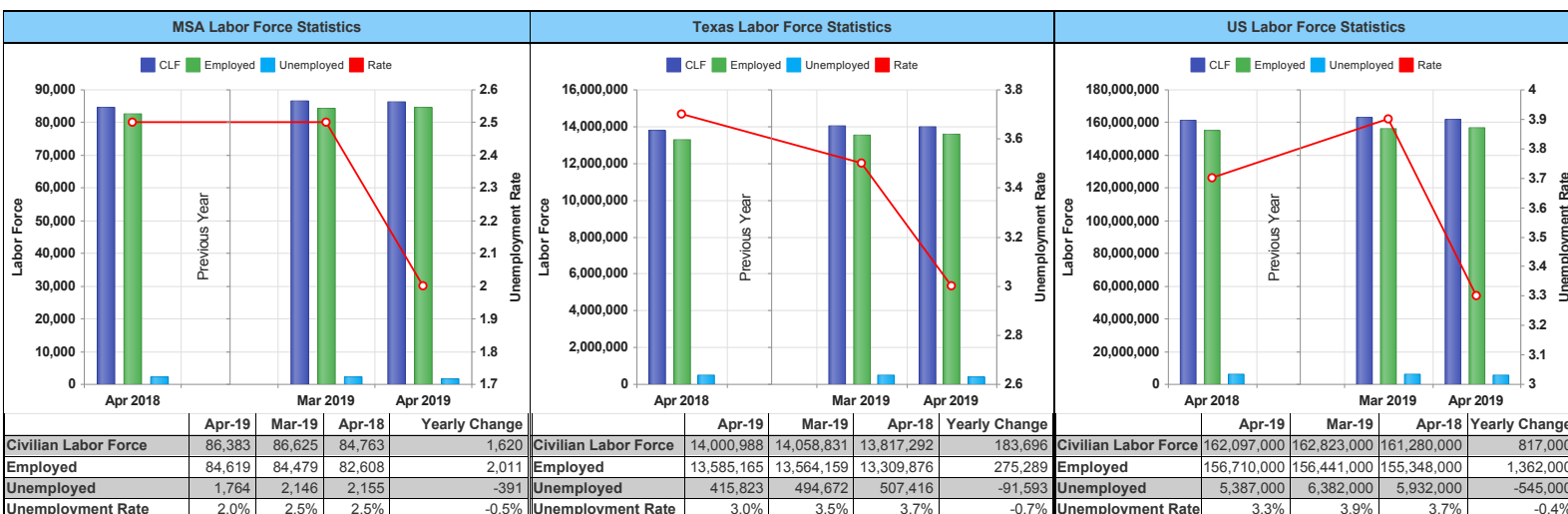


Employment by Industry (April 2019)

Industry	Current Month Employment	% Monthly Change	% Yearly Change
Total Nonfarm	82,400	0.6%	2.7%
Mining, Logging and Construction	21,200	-0.9%	2.4%
Manufacturing	4,900	0.0%	6.5%
Trade, Transportation, and Utilities	19,500	1.0%	9.6%
Information	900	0.0%	28.6%
Financial Activities	3,500	0.0%	-2.8%
Professional and Business Services	5,300	6.0%	15.2%
Education and Health Services	5,300	0.0%	-5.4%
Leisure and Hospitality	9,000	2.3%	4.7%
Other Services	3,700	2.8%	2.8%
Government	9,100	-1.1%	-12.5%

Employment by Industry (April 2019)

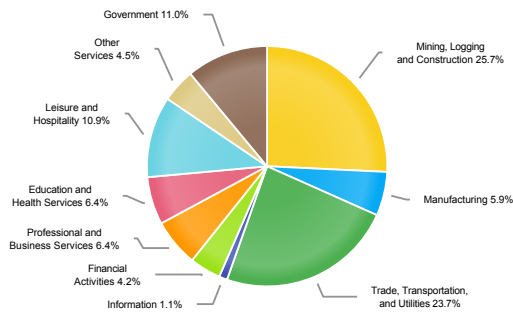




Months	MSA	Texas	US
Apr-19	2.0	3.0	3.3
Mar-19	2.5	3.5	3.9
Feb-19	2.7	3.9	4.1
Jan-19	2.8	4.2	4.4
Dec-18	2.4	3.6	3.7
Nov-18	2.4	3.5	3.5
Oct-18	2.4	3.5	3.5
Sep-18	2.5	3.7	3.6
Aug-18	2.7	4.0	3.9
Jul-18	2.8	4.1	4.1
Jun-18	2.9	4.2	4.2
May-18	2.5	3.6	3.6
Apr-18	2.5	3.7	3.7
Mar-18	2.9	4.0	4.1
Feb-18	3.1	4.1	4.4
Jan-18	3.2	4.3	4.5
Dec-17	3.1	3.9	3.9
Nov-17	3.2	3.9	3.9
Oct-17	3.2	3.8	3.9
Sep-17	3.4	4.1	4.1
Aug-17	3.9	4.5	4.5
Jul-17	4.0	4.5	4.6
Jun-17	4.2	4.5	4.5
May-17	4.1	4.2	4.1
Apr-17	4.3	4.1	4.1
Mar-17	4.9	4.5	4.6
Feb-17	5.3	4.8	4.9
Jan-17	5.7	5.0	5.1
Dec-16	5.6	4.5	4.5
Nov-16	5.8	4.5	4.4
Oct-16	6.2	4.6	4.7
Sep-16	6.8	4.9	4.8
Aug-16	7.0	5.0	5.0
Jul-16	7.1	5.1	5.1
Jun-16	7.2	4.9	5.1
May-16	6.5	4.3	4.5
Apr-16	6.5	4.2	4.7
Mar-16	6.3	4.5	5.1
Feb-16	5.8	4.4	5.2
Jan-16	5.5	4.4	5.3
Dec-15	5.2	4.2	4.8
Nov-15	5.3	4.4	4.8
Oct-15	5.2	4.4	4.8
Sep-15	5.1	4.5	4.9
Aug-15	5.0	4.6	5.2
Jul-15	5.1	4.8	5.6
Jun-15	5.0	4.7	5.5
May-15	4.6	4.4	5.3
Apr-15	4.1	4.0	5.1
Mar-15	4.0	4.3	5.6
Feb-15	3.7	4.4	5.8
Jan-15	3.4	4.7	6.1
Dec-14	2.8	4.2	5.4
Nov-14	2.9	4.5	5.5
Oct-14	3.0	4.6	5.5

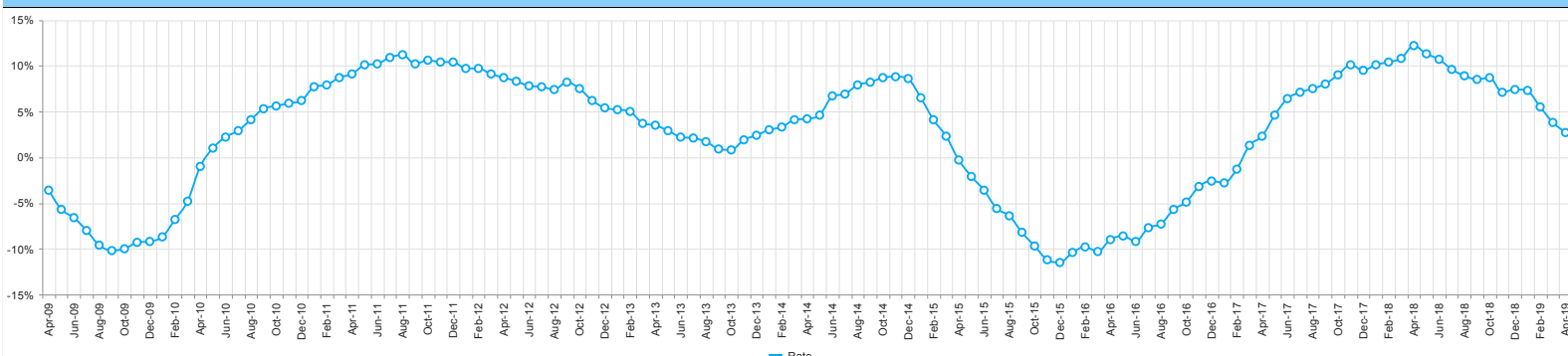
Months	MSA	Texas	US
Sep-14	3.2	4.9	5.7
Aug-14	3.6	5.4	6.3
Jul-14	3.9	5.6	6.5
Jun-14	3.8	5.4	6.3
May-14	3.5	5.1	6.1
Apr-14	3.1	4.7	5.9
Mar-14	3.7	5.5	6.8
Feb-14	3.9	5.6	7.0
Jan-14	3.9	5.7	7.0
Dec-13	3.7	5.4	6.5
Nov-13	3.9	5.7	6.6
Oct-13	4.1	6.0	7.0
Sep-13	4.3	6.2	7.0
Aug-13	4.5	6.4	7.3
Jul-13	4.8	6.7	7.7
Jun-13	5.0	6.9	7.8
May-13	4.4	6.3	7.3
Apr-13	4.0	6.0	7.1
Mar-13	4.2	6.3	7.6
Feb-13	4.4	6.5	8.1
Jan-13	4.7	7.0	8.5
Dec-12	4.1	6.2	7.6
Nov-12	4.1	6.1	7.4
Oct-12	4.2	6.2	7.5
Sep-12	4.2	6.4	7.6
Aug-12	4.8	6.9	8.2
Jul-12	5.1	7.3	8.6
Jun-12	5.2	7.3	8.4
May-12	4.5	6.7	7.9
Apr-12	4.3	6.4	7.7
Mar-12	4.7	6.8	8.4
Feb-12	4.9	7.1	8.7
Jan-12	5.1	7.3	8.8
Dec-11	4.9	6.9	8.3
Nov-11	5.1	7.1	8.2
Oct-11	5.5	7.5	8.5
Sep-11	5.9	7.9	8.8
Aug-11	6.3	8.0	9.1
Jul-11	6.6	8.3	9.3
Jun-11	6.8	8.4	9.3
May-11	6.1	7.6	8.7
Apr-11	6.1	7.4	8.7
Mar-11	6.4	7.7	9.2
Feb-11	6.8	8.0	9.5
Jan-11	7.2	8.3	9.8
Dec-10	7.0	7.8	9.1
Nov-10	7.5	8.1	9.3
Oct-10	7.5	7.8	9.0
Sep-10	7.7	8.0	9.2
Aug-10	8.2	8.2	9.5
Jul-10	8.4	8.4	9.7
Jun-10	8.7	8.4	9.6
May-10	8.3	7.9	9.3
Apr-10	8.5	7.9	9.5
Mar-10	8.9	8.3	10.2
Feb-10	9.2	8.4	10.4
Jan-10	9.7	8.6	10.6
Dec-09	8.5	8.0	9.7
Nov-09	8.8	8.0	9.4
Oct-09	9.2	8.1	9.5
Sep-09	9.6	8.3	9.5
Aug-09	10.0	8.4	9.6
Jul-09	10.2	8.6	9.7
Jun-09	10.0	8.5	9.7
May-09	8.5	7.3	9.1
Apr-09	6.6	6.1	8.6

