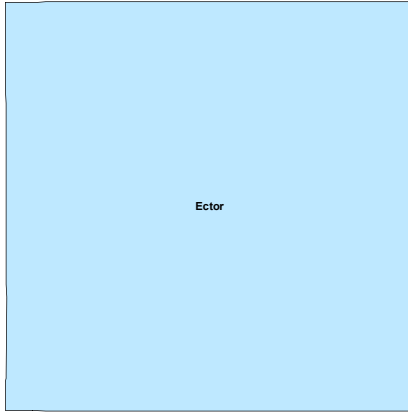
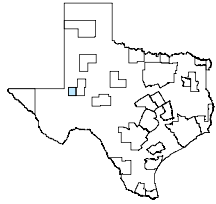


Odessa MSA

January 2023

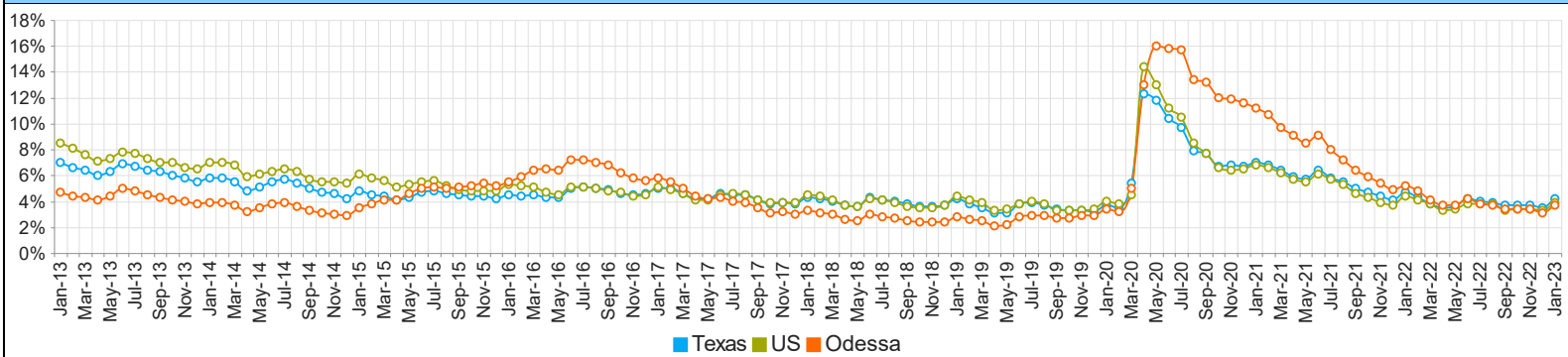


MSA Labor Force Statistics				
	Jan-23	Dec-22	Jan-22	Yearly Change
Civilian Labor Force	85,595	85,044	81,896	3,699
Employed	82,461	82,445	77,609	4,852
Unemployed	3,134	2,599	4,287	-1,153
Unemployment Rate	3.7%	3.1%	5.2%	-1.5%

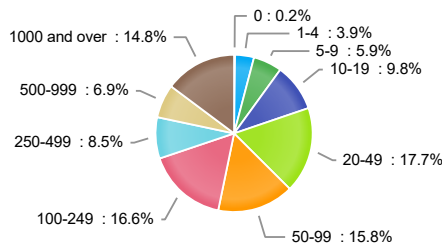
Texas Labor Force Statistics				
	Jan-23	Dec-22	Jan-22	Yearly Change
Civilian Labor Force	14,875,841	14,773,939	14,511,328	364,513
Employed	14,252,954	14,260,768	13,835,851	417,103
Unemployed	622,887	513,171	675,477	-52,590
Unemployment Rate	4.2%	3.5%	4.7%	-0.5%

US Labor Force Statistics				
	Jan-23	Dec-22	Jan-22	Yearly Change
Civilian Labor Force	165,070,000	164,224,000	162,825,000	2,245,000
Employed	158,692,000	158,872,000	155,618,000	3,074,000
Unemployed	6,378,000	5,352,000	7,207,000	-829,000
Unemployment Rate	3.9%	3.3%	4.4%	-0.5%

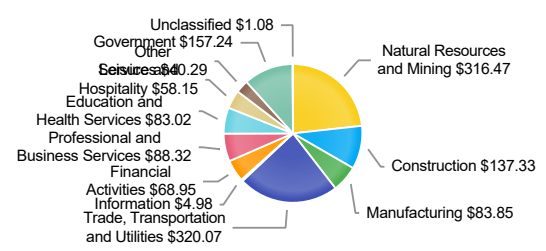
Historical Unemployment Rates



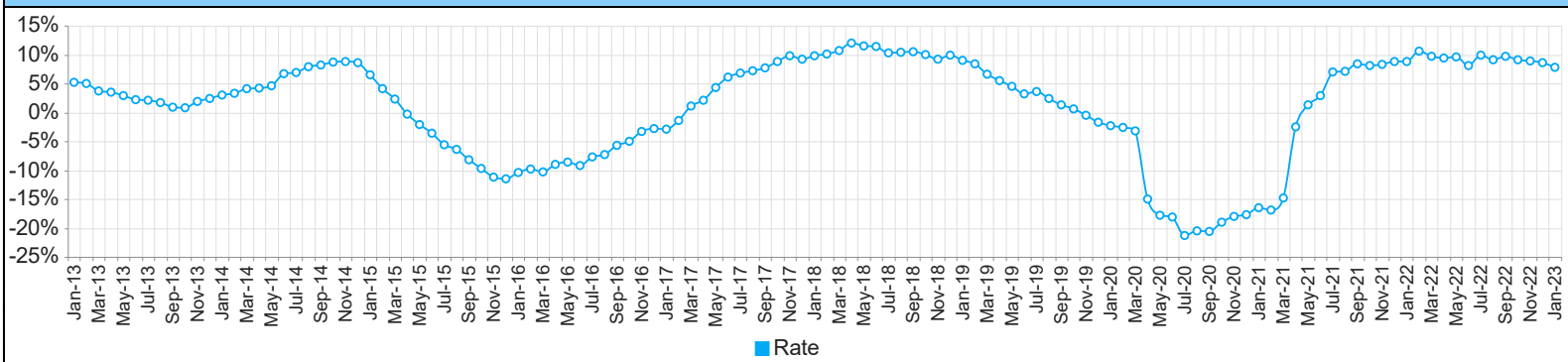
Industry Size Class



Wages by Industry (in millions) (3rd Quarter 2022)



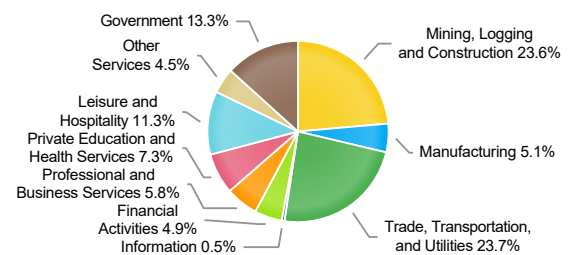
Annual Growth Rate Total Non-agricultural employment

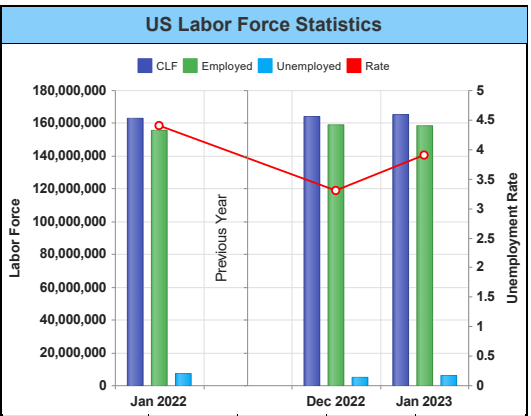
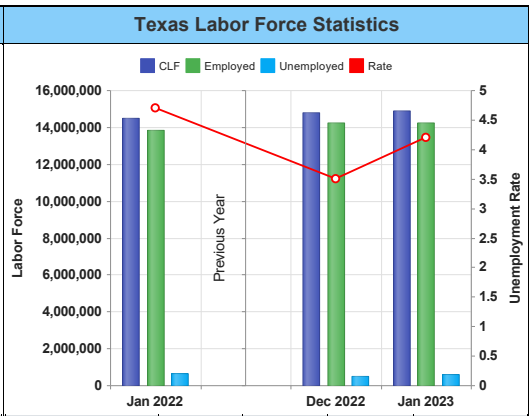
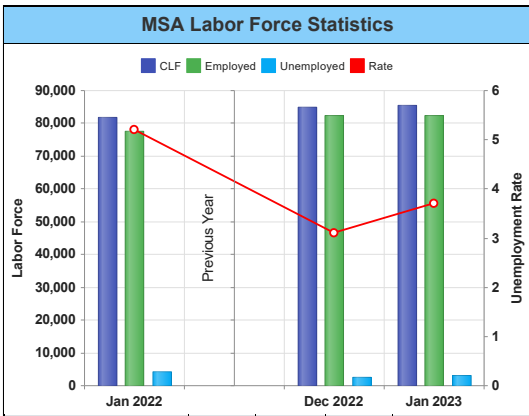


Employment by Industry (January 2023)

Industry	Current Month Employment	% Monthly Change	% Yearly Change
Total Nonfarm	79,700	-1.5%	7.8%
Mining, Logging and Construction	18,800	-1.1%	19.7%
Manufacturing	4,100	0.0%	7.9%
Trade, Transportation, and Utilities	18,900	-3.1%	5.6%
Information	400	0.0%	0.0%
Financial Activities	3,900	0.0%	11.4%
Professional and Business Services	4,600	-2.1%	-2.1%
Private Education and Health Services	5,800	0.0%	5.5%
Leisure and Hospitality	9,000	-1.1%	3.4%
Other Services	3,600	0.0%	12.5%
Government	10,600	-1.9%	1.0%

Employment by Industry (January 2023)

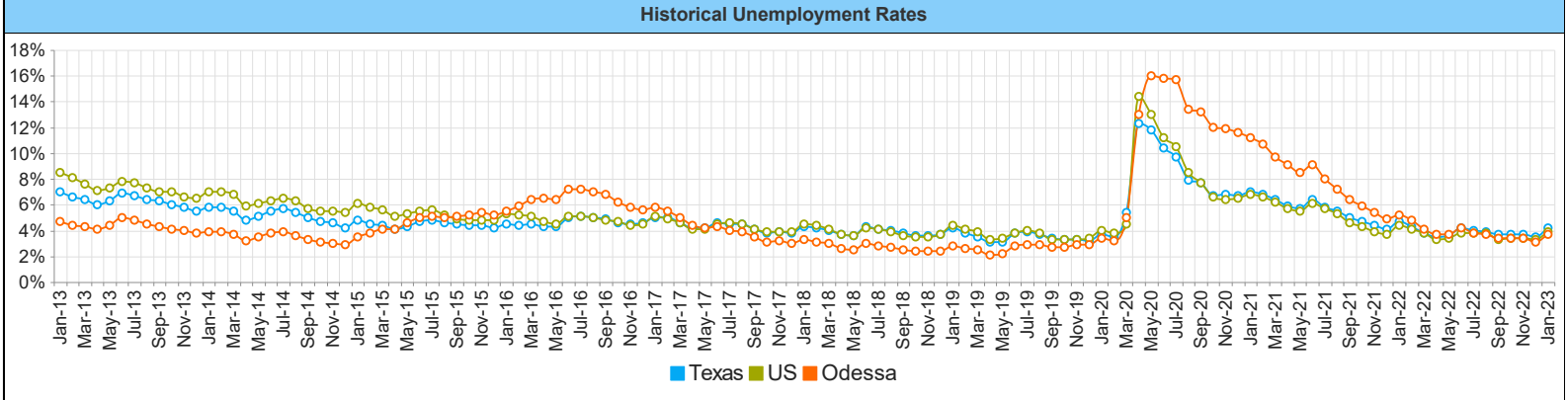




	Jan-23	Dec-22	Jan-22	Yearly Change
Civilian Labor Force	85,595	85,044	81,896	3,699
Employed	82,461	82,445	77,609	4,852
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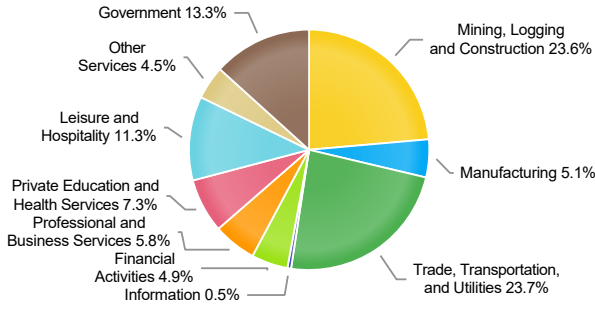
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Employed	158,692,000	158,872,000	155,618,000	3,074,000
Unemployed	6,378,000	5,352,000	7,207,000	-829,000
Unemployment Rate	3.9%	3.3%	4.4%	-0.5%



Months	MSA	Texas	US
Jan-23	3.7	4.2	3.9
Dec-22	3.1	3.5	3.3
Nov-22	3.4	3.7	3.4
Oct-22	3.4	3.7	3.4
Sep-22	3.4	3.7	3.3
Aug-22	3.7	3.9	3.8
Jul-22	3.8	4.0	3.8
Jun-22	4.2	4.2	3.8
May-22	3.7	3.6	3.4
Apr-22	3.7	3.5	3.3
Mar-22	4.1	3.8	3.8
Feb-22	4.8	4.3	4.1
Jan-22	5.2	4.7	4.4
Dec-21	4.9	4.1	3.7
Nov-21	5.4	4.4	3.9
Oct-21	5.9	4.7	4.3
Sep-21	6.4	5.0	4.6
Aug-21	7.2	5.5	5.3
Jul-21	8.0	5.8	5.7
Jun-21	9.1	6.4	6.1
May-21	8.5	5.7	5.5
Apr-21	9.1	5.9	5.7
Mar-21	9.7	6.4	6.2
Feb-21	10.7	6.8	6.8
Jan-21	11.2	7.0	6.8
Dec-20	11.6	6.7	6.5
Nov-20	11.9	6.8	6.4
Oct-20	12.0	6.7	6.6
Sep-20	13.2	7.7	7.7
Aug-20	13.4	7.9	8.5
Jul-20	15.7	9.7	10.5
Jun-20	15.8	10.4	11.2
May-20	16.0	11.8	13.0
Apr-20	13.0	12.3	14.4
Mar-20	5.0	5.4	4.5
Feb-20	3.2	3.5	3.8
Jan-20	3.4	3.7	4.0
Dec-19	2.9	3.2	3.4
Nov-19	2.9	3.3	3.3
Oct-19	2.7	3.3	3.3
Sep-19	2.7	3.4	3.3
Aug-19	2.9	3.7	3.8
Jul-19	2.9	3.9	4.0
Jun-19	2.8	3.8	3.8
May-19	2.2	3.1	3.4
Apr-19	2.1	3.1	3.3
Mar-19	2.5	3.5	3.9
Feb-19	2.6	3.8	4.1
Jan-19	2.8	4.2	4.4
Dec-18	2.4	3.7	3.7
Nov-18	2.4	3.6	3.5
Oct-18	2.4	3.6	3.5
Sep-18	2.5	3.8	3.6
Aug-18	2.7	4.0	3.9
Jul-18	2.8	4.1	4.1

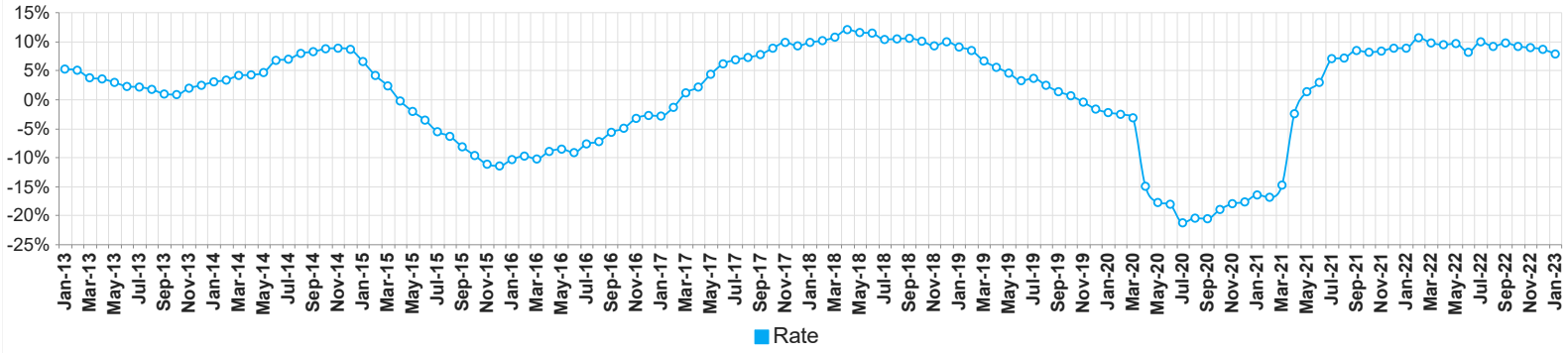
Months	MSA	Texas	US
Jun-18	3.0	4.3	4.2
May-18	2.5	3.6	3.6
Apr-18	2.6	3.7	3.7
Mar-18	3.0	4.0	4.1
Feb-18	3.1	4.2	4.4
Jan-18	3.3	4.3	4.5
Dec-17	3.0	3.8	3.9
Nov-17	3.2	3.9	3.9
Oct-17	3.1	3.8	3.9
Sep-17	3.5	4.1	4.1
Aug-17	3.9	4.5	4.5
Jul-17	4.0	4.5	4.6
Jun-17	4.3	4.6	4.5
May-17	4.2	4.2	4.1
Apr-17	4.4	4.2	4.1
Mar-17	5.0	4.6	4.6
Feb-17	5.5	5.0	4.9
Jan-17	5.8	5.0	5.1
Dec-16	5.6	4.6	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	7.2	5.1	5.1
Jun-16	7.2	5.0	5.1
May-16	6.4	4.3	4.5
Apr-16	6.5	4.3	4.7
Mar-16	6.4	4.5	5.1
Feb-16	5.9	4.4	5.2
Jan-16	5.5	4.5	5.3
Dec-15	5.2	4.2	4.8
Nov-15	5.4	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	4.3	5.3
Apr-15	4.1	4.1	5.1
Mar-15	4.1	4.4	5.6
Feb-15	3.8	4.5	5.8
Jan-15	3.5	4.8	6.1
Dec-14	2.9	4.2	5.4
Nov-14	3.0	4.6	5.5
Oct-14	3.1	4.7	5.5
Sep-14	3.3	5.0	5.7
Aug-14	3.6	5.4	6.3
Jul-14	3.9	5.7	6.5
Jun-14	3.8	5.5	6.3
May-14	3.5	5.1	6.1
Apr-14	3.2	4.8	5.9
Mar-14	3.7	5.5	6.8
Feb-14	3.9	5.8	7.0
Jan-14	3.9	5.8	7.0
Dec-13	3.8	5.5	6.5
Nov-13	4.0	5.8	6.6
Oct-13	4.1	6.0	7.0
Sep-13	4.3	6.3	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	4.1	6.0	7.1
Mar-13	4.3	6.4	7.6
Feb-13	4.4	6.6	8.1
Jan-13	4.7	7.0	8.5

Employment by Industry



Industry	Jan-23	Dec-22	Jan-22	Monthly Change	Monthly Percent Change	Yearly Change	Yearly Percent Change
Total Nonfarm	79,700	80,900	73,900	-1,200	-1.5%	5,800	7.8%
Mining, Logging and Construction	18,800	19,000	15,700	-200	-1.1%	3,100	19.7%
Manufacturing	4,100	4,100	3,800	0	0.0%	300	7.9%
Trade, Transportation, and Utilities	18,900	19,500	17,900	-600	-3.1%	1,000	5.6%
Information	400	400	400	0	0.0%	0	0.0%
Financial Activities	3,900	3,900	3,500	0	0.0%	400	11.4%
Professional and Business Services	4,600	4,700	4,700	-100	-2.1%	-100	-2.1%
Private Education and Health Services	5,800	5,800	5,500	0	0.0%	300	5.5%
Leisure and Hospitality	9,000	9,100	8,700	-100	-1.1%	300	3.4%
Other Services	3,600	3,600	3,200	0	0.0%	400	12.5%
Government	10,600	10,800	10,500	-200	-1.9%	100	1.0%

Annual Growth Rate Total Non-agricultural employment

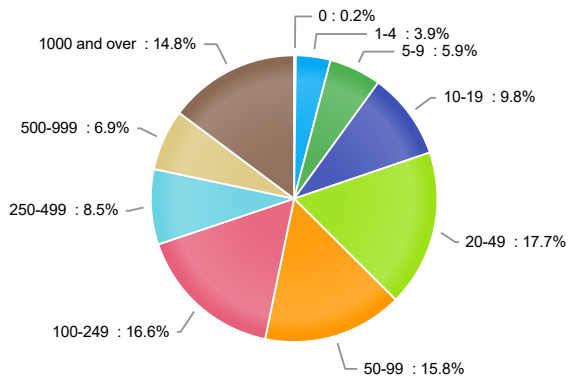


Annual Growth Rate Total Non-agricultural employment table

Month	Employment Count	Annual Growth Rate
Jan-23	79700	7.8%
Dec-22	80900	8.6%
Nov-22	80900	8.9%
Oct-22	80200	9.1%
Sep-22	79400	9.7%
Aug-22	77700	9.1%
Jul-22	77700	9.9%
Jun-22	76300	8.1%
May-22	76800	9.6%
Apr-22	76500	9.4%
Mar-22	75900	9.7%
Feb-22	75200	10.6%
Jan-22	73900	8.8%
Dec-21	74500	8.8%
Nov-21	74300	8.3%
Oct-21	73500	8.1%
Sep-21	72400	8.4%
Aug-21	71200	7.1%
Jul-21	70700	7%
Jun-21	70600	2.9%
May-21	70100	1.3%
Apr-21	69900	-2.5%
Mar-21	69200	-14.8%
Feb-21	68000	-16.9%
Jan-21	67900	-16.5%
Dec-20	68500	-17.7%
Nov-20	68600	-18%
Oct-20	68000	-19%
Sep-20	66800	-20.6%
Aug-20	66500	-20.5%
Jul-20	66100	-21.3%
Jun-20	68600	-18.1%
May-20	69200	-17.8%
Apr-20	71700	-15%
Mar-20	81200	-3.2%
Feb-20	81800	-2.6%
Jan-20	81300	-2.3%
Dec-19	83200	-1.7%
Nov-19	83700	-0.5%
Oct-19	83900	0.6%
Sep-19	84100	1.3%
Aug-19	83700	2.4%
Jul-19	84000	3.6%
Jun-19	83800	3.2%
May-19	84200	4.5%
Apr-19	84400	5.5%
Mar-19	83900	6.6%
Feb-19	84000	8.4%
Jan-19	83200	9%
Dec-18	84600	9.9%
Nov-18	84100	9.2%
Oct-18	83400	10%
Sep-18	83000	10.5%
Aug-18	81700	10.4%
Jul-18	81100	10.3%
Jun-18	81200	11.4%
May-18	80600	11.5%
Apr-18	80000	12%

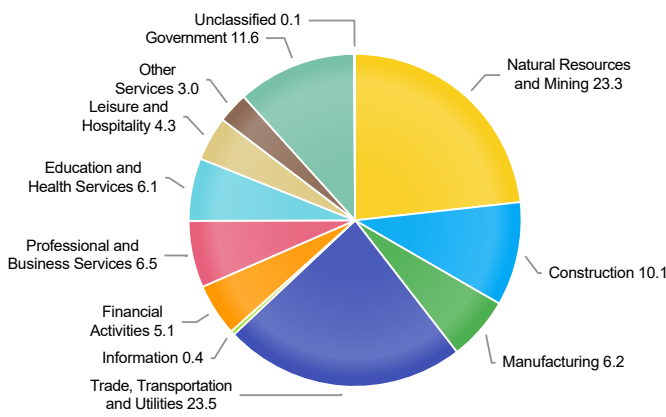
Month	Employment Count	Annual Growth Rate
Mar-18	78700	10.7%
Feb-18	77500	10.1%
Jan-18	76300	9.8%
Dec-17	77000	9.2%
Nov-17	77000	9.8%
Oct-17	75800	8.8%
Sep-17	75100	7.7%
Aug-17	74000	7.2%
Jul-17	73500	6.8%
Jun-17	72900	6.1%
May-17	72300	4.3%
Apr-17	71400	2.1%
Mar-17	71100	1.1%
Feb-17	70400	-1.4%
Jan-17	69500	-2.9%
Dec-16	70500	-2.8%
Nov-16	70100	-3.3%
Oct-16	69700	-5%
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%
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%

Industry size class



Employees Per Firm	Employment In Size Class	Percentage Of Total Employment
0	115	0.2%
1-4	2928	3.9%
5-9	4462	5.9%
10-19	7386	9.8%
20-49	13388	17.7%
50-99	11945	15.8%
100-249	12527	16.6%
250-499	6419	8.5%
500-999	5210	6.9%
1000 and over	11153	14.8%

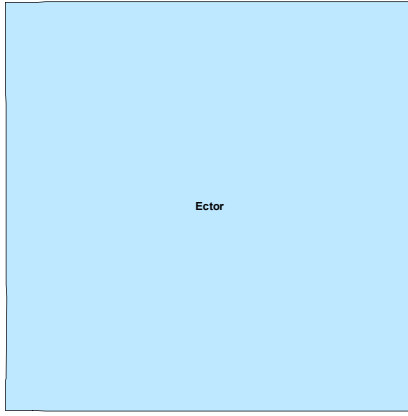
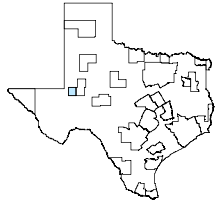
Wages by Industry (in millions) (3rd Quarter 2022)



Industry Title	Wages in millions (\$)
Natural Resources and Mining	316.47
Construction	137.33
Manufacturing	83.85
Trade, Transportation and Utilities	320.07
Information	4.98
Financial Activities	68.95
Professional and Business Services	88.32
Education and Health Services	83.02
Leisure and Hospitality	58.15
Other Services	40.29
Government	157.24
Unclassified	1.08

Odessa MSA

February 2023

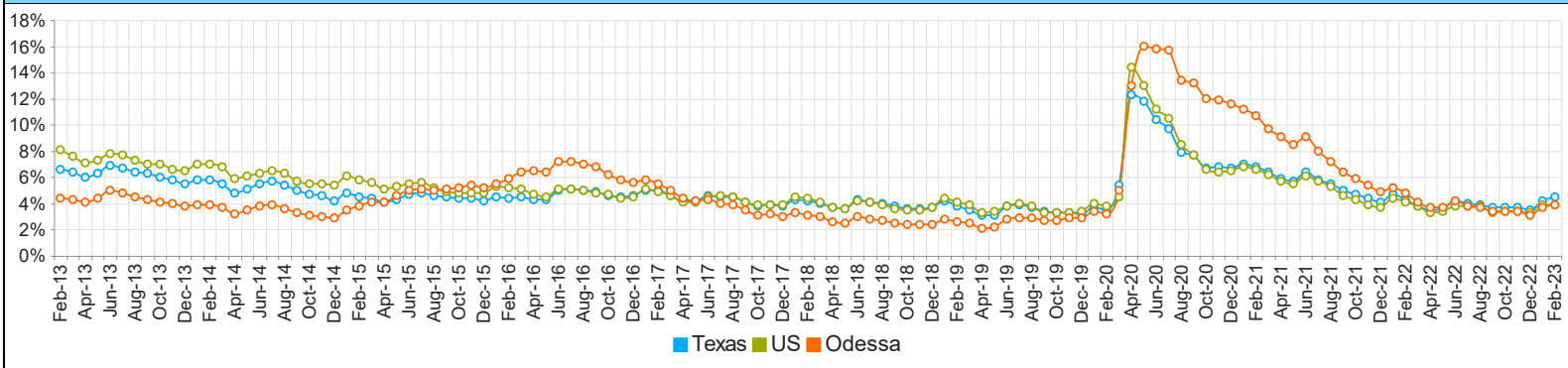


MSA Labor Force Statistics				
	Feb-23	Jan-23	Feb-22	Yearly Change
Civilian Labor Force	86,381	85,746	82,544	3,837
Employed	82,974	82,612	78,589	4,385
Unemployed	3,407	3,134	3,955	-548
Unemployment Rate	3.9%	3.7%	4.8%	-0.9%

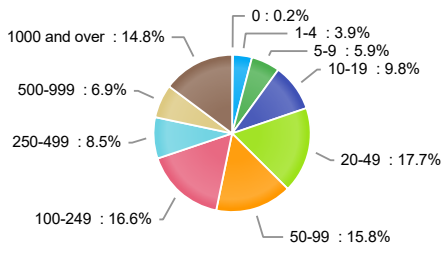
Texas Labor Force Statistics				
	Feb-23	Jan-23	Feb-22	Yearly Change
Civilian Labor Force	15,046,646	14,877,616	14,613,813	432,833
Employed	14,369,352	14,254,769	13,979,120	390,232
Unemployed	677,294	622,847	634,693	42,601
Unemployment Rate	4.5%	4.2%	4.3%	0.2%

US Labor Force Statistics				
	Feb-23	Jan-23	Feb-22	Yearly Change
Civilian Labor Force	166,178,000	165,070,000	163,725,000	2,453,000
Employed	159,713,000	158,692,000	156,942,000	2,771,000
Unemployed	6,465,000	6,378,000	6,782,000	-317,000
Unemployment Rate	3.9%	3.9%	4.1%	-0.2%

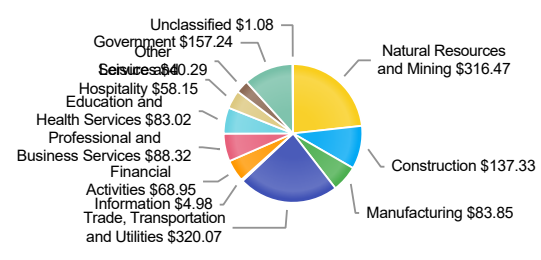
Historical Unemployment Rates



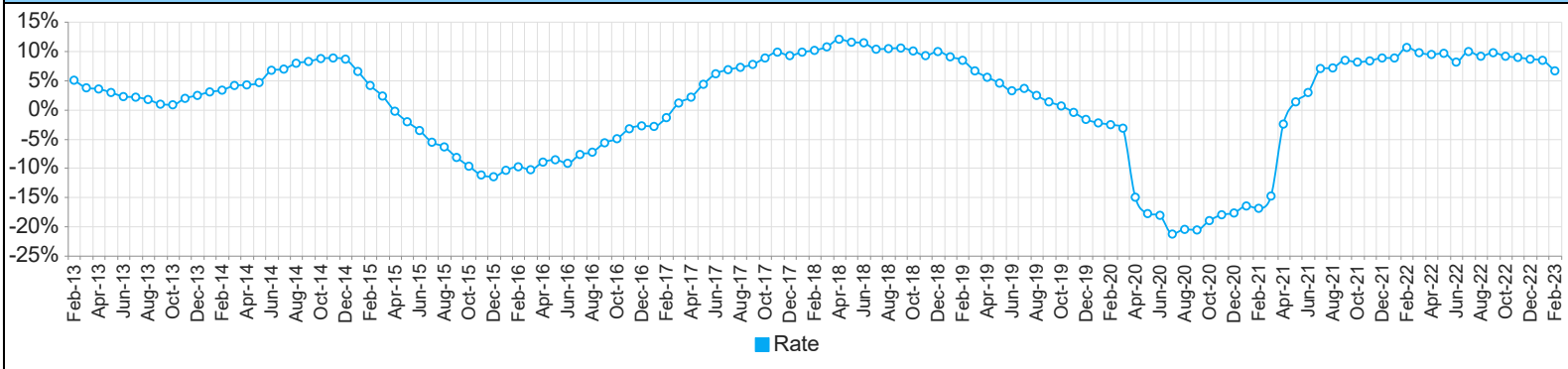
Industry Size Class



Wages by Industry (in millions) (3rd Quarter 2022)



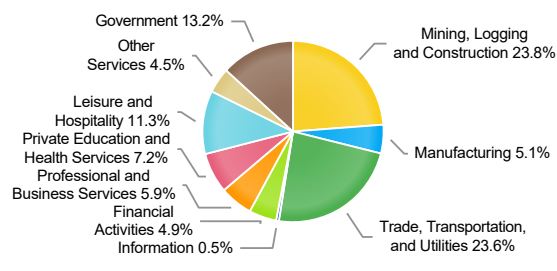
Annual Growth Rate Total Non-agricultural employment

