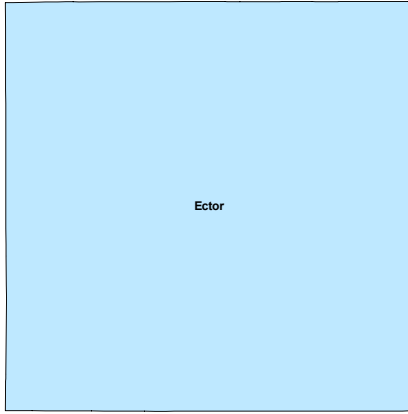
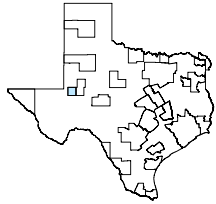


Odessa MSA

January 2025

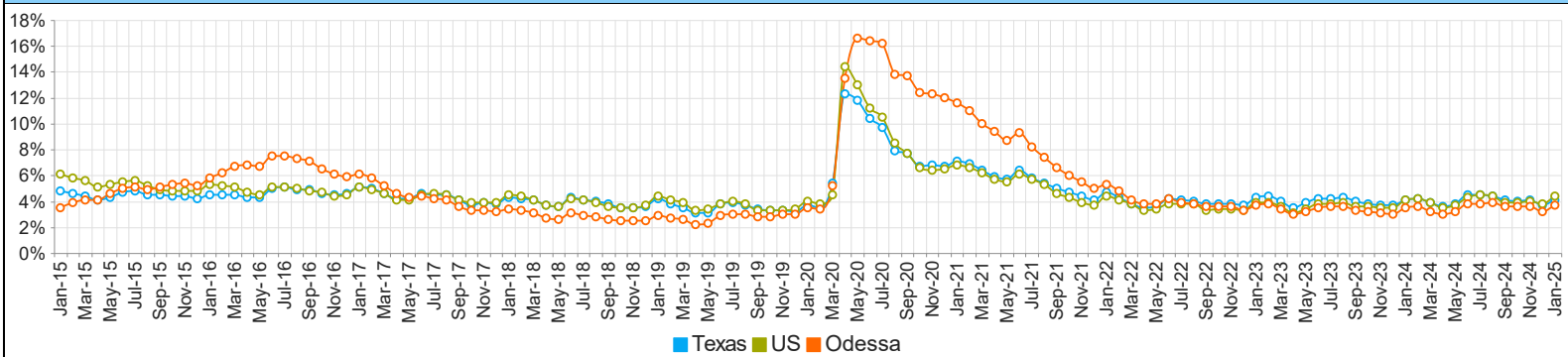


MSA Labor Force Statistics				
	Jan-25	Dec-24	Jan-24	Yearly Change
Civilian Labor Force	87,351	87,350	84,712	2,639
Employed	84,138	84,513	81,776	2,362
Unemployed	3,213	2,837	2,936	277
Unemployment Rate	3.7%	3.2%	3.5%	0.2%

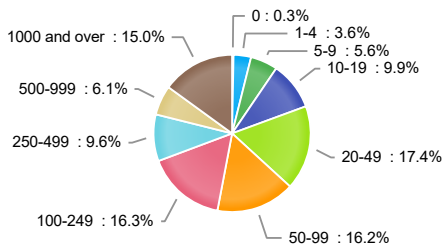
Texas Labor Force Statistics				
	Jan-25	Dec-24	Jan-24	Yearly Change
Civilian Labor Force	15,745,182	15,737,596	15,353,061	392,121
Employed	15,097,222	15,153,794	14,720,900	376,322
Unemployed	647,960	583,802	632,161	15,799
Unemployment Rate	4.1%	3.7%	4.1%	0.0%

US Labor Force Statistics				
	Jan-25	Dec-24	Jan-24	Yearly Change
Civilian Labor Force	169,814,000	167,746,000	166,428,000	3,386,000
Employed	162,347,000	161,294,000	159,650,000	2,697,000
Unemployed	7,467,000	6,452,000	6,778,000	689,000
Unemployment Rate	4.4%	3.8%	4.1%	0.3%

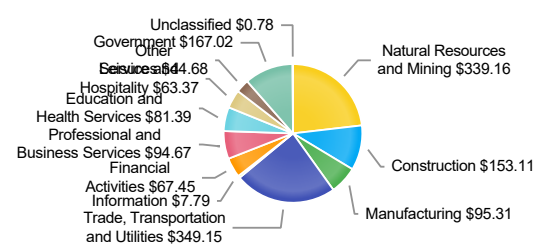
Historical Unemployment Rates



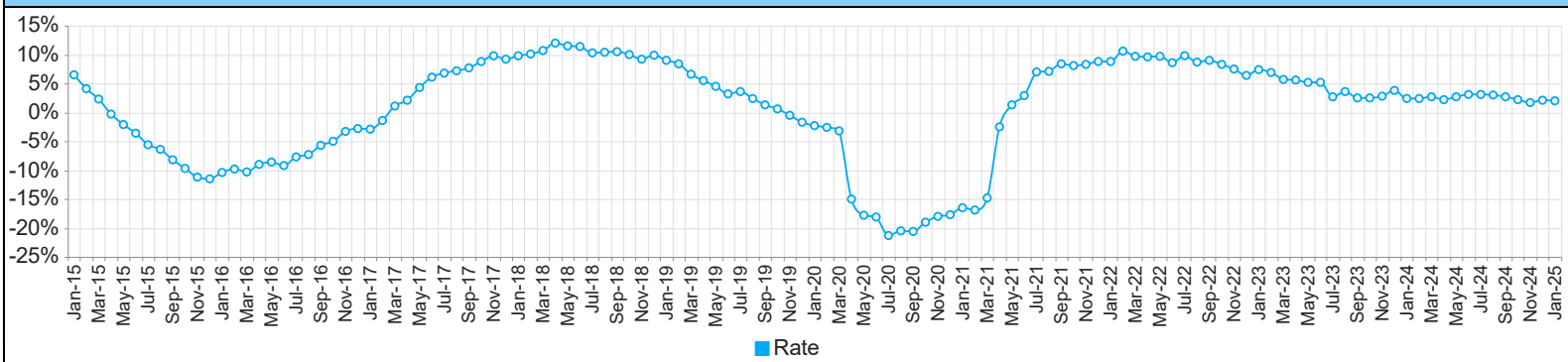
Industry Size Class



Wages by Industry (in millions) (3rd Quarter 2024)



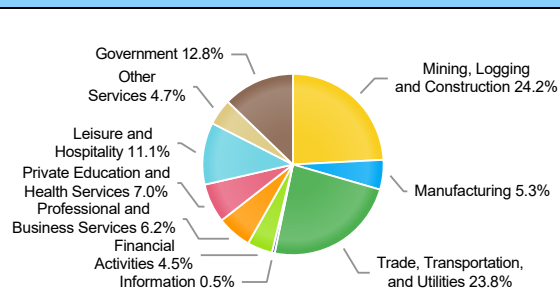
Annual Growth Rate Total Non-agricultural employment

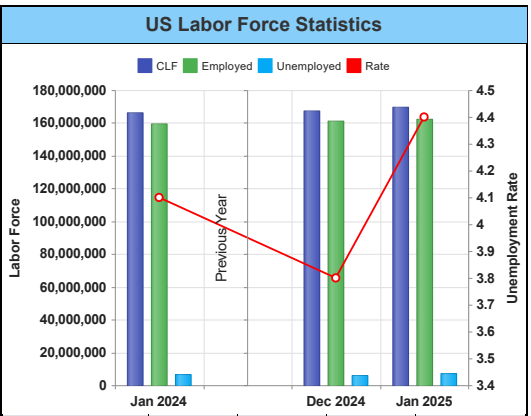
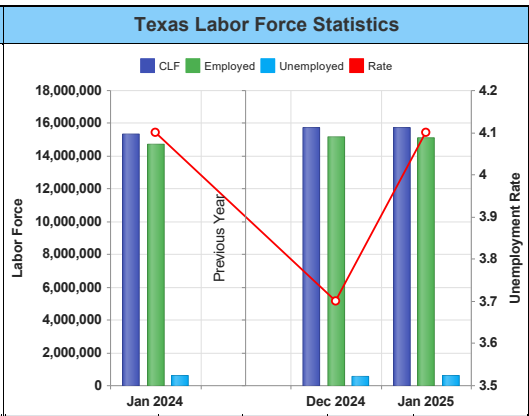
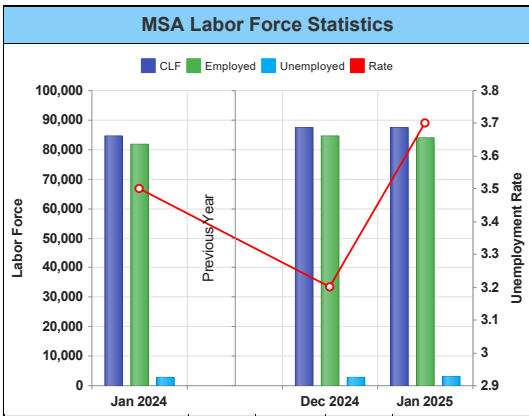


Employment by Industry (January 2025)

Industry	Current Month Employment	% Monthly Change	% Yearly Change
Total Nonfarm	82,900	-1.3%	2.0%
Mining, Logging and Construction	20,100	-0.5%	6.3%
Manufacturing	4,400	-2.2%	4.8%
Trade, Transportation, and Utilities	19,700	-2.5%	1.0%
Information	400	0.0%	0.0%
Financial Activities	3,700	0.0%	0.0%
Professional and Business Services	5,100	-1.9%	0.0%
Private Education and Health Services	5,800	0.0%	3.6%
Leisure and Hospitality	9,200	-2.1%	-2.1%
Other Services	3,900	0.0%	0.0%
Government	10,600	-0.9%	0.0%

Employment by Industry (January 2025)

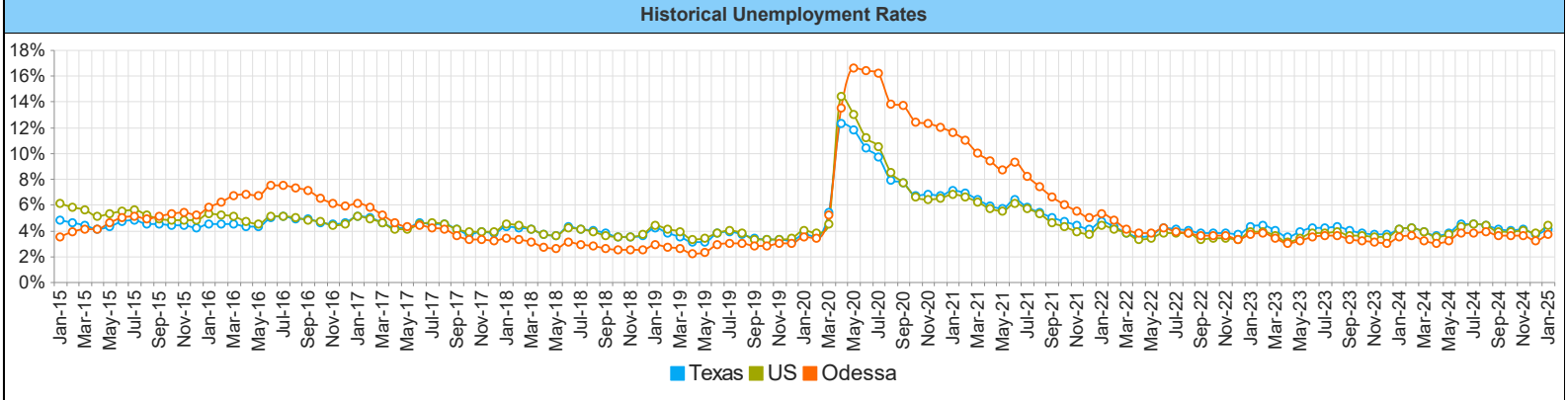




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Civilian Labor Force	87,351	87,350	84,712	2,639
Employed	84,138	84,513	81,776	2,362
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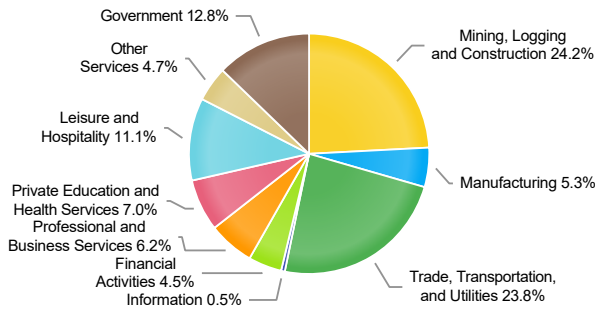
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Unemployed	7,467,000	6,452,000	6,778,000	689,000
Unemployment Rate	4.4%	3.8%	4.1%	0.3%



Months	MSA	Texas	US
Jan-25	3.7	4.1	4.4
Dec-24	3.2	3.7	3.8
Nov-24	3.6	4.1	4.0
Oct-24	3.6	4.0	3.9
Sep-24	3.6	4.1	3.9
Aug-24	3.9	4.4	4.4
Jul-24	3.8	4.5	4.5
Jun-24	3.8	4.5	4.3
May-24	3.2	3.8	3.7
Apr-24	3.0	3.6	3.5
Mar-24	3.2	3.9	3.9
Feb-24	3.6	4.2	4.2
Jan-24	3.5	4.1	4.1
Dec-23	3.0	3.7	3.5
Nov-23	3.1	3.7	3.5
Oct-23	3.2	3.8	3.6
Sep-23	3.3	4.0	3.6
Aug-23	3.6	4.3	3.9
Jul-23	3.6	4.2	3.8
Jun-23	3.5	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	3.6	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	3.8	3.6	3.4
Apr-22	3.8	3.5	3.3
Mar-22	4.1	3.8	3.8
Feb-22	4.8	4.3	4.1
Jan-22	5.3	4.7	4.4
Dec-21	5.0	4.1	3.7
Nov-21	5.5	4.4	3.9
Oct-21	6.0	4.7	4.3
Sep-21	6.6	5.0	4.6
Aug-21	7.4	5.4	5.3
Jul-21	8.2	5.8	5.7
Jun-21	9.3	6.4	6.1
May-21	8.7	5.7	5.5
Apr-21	9.4	5.9	5.7
Mar-21	10.0	6.4	6.2
Feb-21	11.0	6.9	6.6
Jan-21	11.6	7.1	6.8
Dec-20	12.0	6.7	6.5
Nov-20	12.3	6.8	6.4
Oct-20	12.4	6.7	6.6
Sep-20	13.7	7.7	7.7
Aug-20	13.8	7.9	8.5
Jul-20	16.2	9.7	10.5

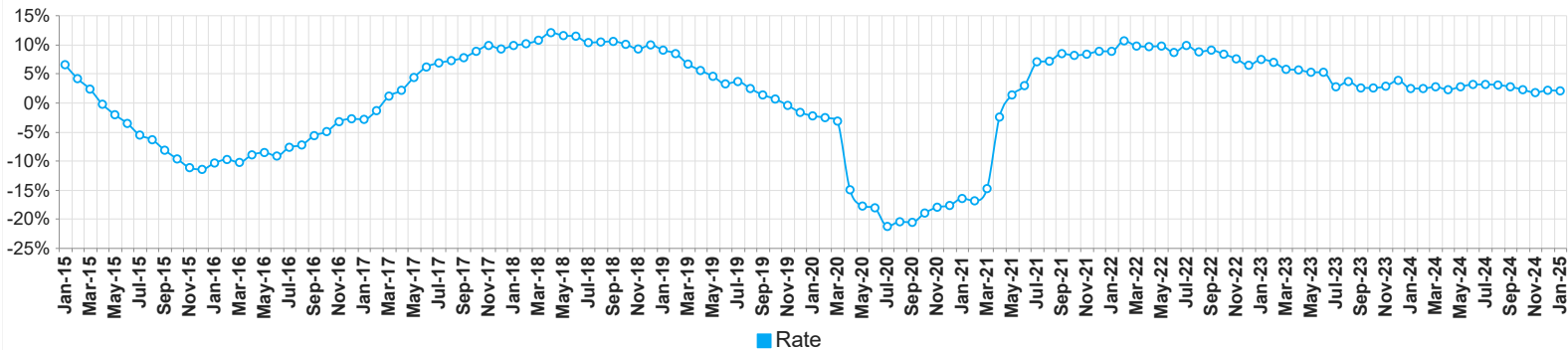
Months	MSA	Texas	US
Jun-20	16.4	10.4	11.2
May-20	16.6	11.8	13.0
Apr-20	13.5	12.3	14.4
Mar-20	5.2	5.4	4.5
Feb-20	3.4	3.5	3.8
Jan-20	3.5	3.7	4.0
Dec-19	3.0	3.2	3.4
Nov-19	3.0	3.3	3.3
Oct-19	2.8	3.3	3.3
Sep-19	2.8	3.4	3.3
Aug-19	3.0	3.7	3.8
Jul-19	3.0	3.9	4.0
Jun-19	2.9	3.8	3.8
May-19	2.3	3.1	3.4
Apr-19	2.2	3.1	3.3
Mar-19	2.6	3.5	3.9
Feb-19	2.7	3.8	4.1
Jan-19	2.9	4.2	4.4
Dec-18	2.5	3.6	3.7
Nov-18	2.5	3.5	3.5
Oct-18	2.5	3.5	3.5
Sep-18	2.6	3.8	3.6
Aug-18	2.8	4.0	3.9
Jul-18	2.9	4.1	4.1
Jun-18	3.1	4.3	4.2
May-18	2.6	3.6	3.6
Apr-18	2.7	3.7	3.7
Mar-18	3.1	4.1	4.1
Feb-18	3.3	4.2	4.4
Jan-18	3.4	4.3	4.5
Dec-17	3.2	3.8	3.9
Nov-17	3.3	3.9	3.9
Oct-17	3.3	3.7	3.9
Sep-17	3.6	4.1	4.1
Aug-17	4.1	4.5	4.5
Jul-17	4.2	4.5	4.6
Jun-17	4.4	4.6	4.5
May-17	4.3	4.2	4.1
Apr-17	4.6	4.2	4.1
Mar-17	5.2	4.6	4.6
Feb-17	5.8	5.0	4.9
Jan-17	6.1	5.1	5.1
Dec-16	5.9	4.6	4.5
Nov-16	6.1	4.5	4.4
Oct-16	6.5	4.6	4.7
Sep-16	7.1	4.9	4.8
Aug-16	7.3	4.9	5.0
Jul-16	7.5	5.1	5.1
Jun-16	7.5	5.0	5.1
May-16	6.7	4.3	4.5
Apr-16	6.8	4.3	4.7
Mar-16	6.7	4.5	5.1
Feb-16	6.2	4.5	5.2
Jan-16	5.8	4.5	5.3
Dec-15	5.2	4.2	4.8
Nov-15	5.4	4.4	4.8
Oct-15	5.3	4.4	4.8
Sep-15	5.1	4.5	4.9
Aug-15	4.9	4.5	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	3.9	4.6	5.8
Jan-15	3.5	4.8	6.1

Employment by Industry



Industry	Jan-25	Dec-24	Jan-24	Monthly Change	Monthly Percent Change	Yearly Change	Yearly Percent Change
Total Nonfarm	82,900	84,000	81,300	-1100	-1.3%	1600	2.0%
Mining, Logging and Construction	20,100	20,200	18,900	-100	-0.5%	1200	6.3%
Manufacturing	4,400	4,500	4,200	-100	-2.2%	200	4.8%
Trade, Transportation, and Utilities	19,700	20,200	19,500	-500	-2.5%	200	1.0%
Information	400	400	400	0	0.0%	0	0.0%
Financial Activities	3,700	3,700	3,700	0	0.0%	0	0.0%
Professional and Business Services	5,100	5,200	5,100	-100	-1.9%	0	0.0%
Private Education and Health Services	5,800	5,800	5,600	0	0.0%	200	3.6%
Leisure and Hospitality	9,200	9,400	9,400	-200	-2.1%	-200	-2.1%
Other Services	3,900	3,900	3,900	0	0.0%	0	0.0%
Government	10,600	10,700	10,600	-100	-0.9%	0	0.0%

Annual Growth Rate Total Non-agricultural employment

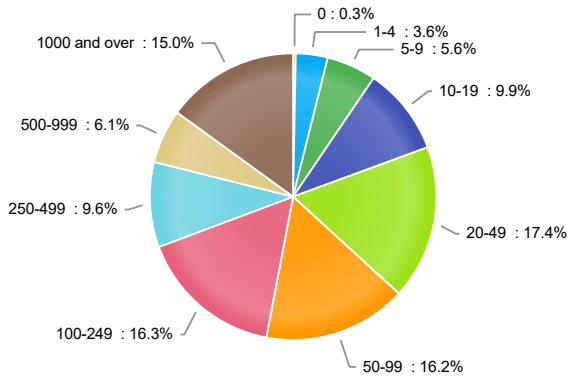


Annual Growth Rate Total Non-agricultural employment table

Month	Employment Count	Annual Growth Rate
Jan-25	82900	2%
Dec-24	84000	2.1%
Nov-24	83500	1.7%
Oct-24	83400	2.2%
Sep-24	83100	2.7%
Aug-24	82600	3%
Jul-24	82200	3.1%
Jun-24	83200	3.1%
May-24	83100	2.7%
Apr-24	82700	2.2%
Mar-24	82400	2.7%
Feb-24	82300	2.4%
Jan-24	81300	2.4%
Dec-23	82300	3.8%
Nov-23	82100	2.8%
Oct-23	81600	2.5%
Sep-23	80900	2.5%
Aug-23	80200	3.6%
Jul-23	79700	2.7%
Jun-23	80700	5.2%
May-23	80900	5.2%
Apr-23	80900	5.6%
Mar-23	80200	5.7%
Feb-23	80400	6.9%
Jan-23	79400	7.4%
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	77600	9.8%
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%

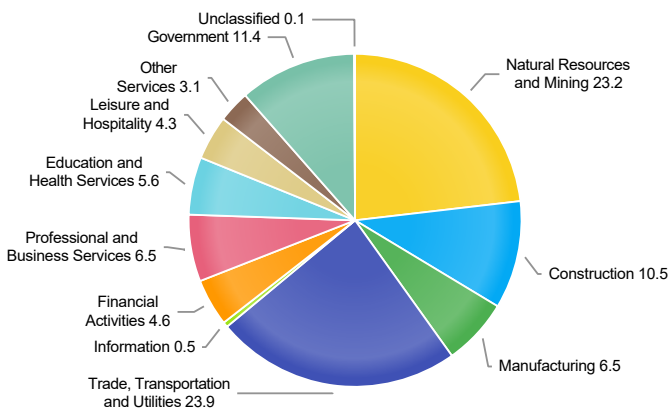
Month	Employment Count	Annual Growth Rate
Mar-20	81200	-3.2%
Feb-20	81800	-2.6%
Jan-20	81300	-2.3%
Dec-19	83200	-1.7%
Nov-19	83700	-0.5%
Oct-19	83900	0.6%
Sep-19	84100	1.3%
Aug-19	83700	2.4%
Jul-19	84000	3.6%
Jun-19	83800	3.2%
May-19	84200	4.5%
Apr-19	84400	5.5%
Mar-19	83900	6.6%
Feb-19	84000	8.4%
Jan-19	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%
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%

Industry size class



Employees Per Firm	Employment In Size Class	Percentage Of Total Employment
0	269	0.3%
1-4	2837	3.6%
5-9	4456	5.6%
10-19	7906	9.9%
20-49	13859	17.4%
50-99	12888	16.2%
100-249	12981	16.3%
250-499	7661	9.6%
500-999	4831	6.1%
1000 and over	11980	15.0%

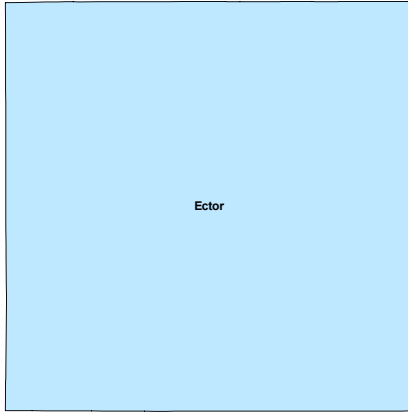
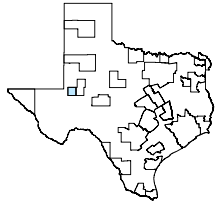
Wages by Industry (in millions) (3rd Quarter 2024)



Industry Title	Wages in millions (\$)
Natural Resources and Mining	339.16
Construction	153.11
Manufacturing	95.31
Trade, Transportation and Utilities	349.15
Information	7.79
Financial Activities	67.45
Professional and Business Services	94.67
Education and Health Services	81.39
Leisure and Hospitality	63.37
Other Services	44.68
Government	167.02
Unclassified	0.78

Odessa MSA

February 2025

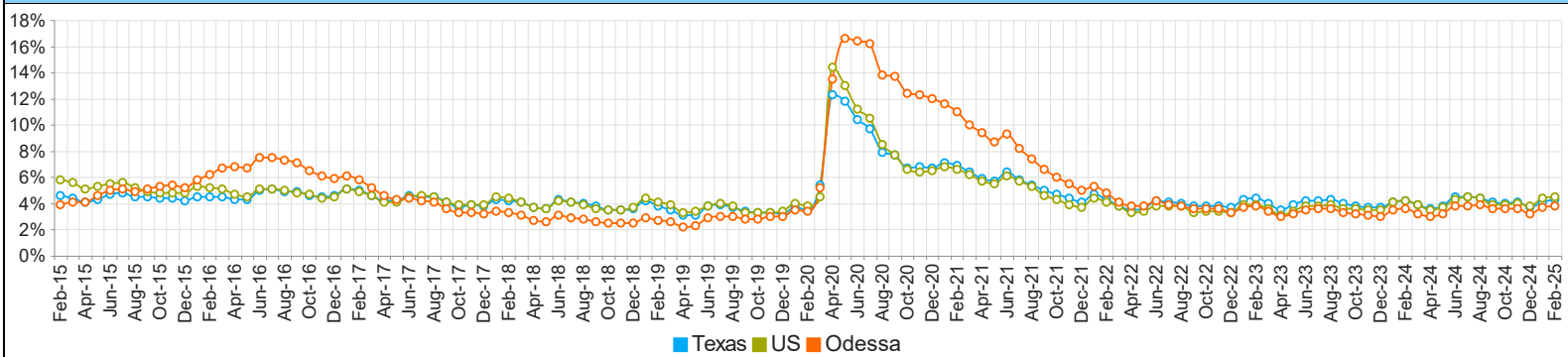


MSA Labor Force Statistics				
	Feb-25	Jan-25	Feb-24	Yearly Change
Civilian Labor Force	87,900	87,272	85,767	2,133
Employed	84,529	84,064	82,661	1,868
Unemployed	3,371	3,208	3,106	265
Unemployment Rate	3.8%	3.7%	3.6%	0.2%

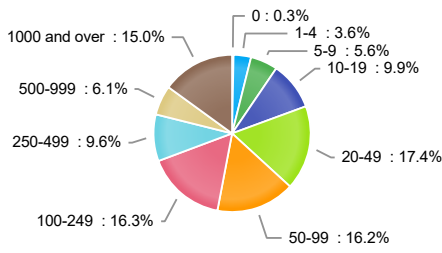
Texas Labor Force Statistics				
	Feb-25	Jan-25	Feb-24	Yearly Change
Civilian Labor Force	15,840,511	15,744,807	15,473,132	367,379
Employed	15,163,796	15,097,107	14,817,758	346,038
Unemployed	676,715	647,700	655,374	21,341
Unemployment Rate	4.3%	4.1%	4.2%	0.1%

US Labor Force Statistics				
	Feb-25	Jan-25	Feb-24	Yearly Change
Civilian Labor Force	170,116,000	169,814,000	167,285,000	2,831,000
Employed	162,544,000	162,347,000	160,315,000	2,229,000
Unemployed	7,572,000	7,467,000	6,970,000	602,000
Unemployment Rate	4.5%	4.4%	4.2%	0.3%

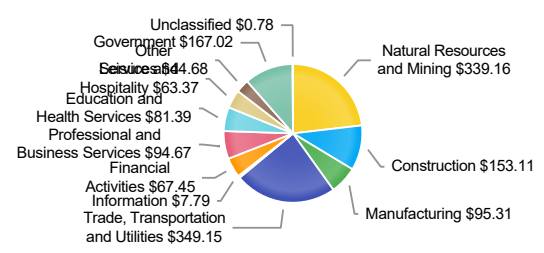
Historical Unemployment Rates



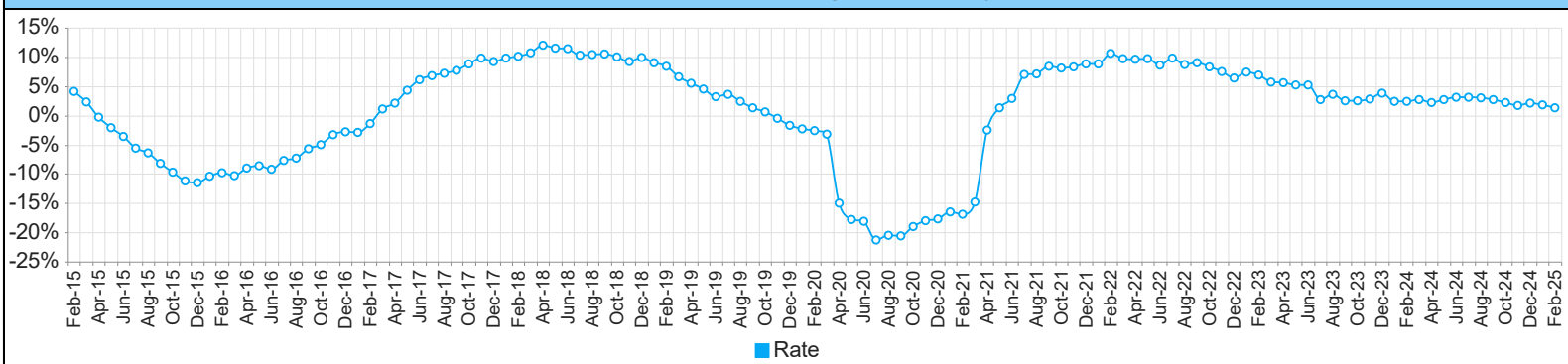
Industry Size Class



Wages by Industry (in millions) (3rd Quarter 2024)



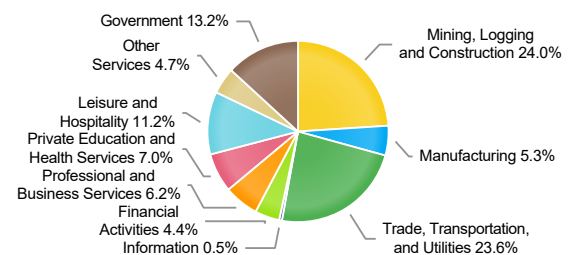
Annual Growth Rate Total Non-agricultural employment

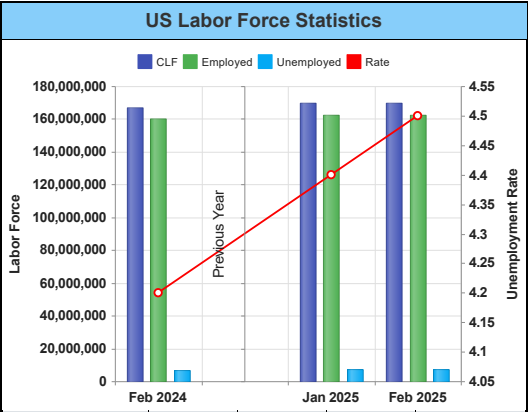
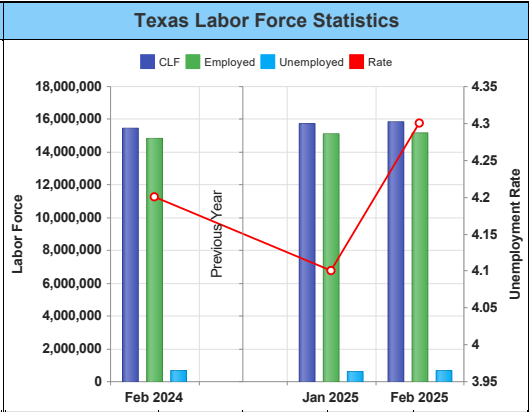
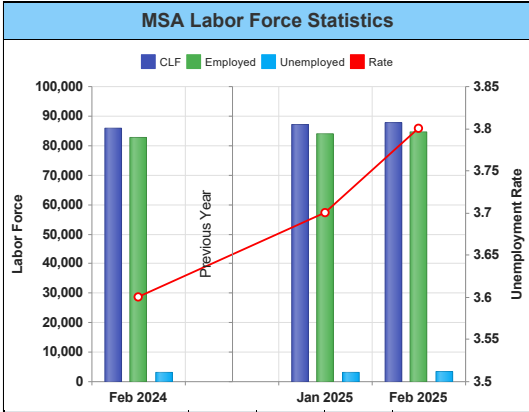


Employment by Industry (February 2025)

Industry	Current Month Employment	% Monthly Change	% Yearly Change
Total Nonfarm	83,400	0.7%	1.3%
Mining, Logging and Construction	20,000	-1.0%	3.6%
Manufacturing	4,400	0.0%	4.8%
Trade, Transportation, and Utilities	19,700	1.0%	0.5%
Information	400	0.0%	0.0%
Financial Activities	3,700	0.0%	0.0%
Professional and Business Services	5,200	2.0%	0.0%
Private Education and Health Services	5,800	0.0%	3.6%
Leisure and Hospitality	9,300	1.1%	-2.1%
Other Services	3,900	0.0%	0.0%
Government	11,000	3.8%	0.9%

Employment by Industry (February 2025)

