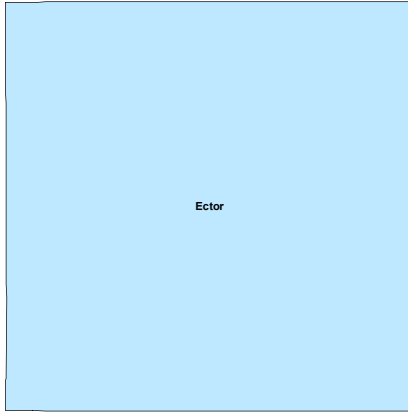
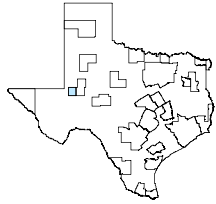


Odessa MSA

January 2024



MSA Labor Force Statistics

	Jan-24	Dec-23	Jan-23	Yearly Change
Civilian Labor Force	86,302	86,316	85,239	1,063
Employed	83,308	83,816	82,050	1,258
Unemployed	2,994	2,500	3,189	-195
Unemployment Rate	3.5%	2.9%	3.7%	-0.2%

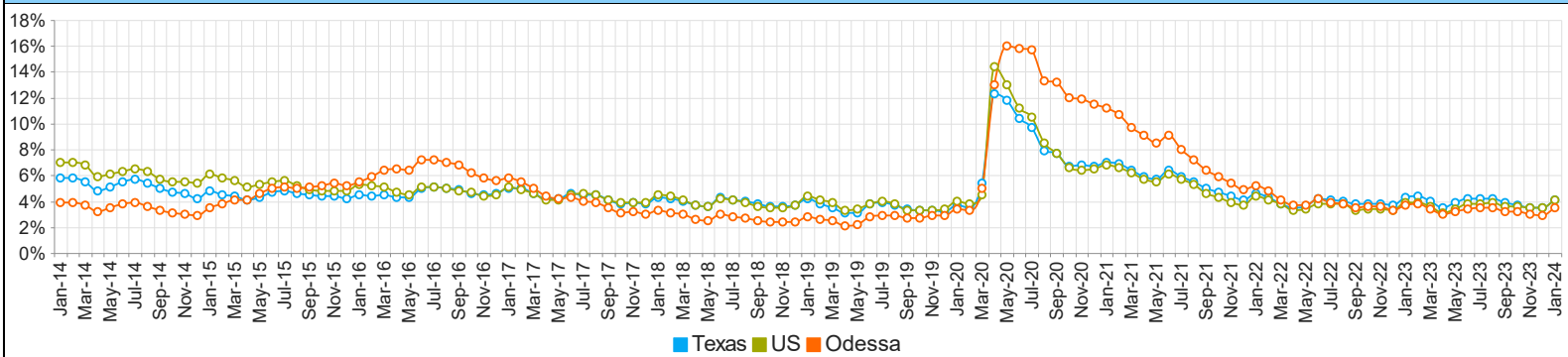
Texas Labor Force Statistics

	Jan-24	Dec-23	Jan-23	Yearly Change
Civilian Labor Force	15,139,951	15,090,824	14,875,993	263,958
Employed	14,521,214	14,564,917	14,242,108	279,106
Unemployed	618,737	525,907	633,885	-115,148
Unemployment Rate	4.1%	3.5%	4.3%	-0.2%

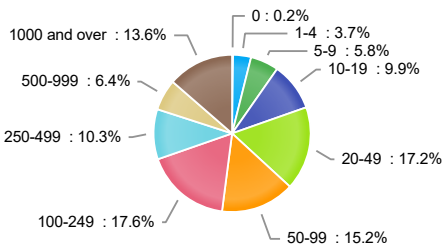
US Labor Force Statistics

	Jan-24	Dec-23	Jan-23	Yearly Change
Civilian Labor Force	166,428,000	166,661,000	165,070,000	1,358,000
Employed	159,650,000	160,754,000	158,692,000	958,000
Unemployed	6,778,000	5,907,000	6,378,000	400,000
Unemployment Rate	4.1%	3.5%	3.9%	0.2%