Employment by Industry



Industry	Apr-19	Mar-19	Apr-18	Monthly Change	Monthly Percent Change	Yearly Change	Yearly Percent Change
Total Nonfarm	82,400	81,900	80,200	500	0.6%	2200	2.7%
Mining, Logging and Construction	21,200	21,400	20,700	-200	-0.9%	500	2.4%
Manufacturing	4,900	4,900	4,600	0	0.0%	300	6.5%
Trade, Transportation, and Utilities	19,500	19,300	17,800	200	1.0%	1700	9.6%
Information	900	900	700	0	0.0%	200	28.6%
Financial Activities	3,500	3,500	3,600	0	0.0%	-100	-2.8%
Professional and Business Services	5,300	5,000	4,600	300	6.0%	700	15.2%
Education and Health Services	5,300	5,300	5,600	0	0.0%	-300	-5.4%
Leisure and Hospitality	9,000	8,800	8,600	200	2.3%	400	4.7%
Other Services	3,700	3,600	3,600	100	2.8%	100	2.8%
Government	9,100	9,200	10,400	-100	-1.1%	-1300	-12.5%

Annual Growth Rate Total Non-agricultural employment

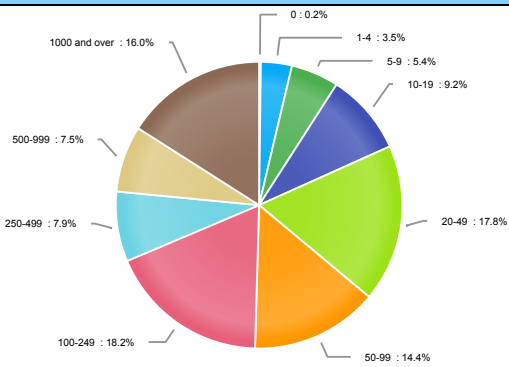


Annual Growth Rate Total Non-agricultural employment table

Month	Employment Count	Annual Growth Rate
Apr-19	82400	2.7%
Mar-19	81900	3.8%
Feb-19	82100	5.5%
Jan-19	82200	7.3%
Dec-18	83000	7.4%
Nov-18	82800	7.1%
Oct-18	82700	8.7%
Sep-18	81700	8.5%
Aug-18	80800	8.9%
Jul-18	80800	9.6%
Jun-18	80900	10.7%
May-18	80700	11.3%
Apr-18	80200	12.2%
Mar-18	78900	10.8%
Feb-18	77800	10.4%
Jan-18	76600	10.1%
Dec-17	77300	9.5%
Nov-17	77300	10.1%
Oct-17	76100	9%
Sep-17	75300	8%
Aug-17	74200	7.5%
Jul-17	73700	7.1%
Jun-17	73100	6.4%
May-17	72500	4.6%
Apr-17	71500	2.3%
Mar-17	71200	1.3%
Feb-17	70500	-1.3%
Jan-17	69600	-2.8%
Dec-16	70600	-2.6%
Nov-16	70200	-3.2%
Oct-16	69800	-4.9%
Sep-16	69700	-5.7%
Aug-16	69000	-7.3%
Jul-16	68800	-7.7%
Jun-16	68700	-9.2%
May-16	69300	-8.6%
Apr-16	69900	-9%
Mar-16	70300	-10.3%
Feb-16	71400	-9.8%
Jan-16	71600	-10.4%
Dec-15	72500	-11.5%
Nov-15	72500	-11.2%
Oct-15	73400	-9.7%
Sep-15	73900	-8.2%
Aug-15	74400	-6.4%
Jul-15	74500	-5.6%
Jun-15	75700	-3.6%
May-15	75800	-2.1%
Apr-15	76800	-0.3%
Mar-15	78400	2.3%
Feb-15	79200	4.1%
Jan-15	79900	6.5%
Dec-14	81900	8.6%
Nov-14	81600	8.8%
Oct-14	81300	8.7%
Sep-14	80500	8.2%
Aug-14	79500	7.9%
Jul-14	78900	6.9%
Jun-14	78500	6.7%

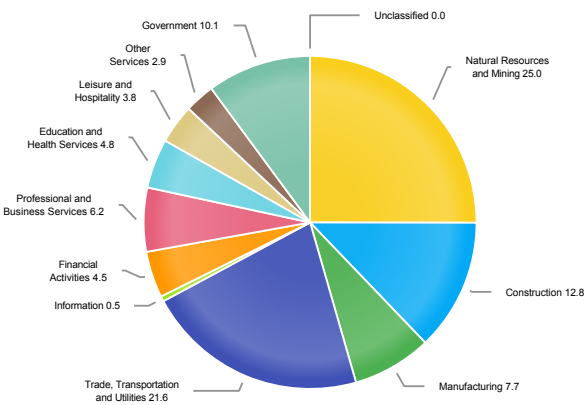
Month	Employment Count	Annual Growth Rate
May-14	77400	4.6%
Apr-14	77000	4.2%
Mar-14	76600	4.1%
Feb-14	76100	3.3%
Jan-14	75000	3%
Dec-13	75400	2.4%
Nov-13	75000	1.9%
Oct-13	74800	0.8%
Sep-13	74400	0.9%
Aug-13	73700	1.7%
Jul-13	73800	2.1%
Jun-13	73600	2.2%
May-13	74000	2.9%
Apr-13	73900	3.5%
Mar-13	73600	3.7%
Feb-13	73700	5%
Jan-13	72800	5.2%
Dec-12	73600	5.4%
Nov-12	73600	6.2%
Oct-12	74200	7.5%
Sep-12	73700	8.2%
Aug-12	72500	7.4%
Jul-12	72300	7.7%
Jun-12	72000	7.8%
May-12	71900	8.3%
Apr-12	71400	8.7%
Mar-12	71000	9.1%
Feb-12	70200	9.7%
Jan-12	69200	9.7%
Dec-11	69800	10.4%
Nov-11	69300	10.4%
Oct-11	69000	10.6%
Sep-11	68100	10.2%
Aug-11	67500	11.2%
Jul-11	67100	10.9%
Jun-11	66800	10.2%
May-11	66400	10.1%
Apr-11	65700	9.1%
Mar-11	65100	8.7%
Feb-11	64000	7.9%
Jan-11	63100	7.7%
Dec-10	63200	6.2%
Nov-10	62800	5.9%
Oct-10	62400	5.6%
Sep-10	61800	5.3%
Aug-10	60700	4.1%
Jul-10	60500	2.9%
Jun-10	60600	2.2%
May-10	60300	1%
Apr-10	60200	-1%
Mar-10	59900	-4.8%
Feb-10	59300	-6.8%
Jan-10	58600	-8.7%
Dec-09	59500	-9.2%
Nov-09	59300	-9.3%
Oct-09	59100	-10%
Sep-09	58700	-10.2%
Aug-09	58300	-9.6%
Jul-09	58800	-8%
Jun-09	59300	-6.6%
May-09	59700	-5.7%
Apr-09	60800	-3.6%

Industry size class



Employees Per Firm	Employment In Size Class	Percentage Of Total Employment
0	136	0.2%
1-4	2846	3.5%
5-9	4387	5.4%
10-19	7446	9.2%
20-49	14477	17.8%
50-99	11650	14.4%
100-249	14796	18.2%
250-499	6379	7.9%
500-999	6063	7.5%
1000 and over	12981	16.0%

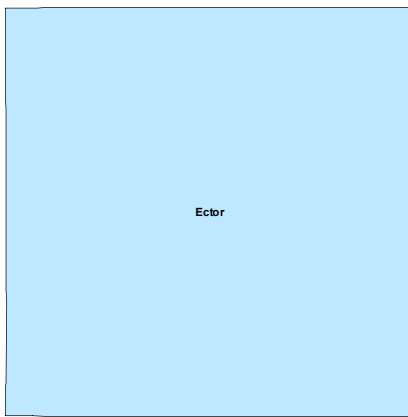
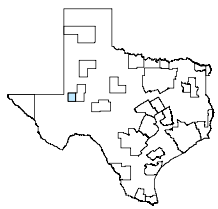
Wages by Industry (in millions) (4th Quarter 2018)



Industry Title	Wages in millions (\$)
Natural Resources and Mining	333.29
Construction	170.92
Manufacturing	101.88
Trade, Transportation and Utilities	287.71
Information	6.01
Financial Activities	60.23
Professional and Business Services	82.24
Education and Health Services	64.38
Leisure and Hospitality	50.57
Other Services	38.18
Government	134.56
Unclassified	0.60

Odessa MSA

May 2019



MSA Labor Force Statistics

	May-19	Apr-19	May-18	Yearly Change
Civilian Labor Force	86,378	86,300	84,813	1,565
Employed	84,559	84,534	82,680	1,879
Unemployed	1,819	1,766	2,133	-314
Unemployment Rate	2.1%	2.0%	2.5%	-0.4%

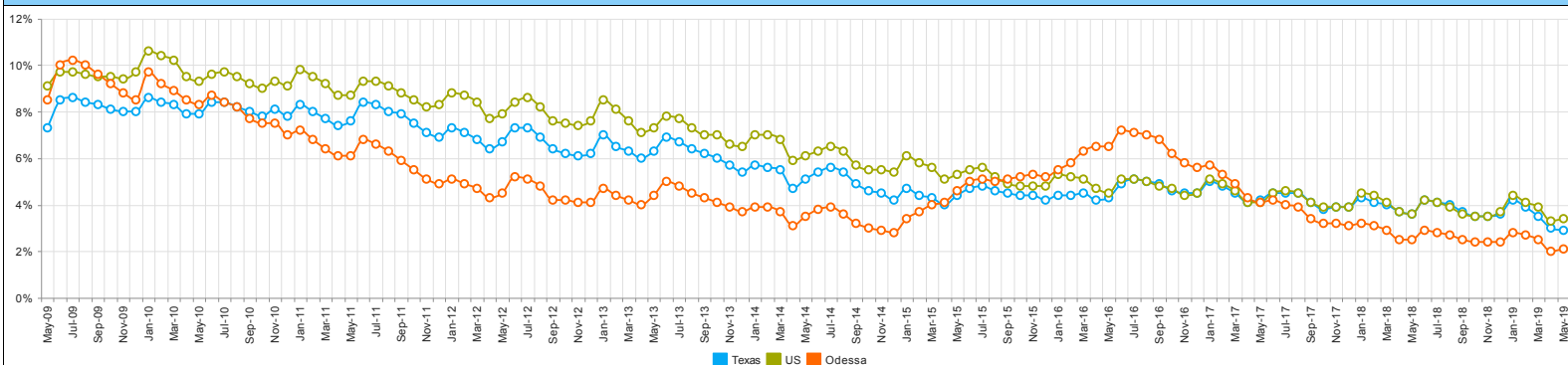
Texas Labor Force Statistics

	May-19	Apr-19	May-18	Yearly Change
Civilian Labor Force	13,966,869	14,000,887	13,810,959	155,910
Employed	13,558,175	13,585,274	13,312,236	245,939
Unemployed	408,694	415,613	498,723	-90,029
Unemployment Rate	2.9%	3.0%	3.6%	-0.7%

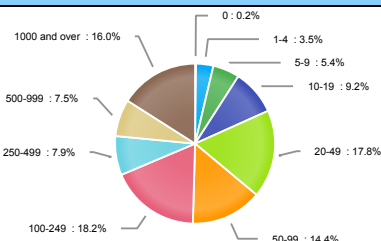
US Labor Force Statistics

	May-19	Apr-19	May-18	Yearly Change
Civilian Labor Force	162,655,000	162,097,000	161,765,000	890,000
Employed	157,152,000	156,710,000	156,009,000	1,143,000
Unemployed	5,503,000	5,387,000	5,756,000	-253,000
Unemployment Rate	3.4%	3.3%	3.6%	-0.2%