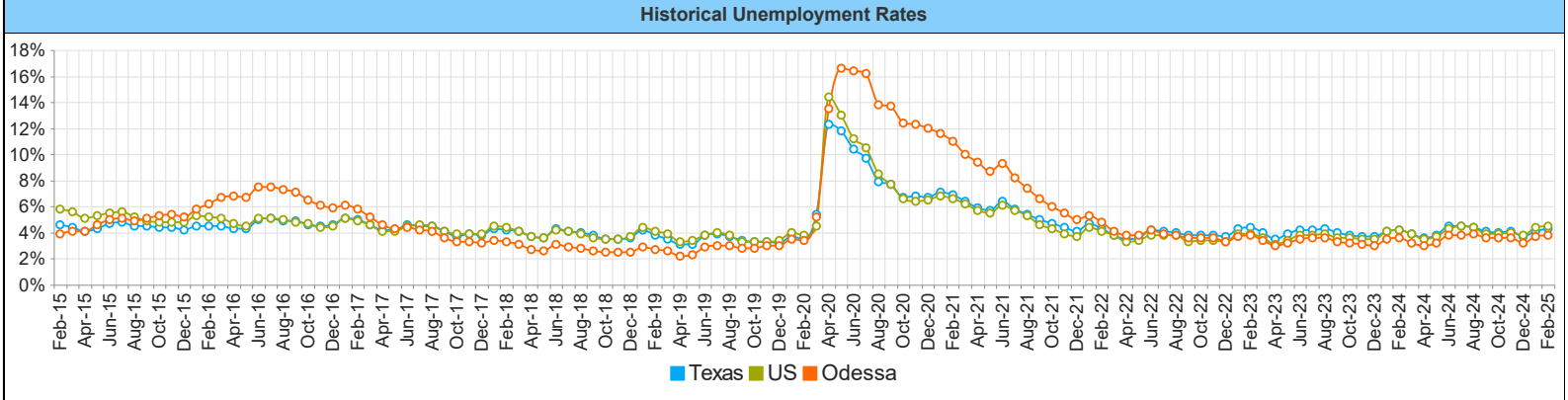




	Feb-25	Jan-25	Feb-24	Yearly Change
Civilian Labor Force	87,900	87,272	85,767	2,133
Employed	84,529	84,064	82,661	1,868
Unemployed	3,371	3,208	3,106	265
Unemployment Rate	3.8%	3.7%	3.6%	0.2%

	Feb-25	Jan-25	Feb-24	Yearly Change
Civilian Labor Force	15,840,511	15,744,807	15,473,132	367,379
Employed	15,163,796	15,097,107	14,817,758	346,038
Unemployed	676,715	647,700	655,374	21,341
Unemployment Rate	4.3%	4.1%	4.2%	0.1%

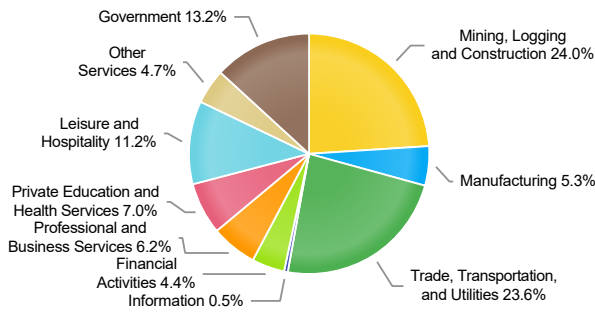
	Feb-25	Jan-25	Feb-24	Yearly Change
Civilian Labor Force	170,116,000	169,814,000	167,285,000	2,831,000
Employed	162,544,000	162,347,000	160,315,000	2,229,000
Unemployed	7,572,000	7,467,000	6,970,000	602,000
Unemployment Rate	4.5%	4.4%	4.2%	0.3%



Months	MSA	Texas	US
Feb-25	3.8	4.3	4.5
Jan-25	3.7	4.1	4.4
Dec-24	3.2	3.7	3.8
Nov-24	3.6	4.1	4.0
Oct-24	3.6	4.0	3.9
Sep-24	3.6	4.1	3.9
Aug-24	3.9	4.4	4.4
Jul-24	3.8	4.5	4.5
Jun-24	3.8	4.5	4.3
May-24	3.2	3.8	3.7
Apr-24	3.0	3.6	3.5
Mar-24	3.2	3.9	3.9
Feb-24	3.6	4.2	4.2
Jan-24	3.5	4.1	4.1
Dec-23	3.0	3.7	3.5
Nov-23	3.1	3.7	3.5
Oct-23	3.2	3.8	3.6
Sep-23	3.3	4.0	3.6
Aug-23	3.6	4.3	3.9
Jul-23	3.6	4.2	3.8
Jun-23	3.5	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	3.6	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	3.8	3.6	3.4
Apr-22	3.8	3.5	3.3
Mar-22	4.1	3.8	3.8
Feb-22	4.8	4.3	4.1
Jan-22	5.3	4.7	4.4
Dec-21	5.0	4.1	3.7
Nov-21	5.5	4.4	3.9
Oct-21	6.0	4.7	4.3
Sep-21	6.6	5.0	4.6
Aug-21	7.4	5.4	5.3
Jul-21	8.2	5.8	5.7
Jun-21	9.3	6.4	6.1
May-21	8.7	5.7	5.5
Apr-21	9.4	5.9	5.7
Mar-21	10.0	6.4	6.2
Feb-21	11.0	6.9	6.6
Jan-21	11.6	7.1	6.8
Dec-20	12.0	6.7	6.5
Nov-20	12.3	6.8	6.4
Oct-20	12.4	6.7	6.6
Sep-20	13.7	7.7	7.7
Aug-20	13.8	7.9	8.5

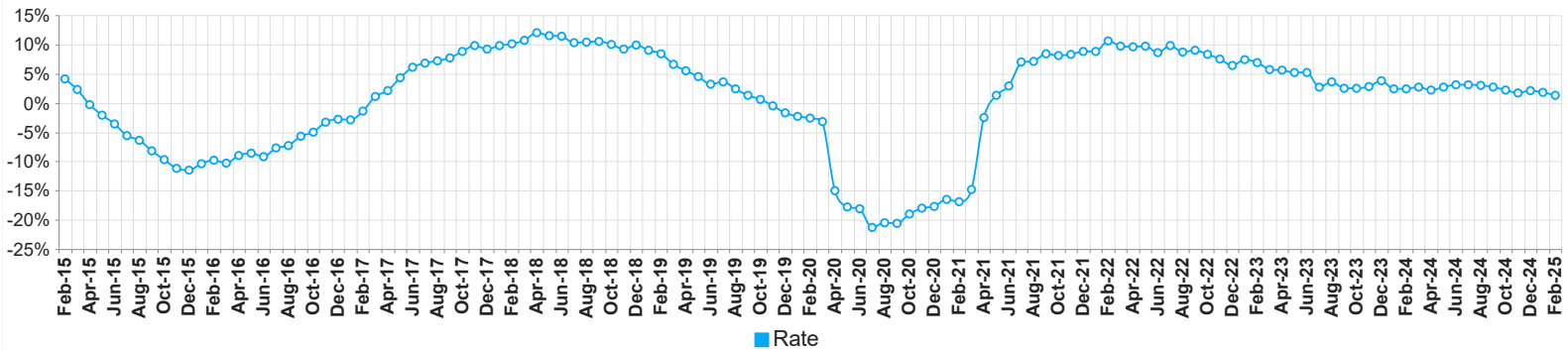
Months	MSA	Texas	US
Jul-20	16.2	9.7	10.5
Jun-20	16.4	10.4	11.2
May-20	16.6	11.8	13.0
Apr-20	13.5	12.3	14.4
Mar-20	5.2	5.4	4.5
Feb-20	3.4	3.5	3.8
Jan-20	3.5	3.7	4.0
Dec-19	3.0	3.2	3.4
Nov-19	3.0	3.3	3.3
Oct-19	2.8	3.3	3.3
Sep-19	2.8	3.4	3.3
Aug-19	3.0	3.7	3.8
Jul-19	3.0	3.9	4.0
Jun-19	2.9	3.8	3.8
May-19	2.3	3.1	3.4
Apr-19	2.2	3.1	3.3
Mar-19	2.6	3.5	3.9
Feb-19	2.7	3.8	4.1
Jan-19	2.9	4.2	4.4
Dec-18	2.5	3.6	3.7
Nov-18	2.5	3.5	3.5
Oct-18	2.5	3.5	3.5
Sep-18	2.6	3.8	3.6
Aug-18	2.8	4.0	3.9
Jul-18	2.9	4.1	4.1
Jun-18	3.1	4.3	4.2
May-18	2.6	3.6	3.6
Apr-18	2.7	3.7	3.7
Mar-18	3.1	4.1	4.1
Feb-18	3.3	4.2	4.4
Jan-18	3.4	4.3	4.5
Dec-17	3.2	3.8	3.9
Nov-17	3.3	3.9	3.9
Oct-17	3.3	3.7	3.9
Sep-17	3.6	4.1	4.1
Aug-17	4.1	4.5	4.5
Jul-17	4.2	4.5	4.6
Jun-17	4.4	4.6	4.5
May-17	4.3	4.2	4.1
Apr-17	4.6	4.2	4.1
Mar-17	5.2	4.6	4.6
Feb-17	5.8	5.0	4.9
Jan-17	6.1	5.1	5.1
Dec-16	5.9	4.6	4.5
Nov-16	6.1	4.5	4.4
Oct-16	6.5	4.6	4.7
Sep-16	7.1	4.9	4.8
Aug-16	7.3	4.9	5.0
Jul-16	7.5	5.1	5.1
Jun-16	7.5	5.0	5.1
May-16	6.7	4.3	4.5
Apr-16	6.8	4.3	4.7
Mar-16	6.7	4.5	5.1
Feb-16	6.2	4.5	5.2
Jan-16	5.8	4.5	5.3
Dec-15	5.2	4.2	4.8
Nov-15	5.4	4.4	4.8
Oct-15	5.3	4.4	4.8
Sep-15	5.1	4.5	4.9
Aug-15	4.9	4.5	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	3.9	4.6	5.8

Employment by Industry



Industry	Feb-25	Jan-25	Feb-24	Monthly Change	Monthly Percent Change	Yearly Change	Yearly Percent Change
Total Nonfarm	83,400	82,800	82,300	600	0.7%	1,100	1.3%
Mining, Logging and Construction	20,000	20,200	19,300	-200	-1.0%	700	3.6%
Manufacturing	4,400	4,400	4,200	0	0.0%	200	4.8%
Trade, Transportation, and Utilities	19,700	19,500	19,600	200	1.0%	100	0.5%
Information	400	400	400	0	0.0%	0	0.0%
Financial Activities	3,700	3,700	3,700	0	0.0%	0	0.0%
Professional and Business Services	5,200	5,100	5,200	100	2.0%	0	0.0%
Private Education and Health Services	5,800	5,800	5,600	0	0.0%	200	3.6%
Leisure and Hospitality	9,300	9,200	9,500	100	1.1%	-200	-2.1%
Other Services	3,900	3,900	3,900	0	0.0%	0	0.0%
Government	11,000	10,600	10,900	400	3.8%	100	0.9%

Annual Growth Rate Total Non-agricultural employment

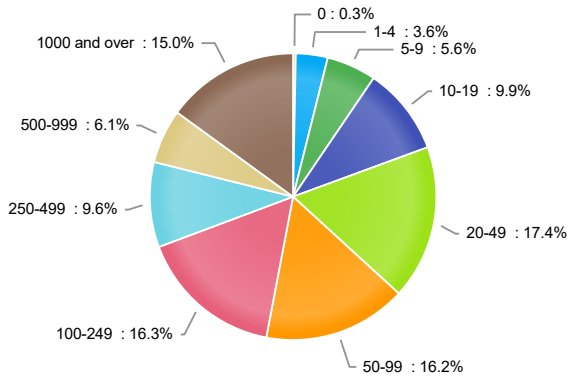


Annual Growth Rate Total Non-agricultural employment table

Month	Employment Count	Annual Growth Rate
Feb-25	83400	1.3%
Jan-25	82800	1.8%
Dec-24	84000	2.1%
Nov-24	83500	1.7%
Oct-24	83400	2.2%
Sep-24	83100	2.7%
Aug-24	82600	3%
Jul-24	82200	3.1%
Jun-24	83200	3.1%
May-24	83100	2.7%
Apr-24	82700	2.2%
Mar-24	82400	2.7%
Feb-24	82300	2.4%
Jan-24	81300	2.4%
Dec-23	82300	3.8%
Nov-23	82100	2.8%
Oct-23	81600	2.5%
Sep-23	80900	2.5%
Aug-23	80200	3.6%
Jul-23	79700	2.7%
Jun-23	80700	5.2%
May-23	80900	5.2%
Apr-23	80900	5.6%
Mar-23	80200	5.7%
Feb-23	80400	6.9%
Jan-23	79400	7.4%
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	77600	9.8%
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%

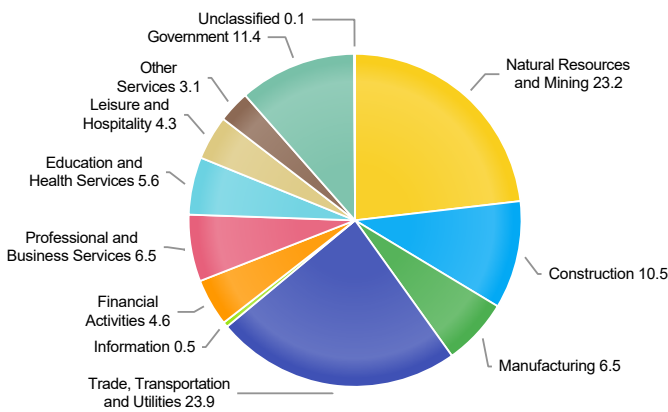
Month	Employment Count	Annual Growth Rate
Apr-20	71700	-15%
Mar-20	81200	-3.2%
Feb-20	81800	-2.6%
Jan-20	81300	-2.3%
Dec-19	83200	-1.7%
Nov-19	83700	-0.5%
Oct-19	83900	0.6%
Sep-19	84100	1.3%
Aug-19	83700	2.4%
Jul-19	84000	3.6%
Jun-19	83800	3.2%
May-19	84200	4.5%
Apr-19	84400	5.5%
Mar-19	83900	6.6%
Feb-19	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%
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%

Industry size class



Employees Per Firm	Employment In Size Class	Percentage Of Total Employment
0	269	0.3%
1-4	2837	3.6%
5-9	4456	5.6%
10-19	7906	9.9%
20-49	13859	17.4%
50-99	12888	16.2%
100-249	12981	16.3%
250-499	7661	9.6%
500-999	4831	6.1%
1000 and over	11980	15.0%

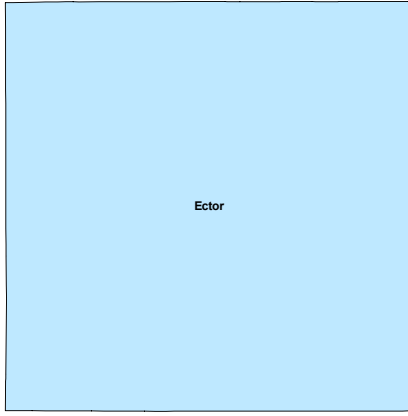
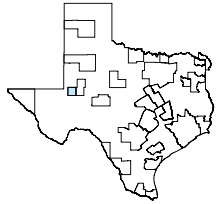
Wages by Industry (in millions) (3rd Quarter 2024)



Industry Title	Wages in millions (\$)
Natural Resources and Mining	339.16
Construction	153.11
Manufacturing	95.31
Trade, Transportation and Utilities	349.15
Information	7.79
Financial Activities	67.45
Professional and Business Services	94.67
Education and Health Services	81.39
Leisure and Hospitality	63.37
Other Services	44.68
Government	167.02
Unclassified	0.78

Odessa MSA

March 2025

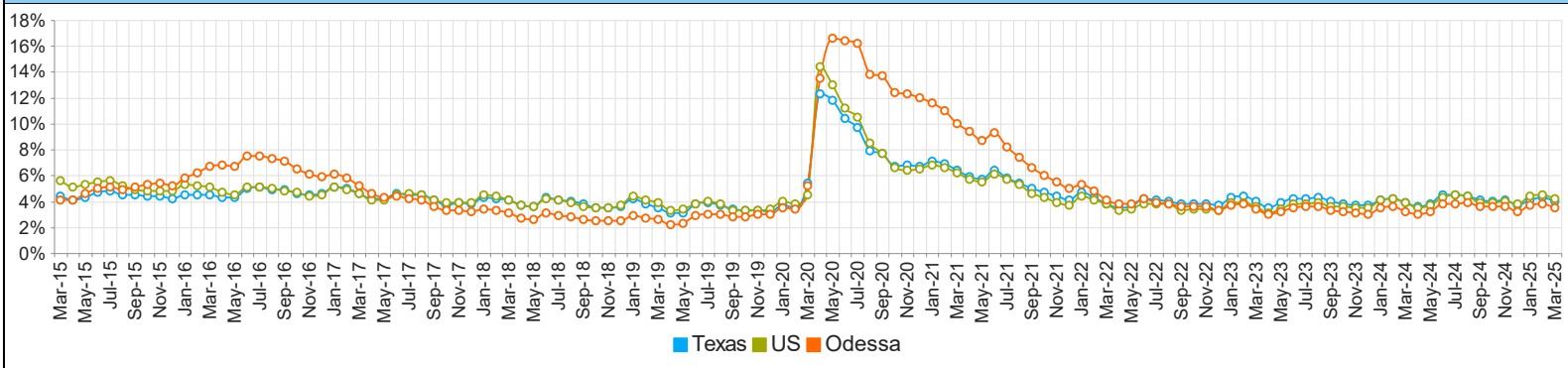


MSA Labor Force Statistics				
	Mar-25	Feb-25	Mar-24	Yearly Change
Civilian Labor Force	87,819	88,025	85,846	1,973
Employed	84,763	84,655	83,085	1,678
Unemployed	3,056	3,370	2,761	295
Unemployment Rate	3.5%	3.8%	3.2%	0.3%

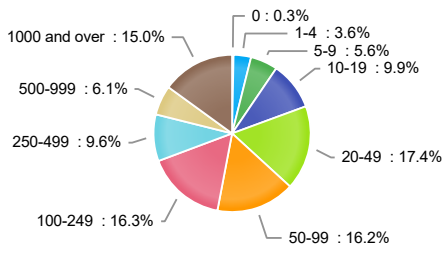
Texas Labor Force Statistics				
	Mar-25	Feb-25	Mar-24	Yearly Change
Civilian Labor Force	15,807,696	15,839,371	15,512,671	295,025
Employed	15,177,754	15,162,847	14,903,001	274,753
Unemployed	629,942	676,524	609,670	20,272
Unemployment Rate	4.0%	4.3%	3.9%	0.1%

US Labor Force Statistics				
	Mar-25	Feb-25	Mar-24	Yearly Change
Civilian Labor Force	170,653,000	170,116,000	167,960,000	2,693,000
Employed	163,412,000	162,544,000	161,356,000	2,056,000
Unemployed	7,242,000	7,572,000	6,604,000	638,000
Unemployment Rate	4.2%	4.5%	3.9%	0.3%

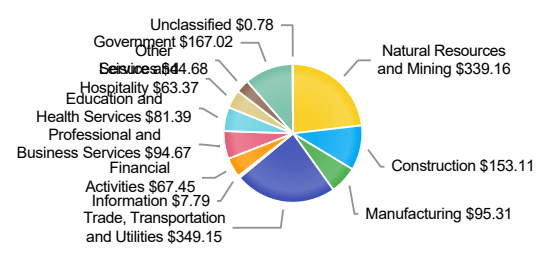
Historical Unemployment Rates



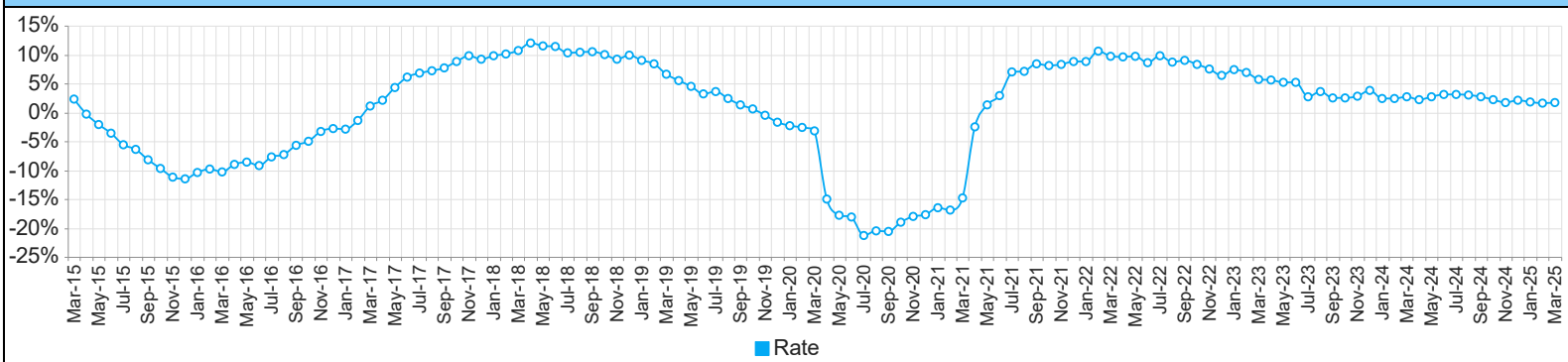
Industry Size Class



Wages by Industry (in millions) (3rd Quarter 2024)



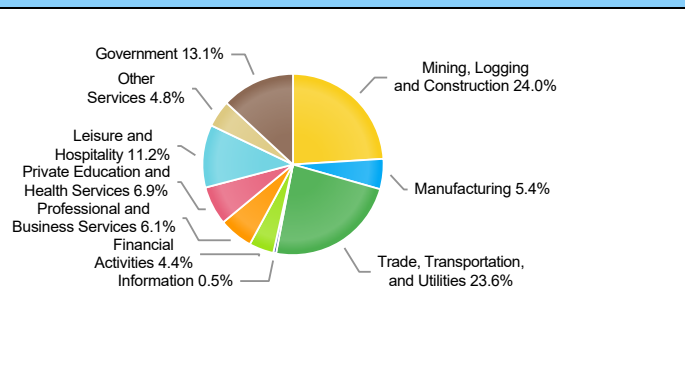
Annual Growth Rate Total Non-agricultural employment

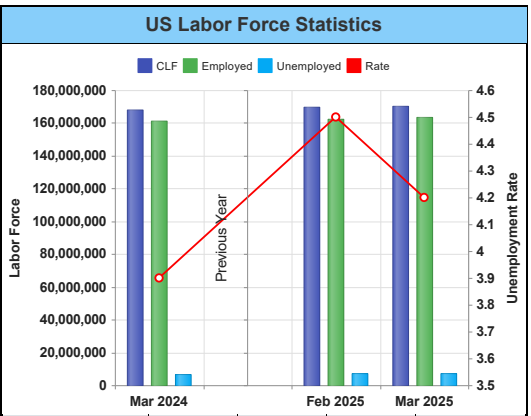
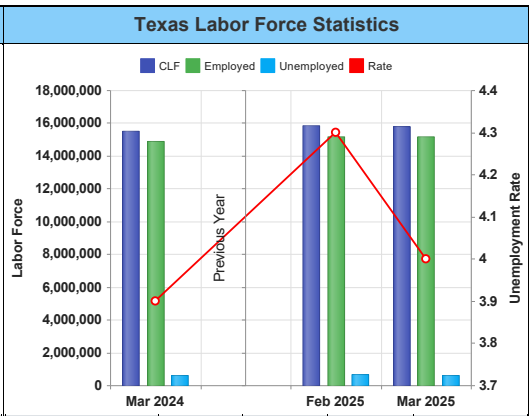
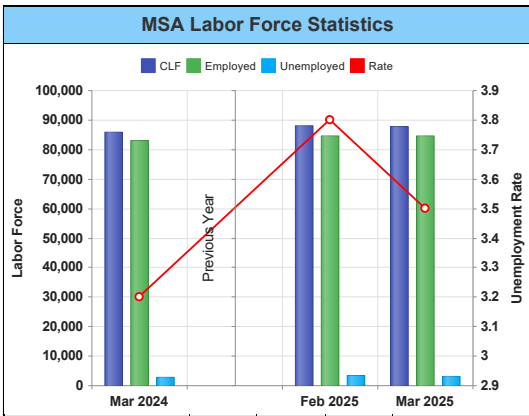


Employment by Industry (March 2025)

Industry	Current Month Employment	% Monthly Change	% Yearly Change
Total Nonfarm	83,800	0.2%	1.7%
Mining, Logging and Construction	20,100	0.0%	3.6%
Manufacturing	4,500	2.3%	4.7%
Trade, Transportation, and Utilities	19,800	0.5%	1.5%
Information	400	0.0%	0.0%
Financial Activities	3,700	0.0%	0.0%
Professional and Business Services	5,100	-1.9%	-3.8%
Private Education and Health Services	5,800	0.0%	5.5%
Leisure and Hospitality	9,400	0.0%	-1.1%
Other Services	4,000	2.6%	2.6%
Government	11,000	0.0%	0.9%

Employment by Industry (March 2025)

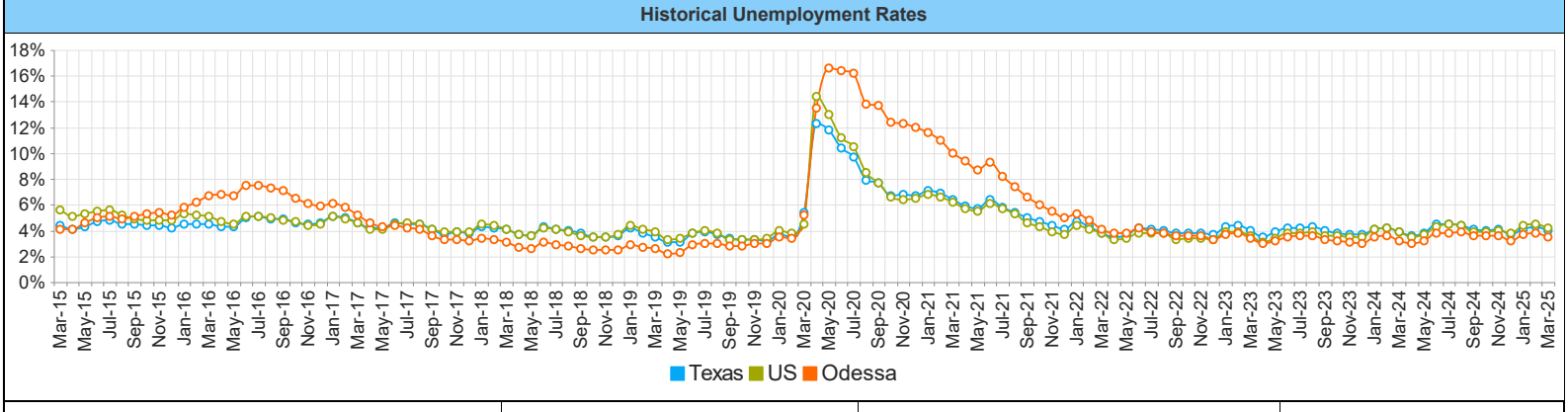




	Mar-25	Feb-25	Mar-24	Yearly Change
Civilian Labor Force	87,819	88,025	85,846	1,973
Employed	84,763	84,655	83,085	1,678
Unemployed	3,056	3,370	2,761	295
Unemployment Rate	3.5%	3.8%	3.2%	0.3%

	Mar-25	Feb-25	Mar-24	Yearly Change
Civilian Labor Force	15,807,696	15,839,371	15,512,671	295,025
Employed	15,177,754	15,162,847	14,903,001	274,753
Unemployed	629,942	676,524	609,670	20,272
Unemployment Rate	4.0%	4.3%	3.9%	0.1%

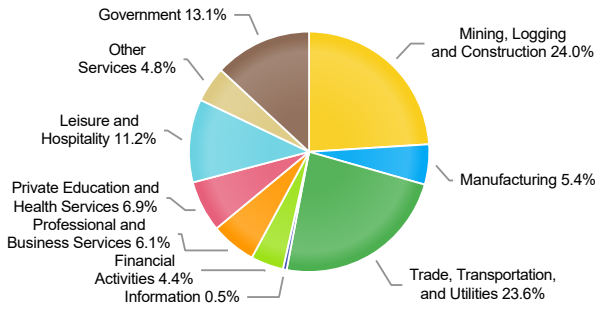
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Unemployment Rate	4.2%	4.5%	3.9%	0.3%



Months	MSA	Texas	US
Mar-25	3.5	4.0	4.2
Feb-25	3.8	4.3	4.5
Jan-25	3.7	4.1	4.4
Dec-24	3.2	3.7	3.8
Nov-24	3.6	4.1	4.0
Oct-24	3.6	4.0	3.9
Sep-24	3.6	4.1	3.9
Aug-24	3.9	4.4	4.4
Jul-24	3.8	4.5	4.5
Jun-24	3.8	4.5	4.3
May-24	3.2	3.8	3.7
Apr-24	3.0	3.6	3.5
Mar-24	3.2	3.9	3.9
Feb-24	3.6	4.2	4.2
Jan-24	3.5	4.1	4.1
Dec-23	3.0	3.7	3.5
Nov-23	3.1	3.7	3.5
Oct-23	3.2	3.8	3.6
Sep-23	3.3	4.0	3.6
Aug-23	3.6	4.3	3.9
Jul-23	3.6	4.2	3.8
Jun-23	3.5	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	3.6	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	3.8	3.6	3.4
Apr-22	3.8	3.5	3.3
Mar-22	4.1	3.8	3.8
Feb-22	4.8	4.3	4.1
Jan-22	5.3	4.7	4.4
Dec-21	5.0	4.1	3.7
Nov-21	5.5	4.4	3.9
Oct-21	6.0	4.7	4.3
Sep-21	6.6	5.0	4.6
Aug-21	7.4	5.4	5.3
Jul-21	8.2	5.8	5.7
Jun-21	9.3	6.4	6.1
May-21	8.7	5.7	5.5
Apr-21	9.4	5.9	5.7
Mar-21	10.0	6.4	6.2
Feb-21	11.0	6.9	6.8
Jan-21	11.6	7.1	6.8
Dec-20	12.0	6.7	6.5
Nov-20	12.3	6.8	6.4
Oct-20	12.4	6.7	6.6
Sep-20	13.7	6.7	7.7

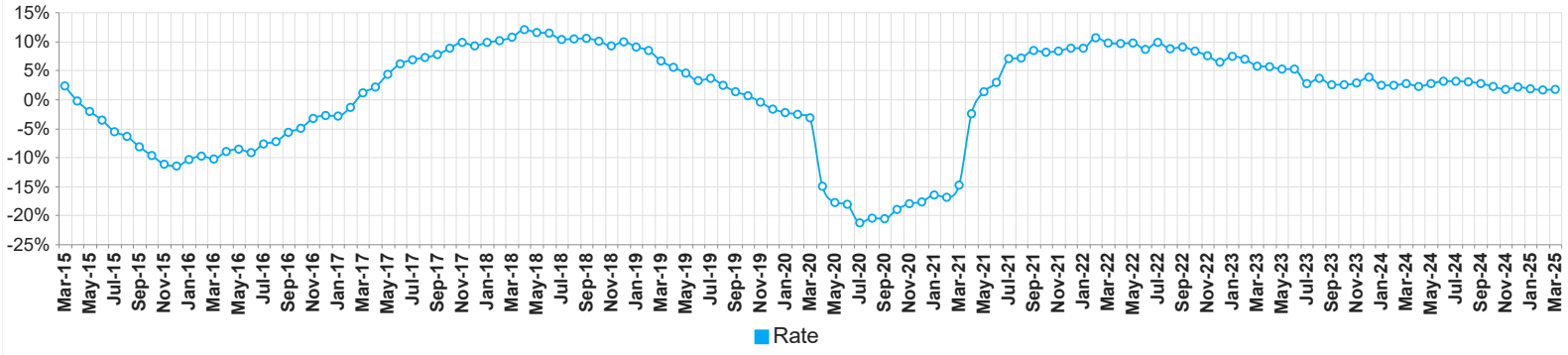
Months	MSA	Texas	US
Aug-20	13.8	7.9	8.5
Jul-20	16.2	9.7	10.5
Jun-20	16.4	10.4	11.2
May-20	16.6	11.8	13.0
Apr-20	13.5	12.3	14.4
Mar-20	5.2	5.4	4.5
Feb-20	3.4	3.5	3.8
Jan-20	3.5	3.7	4.0
Dec-19	3.0	3.2	3.4
Nov-19	3.0	3.3	3.3
Oct-19	2.8	3.3	3.3
Sep-19	2.8	3.4	3.3
Aug-19	3.0	3.7	3.8
Jul-19	3.0	3.9	4.0
Jun-19	2.9	3.8	3.8
May-19	2.3	3.1	3.4
Apr-19	2.2	3.1	3.3
Mar-19	2.6	3.5	3.9
Feb-19	2.7	3.8	4.1
Jan-19	2.9	4.2	4.4
Dec-18	2.5	3.6	3.7
Nov-18	2.5	3.5	3.5
Oct-18	2.5	3.5	3.5
Sep-18	2.6	3.8	3.6
Aug-18	2.8	4.0	3.9
Jul-18	2.9	4.1	4.1
Jun-18	3.1	4.3	4.2
May-18	2.6	3.6	3.6
Apr-18	2.7	3.7	3.7
Mar-18	3.1	4.1	4.1
Feb-18	3.3	4.2	4.4
Jan-18	3.4	4.3	4.5
Dec-17	3.2	3.8	3.9
Nov-17	3.3	3.9	3.9
Oct-17	3.3	3.7	3.9
Sep-17	3.6	4.1	4.1
Aug-17	4.1	4.5	4.5
Jul-17	4.2	4.5	4.6
Jun-17	4.4	4.6	4.5
May-17	4.3	4.2	4.1
Apr-17	4.6	4.2	4.1
Mar-17	5.2	4.6	4.6
Feb-17	5.8	5.0	4.9
Jan-17	6.1	5.1	5.1
Dec-16	5.9	4.6	4.5
Nov-16	6.1	4.5	4.4
Oct-16	6.5	4.6	4.7
Sep-16	7.1	4.9	4.8
Aug-16	7.3	4.9	5.0
Jul-16	7.5	5.1	5.1
Jun-16	7.5	5.0	5.1
May-16	6.7	4.3	4.5
Apr-16	6.8	4.3	4.7
Mar-16	6.7	4.5	5.1
Feb-16	6.2	4.5	5.2
Jan-16	5.8	4.5	5.3
Dec-15	5.2	4.2	4.8
Nov-15	5.4	4.4	4.8
Oct-15	5.3	4.4	4.8
Sep-15	5.1	4.5	4.9
Aug-15	4.9	4.5	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