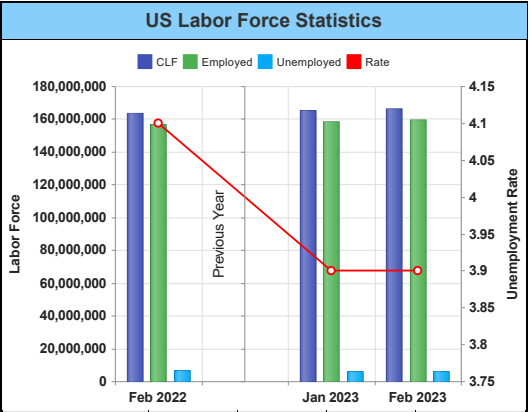
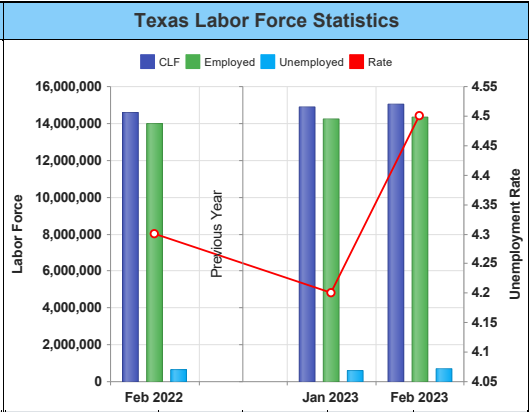
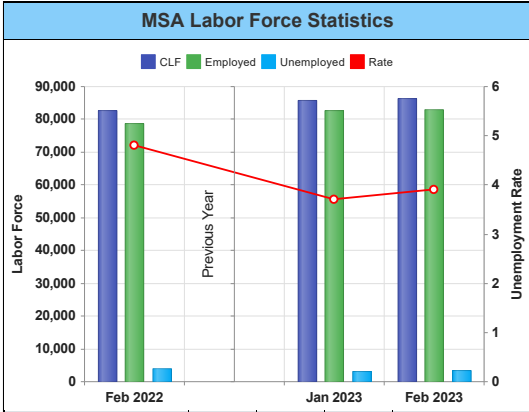


Employment by Industry (February 2023)

Industry	Current Month Employment	% Monthly Change	% Yearly Change
Total Nonfarm	80,200	0.1%	6.6%
Mining, Logging and Construction	19,100	-0.5%	17.9%
Manufacturing	4,100	0.0%	7.9%
Trade, Transportation, and Utilities	18,900	0.0%	4.4%
Information	400	0.0%	0.0%
Financial Activities	3,900	0.0%	8.3%
Professional and Business Services	4,700	0.0%	-2.1%
Private Education and Health Services	5,800	0.0%	5.5%
Leisure and Hospitality	9,100	1.1%	1.1%
Other Services	3,600	0.0%	9.1%
Government	10,600	1.0%	1.0%

Employment by Industry (February 2023)

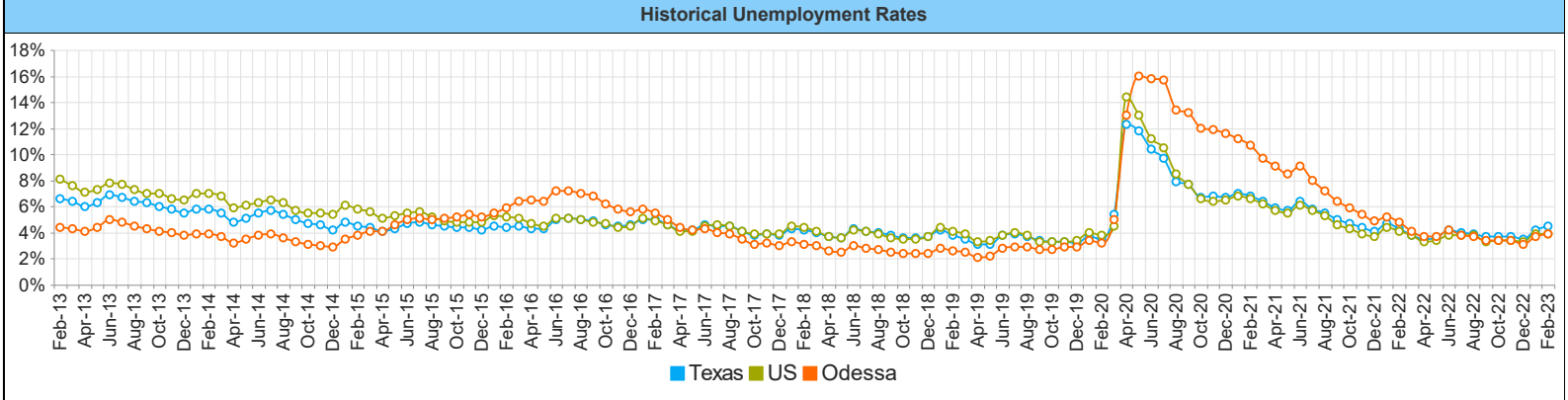




	Feb-23	Jan-23	Feb-22	Yearly Change
Civilian Labor Force	86,381	85,746	82,544	3,837
Employed	82,974	82,612	78,589	4,385
Unemployed	3,407	3,134	3,955	-548
Unemployment Rate	3.9%	3.7%	4.8%	-0.9%

	Feb-23	Jan-23	Feb-22	Yearly Change
Civilian Labor Force	15,046,646	14,877,616	14,613,813	432,833
Employed	14,369,352	14,254,769	13,979,120	390,232
Unemployed	677,294	622,847	634,693	42,601
Unemployment Rate	4.5%	4.2%	4.3%	0.2%

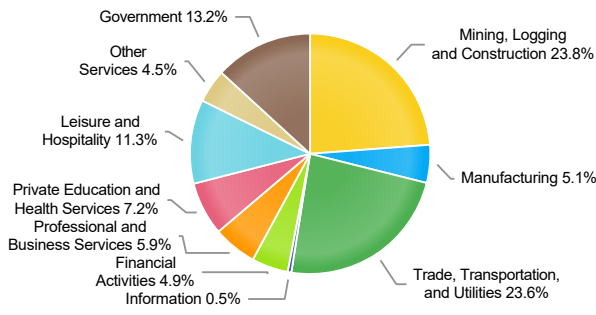
	Feb-23	Jan-23	Feb-22	Yearly Change
Civilian Labor Force	166,178,000	165,070,000	163,725,000	2,453,000
Employed	159,713,000	158,692,000	156,942,000	2,771,000
Unemployed	6,465,000	6,378,000	6,782,000	-317,000
Unemployment Rate	3.9%	3.9%	4.1%	-0.2%



Months	MSA	Texas	US
Feb-23	3.9	4.5	3.9
Jan-23	3.7	4.2	3.9
Dec-22	3.1	3.5	3.3
Nov-22	3.4	3.7	3.4
Oct-22	3.4	3.7	3.4
Sep-22	3.4	3.7	3.3
Aug-22	3.7	3.9	3.8
Jul-22	3.8	4.0	3.8
Jun-22	4.2	4.2	3.8
May-22	3.7	3.6	3.4
Apr-22	3.7	3.5	3.3
Mar-22	4.1	3.8	3.8
Feb-22	4.8	4.3	4.1
Jan-22	5.2	4.7	4.4
Dec-21	4.9	4.1	3.7
Nov-21	5.4	4.4	3.9
Oct-21	5.9	4.7	4.3
Sep-21	6.4	5.0	4.6
Aug-21	7.2	5.5	5.3
Jul-21	8.0	5.8	5.7
Jun-21	9.1	6.4	6.1
May-21	8.5	5.7	5.5
Apr-21	9.1	5.9	5.7
Mar-21	9.7	6.4	6.2
Feb-21	10.7	6.8	6.6
Jan-21	11.2	7.0	6.8
Dec-20	11.6	6.7	6.5
Nov-20	11.9	6.8	6.4
Oct-20	12.0	6.7	6.6
Sep-20	13.2	7.7	7.7
Aug-20	13.4	7.9	8.5
Jul-20	15.7	9.7	10.5
Jun-20	15.8	10.4	11.2
May-20	16.0	11.8	13.0
Apr-20	13.0	12.3	14.4
Mar-20	5.0	5.4	4.5
Feb-20	3.2	3.5	3.8
Jan-20	3.4	3.7	4.0
Dec-19	2.9	3.2	3.4
Nov-19	2.9	3.3	3.3
Oct-19	2.7	3.3	3.3
Sep-19	2.7	3.4	3.3
Aug-19	2.9	3.7	3.8
Jul-19	2.9	3.9	4.0
Jun-19	2.8	3.8	3.8
May-19	2.2	3.1	3.4
Apr-19	2.1	3.1	3.3
Mar-19	2.5	3.5	3.9
Feb-19	2.6	3.8	4.1
Jan-19	2.8	4.2	4.4
Dec-18	2.4	3.7	3.7
Nov-18	2.4	3.6	3.5
Oct-18	2.4	3.6	3.5
Sep-18	2.5	3.8	3.6
Aug-18	2.7	4.0	3.9

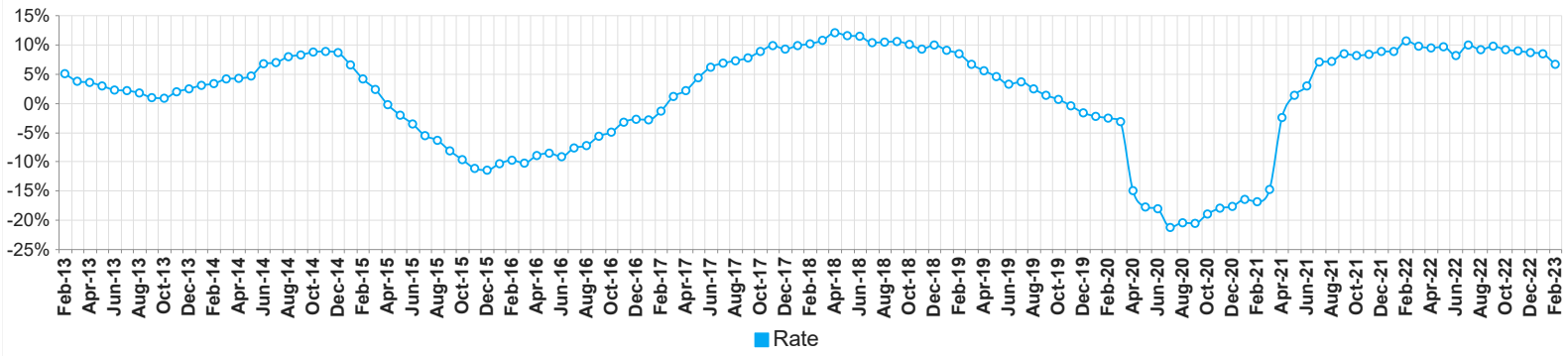
Months	MSA	Texas	US
Jul-18	2.8	4.1	4.1
Jun-18	3.0	4.3	4.2
May-18	2.5	3.6	3.6
Apr-18	2.6	3.7	3.7
Mar-18	3.0	4.0	4.1
Feb-18	3.1	4.2	4.4
Jan-18	3.3	4.3	4.5
Dec-17	3.0	3.8	3.9
Nov-17	3.2	3.9	3.9
Oct-17	3.1	3.8	3.9
Sep-17	3.5	4.1	4.1
Aug-17	3.9	4.5	4.5
Jul-17	4.0	4.5	4.6
Jun-17	4.3	4.6	4.5
May-17	4.2	4.2	4.1
Apr-17	4.4	4.2	4.1
Mar-17	5.0	4.6	4.6
Feb-17	5.5	5.0	4.9
Jan-17	5.8	5.0	5.1
Dec-16	5.6	4.6	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	7.2	5.1	5.1
Jun-16	7.2	5.0	5.1
May-16	6.4	4.3	4.5
Apr-16	6.5	4.3	4.7
Mar-16	6.4	4.5	5.1
Feb-16	5.9	4.4	5.2
Jan-16	5.5	4.5	5.3
Dec-15	5.2	4.2	4.8
Nov-15	5.4	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	4.3	5.3
Apr-15	4.1	4.1	5.1
Mar-15	4.1	4.4	5.6
Feb-15	3.8	4.5	5.8
Jan-15	3.5	4.8	6.1
Dec-14	2.9	4.2	5.4
Nov-14	3.0	4.6	5.5
Oct-14	3.1	4.7	5.5
Sep-14	3.3	5.0	5.7
Aug-14	3.6	5.4	6.3
Jul-14	3.9	5.7	6.5
Jun-14	3.8	5.5	6.3
May-14	3.5	5.1	6.1
Apr-14	3.2	4.8	5.9
Mar-14	3.7	5.5	6.8
Feb-14	3.9	5.8	7.0
Jan-14	3.9	5.8	7.0
Dec-13	3.8	5.5	6.5
Nov-13	4.0	5.8	6.6
Oct-13	4.1	6.0	7.0
Sep-13	4.3	6.3	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	4.1	6.0	7.1
Mar-13	4.3	6.4	7.6
Feb-13	4.4	6.6	8.1

Employment by Industry



Industry	Feb-23	Jan-23	Feb-22	Monthly Change	Monthly Percent Change	Yearly Change	Yearly Percent Change
Total Nonfarm	80,200	80,100	75,200	100	0.1%	5000	6.6%
Mining, Logging and Construction	19,100	19,200	16,200	-100	-0.5%	2900	17.9%
Manufacturing	4,100	4,100	3,800	0	0.0%	300	7.9%
Trade, Transportation, and Utilities	18,900	18,900	18,100	0	0.0%	800	4.4%
Information	400	400	400	0	0.0%	0	0.0%
Financial Activities	3,900	3,900	3,600	0	0.0%	300	8.3%
Professional and Business Services	4,700	4,700	4,800	0	0.0%	-100	-2.1%
Private Education and Health Services	5,800	5,800	5,500	0	0.0%	300	5.5%
Leisure and Hospitality	9,100	9,000	9,000	100	1.1%	100	1.1%
Other Services	3,600	3,600	3,300	0	0.0%	300	9.1%
Government	10,600	10,500	10,500	100	1.0%	100	1.0%

Annual Growth Rate Total Non-agricultural employment

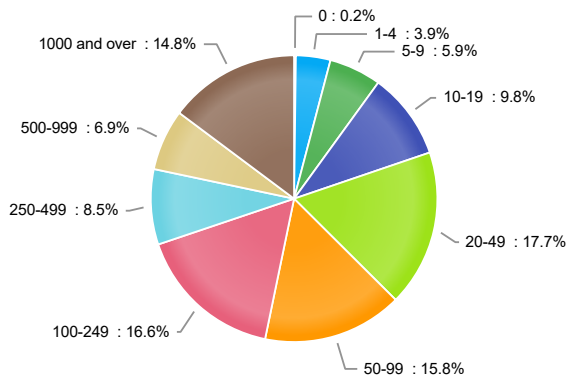


Annual Growth Rate Total Non-agricultural employment table

Month	Employment Count	Annual Growth Rate
Feb-23	80200	6.6%
Jan-23	80100	8.4%
Dec-22	80900	8.6%
Nov-22	80900	8.9%
Oct-22	80200	9.1%
Sep-22	79400	9.7%
Aug-22	77700	9.1%
Jul-22	77700	9.9%
Jun-22	76300	8.1%
May-22	76800	9.6%
Apr-22	76500	9.4%
Mar-22	75900	9.7%
Feb-22	75200	10.6%
Jan-22	73900	8.8%
Dec-21	74500	8.8%
Nov-21	74300	8.3%
Oct-21	73500	8.1%
Sep-21	72400	8.4%
Aug-21	71200	7.1%
Jul-21	70700	7%
Jun-21	70600	2.9%
May-21	70100	1.3%
Apr-21	69900	-2.5%
Mar-21	69200	-14.8%
Feb-21	68000	-16.9%
Jan-21	67900	-16.5%
Dec-20	68500	-17.7%
Nov-20	68600	-18%
Oct-20	68000	-19%
Sep-20	66800	-20.6%
Aug-20	66500	-20.5%
Jul-20	66100	-21.3%
Jun-20	68600	-18.1%
May-20	69200	-17.8%
Apr-20	71700	-15%
Mar-20	81200	-3.2%
Feb-20	81800	-2.6%
Jan-20	81300	-2.3%
Dec-19	83200	-1.7%
Nov-19	83700	-0.5%
Oct-19	83900	0.6%
Sep-19	84100	1.3%
Aug-19	83700	2.4%
Jul-19	84000	3.6%
Jun-19	83800	3.2%
May-19	84200	4.5%
Apr-19	84400	5.5%
Mar-19	83900	6.6%
Feb-19	84000	8.4%
Jan-19	83200	9%
Dec-18	84600	9.9%
Nov-18	84100	9.2%
Oct-18	83400	10%
Sep-18	83000	10.5%
Aug-18	81700	10.4%
Jul-18	81100	10.3%
Jun-18	81200	11.4%
May-18	80600	11.5%

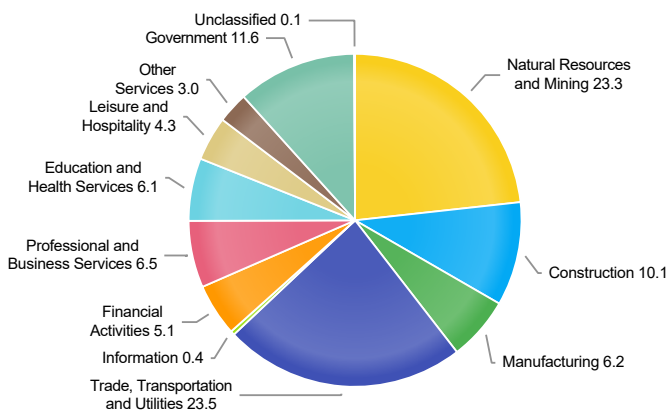
Month	Employment Count	Annual Growth Rate
Apr-18	80000	12%
Mar-18	78700	10.7%
Feb-18	77500	10.1%
Jan-18	76300	9.8%
Dec-17	77000	9.2%
Nov-17	77000	9.8%
Oct-17	75800	8.8%
Sep-17	75100	7.7%
Aug-17	74000	7.2%
Jul-17	73500	6.8%
Jun-17	72900	6.1%
May-17	72300	4.3%
Apr-17	71400	2.1%
Mar-17	71100	1.1%
Feb-17	70400	-1.4%
Jan-17	69500	-2.0%
Dec-16	70500	-2.8%
Nov-16	70100	-3.3%
Oct-16	69700	-5%
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%
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%

Industry size class



Employees Per Firm	Employment In Size Class	Percentage Of Total Employment
0	115	0.2%
1-4	2928	3.9%
5-9	4462	5.9%
10-19	7386	9.8%
20-49	13388	17.7%
50-99	11945	15.8%
100-249	12527	16.6%
250-499	6419	8.5%
500-999	5210	6.9%
1000 and over	11153	14.8%

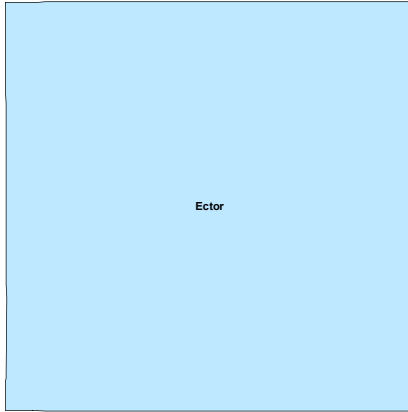
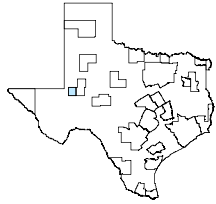
Wages by Industry (in millions) (3rd Quarter 2022)



Industry Title	Wages in millions (\$)
Natural Resources and Mining	316.47
Construction	137.33
Manufacturing	83.85
Trade, Transportation and Utilities	320.07
Information	4.98
Financial Activities	68.95
Professional and Business Services	88.32
Education and Health Services	83.02
Leisure and Hospitality	58.15
Other Services	40.29
Government	157.24
Unclassified	1.08

Odessa MSA

March 2023

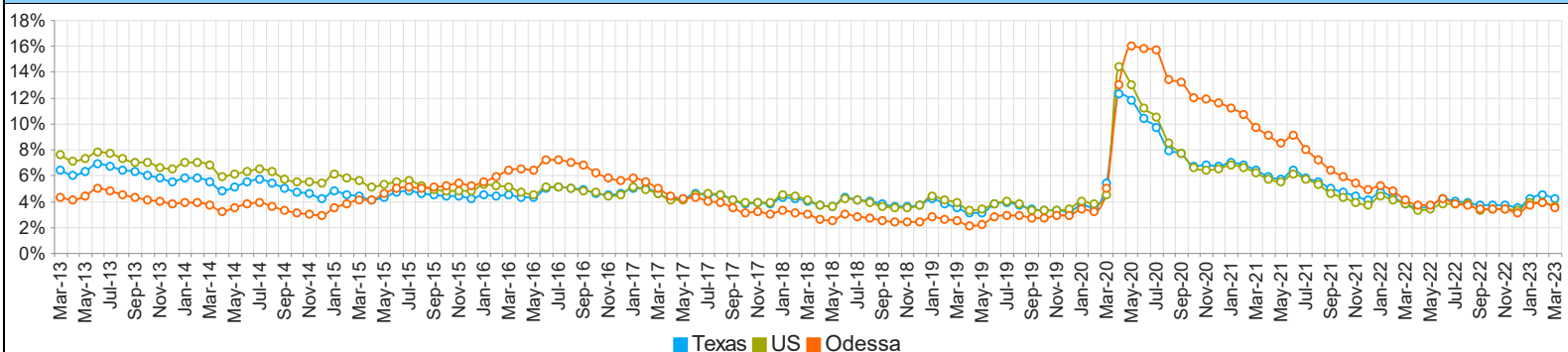


MSA Labor Force Statistics				
	Mar-23	Feb-23	Mar-22	Yearly Change
Civilian Labor Force	86,721	86,375	82,816	3,905
Employed	83,647	82,970	79,452	4,195
Unemployed	3,074	3,405	3,364	-290
Unemployment Rate	3.5%	3.9%	4.1%	-0.6%

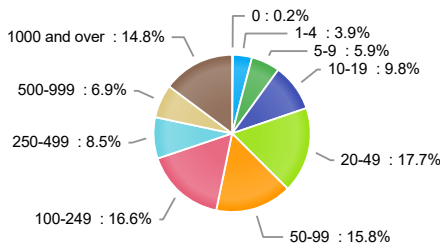
Texas Labor Force Statistics				
	Mar-23	Feb-23	Mar-22	Yearly Change
Civilian Labor Force	15,118,353	15,045,849	14,633,464	484,889
Employed	14,485,853	14,369,223	14,080,750	405,103
Unemployed	632,500	676,626	552,714	79,786
Unemployment Rate	4.2%	4.5%	3.8%	0.4%

US Labor Force Statistics				
	Mar-23	Feb-23	Mar-22	Yearly Change
Civilian Labor Force	166,783,000	166,178,000	164,274,000	2,509,000
Employed	160,741,000	159,713,000	158,106,000	2,635,000
Unemployed	6,043,000	6,465,000	6,168,000	-125,000
Unemployment Rate	3.6%	3.9%	3.8%	-0.2%

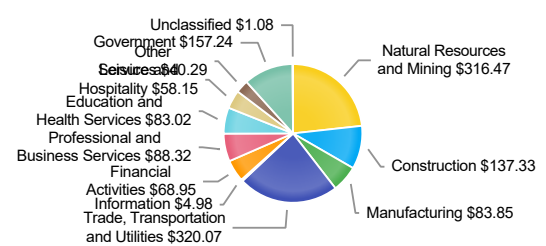
Historical Unemployment Rates



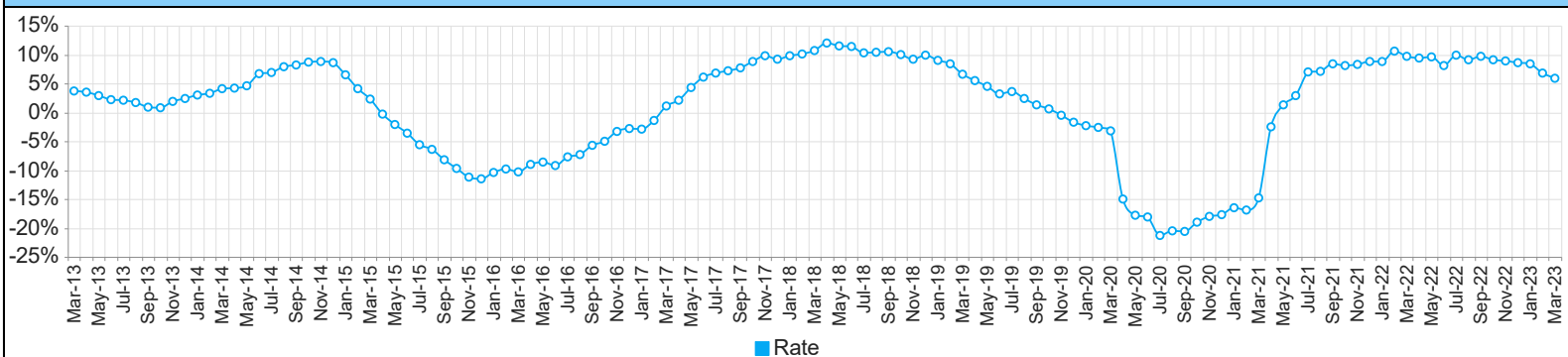
Industry Size Class



Wages by Industry (in millions) (3rd Quarter 2022)



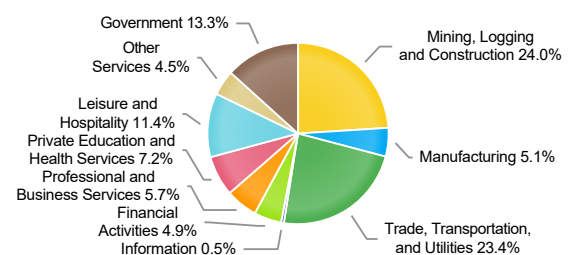
Annual Growth Rate Total Non-agricultural employment

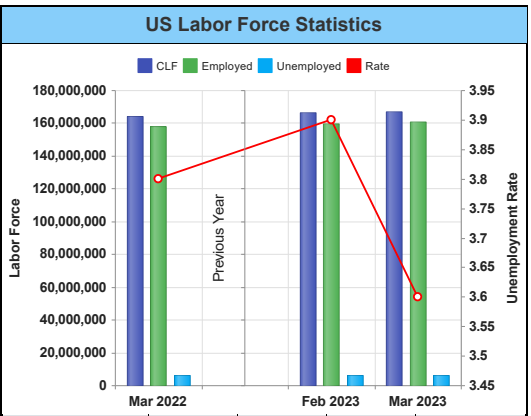
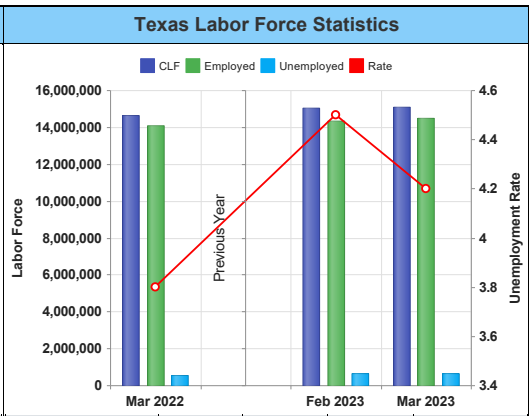
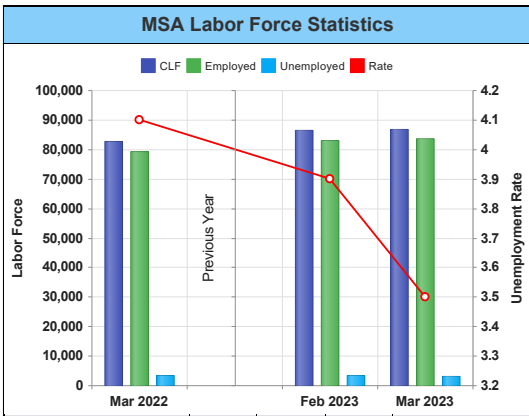


Employment by Industry (March 2023)

Industry	Current Month Employment	% Monthly Change	% Yearly Change
Total Nonfarm	80,400	0.1%	5.9%
Mining, Logging and Construction	19,300	1.0%	16.3%
Manufacturing	4,100	0.0%	5.1%
Trade, Transportation, and Utilities	18,800	-1.1%	3.9%
Information	400	0.0%	0.0%
Financial Activities	3,900	0.0%	8.3%
Professional and Business Services	4,600	-2.1%	-4.2%
Private Education and Health Services	5,800	0.0%	5.5%
Leisure and Hospitality	9,200	1.1%	2.2%
Other Services	3,600	0.0%	9.1%
Government	10,700	0.9%	0.0%

Employment by Industry (March 2023)

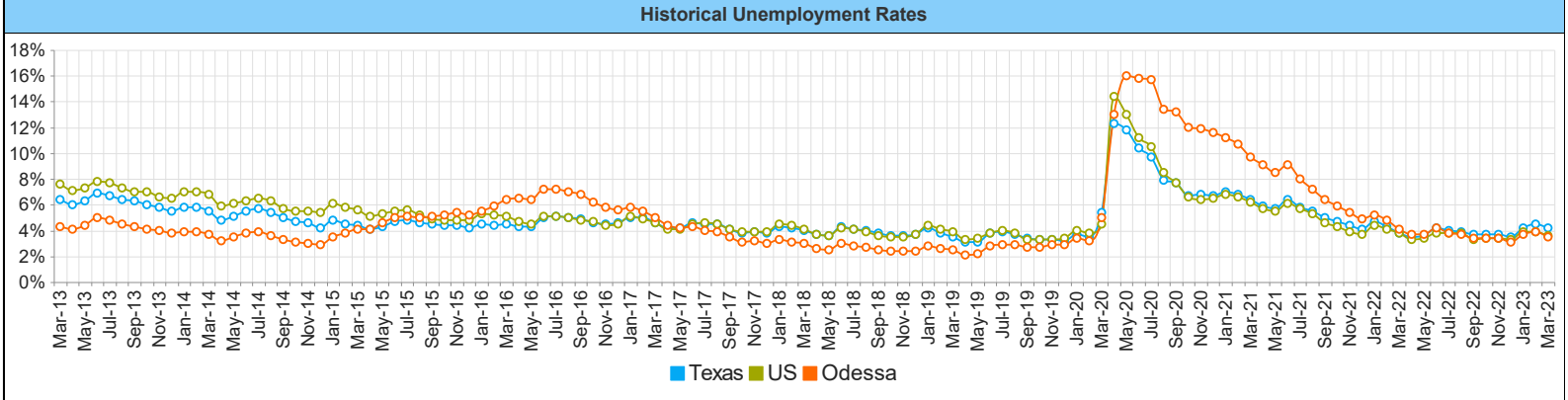




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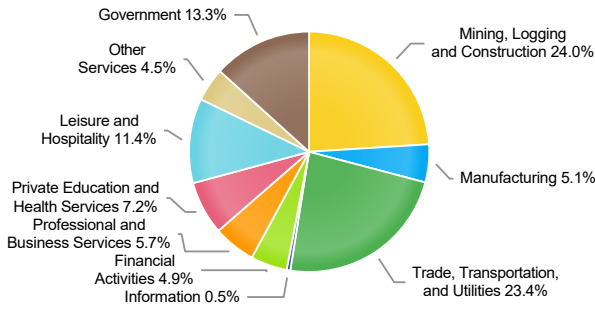
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Unemployment Rate	3.6%	3.9%	3.8%	-0.2%