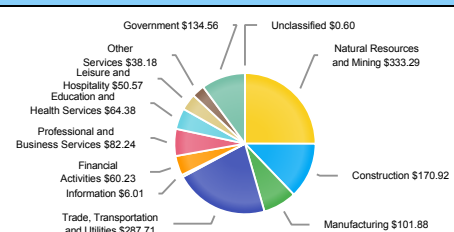
Historical Unemployment Rates



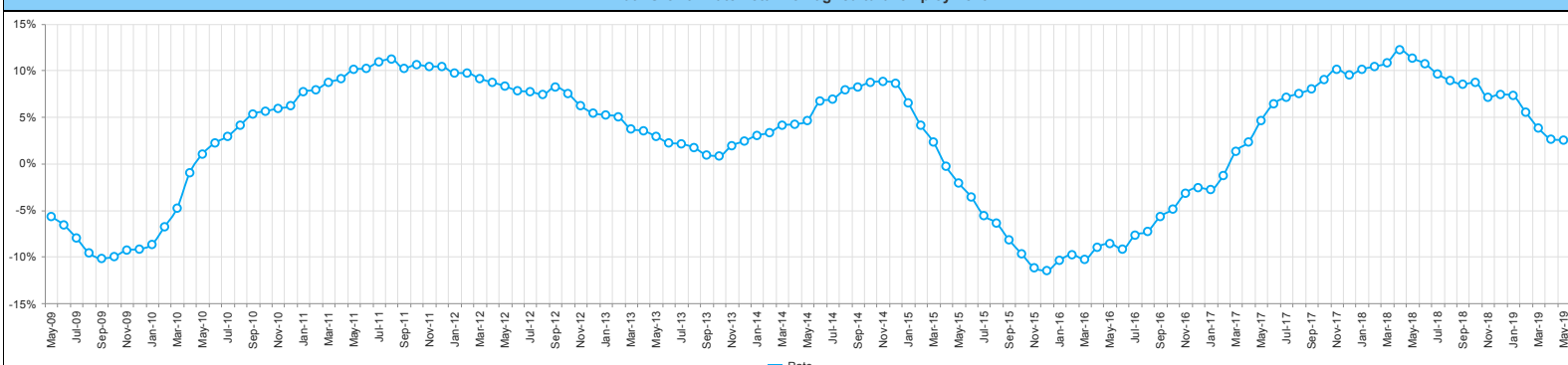
Employment by Size Class (4th Quarter 2018)



Wages by Industry (in millions) (4th Quarter 2018)



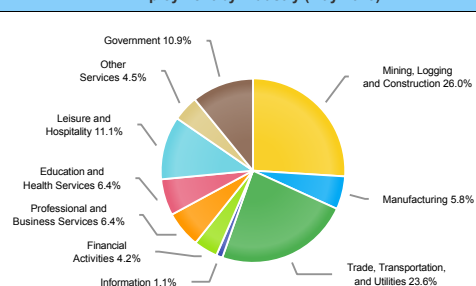
Annual Growth Rate Total Non-agricultural employment



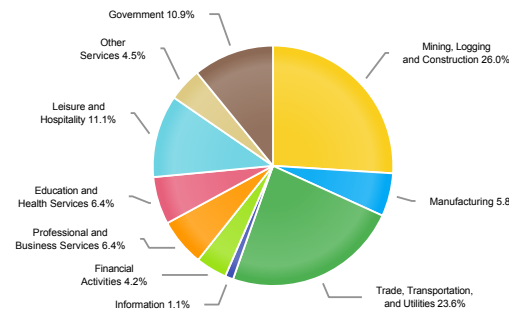
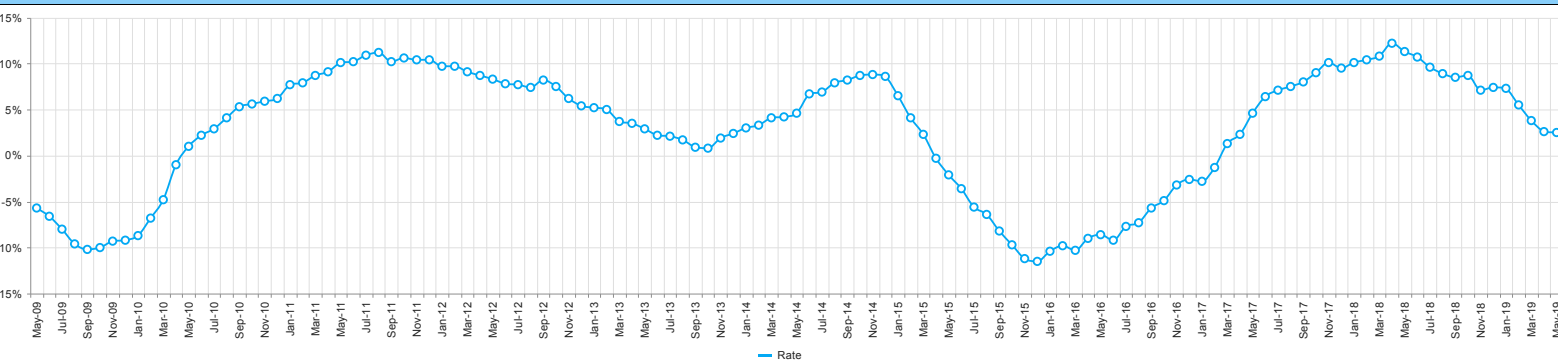
Employment by Industry (May 2019)

Industry	Current Month Employment	% Monthly Change	% Yearly Change
Total Nonfarm	82,700	0.5%	2.5%
Mining, Logging and Construction	21,500	1.4%	4.4%
Manufacturing	4,800	-2.0%	4.3%
Trade, Transportation, and Utilities	19,500	0.0%	7.7%
Information	900	0.0%	28.6%
Financial Activities	3,500	0.0%	-2.8%
Professional and Business Services	5,300	1.9%	12.8%
Education and Health Services	5,300	0.0%	-5.4%
Leisure and Hospitality	9,200	2.2%	4.5%
Other Services	3,700	0.0%	0.0%
Government	9,000	-1.1%	-12.6%

Employment by Industry (May 2019)



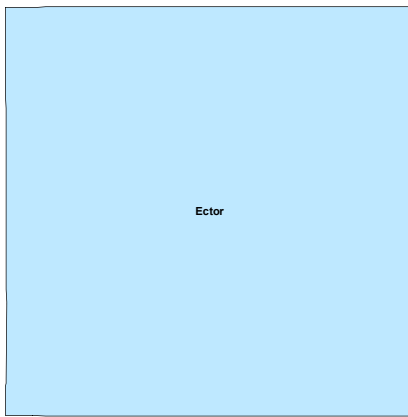
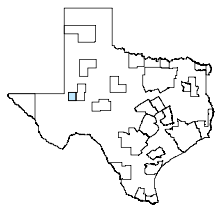
Economic Profile for Metropolitan Statistical Area for the Month of May 2019 - Current Employment Statistics

Employment by Industry (May 2019)								
	Industry	May-19	Apr-19	May-18	Monthly Change	Monthly Percent Change	Yearly Change	Yearly Percent Change
	Total Nonfarm	82,700	82,300	80,700	400	0.5%	2000	2.5%
	Mining, Logging and Construction	21,500	21,200	20,600	300	1.4%	900	4.4%
	Manufacturing	4,800	4,900	4,600	-100	-2.0%	200	4.3%
	Trade, Transportation, and Utilities	19,500	19,500	18,100	0	0.0%	1400	7.7%
	Information	900	900	700	0	0.0%	200	28.6%
	Financial Activities	3,500	3,500	3,600	0	0.0%	-100	-2.8%
	Professional and Business Services	5,300	5,200	4,700	100	1.9%	600	12.8%
	Education and Health Services	5,300	5,300	5,600	0	0.0%	-300	-5.4%
	Leisure and Hospitality	9,200	9,000	8,800	200	2.2%	400	4.5%
	Other Services	3,700	3,700	3,700	0	0.0%	0	0.0%
	Government	9,000	9,100	10,300	-100	-1.1%	-1300	-12.6%
Annual Growth Rate Total Non-agricultural employment								
								
Annual Growth Rate Total Non-agricultural employment table								
Month	Employment Count		Annual Growth Rate					
May-19	82700		2.5%					
Apr-19	82300		2.6%					
Mar-19	81900		3.8%					
Feb-19	82100		5.5%					
Jan-19	82200		7.3%					
Dec-18	83000		7.4%					
Nov-18	82800		7.1%					
Oct-18	82700		8.7%					
Sep-18	81700		8.5%					
Aug-18	80800		8.9%					
Jul-18	80800		9.6%					
Jun-18	80900		10.7%					
May-18	80700		11.3%					
Apr-18	80200		12.2%					
Mar-18	78900		10.8%					
Feb-18	77800		10.4%					
Jan-18	76600		10.1%					
Dec-17	77300		9.5%					
Nov-17	77300		10.1%					
Oct-17	76100		9%					
Sep-17	75300		8%					
Aug-17	74200		7.5%					
Jul-17	73700		7.1%					
Jun-17	73100		6.4%					
May-17	72500		4.6%					
Apr-17	71500		2.3%					
Mar-17	71200		1.3%					
Feb-17	70500		-1.3%					
Jan-17	69600		-2.8%					
Dec-16	70600		-2.6%					
Nov-16	70200		-3.2%					
Oct-16	69800		-4.9%					
Sep-16	69700		-5.7%					
Aug-16	69000		-7.3%					
Jul-16	68800		-7.7%					
Jun-16	68700		-9.2%					
May-16	69300		-8.6%					
Apr-16	69900		-9%					
Mar-16	70300		-10.3%					
Feb-16	71400		-9.8%					
Jan-16	71600		-10.4%					
Dec-15	72500		-11.5%					
Nov-15	72500		-11.2%					
Oct-15	73400		-9.7%					
Sep-15	73900		-8.2%					
Aug-15	74400		-6.4%					
Jul-15	74500		-5.6%					
Jun-15	75700		-3.6%					
May-15	75800		-2.1%					
Apr-15	76800		-0.3%					
Mar-15	78400		2.3%					
Feb-15	79200		4.1%					
Jan-15	79900		6.5%					
Dec-14	81900		8.6%					
Nov-14	81600		8.8%					
Oct-14	81300		8.7%					
Sep-14	80500		8.2%					