Employment by Industry



Industry	Mar-25	Feb-25	Mar-24	Monthly Change	Monthly Percent Change	Yearly Change	Yearly Percent Change
Total Nonfarm	83,800	83,600	82,400	200	0.2%	1400	1.7%
Mining, Logging and Construction	20,100	20,100	19,400	0	0.0%	700	3.6%
Manufacturing	4,500	4,400	4,300	100	2.3%	200	4.7%
Trade, Transportation, and Utilities	19,800	19,700	19,500	100	0.5%	300	1.5%
Information	400	400	400	0	0.0%	0	0.0%
Financial Activities	3,700	3,700	3,700	0	0.0%	0	0.0%
Professional and Business Services	5,100	5,200	5,300	-100	-1.9%	-200	-3.8%
Private Education and Health Services	5,800	5,800	5,500	0	0.0%	300	5.5%
Leisure and Hospitality	9,400	9,400	9,500	0	0.0%	-100	-1.1%
Other Services	4,000	3,900	3,900	100	2.6%	100	2.6%
Government	11,000	11,000	10,900	0	0.0%	100	0.9%

Annual Growth Rate Total Non-agricultural employment

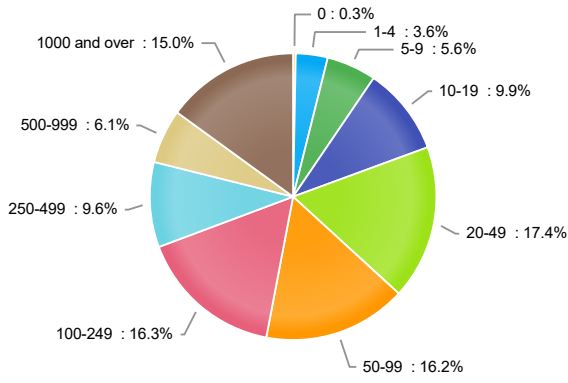


Annual Growth Rate Total Non-agricultural employment table

Month	Employment Count	Annual Growth Rate
Mar-25	83800	1.7%
Feb-25	83600	1.6%
Jan-25	82800	1.8%
Dec-24	84000	2.1%
Nov-24	83500	1.7%
Oct-24	83400	2.2%
Sep-24	83100	2.7%
Aug-24	82600	3%
Jul-24	82200	3.1%
Jun-24	83200	3.1%
May-24	83100	2.7%
Apr-24	82700	2.2%
Mar-24	82400	2.7%
Feb-24	82300	2.4%
Jan-24	81300	2.4%
Dec-23	82300	3.8%
Nov-23	82100	2.8%
Oct-23	81600	2.5%
Sep-23	80900	2.5%
Aug-23	80200	3.6%
Jul-23	79700	2.7%
Jun-23	80700	5.2%
May-23	80900	5.2%
Apr-23	80900	5.6%
Mar-23	80200	5.7%
Feb-23	80400	6.9%
Jan-23	79400	7.4%
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	77600	9.8%
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%

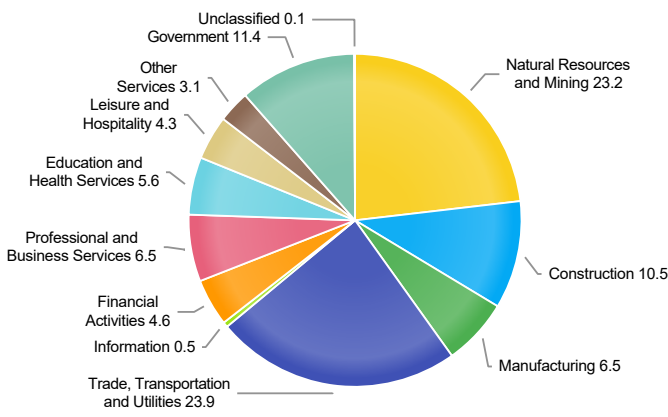
Month	Employment Count	Annual Growth Rate
May-20	69200	-17.8%
Apr-20	71700	-15%
Mar-20	81200	-3.2%
Feb-20	81800	-2.6%
Jan-20	81300	-2.3%
Dec-19	83200	-1.7%
Nov-19	83700	-0.5%
Oct-19	83900	0.6%
Sep-19	84100	1.3%
Aug-19	83700	2.4%
Jul-19	84000	3.6%
Jun-19	83800	3.2%
May-19	84200	4.5%
Apr-19	84400	5.5%
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%
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%

Industry size class



Employees Per Firm	Employment In Size Class	Percentage Of Total Employment
0	269	0.3%
1-4	2837	3.6%
5-9	4456	5.6%
10-19	7906	9.9%
20-49	13859	17.4%
50-99	12888	16.2%
100-249	12981	16.3%
250-499	7661	9.6%
500-999	4831	6.1%
1000 and over	11980	15.0%

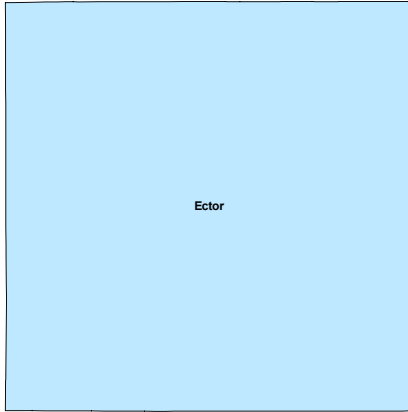
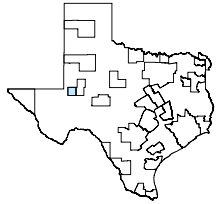
Wages by Industry (in millions) (3rd Quarter 2024)



Industry Title	Wages in millions (\$)
Natural Resources and Mining	339.16
Construction	153.11
Manufacturing	95.31
Trade, Transportation and Utilities	349.15
Information	7.79
Financial Activities	67.45
Professional and Business Services	94.67
Education and Health Services	81.39
Leisure and Hospitality	63.37
Other Services	44.68
Government	167.02
Unclassified	0.78

Odessa MSA

April 2025

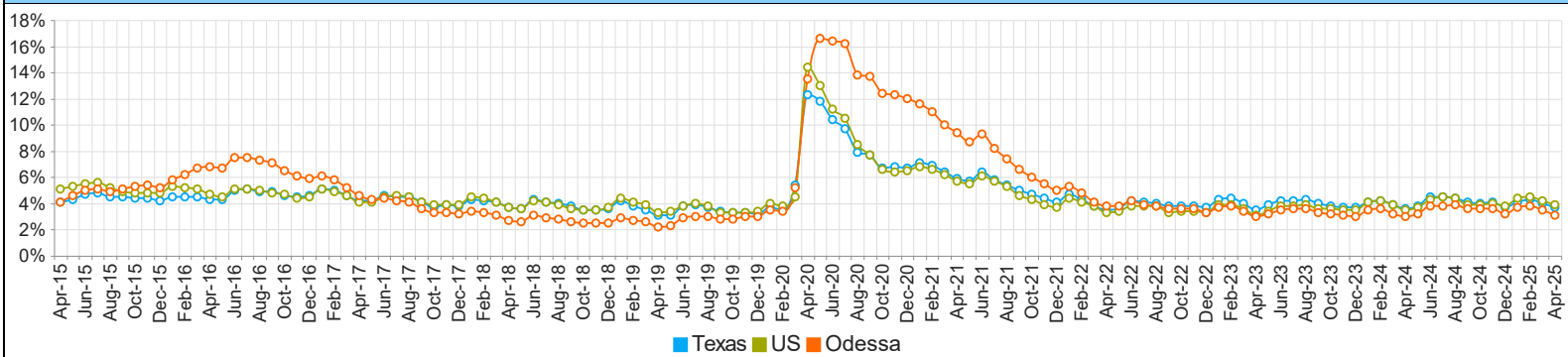


MSA Labor Force Statistics				
	Apr-25	Mar-25	Apr-24	Yearly Change
Civilian Labor Force	88,526	88,005	86,101	2,425
Employed	85,758	84,949	83,555	2,203
Unemployed	2,768	3,056	2,546	222
Unemployment Rate	3.1%	3.5%	3.0%	0.1%

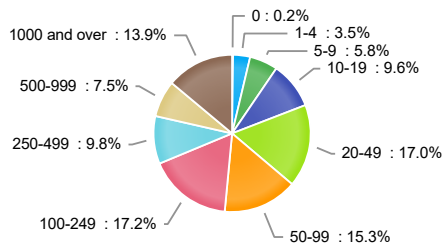
Texas Labor Force Statistics				
	Apr-25	Mar-25	Apr-24	Yearly Change
Civilian Labor Force	15,922,661	15,807,722	15,523,969	398,692
Employed	15,334,972	15,178,048	14,972,359	362,613
Unemployed	587,689	629,674	551,610	36,079
Unemployment Rate	3.7%	4.0%	3.6%	0.1%

US Labor Force Statistics				
	Apr-25	Mar-25	Apr-24	Yearly Change
Civilian Labor Force	170,622,000	170,653,000	167,484,000	3,138,000
Employed	164,043,000	163,412,000	161,590,000	2,453,000
Unemployed	6,580,000	7,242,000	5,894,000	686,000
Unemployment Rate	3.9%	4.2%	3.5%	0.4%

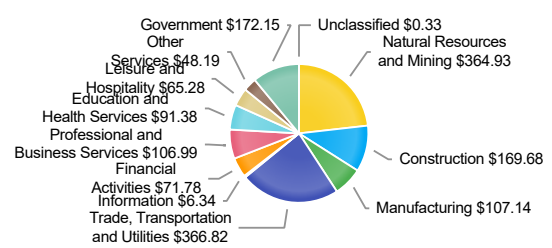
Historical Unemployment Rates



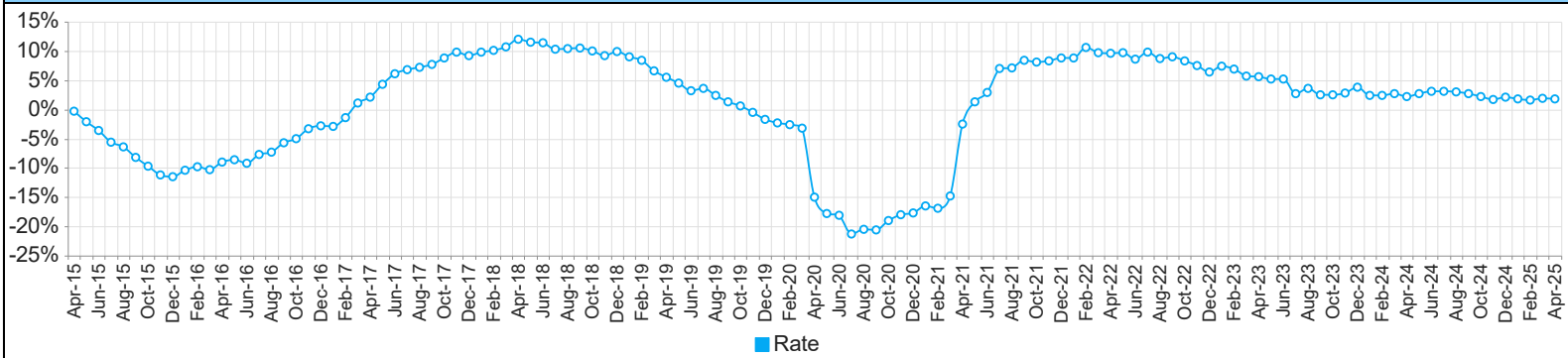
Industry Size Class



Wages by Industry (in millions) (4th Quarter 2024)



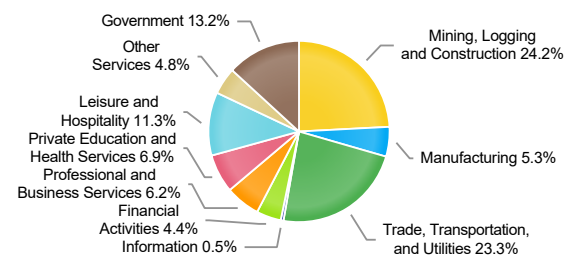
Annual Growth Rate Total Non-agricultural employment

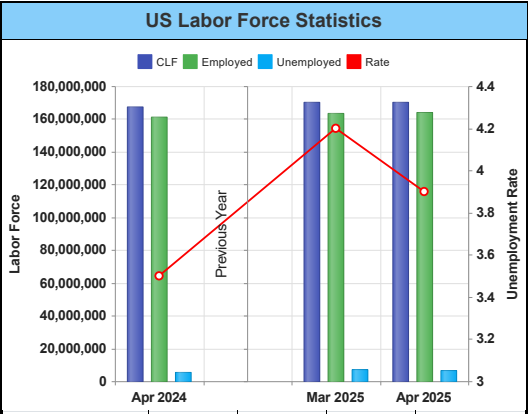
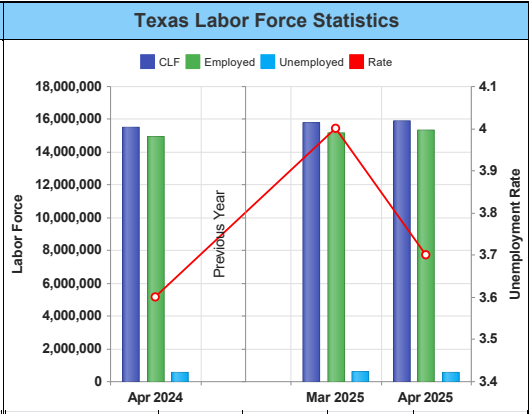
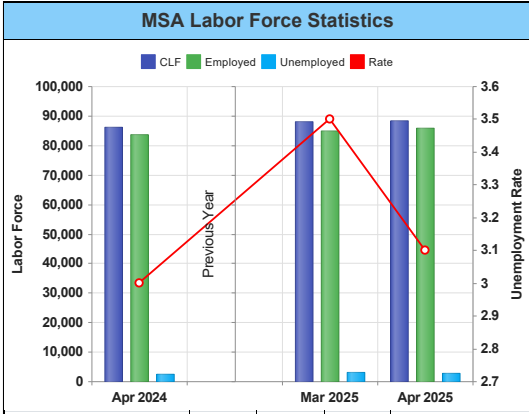


Employment by Industry (April 2025)

Industry	Current Month Employment	% Monthly Change	% Yearly Change
Total Nonfarm	84,200	0.2%	1.8%
Mining, Logging and Construction	20,400	0.5%	6.2%
Manufacturing	4,500	0.0%	4.7%
Trade, Transportation, and Utilities	19,600	-1.0%	-0.5%
Information	400	0.0%	0.0%
Financial Activities	3,700	0.0%	0.0%
Professional and Business Services	5,200	2.0%	-1.9%
Private Education and Health Services	5,800	0.0%	1.8%
Leisure and Hospitality	9,500	1.1%	-1.0%
Other Services	4,000	0.0%	2.6%
Government	11,100	0.9%	1.8%

Employment by Industry (April 2025)



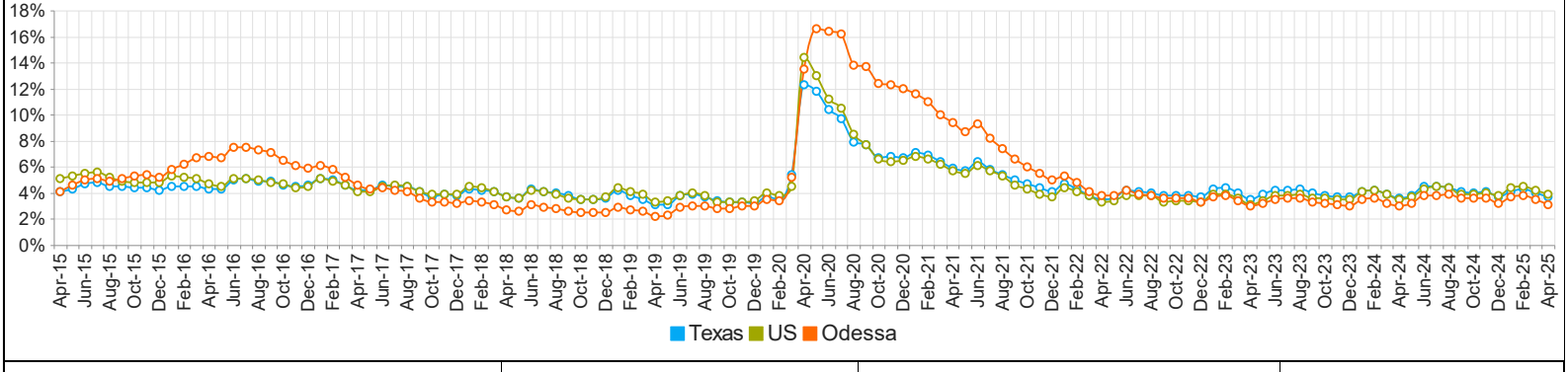


	Apr-25	Mar-25	Apr-24	Yearly Change
Civilian Labor Force	88,526	88,005	86,101	2,425
Employed	85,758	84,949	83,555	2,203
Unemployed	2,768	3,056	2,546	222
Unemployment Rate	3.1%	3.5%	3.0%	0.1%

	Apr-25	Mar-25	Apr-24	Yearly Change
Civilian Labor Force	15,922,661	15,807,722	15,523,969	398,692
Employed	15,334,972	15,178,048	14,972,359	362,613
Unemployed	587,689	629,674	551,610	36,079
Unemployment Rate	3.7%	4.0%	3.6%	0.1%

	Apr-25	Mar-25	Apr-24	Yearly Change
Civilian Labor Force	170,622,000	170,653,000	167,484,000	3,138,000
Employed	164,043,000	163,412,000	161,590,000	2,453,000
Unemployed	6,580,000	7,242,000	5,894,000	686,000
Unemployment Rate	3.9%	4.2%	3.5%	0.4%

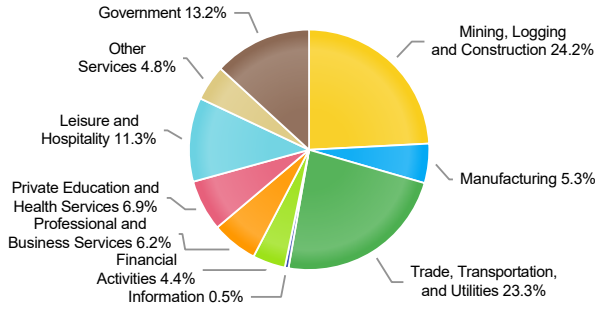
Historical Unemployment Rates



Months	MSA	Texas	US
Apr-25	3.1	3.7	3.9
Mar-25	3.5	4.0	4.2
Feb-25	3.8	4.3	4.5
Jan-25	3.7	4.1	4.4
Dec-24	3.2	3.7	3.8
Nov-24	3.6	4.1	4.0
Oct-24	3.6	4.0	3.9
Sep-24	3.6	4.1	3.9
Aug-24	3.9	4.4	4.4
Jul-24	3.8	4.5	4.5
Jun-24	3.8	4.5	4.3
May-24	3.2	3.8	3.7
Apr-24	3.0	3.6	3.5
Mar-24	3.2	3.9	3.9
Feb-24	3.6	4.2	4.2
Jan-24	3.5	4.1	4.1
Dec-23	3.0	3.7	3.5
Nov-23	3.1	3.7	3.5
Oct-23	3.2	3.8	3.6
Sep-23	3.3	4.0	3.6
Aug-23	3.6	4.3	3.9
Jul-23	3.6	4.2	3.8
Jun-23	3.5	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	3.6	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	3.8	3.6	3.4
Apr-22	3.8	3.5	3.3
Mar-22	4.1	3.8	3.8
Feb-22	4.8	4.3	4.1
Jan-22	5.3	4.7	4.4
Dec-21	5.0	4.1	3.7
Nov-21	5.5	4.4	3.9
Oct-21	6.0	4.7	4.3
Sep-21	6.6	5.0	4.6
Aug-21	7.4	5.4	5.3
Jul-21	8.2	5.8	5.7
Jun-21	9.3	6.4	6.1
May-21	8.7	5.7	5.5
Apr-21	9.4	5.9	5.7
Mar-21	10.0	6.4	6.2
Feb-21	11.0	6.9	6.6
Jan-21	11.6	7.1	6.8
Dec-20	12.0	6.7	6.5
Nov-20	12.3	6.8	6.4
Oct-20	12.4	6.7	6.6

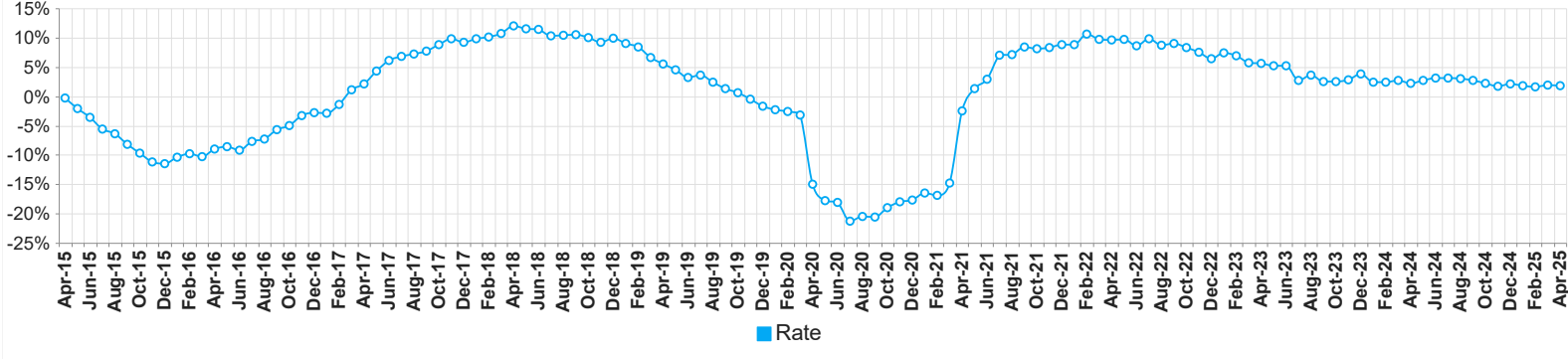
Months	MSA	Texas	US
Sep-20	13.7	7.7	7.7
Aug-20	13.8	7.9	8.5
Jul-20	16.2	9.7	10.5
Jun-20	16.4	10.4	11.2
May-20	16.6	11.8	13.0
Apr-20	13.5	12.3	14.4
Mar-20	5.2	5.4	4.5
Feb-20	3.4	3.5	3.8
Jan-20	3.5	3.7	4.0
Dec-19	3.0	3.2	3.4
Nov-19	3.0	3.3	3.3
Oct-19	2.8	3.3	3.3
Sep-19	2.8	3.4	3.3
Aug-19	3.0	3.7	3.8
Jul-19	3.0	3.9	4.0
Jun-19	2.9	3.8	3.8
May-19	2.3	3.1	3.4
Apr-19	2.2	3.1	3.3
Mar-19	2.6	3.5	3.9
Feb-19	2.7	3.8	4.1
Jan-19	2.9	4.2	4.4
Dec-18	2.5	3.6	3.7
Nov-18	2.5	3.5	3.5
Oct-18	2.5	3.5	3.5
Sep-18	2.6	3.8	3.6
Aug-18	2.8	4.0	3.9
Jul-18	2.9	4.1	4.1
Jun-18	3.1	4.3	4.2
May-18	2.6	3.6	3.6
Apr-18	2.7	3.7	3.7
Mar-18	3.1	4.1	4.1
Feb-18	3.3	4.2	4.4
Jan-18	3.4	4.3	4.5
Dec-17	3.2	3.8	3.9
Nov-17	3.3	3.9	3.9
Oct-17	3.3	3.7	3.9
Sep-17	3.6	4.1	4.1
Aug-17	4.1	4.5	4.5
Jul-17	4.2	4.5	4.6
Jun-17	4.4	4.6	4.5
May-17	4.3	4.2	4.1
Apr-17	4.6	4.2	4.1
Mar-17	5.2	4.6	4.6
Feb-17	5.8	5.0	4.9
Jan-17	6.1	5.1	5.1
Dec-16	5.9	4.6	4.5
Nov-16	6.1	4.5	4.4
Oct-16	6.5	4.6	4.7
Sep-16	7.1	4.9	4.8
Aug-16	7.3	4.9	5.0
Jul-16	7.5	5.1	5.1
Jun-16	7.5	5.0	5.1
May-16	6.7	4.3	4.5
Apr-16	6.8	4.3	4.7
Mar-16	6.7	4.5	5.1
Feb-16	6.2	4.5	5.2
Jan-16	5.8	4.5	5.3
Dec-15	5.2	4.2	4.8
Nov-15	5.4	4.4	4.8
Oct-15	5.3	4.4	4.8
Sep-15	5.1	4.5	4.9
Aug-15	4.9	4.5	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

Employment by Industry



Industry	Apr-25	Mar-25	Apr-24	Monthly Change	Monthly Percent Change	Yearly Change	Yearly Percent Change
Total Nonfarm	84,200	84,000	82,700	200	0.2%	1,500	1.8%
Mining, Logging and Construction	20,400	20,300	19,200	100	0.5%	1,200	6.2%
Manufacturing	4,500	4,500	4,300	0	0.0%	200	4.7%
Trade, Transportation, and Utilities	19,600	19,800	19,700	-200	-1.0%	-100	-0.5%
Information	400	400	400	0	0.0%	0	0.0%
Financial Activities	3,700	3,700	3,700	0	0.0%	0	0.0%
Professional and Business Services	5,200	5,100	5,300	100	2.0%	-100	-1.9%
Private Education and Health Services	5,800	5,800	5,700	0	0.0%	100	1.8%
Leisure and Hospitality	9,500	9,400	9,600	100	1.1%	-100	-1.0%
Other Services	4,000	4,000	3,900	0	0.0%	100	2.6%
Government	11,100	11,000	10,900	100	0.9%	200	1.8%

Annual Growth Rate Total Non-agricultural employment

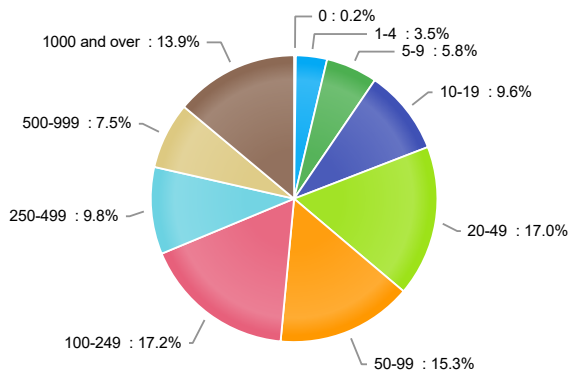


Annual Growth Rate Total Non-agricultural employment table

Month	Employment Count	Annual Growth Rate
Apr-25	84200	1.8%
Mar-25	84000	1.9%
Feb-25	83600	1.6%
Jan-25	82800	1.8%
Dec-24	84000	2.1%
Nov-24	83500	1.7%
Oct-24	83400	2.2%
Sep-24	83100	2.7%
Aug-24	82600	3%
Jul-24	82200	3.1%
Jun-24	83200	3.1%
May-24	83100	2.7%
Apr-24	82700	2.2%
Mar-24	82400	2.7%
Feb-24	82300	2.4%
Jan-24	81300	2.4%
Dec-23	82300	3.8%
Nov-23	82100	2.8%
Oct-23	81600	2.5%
Sep-23	80900	2.5%
Aug-23	80200	3.6%
Jul-23	79700	2.7%
Jun-23	80700	5.2%
May-23	80900	5.2%
Apr-23	80900	5.6%
Mar-23	80200	5.7%
Feb-23	80400	6.9%
Jan-23	79400	7.4%
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	77600	9.8%
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%

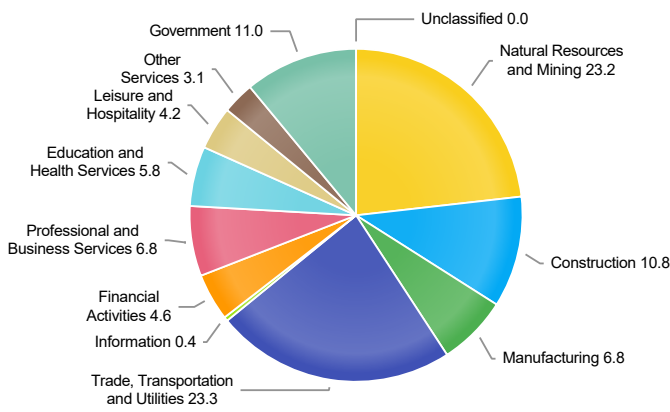
Month	Employment Count	Annual Growth Rate
Jun-20	68600	-18.1%
May-20	69200	-17.8%
Apr-20	71700	-15%
Mar-20	81200	-3.2%
Feb-20	81800	-2.6%
Jan-20	81300	-2.3%
Dec-19	83200	-1.7%
Nov-19	83700	-0.5%
Oct-19	83900	0.6%
Sep-19	84100	1.3%
Aug-19	83700	2.4%
Jul-19	84000	3.6%
Jun-19	83800	3.2%
May-19	84200	4.5%
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%
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%

Industry size class



Employees Per Firm	Employment In Size Class	Percentage Of Total Employment
0	195	0.2%
1-4	2852	3.5%
5-9	4674	5.8%
10-19	7766	9.6%
20-49	13651	17.0%
50-99	12331	15.3%
100-249	13861	17.2%
250-499	7918	9.8%
500-999	6034	7.5%
1000 and over	11223	13.9%

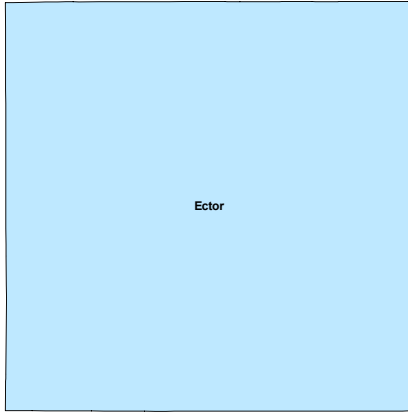
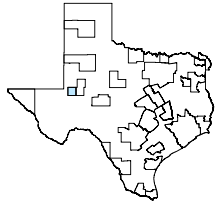
Wages by Industry (in millions) (4th Quarter 2024)



Industry Title	Wages in millions (\$)
Natural Resources and Mining	364.93
Construction	169.68
Manufacturing	107.14
Trade, Transportation and Utilities	366.82
Information	6.34
Financial Activities	71.78
Professional and Business Services	106.99
Education and Health Services	91.38
Leisure and Hospitality	65.28
Other Services	48.19
Government	172.15
Unclassified	0.33

Odessa MSA

May 2025



MSA Labor Force Statistics

	May-25	Apr-25	May-24	Yearly Change
Civilian Labor Force	88,129	88,582	85,966	2,163
Employed	85,028	85,813	83,222	1,806
Unemployed	3,101	2,769	2,744	357
Unemployment Rate	3.5%	3.1%	3.2%	0.3%

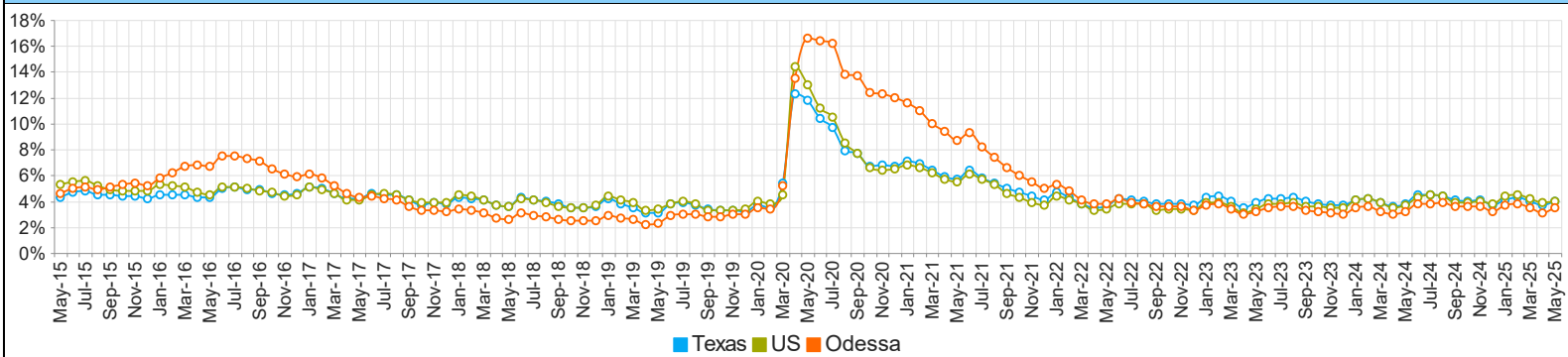
Texas Labor Force Statistics

	May-25	Apr-25	May-24	Yearly Change
Civilian Labor Force	15,826,370	15,922,902	15,501,676	324,694
Employed	15,194,230	15,334,895	14,913,510	280,720
Unemployed	632,140	588,007	588,166	43,974
Unemployment Rate	4.0%	3.7%	3.8%	0.2%

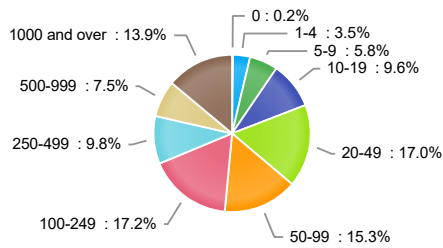
US Labor Force Statistics

	May-25	Apr-25	May-24	Yearly Change
Civilian Labor Force	170,216,000	170,650,000	167,576,000	2,640,000
Employed	163,401,000	164,069,000	161,341,000	2,060,000
Unemployed	6,815,000	6,582,000	6,235,000	580,000
Unemployment Rate	4.0%	3.9%	3.7%	0.3%