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Mar-23	3.5	4.2	3.6
Feb-23	3.9	4.5	3.9
Jan-23	3.7	4.2	3.9
Dec-22	3.1	3.5	3.3
Nov-22	3.4	3.7	3.4
Oct-22	3.4	3.7	3.4
Sep-22	3.4	3.7	3.3
Aug-22	3.7	3.9	3.8
Jul-22	3.8	4.0	3.8
Jun-22	4.2	4.2	3.8
May-22	3.7	3.6	3.4
Apr-22	3.7	3.5	3.3
Mar-22	4.1	3.8	3.8
Feb-22	4.8	4.3	4.1
Jan-22	5.2	4.7	4.4
Dec-21	4.9	4.1	3.7
Nov-21	5.4	4.4	3.9
Oct-21	5.9	4.7	4.3
Sep-21	6.4	5.0	4.6
Aug-21	7.2	5.5	5.3
Jul-21	8.0	5.8	5.7
Jun-21	9.1	6.4	6.1
May-21	8.5	5.7	5.5
Apr-21	9.1	5.9	5.7
Mar-21	9.7	6.4	6.2
Feb-21	10.7	6.8	6.6
Jan-21	11.2	7.0	6.8
Dec-20	11.6	6.7	6.5
Nov-20	11.9	6.8	6.4
Oct-20	12.0	6.7	6.6
Sep-20	13.2	7.7	7.7
Aug-20	13.4	7.9	8.5
Jul-20	15.7	9.7	10.5
Jun-20	15.8	10.4	11.2
May-20	16.0	11.8	13.0
Apr-20	13.0	12.3	14.4
Mar-20	5.0	5.4	4.5
Feb-20	3.2	3.5	3.8
Jan-20	3.4	3.7	4.0
Dec-19	2.9	3.2	3.4
Nov-19	2.9	3.3	3.3
Oct-19	2.7	3.3	3.3
Sep-19	2.7	3.4	3.3
Aug-19	2.9	3.7	3.8
Jul-19	2.9	3.9	4.0
Jun-19	2.8	3.8	3.8
May-19	2.2	3.1	3.4
Apr-19	2.1	3.1	3.3
Mar-19	2.5	3.5	3.9
Feb-19	2.6	3.8	4.1
Jan-19	2.8	4.2	4.4
Dec-18	2.4	3.7	3.7
Nov-18	2.4	3.6	3.5
Oct-18	2.4	3.6	3.5
Sep-18	2.5	3.8	3.6

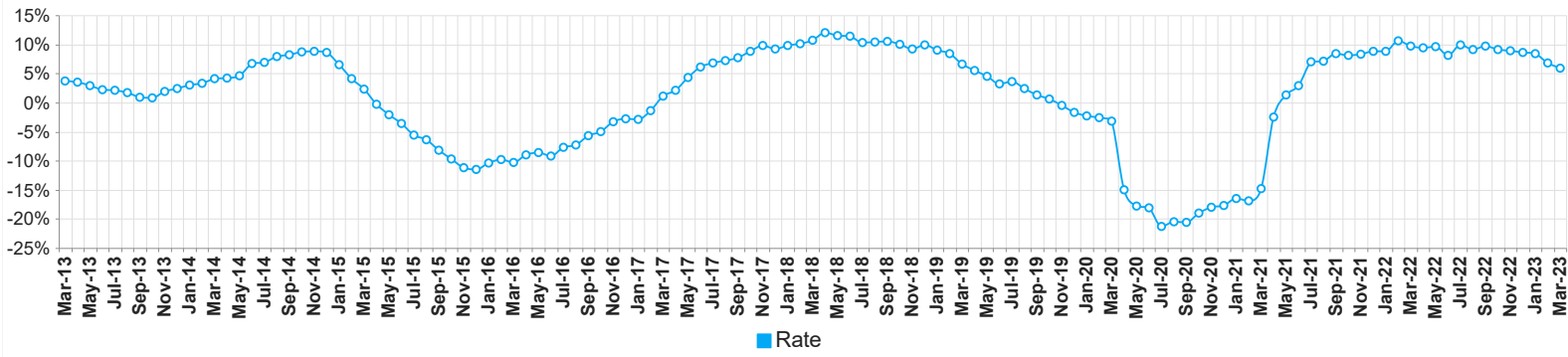
Months	MSA	Texas	US
Aug-18	2.7	4.0	3.9
Jul-18	2.8	4.1	4.1
Jun-18	3.0	4.3	4.2
May-18	2.5	3.6	3.6
Apr-18	2.6	3.7	3.7
Mar-18	3.0	4.0	4.1
Feb-18	3.1	4.2	4.4
Jan-18	3.3	4.3	4.5
Dec-17	3.0	3.8	3.9
Nov-17	3.2	3.9	3.9
Oct-17	3.1	3.8	3.9
Sep-17	3.5	4.1	4.1
Aug-17	3.9	4.5	4.5
Jul-17	4.0	4.5	4.6
Jun-17	4.3	4.6	4.5
May-17	4.2	4.2	4.1
Apr-17	4.4	4.2	4.1
Mar-17	5.0	4.6	4.6
Feb-17	5.5	5.0	4.9
Jan-17	5.8	5.0	5.1
Dec-16	5.6	4.6	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	7.2	5.1	5.1
Jun-16	7.2	5.0	5.1
May-16	6.4	4.3	4.5
Apr-16	6.5	4.3	4.7
Mar-16	6.4	4.5	5.1
Feb-16	5.9	4.4	5.2
Jan-16	5.5	4.5	5.3
Dec-15	5.2	4.2	4.8
Nov-15	5.4	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	4.3	5.3
Apr-15	4.1	4.1	5.1
Mar-15	4.1	4.4	5.6
Feb-15	3.8	4.5	5.8
Jan-15	3.5	4.8	6.1
Dec-14	2.9	4.2	5.4
Nov-14	3.0	4.6	5.5
Oct-14	3.1	4.7	5.5
Sep-14	3.3	5.0	5.7
Aug-14	3.6	5.4	6.3
Jul-14	3.9	5.7	6.5
Jun-14	3.8	5.5	6.3
May-14	3.5	5.1	6.1
Apr-14	3.2	4.8	5.9
Mar-14	3.7	5.5	6.8
Feb-14	3.9	5.8	7.0
Jan-14	3.9	5.8	7.0
Dec-13	3.8	5.5	6.5
Nov-13	4.0	5.8	6.6
Oct-13	4.1	6.0	7.0
Sep-13	4.3	6.3	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	4.1	6.0	7.1
Mar-13	4.3	6.4	7.6

Employment by Industry



Industry	Mar-23	Feb-23	Mar-22	Monthly Change	Monthly Percent Change	Yearly Change	Yearly Percent Change
Total Nonfarm	80,400	80,300	75,900	100	0.1%	4,500	5.9%
Mining, Logging and Construction	19,300	19,100	16,600	200	1.0%	2,700	16.3%
Manufacturing	4,100	4,100	3,900	0	0.0%	200	5.1%
Trade, Transportation, and Utilities	18,800	19,000	18,100	-200	-1.1%	700	3.9%
Information	400	400	400	0	0.0%	0	0.0%
Financial Activities	3,900	3,900	3,600	0	0.0%	300	8.3%
Professional and Business Services	4,600	4,700	4,800	-100	-2.1%	-200	-4.2%
Private Education and Health Services	5,800	5,800	5,500	0	0.0%	300	5.5%
Leisure and Hospitality	9,200	9,100	9,000	100	1.1%	200	2.2%
Other Services	3,600	3,600	3,300	0	0.0%	300	9.1%
Government	10,700	10,600	10,700	100	0.9%	0	0.0%

Annual Growth Rate Total Non-agricultural employment

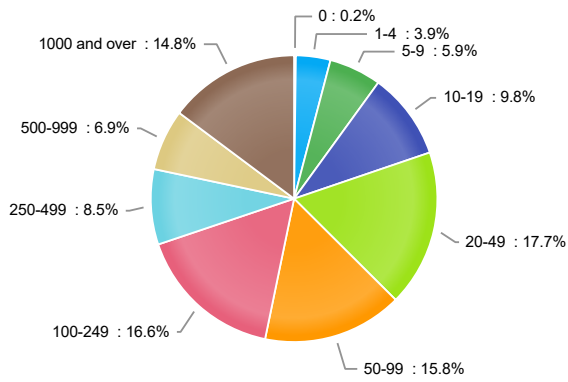


Annual Growth Rate Total Non-agricultural employment table

Month	Employment Count	Annual Growth Rate
Mar-23	80400	5.9%
Feb-23	80300	6.8%
Jan-23	80100	8.4%
Dec-22	80900	8.6%
Nov-22	80900	8.9%
Oct-22	80200	9.1%
Sep-22	79400	9.7%
Aug-22	77700	9.1%
Jul-22	77700	9.9%
Jun-22	76300	8.1%
May-22	76800	9.6%
Apr-22	76500	9.4%
Mar-22	75900	9.7%
Feb-22	75200	10.6%
Jan-22	73900	8.8%
Dec-21	74500	8.8%
Nov-21	74300	8.3%
Oct-21	73500	8.1%
Sep-21	72400	8.4%
Aug-21	71200	7.1%
Jul-21	70700	7%
Jun-21	70600	2.9%
May-21	70100	1.3%
Apr-21	69900	-2.5%
Mar-21	69200	-14.8%
Feb-21	68000	-16.9%
Jan-21	67900	-16.5%
Dec-20	68500	-17.7%
Nov-20	68600	-18%
Oct-20	68000	-19%
Sep-20	66800	-20.6%
Aug-20	66500	-20.5%
Jul-20	66100	-21.3%
Jun-20	68600	-18.1%
May-20	69200	-17.8%
Apr-20	71700	-15%
Mar-20	81200	-3.2%
Feb-20	81800	-2.6%
Jan-20	81300	-2.3%
Dec-19	83200	-1.7%
Nov-19	83700	-0.5%
Oct-19	83900	0.6%
Sep-19	84100	1.3%
Aug-19	83700	2.4%
Jul-19	84000	3.6%
Jun-19	83800	3.2%
May-19	84200	4.5%
Apr-19	84400	5.5%
Mar-19	83900	6.6%
Feb-19	84000	8.4%
Jan-19	83200	9%
Dec-18	84600	9.9%
Nov-18	84100	9.2%
Oct-18	83400	10%
Sep-18	83000	10.5%
Aug-18	81700	10.4%
Jul-18	81100	10.3%
Jun-18	81200	11.4%

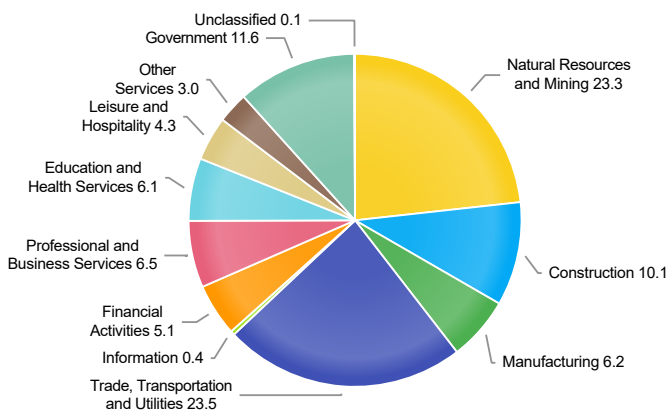
Month	Employment Count	Annual Growth Rate
May-18	80600	11.5%
Apr-18	80000	12%
Mar-18	78700	10.7%
Feb-18	77500	10.1%
Jan-18	76300	9.8%
Dec-17	77000	9.2%
Nov-17	77000	9.8%
Oct-17	75800	8.8%
Sep-17	75100	7.7%
Aug-17	74000	7.2%
Jul-17	73500	6.8%
Jun-17	72900	6.1%
May-17	72300	4.3%
Apr-17	71400	2.1%
Mar-17	71100	1.1%
Feb-17	70400	-1.4%
Jan-17	69500	-2.9%
Dec-16	70500	-2.8%
Nov-16	70100	-3.3%
Oct-16	69700	-5%
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%
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%

Industry size class



Employees Per Firm	Employment In Size Class	Percentage Of Total Employment
0	115	0.2%
1-4	2928	3.9%
5-9	4462	5.9%
10-19	7386	9.8%
20-49	13388	17.7%
50-99	11945	15.8%
100-249	12527	16.6%
250-499	6419	8.5%
500-999	5210	6.9%
1000 and over	11153	14.8%

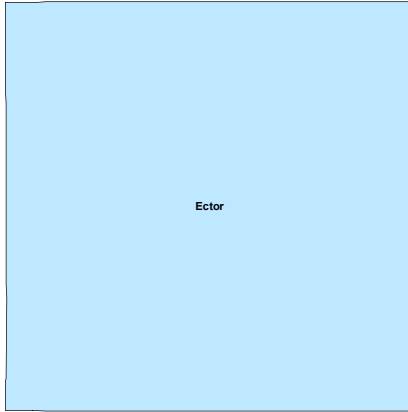
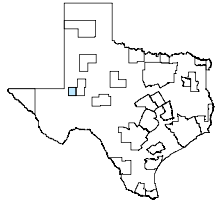
Wages by Industry (in millions) (3rd Quarter 2022)



Industry Title	Wages in millions (\$)
Natural Resources and Mining	316.47
Construction	137.33
Manufacturing	83.85
Trade, Transportation and Utilities	320.07
Information	4.98
Financial Activities	68.95
Professional and Business Services	88.32
Education and Health Services	83.02
Leisure and Hospitality	58.15
Other Services	40.29
Government	157.24
Unclassified	1.08

Odessa MSA

April 2023

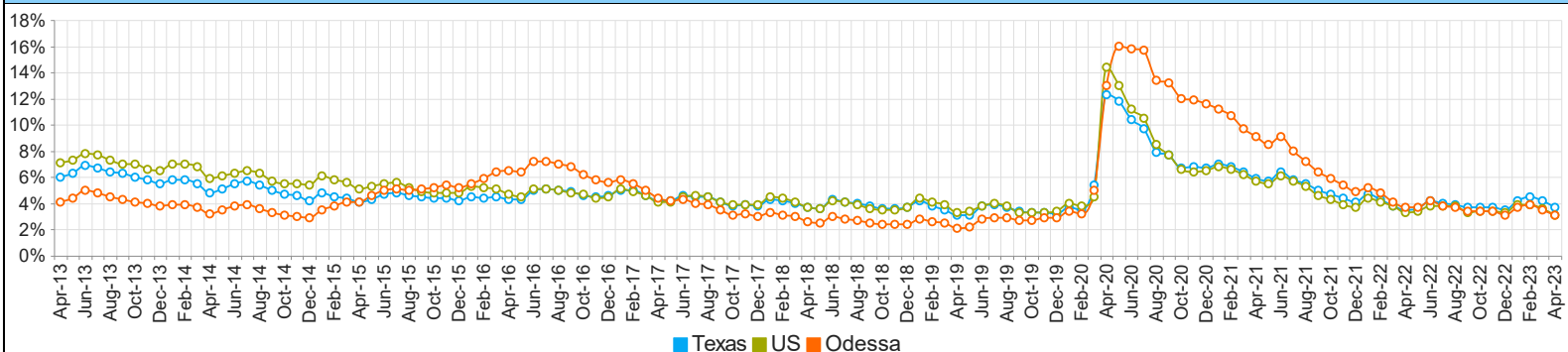


MSA Labor Force Statistics				
	Apr-23	Mar-23	Apr-22	Yearly Change
Civilian Labor Force	86,389	86,815	82,662	3,727
Employed	83,721	83,745	79,575	4,146
Unemployed	2,668	3,070	3,087	-419
Unemployment Rate	3.1%	3.5%	3.7%	-0.6%

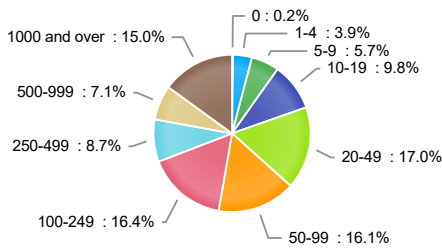
Texas Labor Force Statistics				
	Apr-23	Mar-23	Apr-22	Yearly Change
Civilian Labor Force	15,019,711	15,118,242	14,592,934	426,777
Employed	14,468,512	14,486,045	14,076,764	391,748
Unemployed	551,199	632,197	516,170	35,029
Unemployment Rate	3.7%	4.2%	3.5%	0.2%

US Labor Force Statistics				
	Apr-23	Mar-23	Apr-22	Yearly Change
Civilian Labor Force	166,221,000	166,783,000	163,449,000	2,772,000
Employed	161,075,000	160,741,000	157,991,000	3,084,000
Unemployed	5,146,000	6,043,000	5,458,000	-312,000
Unemployment Rate	3.1%	3.6%	3.3%	-0.2%

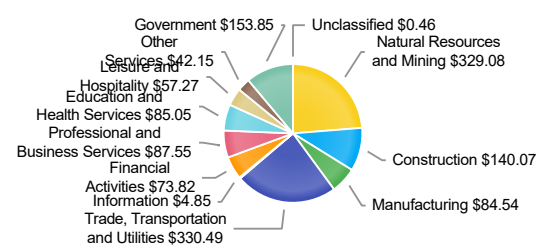
Historical Unemployment Rates



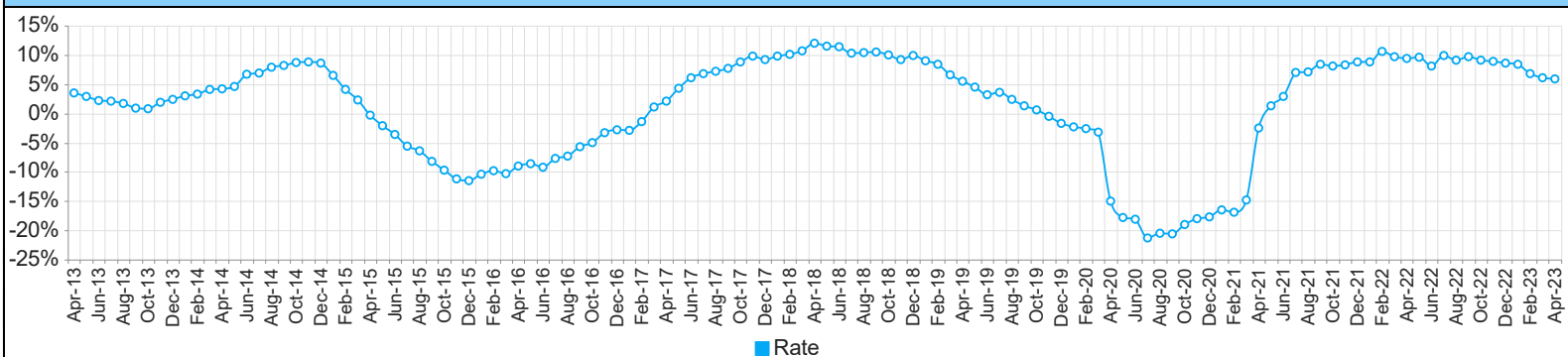
Industry Size Class



Wages by Industry (in millions) (4th Quarter 2022)



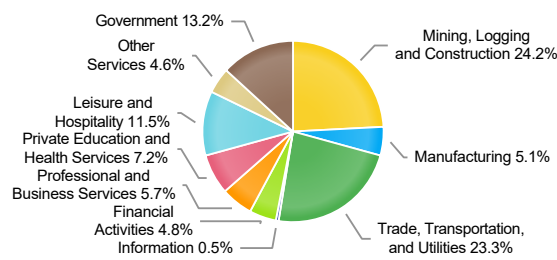
Annual Growth Rate Total Non-agricultural employment

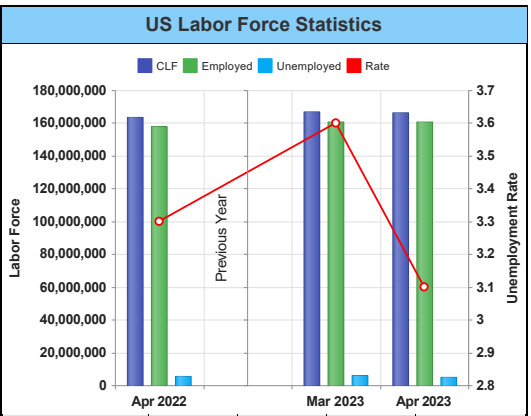
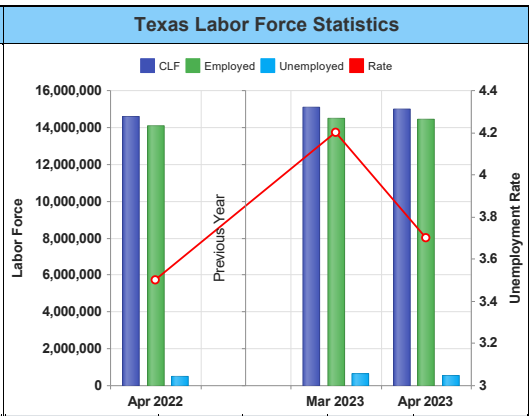
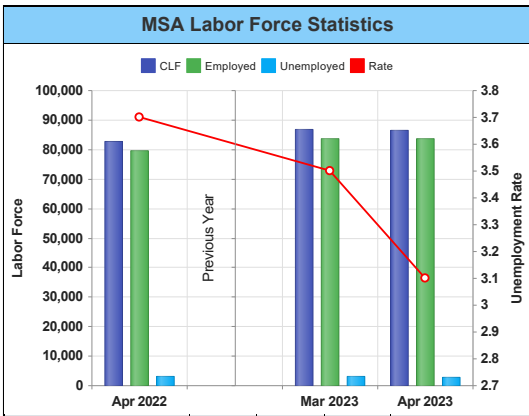


Employment by Industry (April 2023)

Industry	Current Month Employment	% Monthly Change	% Yearly Change
Total Nonfarm	81,000	0.6%	5.9%
Mining, Logging and Construction	19,600	1.0%	15.3%
Manufacturing	4,100	0.0%	5.1%
Trade, Transportation, and Utilities	18,900	0.5%	4.4%
Information	400	0.0%	0.0%
Financial Activities	3,900	0.0%	8.3%
Professional and Business Services	4,600	0.0%	-4.2%
Private Education and Health Services	5,800	0.0%	5.5%
Leisure and Hospitality	9,300	1.1%	2.2%
Other Services	3,700	2.8%	8.8%
Government	10,700	0.0%	0.0%

Employment by Industry (April 2023)

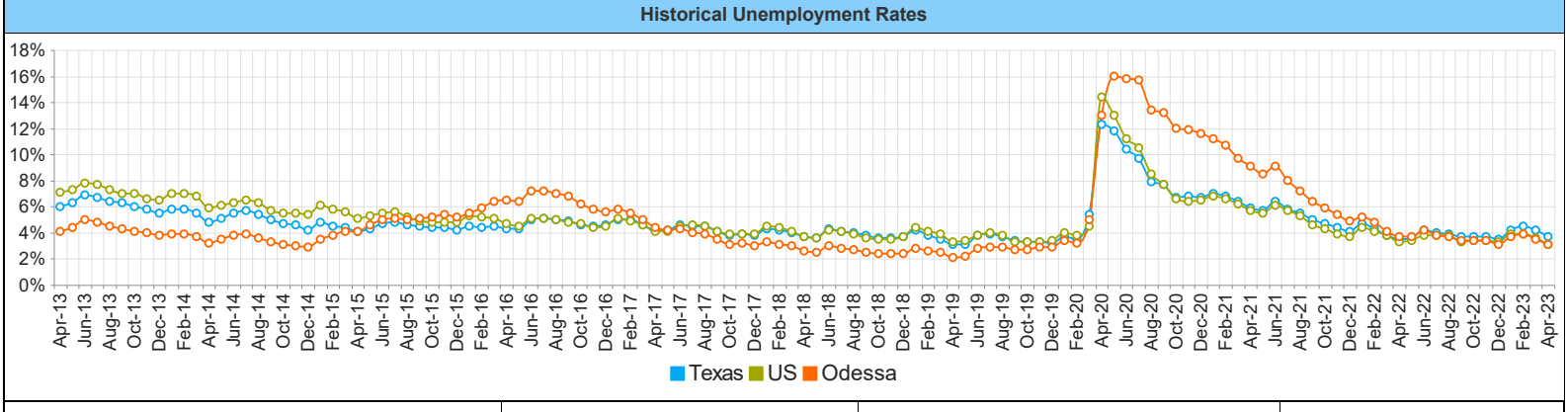




	Apr-23	Mar-23	Apr-22	Yearly Change
Civilian Labor Force	86,389	86,815	82,662	3,727
Employed	83,721	83,745	79,575	4,146
Unemployed	2,668	3,070	3,087	-419
Unemployment Rate	3.1%	3.5%	3.7%	-0.6%

	Apr-23	Mar-23	Apr-22	Yearly Change
Civilian Labor Force	15,019,711	15,118,242	14,592,934	426,777
Employed	14,468,512	14,486,045	14,076,764	391,748
Unemployed	551,199	632,197	516,170	35,029
Unemployment Rate	3.7%	4.2%	3.5%	0.2%

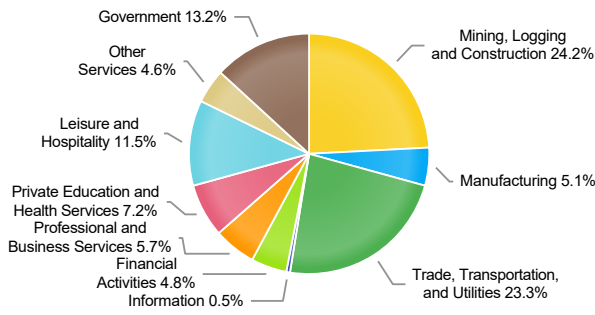
	Apr-23	Mar-23	Apr-22	Yearly Change
Civilian Labor Force	166,221,000	166,783,000	163,449,000	2,772,000
Employed	161,075,000	160,741,000	157,991,000	3,084,000
Unemployed	5,146,000	6,043,000	5,458,000	-312,000
Unemployment Rate	3.1%	3.6%	3.3%	-0.2%



Months	MSA	Texas	US
Apr-23	3.1	3.7	3.1
Mar-23	3.5	4.2	3.6
Feb-23	3.9	4.5	3.9
Jan-23	3.7	4.2	3.9
Dec-22	3.1	3.5	3.3
Nov-22	3.4	3.7	3.4
Oct-22	3.4	3.7	3.4
Sep-22	3.4	3.7	3.3
Aug-22	3.7	3.9	3.8
Jul-22	3.8	4.0	3.8
Jun-22	4.2	4.2	3.8
May-22	3.7	3.6	3.4
Apr-22	3.7	3.5	3.3
Mar-22	4.1	3.8	3.8
Feb-22	4.8	4.3	4.1
Jan-22	5.2	4.7	4.4
Dec-21	4.9	4.1	3.7
Nov-21	5.4	4.4	3.9
Oct-21	5.9	4.7	4.3
Sep-21	6.4	5.0	4.6
Aug-21	7.2	5.5	5.3
Jul-21	8.0	5.8	5.7
Jun-21	9.1	6.4	6.1
May-21	8.5	5.7	5.5
Apr-21	9.1	5.9	5.7
Mar-21	9.7	6.4	6.2
Feb-21	10.7	6.8	6.6
Jan-21	11.2	7.0	6.8
Dec-20	11.6	6.7	6.5
Nov-20	11.9	6.8	6.4
Oct-20	12.0	6.7	6.6
Sep-20	13.2	7.7	7.7
Aug-20	13.4	7.9	8.5
Jul-20	15.7	9.7	10.5
Jun-20	15.8	10.4	11.2
May-20	16.0	11.8	13.0
Apr-20	13.0	12.3	14.4
Mar-20	5.0	5.4	4.5
Feb-20	3.2	3.5	3.8
Jan-20	3.4	3.7	4.0
Dec-19	2.9	3.2	3.4
Nov-19	2.9	3.3	3.3
Oct-19	2.7	3.3	3.3
Sep-19	2.7	3.4	3.3
Aug-19	2.9	3.7	3.8
Jul-19	2.9	3.9	4.0
Jun-19	2.8	3.8	3.8
May-19	2.2	3.1	3.4
Apr-19	2.1	3.1	3.3
Mar-19	2.5	3.5	3.9
Feb-19	2.6	3.8	4.1
Jan-19	2.8	4.2	4.4
Dec-18	2.4	3.7	3.7
Nov-18	2.4	3.6	3.5
Oct-18	2.4	3.6	3.5

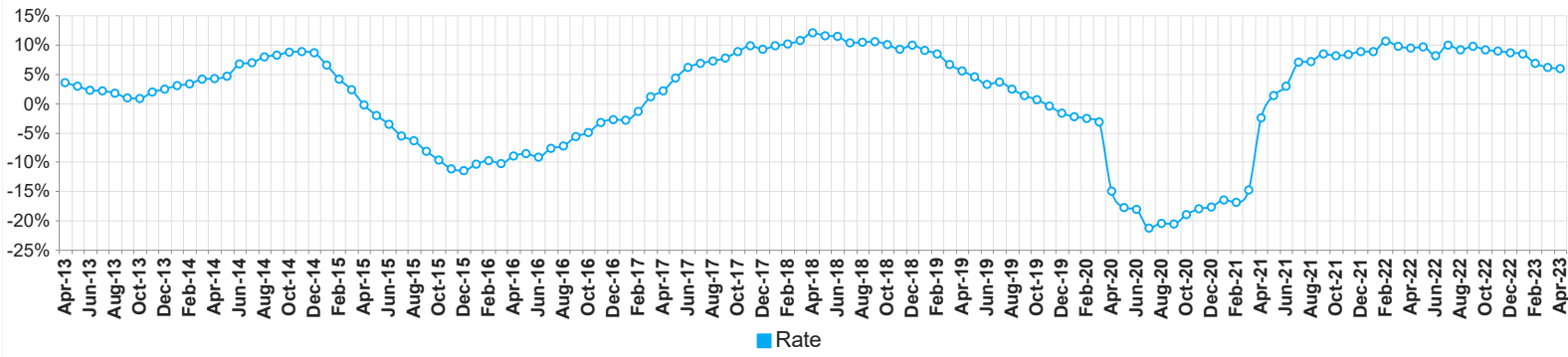
Months	MSA	Texas	US
Sep-18	2.5	3.8	3.6
Aug-18	2.7	4.0	3.9
Jul-18	2.8	4.1	4.1
Jun-18	3.0	4.3	4.2
May-18	2.5	3.6	3.6
Apr-18	2.6	3.7	3.7
Mar-18	3.0	4.0	4.1
Feb-18	3.1	4.2	4.4
Jan-18	3.3	4.3	4.5
Dec-17	3.0	3.8	3.9
Nov-17	3.2	3.9	3.9
Oct-17	3.1	3.8	3.9
Sep-17	3.5	4.1	4.1
Aug-17	3.9	4.5	4.5
Jul-17	4.0	4.5	4.6
Jun-17	4.3	4.6	4.5
May-17	4.2	4.2	4.1
Apr-17	4.4	4.2	4.1
Mar-17	5.0	4.6	4.6
Feb-17	5.5	5.0	4.9
Jan-17	5.8	5.0	5.1
Dec-16	5.6	4.6	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	7.2	5.1	5.1
Jun-16	7.2	5.0	5.1
May-16	6.4	4.3	4.5
Apr-16	6.5	4.3	4.7
Mar-16	6.4	4.5	5.1
Feb-16	5.9	4.4	5.2
Jan-16	5.5	4.5	5.3
Dec-15	5.2	4.2	4.8
Nov-15	5.4	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	4.3	5.3
Apr-15	4.1	4.1	5.1
Mar-15	4.1	4.4	5.6
Feb-15	3.8	4.5	5.8
Jan-15	3.5	4.8	6.1
Dec-14	2.9	4.2	5.4
Nov-14	3.0	4.6	5.5
Oct-14	3.1	4.7	5.5
Sep-14	3.3	5.0	5.7
Aug-14	3.6	5.4	6.3
Jul-14	3.9	5.7	6.5
Jun-14	3.8	5.5	6.3
May-14	3.5	5.1	6.1
Apr-14	3.2	4.8	5.9
Mar-14	3.7	5.5	6.8
Feb-14	3.9	5.8	7.0
Jan-14	3.9	5.8	7.0
Dec-13	3.8	5.5	6.5
Nov-13	4.0	5.8	6.6
Oct-13	4.1	6.0	7.0
Sep-13	4.3	6.3	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	4.1	6.0	7.1

Employment by Industry



Industry	Apr-23	Mar-23	Apr-22	Monthly Change	Monthly Percent Change	Yearly Change	Yearly Percent Change
Total Nonfarm	81,000	80,500	76,500	500	0.6%	4,500	5.9%
Mining, Logging and Construction	19,600	19,400	17,000	200	1.0%	2,600	15.3%
Manufacturing	4,100	4,100	3,900	0	0.0%	200	5.1%
Trade, Transportation, and Utilities	18,900	18,800	18,100	100	0.5%	800	4.4%
Information	400	400	400	0	0.0%	0	0.0%
Financial Activities	3,900	3,900	3,600	0	0.0%	300	8.3%
Professional and Business Services	4,600	4,600	4,800	0	0.0%	-200	-4.2%
Private Education and Health Services	5,800	5,800	5,500	0	0.0%	300	5.5%
Leisure and Hospitality	9,300	9,200	9,100	100	1.1%	200	2.2%
Other Services	3,700	3,600	3,400	100	2.8%	300	8.8%
Government	10,700	10,700	10,700	0	0.0%	0	0.0%