Month	Employment Count	Annual Growth Rate
Aug-14	79500	7.9%
Jul-14	78900	6.9%
Jun-14	78500	6.7%
May-14	77400	4.6%
Apr-14	77000	4.2%
Mar-14	76600	4.1%
Feb-14	76100	3.3%
Jan-14	75000	3%
Dec-13	75400	2.4%
Nov-13	75000	1.9%
Oct-13	74800	0.8%
Sep-13	74400	0.9%
Aug-13	73700	1.7%
Jul-13	73800	2.1%
Jun-13	73600	2.2%
May-13	74000	2.9%
Apr-13	73900	3.5%
Mar-13	73600	3.7%
Feb-13	73700	5%
Jan-13	72800	5.2%
Dec-12	73600	5.4%
Nov-12	73600	6.2%
Oct-12	74200	7.5%
Sep-12	73700	8.2%
Aug-12	72500	7.4%
Jul-12	72300	7.7%
Jun-12	72000	7.8%
May-12	71900	8.3%
Apr-12	71400	8.7%
Mar-12	71000	9.1%
Feb-12	70200	9.7%
Jan-12	69200	9.7%
Dec-11	69800	10.4%
Nov-11	69300	10.4%
Oct-11	69000	10.6%
Sep-11	68100	10.2%
Aug-11	67500	11.2%
Jul-11	67100	10.9%
Jun-11	66800	10.2%
May-11	66400	10.1%
Apr-11	65700	9.1%
Mar-11	65100	8.7%
Feb-11	64000	7.9%
Jan-11	63100	7.7%
Dec-10	63200	6.2%
Nov-10	62800	5.9%
Oct-10	62400	5.6%
Sep-10	61800	5.3%
Aug-10	60700	4.1%
Jul-10	60500	2.9%
Jun-10	60600	2.2%
May-10	60300	1%
Apr-10	60200	-1%
Mar-10	59900	-4.8%
Feb-10	59300	-6.8%
Jan-10	58600	-8.7%
Dec-09	59500	-9.2%
Nov-09	59300	-9.3%
Oct-09	59100	-10%
Sep-09	58700	-10.2%
Aug-09	58300	-9.6%
Jul-09	58800	-8%
Jun-09	59300	-6.6%
May-09	59700	-5.7%

Odessa MSA

June 2019



MSA Labor Force Statistics

	Jun-19	May-19	Jun-18	Yearly Change
Civilian Labor Force	86,045	86,161	85,030	1,015
Employed	83,758	84,348	82,524	1,234
Unemployed	2,287	1,813	2,506	-219
Unemployment Rate	2.7%	2.1%	2.9%	-0.2%

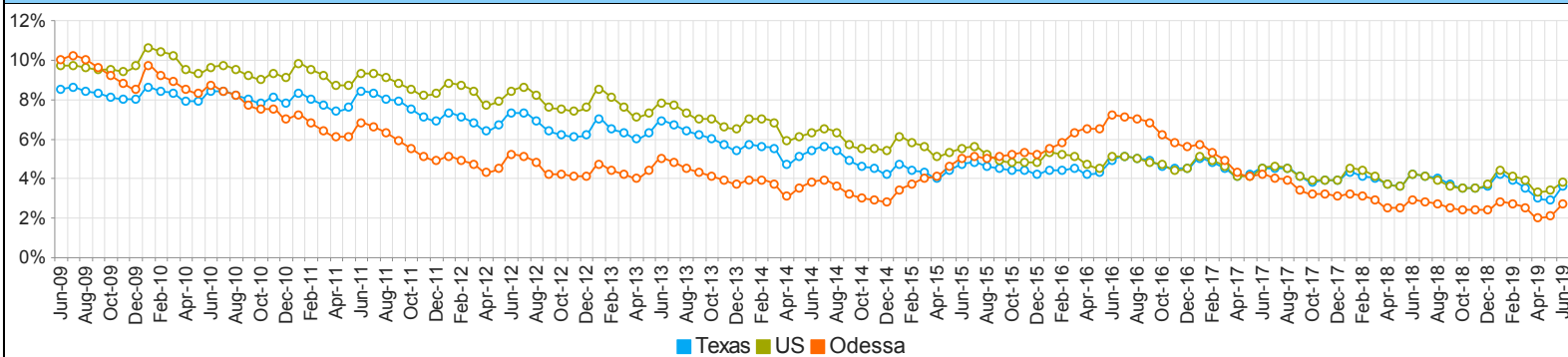
Texas Labor Force Statistics

	Jun-19	May-19	Jun-18	Yearly Change
Civilian Labor Force	14,043,429	13,966,995	13,866,660	176,769
Employed	13,542,322	13,558,482	13,281,765	260,557
Unemployed	501,107	408,513	584,895	-83,788
Unemployment Rate	3.6%	2.9%	4.2%	-0.6%

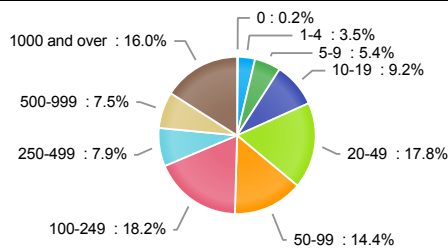
US Labor Force Statistics

	Jun-19	May-19	Jun-18	Yearly Change
Civilian Labor Force	164,120,000	162,655,000	163,277,000	843,000
Employed	157,828,000	157,152,000	156,465,000	1,363,000
Unemployed	6,292,000	5,503,000	6,812,000	-520,000
Unemployment Rate	3.8%	3.4%	4.2%	-0.4%

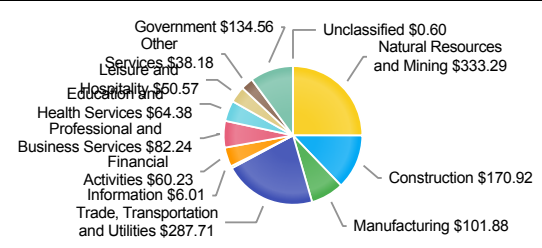
Historical Unemployment Rates



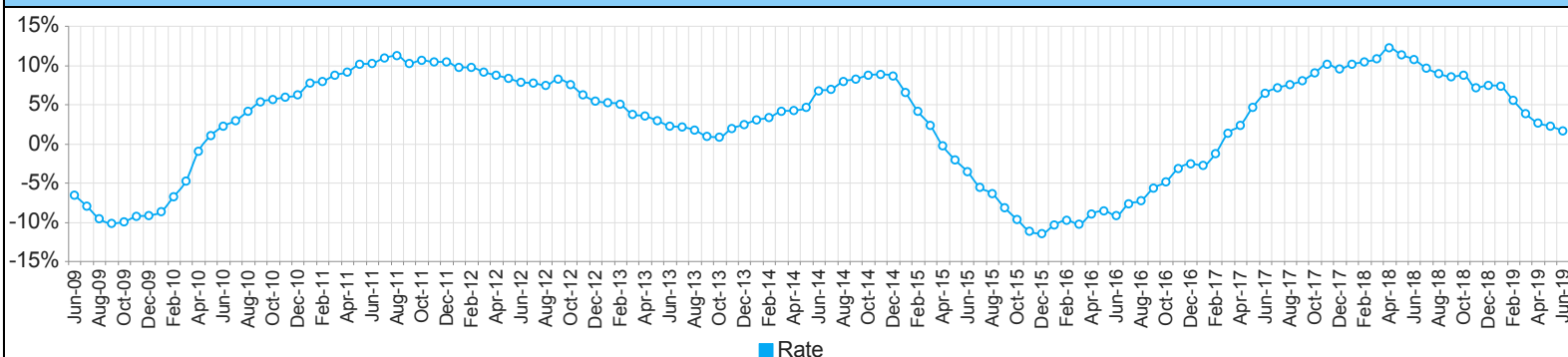
Industry Size Class



Wages by Industry (in millions) (4th Quarter 2018)



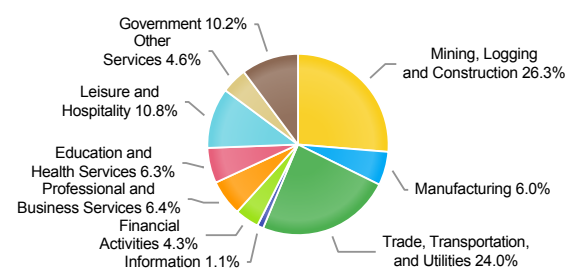
Annual Growth Rate Total Non-agricultural employment

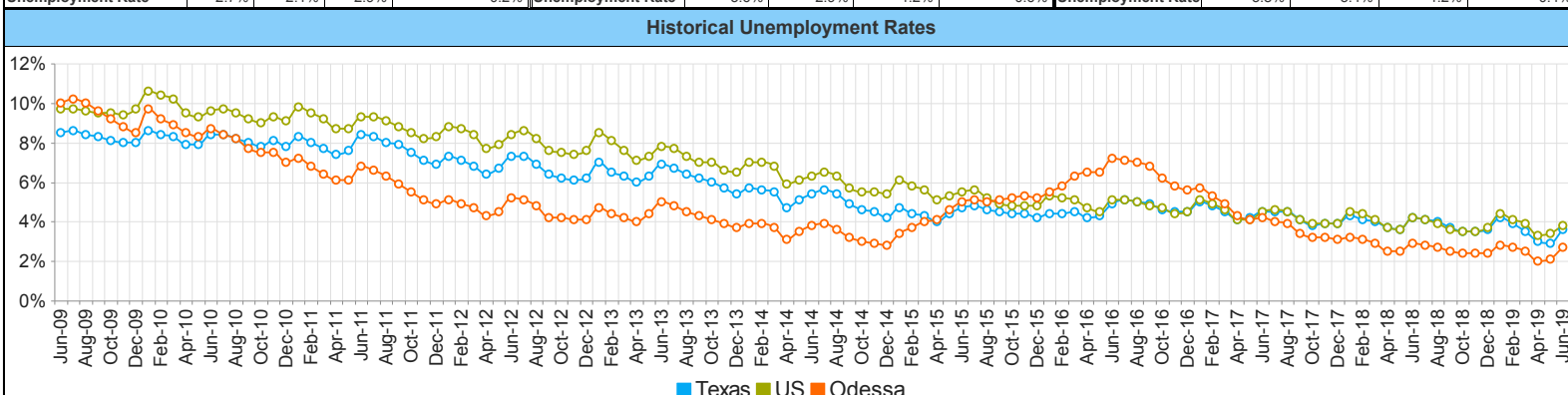
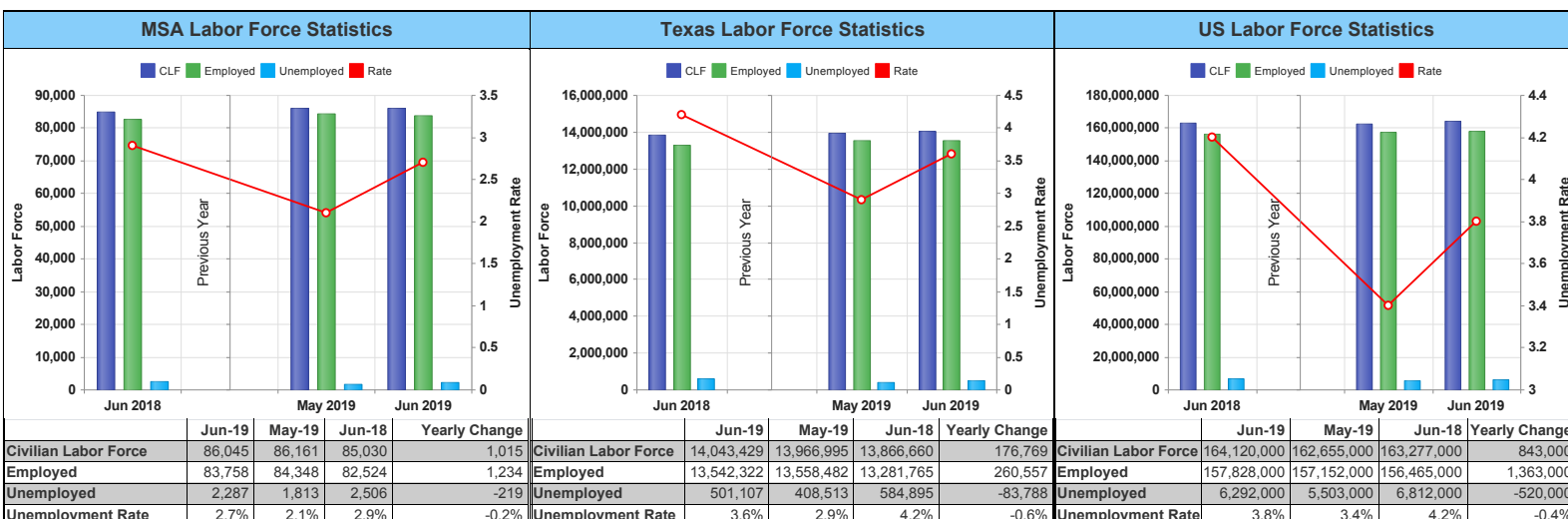