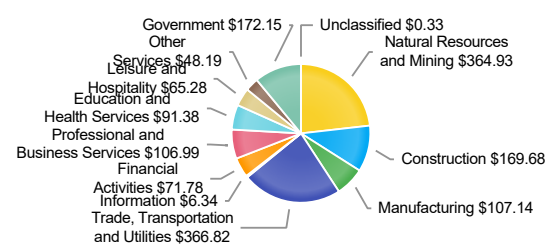
Historical Unemployment Rates



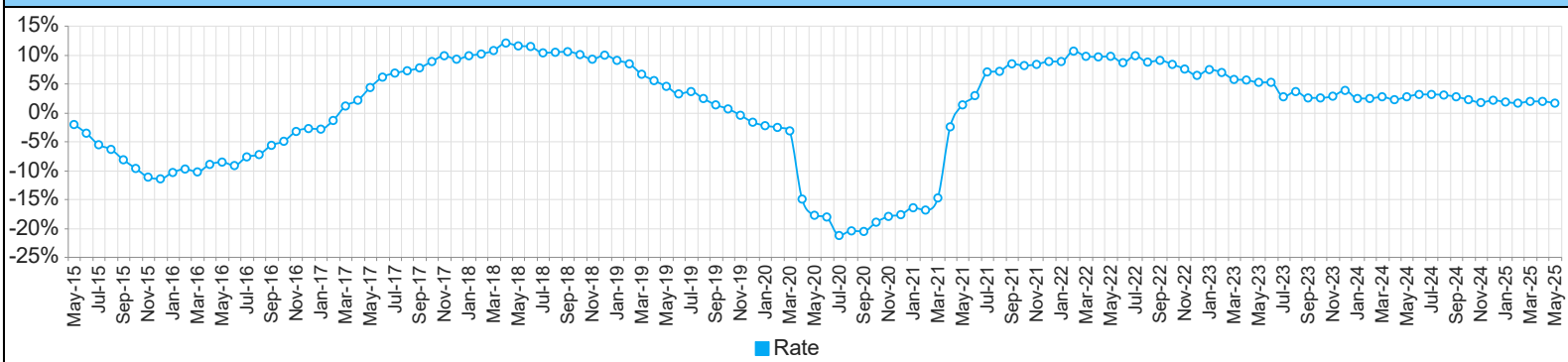
Industry Size Class



Wages by Industry (in millions) (4th Quarter 2024)



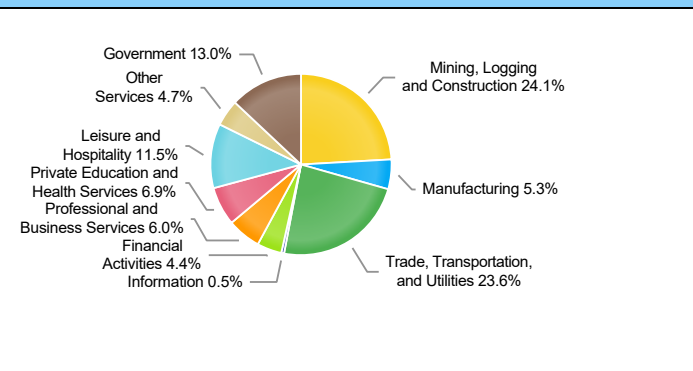
Annual Growth Rate Total Non-agricultural employment

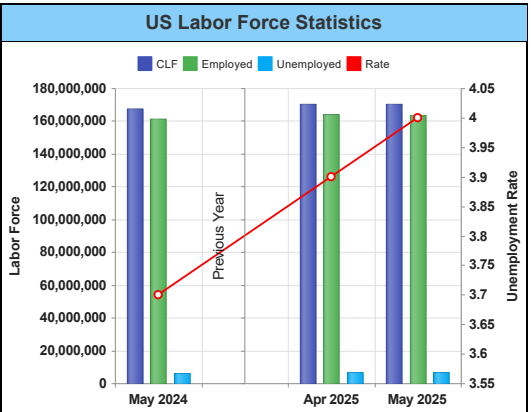
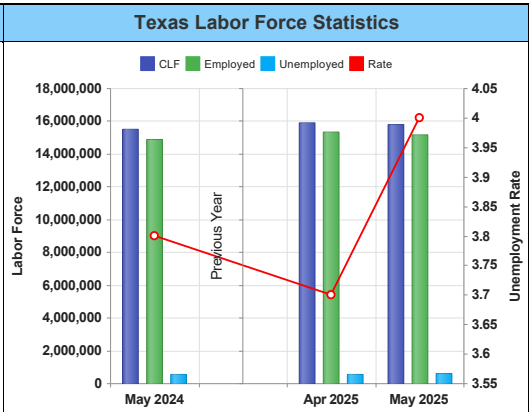
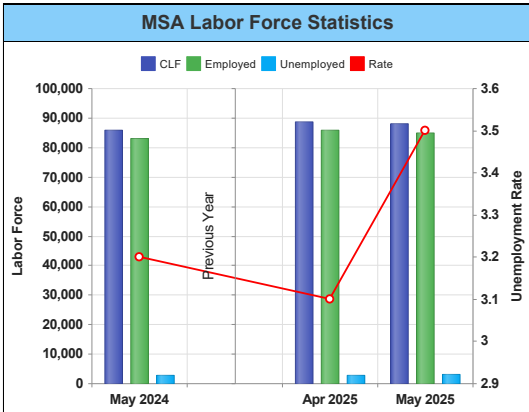


Employment by Industry (May 2025)

Industry	Current Month Employment	% Monthly Change	% Yearly Change
Total Nonfarm	84,400	0.1%	1.6%
Mining, Logging and Construction	20,300	0.0%	5.2%
Manufacturing	4,500	0.0%	2.3%
Trade, Transportation, and Utilities	19,900	0.5%	1.0%
Information	400	0.0%	0.0%
Financial Activities	3,700	0.0%	0.0%
Professional and Business Services	5,100	-1.9%	-3.8%
Private Education and Health Services	5,800	0.0%	1.8%
Leisure and Hospitality	9,700	2.1%	0.0%
Other Services	4,000	0.0%	0.0%
Government	11,000	-0.9%	0.9%

Employment by Industry (May 2025)

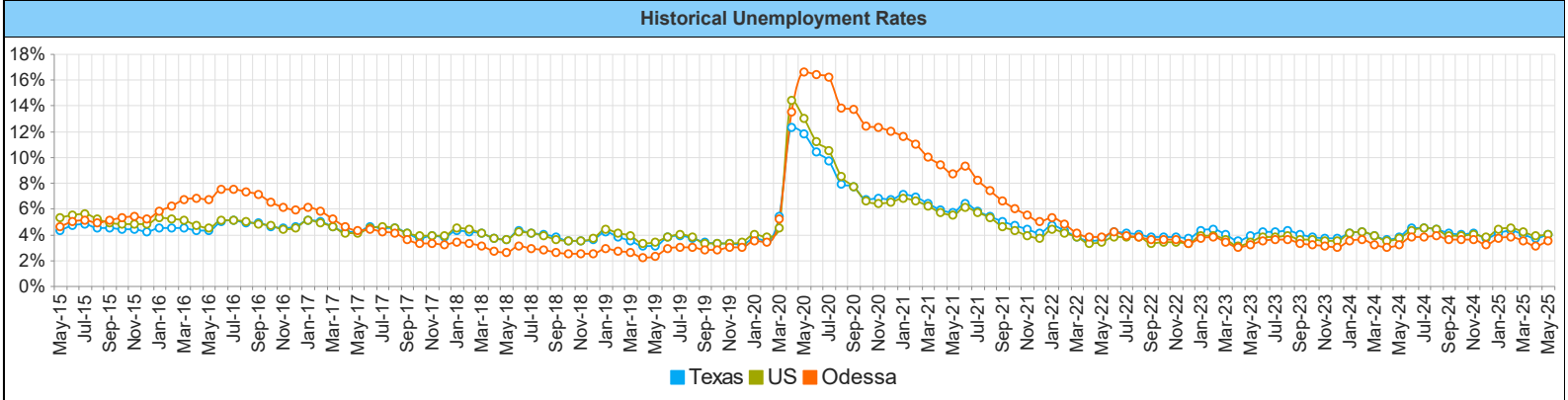




	May-25	Apr-25	May-24	Yearly Change
Civilian Labor Force	88,129	88,582	85,966	2,163
Employed	85,028	85,813	83,222	1,806
Unemployed	3,101	2,769	2,744	357
Unemployment Rate	3.5%	3.1%	3.2%	0.3%

	May-25	Apr-25	May-24	Yearly Change
Civilian Labor Force	15,826,370	15,922,902	15,501,676	324,694
Employed	15,194,230	15,334,895	14,913,510	280,720
Unemployed	632,140	588,007	588,166	43,974
Unemployment Rate	4.0%	3.7%	3.8%	0.2%

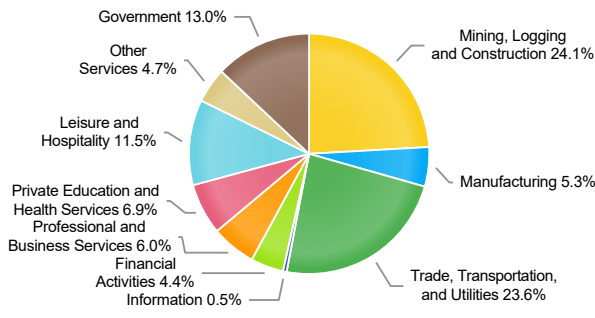
	May-25	Apr-25	May-24	Yearly Change
Civilian Labor Force	170,216,000	170,650,000	167,576,000	2,640,000
Employed	163,401,000	164,069,000	161,341,000	2,060,000
Unemployed	6,815,000	6,582,000	6,235,000	580,000
Unemployment Rate	4.0%	3.9%	3.7%	0.3%



Months	MSA	Texas	US
May-25	3.5	4.0	4.0
Apr-25	3.1	3.7	3.9
Mar-25	3.5	4.0	4.2
Feb-25	3.8	4.3	4.5
Jan-25	3.7	4.1	4.4
Dec-24	3.2	3.7	3.8
Nov-24	3.6	4.1	4.0
Oct-24	3.6	4.0	3.9
Sep-24	3.6	4.1	3.9
Aug-24	3.9	4.4	4.4
Jul-24	3.8	4.5	4.5
Jun-24	3.8	4.5	4.3
May-24	3.2	3.8	3.7
Apr-24	3.0	3.6	3.5
Mar-24	3.2	3.9	3.9
Feb-24	3.6	4.2	4.2
Jan-24	3.5	4.1	4.1
Dec-23	3.0	3.7	3.5
Nov-23	3.1	3.7	3.5
Oct-23	3.2	3.8	3.6
Sep-23	3.3	4.0	3.6
Aug-23	3.6	4.3	3.9
Jul-23	3.6	4.2	3.8
Jun-23	3.5	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	3.6	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	3.8	3.6	3.4
Apr-22	3.8	3.5	3.3
Mar-22	4.1	3.8	3.8
Feb-22	4.8	4.3	4.1
Jan-22	5.3	4.7	4.4
Dec-21	5.0	4.1	3.7
Nov-21	5.5	4.4	3.9
Oct-21	6.0	4.7	4.3
Sep-21	6.6	5.0	4.6
Aug-21	7.4	5.4	5.3
Jul-21	8.2	5.8	5.7
Jun-21	9.3	6.4	6.1
May-21	8.7	5.7	5.5
Apr-21	9.4	5.9	5.7
Mar-21	10.0	6.4	6.2
Feb-21	11.0	6.9	6.6
Jan-21	11.6	7.1	6.8
Dec-20	12.0	6.7	6.5
Nov-20	12.3	6.8	6.4

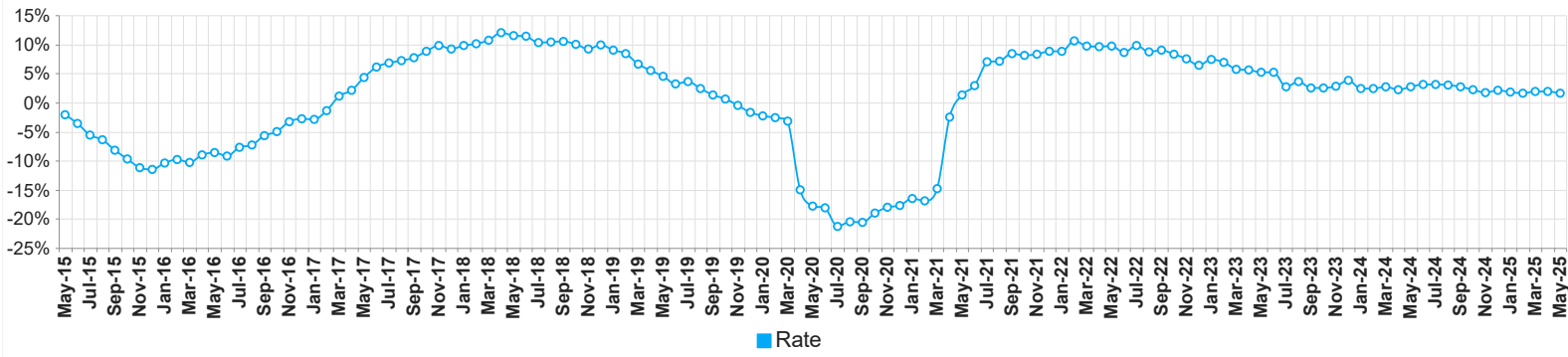
Months	MSA	Texas	US
Oct-20	12.4	6.7	6.6
Sep-20	13.7	7.7	7.7
Aug-20	13.8	7.9	8.5
Jul-20	16.2	9.7	10.5
Jun-20	16.4	10.4	11.2
May-20	16.6	11.8	13.0
Apr-20	13.5	12.3	14.4
Mar-20	5.2	5.4	4.5
Feb-20	3.4	3.5	3.8
Jan-20	3.5	3.7	4.0
Dec-19	3.0	3.2	3.4
Nov-19	3.0	3.3	3.3
Oct-19	2.8	3.3	3.3
Sep-19	2.8	3.4	3.3
Aug-19	3.0	3.7	3.8
Jul-19	3.0	3.9	4.0
Jun-19	2.9	3.8	3.8
May-19	2.3	3.1	3.4
Apr-19	2.2	3.1	3.3
Mar-19	2.6	3.5	3.9
Feb-19	2.7	3.8	4.1
Jan-19	2.9	4.2	4.4
Dec-18	2.5	3.6	3.7
Nov-18	2.5	3.5	3.5
Oct-18	2.5	3.5	3.5
Sep-18	2.6	3.8	3.6
Aug-18	2.8	4.0	3.9
Jul-18	2.9	4.1	4.1
Jun-18	3.1	4.3	4.2
May-18	2.6	3.6	3.6
Apr-18	2.7	3.7	3.7
Mar-18	3.1	4.1	4.1
Feb-18	3.3	4.2	4.4
Jan-18	3.4	4.3	4.5
Dec-17	3.2	3.8	3.9
Nov-17	3.3	3.9	3.9
Oct-17	3.3	3.7	3.9
Sep-17	3.6	4.1	4.1
Aug-17	4.1	4.5	4.5
Jul-17	4.2	4.5	4.6
Jun-17	4.4	4.6	4.5
May-17	4.3	4.2	4.1
Apr-17	4.6	4.2	4.1
Mar-17	5.2	4.6	4.6
Feb-17	5.8	5.0	4.9
Jan-17	6.1	5.1	5.1
Dec-16	5.9	4.6	4.5
Nov-16	6.1	4.5	4.4
Oct-16	6.5	4.6	4.7
Sep-16	7.1	4.9	4.8
Aug-16	7.3	4.9	5.0
Jul-16	7.5	5.1	5.1
Jun-16	7.5	5.0	5.1
May-16	6.7	4.3	4.5
Apr-16	6.8	4.3	4.7
Mar-16	6.7	4.5	5.1
Feb-16	6.2	4.5	5.2
Jan-16	5.8	4.5	5.3
Dec-15	5.2	4.2	4.8
Nov-15	5.4	4.4	4.8
Oct-15	5.3	4.4	4.8
Sep-15	5.1	4.5	4.9
Aug-15	4.9	4.5	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

Employment by Industry



Industry	May-25	Apr-25	May-24	Monthly Change	Monthly Percent Change	Yearly Change	Yearly Percent Change
Total Nonfarm	84,400	84,300	83,100	100	0.1%	1300	1.6%
Mining, Logging and Construction	20,300	20,300	19,300	0	0.0%	1000	5.2%
Manufacturing	4,500	4,500	4,400	0	0.0%	100	2.3%
Trade, Transportation, and Utilities	19,900	19,800	19,700	100	0.5%	200	1.0%
Information	400	400	400	0	0.0%	0	0.0%
Financial Activities	3,700	3,700	3,700	0	0.0%	0	0.0%
Professional and Business Services	5,100	5,200	5,300	-100	-1.9%	-200	-3.8%
Private Education and Health Services	5,800	5,800	5,700	0	0.0%	100	1.8%
Leisure and Hospitality	9,700	9,500	9,700	200	2.1%	0	0.0%
Other Services	4,000	4,000	4,000	0	0.0%	0	0.0%
Government	11,000	11,100	10,900	-100	-0.9%	100	0.9%

Annual Growth Rate Total Non-agricultural employment

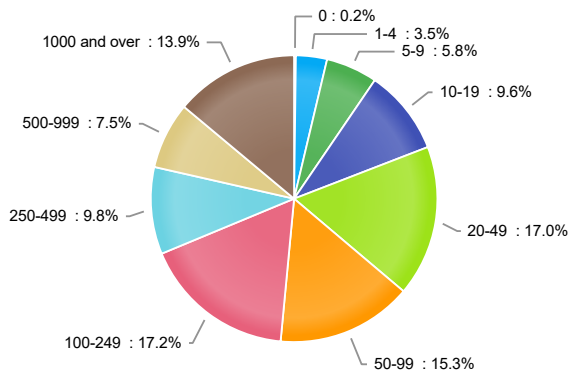


Annual Growth Rate Total Non-agricultural employment table

Month	Employment Count	Annual Growth Rate
May-25	84400	1.6%
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Dec-24	84000	2.1%
Nov-24	83500	1.7%
Oct-24	83400	2.2%
Sep-24	83100	2.7%
Aug-24	82600	3%
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Sep-23	80900	2.5%
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Jul-23	79700	2.7%
Jun-23	80700	5.2%
May-23	80900	5.2%
Apr-23	80900	5.6%
Mar-23	80200	5.7%
Feb-23	80400	6.9%
Jan-23	79400	7.4%
Dec-22	79300	6.4%
Nov-22	79900	7.5%
Oct-22	79600	8.3%
Sep-22	78900	9%
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Oct-21	73500	8.1%
Sep-21	72400	8.4%
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Jul-21	70700	7%
Jun-21	70600	2.9%
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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%

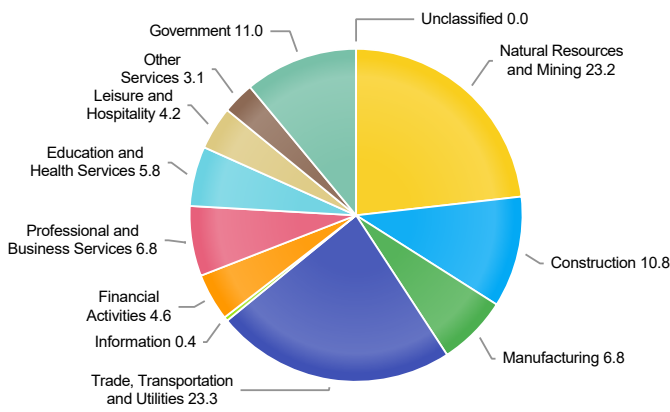
Month	Employment Count	Annual Growth Rate
Jul-20	66100	-21.3%
Jun-20	68600	-18.1%
May-20	69200	-17.8%
Apr-20	71700	-15%
Mar-20	81200	-3.2%
Feb-20	81800	-2.6%
Jan-20	81300	-2.3%
Dec-19	83200	-1.7%
Nov-19	83700	-0.5%
Oct-19	83900	0.6%
Sep-19	84100	1.3%
Aug-19	83700	2.4%
Jul-19	84000	3.6%
Jun-19	83800	3.2%
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%
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%

Industry size class



Employees Per Firm	Employment In Size Class	Percentage Of Total Employment
0	195	0.2%
1-4	2852	3.5%
5-9	4674	5.8%
10-19	7766	9.6%
20-49	13651	17.0%
50-99	12331	15.3%
100-249	13861	17.2%
250-499	7918	9.8%
500-999	6034	7.5%
1000 and over	11223	13.9%

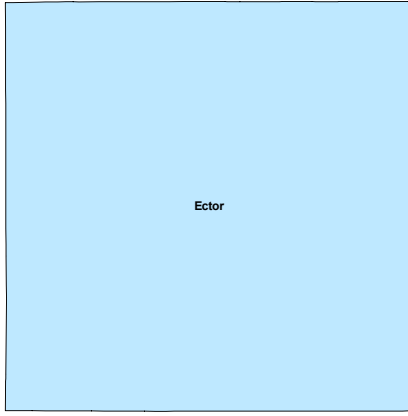
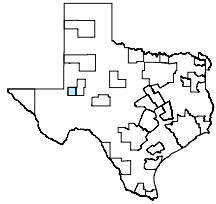
Wages by Industry (in millions) (4th Quarter 2024)



Industry Title	Wages in millions (\$)
Natural Resources and Mining	364.93
Construction	169.68
Manufacturing	107.14
Trade, Transportation and Utilities	366.82
Information	6.34
Financial Activities	71.78
Professional and Business Services	106.99
Education and Health Services	91.38
Leisure and Hospitality	65.28
Other Services	48.19
Government	172.15
Unclassified	0.33

Odessa MSA

June 2025

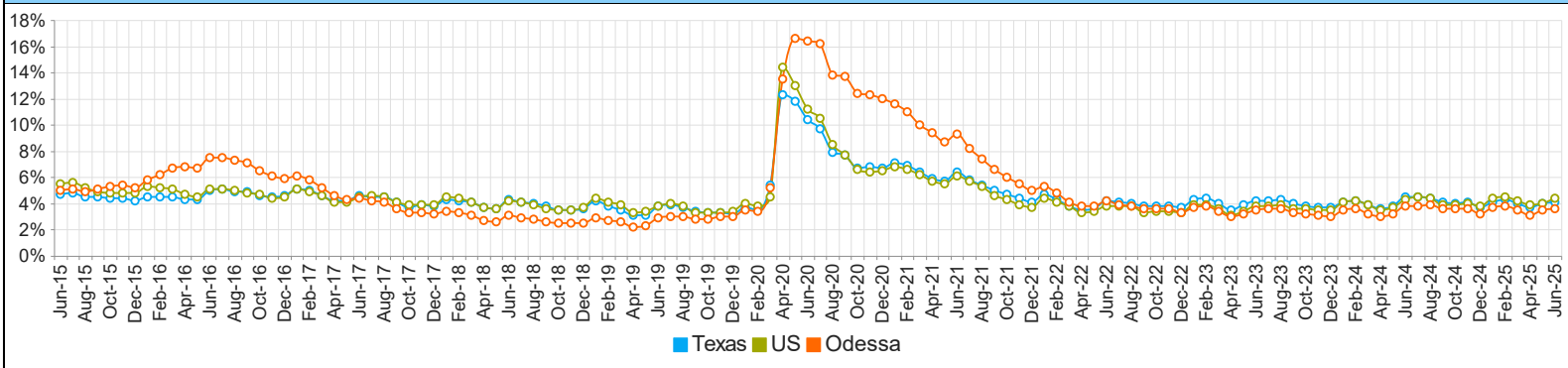


MSA Labor Force Statistics				
	Jun-25	May-25	Jun-24	Yearly Change
Civilian Labor Force	88,086	87,951	86,673	1,413
Employed	84,957	84,854	83,377	1,580
Unemployed	3,129	3,097	3,296	-167
Unemployment Rate	3.6%	3.5%	3.8%	-0.2%

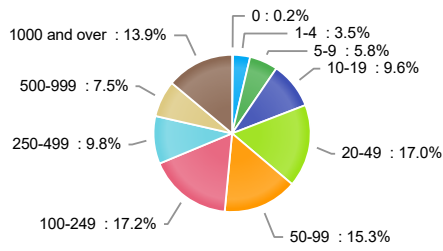
Texas Labor Force Statistics				
	Jun-25	May-25	Jun-24	Yearly Change
Civilian Labor Force	15,844,159	15,825,723	15,637,330	206,829
Employed	15,199,591	15,193,879	14,941,356	258,235
Unemployed	644,568	631,844	695,974	-51,406
Unemployment Rate	4.1%	4.0%	4.5%	-0.4%

US Labor Force Statistics				
	Jun-25	May-25	Jun-24	Yearly Change
Civilian Labor Force	171,343,000	170,216,000	169,007,000	2,336,000
Employed	163,883,000	163,401,000	161,774,000	2,109,000
Unemployed	7,460,000	6,815,000	7,233,000	227,000
Unemployment Rate	4.4%	4.0%	4.3%	0.1%

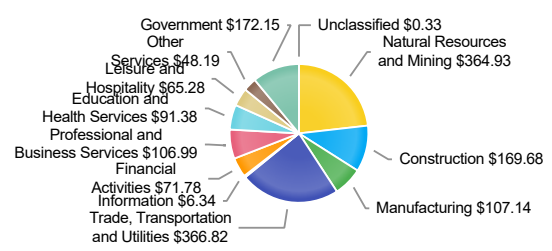
Historical Unemployment Rates



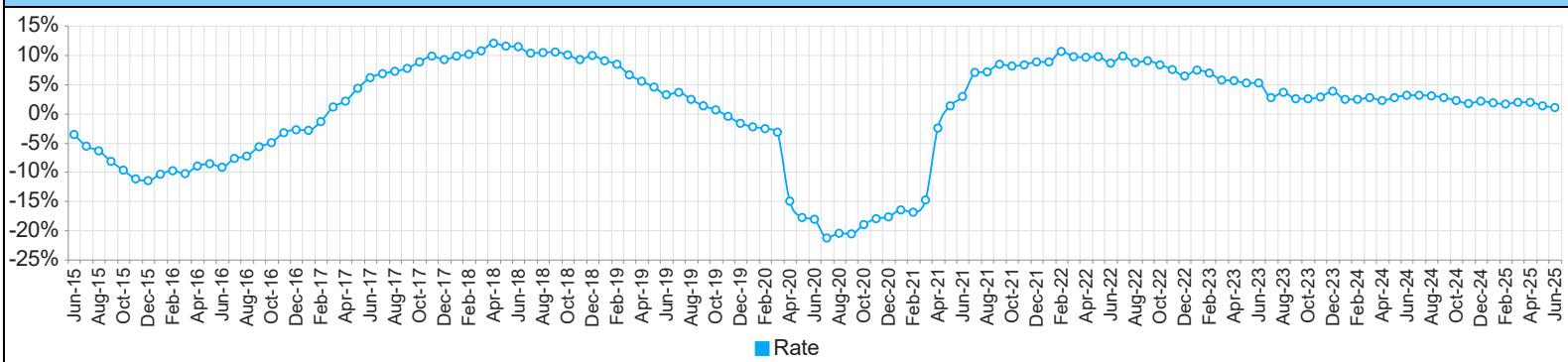
Industry Size Class



Wages by Industry (in millions) (4th Quarter 2024)



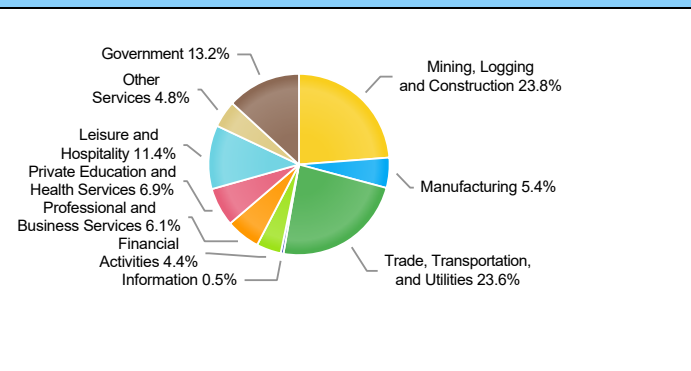
Annual Growth Rate Total Non-agricultural employment

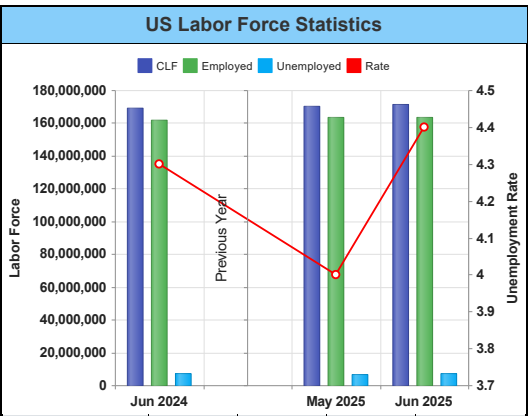
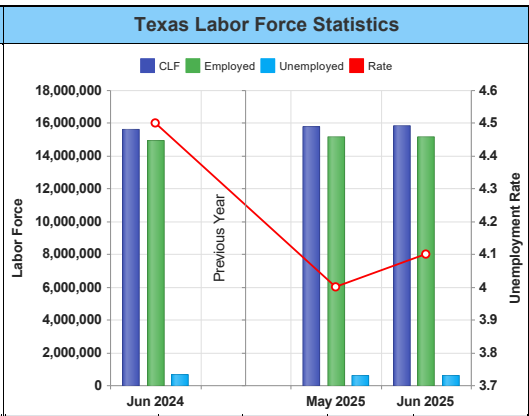
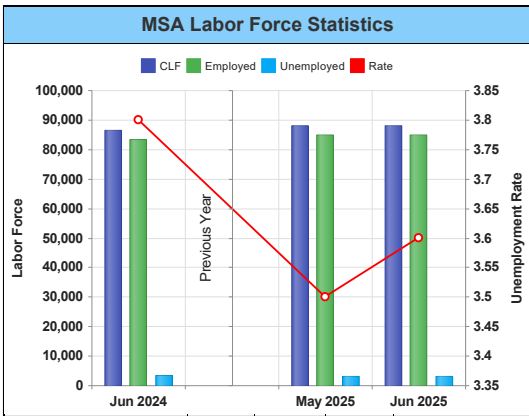


Employment by Industry (June 2025)

Industry	Current Month Employment	% Monthly Change	% Yearly Change
Total Nonfarm	84,000	-0.2%	1.0%
Mining, Logging and Construction	20,000	-1.0%	3.1%
Manufacturing	4,500	0.0%	0.0%
Trade, Transportation, and Utilities	19,800	-0.5%	0.0%
Information	400	0.0%	0.0%
Financial Activities	3,700	0.0%	0.0%
Professional and Business Services	5,100	0.0%	-1.9%
Private Education and Health Services	5,800	0.0%	1.8%
Leisure and Hospitality	9,600	0.0%	-2.0%
Other Services	4,000	0.0%	-2.4%
Government	11,100	0.9%	4.7%

Employment by Industry (June 2025)

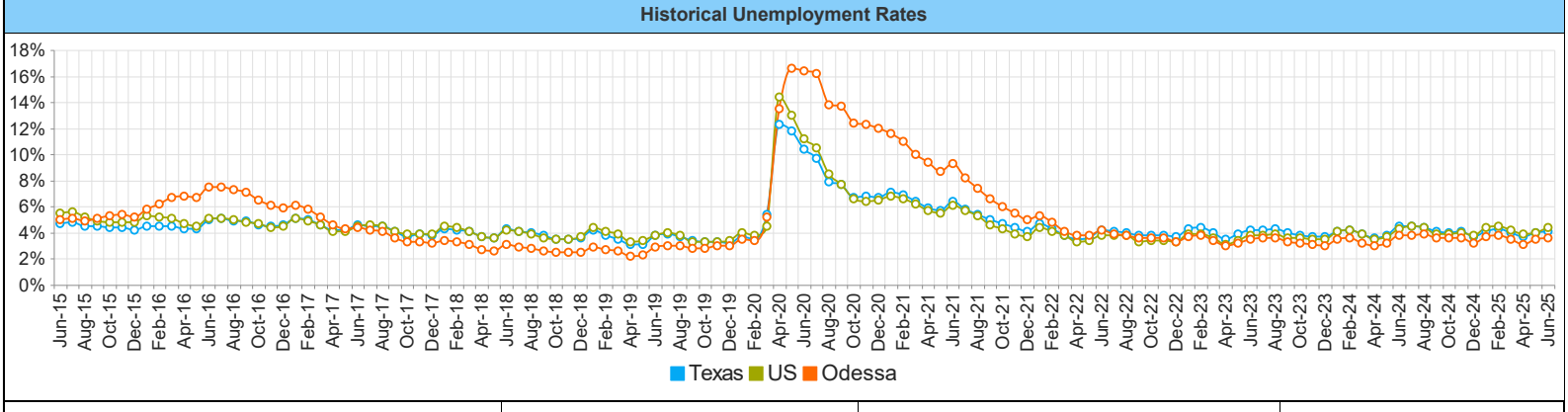




	Jun-25	May-25	Jun-24	Yearly Change
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Employed	84,957	84,854	83,377	1,580
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	Jun-25	May-25	Jun-24	Yearly Change
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Employed	15,199,591	15,193,879	14,941,356	258,235
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Unemployment Rate	4.1%	4.0%	4.5%	-0.4%

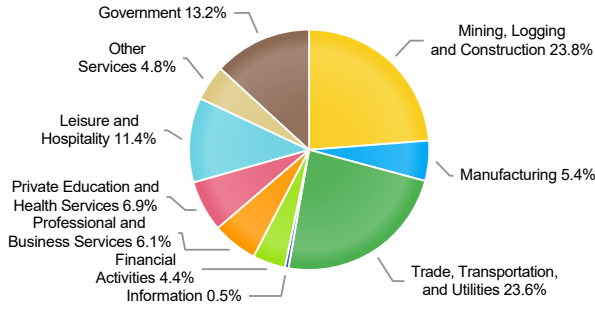
	Jun-25	May-25	Jun-24	Yearly Change
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Employed	163,883,000	163,401,000	161,774,000	2,109,000
Unemployed	7,460,000	6,815,000	7,233,000	227,000
Unemployment Rate	4.4%	4.0%	4.3%	0.1%