Annual Growth Rate Total Non-agricultural employment

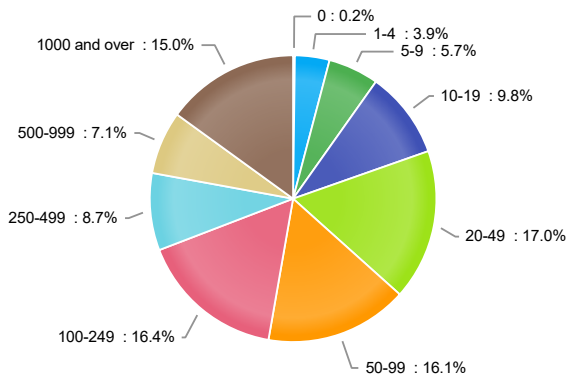


Annual Growth Rate Total Non-agricultural employment table

Month	Employment Count	Annual Growth Rate
Apr-23	81000	5.9%
Mar-23	80500	6.1%
Feb-23	80300	6.8%
Jan-23	80100	8.4%
Dec-22	80900	8.6%
Nov-22	80900	8.9%
Oct-22	80200	9.1%
Sep-22	79400	9.7%
Aug-22	77700	9.1%
Jul-22	77700	9.9%
Jun-22	76300	8.1%
May-22	76800	9.6%
Apr-22	76500	9.4%
Mar-22	75900	9.7%
Feb-22	75200	10.6%
Jan-22	73900	8.8%
Dec-21	74500	8.8%
Nov-21	74300	8.3%
Oct-21	73500	8.1%
Sep-21	72400	8.4%
Aug-21	71200	7.1%
Jul-21	70700	7%
Jun-21	70600	2.9%
May-21	70100	1.3%
Apr-21	69900	-2.5%
Mar-21	69200	-14.8%
Feb-21	68000	-16.9%
Jan-21	67900	-16.5%
Dec-20	68500	-17.7%
Nov-20	68600	-18%
Oct-20	68000	-19%
Sep-20	66800	-20.6%
Aug-20	66500	-20.5%
Jul-20	66100	-21.3%
Jun-20	68600	-18.1%
May-20	69200	-17.8%
Apr-20	71700	-15%
Mar-20	81200	-3.2%
Feb-20	81800	-2.6%
Jan-20	81300	-2.3%
Dec-19	83200	-1.7%
Nov-19	83700	-0.5%
Oct-19	83900	0.6%
Sep-19	84100	1.3%
Aug-19	83700	2.4%
Jul-19	84000	3.6%
Jun-19	83800	3.2%
May-19	84200	4.5%
Apr-19	84400	5.5%
Mar-19	83900	6.6%
Feb-19	84000	8.4%
Jan-19	83200	9%
Dec-18	84600	9.9%
Nov-18	84100	9.2%
Oct-18	83400	10%
Sep-18	83000	10.5%
Aug-18	81700	10.4%
Jul-18	81100	10.3%

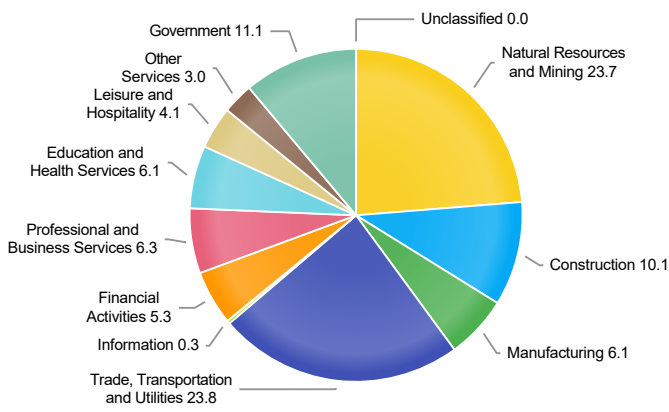
Month	Employment Count	Annual Growth Rate
Jun-18	81200	11.4%
May-18	80600	11.5%
Apr-18	80000	12%
Mar-18	78700	10.7%
Feb-18	77500	10.1%
Jan-18	76300	9.8%
Dec-17	77000	9.2%
Nov-17	77000	9.8%
Oct-17	75800	8.8%
Sep-17	75100	7.7%
Aug-17	74000	7.2%
Jul-17	73500	6.8%
Jun-17	72900	6.1%
May-17	72300	4.3%
Apr-17	71400	2.1%
Mar-17	71100	1.1%
Feb-17	70400	-1.4%
Jan-17	69500	-2.9%
Dec-16	70500	-2.8%
Nov-16	70100	-3.3%
Oct-16	69700	-5%
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%
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%

Industry size class



Employees Per Firm	Employment In Size Class	Percentage Of Total Employment
0	116	0.2%
1-4	3018	3.9%
5-9	4380	5.7%
10-19	7572	9.8%
20-49	13083	17.0%
50-99	12384	16.1%
100-249	12638	16.4%
250-499	6726	8.7%
500-999	5446	7.1%
1000 and over	11533	15.0%

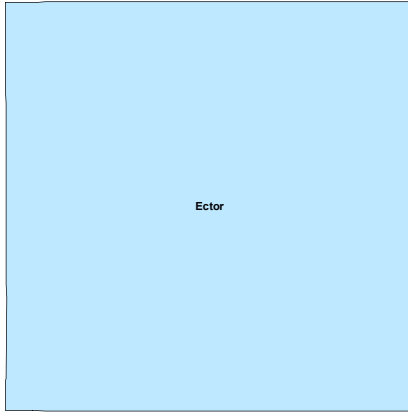
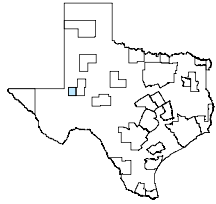
Wages by Industry (in millions) (4th Quarter 2022)



Industry Title	Wages in millions (\$)
Natural Resources and Mining	329.08
Construction	140.07
Manufacturing	84.54
Trade, Transportation and Utilities	330.49
Information	4.85
Financial Activities	73.82
Professional and Business Services	87.55
Education and Health Services	85.05
Leisure and Hospitality	57.27
Other Services	42.15
Government	153.85
Unclassified	0.46

Odessa MSA

May 2023

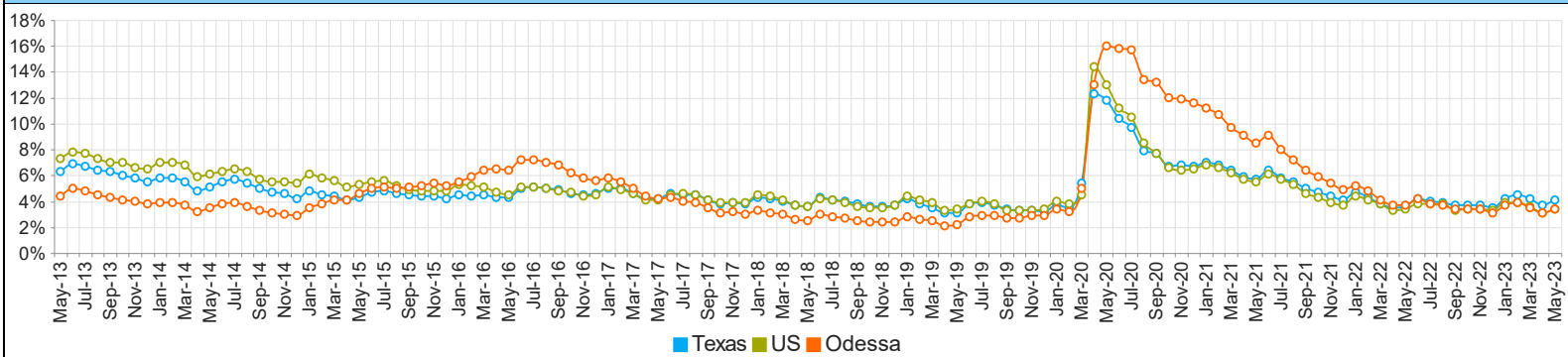


MSA Labor Force Statistics				
	May-23	Apr-23	May-22	Yearly Change
Civilian Labor Force	85,847	86,306	82,676	3,171
Employed	82,906	83,640	79,584	3,322
Unemployed	2,941	2,666	3,092	-151
Unemployment Rate	3.4%	3.1%	3.7%	-0.3%

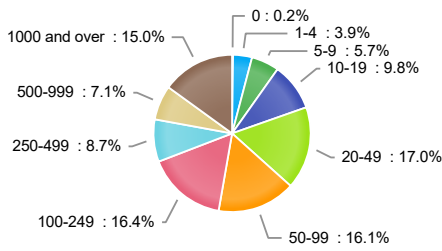
Texas Labor Force Statistics				
	May-23	Apr-23	May-22	Yearly Change
Civilian Labor Force	14,968,635	15,019,920	14,616,414	352,221
Employed	14,354,834	14,468,609	14,085,102	269,732
Unemployed	613,801	551,311	531,312	82,489
Unemployment Rate	4.1%	3.7%	3.6%	0.5%

US Labor Force Statistics				
	May-23	Apr-23	May-22	Yearly Change
Civilian Labor Force	166,702,000	166,221,000	164,157,000	2,545,000
Employed	161,002,000	161,075,000	158,609,000	2,393,000
Unemployed	5,700,000	5,146,000	5,548,000	152,000
Unemployment Rate	3.4%	3.1%	3.4%	0.0%

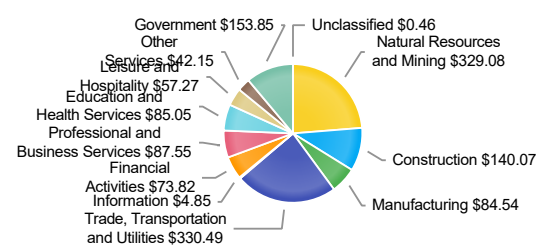
Historical Unemployment Rates



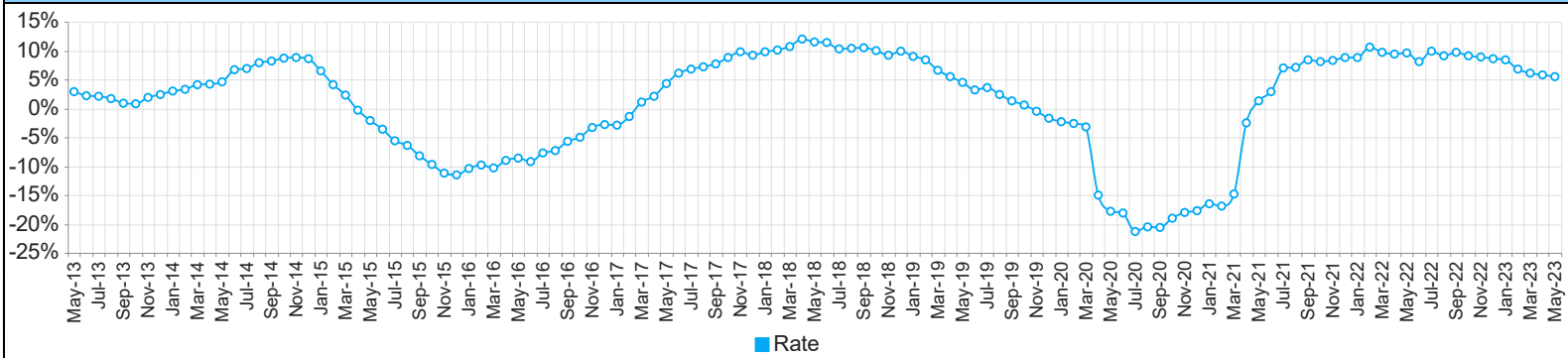
Industry Size Class



Wages by Industry (in millions) (4th Quarter 2022)



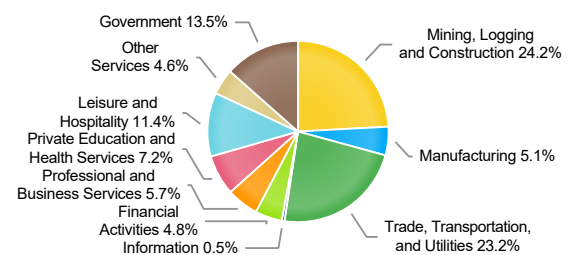
Annual Growth Rate Total Non-agricultural employment

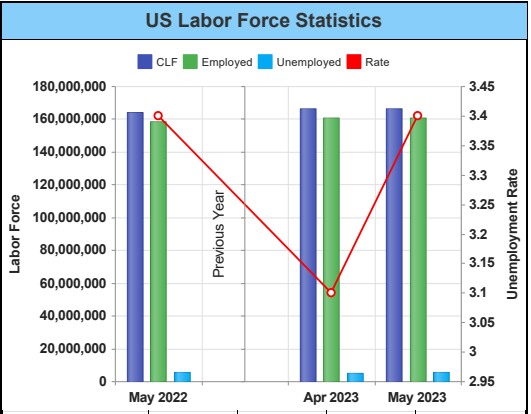
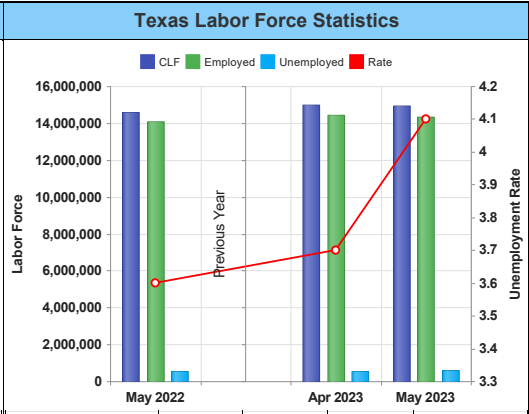
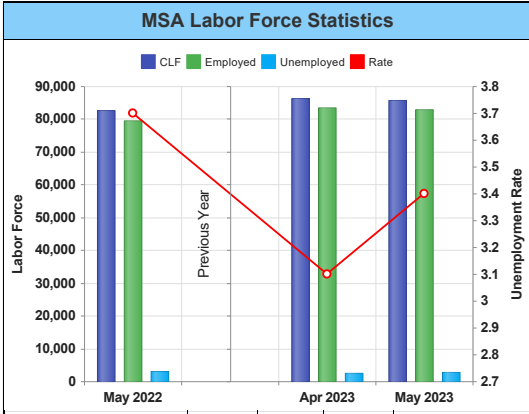


Employment by Industry (May 2023)

Industry	Current Month Employment	% Monthly Change	% Yearly Change
Total Nonfarm	81,000	0.1%	5.5%
Mining, Logging and Construction	19,600	0.0%	13.3%
Manufacturing	4,100	0.0%	2.5%
Trade, Transportation, and Utilities	18,800	-0.5%	3.9%
Information	400	0.0%	0.0%
Financial Activities	3,900	0.0%	8.3%
Professional and Business Services	4,600	0.0%	-2.1%
Private Education and Health Services	5,800	0.0%	5.5%
Leisure and Hospitality	9,200	0.0%	2.2%
Other Services	3,700	0.0%	5.7%
Government	10,900	1.9%	1.9%

Employment by Industry (May 2023)

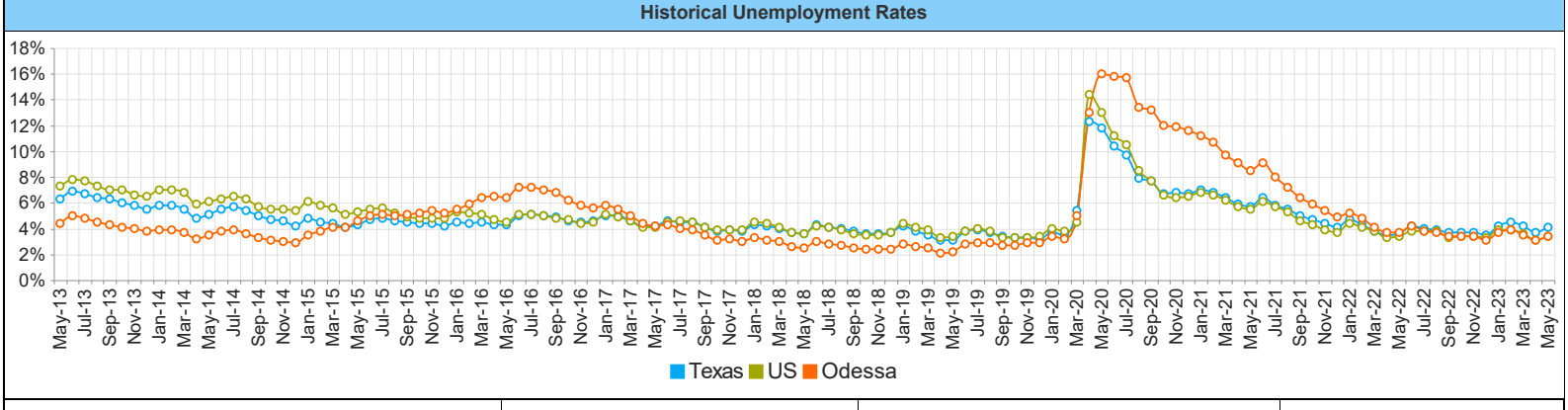




	May-23	Apr-23	May-22	Yearly Change
Civilian Labor Force	85,847	86,306	82,676	3,171
Employed	82,906	83,640	79,584	3,322
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	May-23	Apr-23	May-22	Yearly Change
Civilian Labor Force	14,968,635	15,019,920	14,616,414	352,221
Employed	14,354,834	14,468,609	14,085,102	269,732
Unemployed	613,801	551,311	531,312	82,489
Unemployment Rate	4.1%	3.7%	3.6%	0.5%

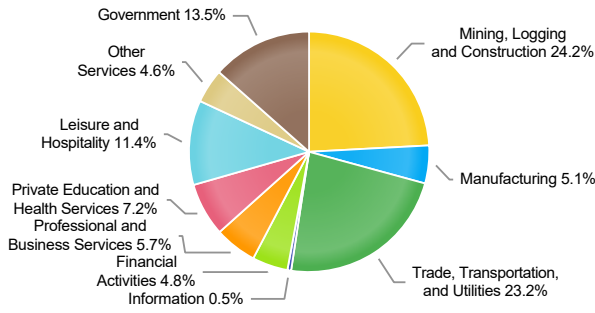
	May-23	Apr-23	May-22	Yearly Change
Civilian Labor Force	166,702,000	166,221,000	164,157,000	2,545,000
Employed	161,002,000	161,075,000	158,609,000	2,393,000
Unemployed	5,700,000	5,146,000	5,548,000	152,000
Unemployment Rate	3.4%	3.1%	3.4%	0.0%



Months	MSA	Texas	US
May-23	3.4	4.1	3.4
Apr-23	3.1	3.7	3.1
Mar-23	3.5	4.2	3.6
Feb-23	3.9	4.5	3.9
Jan-23	3.7	4.2	3.9
Dec-22	3.1	3.5	3.3
Nov-22	3.4	3.7	3.4
Oct-22	3.4	3.7	3.4
Sep-22	3.4	3.7	3.3
Aug-22	3.7	3.9	3.8
Jul-22	3.8	4.0	3.8
Jun-22	4.2	4.2	3.8
May-22	3.7	3.6	3.4
Apr-22	3.7	3.5	3.3
Mar-22	4.1	3.8	3.8
Feb-22	4.8	4.3	4.1
Jan-22	5.2	4.7	4.4
Dec-21	4.9	4.1	3.7
Nov-21	5.4	4.4	3.9
Oct-21	5.9	4.7	4.3
Sep-21	6.4	5.0	4.6
Aug-21	7.2	5.5	5.3
Jul-21	8.0	5.8	5.7
Jun-21	9.1	6.4	6.1
May-21	8.5	5.7	5.5
Apr-21	9.1	5.9	5.7
Mar-21	9.7	6.4	6.2
Feb-21	10.7	6.8	6.6
Jan-21	11.2	7.0	6.8
Dec-20	11.6	6.7	6.5
Nov-20	11.9	6.8	6.4
Oct-20	12.0	6.7	6.6
Sep-20	13.2	7.7	7.7
Aug-20	13.4	7.9	8.5
Jul-20	15.7	9.7	10.5
Jun-20	15.8	10.4	11.2
May-20	16.0	11.8	13.0
Apr-20	13.0	12.3	14.4
Mar-20	5.0	5.4	4.5
Feb-20	3.2	3.5	3.8
Jan-20	3.4	3.7	4.0
Dec-19	2.9	3.2	3.4
Nov-19	2.9	3.3	3.3
Oct-19	2.7	3.3	3.3
Sep-19	2.7	3.4	3.3
Aug-19	2.9	3.7	3.8
Jul-19	2.9	3.9	4.0
Jun-19	2.8	3.8	3.8
May-19	2.2	3.1	3.4
Apr-19	2.1	3.1	3.3
Mar-19	2.5	3.5	3.9
Feb-19	2.6	3.8	4.1
Jan-19	2.8	4.2	4.4
Dec-18	2.4	3.7	3.7
Nov-18	2.4	3.6	3.5

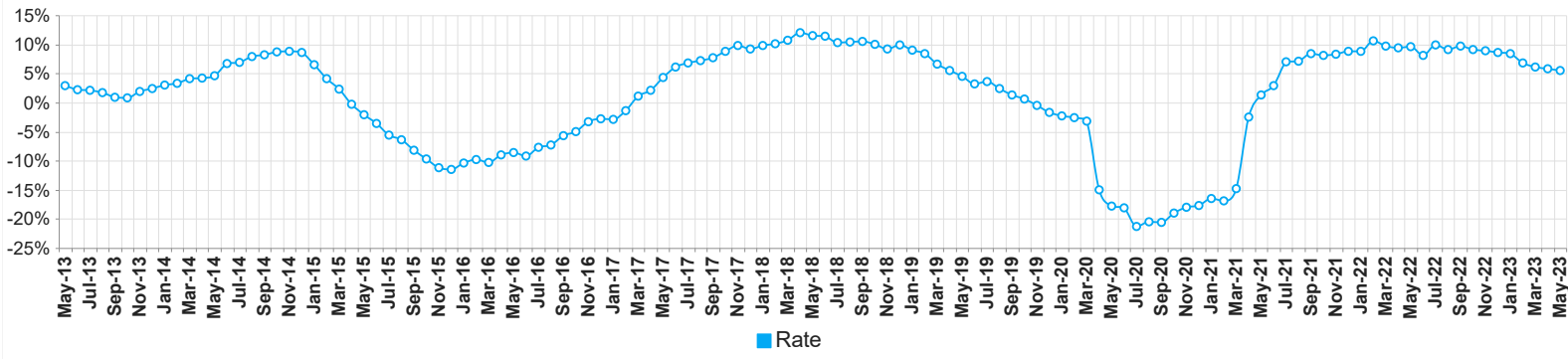
Months	MSA	Texas	US
Oct-18	2.4	3.6	3.5
Sep-18	2.5	3.8	3.6
Aug-18	2.7	4.0	3.9
Jul-18	2.8	4.1	4.1
Jun-18	3.0	4.3	4.2
May-18	2.5	3.6	3.6
Apr-18	2.6	3.7	3.7
Mar-18	3.0	4.0	4.1
Feb-18	3.1	4.2	4.4
Jan-18	3.3	4.3	4.5
Dec-17	3.0	3.8	3.9
Nov-17	3.2	3.9	3.9
Oct-17	3.1	3.8	3.9
Sep-17	3.5	4.1	4.1
Aug-17	3.9	4.5	4.5
Jul-17	4.0	4.5	4.6
Jun-17	4.3	4.6	4.5
May-17	4.2	4.2	4.1
Apr-17	4.4	4.2	4.1
Mar-17	5.0	4.6	4.6
Feb-17	5.5	5.0	4.9
Jan-17	5.8	5.0	5.1
Dec-16	5.6	4.6	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	7.2	5.1	5.1
Jun-16	7.2	5.0	5.1
May-16	6.4	4.3	4.5
Apr-16	6.5	4.3	4.7
Mar-16	6.4	4.5	5.1
Feb-16	5.9	4.4	5.2
Jan-16	5.5	4.5	5.3
Dec-15	5.2	4.2	4.8
Nov-15	5.4	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	4.3	5.3
Apr-15	4.1	4.1	5.1
Mar-15	4.1	4.4	5.6
Feb-15	3.8	4.5	5.8
Jan-15	3.5	4.8	6.1
Dec-14	2.9	4.2	5.4
Nov-14	3.0	4.6	5.5
Oct-14	3.1	4.7	5.5
Sep-14	3.3	5.0	5.7
Aug-14	3.6	5.4	6.3
Jul-14	3.9	5.7	6.5
Jun-14	3.8	5.5	6.3
May-14	3.5	5.1	6.1
Apr-14	3.2	4.8	5.9
Mar-14	3.7	5.5	6.8
Feb-14	3.9	5.8	7.0
Jan-14	3.9	5.8	7.0
Dec-13	3.8	5.5	6.5
Nov-13	4.0	5.8	6.6
Oct-13	4.1	6.0	7.0
Sep-13	4.3	6.3	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

Employment by Industry



Industry	May-23	Apr-23	May-22	Monthly Change	Monthly Percent Change	Yearly Change	Yearly Percent Change
Total Nonfarm	81,000	80,900	76,800	100	0.1%	4,200	5.5%
Mining, Logging and Construction	19,600	19,600	17,300	0	0.0%	2,300	13.3%
Manufacturing	4,100	4,100	4,000	0	0.0%	100	2.5%
Trade, Transportation, and Utilities	18,800	18,900	18,100	-100	-0.5%	700	3.9%
Information	400	400	400	0	0.0%	0	0.0%
Financial Activities	3,900	3,900	3,600	0	0.0%	300	8.3%
Professional and Business Services	4,600	4,600	4,700	0	0.0%	-100	-2.1%
Private Education and Health Services	5,800	5,800	5,500	0	0.0%	300	5.5%
Leisure and Hospitality	9,200	9,200	9,000	0	0.0%	200	2.2%
Other Services	3,700	3,700	3,500	0	0.0%	200	5.7%
Government	10,900	10,700	10,700	200	1.9%	200	1.9%

Annual Growth Rate Total Non-agricultural employment

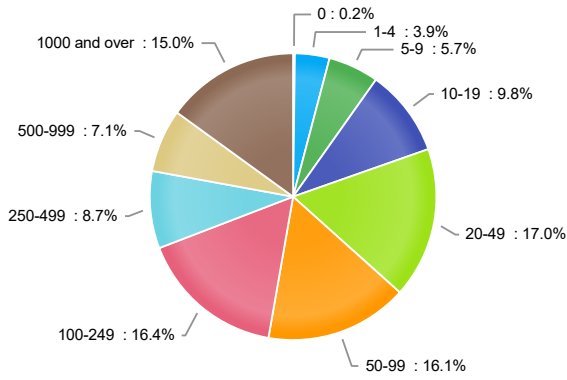


Annual Growth Rate Total Non-agricultural employment table

Month	Employment Count	Annual Growth Rate
May-23	81000	5.5%
Apr-23	80900	5.8%
Mar-23	80500	6.1%
Feb-23	80300	6.8%
Jan-23	80100	8.4%
Dec-22	80900	8.6%
Nov-22	80900	8.9%
Oct-22	80200	9.1%
Sep-22	79400	9.7%
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Jul-22	77700	9.9%
Jun-22	76300	8.1%
May-22	76800	9.6%
Apr-22	76500	9.4%
Mar-22	75900	9.7%
Feb-22	75200	10.6%
Jan-22	73900	8.8%
Dec-21	74500	8.8%
Nov-21	74300	8.3%
Oct-21	73500	8.1%
Sep-21	72400	8.4%
Aug-21	71200	7.1%
Jul-21	70700	7%
Jun-21	70600	2.9%
May-21	70100	1.3%
Apr-21	69900	-2.5%
Mar-21	69200	-14.8%
Feb-21	68000	-16.9%
Jan-21	67900	-16.5%
Dec-20	68500	-17.7%
Nov-20	68600	-18%
Oct-20	68000	-19%
Sep-20	66800	-20.6%
Aug-20	66500	-20.5%
Jul-20	66100	-21.3%
Jun-20	68600	-18.1%
May-20	69200	-17.8%
Apr-20	71700	-15%
Mar-20	81200	-3.2%
Feb-20	81800	-2.6%
Jan-20	81300	-2.3%
Dec-19	83200	-1.7%
Nov-19	83700	-0.5%
Oct-19	83900	0.6%
Sep-19	84100	1.3%
Aug-19	83700	2.4%
Jul-19	84000	3.6%
Jun-19	83800	3.2%
May-19	84200	4.5%
Apr-19	84400	5.5%
Mar-19	83900	6.6%
Feb-19	84000	8.4%
Jan-19	83200	9%
Dec-18	84600	9.9%
Nov-18	84100	9.2%
Oct-18	83400	10%
Sep-18	83000	10.5%
Aug-18	81700	10.4%

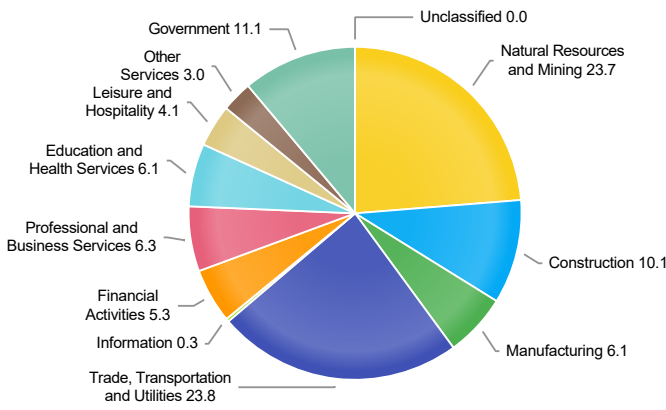
Month	Employment Count	Annual Growth Rate
Jul-18	81100	10.3%
Jun-18	81200	11.4%
May-18	80600	11.5%
Apr-18	80000	12%
Mar-18	78700	10.7%
Feb-18	77500	10.1%
Jan-18	76300	9.8%
Dec-17	77000	9.2%
Nov-17	77000	9.8%
Oct-17	75800	8.8%
Sep-17	75100	7.7%
Aug-17	74000	7.2%
Jul-17	73500	6.8%
Jun-17	72900	6.1%
May-17	72300	4.3%
Apr-17	71400	2.1%
Mar-17	71100	1.1%
Feb-17	70400	-1.4%
Jan-17	69500	-2.9%
Dec-16	70500	-2.8%
Nov-16	70100	-3.3%
Oct-16	69700	-5%
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%
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%

Industry size class



Employees Per Firm	Employment In Size Class	Percentage Of Total Employment
0	116	0.2%
1-4	3018	3.9%
5-9	4380	5.7%
10-19	7572	9.8%
20-49	13083	17.0%
50-99	12384	16.1%
100-249	12638	16.4%
250-499	6726	8.7%
500-999	5446	7.1%
1000 and over	11533	15.0%

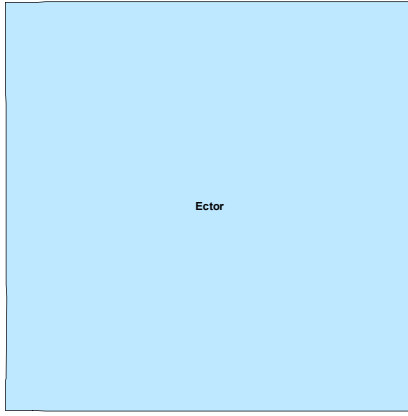
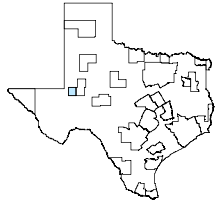
Wages by Industry (in millions) (4th Quarter 2022)



Industry Title	Wages in millions (\$)
Natural Resources and Mining	329.08
Construction	140.07
Manufacturing	84.54
Trade, Transportation and Utilities	330.49
Information	4.85
Financial Activities	73.82
Professional and Business Services	87.55
Education and Health Services	85.05
Leisure and Hospitality	57.27
Other Services	42.15
Government	153.85
Unclassified	0.46