Employment by Industry (June 2019)

Industry	Current Month Employment	% Monthly Change	% Yearly Change
Total Nonfarm	82,200	-0.4%	1.6%
Mining, Logging and Construction	21,600	0.9%	2.9%
Manufacturing	4,900	2.1%	4.3%
Trade, Transportation, and Utilities	19,700	1.0%	7.7%
Information	900	0.0%	28.6%
Financial Activities	3,500	0.0%	-2.8%
Professional and Business Services	5,300	0.0%	15.2%
Education and Health Services	5,200	-1.9%	-5.5%
Leisure and Hospitality	8,900	-2.2%	0.0%
Other Services	3,800	2.7%	-2.6%
Government	8,400	-6.7%	-13.4%

Employment by Industry (June 2019)

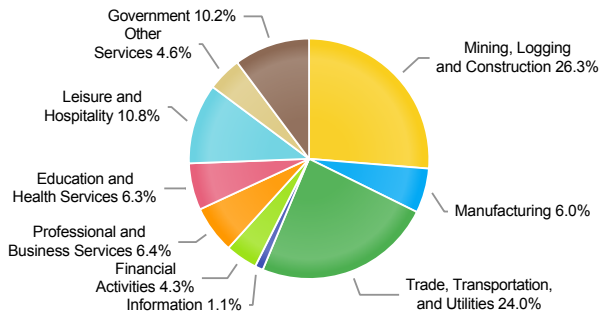




Months	MSA	Texas	US
Jun-19	2.7	3.6	3.8
May-19	2.1	2.9	3.4
Apr-19	2.0	3.0	3.3
Mar-19	2.5	3.5	3.9
Feb-19	2.7	3.9	4.1
Jan-19	2.8	4.2	4.4
Dec-18	2.4	3.6	3.7
Nov-18	2.4	3.5	3.5
Oct-18	2.4	3.5	3.5
Sep-18	2.5	3.7	3.6
Aug-18	2.7	4.0	3.9
Jul-18	2.8	4.1	4.1
Jun-18	2.9	4.2	4.2
May-18	2.5	3.6	3.6
Apr-18	2.5	3.7	3.7
Mar-18	2.9	4.0	4.1
Feb-18	3.1	4.1	4.4
Jan-18	3.2	4.3	4.5
Dec-17	3.1	3.9	3.9
Nov-17	3.2	3.9	3.9
Oct-17	3.2	3.8	3.9
Sep-17	3.4	4.1	4.1
Aug-17	3.9	4.5	4.5
Jul-17	4.0	4.5	4.6
Jun-17	4.2	4.5	4.5
May-17	4.1	4.2	4.1
Apr-17	4.3	4.1	4.1
Mar-17	4.9	4.5	4.6
Feb-17	5.3	4.8	4.9
Jan-17	5.7	5.0	5.1
Dec-16	5.6	4.5	4.5
Nov-16	5.8	4.5	4.4
Oct-16	6.2	4.6	4.7
Sep-16	6.8	4.9	4.8
Aug-16	7.0	5.0	5.0
Jul-16	7.1	5.1	5.1
Jun-16	7.2	4.9	5.1
May-16	6.5	4.3	4.5
Apr-16	6.5	4.2	4.7
Mar-16	6.3	4.5	5.1
Feb-16	5.8	4.4	5.2
Jan-16	5.5	4.4	5.3
Dec-15	5.2	4.2	4.8
Nov-15	5.3	4.4	4.8
Oct-15	5.2	4.4	4.8
Sep-15	5.1	4.5	4.9
Aug-15	5.0	4.6	5.2
Jul-15	5.1	4.8	5.6
Jun-15	5.0	4.7	5.5
May-15	4.6	4.4	5.3
Apr-15	4.1	4.0	5.1
Mar-15	4.0	4.3	5.6
Feb-15	3.7	4.4	5.8
Jan-15	3.4	4.7	6.1
Dec-14	2.8	4.2	5.4

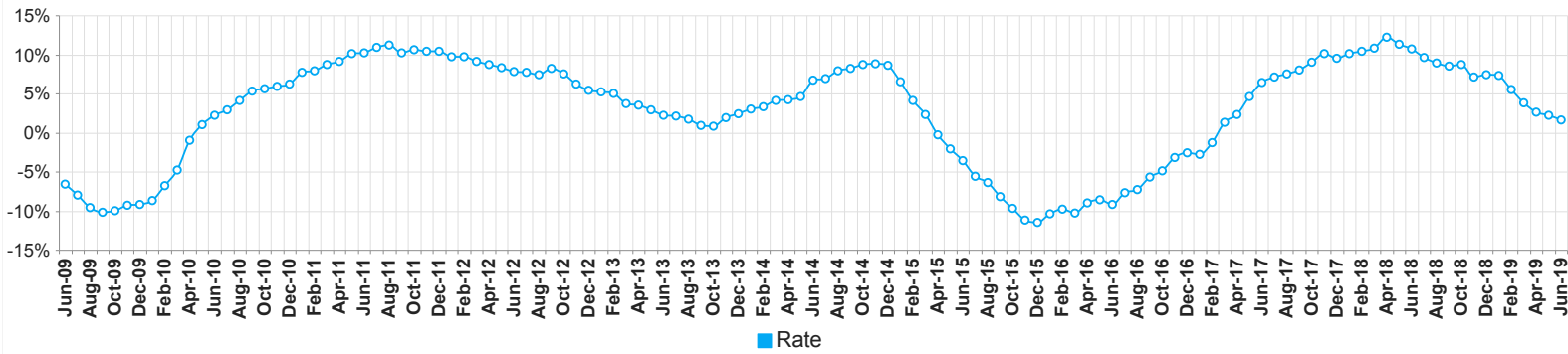
Months	MSA	Texas	US
Nov-14	2.9	4.5	5.5
Oct-14	3.0	4.6	5.5
Sep-14	3.2	4.9	5.7
Aug-14	3.6	5.4	6.3
Jul-14	3.9	5.6	6.5
Jun-14	3.8	5.4	6.3
May-14	3.5	5.1	6.1
Apr-14	3.1	4.7	5.9
Mar-14	3.7	5.5	6.8
Feb-14	3.9	5.6	7.0
Jan-14	3.9	5.7	7.0
Dec-13	3.7	5.4	6.5
Nov-13	3.9	5.7	6.6
Oct-13	4.1	6.0	7.0
Sep-13	4.3	6.2	7.0
Aug-13	4.5	6.4	7.3
Jul-13	4.8	6.7	7.7
Jun-13	5.0	6.9	7.8
May-13	4.4	6.3	7.3
Apr-13	4.0	6.0	7.1
Mar-13	4.2	6.3	7.6
Feb-13	4.4	6.5	8.1
Jan-13	4.7	7.0	8.5
Dec-12	4.1	6.2	7.6
Nov-12	4.1	6.1	7.4
Oct-12	4.2	6.2	7.5
Sep-12	4.2	6.4	7.6
Aug-12	4.8	6.9	8.2
Jul-12	5.1	7.3	8.6
Jun-12	5.2	7.3	8.4
May-12	4.5	6.7	7.9
Apr-12	4.3	6.4	7.7
Mar-12	4.7	6.8	8.4
Feb-12	4.9	7.1	8.7
Jan-12	5.1	7.3	8.8
Dec-11	4.9	6.9	8.3
Nov-11	5.1	7.1	8.2
Oct-11	5.5	7.5	8.5
Sep-11	5.9	7.9	8.8
Aug-11	6.3	8.0	9.1
Jul-11	6.6	8.3	9.3
Jun-11	6.8	8.4	9.3
May-11	6.1	7.6	8.7
Apr-11	6.1	7.4	8.7
Mar-11	6.4	7.7	9.2
Feb-11	6.8	8.0	9.5
Jan-11	7.2	8.3	9.8
Dec-10	7.0	7.8	9.1
Nov-10	7.5	8.1	9.3
Oct-10	7.5	7.8	9.0
Sep-10	7.7	8.0	9.2
Aug-10	8.2	8.2	9.5
Jul-10	8.4	8.4	9.7
Jun-10	8.7	8.4	9.6
May-10	8.3	7.9	9.3
Apr-10	8.5	7.9	9.5
Mar-10	8.9	8.3	10.2
Feb-10	9.2	8.4	10.4
Jan-10	9.7	8.6	10.6
Dec-09	8.5	8.0	9.7
Nov-09	8.8	8.0	9.4
Oct-09	9.2	8.1	9.5
Sep-09	9.6	8.3	9.5
Aug-09	10.0	8.4	9.6
Jul-09	10.2	8.6	9.7
Jun-09	10.0	8.5	9.7

Employment by Industry



Industry	Jun-19	May-19	Jun-18	Monthly Change	Monthly Percent Change	Yearly Change	Yearly Percent Change
Total Nonfarm	82,200	82,500	80,900	-300	-0.4%	1300	1.6%
Mining, Logging and Construction	21,600	21,400	21,000	200	0.9%	600	2.9%
Manufacturing	4,900	4,800	4,700	100	2.1%	200	4.3%
Trade, Transportation, and Utilities	19,700	19,500	18,300	200	1.0%	1400	7.7%
Information	900	900	700	0	0.0%	200	28.6%
Financial Activities	3,500	3,500	3,600	0	0.0%	-100	-2.8%
Professional and Business Services	5,300	5,300	4,600	0	0.0%	700	15.2%
Education and Health Services	5,200	5,300	5,500	-100	-1.9%	-300	-5.5%
Leisure and Hospitality	8,900	9,100	8,900	-200	-2.2%	0	0.0%
Other Services	3,800	3,700	3,900	100	2.7%	-100	-2.6%
Government	8,400	9,000	9,700	-600	-6.7%	-1300	-13.4%