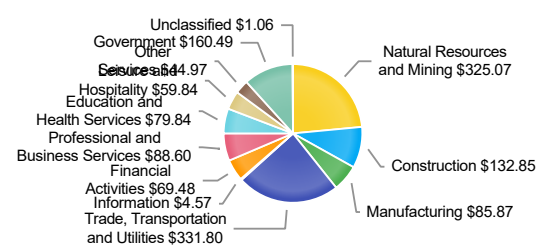
Historical Unemployment Rates



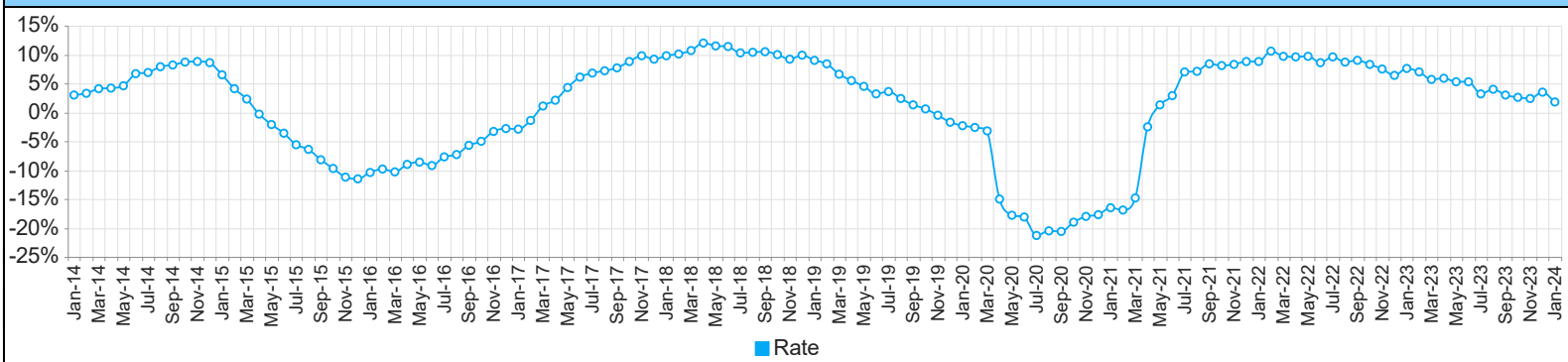
Industry Size Class



Wages by Industry (in millions) (3rd Quarter 2023)



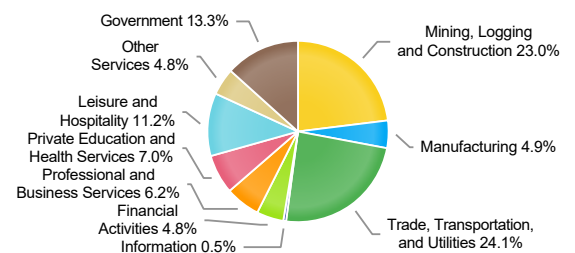
Annual Growth Rate Total Non-agricultural employment

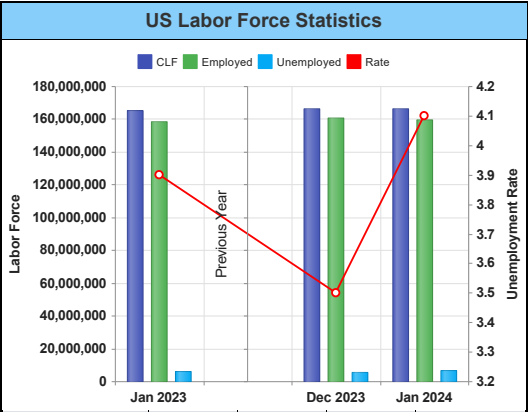
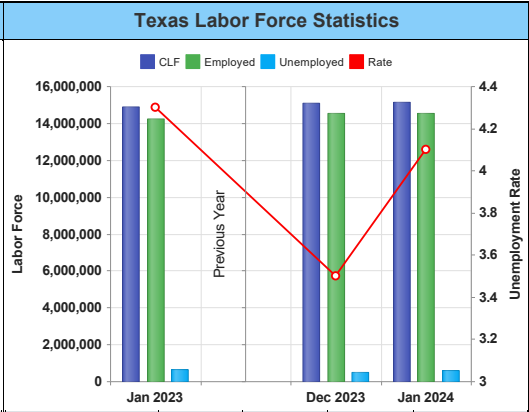
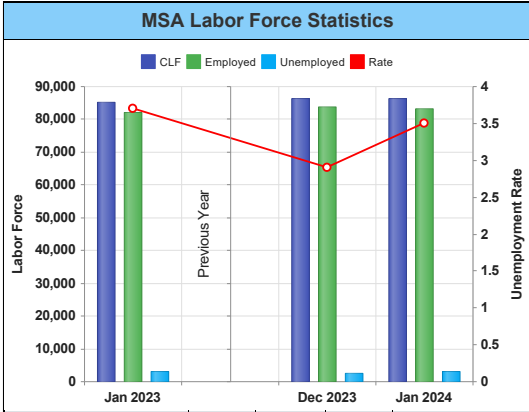