Months	MSA	Texas	US
Jun-25	3.6	4.1	4.4
May-25	3.5	4.0	4.0
Apr-25	3.1	3.7	3.9
Mar-25	3.5	4.0	4.2
Feb-25	3.8	4.3	4.5
Jan-25	3.7	4.1	4.4
Dec-24	3.2	3.7	3.8
Nov-24	3.6	4.1	4.0
Oct-24	3.6	4.0	3.9
Sep-24	3.6	4.1	3.9
Aug-24	3.9	4.4	4.4
Jul-24	3.8	4.5	4.5
Jun-24	3.8	4.5	4.3
May-24	3.2	3.8	3.7
Apr-24	3.0	3.6	3.5
Mar-24	3.2	3.9	3.9
Feb-24	3.6	4.2	4.2
Jan-24	3.5	4.1	4.1
Dec-23	3.0	3.7	3.5
Nov-23	3.1	3.7	3.5
Oct-23	3.2	3.8	3.6
Sep-23	3.3	4.0	3.6
Aug-23	3.6	4.3	3.9
Jul-23	3.6	4.2	3.8
Jun-23	3.5	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	3.6	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	3.8	3.6	3.4
Apr-22	3.8	3.5	3.3
Mar-22	4.1	3.8	3.8
Feb-22	4.8	4.3	4.1
Jan-22	5.3	4.7	4.4
Dec-21	5.0	4.1	3.7
Nov-21	5.5	4.4	3.9
Oct-21	6.0	4.7	4.3
Sep-21	6.6	5.0	4.6
Aug-21	7.4	5.4	5.3
Jul-21	8.2	5.8	5.7
Jun-21	9.3	6.4	6.1
May-21	8.7	5.7	5.5
Apr-21	9.4	5.9	5.7
Mar-21	10.0	6.4	6.2
Feb-21	11.0	6.9	6.6
Jan-21	11.6	7.1	6.8
Dec-20	12.0	6.7	6.5

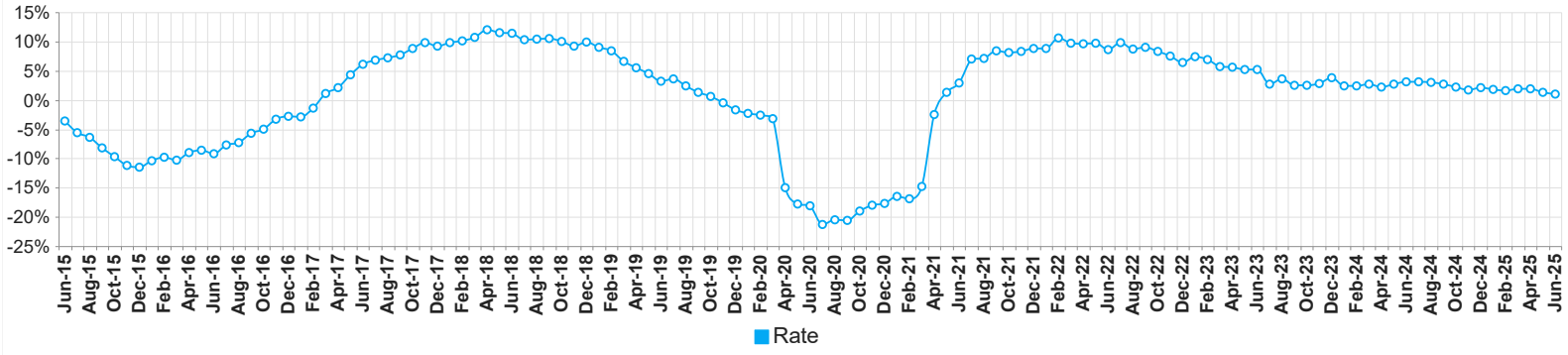
Months	MSA	Texas	US
Nov-20	12.3	6.8	6.4
Oct-20	12.4	6.7	6.6
Sep-20	13.7	7.7	7.7
Aug-20	13.8	7.9	8.5
Jul-20	16.2	9.7	10.5
Jun-20	16.4	10.4	11.2
May-20	16.6	11.8	13.0
Apr-20	13.5	12.3	14.4
Mar-20	5.2	5.4	4.5
Feb-20	3.4	3.5	3.8
Jan-20	3.5	3.7	4.0
Dec-19	3.0	3.2	3.4
Nov-19	3.0	3.3	3.3
Oct-19	2.8	3.3	3.3
Sep-19	2.8	3.4	3.3
Aug-19	3.0	3.7	3.8
Jul-19	3.0	3.9	4.0
Jun-19	2.9	3.8	3.8
May-19	2.3	3.1	3.4
Apr-19	2.2	3.1	3.3
Mar-19	2.6	3.5	3.9
Feb-19	2.7	3.8	4.1
Jan-19	2.9	4.2	4.4
Dec-18	2.5	3.6	3.7
Nov-18	2.5	3.5	3.5
Oct-18	2.5	3.5	3.5
Sep-18	2.6	3.8	3.6
Aug-18	2.8	4.0	3.9
Jul-18	2.9	4.1	4.1
Jun-18	3.1	4.3	4.2
May-18	2.6	3.6	3.6
Apr-18	2.7	3.7	3.7
Mar-18	3.1	4.1	4.1
Feb-18	3.3	4.2	4.4
Jan-18	3.4	4.3	4.5
Dec-17	3.2	3.8	3.9
Nov-17	3.3	3.9	3.9
Oct-17	3.3	3.7	3.9
Sep-17	3.6	4.1	4.1
Aug-17	4.1	4.5	4.5
Jul-17	4.2	4.5	4.6
Jun-17	4.4	4.6	4.5
May-17	4.3	4.2	4.1
Apr-17	4.6	4.2	4.1
Mar-17	5.2	4.6	4.6
Feb-17	5.8	5.0	4.9
Jan-17	6.1	5.1	5.1
Dec-16	5.9	4.6	4.5
Nov-16	6.1	4.5	4.4
Oct-16	6.5	4.6	4.7
Sep-16	7.1	4.9	4.8
Aug-16	7.3	4.9	5.0
Jul-16	7.5	5.1	5.1
Jun-16	7.5	5.0	5.1
May-16	6.7	4.3	4.5
Apr-16	6.8	4.3	4.7
Mar-16	6.7	4.5	5.1
Feb-16	6.2	4.5	5.2
Jan-16	5.8	4.5	5.3
Dec-15	5.2	4.2	4.8
Nov-15	5.4	4.4	4.8
Oct-15	5.3	4.4	4.8
Sep-15	5.1	4.5	4.9
Aug-15	4.9	4.5	5.2
Jul-15	5.1	4.8	5.6
Jun-15	5.0	4.7	5.5

Employment by Industry



Industry	Jun-25	May-25	Jun-24	Monthly Change	Monthly Percent Change	Yearly Change	Yearly Percent Change
Total Nonfarm	84,000	84,200	83,200	-200	-0.2%	800	1.0%
Mining, Logging and Construction	20,000	20,200	19,400	-200	-1.0%	600	3.1%
Manufacturing	4,500	4,500	4,500	0	0.0%	0	0.0%
Trade, Transportation, and Utilities	19,800	19,900	19,800	-100	-0.5%	0	0.0%
Information	400	400	400	0	0.0%	0	0.0%
Financial Activities	3,700	3,700	3,700	0	0.0%	0	0.0%
Professional and Business Services	5,100	5,100	5,200	0	0.0%	-100	-1.9%
Private Education and Health Services	5,800	5,800	5,700	0	0.0%	100	1.8%
Leisure and Hospitality	9,600	9,600	9,800	0	0.0%	-200	-2.0%
Other Services	4,000	4,000	4,100	0	0.0%	-100	-2.4%
Government	11,100	11,000	10,600	100	0.9%	500	4.7%

Annual Growth Rate Total Non-agricultural employment

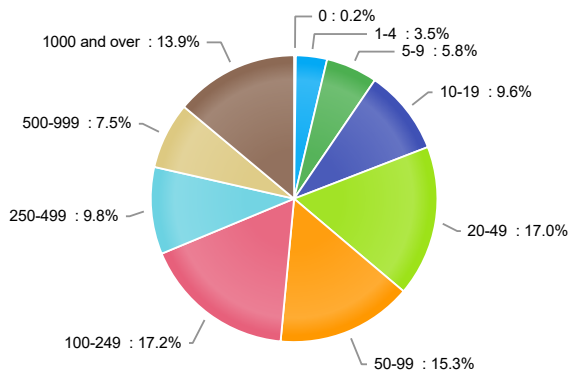


Annual Growth Rate Total Non-agricultural employment table

Month	Employment Count	Annual Growth Rate
Jun-25	84000	1%
May-25	84200	1.3%
Apr-25	84300	1.9%
Mar-25	84000	1.9%
Feb-25	83600	1.6%
Jan-25	82800	1.8%
Dec-24	84000	2.1%
Nov-24	83500	1.7%
Oct-24	83400	2.2%
Sep-24	83100	2.7%
Aug-24	82600	3%
Jul-24	82200	3.1%
Jun-24	83200	3.1%
May-24	83100	2.7%
Apr-24	82700	2.2%
Mar-24	82400	2.7%
Feb-24	82300	2.4%
Jan-24	81300	2.4%
Dec-23	82300	3.8%
Nov-23	82100	2.8%
Oct-23	81600	2.5%
Sep-23	80900	2.5%
Aug-23	80200	3.6%
Jul-23	79700	2.7%
Jun-23	80700	5.2%
May-23	80900	5.2%
Apr-23	80900	5.6%
Mar-23	80200	5.7%
Feb-23	80400	6.9%
Jan-23	79400	7.4%
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	77600	9.8%
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%

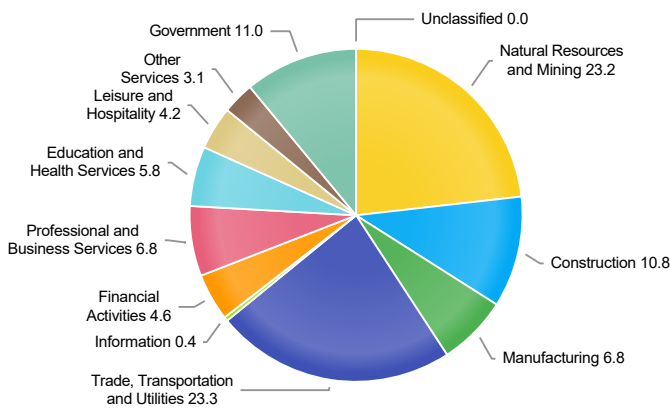
Month	Employment Count	Annual Growth Rate
Aug-20	66500	-20.5%
Jul-20	66100	-21.3%
Jun-20	68600	-18.1%
May-20	69200	-17.8%
Apr-20	71700	-15%
Mar-20	81200	-3.2%
Feb-20	81800	-2.6%
Jan-20	81300	-2.3%
Dec-19	83200	-1.7%
Nov-19	83700	-0.5%
Oct-19	83900	0.6%
Sep-19	84100	1.3%
Aug-19	83700	2.4%
Jul-19	84000	3.6%
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Jul-17	73500	6.8%
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May-17	72300	4.3%
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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%
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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%

Industry size class



Employees Per Firm	Employment In Size Class	Percentage Of Total Employment
0	195	0.2%
1-4	2852	3.5%
5-9	4674	5.8%
10-19	7766	9.6%
20-49	13651	17.0%
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500-999	6034	7.5%
1000 and over	11223	13.9%

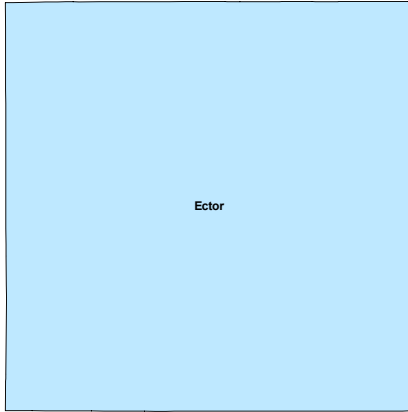
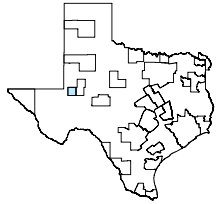
Wages by Industry (in millions) (4th Quarter 2024)



Industry Title	Wages in millions (\$)
Natural Resources and Mining	364.93
Construction	169.68
Manufacturing	107.14
Trade, Transportation and Utilities	366.82
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Other Services	48.19
Government	172.15
Unclassified	0.33

Odessa MSA

July 2025

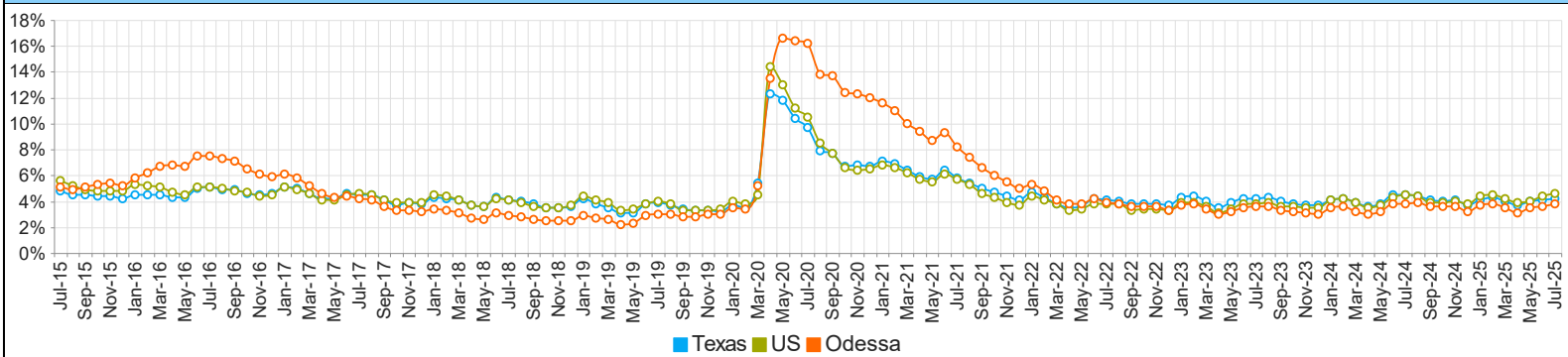


MSA Labor Force Statistics				
	Jul-25	Jun-25	Jul-24	Yearly Change
Civilian Labor Force	87,875	88,067	86,690	1,185
Employed	84,544	84,937	83,358	1,186
Unemployed	3,331	3,130	3,332	-1
Unemployment Rate	3.8%	3.6%	3.8%	0.0%

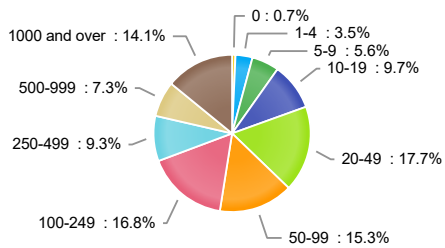
Texas Labor Force Statistics				
	Jul-25	Jun-25	Jul-24	Yearly Change
Civilian Labor Force	15,829,465	15,844,376	15,681,116	148,349
Employed	15,157,405	15,200,009	14,968,877	188,528
Unemployed	672,060	644,367	712,239	-40,179
Unemployment Rate	4.2%	4.1%	4.5%	-0.3%

US Labor Force Statistics				
	Jul-25	Jun-25	Jul-24	Yearly Change
Civilian Labor Force	171,646,000	171,343,000	169,723,000	1,923,000
Employed	163,799,000	163,883,000	162,038,000	1,761,000
Unemployed	7,847,000	7,460,000	7,685,000	162,000
Unemployment Rate	4.6%	4.4%	4.5%	0.1%

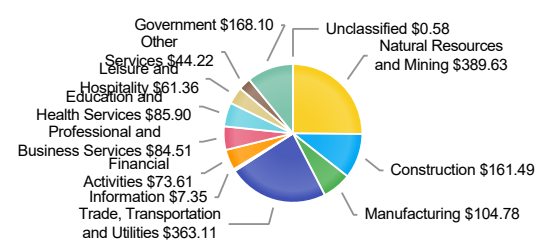
Historical Unemployment Rates



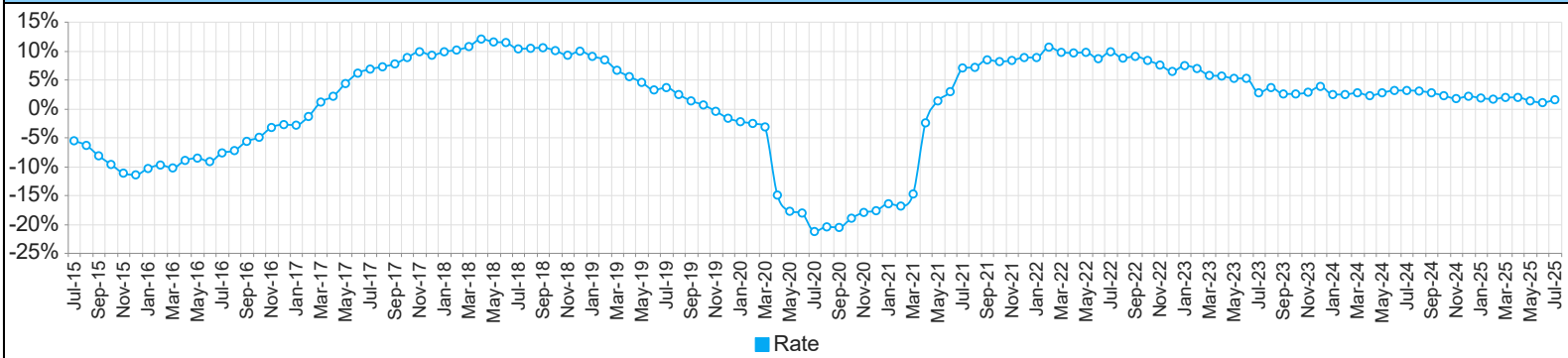
Industry Size Class



Wages by Industry (in millions) (1st Quarter 2025)



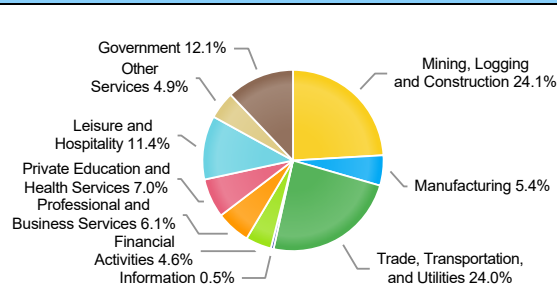
Annual Growth Rate Total Non-agricultural employment

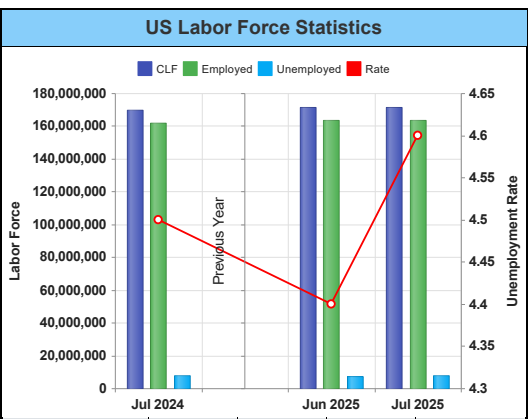
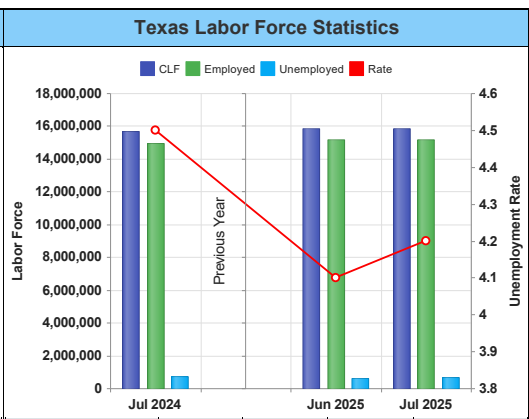
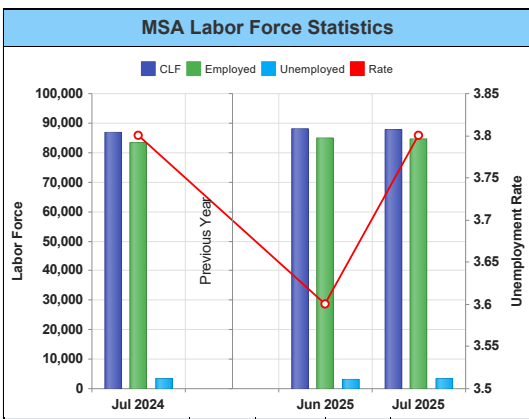


Employment by Industry (July 2025)

Industry	Current Month Employment	% Monthly Change	% Yearly Change
Total Nonfarm	83,400	-0.7%	1.5%
Mining, Logging and Construction	20,100	0.5%	3.1%
Manufacturing	4,500	0.0%	0.0%
Trade, Transportation, and Utilities	20,000	1.0%	0.5%
Information	400	0.0%	0.0%
Financial Activities	3,800	2.7%	2.7%
Professional and Business Services	5,100	0.0%	-1.9%
Private Education and Health Services	5,800	0.0%	3.6%
Leisure and Hospitality	9,500	-1.0%	0.0%
Other Services	4,100	2.5%	0.0%
Government	10,100	-9.0%	3.1%

Employment by Industry (July 2025)



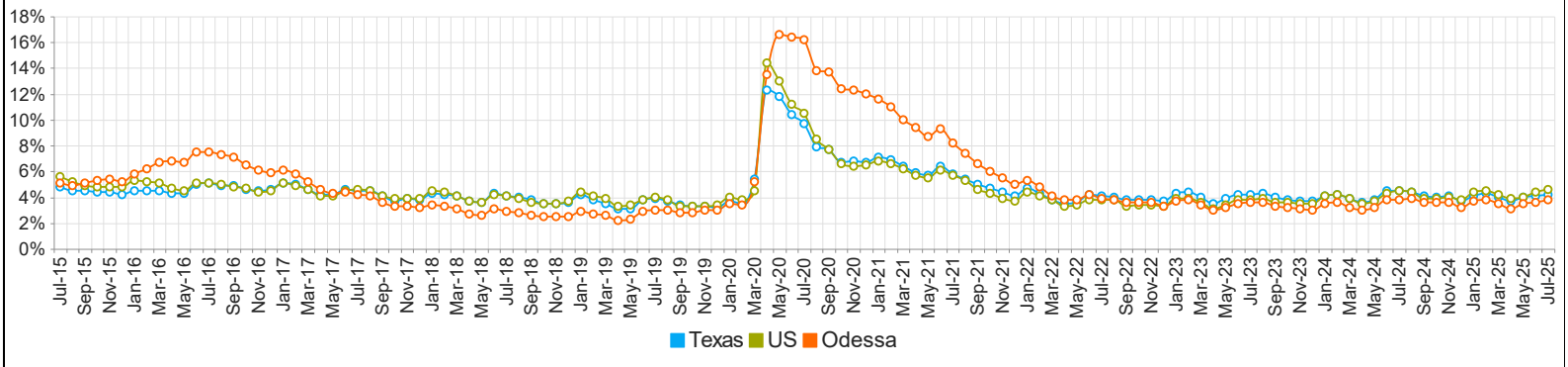


	Jul-25	Jun-25	Jul-24	Yearly Change
Civilian Labor Force	87,875	88,067	86,690	1,185
Employed	84,544	84,937	83,358	1,186
Unemployed	3,331	3,130	3,332	-1
Unemployment Rate	3.8%	3.6%	3.8%	0.0%

	Jul-25	Jun-25	Jul-24	Yearly Change
Civilian Labor Force	15,829,465	15,844,376	15,681,116	148,349
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Unemployed	672,060	644,367	712,239	-40,179
Unemployment Rate	4.2%	4.1%	4.5%	-0.3%

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Unemployment Rate	4.6%	4.4%	4.5%	0.1%

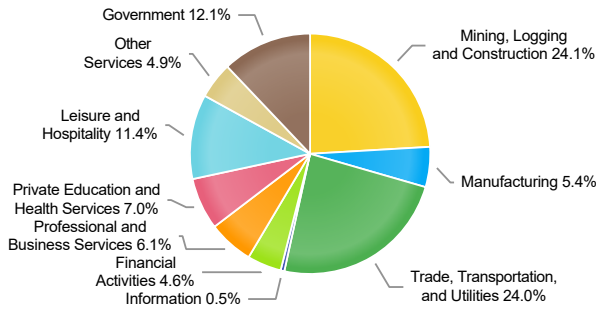
Historical Unemployment Rates



Months	MSA	Texas	US
Jul-25	3.8	4.2	4.6
Jun-25	3.6	4.1	4.4
May-25	3.5	4.0	4.0
Apr-25	3.1	3.7	3.9
Mar-25	3.5	4.0	4.2
Feb-25	3.8	4.3	4.5
Jan-25	3.7	4.1	4.4
Dec-24	3.2	3.7	3.8
Nov-24	3.6	4.1	4.0
Oct-24	3.6	4.0	3.9
Sep-24	3.6	4.1	3.9
Aug-24	3.9	4.4	4.4
Jul-24	3.8	4.5	4.5
Jun-24	3.8	4.5	4.3
May-24	3.2	3.8	3.7
Apr-24	3.0	3.6	3.5
Mar-24	3.2	3.9	3.9
Feb-24	3.6	4.2	4.2
Jan-24	3.5	4.1	4.1
Dec-23	3.0	3.7	3.5
Nov-23	3.1	3.7	3.5
Oct-23	3.2	3.8	3.6
Sep-23	3.3	4.0	3.6
Aug-23	3.6	4.3	3.9
Jul-23	3.6	4.2	3.8
Jun-23	3.5	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	3.6	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	3.8	3.6	3.4
Apr-22	3.8	3.5	3.3
Mar-22	4.1	3.8	3.8
Feb-22	4.8	4.3	4.1
Jan-22	5.3	4.7	4.4
Dec-21	5.0	4.1	3.7
Nov-21	5.5	4.4	3.9
Oct-21	6.0	4.7	4.3
Sep-21	6.6	5.0	4.6
Aug-21	7.4	5.4	5.3
Jul-21	8.2	5.8	5.7
Jun-21	9.3	6.4	6.1
May-21	8.7	5.7	5.5
Apr-21	9.4	5.9	5.7
Mar-21	10.0	6.4	6.2
Feb-21	11.0	6.9	6.8
Jan-21	11.6	7.1	6.8

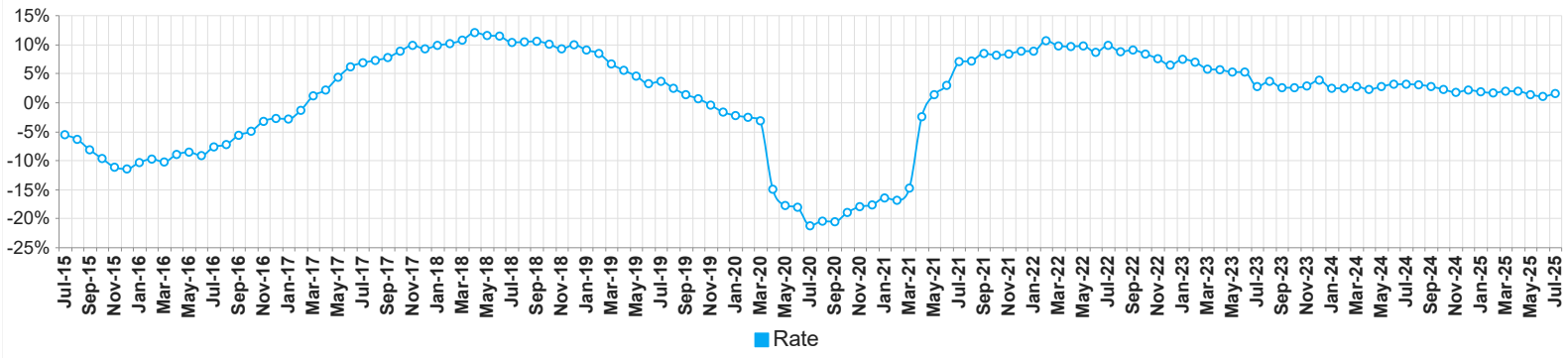
Months	MSA	Texas	US
Dec-20	12.0	6.7	6.5
Nov-20	12.3	6.8	6.4
Oct-20	12.4	6.7	6.6
Sep-20	13.7	7.7	7.7
Aug-20	13.8	7.9	8.5
Jul-20	16.2	9.7	10.5
Jun-20	16.4	10.4	11.2
May-20	16.6	11.8	13.0
Apr-20	13.5	12.3	14.4
Mar-20	5.2	5.4	4.5
Feb-20	3.4	3.5	3.8
Jan-20	3.5	3.7	4.0
Dec-19	3.0	3.2	3.4
Nov-19	3.0	3.3	3.3
Oct-19	2.8	3.3	3.3
Sep-19	2.8	3.4	3.3
Aug-19	3.0	3.7	3.8
Jul-19	3.0	3.9	4.0
Jun-19	2.9	3.8	3.8
May-19	2.3	3.1	3.4
Apr-19	2.2	3.1	3.3
Mar-19	2.6	3.5	3.9
Feb-19	2.7	3.8	4.1
Jan-19	2.9	4.2	4.4
Dec-18	2.5	3.6	3.7
Nov-18	2.5	3.5	3.5
Oct-18	2.5	3.5	3.5
Sep-18	2.6	3.8	3.6
Aug-18	2.8	4.0	3.9
Jul-18	2.9	4.1	4.1
Jun-18	3.1	4.3	4.2
May-18	2.6	3.6	3.6
Apr-18	2.7	3.7	3.7
Mar-18	3.1	4.1	4.1
Feb-18	3.3	4.2	4.4
Jan-18	3.4	4.3	4.5
Dec-17	3.2	3.8	3.9
Nov-17	3.3	3.9	3.9
Oct-17	3.3	3.7	3.9
Sep-17	3.6	4.1	4.1
Aug-17	4.1	4.5	4.5
Jul-17	4.2	4.5	4.6
Jun-17	4.4	4.6	4.5
May-17	4.3	4.2	4.1
Apr-17	4.6	4.2	4.1
Mar-17	5.2	4.6	4.6
Feb-17	5.8	5.0	4.9
Jan-17	6.1	5.1	5.1
Dec-16	5.9	4.6	4.5
Nov-16	6.1	4.5	4.4
Oct-16	6.5	4.6	4.7
Sep-16	7.1	4.9	4.8
Aug-16	7.3	4.9	5.0
Jul-16	7.5	5.1	5.1
Jun-16	7.5	5.0	5.1
May-16	6.7	4.3	4.5
Apr-16	6.8	4.3	4.7
Mar-16	6.7	4.5	5.1
Feb-16	6.2	4.5	5.2
Jan-16	5.8	4.5	5.3
Dec-15	5.2	4.2	4.8
Nov-15	5.4	4.4	4.8
Oct-15	5.3	4.4	4.8
Sep-15	5.1	4.5	4.9
Aug-15	4.9	4.5	5.2
Jul-15	5.1	4.8	5.6

Employment by Industry



Industry	Jul-25	Jun-25	Jul-24	Monthly Change	Monthly Percent Change	Yearly Change	Yearly Percent Change
Total Nonfarm	83,400	84,000	82,200	-600	-0.7%	1200	1.5%
Mining, Logging and Construction	20,100	20,000	19,500	100	0.5%	600	3.1%
Manufacturing	4,500	4,500	4,500	0	0.0%	0	0.0%
Trade, Transportation, and Utilities	20,000	19,800	19,900	200	1.0%	100	0.5%
Information	400	400	400	0	0.0%	0	0.0%
Financial Activities	3,800	3,700	3,700	100	2.7%	100	2.7%
Professional and Business Services	5,100	5,100	5,200	0	0.0%	-100	-1.9%
Private Education and Health Services	5,800	5,800	5,600	0	0.0%	200	3.6%
Leisure and Hospitality	9,500	9,600	9,500	-100	-1.0%	0	0.0%
Other Services	4,100	4,000	4,100	100	2.5%	0	0.0%
Government	10,100	11,100	9,800	-1000	-9.0%	300	3.1%

Annual Growth Rate Total Non-agricultural employment

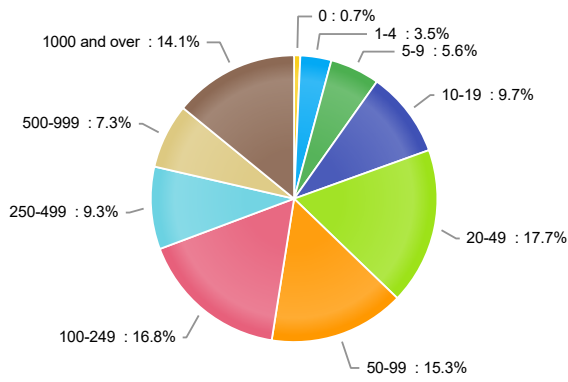


Annual Growth Rate Total Non-agricultural employment table

Month	Employment Count	Annual Growth Rate
Jul-25	83400	1.5%
Jun-25	84000	1%
May-25	84200	1.3%
Apr-25	84300	1.9%
Mar-25	84000	1.9%
Feb-25	83600	1.6%
Jan-25	82800	1.8%
Dec-24	84000	2.1%
Nov-24	83500	1.7%
Oct-24	83400	2.2%
Sep-24	83100	2.7%
Aug-24	82600	3%
Jul-24	82200	3.1%
Jun-24	83200	3.1%
May-24	83100	2.7%
Apr-24	82700	2.2%
Mar-24	82400	2.7%
Feb-24	82300	2.4%
Jan-24	81300	2.4%
Dec-23	82300	3.8%
Nov-23	82100	2.8%
Oct-23	81600	2.5%
Sep-23	80900	2.5%
Aug-23	80200	3.6%
Jul-23	79700	2.7%
Jun-23	80700	5.2%
May-23	80900	5.2%
Apr-23	80900	5.6%
Mar-23	80200	5.7%
Feb-23	80400	6.9%
Jan-23	79400	7.4%
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	77600	9.8%
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%