Annual Growth Rate Total Non-agricultural employment

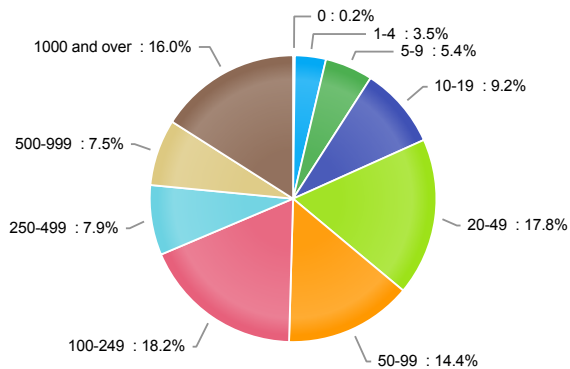


Annual Growth Rate Total Non-agricultural employment table

Month	Employment Count	Annual Growth Rate
Jun-19	82200	1.6%
May-19	82500	2.2%
Apr-19	82300	2.6%
Mar-19	81900	3.8%
Feb-19	82100	5.5%
Jan-19	82200	7.3%
Dec-18	83000	7.4%
Nov-18	82800	7.1%
Oct-18	82700	8.7%
Sep-18	81700	8.5%
Aug-18	80800	8.9%
Jul-18	80800	9.6%
Jun-18	80900	10.7%
May-18	80700	11.3%
Apr-18	80200	12.2%
Mar-18	78900	10.8%
Feb-18	77800	10.4%
Jan-18	76600	10.1%
Dec-17	77300	9.5%
Nov-17	77300	10.1%
Oct-17	76100	9%
Sep-17	75300	8%
Aug-17	74200	7.5%
Jul-17	73700	7.1%
Jun-17	73100	6.4%
May-17	72500	4.6%
Apr-17	71500	2.3%
Mar-17	71200	1.3%
Feb-17	70500	-1.3%
Jan-17	69600	-2.8%
Dec-16	70600	-2.6%
Nov-16	70200	-3.2%
Oct-16	69800	-4.9%
Sep-16	69700	-5.7%
Aug-16	69000	-7.3%
Jul-16	68800	-7.7%
Jun-16	68700	-9.2%
May-16	69300	-8.6%
Apr-16	69900	-9%
Mar-16	70300	-10.3%
Feb-16	71400	-9.8%
Jan-16	71600	-10.4%
Dec-15	72500	-11.5%
Nov-15	72500	-11.2%
Oct-15	73400	-9.7%
Sep-15	73900	-8.2%
Aug-15	74400	-6.4%
Jul-15	74500	-5.6%
Jun-15	75700	-3.6%
May-15	75800	-2.1%
Apr-15	76800	-0.3%
Mar-15	78400	2.3%
Feb-15	79200	4.1%
Jan-15	79900	6.5%
Dec-14	81900	8.6%
Nov-14	81600	8.8%
Oct-14	81300	8.7%
Sep-14	80500	8.2%

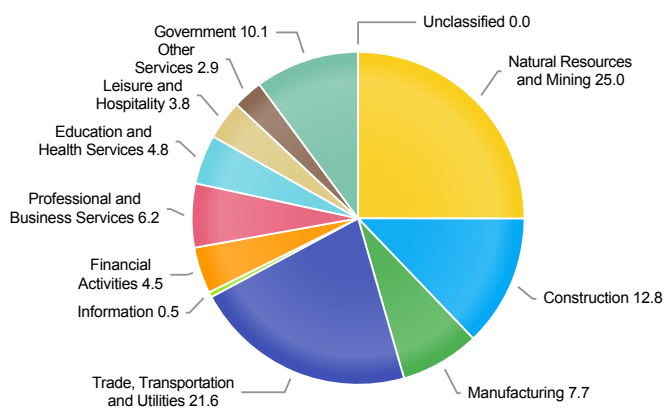
Month	Employment Count	Annual Growth Rate
Aug-14	79500	7.9%
Jul-14	78900	6.9%
Jun-14	78500	6.7%
May-14	77400	4.6%
Apr-14	77000	4.2%
Mar-14	76600	4.1%
Feb-14	76100	3.3%
Jan-14	75000	3%
Dec-13	75400	2.4%
Nov-13	75000	1.9%
Oct-13	74800	0.8%
Sep-13	74400	0.9%
Aug-13	73700	1.7%
Jul-13	73800	2.1%
Jun-13	73600	2.2%
May-13	74000	2.9%
Apr-13	73900	3.5%
Mar-13	73600	3.7%
Feb-13	73700	5%
Jan-13	72800	5.2%
Dec-12	73600	5.4%
Nov-12	73600	6.2%
Oct-12	74200	7.5%
Sep-12	73700	8.2%
Aug-12	72500	7.4%
Jul-12	72300	7.7%
Jun-12	72000	7.8%
May-12	71900	8.3%
Apr-12	71400	8.7%
Mar-12	71000	9.1%
Feb-12	70200	9.7%
Jan-12	69200	9.7%
Dec-11	69800	10.4%
Nov-11	69300	10.4%
Oct-11	69000	10.6%
Sep-11	68100	10.2%
Aug-11	67500	11.2%
Jul-11	67100	10.9%
Jun-11	66800	10.2%
May-11	66400	10.1%
Apr-11	65700	9.1%
Mar-11	65100	8.7%
Feb-11	64000	7.9%
Jan-11	63100	7.7%
Dec-10	63200	6.2%
Nov-10	62800	5.9%
Oct-10	62400	5.6%
Sep-10	61800	5.3%
Aug-10	60700	4.1%
Jul-10	60500	2.9%
Jun-10	60600	2.2%
May-10	60300	1%
Apr-10	60200	-1%
Mar-10	59900	-4.8%
Feb-10	59300	-6.8%
Jan-10	58600	-8.7%
Dec-09	59500	-9.2%
Nov-09	59300	-9.3%
Oct-09	59100	-10%
Sep-09	58700	-10.2%
Aug-09	58300	-9.6%
Jul-09	58800	-8%
Jun-09	59300	-6.6%

Industry size class



Employees Per Firm	Employment In Size Class	Percentage Of Total Employment
0	136	0.2%
1-4	2846	3.5%
5-9	4387	5.4%
10-19	7446	9.2%
20-49	14477	17.8%
50-99	11650	14.4%
100-249	14796	18.2%
250-499	6379	7.9%
500-999	6063	7.5%
1000 and over	12981	16.0%

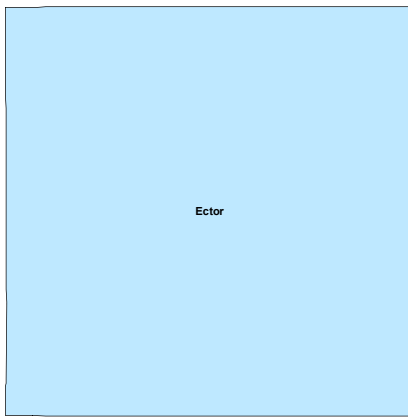
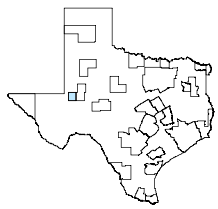
Wages by Industry (in millions) (4th Quarter 2018)



Industry Title	Wages in millions (\$)
Natural Resources and Mining	333.29
Construction	170.92
Manufacturing	101.88
Trade, Transportation and Utilities	287.71
Information	6.01
Financial Activities	60.23
Professional and Business Services	82.24
Education and Health Services	64.38
Leisure and Hospitality	50.57
Other Services	38.18
Government	134.56
Unclassified	0.60

Odessa MSA

November 2019



MSA Labor Force Statistics

	Nov-19	Oct-19	Nov-18	Yearly Change
Civilian Labor Force	87,863	87,734	86,910	953
Employed	85,341	85,365	84,867	474
Unemployed	2,522	2,369	2,043	479
Unemployment Rate	2.9%	2.7%	2.4%	0.5%

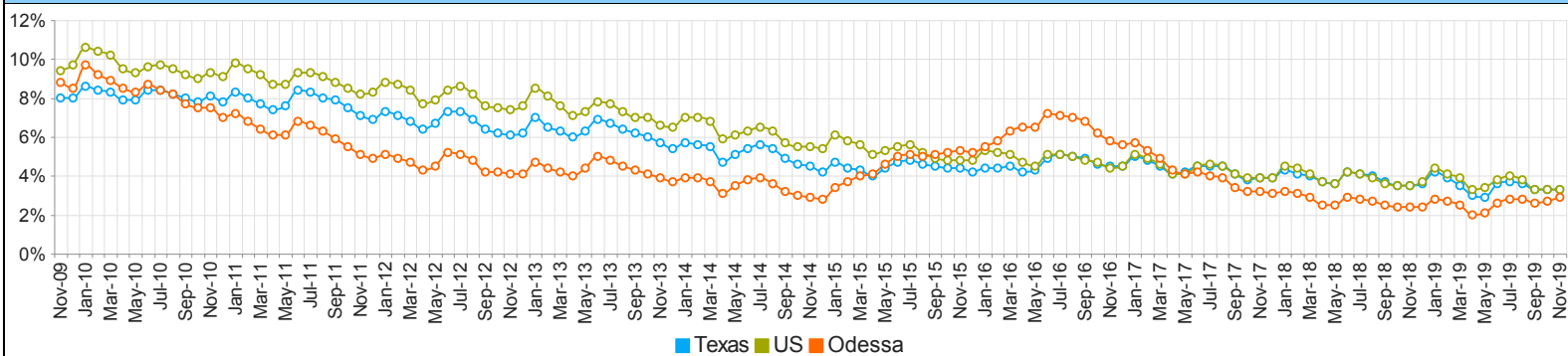
Texas Labor Force Statistics

	Nov-19	Oct-19	Nov-18	Yearly Change
Civilian Labor Force	14,265,562	14,190,783	13,961,940	303,622
Employed	13,788,541	13,723,103	13,475,980	312,561
Unemployed	477,021	467,680	485,960	-8,939
Unemployment Rate	3.3%	3.3%	3.5%	-0.2%

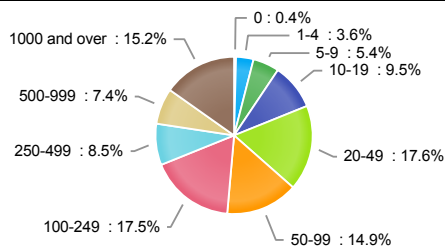
US Labor Force Statistics

	Nov-19	Oct-19	Nov-18	Yearly Change
Civilian Labor Force	164,386,000	164,576,000	162,665,000	1,721,000
Employed	158,945,000	159,067,000	157,015,000	1,930,000
Unemployed	5,441,000	5,510,000	5,650,000	-209,000
Unemployment Rate	3.3%	3.3%	3.5%	-0.2%

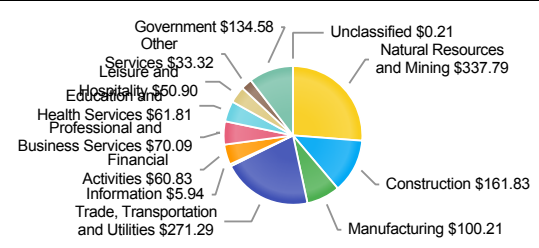
Historical Unemployment Rates



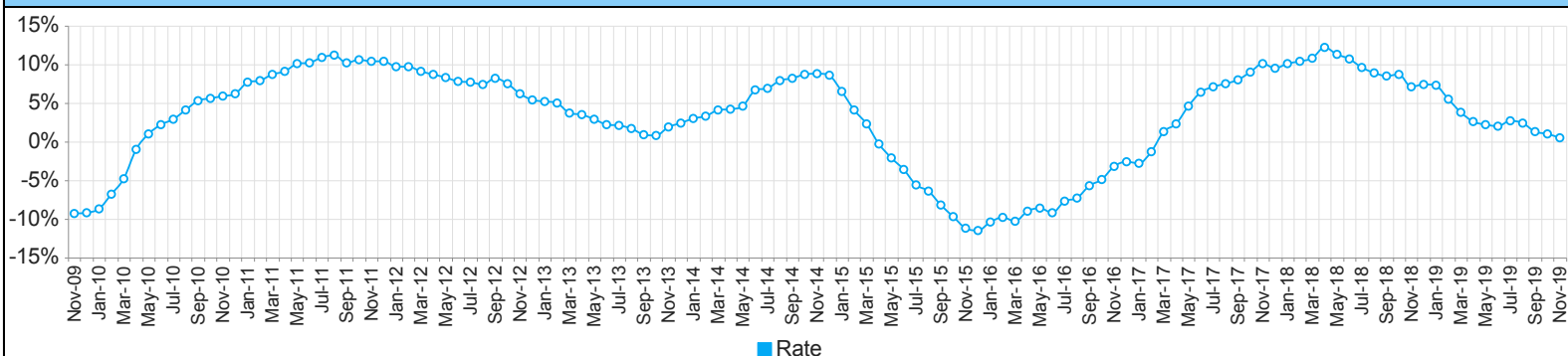
Industry Size Class



Wages by Industry (in millions) (2nd Quarter 2019)