Odessa MSA

July 2023

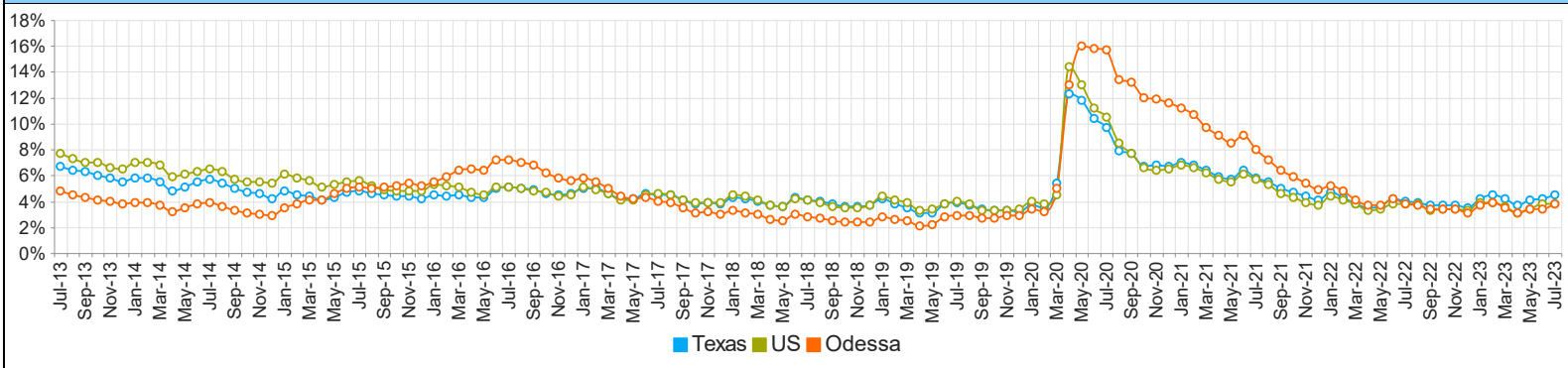


MSA Labor Force Statistics				
	Jul-23	Jun-23	Jul-22	Yearly Change
Civilian Labor Force	86,542	86,070	83,463	3,079
Employed	83,276	83,101	80,274	3,002
Unemployed	3,266	2,969	3,189	77
Unemployment Rate	3.8%	3.4%	3.8%	0.0%

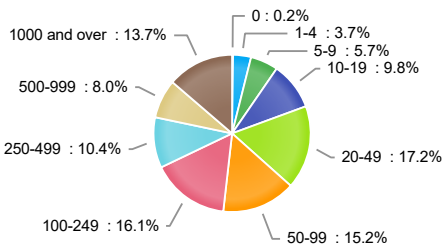
Texas Labor Force Statistics				
	Jul-23	Jun-23	Jul-22	Yearly Change
Civilian Labor Force	15,180,378	15,047,054	14,678,367	502,011
Employed	14,496,912	14,418,818	14,088,346	408,566
Unemployed	683,466	628,236	590,021	93,445
Unemployment Rate	4.5%	4.2%	4.0%	0.5%

US Labor Force Statistics				
	Jul-23	Jun-23	Jul-22	Yearly Change
Civilian Labor Force	168,354,000	167,910,000	165,321,000	3,033,000
Employed	161,982,000	161,559,000	159,067,000	2,915,000
Unemployed	6,372,000	6,351,000	6,255,000	117,000
Unemployment Rate	3.8%	3.8%	3.8%	0.0%

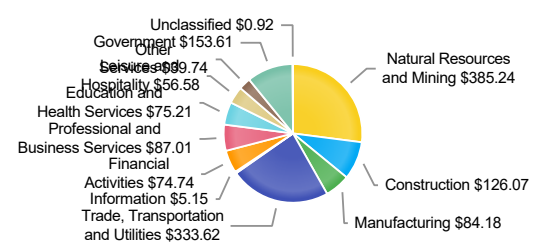
Historical Unemployment Rates



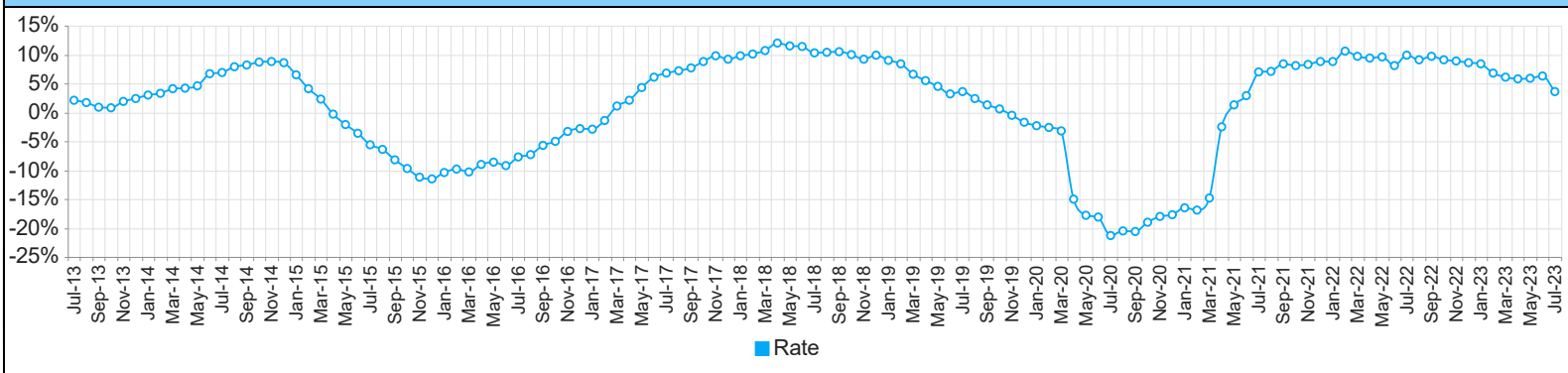
Industry Size Class



Wages by Industry (in millions) (1st Quarter 2023)



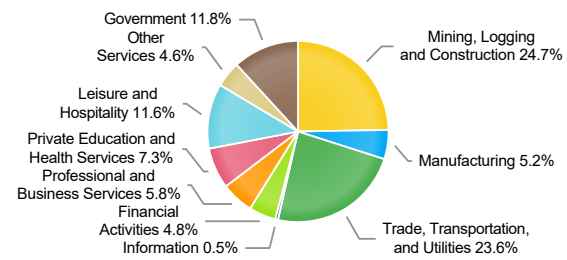
Annual Growth Rate Total Non-agricultural employment

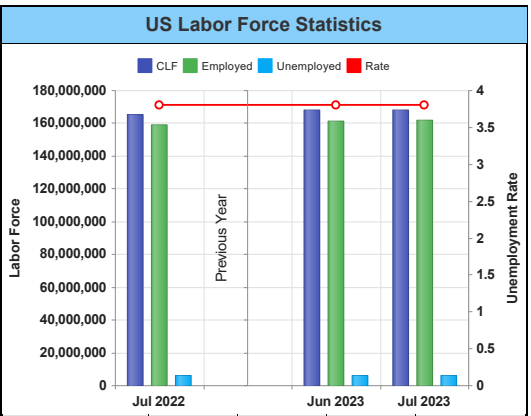
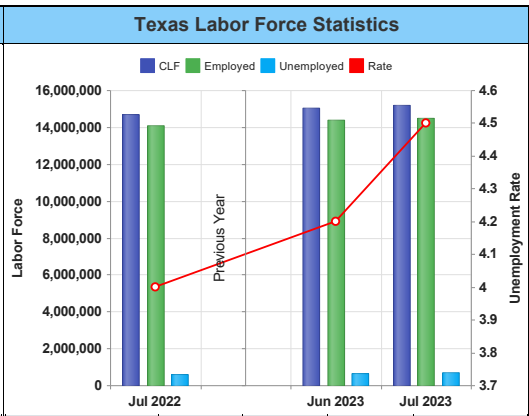
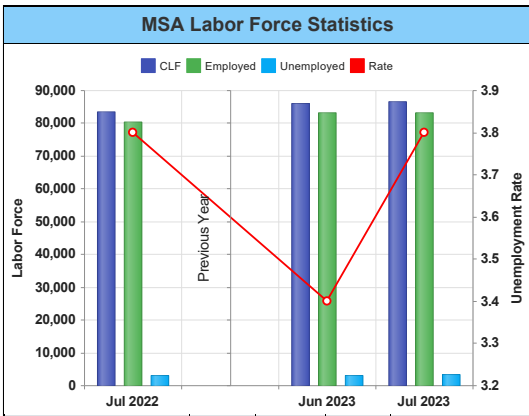


Employment by Industry (July 2023)

Industry	Current Month Employment	% Monthly Change	% Yearly Change
Total Nonfarm	80,500	-0.7%	3.6%
Mining, Logging and Construction	19,900	1.0%	9.3%
Manufacturing	4,200	2.4%	5.0%
Trade, Transportation, and Utilities	19,000	0.5%	3.8%
Information	400	0.0%	0.0%
Financial Activities	3,900	0.0%	2.6%
Professional and Business Services	4,700	0.0%	-2.1%
Private Education and Health Services	5,900	0.0%	5.4%
Leisure and Hospitality	9,300	-1.1%	2.2%
Other Services	3,700	0.0%	2.8%
Government	9,500	-8.7%	-4.0%

Employment by Industry (July 2023)



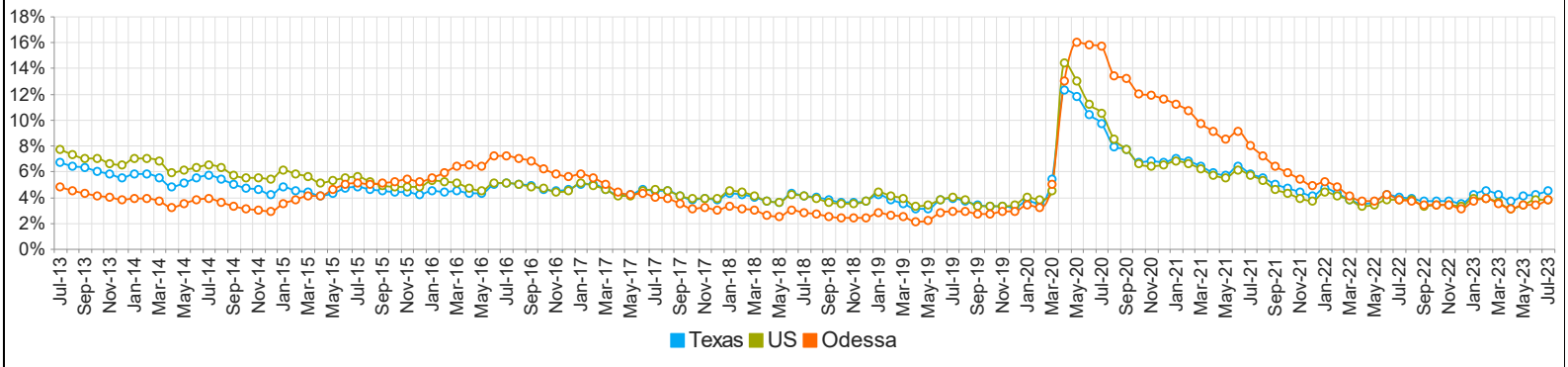


	Jul-23	Jun-23	Jul-22	Yearly Change
Civilian Labor Force	86,542	86,070	83,463	3,079
Employed	83,276	83,101	80,274	3,002
Unemployed	3,266	2,969	3,189	77
Unemployment Rate	3.8%	3.4%	3.8%	0.0%

	Jul-23	Jun-23	Jul-22	Yearly Change
Civilian Labor Force	15,180,378	15,047,054	14,678,367	502,011
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Employed	161,982,000	161,559,000	159,067,000	2,915,000
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Unemployment Rate	3.8%	3.8%	3.8%	0.0%

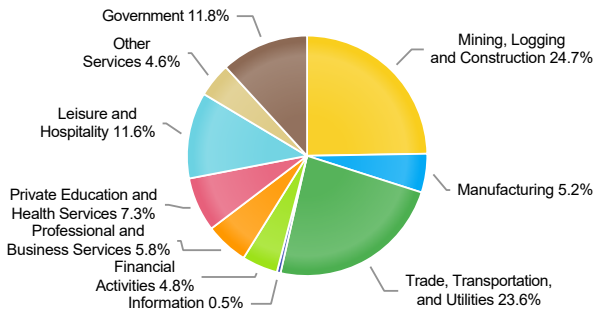
Historical Unemployment Rates



Months	MSA	Texas	US
Jul-23	3.8	4.5	3.8
Jun-23	3.4	4.2	3.8
May-23	3.4	4.1	3.4
Apr-23	3.1	3.7	3.1
Mar-23	3.5	4.2	3.6
Feb-23	3.9	4.5	3.9
Jan-23	3.7	4.2	3.9
Dec-22	3.1	3.5	3.3
Nov-22	3.4	3.7	3.4
Oct-22	3.4	3.7	3.4
Sep-22	3.4	3.7	3.3
Aug-22	3.7	3.9	3.8
Jul-22	3.8	4.0	3.8
Jun-22	4.2	4.2	3.8
May-22	3.7	3.6	3.4
Apr-22	3.7	3.5	3.3
Mar-22	4.1	3.8	3.8
Feb-22	4.8	4.3	4.1
Jan-22	5.2	4.7	4.4
Dec-21	4.9	4.1	3.7
Nov-21	5.4	4.4	3.9
Oct-21	5.9	4.7	4.3
Sep-21	6.4	5.0	4.6
Aug-21	7.2	5.5	5.3
Jul-21	8.0	5.8	5.7
Jun-21	9.1	6.4	6.1
May-21	8.5	5.7	5.5
Apr-21	9.1	5.9	5.7
Mar-21	9.7	6.4	6.2
Feb-21	10.7	6.8	6.6
Jan-21	11.2	7.0	6.8
Dec-20	11.6	6.7	6.5
Nov-20	11.9	6.8	6.4
Oct-20	12.0	6.7	6.6
Sep-20	13.2	7.7	7.7
Aug-20	13.4	7.9	8.5
Jul-20	15.7	9.7	10.5
Jun-20	15.8	10.4	11.2
May-20	16.0	11.8	13.0
Apr-20	13.0	12.3	14.4
Mar-20	5.0	5.4	4.5
Feb-20	3.2	3.5	3.8
Jan-20	3.4	3.7	4.0
Dec-19	2.9	3.2	3.4
Nov-19	2.9	3.3	3.3
Oct-19	2.7	3.3	3.3
Sep-19	2.7	3.4	3.3
Aug-19	2.9	3.7	3.8
Jul-19	2.9	3.9	4.0
Jun-19	2.8	3.8	3.8
May-19	2.2	3.1	3.4
Apr-19	2.1	3.1	3.3
Mar-19	2.5	3.5	3.9
Feb-19	2.6	3.8	4.1
Jan-19	2.8	4.2	4.4

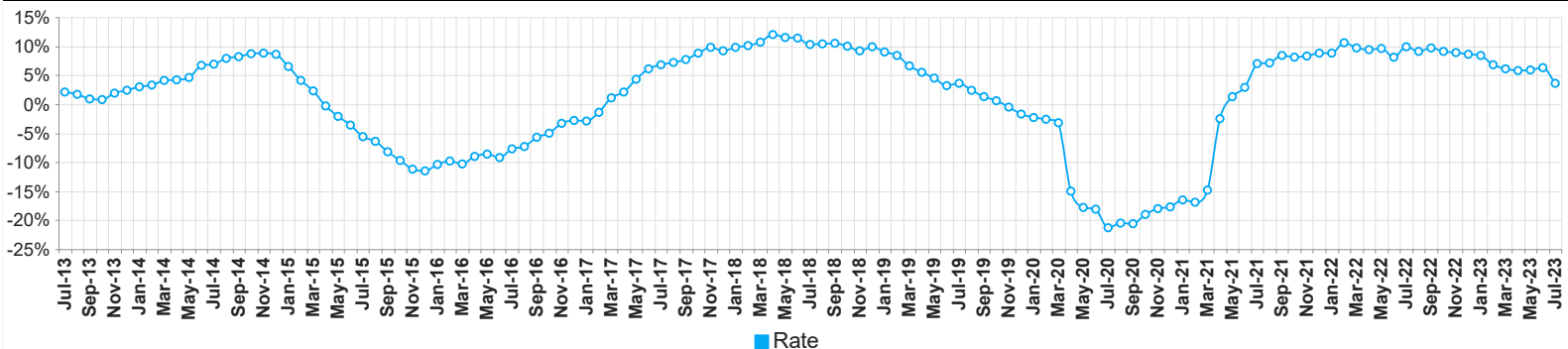
Months	MSA	Texas	US
Dec-18	2.4	3.7	3.7
Nov-18	2.4	3.6	3.5
Oct-18	2.4	3.6	3.5
Sep-18	2.5	3.8	3.6
Aug-18	2.7	4.0	3.9
Jul-18	2.8	4.1	4.1
Jun-18	3.0	4.3	4.2
May-18	2.5	3.6	3.6
Apr-18	2.6	3.7	3.7
Mar-18	3.0	4.0	4.1
Feb-18	3.1	4.2	4.4
Jan-18	3.3	4.3	4.5
Dec-17	3.0	3.8	3.9
Nov-17	3.2	3.9	3.9
Oct-17	3.1	3.8	3.9
Sep-17	3.5	4.1	4.1
Aug-17	3.9	4.5	4.5
Jul-17	4.0	4.5	4.6
Jun-17	4.3	4.6	4.5
May-17	4.2	4.2	4.1
Apr-17	4.4	4.2	4.1
Mar-17	5.0	4.6	4.6
Feb-17	5.5	5.0	4.9
Jan-17	5.8	5.0	5.1
Dec-16	5.6	4.6	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	7.2	5.1	5.1
Jun-16	7.2	5.0	5.1
May-16	6.4	4.3	4.5
Apr-16	6.5	4.3	4.7
Mar-16	6.4	4.5	5.1
Feb-16	5.9	4.4	5.2
Jan-16	5.5	4.5	5.3
Dec-15	5.2	4.2	4.8
Nov-15	5.4	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	4.3	5.3
Apr-15	4.1	4.1	5.1
Mar-15	4.1	4.4	5.6
Feb-15	3.8	4.5	5.8
Jan-15	3.5	4.8	6.1
Dec-14	2.9	4.2	5.4
Nov-14	3.0	4.6	5.5
Oct-14	3.1	4.7	5.5
Sep-14	3.3	5.0	5.7
Aug-14	3.6	5.4	6.3
Jul-14	3.9	5.7	6.5
Jun-14	3.8	5.5	6.3
May-14	3.5	5.1	6.1
Apr-14	3.2	4.8	5.9
Mar-14	3.7	5.5	6.8
Feb-14	3.9	5.8	7.0
Jan-14	3.9	5.8	7.0
Dec-13	3.8	5.5	6.5
Nov-13	4.0	5.8	6.6
Oct-13	4.1	6.0	7.0
Sep-13	4.3	6.3	7.0
Aug-13	4.5	6.4	7.3
Jul-13	4.8	6.7	7.7

Employment by Industry



Industry	Jul-23	Jun-23	Jul-22	Monthly Change	Monthly Percent Change	Yearly Change	Yearly Percent Change
Total Nonfarm	80,500	81,100	77,700	-600	-0.7%	2800	3.6%
Mining, Logging and Construction	19,900	19,700	18,200	200	1.0%	1700	9.3%
Manufacturing	4,200	4,100	4,000	100	2.4%	200	5.0%
Trade, Transportation, and Utilities	19,000	18,900	18,300	100	0.5%	700	3.8%
Information	400	400	400	0	0.0%	0	0.0%
Financial Activities	3,900	3,900	3,800	0	0.0%	100	2.6%
Professional and Business Services	4,700	4,700	4,800	0	0.0%	-100	-2.1%
Private Education and Health Services	5,900	5,900	5,600	0	0.0%	300	5.4%
Leisure and Hospitality	9,300	9,400	9,100	-100	-1.1%	200	2.2%
Other Services	3,700	3,700	3,600	0	0.0%	100	2.8%
Government	9,500	10,400	9,900	-900	-8.7%	-400	-4.0%

Annual Growth Rate Total Non-agricultural employment

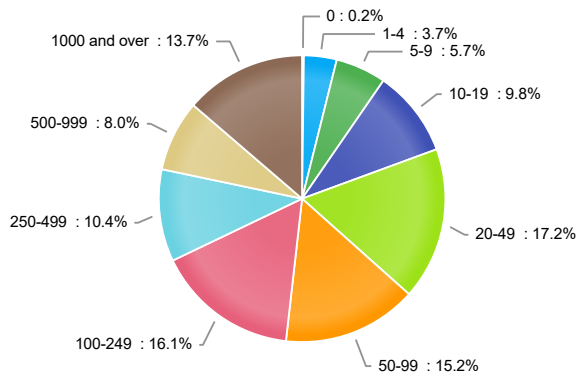


Annual Growth Rate Total Non-agricultural employment table

Month	Employment Count	Annual Growth Rate
Jul-23	80500	3.6%
Jun-23	81100	6.3%
May-23	81300	5.9%
Apr-23	80900	5.8%
Mar-23	80500	6.1%
Feb-23	80300	6.8%
Jan-23	80100	8.4%
Dec-22	80900	8.6%
Nov-22	80900	8.9%
Oct-22	80200	9.1%
Sep-22	79400	9.7%
Aug-22	77700	9.1%
Jul-22	77700	9.9%
Jun-22	76300	8.1%
May-22	76800	9.6%
Apr-22	76500	9.4%
Mar-22	75900	9.7%
Feb-22	75200	10.6%
Jan-22	73900	8.8%
Dec-21	74500	8.8%
Nov-21	74300	8.3%
Oct-21	73500	8.1%
Sep-21	72400	8.4%
Aug-21	71200	7.1%
Jul-21	70700	7%
Jun-21	70600	2.9%
May-21	70100	1.3%
Apr-21	69900	-2.5%
Mar-21	69200	-14.8%
Feb-21	68000	-16.9%
Jan-21	67900	-16.5%
Dec-20	68500	-17.7%
Nov-20	68600	-18%
Oct-20	68000	-19%
Sep-20	66800	-20.6%
Aug-20	66500	-20.5%
Jul-20	66100	-21.3%
Jun-20	68600	-18.1%
May-20	69200	-17.8%
Apr-20	71700	-15%
Mar-20	81200	-3.2%
Feb-20	81800	-2.6%
Jan-20	81300	-2.3%
Dec-19	83200	-1.7%
Nov-19	83700	-0.5%
Oct-19	83900	0.6%
Sep-19	84100	1.3%
Aug-19	83700	2.4%
Jul-19	84000	3.6%
Jun-19	83800	3.2%
May-19	84200	4.5%
Apr-19	84400	5.5%
Mar-19	83900	6.6%
Feb-19	84000	8.4%
Jan-19	83200	9%
Dec-18	84600	9.9%
Nov-18	84100	9.2%
Oct-18	83400	10%

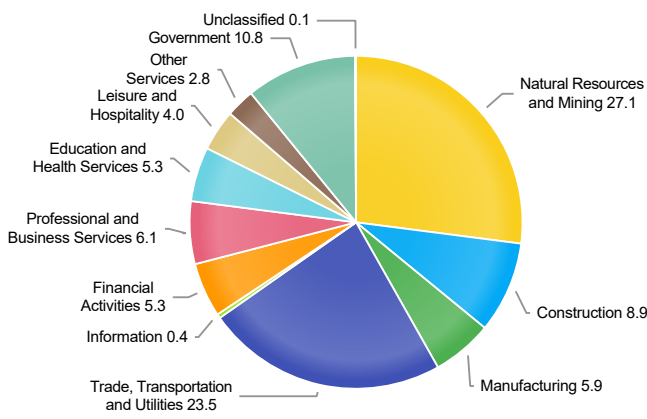
Month	Employment Count	Annual Growth Rate
Sep-18	83000	10.5%
Aug-18	81700	10.4%
Jul-18	81100	10.3%
Jun-18	81200	11.4%
May-18	80600	11.5%
Apr-18	80000	12%
Mar-18	78700	10.7%
Feb-18	77500	10.1%
Jan-18	76300	9.8%
Dec-17	77000	9.2%
Nov-17	77000	9.8%
Oct-17	75800	8.8%
Sep-17	75100	7.7%
Aug-17	74000	7.2%
Jul-17	73500	6.8%
Jun-17	72900	6.1%
May-17	72300	4.3%
Apr-17	71400	2.1%
Mar-17	71100	1.1%
Feb-17	70400	-1.4%
Jan-17	69500	-2.9%
Dec-16	70500	-2.8%
Nov-16	70100	-3.3%
Oct-16	69700	-5%
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%
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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%
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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%

Industry size class



Employees Per Firm	Employment In Size Class	Percentage Of Total Employment
0	181	0.2%
1-4	2871	3.7%
5-9	4377	5.7%
10-19	7544	9.8%
20-49	13204	17.2%
50-99	11655	15.2%
100-249	12345	16.1%
250-499	8030	10.4%
500-999	6158	8.0%
1000 and over	10493	13.7%

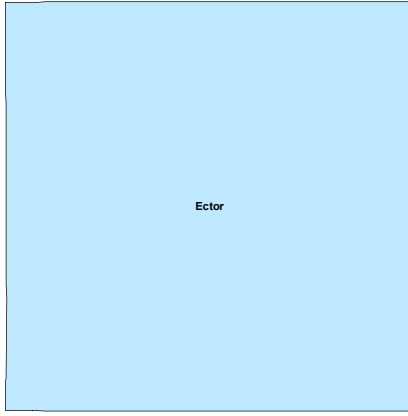
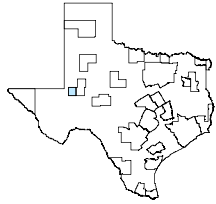
Wages by Industry (in millions) (1st Quarter 2023)



Industry Title	Wages in millions (\$)
Natural Resources and Mining	385.24
Construction	126.07
Manufacturing	84.18
Trade, Transportation and Utilities	333.62
Information	5.15
Financial Activities	74.74
Professional and Business Services	87.01
Education and Health Services	75.21
Leisure and Hospitality	56.58
Other Services	39.74
Government	153.61
Unclassified	0.92

Odessa MSA

August 2023

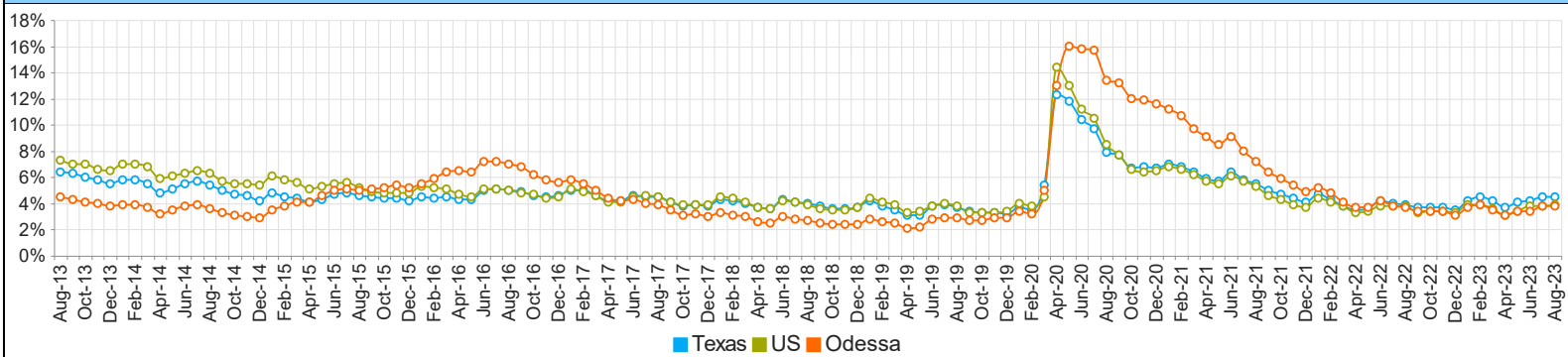


MSA Labor Force Statistics				
	Aug-23	Jul-23	Aug-22	Yearly Change
Civilian Labor Force	86,613	86,555	83,401	3,212
Employed	83,334	83,295	80,290	3,044
Unemployed	3,279	3,260	3,111	168
Unemployment Rate	3.8%	3.8%	3.7%	0.1%

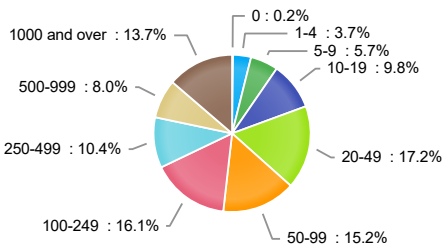
Texas Labor Force Statistics				
	Aug-23	Jul-23	Aug-22	Yearly Change
Civilian Labor Force	15,188,537	15,180,276	14,674,216	514,321
Employed	14,502,948	14,497,230	14,094,855	408,093
Unemployed	685,589	683,046	579,361	106,228
Unemployment Rate	4.5%	4.5%	3.9%	0.6%

US Labor Force Statistics				
	Aug-23	Jul-23	Aug-22	Yearly Change
Civilian Labor Force	168,049,000	168,354,000	164,971,000	3,078,000
Employed	161,427,000	161,982,000	158,714,000	2,713,000
Unemployed	6,623,000	6,372,000	6,256,000	367,000
Unemployment Rate	3.9%	3.8%	3.8%	0.1%

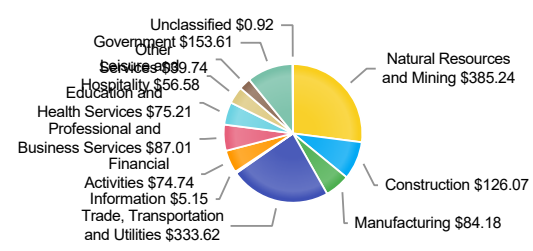
Historical Unemployment Rates



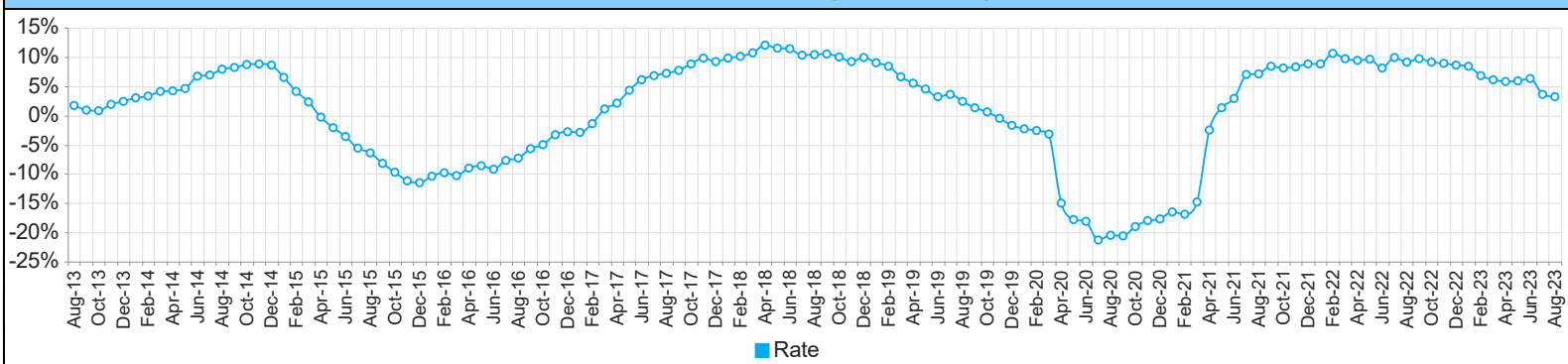
Industry Size Class



Wages by Industry (in millions) (1st Quarter 2023)



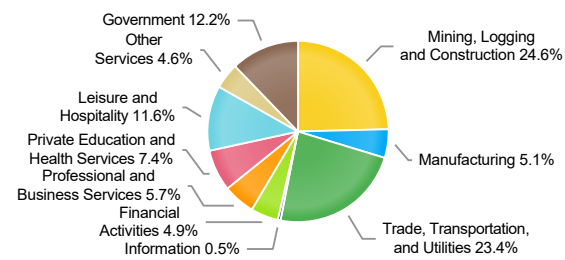
Annual Growth Rate Total Non-agricultural employment

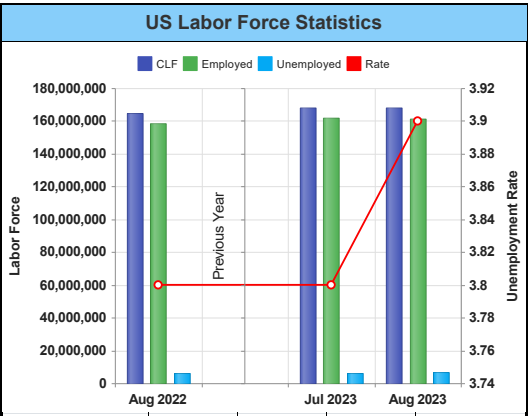
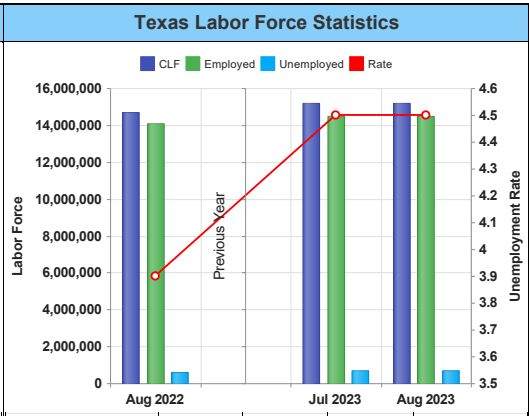
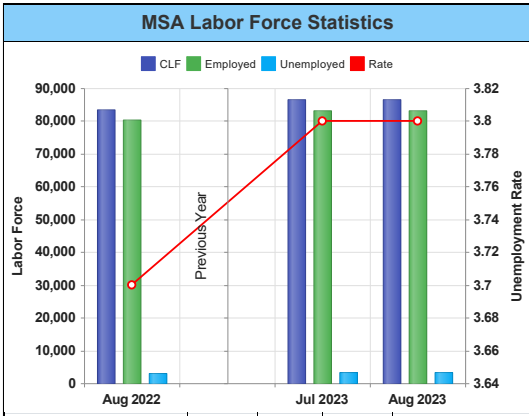