Employment by Industry (January 2024)

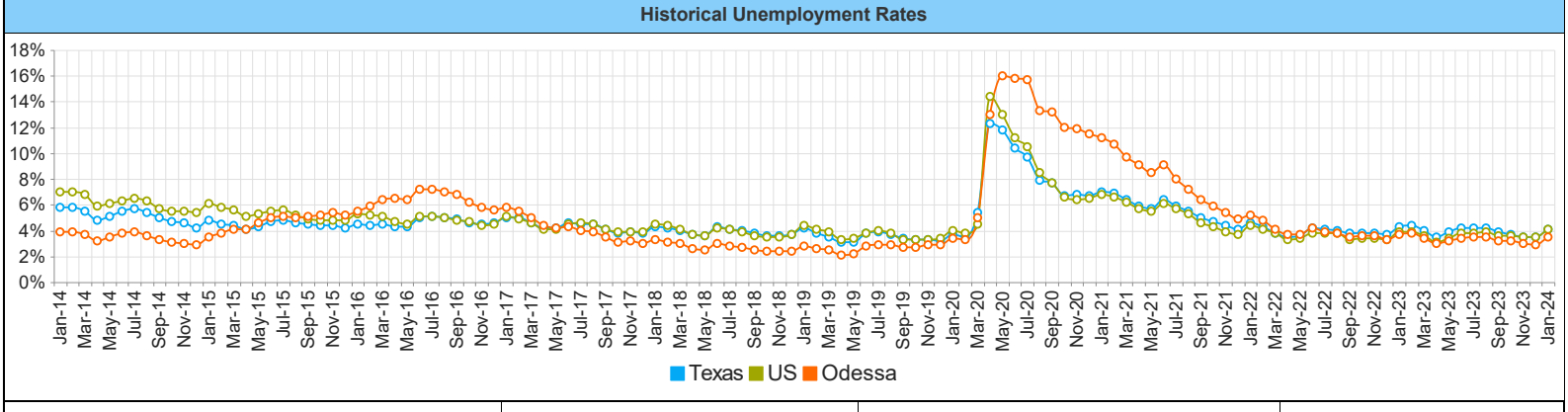
Industry	Current Month Employment	% Monthly Change	% Yearly Change
Total Nonfarm	80,900	-1.5%	1.8%
Mining, Logging and Construction	18,600	-1.1%	-3.6%
Manufacturing	4,000	-2.4%	2.6%
Trade, Transportation, and Utilities	19,500	-3.5%	4.3%
Information	400	0.0%	0.0%
Financial Activities	3,900	2.6%	5.4%
Professional and Business Services	5,000	-2.0%	4.2%
Private Education and Health Services	5,700	0.0%	1.8%
Leisure and Hospitality	9,100	-2.2%	1.1%
Other Services	3,900	2.6%	5.4%
Government	10,800	-0.9%	3.8%

Employment by Industry (January 2024)





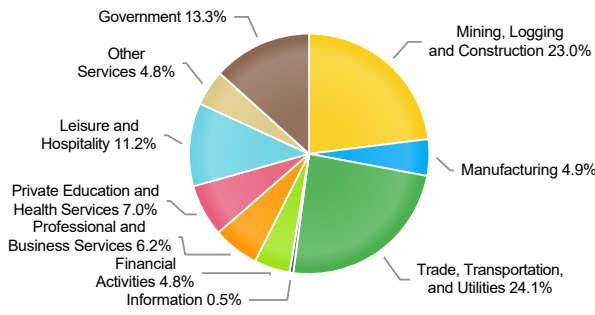
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Civilian Labor Force	86,302	86,316	85,239	1,063
Employed	83,308	83,816	82,050	1,258
Unemployed	2,994	2,500	3,189	-195
Unemployment Rate	3.5%	2.9%	3.7%	-0.2%