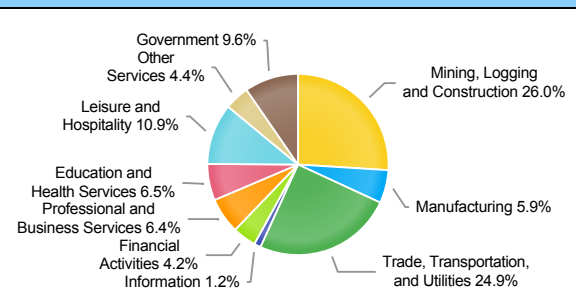
Annual Growth Rate Total Non-agricultural employment

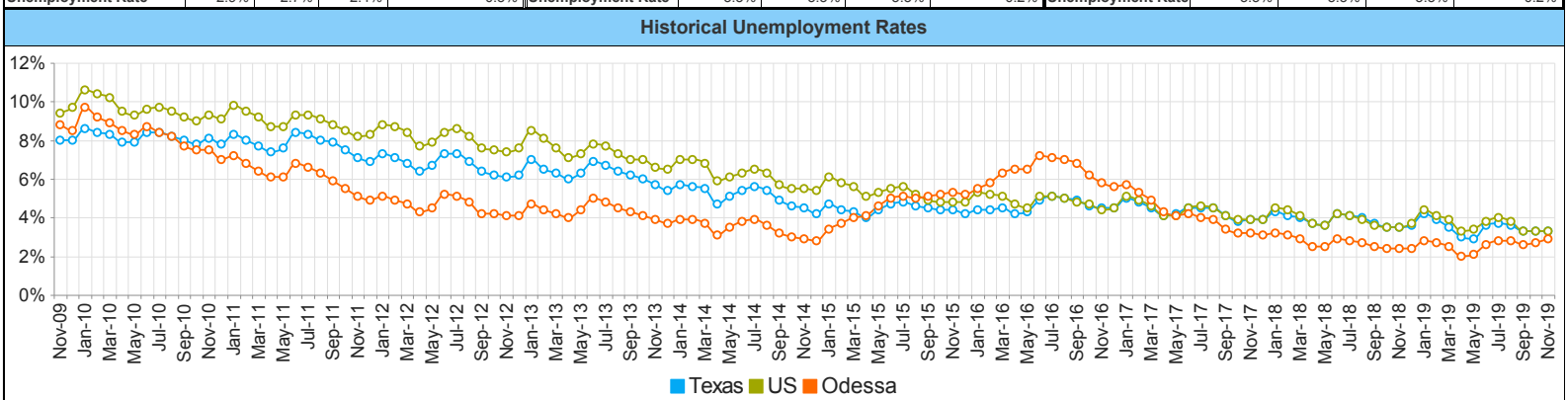
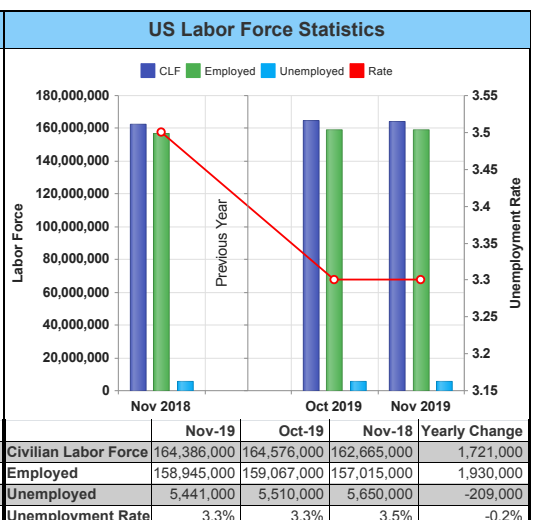
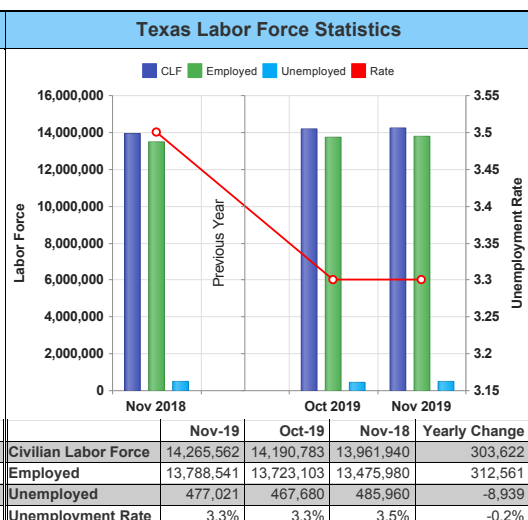
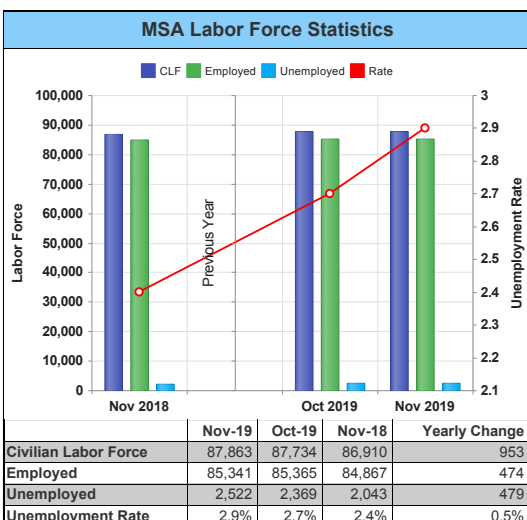


Employment by Industry (November 2019)

Industry	Current Month Employment	% Monthly Change	% Yearly Change
Total Nonfarm	83,200	-0.4%	0.5%
Mining, Logging and Construction	21,600	-1.8%	-0.9%
Manufacturing	4,900	0.0%	-2.0%
Trade, Transportation, and Utilities	20,700	1.5%	6.2%
Information	1,000	0.0%	11.1%
Financial Activities	3,500	-2.8%	0.0%
Professional and Business Services	5,300	-1.9%	3.9%
Education and Health Services	5,400	0.0%	1.9%
Leisure and Hospitality	9,100	1.1%	2.2%
Other Services	3,700	0.0%	0.0%
Government	8,000	-1.2%	-12.1%

Employment by Industry (November 2019)

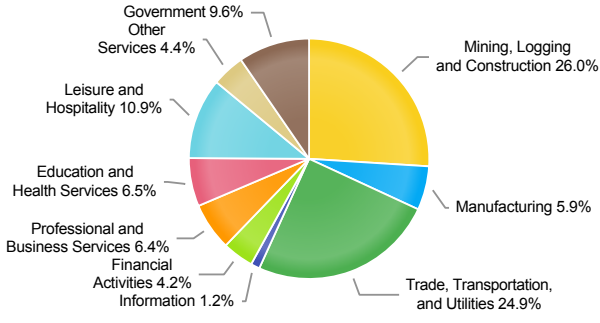




Months	MSA	Texas	US
Nov-19	2.9	3.3	3.3
Oct-19	2.7	3.3	3.3
Sep-19	2.6	3.3	3.3
Aug-19	2.8	3.6	3.8
Jul-19	2.8	3.7	4.0
Jun-19	2.6	3.6	3.8
May-19	2.1	2.9	3.4
Apr-19	2.0	3.0	3.3
Mar-19	2.5	3.5	3.9
Feb-19	2.7	3.9	4.1
Jan-19	2.8	4.2	4.4
Dec-18	2.4	3.6	3.7
Nov-18	2.4	3.5	3.5
Oct-18	2.4	3.5	3.5
Sep-18	2.5	3.7	3.6
Aug-18	2.7	4.0	3.9
Jul-18	2.8	4.1	4.1
Jun-18	2.9	4.2	4.2
May-18	2.5	3.6	3.6
Apr-18	2.5	3.7	3.7
Mar-18	2.9	4.0	4.1
Feb-18	3.1	4.1	4.4
Jan-18	3.2	4.3	4.5
Dec-17	3.1	3.9	3.9
Nov-17	3.2	3.9	3.9
Oct-17	3.2	3.8	3.9
Sep-17	3.4	4.1	4.1
Aug-17	3.9	4.5	4.5
Jul-17	4.0	4.5	4.6
Jun-17	4.2	4.5	4.5
May-17	4.1	4.2	4.1
Apr-17	4.3	4.1	4.1
Mar-17	4.9	4.5	4.6
Feb-17	5.3	4.8	4.9
Jan-17	5.7	5.0	5.1
Dec-16	5.6	4.5	4.5
Nov-16	5.8	4.5	4.4
Oct-16	6.2	4.6	4.7
Sep-16	6.8	4.9	4.8
Aug-16	7.0	5.0	5.0
Jul-16	7.1	5.1	5.1
Jun-16	7.2	4.9	5.1
May-16	6.5	4.3	4.5
Apr-16	6.5	4.2	4.7
Mar-16	6.3	4.5	5.1
Feb-16	5.8	4.4	5.2
Jan-16	5.5	4.4	5.3
Dec-15	5.2	4.2	4.8
Nov-15	5.3	4.4	4.8
Oct-15	5.2	4.4	4.8
Sep-15	5.1	4.5	4.9
Aug-15	5.0	4.6	5.2
Jul-15	5.1	4.8	5.6
Jun-15	5.0	4.7	5.5
May-15	4.6	4.4	5.3