Employment by Industry (August 2023)

Industry	Current Month Employment	% Monthly Change	% Yearly Change
Total Nonfarm	80,200	-0.4%	3.2%
Mining, Logging and Construction	19,700	-1.0%	7.1%
Manufacturing	4,100	-2.4%	2.5%
Trade, Transportation, and Utilities	18,800	-0.5%	1.6%
Information	400	0.0%	0.0%
Financial Activities	3,900	0.0%	2.6%
Professional and Business Services	4,600	-2.1%	-4.2%
Private Education and Health Services	5,900	0.0%	3.5%
Leisure and Hospitality	9,300	-1.1%	3.3%
Other Services	3,700	0.0%	2.8%
Government	9,800	3.2%	3.2%

Employment by Industry (August 2023)

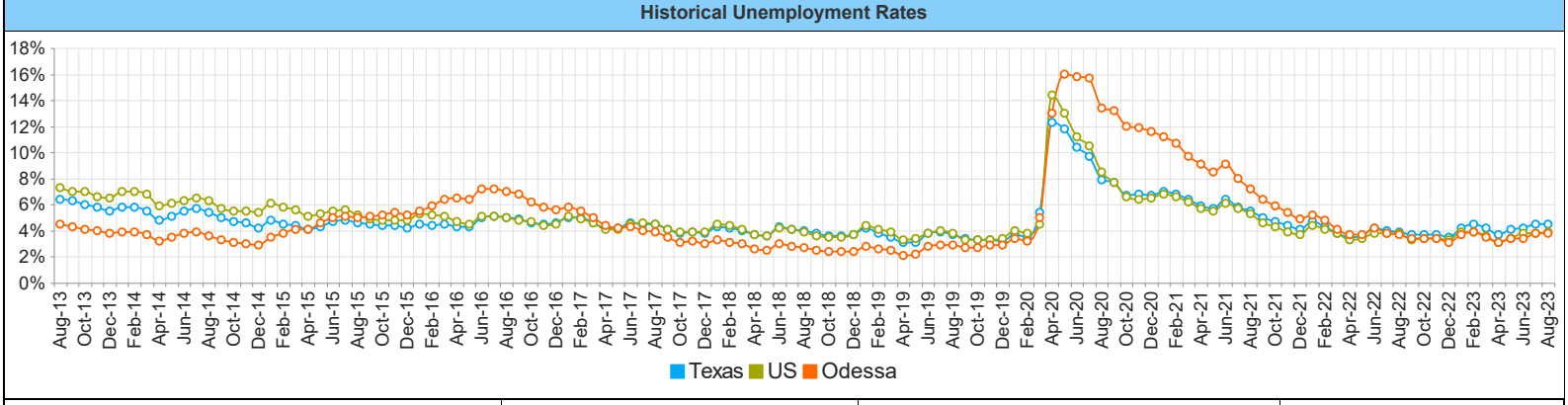




	Aug-23	Jul-23	Aug-22	Yearly Change
Civilian Labor Force	86,613	86,555	83,401	3,212
Employed	83,334	83,295	80,290	3,044
Unemployed	3,279	3,260	3,111	168
Unemployment Rate	3.8%	3.8%	3.7%	0.1%

	Aug-23	Jul-23	Aug-22	Yearly Change
Civilian Labor Force	15,188,537	15,180,276	14,674,216	514,321
Employed	14,502,948	14,497,230	14,094,855	408,093
Unemployed	685,589	683,046	579,361	106,228
Unemployment Rate	4.5%	4.5%	3.9%	0.6%

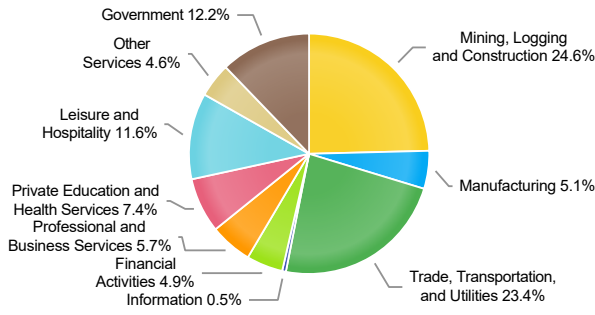
	Aug-23	Jul-23	Aug-22	Yearly Change
Civilian Labor Force	168,049,000	168,354,000	164,971,000	3,078,000
Employed	161,427,000	161,982,000	158,714,000	2,713,000
Unemployed	6,623,000	6,372,000	6,256,000	367,000
Unemployment Rate	3.9%	3.8%	3.8%	0.1%



Months	MSA	Texas	US
Aug-23	3.8	4.5	3.9
Jul-23	3.8	4.5	3.8
Jun-23	3.4	4.2	3.8
May-23	3.4	4.1	3.4
Apr-23	3.1	3.7	3.1
Mar-23	3.5	4.2	3.6
Feb-23	3.9	4.5	3.9
Jan-23	3.7	4.2	3.9
Dec-22	3.1	3.5	3.3
Nov-22	3.4	3.7	3.4
Oct-22	3.4	3.7	3.4
Sep-22	3.4	3.7	3.3
Aug-22	3.7	3.9	3.8
Jul-22	3.8	4.0	3.8
Jun-22	4.2	4.2	3.8
May-22	3.7	3.6	3.4
Apr-22	3.7	3.5	3.3
Mar-22	4.1	3.8	3.8
Feb-22	4.8	4.3	4.1
Jan-22	5.2	4.7	4.4
Dec-21	4.9	4.1	3.7
Nov-21	5.4	4.4	3.9
Oct-21	5.9	4.7	4.3
Sep-21	6.4	5.0	4.6
Aug-21	7.2	5.5	5.3
Jul-21	8.0	5.8	5.7
Jun-21	9.1	6.4	6.1
May-21	8.5	5.7	5.5
Apr-21	9.1	5.9	5.7
Mar-21	9.7	6.4	6.2
Feb-21	10.7	6.8	6.6
Jan-21	11.2	7.0	6.8
Dec-20	11.6	6.7	6.5
Nov-20	11.9	6.8	6.4
Oct-20	12.0	6.7	6.6
Sep-20	13.2	7.7	7.7
Aug-20	13.4	7.9	8.5
Jul-20	15.7	9.7	10.5
Jun-20	15.8	10.4	11.2
May-20	16.0	11.8	13.0
Apr-20	13.0	12.3	14.4
Mar-20	5.0	5.4	4.5
Feb-20	3.2	3.5	3.8
Jan-20	3.4	3.7	4.0
Dec-19	2.9	3.2	3.4
Nov-19	2.9	3.3	3.3
Oct-19	2.7	3.3	3.3
Sep-19	2.7	3.4	3.3
Aug-19	2.9	3.7	3.8
Jul-19	2.9	3.9	4.0
Jun-19	2.8	3.8	3.8
May-19	2.2	3.1	3.4
Apr-19	2.1	3.1	3.3
Mar-19	2.5	3.5	3.9
Feb-19	2.6	3.8	4.1

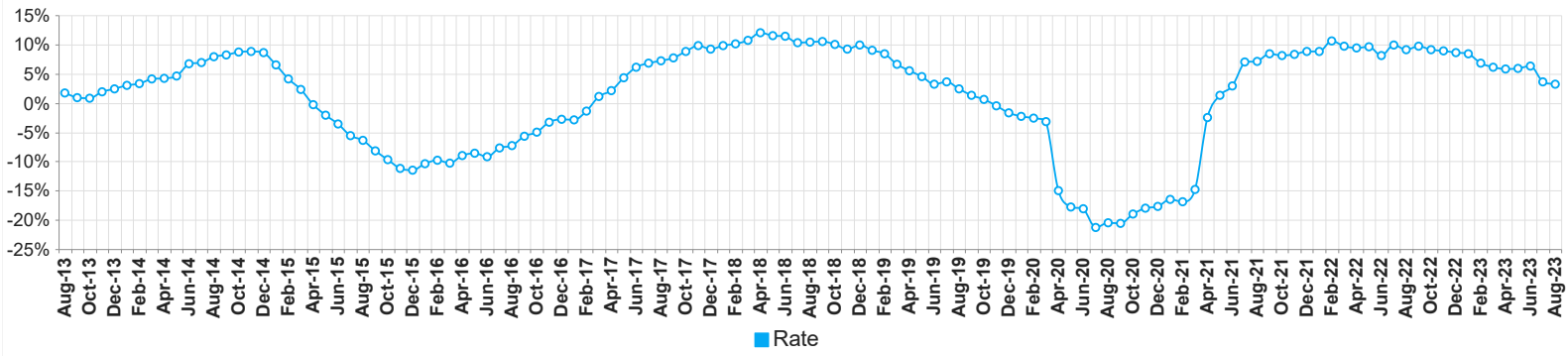
Months	MSA	Texas	US
Jan-19	2.8	4.2	4.4
Dec-18	2.4	3.7	3.7
Nov-18	2.4	3.6	3.5
Oct-18	2.4	3.6	3.5
Sep-18	2.5	3.8	3.6
Aug-18	2.7	4.0	3.9
Jul-18	2.8	4.1	4.1
Jun-18	3.0	4.3	4.2
May-18	2.5	3.6	3.6
Apr-18	2.6	3.7	3.7
Mar-18	3.0	4.0	4.1
Feb-18	3.1	4.2	4.4
Jan-18	3.3	4.3	4.5
Dec-17	3.0	3.8	3.9
Nov-17	3.2	3.9	3.9
Oct-17	3.1	3.8	3.9
Sep-17	3.5	4.1	4.1
Aug-17	3.9	4.5	4.5
Jul-17	4.0	4.5	4.6
Jun-17	4.3	4.6	4.5
May-17	4.2	4.2	4.1
Apr-17	4.4	4.2	4.1
Mar-17	5.0	4.6	4.6
Feb-17	5.5	5.0	4.9
Jan-17	5.8	5.0	5.1
Dec-16	5.6	4.6	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	7.2	5.1	5.1
Jun-16	7.2	5.0	5.1
May-16	6.4	4.3	4.5
Apr-16	6.5	4.3	4.7
Mar-16	6.4	4.5	5.1
Feb-16	5.9	4.4	5.2
Jan-16	5.5	4.5	5.3
Dec-15	5.2	4.2	4.8
Nov-15	5.4	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	4.3	5.3
Apr-15	4.1	4.1	5.1
Mar-15	4.1	4.4	5.6
Feb-15	3.8	4.5	5.8
Jan-15	3.5	4.8	6.1
Dec-14	2.9	4.2	5.4
Nov-14	3.0	4.6	5.5
Oct-14	3.1	4.7	5.5
Sep-14	3.3	5.0	5.7
Aug-14	3.6	5.4	6.3
Jul-14	3.9	5.7	6.5
Jun-14	3.8	5.5	6.3
May-14	3.5	5.1	6.1
Apr-14	3.2	4.8	5.9
Mar-14	3.7	5.5	6.8
Feb-14	3.9	5.8	7.0
Jan-14	3.9	5.8	7.0
Dec-13	3.8	5.5	6.5
Nov-13	4.0	5.8	6.6
Oct-13	4.1	6.0	7.0
Sep-13	4.3	6.3	7.0
Aug-13	4.5	6.4	7.3

Employment by Industry



Industry	Aug-23	Jul-23	Aug-22	Monthly Change	Monthly Percent Change	Yearly Change	Yearly Percent Change
Total Nonfarm	80,200	80,500	77,700	-300	-0.4%	2500	3.2%
Mining, Logging and Construction	19,700	19,900	18,400	-200	-1.0%	1300	7.1%
Manufacturing	4,100	4,200	4,000	-100	-2.4%	100	2.5%
Trade, Transportation, and Utilities	18,800	18,900	18,500	-100	-0.5%	300	1.6%
Information	400	400	400	0	0.0%	0	0.0%
Financial Activities	3,900	3,900	3,800	0	0.0%	100	2.6%
Professional and Business Services	4,600	4,700	4,800	-100	-2.1%	-200	-4.2%
Private Education and Health Services	5,900	5,900	5,700	0	0.0%	200	3.5%
Leisure and Hospitality	9,300	9,400	9,000	-100	-1.1%	300	3.3%
Other Services	3,700	3,700	3,600	0	0.0%	100	2.8%
Government	9,800	9,500	9,500	300	3.2%	300	3.2%

Annual Growth Rate Total Non-agricultural employment

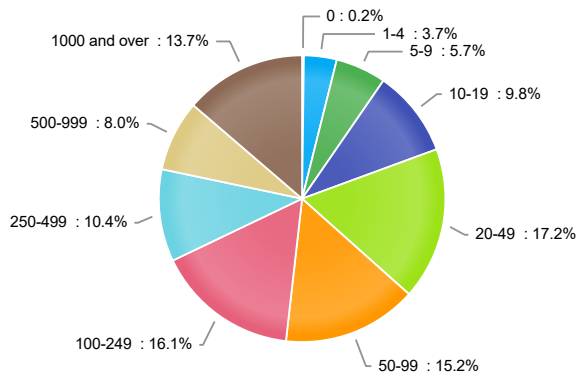


Annual Growth Rate Total Non-agricultural employment table

Month	Employment Count	Annual Growth Rate
Aug-23	80200	3.2%
Jul-23	80500	3.6%
Jun-23	81100	6.3%
May-23	81300	5.9%
Apr-23	80900	5.8%
Mar-23	80500	6.1%
Feb-23	80300	6.8%
Jan-23	80100	8.4%
Dec-22	80900	8.6%
Nov-22	80900	8.9%
Oct-22	80200	9.1%
Sep-22	79400	9.7%
Aug-22	77700	9.1%
Jul-22	77700	9.9%
Jun-22	76300	8.1%
May-22	76800	9.6%
Apr-22	76500	9.4%
Mar-22	75900	9.7%
Feb-22	75200	10.6%
Jan-22	73900	8.8%
Dec-21	74500	8.8%
Nov-21	74300	8.3%
Oct-21	73500	8.1%
Sep-21	72400	8.4%
Aug-21	71200	7.1%
Jul-21	70700	7%
Jun-21	70600	2.9%
May-21	70100	1.3%
Apr-21	69900	-2.5%
Mar-21	69200	-14.8%
Feb-21	68000	-16.9%
Jan-21	67900	-16.5%
Dec-20	68500	-17.7%
Nov-20	68600	-18%
Oct-20	68000	-19%
Sep-20	66800	-20.6%
Aug-20	66500	-20.5%
Jul-20	66100	-21.3%
Jun-20	68600	-18.1%
May-20	69200	-17.8%
Apr-20	71700	-15%
Mar-20	81200	-3.2%
Feb-20	81800	-2.6%
Jan-20	81300	-2.3%
Dec-19	83200	-1.7%
Nov-19	83700	-0.5%
Oct-19	83900	0.6%
Sep-19	84100	1.3%
Aug-19	83700	2.4%
Jul-19	84000	3.6%
Jun-19	83800	3.2%
May-19	84200	4.5%
Apr-19	84400	5.5%
Mar-19	83900	6.6%
Feb-19	84000	8.4%
Jan-19	83200	9%
Dec-18	84600	9.9%
Nov-18	84100	9.2%

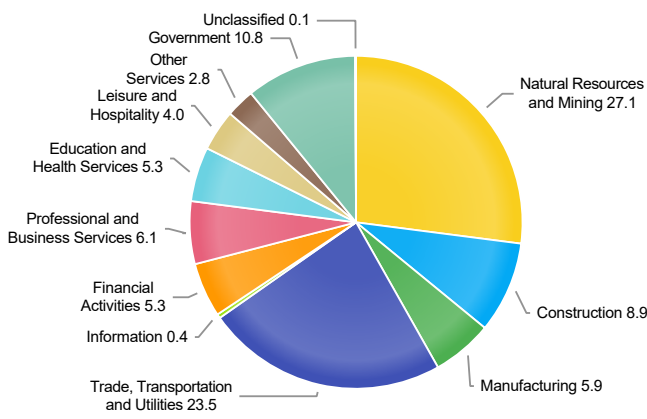
Month	Employment Count	Annual Growth Rate
Oct-18	83400	10%
Sep-18	83000	10.5%
Aug-18	81700	10.4%
Jul-18	81100	10.3%
Jun-18	81200	11.4%
May-18	80600	11.5%
Apr-18	80000	12%
Mar-18	78700	10.7%
Feb-18	77500	10.1%
Jan-18	76300	9.8%
Dec-17	77000	9.2%
Nov-17	77000	9.8%
Oct-17	75800	8.8%
Sep-17	75100	7.7%
Aug-17	74000	7.2%
Jul-17	73500	6.8%
Jun-17	72900	6.1%
May-17	72300	4.3%
Apr-17	71400	2.1%
Mar-17	71100	1.1%
Feb-17	70400	-1.4%
Jan-17	69500	-2.9%
Dec-16	70500	-2.8%
Nov-16	70100	-3.3%
Oct-16	69700	-5%
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%
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%

Industry size class



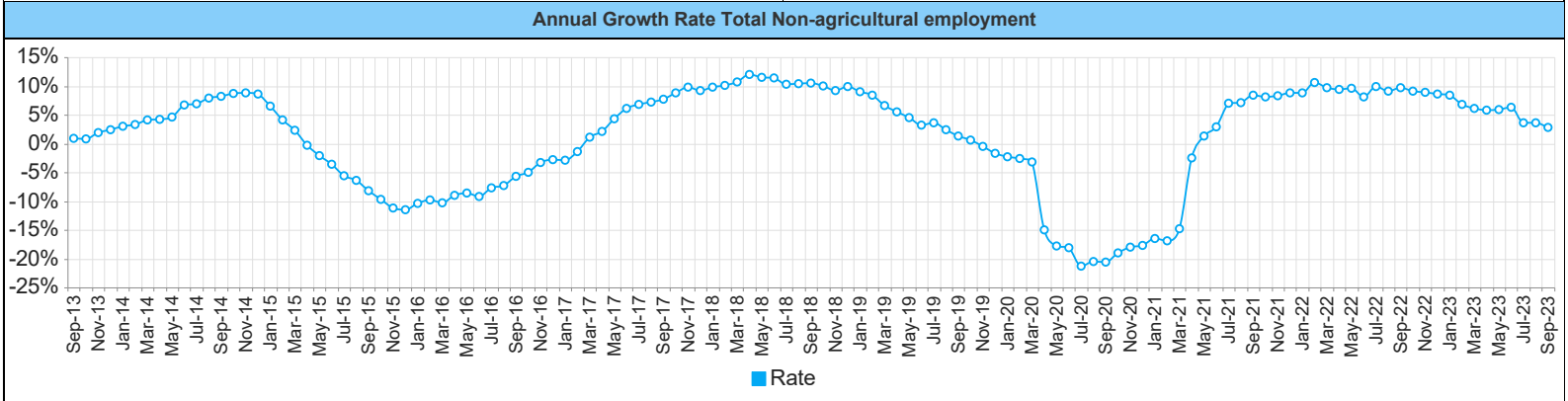
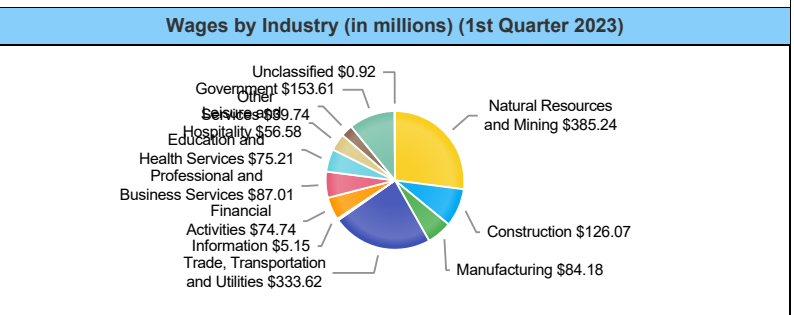
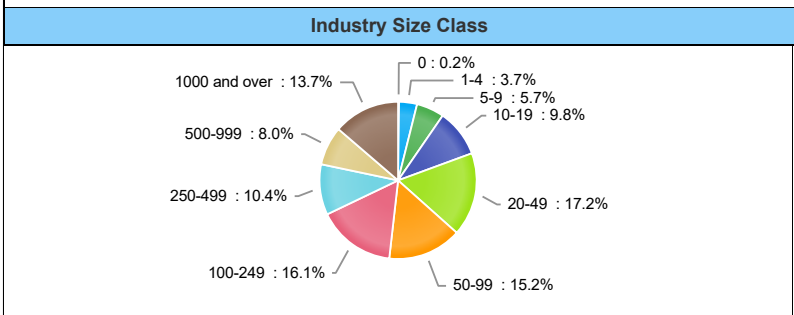
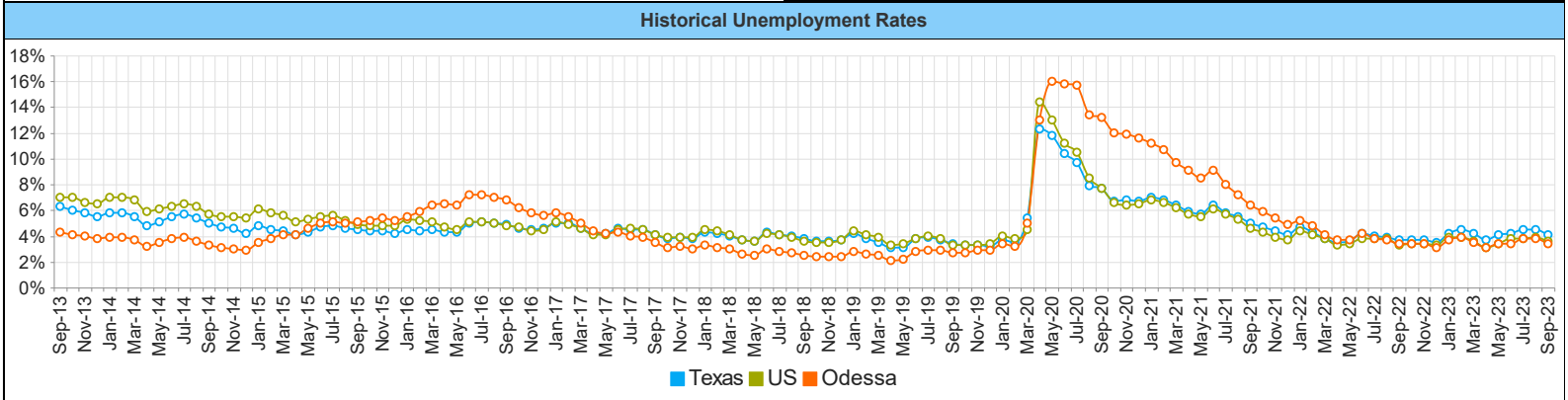
Employees Per Firm	Employment In Size Class	Percentage Of Total Employment
0	181	0.2%
1-4	2871	3.7%
5-9	4377	5.7%
10-19	7544	9.8%
20-49	13204	17.2%
50-99	11655	15.2%
100-249	12345	16.1%
250-499	8030	10.4%
500-999	6158	8.0%
1000 and over	10493	13.7%

Wages by Industry (in millions) (1st Quarter 2023)



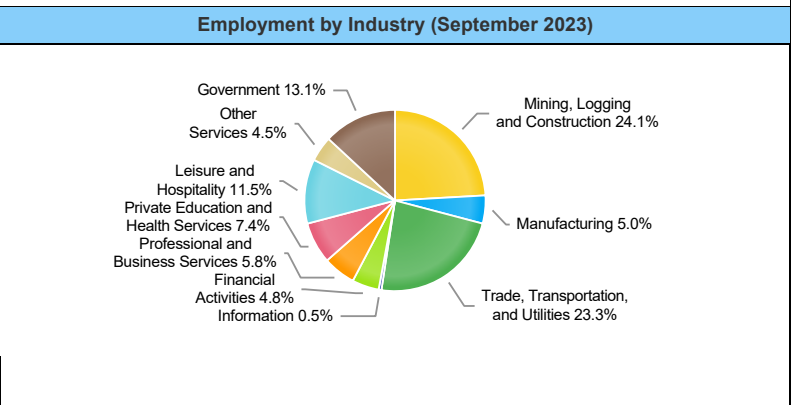
Industry Title	Wages in millions (\$)
Natural Resources and Mining	385.24
Construction	126.07
Manufacturing	84.18
Trade, Transportation and Utilities	333.62
Information	5.15
Financial Activities	74.74
Professional and Business Services	87.01
Education and Health Services	75.21
Leisure and Hospitality	56.58
Other Services	39.74
Government	153.61
Unclassified	0.92

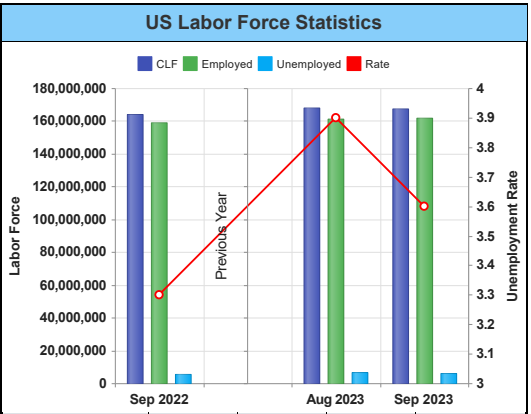
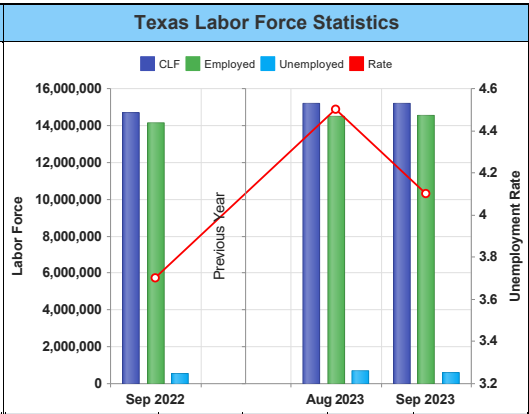
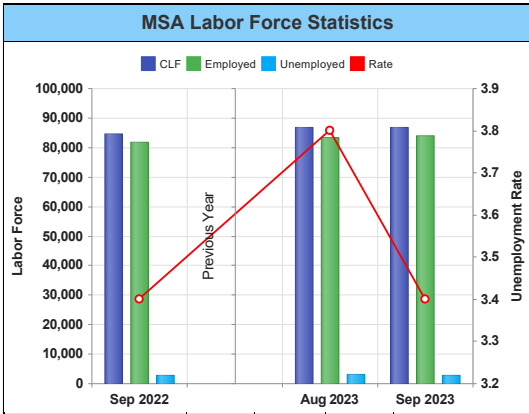
Odessa MSA		September 2023			
	MSA Labor Force Statistics				
		Sep-23	Aug-23	Sep-22	Yearly Change
	Civilian Labor Force	86,980	86,691	84,593	2,387
	Employed	84,060	83,420	81,685	2,375
	Unemployed	2,920	3,271	2,908	12
	Unemployment Rate	3.4%	3.8%	3.4%	0.0%
	Texas Labor Force Statistics				
		Sep-23	Aug-23	Sep-22	Yearly Change
	Civilian Labor Force	15,178,537	15,187,684	14,685,013	493,524
	Employed	14,558,234	14,502,542	14,142,120	416,114
	Unemployed	620,303	685,142	542,893	77,410
	Unemployment Rate	4.1%	4.5%	3.7%	0.4%
US Labor Force Statistics					
	Sep-23	Aug-23	Sep-22	Yearly Change	
Civilian Labor Force	167,718,000	168,049,000	164,463,000	3,255,000	
Employed	161,669,000	161,427,000	159,003,000	2,666,000	
Unemployed	6,049,000	6,623,000	5,460,000	589,000	
Unemployment Rate	3.6%	3.9%	3.3%	0.3%	



Employment by Industry (September 2023)

Industry	Current Month Employment	% Monthly Change	% Yearly Change
Total Nonfarm	81,600	1.4%	2.8%
Mining, Logging and Construction	19,700	0.0%	4.8%
Manufacturing	4,100	0.0%	2.5%
Trade, Transportation, and Utilities	19,000	0.0%	1.1%
Information	400	0.0%	0.0%
Financial Activities	3,900	0.0%	2.6%
Professional and Business Services	4,700	0.0%	0.0%
Private Education and Health Services	6,000	1.7%	5.3%
Leisure and Hospitality	9,400	2.2%	3.3%
Other Services	3,700	0.0%	2.8%
Government	10,700	8.1%	1.9%

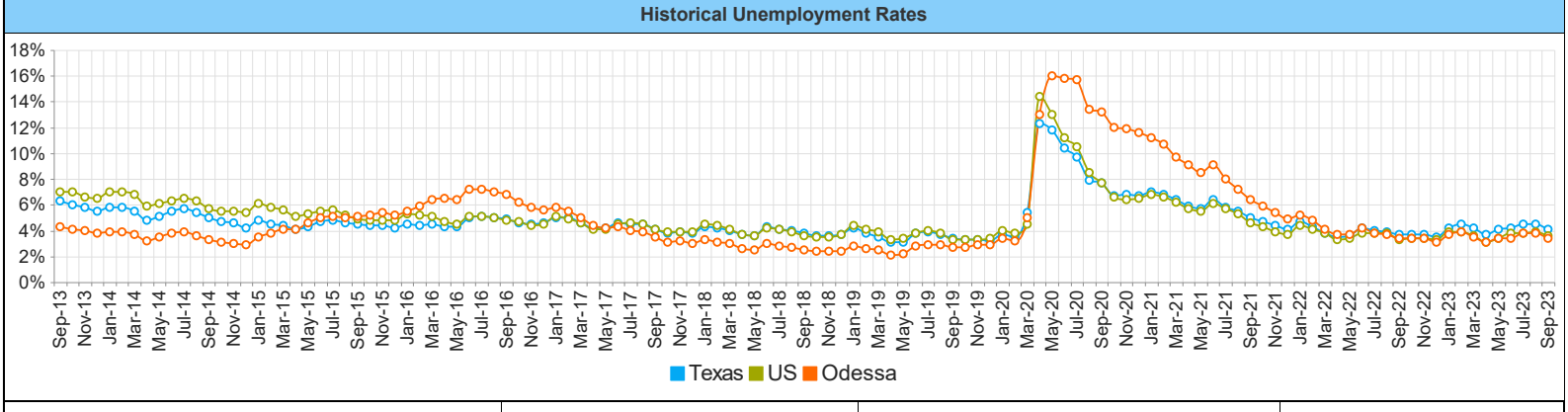




	Sep-23	Aug-23	Sep-22	Yearly Change
Civilian Labor Force	86,980	86,691	84,593	2,387
Employed	84,060	83,420	81,685	2,375
Unemployed	2,920	3,271	2,908	12
Unemployment Rate	3.4%	3.8%	3.4%	0.0%

	Sep-23	Aug-23	Sep-22	Yearly Change
Civilian Labor Force	15,178,537	15,187,684	14,685,013	493,524
Employed	14,558,234	14,502,542	14,142,120	416,114
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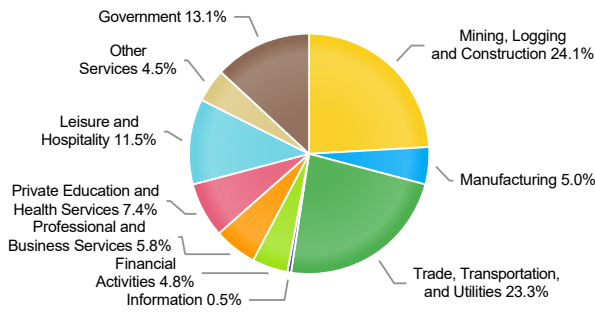
	Sep-23	Aug-23	Sep-22	Yearly Change
Civilian Labor Force	167,718,000	168,049,000	164,463,000	3,255,000
Employed	161,669,000	161,427,000	159,003,000	2,666,000
Unemployed	6,049,000	6,623,000	5,460,000	589,000
Unemployment Rate	3.6%	3.9%	3.3%	0.3%