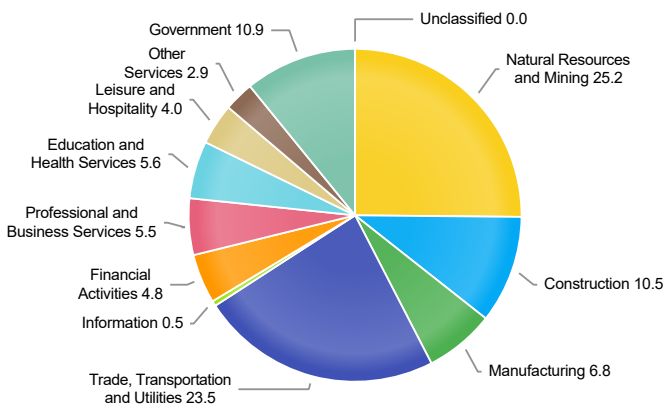
Month	Employment Count	Annual Growth Rate
Sep-20	66800	-20.6%
Aug-20	66500	-20.5%
Jul-20	66100	-21.3%
Jun-20	68600	-18.1%
May-20	69200	-17.8%
Apr-20	71700	-15%
Mar-20	81200	-3.2%
Feb-20	81800	-2.6%
Jan-20	81300	-2.3%
Dec-19	83200	-1.7%
Nov-19	83700	-0.5%
Oct-19	83900	0.6%
Sep-19	84100	1.3%
Aug-19	83700	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%
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%

Industry size class



Employees Per Firm	Employment In Size Class	Percentage Of Total Employment
0	600	0.7%
1-4	2800	3.5%
5-9	4516	5.6%
10-19	7807	9.7%
20-49	14160	17.7%
50-99	12292	15.3%
100-249	13505	16.8%
250-499	7427	9.3%
500-999	5831	7.3%
1000 and over	11270	14.1%

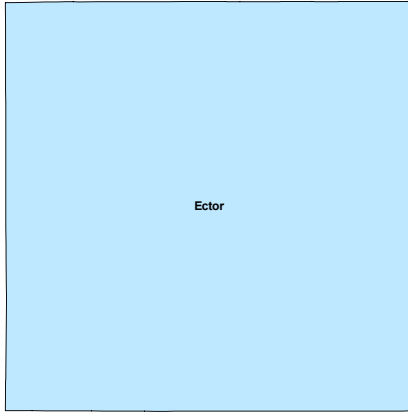
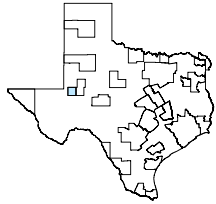
Wages by Industry (in millions) (1st Quarter 2025)



Industry Title	Wages in millions (\$)
Natural Resources and Mining	389.63
Construction	161.49
Manufacturing	104.78
Trade, Transportation and Utilities	363.11
Information	7.35
Financial Activities	73.61
Professional and Business Services	84.51
Education and Health Services	85.90
Leisure and Hospitality	61.36
Other Services	44.22
Government	168.10
Unclassified	0.58

Odessa MSA

August 2025

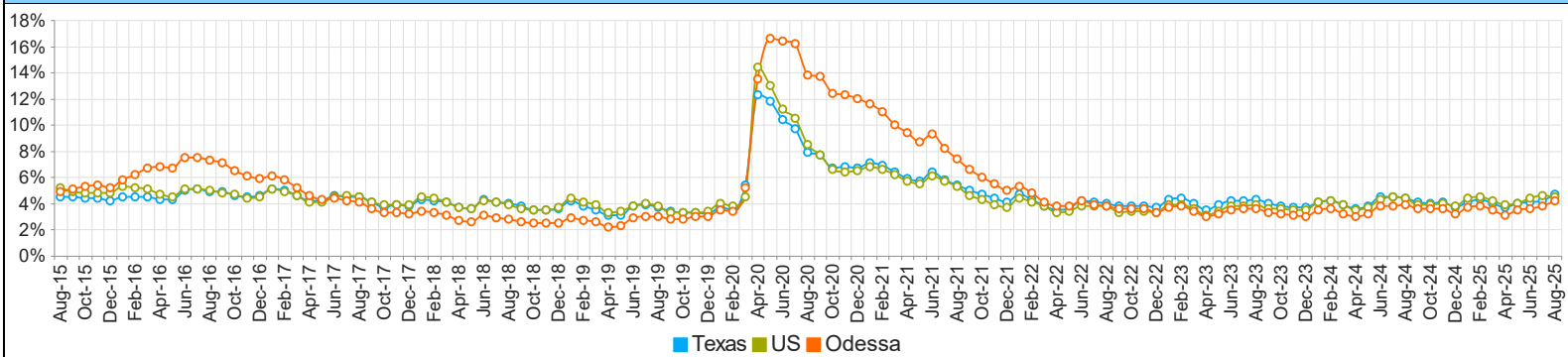


MSA Labor Force Statistics				
	Aug-25	Jul-25	Aug-24	Yearly Change
Civilian Labor Force	88,183	87,801	86,770	1,413
Employed	84,438	84,468	83,421	1,017
Unemployed	3,745	3,333	3,349	396
Unemployment Rate	4.2%	3.8%	3.9%	0.3%

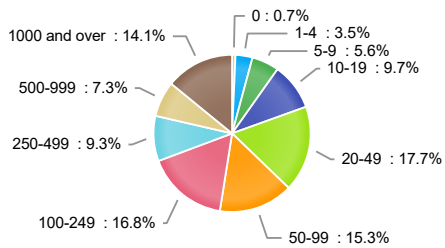
Texas Labor Force Statistics				
	Aug-25	Jul-25	Aug-24	Yearly Change
Civilian Labor Force	15,885,187	15,829,036	15,675,864	209,323
Employed	15,144,613	15,157,099	14,978,832	165,781
Unemployed	740,574	671,937	697,032	43,542
Unemployment Rate	4.7%	4.2%	4.4%	0.3%

US Labor Force Statistics				
	Aug-25	Jul-25	Aug-24	Yearly Change
Civilian Labor Force	171,035,000	171,646,000	168,763,000	2,272,000
Employed	163,288,000	163,799,000	161,348,000	1,940,000
Unemployed	7,747,000	7,847,000	7,415,000	332,000
Unemployment Rate	4.5%	4.6%	4.4%	0.1%

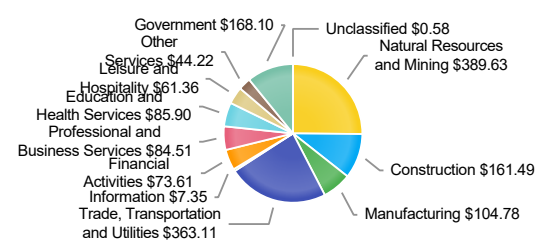
Historical Unemployment Rates



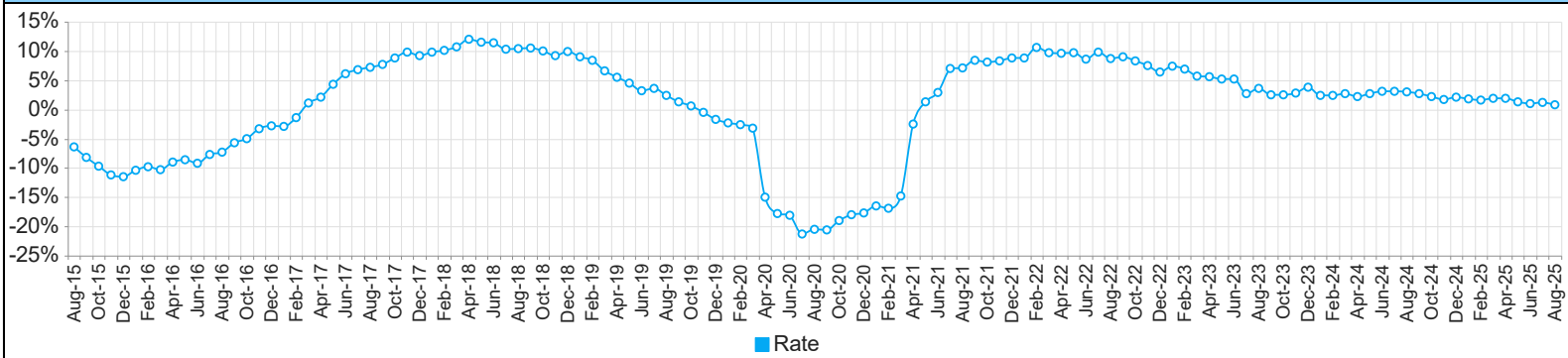
Industry Size Class



Wages by Industry (in millions) (1st Quarter 2025)



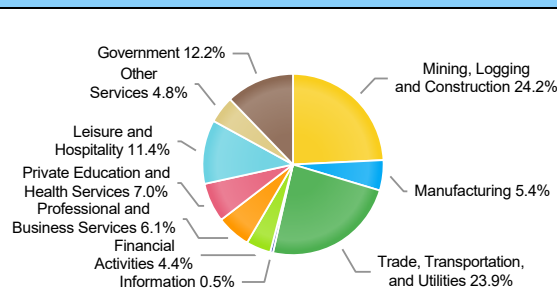
Annual Growth Rate Total Non-agricultural employment

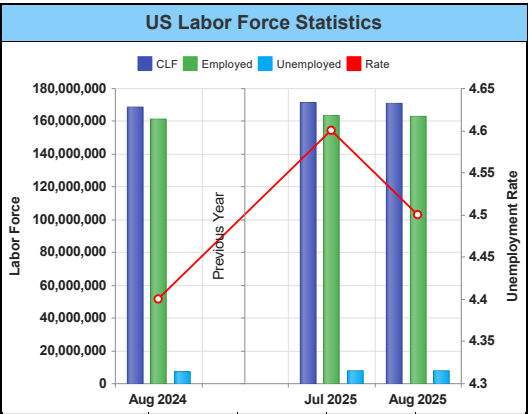
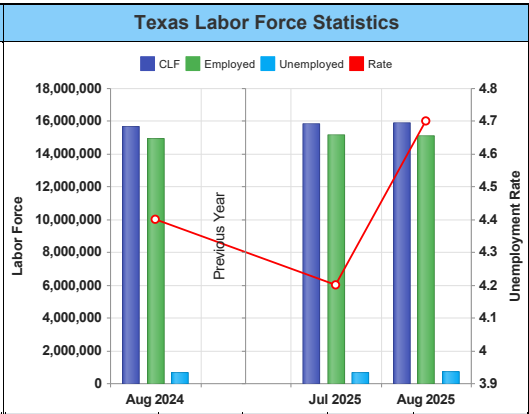
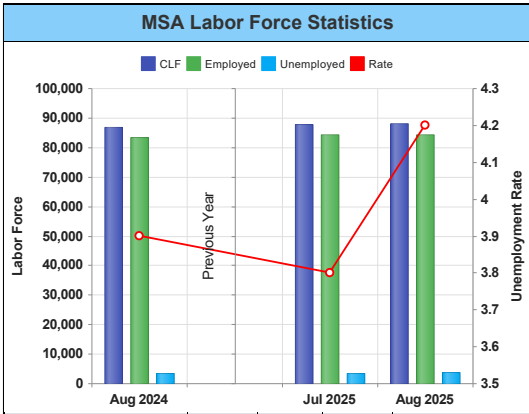


Employment by Industry (August 2025)

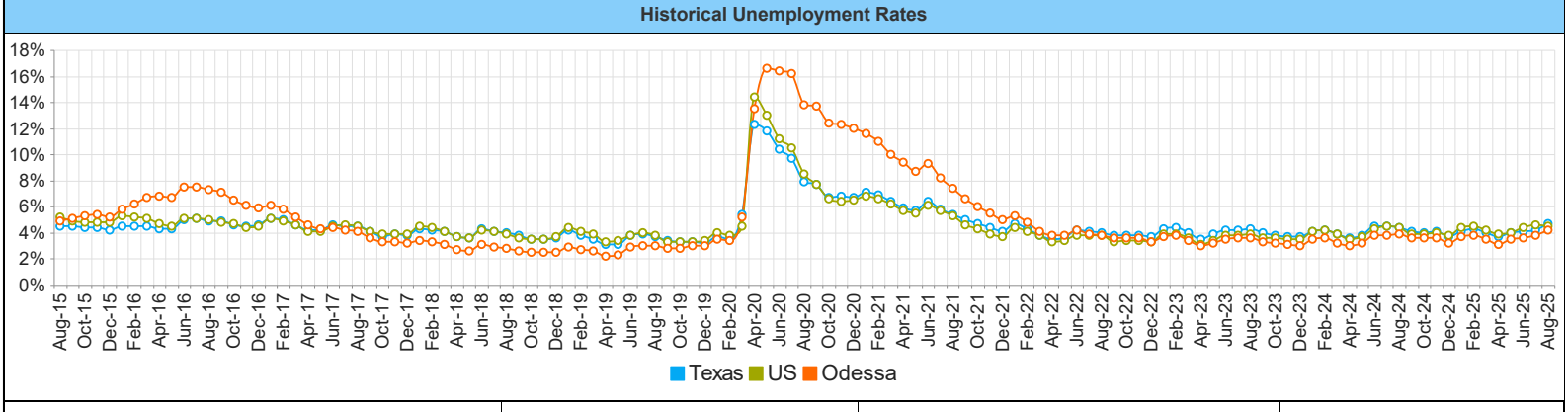
Industry	Current Month Employment	% Monthly Change	% Yearly Change
Total Nonfarm	83,300	0.1%	0.8%
Mining, Logging and Construction	20,200	1.0%	2.5%
Manufacturing	4,500	0.0%	2.3%
Trade, Transportation, and Utilities	19,900	0.0%	0.5%
Information	400	0.0%	-20.0%
Financial Activities	3,700	-2.6%	0.0%
Professional and Business Services	5,100	0.0%	-3.8%
Private Education and Health Services	5,800	0.0%	1.8%
Leisure and Hospitality	9,500	-1.0%	-1.0%
Other Services	4,000	0.0%	-2.4%
Government	10,200	1.0%	4.1%

Employment by Industry (August 2025)





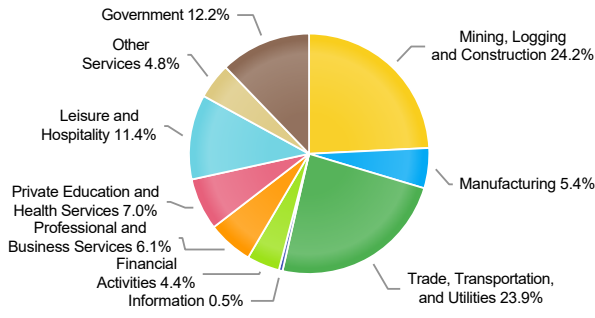
	Aug-25	Jul-25	Aug-24	Yearly Change
Civilian Labor Force	88,183	87,801	86,770	1,413
Employed	84,438	84,468	83,421	1,017
Unemployed	3,745	3,333	3,349	396
Unemployment Rate	4.2%	3.8%	3.9%	0.3%



Months	MSA	Texas	US
Aug-25	4.2	4.7	4.5
Jul-25	3.8	4.2	4.6
Jun-25	3.6	4.1	4.4
May-25	3.5	4.0	4.0
Apr-25	3.1	3.7	3.9
Mar-25	3.5	4.0	4.2
Feb-25	3.8	4.3	4.5
Jan-25	3.7	4.1	4.4
Dec-24	3.2	3.7	3.8
Nov-24	3.6	4.1	4.0
Oct-24	3.6	4.0	3.9
Sep-24	3.6	4.1	3.9
Aug-24	3.9	4.4	4.4
Jul-24	3.8	4.5	4.5
Jun-24	3.8	4.5	4.3
May-24	3.2	3.8	3.7
Apr-24	3.0	3.6	3.5
Mar-24	3.2	3.9	3.9
Feb-24	3.6	4.2	4.2
Jan-24	3.5	4.1	4.1
Dec-23	3.0	3.7	3.5
Nov-23	3.1	3.7	3.5
Oct-23	3.2	3.8	3.6
Sep-23	3.3	4.0	3.6
Aug-23	3.6	4.3	3.9
Jul-23	3.6	4.2	3.8
Jun-23	3.5	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	3.6	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	3.8	3.6	3.4
Apr-22	3.8	3.5	3.3
Mar-22	4.1	3.8	3.8
Feb-22	4.8	4.3	4.1
Jan-22	5.3	4.7	4.4
Dec-21	5.0	4.1	3.7
Nov-21	5.5	4.4	3.9
Oct-21	6.0	4.7	4.3
Sep-21	6.6	5.0	4.6
Aug-21	7.4	5.4	5.3
Jul-21	8.2	5.8	5.7
Jun-21	9.3	6.4	6.1
May-21	8.7	5.7	5.5
Apr-21	9.4	5.9	5.7
Mar-21	10.0	6.4	6.2
Feb-21	11.0	6.9	6.6

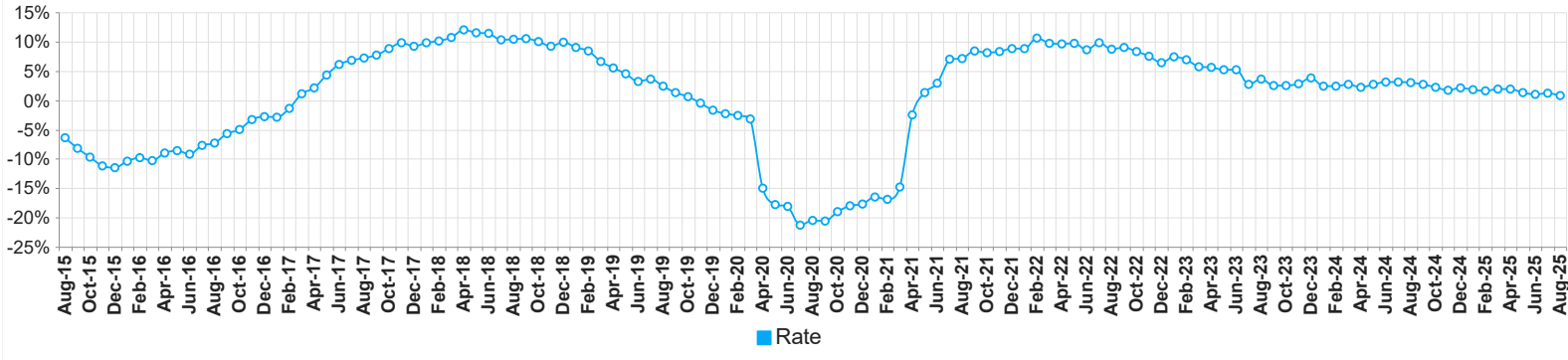
Months	MSA	Texas	US
Jan-21	11.6	7.1	6.8
Dec-20	12.0	6.7	6.5
Nov-20	12.3	6.8	6.4
Oct-20	12.4	6.7	6.6
Sep-20	13.7	7.7	7.7
Aug-20	13.8	7.9	8.5
Jul-20	16.2	9.7	10.5
Jun-20	16.4	10.4	11.2
May-20	16.6	11.8	13.0
Apr-20	13.5	12.3	14.4
Mar-20	5.2	5.4	4.5
Feb-20	3.4	3.5	3.8
Jan-20	3.5	3.7	4.0
Dec-19	3.0	3.2	3.4
Nov-19	3.0	3.3	3.3
Oct-19	2.8	3.3	3.3
Sep-19	2.8	3.4	3.3
Aug-19	3.0	3.7	3.8
Jul-19	3.0	3.9	4.0
Jun-19	2.9	3.8	3.8
May-19	2.3	3.1	3.4
Apr-19	2.2	3.1	3.3
Mar-19	2.6	3.5	3.9
Feb-19	2.7	3.8	4.1
Jan-19	2.9	4.2	4.4
Dec-18	2.5	3.6	3.7
Nov-18	2.5	3.5	3.5
Oct-18	2.5	3.5	3.5
Sep-18	2.6	3.8	3.6
Aug-18	2.8	4.0	3.9
Jul-18	2.9	4.1	4.1
Jun-18	3.1	4.3	4.2
May-18	2.6	3.6	3.6
Apr-18	2.7	3.7	3.7
Mar-18	3.1	4.1	4.1
Feb-18	3.3	4.2	4.4
Jan-18	3.4	4.3	4.5
Dec-17	3.2	3.8	3.9
Nov-17	3.3	3.9	3.9
Oct-17	3.3	3.7	3.9
Sep-17	3.6	4.1	4.1
Aug-17	4.1	4.5	4.5
Jul-17	4.2	4.5	4.6
Jun-17	4.4	4.6	4.5
May-17	4.3	4.2	4.1
Apr-17	4.6	4.2	4.1
Mar-17	5.2	4.6	4.6
Feb-17	5.8	5.0	4.9
Jan-17	6.1	5.1	5.1
Dec-16	5.9	4.6	4.5
Nov-16	6.1	4.5	4.4
Oct-16	6.5	4.6	4.7
Sep-16	7.1	4.9	4.8
Aug-16	7.3	4.9	5.0
Jul-16	7.5	5.1	5.1
Jun-16	7.5	5.0	5.1
May-16	6.7	4.3	4.5
Apr-16	6.8	4.3	4.7
Mar-16	6.7	4.5	5.1
Feb-16	6.2	4.5	5.2
Jan-16	5.8	4.5	5.3
Dec-15	5.2	4.2	4.8
Nov-15	5.4	4.4	4.8
Oct-15	5.3	4.4	4.8
Sep-15	5.1	4.5	4.9
Aug-15	4.9	4.5	5.2

Employment by Industry



Industry	Aug-25	Jul-25	Aug-24	Monthly Change	Monthly Percent Change	Yearly Change	Yearly Percent Change
Total Nonfarm	83,300	83,200	82,600	100	0.1%	700	0.8%
Mining, Logging and Construction	20,200	20,000	19,700	200	1.0%	500	2.5%
Manufacturing	4,500	4,500	4,400	0	0.0%	100	2.3%
Trade, Transportation, and Utilities	19,900	19,900	19,800	0	0.0%	100	0.5%
Information	400	400	500	0	0.0%	-100	-20.0%
Financial Activities	3,700	3,800	3,700	-100	-2.6%	0	0.0%
Professional and Business Services	5,100	5,100	5,300	0	0.0%	-200	-3.8%
Private Education and Health Services	5,800	5,800	5,700	0	0.0%	100	1.8%
Leisure and Hospitality	9,500	9,600	9,600	-100	-1.0%	-100	-1.0%
Other Services	4,000	4,000	4,100	0	0.0%	-100	-2.4%
Government	10,200	10,100	9,800	100	1.0%	400	4.1%

Annual Growth Rate Total Non-agricultural employment

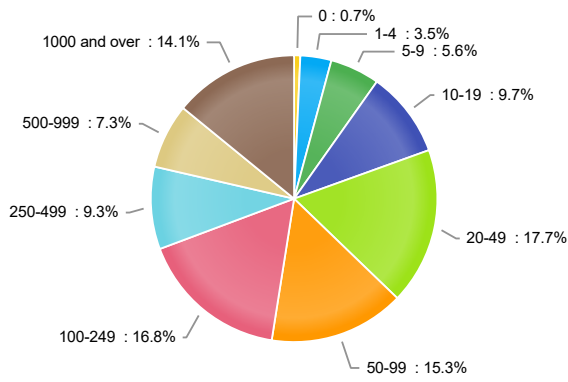


Annual Growth Rate Total Non-agricultural employment table

Month	Employment Count	Annual Growth Rate
Aug-25	83300	0.8%
Jul-25	83200	1.2%
Jun-25	84000	1%
May-25	84200	1.3%
Apr-25	84300	1.9%
Mar-25	84000	1.9%
Feb-25	83600	1.6%
Jan-25	82800	1.8%
Dec-24	84000	2.1%
Nov-24	83500	1.7%
Oct-24	83400	2.2%
Sep-24	83100	2.7%
Aug-24	82600	3%
Jul-24	82200	3.1%
Jun-24	83200	3.1%
May-24	83100	2.7%
Apr-24	82700	2.2%
Mar-24	82400	2.7%
Feb-24	82300	2.4%
Jan-24	81300	2.4%
Dec-23	82300	3.8%
Nov-23	82100	2.8%
Oct-23	81600	2.5%
Sep-23	80900	2.5%
Aug-23	80200	3.6%
Jul-23	79700	2.7%
Jun-23	80700	5.2%
May-23	80900	5.2%
Apr-23	80900	5.6%
Mar-23	80200	5.7%
Feb-23	80400	6.9%
Jan-23	79400	7.4%
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	77600	9.8%
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%

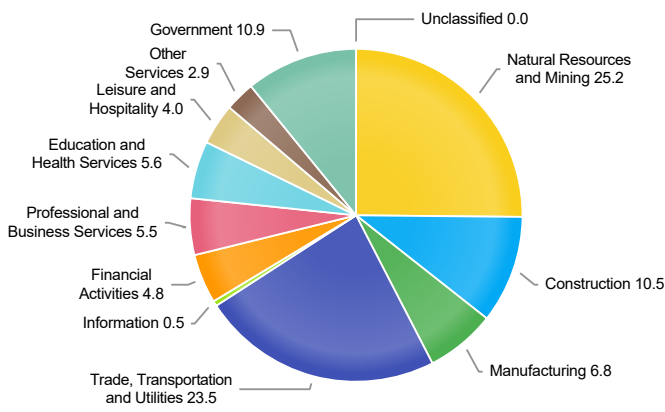
Month	Employment Count	Annual Growth Rate
Oct-20	68000	-19%
Sep-20	66800	-20.6%
Aug-20	66500	-20.5%
Jul-20	66100	-21.3%
Jun-20	68600	-18.1%
May-20	69200	-17.8%
Apr-20	71700	-15%
Mar-20	81200	-3.2%
Feb-20	81800	-2.6%
Jan-20	81300	-2.3%
Dec-19	83200	-1.7%
Nov-19	83700	-0.5%
Oct-19	83900	0.6%
Sep-19	84100	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%
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%

Industry size class



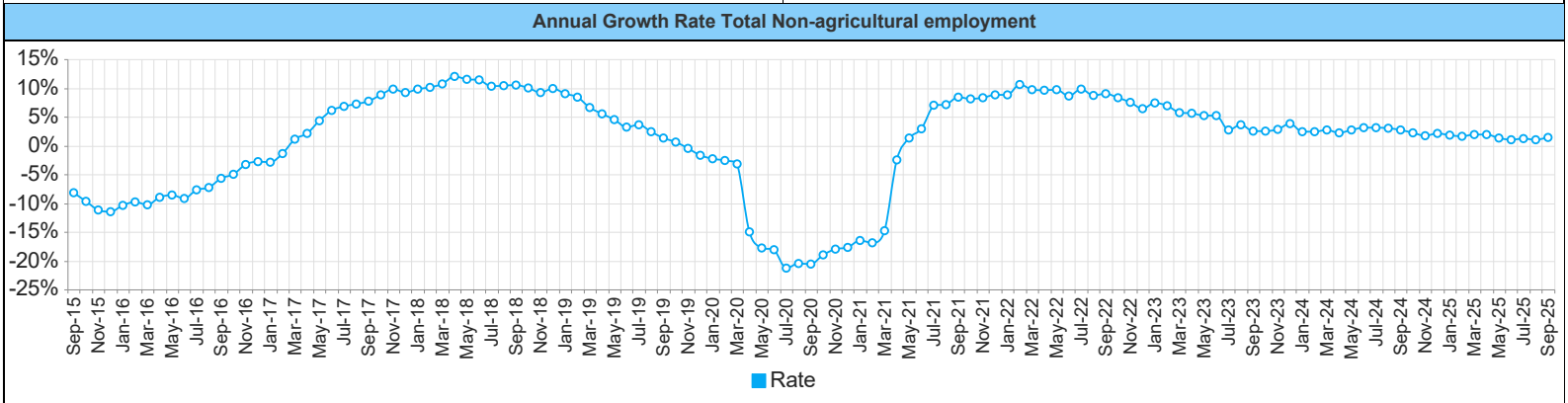
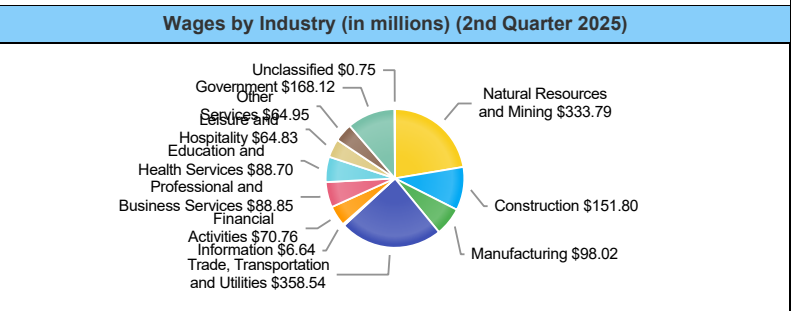
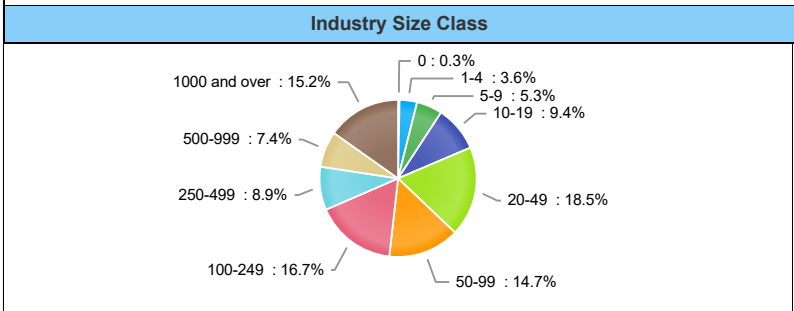
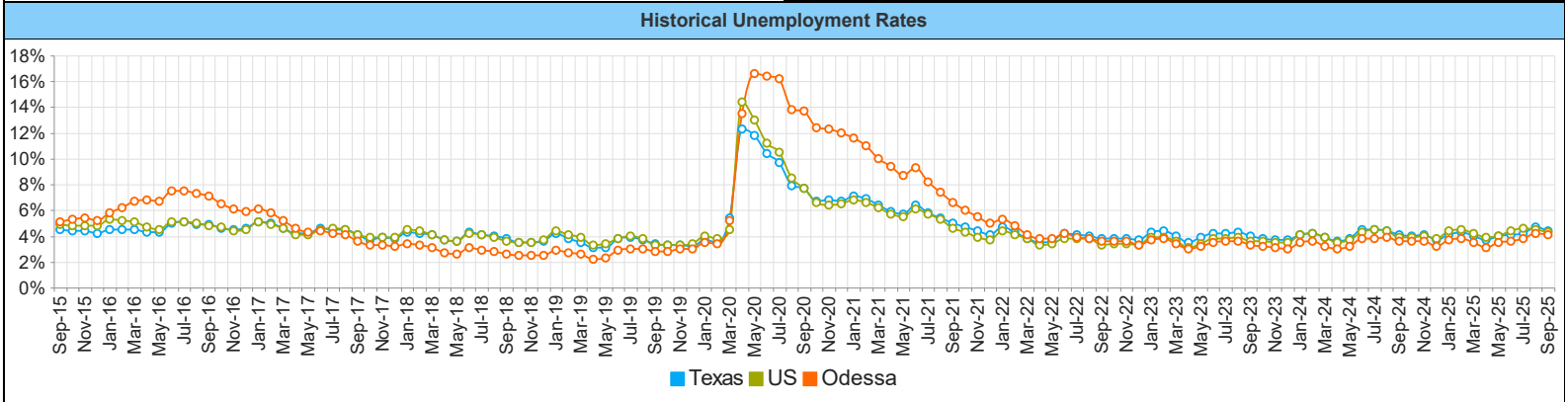
Employees Per Firm	Employment In Size Class	Percentage Of Total Employment
0	600	0.7%
1-4	2800	3.5%
5-9	4516	5.6%
10-19	7807	9.7%
20-49	14160	17.7%
50-99	12292	15.3%
100-249	13505	16.8%
250-499	7427	9.3%
500-999	5831	7.3%
1000 and over	11270	14.1%

Wages by Industry (in millions) (1st Quarter 2025)



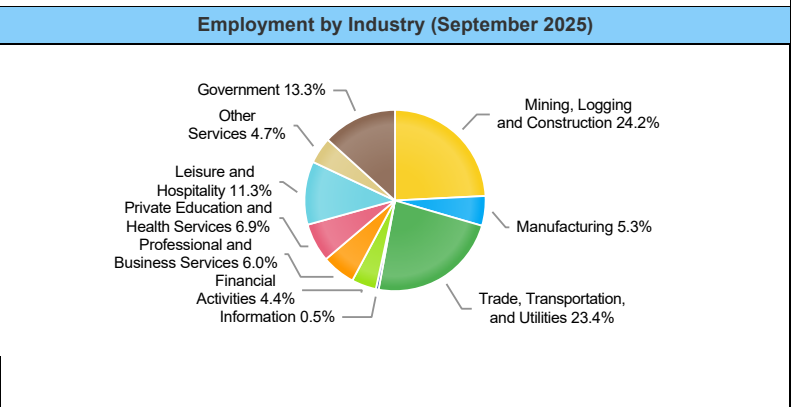
Industry Title	Wages in millions (\$)
Natural Resources and Mining	389.63
Construction	161.49
Manufacturing	104.78
Trade, Transportation and Utilities	363.11
Information	7.35
Financial Activities	73.61
Professional and Business Services	84.51
Education and Health Services	85.90
Leisure and Hospitality	61.36
Other Services	44.22
Government	168.10
Unclassified	0.58