Months	MSA	Texas	US
Jan-24	3.5	4.1	4.1
Dec-23	2.9	3.5	3.5
Nov-23	3.0	3.5	3.5
Oct-23	3.2	3.7	3.6
Sep-23	3.2	3.9	3.6
Aug-23	3.5	4.2	3.9
Jul-23	3.5	4.2	3.8
Jun-23	3.4	4.2	3.8
May-23	3.2	3.9	3.4
Apr-23	3.0	3.5	3.1
Mar-23	3.4	4.0	3.6
Feb-23	3.8	4.4	3.9
Jan-23	3.7	4.3	3.9
Dec-22	3.3	3.7	3.3
Nov-22	3.6	3.8	3.4
Oct-22	3.6	3.8	3.4
Sep-22	3.5	3.8	3.3
Aug-22	3.8	4.0	3.8
Jul-22	3.9	4.1	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	4.6	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	5.9	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	6.9	6.6
Jan-21	11.2	7.0	6.8
Dec-20	11.5	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	13.3	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	3.3	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

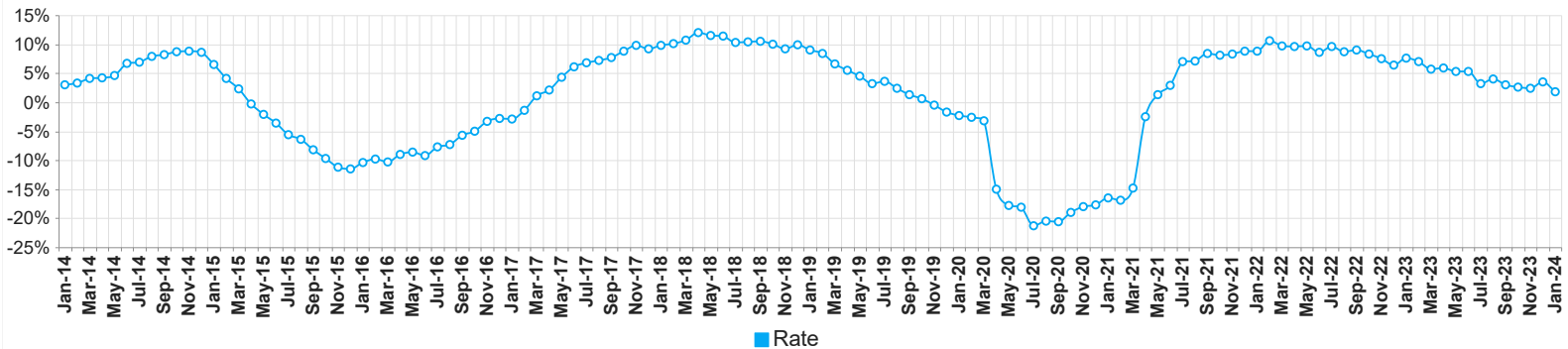
Months	MSA	Texas	US
Jun-19	2.8	3.8	3.8
May-19	2.2	3.1	3.4
Apr-19	2.1	3.1	3.3
Mar-19	2.5	3.5	3.9
Feb-19	2.6	3.8	4.1
Jan-19	2.8	4.2	4.4
Dec-18	2.4	3.7	3.7
Nov-18	2.4	3.6	3.5
Oct-18	2.4	3.6	3.5
Sep-18	2.5	3.8	3.6
Aug-18	2.7	4.0	3.9
Jul-18	2.8	4.1	4.1
Jun-18	3.0	4.3	4.2
May-18	2.5	3.6	3.6
Apr-18	2.6	3.7	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

Employment by Industry



Industry	Jan-24	Dec-23	Jan-23	Monthly Change	Monthly Percent Change	Yearly Change	Yearly Percent Change
Total Nonfarm	80,900	82,100	79,500	-1,200	-1.5%	1,400	1.8%
Mining, Logging and Construction	18,600	18,800	19,300	-200	-1.1%	-700	-3.6%
Manufacturing	4,000	4,100	3,900	-100	-2.4%	100	2.6%
Trade, Transportation, and Utilities	19,500	20,200	18,700	-700	-3.5%	800	4.3%
Information	400	400	400	0	0.0%	0	0.0%
Financial Activities	3,900	3,800	3,700	100	2.6%	200	5.4%
Professional and Business Services	5,000	5,100	4,800	-100	-2.0%	200	4.2%
Private Education and Health Services	5,700	5,700	5,600	0	0.0%	100	1.8%
Leisure and Hospitality	9,100	9,300	9,000	-200	-2.2%	100	1.1%
Other Services	3,900	3,800	3,700	100	2.6%	200	5.4%
Government	10,800	10,900	10,400	-100	-0.9%	400	3.8%