Months	MSA	Texas	US
Sep-23	3.4	4.1	3.6
Aug-23	3.8	4.5	3.9
Jul-23	3.8	4.5	3.8
Jun-23	3.4	4.2	3.8
May-23	3.4	4.1	3.4
Apr-23	3.1	3.7	3.1
Mar-23	3.5	4.2	3.6
Feb-23	3.9	4.5	3.9
Jan-23	3.7	4.2	3.9
Dec-22	3.1	3.5	3.3
Nov-22	3.4	3.7	3.4
Oct-22	3.4	3.7	3.4
Sep-22	3.4	3.7	3.3
Aug-22	3.7	3.9	3.8
Jul-22	3.8	4.0	3.8
Jun-22	4.2	4.2	3.8
May-22	3.7	3.6	3.4
Apr-22	3.7	3.5	3.3
Mar-22	4.1	3.8	3.8
Feb-22	4.8	4.3	4.1
Jan-22	5.2	4.7	4.4
Dec-21	4.9	4.1	3.7
Nov-21	5.4	4.4	3.9
Oct-21	5.9	4.7	4.3
Sep-21	6.4	5.0	4.6
Aug-21	7.2	5.5	5.3
Jul-21	8.0	5.8	5.7
Jun-21	9.1	6.4	6.1
May-21	8.5	5.7	5.5
Apr-21	9.1	5.9	5.7
Mar-21	9.7	6.4	6.2
Feb-21	10.7	6.8	6.6
Jan-21	11.2	7.0	6.8
Dec-20	11.6	6.7	6.5
Nov-20	11.9	6.8	6.4
Oct-20	12.0	6.7	6.6
Sep-20	13.2	7.7	7.7
Aug-20	13.4	7.9	8.5
Jul-20	15.7	9.7	10.5
Jun-20	15.8	10.4	11.2
May-20	16.0	11.8	13.0
Apr-20	13.0	12.3	14.4
Mar-20	5.0	5.4	4.5
Feb-20	3.2	3.5	3.8
Jan-20	3.4	3.7	4.0
Dec-19	2.9	3.2	3.4
Nov-19	2.9	3.3	3.3
Oct-19	2.7	3.3	3.3
Sep-19	2.7	3.4	3.3
Aug-19	2.9	3.7	3.8
Jul-19	2.9	3.9	4.0
Jun-19	2.8	3.8	3.8
May-19	2.2	3.1	3.4
Apr-19	2.1	3.1	3.3
Mar-19	2.5	3.5	3.9

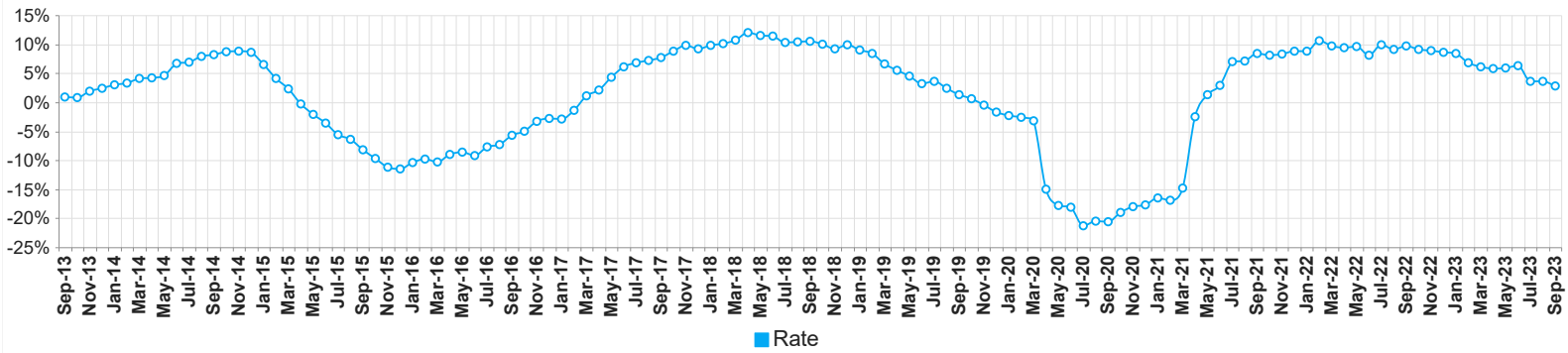
Months	MSA	Texas	US
Feb-19	2.6	3.8	4.1
Jan-19	2.8	4.2	4.4
Dec-18	2.4	3.7	3.7
Nov-18	2.4	3.6	3.5
Oct-18	2.4	3.6	3.5
Sep-18	2.5	3.8	3.6
Aug-18	2.7	4.0	3.9
Jul-18	2.8	4.1	4.1
Jun-18	3.0	4.3	4.2
May-18	2.5	3.6	3.6
Apr-18	2.6	3.7	3.7
Mar-18	3.0	4.0	4.1
Feb-18	3.1	4.2	4.4
Jan-18	3.3	4.3	4.5
Dec-17	3.0	3.8	3.9
Nov-17	3.2	3.9	3.9
Oct-17	3.1	3.8	3.9
Sep-17	3.5	4.1	4.1
Aug-17	3.9	4.5	4.5
Jul-17	4.0	4.5	4.6
Jun-17	4.3	4.6	4.5
May-17	4.2	4.2	4.1
Apr-17	4.4	4.2	4.1
Mar-17	5.0	4.6	4.6
Feb-17	5.5	5.0	4.9
Jan-17	5.8	5.0	5.1
Dec-16	5.6	4.6	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	7.2	5.1	5.1
Jun-16	7.2	5.0	5.1
May-16	6.4	4.3	4.5
Apr-16	6.5	4.3	4.7
Mar-16	6.4	4.5	5.1
Feb-16	5.9	4.4	5.2
Jan-16	5.5	4.5	5.3
Dec-15	5.2	4.2	4.8
Nov-15	5.4	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	4.3	5.3
Apr-15	4.1	4.1	5.1
Mar-15	4.1	4.4	5.6
Feb-15	3.8	4.5	5.8
Jan-15	3.5	4.8	6.1
Dec-14	2.9	4.2	5.4
Nov-14	3.0	4.6	5.5
Oct-14	3.1	4.7	5.5
Sep-14	3.3	5.0	5.7
Aug-14	3.6	5.4	6.3
Jul-14	3.9	5.7	6.5
Jun-14	3.8	5.5	6.3
May-14	3.5	5.1	6.1
Apr-14	3.2	4.8	5.9
Mar-14	3.7	5.5	6.8
Feb-14	3.9	5.8	7.0
Jan-14	3.9	5.8	7.0
Dec-13	3.8	5.5	6.5
Nov-13	4.0	5.8	6.6
Oct-13	4.1	6.0	7.0
Sep-13	4.3	6.3	7.0

Employment by Industry



Industry	Sep-23	Aug-23	Sep-22	Monthly Change	Monthly Percent Change	Yearly Change	Yearly Percent Change
Total Nonfarm	81,600	80,500	79,400	1100	1.4%	2200	2.8%
Mining, Logging and Construction	19,700	19,700	18,800	0	0.0%	900	4.8%
Manufacturing	4,100	4,100	4,000	0	0.0%	100	2.5%
Trade, Transportation, and Utilities	19,000	19,000	18,800	0	0.0%	200	1.1%
Information	400	400	400	0	0.0%	0	0.0%
Financial Activities	3,900	3,900	3,800	0	0.0%	100	2.6%
Professional and Business Services	4,700	4,700	4,700	0	0.0%	0	0.0%
Private Education and Health Services	6,000	5,900	5,700	100	1.7%	300	5.3%
Leisure and Hospitality	9,400	9,200	9,100	200	2.2%	300	3.3%
Other Services	3,700	3,700	3,600	0	0.0%	100	2.8%
Government	10,700	9,900	10,500	800	8.1%	200	1.9%

Annual Growth Rate Total Non-agricultural employment

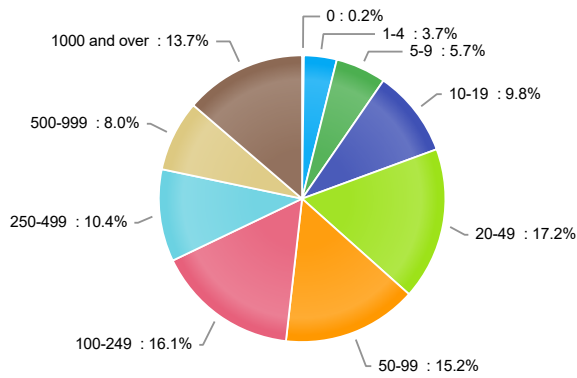


Annual Growth Rate Total Non-agricultural employment table

Month	Employment Count	Annual Growth Rate
Sep-23	81600	2.8%
Aug-23	80500	3.6%
Jul-23	80500	3.6%
Jun-23	81100	6.3%
May-23	81300	5.9%
Apr-23	80900	5.8%
Mar-23	80500	6.1%
Feb-23	80300	6.8%
Jan-23	80100	8.4%
Dec-22	80900	8.6%
Nov-22	80900	8.9%
Oct-22	80200	9.1%
Sep-22	79400	9.7%
Aug-22	77700	9.1%
Jul-22	77700	9.9%
Jun-22	76300	8.1%
May-22	76800	9.6%
Apr-22	76500	9.4%
Mar-22	75900	9.7%
Feb-22	75200	10.6%
Jan-22	73900	8.8%
Dec-21	74500	8.8%
Nov-21	74300	8.3%
Oct-21	73500	8.1%
Sep-21	72400	8.4%
Aug-21	71200	7.1%
Jul-21	70700	7%
Jun-21	70600	2.9%
May-21	70100	1.3%
Apr-21	69900	-2.5%
Mar-21	69200	-14.8%
Feb-21	68000	-16.9%
Jan-21	67900	-16.5%
Dec-20	68500	-17.7%
Nov-20	68600	-18%
Oct-20	68000	-19%
Sep-20	66800	-20.6%
Aug-20	66500	-20.5%
Jul-20	66100	-21.3%
Jun-20	68600	-18.1%
May-20	69200	-17.8%
Apr-20	71700	-15%
Mar-20	81200	-3.2%
Feb-20	81800	-2.6%
Jan-20	81300	-2.3%
Dec-19	83200	-1.7%
Nov-19	83700	-0.5%
Oct-19	83900	0.6%
Sep-19	84100	1.3%
Aug-19	83700	2.4%
Jul-19	84000	3.6%
Jun-19	83800	3.2%
May-19	84200	4.5%
Apr-19	84400	5.5%
Mar-19	83900	6.6%
Feb-19	84000	8.4%
Jan-19	83200	9%
Dec-18	84600	9.9%

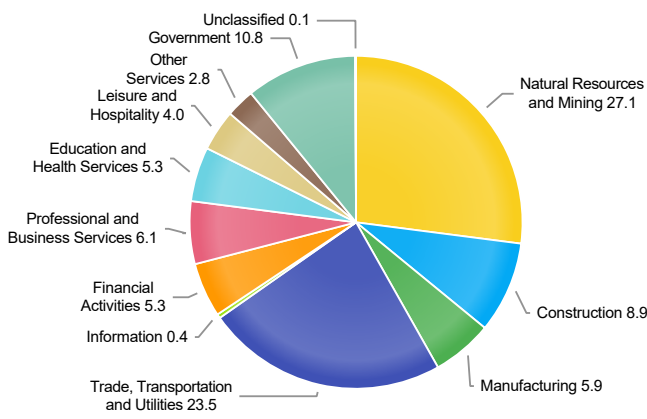
Month	Employment Count	Annual Growth Rate
Nov-18	84100	9.2%
Oct-18	83400	10%
Sep-18	83000	10.5%
Aug-18	81700	10.4%
Jul-18	81100	10.3%
Jun-18	81200	11.4%
May-18	80600	11.5%
Apr-18	80000	12%
Mar-18	78700	10.7%
Feb-18	77500	10.1%
Jan-18	76300	9.8%
Dec-17	77000	9.2%
Nov-17	77000	9.8%
Oct-17	75800	8.8%
Sep-17	75100	7.7%
Aug-17	74000	7.2%
Jul-17	73500	6.8%
Jun-17	72900	6.1%
May-17	72300	4.3%
Apr-17	71400	2.1%
Mar-17	71100	1.1%
Feb-17	70400	-1.4%
Jan-17	69500	-2.9%
Dec-16	70500	-2.8%
Nov-16	70100	-3.3%
Oct-16	69700	-5%
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%
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%

Industry size class



Employees Per Firm	Employment In Size Class	Percentage Of Total Employment
0	181	0.2%
1-4	2871	3.7%
5-9	4377	5.7%
10-19	7544	9.8%
20-49	13204	17.2%
50-99	11655	15.2%
100-249	12345	16.1%
250-499	8030	10.4%
500-999	6158	8.0%
1000 and over	10493	13.7%

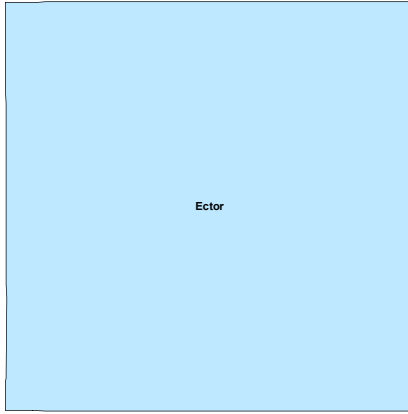
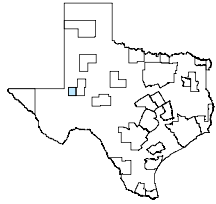
Wages by Industry (in millions) (1st Quarter 2023)



Industry Title	Wages in millions (\$)
Natural Resources and Mining	385.24
Construction	126.07
Manufacturing	84.18
Trade, Transportation and Utilities	333.62
Information	5.15
Financial Activities	74.74
Professional and Business Services	87.01
Education and Health Services	75.21
Leisure and Hospitality	56.58
Other Services	39.74
Government	153.61
Unclassified	0.92

Odessa MSA

October 2023

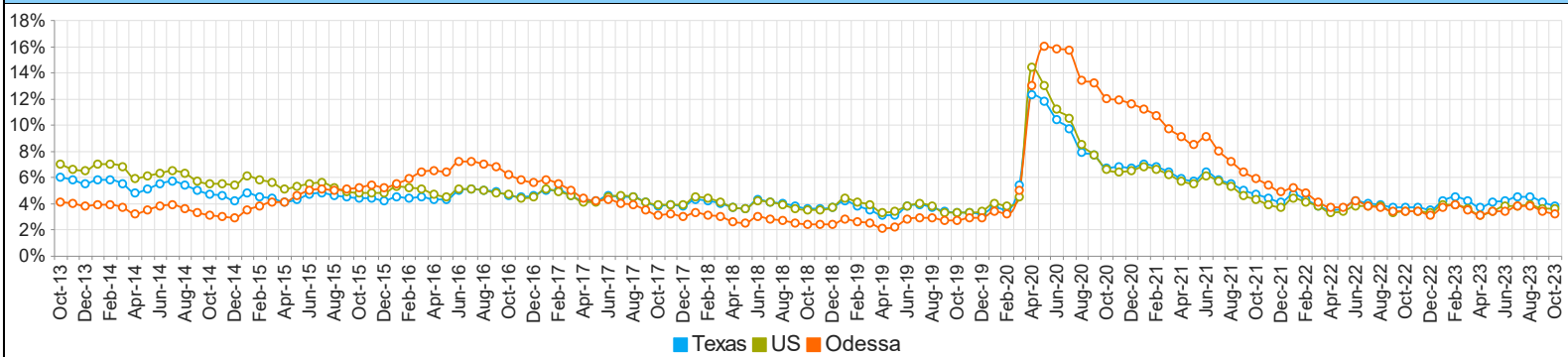


MSA Labor Force Statistics				
	Oct-23	Sep-23	Oct-22	Yearly Change
Civilian Labor Force	87,294	87,092	84,727	2,567
Employed	84,486	84,174	81,806	2,680
Unemployed	2,808	2,918	2,921	-113
Unemployment Rate	3.2%	3.4%	3.4%	-0.2%

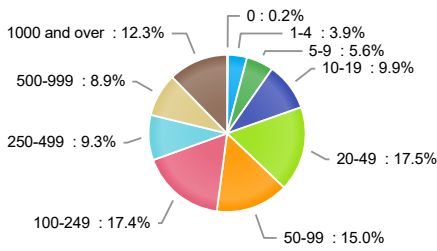
Texas Labor Force Statistics				
	Oct-23	Sep-23	Oct-22	Yearly Change
Civilian Labor Force	15,183,880	15,178,113	14,731,841	452,039
Employed	14,605,351	14,558,101	14,189,171	416,180
Unemployed	578,529	620,012	542,670	35,859
Unemployment Rate	3.8%	4.1%	3.7%	0.1%

US Labor Force Statistics				
	Oct-23	Sep-23	Oct-22	Yearly Change
Civilian Labor Force	167,774,000	167,718,000	164,753,000	3,021,000
Employed	161,676,000	161,669,000	159,144,000	2,532,000
Unemployed	6,098,000	6,049,000	5,609,000	489,000
Unemployment Rate	3.6%	3.6%	3.4%	0.2%

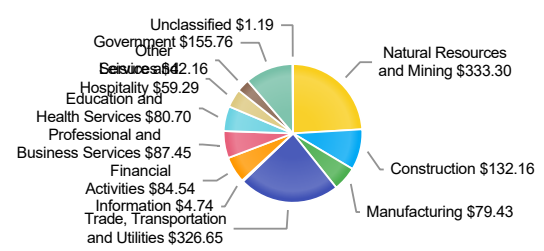
Historical Unemployment Rates



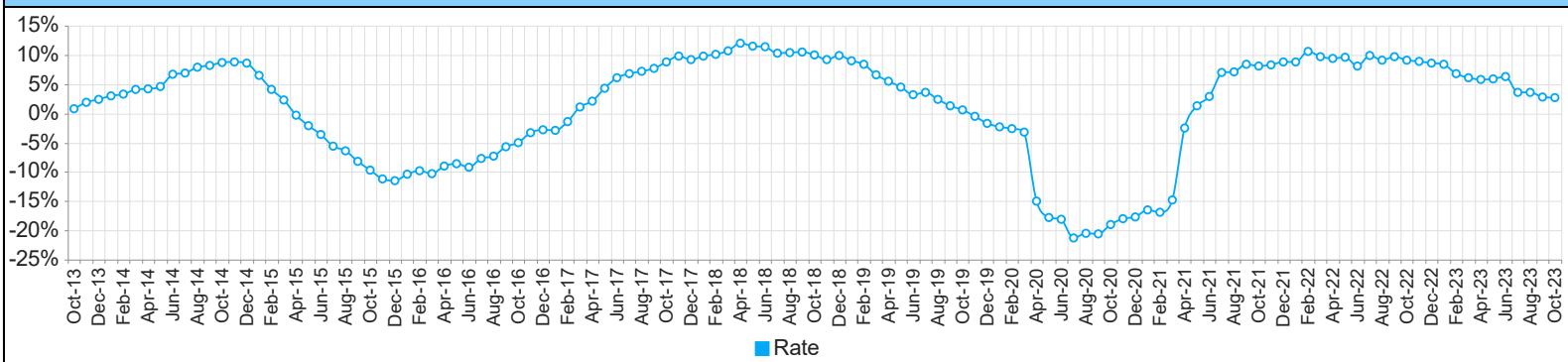
Industry Size Class



Wages by Industry (in millions) (2nd Quarter 2023)



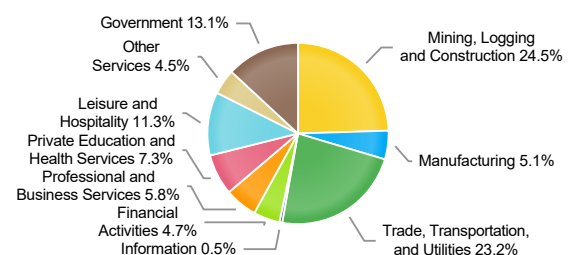
Annual Growth Rate Total Non-agricultural employment

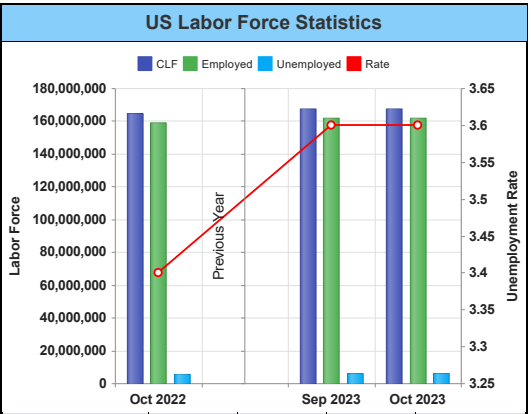
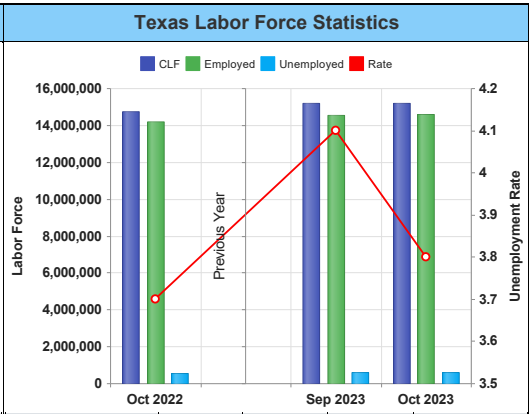
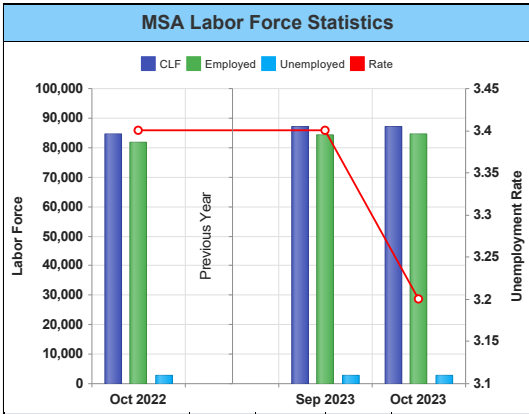


Employment by Industry (October 2023)

Industry	Current Month Employment	% Monthly Change	% Yearly Change
Total Nonfarm	82,400	1.0%	2.7%
Mining, Logging and Construction	20,200	2.0%	5.8%
Manufacturing	4,200	2.4%	5.0%
Trade, Transportation, and Utilities	19,100	0.5%	0.5%
Information	400	0.0%	0.0%
Financial Activities	3,900	0.0%	2.6%
Professional and Business Services	4,800	2.1%	2.1%
Private Education and Health Services	6,000	0.0%	3.4%
Leisure and Hospitality	9,300	0.0%	2.2%
Other Services	3,700	0.0%	2.8%
Government	10,800	0.9%	0.9%

Employment by Industry (October 2023)

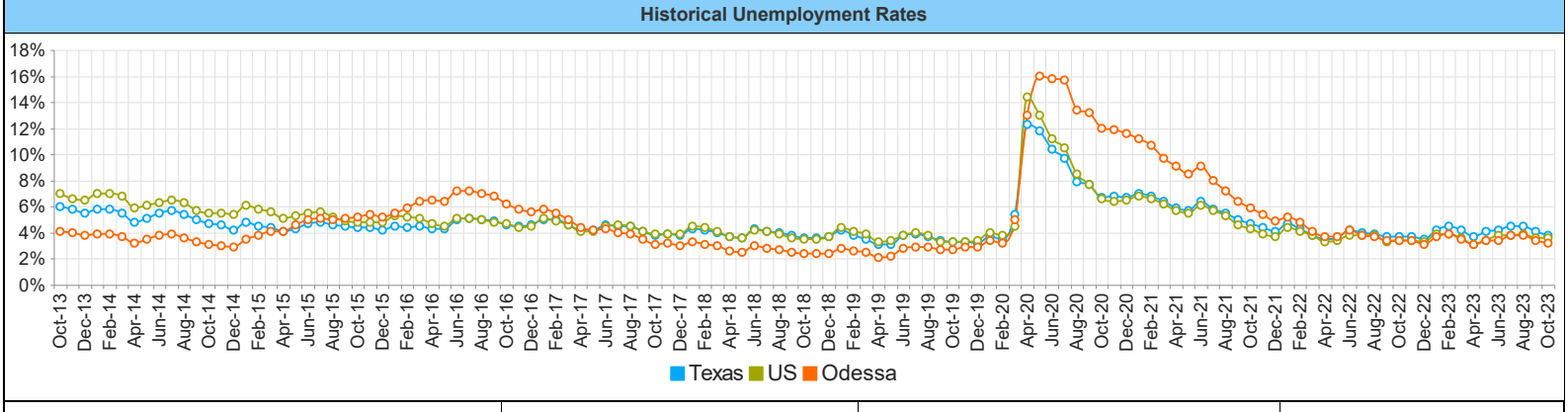




	Oct-23	Sep-23	Oct-22	Yearly Change
Civilian Labor Force	87,294	87,092	84,727	2,567
Employed	84,486	84,174	81,806	2,680
Unemployed	2,808	2,918	2,921	-113
Unemployment Rate	3.2%	3.4%	3.4%	-0.2%

	Oct-23	Sep-23	Oct-22	Yearly Change
Civilian Labor Force	15,183,880	15,178,113	14,731,841	452,039
Employed	14,605,351	14,558,101	14,189,171	416,180
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Unemployment Rate	3.8%	4.1%	3.7%	0.1%

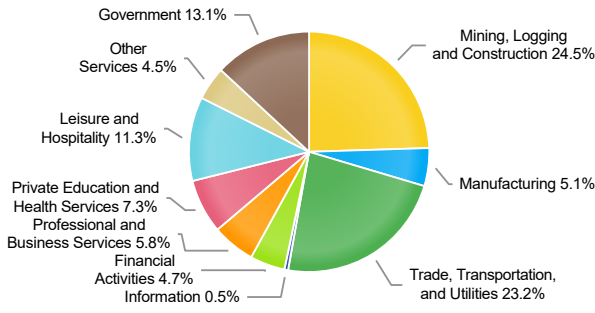
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Unemployment Rate	3.6%	3.6%	3.4%	0.2%



Months	MSA	Texas	US
Oct-23	3.2	3.8	3.6
Sep-23	3.4	4.1	3.6
Aug-23	3.8	4.5	3.9
Jul-23	3.8	4.5	3.8
Jun-23	3.4	4.2	3.8
May-23	3.4	4.1	3.4
Apr-23	3.1	3.7	3.1
Mar-23	3.5	4.2	3.6
Feb-23	3.9	4.5	3.9
Jan-23	3.7	4.2	3.9
Dec-22	3.1	3.5	3.3
Nov-22	3.4	3.7	3.4
Oct-22	3.4	3.7	3.4
Sep-22	3.4	3.7	3.3
Aug-22	3.7	3.9	3.8
Jul-22	3.8	4.0	3.8
Jun-22	4.2	4.2	3.8
May-22	3.7	3.6	3.4
Apr-22	3.7	3.5	3.3
Mar-22	4.1	3.8	3.8
Feb-22	4.8	4.3	4.1
Jan-22	5.2	4.7	4.4
Dec-21	4.9	4.1	3.7
Nov-21	5.4	4.4	3.9
Oct-21	5.9	4.7	4.3
Sep-21	6.4	5.0	4.6
Aug-21	7.2	5.5	5.3
Jul-21	8.0	5.8	5.7
Jun-21	9.1	6.4	6.1
May-21	8.5	5.7	5.5
Apr-21	9.1	5.9	5.7
Mar-21	9.7	6.4	6.2
Feb-21	10.7	6.8	6.6
Jan-21	11.2	7.0	6.8
Dec-20	11.6	6.7	6.5
Nov-20	11.9	6.8	6.4
Oct-20	12.0	6.7	6.6
Sep-20	13.2	7.7	7.7
Aug-20	13.4	7.9	8.5
Jul-20	15.7	9.7	10.5
Jun-20	15.8	10.4	11.2
May-20	16.0	11.8	13.0
Apr-20	13.0	12.3	14.4
Mar-20	5.0	5.4	4.5
Feb-20	3.2	3.5	3.8
Jan-20	3.4	3.7	4.0
Dec-19	2.9	3.2	3.4
Nov-19	2.9	3.3	3.3
Oct-19	2.7	3.3	3.3
Sep-19	2.7	3.4	3.3
Aug-19	2.9	3.7	3.8
Jul-19	2.9	3.9	4.0
Jun-19	2.8	3.8	3.8
May-19	2.2	3.1	3.4
Apr-19	2.1	3.1	3.3

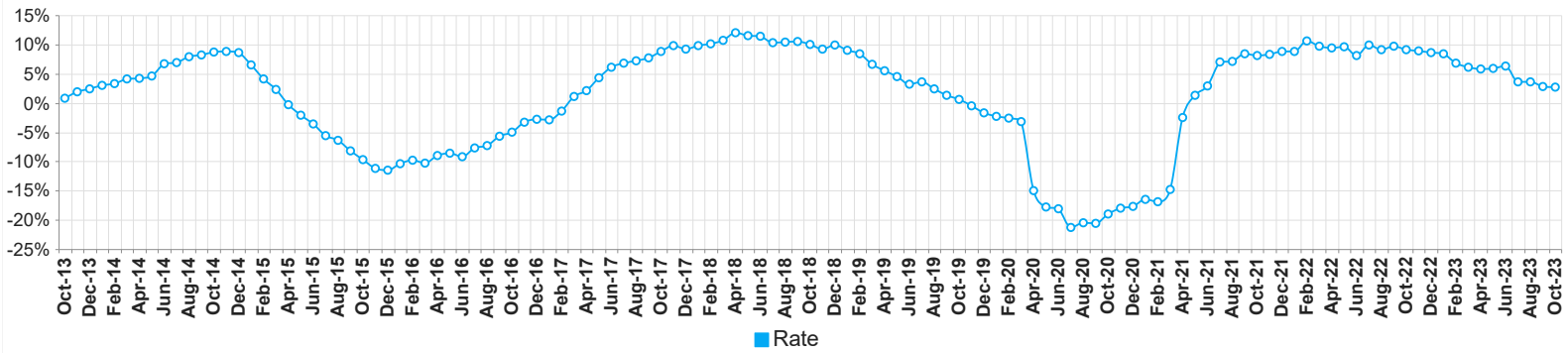
Months	MSA	Texas	US
Mar-19	2.5	3.5	3.9
Feb-19	2.6	3.8	4.1
Jan-19	2.8	4.2	4.4
Dec-18	2.4	3.7	3.7
Nov-18	2.4	3.6	3.5
Oct-18	2.4	3.6	3.5
Sep-18	2.5	3.8	3.6
Aug-18	2.7	4.0	3.9
Jul-18	2.8	4.1	4.1
Jun-18	3.0	4.3	4.2
May-18	2.5	3.6	3.6
Apr-18	2.6	3.7	3.7
Mar-18	3.0	4.0	4.1
Feb-18	3.1	4.2	4.4
Jan-18	3.3	4.3	4.5
Dec-17	3.0	3.8	3.9
Nov-17	3.2	3.9	3.9
Oct-17	3.1	3.8	3.9
Sep-17	3.5	4.1	4.1
Aug-17	3.9	4.5	4.5
Jul-17	4.0	4.5	4.6
Jun-17	4.3	4.6	4.5
May-17	4.2	4.2	4.1
Apr-17	4.4	4.2	4.1
Mar-17	5.0	4.6	4.6
Feb-17	5.5	5.0	4.9
Jan-17	5.8	5.0	5.1
Dec-16	5.6	4.6	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	7.2	5.1	5.1
Jun-16	7.2	5.0	5.1
May-16	6.4	4.3	4.5
Apr-16	6.5	4.3	4.7
Mar-16	6.4	4.5	5.1
Feb-16	5.9	4.4	5.2
Jan-16	5.5	4.5	5.3
Dec-15	5.2	4.2	4.8
Nov-15	5.4	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	4.3	5.3
Apr-15	4.1	4.1	5.1
Mar-15	4.1	4.4	5.6
Feb-15	3.8	4.5	5.8
Jan-15	3.5	4.8	6.1
Dec-14	2.9	4.2	5.4
Nov-14	3.0	4.6	5.5
Oct-14	3.1	4.7	5.5
Sep-14	3.3	5.0	5.7
Aug-14	3.6	5.4	6.3
Jul-14	3.9	5.7	6.5
Jun-14	3.8	5.5	6.3
May-14	3.5	5.1	6.1
Apr-14	3.2	4.8	5.9
Mar-14	3.7	5.5	6.8
Feb-14	3.9	5.8	7.0
Jan-14	3.9	5.8	7.0
Dec-13	3.8	5.5	6.5
Nov-13	4.0	5.8	6.6
Oct-13	4.1	6.0	7.0