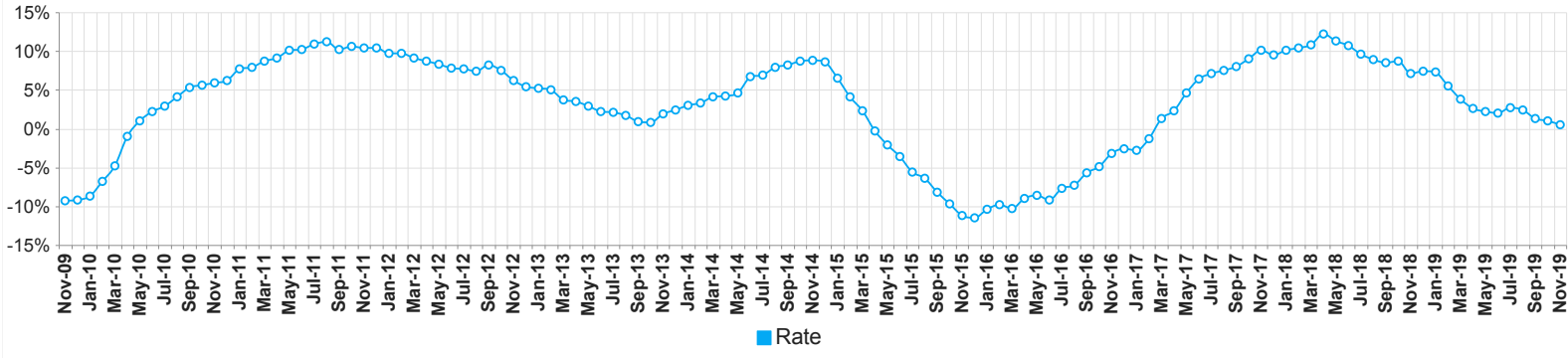
Months	MSA	Texas	US
Apr-15	4.1	4.0	5.1
Mar-15	4.0	4.3	5.6
Feb-15	3.7	4.4	5.8
Jan-15	3.4	4.7	6.1
Dec-14	2.8	4.2	5.4
Nov-14	2.9	4.5	5.5
Oct-14	3.0	4.6	5.5
Sep-14	3.2	4.9	5.7
Aug-14	3.6	5.4	6.3
Jul-14	3.9	5.6	6.5
Jun-14	3.8	5.4	6.3
May-14	3.5	5.1	6.1
Apr-14	3.1	4.7	5.9
Mar-14	3.7	5.5	6.8
Feb-14	3.9	5.6	7.0
Jan-14	3.9	5.7	7.0
Dec-13	3.7	5.4	6.5
Nov-13	3.9	5.7	6.6
Oct-13	4.1	6.0	7.0
Sep-13	4.3	6.2	7.0
Aug-13	4.5	6.4	7.3
Jul-13	4.8	6.7	7.7
Jun-13	5.0	6.9	7.8
May-13	4.4	6.3	7.3
Apr-13	4.0	6.0	7.1
Mar-13	4.2	6.3	7.6
Feb-13	4.4	6.5	8.1
Jan-13	4.7	7.0	8.5
Dec-12	4.1	6.2	7.6
Nov-12	4.1	6.1	7.4
Oct-12	4.2	6.2	7.5
Sep-12	4.2	6.4	7.6
Aug-12	4.8	6.9	8.2
Jul-12	5.1	7.3	8.6
Jun-12	5.2	7.3	8.4
May-12	4.5	6.7	7.9
Apr-12	4.3	6.4	7.7
Mar-12	4.7	6.8	8.4
Feb-12	4.9	7.1	8.7
Jan-12	5.1	7.3	8.8
Dec-11	4.9	6.9	8.3
Nov-11	5.1	7.1	8.2
Oct-11	5.5	7.5	8.5
Sep-11	5.9	7.9	8.8
Aug-11	6.3	8.0	9.1
Jul-11	6.6	8.3	9.3
Jun-11	6.8	8.4	9.3
May-11	6.1	7.6	8.7
Apr-11	6.1	7.4	8.7
Mar-11	6.4	7.7	9.2
Feb-11	6.8	8.0	9.5
Jan-11	7.2	8.3	9.8
Dec-10	7.0	7.8	9.1
Nov-10	7.5	8.1	9.3
Oct-10	7.5	7.8	9.0
Sep-10	7.7	8.0	9.2
Aug-10	8.2	8.2	9.5
Jul-10	8.4	8.4	9.7
Jun-10	8.7	8.4	9.6
May-10	8.3	7.9	9.3
Apr-10	8.5	7.9	9.5
Mar-10	8.9	8.3	10.2
Feb-10	9.2	8.4	10.4
Jan-10	9.7	8.6	10.6
Dec-09	8.5	8.0	9.7
Nov-09	8.8	8.0	9.4

Employment by Industry



Industry	Nov-19	Oct-19	Nov-18	Monthly Change	Monthly Percent Change	Yearly Change	Yearly Percent Change
Total Nonfarm	83,200	83,500	82,800	-300	-0.4%	400	0.5%
Mining, Logging and Construction	21,600	22,000	21,800	-400	-1.8%	-200	-0.9%
Manufacturing	4,900	4,900	5,000	0	0.0%	-100	-2.0%
Trade, Transportation, and Utilities	20,700	20,400	19,500	300	1.5%	1200	6.2%
Information	1,000	1,000	900	0	0.0%	100	11.1%
Financial Activities	3,500	3,600	3,500	-100	-2.8%	0	0.0%
Professional and Business Services	5,300	5,400	5,100	-100	-1.9%	200	3.9%
Education and Health Services	5,400	5,400	5,300	0	0.0%	100	1.9%
Leisure and Hospitality	9,100	9,000	8,900	100	1.1%	200	2.2%
Other Services	3,700	3,700	3,700	0	0.0%	0	0.0%
Government	8,000	8,100	9,100	-100	-1.2%	-1100	-12.1%

Annual Growth Rate Total Non-agricultural employment

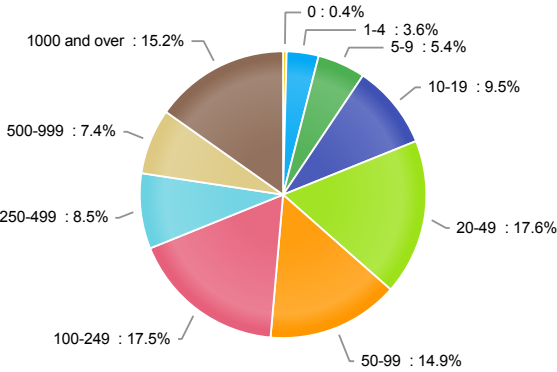


Annual Growth Rate Total Non-agricultural employment table

Month	Employment Count	Annual Growth Rate
Nov-19	83200	0.5%
Oct-19	83500	1%
Sep-19	82800	1.3%
Aug-19	82700	2.4%
Jul-19	83000	2.7%
Jun-19	82500	2%
May-19	82500	2.2%
Apr-19	82300	2.6%
Mar-19	81900	3.8%
Feb-19	82100	5.5%
Jan-19	82200	7.3%
Dec-18	83000	7.4%
Nov-18	82800	7.1%
Oct-18	82700	8.7%
Sep-18	81700	8.5%
Aug-18	80800	8.9%
Jul-18	80800	9.6%
Jun-18	80900	10.7%
May-18	80700	11.3%
Apr-18	80200	12.2%
Mar-18	78900	10.8%
Feb-18	77800	10.4%
Jan-18	76600	10.1%
Dec-17	77300	9.5%
Nov-17	77300	10.1%
Oct-17	76100	9%
Sep-17	75300	8%
Aug-17	74200	7.5%
Jul-17	73700	7.1%
Jun-17	73100	6.4%
May-17	72500	4.6%
Apr-17	71500	2.3%
Mar-17	71200	1.3%
Feb-17	70500	-1.3%
Jan-17	69600	-2.8%
Dec-16	70600	-2.6%
Nov-16	70200	-3.2%
Oct-16	69800	-4.9%
Sep-16	69700	-5.7%
Aug-16	69000	-7.3%
Jul-16	68800	-7.7%
Jun-16	68700	-9.2%
May-16	69300	-8.6%
Apr-16	69900	-9%
Mar-16	70300	-10.3%
Feb-16	71400	-9.8%
Jan-16	71600	-10.4%
Dec-15	72500	-11.5%
Nov-15	72500	-11.2%
Oct-15	73400	-9.7%
Sep-15	73900	-8.2%
Aug-15	74400	-6.4%
Jul-15	74500	-5.6%
Jun-15	75700	-3.6%
May-15	75800	-2.1%
Apr-15	76800	-0.3%
Mar-15	78400	2.3%
Feb-15	79200	4.1%

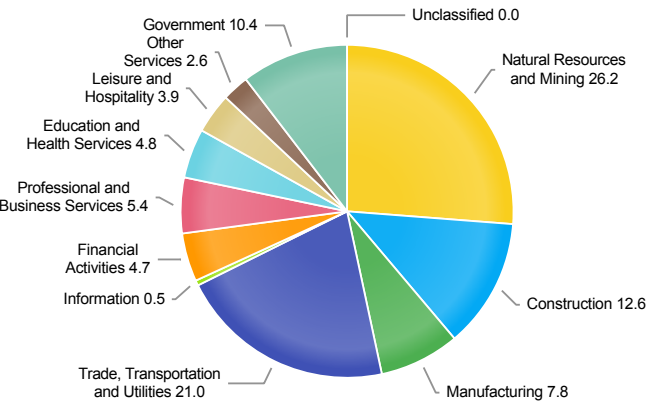
Month	Employment Count	Annual Growth Rate
Jan-15	79900	6.5%
Dec-14	81900	8.6%
Nov-14	81600	8.8%
Oct-14	81300	8.7%
Sep-14	80500	8.2%
Aug-14	79500	7.9%
Jul-14	78900	6.9%
Jun-14	78500	6.7%
May-14	77400	4.6%
Apr-14	77000	4.2%
Mar-14	76600	4.1%
Feb-14	76100	3.3%
Jan-14	75000	3%
Dec-13	75400	2.4%
Nov-13	75000	1.9%
Oct-13	74800	0.8%
Sep-13	74400	0.9%
Aug-13	73700	1.7%
Jul-13	73800	2.1%
Jun-13	73600	2.2%
May-13	74000	2.9%
Apr-13	73900	3.5%
Mar-13	73600	3.7%
Feb-13	73700	5%
Jan-13	72800	5.2%
Dec-12	73600	5.4%
Nov-12	73600	6.2%
Oct-12	74200	7.5%
Sep-12	73700	8.2%
Aug-12	72500	7.4%
Jul-12	72300	7.7%
Jun-12	72000	7.8%
May-12	71900	8.3%
Apr-12	71400	8.7%
Mar-12	71000	9.1%
Feb-12	70200	9.7%
Jan-12	69200	9.7%
Dec-11	69800	10.4%
Nov-11	69300	10.4%
Oct-11	69000	10.6%
Sep-11	68100	10.2%
Aug-11	67500	11.2%
Jul-11	67100	10.9%
Jun-11	66800	10.2%
May-11	66400	10.1%
Apr-11	65700	9.1%
Mar-11	65100	8.7%
Feb-11	64000	7.9%
Jan-11	63100	7.7%
Dec-10	63200	6.2%
Nov-10	62800	5.9%
Oct-10	62400	5.6%
Sep-10	61800	5.3%
Aug-10	60700	4.1%
Jul-10	60500	2.9%
Jun-10	60600	2.2%
May-10	60300	1%
Apr-10	60200	-1%
Mar-10	59900	-4.8%
Feb-10	59300	-6.8%
Jan-10	58600	-8.7%
Dec-09	59500	-9.2%
Nov-09	59300	-9.3%

Industry size class



Employees Per Firm	Employment In Size Class	Percentage Of Total Employment
0	300	0.4%
1-4	2926	3.6%
5-9	4372	5.4%
10-19	7754	9.5%
20-49	14272	17.6%
50-99	12148	14.9%
100-249	14214	17.5%
250-499	6951	8.5%
500-999	5985	7.4%
1000 and over	12380	15.2%

Wages by Industry (in millions) (2nd Quarter 2019)



Industry Title	Wages in millions (\$)
Natural Resources and Mining	337.79
Construction	161.83
Manufacturing	100.21
Trade, Transportation and Utilities	271.29
Information	5.94
Financial Activities	60.83
Professional and Business Services	70.09
Education and Health Services	61.81
Leisure and Hospitality	50.90
Other Services	33.32
Government	134.58
Unclassified	0.21