Annual Growth Rate Total Non-agricultural employment

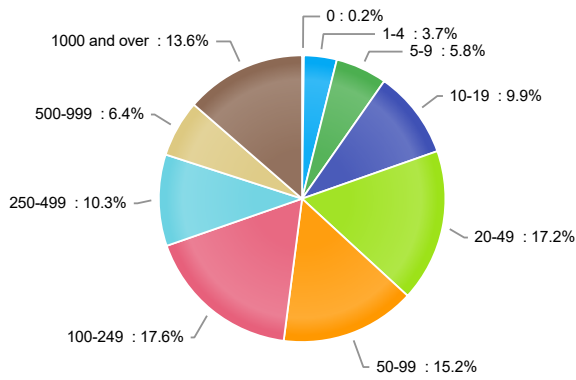


Annual Growth Rate Total Non-agricultural employment table

Month	Employment Count	Annual Growth Rate
Jan-24	80900	1.8%
Dec-23	82100	3.5%
Nov-23	81800	2.4%
Oct-23	81700	2.6%
Sep-23	81300	3%
Aug-23	80500	4%
Jul-23	80000	3.2%
Jun-23	80800	5.3%
May-23	81000	5.3%
Apr-23	81100	5.9%
Mar-23	80200	5.7%
Feb-23	80500	7%
Jan-23	79500	7.6%
Dec-22	79300	6.4%
Nov-22	79900	7.5%
Oct-22	79600	8.3%
Sep-22	78900	9%
Aug-22	77400	8.7%
Jul-22	77500	9.6%
Jun-22	76700	8.6%
May-22	76900	9.7%
Apr-22	76600	9.6%
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%

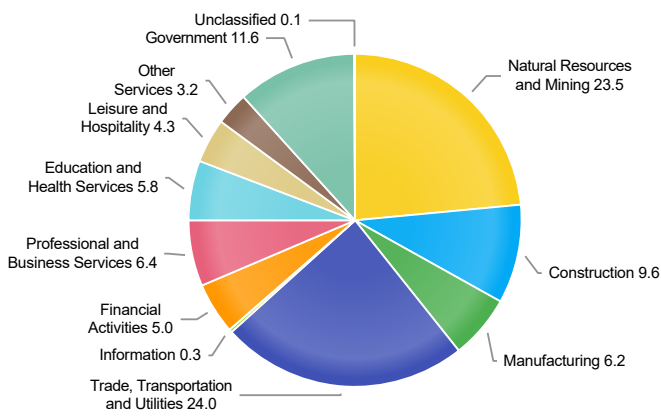
Month	Employment Count	Annual Growth Rate
Mar-19	83900	6.6%
Feb-19	84000	8.4%
Jan-19	83200	9%
Dec-18	84600	9.9%
Nov-18	84100	9.2%
Oct-18	83400	10%
Sep-18	83000	10.5%
Aug-18	81700	10.4%
Jul-18	81100	10.3%
Jun-18	81200	11.4%
May-18	80600	11.5%
Apr-18	80000	12%
Mar-18	78700	10.7%
Feb-18	77500	10.1%
Jan-18	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%

Industry size class



Employees Per Firm	Employment In Size Class	Percentage Of Total Employment
0	149	0.2%
1-4	2875	3.7%
5-9	4482	5.8%
10-19	7743	9.9%
20-49	13425	17.2%
50-99	11836	15.2%
100-249	13678	17.6%
250-499	8059	10.3%
500-999	5019	6.4%
1000 and over	10615	13.6%

Wages by Industry (in millions) (3rd Quarter 2023)



Industry Title	Wages in millions (\$)
Natural Resources and Mining	325.07
Construction	132.85
Manufacturing	85.87
Trade, Transportation and Utilities	331.80
Information	4.57
Financial Activities	69.48
Professional and Business Services	88.60
Education and Health Services	79.84
Leisure and Hospitality	59.84
Other Services	44.97
Government	160.49
Unclassified	1.06