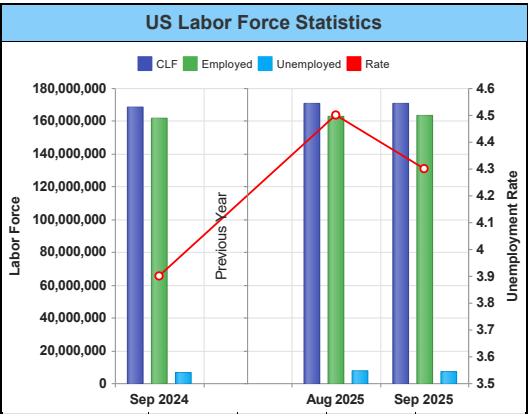
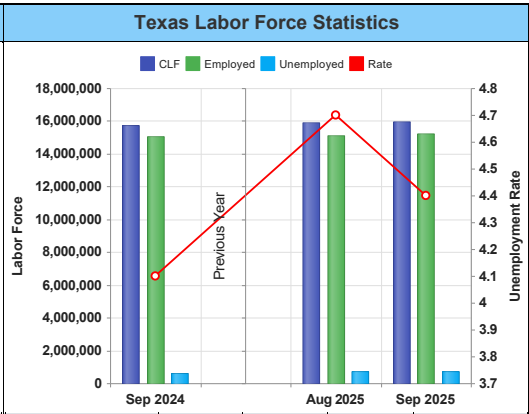
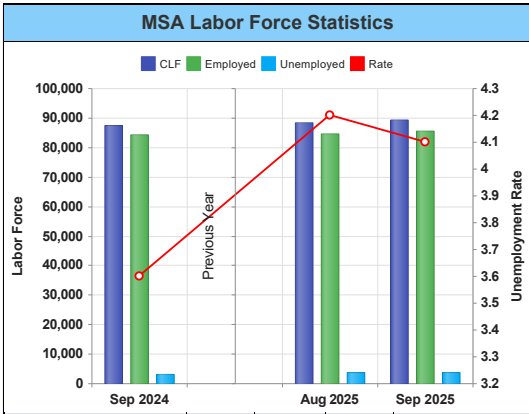
Odessa MSA		September 2025			
	Ector				
	MSA Labor Force Statistics				
		Sep-25	Aug-25	Sep-24	Yearly Change
	Civilian Labor Force	89,231	88,261	87,432	1,799
	Employed	85,603	84,517	84,322	1,281
	Unemployed	3,628	3,744	3,110	518
	Unemployment Rate	4.1%	4.2%	3.6%	0.5%
	Texas Labor Force Statistics				
		Sep-25	Aug-25	Sep-24	Yearly Change
	Civilian Labor Force	15,966,295	15,885,423	15,725,337	240,958
	Employed	15,257,506	15,144,991	15,080,090	177,416
	Unemployed	708,789	740,432	645,247	63,542
Unemployment Rate	4.4%	4.7%	4.1%	0.3%	
US Labor Force Statistics					
	Sep-25	Aug-25	Sep-24	Yearly Change	
Civilian Labor Force	171,217,000	171,035,000	168,569,000	2,648,000	
Employed	163,894,000	163,288,000	162,046,000	1,848,000	
Unemployed	7,324,000	7,747,000	6,524,000	800,000	
Unemployment Rate	4.3%	4.5%	3.9%	0.4%	



Employment by Industry (September 2025)

Industry	Current Month Employment	% Monthly Change	% Yearly Change
Total Nonfarm	84,300	1.1%	1.4%
Mining, Logging and Construction	20,400	0.5%	3.0%
Manufacturing	4,500	0.0%	0.0%
Trade, Transportation, and Utilities	19,700	-0.5%	-0.5%
Information	400	0.0%	0.0%
Financial Activities	3,700	0.0%	0.0%
Professional and Business Services	5,100	0.0%	0.0%
Private Education and Health Services	5,800	0.0%	1.8%
Leisure and Hospitality	9,500	-1.0%	1.1%
Other Services	4,000	0.0%	0.0%
Government	11,200	9.8%	4.7%



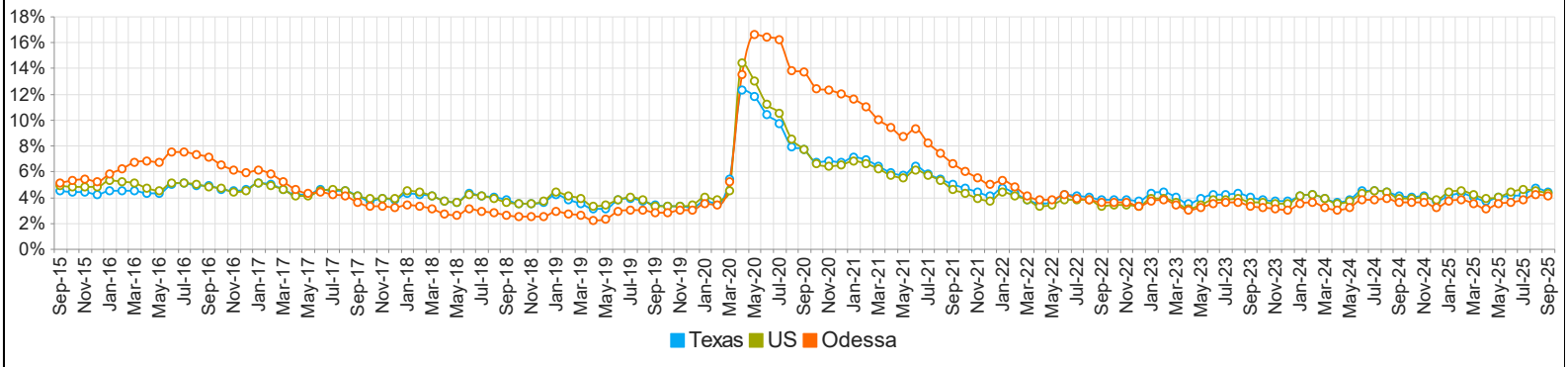


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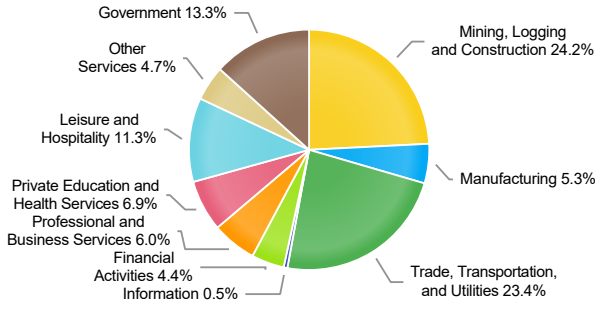
Historical Unemployment Rates



Months	MSA	Texas	US
Sep-25	4.1	4.4	4.3
Aug-25	4.2	4.7	4.5
Jul-25	3.8	4.2	4.6
Jun-25	3.6	4.1	4.4
May-25	3.5	4.0	4.0
Apr-25	3.1	3.7	3.9
Mar-25	3.5	4.0	4.2
Feb-25	3.8	4.3	4.5
Jan-25	3.7	4.1	4.4
Dec-24	3.2	3.7	3.8
Nov-24	3.6	4.1	4.0
Oct-24	3.6	4.0	3.9
Sep-24	3.6	4.1	3.9
Aug-24	3.9	4.4	4.4
Jul-24	3.8	4.5	4.5
Jun-24	3.8	4.5	4.3
May-24	3.2	3.8	3.7
Apr-24	3.0	3.6	3.5
Mar-24	3.2	3.9	3.9
Feb-24	3.6	4.2	4.2
Jan-24	3.5	4.1	4.1
Dec-23	3.0	3.7	3.5
Nov-23	3.1	3.7	3.5
Oct-23	3.2	3.8	3.6
Sep-23	3.3	4.0	3.6
Aug-23	3.6	4.3	3.9
Jul-23	3.6	4.2	3.8
Jun-23	3.5	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	3.6	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	3.8	3.6	3.4
Apr-22	3.8	3.5	3.3
Mar-22	4.1	3.8	3.8
Feb-22	4.8	4.3	4.1
Jan-22	5.3	4.7	4.4
Dec-21	5.0	4.1	3.7
Nov-21	5.5	4.4	3.9
Oct-21	6.0	4.7	4.3
Sep-21	6.6	5.0	4.6
Aug-21	7.4	5.4	5.3
Jul-21	8.2	5.8	5.7
Jun-21	9.3	6.4	6.1
May-21	8.7	5.7	5.5
Apr-21	9.4	5.9	5.7
Mar-21	10.0	6.4	6.2

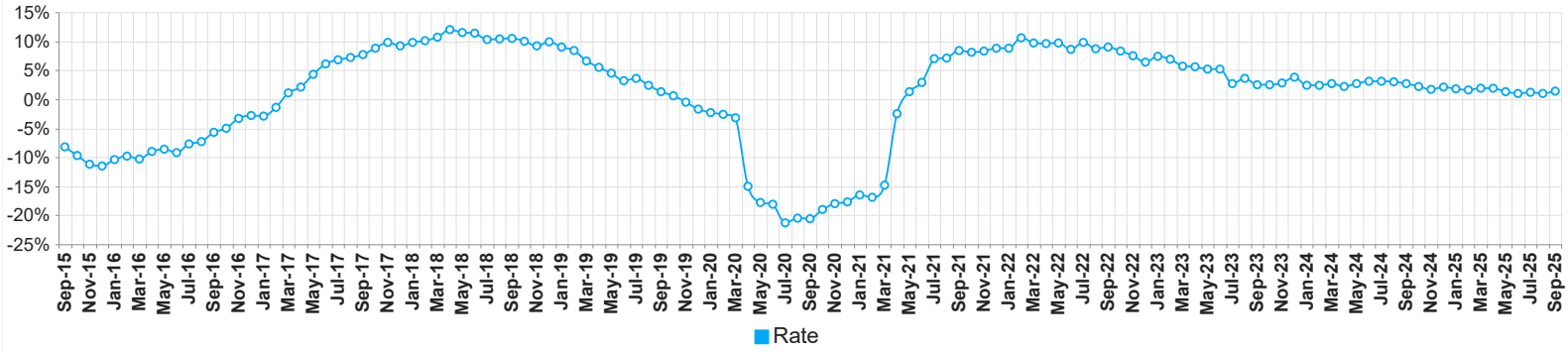
Months	MSA	Texas	US
Feb-21	11.0	6.9	6.6
Jan-21	11.6	7.1	6.8
Dec-20	12.0	6.7	6.5
Nov-20	12.3	6.8	6.4
Oct-20	12.4	6.7	6.6
Sep-20	13.7	7.7	7.7
Aug-20	13.8	7.9	8.5
Jul-20	16.2	9.7	10.5
Jun-20	16.4	10.4	11.2
May-20	16.6	11.8	13.0
Apr-20	13.5	12.3	14.4
Mar-20	5.2	5.4	4.5
Feb-20	3.4	3.5	3.8
Jan-20	3.5	3.7	4.0
Dec-19	3.0	3.2	3.4
Nov-19	3.0	3.3	3.3
Oct-19	2.8	3.3	3.3
Sep-19	2.8	3.4	3.3
Aug-19	3.0	3.7	3.8
Jul-19	3.0	3.9	4.0
Jun-19	2.9	3.8	3.8
May-19	2.3	3.1	3.4
Apr-19	2.2	3.1	3.3
Mar-19	2.6	3.5	3.9
Feb-19	2.7	3.8	4.1
Jan-19	2.9	4.2	4.4
Dec-18	2.5	3.6	3.7
Nov-18	2.5	3.5	3.5
Oct-18	2.5	3.5	3.5
Sep-18	2.6	3.8	3.6
Aug-18	2.8	4.0	3.9
Jul-18	2.9	4.1	4.1
Jun-18	3.1	4.3	4.2
May-18	2.6	3.6	3.6
Apr-18	2.7	3.7	3.7
Mar-18	3.1	4.1	4.1
Feb-18	3.3	4.2	4.4
Jan-18	3.4	4.3	4.5
Dec-17	3.2	3.8	3.9
Nov-17	3.3	3.9	3.9
Oct-17	3.3	3.7	3.9
Sep-17	3.6	4.1	4.1
Aug-17	4.1	4.5	4.5
Jul-17	4.2	4.5	4.6
Jun-17	4.4	4.6	4.5
May-17	4.3	4.2	4.1
Apr-17	4.6	4.2	4.1
Mar-17	5.2	4.6	4.6
Feb-17	5.8	5.0	4.9
Jan-17	6.1	5.1	5.1
Dec-16	5.9	4.6	4.5
Nov-16	6.1	4.5	4.4
Oct-16	6.5	4.6	4.7
Sep-16	7.1	4.9	4.8
Aug-16	7.3	4.9	5.0
Jul-16	7.5	5.1	5.1
Jun-16	7.5	5.0	5.1
May-16	6.7	4.3	4.5
Apr-16	6.8	4.3	4.7
Mar-16	6.7	4.5	5.1
Feb-16	6.2	4.5	5.2
Jan-16	5.8	4.5	5.3
Dec-15	5.2	4.2	4.8
Nov-15	5.4	4.4	4.8
Oct-15	5.3	4.4	4.8
Sep-15	5.1	4.5	4.9

Employment by Industry



Industry	Sep-25	Aug-25	Sep-24	Monthly Change	Monthly Percent Change	Yearly Change	Yearly Percent Change
Total Nonfarm	84,300	83,400	83,100	900	1.1%	1200	1.4%
Mining, Logging and Construction	20,400	20,300	19,800	100	0.5%	600	3.0%
Manufacturing	4,500	4,500	4,500	0	0.0%	0	0.0%
Trade, Transportation, and Utilities	19,700	19,800	19,800	-100	-0.5%	-100	-0.5%
Information	400	400	400	0	0.0%	0	0.0%
Financial Activities	3,700	3,700	3,700	0	0.0%	0	0.0%
Professional and Business Services	5,100	5,100	5,100	0	0.0%	0	0.0%
Private Education and Health Services	5,800	5,800	5,700	0	0.0%	100	1.8%
Leisure and Hospitality	9,500	9,600	9,400	-100	-1.0%	100	1.1%
Other Services	4,000	4,000	4,000	0	0.0%	0	0.0%
Government	11,200	10,200	10,700	1000	9.8%	500	4.7%

Annual Growth Rate Total Non-agricultural employment

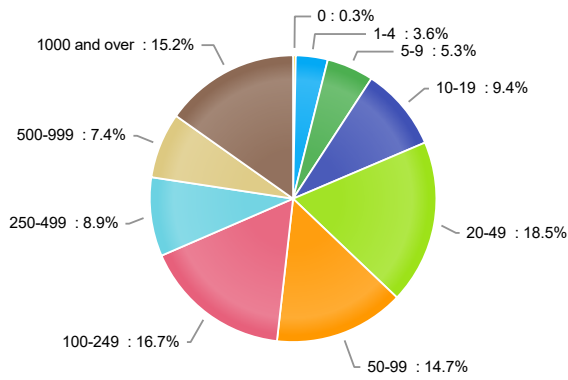


Annual Growth Rate Total Non-agricultural employment table

Month	Employment Count	Annual Growth Rate
Sep-25	84300	1.4%
Aug-25	83400	1%
Jul-25	83200	1.2%
Jun-25	84000	1%
May-25	84200	1.3%
Apr-25	84300	1.9%
Mar-25	84000	1.9%
Feb-25	83600	1.6%
Jan-25	82800	1.8%
Dec-24	84000	2.1%
Nov-24	83500	1.7%
Oct-24	83400	2.2%
Sep-24	83100	2.7%
Aug-24	82600	3%
Jul-24	82200	3.1%
Jun-24	83200	3.1%
May-24	83100	2.7%
Apr-24	82700	2.2%
Mar-24	82400	2.7%
Feb-24	82300	2.4%
Jan-24	81300	2.4%
Dec-23	82300	3.8%
Nov-23	82100	2.8%
Oct-23	81600	2.5%
Sep-23	80900	2.5%
Aug-23	80200	3.6%
Jul-23	79700	2.7%
Jun-23	80700	5.2%
May-23	80900	5.2%
Apr-23	80900	5.6%
Mar-23	80200	5.7%
Feb-23	80400	6.9%
Jan-23	79400	7.4%
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	77600	9.8%
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%

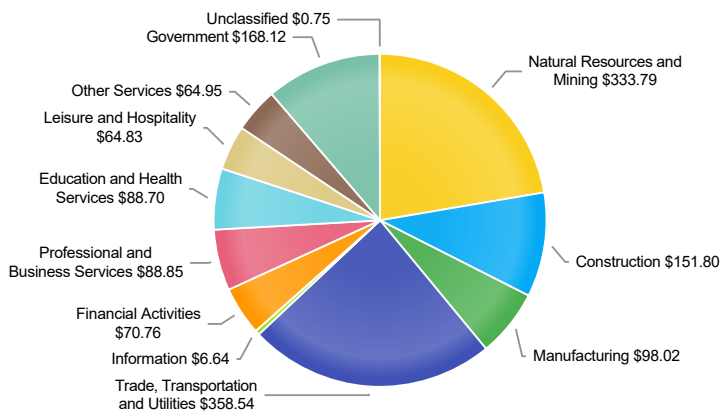
Month	Employment Count	Annual Growth Rate
Nov-20	68600	-18%
Oct-20	68000	-19%
Sep-20	66800	-20.6%
Aug-20	66500	-20.5%
Jul-20	66100	-21.3%
Jun-20	68600	-18.1%
May-20	69200	-17.8%
Apr-20	71700	-15%
Mar-20	81200	-3.2%
Feb-20	81800	-2.6%
Jan-20	81300	-2.3%
Dec-19	83200	-1.7%
Nov-19	83700	-0.5%
Oct-19	83900	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%
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%

Industry size class



Employees Per Firm	Employment In Size Class	Percentage Of Total Employment
0	252	0.3%
1-4	2928	3.6%
5-9	4351	5.3%
10-19	7637	9.4%
20-49	15069	18.5%
50-99	12035	14.7%
100-249	13666	16.7%
250-499	7286	8.9%
500-999	6018	7.4%
1000 and over	12386	15.2%

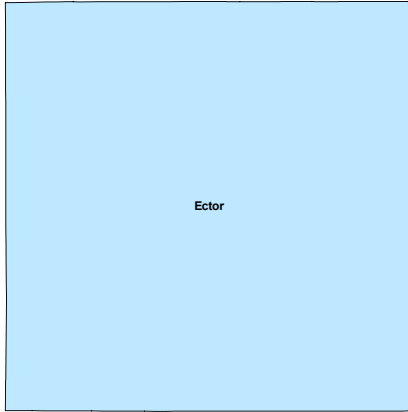
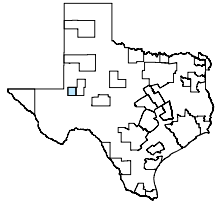
Wages by Industry (in millions) (2nd Quarter 2025)



Industry Title	Wages in millions (\$)
Natural Resources and Mining	333.79
Construction	151.80
Manufacturing	98.02
Trade, Transportation and Utilities	358.54
Information	6.64
Financial Activities	70.76
Professional and Business Services	88.85
Education and Health Services	88.70
Leisure and Hospitality	64.83
Other Services	64.95
Government	168.12
Unclassified	0.75

Odessa MSA

November 2025

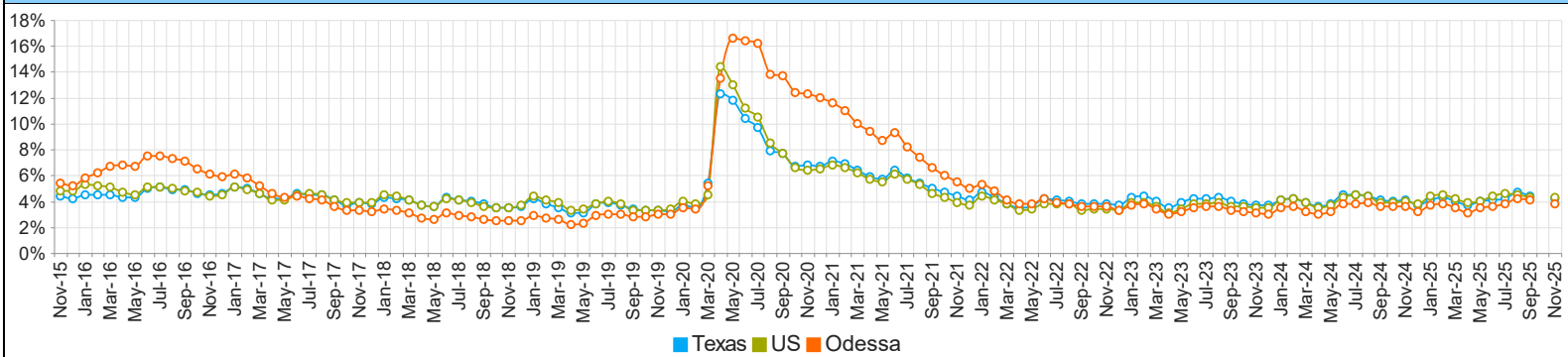


MSA Labor Force Statistics				
	Nov-25	Oct-25	Nov-24	Yearly Change
Civilian Labor Force	89,482	N/A	87,099	2,383
Employed	86,069	N/A	83,973	2,096
Unemployed	3,413	N/A	3,126	287
Unemployment Rate	3.8%	N/A	3.6%	0.2%

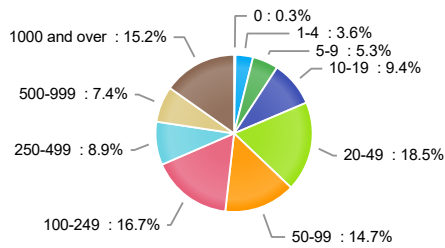
Texas Labor Force Statistics				
	Nov-25	Oct-25	Nov-24	Yearly Change
Civilian Labor Force	16,038,665	N/A	15,758,856	279,809
Employed	15,361,936	N/A	15,115,304	246,632
Unemployed	676,729	N/A	643,552	33,177
Unemployment Rate	4.2%	N/A	4.1%	0.1%

US Labor Force Statistics				
	Nov-25	Oct-25	Nov-24	Yearly Change
Civilian Labor Force	171,467,000	N/A	168,164,000	3,303,000
Employed	164,066,000	N/A	161,456,000	2,610,000
Unemployed	7,401,000	N/A	6,708,000	693,000
Unemployment Rate	4.3%	N/A	4.0%	0.3%

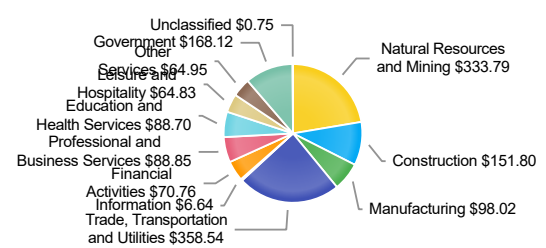
Historical Unemployment Rates



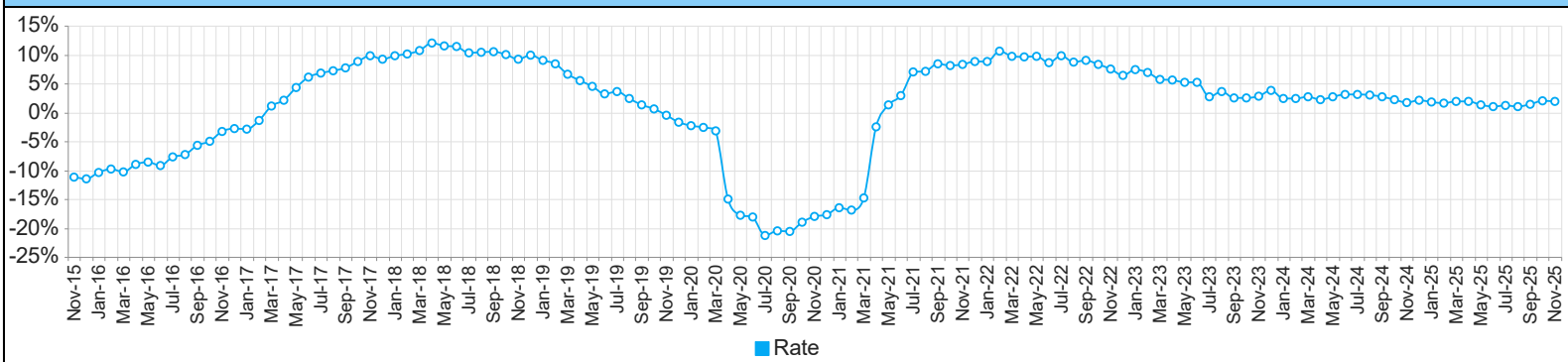
Industry Size Class



Wages by Industry (in millions) (2nd Quarter 2025)



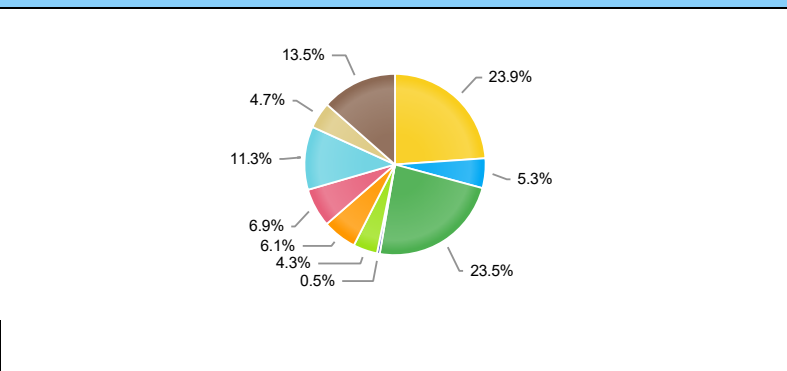
Annual Growth Rate Total Non-agricultural employment

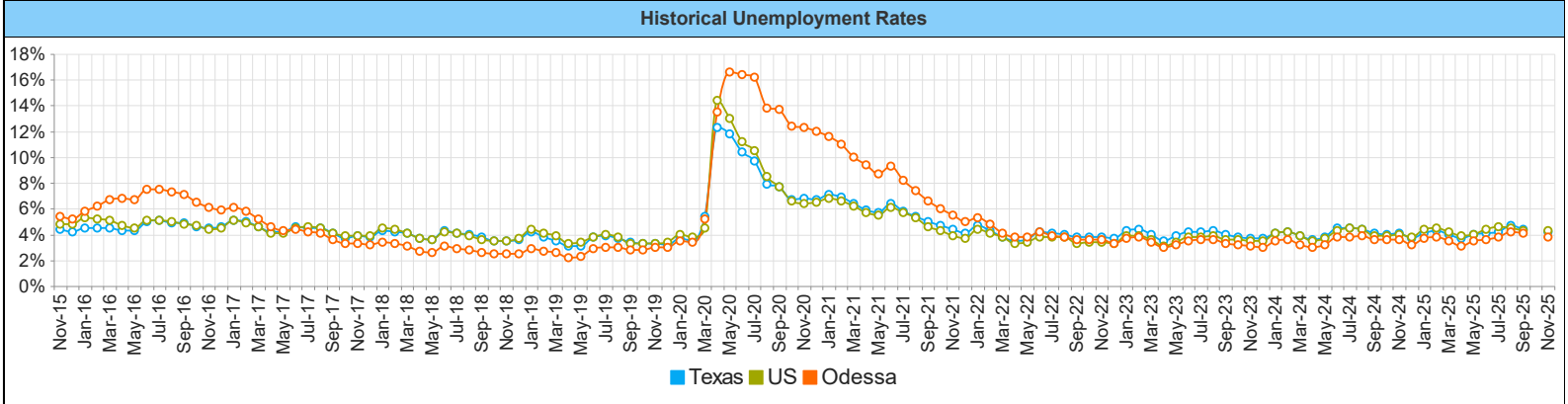
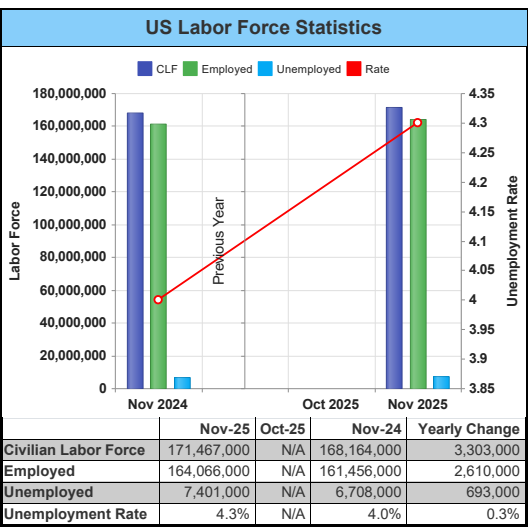
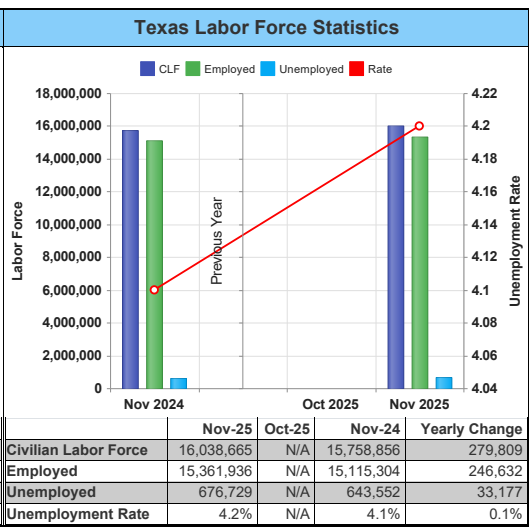
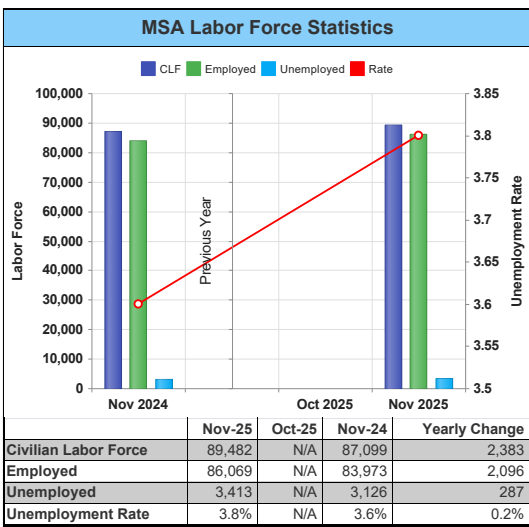


Employment by Industry (November 2025)

Industry	Current Month Employment	% Monthly Change	% Yearly Change
Total Nonfarm	85,100	0.0%	1.9%
Mining, Logging and Construction	20,300	-1.5%	2.0%
Manufacturing	4,500	0.0%	0.0%
Trade, Transportation, and Utilities	20,000	1.0%	0.5%
Information	400	0.0%	0.0%
Financial Activities	3,700	0.0%	0.0%
Professional and Business Services	5,200	0.0%	0.0%
Private Education and Health Services	5,900	0.0%	1.7%
Leisure and Hospitality	9,600	1.1%	2.1%
Other Services	4,000	0.0%	2.6%
Government	11,500	0.0%	6.5%

Employment by Industry (November 2025)

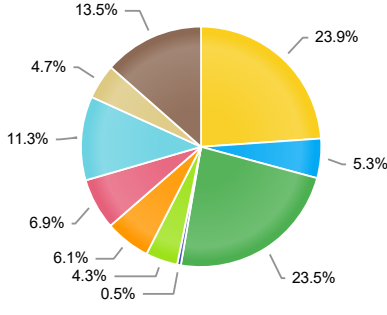




Months	MSA	Texas	US
Nov-25	3.8	4.2	4.3
Oct-25	N/A	N/A	N/A
Sep-25	4.1	4.4	4.3
Aug-25	4.2	4.7	4.5
Jul-25	3.8	4.2	4.6
Jun-25	3.6	4.1	4.4
May-25	3.5	4.0	4.0
Apr-25	3.1	3.7	3.9
Mar-25	3.5	4.0	4.2
Feb-25	3.8	4.3	4.5
Jan-25	3.7	4.1	4.4
Dec-24	3.2	3.7	3.8
Nov-24	3.6	4.1	4.0
Oct-24	3.6	4.0	3.9
Sep-24	3.6	4.1	3.9
Aug-24	3.9	4.4	4.4
Jul-24	3.8	4.5	4.5
Jun-24	3.8	4.5	4.3
May-24	3.2	3.8	3.7
Apr-24	3.0	3.6	3.5
Mar-24	3.2	3.9	3.9
Feb-24	3.6	4.2	4.2
Jan-24	3.5	4.1	4.1
Dec-23	3.0	3.7	3.5
Nov-23	3.1	3.7	3.5
Oct-23	3.2	3.8	3.6
Sep-23	3.3	4.0	3.6
Aug-23	3.6	4.3	3.9
Jul-23	3.6	4.2	3.8
Jun-23	3.5	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	3.6	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	3.8	3.6	3.4
Apr-22	3.8	3.5	3.3
Mar-22	4.1	3.8	3.8
Feb-22	4.8	4.3	4.1
Jan-22	5.3	4.7	4.4
Dec-21	5.0	4.1	3.7
Nov-21	5.5	4.4	3.9
Oct-21	6.0	4.7	4.3
Sep-21	6.6	5.0	4.6
Aug-21	7.4	5.4	5.3
Jul-21	8.2	5.8	5.7
Jun-21	9.3	6.4	6.1
May-21	8.7	5.7	5.5