Employment by Industry



Industry	Oct-23	Sep-23	Oct-22	Monthly Change	Monthly Percent Change	Yearly Change	Yearly Percent Change
Total Nonfarm	82,400	81,600	80,200	800	1.0%	2,200	2.7%
Mining, Logging and Construction	20,200	19,800	19,100	400	2.0%	1,100	5.8%
Manufacturing	4,200	4,100	4,000	100	2.4%	200	5.0%
Trade, Transportation, and Utilities	19,100	19,000	19,000	100	0.5%	100	0.5%
Information	400	400	400	0	0.0%	0	0.0%
Financial Activities	3,900	3,900	3,800	0	0.0%	100	2.6%
Professional and Business Services	4,800	4,700	4,700	100	2.1%	100	2.1%
Private Education and Health Services	6,000	6,000	5,800	0	0.0%	200	3.4%
Leisure and Hospitality	9,300	9,300	9,100	0	0.0%	200	2.2%
Other Services	3,700	3,700	3,600	0	0.0%	100	2.8%
Government	10,800	10,700	10,700	100	0.9%	100	0.9%

Annual Growth Rate Total Non-agricultural employment

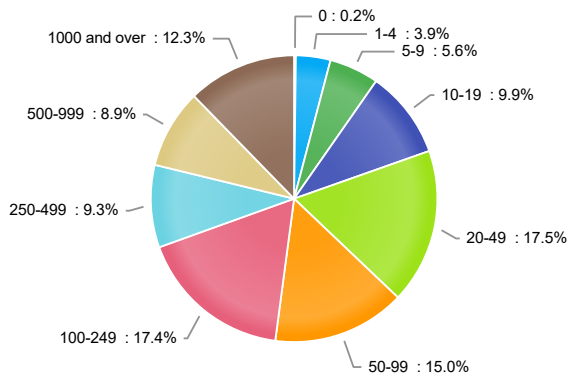


Annual Growth Rate Total Non-agricultural employment table

Month	Employment Count	Annual Growth Rate
Oct-23	82400	2.7%
Sep-23	81600	2.8%
Aug-23	80500	3.6%
Jul-23	80500	3.6%
Jun-23	81100	6.3%
May-23	81300	5.9%
Apr-23	80900	5.8%
Mar-23	80500	6.1%
Feb-23	80300	6.8%
Jan-23	80100	8.4%
Dec-22	80900	8.6%
Nov-22	80900	8.9%
Oct-22	80200	9.1%
Sep-22	79400	9.7%
Aug-22	77700	9.1%
Jul-22	77700	9.9%
Jun-22	76300	8.1%
May-22	76800	9.6%
Apr-22	76500	9.4%
Mar-22	75900	9.7%
Feb-22	75200	10.6%
Jan-22	73900	8.8%
Dec-21	74500	8.8%
Nov-21	74300	8.3%
Oct-21	73500	8.1%
Sep-21	72400	8.4%
Aug-21	71200	7.1%
Jul-21	70700	7%
Jun-21	70600	2.9%
May-21	70100	1.3%
Apr-21	69900	-2.5%
Mar-21	69200	-14.8%
Feb-21	68000	-16.9%
Jan-21	67900	-16.5%
Dec-20	68500	-17.7%
Nov-20	68600	-18%
Oct-20	68000	-19%
Sep-20	66800	-20.6%
Aug-20	66500	-20.5%
Jul-20	66100	-21.3%
Jun-20	68600	-18.1%
May-20	69200	-17.8%
Apr-20	71700	-15%
Mar-20	81200	-3.2%
Feb-20	81800	-2.6%
Jan-20	81300	-2.3%
Dec-19	83200	-1.7%
Nov-19	83700	-0.5%
Oct-19	83900	0.6%
Sep-19	84100	1.3%
Aug-19	83700	2.4%
Jul-19	84000	3.6%
Jun-19	83800	3.2%
May-19	84200	4.5%
Apr-19	84400	5.5%
Mar-19	83900	6.6%
Feb-19	84000	8.4%
Jan-19	83200	9%

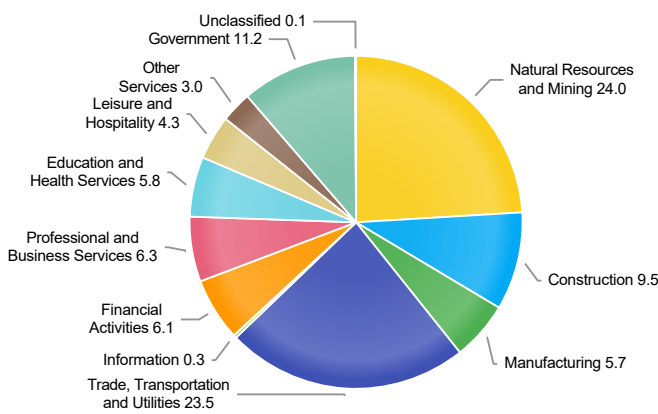
Month	Employment Count	Annual Growth Rate
Dec-18	84600	9.9%
Nov-18	84100	9.2%
Oct-18	83400	10%
Sep-18	83000	10.5%
Aug-18	81700	10.4%
Jul-18	81100	10.3%
Jun-18	81200	11.4%
May-18	80600	11.5%
Apr-18	80000	12%
Mar-18	78700	10.7%
Feb-18	77500	10.1%
Jan-18	76300	9.8%
Dec-17	77000	9.2%
Nov-17	77000	9.8%
Oct-17	75800	8.8%
Sep-17	75100	7.7%
Aug-17	74000	7.2%
Jul-17	73500	6.8%
Jun-17	72900	6.1%
May-17	72300	4.3%
Apr-17	71400	2.1%
Mar-17	71100	1.1%
Feb-17	70400	-1.4%
Jan-17	69500	-2.9%
Dec-16	70500	-2.8%
Nov-16	70100	-3.3%
Oct-16	69700	-5%
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%
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%

Industry size class



Employees Per Firm	Employment In Size Class	Percentage Of Total Employment
0	189	0.2%
1-4	3010	3.9%
5-9	4338	5.6%
10-19	7732	9.9%
20-49	13591	17.5%
50-99	11698	15.0%
100-249	13549	17.4%
250-499	7255	9.3%
500-999	6919	8.9%
1000 and over	9568	12.3%

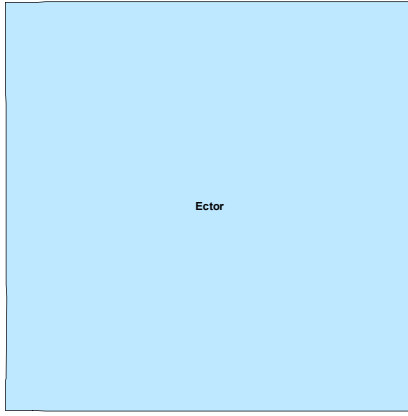
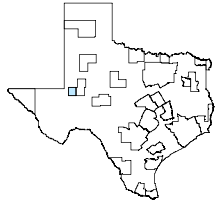
Wages by Industry (in millions) (2nd Quarter 2023)



Industry Title	Wages in millions (\$)
Natural Resources and Mining	333.30
Construction	132.16
Manufacturing	79.43
Trade, Transportation and Utilities	326.65
Information	4.74
Financial Activities	84.54
Professional and Business Services	87.45
Education and Health Services	80.70
Leisure and Hospitality	59.29
Other Services	42.16
Government	155.76
Unclassified	1.19

Odessa MSA

December 2023

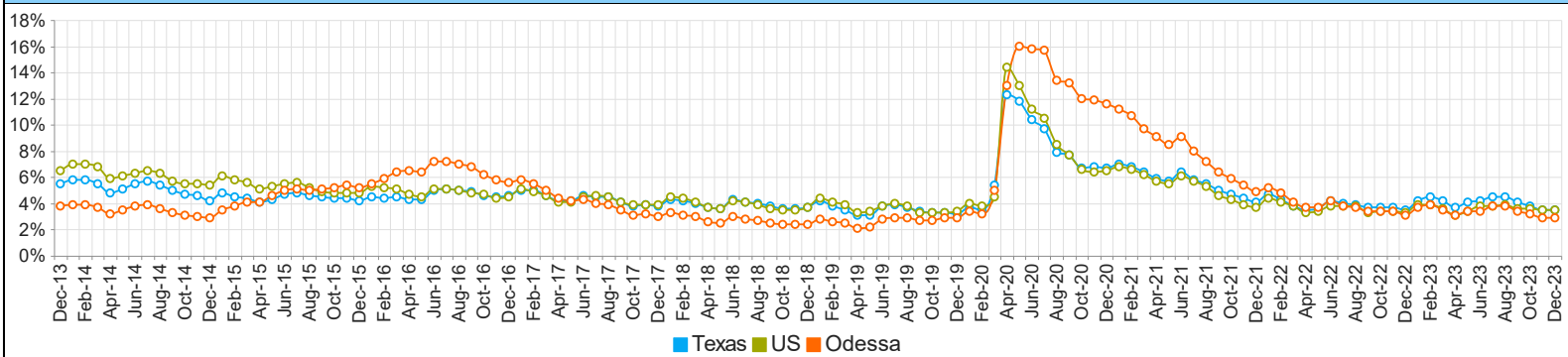


MSA Labor Force Statistics				
	Dec-23	Nov-23	Dec-22	Yearly Change
Civilian Labor Force	86,974	87,547	85,044	1,930
Employed	84,456	84,985	82,445	2,011
Unemployed	2,518	2,562	2,599	-81
Unemployment Rate	2.9%	2.9%	3.1%	-0.2%

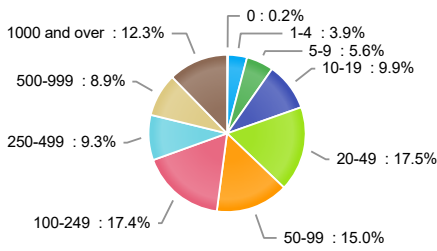
Texas Labor Force Statistics				
	Dec-23	Nov-23	Dec-22	Yearly Change
Civilian Labor Force	15,147,835	15,276,313	14,773,939	373,896
Employed	14,619,352	14,741,641	14,260,768	358,584
Unemployed	528,483	534,672	513,171	15,312
Unemployment Rate	3.5%	3.5%	3.5%	0.0%

US Labor Force Statistics				
	Dec-23	Nov-23	Dec-22	Yearly Change
Civilian Labor Force	166,661,000	167,977,000	164,224,000	2,437,000
Employed	160,754,000	162,149,000	158,872,000	1,882,000
Unemployed	5,907,000	5,827,000	5,352,000	555,000
Unemployment Rate	3.5%	3.5%	3.3%	0.2%

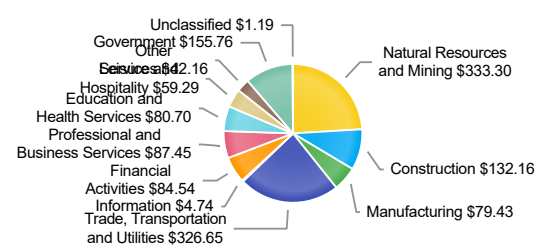
Historical Unemployment Rates



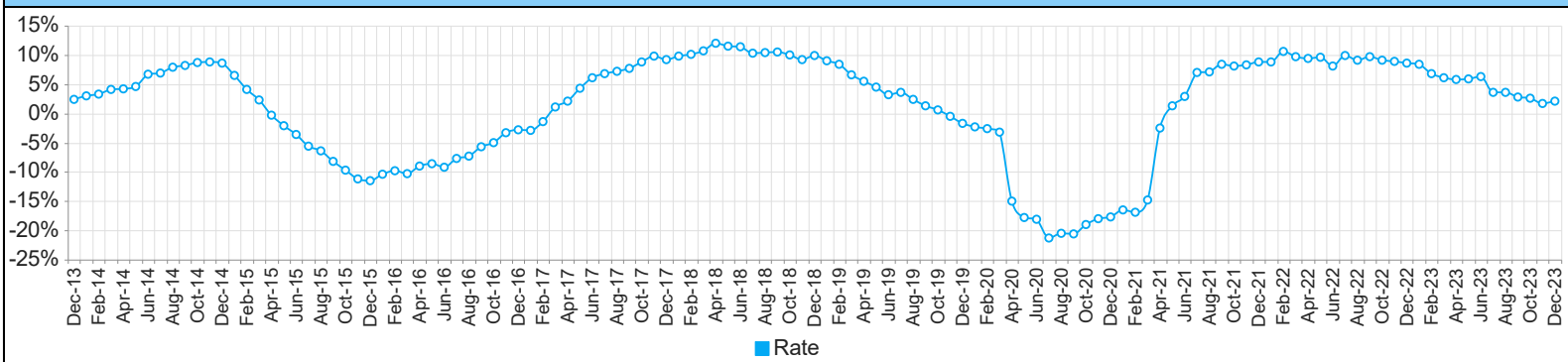
Industry Size Class



Wages by Industry (in millions) (2nd Quarter 2023)



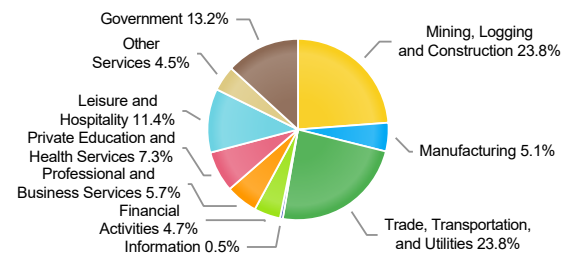
Annual Growth Rate Total Non-agricultural employment

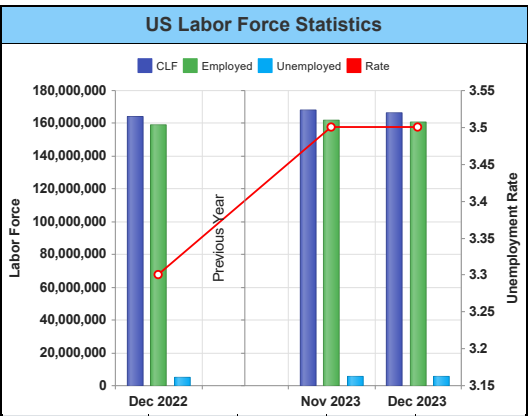
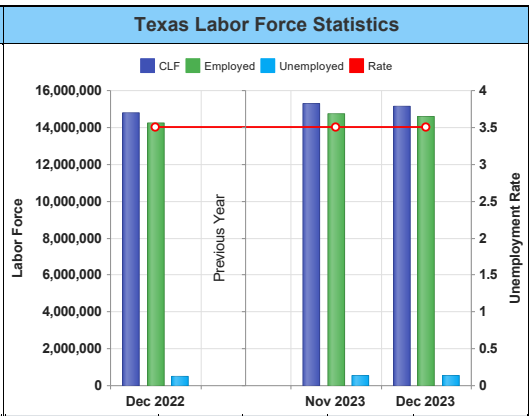
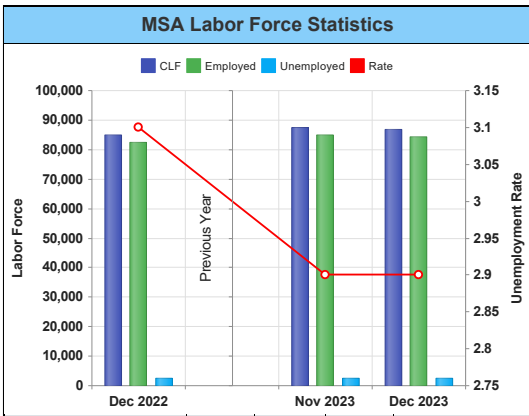


Employment by Industry (December 2023)

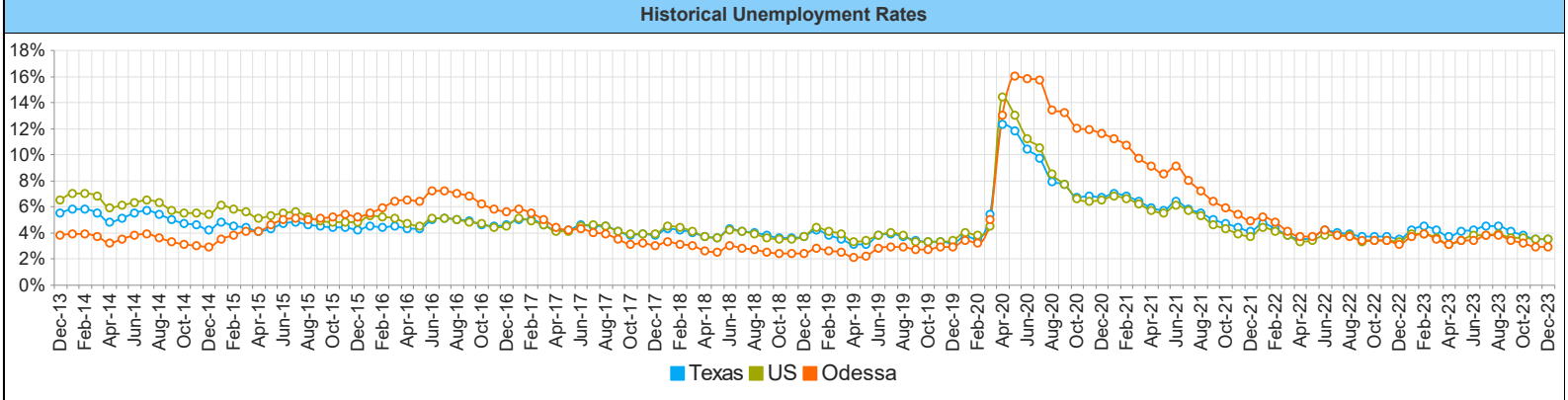
Industry	Current Month Employment	% Monthly Change	% Yearly Change
Total Nonfarm	82,600	0.4%	2.1%
Mining, Logging and Construction	19,700	0.0%	3.7%
Manufacturing	4,200	0.0%	2.4%
Trade, Transportation, and Utilities	19,700	2.1%	1.0%
Information	400	0.0%	0.0%
Financial Activities	3,900	0.0%	0.0%
Professional and Business Services	4,700	-2.1%	0.0%
Private Education and Health Services	6,000	0.0%	3.4%
Leisure and Hospitality	9,400	1.1%	3.3%
Other Services	3,700	0.0%	2.8%
Government	10,900	-0.9%	0.9%

Employment by Industry (December 2023)





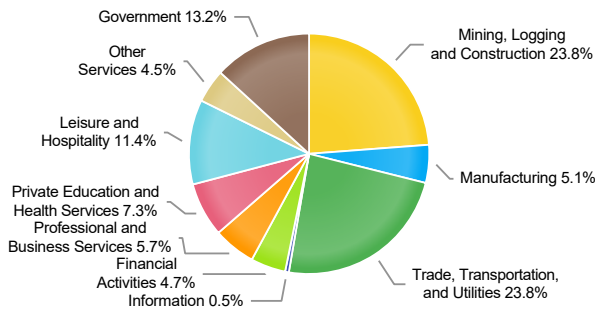
	Dec-23	Nov-23	Dec-22	Yearly Change
Civilian Labor Force	86,974	87,547	85,044	1,930
Employed	84,456	84,985	82,445	2,011
Unemployed	2,518	2,562	2,599	-81
Unemployment Rate	2.9%	2.9%	3.1%	-0.2%



Months	MSA	Texas	US
Dec-23	2.9	3.5	3.5
Nov-23	2.9	3.5	3.5
Oct-23	3.2	3.8	3.6
Sep-23	3.4	4.1	3.6
Aug-23	3.8	4.5	3.9
Jul-23	3.8	4.5	3.8
Jun-23	3.4	4.2	3.8
May-23	3.4	4.1	3.4
Apr-23	3.1	3.7	3.1
Mar-23	3.5	4.2	3.6
Feb-23	3.9	4.5	3.9
Jan-23	3.7	4.2	3.9
Dec-22	3.1	3.5	3.3
Nov-22	3.4	3.7	3.4
Oct-22	3.4	3.7	3.4
Sep-22	3.4	3.7	3.3
Aug-22	3.7	3.9	3.8
Jul-22	3.8	4.0	3.8
Jun-22	4.2	4.2	3.8
May-22	3.7	3.6	3.4
Apr-22	3.7	3.5	3.3
Mar-22	4.1	3.8	3.8
Feb-22	4.8	4.3	4.1
Jan-22	5.2	4.7	4.4
Dec-21	4.9	4.1	3.7
Nov-21	5.4	4.4	3.9
Oct-21	5.9	4.7	4.3
Sep-21	6.4	5.0	4.6
Aug-21	7.2	5.5	5.3
Jul-21	8.0	5.8	5.7
Jun-21	9.1	6.4	6.1
May-21	8.5	5.7	5.5
Apr-21	9.1	5.9	5.7
Mar-21	9.7	6.4	6.2
Feb-21	10.7	6.8	6.6
Jan-21	11.2	7.0	6.8
Dec-20	11.6	6.7	6.5
Nov-20	11.9	6.8	6.4
Oct-20	12.0	6.7	6.6
Sep-20	13.2	7.7	7.7
Aug-20	13.4	7.9	8.5
Jul-20	15.7	9.7	10.5
Jun-20	15.8	10.4	11.2
May-20	16.0	11.8	13.0
Apr-20	13.0	12.3	14.4
Mar-20	5.0	5.4	4.5
Feb-20	3.2	3.5	3.8
Jan-20	3.4	3.7	4.0
Dec-19	2.9	3.2	3.4
Nov-19	2.9	3.3	3.3
Oct-19	2.7	3.3	3.3
Sep-19	2.7	3.4	3.3
Aug-19	2.9	3.7	3.8
Jul-19	2.9	3.9	4.0
Jun-19	2.8	3.8	3.8

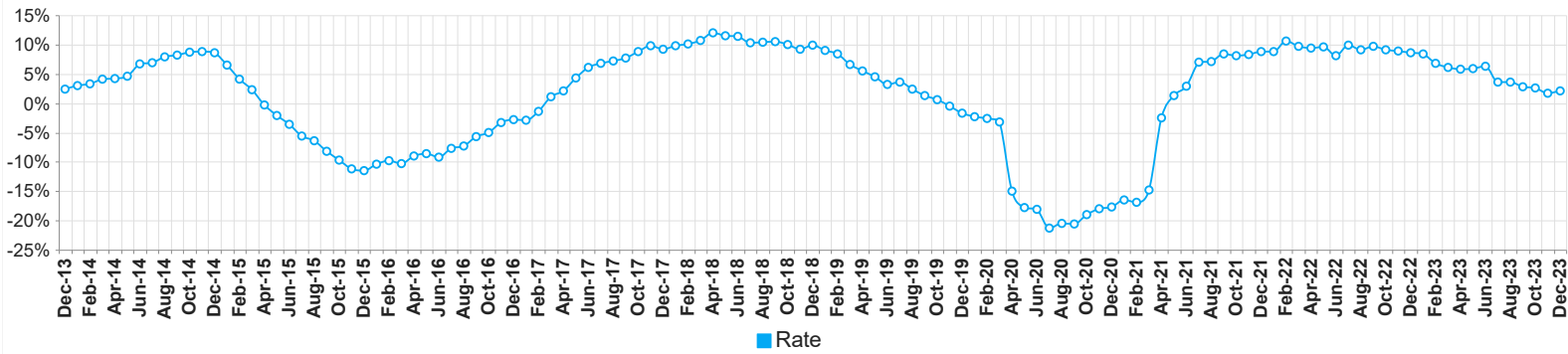
Months	MSA	Texas	US
May-19	2.2	3.1	3.4
Apr-19	2.1	3.1	3.3
Mar-19	2.5	3.5	3.9
Feb-19	2.6	3.8	4.1
Jan-19	2.8	4.2	4.4
Dec-18	2.4	3.7	3.7
Nov-18	2.4	3.6	3.5
Oct-18	2.4	3.6	3.5
Sep-18	2.5	3.8	3.6
Aug-18	2.7	4.0	3.9
Jul-18	2.8	4.1	4.1
Jun-18	3.0	4.3	4.2
May-18	2.5	3.6	3.6
Apr-18	2.6	3.7	3.7
Mar-18	3.0	4.0	4.1
Feb-18	3.1	4.2	4.4
Jan-18	3.3	4.3	4.5
Dec-17	3.0	3.8	3.9
Nov-17	3.2	3.9	3.9
Oct-17	3.1	3.8	3.9
Sep-17	3.5	4.1	4.1
Aug-17	3.9	4.5	4.5
Jul-17	4.0	4.5	4.6
Jun-17	4.3	4.6	4.5
May-17	4.2	4.2	4.1
Apr-17	4.4	4.2	4.1
Mar-17	5.0	4.6	4.6
Feb-17	5.5	5.0	4.9
Jan-17	5.8	5.0	5.1
Dec-16	5.6	4.6	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	7.2	5.1	5.1
Jun-16	7.2	5.0	5.1
May-16	6.4	4.3	4.5
Apr-16	6.5	4.3	4.7
Mar-16	6.4	4.5	5.1
Feb-16	5.9	4.4	5.2
Jan-16	5.5	4.5	5.3
Dec-15	5.2	4.2	4.8
Nov-15	5.4	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	4.3	5.3
Apr-15	4.1	4.1	5.1
Mar-15	4.1	4.4	5.6
Feb-15	3.8	4.5	5.8
Jan-15	3.5	4.8	6.1
Dec-14	2.9	4.2	5.4
Nov-14	3.0	4.6	5.5
Oct-14	3.1	4.7	5.5
Sep-14	3.3	5.0	5.7
Aug-14	3.6	5.4	6.3
Jul-14	3.9	5.7	6.5
Jun-14	3.8	5.5	6.3
May-14	3.5	5.1	6.1
Apr-14	3.2	4.8	5.9
Mar-14	3.7	5.5	6.8
Feb-14	3.9	5.8	7.0
Jan-14	3.9	5.8	7.0
Dec-13	3.8	5.5	6.5

Employment by Industry



Industry	Dec-23	Nov-23	Dec-22	Monthly Change	Monthly Percent Change	Yearly Change	Yearly Percent Change
Total Nonfarm	82,600	82,300	80,900	300	0.4%	1,700	2.1%
Mining, Logging and Construction	19,700	19,700	19,000	0	0.0%	700	3.7%
Manufacturing	4,200	4,200	4,100	0	0.0%	100	2.4%
Trade, Transportation, and Utilities	19,700	19,300	19,500	400	2.1%	200	1.0%
Information	400	400	400	0	0.0%	0	0.0%
Financial Activities	3,900	3,900	3,900	0	0.0%	0	0.0%
Professional and Business Services	4,700	4,800	4,700	-100	-2.1%	0	0.0%
Private Education and Health Services	6,000	6,000	5,800	0	0.0%	200	3.4%
Leisure and Hospitality	9,400	9,300	9,100	100	1.1%	300	3.3%
Other Services	3,700	3,700	3,600	0	0.0%	100	2.8%
Government	10,900	11,000	10,800	-100	-0.9%	100	0.9%

Annual Growth Rate Total Non-agricultural employment

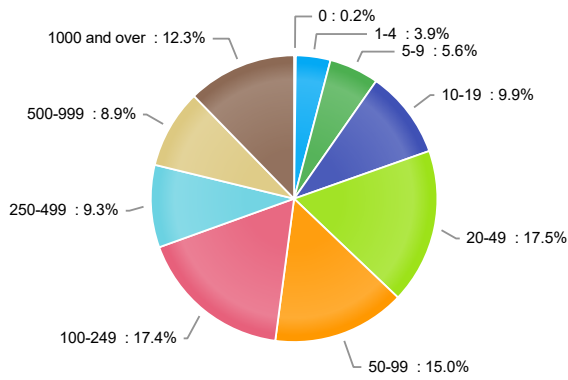


Annual Growth Rate Total Non-agricultural employment table

Month	Employment Count	Annual Growth Rate
Dec-23	82600	2.1%
Nov-23	82300	1.7%
Oct-23	82300	2.6%
Sep-23	81600	2.8%
Aug-23	80500	3.6%
Jul-23	80500	3.6%
Jun-23	81100	6.3%
May-23	81300	5.9%
Apr-23	80900	5.8%
Mar-23	80500	6.1%
Feb-23	80300	6.8%
Jan-23	80100	8.4%
Dec-22	80900	8.6%
Nov-22	80900	8.9%
Oct-22	80200	9.1%
Sep-22	79400	9.7%
Aug-22	77700	9.1%
Jul-22	77700	9.9%
Jun-22	76300	8.1%
May-22	76800	9.6%
Apr-22	76500	9.4%
Mar-22	75900	9.7%
Feb-22	75200	10.6%
Jan-22	73900	8.8%
Dec-21	74500	8.8%
Nov-21	74300	8.3%
Oct-21	73500	8.1%
Sep-21	72400	8.4%
Aug-21	71200	7.1%
Jul-21	70700	7%
Jun-21	70600	2.9%
May-21	70100	1.3%
Apr-21	69900	-2.5%
Mar-21	69200	-14.8%
Feb-21	68000	-16.9%
Jan-21	67900	-16.5%
Dec-20	68500	-17.7%
Nov-20	68600	-18%
Oct-20	68000	-19%
Sep-20	66800	-20.6%
Aug-20	66500	-20.5%
Jul-20	66100	-21.3%
Jun-20	68600	-18.1%
May-20	69200	-17.8%
Apr-20	71700	-15%
Mar-20	81200	-3.2%
Feb-20	81800	-2.6%
Jan-20	81300	-2.3%
Dec-19	83200	-1.7%
Nov-19	83700	-0.5%
Oct-19	83900	0.6%
Sep-19	84100	1.3%
Aug-19	83700	2.4%
Jul-19	84000	3.6%
Jun-19	83800	3.2%
May-19	84200	4.5%
Apr-19	84400	5.5%
Mar-19	83900	6.6%

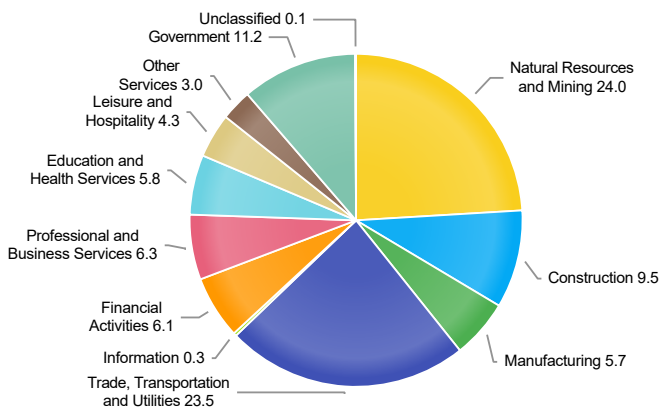
Month	Employment Count	Annual Growth Rate
Feb-19	84000	8.4%
Jan-19	83200	9%
Dec-18	84600	9.9%
Nov-18	84100	9.2%
Oct-18	83400	10%
Sep-18	83000	10.5%
Aug-18	81700	10.4%
Jul-18	81100	10.3%
Jun-18	81200	11.4%
May-18	80600	11.5%
Apr-18	80000	12%
Mar-18	78700	10.7%
Feb-18	77500	10.1%
Jan-18	76300	9.8%
Dec-17	77000	9.2%
Nov-17	77000	9.8%
Oct-17	75800	8.8%
Sep-17	75100	7.7%
Aug-17	74000	7.2%
Jul-17	73500	6.8%
Jun-17	72900	6.1%
May-17	72300	4.3%
Apr-17	71400	2.1%
Mar-17	71100	1.1%
Feb-17	70400	-1.4%
Jan-17	69500	-2.9%
Dec-16	70500	-2.8%
Nov-16	70100	-3.3%
Oct-16	69700	-5%
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%
Apr-14	77000	4.2%
Mar-14	76600	4.1%
Feb-14	76100	3.3%
Jan-14	75000	3%
Dec-13	75400	2.4%

Industry size class



Employees Per Firm	Employment In Size Class	Percentage Of Total Employment
0	189	0.2%
1-4	3010	3.9%
5-9	4338	5.6%
10-19	7732	9.9%
20-49	13591	17.5%
50-99	11698	15.0%
100-249	13549	17.4%
250-499	7255	9.3%
500-999	6919	8.9%
1000 and over	9568	12.3%

Wages by Industry (in millions) (2nd Quarter 2023)



Industry Title	Wages in millions (\$)
Natural Resources and Mining	333.30
Construction	132.16
Manufacturing	79.43
Trade, Transportation and Utilities	326.65
Information	4.74
Financial Activities	84.54
Professional and Business Services	87.45
Education and Health Services	80.70
Leisure and Hospitality	59.29
Other Services	42.16
Government	155.76
Unclassified	1.19