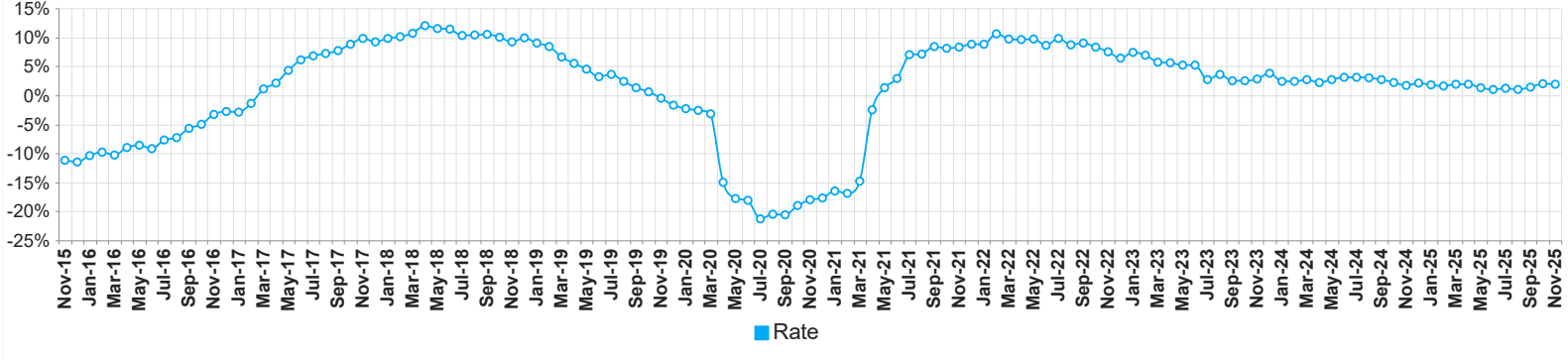
Months	MSA	Texas	US
Apr-21	9.4	5.9	5.7
Mar-21	10.0	6.4	6.2
Feb-21	11.0	6.9	6.6
Jan-21	11.6	7.1	6.8
Dec-20	12.0	6.7	6.5
Nov-20	12.3	6.8	6.4
Oct-20	12.4	6.7	6.6
Sep-20	13.7	7.7	7.7
Aug-20	13.8	7.9	8.5
Jul-20	16.2	9.7	10.5
Jun-20	16.4	10.4	11.2
May-20	16.6	11.8	13.0
Apr-20	13.5	12.3	14.4
Mar-20	5.2	5.4	4.5
Feb-20	3.4	3.5	3.8
Jan-20	3.5	3.7	4.0
Dec-19	3.0	3.2	3.4
Nov-19	3.0	3.3	3.3
Oct-19	2.8	3.3	3.3
Sep-19	2.8	3.4	3.3
Aug-19	3.0	3.7	3.8
Jul-19	3.0	3.9	4.0
Jun-19	2.9	3.8	3.8
May-19	2.3	3.1	3.4
Apr-19	2.2	3.1	3.3
Mar-19	2.6	3.5	3.9
Feb-19	2.7	3.8	4.1
Jan-19	2.9	4.2	4.4
Dec-18	2.5	3.6	3.7
Nov-18	2.5	3.5	3.5
Oct-18	2.5	3.5	3.5
Sep-18	2.6	3.8	3.6
Aug-18	2.8	4.0	3.9
Jul-18	2.9	4.1	4.1
Jun-18	3.1	4.3	4.2
May-18	2.6	3.6	3.6
Apr-18	2.7	3.7	3.7
Mar-18	3.1	4.1	4.1
Feb-18	3.3	4.2	4.4
Jan-18	3.4	4.3	4.5
Dec-17	3.2	3.8	3.9
Nov-17	3.3	3.9	3.9
Oct-17	3.3	3.7	3.9
Sep-17	3.6	4.1	4.1
Aug-17	4.1	4.5	4.5
Jul-17	4.2	4.5	4.6
Jun-17	4.4	4.6	4.5
May-17	4.3	4.2	4.1
Apr-17	4.6	4.2	4.1
Mar-17	5.2	4.6	4.6
Feb-17	5.8	5.0	4.9
Jan-17	6.1	5.1	5.1
Dec-16	5.9	4.6	4.5
Nov-16	6.1	4.5	4.4
Oct-16	6.5	4.6	4.7
Sep-16	7.1	4.9	4.8
Aug-16	7.3	4.9	5.0
Jul-16	7.5	5.1	5.1
Jun-16	7.5	5.0	5.1
May-16	6.7	4.3	4.5
Apr-16	6.8	4.3	4.7
Mar-16	6.7	4.5	5.1
Feb-16	6.2	4.5	5.2
Jan-16	5.8	4.5	5.3
Dec-15	5.2	4.2	4.8
Nov-15	5.4	4.4	4.8

Employment by Industry



Industry	Nov-25	Oct-25	Nov-24	Monthly Change	Monthly Percent Change	Yearly Change	Yearly Percent Change
Total Nonfarm	85,100	85,100	83,500	0	0.0%	1600	1.9%
Mining, Logging and Construction	20,300	20,600	19,900	-300	-1.5%	400	2.0%
Manufacturing	4,500	4,500	4,500	0	0.0%	0	0.0%
Trade, Transportation, and Utilities	20,000	19,800	19,900	200	1.0%	100	0.5%
Information	400	400	400	0	0.0%	0	0.0%
Financial Activities	3,700	3,700	3,700	0	0.0%	0	0.0%
Professional and Business Services	5,200	5,200	5,200	0	0.0%	0	0.0%
Private Education and Health Services	5,900	5,900	5,800	0	0.0%	100	1.7%
Leisure and Hospitality	9,600	9,500	9,400	100	1.1%	200	2.1%
Other Services	4,000	4,000	3,900	0	0.0%	100	2.6%
Government	11,500	11,500	10,800	0	0.0%	700	6.5%

Annual Growth Rate Total Non-agricultural employment

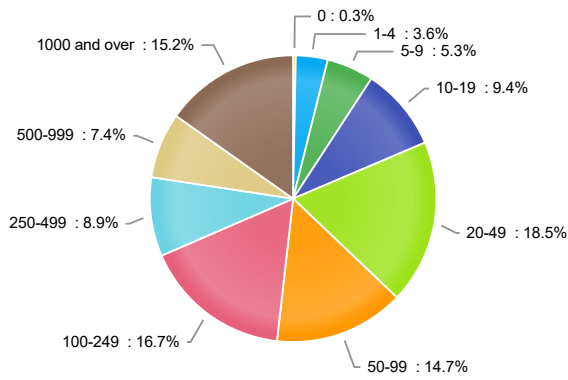


Annual Growth Rate Total Non-agricultural employment table

Month	Employment Count	Annual Growth Rate
Nov-25	85100	1.9%
Oct-25	85100	2%
Sep-25	84300	1.4%
Aug-25	83400	1%
Jul-25	83200	1.2%
Jun-25	84000	1%
May-25	84200	1.3%
Apr-25	84300	1.9%
Mar-25	84000	1.9%
Feb-25	83600	1.6%
Jan-25	82800	1.8%
Dec-24	84000	2.1%
Nov-24	83500	1.7%
Oct-24	83400	2.2%
Sep-24	83100	2.7%
Aug-24	82600	3%
Jul-24	82200	3.1%
Jun-24	83200	3.1%
May-24	83100	2.7%
Apr-24	82700	2.2%
Mar-24	82400	2.7%
Feb-24	82300	2.4%
Jan-24	81300	2.4%
Dec-23	82300	3.8%
Nov-23	82100	2.8%
Oct-23	81600	2.5%
Sep-23	80900	2.5%
Aug-23	80200	3.6%
Jul-23	79700	2.7%
Jun-23	80700	5.2%
May-23	80900	5.2%
Apr-23	80900	5.6%
Mar-23	80200	5.7%
Feb-23	80400	6.9%
Jan-23	79400	7.4%
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	77600	9.8%
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%

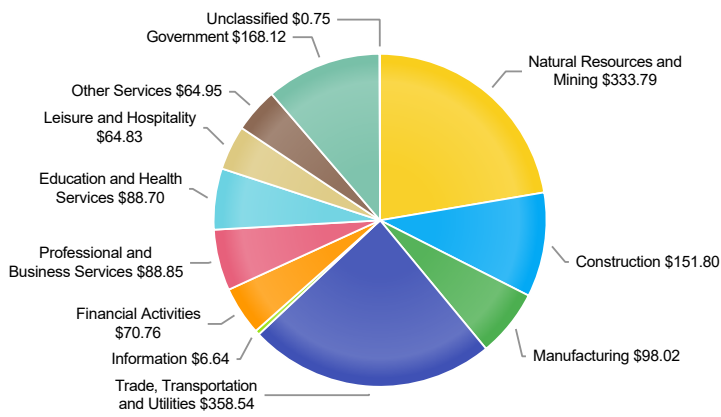
Month	Employment Count	Annual Growth Rate
Jan-21	67900	-16.5%
Dec-20	68500	-17.7%
Nov-20	68600	-18%
Oct-20	68000	-19%
Sep-20	66800	-20.6%
Aug-20	66500	-20.5%
Jul-20	66100	-21.3%
Jun-20	68600	-18.1%
May-20	69200	-17.8%
Apr-20	71700	-15%
Mar-20	81200	-3.2%
Feb-20	81800	-2.6%
Jan-20	81300	-2.3%
Dec-19	83200	-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%
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%

Industry size class



Employees Per Firm	Employment In Size Class	Percentage Of Total Employment
0	252	0.3%
1-4	2928	3.6%
5-9	4351	5.3%
10-19	7637	9.4%
20-49	15069	18.5%
50-99	12035	14.7%
100-249	13666	16.7%
250-499	7286	8.9%
500-999	6018	7.4%
1000 and over	12386	15.2%

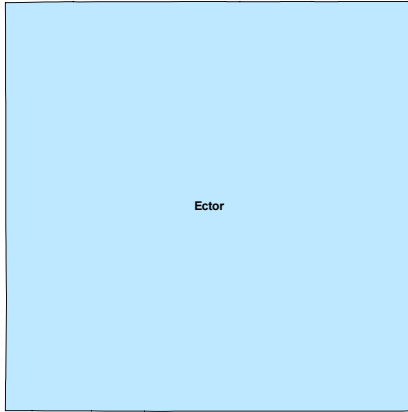
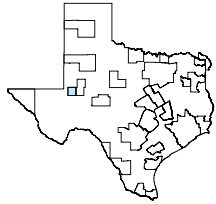
Wages by Industry (in millions) (2nd Quarter 2025)



Industry Title	Wages in millions (\$)
Natural Resources and Mining	333.79
Construction	151.80
Manufacturing	98.02
Trade, Transportation and Utilities	358.54
Information	6.64
Financial Activities	70.76
Professional and Business Services	88.85
Education and Health Services	88.70
Leisure and Hospitality	64.83
Other Services	64.95
Government	168.12
Unclassified	0.75

Odessa MSA

December 2025

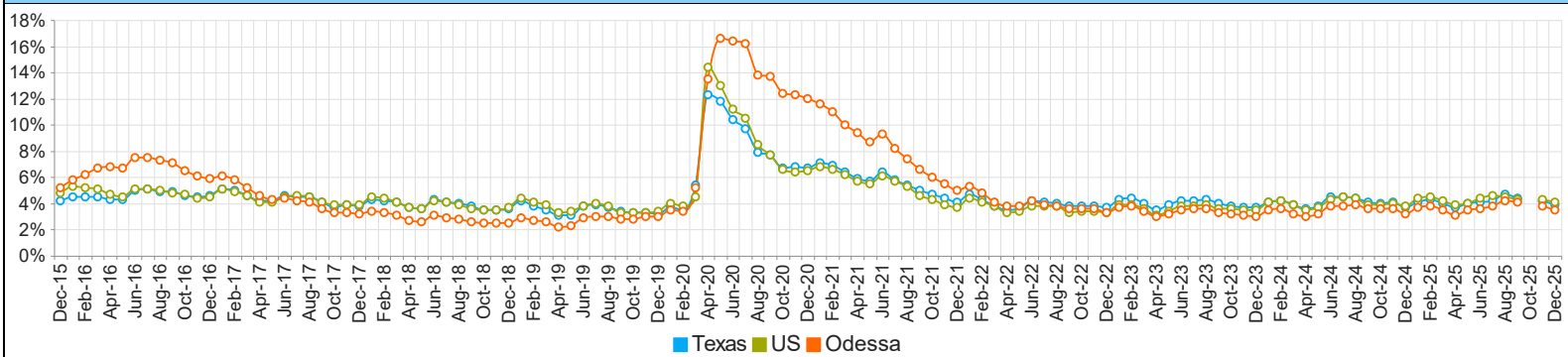


MSA Labor Force Statistics				
	Dec-25	Nov-25	Dec-24	Yearly Change
Civilian Labor Force	89,024	89,529	87,350	1,674
Employed	85,909	86,115	84,513	1,396
Unemployed	3,115	3,414	2,837	278
Unemployment Rate	3.5%	3.8%	3.2%	0.3%

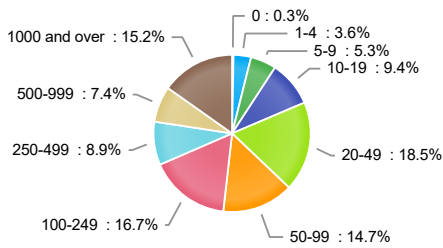
Texas Labor Force Statistics				
	Dec-25	Nov-25	Dec-24	Yearly Change
Civilian Labor Force	15,931,415	16,040,844	15,737,596	193,819
Employed	15,307,152	15,363,268	15,153,794	153,358
Unemployed	624,263	677,576	583,802	40,461
Unemployment Rate	3.9%	4.2%	3.7%	0.2%

US Labor Force Statistics				
	Dec-25	Nov-25	Dec-24	Yearly Change
Civilian Labor Force	170,723,000	171,467,000	167,746,000	2,977,000
Employed	163,720,000	164,066,000	161,294,000	2,426,000
Unemployed	7,003,000	7,401,000	6,452,000	551,000
Unemployment Rate	4.1%	4.3%	3.8%	0.3%

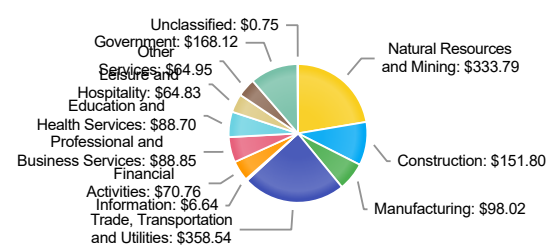
Historical Unemployment Rates



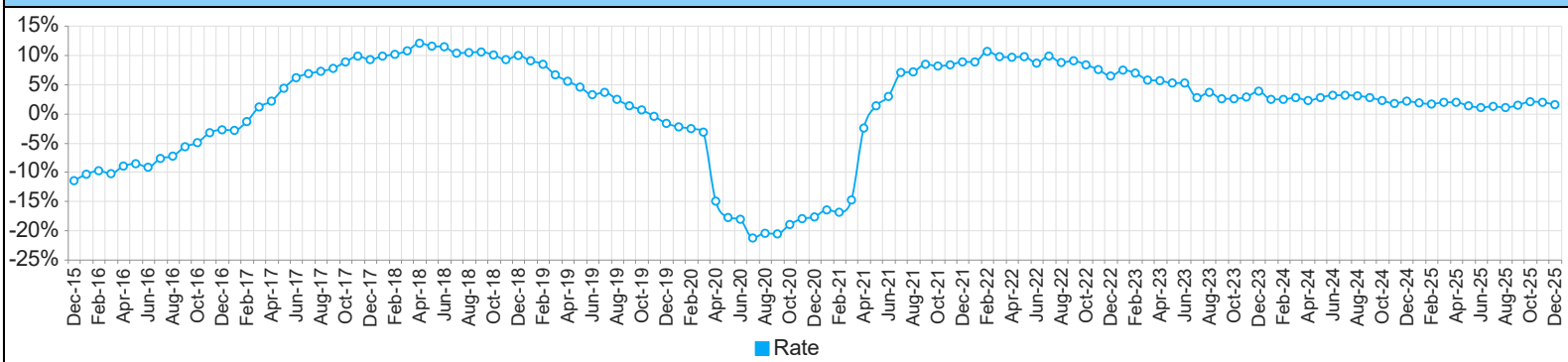
Industry Size Class



Wages by Industry (in millions) (2nd Quarter 2025)



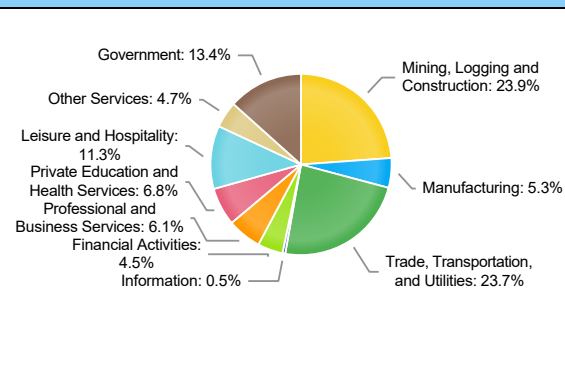
Annual Growth Rate Total Non-agricultural employment

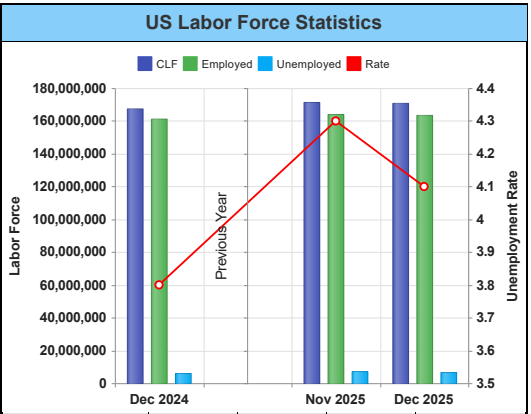
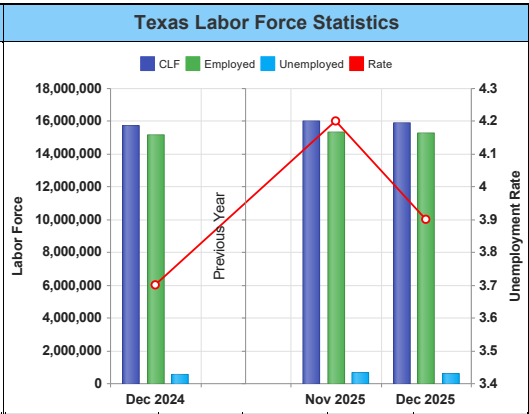
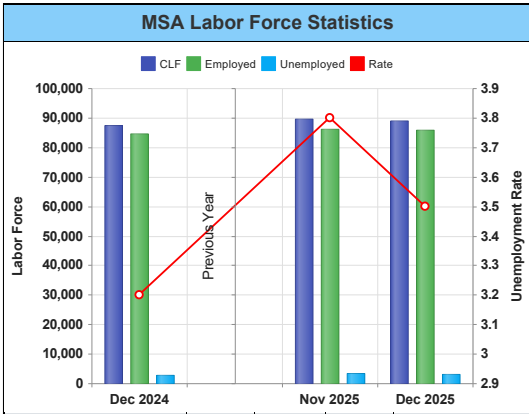


Employment by Industry (December 2025)

Industry	Current Month Employment	% Monthly Change	% Yearly Change
Total Nonfarm	85,300	0.2%	1.5%
Mining, Logging and Construction	20,400	0.5%	1.0%
Manufacturing	4,500	0.0%	0.0%
Trade, Transportation, and Utilities	20,200	1.0%	0.0%
Information	400	0.0%	0.0%
Financial Activities	3,800	2.7%	2.7%
Professional and Business Services	5,200	0.0%	0.0%
Private Education and Health Services	5,800	-1.7%	0.0%
Leisure and Hospitality	9,600	0.0%	2.1%
Other Services	4,000	0.0%	2.6%
Government	11,400	-0.9%	6.5%

Employment by Industry (December 2025)

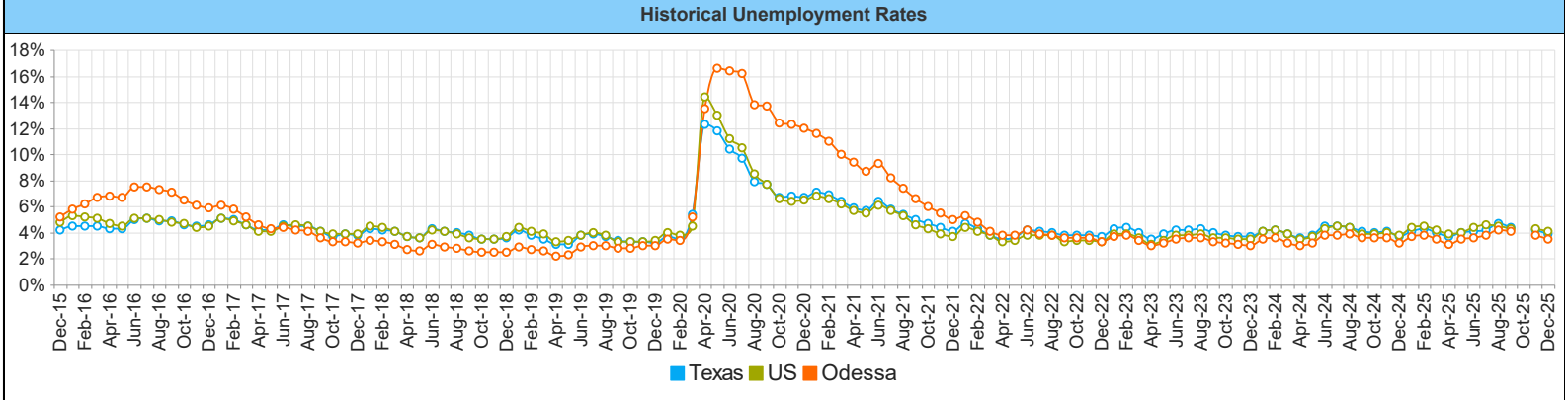




	Dec-25	Nov-25	Dec-24	Yearly Change
Civilian Labor Force	89,024	89,529	87,350	1,674
Employed	85,909	86,115	84,513	1,396
Unemployed	3,115	3,414	2,837	278
Unemployment Rate	3.5%	3.8%	3.2%	0.3%

	Dec-25	Nov-25	Dec-24	Yearly Change
Civilian Labor Force	15,931,415	16,040,844	15,737,596	193,819
Employed	15,307,152	15,363,268	15,153,794	153,358
Unemployed	624,263	677,576	583,802	40,461
Unemployment Rate	3.9%	4.2%	3.7%	0.2%

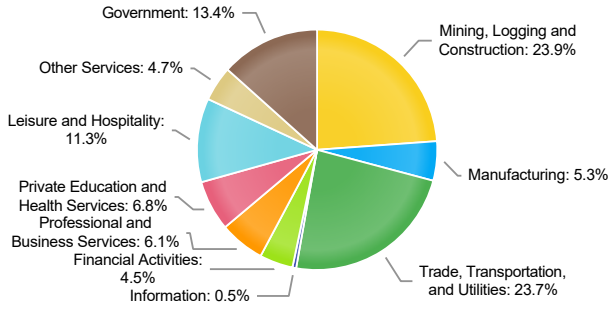
	Dec-25	Nov-25	Dec-24	Yearly Change
Civilian Labor Force	170,723,000	171,467,000	167,746,000	2,977,000
Employed	163,720,000	164,066,000	161,294,000	2,426,000
Unemployed	7,003,000	7,401,000	6,452,000	551,000
Unemployment Rate	4.1%	4.3%	3.8%	0.3%



Months	MSA	Texas	US
Dec-25	3.5	3.9	4.1
Nov-25	3.8	4.2	4.3
Oct-25	N/A	N/A	N/A
Sep-25	4.1	4.4	4.3
Aug-25	4.2	4.7	4.5
Jul-25	3.8	4.2	4.6
Jun-25	3.6	4.1	4.4
May-25	3.5	4.0	4.0
Apr-25	3.1	3.7	3.9
Mar-25	3.5	4.0	4.2
Feb-25	3.8	4.3	4.5
Jan-25	3.7	4.1	4.4
Dec-24	3.2	3.7	3.8
Nov-24	3.6	4.1	4.0
Oct-24	3.6	4.0	3.9
Sep-24	3.6	4.1	3.9
Aug-24	3.9	4.4	4.4
Jul-24	3.8	4.5	4.5
Jun-24	3.8	4.5	4.3
May-24	3.2	3.8	3.7
Apr-24	3.0	3.6	3.5
Mar-24	3.2	3.9	3.9
Feb-24	3.6	4.2	4.2
Jan-24	3.5	4.1	4.1
Dec-23	3.0	3.7	3.5
Nov-23	3.1	3.7	3.5
Oct-23	3.2	3.8	3.6
Sep-23	3.3	4.0	3.6
Aug-23	3.6	4.3	3.9
Jul-23	3.6	4.2	3.8
Jun-23	3.5	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	3.6	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	3.8	3.6	3.4
Apr-22	3.8	3.5	3.3
Mar-22	4.1	3.8	3.8
Feb-22	4.8	4.3	4.1
Jan-22	5.3	4.7	4.4
Dec-21	5.0	4.1	3.7
Nov-21	5.5	4.4	3.9
Oct-21	6.0	4.7	4.3
Sep-21	6.6	5.0	4.6
Aug-21	7.4	5.4	5.3
Jul-21	8.2	5.8	5.7
Jun-21	9.3	6.4	6.1

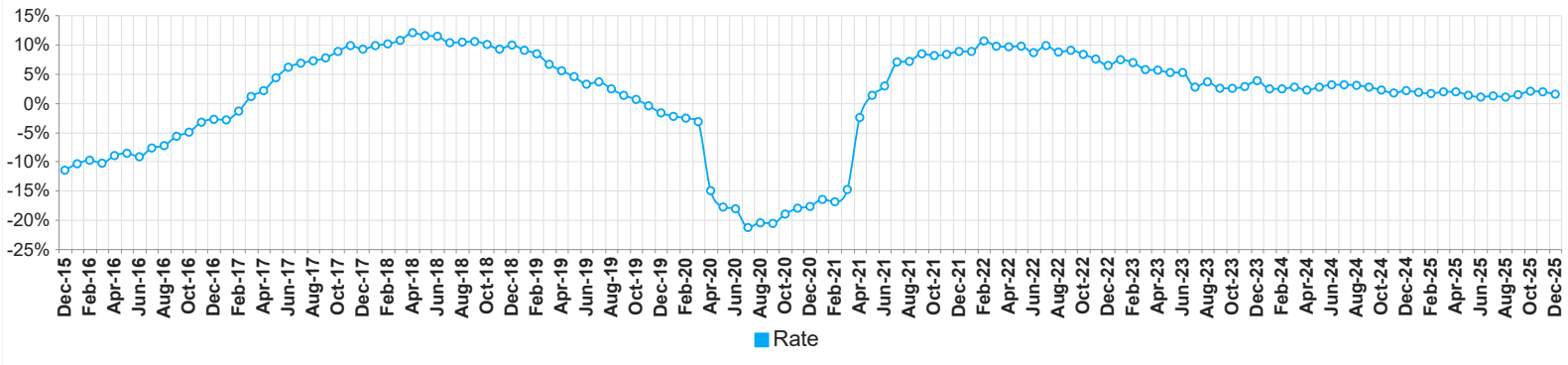
Months	MSA	Texas	US
May-21	8.7	5.7	5.5
Apr-21	9.4	5.9	5.7
Mar-21	10.0	6.4	6.2
Feb-21	11.0	6.9	6.6
Jan-21	11.6	7.1	6.8
Dec-20	12.0	6.7	6.5
Nov-20	12.3	6.8	6.4
Oct-20	12.4	6.7	6.6
Sep-20	13.7	7.7	7.7
Aug-20	13.8	7.9	8.5
Jul-20	16.2	9.7	10.5
Jun-20	16.4	10.4	11.2
May-20	16.6	11.8	13.0
Apr-20	13.5	12.3	14.4
Mar-20	5.2	5.4	4.5
Feb-20	3.4	3.5	3.8
Jan-20	3.5	3.7	4.0
Dec-19	3.0	3.2	3.4
Nov-19	3.0	3.3	3.3
Oct-19	2.8	3.3	3.3
Sep-19	2.8	3.4	3.3
Aug-19	3.0	3.7	3.8
Jul-19	3.0	3.9	4.0
Jun-19	2.9	3.8	3.8
May-19	2.3	3.1	3.4
Apr-19	2.2	3.1	3.3
Mar-19	2.6	3.5	3.9
Feb-19	2.7	3.8	4.1
Jan-19	2.9	4.2	4.4
Dec-18	2.5	3.6	3.7
Nov-18	2.5	3.5	3.5
Oct-18	2.5	3.5	3.5
Sep-18	2.6	3.8	3.6
Aug-18	2.8	4.0	3.9
Jul-18	2.9	4.1	4.1
Jun-18	3.1	4.3	4.2
May-18	2.6	3.6	3.6
Apr-18	2.7	3.7	3.7
Mar-18	3.1	4.1	4.1
Feb-18	3.3	4.2	4.4
Jan-18	3.4	4.3	4.5
Dec-17	3.2	3.8	3.9
Nov-17	3.3	3.9	3.9
Oct-17	3.3	3.7	3.9
Sep-17	3.6	4.1	4.1
Aug-17	4.1	4.5	4.5
Jul-17	4.2	4.5	4.6
Jun-17	4.4	4.6	4.5
May-17	4.3	4.2	4.1
Apr-17	4.6	4.2	4.1
Mar-17	5.2	4.6	4.6
Feb-17	5.8	5.0	4.9
Jan-17	6.1	5.1	5.1
Dec-16	5.9	4.6	4.5
Nov-16	6.1	4.5	4.4
Oct-16	6.5	4.6	4.7
Sep-16	7.1	4.9	4.8
Aug-16	7.3	4.9	5.0
Jul-16	7.5	5.1	5.1
Jun-16	7.5	5.0	5.1
May-16	6.7	4.3	4.5
Apr-16	6.8	4.3	4.7
Mar-16	6.7	4.5	5.1
Feb-16	6.2	4.5	5.2
Jan-16	5.8	4.5	5.3
Dec-15	5.2	4.2	4.8

Employment by Industry



Industry	Dec-25	Nov-25	Dec-24	Monthly Change	Monthly Percent Change	Yearly Change	Yearly Percent Change
Total Nonfarm	85,300	85,100	84,000	200	0.2%	1,300	1.5%
Mining, Logging and Construction	20,400	20,300	20,200	100	0.5%	200	1.0%
Manufacturing	4,500	4,500	4,500	0	0.0%	0	0.0%
Trade, Transportation, and Utilities	20,200	20,000	20,200	200	1.0%	0	0.0%
Information	400	400	400	0	0.0%	0	0.0%
Financial Activities	3,800	3,700	3,700	100	2.7%	100	2.7%
Professional and Business Services	5,200	5,200	5,200	0	0.0%	0	0.0%
Private Education and Health Services	5,800	5,900	5,800	-100	-1.7%	0	0.0%
Leisure and Hospitality	9,600	9,600	9,400	0	0.0%	200	2.1%
Other Services	4,000	4,000	3,900	0	0.0%	100	2.6%
Government	11,400	11,500	10,700	-100	-0.9%	700	6.5%

Annual Growth Rate Total Non-agricultural employment

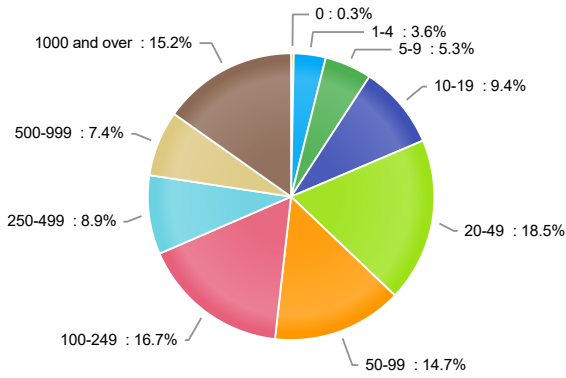


Annual Growth Rate Total Non-agricultural employment table

Month	Employment Count	Annual Growth Rate
Dec-25	85300	1.5%
Nov-25	85100	1.9%
Oct-25	85100	2%
Sep-25	84300	1.4%
Aug-25	83400	1%
Jul-25	83200	1.2%
Jun-25	84000	1%
May-25	84200	1.3%
Apr-25	84300	1.9%
Mar-25	84000	1.9%
Feb-25	83600	1.6%
Jan-25	82800	1.8%
Dec-24	84000	2.1%
Nov-24	83500	1.7%
Oct-24	83400	2.2%
Sep-24	83100	2.7%
Aug-24	82600	3%
Jul-24	82200	3.1%
Jun-24	83200	3.1%
May-24	83100	2.7%
Apr-24	82700	2.2%
Mar-24	82400	2.7%
Feb-24	82300	2.4%
Jan-24	81300	2.4%
Dec-23	82300	3.8%
Nov-23	82100	2.8%
Oct-23	81600	2.5%
Sep-23	80900	2.5%
Aug-23	80200	3.6%
Jul-23	79700	2.7%
Jun-23	80700	5.2%
May-23	80900	5.2%
Apr-23	80900	5.6%
Mar-23	80200	5.7%
Feb-23	80400	6.9%
Jan-23	79400	7.4%
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	77600	9.8%
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%

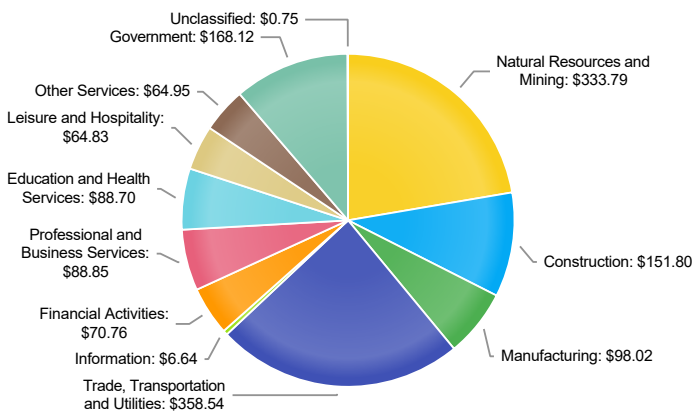
Month	Employment Count	Annual Growth Rate
Feb-21	68000	-16.9%
Jan-21	67900	-16.5%
Dec-20	68500	-17.7%
Nov-20	68600	-18%
Oct-20	68000	-19%
Sep-20	66800	-20.6%
Aug-20	66500	-20.5%
Jul-20	66100	-21.3%
Jun-20	68600	-18.1%
May-20	69200	-17.8%
Apr-20	71700	-15%
Mar-20	81200	-3.2%
Feb-20	81800	-2.6%
Jan-20	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%
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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%

Industry size class



Employees Per Firm	Employment In Size Class	Percentage Of Total Employment
0	252	0.3%
1-4	2928	3.6%
5-9	4351	5.3%
10-19	7637	9.4%
20-49	15069	18.5%
50-99	12035	14.7%
100-249	13666	16.7%
250-499	7286	8.9%
500-999	6018	7.4%
1000 and over	12386	15.2%

Wages by Industry (in millions) (2nd Quarter 2025)



Industry Title	Wages in millions (\$)
Natural Resources and Mining	333.79
Construction	151.80
Manufacturing	98.02
Trade, Transportation and Utilities	358.54
Information	6.64
Financial Activities	70.76
Professional and Business Services	88.85
Education and Health Services	88.70
Leisure and Hospitality	64.83
Other Services	64.95
Government	168.12
Unclassified	0.75